



**LEADING
CHANGE
THROUGH
INTELLIGENT
SOLUTIONS**

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Cover Rationale

The cover of this year's report depicts what it means to be a Technology-Enabled Solutions Company. It translates this abstract idea into a tangible visual, showing how technology brings together our people, practices, systems and insights to drive transformation and deliver meaningful solutions.

The interconnected nodes and flowing lines represent the data points, knowledge and digital capabilities that underpin our everyday work. They reflect how information is continuously gathered, analysed and applied across our operations to enhance decision-making, optimise performance and improve outcomes across the asset and infrastructure lifecycle. Their convergence at a single focal point symbolises the breakthrough that occurs when these inputs are aligned effectively, translating complexity into clarity and insight into action. Together, they form the image of a phoenix, representing renewal and transformation as intelligent solutions are brought to life.

Taken as a whole, the image stands in contrast to our tangible solutions and services. It illustrates the extent of our evolution into a digitally driven organisation, and how technology supports sustainable growth, operational excellence and long-term value creation in the real world.



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 This icon directs users to additional information available online.

ABOUT THIS REPORT

At UEM Edgenta, we align sustainability, efficiency and technology to deliver our vision of Optimising Assets to Improve Lives. Guided by this approach, we continue to progress against our objectives while creating shared value for our stakeholders, communities and the environment.

As the global operating landscape continues to undergo significant shifts, the importance of integrated thinking and sustainable business practices has become even more pronounced. Against this backdrop, we present our Integrated Annual Report 2025, which sets out the value we have created during the year and the priorities that guided our execution.

Prepared in line with integrated reporting principles, this report presents our financial performance alongside the initiatives undertaken to strengthen our competitiveness and sustainability, namely international growth, cost optimisation anchored in operational excellence, and technology enhancements that elevate our service and product offerings. Together, these disclosures enable stakeholders to make an informed assessment of our growth potential and long-term resilience.

SCOPE OF THE REPORT

This report covers the activities of UEM Edgenta and its subsidiaries, joint operations, joint ventures and associates for the period from 1 January 2025 to 31 December 2025 (“FY2025”), unless otherwise stated.

Included within this report is our Sustainability Statement, which reflects our continued journey towards strengthened sustainability practices. The statement outlines the key sustainability initiatives and commitments undertaken during FY2025 and reports our performance against the material sustainability matters identified by the Group. The reporting period for the statement is aligned with that of this report.

Both the report and the statement cover our operations in Malaysia and across our other key markets, namely Singapore, Taiwan, Indonesia, the United Arab Emirates (“UAE”) and the Kingdom of Saudi Arabia (“KSA”).

OUR TARGETED READERS

In addition to our financial performance, this report highlights the shared value we create for our stakeholders, including our clients, employees, regulators, local communities and the natural environment.

REPORTING FRAMEWORKS

The preparation of this report is guided by the following frameworks, which reflect compliance with applicable local and international reporting standards as well as globally recognised best practices.

Corporate Section

- Companies Act 2016
- Bursa Malaysia’s Main Market Listing Requirements (“MMLR”)
- Securities Commission Malaysia’s Malaysian Code on Corporate Governance (“MCCG”)
- Bursa Malaysia’s Corporate Governance Guide (4th edition)
- Bursa Malaysia’s Management Discussion and Analysis Disclosure Guide
- Bursa Malaysia’s Sustainability Reporting Guide (3rd edition)
- International Integrated Reporting Framework (“International <IR> Framework”)
- The Global Reporting Initiative (“GRI”) Standards
- United Nations’ Sustainable Development Goals (“UN SDGs”)
- FTSE4Good Bursa Malaysia Index indicators
- International Energy Agency (“IEA”) Global Pathway
- International Sustainability Standards Board (“ISSB”) standards

Financial Section

- Companies Act 2016 in Malaysia
- Bursa Malaysia’s MMLR
- Malaysian Financial Reporting Standards (“MFRS”)
- International Financial Reporting Standards (“IFRS”)

MATERIALITY STATEMENT

The content in this report is shaped by our material matters, which are the issues considered most critical to our purpose and ability to create value over the short, medium and long term. We identify these matters through a structured five-step process that is led by the Board and Management, as outlined on page 51.

In assessing materiality, we consider a range of internal and external factors, including the Group’s strategy, the needs, expectations and concerns of our key stakeholders, and the broader economic and trading environment in which we operate. These material matters are reviewed annually as part of the Board’s strategic planning process.

NAVIGATING OUR REPORT

We use icons to represent our capitals, material matters, stakeholders, and key risks for easy navigation of this report.

FORWARD-LOOKING STATEMENTS

This report includes forward-looking statements relating to the Group's expected future performance. These statements are based on current assumptions and understanding of prevailing conditions as at the date of reporting and are subject to change over time. Actual outcomes may differ materially from those expressed or implied due to various risks, uncertainties and other factors, including those that may not currently be anticipated.

INDEPENDENT COMBINED ASSURANCE STATEMENT

We apply a coordinated assurance model to evaluate and provide assurance across key aspects of our operations, including selected elements of external reporting. Assurance is delivered through multiple lines of oversight, involving Management and the Board, our Internal Audit department and independent external service providers. This includes limited assurance on selected sustainability information, as well as assessments by relevant third parties such as rating agencies.

The credibility of this report is underpinned by the Group's established governance practices and an independent audit of our financial information by Ernst & Young PLT.

During the year, our Internal Audit department conducted a limited assurance review of this report covering seven sustainability matters, namely Anti-Corruption, Community/Society, Diversity, Health and Safety, Labour Practices and Standards, Supply Chain Management, and Water. As our reporting advances, we intend to enhance assurance arrangements by pursuing external assurance and progressively broadening the scope of review.

Capitals

-  Financial
-  Plants and Machinery
-  Intellectual
-  Human
-  Natural
-  Social & Relationship

Material Matters

-  M1 Business Ethics
-  M2 Innovation and Technology-based Operational Excellence
-  M3 Economic Development
-  M4 Supply Chain Management
-  M5 Climate Change and Energy
-  M6 Environmental Management
-  M7 Occupational Health and Safety
-  M8 Employment Culture
-  M9 Customer Satisfaction
-  M10 Human Rights Assessment
-  M11 Local Community

Stakeholders

-  S1 Board of Directors and Employees
-  S2 Clients and Partners
-  S3 Government and Regulators, Industry and Business Associates
-  S4 Shareholders and Investors
-  S5 Supply Chain Partners
-  S6 Media
-  S7 Community

Key Risks

-  R1 Strategic Risk
-  R2 Operational Risk
-  R3 Financial Risk
-  R4 Compliance Risk
-  R5 People Risk
-  R6 Cybersecurity Risk
-  R7 ESG Risk
-  R8 Climate-related Risk

UN SDGs

Our Group's sustainability efforts are aligned to the following UN SDGs, which were adopted and have been adhered to since FY2021.



FEEDBACK

We are committed to fair and transparent engagement with all our stakeholders. Please get in touch with us if you have any comments or feedback at:

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Level 16, Menara UEM,
Tower 1, Avenue 7
The Horizon, Bangsar South City,
No. 8, Jalan Kerinchi 59200
Kuala Lumpur

Tel : +603 2725 6688
Fax : +603 2711 8057
E-mail :
communications@edgenta.com

WEBSITE

For more about this report and UEM Edgenta, please visit our corporate website at www.uemedgenta.com

VISION

Optimising Assets to Improve Lives

MISSION

- Our services, commitment to smarter thinking and improved solutions place us at the forefront of the industry
- We create opportunities for clients and assets that positively influence society

CORE VALUES

FIRST are the guiding principles for our behaviour at Edgenta when dealing with our internal and external clients as well as stakeholders. It defines the character, commitment and culture of our organisation.

FIRST is the Edgenta Way.

				
FUTURE FOCUSED	IMAGINE NEW WAYS	RESPECT FOR ALL	SOLUTIONING MINDSET	TRUE TO OUR WORD
				
we prepare for tomorrow's challenges, today	we imagine new ways to deliver better work	we treat our colleagues & stakeholders with respect	we solve challenges to deliver results	we are guided by integrity to build trust

WHAT WE DO

As a leading Asset Management and Infrastructure Solutions provider, we deliver innovative, technology-driven solutions that create lasting value for our clients across the entire asset lifecycle.

Our end-to-end services – including consultancy, procurement, construction planning, operations, maintenance, optimisation, rehabilitation, and upgrades – ensure seamless asset performance and reliability. These solutions are rooted in our commitment to Environmental, Social, and Governance (“ESG”) principles and the Edgenta Way, our pledge to consistently exceed industry standards while putting safety and well-being first.

With a presence across Malaysia, Singapore, Taiwan, Indonesia, United Arab Emirates (“UAE”), and the Kingdom of Saudi Arabia (“KSA”), we are shaping the future of asset management on the regional stage, with ambitions to extend our reach further still in the global arena.

REVENUE

RM2.86
Billion

SHAREHOLDERS' FUNDS


RM1.05
Billion

TOTAL ASSETS

RM2.56
Billion




HEALTHCARE SOLUTIONS

 For detailed business performance information, please refer to page 85.




PROPERTY AND FACILITY SOLUTIONS

 For detailed business performance information, please refer to page 91.



INFRASTRUCTURE SERVICES

 For detailed business performance information, please refer to page 95.



ASSET CONSULTANCY

 For detailed business performance information, please refer to page 100.

* As at 31 December 2025 and for the financial year then ended.

WHAT WE DO



HEALTHCARE SOLUTIONS



Our Healthcare Solutions division provides integrated healthcare facilities maintenance and management services to over 300 hospitals across Malaysia, Singapore and Taiwan. Our regional scale and longstanding relationships with public and private healthcare providers, strengthened by recognition from local health and industry authorities for our commitment to sustainable healthcare management practices, position us as a trusted partner.

Our comprehensive service portfolio supports maintenance and management of healthcare facilities across their full operational lifecycle. We enhance the longevity and reliability of buildings, preserving assets and mission-critical systems for seamless operations, manage the processing and distribution of daily clean linen to support the needs and ensure patient comfort, and uphold stringent hygiene standards through end-to-end cleaning, sanitation and the safe, compliant treatment and disposal of clinical waste. Additionally, our portering and hospital aide services support the efficient functioning of non-clinical and administrative operations, improving the overall patient experience and enabling the healthcare professionals to focus on clinical care.

Environmental sustainability, technology adoption and the progressive digitalisation of support services are key priorities for us. We stand at the forefront of integrated facilities management (“IFM”), leveraging sustainable initiatives to reduce environmental impact. We are committed in embedding ESG principles, rigorously pursuing sustainability adoption and promoting social responsibility. Our services are also characterised by an innovative mindset in implementing technologies through a digital-centric approach, driving continuous improvements to our operations. By strengthening data accuracy, reliability and reporting timeliness, we enhance decision-making and service outcomes, fostering a patient-centric operating model with a strong focus on consistent excellence in healthcare service delivery.

Managed and maintained
118,000 assets
 worth over RM5.3 billion under Facility Engineering Maintenance Services (“FEMS”)

43,000+
 assets valued more than RM1.48 billion maintained under Biomedical Engineering Maintenance Services (“BEMS”)

2.3 million sq m²
 of cleanable area maintained daily in Malaysia

297 contracts renewed with a total contract value of
RM2,255.4 million

Won
RM233.8 million
 in new contracts in FY2025



PROPERTY AND FACILITY SOLUTIONS

1,000

buildings under management in Malaysia, UAE and Saudi Arabia

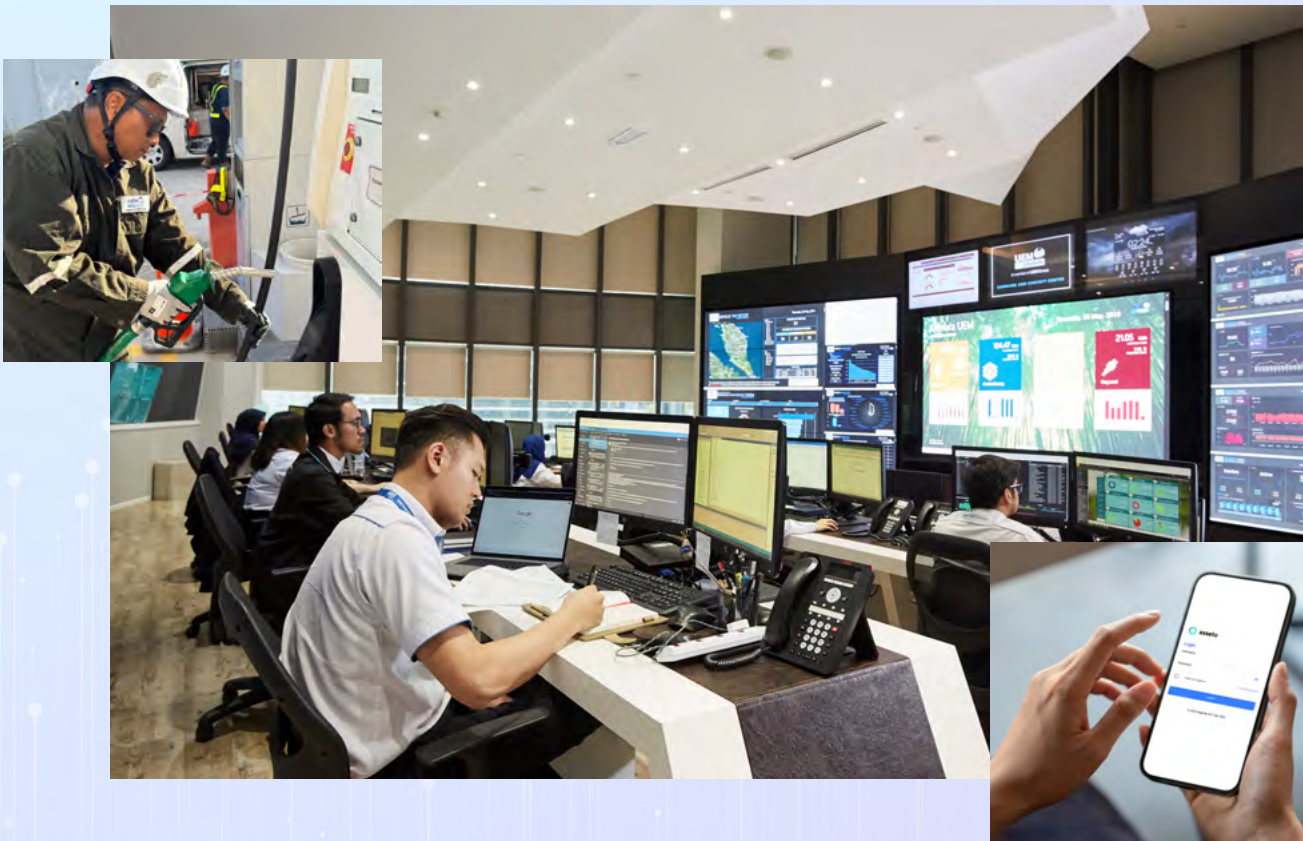
Market penetration into **multi-site industrial environments within the oil and gas and mining sectors**

Strengthened international presence in **UAE and Saudi Arabia** through new property and facility management wins

We deliver building and facilities management through our Property and Facility Solutions (“PFS”) division, taking a long-term, whole-lifecycle approach to sustaining asset performance, efficiency and resilience. Rather than focusing solely on day-to-day tasks, we work with clients to understand how buildings perform over time, identifying opportunities for strategic planning, timely upgrades and continuous improvement to keep facilities operating optimally.

Data plays an important role in supporting this approach. By analysing operational information and performance trends, we help clients make more informed decisions to optimise operations, minimise unplanned downtime and maintain consistently high service standards.

Our approach is aligned with ESG priorities, with a focus on energy efficiency and sustainability. By creating well-managed, resource-efficient spaces, we support improved environmental outcomes and better customer outcomes across the assets we manage.



WHAT WE DO



INFRASTRUCTURE SERVICES



RM10 billion+

worth of infrastructure assets managed

9,000 km+

of expressways, state roads and rural roads maintained across Malaysia

Improved operational efficiency by 25%

with digitalisation via our Road Asset Management System ("RAMS")

Our Infrastructure Services division plays a key role in supporting national economic development by ensuring the optimal functioning of critical transportation and industrial infrastructure.

Supported by a team of experienced specialists, the division has a proven track record in managing complex, large-scale infrastructure projects, enhancing reliability, availability and long-term performance. This is achieved through disciplined execution and a focus on operational efficiency, sustainability and cost efficiency, supported by data-driven insights.

The division's success is reflected in its extensive portfolio, which spans roads, airports and railways, and extends to serving industries such as ports, oil and gas, and plantations. By applying forward-thinking practices and leveraging technology to support planning and decision-making, we continue to strengthen a smarter and more resilient infrastructure management model that supports consistent outcomes over the long term.



ASSET CONSULTANCY

At OPUS Consultants, we are a leading engineering and asset management consultancy, recognised for delivering with distinction across complex multi-site programmes as well as mega and iconic developments in diverse sectors. We combine deep technical expertise, disciplined project delivery and data-driven insights to help infrastructure and asset owners build future-ready assets and resilient networks.

With decades of experience and a proven record on high-profile projects, we are trusted partners to our clients, all the way from strategy and design through to execution and long-term performance, known for budget discipline, uncompromising quality and timely delivery. Our integrated capabilities include engineering consultancy and strategic advisory, lifecycle management and performance optimisation, which extend asset life, reduce operating costs and strengthen safety, reliability and resilience. By embedding sustainability outcomes and industry best practices into delivery, we help clients anticipate climate and operational risks, unlock efficiency gains, and create enduring value for generations to come.

> 30 years experience

in highways and roads, rail, airports, urban transit, built environment and other key infrastructure projects

Managing

> 1,000 km

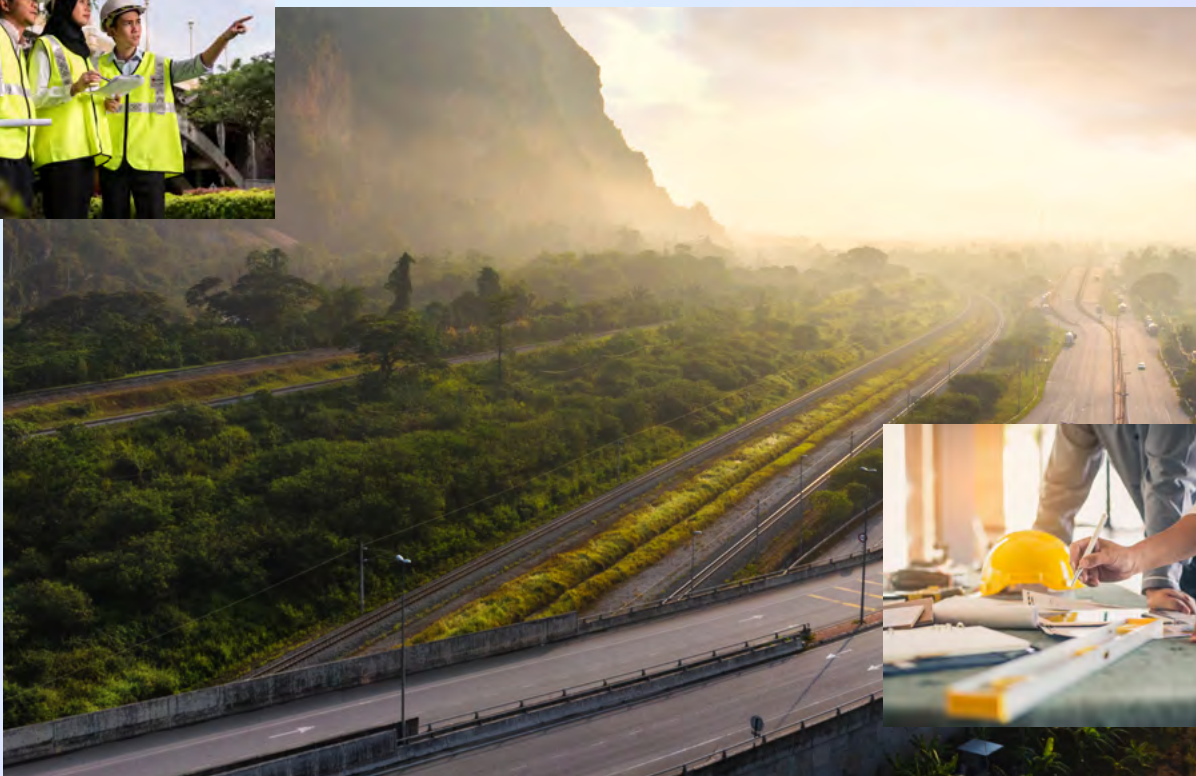
of tolled expressways in Malaysia

> RM100 billion

value of projects delivered

> 400

professional employees



OUR PRESENCE

We operate in 6 countries across the regions.

Our unique expertise and distinctive focus on sustainable, technology-based solutions has carved us a niche in six countries, driving our journey to become a regional asset management powerhouse.

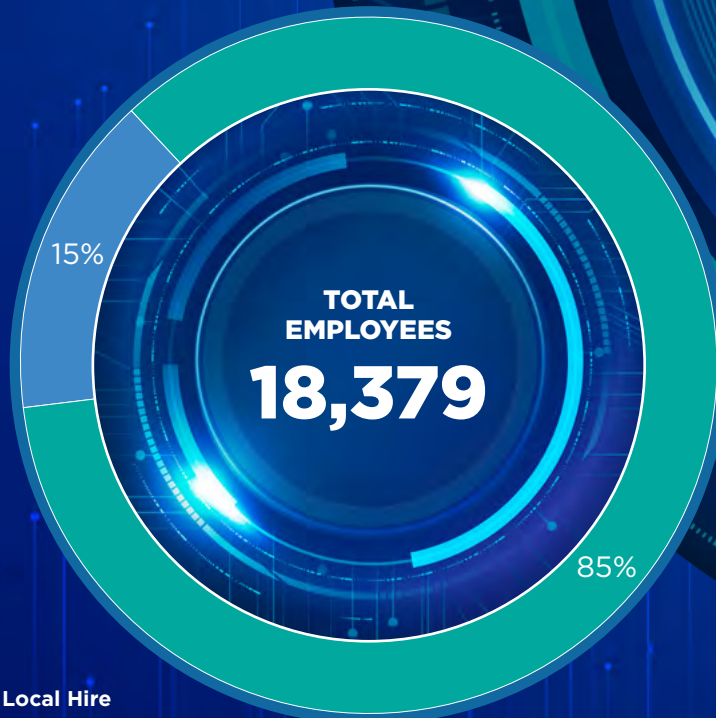
794
Employees

United Arab Emirates

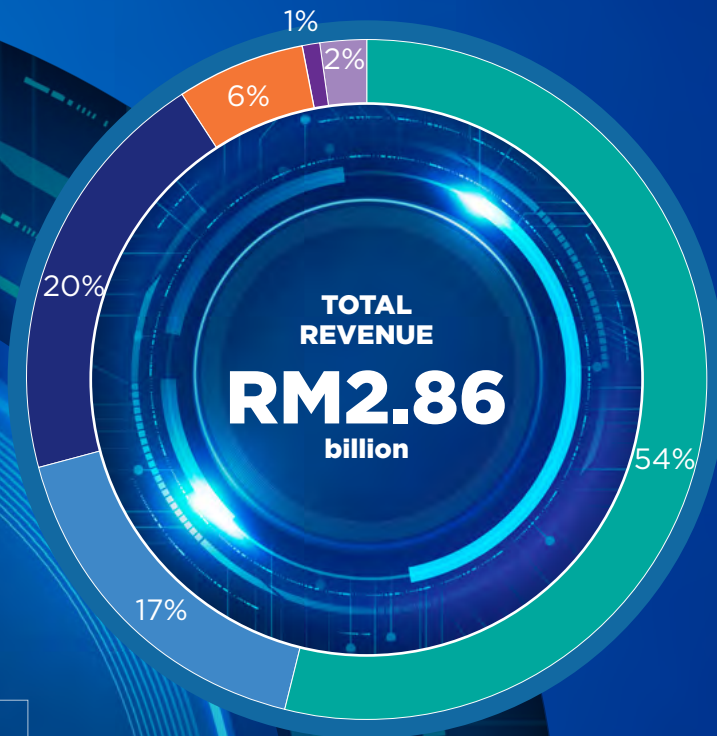


459
Employees

Kingdom of Saudi Arabia



- Local Hire
- International



- Malaysia
- Singapore
- Taiwan
- United Arab Emirates
- Indonesia
- Kingdom of Saudi Arabia



Malaysia Operations

54%

46%

Non-Malaysia Operations

Taiwan

7,593
Employees

Malaysia

6,179
Employees

Singapore

3,345
Employees

Indonesia

9
Employees

2025 PERFORMANCE HIGHLIGHTS

BUSINESS HIGHLIGHTS

Secured **high-value, multinational IFM contracts**, marking our entry into multi-site industrial environments.

Formed DuaSatu FZ LLC in Dubai, a joint venture with 21 Estates Group FZCO to expand our presence in Dubai, unlocking access to new opportunities in the broader Middle East region.

Expanded our offerings in Indonesia with a geothermal supply contract for a power plant in Bandung.

Diversified into new service sectors in Singapore, expanding our service footprint beyond healthcare into hotels and commercial properties.

Marked a step-change in digital differentiation by placing Asseto at the core of service delivery, repositioning us as a **built environment master integrator**.

Grew Healthcare Solutions' non-concession and private portfolio, delivering **311 contract renewals** as well as new wins across FEMS/ BEMS, linen and laundry, and cleaning and housekeeping services.

Expanded our presence in advanced healthcare in Taiwan by securing **15 new contracts**.

Scaled our Zero Capex Energy Efficiency Programme **RM70.3 million** in order book wins.

Scored a major win as a **TFM managing agent** in the education sector.



Secured a new traffic management contract

for the KL-Karak Lane Widening Project, achieving Tier 1 contractor status in the process.

Strengthened our international presence in UAE and Saudi Arabia

through new property and facility management wins.

FINANCIAL HIGHLIGHTS

Revenue

RM2,861.0 million

2024: RM3,049.8 million

Earnings Before Interest, Taxes, Depreciation and Amortisation (EBITDA)

(RM57.3 million)

2024: RM193.8 million

(Loss)/Profit Before Tax and Zakat (PBT)

(RM359.1 million)

2024: RM91.7 million

(Loss)/Profit After Tax and Zakat (PAT)

(RM412.9 million)

2024: RM45.2 million

(Loss)/Profit Attributable to Owners of the Parent (PATANCI)

(RM417.2 million)

2024: RM45.3 million

Total Assets

RM2,563.4 million

2024: RM2,992.3 million

Shareholders' Funds

RM1,051.2 million

2024: RM1,538.7 million

Earnings per Share

(50.2 sen)

2024: 5.4 sen

Net Assets per Share

RM1.26

2024: RM1.85

Gross Gearing Ratio

0.37x

2024: 0.28x

Net Cash Position

RM455.4 million

2024: RM225.9 million

Total Cash, Bank Balances, Deposits and Short Term Investments

RM851.2 million

2024: RM661.5 million

2025 PERFORMANCE HIGHLIGHTS

SUSTAINABILITY HIGHLIGHTS



FTSE4Good

Secured inclusion in the FTSE4Good Bursa Malaysia Index, underscoring our commitment to robust environmental, social and governance standards.

Delivered energy savings of **27,932,360 kWh**, equivalent to RM12,872,740 in cost savings.

Recorded more than **277,000 learning hours**, excluding learning undertaken through Individual Development Plans (“IDPs”), which continue to complement our dynamic learning ecosystem.

Expanded circular economy solutions through **our asphalt premix plant with recycling facility** driving the estimated avoidance of up to 800 tonnes of CO₂e annually.

Strengthened supplier ESG oversight, **assessing 78 strategic and critical vendors** on their ESG understanding and practices.

Launched our **Sustainability Roadmap 2.0** to further embed sustainability into our business activities and decision-making.

13.54% reduction in emissions against 2022 baseline.

Improved Lost Time Incident Rate (“LTIR”) to **0.6** (2024: 1.0)

AWARDS AND RECOGNITIONS

CORPORATE



Graduan Brand Awards 2025

- Conglomerate Sector – Bronze
- Technology: Software Development Sector – Bronze



National Annual Corporate Report Awards (NACRA) 2025

- Platinum Winner for Companies with Less than RM2 Billion in Market Capitalisation



National Corporate Governance & Sustainability Awards (NACGSA) 2025

- Overall Excellence Award: Malaysia Top 50 – Ranked 38th



The Star ESG Positive Impact Awards 2025

- Energy Efficiency – Gold (Malaysia Level)
- Energy Efficiency – Silver (Regional Level)
- Waste Management – Gold (Malaysia Level)
- Waste Management – Silver (Regional Level)



Chua Yong Howe, our Chief Digital Officer received the 'Legend' award at the **World CIO 200 Summit 2025** – Malaysia Edition by the Global CIO Forum

ASSET CONSULTANCY



Opus Energy received the Industry Excellence Award

under the Energy, Construction & Infrastructure category at the Malaysia Industry Award (MINDA) 2025

HEALTHCARE

Green Healthcare Facilities Appreciation 2025 (GHFA2025)

- Best Sustainability Initiative (Concession)
- Best Energy Reduction (Hospital)
 - Hospital Sultan Abdul Halim (Winner)
 - Hospital Sungai Siput (2nd Runner-up)
- Best Energy Reduction (State)
 - JKN Perak (Winner)
 - JKN Pulau Pinang (1st Runner-up)
- Best 3R Implementation (Hospital)
 - Hospital Sultanah Bahiyah (1st Runner-up)
- Best 3R Implementation (State)
 - JKN Kedah (2nd Runner-up)
- Most 3R Revenue Generated
 - Hospital Pulau Pinang (1st Runner-up)
- Best Green Building Certified Hospital
 - Hospital Kepala Batas (Winner)
 - Hospital Teluk Intan (1st Runner-up)
 - Hospital Slim River (2nd Runner-up)

UEMS Singapore accredited as a Champion of Good by the **National Volunteer and Philanthropy Centre (NVPC)**

OUR CORPORATE STRUCTURE

As at 26 March 2026

KHAZANAH NASIONAL BERHAD



KHAZANAH
NASIONAL

100%

UEM GROUP BERHAD



ASSET MANAGEMENT

HEALTHCARE SOLUTIONS

PROPERTY AND FACILITY SOLUTIONS

CONCESSION

COMMERCIAL

100% **Edgenta Healthcare Management Sdn. Bhd.**

100% **Edgenta (Singapore) Pte. Ltd.**

- 100% Edgenta Mediserve Sdn. Bhd.*
 - 100% Edgenta Healthtronics Sdn. Bhd.
 - 100% Edgenta Mediserve (Sabah) Sdn. Bhd.
 - 40% Sedafiat Sdn. Bhd.
 - 100% Edgenta Mediserve (Sarawak) Sdn. Bhd.
 - 40% One Medicare Sdn. Bhd.
 - 40% Biomedix Solutions Sdn. Bhd.
 - 100% Cermin Cahaya Sdn. Bhd.

- 100% UEMS Pte. Ltd. (Singapore)
 - 100% UEMS Solutions Pte. Ltd. (Singapore)
 - 100% UEMS Services Pte. Ltd. (Singapore)
 - 100% UEMS NXT Pte. Ltd. (Singapore)
 - 100% Edgenta UEMS Ltd. (Taiwan)
 - 100% Edgenta UEMS SC Ltd. (Taiwan)
 - 100% Edgenta UEMS Sdn. Bhd.

- 100% **Edgenta Facilities Sdn. Bhd.**
 - 100% Edgenta Facilities Management Sdn. Bhd.
 - Other Subsidiaries
- 100% **Edgenta GreenTech Sdn. Bhd.**
 - 100% Operon Middle East Limited
 - Other Subsidiaries
- 100% **Edgenta Arabia Limited (Kingdom of Saudi Arabia)**
 - 60% MEEM for Facilities Management Company (Kingdom of Saudi Arabia)
- 70% **Edgenta Energy Services Sdn. Bhd.**
- 60% **Kaizen Owner Association Management Services L.L.C.# (United Arab Emirates)**
 - 40% DuaSatu FZ L.L.C.
- 60% **Kaizen A M S Property Supervision L.L.C.# (United Arab Emirates)**
- 100% **Edgenta Township Management Services Sdn. Bhd.**
 - 70% UEM Sunrise Edgenta TMS Sdn. Bhd.

* Direct and indirect interest.
 # Indirect interest via Edgenta (Singapore) Pte. Ltd.
 ## Direct interest by Edgenta (Singapore) Pte. Ltd.

UEM EDGENTA BERHAD

69.14%



INFRASTRUCTURE SOLUTIONS

INFRASTRUCTURE SERVICES

- 100% **Edgenta PROPEL Berhad**
 - 100% Edgenta Infrastructure Services Sdn. Bhd.
 - 99.9% PT Edgenta PROPEL Indonesia
 - 49% Edgenta PROPEL (Sarawak) Sdn. Bhd.
- 100% **Edgenta Environmental & Material Testing Sdn. Bhd.**

ASSET CONSULTANCY

- 100% **Opus Group Berhad**
 - 100% Opus International (M) Berhad
 - 100% Opus Consultants (M) Sdn. Bhd.
 - Other Subsidiaries
 - Other Subsidiaries
- 100% **Opus Energy Sdn. Bhd.**

TECHNOLOGY INNOVATION

- 100% **Edgenta NXT Sdn. Bhd.**

OTHERS

- 100% **Edgenta FIRST Sdn. Bhd.**
- 100% **Edgenta Academy Sdn. Bhd.**
- 100% **Edgenta International Investments L.L.C## (United Arab Emirates)**
 - Other Subsidiaries
- 100% **Faber Development Holdings Sdn. Bhd.**
 - Other Subsidiaries

WHAT DIFFERENTIATES US: OUR STRENGTHS

OUR COMPETITIVE ADVANTAGE



Operational Excellence

Our disciplined focus on operational excellence differentiates us in a highly competitive, high-cost environment, enabling us to drive asset performance and cost efficiencies for our clients.

Through automation and digitalisation, we minimise reliance on manual labour, shorten turnaround times and strengthen cost discipline across large, complex portfolios. These improvements enhance productivity while safeguarding service quality and compliance.

This is reinforced by the knowledge and expertise of our team, who uphold established asset management processes and ensure consistency and reliability at scale. Together, these capabilities enhance our competitiveness in the asset management landscape.



Strategic Partnership Ecosystem

We leverage partnerships across the private and public sectors to co-create solutions, enhance our capabilities and widen our addressable market.

In FY2025, this included partnering with a UAE-based facilities management company to form a joint venture that significantly expands our growth opportunities in the UAE and the broader Middle East region.



Diversification Across Geographies and Portfolios

We continue to expand beyond our domestic Malaysian market, with a growing footprint in integrated facilities management (IFM) in the Middle East and an established presence in the healthcare sectors of Singapore and Taiwan.

This growing international presence enables us to meet the needs of markets that place a premium on differentiated, technology and sustainability-centric solutions, while also facilitating the cross-pollination of operational practices, sustainability approaches and technology platforms.

In FY2025, we secured RM3.5 billion in new orders across the Group, anchored by the three-year extension of our healthcare support services concession in Malaysia, two major multinational IFM wins with Shell Malaysia and Vale Malaysia Minerals, and traffic management services contracts for two major highway developments.

Internationally, our Singapore and Taiwan operations achieved strong 92.4% and 90% renewal rates, contributing to 39% of total new orders. Meanwhile, in the Middle East, we expanded our footprint in asset management for large education facilities in Saudi Arabia while gaining further property and facility contract wins in the UAE.



Technology Differentiation

Our proprietary technologies, including Asseto, RAMS, and UETrack™, provide asset owners with an integrated view of their operations, enabling better visibility, faster decision-making and more consistent service outcomes.

Asseto functions as a built environment master integrator, consolidating asset, workforce and operational data within a unified platform supported by AI capabilities. In practice, this enables automated work order tracking, asset health monitoring and earlier identification of maintenance issues before they escalate into service disruptions.

RAMS enables remote monitoring and management of road assets, while UETrack™ empowers primary healthcare support services with comprehensive workflow and mobility solutions.

Unlike standalone tools that operate in silos, our integrated platforms connect asset, people and performance data within a single ecosystem, enabling better oversight and smarter decision-making. This in turn enables us to access higher-value, advisory-led scopes that enhance our margins and future-proof our business.



Future-Ready Workforce

In a rapidly changing operating environment, we are future-proofing our workforce by investing in structured talent development programmes, providing clear developmental pathways, and remaining focused on employee wellness and organisational culture.

At the same time, as service delivery becomes increasingly technology-enabled, we are accelerating digital readiness through our FIRST in AI learning roadmap, while deepening technical expertise through our in-house Edgenta Academy.



Sustainability

We view sustainability as both a core responsibility and a practical driver of value for our business and our customers.

Through technology-enabled solutions and performance-linked delivery models, we support asset owners in achieving measurable energy efficiency and emissions reduction outcomes while improving asset resilience and lowering operating costs.

A key component of this approach is our Zero Capex Programme, which enables Energy Performance Contracting (“EPC”) and Green Performance Contracting (“GPC”) without upfront client capital investment. Improvements are funded through realised savings, aligning commercial incentives with verified performance outcomes and strengthening long-term customer relationships.



Financial Strength

We maintain financial strength and disciplined stewardship to support long-term resilience, enable continued investment in innovation and capability building, and provide flexibility to pursue high-value opportunities across our operating divisions.

Our strong credit profile supports access to competitive financing while reinforcing stakeholder confidence in our ability to meet obligations and fund strategic priorities.

WHAT DIFFERENTIATES US: OUR STRENGTHS

→ Indices Representation and Credit Ratings

In 2025, UEM Edgenta was included in the FTSE4Good Bursa Malaysia Index, reflecting our continued commitment to upholding transparency and our progress in delivering standardised and meaningful sustainability disclosures.

MARC Ratings maintained an AA_{1S} rating for our RM1 billion Islamic Medium-Term Notes (IMTN) Programme, with a stable outlook, noting our established track record backed by a strong balance sheet and liquidity position.

→ Our Certifications and Accreditations

Building Certifications

- 32 hospitals achieved 3-star certification under the Building Energy Intensity (BEI) Labelling programme for hospitals under the Ministry of Health
- 8 hospitals are Leadership in Energy and Environmental Design (“LEED”) certified:
 - Platinum: Hospital Teluk Intan, Hospital Kepala Batas, Hospital Slim River
 - Gold: Hospital Sultanah Maliha
- 24 hospitals are Malaysian Carbon Reduction and Environmental Sustainability Tool (“MyCREST”) certified:
 - 5-Star (3 hospitals)
 - 4-Star (8 hospitals)
 - 3-Star (13 hospitals)
- Hospital Parit Buntar achieved Penarafan Hijau Jabatan Kerja Raya (pHJKR) certification
- 26 buildings under management are Green Building Index (“GBI”) certified

Environmental Management

- ISO 14001:2015 - Environmental Management Systems: Focuses on controlling environmental aspects and improving environmental performance
- The Malaysian Ministry of Health endorsed the Cleansing Supervisory Competency Programme (equivalent to British Institute of Cleaning Science (BICS) Level 2 Certification) offered under Edgenta Academy Sdn. Bhd.

Quality Management

- ISO 9001:2015 - Quality Management Systems: Standard for consistent quality service delivery and continuous improvement
- ISO 13485:2016 - Medical Devices Quality Management Systems: Specific to quality management for medical devices and related services

Information Security

- ISO 27001 - Information Security Management Systems: Framework for managing sensitive information and ensuring information security

Occupational Health & Safety

- ISO 45001:2018 - Occupational Health and Safety Management Systems: Helps manage and improve workplace health and safety
- ISO 45005:2020 - General Guidelines for Safe Working During the COVID-19 Pandemic: Provides guidance for safe operations during infectious disease outbreaks

Road & Traffic Safety

- ISO 39001:2012 - Road Traffic Safety Management Systems: Aims to reduce traffic related injuries and fatalities

Anti Bribery & Governance

- ISO 37001 - Anti Bribery Management Systems: Framework for preventing, detecting, and responding to bribery





→ Our Strategic Partnerships, Alliances, Collaborations and Joint Ventures

In FY2025, our subsidiary, Kaizen, incorporated a joint venture (JV) company with 21 Estates Group FZCO, with the aim of strengthening our service offerings in the Integrated Facilities Management segment in the UAE and the broader Middle East region.

Our Clients:



Edgenta

NXT

**Transforming today.
Advancing tomorrow.**

Unfolding the Next Chapter in Our Digital Journey

In an evolving asset and facilities management landscape where cost pressures have intensified and client expectations have grown more sophisticated, technology has become a central driver of operational performance, efficiency and competitive differentiation.

Edgenta NXT is the Group's digital ecosystem and technology commercialisation arm, established to translate this shift into tangible, scalable value for asset owners. Through deliberate investments in practical digital capabilities, Edgenta NXT enables clients to operate more intelligently, reliably and sustainably. These investments reinforce the Group's position as a Technology-Enabled Solutions Company and strengthens our ability to deliver measurable, outcome-driven results for our clients.

At the centre of this ecosystem is Asseto. It serves as the Group's platform engine, standardising digital capabilities across operating companies while creating scalable, recurring revenue streams beyond traditional labour-based contracts.





asseto

The Built Environment Master Integrator

Asseto is our proprietary platform and flagship digital solution. It integrates artificial intelligence, IoT systems, robotics and sensor networks into a unified operational environment, enabling real-time analytics, predictive maintenance, workflow automation and optimised resource allocation across complex built environments.

FY2025 represented a pivotal inflection point in the platform's evolution. Initially deployed as a digital layer augmenting traditional facility management contracts, Asseto has now been repositioned to sit at the core of how we manage assets and deliver services across the Group, functioning not merely as a supporting tool but as a built environment master integrator.

In this role, Asseto consolidates a client's siloed operating systems into a single, coherent operational view, providing with comprehensive, real-time visibility across their facilities. Through integrated analytics and actionable insights, clients are able to detect issues earlier, identify trends and take timely, informed actions to optimise outcomes.

Its modular architecture enables flexible deployment across environments of varying scale and complexity, from standalone facilities to large, multi-site portfolios, supporting phased rollout and long-term scalability without disruption to existing operations.

Outcomes We Deliver

Our digital capabilities translate into structural shifts in how assets are managed: from reactive to predictive operations; fragmented oversight to unified governance; labour-intensive coordination to automated workflows; and opaque reporting to transparent performance accountability.

RELIABILITY AND PRODUCTIVITY

- Reducing manual handoffs and improving turnaround time.
- Strengthening workforce coordination with real-time visibility.
- Enabling predictive, proactive maintenance via AI and IoT integration, moving clients away from reactive models towards more efficient, anticipatory operations.
- As an example, Asseto has enabled an integrated operating centre to effectively manage assets, complaints and work orders, supported by automated CCTV video-analytics alerts through the integration of CCTV and surveillance systems into the platform.

GOVERNANCE, SAFETY AND COMPLIANCE ASSURANCE

- Reinforcing accountability and compliance with traceable operational records.
- Supporting hazard monitoring and escalation workflows through IoT.
- Enhancing safety and governance through standardised, auditable processes underpinned by our modular deployment model platform.

DATA-DRIVEN ASSET PERFORMANCE

- Improving asset tracking, performance analysis and intervention prioritisation.
- Supporting better maintenance planning and longer-term asset strategies.
- Informing quantifiable improvement decisions with analytics and reporting.

ENERGY EFFICIENCY AND SUSTAINABLE PERFORMANCE

- Optimising energy usage with AI-driven controls and automated efficiency mechanisms.
- Enabling efficient building management systems through controls integration.
- Strengthening environmental monitoring capabilities (e.g. air, water, noise quality).

USER EXPERIENCE AND TRANSPARENCY

- Enhancing the user experience with a single centralised operational view.
- Improving responsiveness through mobile app workflows.
- Strengthening the overall service experience through clear reporting and visibility.
- As an example, Asseto is used to provide petrol station owners with a simple, user-friendly interface to raise maintenance requests, while advanced workflows operate behind the scenes to align with business rules and service levels to automate resource allocation.

EDGENTA NXT

How We Deliver

Through Asseto, we deliver value across several key dimensions:



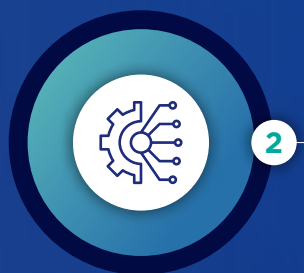
1

We act as a **digital transformation advisor**, working alongside our operating companies and clients to translate operational priorities into practical, outcome-led digital roadmaps. This begins at the advisory stage, where we define use cases, operational readiness and existing workflows.



4

Building on this foundation, we **optimise and expand** by deploying modular building blocks that can be adopted independently or combined to reflect each client's operational priorities and maturity. We refine workflows, rules and reporting parameters based on real operating conditions, then replicate proven configurations across additional sites and geographies.



2

From there, we move into **systems integration**, where we use Asseto to connect physical assets and existing client systems into a single, integrated operational view, driving outcomes through improved response times, energy efficiency and compliance adherence, underpinned by connected workflows and trusted data.



5

In tandem with this, AI capabilities enable **insight-driven optimisation**, allowing asset owners to identify the most effective actions to enhance operational efficiency, simplify processes and improve energy performance. Alongside these applications, we are actively conducting AI experimentation and pilot deployments within Asseto to evaluate practical use cases such as predictive maintenance, anomaly detection and operational decision support. These initiatives allow us to test models using real operational data, assess integration with existing systems and refine governance and data readiness requirements. Several proof-of-concept deployments have already been completed, providing a pathway for solutions to be scaled once performance, reliability and business value are validated.



3

In doing so, we are able to deploy **implementation and change adoption** with phased rollouts - commencing with priority sites to demonstrate value early, embedding adoption through structured training and change enablement programmes, and scaling progressively as performance stabilises and client confidence grows.

At the same time, the platform enables the implementation of outcome- and performance-based contracting models, where commercial returns are linked to measurable improvements in efficiency, sustainability and service performance. These models create new growth avenues for the Group while aligning our commercial priorities closely with the outcomes our clients seek to achieve.

USE CASES IN ACTION

Edgenta NXT and Asseto have already proven to be core differentiators, enabling us to win high-impact, strategic contracts across Malaysia and the Middle East.

DIGITAL TRANSFORMATION OF A MULTINATIONAL OIL AND GAS CLIENT

We supported the client in executing a comprehensive digital transformation of their facilities management operations. Prior to go-live, only around 7% of transactions were digital, with the remaining 93% processed through call centres and help desks. Post go-live, the model was fundamentally reversed, with around 92% of complaints captured through a custom-built digital platform enabling simplified reporting of issues. Users can attach proof of the issue, while work orders can be raised and dispatched automatically. Our platform also supports transparency with full issue tracking, so users have real-time visibility of progress and resolution status without needing to second-guess updates or make additional follow-up calls. This shift delivered meaningful improvements in customer satisfaction and operational traceability, moving operations from largely unrecorded processes to end-to-end digital capture, unlocking additional operational insights for the client to further improve and optimise.

RAPID DEPLOYMENT AND LOCALISATION IN THE MIDDLE EAST

To enable our regional partners in the Middle East, we supported a rapid onboarding and localisation programme spanning approximately 4,000 schools and the training of more than 100 inspectors. The programme included a full translation from English to Arabic, supported by an on-ground operations team. The rollout was completed in about one week, demonstrating a repeatable, scalable model for speed-to-value and localisation that can be adapted across diverse geographies and client environments.

MASTER INTEGRATOR FOR COMPLEX SITES

As a master integrator for large-scale, complex sites, we bring together security, engineering and operational systems, aggregating siloed platforms into a single operational view. This enabled incident correlation and faster response, with applicability across integrated facilities, parks, and various industries, significantly reducing the mean time to respond for our clients and allowing them to better manage risk through a more informed decision-making process.

CHAIRMAN'S STATEMENT

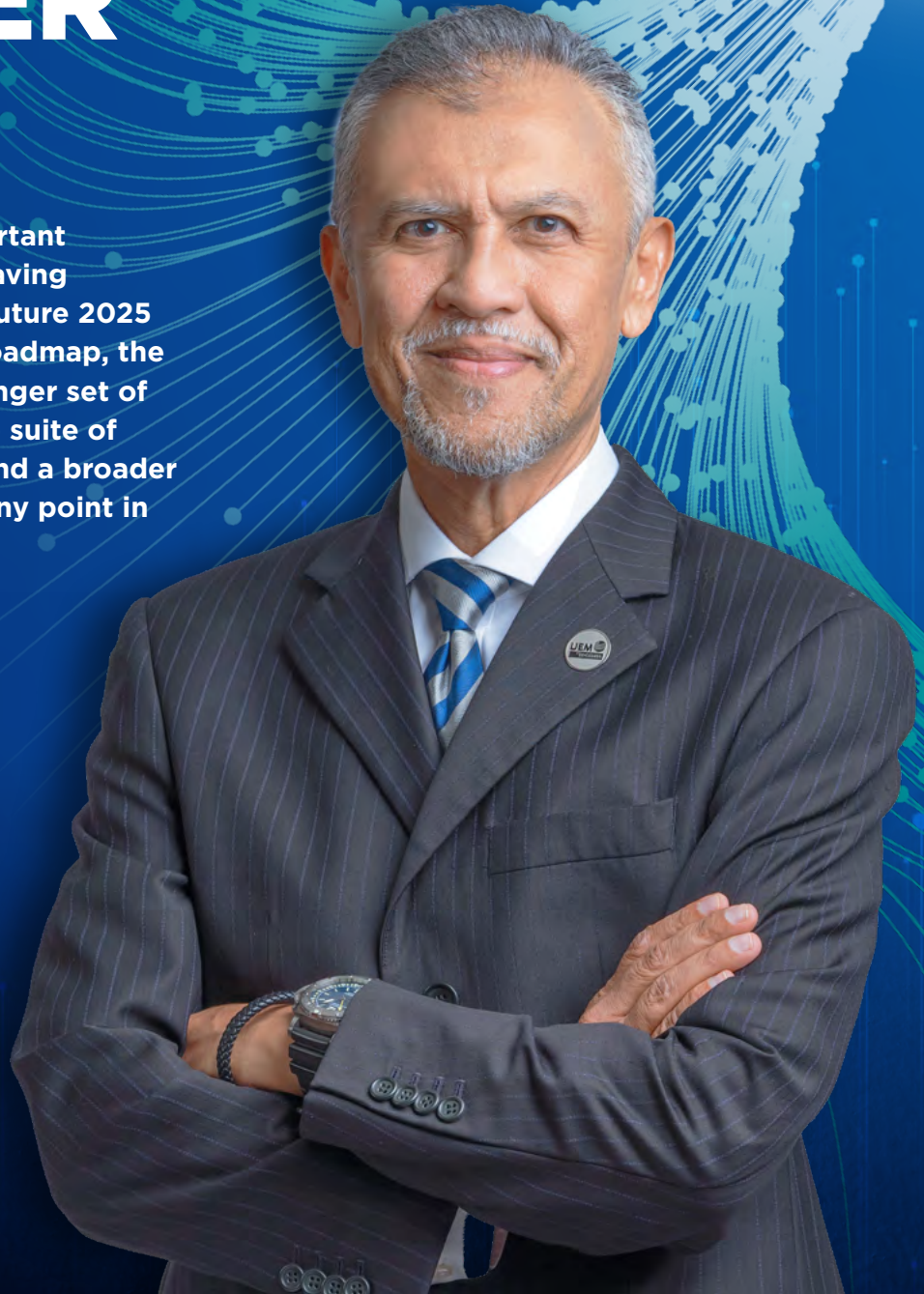
STRENGTHENING FOUNDATIONS

FOR THE NEXT CHAPTER

Dear Valued Stakeholders,

UEM Edgenta stands at an important inflection point in its journey. Having concluded the Edgenta of the Future 2025 (“EoTF2025”) transformation roadmap, the Group now operates with a stronger set of capabilities, a more competitive suite of technology-enabled solutions and a broader international presence than at any point in the past.

Tan Sri (Dr.) Azmil Khalid
Independent Non-Executive Chairman



Our operating environment, however, remains demanding. Over the past year, rising cost pressures, changing customer expectations and greater caution around investment have affected business conditions across our sectors, with a corresponding impact on our financial performance. There is every indication that these pressures will remain a feature of the landscape moving forward.

The steps we take now will thus shape our future trajectory, and the Board has every confidence that the necessary foundations are in place to help UEM Edgenta pursue stronger and more sustainable growth in the years ahead.

OPERATING ENVIRONMENT

The global economy demonstrated resilience in 2025, expanding by an estimated 3.3% according to the IMF, identical to the growth rate in the year prior. On closer inspection, however, this headline growth figure was partly inflated by the front-loading of trade activity, as businesses accelerated purchases ahead of anticipated tariff increases. Moreover, geopolitical and economic turbulence continued to affect the operations of companies and the resilience of supply chains around the world.

Malaysia's economy followed a similar trend. While GDP growth reached 5.2% for the year, the operating environment was more complex on the ground. Companies had to contend with rising costs stemming from increases in the national minimum wage, the expansion of the Sales and Services Tax (SST) framework to new goods and categories, and increases in petrol and electricity prices, amongst other developments. These factors contributed to a higher cost base for players across the business ecosystem. As a result, many of our domestic and international clients adopted a more cautious stance, shifting their focus towards improving operational efficiency rather than pursuing new investments. In some cases, this also translated into organisations choosing to insource services that had previously been outsourced.

Regulatory and policy developments also had a material impact on the operating landscape. Across our markets, this included more stringent requirements around ESG and emissions reporting, as well as government-led initiatives in Malaysia such as the Public-Private Partnerships ("PPP") Master Plan 2030, the National Energy Transition Roadmap ("NETR"), and the New Industrial Master Plan.



With stronger capabilities and a shared sense of purpose across the organisation, we are well positioned to move forward with confidence.



POSITIONING FOR THE PATH AHEAD

In seeking to better meet the evolving needs of asset owners, the successful completion of the EoTF2025 strategy represents an important milestone.

Over the past five years, the programme has delivered significant gains. These include more than RM100 million in cost savings achieved ahead of schedule, over RM5.3 billion in technology-enabled contract wins since 2021, and a broader international footprint supported by strategic partnerships and a growing customer base across our markets, with a particular focus on the Gulf Cooperation Council ("GCC") states.

More importantly, this transformation has future-proofed the Group in several key ways. First, our technology-enabled solutions provide an important point of differentiation in an increasingly competitive asset management landscape. Second, the Group is now better positioned to participate in more integrated and higher-value asset management opportunities, enhancing our margins and the value we can deliver to clients. Third, our diversified international presence provides a powerful avenue for growth while helping to mitigate geographic and sector concentration risks.

As with any strategic shift of this scale, there is an inevitable incubation period before the full benefits are realised. Nevertheless, the Board believes that EoTF2025 has equipped the Group with the necessary capabilities and presence not only to compete effectively in a changing facilities management landscape, but to thrive within it.

CHAIRMAN'S STATEMENT



SUSTAINABILITY AND LONG-TERM RESILIENCE

In building the UEM Edgenta of the future, the Board recognises that the Group's commitments and actions in sustainability will be key.

During the year, we took meaningful strides on our sustainability journey by developing new solutions and enhancing operational processes. A key milestone was the commissioning of our asphalt premix plant with recycling facility, which repurposes waste generated from the road milling process into a more sustainable material for road paving. This innovation enables carbon emissions to be reduced by up to 15% compared with conventional asphalt production.

We also reported reductions in Scope 1 and Scope 2 emissions during the year, supported by lower consumption of electricity, fuel and natural gas, alongside broader operational efficiency measures.

Accelerating this journey, our Sustainability Roadmap 2.0, now in its second year of implementation, seeks to embed ESG-related considerations more deeply within our business. This will be complemented by the continued integration and strengthening of ESG-related KPIs across all corporate performance scorecards, reinforcing accountability on sustainability and driving consistent performance improvement across the organisation.

The Board is also pleased to share that UEM Edgenta became a constituent of the Bursa Malaysia FTSE4Good Index in 2025, placing the Group amongst the country's recognised leaders in sustainability disclosures.

 For more information on our sustainability approach, initiatives, and results, please refer to the standalone Sustainability Statement on page 108.

“

Advancing sustainability and operational excellence will remain integral as we build long-term value for stakeholders. ”



We are committed to nurturing talent, strengthening leadership and creating opportunities for our people to grow. ”

HUMAN CAPITAL DEVELOPMENT

Alongside future-proofed solutions, the Group recognises the importance of developing a future-ready workforce.

A key initiative during the year was the launch of the First in AI learning roadmap, which aims to drive literacy and practical skills acquisition in artificial intelligence across the organisation.

Leadership skills were another important area of focus. Our senior leadership development programmes are personalised to the needs of our leaders and include coaching and professional development components. Tailored development pathways have also been introduced for key roles across the business, ensuring employees are equipped with the skills necessary to lead and drive change within their respective functions. Programmes include the Facility Managers Development Programme (leading to CFFM certifications by CIDB and Professional Masters), as well as the People Managers Essentials programme, which equips people managers with the essential skills to effectively lead, engage, and develop talent.

These development initiatives are supported by continuous and meaningful engagement with our employees. The Group maintained a strong cadence of such sessions during the year, including Annual Management Dialogues, town halls, and ongoing day-to-day initiatives. This was complemented by the implementation of an Employee Satisfaction Survey, which aims to measure the overall employee satisfaction and experience, supporting efforts to retain our valued workforce.

The Board maintains active oversight of the Group's people-related policies and practices, developing and overseeing the introduction of a new Human Rights Policy in 2025, which reinforces our commitment to responsible employment practices and the protection of fundamental rights.

GOVERNANCE AND STEWARDSHIP

Throughout the year, the Board maintained close oversight of risk management, capital allocation and operational resilience across the Group. Particular attention was placed on reinforcing pricing discipline, safeguarding margins and sustainability, and strengthening internal control frameworks in response to the demanding cost environment.

The Board also oversaw significant corporate developments affecting the Group, including UEM Edgenta's proposed delisting from the Main Market of Bursa Malaysia. It is the Board's view that should the proposed delisting proceed, it would not materially affect the Group's commitments across sustainability, human capital, and other critical focus areas of the business. Furthermore, in navigating these matters, our priority remains the protection of stakeholder interests, adherence to regulatory processes and the preservation of business continuity.



We will continue to uphold high standards of governance while positioning the Group to navigate an evolving business landscape. ”

OUTLOOK & APPRECIATION

Looking ahead, the Group's operating environment is expected to remain dynamic in 2026. Asset owners will continue to be affected by cost pressures, which will be passed down to facilities managers such as ourselves, while geopolitical and economic uncertainties will continue to constrain spending.

While these factors impacted our financial performance in 2025, demand for our core services remained firm. Thus, with the capabilities built under EoTF2025, the Group is in a strong position to both navigate the evolving landscape and move further up the value chain. Furthermore, with a more diversified portfolio, we retain the flexibility to mitigate country-specific challenges and capture growth opportunities across a wider geographic area.

As we stand here today at this important juncture in our journey, the capabilities we have built, the conviction we share and the resilience demonstrated across the organisation give us confidence that this moment can become a turning point towards a stronger and more sustainable future for UEM Edgenta.

Tan Sri (Dr.) Azmil Khalid

Independent Non-Executive Chairman

MD/CEO'S STATEMENT

LEADING CHANGE THROUGH INTELLIGENT SOLUTIONS

Dear Shareholders,

FY2025 was a year that strengthened our core and sharpened our focus. In response to a more demanding operating environment, we deepened the role of technology and sustainability across our business to more effectively support reliable performance, improve efficiency and create long-term value for asset owners. These actions positioned the Group to manage near-term challenges while laying the groundwork for future growth as a Technology-Enabled Asset Management and Infrastructure Solutions Company.

SHAIFUL SUBHAN

Managing Director/Chief Executive Officer





“
2025 was a year defined by a multitude of worldwide events impacting our business, whilst also giving rise to new opportunities for us.”

We continued to operate in a high-cost environment that placed pressure on businesses across different sectors. Rising wage requirements increased labour costs, volatility in utilities and materials continued to weigh on expenses, and broader economic uncertainty linked to trade and tariff developments constrained investment.

In response to this environment, we undertook a deliberate portfolio optimisation exercise, exiting selected non-core contracts where margins no longer met our requirements. While this streamlining reduced operational complexity and sharpened focus, it contributed to a 6.2% decline in Group revenue to RM2,861.0 million. Revenue was also affected by lower translated contributions from international operations following the strengthening of the Malaysian Ringgit.

For the year, the Group recorded a loss after tax and zakat (“LAT”) of RM412.9 million, compared with a profit after tax and zakat (“PAT”) of RM45.2 million in FY2024. This outcome was driven primarily by one-off, non-cash impairments arising from a reassessment of asset values after revising our cash flow expectations in certain concession portfolios. Profitability was also affected by margin pressures arising from higher regulatory compliance costs and broader economic uncertainty. Notwithstanding these accounting adjustments, the Group’s underlying fundamentals and balance sheet remained solid.

KEY WINS AND DEVELOPMENTS

Despite these headwinds, one of the clearest signs of resilience in our business was our continued momentum in renewing existing contracts, securing new work, and expanding into higher-value and more complex scopes.

Our Property and Facility Solutions division was a major contributor, securing a range of residential and commercial projects in Malaysia and overseas, including key wins in the United Arab Emirates (“UAE”) and the Kingdom of Saudi Arabia (“KSA”). The division also secured new integrated facilities management (“IFM”) contracts, marking our expansion beyond the commercial sector into more complex, multi-site industrial environments.

Within our Healthcare Solutions division, we achieved a high rate of contract renewal across Singapore and Taiwan, reflecting our continued focus on service quality and performance, supported by technology. Our non-concession portfolio also expanded, while the division secured wins and renewals in Biomedical Engineering Maintenance Services (“BEMS”) and Facilities Engineering Maintenance Services (“FEMS”), clinical waste management, housekeeping and cleansing.

Our Asset Consultancy arm, Opus Consultants, increased its order book by 38% during the year, securing projects including lane widening works in Johor and the renewal of its Network Maintenance Management contract.

Meanwhile, Infrastructure Services secured new wins linked to highway upgrades, airport maintenance, and a geothermal supply contract for a power plant in Bandung, Indonesia. These achievements are supported by long-term concession arrangements, established operating processes and economies of scale which reinforce our position as a leading infrastructure maintenance specialist.

Taken together, these developments reflect a dynamic and competitive business, underpinned by strong customer relationships and continued relevance across our core markets. At the same time, operating within a persistently high-cost environment limited the extent to which this momentum translated into bottom-line performance. This made it clear that we needed to rethink how we pursue growth.

ADAPTING TO NEW REALITIES

The developments above encapsulate the challenges of FY2025 in many respects. While our businesses continued to perform resiliently, it became increasingly apparent that we are operating against a shifting economic backdrop that is changing the priorities of asset owners and necessitating a different approach to value creation.

MD/CEO'S STATEMENT

With labour, energy and compliance costs rising amid macroeconomic uncertainty, many clients have shifted their focus away from new investments towards maximising efficiency within existing assets. At the same time, cost pressures have prompted some organisations to reassess their outsourcing strategies, increasing the prevalence of insourcing and intensifying competition across the facilities management landscape.

Against this backdrop, technology and sustainability have evolved from being competitive differentiators to mission-critical components of the client value proposition, essential tools for driving operational efficiency, transparency and cost optimisation. In response, we accelerated the productisation of our technology solutions, embedding Asseto more deeply within key contracts to integrate operational data and surface actionable insights that enhance performance and efficiency.

A key feature of Asseto's deployment is its mobile app capability, which provides stakeholders with real-time operational insights delivered directly to their mobile devices. This ensures that decision makers have immediate visibility into site conditions, allowing for rapid response and data-led decision making.

By moving from reactive repairs to data driven foresight, the system ensures consistent site integrity, minimises downtime for essential services and optimises the total cost of ownership for our clients.

In parallel, we scaled our energy efficiency and sustainability-led propositions, enabling asset owners to reduce environmental impact, improve asset performance and maintain compliance, often with low to zero upfront capital outlay.

These actions represent a continuation of the strategic direction we have been building towards over recent years through sustained investments in technology and sustainability. They were pursued alongside ongoing efforts to strengthen standardisation, automation and cost discipline across our operations, which remain critical to protecting margins and ensuring execution consistency.



We are confident in the resilience of our business, the trust of our clients, and our progress towards building a stronger Edgenta.



Moving up the Value Chain with Asseto

To meet growing demand among asset owners for more data-led decision making and performance improvement, we continued to evolve Asseto beyond its original role as a Computerised Maintenance Management System (CMMS) to become the digital infrastructure layer across the assets we manage and support. Rather than functioning solely as a maintenance system, the platform now operates as an integrated intelligence layer that consolidates assets, people, compliance and operational workflows into a unified performance environment. This positioning allows Asseto to scale across diverse asset classes and operating models while maintaining interoperability with existing client systems.

Beyond operational improvements, Asseto has also strengthened contract stickiness. Contracts where Asseto is embedded demonstrate higher renewal visibility and deeper client engagement, as the platform becomes integral to performance monitoring, reporting and governance. By anchoring service delivery to transparent, data driven KPIs, Asseto increases switching costs and supports longer tenure engagements aligned to measurable outcomes.

Building on its foundation in predictive maintenance and asset analytics, Asseto enables a more integrated view of the built environment by aggregating information across assets, people, energy, compliance and operations. This integration improves operational visibility, supports earlier identification of potential issues and allows for more effective prioritisation of responses,

ultimately improving outcomes for both our clients and the assets they steward. Its modular architecture and interoperability with existing client systems also support progressive deployment and scalable adoption across complex, multi-site environments.

In practical terms, Asseto's enhanced capabilities have facilitated a meaningful shift towards advisory led client engagement. This has enabled us to participate earlier in the asset lifecycle, supporting clients in shaping how their assets are operated, optimised and future-proofed. This deepening of client relationships has strengthened our ability to secure longer tenure engagements, multi-year renewals and, in selected cases, performance-linked commercial structures aligned to defined outcomes, including energy efficiency targets, asset health and response time.

Asseto is now deployed across a growing portfolio of assets and facilities in Malaysia and internationally, and we expect it to remain a central pillar of the Group's differentiated offerings and an important enabler of future contract opportunities as clients increasingly seek partners who can deliver measurable, data supported outcomes.

Enhancing Our Sustainability Value Proposition

For many asset owners, sustainability is no longer a separate agenda, as it is increasingly tied to cost efficiency and a means to future-proof their businesses. Our sustainability-led offerings are designed to address these needs directly, creating new avenues for growth and differentiation.

A key component of this effort is our Zero Capex Programme, which enables clients to adopt Energy Performance Contracting ("EPC") and Green Performance Contracting ("GPC") solutions without upfront capital investment. Under this model, energy efficiency improvements are funded through realised savings, lowering financial barriers to adoption while aligning incentives around performance delivery. For clients, this delivers measurable reductions in energy consumption and operating costs while supporting compliance with evolving regulatory requirements. For the Group, it creates recurring, performance-based revenue streams anchored in long-term client relationships.

Building on this foundation, we are also developing a more comprehensive decarbonisation offering to support clients across the full emissions management lifecycle, from emissions auditing through to verification of reduction initiatives. This approach is supported by partnerships with established organisations in the low-carbon ecosystem and complements our existing technology and asset management solutions.

Taken together, these capabilities allow us to support clients across a wide range of sustainability needs, from reducing energy intensity and emissions to improving asset reliability and lifecycle performance, further strengthening our value proposition as a solutions provider.



MD/CEO'S STATEMENT

EOTF2025: REFLECTING ON OUR PROGRESS

The progress we have made in differentiating and diversifying our business over recent years has been guided by our EoTF2025 strategy, which reached its conclusion in FY2025. This milestone provides an opportunity to reflect on how the Group has evolved over the past five years.

Over this period, we have moved decisively beyond a traditional maintain-repair-restore model towards a more technology-enabled approach to asset management. Core platforms are now embedded across key contracts, enhancing asset visibility and supporting improved performance, efficiency and sustainability outcomes across the asset lifecycle. This evolution has strengthened our value proposition, supported our expansion into higher-value scopes and selected international markets, and delivered cost savings for both the Group and our clients.

	GOAL	ACHIEVEMENTS
EXPAND FOOTPRINT AND DEEPEN SOLUTIONS BASE	12% revenue growth per annum over five years	<ul style="list-style-type: none"> • 7% compound annual growth rate (“CAGR”) since 2020 • New contract wins worth RM3.5 billion in FY2025 • International wins made up 45% of total contract wins in FY2025
EXTRACT VALUE FROM CORE BUSINESSES	RM100 million in cost savings over five years	<ul style="list-style-type: none"> • Achieved five-year cost savings target of RM100 million in FY2024, a year ahead of schedule • Realised RM59.7 million in additional savings from FY2024 to FY2025
ENHANCE PRODUCT AND TECHNOLOGY PROPOSITION	Drive differentiation through technology-based solutions	<ul style="list-style-type: none"> • Around RM5.3 billion in tech-enabled wins secured since 2021, with revenue streams from platforms such as Asseto, RAMS and UETrack™ • Asseto rolled out to various sites including over 300 bank branches, over 760 petrol stations and 4,000 schools, increasing its number of active users by 44% in 2025

LOOKING FORWARD

As we look ahead to FY2026 and beyond, ongoing volatility, geopolitical uncertainty and elevated cost pressures are likely to remain key factors shaping investment behaviour and operating decisions of asset owners across our markets. We are also keeping a close, vigilant eye on the developments in the Middle East and the impact to our operations there.

Even in this environment, we continue to see opportunity alongside challenge. With forward-looking investments in IFM technology and sustainability-focused solutions now embedded within our operating model, we are better positioned to deliver the performance, efficiency and sustainability outcomes increasingly valued by clients. The progress we have made on this front supports our efforts to restore profitability, which remains a priority and will require continued discipline and focus across the Group.

Our approach moving forward is anchored around three core priorities:

Adapt - Focusing on agility and responsiveness. Adapting to changing markets, customer needs, and operational realities. Streamlining to stay competitive and resilient.

Align - Pursuing cohesion and integration across the organisation. Ensuring resources and priorities are aligned to the company's strategic direction. Embedding governance, accountability, and performance culture.

Advance - Achieving momentum and progress. Driving margin enhancement and focused growth in core markets and services. Moving forward with confidence and purpose.

Underlying these priorities is a continued shift towards outcome-based value creation, moving from transactional, project-based engagements to longer-term partnerships aligned with asset performance and client outcomes. This shift is central to strengthening our competitiveness and differentiation over the long term.



At an important juncture for the Group, I am encouraged by the commitment of our teams and the confidence of our stakeholders as we strengthen the business for the years ahead.



Alongside these priorities, we remain closely aligned with regulatory and policy developments shaping demand across our sectors. In Malaysia, initiatives such as the Public-Private Partnership Masterplan 2030 are expected to unlock significant infrastructure investment, creating opportunities for us to reinforce position in national infrastructure projects. Meanwhile, sustainability-focused frameworks, including the NETR and the Energy Efficiency and Conservation Act (“EECA”), will continue to support low-carbon transitions and expand demand for sustainable facilities management solutions.

Internationally, long-term development programmes such as Saudi Arabia's Vision 2030 and Dubai's 2040 Urban Master Plan are driving demand for scalable, technology-enabled facilities management.

ACKNOWLEDGEMENTS

Having sharpened our focus for the next phase of the Group's journey, we are at an important juncture, and it is an appropriate moment to recognise the collective effort that has brought us to this point.

I would like to thank our employees for their professionalism, resilience and commitment throughout a demanding year. Their dedication, adaptability and focus ensured continuity of service, supported our clients through change and upheld the standards expected of UEM Edgenta during a period of heightened pressure.

I am also grateful to our clients and partners for their continued trust and collaboration, and to our shareholders for their support as we refined our priorities and strengthened the foundations of the business. With greater clarity, stronger capabilities and a sharper focus now in place, we are well positioned to pursue sustainable value creation over the long term.

SHAIFUL SUBHAN

Managing Director/Chief Executive Officer

CFO'S STATEMENT

BUILDING FINANCIAL RESILIENCE

FOR SUSTAINABLE GROWTH

Against a backdrop of industry-wide headwinds, decisive actions to exit selected lower-margin contracts and realign assets have strengthened our portfolio, improved cash resilience and positioned the Group with a clearer financial pathway for future growth.



AHMAD FAZRIL FAUZI
Chief Financial Officer

FY2025 was a year shaped by a combination of external headwinds that weighed on performance across our industry. Rising regulatory and compliance costs, a sustained softening in client spending, and continued pressure on contract economics created a challenging backdrop, and our businesses felt those pressures alongside the rest of the sector.

In response, we took necessary actions to strengthen the quality of our revenue base and align our asset values with current market realities. We exited contracts where margins no longer met our return requirements and undertook a comprehensive reassessment of asset values at year end. These steps weighed on our reported results. However, they also leave us with a higher quality portfolio, a stronger cash position and a clearer financial roadmap for the years ahead.

Ultimately, our headline results do not fully reflect the underlying strengths of the business, including the technology-enabled capabilities we have built, our broader international footprint and the more focused operating base created through the rationalisation actions taken during the year. Together, these leave us better placed to respond to future growth opportunities and drive improved performance over time.

GROUP FINANCIAL HIGHLIGHTS

We recorded revenue of RM2,861.0 million in FY2025, 6.2% lower than the RM3,049.8 million recorded in FY2024. This drop reflected the impact of more cautious client spending which led to lower activity levels, deferment and revision of project plans, and reduced work orders, as well as the strengthening of the Malaysian Ringgit against operating currencies in Singapore, Taiwan and the Middle East, diluting the translated contribution from new contract wins in those markets.

Our portfolio optimisation initiatives were another contributing factor, leading to a smaller revenue base. However, these actions were essential to improve the overall quality and sustainability of our earnings base and sharpen focus on higher-value opportunities.

The drop in revenue, combined with margin erosion from sustained cost pressures across manpower, materials and direct project costs, were the primary drivers of our reported loss of RM412.9 million for FY2025, compared with a net profit of RM45.2 million in FY2024. The result was further impacted by one-off, non-recurring impairment charges, including impairment of goodwill, non-current assets, receivables and contract assets balances following a comprehensive and disciplined assessment of asset values and recoverability, incorporating current market conditions, contract performance and forward-looking cash flow projections in line with applicable accounting standards.

The charges comprised impairment of goodwill of RM151.1 million, impairment of other non-current assets, including tangible assets, leased assets and intangible assets, of RM73.6 million, and impairment of receivables and contract assets of RM34.8 million. These are non-cash accounting adjustments and do not impact the Group's immediate cash flow or operational capability.



We remain focused on strengthening the quality of our portfolio and building a financial platform that supports sustainable growth.

The asset review took into account higher regulatory compliance costs, persistent external cost pressures, limited recoverability of certain cost increases under existing contracts and revised expectations for margin recovery across parts of the contract portfolio. In selected cases, competitive pricing dynamics at renewal also weighed on our assessment of recoverable value. This led to revised expectations around future margins and updated cash flow projections, providing us with a clearer view of our prospects and key areas of focus as a business.

FINANCIAL POSITION AND CASH FLOWS

Set against our reported loss for the year, our cash and liquidity position remained a key source of resilience. Cash, bank balances, deposits and short-term investments rose to RM851.2 million supported by improved net operating cash flow by RM101.7 million to RM292.6 million in FY2025. The divergence between the reported loss and operating cash flow was largely attributable to the non-cash impairment charges recognised during the year, as well as improvements in working capital management, particularly in receivables collection and cost discipline. Net cash used in investing activities decreased by RM59.6 million compared with the prior year, reflecting a more cautious approach to capital spending, and net cash flow from financing activities remained broadly in line with prior year levels.

Our net assets decreased by 31.6% from RM1.55 billion to RM1.06 billion, reflecting the combined effect of the year's loss, adverse movements in the foreign currency translation reserve as the Malaysian Ringgit strengthened, and the non-recurring impairments recognised during the year. Net assets per share declined from RM1.85 to RM1.26.

Taken as a whole, our financial position remains supported by materially stronger cash generation, a manageable leverage profile and continued operational activity across our core markets. Our gearing ratio increased from 0.28x to 0.37x, not as a result of additional borrowings, which in fact declined during the year, but due to the reduction in equity following the loss and foreign currency movements. The ratio remains manageable and provides us with flexibility to support operations and near-term strategic priorities.

In view of the year's result and our focus on preserving financial flexibility, the Board has determined that no dividend will be declared for FY2025.

CFO'S STATEMENT



SEGMENTAL HIGHLIGHTS

Healthcare Solutions

Healthcare Solutions generated revenue of RM1,587.5 million in FY2025, 1.5% below the prior year. The decline was driven mainly by the termination of a contract in Malaysia and the translation effect of a stronger Malaysian Ringgit on contributions from Singapore and Taiwan, which moderated the benefit of high renewal rates and new contract wins across both markets.

The segment recorded a net loss of RM68.1 million, compared with a net profit of RM58.0 million in FY2024. This reflected sustained margin pressure from higher regulatory compliance costs, particularly minimum wage-related increases across Malaysia, Singapore and Taiwan. In a number of existing contracts, the recovery of these additional costs remained limited, resulting in lower forward margin expectations and contributing to impairments in goodwill and other non-current assets recognised during the year.

Notwithstanding the financial outcome, we maintained our full presence across all 10 restructured government hospitals in Singapore and continued to support more than 80 healthcare institutions in Taiwan. The priority now is to improve margin recovery through contract repricing, stronger cost pass-through mechanisms and operational efficiency measures, in line with our broader focus on improving earnings quality.



We will continue translating operational opportunities into sustainable financial outcomes for our stakeholders.

Infrastructure Services

Infrastructure Services' revenue of RM852.5 million in FY2025 was 12.6% below the prior year, reflecting reduced work orders for highway and road maintenance activities and the timing of work programmes under existing contracts.

The segment recorded a net loss of RM30.0 million, compared with a net profit of RM42.2 million in FY2024. Profitability was affected by lower revenue, which reduced operating leverage, margin pressure on ongoing contracts arising from the escalation of contract costs, and impairment of receivables recognised during the year. The segment also recorded an adjustment following a comprehensive review of deferred cost positions, as part as ongoing efforts to ensure carrying values remain appropriate and reflective of current contract performance and cost expectations.

Our long-term concession arrangements continue to provide continuity within our portfolio, and the discipline applied to cost management and contract execution in this segment supports our broader working capital and cash generation objectives.

Property and Facility Solutions

Property and Facility Solutions grew its revenue by 0.8% to RM342.7 million in FY2025. Growth was driven primarily by new contracts in Saudi Arabia and the UAE, partially offset by project completions and timing differences of the replacement projects in Malaysia.

During the year, we secured integrated facilities management contracts in new verticals, representing our entry into more complex, multi-site industrial environments. Revenue contribution was limited in FY2025 as mobilisation commenced progressively from the second half of the year, with associated start-up costs incurred ahead of revenue coming through.

The segment recorded a net loss of RM23.3 million, compared with a net profit of RM4.8 million in FY2024, reflecting mobilisation costs on newly secured contracts, increased operational requirements from certain clients and impairment of long-outstanding receivables. As these contracts move towards steadier operating levels through FY2026, their revenue contribution and profitability is expected to build progressively. Our presence in industrial and corporate environments, supported by our technology-led differentiation, also opens access to higher-value scopes of work that should support margin growth moving forward.

Asset Consultancy

Asset Consultancy's revenue fell 42.0% to RM73.7 million in FY2025, primarily as a function of project timing rather than a weakening of our market position. The primary driver was the deferment of client development plans for energy efficiency projects, compounded by slower-than-expected progress on consultancy projects in East Malaysia due to delays in mobilisation and project scheduling.

The segment recorded a net loss of RM52.3 million, compared with a net profit of RM12.6 million in FY2024. Profitability was affected by lower margins on ongoing contracts, reflecting persistent cost pressures, delays in project execution and pending client confirmations on certain contractual matters that affected margin recovery, together with one-off impairment charges on goodwill, other non-current assets, receivables and contract assets.

Notwithstanding these outcomes, Opus Consultants grew its order book by 38% during the year through infrastructure and sustainability-related contract awards, a clear signal of continued market demand for our capabilities. Alongside our priority of securing work with defined scope and sustainable margin profiles, this provides a stronger basis for improved performance in FY2026.



We approach the coming year with greater clarity, strengthened financial oversight and a clear focus on value creation.

OUTLOOK

Our operating environment is expected to remain challenging in FY2026, with cost pressures and cautious client spending likely to persist. Amid these conditions, structural demand for our core services remains resilient, supported by ongoing infrastructure, healthcare and facilities-related spending priorities in Malaysia, Singapore, Saudi Arabia and the UAE, as well as longer-term development programmes in the GCC nations.

Moving forward, we will prioritise contracts supported by firm arrangements, clear execution plans and sustainable margin profiles, with well-defined scope and pricing discipline established prior to mobilisation. Projects will be assessed against defined margin thresholds, and participation in lower-margin opportunities will be considered selectively and only where there is a clear strategic justification.

On costs, we are transitioning towards a more proactive and data-driven management model, one focused not solely on reducing expenditure but on allocating spend more selectively to support operational effectiveness and long-term value creation while eliminating inefficiencies. Operational processes will continue to be streamlined, supplier and subcontractor terms renegotiated to align with project economics, and technology-enabled solutions deployed to enhance cost visibility and strengthen project performance monitoring. Strengthened project-level cost tracking will allow us to identify and address potential margin erosion at an earlier stage of execution and improve margin resilience across our core service segments.

Cash generation and working capital efficiency will remain central to our financial strategy. We will direct efforts towards strengthening receivables management through improved billing processes, timely milestone documentation, and more structured collection efforts, and towards better aligning supplier payment terms and billing cycles with cash inflows. Capital expenditure will be managed prudently, with a clear focus on returns, payback discipline, and alignment with our overall cash flow position.

We enter FY2026 with a stronger platform from which to improve performance over time. Having weathered the storm of the past year, we look to the future with greater focus, less financial baggage and a differentiated proposition that positions us to thrive as the asset and facilities management landscape evolves. Our task now is to convert this robust promise into sustainable financial returns for our business and shareholders.

AHMAD FAZIL FAUZI
Chief Financial Officer

OUR INTEGRATED APPROACH TO VALUE CREATION

ASSESS

01 ASSESS AND EVALUATE OUR OPERATING CONTEXT

Our operating environment, shaped by economic, regulatory, environmental, and geopolitical factors, plays a critical role in our ability to create and sustain value. To stay ahead, we continuously monitor these dynamics, identifying key trends and assessing their potential impact on our business.

 Refer to *Operating Environment & Market Trends* on pages 58 to 65.

02 IDENTIFY AND MANAGE RISKS AND OPPORTUNITIES

We identify and monitor risks that could impact our business, ensuring they are effectively managed through our comprehensive risk management framework. At the same time, we assess potential opportunities that can enhance value creation and develop strategic approaches to capitalise on them.

- R1** Strategic Risk
- R2** Operational Risk
- R3** Financial Risk
- R4** Compliance Risk
- R5** People Risk
- R6** Cybersecurity Risk
- R7** ESG Risk
- R8** Climate-related Risk

 Refer to *Key Risks and Mitigation* on pages 66 to 71.

IDENTIFY

03 ENGAGE WITH OUR STAKEHOLDERS

Strong and resilient stakeholder relationships are essential to our success. Through focused engagement, we gain valuable insights into the issues that matter most to them, allowing us to shape our strategies and initiatives in ways that create mutual benefit and foster deeper connections.

- | | |
|---|---------------------------------|
| S1 Board of Directors and Employees | S5 Supply Chain Partners |
| S2 Clients and Partners | S6 Media |
| S3 Shareholders and Investors | S7 Community |
| S4 Government and Regulators, Industry and Business Associates | |

 Refer to *Stakeholder Engagement & Value Creation* on pages 44 to 50.

04 DEFINE AND PRIORITISE OUR MATERIAL MATTERS

Our value creation strategy considers 11 material matters that are critical to both our business and stakeholders. These matters are identified through a rigorous materiality assessment process, which incorporates insights from our stakeholders, internal decision-makers and key market trends.

- | | |
|--|--|
| M1 Business Ethics | M7 Occupational Health and Safety |
| M2 Innovation and Technology-based Operational Excellence | M8 Employment Culture |
| M3 Economic Development | M9 Customer Satisfaction |
| M4 Supply Chain Management | M10 Human Rights Assessment |
| M5 Climate Change and Energy | M11 Local Community |
| M6 Environmental Management | |

 Refer to *Our Material Matters* on pages 51 to 57.

To maximise value creation, we follow a structured approach that ensures a comprehensive evaluation of factors affecting our operations, stakeholders and markets. This integrated approach fosters holistic and inclusive thinking across UEM Edgenta, enabling us to drive sustainable, long-term benefits that extend beyond our business and unlock greater value for all stakeholders.

FORMULATE

05 REINFORCE OUR SUSTAINABILITY COMMITMENTS

Sustainability concerns are at the forefront in every market and industry we operate in. When formulating initiatives and action plans, we carefully consider the sustainability landscape, striving to minimise negative social and environmental impacts and, where possible, capitalise on opportunities for growth and value creation.

Refer to Sustainability at UEM Edgenta on pages 110 to 129.

06 FORMULATE OUR BUSINESS STRATEGY

Guided by our material matters and sustainability commitments, we develop strategies that deliver shared value between our business and our stakeholders. These strategies are aligned with our overarching EoTF2025 vision, which is geared towards transforming UEM Edgenta into a leading Technology-Enabled Solutions Company.

Refer to Edgenta of the Future 2025 on pages 72 to 76.

07 ALLOCATE OUR RESOURCES

The resources that facilitate our value creation process are categorised into six capitals. These are deployed through our business activities, generating outcomes which deliver value to all our stakeholders.

-  Financial Capital
-  Plants and Machinery Capital
-  Intellectual Capital
-  Human Capital
-  Natural Capital
-  Social & Relationship Capital

Refer to Value Creation Business Model on pages 42 to 43.

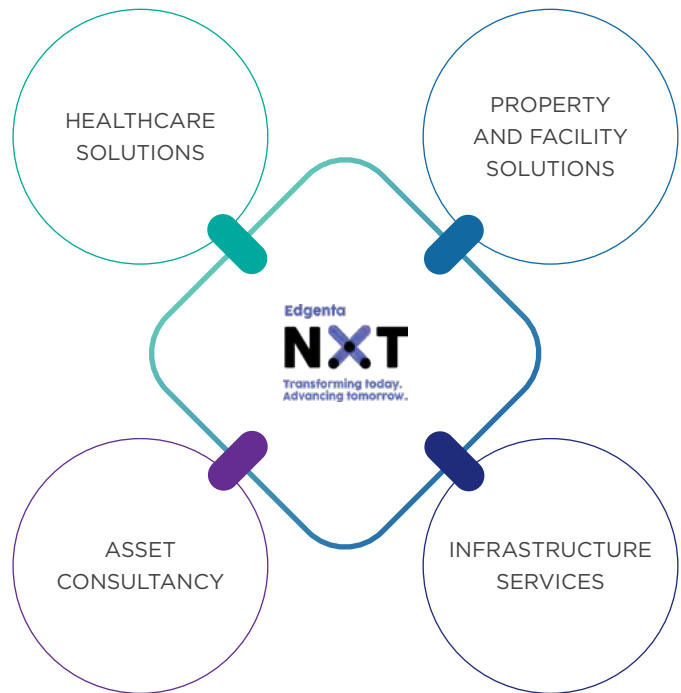
CREATE VALUE

Create Value and Deliver a Positive Impact

Our ultimate goal is to create long-term, sustainable value for the Group as well as our stakeholders. This value creation is tracked through key performance indicators.

08 INTEGRATE INTO OUR BUSINESS MODEL

Leveraging our capitals, our strategies are implemented within our respective business divisions.



Supported by our Core Values



Refer to Value Creation Business Model on pages 42 to 43.

VALUE CREATION BUSINESS MODEL

VISION

Optimising Assets to Improve Lives.

INPUTS

FINANCIAL

- Shareholders' funds: RM1.54 billion
- Cash, bank balances, deposits and short-term investments: RM661.5 million
- Net cash position: RM225.9 million
- Total assets: RM2.99 billion

As of end-FY2024

PLANTS AND MACHINERIES

- More than 900 units of cleaning machinery used in housekeeping and cleansing
- RM80 million invested in our incineration plant with a daily capacity of 32 metric tonnes
- RM50 million invested in two (2) laundry plants, with a combined daily processing capacity of 38 metric tonnes
- One (1) asphalt premix plant with an attached recycling facility
- Three (3) truck mounted attenuators (TMA)
- Three (3) state-of-the-art Wirtgen Vögele Dash 5 road pavers
- Six (6) major machineries per Pavement Team (11 competent in-house Pavement Teams)

SOCIAL AND RELATIONSHIP

- Long-term community development initiatives, with 19 ongoing projects
- 1,800 volunteering hours contributed through corporate responsibility programmes
- Ongoing engagements with government authorities and industry bodies
- Commercial partnerships supporting international reach
- Supplier Financing Programme and Vendor Development Programme supporting vendor resilience and competitiveness

INTELLECTUAL

- Asseto — our flagship digital platform integrating multiple data sources across client assets to enable real-time insights and decision intelligence
- UETrack™ — workflow and mobility solutions with primary modules such as feedback management and performance monitoring, supporting healthcare operations
- RAMS — asset management system enabling remote monitoring and management of roads
- Virtual Edgenta Mediserve Call Centre ("V-EMCC") — a centralised cloud-based virtual call-centre managing more than 2.3 million transactional records yearly
- Pavement Research Centre ("PRC") advancing innovation in asphalt mix design and pavement engineering

HUMAN CAPITAL

- More than 18,000 employees across six countries
- 50% female workforce representation
- Workforce comprising more than 30 nationalities
- RM10.28 million invested in training
- 85% local hires

NATURAL

- Installed solar panels at Menara UEM
- Sustainability-centric solutions delivered across client portfolios
- Water management initiatives undertaken at site offices and clients' sites
- Structured resource and waste management practices to minimise environmental impact

ENABLE VALUE-ADDING ACTIVITIES THAT CREATE

OUR STRATEGIC PRIORITIES

- Future Focused
- Imagine New Ways
- Respect For All
- Solutioning Mindset
- True To Our Word

SUSTAINABILITY AGENDA

Sustainable Economic Growth

- Business Ethics
- Economic Development
- Supply Chain Management
- Innovation and Technology-based Operational Excellence

Minimising Environmental Impact

- Climate Change and Energy
- Environmental Management

Social Value Creation

- Occupational Health and Safety
- Employment Culture
- Customer Satisfaction
- Human Rights Assessment
- Local Community

OUR COMPETITIVE ADVANTAGE

- Diversification Across Geographies and Portfolio
- Strategic Partnership Ecosystem
- Technology Differentiation
- Operational Excellence
- Future-Ready Workforce
- Sustainability
- Financial Strength



KEY RISKS

- Strategic Risk
- Operational Risk
- Financial Risk
- Compliance Risk
- People Risk
- Cybersecurity Risk
- ESG Risk
- Climate-related Risk

KEY MARKET TRENDS

- Macroeconomic Challenges
- Evolving Workforce Challenges
- The Transition to a Low-Carbon Economy
- The Digitalisation of Everything

MISSION

Our services, commitment to smarter thinking and improved solutions place us at the forefront of the industry

We create opportunities for clients and assets that positively influence society

CORE VALUES



VALUE FOR OUR STAKEHOLDERS

OUTPUTS

Healthcare Solutions

- Maintenance of over 43,000 BEMS assets valued at over RM1.48 billion
- Management of more than RM5.3 billion worth of FEMS assets
- Upkeep of over 2.3 million m² of cleanable facilities area daily
- Serving over half of Singapore's 20 public and private healthcare institutions, including 100% presence across all 10 restructured government hospitals
- Providing healthcare support services to more than 80 public and private hospitals throughout Taiwan

Property and Facility Solutions

- Facility management services delivered across more than 1,000 buildings and facilities in Malaysia, the UAE and Saudi Arabia
- 3,260 MWh of electricity saved across five key facilities under management – an average of 7.9% savings per facility

Infrastructure Services

- Management of over RM10 billion worth of infrastructure assets
- Maintenance of more than 9,000 km of expressways and roads in Malaysia
- Deployment of over RM19 million worth of recycled asphalt premix on PLUS highways

Asset Consultancy

- Over RM100 billion in project value delivered through Opus Consultants
- Up to 52% reduction in electricity consumption through our energy efficiency solutions

Technology and Innovation

- Deployment of Asseto across various industries including oil and gas, hospitality, banking, commercial properties, and government facilities with over 80,000 assets managed
- Deployment of UETrack™ across more than 85 healthcare and commercial facilities nationwide
- Over 1,000 km of expressway and state roads managed through RAMS

Waste and Emissions

- Total emissions of 15,572.48 tCO₂e, representing a 9.10% decrease compared to FY2024
- Total waste generated of 1,164.90 MT, a 42.3% reduction compared to FY2024

OUTCOMES



FINANCIAL

- Revenue of RM2.86 billion
- More than RM3.5 billion in new contracts secured
- Total order book balance of RM9.4 billion
- Shareholders' funds of RM1.05 billion
- Total assets of RM2.56 billion
- Net assets per share of RM1.26



PLANTS AND MACHINERIES

- Processing of over 19,000 tonnes of linen per annum
- Incineration of over 7,000 metric tonnes of clinical waste per annum
- Asset uptime of 98% for FEMS and 99% for BEMS for healthcare facilities managed by Healthcare Solutions



SOCIAL AND RELATIONSHIP

- Customer Satisfaction Score of 90.93%
- RM76,023.65 invested in community engagement, benefitting 1,435 people
- 15 suppliers enrolled in the Vendor Development Programme, with over 2,000 suppliers supported since inception



INTELLECTUAL

- RM5.3 billion in technology-enabled contract wins since 2021
- Commercialisation of 12 asphalt mixes through our asphalt premix plant with recycling facility
- New capabilities developed in managing multi-site industrial environments through our recent contract wins for Shell Malaysia and Vale Malaysia Minerals



HUMAN CAPITAL

- Over RM4.42 million spent in employee training and development, equivalent to 277,670.25 training hours or average of 16.14 training hours per employee
- More than 150 employee engagement initiatives carried out
- Employee Lost Time Incident Rate ("LTIR") of 0.6



NATURAL

- 32 buildings supported to achieve Green Building certifications and accreditations
- Delivery of 27,932,360 kWh in energy savings, equivalent to RM12,872,740 in cost savings
- Inclusion in the Bursa Malaysia FTSE4Good Index
- Up to 800 tCO₂e in emissions through our asphalt premix plant with recycling facility
- An ESG assessment of 78 strategic and critical vendors was completed in 2024, with 2025 efforts focused on categorisation based on ESG risk tiers
- Launch of Sustainability Roadmap 2.0

ACTIONS TO ENHANCE OUTCOMES

- Refining our commercial focus towards longer-tenure, higher-value IFM scopes to drive revenue and margins
- Driving operational efficiency through process automation, procurement optimisation and digitalisation of core processes
- Strengthening risk-sharing mechanisms across our contracts
- Driving cost optimisation within Healthcare Solutions through Project Catalyst and Project Delta, while safeguarding service quality

- Expanding implementation of mechanisation and automation across operations, including deployment of mechanised cleaning equipment and robotics
- Modernising and optimising machinery fleets to enhance delivery capabilities for infrastructure works

- Providing greater value to clients through technology-enabled solutions that unlock advisory-led scopes and move us up the value chain
- Driving supplier capability development through the VDP and structured ESG engagement
- Continuing investment in community-based initiatives to support socio-economic development and deepen community ties
- Working closely with government authorities to support national goals and priorities while maintaining access to concession opportunities

- Advancing the evolution of Asseto as a built environment master integrator that enhances asset visibility and performance, while sustaining investment to improve RAMS and UETrack™
- Investing in research and innovation through the Pavement Research Centre (PRC) to strengthen technical differentiation
- Establishing a Digital Engineering Unit to centralise Building Information Modelling ("BIM") capabilities, improve standardisation and reduce technical inconsistencies

- Strengthening talent and capability development through structured upskilling, including initiatives to build digital and AI readiness
- Enhancing workforce planning through optimised shift design, workload-based rostering and tighter overtime management
- Accelerating workforce productivity through multi-skilling, cross-deployment and competency-based training programmes
- Reinforcing safety culture through targeted HSSE programmes and performance monitoring

- Supporting clients' sustainability and low-carbon journeys through zero capex delivery models
- Expanding the scalability of circular solutions, including recycled asphalt, to reduce material footprint and emissions
- Embedding sustainability into business planning and decision-making processes through the Sustainability Roadmap 2.0

TRADE-OFFS

We allocate Financial Capital to technology investments, plant upgrades and capability development to strengthen long-term competitiveness. While these investments may reduce short-term financial flexibility, they support revenue growth, innovation and competitive positioning, strengthening our other capitals over the long term.

Ongoing investment in plant and machinery enhances delivery capability and service reliability but requires upfront capital deployment. We balance renewal and expansion of physical assets with disciplined capital planning to ensure sustainable returns.

Deepening stakeholder engagement, community initiatives and supplier development requires sustained financial resources and Human Capital, which may divert attention from short-term revenue-generating activities. However, these efforts strengthen trust and relationships, supporting a more sustainable foundation for long-term value creation across the capitals.

Investment in proprietary platforms, research and digital capabilities requires sustained funding and organisational focus. While returns may not be immediate, strengthening our Intellectual Capital enhances differentiation, scalability and long-term earnings potential.

Underinvestment in skills and capability development may constrain service quality and future growth. We therefore balance cost discipline with continued investment in training, safety and workforce readiness.

Advancing low-carbon and sustainability-led solutions may require upfront investment and, at times, forgoing certain short-term growth opportunities. While this may affect near-term Financial Capital, it strengthens our positioning as a responsible and sustainable organisation and supports long-term value creation across the capitals.

STAKEHOLDER ENGAGEMENT & VALUE CREATION

Stakeholder engagement underpins value creation at UEM Edgenta. By systematically understanding the concerns and expectations of our stakeholders, we are better positioned to make informed decisions, strengthen trust-based relationships, and reinforce the long-term resilience and sustainability of our business.

The key concerns raised by our stakeholders, and our corresponding responses, are summarised below.

Engagement Frequency:

D Daily	O Ongoing	A Annually	M Monthly	S Semi-annually	B Bi-Yearly
Y Yearly	W Weekly	P Periodically	N As Needed	Q Quarterly	

S1 BOARD OF DIRECTORS AND EMPLOYEES

Why We Engage

We engage with our Board of Directors to support their oversight of the Group’s strategy, performance and governance. This enables informed decision-making and reinforces a culture of accountability, transparency and resilience across the organisation.

Our employees are central to delivering operational performance and service excellence. We engage with them to understand their evolving needs and concerns, supporting productivity, well-being and long-term talent retention.

How We Engage

Board of Directors	
Board and Board Committee meetings	P
Board Strategy Sessions	A
Regular announcements on corporate developments, campaigns, and topical updates	N
Announcements by MD/CEO through MD/CEO mailbox	O
Employees	
Regular interactions with line managers	W
Employee digital platforms such as People Connect and Edgenta Connect via SharePoint, Edgenta Tech and Edgenta Academy	O
Employee engagement survey	P
Employee induction programmes and engagement activities	N
Employee focus group discussions, townhalls, virtual talks, and dialogues	N
LEAP Visits (to allow senior management to meet employees at sites)	P

Key Topics and Concerns Raised

Board of Directors

- Workforce readiness
- Talent management and development
- Succession planning
- Governance and regulatory compliance
- Business performance amid economic challenges
- Business resilience and continuity
- Training and capability development
- ESG risks and matters related to material matters, sustainability reporting, net zero targets, carbon budget, carbon tax, supply chain matters, sustainability policy and sustainability risk

Employees

- Capability building and skills development
- Remuneration and benefits in response to rising living costs
- Employee welfare and support for Edgenta Stars in need
- Leadership openness and responsiveness
- Engagement quality of people managers
- Employee satisfaction and engagement assessment
- Awareness on human rights and labour practices
- Grievances mechanism

Our Response

Board of Directors

- Mechanising and automating processes to reduce dependence on manual labour and improve cost discipline.
- Investing in structured talent development programmes across operational, technical and leadership roles.
- Strengthening succession planning through targeted leadership training, performance KPIs and graduate programmes.
- Upholding a robust corporate governance framework that embeds ethics, integrity and regulatory compliance across the Group.
- Overseeing Sustainability Roadmap 2.0 to guide deeper integration of sustainability across operations.
- Maintaining a Board-led sustainability governance structure to strengthen accountability across ESG matters.
- Enhancing margins and driving sustainable growth through technology-enabled and sustainability-led solutions.
- Supporting business resilience through investments in sustainability initiatives, technology enablement and supply chain preparedness.
- Providing ongoing training for Board members aligned with emerging skill requirements and regulatory developments.
- Initiation of a carbon tax pilot scheme to assess potential financial exposure from emerging carbon pricing regulations.

Employees

- Investing in training across future-focused competencies, including ESG and digital capabilities.
- Reinforcing managerial capability through structured learning road maps and certification-focused development programmes.
- Adhering to applicable labour law, including updated minimum wage regulations and other changes to the employment act.
- Prioritising employee well-being programmes, including mental health consultations and expanded health screenings.
- Maintaining competitive benefits including healthcare benefits and merit-based bonus and increments.
- Edgenta Care Society continued to support individuals in need through the provision of monetary assistance.
- Implementing over 150 specific engagement initiatives at the divisional and departmental levels to connect with grassroots-level employees.
- Expanding the People Essentials for Managers training programme to equip people managers with the skill sets to lead, engage and develop talents effectively beyond just hiring skills.
- Carrying out Employee Satisfaction Survey (ESS) pulse-check surveys and using findings to assess overall employee satisfaction and work experience.
- Publishing Human Right Policy in March 2025, with accompanying awareness sessions on human rights for both employees and suppliers.
- Establishing a grievance mechanism channel through the Whistleblowing Policy to provide employees with a safe and confidential avenue to raise concerns.
- Reinforcing a safety-first culture through structured HSSE campaigns and recognition programmes, supported by established safety management practices.

STAKEHOLDER ENGAGEMENT & VALUE CREATION

S2 CLIENTS AND PARTNERS

Why We Engage

Our clients and partners are central to our performance and long-term growth. We engage with them to understand their objectives and risk considerations, enabling us to deliver quality services and co-develop solutions that respond to evolving market expectations.

How We Engage		Key Topics and Concerns Raised
Regular and ad hoc meetings on an as-needed basis to address operational and strategic matters	N	<ul style="list-style-type: none"> Asset performance, maintenance and upgrades Cost efficiency and service affordability Service delivery and execution reliability Regulatory and HSSE compliance Collaboration opportunities Integration of sustainability and circular practices Adoption of technology and automation Requests for Scope 3 data from us to assess value chain emissions
Customer Satisfaction Surveys	S	
Stakeholder Engagement Survey	N	
Onsite inspections	N	
Industry thought leadership programmes as speaker/representative	N	
Industry conferences and exhibitions	N	
Marketing materials	O	
Emission calculation platform	O	

Our Response

- Driving asset performance through in-house expertise, proprietary technologies and our integrated solutions stack.
- Unlocking cost efficiencies through structured cost optimisation exercises and digital enablement initiatives.
- Strengthening service transparency and turnaround time through customer satisfaction surveys and digital tracking tools such as UETrack™.
- Mitigating delivery risks through structured contingency planning and clearer visibility of service performance outcomes.
- Embedding a safety-first culture through regular HSSE inspections and disciplined site practices.
- Advancing performance-based contracting models to align incentives with client-defined outcomes and strengthen value delivery.
- Delivering performance-based maintenance powered by AI- and IoT-enabled real-time insights and decision intelligence via Asseto.
- Expanding zero capex delivery models to lower barriers to sustainability adoption and support clients' capital efficiency priorities.
- Organising structured workshops to identify and progress collaboration opportunities.
- Supporting measurable sustainability outcomes, including energy efficiency, indoor air quality improvements and enhanced green building performance.
- Providing relevant data on Scope 3 emissions to clients and business partners.

S3 GOVERNMENT AND REGULATORS, INDUSTRY AND BUSINESS ASSOCIATES

Why We Engage

Engaging with government bodies, regulators and industry associations supports regulatory compliance, strengthens institutional trust and enables constructive collaboration. Through structured engagement, we manage regulatory risk while contributing operational insights that support industry advancement and national priorities.

How We Engage

- Participation in industry bodies (including the Malaysian Asset and Project Management Association (“MAPMA”), and the Asia Pacific Real Assets Association (APREA)) O

- Collaboration with leading sustainability coalitions (including the CEO Action Network (“CAN”) and Climate Governance Malaysia (“CGM”)) O

- Interactions with regulatory and statutory bodies (including Bursa Malaysia, Bomba, CIDB, MOF, MACC, MoHR, PERKESO, LHDN, EPF, and HRDC) P

- Periodic discussions with regulators such as Bursa Malaysia on listing guidelines and disclosure requirements P

Key Topics and Concerns Raised

- Regulatory alignment and compliance
- Sustainability reporting requirements
- Practical learning platforms and technical knowledge-sharing
- HSSE and labour law compliance
- Adherence to industry best practices
- Support for national policies and goals
- ESG Ratings and disclosures made to meet rating requirements

Our Response

- Maintaining structured and ongoing dialogue with regulatory authorities to ensure timely alignment with evolving requirements.
- Participating in industry forums to remain informed of policy developments and contribute practical insights.
- Organising and participating in CAN-led workshops and technical sessions focused on climate governance, decarbonisation pathways, scenario analysis and sustainability reporting, helping to advance collective understanding and skills development.
- Ensuring compliance with health and safety and sector-specific requirements, including adherence to Malaysian Ministry of Health biomedical engineering policies in our healthcare services.
- Contributing operational expertise to national standards development, including participation in working committees to strengthen good practice in healthcare facilities management.
- Supporting national energy transition and broader sustainability objectives through scalable, performance-linked solutions, while advancing circular economy practices by sharing and applying innovative materials research including recycled asphalt technologies and advanced mix prototyping.

STAKEHOLDER ENGAGEMENT & VALUE CREATION

S4 SHAREHOLDERS AND INVESTORS

Why We Engage

We engage with our shareholders and investors to provide clear, timely and balanced updates on our strategy, performance and outlook. Through transparent communication, we strengthen investor confidence, support informed decision-making and reinforce long-term value creation.

How We Engage	Key Topics and Concerns Raised
Annual General Meeting	<ul style="list-style-type: none"> Financial performance, revenue quality, and profitability Cost management and optimisation
Annual Report	<ul style="list-style-type: none"> Strategic differentiation and positioning
Quarterly results briefings	<ul style="list-style-type: none"> Medium-term business strategy and growth outlook Long-term shareholder returns and dividends
Investor engagement group meetings	<ul style="list-style-type: none"> Capital management, liquidity, and meeting debt obligations
Sustainability Circles	<ul style="list-style-type: none"> Sustainability disclosures and circular economy innovations
Credit reviews by bankers and lenders	<ul style="list-style-type: none"> Progress on achieving Net Zero Targets and current performance, Plans on Scope 3 data reporting
Sustainability surveys	<ul style="list-style-type: none"> Transparent and comprehensive reporting
Ratings reviews by agencies	<ul style="list-style-type: none"> ESG Maturity level of Supply Chain Environmental Indicators

Our Response

- Driving differentiation and growth through technology-enabled solutions, cost efficiency measures and focused international expansion.
- Regularly communicating our progress against strategic priorities and transformation milestones.
- Maintaining a structured investor relations programme, including regular quarterly briefings and engagement at Annual General Meetings.
- Providing timely performance updates with clear explanations of capital allocation, liquidity management and portfolio actions supporting financial resilience.
- Committing to open and transparent reporting through our annual reports, sustainability statements and investor communications.
- Proactively engaging with investors and lenders to understand their evolving expectations and ensure alignment with market-driven ESG requirements.

S5 SUPPLY CHAIN PARTNERS

Why We Engage

At UEM Edgenta, our supply chain partners are integral to the quality, efficiency, and resilience of our operations. We engage closely with our vendors and suppliers to ensure the delivery of high-quality materials and services that meet our rigorous standards and contribute to the success of our projects. By fostering transparent, long-term relationships, we align our goals and collaborate on solutions that enhance operational efficiency, reduce risks, and drive innovation across our value chain.

How We Engage	Key Topics and Concerns Raised
UEM Edgenta Vendor Day N	<ul style="list-style-type: none"> • Fairness and transparency in procurement
Vendor engagements and training (including safety training for employees and contractors) N	<ul style="list-style-type: none"> • Integration of ESG practices • Emissions data collection
Vendor Development Programme O	<ul style="list-style-type: none"> • Regulatory compliance • Vendor capability development
Perintis Council meetings Q	<ul style="list-style-type: none"> • Business development opportunities
Supplier Engagement Day N	<ul style="list-style-type: none"> • Response to cost escalation and price volatility
ESG supplier surveys N	<ul style="list-style-type: none"> • Scope 3 data collection and onboarding of suppliers onto our emissions platform

Our Response

- Strengthening procurement governance and compliance through Project Delta Procure-to-Pay (“P2P”), improving process efficiency, cost visibility and analytical oversight.
- Maintaining active and structured engagement channels to address supplier concerns in a timely manner.
- Assessing supplier ESG readiness and performance through targeted ESG surveys.
- Engaging suppliers on human rights awareness, Scope 3 emissions data collection and other key issues to build shared understanding and capability.
- Strengthening HSSE compliance across operational sites by engaging subcontractors and suppliers in structured safety training and oversight.
- Implementing contractor cost management, consumables control and manpower optimisation through Project Catalyst, supported by pooled purchasing and strengthened contract governance.
- Broadening strategic partnerships with technology providers to enhance delivery capabilities in areas such as analytics, EV charging infrastructure and battery energy storage systems (“BESS”).
- Localising delivery and supplier engagement where required to align with local procurement mandates and improve operational responsiveness.
- Developing vendor capabilities through the Vendor Development Programme (VDP) and Perintis Council initiatives, with successful completion recognised through formal graduation events.
- In response to regulator’s requirements for greater transparency on supply chain emissions, we enabled the collection of supplier carbon data through a digital emission platform.

STAKEHOLDER ENGAGEMENT & VALUE CREATION

S6 MEDIA

Why We Engage

The media plays an important role in shaping public perception and influencing stakeholder trust. Through responsible and proactive engagement, we communicate our performance, strategies and sustainability initiatives to a broader audience, reinforcing transparency and elevating our standing as an innovative and future-ready organisation.

How We Engage		Key Topics and Concerns Raised
Media interviews	N	<ul style="list-style-type: none"> Financial performance and growth Corporate governance and integrity Business continuity and resilience Strategic developments and initiatives Sustainability and community programmes Human rights and HSSE practices
Corporate website	O	
Social media platforms	N	
Editorial placements	N	
Analyst briefings	Q N	

Our Response

- Providing regular updates through press releases, thought leadership articles and media interviews to ensure accurate representation of our performance and initiatives.
- Responding promptly and factually to media enquiries to maintain transparency and credibility.
- Sharing timely information on strategic developments, sustainability progress and community initiatives.

S7 COMMUNITY

Why We Engage

We engage with the communities in which we operate to maintain our social licence to operate and safeguard long-term trust. Through open dialogue and sustained collaboration, we seek to understand local priorities, mitigate potential impacts and contribute meaningfully to community development.

How We Engage		Key Topics and Concerns Raised
Corporate social responsibility (“CSR”) activities	N	<ul style="list-style-type: none"> Empowerment of underprivileged groups Local employment and vendor opportunities Youth and educational development Environmental impacts of projects and mitigation measures
Strategic and ad hoc meetings, including site visits to identify collaboration opportunities	N	

Our Response

- Providing outreach support to underprivileged groups during festive seasons, including Chinese New Year and Hari Raya.
- Supporting youth and educational development through school sponsorships and structured engagement initiatives, including STEM, sports and extra-curricular programmes.
- Constantly evaluating and supporting engagements to foster future development of younger generations.
- Providing employment opportunities to members of local communities and prioritising procurement from local suppliers where feasible.
- Minimising negative project impacts through careful planning, environmental controls and ongoing stakeholder engagement.
- Investing in local facility improvements to strengthen community outcomes.
- Delivering community-based environmental initiatives, including tree planting programmes.

OUR MATERIAL MATTERS

Our material matters form the basis of our value creation efforts, shaping our strategies in ways that support business growth and shared value creation.

These material matters are identified through an in-depth materiality assessment that evaluates each topic’s significance to our stakeholders and its impact on our business. Our last full materiality assessment was conducted in FY2022, with further stakeholder input gathered in January 2023.

A desktop validation exercise carried out in FY2025 confirmed the continued relevance of these material matters to our business. All 11 material matters and five sustainability focus areas remain unchanged, reflecting stable stakeholder expectations, continued alignment with our business strategy, and sustained relevance under current ESG standards and regulatory requirements. During the year, we also made progress across our five sustainability focus areas, namely Climate Change and Energy, Environmental Management, Supply Chain Management, Human Rights, and Occupational Health and Safety, through the initiatives we have outlined below.

With this said, we recognise that expectations around sustainability disclosures are increasing with the introduction of the IFRS S1 and IFRS S2 standards under the National Sustainability Reporting Framework (“NSRF”). In line with this, we plan to progressively adopt a double materiality approach in future cycles, thereby considering our impacts on both the environment and society, as well as evaluating sustainability related risks and opportunities with potential financial implications. The assessment of financial materiality, including climate related risks and opportunities under IFRS S2 will complement our existing framework. These enhancements will be introduced in phases with oversight from the ESG Steering Committee and the Board Governance and Risk Committee.

Materiality Assessment Process

Step 1 Review of Previous Materiality Matrix

We review the list of existing material matters within our matrix, assessing whether each remains relevant in the context of our business, industry and operating environment.

Step 2 Analysis of External Environment

Through a desktop review, we identify changes in our operating environment, sustainability reporting expectations and requirements, and other relevant regulations. These updates are mapped to the relevant material matters.

Step 3 Analysis and Alignment with Internal Environment

We analyse each material topic against our business and ESG agenda, evaluating its relevance to our sustainability goals and business priorities.

Step 4 Document Changes and Rationale

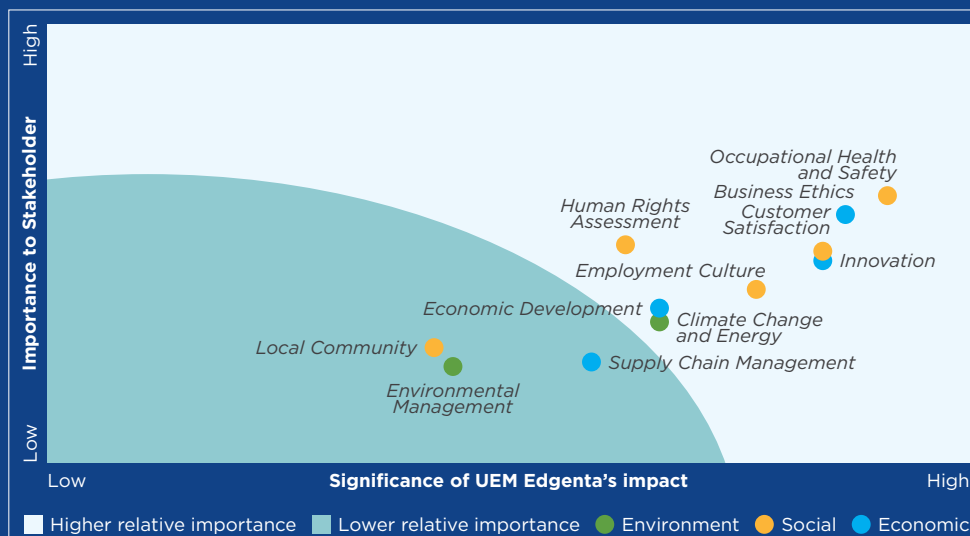
We document and report any priority shifts, noting the reasons for changes in relevance, including regulatory developments and changes in the external environment.

Step 5 Validation

Our findings are presented to and validated by the ESG Steering Committee and the Board of Directors.

The Materiality Matrix

By analysing stakeholder feedback, we developed a comprehensive materiality matrix that reflects the weighting given to each material matter by our stakeholders. In considering our business’ current strategic priorities and future outlook, we confirm that the current materiality matrix remains relevant for FY2025.



OUR MATERIAL MATTERS

M1 BUSINESS ETHICS

Description

Upholding integrity and fairness by preventing the abuse of entrusted power for private gain, complying with applicable laws and regulations, and protecting the Group's and our stakeholders' data from cybersecurity breaches, while embedding ethics within our business practices and governance structure.

Why It Is Important

Our reputation and our stakeholders' trust are critical to sustaining growth. We therefore uphold the highest standards of ethical behaviour, particularly in our cross-border operations.

Refer to Corporate Integrity and Ethical Business Conduct on pages 253 to 259.

Risks

- Financial losses and penalties arising from corruption and/or negligence.
- Reputational damage and potential legal liability.

Opportunities

- Strengthening reputation and stakeholder trust by upholding ethical standards.
- Improving organisational efficiency and minimising leakage through robust corruption risk management.

Our Response

- Adopting a zero-tolerance approach to corruption.
- Conducting regular training to build employee awareness of ethical business practices.
- Ensuring integrity and ethics are practiced at all levels of corporate leadership.

Capitals



Stakeholders



UN SDGs



M2 INNOVATION AND TECHNOLOGY-BASED OPERATIONAL EXCELLENCE

Description

Leveraging technology to transform our processes to enhance efficiency and reduce costs, while providing customers with more effective and technologically advanced solutions aligned with sustainability goals.

Why It Is Important

The rapid pace of innovation requires us to keep up to maintain our competitive advantage. Leveraging new technologies and innovative approaches is also key to delivering better customer experiences and more effective solutions.

Refer to Innovation and Technology-Based Operational Excellence on pages 131 to 133.

Risks

- Falling behind the latest technological trends leads to inefficiency.
- Reduced ability to compete with disruptive, innovative competitors.

Opportunities

- Adopting new technologies to create value.
- Upskilling employees through training in the latest technologies.

Our Response

- Investing in modern digital technologies, such as cybersecurity and cloud infrastructure.
- Implementing automation and agile ways of working across the organisation to further drive innovation and efficiency.
- Driving digital transformation through the Edgenta of the Future 2025 and Edgenta NXT initiatives.
- Productising our proprietary technology solutions such as Asseto, UETrack™ and RAMS, and embedding them into client projects, to increase customer value and unlock higher-value work scopes.

Capitals



Stakeholders



UNSDGs



M3 ECONOMIC PERFORMANCE

Description

Ensuring the economic value from our activities is shared with local communities through remuneration and local hiring, while continuing to expand into new and existing markets.

Why It Is Important

Good economic performance supports financial sustainability and provides greater resources to accelerate value creation. The value we create is also closely linked to the communities in which we operate, with whom we share the benefits of our success.

Refer to Economic Development on pages 134 to 137.

Risks

- Insufficient working capital may limit our ability to meet obligations.
- An unfavourable perception may reduce trust among stakeholders.

Opportunities

- Leveraging core competencies and competitive advantages to deliver strong economic performance.
- Hiring and nurturing talent from local communities as an employer of choice.

Our Response

- Prioritising local hiring where possible across our markets, supported by competitive salaries and benefits.
- Supporting the business ecosystems within our countries of operation by prioritising local procurement.
- Pursuing strategic market expansion in new and existing markets.
- Driving value distribution across stakeholders.

Capitals



Stakeholders



UN SDGs



M4 SUPPLY CHAIN MANAGEMENT

Description

Maintaining open and fair practices across our supply chain while developing local suppliers through programmes such as the Malaysian government’s Bumiputera Vendor Development Programme.

Why It Is Important

A sustainable supply chain supports greater efficiency, lower costs, and a more resilient business. By strengthening our supply chain through fair, local procurement, we help deliver positive outcomes for both our business and stakeholders.

Refer to Supply Chain Management on pages 138 to 141.

Risks

- Supply chain disruptions create knock-on effects, resulting in operational delays beyond the initial event.
- Risk of corruption and unethical practices within the supply chain.

Opportunities

- Building ESG awareness among local vendors.
- Empowering vendors, especially SMEs, to grow their businesses alongside us.

Our Response

- Committing to sustainable, ethical procurement practices, prioritising local vendors where possible.
- Deploying a Strategic Vendor Management (“SVM”) framework to manage vendors across the procurement lifecycle, alongside ESG awareness sessions to prepare them for sustainability expectations.

Capitals



Stakeholders



UN SDGs



OUR MATERIAL MATTERS

M5 CLIMATE CHANGE AND ENERGY

Description

Taking coordinated action by reducing our direct and indirect greenhouse gas (“GHG”) emissions and lowering energy consumption across our operations.

Why It Is Important

Climate change, exacerbated by GHG emissions, poses a long-term risk to our operations through environmental degradation and adverse weather events. Tracking GHG emissions and energy consumption supports sustainability compliance and promotes more efficient energy use across the organisation.

 Refer to *Climate Change* on pages 143 to 153.

Risks

- Financial and reputational damage arising from non-compliance with environmental laws.
- Long-term operational disruption arising from climate change.

Opportunities

- Future-proofing our operations by improving climate resilience.
- Setting a strong corporate example while capturing climate mitigation business opportunities.

Our Response

- Maintaining our trajectory towards UEM Edgenta’s Net Zero Targets to achieve net-zero GHG emissions by 2050, aligned with the International Energy Agency’s (“IEA”) Net Zero Emissions by 2050 Global Pathway.
- Monitoring and reporting our annual emissions data and net zero performance.
- Supporting our clients’ sustainability journeys through energy efficiency and decarbonisation solutions.

Capitals



Stakeholders



UN SDGs



M6 ENVIRONMENTAL MANAGEMENT

Description

Responsibly caring for the environment by practicing good waste management, material use and water consumption.

Why It Is Important

Our operations consume water and materials and generate waste. Stakeholder expectations for environmental stewardship and ecosystem protection are also increasing.

 Refer to *Environmental Management* on pages 154 to 161.

Risks

- Weak control of water and material use can result in inefficiency and higher costs.
- Inadequate waste management can lead to financial and reputational damage through breaches of environmental regulations.

Opportunities

- Enhancing operational efficiency and reducing costs by minimising water and material inputs.
- Reducing our environmental footprint by cutting waste and implementing proper disposal methods.
- Advancing R&D in sustainable materials, including recycled asphalt hot mix and warm mix, to support resource efficient operations.

Our Response

- Reducing water and material use across our business, both in our operations and in services delivered to clients.
- Maintaining active involvement in circular waste management practices as part of our value creation process.

Capitals



Stakeholders



UN SDGs



M7 OCCUPATIONAL HEALTH AND SAFETY

Description

Managing workplace hazards by actively anticipating, recognising, evaluating and controlling the dangers that could impair the health and wellbeing of our employees, including their mental health.

Why It Is Important

Ensuring a safe workplace is of utmost importance for our employees. Any risks to the health and safety of our people may not only result in injury or harm, but may also expose us to reputational risks.

Refer to Occupational Health and Safety on pages 163 to 169.

Risks

- Loss of productivity resulting from injury or harm.
- Reputational damage and potential financial loss arising from legal action.

Opportunities

- Providing a safe, healthy and conducive workplace supports a productive, engaged workforce.
- Upholding our reputation as a safe, trustworthy organisation.

Our Response

- Instilling a culture that prioritises safety and maintains constant vigilance over the work environment.
- Maintaining strict compliance with Health, Safety, Security and Environment (“HSSE”) standards, including ISO 14001 and ISO 45001.

Capitals



Stakeholders



UN SDGs



M8 EMPLOYMENT CULTURE

Description

Reinforcing a non-discriminatory and merit-based approach to employment, while supporting talent growth and succession planning.

Why It Is Important

A valued and respected workforce drawn from diverse backgrounds enables everyone to reach their full potential. This supports a more resilient organisational culture and a broad talent pool from which future leaders can be nurtured.

Refer to Employment Culture on pages 172 to 189.

Risks

- Reputational risk arising from discriminatory hiring or working practices.
- Stagnant growth due to lack of new ideas and fresh talent.

Opportunities

- Increasing employee engagement through a diverse, vibrant workplace.
- Accessing a wider talent pool as an employer of choice.

Our Response

- Embedding the FIRST principles i.e. non-discrimination, merit advancement, diversity and inclusion into our HR processes.
- Continuously monitoring workforce composition across dimensions such as gender, age and nationality.
- Introducing our Human Rights Policy in March 2025, together with related awareness programmes for our employees.

Capitals



Stakeholders



UN SDGs



OUR MATERIAL MATTERS

M9 CUSTOMER SATISFACTION

Description

Fulfilling our customers' expectations and quality standards while ensuring their health, safety and data privacy are safeguarded at all times.

Why It Is Important

Our close working relationships with our customers necessitate a high degree of trust. Our responsibility is therefore not only to deliver high-quality services, but also to safeguard our customers' most sensitive interests.

 Refer to Customer Satisfaction on pages 170 to 171.

Risks

- Financial penalties and project delays arising from quality shortfalls.
- Reputational risk in the event of a data breach.

Opportunities

- Strengthening quality control through consistent monitoring to ensure the highest standards.
- Reinforcing our data security posture and technological proficiency.

Our Response

- Implementing quality control systems aligned with international standards.
- Conducting regular customer surveys and reviews to refine our service offerings.

Capitals



Stakeholders



UN SDGs



M10 HUMAN RIGHTS ASSESSMENT

Description

Ensuring human rights and labour standards are adhered to across our value chain.

Why It Is Important

Every person has the right to be treated with respect and dignity. We ensure this right extends not only to our employees, but also to those employed across our value chain, in accordance with local laws and globally recognised best practices.

 Refer to Human Rights Assessment on pages 190 to 192.

Risks

- Limited oversight across our value chain may not only lead to rights infringements, but also to corruption and other unethical behaviours.
- New regulations obligate cross-border businesses like ours to assess human rights risks across their supply chains.

Opportunities

- Uplifting our vendors and building ESG awareness.
- Reinforcing our reputation as a responsible employer and business partner.

Our Response

- Implementing human rights screening procedures as part of supplier evaluations.
- Extending ethical expectations across the value chain through our Code of Conduct for Business Partners, supported by vendor engagement sessions.
- Conducting internal training sessions on human rights awareness among our staff.

Capitals



Stakeholders



UN SDGs



M11 LOCAL COMMUNITY

Description

Formulating and delivering community engagement initiatives and development programmes that create positive, long-term social impact.

Why It Is Important

Giving back to communities and supporting their well-being is crucial to the sustainability of our business. We enhance our reputation among stakeholders through social impact programmes aimed at community betterment.

 Refer to Local Community on pages 193 to 195.

Risks

- Reputational damage if our initiatives do not deliver meaningful impact for local communities.
- Insufficient engagement and inclusion may limit our understanding of local community needs.

Opportunities

- Enhancing brand reputation and visibility through corporate social responsibility (CSR) programmes.
- Strengthening employee awareness and engagement by creating a positive impact on the community.

Our Response

- Allocating resources towards community empowerment programmes.
- Encouraging active employee volunteering through our CSR programmes.

Capitals



Stakeholders



UN SDGs



OPERATING ENVIRONMENT AND KEY MARKET TRENDS

ECONOMIC REVIEW AND OUTLOOK

The global economy performed relatively resiliently in 2025, delivering growth of approximately 3.3%, in line with growth levels in the year prior, supported by front-loaded trade activity and easing monetary conditions in key markets.

Despite this resilience, underlying economic fundamentals remained challenging. Businesses continued to operate in a high-cost environment characterised by persistent inflation in labour and utilities, volatility in energy prices, and foreign exchange fluctuations. These conditions resulted in elevated operating costs, heightened uncertainty and a more cautious approach to investment.

Within this environment, clients prioritised cost optimisation, placing sustained pressure on margins across the business. Competitive intensity increased further as some clients shifted towards insourcing services, widening supply-demand imbalances and amplifying pricing pressures.

In response, we continued to leverage technology and data-driven solutions to help clients mitigate cost pressures while reducing our own cost base. At the same time, sustainability-led solutions emerged as an important source of differentiation in a competitive marketplace. We also refined our commercial focus towards longer-tenure, outcome-based contracts and higher-value integrated facilities management scopes, while exercising greater discipline in contract selection and portfolio rationalisation.



MALAYSIA

Malaysia serves as our operational hub and remains a key market for the Group, supporting core management functions, operational coordination and service delivery across the region. The market continues to play an important role in our growth trajectory, providing a strong platform for capability development, operational integration and the expansion of our facilities management and support services. As the business landscape evolves, Malaysia remains central to strengthening our service offerings and supporting sustainable business growth.

Trends	Our Response
<ul style="list-style-type: none"> • Rising costs driven by manpower, consumables, parts and higher maintenance requirements for ageing assets. • Evolving regulatory changes in labour laws impacting our operational capacity and service levels, including minimum wage increases, living wage policies, stamping requirements for employment contracts, and mandatory EPF coverage for non-Malaysians. • Tightening operating margins following the additional 8% SST framework effective 1 July 2025 and minimum wage implementation effective 1 February 2025. • Stronger private sector preference to insource operations, intensifying competition for outsourced contracts. • Rapid adoption of digital technology heightening expectations for efficiency and productivity. • Increasing regulatory standards and stakeholder expectations on sustainability and ESG. • Government-led initiatives (e.g. Public-Private Partnership (“PPP”) Masterplan 2030, National Energy Transition Roadmap (“NETR”), and New Industrial Master Plan (“NIMP”) 2030) continuing to influence demand for infrastructure, energy efficiency and sustainable asset management services. 	<ul style="list-style-type: none"> • Strengthening cost efficiency through continued investment in skills development, centralised maintenance services, strategic sourcing of consumables and parts, and tighter operational and overhead controls. • Continuously monitoring and reviewing workforce requirements to optimise costs while meeting service expectations. • Working closely with clients to adjust service fees where required, while implementing value-driven, transparent pricing to sustain long-term partnerships. • Enhancing the outsourcing value proposition through flexible delivery models and measurable, outcome-based milestones. • Reinforcing service quality through robust quality assurance frameworks, continuous training and data-driven performance monitoring. • Advancing digitalisation through phased transformation and modular technology adoption. • Building financial resilience through risk-sharing mechanisms, inflation-linked pricing where feasible, performance-based incentives and ESG-aligned financial controls. • Accelerating sustainable and resilient delivery capabilities for highway and infrastructure works.



SINGAPORE

Singapore is a core market for us, where we support a mature environment with healthcare support solutions for public and private hospitals, IFM solutions, and hospitality services for commercial and industrial sectors.

Trends

- Growing demand for outsourcing and integrated facilities management as organisations seek to optimise costs and improve operational efficiency.
- More frequent launches of large-scale facilities management contracts, presenting opportunities alongside heightened competition.
- Rising demand for sustainable buildings and smart technologies, driven by the Government's commitment to sustainable urban development and smart city initiatives.
- Tightening contract requirements as clients optimise costs, including reduced headcounts, higher project outputs, more complex billing structures and stricter terms and conditions.
- Escalating labour costs due to regulatory-driven wage increases, including the Progressive Wage Model, higher S Pass minimum qualifying salaries and higher local qualifying salaries.
- Persistent labour shortages in the sector despite rising wage levels, exacerbated by tight controls in Singapore to maintain the dependency ratio ceiling which determines the ratio of foreign workers to the total workforce.
- Rising cost of supplies driven by market constraints and fluctuating trade-tariff conditions.

Our Response

- Establishing UEMS NXT Pte. Ltd. as a dedicated Singapore subsidiary and deepening collaboration with technology partners to enhance our technology capabilities and strengthen our smart building consultancy services.
- Leveraging UEMS NXT to streamline smart building technologies under the *UETrack™* product stack.
- Investing in our corporate brand positioning as a leader in innovation and service quality, leveraging our strong reputation in the sector.
- Offering wages above regulatory requirements to attract and retain quality staff in a tight labour market.
- Enhancing productivity through investment in technology, automation and mechanisation, supported by workforce upskilling.
- Implementing targeted operational improvement initiatives across the business to minimise costs while maintaining service quality.
- Adopting agile procurement to diversify sourcing to suppliers in non-tariff-affected regions, while negotiating with existing suppliers to defer price increments and maintain cost stability.



TAIWAN

In Taiwan, we provide support services to hospitals, technology companies, shopping malls, and high-speed rail operators. To maintain our competitiveness, we continued to deepen relationships with existing clients by focusing on our core capabilities and service quality.

Trends

- Rising manpower costs driven by minimum wage increases, four additional public holidays and an additional 10% wage uplift on top of the minimum wage for public organisations in accordance with a government advisory.
- Compressed margins due to inflationary pressures and tighter customer budgets.
- Highly competitive hospitality sector with limited budgets, dominated by local players offering aggressive discounts to gain market share.
- Growing demand for cost-effective solutions, accelerating innovation through robotics and AI.
- Higher service quality expectations requiring heightened operational excellence and efficiency.

Our Response

- Maintaining strong service delivery through enhanced employee training, improved standard operating procedures and continuous client engagement from frontline teams through to senior management.
- Leveraging our improved in-house mobile resource optimisation platform, *UETrack™*, and other advanced systems to drive process efficiency, improve service transparency and strengthen our competitive edge.
- Optimising manpower planning and exploring innovative market solutions, including process reengineering, to sustain service quality and operational excellence.
- Fostering long-term client relationships through regular engagement, creating an environment where constructive feedback is actively received and acted on for continuous improvement.
- Adding value for clients by driving sustainability initiatives to position ourselves as a forward-thinking partner, while reinforcing that sustainability is integral to service quality.

OPERATING ENVIRONMENT AND KEY MARKET TRENDS



INDONESIA

Our Indonesian venture provides maintenance services for toll roads. We have since diversified into trading activities as a new line of business.

Trends	Our Response
<ul style="list-style-type: none"> Escalating operational costs due to inflation and labour shortages. Increasing customer expectations, leading to more stringent service standards and regulations. Overlapping regulations, uneven policy implementation and limited coordination across government agencies. 	<ul style="list-style-type: none"> Partnering with local entities to strengthen market access and sustainability outcomes. Strengthening our local supply chain with support from local business partners.



UNITED ARAB EMIRATES

Our operations in the UAE are delivered through Operon Middle East (“OME”), our facilities management subsidiary, together with Kaizen, our property management arm with a strong presence in the country.

Trends	Our Response
<ul style="list-style-type: none"> Adoption of emerging technologies such as IoT, AI and cloud-based IFM platforms to improve collaboration and reduce costs. Increasing regulatory focus on energy efficiency, carbon footprint tracking and green building standards, supported by frameworks such as Abu Dhabi’s Estidama Pearl Rating System and the Dubai Green Building Regulations. Properties are increasingly evolving digitally to include tenant-focused proptech such as AI-powered tenant screening, digital lease management and automated payment systems, enabling a more streamlined and personalised tenant experience. 	<ul style="list-style-type: none"> Aligning our offerings and expanding our bidding strategies to win clients looking to outsource facilities management. Engaging customer experience experts to understand client journeys and align our strategies accordingly. Deploying IoT-based facilities management platforms to support client sustainability and energy tracking needs. Embedding Edgenta NXT’s Asseto platform’s modules to drive efficiencies and innovations in enhancing our service deliveries. Emphasising our sustainability know-how and credentials, including renewable energy technologies and energy management support, to differentiate ourselves in the market.



SAUDI ARABIA

Our operations in Saudi Arabia are delivered through Edgenta Arabia Limited (“EAL”), our wholly owned subsidiary headquartered in Riyadh, together with MEEM Facilities Management Company (“MEEM”). Both entities form part of our international business division, delivering IFM services, technology-driven solutions and sustainability-led solutions.

Trends

- Large-scale transformative developments such as Diriyah, The Red Sea and Qiddiya continue to drive infrastructure and urban development across the Kingdom, forming a central part of Saudi Arabia's Vision 2030 economic diversification strategy.
- AI- and IoT-enabled smart facilities management being adopted to improve the efficiency of managing these mega-projects.
- Continued investment in local capability development and Saudization initiatives aligned with Vision 2030 workforce localisation goals.
- Increased implementation of green building operations, energy efficiency systems, waste management protocols and ESG performance tracking, in line with the goal of 40% of new commercial developments with LEED/Mostadam certification by 2026.

Our Response

- Tailoring our facilities management strategies to align with mega-project requirements and national goals that prioritise smart cities, sustainable urban development and Middle East hospitality.
- Extending IoT and AI capabilities to the existing CAFM implementation to explore predictive maintenance capabilities.
- Driving our ESG-aligned value proposition with an emphasis on green services, energy audits and LEED certifications.
- Developing local Saudi talent through partnerships, facilities management academies and expertise transfer.
- Differentiating our offerings with bundled services, performance-based pricing, tenant engagement and long-term lifecycle management to meet changing client demands.

OPERATING ENVIRONMENT AND KEY MARKET TRENDS

KEY MARKET TRENDS

MACROECONOMIC CHALLENGES

Overview

The global economy remained volatile in 2025, as trade- and tariff-related uncertainties dampened investment activity, while cost pressures persisted across labour, utilities and other key input areas. While the impact of the US government’s tariffs was more muted than previously feared due to the front-loading of trade activity, underlying global economic fundamentals remain a cause for concern. In addition, currency volatility across many of the Group’s operating markets continued to weigh on business confidence and financial planning.

LINK TO

Capitals



Stakeholders



Material Matters



Risks



Risks

- Heightened macroeconomic uncertainty may slow customer decision-making and defer project spending, impacting the Group’s revenue profile and balance sheet.
- Inflationary pressures and tariffs may increase cost inputs and erode profit margins.
- Unfavourable foreign exchange movements may pressure margins on overseas projects, particularly for longer-duration programmes.

Opportunities

- Malaysia and the ASEAN region are increasingly positioned as neutral, non-aligned global hubs, supporting investment inflows and growth opportunities.
- Increased outsourcing of mission-critical services, as customers prioritise reliability, safety and predictable operating costs, provides opportunities for sustainable growth.

Our Response

- Continuing to broaden sectoral and geographic exposure to growth markets in Southeast Asia and the Middle East.
- Accelerating the adoption of mechanisation, automation and process standardisation to drive operational efficiencies and cost competitiveness.
- Differentiating ourselves within the facilities management segment through modern, sustainable solutions, thus enhancing our resilience during challenging economic periods.
- Maintaining a strong focus on our stable concessions-based business, which provides steady cash flows.

Outlook

Near-term macroeconomic conditions are expected to remain cautious, with the IMF projecting global GDP growth of 3.3% in 2026. While inflation is expected to remain broadly contained, global trade conditions remain subject to downside risks arising from policy uncertainty and trade fragmentation.

Against this backdrop, a slowdown in large-scale project activity or scope rationalisation may persist. To mitigate these risks, the Group continues to diversify its business across higher-growth geographies, including the Middle East, while strengthening differentiation through technology-enabled and sustainability-led solutions.

THE TRANSITION TO A LOW-CARBON ECONOMY

Overview

Momentum around decarbonisation and climate action continued to build in 2025, driven by heightened stakeholder expectations and increased awareness following recent extreme weather events.

Regulatory and stakeholder expectations accelerated as Malaysia strengthened its enabling framework for energy efficiency and sustainability disclosures. The Energy Efficiency and Conservation Act (“EECA”) 2024 came into force on 1 January 2025, expanding requirements across large energy consumers, specified buildings, and selected products.

In parallel, Malaysia’s National Sustainability Reporting Framework (“NSRF”) introduced a phased adoption pathway aligned with ISSB standards (IFRS S1 and S2), with reporting periods beginning on or after 1 January 2025 and progressively scaling in scope over subsequent years.

LINK TO

Capitals



Stakeholders



Material Matters



Risks



Risks

- Heightened compliance complexity and delivery expectations, with customers increasingly requiring clear emissions baselines, credible transition plans and stronger assurance readiness as preconditions for appointment.
- Potential loss of contracts or reduced competitiveness where assets fail to meet emissions, energy intensity or other environmentally related performance targets.
- Increasing regulatory complexity may translate into higher compliance costs, placing downward pressure on Group-wide margins.

Opportunities

- Strengthening our market position as a provider of sustainable and low-carbon solutions across the sectors and verticals in which we operate.
- Driving operational cost efficiencies through the adoption of sustainable solutions that reduce emissions and energy consumption while delivering cost savings.

Our Response

- Continuing to reduce our emissions and environmental impact through targeted, long-term initiatives across energy, waste and resource efficiency.
- Partnering with our suppliers to support their transition towards low-carbon and environmentally responsible practices.
- Supporting our clients in reducing emissions through our innovative Zero Capex Programme, which funds energy efficiency and emissions reduction projects without requiring upfront capital investment.
- Expanding practical circular economy solutions within our operations and business, including our Recycled Asphalt Plant in Tapah.
- Preparing for evolving regulatory requirements under the NSRF through a structured readiness programme that includes internal workshops, targeted training sessions and the establishment of a cross-functional taskforce to support compliance and implementation.

Outlook

The transition to a low-carbon economy is expected to intensify as disclosure expectations broaden and environmental performance requirements become more deeply embedded in asset operations.

Against this backdrop, integrating sustainability and climate action into our solutions will remain a key differentiator, enabling us to grow alongside customers with similar priorities. This will be complemented by continued efforts to reduce our emissions in line with our commitment to achieving net zero carbon by 2050. At the same time, we will continue to engage with our supply chain partners to enhance the completeness and reliability of Scope 3 emissions data, enabling more informed decarbonisation planning and reporting.

OPERATING ENVIRONMENT AND KEY MARKET TRENDS

EVOLVING WORKPLACE CHALLENGES

Overview

Labour market pressures persisted in 2025, driven by structural constraints on talent availability and rising expectations around wages, benefits and employee experience. Given the labour-intensive nature of our service delivery, evolving regulatory requirements further contributed to cost pressures during the year.

LINK TO

Capitals



Stakeholders



Material Matters



Risks



Risks

- An uncompetitive employer value proposition may hinder our ability to attract and retain high-quality talent.
- Wage increases heighten the need for productivity gains and disciplined workforce planning to mitigate margin pressure.
- Sustained demand for digital, engineering and sustainability capabilities may constrain talent availability and increase competition for critical skills.

Opportunities

- Differentiating ourselves through an employer value proposition centred on capability building, focusing on workforce sustainability and future readiness as we continue our efforts to build AI awareness and its adoption across the organisation.
- Future-proofing the business by building a sustainable leadership pipeline through clear progression pathways and structured succession planning, ensuring that future leaders are systematically prepared and monitored for readiness.

Our Response

- Rolling out our Employee Satisfaction Survey (“ESS”), which serves as a ‘pulse-check’ to better gauge our momentum on improving the employee satisfaction and experience, with ESS scores included as part of senior leaders’ KPIs.
- Driving our capability building efforts by normalising Individual Development Plans (“IDPs”) as an embedded, measured practice within employee KPIs, reinforcing self-directed learning and targeted development in areas such as digital skills and sustainability.
- Continuing to offer flexible working arrangements, supporting employees’ professional and personal responsibilities while driving engagement and enhancing satisfaction, including working from home.
- Continuing to uphold diversity, equity and inclusion as core values embedded within our culture.
- Launching the “FIRST in AI” learning roadmap to strengthen internal AI and digital capabilities.
- Mitigating wage pressures by maintaining a strong focus on driving operational cost efficiencies across the Group.

Outlook

Looking ahead, we are focused on evolving the way we work by defining an operating model for the Group that delivers enterprise-level cost efficiency, while preserving strong governance, service quality and competitiveness across our operating segments.

Furthermore, to strengthen our succession planning initiatives, we are recalibrating our talent management strategy by reviewing our development ecosystem. This ensures that successors are identified, developed and systematically monitored for readiness at the Group level, strengthening our leadership continuity beyond the segmental level. Additionally, we are sharpening our development agenda to accelerate capability building and intensifying our focus on AI-enabled skills, equipping our workforce to adapt to our evolution as a Technology-Enabled Solutions Company.

Together, these efforts are underpinned by continuous monitoring and review of workforce costs, with disciplined prioritisation of spend to sustain productivity and strengthen organisational resilience.

THE DIGITALISATION OF EVERYTHING

Overview

Digital adoption continued to accelerate in 2025, as organisations pursued greater cost efficiency, operational reliability and data-driven decision-making, alongside rising expectations around cybersecurity and data privacy.

In Malaysia, the regulatory backdrop tightened with the introduction of the Cyber Security Act 2024, which strengthened obligations relating to national critical information infrastructure and cybersecurity governance. At the same time, the establishment of the National AI Office (“NAIO”) signalled increasing national focus on responsible AI adoption and ecosystem development.

LINK TO

Capitals



Stakeholders



Material Matters



Risks



Risks

- Failure to meet customer expectations for digital and digital-enabled solutions or outcomes may impact competitiveness.
- Heightened cybersecurity and data governance requirements increase exposure to operational, regulatory and reputational risks if not effectively managed.
- The full value of automation, AI and other advanced technologies may not be realised if investment in human skills and capability development does not keep pace.

Opportunities

- Growing demand for integrated, technology-enabled asset management solutions that leverage data and AI to improve reliability and optimise lifecycle costs.
- Applying automation and AI across operations to enhance productivity, reduce wastage and improve margins.
- Strengthening our position as a technology-enabled solutions company and enhancing long-term resilience through the delivery of impactful digital solutions.

Our Response

- Building organisational digital capability through structured upskilling and continuous learning.
- Deploying Asseto, our proprietary built environment platform, while adding additional data sources for clients to support asset lifecycle management, energy optimisation and real-time operational visibility across key contracts.
- Adopting advanced technologies to drive operational efficiencies by aggregating data sources from our clients to our Intelligent Operations Centre, driving impactful insights for the built environment.
- Leveraging video analytics solutions integrated to our Asseto platform for enhanced security and HSSE use cases.
- Enabling a configurable and integratable platform structure to deploy Asseto across any industry with minimal business disruptions.
- Continuously investing in cybersecurity and data privacy measures to safeguard digital assets and mitigate financial and reputational risks.

Outlook

Customers are expected to continue prioritising partners that can combine strong operational execution with proven digital capabilities and secure platforms.

In response, we will continue to deepen our digital capabilities and realise digital-driven against across two dimensions: first, by delivering differentiated solutions that enhance our value proposition and resilience in a changing marketplace; and second, by embedding digital workflows and technologies within our operations to drive efficiency and strengthen operating margins.

KEY RISKS AND MITIGATION

The Group remains vigilant in managing risks and recognises that risk considerations are integral to all business decisions and activities. Effective risk management is essential not only in mitigating potential exposures but also in supporting the achievement of our strategic and business objectives.

Our risk management process systematically identifies, assesses, and manages both inherent and external risks. Beyond regulatory compliance, we adopt comprehensive policies, principles, and practices designed to minimise risk exposure, enhance operational performance, and provide greater certainty, thereby strengthening stakeholder confidence.

Risks are viewed as opportunities to reinforce our internal controls, compliance procedures, and management strategies. Identified risks are carefully assessed, mapped against their likelihood of occurrence, and evaluated based on their potential impact on UEM Edgenta's operations.

To support this approach, the Group has established a robust risk management framework that governs our risk management practices, enabling the identification, assessment, and mitigation of risks to ensure continued operational resilience.

 Further details are set out on pages 243 to 252 of the Statement on Risk Management and Internal Control in this Annual Report.

The key risks outlined below, while not exhaustive or listed in any specific order of priority, are those we believe could have a significant impact on our business. While these risks have been thoroughly evaluated, the Board acknowledges that the risk landscape is dynamic and constantly evolving. As such, unforeseen or emerging risks, even those initially perceived as minor, may have the potential to escalate into significant challenges in the future.

R1 STRATEGIC RISK

Description

Strategic risks arise from decisions made by the Board and Management of UEM Edgenta in pursuing the Group's objectives within a dynamic market and evolving industry environment. If not effectively managed, these risks may adversely affect strategy execution, business performance, and long-term growth.

These risks stem from external changes such as industry uncertainties, competitive pressures, and emerging challenges, which may impact market share, shareholder value, and corporate reputation. Managing strategic risks requires informed decision-making to support sustainable growth and maintain competitiveness in a rapidly evolving environment and marketplace.

Context	Mitigation
<ul style="list-style-type: none"> Our multinational operations expose us to a broad range of risks, including economic volatility, evolving regulatory landscapes, geopolitical developments, and diverse social contexts. These factors critically influence our strategic decision-making, long-term planning, and operational execution. The operating landscape remains highly competitive, with existing, new, and prospective customers progressively shifting their expectations from traditional service delivery models towards value-adding offerings. These include technology-enabled solutions, performance-based contracting models, and sustainability-driven services. Clients, particularly in cost-sensitive industries, may at times underestimate the value of our services, despite their critical importance. This growing trend towards service commoditisation intensifies competition, with pricing often becoming the primary differentiator at the expense of quality, innovation, and strategic value. Market dynamics continue to exert pressure on our profit margins, making it challenging to expand our revenue stream and sustain a strong and sustainable order book. 	<ul style="list-style-type: none"> Expanding and diversifying our revenue streams through the Pan-Malaysia Strategy, regional growth, and entry into new adjacent sectors, thereby broadening our addressable market and reducing reliance on existing sectors and/or clients. Committing to developing and deploying innovative technology solutions that enhance and transform service delivery in healthcare and infrastructure, with the goal of establishing new industry performance standards and benchmarks of excellence. Maintaining a strategic focus on converting our technological solutions into scalable, market-ready products that address the evolving needs of both existing and prospective clients, enabling greater market responsiveness, portfolio optimisation, and sustainable long-term growth. Undertaking cost rationalisation initiatives aimed at driving organisational efficiency, strengthen competitiveness, and delivering enhanced value through innovative products and technology-enabled solutions. Expanding our client base through targeted cross-selling initiatives and the adoption of performance-based contracting models. Remaining committed to sustaining and strengthening our existing concession businesses while actively pursuing growth opportunities both within our traditional markets and in new market segments.

R2 OPERATIONAL RISK

Description

Operational risk refers to the potential for financial loss, service disruption, or reputational impact arising from inadequate or failed internal processes, people, systems, or from external events. These risks introduce uncertainties and challenges in the execution of our day-to-day operational activities across our operating environments.

Context

- Manual and labour-demanding aspects of our operations increase exposure to inefficiencies, human error and workforce-related risks.
- Prioritising vigilant cost management and enhancing service efficiency to safeguard margins and optimise cash flow amid rising operating costs.
- Ongoing commitment to fostering a safety-first mindset and maintaining constant vigilance over our working environment to uphold compliance with HSE requirements.
- Exposure to unanticipated external factors beyond the Group's control, including inflationary pressures, minimum wage increases, geopolitical tensions, supply chain disruptions, interest rate fluctuations, and other external variables.

Mitigation

- Continuously enhancing our operational processes and embedding the use of technology, automation and digitisation to improve overall operational efficiency, productivity and control across operations.
- Implementing proactive cost management initiatives to uphold strong operational fundamentals, protect margins and maintain financial resilience in a challenging operating and market environment.
- Implementing occupational HSE programmes designed to strengthen our safety culture and foster a proactive approach to workplace safety, benefiting both our employees and the environment.
- Closely monitoring emerging and unanticipated risks and their potential impact, coupled with a continuous review of our business strategies to ensure operational resilience and adaptability in a dynamic operating landscape.
- Putting business continuity plans in place to ensure the continuity of operations and support uninterrupted delivery of critical services in the event of any potential business disruption.

R3 FINANCIAL RISK

Description

Financial risks are exposures that directly impact our financial performance and cash flow stability, potentially impacting overall fiscal health, liquidity and capital position.

Context

- Pressure on margins and profitability due to heightened competition and increasing operating costs.
- Delays in collection of trade and other receivables, hindering effective cash flow management and liquidity.
- Prevailing interest rates condition, guided by central banks' policies, continue to influence our financing costs and liquidity management.
- Foreign exchange exposure resulting from fluctuations in exchange rates against local currencies, which may impact financial transactions as well as the value and future cash flows of financial instruments.

Mitigation

- Emphasising disciplined cost management and margin preservation through cost optimisation initiatives, leveraging technology, and promoting operational excellence to drive productivity and cost efficiencies.
- Utilising our Enterprise Resource Planning ("ERP") system to streamline financial data and processes across our companies, improving spending analysis, strategic sourcing and cost control, while improving visibility of expenditures.
- Actively managing credit risk through comprehensive credit assessment processes, continuous monitoring of receivables and strengthened customer recovery procedures.
- Continuously monitoring interest rate movements by strategically balancing a mix of fixed and floating rate debts for effective financing cost management.
- Employing a natural hedge strategy by securing borrowings in the same functional currency as the anticipated revenue streams from overseas entities.
- Maintaining appropriate insurance coverage to safeguard us against unexpected financial losses and enhance our overall financial resilience.

KEY RISKS AND MITIGATION

R4 COMPLIANCE RISK

Description

Compliance risk refers to the potential for legal or regulatory breaches arising from failure to adhere to applicable laws, regulations, standards, or internal policies. Non-compliance may significantly impact our operations, resulting in legal sanctions, financial penalties, operational disruption, and reputational damage. It may also undermine our credibility, stakeholder confidence, and long-term sustainability.

Context

- A significant portion of our business, particularly in Healthcare Support and Infrastructure Services, operates under concession arrangements which are subjected to stringent regulatory oversight and complex legal and contractual requirements.
- Potential exposure to non-compliance and litigation arising from the geographical diversity of our operations and customer base.
- Commitment to good corporate governance and compliance with regulatory and listing requirements to uphold integrity throughout our business operations.
- Non-compliance and regulatory uncertainty may result in financial, operational, and reputational impacts, including the potential suspension or loss of key licences or rights and disruption to business continuity and investment plans.

Mitigation

- Establishing service-level agreements and contractual frameworks to effectively govern our relationships with customers, contractors, and vendors, ensuring clear responsibilities, accountability and performance expectations.
- Conducting regular assessments to ensure continuous compliance, with policies and procedures being consistently updated to maintain their adequacy, effectiveness, and relevance.
- Instilling a culture of integrity and compliance throughout the organisation, reinforced by strong internal controls and consistent enforcement of operational processes across operations.
- Maintaining close collaboration with regulatory bodies to stay abreast of latest legal and regulatory requirements, as well as evolving industry standards and best practices.
- Establishing secure whistleblowing channels that enable employees, stakeholders, and the public to report any actual or suspected malpractice, misconduct, or violations of the Group's policies and procedures safely and confidentially.

R5 PEOPLE RISK

Description

Securing, developing, and retaining critical talent with the right capabilities is essential to achieving strategic objectives and ensuring leadership continuity and long-term sustainability.

Challenges in talent attraction, retention, succession planning, and compliance with evolving regulatory requirements may adversely impact the Group's operational performance and strategic execution if not effectively managed.

Context

- Our Edgenta Stars, namely our people are one of the Group's most valuable assets and a fundamental pillar of our success.
- A capable, engaged, and resilient workforce underpins the effective execution of our strategies, while supporting strong leadership continuity and enabling the delivery of consistent, high-quality services and outcomes to our customers and stakeholders.

Mitigation

- Focusing on driving growth, strengthening capabilities, and enhancing the overall workforce experience to attract, develop, and retain critical talent in alignment with the Group's HR strategic priorities.
- Introducing programmes through Edgenta Academy to strengthen leadership, managerial, and technical skills, equipping our employees with the knowledge and expertise needed to drive sustained organisational success.
- Ensuring that our employment terms and benefits provide our Edgenta Stars with a rewarding, supportive and well-balanced experience.
- Conducting periodic talent reviews to support leadership transitions for critical roles, considering successor availability, readiness, and necessary development interventions.
- Enhancing our development ecosystem to ensure that successors are systematically prepared and monitored, thereby maintaining a strong leadership pipeline and sustained organisational continuity.
- Closely monitoring minimum wage regulations, their implementation, and associated costs, while reviewing internal policies and practices to ensure full compliance with all applicable laws and regulations.

R6 CYBERSECURITY RISK

Description

Cybersecurity risks encompass the potential loss of confidentiality, integrity, or availability of critical information, data, and operational control systems. Such risks may materially impact our operational efficiency, service delivery reliability, regulatory compliance, reputation, and overall enterprise value.

These risks are intrinsically linked to our expanding digital and IT footprint, ongoing digital transformation initiatives, and increasing reliance on interconnected systems, cloud platforms, and internet-based services. The rise in remote and hybrid working arrangements, together with greater offsite and third-party network access, further enlarges our attack surface.

In addition, the accelerating adoption of AI and data-driven technologies introduces new categories of cyber risk. These include model manipulation and data poisoning, unauthorised access to AI systems, leakage of sensitive data through AI interfaces, adversarial attacks, overreliance on automated decision-making, and vulnerabilities within AI supply chains and open-source components. As AI becomes embedded within operational and decision-support workflows, any compromise may have amplified and systemic consequences.

Any significant infrastructure failure, cyberattack, data breach, or AI-related system compromise could disrupt operational continuity, erode stakeholder trust, and expose the Group to financial and legal liabilities. This underscores the imperative for robust, forward-looking cybersecurity and AI governance measures to safeguard the Group's assets, resilience, and long-term interests.

Context

Across the Group, technology is positioned not merely as an enabler, but as a structural driver of transformation. It underpins the productisation of proprietary solutions, the development of digital capabilities, optimisation of resources, cost efficiency, productivity gains, and differentiated service offerings that improve both customer and operational outcomes.

As digital integration deepens, systems become more interconnected across cloud, on-premise, operational technology (OT), and third-party ecosystems. This increased connectivity expands the attack surface and heightens exposure to cyber threats, including targeted intrusions, supply chain vulnerabilities, cloud misconfigurations, insider risks, and prolonged service disruption across critical IT and OT environments.

Furthermore, the integration of artificial intelligence into business workflows, analytics, and decision-support systems introduces additional risk vectors. These include unauthorised access to AI models, exposure of sensitive data through AI interfaces, manipulation of training data or model outputs, reliance on opaque algorithms, and vulnerabilities arising from external AI platforms or open-source dependencies. As AI capabilities scale across operational environments, the potential impact of compromise becomes more systemic and consequential.

Mitigation

- Adopting a defence-in-depth and zero-trust approach to safeguard our expanding digital and AI landscape.
- Implementing core controls including continuous threat detection and response across network, endpoint, cloud, and application layers, strong identity and access governance, proactive vulnerability management, secure configuration baselines, and regular penetration and adversarial testing.
- Reinforcing cloud environments through posture management, encryption standards, and strict access controls.
- Addressing AI-related risks through controlled access to AI systems, monitoring of AI usage and outputs, validation of data sources, structured model evaluations, and third-party risk assessments for external AI platforms and open-source components, with clear accountability established for AI-assisted decisions.
- Conducting ongoing employee awareness programmes and phishing simulations, alongside continuous executive oversight, to ensure that cybersecurity and AI governance remain embedded within operational discipline and aligned to the Group's risk appetite.

KEY RISKS AND MITIGATION

R7 ESG RISK

Description

Capital markets have undergone a structural shift in how risk and value are assessed, with ESG considerations now embedded into mainstream investment analysis rather than treated as peripheral factors. Investors, lenders and rating agencies increasingly evaluate how effectively organisations identify, manage and disclose ESG-related risks and opportunities, recognising their direct impact on resilience, cost of capital and long-term enterprise value.

In Malaysia, this shift is reinforced by the introduction of the National Sustainability Reporting Framework (“NSRF”), which is anchored on the ISSB Standards, including IFRS S1 and IFRS S2. The move towards globally aligned, climate-related and sustainability-related disclosures elevates transparency from a voluntary practice to a regulatory and market expectation. As reporting requirements become more rigorous and comparable, organisations face heightened scrutiny over governance, risk management processes and the credibility of sustainability-related data.

ESG risks represent uncertainties and potential adverse events that may disrupt the effective execution of our business strategy, impact operational performance, or affect the long-term resilience and availability of resources across our value chain.

Failure to comply with ESG-related standards could result in significant consequences, including revenue loss, market share erosion due to shifting customer preferences, diminished confidence from investors and rating agencies, financial penalties from regulatory bodies, and reputational damage that may lead to negative publicity. In addition, unmanaged ESG risks can disrupt operational continuity and service delivery, such as through safety incidents, supply chain interruptions, environmental non-compliances or community impacts, which may directly affect contract performance and customer satisfaction.

Context

Globally, sustainability expectations have evolved from voluntary good practice to regulatory and market discipline. Investors, clients and regulators increasingly scrutinise how organisations manage climate-related risks, workforce welfare, supply chain integrity and governance standards — particularly in sectors that support critical infrastructure and public services. Heightened disclosure requirements, supply chain due diligence requirements and climate transition policies across major markets are raising the bar for transparency, comparability and accountability.

For UEM Edgenta, operating across healthcare support, infrastructure and facilities management, ESG considerations are closely linked to service reliability, occupational health and safety performance, responsible procurement practices, environmental efficiency and community impact. As a steward of essential assets and services, the Group recognises that effective ESG management underpins operational resilience, stakeholder trust and long-term value creation.

Mitigation

- Formalising our Sustainability Policy, ESG governance structure and multi-year Roadmap, which collectively provide the foundation of our sustainability governance framework, ensuring clear accountability from the Board of Directors through senior management to business units, embedding ESG considerations into strategy, risk management and operational execution across the Group.
- Integrating ESG and climate-related risks into our Enterprise Risk Management processes with regular reporting to the Board and senior leadership, to ensure timely identification, monitoring and mitigation of sustainability-related risks that may affect service delivery, regulatory compliance and long-term value creation.
- Continuing to comply with applicable ESG regulations while proactively preparing for evolving sustainability reporting requirements, including the the NSRF with alignment to ISSB standards.
- Establishing an internal NSRF Task Force to steer readiness efforts, strengthen data governance and reporting processes, and drive cross-functional coordination to ensure structured and effective implementation.
- Progressively reviewing and enhancing policies, procedures and internal controls to support robust, transparent and decision-useful sustainability disclosures in line with regulatory expectations.
- Embedding ESG principles within operational practices across healthcare support services, facilities management and infrastructure operations, including strengthening occupational health and safety standards, improving environmental efficiency and maintaining responsible service delivery for essential public assets.
- Actively engaging stakeholders across our value chain to identify material ESG matters, climate-related risks and emerging threats, while maintaining responsible procurement practices and vendor engagement initiatives to reinforce labour standards, safety performance, ethical conduct and environmental stewardship beyond direct operations.
- Conducting awareness and structured training programmes, alongside ongoing communication, to enhance ESG competencies at leadership and operational levels, ensuring consistent and effective implementation of sustainability practices across the organisation.

R8 CLIMATE-RELATED RISK

Description

Climate-related risks have become a critical focus for investors, regulators and clients. These risks fall into two categories:

- Transition risks arising from new climate policies, carbon pricing, regulatory shifts and evolving market expectations; and
- Physical risks resulting from extreme weather, heat stress, flooding and long-term environmental changes.

Malaysia's planned carbon tax for 2026, aligned with the National Carbon Market Policy and the upcoming Climate Change Act, introduces a new layer of transition risk for organisations. The tax is expected to start at approximately RM15/tCO₂e and expand over time as the national framework matures.

These developments increase the importance of strengthening climate governance, anticipating cost exposures and preparing for a progressively low-carbon operating environment.

Context

Globally, climate expectations have shifted from voluntary commitments to mandatory climate disclosures, carbon pricing mechanisms and regulated transition plans. Countries are imposing increasingly stringent requirements to accelerate decarbonisation and ensure resilience.

Malaysia is on the same trajectory, with several shifts that heighten transition risk:

- Carbon tax implementation in 2026, starting with high-emission sectors, and expected to expand or escalate over time.
- Integration with the National Carbon Market Policy and future Climate Change Act, which will define emissions governance and compliance structures.

At the same time, physical climate risks, such as heavy rainfall, flooding and heatwaves, pose threats to infrastructure performance, service continuity, asset maintenance and workforce safety.

For UEM Edgenta, these combined risks influence cost structures, service reliability, operational planning and stakeholder expectations across its healthcare, infrastructure and facilities management operations.

Mitigation

- Introducing internal carbon pricing ("ICP") to anticipate future carbon-related cost impacts associated with the 2026 carbon tax, with ICP guiding strategic planning, investment decisions and prioritisation of efficiency and emissions-reduction initiatives to help us prepare for evolving transition risks.
- Continuing to strengthen the resilience of our operations and critical assets to minimise disruptions from extreme weather events, by enhancing maintenance systems, improving facility and infrastructure readiness, strengthening workforce safety protocols, and adopting resilience measures to support continuity of essential services.
- Embedding physical and transitional climate-related risks within our Risk Management Framework to ensure structured oversight, timely risk identification and responsive strategic planning in alignment with Malaysia's evolving climate policies.
- Continuing to enhance operational efficiency through energy optimisation, technology upgrades and emissions-reducing initiatives, mitigating exposure to future carbon pricing and improving environmental performance.
- Expanding climate-related awareness and capabilities across leadership and operations to prepare for emerging climate policies, support transition planning and strengthen organisational readiness.

EDGENTA OF THE FUTURE 2025 (EOTF2025)

FY2025 marked the conclusion of our Edgenta of the Future 2025 (“EoTF2025”) strategy, a five-year plan designed to strengthen our competitiveness, resilience and long-term growth potential by transforming us into a Technology-Enabled Solutions Company.

The actions we have taken under the strategy have catalysed a step change in how we operate and compete. Today, technology and sustainability-led solutions are fully embedded within our projects and contracts. This has enabled us to move up the value chain into more advisory-led service scope that unlock stronger margins, expand recurring revenue streams and support multi-year renewals. In parallel, this shift has strengthened our competitiveness in international markets, where integrated and technology-enabled delivery is increasingly a baseline expectation for market participation.

Importantly, EoTF2025 has delivered measurable outcomes that validate the strategy’s intent. We achieved the five-year RM100 million cost savings target a year ahead of schedule and have since set a new RM150 million cost optimisation target over the next five years. On the technology front, we have secured around RM5.3 billion in tech-enabled wins since 2021, anchored by proprietary platforms such as Asseto, RAMS and UETrack™, which continue to strengthen differentiation, expand recurring revenue streams and reinforce service performance at scale.

The Strategy

EoTF2025 is designed around three strategic pillars – **Expand, Extract and Enhance** – and supported by capabilities that translate strategic intent into repeatable execution. The three pillars focus on: (i) expanding our footprint and deepening our solutions base, (ii) extracting value from core businesses through disciplined operational excellence, and (iii) enhancing differentiation through productised technology and data-led delivery.

Through this strategic architecture, we set our sights on three headline targets over the period of 2021 to 2025:

12%
revenue growth per annum

RM100 million
in cost savings

Driving differentiation through **technology-based solutions**



Expand

footprint and deepen solutions base



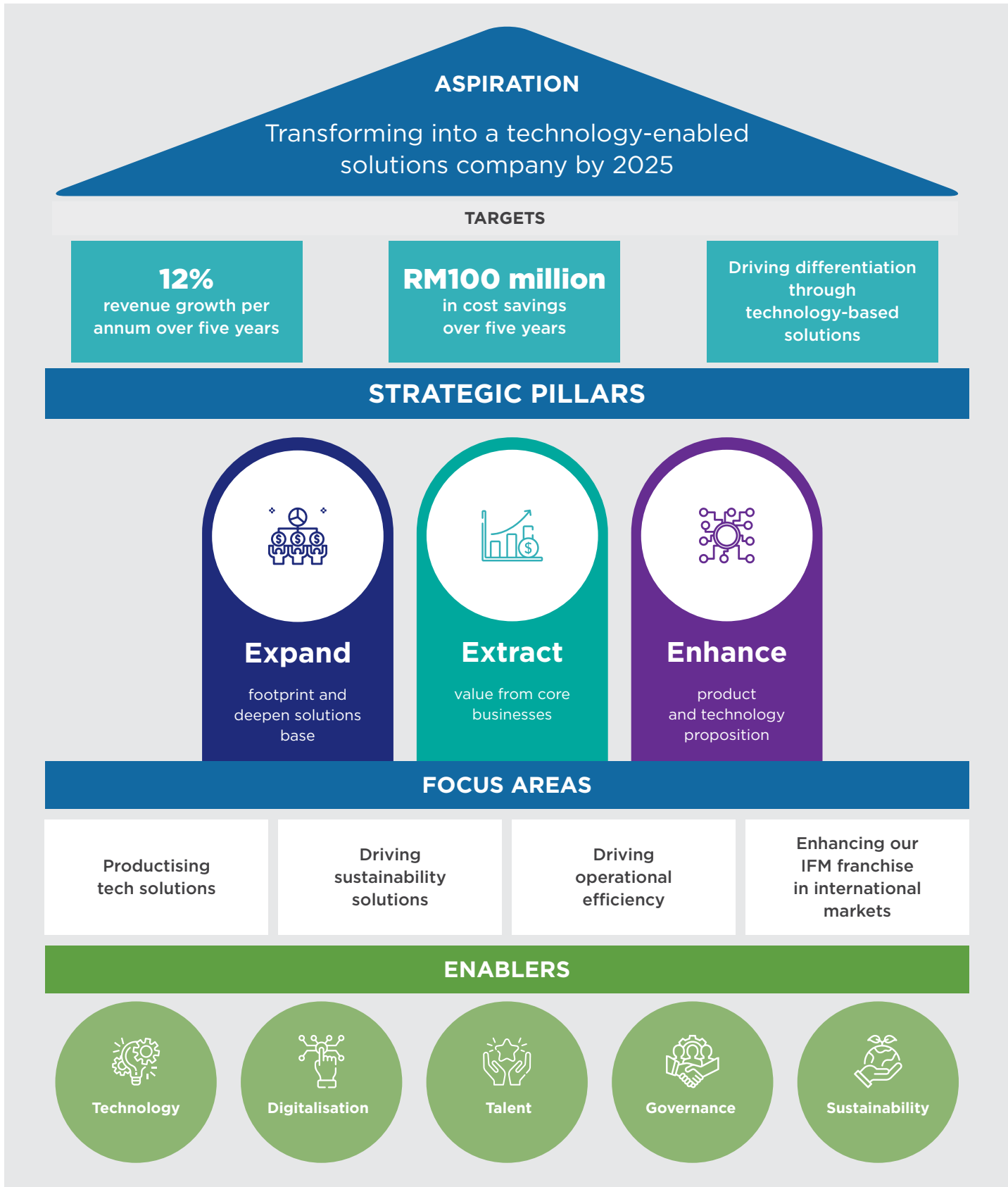
Extract

value from core businesses



Enhance

product and technology proposition



EDGENTA OF THE FUTURE 2025 (EOTF2025)

OUR KEY FOCUS AREAS

PRODUCTISING TECH SOLUTIONS

Over the past five years, we have transitioned from deploying technology-enabled solutions as standalone tools to delivering productised, scalable platforms with defined modules, service level agreements and embedded analytics. These platforms are now integrated across flagship contracts, moving us up the value chain towards advisory-led, outcome-driven engagements.

Asseto sits at the centre of this evolution. It functions as a built environment master integrator that brings together multiple data sources across assets, people, energy, compliance and operations, orchestrating them within a single ecosystem to unlock real-time insights and decision intelligence. Its embedded AI capabilities support predictive maintenance, performance optimisation and improved resource prioritisation, strengthening service outcomes and commercial competitiveness for our clients.

These advances are mirrored across our broader suite of proprietary, IoT-enabled solutions, including RAMS for road asset analytics and *UETrack*™ for workflow and mobility management in primary healthcare support services. Together, these platforms support performance-linked commercial arrangements, aligning payment to measurable outcomes such as energy efficiency, asset uptime and response times. The integration of these capabilities also positions us to capture growing demand for smart city solutions, strengthening our role as a technology-enabled facilitator in markets such as the UAE and Saudi Arabia.

Proof points include:

- Digital transformation of a multinational oil and gas client, where digital transactions increased from approximately 7% pre-go-live to 92% post-go-live through a custom-built platform enabling real-time tracking and automated dispatch.
- Rapid deployment and localisation of Asseto in the Middle East, onboarding approximately 4,000 schools and training more than 100 inspectors within one week.
- Scaling of our cloud-based V-EMCC across 33 hospitals, handling over 350,000 calls and 306,000 service requests annually.
- *UETrack*™ providing 24/7 monitoring of over 2,000 portering tasks per month, supporting 85% of requests completed within 15 minutes and sustaining engineering performance outcomes above 98%.

DRIVING SUSTAINABILITY SOLUTIONS

We recognise the vital role that sustainability plays for organisations today, both as a corporate responsibility and as a driver of regulatory compliance and cost efficiency. In response, we have invested in developing and delivering practical, technology-enabled solutions that help our clients reduce utility and resource consumption, lower emissions and improve asset performance.

A cornerstone of this approach is our Zero Capex Programme, which enables Energy Performance Contracting (“EPC”) and Green Performance Contracting (“GPC”) structures without upfront client capital. These arrangements align payment with verified performance outcomes, incentivising measurable energy savings and emissions reductions. This is supported by partnerships that enable credible baselining and digital measurement, reporting and verification, strengthening transparency and accountability.

Beyond financing structures, we have supported asset owners in achieving recognised green building certifications while also advancing circular economy outcomes through our asphalt premix plant with recycling facility which repurposes road milling waste into an eco-friendly material for road paving.

Moving forward, we are progressing towards a more holistic decarbonisation suite spanning audit, design, financing, implementation and verification, strengthening our positioning as a trusted partner in advancing sustainability across the built environment.

Key proof points during FY2025 include:

- RM70.3 million in order book wins under the Zero Capex Programme.
- Supporting 31 hospitals in achieving LEED and MyCREST certification.
- Deployment of over RM19 million worth of recycled asphalt on PLUS highways.
- Launch of the asphalt premix plant with recycling facility in Tapah, Perak, with a production capacity of 240 tonnes per hour, capable of supporting over 200 km of pavement works annually and reducing carbon emissions by up to 15% compared to conventional asphalt production.

DRIVING OPERATIONAL EFFICIENCY

Under EoTF2025, we undertook a coordinated approach to drive operational excellence and efficiency across the Group. This went beyond cost optimisation alone, focusing on mechanisation, automation and the digitalisation of core processes, while optimising procurement spend and streamlining organisational structures.

Central to this shift was the increased use of data, IoT-enabled systems and digital workflow tools to improve visibility, coordination and decision-making across service environments. These applications, including data-driven planning, mobile workforce solutions and selected digital twin technologies, have supported more informed resource management decisions, reducing waste and minimising operational risk.

These actions contributed to us achieving our RM100 million cost savings target a year ahead of schedule, while our clients benefitted from more efficient operations that will deliver long-term cost reduction. Building on this momentum, we have since introduced a new RM150 million cost optimisation target over the next five years to sustain efficiency gains and reinforce margin resilience.

- Rollout of V-EMCC across 33 hospitals, enabling remote, cloud-based call centre operations to support high-volume service coordination and drive operational efficiencies.
- Implementation of *UETrack™* to enable 24/7 monitoring of housekeeping and linen performance, strengthening workforce coordination and service oversight.
- Redirection of 90% of requests and complaints in Property and Facility Solutions to be logged through a digital portal, improving response management, enhancing resource allocation and supporting service consistency.
- Achievement of a 90% resource utilisation rate within OPUS through tighter allocation and workflow optimisation, strengthening delivery efficiency in Asset Consultancy.
- Advancement of mechanisation and automation initiatives in Infrastructure Services, including deployment of advanced paving equipment and rollout of a RAMS mobile application, enhancing on-site productivity, improving reporting accuracy and reinforcing HSSE governance.

ENHANCING OUR IFM FRANCHISE IN INTERNATIONAL MARKETS

Under EoTF2025, we expanded our IFM franchise selectively into markets that place a premium on differentiated, technology and sustainability-centric delivery, including Singapore, Taiwan and countries within the Gulf Cooperation Council (“GCC”).

Expansion in these regions has been supported by our strong in-market talent base, which enables us to localise our operating approach, alongside targeted partnerships and acquisitions. This includes Kaizen, an established IFM provider in the UAE, whose platform has since been expanded into Saudi Arabia, and the formation of DuaSatu, our joint venture with 21 Estates Group FZCO, to enhance competitiveness in the Middle East IFM market.

Our regional outlook is further supported by large-scale development programmes, including Saudi Arabia’s Vision 2030, which are expected to sustain demand for integrated, technology-enabled facilities management solutions across complex, large-scale assets.

Achievements in FY2025 included:

- Sustaining a 100% presence across all 10 restructured government hospitals in Singapore.
- Supporting more than 80 public and private healthcare institutions in Taiwan.
- Maintaining momentum of contract wins in Saudi Arabia, reinforcing our growing IFM footprint in the market.

EDGENTA OF THE FUTURE 2025 (EOTF2025)

Our Transformation Pillars in Detail



Expand

footprint and deepen solutions base



Extract

value from core businesses



Enhance

product and technology proposition

GOAL

12% revenue growth per annum over five years

RM100 million in cost savings over five years

Driving differentiation through technology-based solutions

STRATEGY

- Expand beyond healthcare services in Singapore and Taiwan by exploring hospitality offerings and higher-value IFM services.
- Accelerate growth in the Middle East through joint ventures, strategic partnerships and technology- and sustainability-led differentiation.
- Deepen market penetration in Sabah and Sarawak and penetrate the Pan-Borneo market through localised engineering consultancy services in major infrastructure projects with new and existing clients.
- Accelerate OPUS's delivery of end-to-end energy efficiency and decarbonisation solutions supported by zero capex and performance-based financing models.

- Implement structured cost optimisation programmes encompassing mechanisation, automation and digitalisation of core processes.
- Remodel business processes, including optimising procurement processes and streamlining organisational structures, to reduce our cost base.
- Undertake strategic manpower rationalisation while driving talent retention to maximise the productivity of our talent base.

- Transition from standalone tools to productised, scalable platforms such as Asseto, RAMS and UETrack™ with defined modules, service level agreements and embedded analytics.
- Integrate proprietary platforms across Group-wide asset management and service delivery to support outcome-based and performance-linked commercial models.
- Deepen API-driven integration, AI-assisted maintenance and IoT-enabled capabilities to enhance scalability, premium positioning and recurring revenue growth.
- Integrate robotics technology to support productivity, environmental performance and service outcomes within our Healthcare Services division.

ACHIEVEMENTS

- 7% compound annual growth rate (CAGR) since 2020.
- New contract wins worth RM3.5 billion in FY2025.
- Wins in Malaysia made up 55% of total contract wins in FY2025.

- Achieved five-year cost savings target of RM100 million, a year ahead of schedule.
- Realised RM50 million in savings in FY2025.

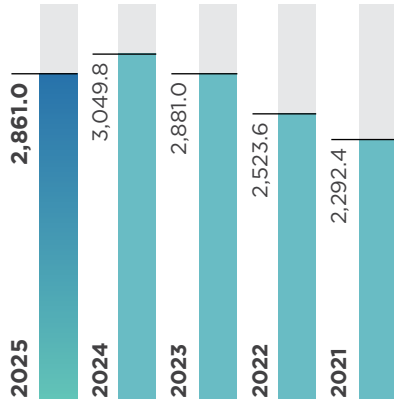
- Around RM5.3 billion in tech-enabled wins secured since 2021, with revenue streams from platforms such as Asseto, RAMS and UETrack™.
- Deployment of Asseto across various industries including oil & gas, hospitality, banking, commercial properties and government facilities among others with 80,000+ assets managed within the platform.
- Our Singapore healthcare business engaged Truly Robotics and other equipment companies to participate in proof-of-concept trials in several hospitals, resulting in the purchase of several robots for use within our existing housekeeping business.

5-YEAR GROUP FINANCIAL SUMMARY

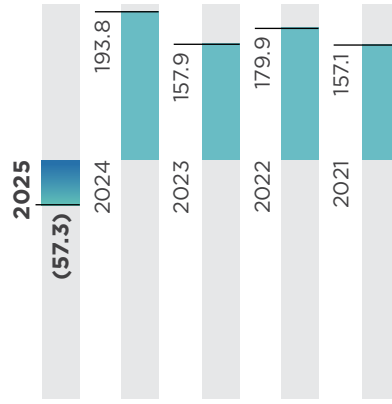
	Financial Year Ended 31 December (RM million)				
	2021	2022	2023	2024	2025
KEY INFORMATION OF FINANCIAL RESULTS					
Revenue	2,292.4	2,523.6	2,881.0	3,049.8	2,861.0
Earnings before interest, taxation, depreciation and amortisation ("EBITDA")	157.1	179.9	157.9	193.8	(57.3)
Profit before tax and zakat ("PBT")	78.6	93.8	63.7	91.7	(359.1)
Profit after tax and zakat ("PAT")	43.4	45.7	30.1	45.2	(412.9)
Profit attributable to owners of the parent ("PATANCI")	42.0	45.9	31.1	45.3	(417.2)
KEY INFORMATION OF FINANCIAL POSITION					
Non-current assets	1,205.9	1,171.5	1,132.2	1,110.9	815.6
Current assets	1,649.2	1,607.1	1,742.7	1,828.3	1,747.8
Assets of disposal group classified as held for sale	-	90.1	61.4	53.1	-
Total assets	2,855.1	2,868.7	2,936.3	2,992.3	2,563.4
Share capital	268.1	268.1	268.1	268.1	268.1
Reserves	313.7	336.9	377.5	329.8	292.6
Retained earnings	954.0	975.9	911.6	940.8	490.5
Shareholders' funds	1,535.8	1,580.9	1,557.2	1,538.7	1,051.2
Non-controlling interests	3.5	3.1	5.0	14.6	11.2
Total equity	1,539.3	1,584.0	1,562.2	1,553.3	1,062.4
Non-current liabilities	147.9	423.8	389.7	381.5	73.2
Current liabilities	1,167.9	857.7	983.4	1,056.7	1,427.8
Liabilities of disposal group classified as held for sale	-	3.2	1.0	0.8	-
Total liabilities	1,315.8	1,284.7	1,374.1	1,439.0	1,501.0
Total equity and liabilities	2,855.1	2,868.7	2,936.3	2,992.3	2,563.4
SHARE INFORMATION					
Earnings per share (sen)	5.1	5.5	3.7	5.4	(50.2)
Dividend per share (sen)	3.0	4.0	2.0	4.0	-
Net assets per share attributable to owners of the parent (RM)	1.85	1.90	1.87	1.85	1.26
Net tangible assets per share (RM)	1.01	1.06	1.02	0.97	0.62
FINANCIAL RATIOS					
Current ratio (times)	1.4	1.9	1.8	1.7	1.2
Liquidity ratio (times)	0.5	0.7	0.6	0.6	0.6
Gearing ratio (times)	0.3	0.3	0.3	0.3	0.4
EBITDA as a percentage of revenue (%)	7	7	5	6	(2)
PBT as a percentage of revenue (%)	3	4	2	3	(13)
PBT as a percentage of total equity at year end (%)	5	6	4	6	(34)
PATANCI as a percentage of shareholders' funds at year end (%)	3	3	2	3	(40)

5-YEAR GROUP FINANCIAL HIGHLIGHTS

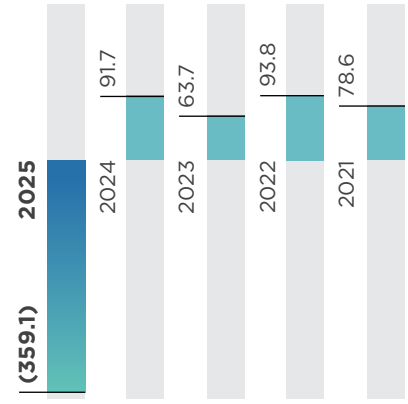
REVENUE
(RM million)



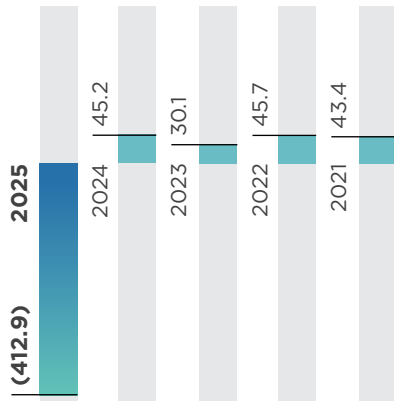
EBITDA
(RM million)



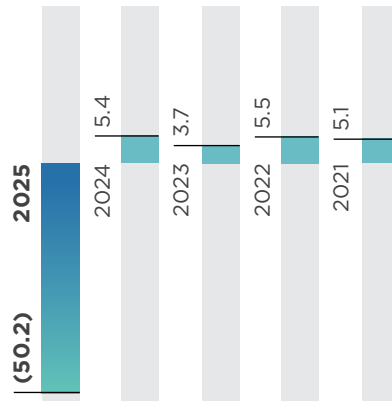
PBT
(RM million)



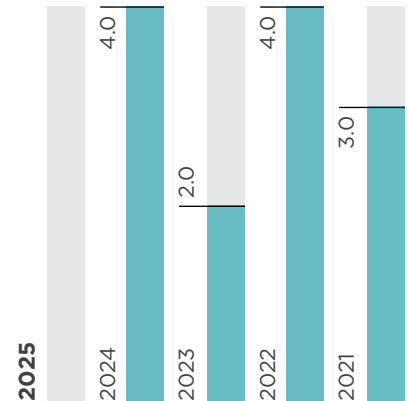
PAT
(RM million)



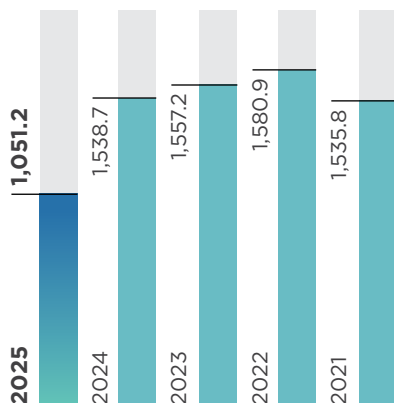
EARNINGS PER SHARE
(sen)



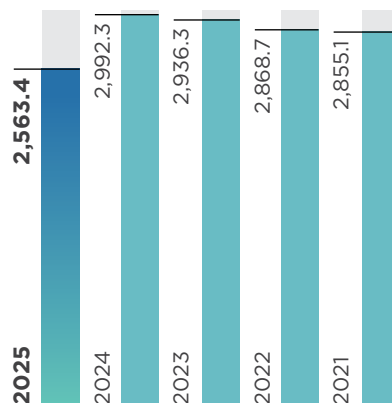
DIVIDEND PER SHARE
(sen)



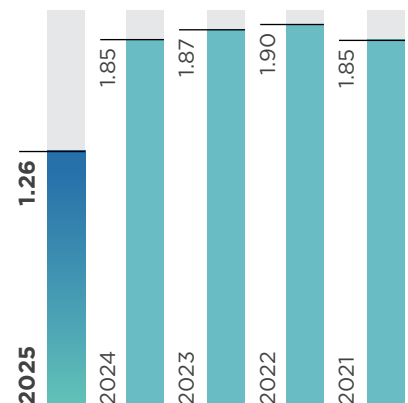
SHAREHOLDERS' FUNDS
(RM million)



TOTAL ASSETS
(RM million)

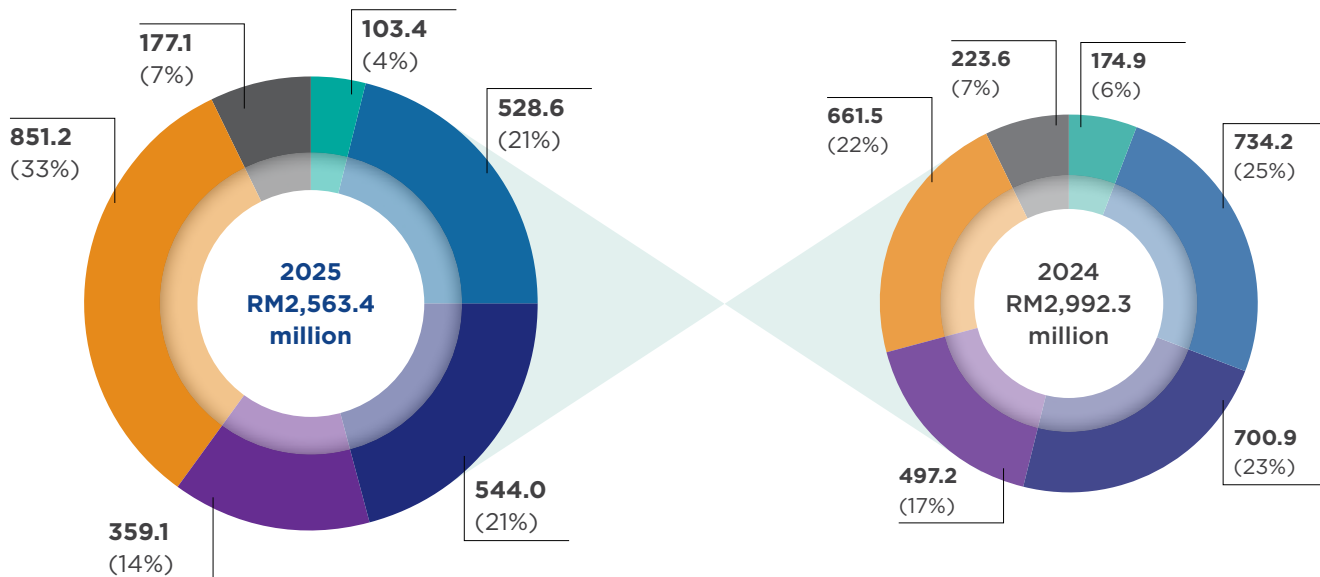


NET ASSETS PER SHARE
(RM)



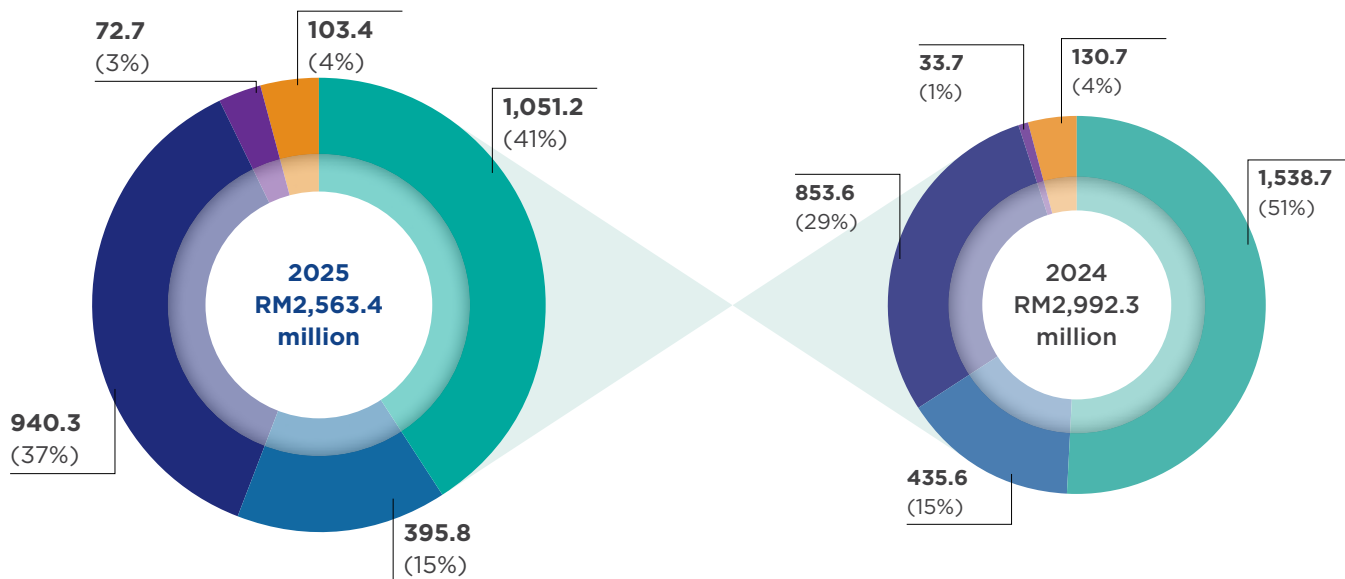
SIMPLIFIED STATEMENTS OF FINANCIAL POSITION

TOTAL ASSETS (RM million)



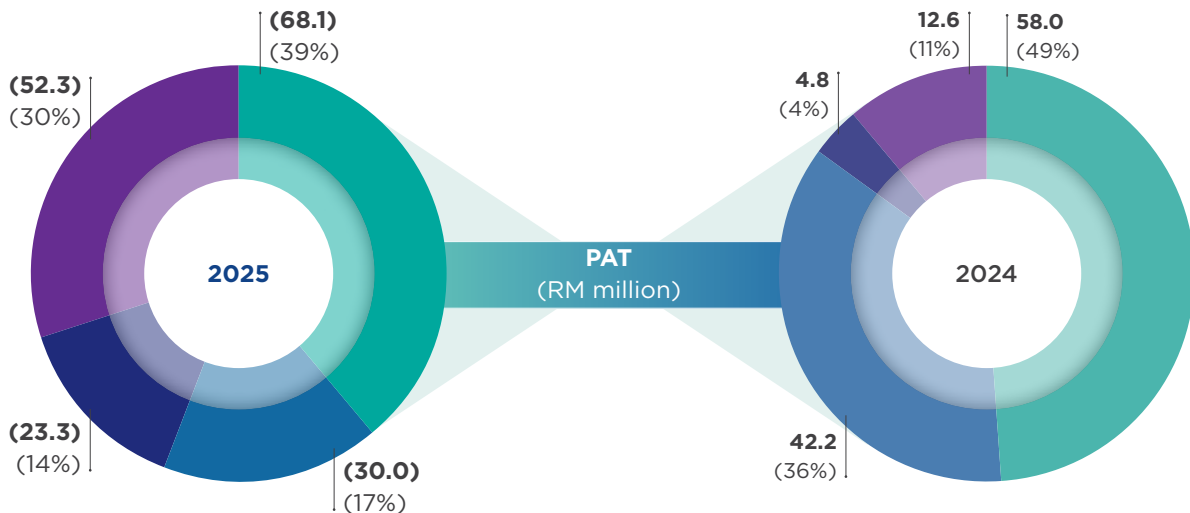
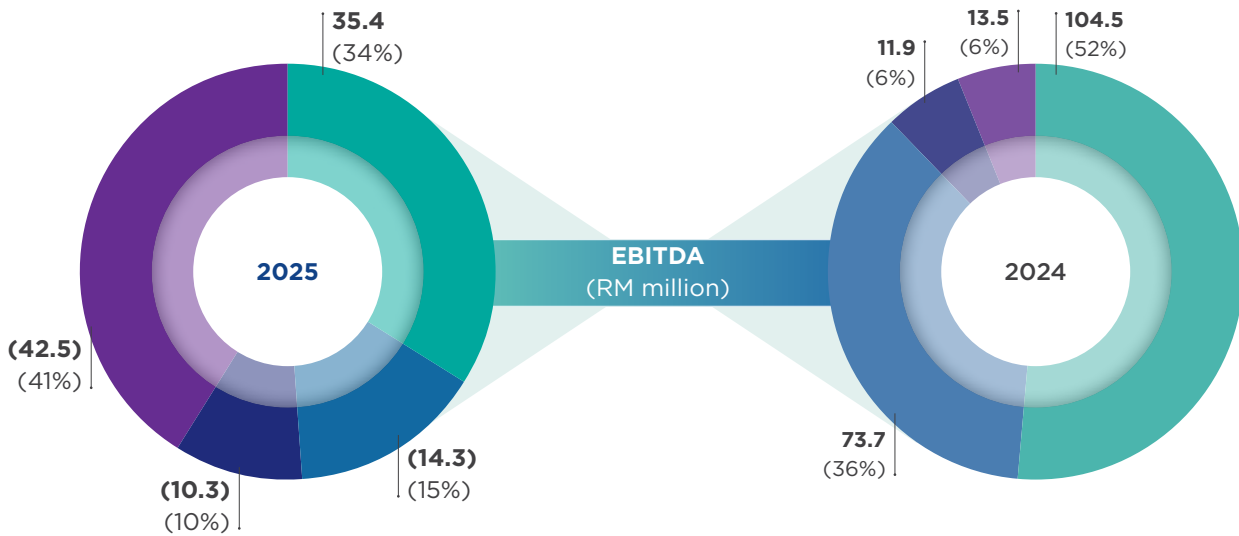
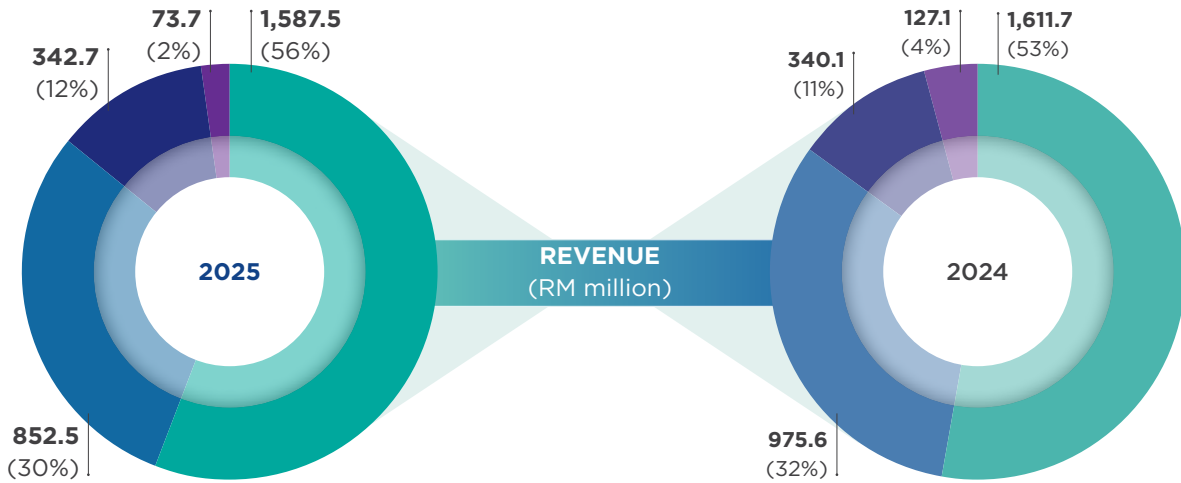
- Property, plant and equipment, investment properties and right-of-use assets
- Intangible assets
- Trade and other receivables
- Contract-related assets
- Cash, bank balances, deposits and short-term investments
- Others

TOTAL EQUITY AND LIABILITIES (RM million)



- Shareholders' funds
- Borrowings
- Trade and other payables
- Contract liabilities
- Others

GROUP SEGMENTAL ANALYSIS



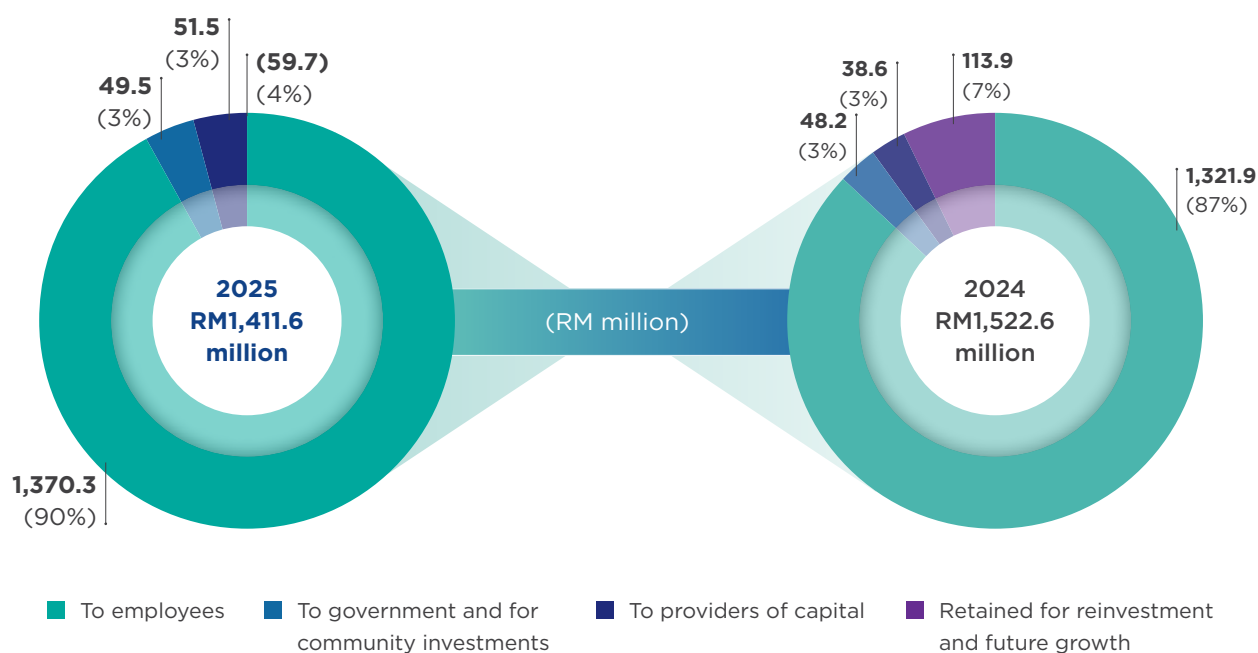
■ Healthcare Solutions
 ■ Infrastructure Services
 ■ Property and Facility Solutions
 ■ Asset Consultancy

STATEMENT OF VALUE ADDED

VALUE ADDED	2024 RM million	2025 RM million
Revenue	3,049.8	2,861.0
Interest income	7.0	8.2
Other income	1.6	0.9
Operating costs	(1,535.8)	(1,458.5)
Value added available for distribution	1,522.6	1,411.6

VALUE DISTRIBUTION	2024 RM million	2025 RM million
To employees		
Employee costs	1,321.9	1,370.3
To government and for community investments		
Taxation and zakat	47.9	49.4
Community investments	0.3	0.1
To providers of capital		
Dividend paid to shareholders	16.6	33.3
Interest paid	22.0	18.2
Retained for reinvestment and future growth	113.9	(59.7)
Value added available for distribution	1,522.6	1,411.6

DISTRIBUTION OF VALUE ADDED



FINANCIAL CALENDAR

ANNOUNCEMENT OF QUARTERLY RESULTS

26 February 2025

Announcement on unaudited financial results for the 4th quarter ended **31 December 2024**

27 May 2025

Announcement on unaudited financial results for the 1st quarter ended **31 March 2025**

27 August 2025

Announcement on unaudited financial results for the 2nd quarter ended **30 June 2025**

26 November 2025

Announcement on unaudited financial results for the 3rd quarter ended **30 September 2025**

26 February 2026

Announcement on unaudited financial results for the 4th quarter ended **31 December 2025**

DIVIDENDS

26 February 2025

Announcement on single tier interim dividend of 4.0 sen per ordinary share for the financial year ended **31 December 2024**

16 May 2025

Payment of single tier interim dividend of 4.0 sen per ordinary share for the financial year ended **31 December 2024**

INTEGRATED ANNUAL REPORT AND ANNUAL GENERAL MEETING

29 April 2025

Notice of **62nd** Annual General Meeting

30 April 2025

Issuance of Annual Report for the financial year ended **31 December 2024**

19 June 2025

62nd Annual General Meeting

INVESTOR RELATIONS

ANALYST AND MEDIA BRIEFINGS

FINANCIAL RESULTS	DATE OF ANNOUNCEMENT	DATE OF BRIEFING
UEM Edgenta Q2FY25	27 August 2025	28 August 2025
UEM Edgenta Q1 FY25	27 May 2025	29 May 2025
UEM Edgenta FY24 Results	26 February 2025	27 February 2025
UEM Edgenta 3Q24 Results	26 November 2024	27 November 2024
UEM Edgenta 1H24 Results	28 August 2024	29 August 2024
UEM Edgenta 1Q24 Results	29 May 2024	30 May 2024

IR EVENTS

No	Events	Date
1	Engagement with Urusharta Jamaah Sdn. Bhd.	10 January 2024
2	Engagement with Principal and Public Mutual	15 January 2024
3	Rakuten Webinar (live on Facebook and YouTube)	30 January 2024
4	RHB Retail Webinar	7 February 2024
5	Engagement with Khazanah Nasional Berhad	13 March 2024
6	Engagement with Areca Capital	19 March 2024
7	Engagement with Urusharta Jamaah Sdn. Bhd.	29 March 2024
8	Small group engagement with Principal and Phillip Capital Management Sdn. Bhd.	29 March 2024
9	Fortune 500 press release	20 June 2024
10	Meeting between Khazanah and Opus team	9 July 2024
11	Meeting with Areca Capital	1 August 2024
12	Meeting with UOB Asset Management	8 August 2024
13	Engagement with Public Investment Fund (PIF) of Saudi Arabia	9 February 2025
14	Engagement in MASIC Annual Investment Forum	9 February 2025
15	Meeting with Sojitz APAC (Investment holdings organisation)	13 February 2025
16	Engagement with Expo City Dubai	26 February 2025
17	Meeting with Principal (CIMB)	29 July 2025
18	Meeting with Lembaga Tabung Haji	29 July 2025
19	Meeting with Khazanah	25 July 2025

INVESTOR RELATIONS

RETURN TO SHAREHOLDERS

RM33.3 million

Dividend paid in 2025

Returns provided to shareholders have amounted to more than **RM966 million** over the past 11 years.

Dividend payout ratio: **2024 - 64%**

RESEARCH COVERAGE

RESEARCH HOUSE	CALL	TARGET PRICE
RHB Research	BUY	RM1.04
Beating Expectations; Maintain BUY		
<i>Note: As at 27 February 2025 (post Full-Year FY2024 results announcement)</i>		

SHARE PRICE MOVEMENT AND VOLUME TRADED



BUSINESS REVIEW



HEALTHCARE SOLUTIONS



WHO WE ARE AND WHAT WE DO

Our Healthcare Solutions division delivers integrated, non-clinical hospital support services and facilities management that help our healthcare and commercial clients run safe, compliant and reliable care environments. We mainly serve public healthcare under the national health ministry and the education ministry, and private healthcare clients, alongside several commercial institutions.

Across our operating markets, we are recognised as a trusted key service provider, delivering consistent, high-quality outcomes through smart, people-centric solutions.

- In Malaysia, our footprint spans an extensive network of 36 hospitals in the state of Perak, Kedah, Penang and Perlis, including four non-concession hospitals and institutions, and a range of private healthcare and commercial facilities supported through multiple service lines.
- In Singapore, we have developed a stronghold in the market for healthcare support services, serving more than half of the 20 public and private healthcare institutions across the island. Notably, we have a 100% presence across all 10 restructured government hospitals across the island.
- We are also a leading provider in Taiwan's healthcare support services segment, serving over 40% of targeted hospital beds and supporting more than 80 public and private healthcare institutions.

Our core service scope spans essential functions that underpin efficient, patient-focused healthcare environments:

- Assets, buildings and systems reliability under our Facility Engineering Maintenance Services ("FEMS") and Biomedical Engineering Maintenance Services ("BEMS"), which are aligned to the Malaysian Ministry of Health's ("MoH") engineering policies and the Malaysian Medical Device Act 2012 (Act 737).

- Keeping healthcare environments hygienic and patient-safe with extensive cleaning, infection control and sanitisation services supporting large-scale daily cleanable areas, as well as linen and laundry services delivered through dedicated laundry plants with industrial-scale linen processing and supply.
- Healthcare waste management services designed to ensure strict compliance with scheduled waste regulations, delivered through specialised clinical waste incineration facilities and professional handling processes.
- Portering, kitchen stewarding, visitor management, and other non-clinical hospital aide services that enable smoother ward operations and patient movement, reinforcing service responsiveness and continuity of care.

To strengthen our positioning as a technology-enabled healthcare support partner, we continuously innovate our service approach. We have increased our use of automation/robotics, IoT and data analytics, supported by internal digital platforms such as *UETrack™* and *V-EMCC*, to enhance visibility, responsiveness and performance governance.

Additionally, we embed sustainability into our day-to-day operations through initiatives such as energy efficiency improvements, retrofitting projects, solar photovoltaic installations, energy management standards and indoor air quality enhancements. These are supported by internationally recognised certifications and awards across our hospital portfolio including ISO 9001, ISO 13485, ISO 14001 and ISO 45001, alongside multiple green building and safety recognitions.

BUSINESS REVIEW

HEALTHCARE SOLUTIONS

● BUSINESS ENVIRONMENT

Against the backdrop of rising healthcare demand across Malaysia and the wider Asian region driven by an ageing population, we continue to strengthen our leadership in hospital support services and integrated facilities management, committed to disciplined operational execution and resilient financial performance.

Sustainable, technology-enabled solutions are a key lever of our success, enabling us to enhance efficiency, resilience and quality of care across facilities. By embedding sustainability principles, digital innovation and data-driven processes in healthcare service delivery, we support a patient-centric operating model that meets evolving regulatory requirements and ESG expectations. This integrated approach, underpinned by strong governance and continuous innovation, positions us at the forefront of the healthcare support services and facilities management industry, enabling long-term value creation for our clients, stakeholders and the communities we serve.

KEY FOCUS AREAS

-  **Facility Engineering Maintenance Services**
-  **Biomedical Engineering Maintenance Services**
-  **Facilities Management Services**
-  **Cleansing Services and Housekeeping Services**
-  **Sustainability Programme**
-  **Healthcare Waste Management Services**
-  **Energy Management and Certification**
-  **Linen & Laundry Services**
-  **Portering Services**
-  **Hospital Aide Services**
-  **Healthcare Technology**

● BUSINESS PERFORMANCE REVIEW

New Business Growth

- Grew our non-concessions portfolio with wins and renewals across FEMS, BEMS, and services which include soiled linen processing and clinical waste incineration for private clients.
- Achieved more than 300 contract renewals, of which 261 were private waste contracts for private clinics and dialysis centres while the rest comprised contracts for cleaning and housekeeping services.
- Secured new contract wins in Malaysia which included FEMS and BEMS for Hospital Sultan Zainal Abidin in Kuala Terengganu, providing linen and laundry services for several private sector clients (Columbia Asia Hospital, Batu Kawan and Taiping branches), and providing cleaning and housekeeping (Sena Specialist Hospital, Johor; IHT Kuala Lumpur; Sri Botani Hospital, Perak; seven branches of Columbia Asia Hospital; and IHT Rehabilitation Centre, Penang).

Overseas Business Expansion

- Achieved a high contract renewal rate in Singapore and Taiwan, affirming our leadership in healthcare and other vertical adjacencies.
- Expanded our service footprint in Singapore beyond healthcare, strengthening our presence across hotels and commercial properties.
- Diversified into new sectors in Singapore, expanding our service offerings to include remote facade cleaning services, premium concierge services, and food, nutrition and beverage support services.
- Secured 15 new contracts across various sectors through our operations in Taiwan, with notable wins in the healthcare segment including housekeeping service contracts for the Hsinchu MacKay Memorial Hospital and Hsinchu MacKay Children’s Hospital, as well as a portering service contract with the Buddhist Tzu Chi Medical Foundation’s Taipei Tzu Chi Hospital.

Operational Excellence and Improvement

- Initiated Project Catalyst, which focuses on contractor cost management, consumables control and manpower optimisation, supported by stronger contract governance, pooled purchasing and overtime/workforce planning.
- Started Project Delta Procure-to-Pay (P2P) which addressed 19 pain points across the P2P process, with 29 action items (26 targeted for completion in 2025, 3 in 2026) to strengthen efficiency, compliance, cost visibility and analysis.

Technology and Innovation

- Established Virtual Edgenta Mediserve Call Center (“V-EMCC”) on 23 June 2025, a highly scalable cloud-based virtual call centre which provides round-the-clock support for hospital operations, while becoming the first MoH virtual call centre to fully adopt a remote working model.
- Onboarded 33 hospitals with V-EMCC, supporting over 350,000 calls and 306,000 service requests per year.
- Entered over 2.3 million data records in the centralised Assets and Systems Information System (ASIS).
- Formed a new subsidiary, UEMS NXT Pte. Ltd., in Singapore to enhance our technology capabilities and strengthen our smart building consultancy services.
- Leveraged our centralised database and real-time data capture to improve cleansing and portering services via *UETrack™*, optimising tasks such as linen management, consumables ordering, and toilet cleanliness inspections.
- Launched partnerships to develop digital solutions and expand on our service repertoire and standards, including in Singapore where we signed 3 MoUs with technology firms to strengthen energy and workforce management and were appointed as a key collaborator for a multi-agency collaboration on drone technology applications.

Occupational Safety and Health Leadership

- Strengthened our Health, Safety, Security and Environment (“HSSE”) culture through structured campaigns and recognition programmes, anchored by award-winning safety management practices.

● CHALLENGES AND MITIGATION

Challenges	➔ Mitigation Actions	➔ Results
Rising manpower costs due to minimum wage increases and skill mismatches exacerbated by increasing service complexity of contract requirements	<ul style="list-style-type: none"> • Review and redesign job specifications to align with evolving service requirements. • Accelerate multi-skilling, cross-deployment and competency-based training programmes. • Optimise shift planning and workload-based rostering. • Strengthen productivity tracking and performance accountability. 	<ul style="list-style-type: none"> • Strengthened productivity and service responsiveness in front-line support via implementation of centralised call-centre. • Achieved a 15-minute turnaround time for 85% of monthly portering requests, significantly improving operational efficiency and ensuring timely support for internal departments and stakeholders. This contributed to smoother daily workflows and enhanced overall service satisfaction. • Enhanced asset performance and system reliability by optimising maintenance strategies and monitoring processes, resulting in improved uptime and availability of building facilities. These efforts minimised disruptions, reduced downtime and ensured a consistently safe and functional environment for occupants.
Escalating costs of consumables, spare parts and maintenance services	<ul style="list-style-type: none"> • Rationalise and renegotiate subcontract and vendor arrangements. • Centralise procurement, standardise specifications and leverage bulk purchasing. • Improve inventory planning, usage monitoring and demand forecasting. • Enhance internal technical capability to reduce external service dependency. 	<ul style="list-style-type: none"> • Enhanced efficiency, cost visibility, control, and analysis through improved Procure-to-Pay governance that track timely completion, streamlining and strengthening the purchasing processes to improve operational efficiency, compliance and cost transparency. • Realised cost savings of over RM11 million by advancing contract cost analytics, centralising and pooling procurement, strengthening vendor partnerships, and optimising workforce planning, management, and overtime controls to improve overall efficiency.

BUSINESS REVIEW

HEALTHCARE SOLUTIONS

Challenges	Mitigation Actions	Results
<p>Ageing hospital assets driving higher breakdowns and lifecycle costs, strained by limited capital for replacement and increasing utilisation intensity</p>	<ul style="list-style-type: none"> • Implement asset criticality-based maintenance and prioritisation strategy. • Strengthen preventive and predictive maintenance through computerised maintenance management system (“CMMS”) optimisation. • Develop asset lifecycle and replacement roadmap in collaboration with hospitals and health authorities. • Improve asset performance monitoring and failure trend analysis. 	<ul style="list-style-type: none"> • Sustained asset reliability through performance-based maintenance outcomes, with FEMS delivering over 98% asset uptime and over 98% preventative maintenance completion rate. • Meanwhile BEMS is continuously achieving 99% assets uptime with its completion of scheduled preventive maintenance work.
<p>Current operating structures risk misalignment with new and evolving healthcare operating models during renewal considerations</p>	<ul style="list-style-type: none"> • Strengthen operational data, cost benchmarking and performance reporting. • Develop a future-ready health support services operating model focusing on lean, digital and scalable solutions. • Align our future initiatives with concession renewal value propositions. • Enhance stakeholder engagement and readiness planning. 	<ul style="list-style-type: none"> • Built stronger commercial and operational future proof businesses through renewals and new contracts wins.

● OPPORTUNITIES

- Strengthen healthcare support services and IFM delivery through digital enablement, automation, and data-driven decision-making to enhance operational efficiency, improve data accuracy, and address ongoing cost and workforce pressures.
- Expand engagement across private healthcare and commercial building markets to diversify revenue streams through asset lifecycle management and enhanced IFM service offerings.
- Capture non-clinical revenue opportunities by broadening value-added services, enhancing commercial resilience, and reducing reliance on government-funded contracts.
- Transform the procurement-to-pay processes by strengthening governance, standardising sourcing strategies, and leveraging data analytics and supplier rationalisation to deliver significant and sustainable cost optimisation across operations.
- Leverage ESG capabilities and specialist skills to deliver sustainable and energy-efficient outcomes, while aligning with sustainability and decarbonisation targets in our target markets.

2025 ACHIEVEMENTS

SUSTAINABILITY HIGHLIGHTS

Achieved

RM147 million

in cumulative electricity savings and **16% CO₂ reduction** across facilities in Malaysia's Northern Region

32 hospitals achieved

3-star certification

under the Building Energy Intensity (BEI) labelling programme for hospitals under the Ministry of Health

8 hospitals are

LEED certified:

- Platinum: Hospital Teluk Intan, Hospital Kepala Batas, Hospital Slim River
- Gold: Hospital Sultanah Maliha, Hospital Raja Permaisuri Bainun, Hospital Pulau Pinang, Hospital Tuanku Fauziah, Hospital Sultanah Bahiyah

24 hospitals are

MyCREST certified:



3 hospitals



8 Hospitals



14 Hospitals

Hospital Parit Buntar achieved

**Penarafan Hijau
Jabatan Kerja Raya
(pH JKR)**

AWARDS AND RECOGNITION



Malaysia

- **CIDB QUEST Award – Outstanding Achievement Award (Anugerah Pencapaian Cemerlang)**
 - Hospital Taiping
 - Hospital Gerik
 - Hospital Kampar
 - Hospital Balik Pulau
 - Hospital Sungai Bakap
- **Hospital Management Asia Awards**
 - Hospital Bukit Mertajam (Most Sustainable Hospital – Gold)
- **Green Healthcare Facilities Appreciation 2025 (GHFA2025)**
 - Best Sustainability Initiative (Concession)
 - Best Energy Reduction (Hospital)
 - Hospital Sultan Abdul Halim (Winner)
 - Hospital Sungai Siput (2nd Runner-up)
- Best Energy Reduction (State)
 - JKN Perak (Winner)
 - JKN Pulau Pinang (1st Runner-up)
- Best 3R Implementation (Hospital)
 - Hospital Sultanah Bahiyah (1st Runner-up)
- Best 3R Implementation (State)
 - JKN Kedah (2nd Runner-up)
- Most 3R Revenue Generated
 - Hospital Pulau Pinang (1st Runner-up)
- Best Green Building Certified Hospital
 - Hospital Kepala Batas (Winner)
 - Hospital Teluk Intan (1st Runner-up)
 - Hospital Slim River (2nd Runner-up)
- **Winner of National Occupational Safety & Health (OSH) Award – Cleanliness Facilities (Kemudahan Kebersihan)**
 - Hospital Sultanah Bahiyah, Kedah
- **Outstanding Industry Mentorship 2025 Award awarded by the Ministry of Higher Education**
- **Outstanding Work Based Learning (WBL) Industry Partner for Healthcare, and Outstanding Industry Mentorship Award**

BUSINESS REVIEW

HEALTHCARE SOLUTIONS



Singapore

2025 Champion of Good from the National Volunteer and Philanthropy Centre (NVPC), affirming the positive impact we make to the community

2025 Best FM Partner Award (Cleaning Category) at the Facilities Management Experts Summit

Corporate Treasurer Award 2025 for Excellence in Use of Technology, in recognition of the value our daily payroll initiative brings to staff and to operational innovation

● OUTLOOK

Regional demand for healthcare is expected to grow as a result of an ageing population. Malaysia’s hospital market is projected to record a 5.20% compound annual growth rate (CAGR) to 2034, while Singapore and Taiwan are forecast to grow at 4.2% and 2.3%, respectively, to 2030.

At the same time, private healthcare and commercial providers are showing a growing preference for selective insourcing to enhance service quality control. Nevertheless, there is strong demand for value-driven, hybrid service models that deliver specialist expertise, flexibility, and measurable outcomes.

As such, our prospects remain positive, underpinned by the continued expansion of healthcare services, heightened focus on patient safety and experience, and our leading reputation in the fields of IFM, sustainability, and digital solutions. By leveraging our strong governance and ESG-aligned business and concession models, we aim to enhance operational efficiency, strengthen client partnerships, and deliver long-term value in the region’s evolving healthcare landscape.

DID YOU KNOW?

Our Heads of Services of Healthcare Solutions in Malaysia, who are subject matter experts in their respective fields, were involved in the Working Committee for the development of the Malaysian Standards for Good Healthcare Management Services under the Industry Standards Committee on Medical Devices and Facilities for Healthcare (NSC 18).

They contributed their business knowledge, insights and operational expertise during the drafting and finalising processes, which was ultimately codified by the Department of Standards Malaysia on 2 December 2025 into MS 2759:2025 - Code of Practice for Good Healthcare Facilities Management Services and MS 2760:2025 - Code of Practice for Linen and Laundry Services for Healthcare Facilities.

Edgenta Healthcare Technology (HTeC)

is our centre of excellence for biomedical engineering maintenance, supporting the hospital support services concession in the northern region of Malaysia.

HTeC offers several core services such as specialised biomedical engineering maintenance, test equipment calibration, medical equipment rental, as well as a central maintenance workshop and procurement centre. It also serves as a BEMS training centre with highly skilled and trained personnel for efficient maintenance services, leveraging cost efficiency derived through the provision of shared resources.

A strategic collaboration has been established with GE, whereby GE has set up the GE Academy at HTeC, serving as a global training centre for GE engineers. As part of this technical collaboration arrangement, EMSB is granted access to structured technical training programmes, particularly in mid-range diagnostic and therapeutic equipment, to further strengthen its internal technical capabilities.

This collaboration provides multiple strategic advantages, including accelerated capability development, improved service quality and consistency, and enhanced technical competency aligned with OEM standards. In addition, it supports knowledge transfer, reduces reliance on external service providers, and contributes to cost optimisation through increased in-house maintenance capacity.

The arrangement also positions EMSB to better support newer equipment deployed by the Ministry of Health (MoH), ensuring greater operational readiness and long-term service sustainability.



PROPERTY AND FACILITY SOLUTIONS

WHO WE ARE AND WHAT WE DO

Our Property and Facility Solutions (“PFS”) division delivers integrated facilities management (IFM) services across more than 1,000 buildings and facilities in the commercial, industrial and residential segments across Malaysia, the UAE and Saudi Arabia, supporting asset owners in improving cost efficiency and asset performance while advancing sustainability outcomes.

Through a holistic, connected approach to facilities management that harnesses data and technology, we move beyond service delivery to support asset owners as strategic partners amid rising cost pressures and increasingly complex operational environments. We achieve this by adopting a data-driven, technology-enabled approach, integrating proprietary digital solutions such as Asseto to provide asset owners with a top-down, real-time view of asset performance across their portfolio. This enables early issue identification and better decision-making, progressively optimising performance over time.

We also support asset owners in improving energy efficiency and reducing electricity consumption across their facilities, while enabling buildings to achieve and maintain recognised green building certifications such as the Green Building Index (“GBI”) and Leadership in Energy and Environmental Design (“LEED”). These efforts contribute to lower operating costs and improved asset resilience, while supporting stronger long-term asset value while advancing clients’ broader sustainability and regulatory objectives.

● BUSINESS ENVIRONMENT

The asset management industry continued to operate within a challenging environment during the year, shaped by global economic uncertainty and more cautious sentiment among asset owners. Volatility in external markets led many clients to defer new investments, placing greater emphasis on optimising performance and efficiency within existing assets.

Due to this unpredictable environment, asset owners have begun to reassess their outsourcing strategies, opting to insource selected services. This shift has intensified competition and created further imbalance between supply and demand across the market, placing additional stress on pricing and service economics. This pressure has been further amplified by minimum wage increases, raising labour costs and overall operating overheads.

Conditions in key overseas markets have been more supportive. In the Middle East, the asset management sector is projected to grow at a compound annual growth rate of approximately 9.5% between 2025 and 2030, supported by large-scale developments in Saudi Arabia — including Diriyah, the Red Sea Project, Qiddiya and NEOM — as well as continued growth in mixed-use developments, hospitality assets and master-planned communities in the United Arab Emirates. In this context, our technology-centric positioning places us well to expand our presence across the region.

BUSINESS REVIEW

PROPERTY AND FACILITY SOLUTIONS

KEY FOCUS AREAS



Smart, Tech-Enabled Solutions



Sustainable Building Management



Green Building Certifications



Tenant Attraction and Retention



Key Market Positioning



Value Creation for Stakeholders



Penetration Into New Sectors

BUSINESS PERFORMANCE REVIEW

Business Growth

- Secured new business segment within integrated facilities management (IFM) contracts with Shell Malaysia (covering over 700 Shell retail stations nationwide) and Vale Malaysia Minerals (managing a private port with mining activities in Perak), leveraging our value proposition as a technology-driven asset manager.
- Successfully delivered the Intelligent Operations Centre (“IOC”) for MRANTI Park.
- Strengthened our presence in the United Arab Emirates through Operon Middle East, including the successful renewal of the WASL DZ1 and DZ2 contracts, which also saw the addition of new buildings to the portfolio.
- Through MEEM Facilities Management, secured a major managing agent contract with Tatweer Building Company (TBC) to oversee approximately 4,000 schools across the Western Region of Saudi Arabia, while continuing to expand facilities management services across residential compounds in the Kingdom.

New Market Penetration

- Expanded beyond commercial and residential assets by securing IFM contracts with Shell Malaysia and Vale Malaysia Minerals, marking our first foray into multi-site industrial environments, as well as our first projects in the oil and gas and mining sectors.
- Reinforced our real estate services capabilities through Kaizen Owner Association Management Services LLC, our property and owners’ association management platform with a strong presence in the United Arab Emirates.
- Grew our Middle East presence through the incorporation of DuaSatu FZ LLC, a joint venture between Kaizen Owner Association Management Services LLC and 21 Estates Group FZCO to deliver large-scale owners’ association and property management services for master development projects in Dubai and selected sites globally.

Ensuring Service Excellence

- Consistently met key performance indicators (“KPIs”) and service level agreement (“SLA”) requirements across multiple client sites without service scope deductions.
- Maintained Green Building Index (GBI) Platinum certification status for four consecutive terms on behalf of a government client.

Enhancing Revenue and Profitability

- Generated additional revenue by cross-selling and upselling to existing customers.
- Optimised operating costs through tighter overhead control.

CHALLENGES AND MITIGATION

Challenges	Mitigation Actions	Results
Upskilling of end-to-end facilities management professionals, particularly in managing sustainable buildings with advanced systems	<ul style="list-style-type: none"> • Implement development programmes to provide certifications in relevant fields, including energy management and green building facilitation. • Support workforce upskilling through Edgenta NXT and strategic technology partnerships with RDM Asia. • Strengthen workforce capability to support green and sustainable building operations. 	<ul style="list-style-type: none"> • Ensured key personnel at all facilities management sites in Malaysia received training in energy efficiency, with seven staff becoming Registered Energy Managers (Type 1 and 2). • Successfully certified a key facility manager as a Green Building Facilitator, bringing the total number of facilitators employed to two.

Challenges	Mitigation Actions	Results
Managing client expectations for service delivery	<ul style="list-style-type: none"> Conduct regular check-ins and performance evaluations to monitor KPI and SLA compliance. Engage clients by presenting updated solutions tailored to evolving operational needs. 	<ul style="list-style-type: none"> Achieved all KPI and SLA requirements without penalties or service scope deductions.
Rising cost pressures, including manpower and materials	<ul style="list-style-type: none"> Optimise shift arrangements and reduce reliance on overtime to manage labour costs. Control material costs through centralised and bulk procurement. 	<ul style="list-style-type: none"> Improved facilities management margins in Malaysia by 1% through cost controls.
Managing operations at scale across more than 1,000 horizontal assets and diverse end users	<ul style="list-style-type: none"> Digitalise facilities management processes, including customer requests and complaints, via Asseto to increase capacity. Establish regional persons-in-charge responsible for stakeholder management. 	<ul style="list-style-type: none"> Improved response times in line with established KPIs and SLAs. Increased customer satisfaction from engagement with local subject matter experts. Redirected 90% of requests and complaints to be logged through our digital portal.

● OPPORTUNITIES

- Capture increased demand for technology-enabled and energy-efficient facilities management in line with Malaysia's National Energy Transition Roadmap ("NETR").
- Expand green IFM opportunities, supported by RM4 billion earmarked for green and smart government buildings by 2030.
- Strengthen internal skills and capabilities in response to the industry shift towards decarbonisation, resource efficiency and green building outcomes.

● 2025 HIGHLIGHTS

SUSTAINABILITY HIGHLIGHTS

Low-carbon mobility practice

including carpooling, coordinated group travel and increased use of virtual meetings to reduce travel-related fuel consumption and emissions.

Resource optimisation measures

covering electricity and water efficiency to reduce operational energy use and promote responsible consumption.

Competency development

in GBI and Energy Management via certification programmes.

Supported coastal protection and environmental sustainability

through a mangrove tree-planting initiative that enhances biodiversity and strengthens climate resilience.

88 kg disposed

from the E-Waste Recycling Campaign.

Enhanced digital report

to client incorporating analytics.

BUSINESS REVIEW

PROPERTY AND FACILITY SOLUTIONS

● OUTLOOK

Moving forward, macroeconomic uncertainty and cautious sentiment among asset owners are expected to persist, sharpening focus on operational efficiency and sustainability as a means to protecting margins.

To support asset owners in navigating this environment, we will continue to prioritise our technology-enabled solutions. Asseto will be embedded across all flagship contracts as a built environment master integrator, while we continue to invest in BIM, IoT, and machine learning applications to strengthen asset tracking, predictive maintenance, real-time monitoring, and energy optimisation. This will be complemented by employee training and development to ensure we build the capabilities required to maximise these technologies.

These measures will reinforce our differentiation in the evolving facilities management market, positioning us to generate long-term value for the Group and our clients.

DID YOU KNOW?

Our clients use our proprietary Asseto platform to make their buildings smarter and support their sustainability aspirations.

Developed by our digital arm Edgenta NXT, Asseto brings together data, IoT, and AI to drive better outcomes for occupant comfort, asset performance, and sustainable building operations.



We provide **IFM services for over 1,000 buildings** across Malaysia, the UAE, and Saudi Arabia.

This includes managing more than **700 assets** for a single key client, bringing our total AUM to over 1,000 properties.

We have consistently maintained **GBI Platinum certification** across four consecutive terms for a key government client.





INFRASTRUCTURE SERVICES



WHO WE ARE AND WHAT WE DO

With more than 35 years of experience, our Infrastructure Services division has established itself as Malaysia's leading infrastructure maintenance specialist.

While our core expertise lies in expressways, we have built a strong track record in state and rural roads, rail networks and airports. Across each of these environments, we combine technical expertise with a practical understanding of the priorities and constraints of asset owners, enabling us to deliver tailored solutions that optimise infrastructure performance over the long term.

Our core service offerings include:

- **Network Maintenance:** Supporting road safety and asset longevity through input-based, output-based and performance-based maintenance models.
- **Pavement Products & Services:** Delivering sustainable, high-performance pavement solutions through a Comprehensive Pavement Maintenance ("CPM") methodology to optimise pavement lifecycle performance.
- **Traffic & Safety Management:** Enhancing road safety through proactive traffic planning and incident management strategies.
- **Environmental & Material Testing:** Supporting compliance with environmental standards and project specifications.
- **Pavement Research Centre ("PRC"):** Advancing innovation in asphalt mix design and pavement engineering.
- **Road Asset Management Systems ("RAMS"):** Leveraging data analytics to enable smarter infrastructure asset planning and performance monitoring.

● BUSINESS ENVIRONMENT

Malaysia's construction and infrastructure sector remains a key driver of economic growth, underpinned by sustained public investment and major national developments. In Budget 2025, RM9.5 billion has been allocated for the maintenance of federal, state and non-main roads, alongside initiatives to enhance road safety and monitoring through advanced systems and infrastructure upgrades.

The increase in minimum wages over the past year has become a key challenge for the infrastructure sector, exerting pressure on margins while material prices remain volatile amid ongoing geopolitical uncertainty. This heightens the need for asset owners to adopt mechanisation, automation, and digitalisation to reduce running costs and drive bottom-line value. Many market players have also adopted IoT-enabled monitoring and smart infrastructure technologies to improve real-time visibility and decision-making, supporting more efficient operations.

Sustainability is another driver of value, with the use of eco-friendly and lower-impact materials gaining traction among infrastructure owners. Our Pavement Research Centre ("PRC") supports this positive trend by undertaking research on sustainable road materials, such as lower-carbon pavement solutions and recycled asphalt pavement (RAP).

BUSINESS REVIEW

INFRASTRUCTURE SERVICES

KEY FOCUS AREAS



Growth with PLUS via Project Development



Road Maintenance Growth



Portfolio Broadening Across Construction, Airports & Water

● BUSINESS PERFORMANCE REVIEW

Maintain Market Leadership Through New Contract Wins

- Awarded a traffic management contract for the KL-Karak Lane Widening Project - becoming a Tier 1 contractor in the process.
- Appointed as the nominated subcontractor for traffic management services for the Johor Third Lane Widening Project (Phases 1B and 2).
- Enhanced our collaboration with Malaysia Airports Holdings Berhad with airport pavement rehabilitation works at Kuching Airport.
- Won a geothermal supply contract for a power plant in Bandung, a key milestone for our subsidiary in Indonesia.

Implement Mechanisation and Automation

- Utilised mechanised scrubbers and mopping automation to enhance productivity.
- Deployed robot cleaners at selected Rest and Service Areas (RSAs) along the North-South Expressway (NSE).
- Continued to develop and integrate our proprietary RAMS software, which improves decision-making for road and highway assets through road condition monitoring and maintenance planning, helping teams plan and prioritise maintenance works.

Ensure Service Delivery and Quality

- Added three state-of-the-art WIRTGEN VÖGELE Dash 5 road pavers to our fleet featuring advanced operator ergonomics, faster set-up times, enhanced automation and a more environmentally friendly drive system.
- Strengthened our in-house capabilities and reduced reliance on subcontractors, enhancing cost control and operational resilience to support overall delivery efficiency.
- Continued to engage with subcontractors to enhance their HSSE skills and compliance.
- Deployed the RAMS mobile application across operational teams to improve on-site efficiency and reporting accuracy.

Broaden Service Portfolio

- Expanded partnership with PLUS Malaysia Berhad through future project development initiatives.
- Extended service offerings to include construction, airport maintenance and water infrastructure.
- Strengthened market presence in Indonesia through collaborations with a local partner.

Secure Revenue for Sustainable Products

- Increased commercialisation of products from our Asphalt Premix Plant with Recycling Facility.

Enhance ESG initiatives

- Through our Pavement Research Centre, we developed a prototype asphalt mix that increases the composition of recycled materials from 30% to 50%.
- Strengthened staff awareness of best practices in energy conservation and carbon footprint reduction.

● CHALLENGES AND MITIGATION

Challenges	Mitigation Actions	Results
Operational cost pressures	<ul style="list-style-type: none"> • Negotiated rate and fee revisions in line with contract provisions. • Limited vendor cost increases through the implementation of structured cost controls. • Applied back-to-back payment terms where applicable. • Restructured procurement strategy, including full subcontracting or separate supply and installation contracts where appropriate. • Awarded longer contract period to subcontractors at existing rates instead of issuing new tenders. • Implemented technology-driven operational improvements, including mechanisation and automation. 	<ul style="list-style-type: none"> • Improved cost efficiency and margins. • Increased productivity and operational optimisation.
Increased road safety and maintenance requirements	<ul style="list-style-type: none"> • Enhanced traffic management procedures during lane closures, including the use of solar-powered LED blinkers in place of traditional fluorescent systems. • Conducted controlled trials in high-incident areas using extended taper lengths and blue blinkers to improve driver behaviour. 	<ul style="list-style-type: none"> • Improved traffic safety and HSSE compliance at road maintenance sites.

● OPPORTUNITIES

- Expand into adjacent sectors such as road construction, airports and water in line with infrastructure growth trends.
- Utilise emerging technologies such as AI, digitalisation and automation to modernise road asset management and infrastructure solutions, enhancing productivity and efficiency.
- Integrate sustainable products and practices into our projects.
- Implement the latest enhancements in safety technology.

BUSINESS REVIEW

INFRASTRUCTURE SERVICES

● 2025 ACHIEVEMENTS

SUSTAINABILITY HIGHLIGHTS

ESG Initiatives

Deployed over **RM19 million** worth of recycled asphalt on PLUS highways in FY2025

Successfully conducted tests and prototyping for hot mix asphalt consisting of

50% recycled materials

Replaced traditional lighting with **LED lights** at site offices

Limited air conditioning temperature **to a minimum of 24°C** to reduce energy consumption

Recycled domestic waste at our site offices, including paper, metal cans and electronic equipment

CSR Initiatives

Conducted a tree planting initiative at Sultan Idris Shah Forestry Education Centre

Repainted and implemented minor refurbishment works

at the community centre of Kampung Terusan Seberang Juasseh, Negeri Sembilan under the Satu Pemimpin Satu Kampung programme

Carried out a

***buka puasa* and donation**

drive for the Pusat Titian Kasih Nur care home, where we donated two wheelchairs and several essential food items

AWARDS AND RECOGNITION

We received two awards in 2025, both for the positive environmental impact of our Asphalt Premix Plant with Recycling Facility:

- **The Star ESG Positive Impact Awards 2025**
 - Gold Award in the Waste Management Category
- **Asia ESG Positive Impact Awards 2025**
 - Silver Award in the Waste Management Category

● OUTLOOK

In 2026, Malaysia's infrastructure sector is expected to remain resilient, underpinned by sustained public and private investment under the 13th Malaysia Plan. Highway upgrades, lifecycle maintenance, and the development of strategic road corridors to enhance regional connectivity will be key areas of focus. Continued growth in air travel is also expected to support airport upgrades, including pavement rehabilitation and airside improvements to accommodate higher passenger and cargo volumes.

Sustainability and operational efficiency will remain key priorities across both road and airport infrastructure. Digital technologies will serve as an important lever in achieving these objectives, with smart asset management systems and mechanised delivery models utilised to uphold higher standards of safety and performance, alongside the adoption of recycled materials to advance circular economy practices.

Our Infrastructure Services Division is well positioned to meet these demands and capture emerging opportunities by leveraging mechanised capabilities, digital enablement through RAMS, in-house recycled asphalt production, and research-driven sustainable pavement solutions. The Smart Paving Machine System will further enhance paving precision and efficiency while reducing material waste, supporting consistent quality and cost control.

DID YOU KNOW?

Our industry-leading expertise in highway maintenance and pavement services is underpinned by **more than 35 years** of experience across Malaysia's infrastructure sectors, including the **maintenance of over 9,000 km** of expressways and roads.

We maintain **over 1 billion square metres of grass annually** - equivalent to over 120,000 football fields.

Research teams at our **Pavement Research Centre focus on developing advanced, sustainable asphalt mixes** for durability, efficiency and safety.



Our teams lay **over 400 km of roads annually** while specialising in pavement rehabilitation through our Comprehensive Pavement Maintenance (CPM) techniques.



BUSINESS REVIEW

ASSET CONSULTANCY



WHO WE ARE AND WHAT WE DO

Our Asset Consultancy division, represented by OPUS Consultants, is a market leader in engineering, project, and asset management consultancy. As a one-stop provider of energy efficiency and sustainability solutions, we deliver transformative outcomes for businesses, communities, and the nation.

With over 400 professionals and more than three decades of proven expertise, we have delivered projects valued at over RM100 billion across critical infrastructure, spanning roads, bridges, rail, and the built environment. Our multidisciplinary capabilities serve a broad range of sectors, including industrial, commercial, education, healthcare, retail, government, township and property development, and hospitality.

We provide end-to-end expertise to support seamless project execution and sustainable asset performance across:

- Engineering & Technical Consultancy
- Project Management Consultancy (PMC)
- Asset Management Consultancy
- End-to-End Sustainability Solution

In response to evolving industry needs and global sustainability priorities, we have expanded our offerings to deliver comprehensive energy efficiency and sustainability solutions. Through innovative strategies and integrated delivery models, we support clients in advancing:

- Net zero roadmaps and green building initiatives
- Energy Performance Contracting (“EPC”) and Green Performance Contracting (“GPC”) under the Zero Capex Programme
- Innovative funding models that remove upfront capital barriers to green adoption and energy-efficient upgrades

By integrating advanced technologies with sustainable engineering practices, we are helping to redefine infrastructure development. Our commitment to environmental stewardship and operational excellence enables us to deliver future-ready, high-impact solutions that create lasting value for clients, stakeholders, and society at large.

● BUSINESS ENVIRONMENT

Malaysia's infrastructure and built environment sector continues to offer compelling growth opportunities, underpinned by clear policy direction and a strong national development pipeline. The Government's Public-Private Partnership ("PPP") Master Plan 2030 is expected to catalyse RM78 billion in private investment, creating significant opportunities for private sector participation in national infrastructure delivery. Complementing this, national policy initiatives such as the National Energy Transition Roadmap ("NETR") and the Energy Efficiency and Conservation Act ("EECA") 2024 are accelerating the transition towards lower-carbon, energy-efficient assets, further reinforcing demand for green retrofitting and sustainable infrastructure solutions.

At the same time, technological advancements such as Building Information Modelling ("BIM"), IoT-enabled asset management and AI-driven analytics are reshaping the way assets are planned, delivered and operated. This is driving greater demand for consultancy partners capable of integrating digital innovation, sustainability and performance optimisation across the asset lifecycle. In response, we continue to strengthen our digital capabilities to improve delivery efficiency, optimise asset performance and create greater long-term value, while expanding our presence in higher-growth segments.

As a trusted leader in engineering, project and asset management consultancy, complemented by our energy efficiency and sustainability solutions, we remain focused on delivering innovative, high-impact outcomes that support long-term growth. Supported by favourable policy tailwinds and a constructive investment environment, we are well positioned to capture emerging opportunities, contribute to industry advancement and help shape the future of sustainable infrastructure, while creating enduring value for investors, clients and stakeholders.

KEY FOCUS AREAS

Operational and Business Excellence

Our focus on Operational and Business Excellence is centred on strengthening project execution, improving financial performance and embedding advanced digital capabilities across our core business model. Through a leaner operating structure and the development of new centres of expertise, we are enhancing delivery effectiveness and creating greater value for our clients.

Strategic Market Expansion

Expanding the EV and BESS Infrastructure Ecosystem: In response to growing demand for sustainable mobility and energy storage, we are actively expanding our presence in the EV charging infrastructure and battery energy storage systems ("BESS") markets.

Advancing Innovation through the Digital Engineering Unit ("DEU"): To reinforce our competitive advantage in an increasingly technology-driven market, we established the DEU to centralise and integrate digital capabilities across the business.

Strategic Localisation in East Malaysia: To capture deeper opportunities in Sarawak and Sabah, we have localised our delivery model to align with local-first procurement requirements and state development priorities.

Strategic Partnerships

OPUS continues to broaden its product and solution offerings through strategic partnerships with leading end-to-end OEMs, accelerating its entry into high-growth energy transition segments.

- i) **EV Charging Infrastructure:** OPUS has developed integrated EV charging solutions and progressed into active joint marketing initiatives with selected European EV charging infrastructure manufacturers and solution providers. A Memorandum of Business Exploration (MOBE) was signed in September 2025 to formalise the collaboration and support market entry.
- ii) **Battery Energy Storage Systems (BESS):** OPUS has also initiated joint marketing activities with a Battery Energy Storage Systems manufacturer affiliated with the second-largest battery producer in China and listed on the Shenzhen Stock Exchange. A Memorandum of Business Engagement ("MOBE") is currently being progressed to formalise the collaboration and strengthen the strategic partnership.

Sustainability and Digital Innovation

- i) Leveraging digital technologies to advance sustainable infrastructure asset management, including Deighton Total Infrastructure Management System (DTIMS) and Internet of Things (IoT)-enabled solutions.
- ii) Integrating Building Information Modelling (BIM) into engineering and design practices.
- iii) Accelerating the adoption of energy optimisation solutions across energy efficiency, IoT and sustainable engineering applications.

BUSINESS REVIEW

ASSET CONSULTANCY

● BUSINESS PERFORMANCE REVIEW

	Description	Key Initiatives
Enhancing Engineering, Project and Asset Management Consultancy Capabilities	During the year, the business continued to strengthen execution capabilities and improve margin resilience through the adoption of advanced technologies across the asset lifecycle. The DEU was established to centralise BIM capabilities, standardised support and improve delivery consistency across regional projects. A strategic partnership with Deighton was also formalised to enhance data-driven asset management through DTIMS analytics. In parallel, the business expanded its specialised offerings in modular Project Management Consultancy (“PMC”), geotechnical and bridge structural assessment services.	<ul style="list-style-type: none"> • Improve cost management and pricing strategies to enhance market competitiveness. • Diversify into high-growth segments, such as EV and BESS engineering and infrastructure. • Deliver tailored solutions through specialised services, including Modular PMC, Building Condition Assessment (BCA), geotechnical services, and BIM. • Strengthen data-driven asset management capabilities through the Deighton collaboration.
Accelerating Growth in Energy Efficiency and Sustainability	The business continued to expand its energy efficiency and sustainability offerings in line with evolving market demand, Environmental, Social, and Governance (ESG) priorities and regulatory developments. Through the Zero Capex Programme, Energy Performance Contracting (“EPC”) and Green Performance Contracting (“GPC”) solutions were offered to help address upfront capital constraints faced by clients. This area was further supported by strategic partnerships in EV charging infrastructure and BESS, as well as continued industry engagement and the launch of the OPUS Super Energy Service Company (Super ESCO).	<ul style="list-style-type: none"> • Intensify business development for end-to-end sustainability solutions and Zero Capex Programme.

● CHALLENGES AND MITIGATION

Challenges	Mitigation Actions	Results
<p>Margin Compression</p> <p>Margin pressure remained a key challenge amid competitive market conditions and rising operating costs. The business continued to balance pricing competitiveness with service quality and delivery performance.</p>	<ul style="list-style-type: none"> • Implemented more disciplined pricing approaches and enhanced value differentiation strategies. 	<ul style="list-style-type: none"> • Secured over RM180 million in order book wins for 2025.
<p>Client Financial Constraints</p> <p>Capital constraints among certain clients continued to affect the pace of adoption for green technologies and large-scale sustainability initiatives.</p>	<ul style="list-style-type: none"> • Continued to promote the Zero Capex Programme as a funding solution to ease upfront capital barriers. 	<ul style="list-style-type: none"> • Achieved RM122 million in fund utilisation for sustainability-related adoption.
<p>Market Access</p> <p>The expansion into new technical segments and geographic markets, including East Malaysia, continued to present barriers to entry. These included local registration requirements, such as the mandatory Unit Pendaftaran Kontraktor dan Juruperunding (UPKJ) licence in Sarawak, as well as the need to establish credibility in emerging segments such as EV charging and BESS infrastructure.</p>	<ul style="list-style-type: none"> • Fostered strategic partnerships with technology providers to support entry into EV and BESS infrastructure segments. 	<ul style="list-style-type: none"> • Strengthened market presence and expanded the project pipeline in emerging markets.

Challenges	Mitigation Actions	Results
<p>Regulatory Compliance Evolving national policies and regulatory frameworks, including the NETR and the EECA, required the business to continuously align its technical offerings and market approach. Failure to adapt could have affected market eligibility and competitiveness.</p>	<ul style="list-style-type: none"> Leveraged national policy developments and regulatory frameworks to strengthen market positioning and support offering alignment. 	<ul style="list-style-type: none"> Enhanced market credibility in energy efficiency and green infrastructure.
<p>Resources and Cost Escalation The business continued to manage cost pressures associated with project execution and the deployment of multidisciplinary teams. This included the need to maintain optimal staff utilisation while managing inflationary pressures on material and labour costs.</p>	<ul style="list-style-type: none"> Optimised resource allocation and project workflows to improve efficiency and delivery performance. 	<ul style="list-style-type: none"> Achieved 90% staff utilisation and improved profit margins.
<p>Changing Contracting Models Client preferences continued to shift towards more flexible, performance-based and modular contracting structures. This required the business to adapt its delivery model to address more diverse and complex client requirements.</p>	<ul style="list-style-type: none"> Introduced Modular PMC and tailored solutions to meet evolving client requirements and broaden the addressable market. 	<ul style="list-style-type: none"> Improved cost-effectiveness and strengthened client engagement.

● OPPORTUNITIES

	Strategy
Regional Expansion	Broaden market reach through strategic partnerships in growth areas such as East Malaysia.
Market Leadership	Strengthen market position in energy efficiency and green retrofit solutions across key sectors.
Global Growth	Pursue selective international expansion in higher-growth markets, including the Middle East and Southeast Asia.
Regulatory Alignment	Capture opportunities arising from evolving regulatory and policy frameworks supporting green infrastructure and sustainability.
Digital Integration	Continue scaling digital capabilities and adopting tools such as BIM and IoT to improve efficiency and resource optimisation.

BUSINESS REVIEW

ASSET CONSULTANCY

● 2025 ACHIEVEMENTS

BUSINESS HIGHLIGHTS

- Strengthen Market Leadership and Innovation**
 In 2025, the business continued to strengthen its market position in sustainable engineering and asset management consultancy through a combination of innovation, disciplined execution and business development efforts.
- The business delivered a stronger financial and operational performance, supported by improvements in order book conversion and pipeline development:
 - Secured an expanded project pipeline of approximately **RM180 million**.
 - Launched integrated offerings focused on higher-demand segments, including **EV infrastructure, BESS and BIM**.
- Launch Market-Leading Solutions:** We successfully launched and integrated three new high-demand solutions, namely EV-Infrastructure, BESS, and BIM.
- Operational and Organisational Excellence**
 Operational efficiency remained a key focus area during the year, supported by targeted internal transformation initiatives:
 - Achieved **90% staff utilisation**.
 - Implemented a **Micro Reorganisation** to strengthen specialised focus through the establishment of the **Digital Engineering Unit (DEU)** and the transformation of **OPUS Energy**.

SUSTAINABILITY HIGHLIGHTS

The business continued to advance its sustainability agenda through energy efficiency, renewable energy and carbon reduction initiatives. These efforts contributed to both operational outcomes and client sustainability objectives:

- Conducted sustained engagement and awareness sessions on energy efficiency, renewable energy and carbon footprint reduction.
- Continued to support the **Zero Capex Programme**, with **RM122 million** in fund utilisation achieved against the **RM200 million** programme allocation, supporting wider adoption of energy efficiency solutions among clients.

AWARDS AND RECOGNITION

During the year, OPUS Energy Sdn. Bhd. received industry recognition for its contributions to sustainability, renewable energy and operational excellence.

- MINDA Industry Excellence Award**
 OPUS Energy was honoured in the Energy, Construction & Infrastructure category in recognition of its performance, innovation and contribution to Malaysia's energy sector.
- Malaysia Association of Energy Service Companies (MAESCO) 25th Silver Jubilee Awards**
 OPUS Energy received multiple awards from MAESCO, reflecting its capabilities and continued commitment to sustainability and renewable energy solutions:
 - **Gold Award** - Energy Performance Contracting (EPC) for Mydin Jasin
 - **Gold Award** - Innovation & Sustainability for Avisena Specialist Hospital
 - **Gold Award** - Energy Efficiency for Ritz-Carlton Hotel & Residences
 - **Silver Award** - Renewable Energy for Hotel Permai

● OUTLOOK

OPUS Consultants remains focused on strengthening its position in Malaysia's infrastructure and engineering sectors by pursuing opportunities in sustainability, digitalisation and energy efficiency. The business will continue to build on its established capabilities in engineering, project management and asset management consultancy, while further developing its energy efficiency solutions platform.

The business aims to strengthen its position as an integrated solutions provider, offering capabilities across the project lifecycle, from planning and design through to optimisation and asset management.

Domestically, the business will continue to deepen its presence in East Malaysia. Internationally, it will pursue selective growth opportunities in Southeast Asia and the Middle East, where demand for integrated and sustainable engineering solutions remains supportive. Moving forward, the business remains focused on disciplined growth, operational execution and the creation of long-term shareholder value.

DID YOU KNOW?

We have delivered mega-projects successfully for **over 30 years**, including the North-South Expressway, Kelana Jaya and Ampang Line LRT Extension, KTMB electrified double-track works, and the development of Cyberjaya.



OPUS plays a major role in the development of key **East Malaysia projects**, including the Pan Borneo Highway, Sarawak Coastal and Second Trunk Roads, and the Kuching Urban Transport System (KUTS), driving connectivity and sustainable growth.





SUSTAINABILITY STRATEGY & APPROACH

Sustainability is integrated into how UEM Edgenta plans, operates and delivers its solutions, shaping business direction and service execution. In FY2025, the launch of Roadmap 2.0 marks a new stage in embedding sustainability into business activities and management processes. The roadmap translates our sustainability ambition into coordinated initiatives that target clear environmental and social outcomes while reinforcing long-term business strength and economic resilience.

This pathway is strengthened through alignment between the Sustainability Framework and the Edgenta of the Future 2025 strategy. The strategy emphasises market expansion, solution enhancement and broader use of digital capabilities to improve operational performance, creating conditions for sustainability priorities to advance alongside growth plans. Such alignment encourages progress in energy efficiency, emissions management and resource optimisation, allowing sustainability objectives to progress in line with business goals. This integrated approach supports value creation for stakeholders while promoting responsible and forward-looking business practices across UEM Edgenta’s markets and operations.

UEM EDGENTA’S SUSTAINABILITY FRAMEWORK

OUR VISION
Optimising Assets to Improve Lives

OUR MISSION

- Our services, commitment to smarter thinking and improved solutions place us at the forefront of the industry.
- We create opportunities for clients and assets that positively influence society.

OUR STRATEGY
Edgenta of the Future 2025 (EoTF2025)

EXPAND footprint and deepen solutions base	EXTRACT value from core businesses	ENHANCE product and technology proposition
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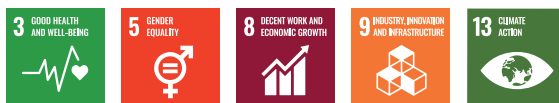
OUR MATERIAL MATTERS

Governance

M1

Sustainable Economic Growth	Minimising Environmental Impact	Social Value Creation
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PRIORITISED UN SDGS



REFLECTIONS FROM OUR LEADERSHIP



Sustainability plays a central role at UEM Edgenta — both at an operational level and as a driver of value for our clients and our business. It strengthens our performance, supports our customers and their asset owners, and underpins our long-term competitiveness and growth.

Throughout 2025, UEM Edgenta was navigating a demanding period shaped by operational and financial pressure. In this context, sustainability emerged as a powerful and practical enabler of transformation. Beyond being a core responsibility, it is a lever to drive cost efficiencies, strengthen governance, mitigate risks and create a stronger platform for long-term value creation as we move into our next phase of growth. It supports better risk management, greater operational efficiency and overall business performance.

Sustainability has long influenced how we deliver services across healthcare, infrastructure services, property and facilities management, and engineering. In healthcare, our work supports dependable hospital operations. In infrastructure, we help sustain connectivity and long-term asset performance. In property and facilities management, we focus on safe and energy-efficient buildings. Through our engineering and asset consultancy capabilities, we support infrastructure reliability over extended lifecycles.

The common thread across these businesses is clear: sustainability is not something we pursue solely for ourselves. It is something we enable for our clients and their asset owners. It strengthens the resilience, efficiency and long-term value of the assets entrusted to us, and sits at the heart of what makes UEM Edgenta competitive and future-ready.

SUSTAINABILITY PERFORMANCE IN FY2025

Our progress must be demonstrated through clear actions measured against defined targets. Through this discipline, we can further strengthen trust with clients and build a more resilient business that delivers long-term growth for our stakeholders and ourselves. A significant milestone was our inclusion in the FTSE4Good Index in June 2025, reflecting continued improvement in governance, transparency and sustainability practices.

Sustainability priorities also translated into commercial outcomes. During the year, we secured key contract wins and renewals with multinational clients that place strong emphasis on HSE standards, governance and responsible business conduct as part of service quality and long-term partnership. This was supported by solutions such as our Zero Capex Programme, which empowers clients to implement energy-saving retrofits without upfront capital expenditure.

At an operational level, we continued advancing circular economy practices within our Infrastructure Services segment. The commissioning of the Asphalt Premix Plant with Recycling Facility in Tapah enables the reuse of recycled asphalt pavement, reduces dependence on virgin materials and lowers environmental impact, while expanding our solutions base through strengthening of technical capability and operational efficiency.

In healthcare, Hospital Bukit Mertajam received the Most Sustainable Hospital award at the 24th Hospital Management Asia Awards 2025. This recognition reflects the work undertaken to transform facilities into more efficient and resilient environments through stronger asset management, digitalisation and energy efficiency — supporting our clients in their own sustainability journeys.

Beyond Malaysia, sustainability considerations are central to our expansion in the Middle East, particularly in the United Arab Emirates and the Kingdom of Saudi Arabia. Growth in these markets is guided not only by environmental objectives, but also by the development of local capability, job creation, and skills transfer to local nationals. With continued investment in sustainability and technology-enabled solutions, the Middle East remains an important region for the Group and a key driver of future growth.

Our environmental performance reflected continued business expansion, alongside improvements in operational efficiency. Despite this, our Scope 1 and Scope 2 emissions decreased during the year, driven by asset utilisation optimisation, resulting in lower consumption of electricity, fuel and natural gas, alongside strengthened cost discipline and operational efficiency measures. In tandem with our business expansion, we remain committed to managing emissions in line with our net zero pathway and strengthening carbon discipline across the business.

EMBEDDING SUSTAINABILITY THROUGH GOVERNANCE AND PEOPLE

Driving sustainability at scale requires clear structure, oversight and accountability.

Over the past year, the Group has strengthened the foundations that embed sustainability more deeply into daily operations and oversight. A Group-wide Human Rights Policy now sets clearer expectations on fair treatment, worker welfare and responsible business conduct across operations and the wider value chain. In parallel, the Sustainability Policy has been enhanced to place stronger focus on climate-related considerations, aligning sustainability commitments with risk management processes and long-term strategy. These policies provide firmer direction and enable more consistent judgement across the organisation as we expand.

Attention has also extended beyond direct operations. A structured supply chain engagement plan has been introduced to raise standards, strengthen dialogue and improve cooperation with suppliers and contractors. This approach helps manage environmental, social and governance risks across the value chain while supporting reliable and responsible service delivery.

At an operational level, a role-based approach translates strategy into practice. Project managers integrate environmental, health and safety, carbon and social risks into project planning and delivery. Finance and commercial teams manage sustainability-linked financing requirements and evolving client expectations. Sustainability ownership and accountability is formalised through senior management scorecards and defined governance structures, including an ESG Steering Committee and ESG Champions embedded within business units, ensuring it forms part of normal business management rather than a separate function.

LOOKING AHEAD

Our focus on sustainability remains embedded in how the Group is governed and managed, and will continue to be central to our business and a key point of differentiation in the years ahead.

The principles of transparency, sound governance and clear disclosure of material sustainability risks remain relevant for an organisation of our scale and operational complexity. As a technology-enabled solutions company firmly rooted in sustainability, our ESG journey continues to evolve both operationally and strategically across the Group, in line with our future direction.

SHAIFUL SUBHAN

Managing Director / Chief Executive Officer



SUSTAINABILITY AT UEM EDGENTA

OUR SUSTAINABILITY ROADMAP

Sustainability Roadmap 2.0 was developed and approved by the Board in 2024 to guide future priorities and to embed sustainability more deeply into UEM Edgenta's operations. This second blueprint strengthens the Group's sustainability approach and integrates ESG principles more firmly into business practices. Building on the foundation established under ESG Roadmap 1.0, Roadmap 2.0 sets out a structured pathway from 2024 to 2026 and provides direction for long-term value creation.

Aligned with the Edgenta of the Future 2025 (EoTF2025) vision to sustain growth and create value for clients, shareholders and other key stakeholders, the roadmap establishes a clear implementation framework spanning approach, materiality, performance measurement, governance and culture, initiatives and actions, and reporting and communication. Its phased implementation supports progressive integration of sustainability into business strategies and operations, allowing capabilities, systems and controls to develop in line with evolving priorities.

Within this framework, greater emphasis is placed on how material matters shape decision-making. The Group will continue refining its materiality methodology so that material matters guide strategy and stakeholder engagement. This includes an annual review of material matters and the introduction of new focus areas as business conditions and expectations change.

In parallel, performance measurement will be strengthened through the development of suitable metrics and closer monitoring of existing commitments, including net zero targets. Internal controls over sustainability processes will be enhanced, and ESG-related KPIs will be further embedded within corporate performance scorecards to reinforce accountability across management levels. Each business division will play an active role through the development of net zero plans and stronger data monitoring processes, supporting operational improvements while strengthening accountability across the organisation.

These foundations enable more focused action on priority themes. Under Roadmap 2.0, initiatives will concentrate on climate action, human rights, supply chain and sustainability governance.

Emissions monitoring will be enhanced through the piloting of shadow carbon pricing and the introduction of emissions intensity metrics, aligned with ISSB requirements under the National Sustainability Reporting Framework (NSRF). Given the importance of value chain impacts, a Scope 3 emissions inventory will be initiated, supported by the development of a Scope 3 Roadmap to guide measurement and management across the value chain.

Progress on climate will be complemented by stronger attention to social priorities. The Group’s commitment to human rights will be reinforced through a Human Rights Policy guided by findings from the Human Rights Impact Assessment (HRIA). Engagement with the supply chain will promote ethical labour practices, alongside an assessment of the feasibility of adopting a national living wage approach in operating markets. Internal capability will also be strengthened through continuous and targeted upskilling of the internal audit function to support sustainability assurance.

To support these efforts, reporting and communication will be enhanced to improve alignment with regulatory and stakeholder expectations and to present sustainability progress and ambitions in a clearer and more decision-useful manner. Climate risk has already been incorporated more explicitly within the risk management framework, strengthening the connection between sustainability, risk management and long-term strategy.

Taken as a whole, Sustainability Roadmap 2.0 positions sustainability as a management discipline that links strategy, governance, performance and action. It provides a structured basis for consistent execution, strengthens accountability and reinforces the role of sustainability in supporting UEM Edgenta’s long-term competitiveness and value creation.

Sustainability Roadmap 2.0 - Report Card and Updates for 2025

<p>Approach</p>	<ul style="list-style-type: none"> • Updated the Sustainability Policy to incorporate climate-related commitments and governance expectations, strengthening alignment with global best practices. • Communicated and cascaded the enhanced Sustainability Policy across the organisation to reinforce a sustainability-driven culture and ensure consistent adoption in decision-making and operations.
<p>Materiality</p>	<ul style="list-style-type: none"> • Conducted a comprehensive review and alignment assessment of the Group’s 11 key material matters to ensure continued relevance to stakeholder expectations, business priorities, and emerging ESG risks/opportunities. • Elevated Occupational Health & Safety (OHS) into the list of focused Material Matters — expanding from four to five — reflecting its growing strategic importance, operational criticality, and direct link to workforce well-being, business continuity, and long-term value creation.
<p>Performance & Measurement</p>	<ul style="list-style-type: none"> • Total carbon reduction of 2,439.56 tonnes CO₂e (2022-2025) against baseline in FY2022. • Rolled out Internal Carbon Pricing at RM15 per tonne of CO₂e under a shadow pricing mechanism to embed carbon considerations into strategic and operational decisions. • Calculated emissions intensity against revenue to assess our carbon efficiency relative to business growth, enabling targeted decarbonisation efforts and clearer prioritisation of high-impact business activities. • Secured inclusion in the FTSE4Good Index Series underscoring the Group’s commitment to robust environmental, social and governance standards. • Maintained a Total Recordable Incident Rate (TRIR) of 1.2, reflecting ongoing efforts to strengthen workplace safety and reduce recordable incidents across operations.
<p>Governance and Culture</p>	<ul style="list-style-type: none"> • Enhanced the Risk Management Framework to incorporate climate related risks and opportunities. • Conducted ESG outreach and awareness programmes across Edgenta sites, including ESG Immersion Month and the Supply Chain Engagement Day, to strengthen organisational understanding and engagement with key stakeholders. • Recorded 2,785 ESG learning hours in 2025, reflecting continued investment in strengthening organisational awareness and capability on sustainability matters. • Recorded 301 hours of ESG-related learning by the Board, supporting continued awareness of sustainability and climate-related developments.

SUSTAINABILITY AT UEM EDGENTA

Reporting and Communication

- Continued digitalisation of Scope 1 and Scope 2 emissions reporting and expanded Scope 3 emissions data coverage using value-chain data.
- Determined and formalised key thresholds to support the Group’s carbon re-baselining approach and policy, strengthening the accuracy, consistency, and long-term credibility of emissions tracking.
- Continued assurance activities on selected sustainability data to reinforce transparency, reliability, and confidence in the reported ESG performance.
- Established a dedicated NSRF Taskforce, chaired by the Chief Financial Officer, to define a structured pathway towards compliance.

Initiatives and Actions

- Developed Supply Chain Engagement plan to gradually increase ESG Awareness among supply chain partners.
- Developed and published the Group’s Human Rights Policy, establishing clear commitments and expectations to safeguard the rights and well-being of employees, contractors, and stakeholders across the value chain.
- Conducted in-house awareness and training sessions on the Human Rights Policy to strengthen organisational understanding, embed responsible business practices, and ensure consistent application across operations.
- Access to mental health support services including availability of psychologist and physician consultations for employees, and mental health assessment to ensure ongoing employee mental well-being.
- Hardship assistance programmes, including support provided through the Edgenta Care Society to assist employees facing financial or personal difficulties.
- Scope 3 Roadmap was developed to guide a structured approach to identifying, prioritising and engaging on value chain emissions.



SUSTAINABILITY GOVERNANCE

Sustainability is embedded in how UEM Edgenta is directed and managed, beginning at the Board and senior leadership level and extending across every layer of the organisation. Clear expectations for responsible conduct are translated into defined roles, decision pathways and operational practices within business units and functions.

Rather than operating as a standalone function, sustainability is integrated into corporate oversight and enterprise risk management. This approach strengthens accountability for performance and conduct, supports transparent and consistent disclosure, and reinforces ethical standards in daily operations. Guided by recognised global sustainability principles, our governance framework ensures sustainability considerations inform strategy, risk management and long-term value creation.

UEM Edgenta’s sustainability agenda is directed from the top and reinforced through structured oversight and clear accountability across the organisation. The Board provides leadership on sustainability matters, supported by dedicated Board committees and management-level structures that integrate ESG considerations into strategy, risk management and operational execution, as shown below.



Sustainability governance is further reinforced through a comprehensive suite of corporate policies and certifications that guide conduct and decision-making across the Group.

- ▶ Sustainability Policy
- ▶ Human Rights Policy
- ▶ DEI Statement
- ▶ HSSE Policy
- ▶ Gender Diversity Policy
- ▶ Code of Conduct (including Code of Conduct for Business Partners - COCBP)
- ▶ Anti-Bribery & Anti-Corruption (ABAC) Policy & Statement
- ▶ Gift & Hospitality Guideline
- ▶ Donation & Sponsorship Guideline
- ▶ Conflict of Interest (COI) Policy & COI Declaration Procedure
- ▶ Business Partner's Letter of Declaration (BPLoD)
- ▶ MS ISO 37001:2016 Anti-Bribery Management System (ABMS) certification

The full list of policies is available through <https://www.uemedgenta.com/about-us/corporate-governance>

SUSTAINABILITY AT UEM EDGENTA

Board of Directors

- Provides overall leadership and oversight on sustainability matters.
- Promotes high standards of ethics, responsible business conduct and sustainability practices in line with the Group's values.
- Reviews sustainability performance, material ESG risks and strategic priorities.
- Considers environmental, social and climate-related matters in relation to operations, investments and supply chain practices.
- ESG is a standing agenda item at quarterly Board meetings, enabling regular review of progress and areas requiring attention.

Risk, Integrity and Compliance Committee (RICC)

- Provides oversight across major risk areas, including strategic, operational, information technology, sustainability, legal, financial, insurance, integrity, compliance and business continuity.
- Ensures ESG-related risks are addressed within the broader risk management framework.

ESG Steering Committee

- Chaired by the Managing Director and Chief Executive Officer.
- Comprises C-suite executives and selected senior leaders.
- Reviews sustainability initiatives, performance and action plans on a regular basis.
- Provides management-level guidance on ESG implementation priorities.
- Submits recommendations to the BGRC and the Board on key sustainability matters.

Nomination and Remuneration Committee (NRC)

- Reviews performance against the corporate scorecard including ESG measures.
- Evaluates key performance indicators and achievements including ESG related.
- Oversees talent, remunerations, rewards and performance management practices of the organisation.
- Submits recommendations to the Board on performance outcomes including ESG related.

Board Governance and Risk Committee (BGRC)

- Supports the Board in supervising sustainability efforts.
- Reviews material sustainability and climate-related risks and opportunities.

ESG Department

- Leads implementation of sustainability initiatives in line with the Group's ESG roadmaps and strategies.
- Aligns reporting with Bursa Malaysia's Sustainability Reporting Guidelines, GRI Standards and relevant regulatory and rating frameworks.
- Supports the MD/CEO in fulfilling oversight responsibilities for ESG practices.

Business Divisions and Corporate Support

- Work in coordination with the ESG Department to implement sustainability initiatives.
- Integrate ESG considerations into operational activities and support functions.

Building Board Capability in Sustainability

To drive effective leadership and governance, members of the Board of Directors and the Board Governance and Risk Committee (BGRC) participate in regular ESG-focused workshops, seminars and expert-led sessions to remain abreast of evolving ESG trends, regulatory developments and best practices.

During FY2025, over 301 hours of business sustainability and ESG learning were undertaken (FY2024: 229.5 hours), strengthening the Board's ability to oversee material environmental, social and governance matters.


ESG considerations are also embedded within the Board's annual evaluation process, reinforcing accountability and supporting continuous development in this area.


SUSTAINABILITY RISK MANAGEMENT

UEM Edgenta manages sustainability risks within its broader governance and risk management framework, ensuring climate and integrity considerations are treated as strategic business matters. Sustainability considerations are embedded within governance structures, decision-making processes and the risk management framework, with sustainability and climate-related risks and opportunities assessed alongside strategic and operational risks. Responsibility for regulatory compliance rests with respective business operations.

Clear oversight and defined ESG accountabilities support a structured and forward-looking approach to managing climate-related risks and opportunities. The Risk, Integrity and Compliance Department (RICD) supports sustainability risk management by facilitating risk identification and monitoring, and by ensuring consistent application of the Risk Management Framework (RMF) across the Group.

In February 2025, enhancements were introduced to formally integrate ESG risks — including corruption and climate-related risks — into the Group's risk identification, assessment, treatment and monitoring processes. These enhancements strengthen the structured approach for identifying, analysing, evaluating, monitoring, reporting, and managing sustainability-related risks, ensuring sustainability considerations are incorporated into strategic planning, investment evaluation and day-to-day operations. Sustainability Policy and framework enhancements in FY2025 further strengthened this integration.

 *For more information on the enhancements made to the Sustainability Policy, please refer to the Approach section of Climate Change on page 143.*

 *For further information on how climate considerations are integrated into the Risk Management Framework, refer to the Statement on Risk Management and Internal Control section on page 244.*

Execution is supported by continuous awareness-building and due diligence processes. Climate and ESG risk awareness is promoted across the organisation through training sessions, workshops and internal communications, strengthening understanding of emerging risks and reinforcing the role of sustainability in achieving corporate objectives. Climate-related risks are also considered within ongoing project risk assessments as part of due diligence for investment and operational decisions.

 *For further information on overarching governance structures, oversight bodies and policy direction, please refer to the Governance section on pages 202 to 259.*

Climate Risk Management Procedure

Climate-related risk is managed as part of UEM Edgenta's risk management framework and is subject to oversight at the highest level of governance. The Board oversees sustainability and climate-related matters in view of their implications for business continuity and long-term resilience. Through the Board Governance and Risk Committee (BGRC), climate-related risks, mitigation actions and opportunity areas are reviewed on a quarterly basis. This process ensures climate considerations are incorporated into strategic direction with emerging risks assessed and refined on a regular basis.

This oversight is reinforced through operational processes applied across the Group. Project Risk Assessments form part of the due diligence process for new ventures to ensure climate-related factors are incorporated into investment and operational decisions. During FY2025, the Risk, Integrity and Compliance Department (RICD) continued to monitor climate-related risks across existing operations and new projects, supporting the consistent identification and management of climate exposures at both strategic and operational levels.

Physical climate risks present distinct challenges to several operational assets. Events such as flooding, storms, landslides and soil erosion have the potential to disrupt facilities including the incinerator, laundry plant, research centre and Asphalt Premix Plant with Recycling Facility. Such disruptions may affect service reliability, increase operating costs and place pressure on margins, particularly within highway maintenance activities. Risk assessments for these assets incorporate physical climate considerations to enable mitigation measures and operational controls to be planned and implemented in advance.

Further development of the risk management framework especially in climate-related areas will focus on strengthening forward-looking capability. The Group plans to develop climate scenario modelling and a Climate Adaptation Plan to improve understanding of asset vulnerability under different climate pathways and to support longer-term planning. This approach will enhance preparedness for future climate impacts while strengthening the integration of climate considerations into business strategy, investment evaluation and operational management.

SUSTAINABILITY AT UEM EDGENTA

Climate-related Risks and Opportunities

Climate-related risks and opportunities are treated as dynamic exposures that require continuous monitoring rather than periodic review. This includes active monitoring of physical risks affecting owned and managed assets, such as flooding, extreme heat and soil movement, which may disrupt operations or affect asset integrity. Where such risks are identified, mitigation actions and adaptation measures are implemented to reduce potential losses and strengthen protection of assets and service continuity.

Both physical and transition climate-related risks are assessed across business activities, including risks linked to regulatory change, carbon pricing and energy cost volatility. Climate considerations are incorporated into strategic and operational planning so that business decisions reflect evolving climate-related risks and regulatory expectations. Operational resilience is enhanced through assessments of exposure to extreme weather events and the adoption of measures such as infrastructure strengthening, business continuity planning and supply chain preparedness. Carbon emissions reduction and resource efficiency are advanced through the use of energy-efficient technologies, asset optimisation and sustainability initiatives that lower environmental impact. Capability building also plays a key role, supported by internal briefings, training and knowledge-sharing to ensure climate risks are addressed consistently across business units. Regulatory and market developments related to climate transition are monitored to support timely responses to emerging policies and sustainability standards.

In FY2025, the Group strengthened its climate risk management tools and achieved deeper integration of climate considerations into financial and operational decision-making. Climate risk identification and monitoring continued for both existing operations and new projects, covering physical risks such as flooding, extreme heat and soil movement, as well as transition risks related to regulation, carbon pricing and energy markets. To support more robust transition risk assessment and decarbonisation planning, the Group implemented enhanced carbon management tools, to guide investment and operational decisions. This included the introduction of an internal carbon price at RM15 per tonne of CO₂ to place a price on carbon and assess its implications for our operations and projects.

 Refer to *Climate Change and Energy* section on pages 143 to 144, for more information on *Carbon Management Tools*.

The Risk, Integrity and Compliance Department (RICD) maintains oversight of climate-related risks across operations and new projects throughout the year. This approach is guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), for which the Group has established an implementation roadmap. In line with evolving regulatory expectations, the Group is progressively transitioning its climate-related governance and disclosures towards the National Sustainability Reporting Framework (NSRF) and the IFRS S1 and S2 standards.

Climate-related opportunities are viewed as the organisation's capability to respond effectively to identified risks rather than as guaranteed financial upside. Managing climate-related risks has supported service innovation, particularly in energy efficiency and decarbonisation solutions for clients, where operational improvements and emissions management are increasingly integrated into service delivery.

PHYSICAL RISKS, IMPACTS & CLIMATE-RELATED OPPORTUNITIES

PHYSICAL RISKS	IMPACTS	CLIMATE-RELATED OPPORTUNITIES
<p>Short-Term – Medium-Term</p> <ul style="list-style-type: none"> • Flooding affecting operational sites and access routes. • Intense rainfall and localised flash floods impacting asset accessibility and service continuity. <p>Medium-Term – Long-Term</p> <ul style="list-style-type: none"> • Rising average temperatures in markets where we operate. • Increased frequency and severity of heatwaves affecting asset performance and workforce safety. • Landslides, storms and soil erosion impacting operational sites, particularly: <ul style="list-style-type: none"> - Kamunting Laundry and Incineration Plant. - Asphalt Premix Plant with Recycling Facility. - Highway maintenance and infrastructure assets. • Gradual degradation of infrastructure and equipment due to prolonged exposure to climate stress. • Increased water stress affecting water-dependent operations. 	<p>Asset and Operational Impacts</p> <ul style="list-style-type: none"> • Increased vulnerability of critical assets (e.g. incineration facilities, laundry plants, asphalt premix plant with recycling facility and highway assets) to physical damage and operational strain. • Reduced reliability and availability of assets during extreme weather events. • Temporary limitations on site access and mobility, affecting service delivery schedules. <p>Workforce, Safety and Environmental Impacts</p> <ul style="list-style-type: none"> • Heightened health and safety risks for employees and contractors, particularly frontliners operating in outdoor and high-temperature environments. • Increased risk of environmental incidents, including pollution and water contamination, arising from asset damage or overflow events. <p>Financial and Business Implications</p> <ul style="list-style-type: none"> • Higher operating and maintenance expenditure due to repair works, asset reinforcement and preventive measures. • Additional costs to engage subcontractors to maintain continuity of disrupted services. • Increased insurance premiums and potential changes to coverage terms for climate-exposed assets. • Potential reputational impact arising from prolonged service disruptions. 	<p>Asset Resilience and Infrastructure Management</p> <ul style="list-style-type: none"> • Enhancing the resilience of critical assets (e.g. incineration facilities, laundry plants, asphalt premix plant with recycling facility and managed highway assets) through climate-responsive maintenance and infrastructure solutions. • Supporting clients in strengthening asset durability and operational reliability in climate-exposed environments. <p>Energy, Resource and Environmental Solutions</p> <ul style="list-style-type: none"> • Energy efficiency optimisation initiatives to improve asset performance and reduce climate-related operational stress. • Advisory services on renewable energy readiness and sustainable infrastructure planning. • Environmental and climate-related assessment studies to support informed asset and infrastructure decisions. <p>Water and Environmental Services</p> <ul style="list-style-type: none"> • Services related to water system maintenance, cleaning and protection. • Advisory support on sustainable building practices and green building certifications.

SUSTAINABILITY AT UEM EDGENTA

TRANSITION RISKS, IMPACTS & CLIMATE-RELATED OPPORTUNITIES

TRANSITION RISKS	IMPACTS	CLIMATE-RELATED OPPORTUNITIES
<p>Short-Term – Medium-Term Energy Prices</p> <ul style="list-style-type: none"> Increasing energy prices affecting electricity- and fuel-dependent operations. 	<p>Operational and Cost Implications</p> <ul style="list-style-type: none"> Higher operating costs across energy-intensive activities, including: <ul style="list-style-type: none"> healthcare support services. facilities management. infrastructure maintenance and plant operations. Increased capital expenditure required to retrofit and upgrade energy systems (e.g. chillers, equipment and plant) to improve efficiency. Greater exposure to emissions-related costs, monitored through carbon budgeting and the internal carbon pricing pilot. 	<p>Energy Transition and Optimisation</p> <ul style="list-style-type: none"> Exploration of green transportation and energy-efficient infrastructure solutions for Group operations and, where applicable, client sites. Deployment of energy efficiency solutions, including the Zero Capex Programme, to support energy optimisation initiatives.
<p>Medium-Term – Long-Term Regulatory</p> <ul style="list-style-type: none"> Expanding regulatory requirements and climate-related policies. Adoption of carbon tax in Malaysia from 2026. 	<p>Compliance and Financial Exposure</p> <ul style="list-style-type: none"> Increased compliance and reporting costs associated with climate-related regulations. Potential carbon tax liabilities affecting operating margins, particularly for energy- and fuel-intensive operations. Risk of penalties or enforcement actions in the event of non-compliance. <p>Market and Reputation Considerations</p> <ul style="list-style-type: none"> Heightened scrutiny from clients, regulators and business partners. Increased risk of losing contracts where sustainability and regulatory compliance are part of procurement criteria. 	<p>Stakeholder Engagement and Readiness</p> <ul style="list-style-type: none"> Engagement with clients and stakeholders through knowledge-sharing and advisory sessions on regulatory readiness. Offering the Zero Capex Programme to support clients' energy transition and compliance efforts. <p>Capability and Capacity Building</p> <ul style="list-style-type: none"> Strengthening internal capabilities to respond to evolving regulatory requirements. Training programmes for employees and selected external stakeholders on transition risks and compliance expectations.

TRANSITION RISKS	IMPACTS	CLIMATE-RELATED OPPORTUNITIES
<p>Short-Term – Medium-Term Financial Risks</p> <ul style="list-style-type: none"> • Rising electricity tariffs. • Fuel price fluctuations. • Potential pass-through limitations in fixed contracts. <p>Medium-Term – Long-Term Financial Risks</p> <ul style="list-style-type: none"> • Increased cost of operations. • Lenders increasing interest rates and financing requirements. 	<p>Financing and Insurance Implications</p> <ul style="list-style-type: none"> • Increased cost of financing as lenders incorporate climate risk and sustainability performance into credit assessments. • Potential reduction in margins due to higher borrowing costs. • Rising insurance premiums and more restrictive terms for climate-exposed assets and operations. <p>Investor Expectations</p> <ul style="list-style-type: none"> • Greater investor scrutiny of sustainability performance and risk management practices. 	<p>Green Financing and Business Model</p> <ul style="list-style-type: none"> • Access to sustainability-linked loans with favourable financing terms. • Zero Capex business model enabling clients to Zero Capex progress energy transition initiatives while managing capital expenditure and cash flows.
<p>Short-Term – Medium-Term Markets</p> <ul style="list-style-type: none"> • Shifts in market demand from traditional facilities management towards smart, optimised and climate-responsive asset management. 	<p>Revenue and Competitiveness</p> <ul style="list-style-type: none"> • Reduced competitiveness if climate-responsive solutions are not offered. • Risk of revenue loss as clients increasingly favour service providers with sustainability and energy efficiency capabilities. 	<p>Market Positioning</p> <ul style="list-style-type: none"> • Increasing demand for OPUS Consultants' expertise in sustainable asset and energy solutions. • Development and deployment of digital climate and asset optimisation solutions (e.g. platforms, dashboards and analytics tools).
<p>Medium-Term – Long-Term Markets</p> <ul style="list-style-type: none"> • Investors shifting capital towards companies with strong ESG integration. 	<p>Capital and Valuation Risks</p> <ul style="list-style-type: none"> • Potential divestment or reduced investor interest if sustainability performance does not meet expectations. 	<p>Capital Markets</p> <ul style="list-style-type: none"> • Inclusion in sustainability-related indices, supporting long-term investor confidence and visibility.

SUSTAINABILITY AT UEM EDGENTA

Sustainability-Linked KPIs

To embed sustainability into everyday management and operations, UEM Edgenta has integrated sustainability-linked KPIs into the performance frameworks of all Business Units. This approach ensures that sustainability is treated as a business priority rather than a standalone initiative and that accountability is shared across the organisation.

A structured carbon monitoring process has been implemented to support this integration. Emissions data from all Business Units are collected twice each year, at mid-year and year-end, providing a consistent basis for tracking carbon performance. Every Business Unit participates in this process, and their involvement is reflected within performance assessments, reinforcing ownership of emissions outcomes across operations.

Monitoring has been strengthened further with the introduction of emissions intensity measurement and the application of an internal carbon price as analytical tools. These indicators provide deeper insight into emissions efficiency as business activity expands and support more informed evaluation of carbon performance over the course of the year.

As the sustainability agenda advances, sustainability-linked KPIs will continue to be reviewed and refined. Future enhancements will align more closely with the Group's net-zero pathway and may incorporate additional metrics to capture wider environmental and social performance, ensuring the KPI framework evolves in line with strategic priorities and operational realities.

We have made significant progress in our sustainability-linked KPIs through the inclusion of ESG KPIs in the overall corporate scorecard of the organisation. This ensures that ESG is embedded as a key priority across all levels of the organisation from Business Units to Senior Management. Senior Management's remuneration is linked to corporate scorecard which takes into account achievement of ESG KPIs.


Material Matters

UEM Edgenta's sustainability initiatives are guided by a defined set of material matters that were reviewed during the financial year and continue to be relevant to the Group's business and stakeholders. These material matters represent areas of highest impact and importance, shaping how sustainability priorities are set and how resources are directed.

Strong business ethics and a focus on innovation support operational excellence across the Group. Economic development and responsible supply chain management reinforce sustainability across the value chain, while climate change risks, energy efficiency and wider environmental management priorities are addressed as part of long-term risk management and performance improvement.

Occupational health and safety continues to be a priority to protect employees and support dependable operations. The Group also promotes an inclusive employment culture that supports talent development and organisational resilience. Customer satisfaction, human rights assessments and community engagement are prioritised to strengthen trust and create shared value with stakeholders.

These material matters guide sustainability initiatives, inform risk mitigation measures and support long-term sustainable growth.


 *Further information on the identification, review and management of material matters is set out in the Material Matters section of this Integrated Annual Report (IAR).*

Stakeholder Engagement

Stakeholders play an important role in shaping UEM Edgenta's sustainability direction and ESG performance. The Group engages stakeholders through ongoing, open and transparent dialogue to understand expectations, gather feedback and identify emerging issues that may affect business and sustainability priorities.

Relevant and timely updates on sustainability progress are shared to encourage informed discussion and constructive engagement. Insights from stakeholders are considered in refining sustainability strategies and business priorities, enabling the Group to respond more effectively to stakeholder needs and concerns.

This engagement approach strengthens relationships and supports long-term value creation for both stakeholders and the Group.

 *Further details on engagement methods, key areas of concern and the Group's responses are provided in the Stakeholder Engagement section of this IAR.*

BUSINESS ETHICS

WHY IT MATTERS

Integrity and ethical conduct are a central pillar of UEM Edgenta's governance and sustainability framework. Upholding high integrity standards shapes behaviour and decision-making across the organisation, ensuring accountability and underpinning stakeholder trust for sustainable growth.

Ethical conduct is also critical to protecting the Group from material risks, as weak ethical practices can lead to reputational, legal and financial impacts. Hence, UEM Edgenta places strong focus on preventive controls, clear expectations and consistent oversight to ensure integrity is upheld at all times.

OUR APPROACH

At UEM Edgenta, business ethics and integrity are embedded within the corporate governance framework and shape how the Group conducts its activities. Ethical business practices support transparency, accountability and compliance with applicable national and international regulatory requirements. The Anti-Bribery and Anti-Corruption Policy (ABAC) and related procedures align with national anti-corruption initiatives and reinforce a zero-tolerance stance on bribery, corruption and unethical conduct.

Risk Assessment and Internal Controls

Corruption Risk Assessment (CRA) processes are integrated into the Risk Management Framework (RMF) and Risk Management Procedures (RMP) to provide a structured method for identifying, assessing and evaluating corruption-related risks across business operations. Areas assessed as higher risk are managed through defined internal controls, including the Anti-Bribery and Anti-Corruption (ABAC) Policy Statement, Code of Conduct (CoC) and Discretionary Authority Limits (DAL). These controls are reinforced through targeted training and awareness programmes. Risk mitigation plans are reviewed on an ongoing basis to ensure their relevance and effectiveness and to support operational integrity.


Corruption Risk Management continued to operate as part of the wider risk governance structure. The CRA, introduced into the Risk Management Framework (RMF) in FY2024, continued to be actively applied and monitored in FY2025. Oversight is maintained through quarterly Risk, Integrity and Compliance reporting and periodic review of mitigation measures. In 2025, 77% of operations were assessed for corruption-related risks, up from 56% in 2024, with expanded coverage to Indonesia, Singapore, Taiwan and Dubai.

Governance and Compliance Oversight

Oversight of integrity, ethics and compliance matters is coordinated through structured governance channels. Ethical risks, compliance status and integrity initiatives are reviewed and escalated through the Group's defined reporting lines, ensuring alignment with Group policies and regulatory expectations.

Compliance obligations across local and international regulations are guided by the UEM Edgenta Compliance Framework, which guides systematic monitoring and reinforces accountability among process owners. The Risk, Integrity and Compliance Department (RICD) functions as the second line of defence, facilitating compliance reviews, identifying gaps and supporting continuous improvement through periodic dashboard reporting and engagement with business units.

This integrated governance and compliance framework ensures that compliance risks are proactively managed, controls remain effective and regulatory expectations are consistently met across all operations.

 *For further details, please refer to the Corporate Integrity and Ethical Business Conduct section on pages 253 to 259 of this Report.*

Whistleblowing and Conflicts of Interest


An independent and confidential whistleblowing channel is maintained, supported by non-retaliation protections and defined investigation protocols. Management of conflicts of interest is governed by the Conflict of Interest Policy and Declaration Procedures, which apply to Board members, executives and employees. Annual declarations and event-based disclosures are required, supported by management oversight and disciplinary measures where breaches occur. These mechanisms reinforce a strong "speak-up" culture and accountability framework.

SUSTAINABILITY AT UEM EDGENTA

Whistleblowing activity increased over the reporting period, rising from 15 cases in 2024 to 18 cases in 2025, reflecting heightened awareness and growing employee confidence in the Group’s “Speak Up” culture. Throughout the year, there were no confirmed incidents of corruption, no disciplinary actions related to non-compliance, and no fines or penalties, demonstrating the effectiveness of the Group’s preventive controls.

Business Partner Controls

Ethical standards are extended to business partners through the Code of Conduct for Business Partners (CoCBP) and the Business Partner’s Letter of Declaration. These measures reinforce expectations on integrity, compliance and responsible conduct across the value chain and support consistent application of governance standards in third-party relationships.

 Further details on policies, procedures and governance arrangements relating to integrity and ethical business conduct are disclosed in the Corporate Integrity and Ethical Business Conduct section on pages 253 to 259 of this Report.

Overall Performance

We monitor key ethics and integrity indicators to assess the effectiveness of and support improvements to our controls. Our ethics and integrity performance for FY2025 is summarised below.

	2022	2023	2024	2025
Percentage of operations assessed for corruption-related risks	100%	100%	56%	77%
Number of confirmed incidents of corruption and action taken	0	0	0	0
Number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies	0	0	0	0
Disclosure of cost of fines, penalties or settlements in relation to corruption	0	0	0	0
Whistleblowing Incidents (number of lodgements)	1	5	15	18

Anti-Corruption Training Coverage

The Group’s anti-corruption training is delivered through a structured programme comprising three (3) mandatory e-learning modules, covering key integrity and compliance topics.

Training on the elements and types of corruption, including bribery, is delivered under Module 1: Bribery and Corruption Offences, which enables employees to understand what constitutes bribery and corruption, the associated legal implications, and their individual responsibilities under applicable anti-corruption laws, including the Malaysian Anti-Corruption Commission (MACC) Act. The module addresses key corruption-related risks such as the offering or receipt of gratification, facilitation payments, abuse of office or position, and corporate liability, strengthening awareness of compliance obligations and ethical conduct.

This is complemented by Module 2: Conflict of Interest, which equips employees with the knowledge and skills to identify, declare and appropriately manage actual, potential or perceived conflicts of interest. The module reinforces the importance of transparency and accountability in decision-making, helping to protect both personal integrity and the integrity of the Group.

In addition, Module 3: Whistleblowing educates employees on how to safely and confidentially report misconduct, including criminal and corruption-related offences. It enhances understanding of the protections available to whistleblowers and reinforces the importance of speaking up without fear of retaliation, supporting a strong ethical culture and early detection of wrongdoing.

Collectively, these three training modules support organisation-wide awareness, prevention and management of corruption risks, with particular emphasis on management and supervisory roles where exposure to such risks is higher.

Percentage of employees who have received training on anti-bribery and anti-corruption by employee category

TOP MANAGEMENT

83%

JUNIOR MANAGEMENT

69%

SENIOR MANAGEMENT

99%

NON-EXECUTIVE

11%

MIDDLE MANAGEMENT

94%

VALUE CREATED

UEM Edgenta strengthens its ethical culture and mitigates bribery and corruption risks through continuous education and structured awareness programmes. This includes regular sessions and targeted initiatives such as Integrity Day to promote practical understanding of corruption prevention and ethical decision-making. Training is delivered via the Group's e-learning platform and covers key areas of Bribery and Corruption Offences, Conflict of Interest, Whistleblowing, and the Fundamentals of Risk Management module, which strengthens their ability to identify and manage business risks.



Official launch of the Edgenta Integrity Plan during Integrity Day 2025



Industry leaders and senior management engage in a panel discussion at Edgenta Integrity Day 2025


OUTLOOK

UEM Edgenta's integrity and risk agenda will continue to be guided by structured roadmaps aligned with our overall business strategy, reinforcing a disciplined and enterprise-wide approach to governance. Through the Edgenta Integrity Plan (EIP) 2025–2027, the Group will focus on strengthening anti-bribery and anti-corruption and compliance practices in line with national frameworks, expanding corruption risk coverage across operations, promoting participation in relevant training for management and employees, and embedding robust monitoring mechanisms. In parallel, climate-related and sustainability risks will be progressively integrated into strategic planning and disclosure practices to ensure alignment with evolving regulatory expectations.

Over the medium to long-term, the emphasis will shift towards deepening organisational resilience and reinforcing a strong and consistent ethical culture across the Group. This includes widening the application of corruption risk assessments, conducting more structured reviews of control effectiveness, expanding training coverage and further embedding climate considerations into decision-making processes. To strengthen accountability, the Group plans to incorporate ethics and integrity indicators into leadership performance management and incentive structures, reinforcing positive ethical behaviour at all levels.

SUSTAINABILITY AT UEM EDGENTA

CONTRIBUTING TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



UN SDG No. 3
Good Health and Well-Being

LINKED SDG TARGETS

Target 3.4:
Reduce by one third the premature mortality from non-communicable diseases (NCDs) through prevention, treatment, and promotion of mental health and well-being.

Target 3.8:
Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

ACHIEVEMENTS AND CONTRIBUTIONS


- Strengthening HSSE Performance & Culture**
 Implemented JHA groupwide across all identified sites, conducted 22 HSSE risk management sessions, maintained TRCF of 0.9, and continued zero employee fatalities while contractor incidents were monitored and managed.
- Mental Health & Wellness Programmes**
 Scaled the Mental Health Support Programme including onsite psychologist consultations, made available 60 Mental Health First Aiders, conducted psychosocial risk assessments, continued NCD management, recorded sickness absenteeism interventions, carried on with BeFit and daily Taiso.
- Road Safety & Emergency Readiness**
 Strengthened commuting safety via the “Selamat Destinasi” programme, defensive driving/SAFE riding campaigns, and activated a Mutual Disaster Relief Team via a JBPM MoU with joint simulation exercises.
- International HSSE Uplift**
 Successfully retained ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015, demonstrating compliance with global standards in quality, occupational health and safety, and environmental management.

MATERIAL MATTER

M7 M10

RELEVANT STAKEHOLDERS

S1 S5



UN SDG No. 5
Gender Equality

LINKED SDG TARGETS

Target 5.1:
End all forms of discrimination against all women and girls everywhere.

Target 5.4:
Ensure women’s full and effective participation and equal opportunities to encourage and expand access to banking, insurance and financial services to all.

ACHIEVEMENTS AND CONTRIBUTIONS

- DEI & Human Rights Governance**
 Reinforced inclusion through the Gender Diversity Policy (Aug 2024), DEI Statement (Sep 2023), and Group Human Rights Policy (Mar 2025), strengthened by awareness sessions during ESG Immersion Month.
- Equal Access & Inclusion**
 Provided equitable medical coverage for employees and dependents, mental health consultations, and leadership programmes to ensure fairness in career pathways.
- DEI Integration in Supply Chain**
 Embedded gender and human rights considerations into Supplier ESG Surveys and engagement activities, supported by HRIA outputs and follow-up training.
- Women comprise 51% of the total workforce (2025).**
- More than 30% of senior and middle management positions** are held by women.
- 30% of Board members** are women, enhancing diversity in governance and decision-making.
- Developed a Gender Diversity Policy** for employees and Board members to promote inclusivity and equity.

MATERIAL MATTER

M8

RELEVANT STAKEHOLDERS

S1



UN SDG No. 8 Decent Work and Economic Growth

LINKED SDG TARGETS

Target 8.5:

Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Target 8.6:

Substantially reduce the proportion of youth not in employment, education or training.

Target 8.8:

Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Target 8.10:

Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services to all.

ACHIEVEMENTS AND CONTRIBUTIONS

• Vendor & SME Development

Strengthened SME capability through the Vendor Development Programme and Projek Perintis, enabling equipment matching support, MyHijau certification, and supplier ESG awareness and capacity building.

• Responsible Supply Chain Management

Conducted Supplier ESG Survey (78/110 responses) for ESG risk segmentation, implemented the 3-year Supplier ESG Management Framework, and advanced ESG clause readiness via Supplier Engagement Day and HCA/HPR assessments (180 evaluated, 157 approved).

• Local Economic Contribution

- Continued strong national value creation with approximately 98.84% local suppliers.
- The Group reaffirms its commitment towards Reaffirms commitment towards Collective Bargaining by concluding 2.5 years of negotiation covering 34 articles.

• Improved Supplier Access to Financing

In FY2025, 31 new contractors applied for the HSBC Supplier Financing Programme, enhancing G1 contractor cashflow.

• People Development & Capability Building

- Achieved 95% employee training coverage, strengthened leadership and safety competencies, and elevated service standards through the Service Ambassador Programme.
- Holistic employee capability development under the Individual Development Programme (IDP), incorporating journals, project-based learning, knowledge-sharing sessions, reading materials and job-based assignments to strengthen skills and competencies beyond formal training hours.
- Created training opportunities for 82 trainees this year via GeT, TGT and Internship.

• Green Financing for Sustainability

Zero Capex business model enabling clients to progress energy transition initiatives while managing capital expenditure and cash flows.

MATERIAL MATTER



RELEVANT STAKEHOLDERS



SUSTAINABILITY AT UEM EDGENTA



UN SDG No. 9
Industry, Innovation and Infrastructure

LINKED SDG TARGETS

Target 9.1:

Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

Target 9.4:

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

ACHIEVEMENTS AND CONTRIBUTIONS

- Circular & Low Carbon Materials**
Commercialised the asphalt premix plant with recycling facility in Tapah with a wide range of premixes, focusing on the usage of recycled asphalt with additive combinations to enable lower carbon road construction.
- Won the ESG Star Positive Impact Award on Waste Management**
- GreenGuard Concrete Barrier (Project Harmony)**
Collaborated with PLUS & CIMA to develop a TL5-rated precast GreenGuard Concrete Barrier using green concrete with -60% CO₂ reduction versus traditional barriers.
- Technology-Enabled Facilities Management**
Scaled the Asseto suite (EnergyAI, CMMS, ePTW, IoT, BMS, BCA, Insights, Surveillance) and deployed Energy & Utility dashboards at eight FM sites, supported by AI assistants and strengthened cybersecurity.
- Client Energy Value Creation**
Delivered -27.93 million kWh and -RM12.87 million in client energy savings for 2025; cumulative since 2016 achieved -228.70 million kWh and RM101.01 million savings, with sustained GBI performance and expansion of EPC/RE projects.
- Operational Innovations**
Continued usage of McFill oil infiltration technology improving oil change intervals from 5,000 to 20,000 km (saving -630 L annually) and advanced EV charging infrastructure, including EV charging bays and installation readiness assessments.

MATERIAL MATTER

M2

RELEVANT STAKEHOLDERS

S1 S2 S4 S5



UN SDG No. 13
Climate Action

LINKED SDG TARGETS

Target 13.2:

Integrate climate change measures into national policies, strategies and planning.

Target 13.3:

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

ACHIEVEMENTS AND CONTRIBUTIONS

- **Net Zero Pathway Implementation**
 - Progressed short-term Scope 1 & 2 emissions reduction target (-3.67% annually for 2023-2027) and long-term 26% reduction by 2030, supported by carbon budgeting, twice yearly emissions reviews, shadow carbon pricing, and Scope 3 roadmap initiation.
 - Won the ESG Star Award on Energy Efficiency.
- **Emissions Performance Progress (2024 Baseline)**

Recorded Scope 1: -9,215.67 tCO₂e, Scope 2: -7,910.55 tCO₂e, Scope 3: -2,969.74 tCO₂e, with established tracking for emission intensity and carbon rebasing.
- **Decarbonisation Levers in Action**

Continued implementation of EV adoption, route optimisation, composting and e-waste collection drives in Singapore; and in Malaysia, energy efficiency retrofits (ACMV/AHU/LED), HQ Friday partial shutdowns, and support for green building certifications such as MyCREST and GBI through tree-planting activities.
- **Circular Economy & Waste Reduction**

Rolled out biodegradable food tray pilots, increased condemned linen recycling from 40% to 100%, and expanded recycling impact through the KLEAN unit (641 kg CO₂e avoided; 1,770 sessions; 7,965 PET bottles; 2,061 cans).
- **Client Climate Impact**

Healthcare portfolio achieved ≥5% waste reduction and delivered RM17.1 million in energy savings (38.72 million kWh) in 2024, alongside ongoing solar and EPC initiatives managed by Opus Energy.

MATERIAL MATTER



RELEVANT STAKEHOLDERS



SUSTAINABILITY AT UEM EDGENTA





DRIVING SUSTAINABILITY THROUGH PARTNERSHIPS AND JOINT VENTURES

UEM Edgenta collaborates with leading organisations across a range of industries to advance its sustainability agenda, improve operational efficiency and support its Net Zero ambition. These partnerships serve as important enablers for translating sustainability priorities into practical action across different business segments.

Through collaboration with strategic partners, the Group drives innovation, facilitates knowledge sharing and expands access to new markets. Joint initiatives create opportunities to test and implement sustainable solutions, strengthen technical and operational capabilities and accelerate the adoption of improved practices across operations.

By working closely with partners and joint venture counterparts, UEM Edgenta is able to broaden the reach of its sustainability efforts while strengthening commercial outcomes. These relationships support both business growth and environmental objectives, positioning partnerships as a key mechanism for advancing sustainability, enhancing performance and extending value creation across its services and markets.

Our Contributions

 <p>Asia Pacific University</p>	 <p>OPUS Consultants' Collaboration with Green Building Index</p>
<p>Memorandum of Business Exploration (MOBE) between UEM Edgenta Academy and The Asia Pacific University of Technology & Innovation (APU). The collaboration drives impactful initiatives in training, research, industry engagement and regulatory development. This partnership also supports the development of highly skilled talent to advance Malaysia's infrastructure and economic aspirations.</p>	<p>UEM Edgenta's subsidiary OPUS Consultants, through its wholly owned subsidiary OPUS Energy Sdn. Bhd. formalised a strategic collaboration with Green Building Index (GBI) through the signing of a Memorandum of Business Exploration (MOBE). The MOBE outlines a shared commitment by OPUS Energy and GBI to accelerate the adoption of energy-efficiency and GBI compliant solutions across both public and private sector assets, with targeted outreach in Peninsular Malaysia, Sabah, and Sarawak.</p>
 <p>CEO Action Network</p>	 <p>Swinburne University</p>
<p>Played an active role as part of CEO Action Network (CAN), Workstream 2 for Capacity Building, working with CAN Members throughout the year to plan knowledge sharing sessions. The knowledge sharing sessions aim to tackle various sustainability and ESG related topics, increasing general awareness and understanding among ESG practitioners and key industry players.</p>	<p>OPUS International Berhad signed a Memorandum of Business Exploration (MOBE) with Swinburne University of Technology Sarawak Campus. This partnership is focused on bridging industry and academia to accelerate the development of Sarawak's workforce while driving impactful, sustainable infrastructure, green buildings and energy efficiency projects. The partnership aligns with OPUS' ongoing projects in Sarawak, including critical infrastructure and sustainability initiatives that are reshaping the state's development landscape. These initiatives focus on both sustainable infrastructure and the development of a skilled local workforce, reinforcing OPUS' role in fostering sustainable growth while contributing to the state's broader development objectives.</p>


HSBC

Supplier Financing Programme with HSBC is ongoing and continues to benefit suppliers by accelerating their payment and improving their cash flow. In FY2025, 31 new vendors registered to this programme.


Asia Pacific Real Assets Association (“APREA”)

Actively engaged with Asia Pacific real estate companies to acquire valuable insights and market intelligence within the real estate industry, while simultaneously leveraging the Sustainability guidance materials provided by the association. This collaborative effort not only enhances our understanding of market trends but also serves as a platform to foster collaboration and identify growth opportunities within the sector. Edgenta sits on APREA’s regional ESG Committee; a platform for investors, developers, asset managers, and key stakeholders in the real assets industry to engage regarding topics of climate and environmental impact. Additionally, we leveraged on our network with APREA to develop and gather insights on an APAC-level study on adoption of internal carbon pricing.


Climate Governance Malaysia

UEM Edgenta strengthened its commitment to climate action and sustainable corporate governance through its ongoing membership as a Corporate Friend of Climate Governance Malaysia (CGM). We continue to participate in CGM-hosted events and industry roundtables, including a session on energy efficiency and renewable integration in buildings, where our Head of Sustainability Engineering Solutions contributed perspectives on sustainable built environments. We also participated in a roundtable discussion on the proposed creation of a Blended Finance Hub to finance climate solutions, where potential next steps and key considerations were compiled for further engagement with relevant stakeholders, including policymakers.


Dubai EXPO


UEM Edgenta Berhad (“UEM Edgenta”), through its subsidiary Kaizen Owner Association Management Services LLC (“Kaizen”), has successfully entered a Joint Venture with Expo City Dubai to provide property management services for properties located within the Expo City, as well as selected sites globally. This strategic partnership reflects UEM Edgenta’s ongoing commitment to enhancing its capabilities and solutions in the real estate sector, strengthening its international footprint, and unlocking new growth opportunities in the UAE and beyond.


Free The Seed Sdn. Bhd.

Serves as the key supply partner for the initiative and is based in Kedah, supporting local manufacturing and regional economic growth. The biodegradable trays are manufactured using paddy straw’s biomass waste materials. These trays are used in hospitals.


Entopia

Collaborated with Entopia to deploy an organic waste recycling solution that successfully diverted over 30% of organic waste from landfill using a biological treatment approach.

 Refer to pages 154 to 161 under *Environmental Management* for more details.


CIMA and PLUS
Project Harmony

Our Infrastructure business continues to collaborate with CIMA and PLUS on GreenGuard, a precast concrete New Jersey Barrier (NJB) incorporating recycled materials and designed to meet stringent TL5 requirements.

SUSTAINABLE ECONOMIC GROWTH



We are committed to long-term, resilient growth through disciplined governance, strategic market expansion and innovation that delivers sustained value to stakeholders.

INNOVATION AND TECHNOLOGY-BASED OPERATIONAL EXCELLENCE

WHY IT MATTERS

Innovation and technology form the foundation of reliable, efficient and sustainable service delivery at UEM Edgenta. Rather than acting as a support function, technology is embedded as a core operational capability that enhances asset performance, strengthens service reliability and enables consistent execution at scale.

Technology is also a primary source of differentiation. Through data-driven decision-making, automation and intelligent workflows, the Group improves productivity, optimises cost structures and delivers higher-value outcomes across contracts. This positions UEM Edgenta to compete more effectively in an increasingly demanding and cost-sensitive market.

Sustained investment in innovation ensures that operational excellence is not only maintained but continuously improved, enabling the Group to deliver superior performance, resilience and long-term value.

OUR APPROACH

A Three-Pillar Technology Strategy

UEM Edgenta adopts a structured and integrated approach to technology, anchored on three strategic pillars that balance stability, innovation and growth.

A strong and resilient digital foundation underpins all technology initiatives. The Group continuously strengthens its cybersecurity posture through regular assessments and targeted improvements, ensuring protection against evolving threats. Multi-cloud strategies provide flexibility and resilience, while active network monitoring enhances system reliability and performance. These foundational capabilities ensure that all higher-level innovations operate on a secure, scalable and dependable base.

Technology delivery is redesigned to be agile, business-aligned and outcome-driven. The Group leverages artificial intelligence and generative technologies to automate processes, reduce manual effort and improve decision-making across operations. This includes embedding intelligence into workflows, enabling faster insights, and enhancing responsiveness to operational needs. The focus is on translating technology into measurable business value, both in operational efficiency and enhanced service capabilities.

Through its proprietary platforms, particularly Asseto, UEM Edgenta is transforming how assets and operations are managed. Asseto enables a data-driven, standardised and scalable approach to asset management, moving beyond traditional models. This platform-led strategy enhances differentiation, creates new value propositions and positions the Group as a technology-enabled service provider within the industry.

Redefining Facility Management Through Technology

The facility management industry is increasingly characterised by margin compression and limited differentiation. Traditional service models, reliant on manpower and fragmented systems, are becoming less sustainable.

UEM Edgenta addresses this shift by embedding technology into integrated facility management. Automation, data-driven intelligence and standardised platforms enable more efficient operations, improved benchmarking and enhanced service outcomes.

Ownership of technology intellectual property further strengthens this position. By developing and controlling its own platforms, the Group operates with greater speed, flexibility and cost efficiency, while maintaining full control over innovation and deployment. This capability is increasingly valued by clients seeking scalable, responsive and technology-enabled solutions.

SUSTAINABLE ECONOMIC GROWTH

Market-Facing Technology Delivery: Edgenta NXT

Edgenta NXT serves as the Group's technology commercialisation arm, focused on developing and scaling proprietary digital solutions. Central to this is the Asseto platform, a SaaS-based system fully owned by the Group, which underpins modern asset and facility management practices.

Asseto is deployed across operations to create differentiation, enabling a consistent and data-driven approach to managing assets, performance and service delivery. At the same time, NXT drives the platform's roadmap and expands its application beyond internal use, positioning it as a scalable solution for external markets.

This dual role strengthens UEM Edgenta's ability to win contracts, enhance service offerings and extend capabilities beyond traditional facility management, supporting long-term growth and value creation.

Standards, Security and Governance

Cybersecurity remains a cornerstone of the Group's technology strategy, managed as a critical business risk. Continuous posture assessments, regular audits and alignment with recognised standards ensure that systems and data are protected against evolving threats.

Strong governance frameworks guide the adoption of data and artificial intelligence. The Group emphasises controlled experimentation through rapid proof-of-concept initiatives, ensuring that value is validated before scaling. Investments in self-hosted AI capabilities support data sovereignty, cost efficiency and greater control over deployment.

Technology governance also extends to access management, system ownership and compliance processes, ensuring that innovation is implemented in a secure, accountable and well-regulated manner.

VALUE CREATED

Technology initiatives delivered measurable improvements in operational efficiency, decision-making and system reliability. Automation and AI-enabled processes reduced manual workloads, accelerated response times and enhanced consistency across operations.

The continued expansion of Asseto strengthened its role as a core platform, evolving beyond traditional maintenance systems into a broader operational platform that integrates data, workflows and performance insights. This shift supports more proactive and intelligent asset management across the Group.

Collectively, these advancements reinforce a more scalable, data-driven and resilient operating model, positioning technology as a key driver of sustained performance.

PIKOM CIO
CONFERENCE 2023

KEYNOTE SPEAKER 3

Alwyn Chan, Chief Product Officer, Edgenta NXT



Presentation on the use of Technology in Sustainability at the PIKOM CIO Conference led by Alwyn Chan, CEO of Edgenta NXT

CHALLENGES

The Group operates in an environment of rapidly evolving cyber threats and increasing technological complexity. Cybersecurity remains a critical focus, with continuous assessments, targeted improvements and organisation-wide awareness initiatives, including phishing simulations and training programmes, to strengthen resilience.

At the same time, the emergence of artificial intelligence presents both opportunity and complexity. The Group prioritises building core AI capabilities internally, focusing on foundational systems, controlled experimentation and practical use cases. This approach ensures readiness while maintaining control over strategic capabilities that will be critical in the coming years.

OUTLOOK

Technology will continue to play an increasingly central role in shaping UEM Edgenta's competitive position. Artificial intelligence, automation and data-driven systems are expected to further transform operations, enabling higher efficiency, improved decision-making and new service models.

As data becomes a critical asset, the Group will continue to strengthen governance, security and best practices to ensure responsible and effective use. At the same time, ongoing investment in platforms and capabilities will support scalability and adaptability in a rapidly evolving landscape.

Through this approach, UEM Edgenta aims to reinforce its position as a technology-enabled leader, delivering sustainable operational excellence and long-term financial performance.

SUSTAINABLE ECONOMIC GROWTH

ECONOMIC DEVELOPMENT

WHY IT MATTERS

UEM Edgenta views economic development as central to long-term business strength and social progress, linking expansion to job creation, skills development and stronger community resilience. When aligned with environmental and social considerations, sustainable economic development improves adaptability to regulatory changes, customer expectations and industry trends, while encouraging innovation and strengthening stakeholder relationships. Neglecting this focus could constrain performance, reduce competitiveness, undermine trust and increase regulatory and reputational risks, ultimately weakening long-term value creation and societal contribution.

OUR APPROACH

UEM Edgenta's approach to economic development centres on building resilient, sustainable and locally embedded businesses across its markets. Key strategies include market expansion, asset class diversification, local hiring, talent development and responsible procurement. Long-term value is generated through these initiatives, alongside the Group's delivery of reliable services that support critical infrastructure and its tax contributions in the markets where it operates. Through this, the Group contributes to broader socio-economic development.

Market Expansion

As part of its regional growth strategy, UEM Edgenta continues to build its presence in key international markets while maintaining a disciplined and sustainable approach to expansion.

In Singapore and Taiwan, the majority of existing contracts were successfully renewed and a significant number of new contracts were secured. In particular, Singapore expanded its service

footprint into more hotels and commercial properties. It also added a number of new services to its suite of service offerings. These reflect sustained client confidence in service quality, operational reliability and the Group's sustainable business model. These outcomes also demonstrate the strength of long-term client relationships and the international businesses' ability to deliver consistent value in mature and competitive markets.

In the UAE, a joint venture with Dubai Expo strengthened the Group's regional footprint and enabled support for large-scale and complex facilities through integrated property management and sustainability-led service offerings.

In the KSA, operations recorded 25% year-on-year top-line growth, reflecting strong market momentum. During the year, the KSA business achieved three ISO certifications, reinforcing governance discipline, quality management and operational standards. Continued use of Computer-Assisted Facilities Management systems supported greater digitalisation, improved service efficiency and stronger data-driven decision-making.

	2022	2023	2024	2025
% of UEM Edgenta revenue from international markets (%)	38%	38%	42%	46%

Distribution of Direct Economic Value (RM million)	2022	2023	2024	2025
Direct Economic Value Generated				
Revenue and other income	2,528.7	2,888.4	3,058.4	2,870.1
Direct Economic Value Distributed				
Operating costs, employee wages and staff benefits	2,357.9	2,711.2	2,857.7	2,828.8
Payments to providers of capital	44.3	55.4	38.6	51.5
Payments to Government	51.3	51.0	47.9	49.4
Community Investments	0.2	0.3	0.3	0.1
Direct Economic Value Retained				
Direct Economic value generated less economic value distributed	75.0	70.5	113.9	(59.7)

Asset Class Expansion

UEM Edgenta continues to expand into new asset classes that support the low-carbon transition and future-ready infrastructure. Through OPUS, the Group secured contracts to support the development of electric vehicle infrastructure, marking entry into an asset class aligned with energy transition and sustainable mobility. This reflects the Group's ability to respond to emerging infrastructure needs while leveraging established engineering and sustainability capabilities.

Local Hiring and Community Economic Participation

Consistent with its commitment to inclusive growth, UEM Edgenta prioritises local hiring across its operations. In Malaysia, the Group continues to provide employment opportunities to communities near operational sites, including those surrounding the asphalt premix plant with recycling facility in Tapah, supporting local livelihoods and economic participation.

Workforce localisation remains a priority in the KSA, where the Group continues to build a sustainable local workforce in line with the Government's localisation agenda, having recruited more than 100 Saudi nationals into its operations.

Talent Development

Talent development continues to play a central role in sustaining long-term economic value creation. The Graduate Trainee Programme serves as an important pipeline for developing future-ready talent across the Group, supporting skills transfer, leadership development and organisational continuity as the business expands into new markets and asset classes.

Supply Chain and Human Rights

Our practices in managing our supply chain are guided by our Code of Conduct for Business Partners (2019) and our Human Rights Policy. Our Code of Conduct for business partner compliance clearly outlines requirements for business partners compliance regarding issues including compliance with local laws, forced labour, workers' rights and human rights. Across its markets, responsible supply chain management and the protection of worker welfare are integral to economic value creation. Suppliers and service partners are required to comply with applicable laws and regulations, uphold acceptable social practices, and, where relevant, maintain recognised certifications or standards.

In KSA, greater emphasis in FY2025 was placed on supplier and contractor practices relating to worker welfare, including living conditions, accommodation standards and fair treatment on sites. These expectations are reinforced through contractual requirements, engagement and ongoing monitoring.

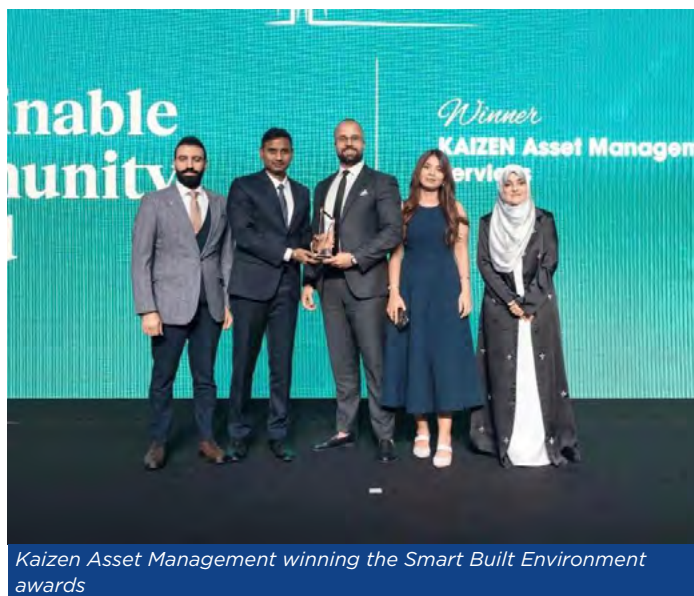
VALUE CREATED

Middle East Operations

UEM Edgenta's expansion in the Middle East continued to generate economic value through responsible market entry, localisation and capability transfer. In FY2025, operations in the KSA focused

on building sustainable facilities management capabilities aligned with local regulatory requirements and market expectations. Value was created through the development of local talent, adoption of technology-enabled operating models and strengthening of safety and governance practices. These efforts supported more resilient asset operations for clients while contributing to local economic participation and long-term service continuity.

Performance in the region was also recognised externally. MEEM Facilities Management received the IFM Company of the Year - Silver Award (2025) and the Best Use of Technology - Gold Award (2025), reflecting the impact of integrated service delivery and digital-enabled operations. Our achievements in our UAE operations further recognised through multiple industry accolades, including Property Management Firm of the Year and the Sustainability Community Award at the Smart Built Environment Awards 2025, as well as Socienta for Innovative Technology of the Year, alongside Best CAFM Implementation 2024 and Best Facilities Engineer 2024 at the Wasl Annual Awards.



Kaizen Asset Management winning the Smart Built Environment awards

Consultancy, Energy and Sustainability Services

Through OPUS, UEM Edgenta created economic value by expanding sustainability-led consultancy and energy efficiency solutions that deliver measurable cost savings and risk reduction for clients. In FY2025, OPUS continued to support healthcare, commercial and institutional assets through energy performance contracting, zero-capex delivery models and sustainability advisory services. These offerings enabled clients to improve energy efficiency and asset performance without upfront capital investment, while generating new revenue streams and strengthening the Group's position as a sustainability solutions provider.

OPUS also secured new sustainability-related projects, including the consultancy services for electric vehicle charging infrastructure for a major transportation operator. This reflects rising demand for low-carbon infrastructure solutions and the Group's ability to respond to emerging transition requirements.

SUSTAINABLE ECONOMIC GROWTH

Singapore and Taiwan Operations

In Singapore and Taiwan, economic value was generated through the delivery of reliable, high-quality facilities management and asset services in highly regulated environments. During 2025, both markets achieved contract renewals and secured new contract wins, reflecting client confidence in governance standards, HSE performance and operational discipline.

Singapore operations also received industry recognition, including the 2025 Best FM Partner Award (Cleaning category) at the Facilities Management Experts Summit and the Corporate Treasurer Award 2025 for Excellence in Use of Technology, in recognition of its daily payroll innovation.

Asphalt Premix Plant with Recycling Facility

The Plant creates economic and environmental value for UEM Edgenta's infrastructure business by recycling asphalt pavement, reducing reliance on virgin materials, lowering material costs and minimising landfill waste. In FY2025, it supported more cost-efficient road maintenance and construction while strengthening the Group's technical capability and innovation. This initiative also benefits clients through circular economy practices, lower carbon intensity in road works, and alignment with national sustainability and climate objectives.

Technology-Enabled Value Creation

Economic value was also generated through wider deployment of technology-enabled solutions. Platforms such as Assto improved asset visibility, enabled predictive maintenance and strengthened operational efficiency, supporting reduced downtime, improved risk management and optimised lifecycle costs for clients.

In Dubai, the joint venture with Dubai Expo applied the Kaizen platform to support property and zone management functions, including tenant administration, digital work orders and security coordination. This centralised, data-driven approach improves efficiency and governance while supporting more sustainable and well-managed operations within a complex, multi-tenant environment.

Talent Development and Capability-Building

UEM Edgenta creates economic value through sustained investment in workforce capability. As a services-led organisation, performance depends on skills, productivity and engagement. In FY2025, structured training, upskilling and reskilling programmes continued across operational, technical and leadership roles. These initiatives supported service quality, improved efficiency and strengthened the Group's ability to deliver increasingly complex and sustainability-linked solutions. Capability development in asset management, digital tools, HSE and sustainability also enabled the Group to respond to evolving client and regulatory expectations.

Local Talent Development and Skills Transfer (International Operations)

In international markets, talent development supports responsible growth and long-term economic contribution. In the KSA, focus was placed on developing local capabilities through training, skills transfer and structured workforce development. This approach supports localisation objectives while strengthening operational continuity and reducing reliance on expatriate resources.



Strengthening skills through collaboration: Training participants at MEEM Facilities Management Headquarters with Edgenta Academy Sdn. Bhd.

Accredited Workforce Development

In FY2025, Edgenta Academy collaborated with MEEM Facilities Management to design and deliver the Cleansing Supervisory Competency Programme in the KSA, aimed at strengthening frontline supervisory capability. Endorsed by the Ministry of Health Malaysia and equivalent to the British Institute of Cleaning Science Level 2 certification, the programme aligns workforce development with internationally recognised standards. Building on this commitment to internationally benchmarked training, Operon Middle East has achieved BICS accreditation for its training programmes, further reinforcing industry-leading standards in cleaning practices and workforce competency.

Delivered in August 2025 over a two-week period, the programme comprised 30 hours of structured learning through a blended approach combining in-person practical training, live online sessions and self-paced e-learning modules. A total of 27 MEEM employees completed the programme, including eight Saudi nationals, supporting localisation efforts. Certificates of achievement were awarded to top performers, with completion certificates presented to all other participants.



Training at MEEM Facilities Management Headquarters in collaboration with Edgenta Academy Sdn. Bhd.

Building Sustainability and Digital Capabilities

FY2025 also focused on building internal expertise in sustainability, energy management and digital operations. Exposure to energy efficiency projects, zero capex delivery models, carbon management practices and digital asset platforms enabled employees to develop practical skills that support both operational performance and sustainability outcomes. These capabilities are increasingly embedded into daily operations, allowing sustainability to be delivered through execution rather than standalone initiatives while strengthening long-term competitiveness.

Economic Contribution through Taxation and Sustainable Operations

In addition to operational value creation, profitable international markets, particularly Singapore and Taiwan, continued to contribute to national economies through corporate tax payments and sustained business activity. These markets generated stable earnings that enhance financial resilience while supporting broader socioeconomic development. Long-term contracts, high-value employment and consistent fiscal contributions reinforce the Group's role as a responsible corporate citizen across its regional footprint.

Defined Benefit Plan

The company makes voluntary contributions to the pension scheme for eligible employees, beyond what is mandated by national employment laws. These pension assets and liabilities are evaluated annually by an independent actuary. Pension liabilities are determined based on the actuarial present value of benefits, which become payable when employees meet specific conditions, such as retirement age, a predetermined length of service, or death. The valuation considers factors such as estimated salary increases, discount/inflation rates, and mortality rates. This voluntary pension scheme is currently implemented in several UEM Edgenta subsidiaries, including Edgenta Mediserve Sdn. Bhd., EdgentaUEMS Taiwan, Edgenta Arabia Ltd., and MEEM Facility Management Company (MEEM).

Defined Benefit Plan (RM million)	2022	2023	2024	2025
	2.8	3.2	2.4	2.4

Defined Contribution Plan

The Group provides post-employment benefit plans, making fixed contributions to separate entities or funds as required by the employment laws of each country. These contributions are contractually defined, and the Group holds no further legal or financial obligation if the funds lack sufficient assets to cover employee benefits for the current and past financial years. Pension liabilities are determined based on a contractual rate applied to employees' salaries, as outlined in their employment agreements.

Defined Contribution Plan (RM million)	2022	2023	2024	2025
	78.0	80.2	87.1	90.6

OUTLOOK

To maximise economic performance, UEM Edgenta's immediate focus will be on strengthening execution quality, governance discipline and service reliability across its core markets, particularly in the Middle East, Singapore and Taiwan. Key priority levers include sustaining contract renewals, embedding digital platforms to enhance productivity and data visibility, and advancing workforce localisation initiatives, especially in the KSA. These efforts will be supported by responsible procurement practices, strict regulatory compliance and continued attention to worker welfare, which collectively underpin operational stability, retention and productivity.

Looking ahead, the Group aims to unlock additional growth through diversification across asset classes and focused capability building. Potential growth avenues include low-carbon and future-ready infrastructure, digital asset solutions and sustainability-led services. To maximise the value of these opportunities, the Group will concurrently strengthen consistency in data, processes and governance standards across markets, reinforcing stakeholder confidence while supporting scalable, long-term value creation.

SUSTAINABLE ECONOMIC GROWTH

SUPPLY CHAIN MANAGEMENT

WHY IT MATTERS

Supply chain management is fundamental to UEM Edgenta's service reliability and sustainability outcomes, as suppliers influence service standards, cost structures, and environmental and social performance.

Effective oversight of ESG risks within the Group's supply chain strengthens operational stability and improves the Group's ability to adapt to changing operating conditions. Conversely, insufficient management of supply chain risks may lead to cost escalation, delays and reduced quality, placing pressure on client relationships and overall performance. Misalignment with sustainability priorities may also weaken environmental and social outcomes, diminish the Group's industry influence, and heighten exposure to regulatory, financial and legal risks.

OUR APPROACH

UEM Edgenta adopts a holistic and structured approach to supply chain management, beginning with a thorough assessment and due diligence, supported by clear expectations and close collaboration with suppliers. This approach emphasises transparency, capability-building and the use of technology for monitoring, data analysis and risk mitigation, enabling continuous improvement and alignment with regulatory requirements and stakeholder expectations.

In 2025, the Group established an ESG Supplier Engagement Plan aimed at strengthening supplier capabilities and supporting progression towards higher levels of ESG maturity. This plan is complemented by the introduction of a Human Rights Policy that extends to suppliers, reinforcing expectations on fair treatment and responsible labour practices. As part of this plan, UEM Edgenta conducted supplier engagement sessions and training covering human rights, ESG practices and greenhouse gas (GHG) emissions management, enabling knowledge sharing and supporting suppliers in strengthening their ESG practices. These engagements also facilitated the collection of ESG data from more than 100 suppliers. Supplier conduct is governed through the Code of Conduct for Business Partners, the UEM Edgenta Human Rights Policy and the Sustainability Policy, supported by monitoring tools such as the Carbon Emission Platform. In addition, integrity, compliance and HSSE requirements — including the Code of Conduct for Business Partners, Business Partner's Letter of Declaration and HSSE Management Requirements — are incorporated into procurement terms and conditions to reinforce expectations on anti-bribery, anti-corruption, safety and accountability from the early stage of engagement with suppliers and contractors.

Strategic priorities focus on value-driven enhancements to elevate ESG vendor management practices towards leading industry standards. This includes strengthening governance, expanding engagement with suppliers and improving transparency in monitoring and reporting practices.

Vendor Development and Capacity Building

UEM Edgenta complements its supplier governance and screening processes with targeted capability-building initiatives designed to strengthen supplier performance while advancing sustainability outcomes across the value chain. Through the Vendor Development Programme (VDP) and Projek Perintis, selected suppliers receive structured support to enhance technical capability, business readiness and sustainability awareness. The programme enables suppliers to improve service reliability, invest in more efficient and sustainable solutions and progress towards recognised certifications, while strengthening long-term commercial viability. This approach supports more resilient and responsible supply chains, aligns supplier practices with the Group's sustainability expectations and contributes to shared value creation across operations.

Supplier Screening and Selection

Supplier selection processes across the Group integrate operational capability with ESG considerations. Assessments cover technical competence alongside baseline environmental, social and regulatory compliance requirements. Suppliers are expected to comply with applicable local laws, demonstrate acceptable environmental and social practices and, where relevant, hold recognised certifications or standards.

Sustainability considerations are embedded within procurement frameworks and supported by structured onboarding processes that require disclosure of ESG practices. Screening may prioritise environmentally preferable products and reference recognised labelling schemes and standards where applicable. Formal procedures, documented assessment tools and integrated procurement platforms are used to evaluate environmental sustainability, corporate social responsibility certification, quality, delivery performance, service standards, technology capability, safety and health, and ethical conduct.

Environmental criteria include regulatory compliance, environmental management certification, resource efficiency and greenhouse gas management. Social criteria address labour standards, human rights, diversity and inclusion, occupational health and safety, ethical conduct and grievance mechanisms. Performance and compliance are reviewed periodically to support continuity of service and risk management.

Supplier Management, Monitoring and Risk Mitigation

Supplier performance and ESG-related risks are managed through structured monitoring processes aligned with the Group's governance and risk management practices. Suppliers are subject to procurement controls and regular performance reviews focused on service quality, compliance and operational delivery. Maintaining a diversified supplier base helps to reduce exposure to environmental, social and supply disruption risks.

Supply chain integrity is supported through ongoing engagement with suppliers, employees and clients, alongside the refinement of ESG evaluation criteria and continuous improvement of procurement processes. Resilience is strengthened through periodic supplier evaluations using established tools and structured review cycles. Where suppliers fall short of environmental or social standards, corrective action plans and capacity-building initiatives are implemented, with escalation or disengagement applied where required. Contractual ESG clauses, KPI-based monitoring and formal risk management frameworks reinforce accountability across the supply chain.

Safety Integration Across the Value Chain

Safety expectations are embedded across relevant parts of the Group's value chain, supported by risk assessments, oversight of contractors and subcontractors, audits, emergency preparedness measures, as well as training and reporting programmes.

In EdgentaUEMS Taiwan, safety management is governed under ISO 45001:2018, incorporating risk assessments, contractor and subcontractor management, safety audits, emergency response drills and mandatory training.

At Kaizen, safety is managed through a comprehensive system that includes defined policies and responsibilities, regular training and toolbox talks, systematic risk assessment and mitigation, continuous monitoring and reporting, and close engagement with contractors and suppliers. This approach supports consistent safety standards across project lifecycles and reinforces accountability within the supply chain.

Industry Collaboration on Sustainable Procurement

UEM Edgenta actively participates in industry knowledge-sharing platforms to strengthen sustainable procurement practices and address environmental impacts across the supply chain. In FY2025, the Group's procurement leadership engaged in a procurement network comprising listed companies, where discussions focused on ESG integration within supply chains. As part of this platform, the Group participated in a session led by a plantation company on managing environmental and sustainability risks in plantation supply chains. Insights from these engagements support the continuous enhancement of UEM Edgenta's approach to responsible sourcing and supplier engagement.

SUSTAINABLE ECONOMIC GROWTH

VALUE CREATED

UEM Edgenta Vendor Development Programme (VDP)

UEM Edgenta's Vendor Development Programme strengthens supplier capability while advancing sustainability across the value chain. Through structured support, 15 participating vendors improved their technical capacity and business readiness, achieving an average of 30% growth in revenue. One participating vendor secured grants for investment in equipment, which is now being used to deliver services to UEM Edgenta.

Sustainability is embedded in the programme, with one vendor obtaining MyHijau certification for a medical waste bin and further improving its environmental profile through solar installations and the partial transition of its fleet to electric vehicles.



Our procurement team and our supplier at the International Greentech & Eco Products Exhibition & Conference Malaysia (IGEM)

Supplier ESG Survey and Framework Development

In FY2025, UEM Edgenta assessed 78 strategic and critical vendors on ESG understanding, practices, reporting and policies, classifying them by maturity to inform the Supplier ESG Management Framework and the 2025 Supplier Engagement Plan. Of 110 targeted suppliers, 78 responded (71%), enabling risk segmentation into high, medium and low risk groups to support prioritised engagement and targeted improvements. The Supplier Engagement Plan sets a three-year roadmap to build supplier ESG capabilities, strengthen resilience and create shared value for both the Group and its suppliers.

Supplier Engagement and Operational Improvements

In FY2025, UEM Edgenta strengthened the integration of its environmental and responsible supply chain policies across its supplier network through targeted communication and training. During ESG Awareness Month, the Group organised a Supplier Engagement Day to train suppliers on responsible supply chain practices, human rights expectations and Scope 3 emissions management, reinforcing alignment with the Group's sustainability requirements.

In parallel, supplier actions have driven significant operational improvements for the Group. In medical waste management, continued use of MyHijau-certified sharp bins supported safer and more environmentally responsible disposal. New vendors were introduced to recycle condemned linen, increasing the expected recycling and reuse rate from 40% to 100%. Scheduled waste management was enhanced through new service options for business units, improving cost efficiency and reducing scheduled waste management costs by up to 38%.

Value and Impact

The combined impact of the VDP, Projek Perintis and supplier ESG initiatives demonstrates how structured engagement can deliver tangible outcomes:

- Vendors strengthened operational capability and service readiness through grants, training and technical support.
- ESG maturity improved across the supplier base, supported by formal assessment, risk segmentation and a structured development framework.
- Recycling rates and waste management efficiency increased, delivering both environmental and cost benefits.
- Supplier awareness of sustainability, human rights and Scope 3 considerations deepened, strengthening alignment with UEM Edgenta's sustainability objectives.

These initiatives show how UEM Edgenta uses supplier development not only to manage risk, but to create shared value, strengthen operational resilience and advance sustainability across its extended value chain.

Overall Performance

Type of suppliers engaged	2022	2023	2024	2025
Local Suppliers (%)	99.20	98.47	98.70	98.84
Proportion of spending on local suppliers (%)	99.40	98.88	99.60	99.76
Number of local suppliers	1,737	1,871	1,978	1,699

OUTLOOK

Recognising the vital importance of supply chain practices to our overall sustainability agenda and reputation as a responsible organisation, UEM Edgenta will place greater emphasis on strengthening supply chain governance with a clear focus on ESG integration, risk management and long-term value creation. This will begin with deeper supplier engagement, including knowledge-sharing and training initiatives to reinforce awareness of the Group's ESG expectations. More detailed risk profiling and assessments will be undertaken to identify higher-risk vendors and guide the proactive development of appropriate mitigation plans. ESG expectations will also be more explicitly incorporated into relevant Group policies and contractual frameworks to ensure clarity and drive adherence to our standards.

Looking ahead, the Group aims to enhance transparency and data quality across its supply chain, with particular focus on improving visibility over Scope 3 emissions. Randomised supplier audits will be introduced to strengthen oversight and ensure that sourcing, social and environmental standards are upheld. In parallel, the Group will explore partnerships with financial institutions to support sustainable financing or grant mechanisms linked to ESG performance, encouraging suppliers to invest in higher sustainability standards while reinforcing resilient and responsible supply chain practices.

MINIMISING ENVIRONMENTAL IMPACT

A scenic landscape of rolling green hills under a dramatic sunset sky. The sun is low on the horizon, casting a golden glow over the clouds and illuminating the hills. In the foreground, there are rows of lush green tea plants. The background features a large, rounded mountain peak and more distant hills, all shrouded in a soft mist or haze.

We aim to minimise our environmental footprint by strengthening climate resilience, advancing resource efficiency and driving responsible practices that safeguard the environment for future generations.

CLIMATE CHANGE

WHY IT MATTERS

Climate change presents material risks and strategic considerations for UEM Edgenta due to the breadth of assets, services and geographies in which the Group operates. Physical impacts such as extreme weather, rising temperatures and flooding have the potential to disrupt operations, affect asset performance and increase maintenance and insurance costs. Transition-related pressures, including evolving regulations, higher compliance standards and changing client expectations, also influence how the Group plans, invests and delivers services. If not managed effectively, these factors could weaken operational reliability, supply chain stability and long-term financial performance.

At the same time, climate change is reshaping market needs and creating demand for more energy-efficient, resilient and sustainable infrastructure and services. This shift creates opportunities for UEM Edgenta to strengthen its value proposition by supporting clients in reducing emissions, improving resource efficiency and adapting assets to climate-related risks. By integrating climate considerations into business strategy and operations, the Group is able to limit its own environmental footprint while helping clients enhance the resilience and sustainability of their facilities.

In support of this direction, the Group has enhanced policies and practices that reflect its commitment to address climate-related impacts, including impacts tied to greenhouse gas (GHG), and promoting responsible environmental management. These standards extend beyond internal operations to business partners and procurement activities, reinforcing a consistent approach across the value chain. Through disciplined climate management and solution-driven services, UEM Edgenta positions itself to manage emerging risks, respond to regulatory and market developments and contribute meaningfully to the transition towards a lower-carbon and more resilient economy.

OUR APPROACH

Guided by the FTSE4Good Environmental, Climate and Carbon (ECC) framework, UEM Edgenta adopts a structured and forward-looking approach to reduce its environmental footprint while supporting wider decarbonisation objectives across the markets in which it operates. The Group has reaffirmed its commitment to addressing climate change and reducing greenhouse gas (GHG) emissions across its operations. To support this, it has strengthened its climate governance and carbon management practices, as highlighted in the pull-out below.

Enhanced Sustainability Policy

The Group's Sustainability Policy has been updated to reinforce environmental and climate-related provisions, including the treatment of climate change as a material business risk and opportunity, the commitment to net zero greenhouse gas emissions for Scope 1 and Scope 2 by 2050 and alignment with national and global climate frameworks such as the Paris Agreement, Malaysia's climate goals and IFRS sustainability standards. As a Group 2 issuer, we will begin disclosing sustainability- and climate-related risks and opportunities in accordance with IFRS S1 and S2 from FY2026, with a two-year transition period before full reporting is required in FY2028.

MINIMISING ENVIRONMENTAL IMPACT

Carbon Management Enhancements

The carbon budgeting process continued to guide emissions management in FY2025, supported by the launch of an internal carbon pricing pilot. An internal carbon price of RM15 per tonne of CO₂e was applied to emissions exceeding the Group's annual carbon budget. This mechanism serves as an internal management and decision-support tool, designed to strengthen awareness of transition risks and reinforce accountability for emissions reduction. It is intended to complement, rather than replace, any future regulatory carbon pricing measures.

Carbon Performance Monitoring

In FY2025, the Group also introduced carbon intensity monitoring as an additional performance indicator. Carbon intensity is measured using revenue (tCO₂e / RM revenue) as a normalisation metric and is applied as an internal monitoring tool alongside absolute emissions tracking. This provides further insight into emissions efficiency as the business grows and supports closer linkage between carbon management and financial performance.

Carbon budgeting continues to function as both a performance and risk management mechanism, supporting the tracking of emissions against Net Zero targets while assessing exposure to energy price volatility and transition risks. Ongoing efforts focus on strengthening the measurement and management of Scope 1, Scope 2 and relevant Scope 3 emissions, enhancing internal monitoring of carbon intensity and exploring carbon pricing mechanisms as a future decision-support tool.

Together, these measures embed climate risk and opportunity management within enterprise risk management and operational planning, reinforcing resilience, informed capital allocation and long-term sustainability performance.

Net Zero Commitment and Emissions Management

Our commitment to managing emissions is guided by a decarbonisation approach anchored on six strategic levers that focus on reducing energy use, improving operational efficiency and supporting the transition to lower carbon operations. The Group is committed to achieving its Net Zero ambition, aligned with the International Energy Agency's (IEA) Net Zero Emissions by 2050 Global Pathway through systematic measurement and monitoring of Scope 1 and Scope 2 emissions against baseline year, 2022, across all business units, including international operations. Consistent data collection provides a clear baseline for performance tracking and informs decision-making on energy use, operational efficiency and investment priorities.

Decarbonisation Strategy & Targets

Strategy

The Group's decarbonisation strategy is integrated into annual carbon budgeting and financial planning, supported by ESG Key Performance Indicators. Key levers guiding implementation include:

- Green materials to reduce embedded carbon in operations and projects
- Energy efficiency measures to lower consumption across facilities and assets
- Green transport initiatives, including the transition to low-emission and electric vehicles
- Green building practices to improve energy and resource performance
- Clean and renewable energy adoption, including solar and other low-carbon sources
- Carbon removal and offset solutions to address residual emissions

Short-Term Targets (2023-2027)

In the near term, the Group targets an annual reduction of 3.69% in Scope 1 and Scope 2 emissions. This will be driven by practical actions such as:

- Energy efficiency upgrades, including lighting modernisation and HVAC optimisation
- Low-emission transport solutions and more efficient logistics
- Energy-saving systems introduced in selected facilities

These initiatives prioritise achievable reductions while building capability for more advanced decarbonisation measures.

Medium- to Long-Term Targets (2028-2030)

The Group aims for a cumulative 26% reduction in emissions by 2030. Progress toward this objective will be supported by wider deployment of renewable energy, greater use of low-carbon materials and the development of solutions for carbon removal and offsetting.

Progress on Scope 3 Emissions

During FY2025, a Scope 3 Roadmap was developed to guide engagement with value chain emissions. Initial work will focus on establishing a Scope 3 emissions baseline and strengthening collaboration with suppliers to improve data quality and consistency.

A Supplier Engagement Day was conducted to:

- raise awareness of Scope 3 emissions and value chain decarbonisation
- provide practical guidance on emissions data submission using the Group's emissions reporting platform

More than 100 suppliers from Malaysia, the UAE, Saudi Arabia, Singapore and Taiwan participated in this session. Feedback received has been used to refine data collection processes, supporting closer alignment with international reporting standards and preparing the Group for expanded Scope 3 disclosures in future cycles.

VALUE CREATED

UEM Edgenta translated its climate commitments into measurable outcomes through targeted initiatives implemented across Business Units, aligning Group-level aspirations with local operating realities. This decentralised execution model enabled emissions reduction, operational efficiency and the delivery of sustainable solutions for clients.

Operational Efficiency and Emissions Reduction

Across the Group, Business Units introduced energy-efficiency and optimisation measures that lowered emissions while improving asset performance.

- At Menara UEM, optimisation of air-conditioning and lift operations, combined with workspace consolidation, delivered a 5% reduction in energy consumption compared with the previous year.
- In Healthcare operations, system upgrades focused on incinerator efficiency, HVAC and steam systems, and the adoption of high-efficiency equipment. These measures contributed to reduced energy while strengthening reliability and safety.
- Within Property and Facilities Solutions (PFS), fuel monitoring, flexible working practices and smart building concepts improved energy, water and waste performance. The expansion of energy performance contracting (EPC) enabled clients to implement upgrades with minimal upfront capital.

- Infrastructure operations continued the use of electric vehicles for site activities, lowering fuel consumption and Scope 1 emissions.
- In Singapore, the replacement of a diesel vehicle with an electric vehicle and improved site operational practices contributed to reduced operational emissions.
- In Taiwan, office energy-saving measures, equipment upgrades and the use of electric scooters for inter-facility logistics contributed to lower environmental impact.

Capability, Awareness and Governance

At the Group level, we continued with ESG Immersion Month 2025, featuring a global engagement event attended by more than 800 Edgenta Stars worldwide. Throughout the month, Business Units and operating sites were empowered to organise their own sustainability-related programmes, further embedding ESG principles into daily operations and decision-making culture across the organisation.

Business Units also conducted targeted awareness programmes and capability-building initiatives to enhance sustainability integration within operational processes.

- In Edgenta UEMS Taiwan, structured ESG training, knowledge-sharing sessions and engagement campaigns strengthened staff engagement in climate-related practices.
- PFS and OPUS advanced internal capability through targeted ESG training, supplier engagement and industry knowledge-sharing.
- Data collection and monitoring for energy, fuel and selected Scope 3 categories improved consistency and informed management actions.

Partnering with Clients for Sustainable Outcomes

UEM Edgenta continued to work with clients to deliver energy, water and waste efficiency results.

- PFS supported green building certification sustainment, energy retrofits, EV charging port readiness assessments and ESG-linked facilities management.
- OPUS provided engineering and advisory services that achieved measurable energy savings, renewable energy adoption and improved asset performance.
- Healthcare operations collaborated with public and private providers on sustainable waste management, energy retrofitting and climate mitigation within critical facilities.

MINIMISING ENVIRONMENTAL IMPACT

Hospital Bukit Mertajam Named Most Sustainable

Hospital Bukit Mertajam was awarded the Gold Winner for the Most Sustainable Hospital Category at the Hospital Management Asia Awards, recognising its leadership in sustainable healthcare. In 2024, the hospital achieved an 11% reduction in energy consumption, saving 496,580 kWh, reducing carbon emissions by 344.63 tonnes of CO₂ and generating RM252,759 in cost savings. The programme delivered benefits equivalent to planting more than 3,791 trees, positioning it as a leading model for public hospitals across Asia.



Hospital Bukit Mertajam awarded Gold as the Most Sustainable Hospital Category at the Hospital Management Asia

Hospital Baling Innovates in Carbon Sequestration

Hospital Baling implemented a carbon sequestration project using bioreactor systems to capture and absorb CO₂ emissions, improving local air quality and supporting low-carbon hospital operations.

The project is delivered through the MicroAlgae EcoCare Park, which also serves as a green space that supports patient and staff well-being and promotes environmental education.

Key impacts include:

- Carbon absorption equivalent to 104 mature trees, with absorption rates reported to be up to 15-400 times faster than conventional tree growth
- 400-500 kg of CO₂ captured annually
- 1,160 litres of mature microalgae produced per month, supporting soil fertility, plant growth and future food systems



Hospital Baling Ecopark

Driving Impact Across the Asset Lifecycle

UEM Edgenta enables clients to reduce energy use, operating costs and carbon emissions through integrated efficiency solutions delivered across the asset lifecycle. Offerings include energy audits and advisory, EPC models, zero capex retrofitting and technology-enabled optimisation.

Through Edgenta NXT and the Asseto digital platform, AI-driven energy optimisation, IoT sensors, building management systems and real-time dashboards enhance asset performance and reliability. Targeted upgrades—such as LED lighting, HVAC and chiller optimisation, district cooling improvements and predictive maintenance—support sustained savings.

The Group also supports green building certification and sustainment and integrates renewable energy solutions, including solar deployment under performance-based models, to accelerate client decarbonisation objectives.

MAXIMISING VALUE FOR OUR CLIENTS

The energy efficiency savings delivered to our clients during the year and on a cumulative basis are presented here, while emissions related to our own operations are shown in the table below.

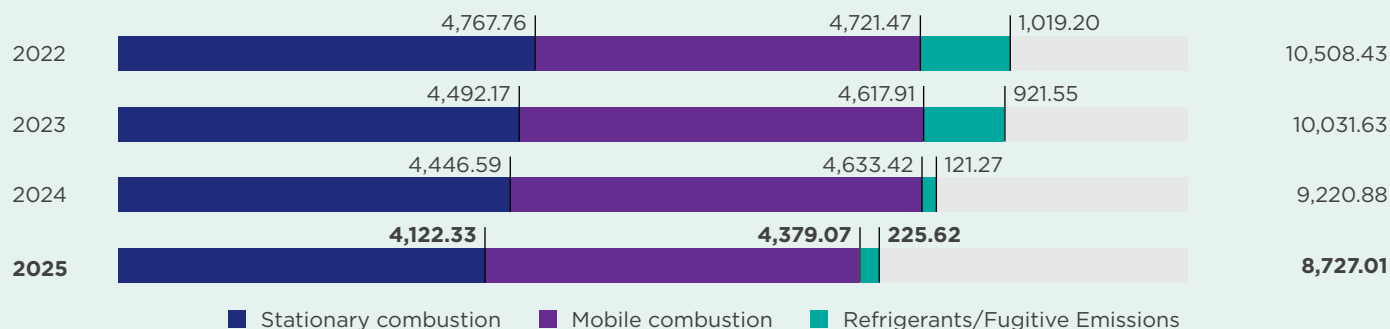
FY2025:		Cumulative Since 2016:	
Energy savings: 27,932,360 kWh	Cost savings: RM12,872,740	Total energy savings: 228,702,308 kWh	Total cost savings: RM101,011,405

OUR PERFORMANCE

UEM Edgenta continues to disclose its Scope 1, Scope 2 and Scope 3 greenhouse gas emissions to provide transparent and decision-useful insights into the Group’s carbon footprint. The data presented for FY2025 reflects ongoing improvements in data collection processes, boundary refinements and methodology enhancements to strengthen accuracy and comparability over time. These disclosures support our decarbonisation efforts and enable stakeholders to understand our emissions profile across operations and value chain activities.

Overview of Scope 1, Scope 2 and Scope 3 Emissions Performance (2022–2025)

Scope 1



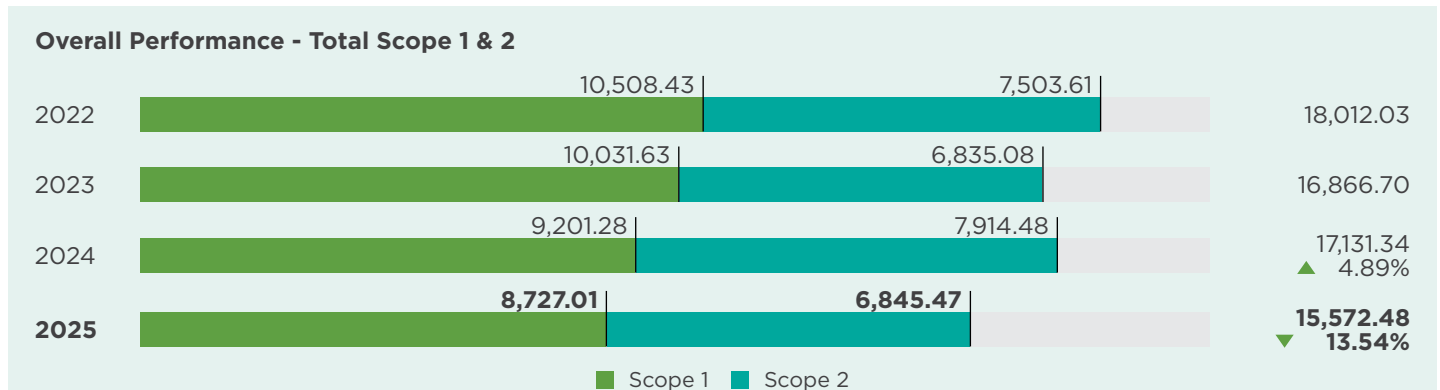
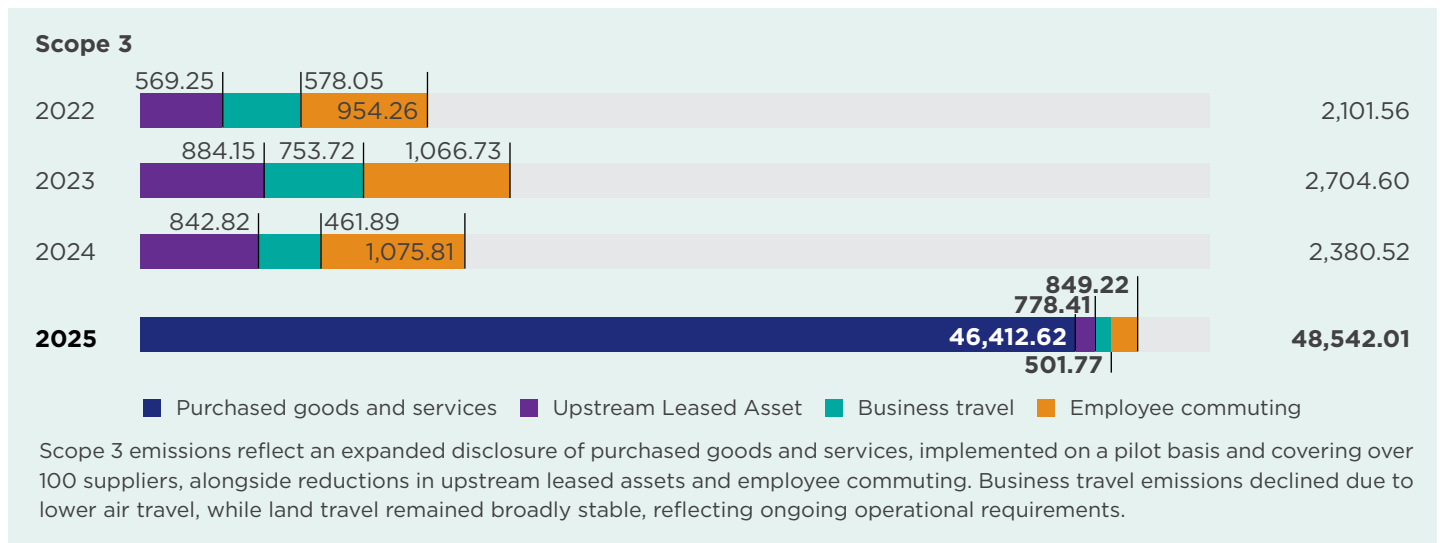
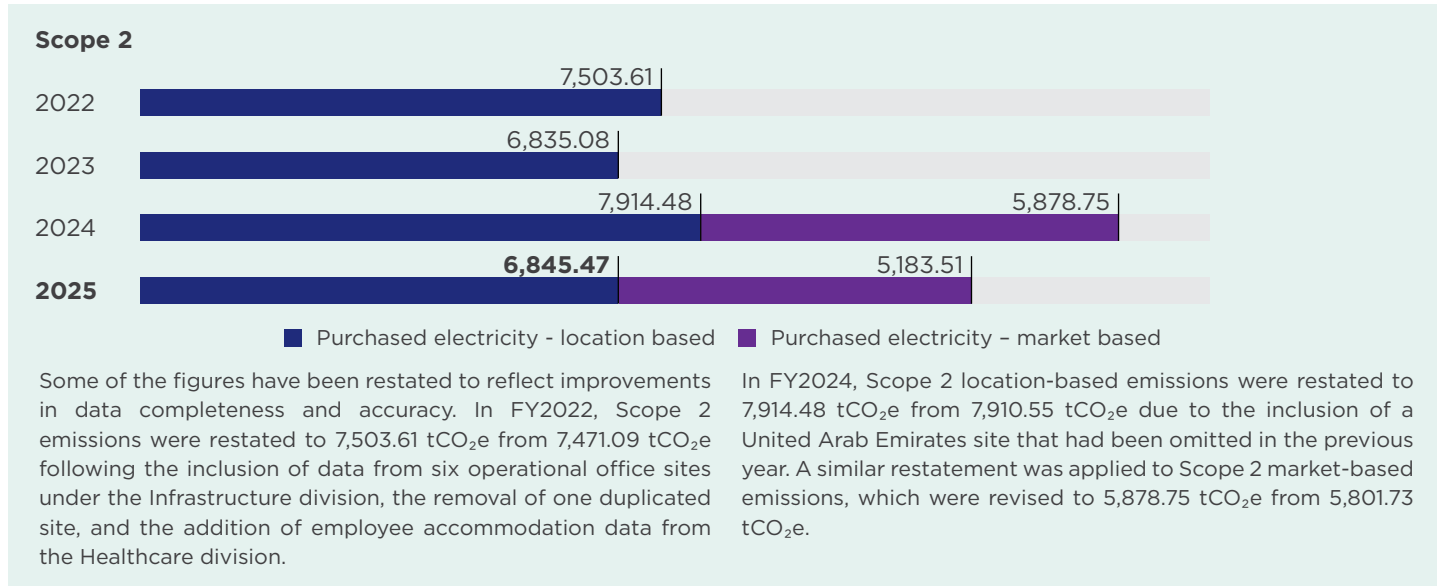
Certain Scope 1 emissions figures have been restated to improve data completeness and accuracy. The restatements relate to mobile combustion emissions and arise from (i) the inclusion of additional assets within the healthcare business that were previously not accounted for, and (ii) the correction of fuel classification from diesel to petrol for selected operations.

In FY2022, mobile combustion emissions were restated to 4,721.47 tCO₂e from the previously reported 4,540.01 tCO₂e. This restatement reflects the inclusion of mobile assets from

the Group’s healthcare business that were previously omitted from the organisational boundary, as well as the correction of fuel misclassification from diesel to petrol for operations in the United Arab Emirates. As a result of these corrections, total Scope 1 emissions for FY2022 were restated to 10,508.43 tCO₂e.

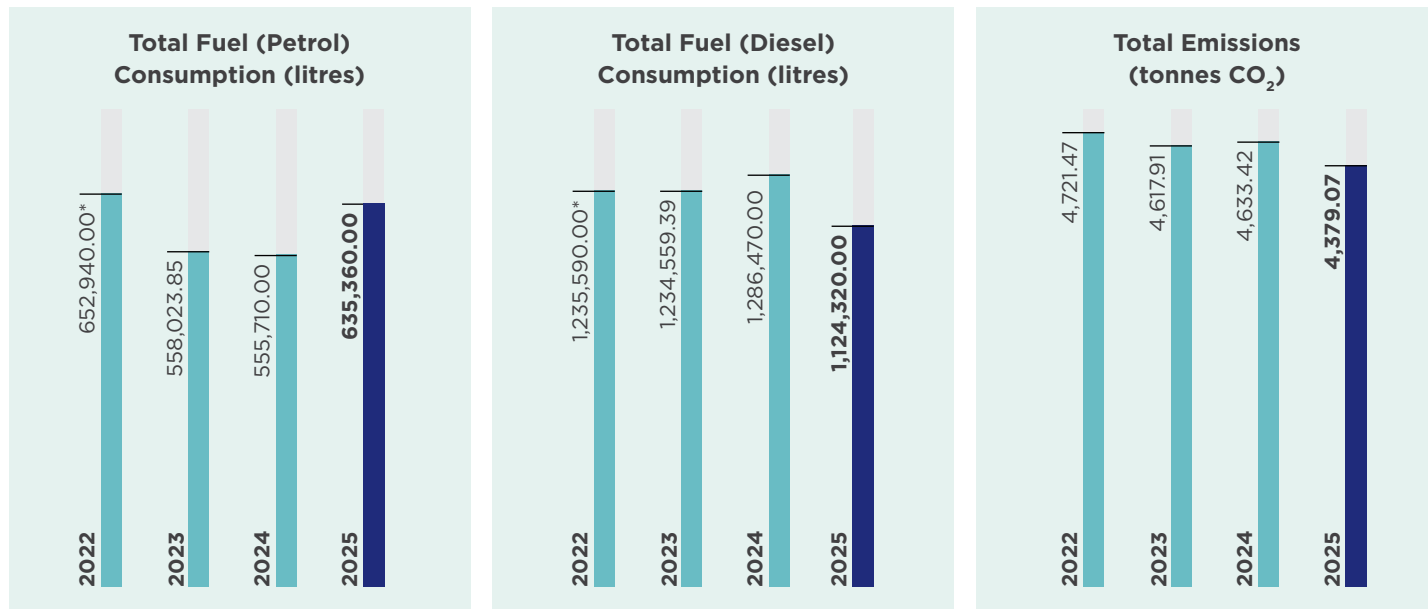
In FY2024, mobile combustion emissions were restated to 4,633.42 tCO₂e from 4,563.02 tCO₂e, following the correction of fuel category misclassification from diesel to petrol for operations in Kingdom of Saudi Arabia.

MINIMISING ENVIRONMENTAL IMPACT

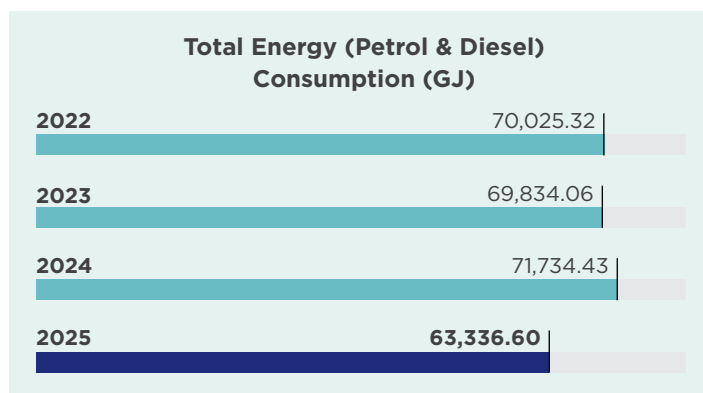
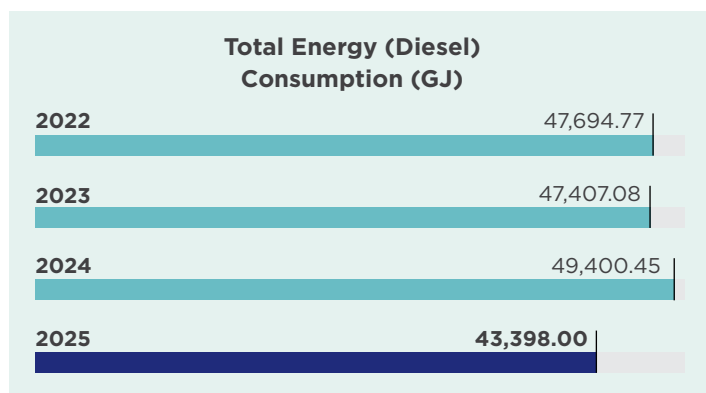
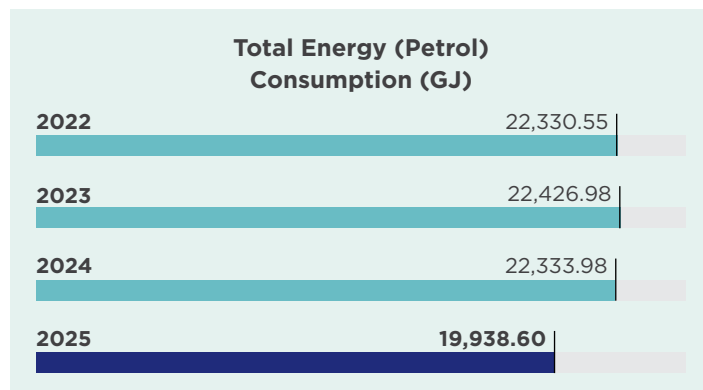
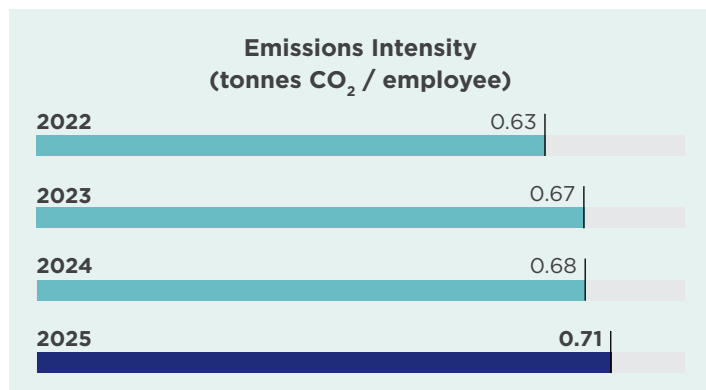


The Group recorded an overall 13.55% reduction in Scope 1 and 2 emissions against the baseline, and 9.10% y-o-y reduction compared to 2024, underscoring continued progress in improving operational efficiency and emissions performance.

**SCOPE 1: Combustion Emission and Consumption Data (Fuel in tonnes CO₂)
Vehicle Fleet (Petrol and Diesel)**

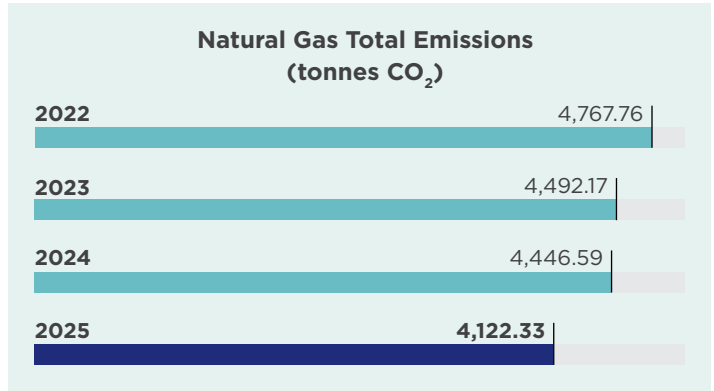
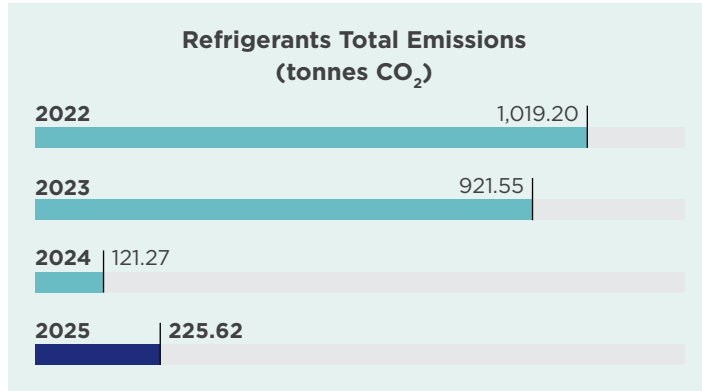


Scope 1 mobile combustion emissions in FY2025 declined, mainly due to lower fleet-related emissions resulting from vehicle rationalisation initiatives. Reduced utilisation of diesel-powered vehicles which resulted in lower diesel consumption also contributed to the overall decrease in emissions.



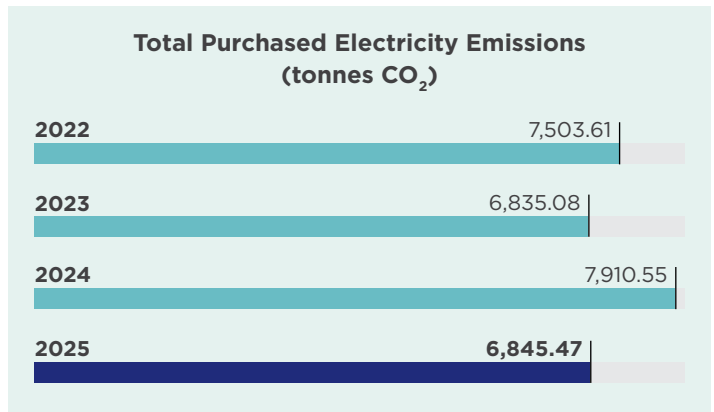
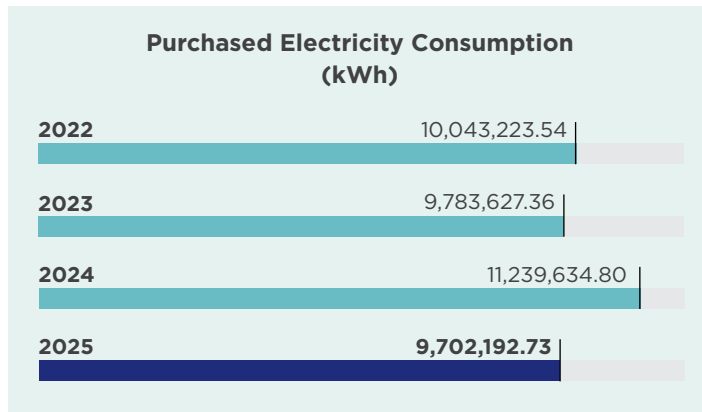
MINIMISING ENVIRONMENTAL IMPACT

Scope 1 – Refrigerants & Natural Gas Emissions



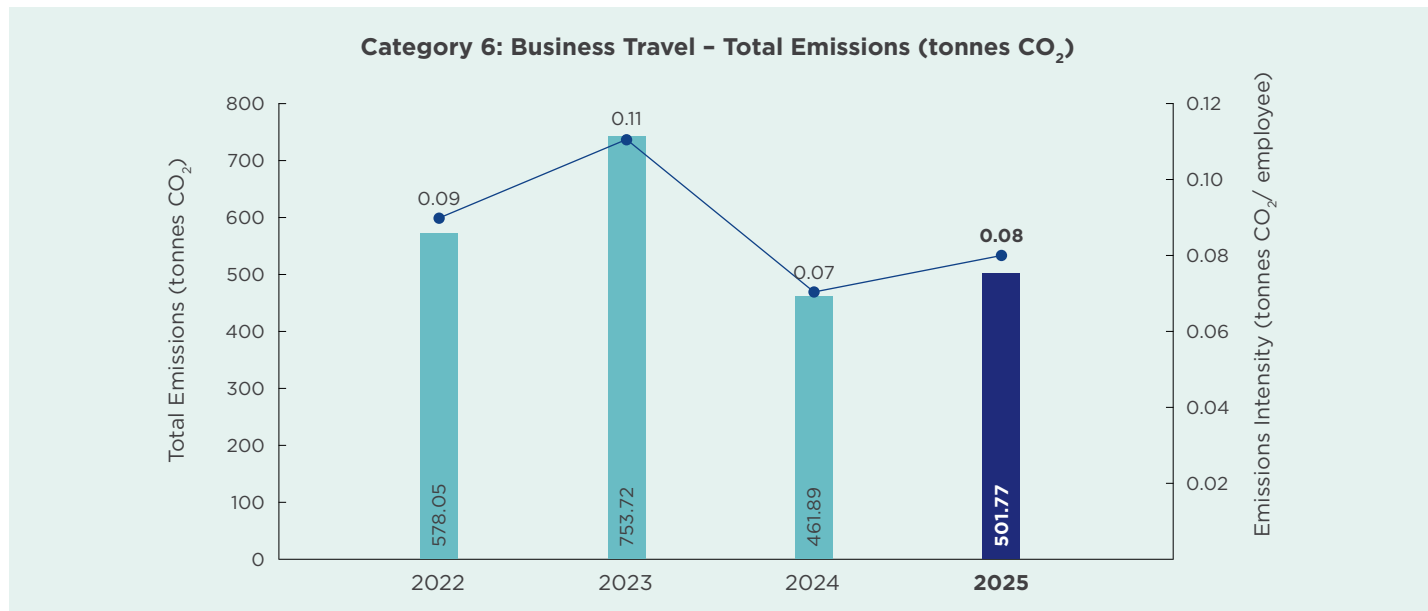
1. Natural gas consumption declined following targeted operational scale-downs and reduced operating hours.
2. Kuala Ketil Laundry Plant (KKLP) achieved a modest reduction in usage compared to the baseline.
3. Kamunting Laundry & Incinerator Plant (KLIP) recorded a more substantial reduction, reflecting the impact of site-level optimisation measures.
4. Refrigerant consumption increased slightly in 2025 compared to 2024 due to maintenance-related top-ups, however levels remained significantly lower than the 2022 baseline following ongoing system optimisation efforts.

Scope 2 – Purchased Electricity Consumption & Emissions

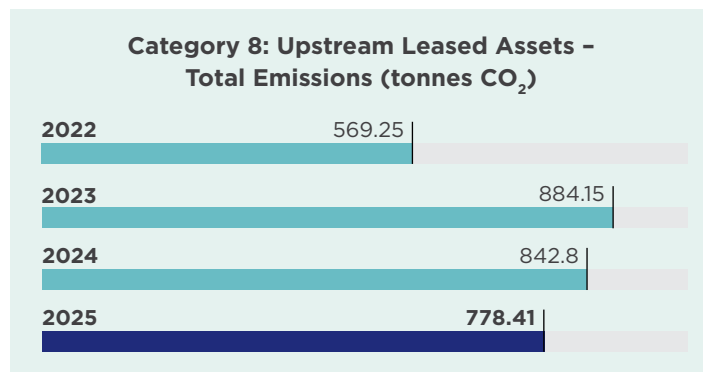
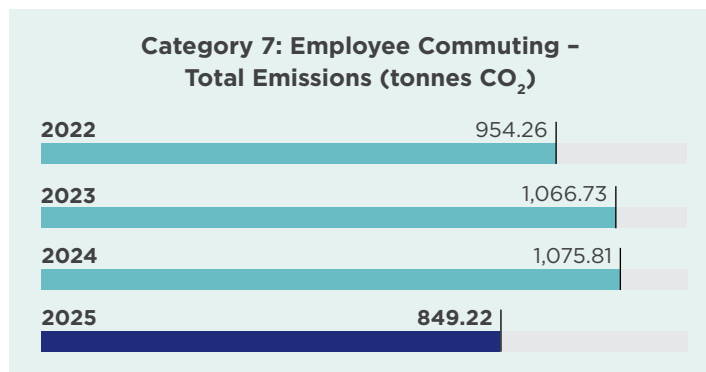


1. Optimisation and scale-down of linen operations at KKLP and KLIP contributed to contributed to a significant reduction in electricity consumption.
2. Strategic optimisation of office space at Menara UEM helped lower overall energy demand.
3. Consolidation of staff accommodation under MEEM supported more efficient energy use.
4. Replacement of inverter split-unit AC systems enhanced cooling efficiency at healthcare site offices.
5. More disciplined utilisation of meeting and event spaces reduced avoidable electricity consumption.
6. Updated activity data from UEMS Malaysia contributed to contributed to changes in total reported emissions.

Scope 3 - Emissions by Category



1. Land travel includes travel by car (petrol and diesel), taxi, bus and railway.
2. Distance travelled by air has reduced by 35%, which translates to a similar reduction in air travel emissions.
3. Distance travelled by land has also reduced, but emissions have stayed consistent since FY2022, indicating a high dependence on less efficient travel modes (e.g. car or van) instead of public transport. This is expected due to the nature of our operations and the locations of our sites.



Managing Our Scope 1 and Scope 2

Our commitment to managing emissions is guided by a decarbonisation approach anchored on six strategic levers, focusing on reducing energy use, improving efficiency and avoiding environmental impacts across our operations. During FY2025, reductions in both Scope 1 and Scope 2 emissions were primarily driven by a combination of operational scaling-down and targeted energy efficiency initiatives.

Under Scope 1 emissions, mobile combustion decreased significantly, recording an 8% reduction compared to FY2024, mainly due to the disposal of vehicles and the removal of inactive

vehicles following the closure of selected projects. In addition, Scope 1 stationary combustion declined by 7%, reflecting reduced fuel consumption resulting from the scaling down of certain operations.

Similarly, Scope 2 emissions were impacted by lower electricity consumption arising from operational adjustments. Electricity usage declined at several healthcare facilities, including KKLP and KLIP, following reduced operational activity. At the Group's headquarters, three floors were vacated at Menara UEM from June 2025 in preparation for external tenancy and remained unoccupied as at March 2026, further contributing to lower electricity consumption. As a result, overall Scope 2 emissions decreased by 5.14% compared to FY2024.

MINIMISING ENVIRONMENTAL IMPACT

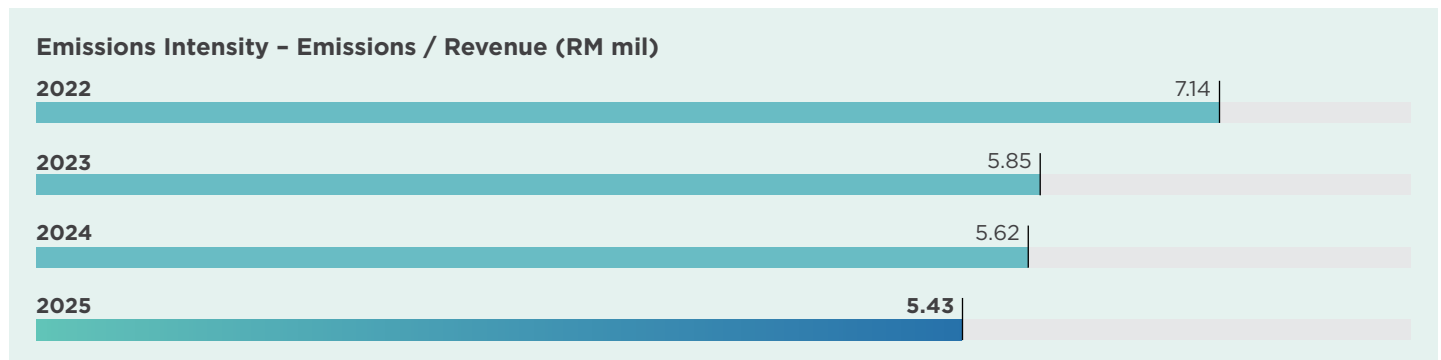
The reduction achieved reflects targeted efficiency measures across our operations, including lower fuel use driven by fleet rationalisation, reduced natural gas consumption from scaled-down activities, and energy savings from optimised office space and enhanced cooling systems. Continued rollout of LED lighting and more efficient asset replacements further supported electricity reductions, while progress toward a lower-carbon fleet through selective EV adoption and solar installations contributed to overall improvements. Together, these efforts demonstrate a structured, data-driven approach to reducing operational emissions and strengthening long-term energy performance.

Year	Category 1: Purchased goods and services (tonnes CO ₂)
2025	46,412.62

The Adjusted Purchased Goods & Services (PG&S) is a pilot management metric designed to provide a broader view of procurement-driven Scope 3 emissions. It combines Scope 3 Category 1 emissions—calculated using spend-based estimation—with selected portions of other Scope 3 categories that are materially influenced by purchasing decisions.

Category 1 emissions are adjusted to improve data completeness, while partial emissions from other categories are included using conservative attribution factors.

As a pilot, the methodology will be reviewed and refined over time, with a commitment to improving data quality, increasing supplier-specific and activity-based data, and assessing Scope 3 emissions more holistically in future years.



In addition to our absolute emissions, we began tracking our emissions intensity in FY2025. This enables us to identify carbon hotspots and analyse the impact of our carbon reduction strategies, and thereby develop a better understanding the key steps we need to take to meet our net zero targets.

Through this exercise, we have identified that we have achieved a notable reduction in emissions intensity from 7.14 tonnes per million ringgit in revenue in FY2022, to 5.43 tonnes per million ringgit in revenue in FY2025. This represents a 24% decrease in emissions intensity over a three-year period, reflecting tangible progress in decoupling our operational growth from greenhouse gas emissions.

This trend reflects the success of our ongoing decarbonisation strategies such as fleet and transport optimisation, behavioural changes to reduce energy consumption at sites, EV adoption and strengthening emissions accounting and reporting quality. We remain guided by our six levers of decarbonisation to drive us on our net zero pathway.

Moving forward, we will be using emissions intensity at a business-unit level to better strategise our decarbonisation efforts in alignment with carbon hotspots defined through carbon intensity.

Carbon Tax Calculation

In FY2025, we piloted an internal carbon price of RM15 per tCO₂e as part of our efforts to manage transition risk. The pilot serves as a forward-looking mechanism to simulate potential carbon pricing exposure and strengthen carbon accountability across BUs.

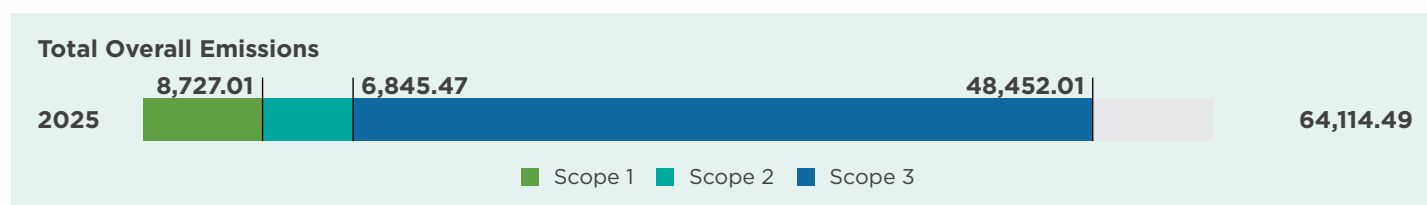
Based on current emissions performance, the majority of BUs are operating within established intensity thresholds. Limited exposure was observed in one to two BUs, reinforcing the importance of continued operational optimisation. At present, the Group does not face a material financial impact from carbon pricing.

Restatement of Baseline Emissions

The Group measures greenhouse gas emissions twice yearly to identify data gaps and classification issues. A mid-year FY2025 review identified missing submissions, fuel misclassifications and site-level omissions across several business units. As a result, the Group restated its 2022 baseline from 17,980.11 tCO₂e to 18,012.03 tCO₂e, reinforcing data accuracy, methodological consistency and transparency in emissions reporting.

Overall Emissions Performance

Our Scope 1 and Scope 2 emissions in addition to Scope 3 totalled 64,114.49 tCO₂e)



Our Performance against Net Zero Targets

Year	2022	2023	2024	2025
Scope 1	10,508.43	10,031.63	9,220.88	8,727.01
Scope 2	7,503.61	6,835.08	7,914.48	6,845.47
Total Target Reduction	0	3.69%	3.69%	3.69%
Actual Reduction	0	6.37%	(4.89%)	13.54%

* Restated Baseline

2022 figures have been restated and serve as the baseline year for the Group's Net Zero targets. Emissions reduction performance is measured from 2023 onwards, with an annual target reduction of 3.69% until 2030. In 2023, the Group achieved a 6.37% reduction in combined Scope 1 and Scope 2 emissions, exceeding the annual target. In 2024, emissions increased, resulting in a 4.89% variance against the target due to operational factors. In 2025, the Group recorded a significant emissions reduction of 13.54%, substantially surpassing the annual target and demonstrating strong progress towards its Net Zero transition pathway.

OUTLOOK

Moving forward, climate change will continue to shape the environment in which UEM Edgenta manages assets and delivers essential services, presenting both risks and opportunities that have implications for operational resilience, regulatory compliance and long-term value creation. In response, the Group will further embed climate considerations into strategy, governance and business planning, while taking steps to strengthen the consistency, transparency and decision-usefulness of climate-related disclosures in alignment with ISSB IFRS S2 Climate-related Disclosures standard.

In support of this, enhancements will be made to data systems and climate risk assessment processes to improve visibility over potential financial and operational impacts. Renewable energy adoption and other material climate initiatives will continue to be evaluated based on operational feasibility and strategic alignment. Sustainability Committees at the business unit level will support the implementation of Group-level priorities, ensuring climate considerations are reflected in day-to-day management and operational decision-making.

MINIMISING ENVIRONMENTAL IMPACT

ENVIRONMENTAL MANAGEMENT

WHY IT MATTERS

Environmental management is material to UEM Edgenta because the Group operates and maintains critical assets that directly affect public health, environmental quality and community well-being, and how environmental impacts are controlled directly affects operational reliability, regulatory compliance and stakeholder trust. As environmental standards tighten and stakeholder expectations rise, disciplined environmental management is essential to maintaining our licence to operate and long-term competitiveness.

Failure to manage environmental impacts effectively could result in higher operating costs, regulatory penalties, service disruptions, and reputational damage. Conversely, strong environmental governance supports cost efficiency, risk mitigation and resilience across the assets we manage.

OUR APPROACH

UEM Edgenta continues to strengthen responsible environmental management practices across its operations as part of its wider commitment to reducing ecological impact and supporting long-term sustainability. The Group's approach focuses on pollution prevention, resource conservation and improved waste management, with an emphasis on enhancing efficiency while lowering its environmental footprint.

Environmental management is guided by established policies and frameworks, including the Sustainability Policy and Environmental Policy, which set clear direction on waste reduction, water conservation and emissions management. In line with regulatory obligations, the Group complies with the Department of Environment's Standard Operating Procedures for the handling of scheduled waste, including e-waste and effluent from linen and laundry plants. Scheduled waste management covers handling, labelling, packaging, storage, transportation and disposal of waste streams such as industrial and sewage effluent and bottom ash from clinical waste incineration. All disposal activities are tracked and recorded in the Department of Environment's online inventory portal, supporting regulatory compliance and traceability.

To maintain high environmental standards, accredited third-party laboratories are appointed to conduct monthly testing of sewage and industrial effluent discharged into water bodies, ensuring compliance with regulatory thresholds. Waste management practices are further strengthened through improved data collection, waste separation, staff awareness programmes, knowledge-sharing sessions and research into recycled content for pavement materials. These efforts are overseen by the HSSE team in alignment with the HSSE Policy and Sustainability Policy.

Water Management


Water is an increasingly stressed resource, and responsible management is important for both environmental stewardship and operational resilience. The Group monitors water consumption, effluent and discharge across relevant operations to meet regulatory requirements and permit conditions. A water stress screening using external datasets also indicated that our plants operate in low to medium water stress areas.

At its headquarters, a Water Management Plan has been implemented to reduce overall consumption. Measures include employee engagement and awareness campaigns on water-saving practices, supported by reminder signage in toilets, pantries and common areas to reinforce responsible behaviour.

Processes are in place to monitor water effluent and discharge performance, and reviews are conducted periodically to support continuous improvement. Based on monitoring carried out during FY2025, the Group recorded zero cases of non-compliance related to effluent discharge. These practices strengthen compliance discipline while supporting efficient resource use across operations.

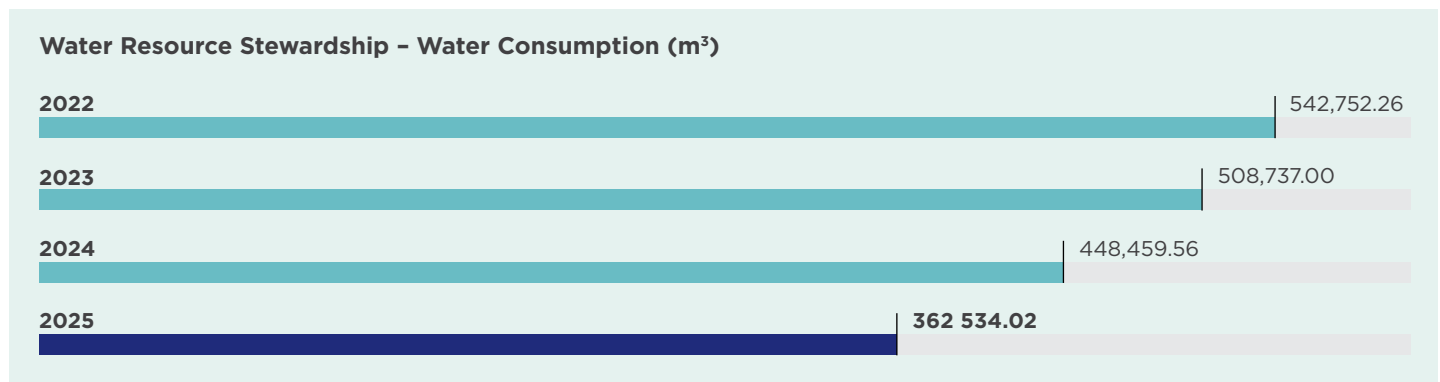
Accreditation and Recognition

In FY2025, UEM Edgenta and its concession hospitals received multiple recognitions for sustainability and operational excellence, including:

<p>Gold Award Hospital Management Asia Awards for Hospital Bukit Mertajam</p>	<p>CIDB Quest Award for outstanding operation & maintenance performance (Six awards in total)</p>	<p>Green Healthcare Facilities (GHF) Awards wins in various categories including energy reduction, green building certification and recycling</p>	<p>Recognition from Kloth Cares for fabric recycling efforts</p>	
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Awarded Best sustainability initiative (concession), Edgenta Mediserve Sdn. Bhd., Green Healthcare Facilities Appreciation 2025, MoH

During the year we also helped four additional hospitals achieve MyCREST certification, recognising the effectiveness of our efforts to reduce environmental impact across the whole construction and building lifecycle.



Water (Effluent) Discharge

Location	Disclosure	Unit	Water Stress Level	2021	2022	2023	2024	2025
Kuala Ketil Laundry Plant (KKLP)	Disclosure of water (effluent) discharge	m ³	Low-Medium (10-20%)	61,795.00	70,435.00	74,154.00	76,586.00	60,272.00
Kamunting Laundry & Incinerator Plant (KLIP)	Disclosure of water (effluent) discharge	m ³	Low (<10%)	163,303.00	110,789.00	119,499.50	151,641.80	90,327.7

MINIMISING ENVIRONMENTAL IMPACT

Source of Water Stress reference: Aqueduct Water Risk Atlas

Air emissions and compliance

Sulphur Oxide (SOx)	0
Nitrogen Oxide (NOx)	0

Air emissions monitoring shows that there are no material Sulphur Oxide (SOx) or Nitrogen Oxide (NOx) emissions detected at both Kamunting Laundry and incineration plant (KLIP) and Kuala Ketil Laundry Plant. All parameters monitored and regulated by the Department of Environment (DOE) remain within the prescribed permissible limits. The monitoring is carried out by an accredited third party consultant in accordance with DOE approved methodologies.

VALUE CREATED

Key initiatives during the year included supporting hospital clients in adopting rainwater harvesting systems to reduce reliance on treated water, promoting responsible consumption through structured water awareness campaigns, and piloting data collection from selected suppliers on water, energy and waste. This has improved supply chain transparency and strengthened accountability for environmental performance beyond direct operations. Environmental risk resilience also formed part of this approach, with assessments carried out to evaluate exposure to surface water flooding at plants and operational sites. Although no significant threats were identified, these assessments support early preparedness and enable timely mitigation planning where required.

Responsible Waste Management and Circular Practices

UEM Edgenta strengthened environmental value creation in FY2025 by improving waste governance, increasing diversion from landfill and scaling circular practices across business units. Efforts focused on practical waste reduction, higher-quality segregation, responsible scheduled waste handling and the adoption of waste-to-value solutions that support operational efficiency and lower environmental impact.

Entopia Organic Waste Recycling Partnership

Hospital Pulau Pinang established a sustainability collaboration with Entopia in April 2025 to address food waste generated from hospital operations. The hospital produces approximately 1,000 kg of organic waste daily. Under the EntoFeed Programme, organic waste is biologically treated using Black Soldier Fly Larvae technology, enabling the hospital to divert 30% of food waste from landfill. The programme includes on-site segregation, scheduled collection and monthly monitoring of waste quantities and diversion rates to support sustainability performance tracking and ESG reporting. Outputs include organic fertiliser and animal feed ingredients, positioning the initiative as a practical circular economy reference model for hospitals across the Penang region.



Waste Reduction and Recycling Across Operations

Healthcare facilities continued to implement structured waste programmes spanning textiles, organics and biodegradable alternatives.

Textile circularity was advanced through Group-wide fabric recycling initiatives across hospitals and Menara UEM, with 803.9 kg collected to date. The Green Thread Champion 2025 campaign accelerated participation, collecting about 251 kg of textile waste within 10 days.

A major healthcare pilot also progressed during the year.



251 kg of fabric diverted from landfill through Fabric Recycling Bin Campaign installed in Menara UEM

Biodegradable Food Tray Initiative

The Biodegradable Food Tray Initiative was championed and funded by the Ministry of Health (MoH) and facilitated by Edgenta Mediserve as a pilot programme across 28 hospitals in the Northern Region. The initiative evaluated the feasibility and operational impact of replacing conventional reusable plastic and metal trays with biodegradable food trays, which were produced by Free The Seed using raw materials sourced from approximately 1,300 B-40 category rice farmers in Kedah, thereby supporting local livelihoods and promoting sustainable supply chain.

Assessment findings indicated the approach is technically feasible and operationally viable for hospital settings. The programme reduced electricity, water and chemical detergent consumption by eliminating tray washing processes. Lighter tray weight improved ergonomics and reduced manual handling demands for hospital staff. From an environmental perspective, carbon reduction was driven by the removal of washing-related energy use and the use of paddy straw as a raw material, diverting agricultural waste from open burning. Preliminary assessment estimated 63,079.17 kg CO₂e of carbon reduction across the 28 hospitals.



The Biodegradable Food Tray used in 28 hospitals in the Northern Region

MINIMISING ENVIRONMENTAL IMPACT

Strengthening Recycling and Responsible Disposal in Regional Operations

In UEMS Singapore, recycling practices were strengthened through office and project-site segregation programmes, supported by staff engagement and visual reminders to reduce contamination and improve segregation quality. The business also conducted an Electronics Disposal Drive 2025 to support responsible recycling of laptops, peripherals and other e-waste through licensed recyclers. Controlled and hazardous waste continued to be managed by licensed vendors in support of regulatory compliance, while food composters were introduced at headquarters and selected hospital sites to reduce organic waste sent to landfill.

In EdgentaUEMS Taiwan, waste initiatives focused on improving segregation and recycling rates, supported by practical circular solutions such as coffee grounds reuse with client facilities. This reduced disposal volumes while enabling secondary use such as fertiliser applications and pest risk mitigation.

Kaizen strengthened segregation and recycling practices across managed facilities in collaboration with clients, supporting lower landfill disposal and reduced pollution risks while aligning with client sustainability objectives. Property and Facilities Solutions (PFS) and OME supported waste minimisation through operational recycling initiatives, including e-waste recycling, complemented by supplier engagement to reinforce responsible waste handling practices aligned with value chain expectations.

Responsible Sourcing and Circular Materials

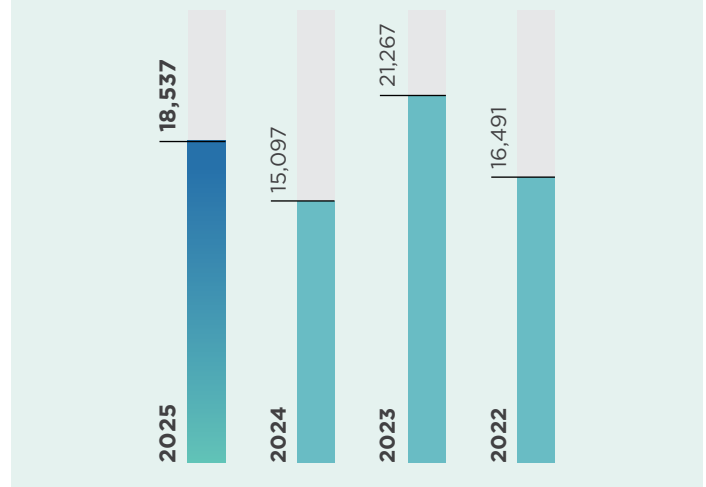
Responsible procurement supported circular economy outcomes and reduced environmental impact from purchased materials. UEMS Singapore prioritised suppliers certified under the Singapore Green Labelling Scheme across plastics, chemicals and paper product categories. EdgentaUEMS Taiwan increased the use of environmentally certified materials, adopted FSC-certified paper for internal publications and strengthened local sourcing practices to support supply chain resilience while lowering material-related environmental impact.

Digitalisation and Paper Optimisation

Across operations, digitalisation continued to support waste reduction and resource efficiency. Operon Middle East digitalised key administrative processes such as invoicing, procurement and human resource transactions, significantly reducing paper consumption and operational inefficiencies. In Malaysia, paper consumption increased during the year, reflecting business growth and higher operational activity rather than a reversal of digitalisation efforts. The Group continues to promote disciplined paper use, prioritising digital workflows where feasible and progressively strengthening document management systems and paper optimisation measures.

In Dubai, digital forms and automated workflows were further adopted, streamlining processes and reducing reliance on manual documentation.

Consumption of Paper (A4 Reams) (Malaysia)*



*Note:

The figures previously reported in the FY2024 Annual Report (AR FY2024) have been restated to reflect updated and more accurate information. The FY2022 figure was restated from 6,266 to 16,491, while the FY2023 figure was restated from 6,381 to 21,267, as disclosed in AR FY2024. In addition, the FY2024 figure has been restated from 7,379 to 15,097, as presented above.

Materials

Pavement Research Centre – Industry Innovation Hub

Malaysia's first GLC-backed Pavement Research Centre (PRC) is a hub for sustainable road materials and infrastructure innovation, linking laboratory research to field implementation to improve durability, lifecycle performance and environmental outcomes. Its work advances circular economy practices through recycled asphalt pavement (RAP), with validated solutions using 30% recycled content, trials at 50%, and 100% RAP using cold recycling methods while meeting performance standards.

The PRC has also developed lower-carbon pavement technologies such as warm-mix and low-temperature asphalt and full-depth rehabilitation, supported by enhanced binders and recycled polymers to reduce energy use, emissions and maintenance frequency while improving safety and durability. Innovation follows a structured pathway from lab research to full-scale trials and rigorous testing, with five sustainable asphalt solutions approved under Malaysia's road material framework and more in development. The Centre collaborates with concessionaires, technology partners and academic and international players to tailor solutions for airports, highways and heavy-duty networks, including bespoke warm-mix asphalt remixes for airport applications in FY2025, enabling durable, lower-carbon and cost-efficient infrastructure delivery.



UEM Edgenta's Innovation Hub, The Pavement and Research Centre

MINIMISING ENVIRONMENTAL IMPACT

Sustainable New Jersey Barrier – Project Harmony

Project Harmony demonstrates collaborative innovation delivering enhanced road safety with lower environmental impact. The initiative between PLUS, CIMA and EIS produced Green Guard, a precast concrete New Jersey Barrier engineered to TL5 safety performance standards using recycled materials.

Green Guard achieves approximately 60% CO₂ reduction compared to conventional barriers while maintaining structural integrity. Following proof-of-concept validation, the solution is progressing toward commercial approval targeted for 2026, supporting safer highways with reduced embodied carbon. We continue to advance this initiative through ongoing testing, stakeholder engagement and refinement of the design to ensure long-term adoption and impact.

Conservation of the Environment

Waste Management and Circular Economy – Asphalt Premix Plant with Recycling Facility

Building on the insights generated by the Pavement Research Centre (PRC) through continuous laboratory research, material innovation and performance evaluation, UEM Edgenta translated its R&D capabilities into practical, scalable solutions for road maintenance. This progression led to the establishment of the Asphalt Premix Plant with Recycling Facility, where PRC’s technical innovations are applied to commercial scale recycled asphalt production. As part of the Group’s waste management strategy, the Plant enables the application of circular economy principles by recovering, processing and reusing road milling waste from resurfacing works, reducing dependence on virgin aggregates and bitumen.

This approach:

- Diverts construction waste from landfills
- Conserves natural resources
- Lowers embodied carbon in asphalt production
- Improves cost efficiency across highway maintenance works



Asphalt Premix Plant with Recycling Facility in Tapah

Asphalt Premix Plant with Recycling Facility – Circular Waste Management in Practice

<p>Location Tapah, Perak</p> <p>Operator Edgenta PROPEL Berhad</p> <p>Facility Asphalt Premix Plant with Recycling Facility</p>	<p>Process:</p> <div style="display: flex; justify-content: space-around; text-align: center;"> <div style="border: 1px solid #ccc; padding: 5px; width: 150px;"> <p>1</p> <p>Collection of milling waste</p> </div> <div style="border: 1px solid #ccc; padding: 5px; width: 150px;"> <p>2</p> <p>Transport to plant</p> </div> <div style="border: 1px solid #ccc; padding: 5px; width: 150px;"> <p>3</p> <p>Screening and processing</p> </div> <div style="border: 1px solid #ccc; padding: 5px; width: 150px;"> <p>4</p> <p>Controlled blending with virgin material</p> </div> <div style="border: 1px solid #ccc; padding: 5px; width: 150px;"> <p>5</p> <p>Production of recycled asphalt pavement</p> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 45%;"> <p>Environmental value</p> <ul style="list-style-type: none"> • Reduced virgin aggregate demand • Lower landfill disposal • Estimated avoidance of up to ~800 tonnes CO₂-e annually </div> <div style="width: 45%;"> <p>Economic benefits</p> <ul style="list-style-type: none"> • 5%-7% cost savings • Improved delivery efficiency for major highway clients </div> </div>
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Supply Chain Environmental Initiatives

At the corporate level, we are developing an environmental screening methodology to support systematic supplier assessment across the Group. In parallel, our international offices have already implemented various environmental due diligence practices. UEMS Singapore reviews suppliers for ISO 14001 alignment and regulatory compliance, OME screens all vendors during onboarding, and Kaizen applies defined environmental criteria to most new suppliers while conducting deeper assessments on selected suppliers covering energy, waste, emissions, water use and compliance. The assessments provided insights into potential environmental risks across the supply base and highlighted opportunities for improvement. Going forward, we aim to engage suppliers through capacity building, corrective actions and the promotion of environmentally preferable products to strengthen overall environmental performance.

OVERALL PERFORMANCE

Waste Generated from Operations (metric tonnes)

	2022	2023	2024	2025
Waste generated	567.45	1,498.97	2,019.63	1,164.90
Hazardous waste generated	512.41	724.54	595.28	935.25
Waste diverted from disposal	10.60	604.93	1,058.50	6.01
Waste directed to disposal	556.85	894.04	961.14	1,158.88
Disclosure of three years of waste recycled	0.05	0.63	0.64	0.64

Waste Managed for Clients (metric tonnes)

(Healthcare Services, Infrastructure Services and Property Facilities Solutions clients)

	2022	2023	2024	2025
Waste Managed for Edgenta's Clients	16,435.95	67,114.11	6,602.28	45,006.88
Waste Directed to Disposal	15,652.64	20,398.30	5,426.32	37,969.22
Hazardous Waste	12,921.31	5,508.83	5,376.92	5,610.60
Non-Hazardous Waste	2,730.93	15,010.75	49.4	86.90
Waste Diverted from Disposal	4,582.45	46,715.22	1,175.96	1,138.30

The significant increase in reported waste in 2025 is primarily attributable to expanded data coverage, with waste information collected from more operational locations compared to 2024.

The decrease in non-hazardous waste in 2024 and 2025 is due to a refinement of the reporting boundary and does not indicate a reduction in operational activities.

OUTLOOK

Through continued focus on waste reduction, resource efficiency, responsible sourcing and circular practices, UEM Edgenta aims to strengthen environmental management outcomes and support long-term operational sustainability. Future efforts will prioritise deeper integration of environmental considerations into business planning and daily operations, supported by improved data quality, stronger monitoring processes and clearer performance indicators.

The Group will enhance waste segregation, recycling and waste-to-value initiatives while expanding circular material use, and will strengthen supply chain sustainability through the Supply Chain Engagement Plan and a formalised screening methodology to assess supplier environmental performance consistently. In parallel, UEM Edgenta will advance digitalisation and process optimisation to reduce material use, strengthen compliance and improve resource efficiency, while refining environmental risk assessments to better prepare for climate- and water-related impacts and support more resilient operations.

SOCIAL VALUE CREATION



We are committed to enhancing the well-being, safety and development of our people while contributing positively to the communities we serve.

OCCUPATIONAL HEALTH AND SAFETY

WHY IT MATTERS

The nature of UEM Edgenta's operations involves physical, technical and operational risks, necessitating a strong safety culture and stringent occupational health and safety practices. These measures are essential in protecting health and well-being of employees, contractors and stakeholders, while preventing incidents, occupational illnesses, environmental harm and regulatory breaches.

Beyond physical risks, failure to manage occupational health and safety effectively can result in significant legal liabilities, regulatory actions and increased insurance costs, while disrupting operations and damaging the Group's reputation. Serious incidents may also undermine employee morale and adversely affect the Group's ability to attract and retain talent.

OUR APPROACH

UEM Edgenta applies a structured and preventive approach to occupational health and safety to create a secure and sustainable working environment. This is driven by Board-level oversight, with the MD/CEO serving as the Board's designated representative for HSSE matters, providing leadership direction, ensuring alignment with legal and regulatory requirements, and guiding the implementation of Group-wide HSSE strategies. The Board retains ultimate accountability, supported by quarterly performance reviews, while the MD/CEO oversees execution and compliance.

In the long-term, we remain anchored in our commitment to our Goal Zero Objective. Goal Zero is our ambition for eliminating workplace incidents, illnesses, environmental harm, and noncompliance to zero incidents. In support of this, structured emergency preparedness and response measures are implemented, including formal emergency planning, incident simulations and response training. HSSE systems are reviewed regularly against international standards to ensure continued relevance to evolving risks and practices, while efforts are made to foster confidence amongst employees to perform their duties without unnecessary exposure to hazards.

Policies, Frameworks and Management Systems

The Group's commitment is operationalised through a structured HSSE Management System covering all workplaces and activities, guided by key instruments, including the Quality, Health, Safety, Security, and Environment ("QHSSE") Policy and HSSE Manual, robust contractor governance, alongside enhanced compliance requirements such as the Replace with HSSE Management Requirement (HMR) introduced in FY2025. HSSE governance is effectively managed throughout the organisation and guided by our QHSSE policy, which encompasses worker participation in HSSE committees.

The HSSE Manual translates policy commitments into operational controls. It provides structured guidance on hazard identification, safe work procedures, environmental compliance, road safety and occupational health risks, including fatigue management and employee well-being. The manual is periodically updated to address emerging risks, regulatory changes and lessons learned from operational experience.

SOCIAL VALUE CREATION

HSSE Governance

UEM Edgenta’s HSSE governance structure establishes clear roles and accountability mechanisms to ensure consistent oversight, monitoring and performance management across the Group. Defined responsibilities at site and corporate levels strengthen alignment with Group objectives, reinforce compliance and support systematic HSSE implementation across business divisions.

Designation	Roles and Responsibilities
HSSE Committees	Established at each operational site, the committees comprise employees to oversee occupational health, safety and environmental matters. The committees convene monthly, with additional ad-hoc meetings held as required to deliberate on urgent issues, review incidents and monitor site-level HSSE performance.
Quarterly Perintis Council	Convened quarterly to provide a structured platform for contractors to engage with employees and operational site workers to raise and discuss HSSE-related matters. The council supports transparency, performance dialogue and continuous improvement on health and safety matters between our Edgenta employees and management, and worker representatives. Additionally, contributing to the monitoring of day-to-day HSSE performance across contractor operations.
Head of Operational Excellence & HSSE	<ul style="list-style-type: none"> • Develop and oversee the annual HSSE plan aligned with Group objectives and performance targets. • Ensure consistent communication of HSSE goals, priorities and performance expectations across business divisions. • Identify and assess critical HSSE positions, including designated Technical Authorities. • Compile, review and submit HSSE performance data to relevant business divisions and leadership. • Implement and maintain HSSE assurance plans for each business division. • Establish competency standards for independent HSSE audit leads. • Appoint and formalise members of the HSSE audit team to ensure effective oversight and assurance.

The governance framework covers and aligns with recognised practices in contractor safety management, incident reporting and corrective action processes, as well as workforce engagement and participation in HSSE matters, as detailed below.

• Contractor Safety Management

Contractor safety is managed through an integrated Contractor Safety Management framework that links capability assessment, performance monitoring and consequence management. Prior to engagement, contractors undergo HSSE Capability Assessments during the tender process to evaluate their systems, competencies and past performance. During execution, contractors are ranked through HSSE Performance Ratings based on incident records, compliance behaviour and audit outcomes.

HSSE Consequence Management provides formal penalties for breaches of HSSE obligations, with impacts reflected directly in contractor performance scores. This linkage ensures that compliance and accountability influence continued engagement and contract opportunities. Performance results are reported to senior management, strengthening governance oversight of third-party risk.



Safety Day 2025 Celebration with Contractor

- **Incident Management and Corrective Action**

Incident management forms a critical component of the HSSE governance structure. All incidents are reported through structured digital platforms and investigated using causal analysis methodologies defined in the Incident Management Procedure. Investigations identify immediate, contributing and systemic causes, enabling corrective and preventive actions to be developed at both operational and system levels. Incident findings are reviewed bi-weekly and shared across business units to support continuous learning.

Immediate response protocols include the provision of medical assistance, site control measures and notification to regulators, clients and senior management. Longer-term actions involve updates to standard operating procedures, strengthening engineering controls and targeted retraining. Affected individuals and families are supported through counselling and assistance where required. HSSE systems are periodically reviewed against standards such as ISO 45001 to identify and close systemic gaps.

- **Workforce Coverage and Participation**

HSSE governance is reinforced through structured workforce engagement and participation mechanisms. Site-based HSSE Committees provide forums for consultation, performance review and escalation of concerns, meeting regularly with ad-hoc sessions convened for urgent issues. Contractor participation is supported through the Perintis Council, which facilitates dialogue on HSSE performance and improvement actions.

Daily toolbox talks, safety briefings and training sessions further embed behavioural discipline and hazard awareness at the operational level, strengthening the effectiveness of the Group's overall HSSE governance framework.

Risk Assessment and Hazard Identification

Risk management is embedded throughout the project life cycle, covering pre-commencement, operational execution and demobilisation phases. Multiple methodologies are applied, including Hazard Identification, Risk Assessment and Risk Control (HIRARC), Job Hazard Analysis (JHA), Ergonomic Risk Assessment, Chemical Health Risk Assessment and Noise Risk Assessment. These assessments enable systematic identification of hazards associated with healthcare operations, highway maintenance, facilities management and engineering services.

Key operational risks addressed include needle-stick injuries, live traffic exposure, working at height, fatigue-related health risks and slip-and-fall hazards. Controls are implemented through engineering measures, procedural safeguards and workforce training. Digital tools such as the HSSE Management Information System support enforcement of Life Saving Rules, real-time reporting and trend analysis.

In 2025, Replace with HSSE Management Requirement (HMR) were introduced for contractors and suppliers as part of an HSSE due diligence process, consolidating statutory and internal obligations into a single compliance baseline prior to engagement. This strengthened proactive risk control and standardised HSSE expectations across the supply chain.

VALUE CREATED

UEM Edgenta creates long-term value by embedding health, safety and well-being into daily operations, strengthening workforce resilience, sustaining productivity and reinforcing trust with employees, clients and regulators.

Mental Health and Psychosocial Well-being

UEM Edgenta runs an integrated Mental Health Support Programme, recognising it as a core occupational health priority and a key contributor to performance. The programme is designed to prevent, identify and manage psychological distress, including providing access to on-site psychologist consultations. This is supported by an end-to-end well-being system covering intake, triage, red-flag escalation, clinical referral and follow-up to enable early intervention and continuity of care.

To strengthen peer support and early detection, 60 Mental Health First Aiders (MHFAs) have been trained to recognise distress, provide immediate assistance and guide employees to professional help. The programme is complemented by webinars, psychosocial risk assessments and ongoing awareness campaigns, contributing to improved well-being, reduced stigma and stronger organisational resilience.

Pandemic Preparedness and Health Crisis Management

UEM Edgenta proactively manages health emergencies through a formalised emergency preparedness and response framework developed specifically for pandemic situations. This framework enables the Group to sustain operations while safeguarding employees and service continuity during large-scale health crises.

Operational protocols are aligned with guidance from the Malaysian Ministry of Health (MOH) and the World Health Organisation (WHO), and are communicated regularly to employees through Edgenta Connect, the Group's internal communication platform. Updates cover emerging health risks, precautionary measures and operational adjustments.

The framework defines requirements across several critical areas, including workforce resource planning, employee health awareness, vaccination strategies and contamination control procedures. To embed international best practice, the Group has adopted ISO 45005:2020 guidance on safe working during pandemics into its broader HSSE Management System.

SOCIAL VALUE CREATION

Regulatory Compliance and Performance Oversight

Health, Safety, Security and Environment (HSSE) performance is reported annually as part of the Group’s corporate scorecard. The reporting framework covers key safety indicators, including fatalities, lost time injury cases, medical treatment cases, first aid cases and property damage incidents. These metrics provide visibility of risk trends and support data-driven improvements in safety management.

During the reporting year, the Group recorded zero instances of regulatory non-compliance resulting in fines or penalties, reflecting the effectiveness of its governance, monitoring and enforcement mechanisms. All reported fatalities and high-potential incidents are escalated to top management for formal review, ensuring accountability, timely corrective actions and continuous strengthening of preventive controls.



Safety Day at region office with the Chief People Officer

HSSE Initiatives and Outcomes

No.	Initiative	Outcome
1	Risk Management – Job Hazard Analysis (JHA) Implementation	Enhanced Safe Work System by introducing a structured approach to hazard identification and HSSE risk assessment at the workplace. Through standardisation, training, and continuous monitoring, strengthened ability to control risks, prevent incidents, and embed a proactive safety culture across all sites.
2	Minimum Mandatory Requirement (MMR)	Improved overall compliance through structured gap assessment and closure planning, strengthened effective implementation of HSSE Manual Sections, reduced non-conformities, and enhanced operational safety across all sites.
3	FM/SM HSSE Transformation Journey	Strengthened safety leadership among FM/SM, fostered a belief-driven safety mindset, enhanced accountability at site level, and significantly improved safety culture and frontline engagement across all operations.
4	Contractor HSSE Management Requirements	Improved contractor understanding and compliance with HSSE requirements, strengthened enforcement by HSSE practitioners, standardised safe practices, and fostered a more proactive safety culture among contractors.
5	HSSE Performance Ranking (HPR)	Enhanced contractor accountability, improved compliance, provided insights for targeted capability development, and fostered a proactive safety culture aligned with UEM Edgenta’s standards.
6	Site Adoption by HSSE HOD	Strengthened on-site HSSE oversight, enhanced the capability of HSSE personnel, improved risk identification and control, and fostered a proactive and consistent safety culture across all sites.
7	Effective Toolbox Talks	Improved communication and collaboration among team members for a safer and more productive work environment, standardised Toolbox Talks practices, and enhanced employee confidence and engagement.
8	Psychosocial Risk Assessment	Ensured compliance with legal and regulatory requirements, identified key psychosocial risks, and provided a clear understanding of workplace stressors, workload pressures, and other mental health risk factors.
9	Edgenta HSSE Award	Increased recognition and motivation for individuals who went beyond expectations in reinforcing positive HSSE behaviour. By highlighting exemplary safety performance, employees were motivated to consistently practise safety in their daily activities and contribute to improved operational performance and accountability across sites.
10	Mental Health Consultation	Increased awareness of psychological well-being, equipped employees with coping strategies, encouraged early support-seeking, and strengthened a supportive and resilient workplace culture.

Saudi Arabia (MEEM)

- Safety inductions and toolbox talks reinforcing hazard awareness and safe work practices.
- Routine site inspections and risk assessments to identify hazards and implement corrective actions.

UAE (OME and Kaizen)

- In-house and certified safety training, including First Aid, Working at Height, Fire Warden and Scaffolding Safety.
- Fire and emergency evacuation drills across Wasl buildings, achieving 91% coverage.
- Hydration support, PPE provision and safety briefings under “Beat the Heat” to protect outdoor workers in high-risk conditions.

Singapore (UEMS Singapore)

Consistent engagement and communication, including:

- Monthly safety dialogue sessions with employees.
- Monthly Safety Committee meetings to review safety matters and improvements.
- Bi-yearly safety site walks by management to observe site practices and reinforce accountability
- Daily toolbox and roll-call meetings to communicate safety reminders and operational risks.
- Risk assessments are conducted throughout the value chain and project lifecycle to identify potential workplace hazards, evaluate the associated risks and implement appropriate mitigation and control strategies.

Taiwan (EdgentaUEMS Taiwan)

- A General Hazard Awareness course was also conducted to strengthen understanding of workplace risks from the start.
- Analysis of the previous year’s employee health examination data was conducted to identify trends and inform targeted health and safety initiatives.

Accreditation

<p>UEM Edgenta</p> <ul style="list-style-type: none"> • ISO 9001:2015 Quality Management Systems • ISO 14001:2015 Environmental Management Systems • ISO 45001:2018 Occupational Health and Safety Management Systems 	<p>Healthcare</p> <ul style="list-style-type: none"> • ISO 9001:2015 Quality Management Systems • ISO 14001:2015 Environmental Management Systems • ISO 45001:2018 Occupational Health and Safety Management Systems • ISO 13485:2016 Medical Devices - Quality Management Systems
<p>Property and Facility Solutions</p> <ul style="list-style-type: none"> • ISO 9001:2015 Quality Management Systems • ISO 14001:2015 Environmental Management Systems • ISO 45001:2018 Occupational Health and Safety Management Systems 	<p>Infrastructure</p> <ul style="list-style-type: none"> • ISO 9001:2015 Quality Management Systems • ISO 14001:2015 Environmental Management Systems • ISO 45001:2018 Occupational Health and Safety Management Systems • ISO 39001:2012 Road Traffic Safety Management Systems
<p>Asset Consultancy</p> <ul style="list-style-type: none"> • ISO 9001:2015 Quality Management Systems • ISO 14001:2015 Environmental Management Systems • ISO 45001:2018 Occupational Health and Safety Management Systems 	

SOCIAL VALUE CREATION

2025 HSSE Performance

In 2025, UEM Edgenta’s HSSE function maintained stable performance despite higher activity levels and greater operational complexity, demonstrating adaptability while supporting the Group’s digital transformation and operational excellence priorities. HSSE efforts focused on strengthening compliance and workforce competency through systematic analysis of risk trends and incident data, enabling targeted interventions to improve field controls, contractor safety management and frontline supervision.

The function also expanded its focus on well-being, enhancing programmes addressing mental health and psychosocial risks to support early intervention and access to professional support. Technology adoption accelerated through wider embedding of the HSSE Management Information System for real-time reporting, trend monitoring and enforcement of the 12 Life Saving Rules, while digital tools improved visibility of unsafe conditions, promoting a more proactive and preventive safety culture.

Target Outcome

Category	Target / Initiative	Details
Safety Performance	Total Recordable Case Frequency (TRCF)	Achieved TRCF of 1.0
Risk Management	Risk Management Training and Awareness	22 physical sessions conducted on-site
Risk Management	Job Hazard Analysis (JHA) Implementation	100% of identified sites implemented JHA

HSSE Performance Disclosures

	2022	2023	2024	2025
Number of training programmes for employees on occupational health and safety*	255	152	229	92
Employees and workers covered by OHS management system	3,645**	3,900	3,653	3,513
Employees and workers covered by an occupational health and safety management system audited	3,195	3,900	3,653	3,513
Employees and workers covered by an occupational health and safety management system independently certified	3,195	3,900	3,653	3,513
Lost Time Incident Rate (LTIR) – Employees ¹	2.6	1.0	1.0	0.6
Lost Time Incident Rate (LTIR) – Workers ¹	0.4	0.4	0.5	0.8
Work-related fatalities (Employees)	1	0	0	0
Work-related fatalities (Workers)	1	2	3	2
Work-related injuries (Employees)	48	72	74	36
Work-related injuries (Workers)	12	13	27	34
Rate of work-related injuries (Employees)	2.6	1.8	1.7	0.9
Rate of work-related injuries (Workers)	0.3	0.4	0.7	1.0
Total Recordable Incident Rate (TRIR) ²	1.1	1.2	1.2	0.9

* The decrease reflects mandatory trainings that are conducted on a validity basis and are only required upon expiry, rather than annually.

** The 2022 figure has been restated from 3,195 to 3,645 to reflect updated and more accurate data.

Training on health and safety standards [FTSE/SHS13]

Mandatory HSSE e-learning completion rate	Employees who completed mandatory OHS e-learning modules
97.5%	8,701 employees
HSSE Capability Assessment 2025	HSSE Capability Assessment (HCA) programme
180 contractors	157 contractors approved
Number of Perintis Contractors 2025	
34 contractors	

Methodology

- 1 The total number of lost time injury cases, including fatalities, in a given period is divided by the total number of hours worked during that period and then multiplied by 200,000.
- 2 Total Recordable Case Frequency (TRCF) refers to the number of recordable occupational injury cases resulting in lost time, medical treatment, or restricted work duties relative to the total accumulated man-hours worked, expressed per million man-hours. TRCF includes lost time injuries (LTI), medical treatment cases (MTC), and restricted work cases (RWC). First aid cases or minor occupational illnesses are not included in the TRCF calculation.
3. Lost Time Injury Rate (LTIR) measures only injury cases resulting in lost workdays and therefore represents a subset of TRCF, serving as an indicator of incident severity

LTIR Formula:

$$\text{LTIR} = \frac{(\text{Lost Time Injury} + \text{Medical Treatment} + \text{Restricted Work Cases}) \times 1,000,000}{\text{Total man-hours worked}}$$

TRCF Formula:

$$\text{TRCF} = \frac{(\text{MTC} + \text{RWC} + \text{LTI} + \text{Fatality}) \times 1,000,000}{\text{Total man-hours worked}}$$

	2022	2023	2024	2025
Total number of hours worked - Workers	22,294,821.00	36,456,584.00	40,426,024.00	34,408,780.00
Total number of hours worked - Employees	22,828,022.24	40,137,241.20	44,307,643.25	38,381,051.90
Number of work-related ill health	0	0	0	0
High-consequence work-related injuries (excluding fatalities) - Workers	0	0	0	0
High-consequence work-related injuries (excluding fatalities) - Employees	0	0	0	0
Total number of work-related fatalities (employees & workers)	2	2	3	2
Lost Time Incident Rate (LTIR)	0.18	0.15	0.16	0.14
Employees trained on Health and Safety Standards	3,026	1,738	8,718	2,239
Percentage of sites with ISO 45001, 14001, 9001 certification	100%	100%	100%	100%

OUTLOOK

UEM Edgenta will continue to prioritise health, safety, security and well-being as a core operational imperative, recognising that a safe and well-governed environment underpins resilience, workforce engagement and sustained performance. In the near-term, the Group will focus on strengthening consistent implementation of HSE policies, standardised risk assessments, permit-to-work systems, emergency preparedness and mandatory training across operations. This will be supported by robust governance practices that define approval authorities, structured reporting lines, regular performance reviews and compliance monitoring mechanisms to ensure timely risk escalation and corrective action.

Over the medium to long term, the Group will embed a more proactive safety culture anchored in leadership accountability and strengthened assurance mechanisms. This includes enhancing competency development, reinforcing contractor and supply chain safety alignment, integrating digital safety tools and conducting regular audits to support the Group's Goal Zero ambition – eliminating incidents, occupational illnesses, environmental events and regulatory non-compliances.

SOCIAL VALUE CREATION

CUSTOMER SATISFACTION

WHY IT MATTERS

Customer satisfaction is a key driver of UEM Edgenta's service excellence, commercial sustainability and long-term value creation. It shapes client relationships, contract continuity and the Group's ability to compete in highly regulated markets. By listening to and meeting customer needs, the Group reinforces confidence in its capabilities and strengthens long-term partnerships, sustaining its relevance in an evolving environment.

Conversely, failure to prioritise customer satisfaction may strain relationships, resulting in contract losses, revenue decline, loss of market position and reduced growth prospects. Negative customer experiences may also be amplified through word of mouth, influencing perceptions among prospective clients and business partners.

OUR APPROACH

A Group-Wide Performance Discipline

Customer satisfaction is managed across UEM Edgenta as a structured performance discipline embedded within the Group's operating model. Rather than functioning as a standalone feedback exercise, it forms part of operational governance, performance management and service delivery oversight. A consistent framework is applied across businesses to ensure that customer experience is measured, reviewed and acted upon in a structured manner.

Structured Feedback and Accountability

The Group utilises formal customer satisfaction surveys, structured operational engagements and defined review mechanisms to capture feedback across contracts and asset portfolios. Results are consolidated and assessed against agreed performance thresholds, with corrective and preventive actions embedded into internal performance systems. Accountability for improvement sits with operational leadership, ensuring that customer insights translate into measurable service enhancements rather than one-off remediation.

Client Engagement and Service Alignment

Customer satisfaction is further reinforced through continuous operational dialogue and structured engagement with clients. These interactions support service co-design, clarify evolving expectations and enable early identification of potential service gaps. Performance standards are defined using a combination of client-aligned benchmarks and internal operational excellence indicators, ensuring alignment between contractual commitments and delivery outcomes.

Analytics-Driven Continuous Improvement

Customer data — both quantitative scores and qualitative feedback — is analysed systematically to identify trends, escalate recurring issues and replicate good practices across sites and markets. By integrating analytics into operational decision-making, the Group strengthens service consistency, enhances responsiveness and supports long-term client relationships across its regional footprint.

VALUE CREATED

In 2025, customer satisfaction generated clear business value for UEM Edgenta, with an average Customer Satisfaction Survey (CSS) score of 90.14%, reflecting strong service performance and client confidence. Service quality initiatives supported commercial outcomes, including seven renewals across 22 facilities management sites ending in 2025, alongside cross-selling, upselling, referrals and strategic partnerships. Programmes such as the Service Ambassador Programme strengthened on-site accountability and responsiveness.

Across operations, proactive engagement, structured feedback and disciplined delivery reinforced client retention and long-term contract continuity, especially for strategic clients such as PLUS. Furthermore, improved service consistency, faster issue resolution, stronger operational controls and digital enhancements (e.g., computer-aided facility management upgrades) supported repeat business and portfolio stability, reduced complaints and incidents, and strengthened competitiveness, shifting some tender outcomes from price-based competition to qualification-led selection.

OUTLOOK

Looking forward, UEM Edgenta will continue to strengthen the way customer feedback is captured, analysed and translated into action across its operations. Over the short term, focus will be placed on closing the loop more effectively at site level, improving helpdesk and case management processes, strengthening corrective action tracking and addressing lower-scoring service areas linked to quality, cost control and delivery timelines. Continued client engagement and timely resolution of issues will remain central to reinforcing service reliability and maintaining consistent performance standards.

Over the medium to long term, the Group will deepen the digitalisation of customer satisfaction management to enhance transparency, insight and responsiveness. This includes strengthening feedback monitoring systems, improving the tracking of service performance and corrective actions, and expanding the use of data analytics to support more proactive service management. Workforce capability development will complement these efforts, supporting higher service standards, stronger client retention and sustained contract renewals aligned with evolving client expectations.



SOCIAL VALUE CREATION

EMPLOYMENT CULTURE

WHY IT MATTERS

UEM Edgenta's people are central to its ability to deliver reliable services and sustain long-term value. When employees feel respected, supported and included, they are more engaged and better equipped to perform at their best.

Conversely, a weak or neglected employment culture can have wide-ranging implications for organisational performance. Disengagement may lead to lower morale and reduced commitment, while higher turnover disrupts workforce continuity and increases recruitment and training costs. Inadequate inclusion and well-being practices may also limit collaboration and innovation, weakening the Group's resilience and competitive position.

OUR APPROACH

UEM Edgenta's approach to employment culture is grounded in consistent values, sound governance and practical engagement across all levels of the organisation. These principles are applied consistently across the Group's markets in alignment with its FIRST values. Workforce matters are deliberated through structured management and Board-level platforms, ensuring formal oversight and accountability. Succession outcomes are embedded within senior leadership KPIs, while dedicated task forces, committees and focus groups address specific people-related priorities.

In FY2025, efforts were focused on strengthening organisational sustainability through people cost optimisation and rightsizing initiatives, including the redesigning of work spaces and processes to improve efficiency and resilience.

Employee Communication and Engagement

Employee engagement is fostered through a combination of formal and informal communication channels across the Group. In FY2025, more than 150 divisional and departmental initiatives were carried out, including Sports Day, festive gatherings and regular meet-ups, to strengthen connection and team cohesion.

Employee satisfaction levels are gauged through pulse-check surveys and reinforced via leadership scorecards. Communication is delivered through emails, townhalls, roadshows and updates on internal and external platforms, supported by multi-level meetings across management and operational teams. Structured townhalls, newsletters, digital platforms, dashboards, workshops and team meetings are used to cascade strategic direction, reinforce alignment and sustain continuous dialogue across diverse operating environments.

Voice and Feedback Mechanisms

Multiple channels are in place to ensure employees can express views and contribute ideas. In FY2025, feedback mechanisms included the Employee Satisfaction Survey (ESS), Idea Bank and Internal Customer Satisfaction Survey, alongside open discussions in daily work settings.

ESS recorded a strong participation rate of 84%, providing reliable insights. With an overall score of 83.6%, the survey offered deeper analysis across various dimensions, with Teamwork, Line Manager Support and Communication achieving particularly strong scores. The findings also highlight opportunities for leadership to further reinforce and reassess overall team engagement and employee experience. Performance management framework enables employees to request and provide feedback across functions, providing opportunity for line managers to have a collective view and inputs as part of performance and career development discussions.

Learning, Development and Capability Building

UEM Edgenta is committed to supporting employee personal and professional development through structured learning and capability-building opportunities. Capability development remains a central pillar of the Group's employment culture. Group-wide initiatives include leadership programmes and executive education, alongside technical pathways such as the Facility Managers Development Programme. The People Manager Essentials programme provides foundational leadership training, with PME 2.0 introduced in 2025 to emphasise AI, digital learning and knowledge management.

An AI chatbot was launched to provide timely HR support, while the “FIRST in AI” campaign strengthened digital literacy. The associated AI learning roadmap reached more than 1,200 participants through webinars, e-learning and gamified modules developed largely in-house, generating cost savings while broadening access. Individual Development Plan (IDP) continue to serve as a platform to support employees’ learning and growth through various development intervention such as coaching, mentoring, job rotation, project exposure and many more.



*Cleansing Supervisory Competency Programme endorsed by MOH on 27 August 2025
(Equivalent to British Institute of Cleaning Science (BICS) Level 2 certification)*

Commercialising Edgenta Academy as an Industry Frontier

Edgenta Academy Sdn. Bhd. (EASB) has progressed significantly in commercialising its training capabilities since transitioning to a fully in-house training model. With core operational foundations in place, the Academy has been able to expand its programme offerings and deliver training at scale.

EASB now manages a wide range of standard training modules previously outsourced, such as teambuilding, soft skills and technical skills. It also plays a growing role in national knowledge-building efforts, contributing virtual programmes during National Training Week National Training Week (NTW), a government-led initiative aimed at promoting lifelong learning and upskilling for all Malaysians.

The Academy continues to build credibility through signature programmes, including safety-related courses and the MOH-endorsed Cleansing Supervisory Competency Programme, which is recognised on par with BICSc Level 2 certification. Its collaboration with Asia Pacific University (APU) further enhances its pipeline through a co-developed tech excellence programme.

Beyond training delivery, EASB is growing its consultancy footprint, demonstrated through the MEEM Housekeeping Supervisor Excellence Programme.

With a strengthened portfolio, recognised certifications and an expanding client base, EASB is well-positioned to scale its commercial model and establish itself as a leading industry training provider in 2026 and beyond.

In addition, a total of 20 internal employees with technical and non-technical background have been certified to be trainers by Human Resource Development Corporation (HRDC) programme. This reflects our commitment in strengthening our training capabilities in delivering internal as well as external programmes under EASB.

SOCIAL VALUE CREATION

Well-being and Work-Life Balance

The Group supports employee well-being through flexible working arrangements, sports and recreational initiatives and hardship assistance. Through the Edgenta Care Society, a total of RM32,619.45 was disbursed during the year to 46 employees in need, inclusive of funds raised through staff crowdfunding initiatives. This initiative reflects the collective support and care demonstrated by employees in assisting colleagues during challenging times, with increase in collection year-on-year (2024: RM27,677, 2023: RM16,912).

In addition, the Company continues to recognise the academic achievements of employees' children through the Children Excellence Award, with a total of RM7,400 disbursed to 14 recipients, aims to acknowledge the dedication and support of employees in nurturing their children's success.




Group-wide Commitment to Inclusion, Diversity and Equal Opportunity

UEM Edgenta upholds fairness, non discrimination and equal employment practices through its Diversity, Equity and Inclusion Statement, Gender Diversity Policy and Human Rights Policy, supported by business-led initiatives such as structured recruitment processes, diversity awareness efforts and ongoing policy integration.



Group wide Commitment to Inclusion, Diversity and Equal Opportunity

The Group has strengthened human rights management through its Human Rights Impact Assessment, and the integration of human rights considerations across all aspects of Group's activities namely recruitment, reward systems and supplier expectations, forming the basis for more consistent governance and monitoring across the value chain.

 *For detailed disclosures and assessment outcomes, please refer to the Human Rights section on pages 190 to 192.*

Community and Social Engagement

Employment culture is reinforced through community participation and volunteering. Group initiatives include staff-led sports activities, mental health advocacy and charitable programmes. At entity level, UEMS Singapore participated in national charity programmes, EdgentaUEMS Taiwan organised volunteer and fundraising events, while engagement in other markets was supported through internal initiatives and employee-led activities.

Compliance on Labour Standards and Wages

The Group maintains zero tolerance for child and forced labour and aligns wage practices with applicable labour laws and minimum wage regulations. This is reinforced through the Human Rights Policy, Sustainability Policy and contractual requirements.

With respect to fair wages, UEM Edgenta's HR practices adhere to the Employment Act, ensuring compliance with the minimum wage and other relevant regulations. Employment and labour practices are guided by the respective employment and labour laws of the countries in which the entities operate ie Malaysia, Singapore, Taiwan, KSA and UAE.

To strengthen oversight of labour standards, the Group conducts periodic risk assessments and inspections of worker accommodation and labour quarters to verify compliance with regulatory requirements and internal standards. These checks are carried out by relevant internal functions, including the Risk Department and operational teams such as those within the Middle East operations (MEEM) in Saudi Arabia, enabling early identification and mitigation of potential labour-related risks.

Policies and Frameworks Supporting Employee Well-being

UEM Edgenta has established a range of employment-related policies and frameworks designed to promote healthy employment practices and employee well-being. Key milestone/achievements include:

Career development is supported through the Individual Development Plan (IDP) framework, enabling employees to take responsibility for their own development through various development interventions.

Employee welfare is supported through medical and insurance coverage for employees and their family members. Flexible benefits offered under Edgenta Spending Account (ESA), ESA allows reimbursement for well-being, lifestyle and medical expenses. Flexible Working Arrangement (FWA), aims to promote work-life balance and enhance well-being. FWA is offered to eligible employees guided by role and business requirements to ensure accountability and business continuity.

VALUE CREATED

In 2025, UEM Edgenta's continued focus on employee engagement delivered positive outcomes for productivity, collaboration, leadership effectiveness and workforce well-being across the Group.

At Group level, engagement and communication platforms such as the Annual Management Dialogue, townhalls, leadership engagement programmes, site visits and divisional sessions strengthened connection between employees and management. Over 150 engagement initiatives were implemented at divisional and departmental levels to reach employees at the grassroots, including Sports Day, festive gatherings and regular team meet-ups. These initiatives enhanced participation, strengthened morale and improved alignment with organisational priorities.

Family-oriented initiatives such as "Bring Your Children to Work Day" reinforced support for work-life integration, while participation in the UEM Olympic events encouraged teamwork, collaboration and healthy lifestyles. Monthly breakfast sessions with senior leaders further supported open dialogue and familiarity across organisational levels.

Employee engagement also strengthened team collaboration and communication. Divisional and departmental activities created informal settings for bonding and knowledge sharing, while structured programmes for people managers enabled discussion of workforce challenges and more effective issue resolution.

Additional feedback mechanism under the enhanced performance management framework allowed employees to give and request feedback across functions, with visibility to line managers supporting performance reviews and career development discussions.

Workforce well-being was supported through access to mental health services, including psychologist and physician consultations, health and well-being seminars and targeted mental health assessments with follow-up support. These measures contributed to a more supportive work environment and reinforced attention to mental health awareness. While absenteeism and turnover are influenced by multiple factors, unplanned leave and sick leave continue to be monitored centrally. Although no direct causal link can be established, turnover rates have shown steady trend over time, and engagement activities continue to generate insights that inform retention strategies.

Findings from the Employee Satisfaction Survey (ESS) show that while overall employee sentiment remains positive, there are opportunities to further strengthen team engagement and communication, highlighting the importance of continued engagement initiatives across the organisation. Engagement initiatives also enhanced leadership effectiveness by increasing interaction between employees and senior leaders through site visits, leadership programmes and structured dialogues, enabling leaders to make more informed, people-focused decisions.

The Group also demonstrated commitment to strengthening employer branding through participation in external people-related initiatives, including involvement in Graduan ASPIRE 2025 and receiving Bronze recognition in two categories at the Graduan Brand Awards 2025.

During the year, training and development opportunities were created for 82 trainees through structured programmes including the Graduate Employability Training (GeT), Technical Graduate Trainee (TGT) and Internship programmes. These initiatives support the Government's young talent development agenda, including the Protege programme, while also fulfilling relevant contractual requirements. Where suitable opportunities are available, trainees may be considered for employment with Edgenta.

SOCIAL VALUE CREATION

Business Unit Highlights

MEEM Facilities Management

Stable employment practices supported operational continuity and consistent team performance. Regular team meetings facilitated coordination, while leadership maintained direct communication on priorities. A dedicated training room established in Riyadh in 2025 enhanced training delivery and learning conditions.

UEMS Singapore

A Diversity and Inclusivity Committee was formed to promote awareness and guide inclusion efforts. Initiatives included disability awareness programmes, peer support workshops and community participation activities. Feedback on inclusion initiatives was collected through post-programme surveys, while training covered leadership, technical skills and soft skills.

Kaizen Asset Management

Quarterly surveys, townhalls and training programmes strengthened alignment with organisational goals. Engagement initiatives encouraged transparency, collaboration and innovation. Feedback reflected improved sentiment and the highest Net Promoter Score recorded in Kaizen’s history. Training focused on project management, AI tools, sales capability and property value optimisation.

EdgentaUEMS Taiwan

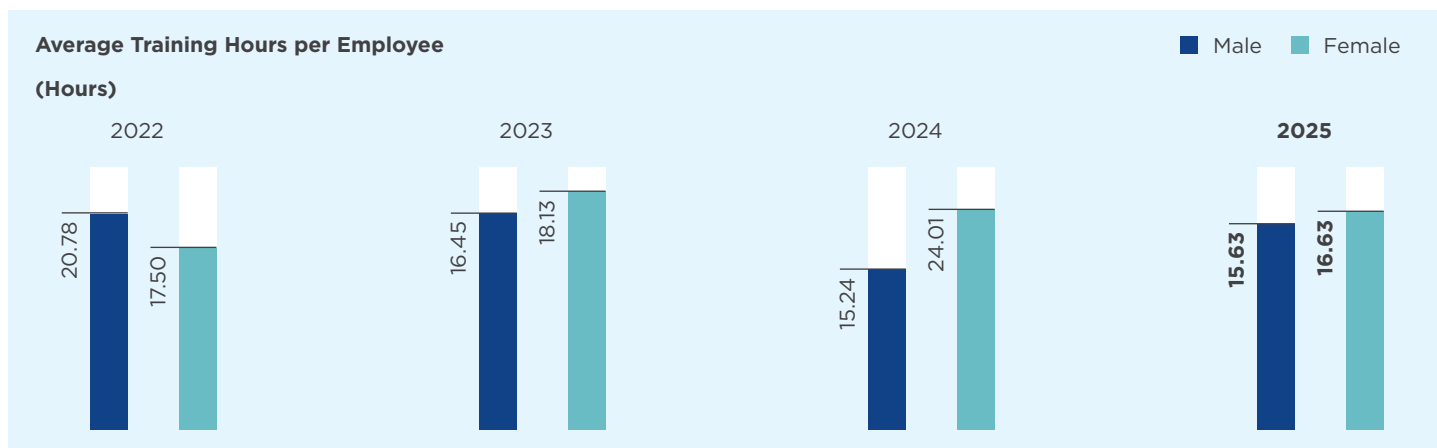
Team-building activities and structured meetings supported productivity and collaboration. Digital tools improved communication efficiency, while open communication channels contributed to workforce well-being. Feedback mechanisms included suggestion boxes and online platforms. Training covered operational, management and occupational health topics.

Operon Middle East

Employee engagement supported productivity and performance through open communication and collaborative practices. Well-being programmes, flexible work arrangements and mental health focus contributed to lower absenteeism. Feedback mechanisms and employee networks fostered belonging and inclusion, supporting a healthier workplace culture.

Employee Training Overview

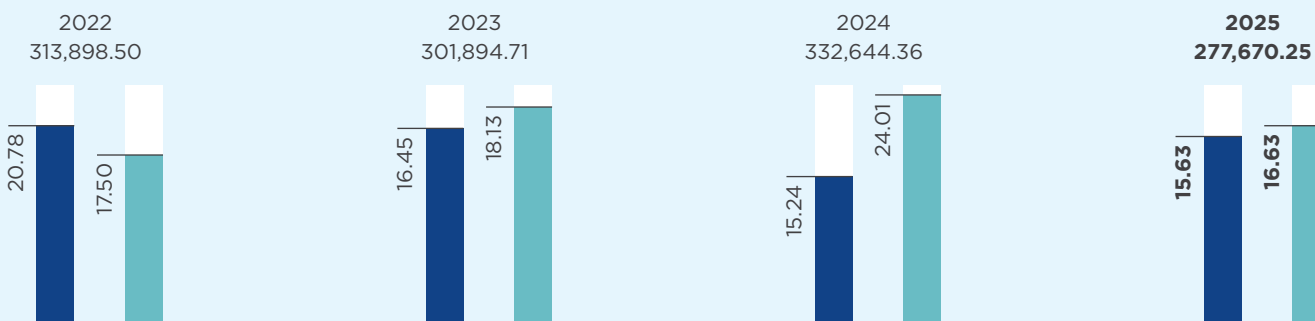
The Group continues to adopt a disciplined and purpose-driven approach to learning investments, ensuring that training remains targeted, cost-effective and aligned with business priorities. In FY2025, total learning hours decreased from 332,644.36 in FY2024 to 277,620.25, representing a 16.5% reduction that reflects the overall prioritisation of learning spend and the higher adoption of alternative learning approaches. This includes broader modalities under the comprehensive Individual Development Programme (IDP), such as project-based activities, knowledge-sharing sessions, reading materials and job-based assignments — which strengthen capability development but are not recorded as formal training hours. The reduction in formal learning hours is also consistent with the Group’s overall expenditure trend, which emphasises optimised use of learning resources and prioritisation of essential development needs, such as prioritising public soft-skill programmes while maintaining essential technical training required for regulatory compliance and project delivery.



Total Number of Training Hours Provided to Employees

(Hours)

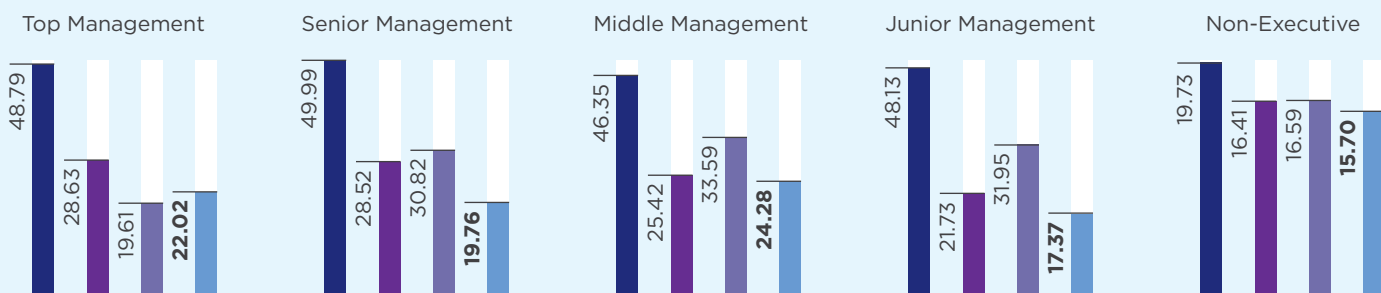
■ Male ■ Female



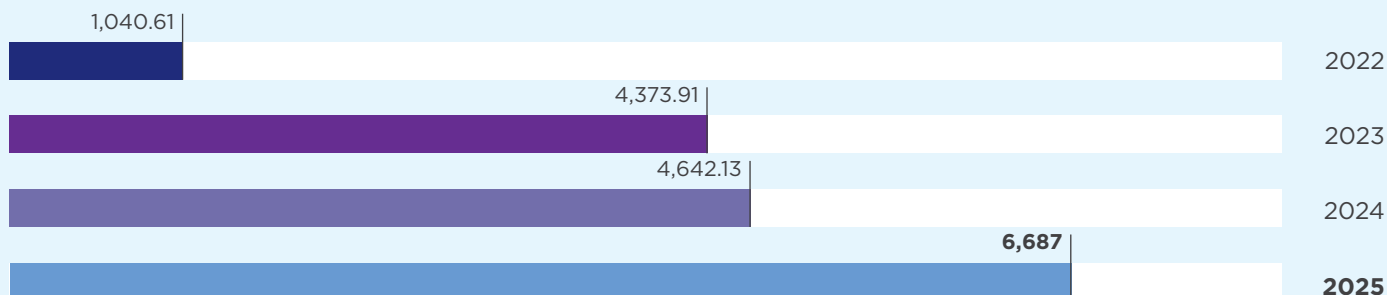
Average Training Hours per Employee, by Employee Category

(Hours)

■ 2022 ■ 2023 ■ 2024 ■ 2025



Average Cost of Training per Employee (RM)



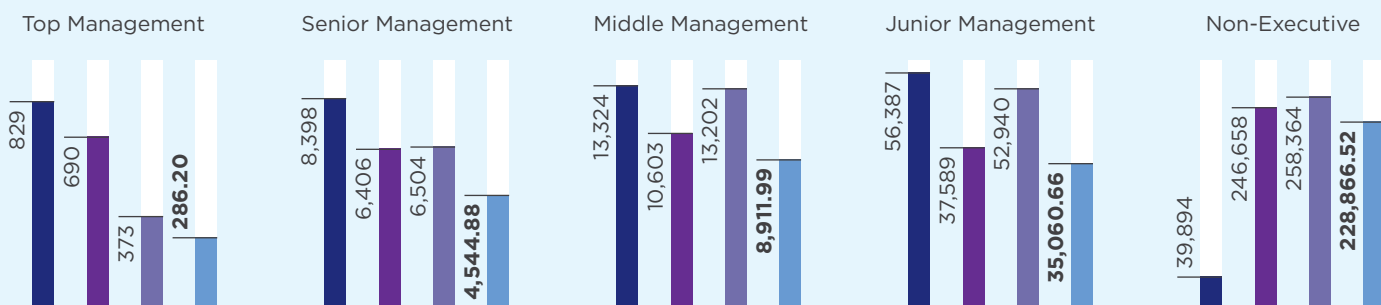
Notes:

- 2022: Data for Edgenta Malaysia only.
- 2023-2024: Edgenta-wide data, excluding KSA operations.
- 2025: Edgenta-wide data.
- The reported average training cost per employee is an aggregated amount of country-level average cost across the Group, due to different training spend prioritisation approach.

Total Training Hours by Employee Category

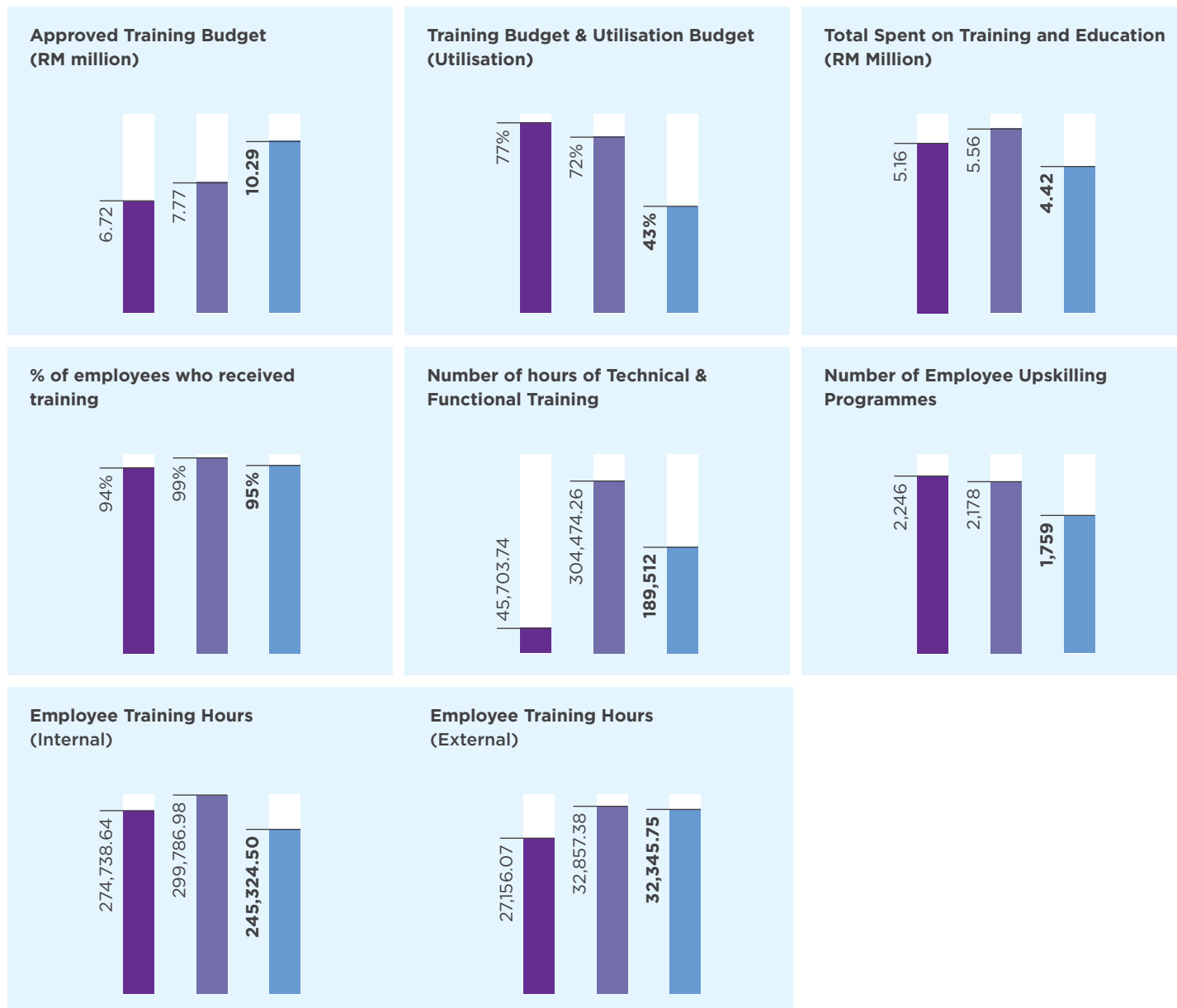
(Hours)

■ 2022 ■ 2023 ■ 2024 ■ 2025



SOCIAL VALUE CREATION

■ 2022 ■ 2023 ■ 2024 ■ 2025



Employees Receiving Regular Performance and Career Development Reviews (%)

Entity	2022	2023	2024	2025
Edgenta MY	100%	100%	100%	100%
UEMS MY	-	25%	32%	40%
SG	-	100%	100%	100%
TW	-	100%	100%	100%
UAE	-	-	100%	100%

Note:

1. Record unavailable for KSA.

2. UAE is represented by Kaizen and OME (2024: Kaizen 100%, OME 90%, 2025: Kaizen 100%, OME 95%).

Total Number of Employees

Increase in headcount from 17,948 to 18,379 reflects the inclusion of Kaizen and MEEM, which were added to our reporting coverage starting in FY2024.

Employees by Region	Malaysia	Singapore	Taiwan	Kingdom of Saudi Arabia	United Arab Emirates
2022					
Number of permanent employees (head count / FTE)	5,604	1,405	6,561	-	265
Number of temporary employees / Non-Permanent (head count / FTE)	1,123	1,334	-	-	-
Number of non-guaranteed hours employees (head count / FTE)	-	184	-	-	-
Total employees	6,727	2,923	6,561	-	265
2023					
Number of permanent employees (head count / FTE)	5,499	1,810	7,330	-	306
Number of temporary employees / Non-Permanent (head count / FTE)	1,350	930	-	14	-
Number of non-guaranteed hours employees (head count / FTE)	-	204	-	-	-
Total employees	6,849	2,944	7,330	14	306
2024					
Number of permanent employees (head count / FTE)	4,861	1,904	7,360	5	656
Number of temporary employees / Non-Permanent (head count / FTE)	1,541	993	-	348	-
Number of non-guaranteed hours employees (head count / FTE)	-	280	-	-	-
Total employees	6,402	3,177	7,360	353	656

Employees by Region	Malaysia	Singapore	Taiwan	Kingdom of Saudi Arabia	United Arab Emirates	Indonesia
2025						
Number of permanent employees (head count / FTE)	4,378	1,437	7,593	0	0	3
Number of temporary employees / Non-Permanent (head count / FTE)	1,801	1,697	0	459	794	6
Number of non-guaranteed hours employees (head count / FTE)	0	211	0	0	0	0
Total employees	6,179	3,345	7,593	459	794	9

SOCIAL VALUE CREATION

	2022	2023	2024	2025
Ratio of basic salary and remuneration (male to female)				
Top Management	NR	1.1:1	1.17:1	1.14 : 1
Senior Management	NR	0.9:1	1:1	1 : 1.10
Middle Management	NR	0.1:0.1	1:1	1.01 : 1
Junior Management	NR	1.1:1	1.1:1	1.11 : 1
Non-Executive	NR	0.1:0.1	1:1	1.05 : 1

Breakdown of Employees by Gender and Position (Headcount & %)

A. By Employment Type

	Male		Female		Total
	Number	%	Number	%	
2022					
Number of permanent employees (head count / FTE)	6,187	45%	7,648	55%	13,835
Number of temporary employees / Non-Permanent (head count / FTE)	1,534	62%	923	38%	2,457
Number of non-guaranteed hours employees (head count / FTE)	72	39%	112	61%	184
2023					
Number of permanent employees (head count / FTE)	6,756	45%	8,189	55%	14,945
Number of temporary employees / Non-Permanent (head count / FTE)	1,540	67%	754	33%	2,294
Number of non-guaranteed hours employees (head count / FTE)	82	40%	122	60%	204
2024					
Number of permanent employees (head count / FTE)	6,719	45%	8,067	55%	14,786
Number of temporary employees / Non-Permanent (head count / FTE)	1,947	68%	935	32%	2,882
Number of non-guaranteed hours employees (head count / FTE)	108	39%	172	61%	280
2025					
Number of permanent employees (head count / FTE)	5,997	44%	7,666	56%	13,663
Number of temporary employees / Non-Permanent (head count / FTE)	3,059	68%	1,446	32%	4,505
Number of non-guaranteed hours employees (head count / FTE)	75	36%	136	64%	211

B. By Position Type

	Male		Female		Total
	Number	%	Number	%	
2022					
Top Management	13	72%	5	28%	18
Senior Management	130	60%	85	40%	215
Middle Management	292	72%	111	28%	403
Junior Management	1,020	61%	653	39%	1,673
Non-Executive	6,338	45%	7,829	55%	14,167
2023					
Top Management	14	78%	4	22%	18
Senior Management	142	61%	90	39%	232
Middle Management	279	69%	125	31%	404
Junior Management	1,058	60%	696	40%	1,754
Non-Executive	6,885	46%	8,150	54%	15,035
2024					
Top Management	17	77%	5	23%	22
Senior Management	142	63%	83	37%	225
Middle Management	303	69%	137	31%	440
Junior Management	1,016	60%	679	40%	1,695
Non-Executive	7,296	47%	8,270	53%	15,566
2025					
Top Management	11	73%	4	27%	15
Senior Management	144	64%	80	36%	224
Middle Management	311	71%	130	29%	441
Junior Management	1,212	60%	796	40%	2,008
Non-Executive	7,453	47%	8,238	53%	15,691

SOCIAL VALUE CREATION

Breakdown of Employees by Age Group

	Male		Female		Total
	Number	%	Number	%	
2022					
<30 years	1,394	65%	760	35%	2,154
30 - 50 years	3,722	56%	2,964	44%	6,686
>50 years	2,677	35%	4,959	65%	7,636
2023					
<30 years	1,457	65%	779	35%	2,236
30 - 50 years	4,134	55%	3,343	45%	7,477
>50 years	2,787	36%	4,943	64%	7,730
2024					
<30 years	1,509	65%	816	35%	2,325
30 - 50 years	4,178	56%	3,239	44%	7,417
>50 years	3,087	38%	5,119	62%	8,206
2025					
<30 years	1,609	66%	823	34%	2,432
30 - 50 years	4,282	58%	3,080	42%	7,362
>50 years	3,200	37%	5,341	63%	8,541

Breakdown of Employees by Position

	<30 years	%	30-50 years	%	>50 years	%	Total
2022							
Top Management	0	0%	9	50%	9	50%	18
Senior Management	0	0%	131	61%	84	39%	215
Middle Management	3	1%	289	72%	111	28%	403
Junior Management	282	17%	1,096	66%	295	18%	1,673
Non-Executive	1,945	14%	5,173	37%	7,049	50%	14,167
2023							
Top Management	0	0%	11	61%	7	39%	18
Senior Management	0	0%	152	66%	80	34%	232
Middle Management	10	2%	302	75%	92	23%	404
Junior Management	276	16%	1,204	69%	274	16%	1,754
Non-Executive	1,950	13%	5,808	39%	7,277	48%	15,035

	<30 years	%	30-50 years	%	>50 years	%	Total
2024							
Top Management	0	0%	9	41%	13	59%	22
Senior Management	1	0.4%	130	57.8%	94	41.8%	225
Middle Management	20	5%	308	70%	112	25%	440
Junior Management	251	15%	1,103	65%	341	20%	1,695
Non-Executive	2,053	13%	5,867	38%	7,646	49%	15,566
2025							
Top Management	0	0%	5	33%	10	67%	15
Senior Management	1	0.4%	129	57.6%	94	42%	224
Middle Management	16	4%	320	73%	105	24%	441
Junior Management	369	18%	1,297	65%	342	17%	2,008
Non-Executive	2,046	13%	5,611	36%	8,034	51%	15,691

Employee Breakdown by Division (%)

	2024	2025
Healthcare Support	82	82
Infrastructure Services	6	5
Asset Consultancy	2	2
Property and Facilities Solution	8	9
Property Development	0.02	0.02
Support Services	3	2

Employee Breakdown by Ethnicity (Group-wide Operations)

	2025
Malay	32.1%
Chinese	48.8%
Indian	10.3%
Others	8.9%

SOCIAL VALUE CREATION

Breakdown by Employment Status (%)

	2024	2025
Contract	18	26
Permanent	82	74

Note:

For contract, includes Temporary and Non-Guaranteed Hours employees

Senior Management

Disclosure	2022	2023	2024	2025
No. of Senior Management from Local Communities	205	213	201	205
Female in Technical Positions (%)	21	23	19	27

Notes:

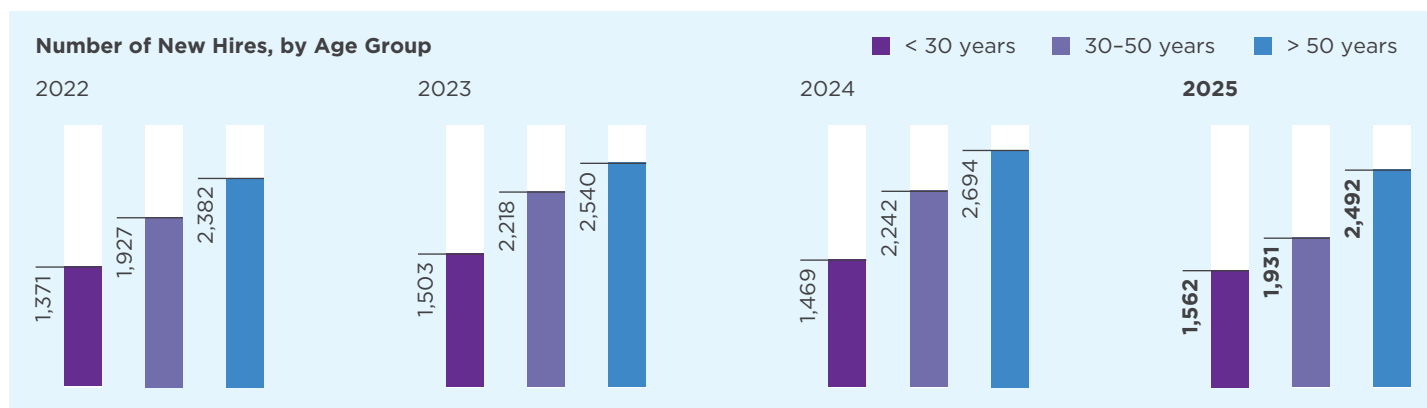
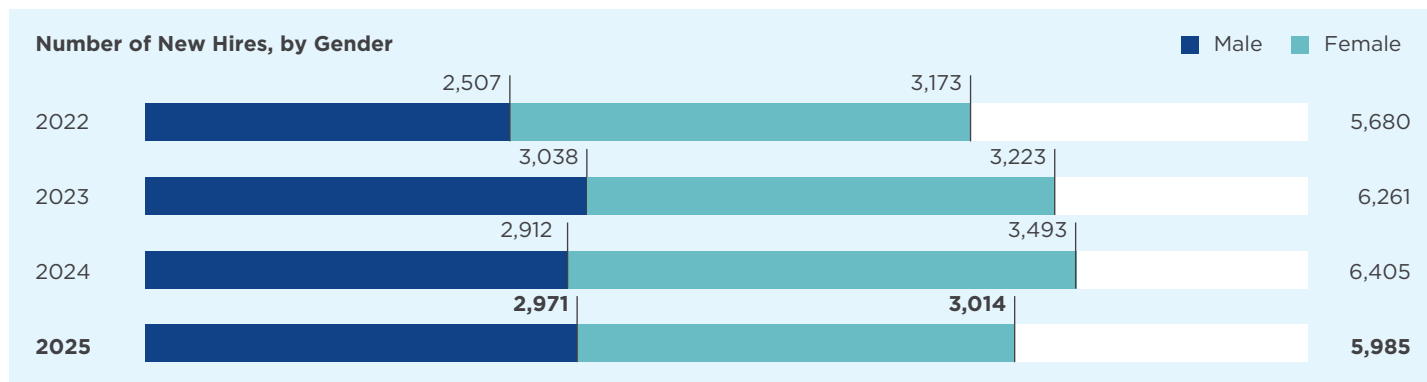
1. Local Communities mean locally hired in the respective country
2. Female in technical positions are calculated based on total number of employees in Senior Management
3. Data is for Malaysia operations only

Percentage of Directors by Gender and Age Group

	Male		Female	
	Number	%	Number	%
2022	6	67%	3	33%
2023	7	70%	3	30%
2024	7	70%	3	30%
2025	7	70%	3	30%

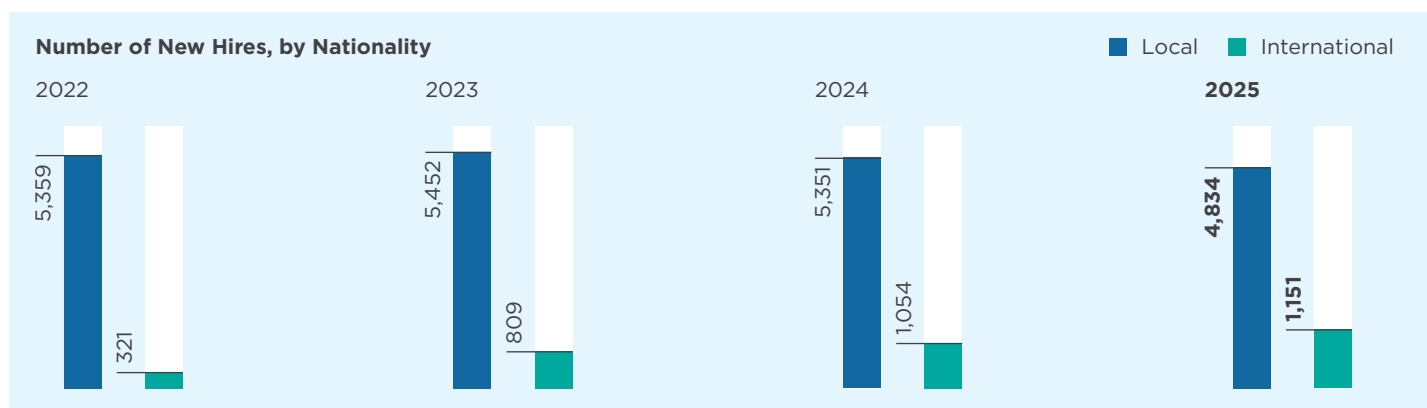
	Under 30		Between 30-50		Above 50	
	Number	%	Number	%	Number	%
2022	0	0	2	22%	7	78%
2023	0	0	3	30%	7	70%
2024	0	0	3	30%	7	70%
2025	0	0	3	30%	7	70%

Total Number of New Employees



Notes:

1. Local: Citizens of respective country
2. 2022 & 2023: data covers Edgenta MY only
3. 2024 - 2025: Data covers group-wide



New hires, by region (countries)	2022	2023	2024	2025
Malaysia	1,177	1,237	1,013	882
Singapore	1,411	1,415	1,699	1,688
Indonesia	0	1	4	1
Taiwan	3,028	3,510	3,295	2,884
KSA	1	12	88	183
UAE	63	86	306	347
Total	5,680	6,261	6,405	5,985

SOCIAL VALUE CREATION

No. of Turnover, by Age Group

Voluntary turnover	< 30 years	30-50 years	> 50 years	Total
2022	1,054	1,799	2,263	5,116
2023	860	1,633	2,323	4,816
2024	872	1,728	2,534	5,134
2025	865	1,815	2,364	5,044

Non-voluntary turnover	< 30 years	30-50 years	> 50 years	Total
2022	285	410	453	1,148
2023	443	520	602	1,565
2024	417	747	1,016	2,180
2025	491	923	869	2,283

Voluntary & non-voluntary turnover	< 30 years	30-50 years	> 50 years	Total
2022	1,339	2,209	2,716	6,264
2023	1,303	2,153	2,925	6,381
2024	1,289	2,475	3,550	7,314
2025	1,356	2,738	3,233	7,327

Breakdown of Total Turnover by Gender

Turnover Type	Voluntary turnover		Non-voluntary turnover		Voluntary & non-voluntary turnover	
	Male	Female	Male	Female	Male	Female
2022	2,137	2,979	674	474	2,811	3,453
2023	2,072	2,744	787	778	2,859	3,522
2024	2,397	2,813	1,002	1,217	3,399	4,030
2025	2,263	2,781	1,040	1,243	3,303	4,024

Breakdown of Total Turnover by Position

Position	2022	2023	2024	2025
Top Management	5	5	3	4
Senior Management	38	37	36	42
Middle Management	75	87	111	103
Junior Management	309	274	341	431
Non-Executive	5,837	5,978	6,938	6,747

Overall, voluntary turnover has remained relatively stable over the past three years.

In Malaysia, voluntary turnover remains healthy and within the market threshold. In Singapore and Taiwan, turnover aligns with annual rates observed in the general cleaning industry, showing a similar trend to previous years. In the Middle East, the turnover rate is expected to take time to stabilise due to regulatory challenges, as well as ongoing acquisitions and integration efforts.

Breakdown of Total Turnover by Region

Region	Malaysia	Singapore	Taiwan	Kingdom of Saudi Arabia	United Arab Emirates	Indonesia
2023						
Voluntary turnover	950	1,269	2,876	0	21	-
Non-voluntary turnover	546	322	277	0	3	-
Total turnover	1,496	1,591	3,153	0	24	-
2023						
Voluntary turnover	419	1,167	3,183	1	46	-
Non-voluntary turnover	388	412	754	5	6	-
Total turnover	807	1,579	3,937	6	52	-
2024						
Voluntary turnover	579	1,296	3,204	35	95	-
Non-voluntary turnover	766	362	1,026	20	46	-
Total turnover	1,345	1,658	4,230	55	141	-
2025						
Voluntary & non-voluntary turnover	588	1,291	2,928	56	179	2
Non-voluntary turnover	1,031	425	714	47	64	2
Total turnover	1,619	1,716	3,642	103	243	4
Disclosure						
		2022	2023	2024	2025	
Total turnover		6,266	6,381	7,428	7,327	
Overall turnover rate		38.8%	37.4%	40.9%	40.4%	

Benefits by Country

Benefit	2025					
	Malaysia	Taiwan	Singapore	UAE ¹	UAE ²	KSA ³
Life insurance	Y	Y	N	N	N	N
Health care	Y	Y	Y	Y	Y	Y
Disability and invalidity coverage	Y	Y	Y	Y	N	Y
Parental leave	Y	Y	Y	Y	Y	Y
Retirement provision	Y	Y	Y	N	N	N
Stock ownership	N	N	N	N	N	N

Note: Taiwan – Life insurance only applicable for Non-Operatives

¹ UAE – OME

² UAE – Kaizen

³ KSA – MEEM

SOCIAL VALUE CREATION

Parental Leave

Reinstatement of parental leave disclosure (including historical data) following improvements to data definitions and reporting methodology.

A detailed review of parental leave records were undertaken, aimed at strengthening the understanding and reporting of key index, ie Return to Work rate (after parental leave ended) and Employee Retention rate (still employed after 12 months, after parental leave ended).

Data includes Malaysia Operations only

Total Number of Employees Entitled to Parental Leave

Gender	2022	2023	2024	2025
Male	2,286	2,396	2,282	2,213
Female	747	758	765	966

Note: The numbers have been reviewed and refined to enhance clarity with additional notes as reference, and will replace previous disclosures.

Total Number of Employees Who Took Parental Leave

Gender	2022	2023	2024	2025
Male	62	95	57	35
Female	19	14	13	12

Note: Start date of parental leave is within the same reporting period.

Total Number of Employees Who Returned to Work in the Reporting Period After Parental Leave Ended

Gender	2022	2023	2024	2025
Male	60	95	57	35
Female	19	14	13	12

Note: Return to work is based on the start of parental leave of the reporting period.

Total Number of Employees Who Returned to Work After Parental Leave and Were Still Employed 12 Months After Their Return

Gender	2022	2023	2024	2025
Male	52	48	76	44
Female	19	17	11	9

Note: Return to work is based on the end date of parental leave and still employed after 12 months.

Return-to-Work Rates (%)

Gender	2022	2023	2024	2025
Male	96.7	100	100	100
Female	100	100	100	100

Note: Return to Work: Total number of employees returned to work after parental leave ended / Total number of employees who took parental leave in the same reporting period.

Retention Rates (%)

	2022	2023	2024	2025
Male	89.7	77.4	80	77.2
Female	82.6	89.5	78.6	69.2

Note: Retention: Total number of employees retained 12 months after returning to work / Total number of employees returning from parental leave in the prior reporting period.

Recognition and Rewards Across the Group

Across UEM Edgenta's subsidiaries, recognition and rewards programmes are designed to reinforce performance, strengthen engagement and support employee retention. While aligned to Group principles of fairness, merit and accountability, each subsidiary tailors its approach to reflect local workforce expectations, operational contexts and market conditions. Together, these initiatives foster motivation, reinforce desired behaviours and support a high-performance culture across the organisation.

HQ Malaysia (Corporate Baseline)

Flexible benefits (ESA) provide personalised choices to employees, complemented by spot recognition and non-monetary awards. Performance incentives are aligned to productivity, profitability and sales outcomes, reinforcing a performance-driven culture.

Kaizen

Public recognition initiatives, tailored incentives aligned to job specialisations, a structured Praising Programme (2025) and ad hoc awards for exceptional achievements promote continuous performance improvement.

UEMS Singapore

A balanced approach combining collective recognition for shared success and individual recognition for personal contribution, supporting team cohesion while motivating performance excellence.

OME

Recognition is embedded within team-building and leadership routines, with feedback-informed adjustments to benefits and practices over time to ensure relevance and fairness.

EdgentaUEMS Taiwan

Emphasis on personalised and real-time recognition, supported by tools that enable instant appreciation. Public recognition reinforces positive behaviours and strengthens workplace morale.

MEEM

Recognition practices are aligned with regulatory and operational requirements, with emphasis on role-based and performance-based acknowledgement within its operating environment.

OUTLOOK

UEM Edgenta continues to strengthen employee engagement by increasing leadership visibility, expanding structured engagement platforms and maintaining safe and accessible feedback channels. These efforts will be supported by targeted development programmes, recognition initiatives and job-relevant training to enhance employee capability, morale and retention, while upholding fair employment practices and regulatory compliance.

Over the longer term, the Group aims to further advance talent development through more differentiated and inclusive initiatives. Focus areas include strengthening leadership capabilities and future skill, whilst reinforcing organisational culture through consistent leadership engagement and cross-functional collaboration. Continued emphasis on employee well-being aims to support talent attraction and retention in an increasingly competitive labour market.

SOCIAL VALUE CREATION

HUMAN RIGHTS ASSESSMENT

WHY IT MATTERS

Upholding the fundamental principles of human rights is essential to maintaining stable and productive relationships with our employees, contractors, suppliers and the communities in which the Group operates. Respect for human rights supports fair and safe working environments, equal opportunity and responsible business conduct, forming the foundation for consistent service delivery and long-term operational credibility. UEM Edgenta's commitment to human rights includes respecting and upholding the principles enunciated in internationally recognised standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which form part of the broader International Bill of Human Rights framework.

A strong stance against human rights violations also reduces exposure to potential legal, financial and reputational impacts. Where such risks are not effectively managed, the Group may face operational disruption, contractual disputes and increased scrutiny from regulators and investors. Ultimately, such incidents could weaken stakeholder confidence and erode the social license under which the Group operates.

OUR APPROACH

A Strong Policy Suite and Governance Framework

UEM Edgenta promotes fairness, non-discrimination and equal opportunity through a Group-wide policy and governance framework. This includes the DEI Statement, Gender Diversity Policy and a Human Rights Policy informed by the Human Rights Impact Assessment (HRIA) conducted in May 2024. The HRIA was undertaken to identify potential and actual human rights impacts across our operations and value chain, and included a gap assessment against the UN Guiding Principles on Business and Human Rights (UNGPs).

The assessment resulted in recommendations and a roadmap addressing 10 salient human rights issues relating to employees, suppliers as well as community and environment which continue to guide the Group's mitigation and improvement efforts. The framework applies to employees, contractors and business partners and adopts zero tolerance for violations such as child and forced labour. It aligns with applicable laws and recognised international standards, including the Child Act 2021 and the International Labour Organisation (ILO) Core Labour Standards, and reflects the Group's commitment to respect children's rights in line with the Children's Rights and Business Principles.

The framework is further supported by HSSE-related requirements to provide a safe and healthy work environment, and by provisions that promote fair and humane treatment of foreign workers, including timely payment of wages, access to adequate living conditions, and respect for dignity and well-being.

Progress against HRIA recommendations is monitored as part of ongoing governance and operational processes. Human rights governance is maintained through oversight and monitoring. Guided by our Human Rights Policy, the responsibility of overseeing the policy is only under BGRC.

The implementation and escalation of human rights matters are a collective effort between Human Resource Department, Group Procurement Department as well as Risk, Integrity and Compliance Department to ensure effective application of the Group's human rights commitment applies to employees, contractors and business partners. In Singapore operations, human rights governance is maintained through oversight and monitoring, including routine Human Rights Inspections to ensure labour standards compliance and safe, fair working conditions.

Embedding Human Rights Considerations in Business Operations and Core Processes

During the year, the Group engaged employees and suppliers through training and awareness sessions on the Human Rights Policy, providing a platform to discuss key human rights risks relevant to our operations and supply chain. These engagements support behavioural and cultural alignment, while insights gathered and access to grievance and whistleblowing channels enable the ongoing identification, early detection, and management of salient human rights issues across the business.

Human rights considerations are embedded in core people processes, including recruitment, onboarding, consequence management, rewards and grievance handling, and have been progressively strengthened following the adoption of the Human Rights Policy in 2025. Group-wide capability building through training, awareness initiatives and internal communications supports behavioural and cultural alignment, while access to grievance and whistleblowing channels facilitates early detection and remediation. During the year, the Group also engaged employees and suppliers through training and awareness sessions on the Human Rights Policy, providing a platform to discuss key human rights risks relevant to our operations and supply chain. Insights from these engagements support the ongoing identification and management of salient human rights issues across the business.

Across our operations, including Singapore, Taiwan, the UAE and the KSA, these standards translate into common practices such as merit-based recruitment and equal opportunity employment, anti-harassment measures with clear disciplinary pathways, transparent employment terms and formal grievance mechanisms accessible to all workers. This structured integration supports consistent application of human rights standards across diverse operating environments.

Continual Assessment and Improvement

The Human Rights Policy places a critical role in guiding responsible business conduct. Continuous review is conducted to ensure compliance to the policy. For the reporting year, no business-specific salient human rights issues reported.

Through ongoing assessment and monitoring, UEM Edgenta reinforces its commitment to ethical operations while supporting long-term business continuity, credibility and sustainable value creation.

Human Rights Grievance Mechanisms and Remediation

UEM Edgenta provides formal grievance mechanisms to enable employees, contractors, suppliers and other stakeholders to raise concerns related to human rights or other misconduct. Reports may be submitted through the Group's Whistleblowing Channels, which include email, telephone and written submissions. These mechanisms guarantee confidentiality and allow anonymous reporting, ensuring individuals can raise concerns without fear of retaliation. All disclosures are assessed and investigated in accordance with the Group's Whistleblowing Process. Where human rights impacts are identified, UEM Edgenta commits to taking appropriate remediation actions, including corrective measures, disciplinary actions or review of business relationships, in line with the Group's Human Rights Policy.

VALUE CREATED

Group-wide Results and Programmes

In 2025, UEM Edgenta established a formal foundation for human rights governance with the rollout of the Group Human Rights Policy in March 2025. This marked the first year of structured implementation, supported by awareness sessions for employees and suppliers and the reinforcement of related policies and statements, including the Notice on Sexual Harassment, the Diversity, Equity and Inclusion (DEI) Statement and the Gender Diversity Policy.

These actions strengthened organisational clarity on acceptable conduct, fair employment and respect for dignity, while providing employees and managers with consistent reference points for ethical decision-making. Together, they created a common baseline for managing human rights risks across operations and business units.

Number of Substantiated Complaints Concerning Human Rights Violation			
	2023	2024	2025
	0	0	0

Number of Confirmed Cases of Forced, Indentured, Bonded or Involuntary Labour			
	2023	2024	2025
	0	0	0

Advancing Freedom of Association and Collective Bargaining

In FY2025, UEM Edgenta through its subsidiary Edgenta UEMS Sdn. Bhd., marked another significant human rights milestone by completing the negotiation process and signing the first Collective Agreement Edgenta's on 6 November 2025. This achievement reinforces UEM commitment to freedom of association and collective bargaining as per our Human Rights Policy.

SOCIAL VALUE CREATION

Business Unit Outcomes

MEEM (Kingdom of Saudi Arabia)

MEEM sustained compliance with applicable labour and employment regulations. Human rights principles were reinforced through standard onboarding processes that highlight employee rights and responsibilities. Clear employment contracts were maintained, supported by accessible and non-retaliatory channels for raising concerns, contributing to transparent and orderly workforce management.

UEMS Singapore

UEMS Singapore implemented the Group Human Rights Policy at local level and reviewed internal people management processes to strengthen consistency in fair employment practices. Practical guidelines and checklists were introduced to support people managers in applying recruitment, conduct and grievance procedures in line with human rights principles. These efforts form part of the contributing factors that led to the successful accreditation of “Champion of Good” in 2025.

EdgentaUEMS Taiwan

EdgentaUEMS Taiwan focused on pay equity and legal compliance. The business unit ensured adherence to minimum wage requirements and implemented salary adjustments for approximately 82% of employees during the year. These adjustments supported improved fairness and equity in remuneration outcomes.

Kaizen (United Arab Emirates)

Strengthened anti-harassment culture through policy, procedures and manager guidance.

Operon Middle East (OME) (United Arab Emirates)

Operon Middle East maintained accessible grievance mechanisms and reinforced fair, transparent employment practices.

Combined and Cross-Business Unit Outcomes

Across the Group, several outcomes were achieved through aligned practices:

- Grievance mechanisms: MEEM and OME maintained accessible and formal grievance channels, reinforcing fair and transparent employment practices and enabling early resolution of concerns.
- Anti-harassment culture: UEMS Singapore and Kaizen strengthened standards and procedures on harassment and bullying through updated policies, management guidance and clearer escalation pathways.

- Non-discriminatory hiring and equal opportunity: UEMS Singapore and EdgentaUEMS Taiwan advanced merit-based recruitment and equal opportunity practices aligned with international expectations, supported by Kaizen’s Equal Employment Opportunity framework.
- In Malaysia, further progress has been made to embed the Human Rights Policy within the supply chain through supplier engagement initiatives and the integration of human rights into procurement practices.

These actions contributed to more consistent protection of employee rights, reduced exposure to conduct-related risks and improved confidence in internal governance structures.

Data and Measurement

2025 represents the baseline year for formal human rights governance under the new policy framework. Quantitative performance indicators, such as training coverage, grievance resolution timeframes and reported case rates, will be strengthened to support stronger monitoring and continuous improvement.

OUTLOOK

Looking ahead, the Group will continue strengthening its human rights framework through a phased and progressive approach focused on awareness, accountability and continuous improvement. In the near-term, efforts will centre on enhancing human rights awareness through targeted training and knowledge-sharing sessions, improving the visibility and accessibility of relevant policies and grievance channels, and maintaining consistent zero-tolerance enforcement supported by corrective action where required. Selected measurable commitments across business units will continue to support this direction. In the coming years, we will develop a guiding principle to assess human rights across our supply chain, followed by the establishment of a structured framework and due-diligence methodology. This will enable a more systematically more systematically assess working conditions, including those of contractors and supplier-managed workers.

Over the medium to longer term, the Group will review and strengthen existing practices by addressing gaps in training coverage, case handling processes, response timelines and supplier alignment, while the Supply Chain Engagement Plan will guide structured engagement and screening of suppliers against human rights criteria. Through deeper integration into operational practices, supported by clearer internal reporting and increased transparency, the Group aims to reinforce workforce protection, inclusion and responsible business conduct across all operations.

LOCAL COMMUNITY

WHY IT MATTERS

UEM Edgenta's operations are closely connected to the communities surrounding its businesses. The Group recognises that its business activities influence local livelihoods, social conditions and the environment, and therefore focuses on maintaining constructive and respectful relationships with these communities as a driver of long-term business resilience.

By maintaining consistent and meaningful community engagement, the Group improves the alignment of its activities with local needs, reinforces trust and supports shared value creation. Conversely, where engagement is limited or inconsistent, stakeholder confidence and social acceptance may be affected, increasing the risk of misunderstanding or resistance to the Group's operations.

OUR APPROACH

A Structured, Needs-Based and Impact-Oriented Approach

The Group adopts a needs-based and impact-oriented approach to community investment, identifying gaps within surrounding communities and addressing them through targeted contributions, partnerships and programmes. Community impacts are considered across business planning and operational decision-making, with emphasis on supporting socioeconomic development, access to essential services and long-term community resilience.

The Group's commitment to delivering value to local communities is supported and emphasised throughout the organisation through internal policies. This approach is embedded within the Group's EoTF2025 strategy and aligned with national priorities, including the Twelfth Malaysia Plan (12MP) 2021-2025, reinforcing the Group's role as a responsible corporate citizen and contributing to Malaysia's broader sustainability and development goals.

Linking Community Development to Our Sustainability Agenda

UEM Edgenta's sustainability agenda is anchored on three interrelated pillars — Economic, Environmental and Social — and is implemented through the strategic themes of Sustainable Economic Growth, Minimising Environmental Impact and Social Value Creation. These themes provide the overarching direction for how the Group delivers long-term value across its operations and stakeholder relationships.

To drive alignment and maximise impact, the Group has intentionally aligned the priority areas of its community contributions and development with these sustainability themes.

SOCIAL VALUE CREATION



This alignment ensures that community initiatives are not standalone activities but are designed to reinforce the Group’s broader sustainability agenda. Guided by this framework, UEM Edgenta identifies priority needs and assesses gaps in access to essential services and facilities within surrounding communities. Based on these assessments, targeted support is provided through resources and technical expertise, service delivery and operational support, as well as financial assistance for community facilities and programmes.

This structured and needs-based approach ensures that contributions remain relevant, practical and aligned with local development priorities while supporting long-term socio-economic progress.

Delivering Local Impact Through Operations

Across Malaysia, we continue to deliver local impact through practical, culturally meaningful and community-responsive activities embedded within our operations. Beyond structured CSR programmes, our teams contribute directly to communities through initiatives such as volunteering or gotong royong activities, repainting and refurbishing classrooms, planting trees, and supporting festive occasions including Iftar sponsorship and Chinese New Year celebrations. We also channel assistance through zakat wakalah to uplift underserved groups in line with local needs.

Community value is also delivered through responsible facilities and property management and service provision. Businesses such as Kaizen and EdgentaUEMS Taiwan contribute through the maintenance of safe, reliable and accessible facilities for public and tenant use. In selected markets, community outcomes are further supported through structured skills development, environmental management and workforce well-being initiatives, including OME’s ISO 14001-certified environmental practices and UEMS Singapore’s focus on talent development and employability.

Collectively, these practices ensure that community engagement remains relevant, practical and aligned with local development priorities, reinforcing that community impact is embedded within the Group’s operations rather than limited to standalone initiatives.

VALUE CREATED

Guided by our priority areas of community contribution—Education, Community Enrichment & Well-being, and Environmental Stewardship—we adopt a structured approach to community engagement by supporting initiatives and encouraging volunteering that address local needs, advance environmental protection, strengthen community resilience, and contribute to sustainable local development in alignment with our sustainability themes. Below are selected initiatives implemented across our regional offices.

Sustainable Economic Growth

Malaysia Operations

Supporting Children's Rights Through Community Education Initiatives

UEM Edgenta supports children's rights through community initiatives that promote access to education and holistic development. In FY2025, the Group contributed RM10,000 to SMK Seri Pantai to support curricular and co-curricular development, including the establishment of an EduSpace learning hub. The initiative aims to provide students with an improved learning environment and access to educational resources that support academic enrichment and personal development. Through such programmes, UEM Edgenta seeks to contribute positively to children's well-being and educational opportunities within the communities where it operates.

UEMS Singapore

- Internship programmes for graduates and mid-career entrants.
- Participation in job fairs extending employment access.
- Recruitment partnerships supporting ex-offenders and elderly jobseekers.

EdgentaUEMS Taiwan

- Workplace experience under Indigenous Peoples Employment Promotion Plan.
- Collaboration with Taipei Shilin Senior High School of Commerce to develop employable skills for special education students.

Environmental Stewardship

Malaysia Operations

- Tree planting of 100 saplings at Sultan Idris Shah Forestry Education Centre, contributing to long-term forest enrichment and community environmental education.

EdgentaUEMS Taiwan

- Beach clean-up at Beisha Seawall, contributing to cleaner coastlines and healthier marine ecosystems.
- Support flood recovery efforts in Hualien as part of our ongoing community resilience initiatives.

Operon Middle East (OME)

- OME participated in a mangrove tree-planting initiative in Dubai, supporting coastal protection and environmental sustainability. This reflects our ongoing commitment to restoring natural ecosystems, enhancing biodiversity, and contributing to long-term climate resilience, while promoting environmental stewardship within the communities we serve.
- Led Wasl Group Can Collection Drive, collecting 277 kg of cans (42% of total), driving waste reduction and circular economy initiatives.

Community Enrichment and Well-being

Malaysia Operations

- Jalinan Kasih Edgenta Chinese New Year engagement with Rumah Charis, including First Aid awareness.
- Ramadhan engagements and Iftar sponsorships for underserved communities.
- Support for vulnerable groups through donation drives and community facility refurbishment.
- Zakat Wakalah contribution to PPUM for underprivileged patients.

UEMS Singapore

- Engagement at Active Ageing Centres and Community of Care hubs.
- Participation in community fundraising and donation initiatives.
- Collaboration supporting migrant workers with essential goods.

EdgentaUEMS Taiwan

- "Happy Family Day" promoting family cohesion.
- Participation in Supau Cup Mini Marathon encouraging public health.
- Assistance to sheltered workshops supporting persons with disabilities.
- Participation in Let's Run 2025 charity run supporting disadvantaged children.

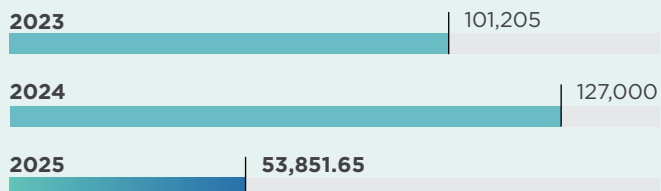
SOCIAL VALUE CREATION

Local Community Engagement & Investments

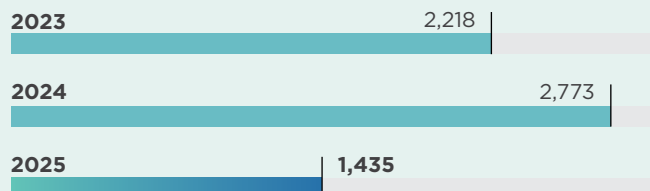
	2023	2024	2025
Operations with local community engagement, impact assessments and development programmes (no.)	19	17	11
Total investment / contributions for community initiatives (RM)	308,666.35	230,072.05	76,023.65
Number of NGO partnerships	28	8	3
Number of employees participating in CSR programme	360	255	30
Volunteering participation rate (number of volunteers / number of employees)	0.02%	0.01%	0.01%
Number of hours volunteered per employee	5	5	4
Number of total hours volunteered	1,800	1,275	120

Community Investments (External Beneficiaries)

Total amount invested in community where target beneficiaries are external to UEM Edgenta (RM)



Number of beneficiaries of the investment in communities



OUTLOOK

As the Group advances further, we will continue to instill a culture of engagement with local communities, particularly those closely affected or affiliated with our business. The Group will approach engagement with local communities through structured, impactful initiatives closely aligned with the Group's ESG commitments and national priorities. We intend to further develop our programmes that support employability, social inclusion and local economic participation, all while maintaining responsible operations without negative impact on the environment.

Over the medium- to long-term, the Group aims to strengthen partnerships with educational institutions, community organisations and service providers to deliver impact and sustainable social outcomes. By embedding community considerations into our operational practices, we continue a practice of positive community relationships, with social and environmental impacts closely monitored and managed. This contributes to long-term value creation in the community where it operates.

SUSTAINABILITY PERFORMANCE TABLE

Date & Time: 2026-04-07 16:43:51
 FYE 31/12/2025

UEM Edgenta Berhad
 BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Anti-Corruption	Percentage of employees who have received training on anti-corruption by employee category a) Top Management b) Senior Management c) Middle Management d) Junior Management e) Non-executive	Percentage	a) 83% b) 99% c) 94% d) 69% e) 11%	-	Internal	
Anti-Corruption	Percentage of operations assessed for corruption-related risks	Percentage	77%	-	Internal	
Anti-Corruption	Confirmed incidents of corruption and action taken	Number	0	-	Internal	
Anti-Corruption	Disclosure of cost of fines, penalties or settlements in relation to corruption	RM	0	=	Internal	
Community/Society	Total amount invested in community where target beneficiaries are external to UEM Edgenta	RM	53,851,65	-	Internal	
Community/Society	Total number of beneficiaries of the investment in communities	RM	1,435	-	Internal	
Diversity	Percentage of employees by age group, for Top Management category a) Top Management Under 30 b) Top Management Between 30-50 c) Top Management Above 50	Percentage	a) 0 b) 33% c) 67%	-	Internal	

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SUSTAINABILITY PERFORMANCE TABLE

UEM Edgenta Berhad
BMLR Transition Period

Date & Time: 2026-04-07/16:43:51
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Diversity	Percentage of employees by age group, for Senior Management category a) Senior Management under 30 b) Senior Management Between 30-50 c) Senior Management Above 50	Percentage	a) 0.4% b) 57.6% c) 42%	-	Internal	
Diversity	Percentage of employees by-age group, for Middle Management category a) Middle Management Under 30 b) Middle Management Between 30-50 c) Middle Management Above 50	Percentage	a) 4% b) 73% c) 24%	-	Internal	
Diversity	Percentage of employees by-age group, for Junior Management category a) Junior Management Under 30 b) Junior Management Between 30-50 c) Junior Management Above 50	Percentage	a) 18% b) 65% c) 17%	-	Internal	
Diversity	Percentage of employees by-age group, for Non-Executive category a) Non-Executive Under 30 b) Non-Executive Between 30-50 c) Non-Executive Above 50	Percentage	a) 13% b) 36% c) 51%	-	Internal	

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Diversity	Percentage of employees by gender group, for Top Management category a) Top Management Male b) Top Management Female	Percentage	a) 73% b) 27%	-	Internal	
Diversity	Percentage of employees by gender group, for Senior Management category a) Senior Management Male b) Senior Management Female	Percentage	a) 64% b) 36%	-	Internal	
Diversity	Percentage of employees by gender group, for Middle Management category a) Middle Management Male b) Middle Management Female	Percentage	a) 71% b) 29%	-	Internal	
Diversity	Percentage of employees by gender group, for Junior Management category a) Junior Management Male b) Junior Management Female	Percentage	a) 60% b) 40%	-	Internal	
Diversity	Percentage of employees by gender group, for Non-Executive category a) Non-Executive Male b) Non-Executive Female	Percentage	a) 47% b) 53%	-	Internal	
Diversity	Percentage of directors by gender group a) Male b) Female	Percentage	a) 70% b) 30%	-	Internal	

SUSTAINABILITY PERFORMANCE TABLE

UEM Edgenta Berhad
 BMLR Transition Period

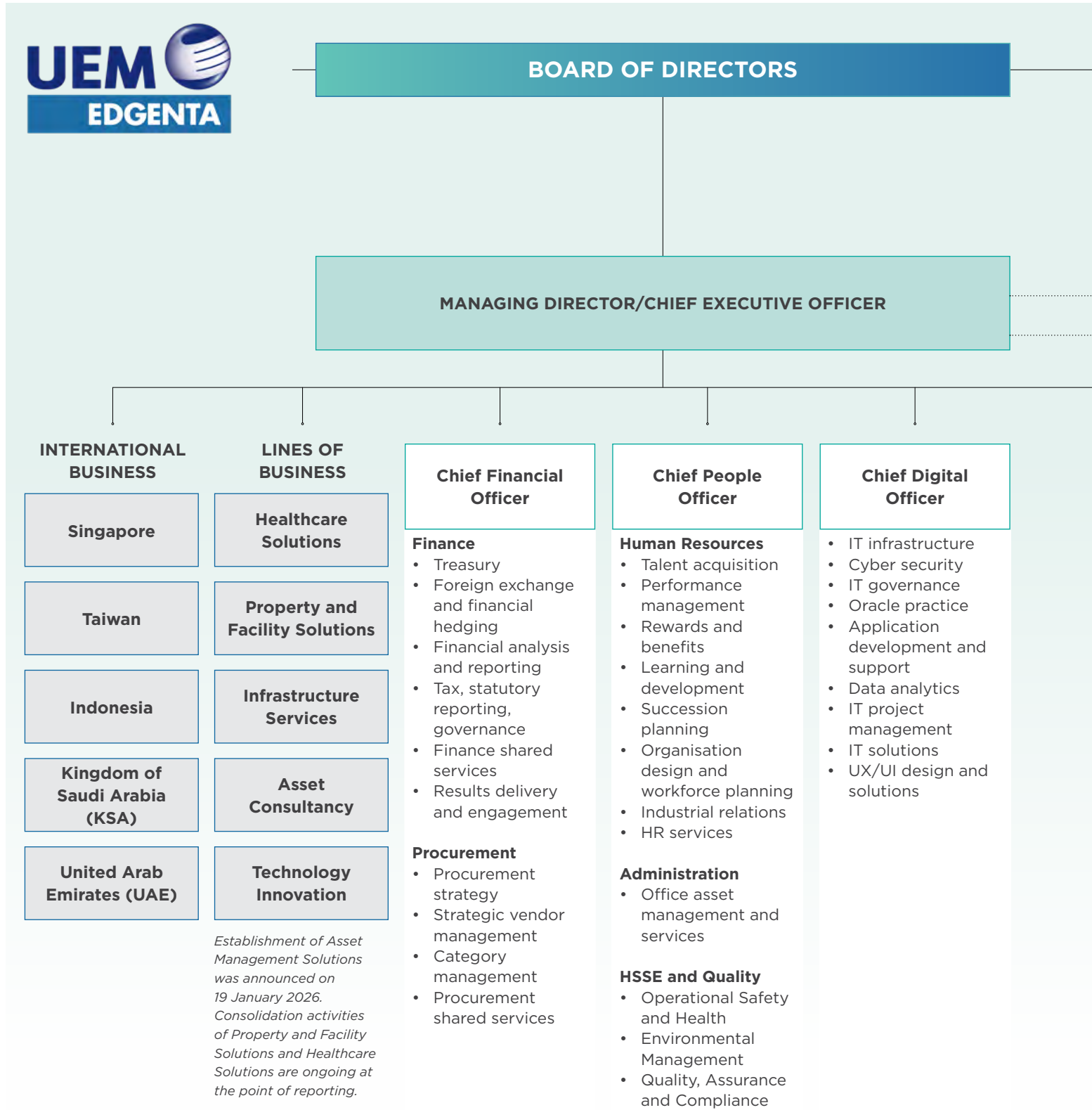
Date & Time: 2026-04-07[16:43:51
 FYE 31/12/2025

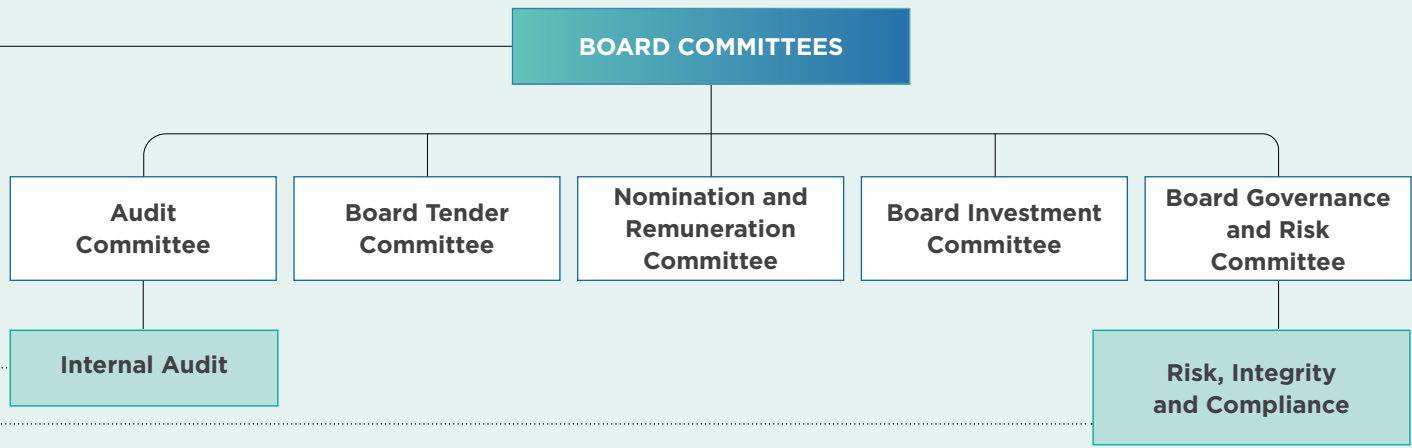
Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
	Percentage of directors by age group a) Under 30 b) Between 30-50 c) Above 50	Percentage	a) 0% b) 30% c) 70%	-	Internal	
Energy Management	Total energy consumption	Megawatt	9,702.19	-	No assurance	
Health and Safety	Number of work-related fatalities	Number	2	-	Internal	
Health and Safety	Lost Time Incident Rate (LTIR)	Rate	0.14	-	Internal	
Health and Safety	Number of employees trained on health and safety standards	Number	2,239	-	Internal	
Health and Safety	Percentage of sites with ISO 45001 certification	Percentage	100%	-	No assurance	We have replaced OHSAS 18001 with ISO 45001
Health and Safety	Number of work-related employee fatalities	Number	0	0	Internal	Goal Zero
Health and Safety	Number of work-related contractor fatalities	Number	2	0	Internal	Goal Zero
Labour Practices and Standard	Total hours of training by employee category a) Top Management b) Senior Management c) Middle Management d) Junior Management e) Non-Executive	Hours	a) 286.20 b) 4,544.88 c) 8,911.99 d) 35,060.66 e) 228,866.52	-	No assurance	
Labour Practices and Standard	Percentage of employees that are contractors or temporary staff	Percentage	26%	-	Internal	

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Labour Practices and Standard	Total number of employee turnover by employee category	Number	a) 4 b) 42 c) 103 d) 431 e) 6,747	—	Internal	
	a) Top Management					
	b) Senior Management					
	c) Middle Management					
	d) Junior Management					
	e) Non-executive					
Human Rights	Number of substantiated complaints concerning human rights violations	Number	0	—	Internal	
Supply Chain Management	Proportion of spending on local suppliers	Percentage	99.76%	-	Internal	
Data Privacy and Security	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	-	No assurance	
Water	Total volume of Water used	Megalitres	362.53	-	Internal	
Waste Management	a) Total waste generated	Metric Tonnes	1,164.90	—	No assurance	
	b) Total waste diverted from disposal		6.01			
	c) Disclosure of hazardous waste generation		935.25			
	d) Disclosure of non-recycled waste generation		1,164.26			
	e) Disclosure of waste recycled		0.64			
Emissions Management	a) Scope 1 b) Scope 2	Metric Tonnes	a) 8,727.01 b) 6,845.47	Net Zero Target by 2050	No assurance	
Emissions Management	Scope 3	Metric Tonnes	48,452.01	—	No assurance	Category 1,6,7,8

ORGANISATIONAL STRUCTURE

As at 26 March 2026





Corporate Strategy and Planning	Legal	Corporate Communications	Secretarial
<p>Corporate Strategy and Planning</p> <ul style="list-style-type: none"> • Opportunities evaluation and portfolio management • Mergers and acquisitions • Strategic partnerships and joint-venture management • Organisational scorecard management • Strategic and transformation projects management • Investor relations <p>Environmental, Social and Governance</p> <ul style="list-style-type: none"> • ESG strategy and capacity building • ESG governance and reporting 	<ul style="list-style-type: none"> • Legal advisory – corporate, business operations • Legal affairs management • Contract drafting and review • Intellectual Property (IP) management 	<ul style="list-style-type: none"> • Internal communications • Publications • Brand management • Media relations • Event management • Creative services • Corporate responsibility 	<ul style="list-style-type: none"> • Statutory compliance advisory and management • Board meetings and minutes • Company registrations, corporate records and governance



BOARD OF DIRECTORS' PROFILE



TAN SRI (DR.) AZMIL KHALID

Independent Non-Executive Chairman

QUALIFICATION:

- Doctorate of Science (Honorary), University of Hertfordshire, England
- Master of Business Administration, California State University, Dominguez Hills, United States of America
- Bachelor of Science in Civil Engineering, University of Hertfordshire, England, and Northrop University, Los Angeles, United States of America

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- Sapura Industrial Berhad (Listed Company)
- Elridge Energy Holdings Berhad (Listed Company)
- AFA Prime Berhad (formerly known as ANIH Berhad)
- Reach Energy Berhad

ABOUT:

Tan Sri (Dr.) Azmil began his career with a United Kingdom company, Tarmac National Construction. Upon his return to Malaysia, he worked for Trust International Insurance and Citibank NA.

He was the President and Chief Executive Officer of both The AlloyMtd Group and AFA Prime Berhad (formerly known as ANIH Berhad) from April 2011 to August 2017. He joined MTD Capital Bhd in 1993 as General Manager of Corporate Planning and held the position of Group Managing Director and Chief Executive Director in March 1996 before assuming the position as Group President and Chief Executive Officer of The MTD Group from April 2005 to April 2011. He was also the President and Chief Executive Officer of MTD Capital Bhd's listed subsidiary namely, MTD ACPI Engineering Berhad and was also the Chairman of MTD Walkers PLC, a foreign subsidiary of MTD Capital Bhd listed on the Colombo Stock Exchange in the Republic of Sri Lanka.

He is the Chairman of the Board of Reach Energy Berhad, Elridge Energy Holdings Berhad and Cenviro Sdn. Bhd. He is also a Director of Sapura Industrial Berhad and AFA Prime Berhad (formerly known as ANIH Berhad).

SHAIFUL SUBHAN

Managing Director/Chief Executive Officer

QUALIFICATION:

- Bachelor's Degree in Accounting, University of Birmingham, England
- Master of Business Administration, University of New England, Australia
- Member of Malaysian Institute of Accountants (MIA)
- Fellow of the Association of Chartered Certified Accountants (ACCA), United Kingdom.

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- Nil

ABOUT:

Shaiful joined UEM Edgenta Berhad in January 2023 as the Head of Healthcare Solutions and Managing Director of Edgenta Mediserve Sdn. Bhd. which he oversaw the company's strategic direction, operational excellence, and business growth within Malaysia's healthcare support industry.

He brings over 26 years of leadership experience across multiple sectors. Prior to joining UEM Edgenta, he was the Group Chief Executive Officer of IRIS Corporation Berhad from 2017 to 2022.

Earlier, he held various positions in industries spanning infrastructure, technology, telecommunications and media.

Board Committee





DATUK AMRAN HAFIZ AFFIFUDIN

Non-Independent Non-Executive Director

BIC **NRC**

QUALIFICATION:

- Bachelor of Science in Commerce majoring in Accounting & Finance, McIntire School of Commerce, University of Virginia, Charlottesville, United States of America

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- UEM Sunrise Berhad (Listed Company)
- UEM Group Berhad
- UEM Builders Berhad
- UEM Lestra Berhad
- Malaysia Airports Holdings Berhad
- Cement Industries of Malaysia Berhad
- PLUS Malaysia Berhad
- Projek Lebuh raya Usahasama Berhad
- Yayasan UEM

ABOUT:

Datuk Amran was appointed to the Board of UEM Group Berhad on 15 April 2022 and re-designated as Chairman on 1 January 2023. He was subsequently re-designated as Managing Director on 1 August 2024.

He was previously the Executive Director and Head of Asset Development Group, overseeing Khazanah Nasional Berhad (“Khazanah”)’s Malaysian Investments. Prior to this, Datuk Amran who has over 28 years of experience, was responsible for Khazanah’s investments in various sectors including Energy, Iskandar, Leisure & Tourism, Infrastructure, Power, Agrifood, Indonesia and Sustainable Development.

He began his career in 1997 with Petrolia Nasional Berhad (“PETRONAS”) in corporate finance and treasury functions. He then transitioned to the private equity industry before joining Khazanah in 2011.

Datuk Amran is the Chairman of the Board of UEM Lestra Berhad, UEM Builders Berhad, N.U.R Power Sdn. Bhd. and Konsortium ProHAWK Sdn. Bhd. He is also a Director of UEM Sunrise Berhad, PLUS Malaysia Berhad, Projek Lebuh raya Usahasama Berhad, Cement Industries of Malaysia Berhad, Malaysia Airports Holdings Berhad and several private entities under UEM Group Berhad.

DATO’ GEORGE STEWART LABROOY

Independent Non-Executive Director

BGRC **NRC**

QUALIFICATION:

- Bachelor of Engineering (Hons), University of Sheffield, United Kingdom
- Post Graduate Diploma in Business Studies, University of Sheffield, United Kingdom
- Member of the Institute of Engineers, Malaysia

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- Nil

ABOUT:

Dato’ Stewart currently serves as Executive Chairman of Area Management Sdn. Bhd., the manager of the AREA Industrial Development Fund 1 which develops high grade industrial projects and estates in Malaysia and is the Investment Manager of Compass IP Sdn. Bhd., a joint venture between The AREA Group, PNB and KWEST. He currently serves as Director of the Compass IP Board.

An esteemed and renowned property professional, he has over 49 years of experience in industrial design, manufacturing, operations management, property development, REIT and funds management. He is a prominent speaker on the subject of real estate investment trusts and has presented numerous papers at conferences globally.

Dato’ Stewart was the Chief Executive Officer and Executive Director of Axis REIT Managers Bhd until December 2015. Axis REIT was the first Shariah compliant listed Industrial REIT in the world and the first REIT to be listed on Bursa Malaysia in August 2005. During that time, he worked to establish REITs as an important component of the capital markets in Malaysia. He spearheaded the formation of the Malaysian REIT Managers Association where he served as its Chairman for 5 years and is currently serving as its Honorary Secretary. He also serves as a Board Member of the Asia Pacific Real Estate Association (APREA).

He was instrumental in the establishment of Alpha REIT, Malaysia’s first unlisted Islamic REIT focused on Education assets, where he serves as Chairman of Alpha REIT Managers Sdn. Bhd., the manager of Alpha REIT.

BOARD OF DIRECTORS' PROFILE



ROWINA GHAZALI SETH

Independent Non-Executive Director

NRC **BGRC**

QUALIFICATION:

- Bachelor of Science Degree in Computer Science, Northern Illinois University, United States

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- Velesto Energy Berhad (Listed Company)
- Hong Leong Islamic Bank Berhad

ABOUT:

Rowina began her career at SHELL in the Information Technology Division in 1985, then assumed various local and global positions in SHELL's upstream, downstream and business operations. She rose to senior positions, including as SHELL Malaysia's General Manager, Corporate Affairs and Director of SHELL Business Services Sdn. Bhd..

As a senior member of SHELL's management, she has more than 30 years' experience in the Oil & Gas industry, in all aspects of strategic government relations, external and reputation management.

Her last position was Director, Government Affairs at SHELL Malaysia, building the function from inception and pioneering the lead role.

JENIFER THIEN BIT LEONG

Independent Non-Executive Director

BTC **BGRC**

QUALIFICATION:

- BSc. Food Science & Technology, Universiti Putra Malaysia

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- AEON Co. (M) Bhd (Listed Company)
- Malaysian Pacific Industries Berhad (Listed Company)
- SD Guthrie Bhd (Listed Company)

ABOUT:

Jenifer is the Founder and Principal of Grit and Pace, through which she advises corporations on ESG and what it takes to drive change in supply chain, procurement and operational excellence.

She has over 30 years of international C-suite experience in the consumer packaged goods industry and had the opportunity to live and work in a number of countries across Asia and the US throughout her career. This includes 25 years with Mars Incorporated where she last served as the Global Chief Procurement Officer. Jenifer has successfully led complex business transformation and sustainability programmes through her deep understanding of the business enterprise, the ability to bring the right capability together, as well as intensive stakeholder engagement.

Jenifer is also an alumnus of executive programmes at the Global Competent Boards, INSEAD, London Business School, Harvard Business School and Center for Creative Leadership.



MOHD ASRUL AB RAHIM

Non-Independent Non-Executive Director

AC

BTC

BIC

QUALIFICATION:

- BSc. in Accounting and Finance, London School of Economics and Political Science, United Kingdom
- Fellow member of Institute of Chartered Accountants in England and Wales (ICAEW)
- Member of Malaysian Institute of Accountants (MIA)

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- UEM Olive Capital Berhad
- UEM Lestra Berhad
- PLUS Expressway International Berhad

ABOUT:

Asrul Rahim is currently the Chief Financial Officer of UEM Group Berhad (“UEM”). Prior to this, he was a Director in the Investments Division of Khazanah Nasional Berhad. During his more than 12-year tenure, he led the execution of mergers and acquisitions, capital market transactions, and corporate restructuring initiatives primarily in the infrastructure and healthcare sectors. In his capacity within the Portfolio Management & Monitoring function, Asrul oversaw the implementation of value creation plans for Khazanah-linked companies.

Asrul started his career with PricewaterhouseCoopers (PwC) in London focusing on assurance practice covering global clients in broad industries portfolio including healthcare, energy, property and consumer retail. He later joined PwC Capital in Kuala Lumpur specialising in corporate finance advisory. He was also a General Manager with DRB-HICOM Berhad heading its corporate strategy and business development functions.

NURUL IMAN MOHD ZAMAN

Non-Independent Non-Executive Director

BGRC

QUALIFICATION:

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

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- Blue Archipelago Berhad

ABOUT:

Iman is currently a Director, Strategy in Khazanah Nasional Berhad (Khazanah). Her professional experience includes investments origination, deal structuring and execution, corporate strategy, and business planning. She oversees Strategy for Khazanah, including overall corporate strategy, strategic planning, and performance management to meet Khazanah’s mandate and long-term goals.

Within the Investments division, Iman also oversees companies within the Private Markets Consumer portfolio and sits on the Boards of various Khazanah companies. She has previously covered various sectors and industries, including property, aviation, leisure & tourism, and healthcare.

BOARD OF DIRECTORS' PROFILE



DATO' DR. OMAR ABD HAMID

Independent Non-Executive Director

AC BTC

QUALIFICATION:

- Master of Business Administration, University of Ballarat, Australia
- Post-Graduate Diploma in Hospital & Health Service Administration, University of South Bank, United Kingdom
- Bachelor of Medicine and Bachelor of Surgery (MBBS), University of Malaya

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- Yayasan Avisena

ABOUT:

Dato' Dr. Omar has over 37 years of management experience and entrepreneurship in the healthcare industry, especially in the private hospital, pharmacy benefit management, hospital information system (HIS), and home-based healthcare.

He founded Avisena Healthcare in the early 1997 and was the President and Chief Executive Officer from September 1999 to December 2020. Since its inception, the small 40 bed outfit hospital in Shah Alam has expanded into two private hospitals, 120 beds Avisena Specialist Hospital and 140 beds Avisena Women's & Children's Specialist Hospital. He had also successfully setup Oratis Consulting which specialises in Hospital Information System (HIS) and, to date had more than 45 government hospitals under its consulting works.

SIMON KUA CHOO KAI

Independent Non-Executive Director

AC BIC

QUALIFICATION:

- Master of Business Administration, University of Bath
- Bachelor of Economics, Monash University, Australia
- Member of Malaysian Institute of Accountants (MIA)
- Member of The Malaysian Institute of Certified Public Accountants (MICPA)
- Fellow of Certified Practising Accountants, Australia

PRESENT DIRECTORSHIP(S) IN OTHER PUBLIC COMPANIES:

- REDtone Digital Berhad (Listed Company)
- Berjaya Land Berhad (Listed Company)
- Paradigm REIT Management Sdn. Bhd.

ABOUT:

Simon Kua had been in the accounting profession for almost 38 years. He started his career with the Ernst & Young ("EY")'s predecessor firm, Ernst & Whinney (EW) after his graduation and have been with the firm since January 1983.

Prior to his retirement in June 2020, Simon was a Partner within the Kuala Lumpur Assurance Practice and was the Professional Practice Director for East Malaysia. He was also the Administration Leader of the Malaysian Firm responsible for facilities management and support services.

Simon's professional service experiences were in internal and external audits, information systems assurance, enterprise risk management framework, corporate governance framework, financial and management advisory. His industry experience included the automation, technology, telecommunications, property development and construction, gaming, consumer products and healthcare industries. He was also involved in international expatriate assignments in the UK and the USA.

He was previously head of EY Advisory Services from 1997 until 2005 where he was instrumental in the start-up of EY Risk & Assurance Business Services. Simon was the partner in charge of numerous Corporate Governance and Risk Management framework implementation assignments. He returned to mainstream Assurance in 2005 and was the engagement partner in charge of several large conglomerates in Malaysia and MNCs.

DECLARATION BY BOARD:**• Family Relationship with Director and/or Major Shareholder**

None of the Directors have any family relationship with any Director and/or major shareholder of UEM Edgenta.

• Conflict of Interest

The details of potential conflict of interest are disclosed in the Audit Committee Report on page 241 of the Company's Annual Report 2025.

Save as disclosed above, none of the Directors have any conflict of interest or potential conflict of interest in any competing business with UEM Edgenta or its subsidiaries.

• Conviction of Offences

None of the Directors have been convicted for offences within the past five years other than traffic offences, if any.

• Public Sanction/Penalty

Save for Tan Sri (Dr.) Azmil Khalid, who was imposed a fine of RM50,000 by Bursa Malaysia as Director of Reach Energy Berhad ("Reach") in connection with a public reprimand by Bursa Malaysia (Details as per Reach's announcement dated 25 April 2025), none of the Directors have any public sanction or penalty imposed on them by any regulatory bodies during the financial year ended 31 December 2025.

Notes:

- *Datuk Amran Hafiz Affifudin, En. Mohd Asrul Ab Rahim and Pn. Nurul Iman Mohd Zaman are nominees of UEM Group Berhad.*
- *Age as at 26 March 2026.*

EXECUTIVE LEADERSHIP'S PROFILE

SHAIFUL SUBHAN

Managing Director/
Chief Executive Officer



Malaysian
Age 49 • Male

DATE OF APPOINTMENT
1 November 2025

Please refer to his profile in the Board of Director's profile on page 204.

AHMAD FAZRIL FAUZI

Chief Financial Officer



Malaysian
Age 42 • Male

DATE OF APPOINTMENT
12 August 2024

PROFESSIONAL QUALIFICATIONS

- Bachelor of Commerce (Majoring in Accounting & Finance) Deakin University, Melbourne, Australia
- Certified Public Accountant, Malaysian Institute of Certified Public Accountants
- Chartered Accountant, Malaysian Institute of Accountants
- Certified Integrity Officer, Malaysian Anti-Corruption Academy

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- OPUS Group Berhad
- OPUS International (M) Berhad

WORKING EXPERIENCES

- August 2024 – present: Chief Financial Officer, UEM Edgenta Berhad
- August 2021 – July 2024: Chief Financial Officer, Boustead Heavy Industries Corporation Berhad
- October 2018 – July 2021: Head of Group Internal Audit, Risk Management and Integrity & Governance, Boustead Holdings Berhad
- May 2015 – September 2018: Financial Controller, Boustead Holdings Berhad
- February 2007 – April 2015: Accountant, Boustead Holdings Berhad

RAZMAN ISMAIL*Chief People Officer*

Malaysian
Age 55 • Male

DATE OF APPOINTMENT
 1 November 2019

PROFESSIONAL QUALIFICATIONS

- Bachelor's Degree in Management majoring in Human Resources, Universiti Sains Malaysia (USM)
- Associate Qualification in Islamic Finance ("AQIF") by Islamic Banking & Finance Institute Malaysia ("IBFIM")
- Registered Corporate Coach (RCC) by Worldwide Association of Business Coaches.

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- November 2019 – present: Chief People Officer, UEM Edgenta Berhad
- July 2014 – September 2019: Chief Human Resource Officer, Bank Islam Malaysia Berhad
- January 2007 – June 2014: Director, Group Human Resource, CIMB
- September 2004 – December 2006: Manager, Recruitment and Scholarship, Bank Negara Malaysia
- January 2003 – August 2004: Principal Consultant, IBM Malaysia
- May 1995 – December 2002: Senior Consultant, PricewaterhouseCoopers (PwC)

CHUA YONG HOWE*Chief Digital Officer*

Malaysian
Age 48 • Male

DATE OF APPOINTMENT
 18 January 2021

PROFESSIONAL QUALIFICATIONS

- Master's in Business Administration (MBA) from University of Strathclyde, United Kingdom
- Bachelor's Degree in Information Technology from Charles Sturt University, Australia
- Executive Education in Building Digital Partnerships and Ecosystems, INSEAD Business School, France
- Executive Education in Leading Digital Business Transformation, IMD Business School, Switzerland
- Executive Education in Competing on Business Analytics and Big Data, Harvard Business School, USA
- Certified Practitioner in PProjects IN Controlled Environments ("PRINCE2")
- Certified Practitioner in Information Technology Infrastructure Library ("ITIL")

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- January 2021 – present: Chief Digital Officer, UEM Edgenta Berhad
- November 2018 – January 2021: Country Managing Director (Malaysia & Singapore), Eureka AI
- February 2013 – October 2018: Practice Leader – Analytics Advisory (Asia), DXC Technologies
- February 2011 – February 2013: Consulting Manager, Accenture
- July 2009 – February 2011: Business Development Manager, China Telecom Europe
- January 2007 – July 2009: Senior Service Analyst, Centrica
- September 2003 – October 2005: Solution Architect, Hewlett Packard
- February 2001 – August 2003: Head of Technology, Smart Global Network
- January 2000 – December 2000: User Experience Research, e1000.com

EXECUTIVE LEADERSHIP'S PROFILE

IR. VEKNESWARAN T. ARASAPPAN

Head, Asset Management Solutions*
Managing Director,
Edgenta Greentech Sdn. Bhd.



Malaysian
Age 50 • Male

DATE OF APPOINTMENT
1 February 2026

PROFESSIONAL QUALIFICATIONS

- MSc. in Energy, Heriot-Watt University, UK
- MBA in Finance, University of Southern Queensland, Australia
- B.E. (Hons) Mechanical, Universiti Putra Malaya (UPM)
- Registered Professional Engineer with Practicing Certificate with the Board of Engineers Malaysia
- Registered Chartered Engineer with the Engineering Council, United Kingdom
- Registered European Engineer with the European Federation of National Engineering Associations
- Corporate Member of The Institution of Engineers, Malaysia
- Member of the Chartered Institution of Building Services Engineers, UK
- Member of the American Society of Heating, Refrigerating and Air-Conditioning Engineers

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- February 2026 – present: Head, Asset Management Solutions, Managing Director, Edgenta Greentech Sdn. Bhd.
- January 2022 – January 2026: Head, Property and Facility Solutions, Managing Director, Edgenta Greentech Sdn. Bhd.
- April 2021 – December 2021: Head of Information Technology, UEM Edgenta Bhd.
- September 2018 – April 2021: Head of Technology & Innovation, UEM Edgenta Bhd.
- May 2015 – August 2018: Head of Business Solutions (Technology), UEM Edgenta Berhad
- June 2009 – May 2015: Head of Technical Development (Sustainability), Faber Group Bhd.
- August 2008 – May 2009: Assistant Manager Regional Operations, Faber Medi-Serve Sdn. Bhd.
- September 2007 – July 2008: Project Engineer, Prince Court Medical Centre
- February 2006 – August 2007: Project Engineer, Sheikh Khalifa Medical City, Abu Dhabi, United Arab Emirates
- January 2001 – January 2006: Senior Mechanical Engineer, Faber Medi-Serve Sdn. Bhd.
- July 1999 – December 2000: Mechanical Engineer, PROPEL-Johnson Controls Sdn. Bhd.



* Please refer to Organisation Structure on pages 202 and 203 for further details on the Asset Management Solutions consolidation.

RAIHANA AHMAD

Head, Infrastructure Services
Managing Director,
Edgenta PROPEL Berhad



Malaysian
Age 59 • Female

DATE OF APPOINTMENT
1 January 2025

PROFESSIONAL QUALIFICATIONS

- Bachelor of Science (Civil Engineering) University of Arizona, USA-1988
- Deputy President, The Malaysia Asset and Project Management Association (MAPMA)

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Edgenta PROPEL Berhad

WORKING EXPERIENCES

- January 2025 – present: Head, Infrastructure Services Managing Director, Edgenta PROPEL Berhad
- May 2020 – December 2024: Chief Operating Officer, Edgenta Infrastructure Services Sdn. Bhd.
- March 2019 – April 2020: Head of Project Management, Edgenta PROPEL Berhad
- December 2016 – February 2019: Head of Utilities Project, PROPEL BERHAD
- November 2012 – November 2016: Head Growth and Strategy, PROPEL BERHAD
- December 2009 – October 2012: Head of Division, UEM GROUP BERHAD
- April 2007 – December 2009: Head of Company, CYBERPLUS Sdn. Bhd. (Subsidiary of TIME Quantum)
- November 2005 – March 2007: Project Director Technology Infrastructure, TIME QUANTUM Sdn. Bhd.
- December 1998 – November 2004: Senior Manager Business Development, Segar Sdn. Bhd. (now known as Touch 'n Go Sdn. Bhd.)
- January 1989 – November 1998: Project Planning, Monitoring and Reporting Manager, OPUS Group Berhad

TAN CHEH TIAN

Chief Executive Officer,
UEMS Singapore & Taiwan



Singaporean
Age 53 • Female

DATE OF APPOINTMENT
1 September 2021

PROFESSIONAL QUALIFICATIONS

- Master of Science (Estate Management), National University of Singapore
- Bachelor of Science (Estate Management) (2nd Upper Honours), National University of Singapore
- Board of Directors, Singapore International Facility Management Association, Singapore (May 2022 to June 2024)
- Chairperson, Membership & Publicity Committee, Singapore International Facility Management Association (June 2022 - June 2024)
- Certified Facilities Management Expert (CFME) - Tier 1, Singapore International Facility Management Association
- Certified Property and Facility Manager (Registered), Association of Property & Facility Managers ("APFM"), Singapore
- Member, Singapore Institute of Surveyors & Valuers ("SISV"), Singapore
- Member, Association of Property & Facility Managers ("APFM"), Singapore

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- September 2021 - present: Chief Executive Officer, UEMS Singapore & Taiwan
- April 2018 - August 2021: Chief Operating Officer, Healthcare Support (Commercial), UEMS Pte. Ltd. (concurrent appointment as General Manager, UEMS Singapore)
- April 2012 - August 2021: General Manager, UEMS Solutions Pte. Ltd. (UEMS Singapore)
- October 2012 - present: Key Executive Officer ("KEO"), UEMS Solutions Pte. Ltd., Council of Estate Agencies ("CEA"), Singapore and Licensed Salesperson (R028841E), Council of Estate Agencies, Singapore
- April 2009 - April 2012: Director of Facilities Management and Director of Corporate Real Estate, UGL Services Premas Operations Limited, Singapore [now known as C&W Services (S) Pte. Ltd., Singapore]
- June 2005 - April 2009: General Manager (Property & Asset Management), Exceltec Property Management Pte. Ltd., Singapore
- May 1996 - June 2005: Holding various senior roles such as Head of Building & Tender, Head of Planning & Development, Head of Property Management (Building), and Head of Building Management, Singapore Land Authority and Land Office, Singapore

RAIS IMRAN

Managing Director, Regional Headquarter
- Middle East, UEM Edgenta

Chief Executive Officer,
MEEM Facilities Management,
the Kingdom of Saudi Arabia



Malaysian
Age 43 • Male

DATE OF APPOINTMENT
1 May 2024

PROFESSIONAL QUALIFICATIONS

- Master's in Engineering (Chemical), Cornell University, USA
- Bachelor of Science (Chemical Engineering), Cornell University, USA
- Dean's Certificate in Engineering Management, Cornell University, USA

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- January 2025 - present: Chief Executive Officer, MEEM Facilities Management, the Kingdom of Saudi Arabia
- May 2024 - present: Managing Director, Regional Headquarter - Middle East, UEM Edgenta
- February 2021 - April 2024: Chief Strategy Officer, UEM Edgenta
- January 2020 - January 2021: Principal and Core Member of Principle Investment and Private Equity and Industrial Goods Practice Area, The Boston Consulting Group
- September 2013 - December 2019: Various senior leadership positions at Sapura Energy Berhad including Strategic Business, Office of the President and Group Chief Executive Officer, as well as Head, Corporate Finance & Investor Relations
- January 2011 - August 2013: Senior Consultant and Core Member of Upstream Oil & Gas Industry Practice Area, The Boston Consulting Group
- February 2008 - December 2010: Senior Executive, Group Technology and R&D Management, PETRONAS
- January 2007 - February 2008: Petroleum Economist, PETRONAS Carigali Sdn. Bhd.

EXECUTIVE LEADERSHIP'S PROFILE

IR. MAZLAN YUSOFF

Chief Operating Officer,
Healthcare Solutions



Malaysian
Age 59 • Male

DATE OF APPOINTMENT
1 January 2024

PROFESSIONAL QUALIFICATIONS

- Bachelor of Engineering (Hons) in Mechanical Engineering, Universiti Teknologi MARA (UiTM)
- Registered Professional Engineer with Practicing Certificate with the Board of Engineers, Malaysia
- Registered Electrical Energy Manager with the Energy Commission, Malaysia
- Corporate Members of The Institute of Engineers, Malaysia
- Certified Energy Manager, Asean Energy Centre (AEC)
- Member of Renewable Energy Institute (REI), UK
- Indoor Air Quality (IAQ), NIOSH
- International Certified Healthcare Facility Manager (ICHF), City & Guilds, London

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- January 2024 - present: Chief Operating Officer, Healthcare Solutions
- August 2023 - December 2023: Acting Chief Operating Officer, Healthcare Solutions
- January 2020 - July 2023: Head of Service, Facility Engineering Maintenance Services and Sustainability Programme, Edgenta Mediserve Sdn. Bhd.
- January 2015 - December 2019: Head of Sustainability Programme, Edgenta Mediserve Sdn. Bhd.
- January 2012 - December 2014: Engineering Manager, Faber Mediserve Sdn. Bhd.
- April 2007 - December 2011: Project Manager, Faber LLC, United Arab Emirates
- January 2002 - March 2007: Facility Manager, Faber Mediserve Sdn. Bhd.
- January 1997 - December 2001: Head of Engineering, Faber Mediserve Sdn. Bhd.
- September 1992 - December 1996: Engineer, Ministry of Health, Malaysia
- January 1990 - August 1992: M&E Consultant, EMZEX Sdn. Bhd.

SYAIFUL IZAM ABDULLAH

Chief Operating Officer,
Infrastructure Services



Malaysian
Age 50 • Male

DATE OF APPOINTMENT
1 January 2025

PROFESSIONAL QUALIFICATIONS

- MBA, York St. John University, United Kingdom
- Bachelor of Commerce, University of Auckland, New Zealand
- INSEAD Senior Leadership Development Programme from INSEAD Business School, Singapore
- Council Member, The Malaysia Asset and Project Management Association (MAPMA)
- Council Member, Road Engineering Association Of Malaysia (REAM)

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- January 2025 - present: Chief Operating Officer, Infrastructure Services, UEM Edgenta Berhad
- July 2015 - December 2024: Head, Business Planning and Development, Edgenta PROPEL Berhad
- February 2013 - June 2015: Head, Infrastructure Business Growth and Business Development Department, UEM Edgenta Berhad
- October 2010 - January 2015: Head, Business Development and Corporate Planning Department, Indah Water Konsortium Sdn. Bhd.
- October 2004 - September 2010: Vice President Investments, Markmore Sdn. Bhd.
- December 2002 - September 2004: Head of Business Development, Rangkaian Segar Sdn. Bhd. (now known as Touch 'n Go Sdn. Bhd.)
- June 2000 - November 2002: Product Manager, TIMEdotCom Berhad
- March 1999 - May 2000: Finance Executive, Pemasaran Simen Negara Sdn. Bhd. (Subsidiary of CIMA Berhad)
- February 1998 - February 1999: Management Executive, Internal Audit, PLUS Berhad

BADER IQBAL

Chief Executive Officer,
Operon Middle East, UAE



Pakistani
Age 37 • Male

DATE OF APPOINTMENT
1 January 2026

PROFESSIONAL QUALIFICATIONS

- Bachelor of Commerce (B.Com.), Accounting & Business/Management – University of the Punjab, Lahore, Pakistan
- Master of Business Administration (MBA) – Bahria University, Islamabad, Pakistan (2019)

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- January 2026 – present: Chief Executive Officer, Operon Middle East
- March 2023 – January 2026: Regional Finance Director, Middle East (RHQ), UEM Edgenta Berhad
- October 2015 – March 2023: Finance Manager, Operon Middle East Limited
- March 2014 – March 2015: Financial Analyst, S&P Global Market Intelligence

FADI MARWAN ALNWILATI ALMASRI

Chief Executive Officer, Kaizen Asset
Management Services, UAE



Syria & St. Kitts & Nevis
Age 41 • Male

DATE OF APPOINTMENT
6 February 2024

PROFESSIONAL QUALIFICATIONS

- Bachelor of Science (Accounting & Finance), California State University, Chico, USA
- Certified Public Accountant, Colorado, USA (Active licence holder)

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- June 2024 – present: Chairman, Dubai Proptech Business Group
- September 2020 – present: Board Member, UNDRR Private Sector Alliance for Resilient Societies (ARISE – UNDRR), UAE
- December 2014 – present: Director, NW Kaizen
- June 2006 – present: Chief Executive Officer, Kaizen Asset Management Services, UAE

EXECUTIVE LEADERSHIP'S PROFILE

AHMAD ZAKRI ISMAIL

Chief Executive Officer,
Edgenta Arabia Limited,
Kingdom of Saudi Arabia



Malaysian
Age 59 • Male

DATE OF APPOINTMENT
29 November 2022

PROFESSIONAL QUALIFICATIONS

- Bachelor of Science (Advanced Major in Computing Science) Dalhousie University, Nova Scotia, Canada

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- March 2025 – present: Regional Director, Technology and Solutions, UEM Edgenta Regional Headquarters
- November 2022 – present: Chief Executive Officer Edgenta Arabia Limited, Riyadh, Saudi Arabia
- November 2021 – October 2022: Director, Digital & Technology Solution Operon Middle East, Dubai, United Arab Emirates
- June 2011 – October 2021: Holding various technology, project management and operational positions with the last 4 years as Chief Technology Officer Touch 'n Go Sdn. Bhd., Kuala Lumpur, Malaysia
- February 2008 – December 2010: Head of Information Technology Wasatah Capital, Riyadh, Saudi Arabia
- March 2007 – January 2008: Vice President, Information Technology Kenanga Investment Bank Berhad, Kuala Lumpur, Malaysia
- March 2006 – February 2007: Vice President, Strategic IT Planning & IT Policies K&N Kenanga Holdings Berhad, Kuala Lumpur, Malaysia
- January 1994 – February 2006: Holding various technology positions with the last 10 years as Senior Manager, Information Technology SBB Securities Sdn. Bhd./Mohaiyani Securities Sdn. Bhd., Selangor, Malaysia

ALWYN CHAN

Chief Executive Officer,
Edgenta NXT



Malaysian
Age 36 • Male

DATE OF APPOINTMENT
1 February 2026

PROFESSIONAL QUALIFICATIONS

- Bachelor of Computer Science, Monash University
- INSEAD – Design Thinking and Creativity for Business (Distinction)
- Certified Project Management Professional (PMP)
- Certified SAFe Agilist (SA)
- Certified Professional Scrum Master I (PSM I)

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- February 2026 - present: Chief Executive Officer, Edgenta NXT
- June 2021 – January 2026: Chief Product Officer, Edgenta NXT
- May 2019 – June 2021: Strategy & Consulting Senior Manager, Accenture
- October 2017 – May 2019: Head of Digital Solutions, Cloudaron Group Berhad
- September 2010 – September 2017: Technology Consulting Manager, Accenture

CHONG PEI YEIN*Head, Secretarial*

Malaysian
Age 53 • Female

DATE OF APPOINTMENT
26 January 2026

PROFESSIONAL QUALIFICATIONS

- Associate Member of Malaysian Institute of Chartered Secretaries and Administrators
- Chartered Secretary and Chartered Governance Professional of the Chartered Governance Institute

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- January 2026 - present: Head, Secretarial, UEM Edgenta Berhad
- July 2024 - January 2026: Head, Corporate Secretarial, Boost Holdings Sdn. Bhd.
- June 2006 - June 2024: Assistant Vice President, Corporate Secretarial, Malakoff Corporation Berhad

KAREN LYNN JOHNSON*General Counsel, Legal*

Malaysian
Age 47 • Female

DATE OF APPOINTMENT
1 July 2024

PROFESSIONAL QUALIFICATIONS

- Master of Laws (LL.M) from University Malaya, Kuala Lumpur, Malaysia
- Bachelor of Laws (LL.B) from University of London, UK
- Certificate of Legal Practice (CLP) from the Legal Profession Qualifying Board of Malaysia
- Admission to the Malaysian Bar as an Advocate and Solicitor of the High Court of Malaya
- INSEAD Senior Leadership Development Programme from INSEAD Business School, Singapore

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- July 2024 - present: General Counsel, UEM Edgenta Berhad
- February 2024 - July 2024: Acting Head of Legal, UEM Edgenta Berhad
- March 2022 - February 2024: Deputy General Counsel, UEM Edgenta Berhad
- May 2018 - March 2022: Vice President, Equity Capital Markets/Corporate Finance/Investment Banking & Advisory Maybank Investment Bank Berhad
- November 2017 - May 2018: Senior Legal Associate, Equity Capital Markets/Corporate Transactions, Messrs Azmi & Associates
- September 2016 - November 2017: Senior Legal Manager, AmBank Berhad
- May 2010 - September 2016: Senior Legal Associate, Equity Capital Markets/Corporate Finance/Transactions Messrs Albar & Partners
- January 2008 - April 2010: Legal Associate, Conveyancing/Corporate Messrs Rajes Hisham Rahim & Gopal
- January 2007 - January 2008: Legal Associate, Litigation Messrs Kadir Andri & Partners

EXECUTIVE LEADERSHIP'S PROFILE

EFFREEZA MOHAMAD

Head, Corporate Strategy & Planning



Malaysian
Age 46 • Female

DATE OF APPOINTMENT
1 January 2025

PROFESSIONAL QUALIFICATIONS

- Corporate Executive Education, Thunderbird School of Global Management, St. Andrews, UK (2012)
- BA (Hons) in Accounting and Finance, University of Exeter, UK (2001)

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- January 2025 – present: Head, Corporate Strategy & Planning, UEM Edgenta Berhad
- August 2024 – December 2024: Acting Head, Corporate Strategy & Planning, UEM Edgenta Berhad
- June 2023 – July 2024: Head, Transformation, Edgenta Healthcare Solutions
- January 2022 – June 2023: Head, Corporate Planning & Strategic Projects, UEM Edgenta Berhad
- March 2020 – January 2022: Director, Strategy & Transactions, Ernst & Young PLT, Malaysia
- September 2018 – March 2020: Director, Strategic Planning & Business Transformation, Moeff Consulting Sdn. Bhd.
- August 2013 – July 2017: Head, Planning & Economics, Sterling Resources UK Ltd, London, UK
- April 2012 – May 2013: Head, Economics & Financial Planning, Maersk Oil North Sea UK Ltd, Aberdeen, UK
- December 2009 – April 2012: Head, Planning & Economic Evaluations, Eni UK Ltd, London, UK
- January 2007 – January 2009: Analyst, Planning & Appraisal, Shell International Petroleum Company Ltd, London, UK
- May 2004 – January 2007: Financial Accountant, Shell Malaysia Trading Sdn. Bhd.
- June 2002 – May 2004: Analyst, Business Evaluation & Research at MISC Berhad

BUDI CITAWAN W HANAFI

Head, Corporate Communications



Malaysian
Age 39 • Female

DATE OF APPOINTMENT
2 March 2026

PROFESSIONAL QUALIFICATIONS

- Bachelor of Mass Communication (Hons) – Public Relations, Universiti Teknologi MARA (UiTM) Shah Alam
- Diploma in Creative Technology (Arts Management), Universiti Teknologi MARA (UiTM) Shah Alam

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- March 2026 – present: Head, Corporate Communications, UEM Edgenta Berhad
- February 2025 – February 2026: Director, Communications and Industry Relations, Malaysian Communications and Multimedia Commission (MCMC)
- February 2024 – January 2025: Director, International Affairs, Malaysian Communications and Multimedia Commission (MCMC)
- January 2021 – January 2024: General Manager, Business Development & Government Liaison for Berjaya Property Berhad and Special Executive Officer to Founder and Advisor, Berjaya Corporation Berhad
- March 2020 – December 2020: Manager, Change Management, Malaysia Airports Holdings Berhad (MAHB)
- 2018 – 2019: Head of Talent Management (On-screen), Rocketfuel Entertainment Sdn. Bhd./Astro Digital Sdn. Bhd.
- 2015 – 2018: General Manager, Yayasan Tun Dr Siti Hasmah
- 2012 – 2015: Assistant Manager (Corporate Social Responsibility), SapuraKencana Petroleum Berhad
- 2009 – 2012: Brand Analyst and Executive Assistant to Group Chief Executive Officer (TV Networks/Prime Minister's Office secondment), Media Prima Berhad

FAIZATUL FARHAH GHAZALI

Head, Risk, Integrity & Compliance



Malaysian
Age 48 • Female

DATE OF APPOINTMENT
1 December 2022

PROFESSIONAL QUALIFICATIONS

- Master in Business Administration (MBA, Islamic Banking & Finance), International Islamic University Malaysia (IIUM)
- Bachelor's Degree in Accounting (B.Acc), International Islamic University Malaysia (IIUM)
- Chartered Accountant (CA(M)), Malaysian Institute of Accountants (MIA)
- Certified Risk Management (CRM), Academy Risk Management Malaysia (ARiMM)
- Certified Integrity Officer (CeIO), Malaysian Anti-Corruption Commission (MACC)
- Technical Specialist, Institute of Risk Management (IRM)
- Board Member of The Academy of Risk Management Malaysia (ARiMM)
- Member of Malaysian Association of Risk and Insurance Management (MARIM)

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- December 2022 – present: Head, Risk, Integrity & Compliance, UEM Edgenta Berhad
- 2021 – 2022: Head of Group Enterprise Risk Management, Axiata Group Berhad (AGB)
- 2018 – 2021: General Manager/Head of Group Risk Management, Malaysia Resources Corporation Berhad (MRCB)
- 2014 – 2018: Head of Risk Management, Mass Rapid Transit Corporation (MRTC)
- 2011 – 2014: Head of Risk Management, East Coast Economic Region Development Council (ECERDC)
- 2007 – 2011: Head of Internal Audit & Risk Management, Malaysian Agrifood Corporation Berhad (MAFC)
- 2004 – 2007: Team Leader, Financial and Management Audit Department (Specialisation: Investment & Fund Management), Permodalan Nasional Berhad (PNB)
- 2000 – 2004: Senior Associate, Assurance and Business Advisory Services (Specialisation: Financial Services), PricewaterhouseCoopers (PwC) Malaysia

MUSTAKIM ILMAN MUSTAFA

Head, Internal Audit



Malaysian
Age 41 • Male

DATE OF APPOINTMENT
18 September 2023

PROFESSIONAL QUALIFICATIONS

- Bachelor of Accounting (Hons) University Tenaga Nasional (UNITEN)
- Certified Internal Auditors by the Institute of Internal Auditors

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- September 2023 – present: Head, Internal Audit, UEM Edgenta Berhad
- 2020 – present: Industry Advisory Panel for University Tenaga Nasional
- April 2022 – August 2023: General Manager, Managing Director Office, PLUS Malaysia Berhad
- March 2018 – March 2022: Head of Internal Audit, PLUS Malaysia Berhad
- September 2018 – February 2019: Deputy Head of Internal Audit, PLUS Malaysia Berhad
- July 2016 – August 2018: Head of Section (Project, Utilities and Joint Venture), Malakoff Corporation Berhad
- November 2011 – June 2016: Senior Internal Auditor, PETRONAS
- July 2008 – October 2011: Executive Finance, Tenaga Nasional Berhad

EXECUTIVE LEADERSHIP'S PROFILE

HAZIAH HAMZAH

Head, Group Procurement & Contract Management



Malaysian
Age 52 • Female

DATE OF APPOINTMENT
1 April 2022

PROFESSIONAL QUALIFICATIONS

- Masters in Business Administration, Universiti Teknologi MARA (UiTM) Shah Alam
- Bachelor of Arts in Economics, University of Missouri, Kansas City, USA

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- April 2022 - present: Head, Group Procurement & Contract Management, UEM Edgenta Berhad
- June 2016 - March 2022: Head of Indirect Procurement, Tenaga Nasional Berhad
- March 2012 - May 2016: Head, Supply Chain, Aker Solutions Umbilical, Malaysia and Managed Pressure Operations Pte. Ltd. (Part of Aker Solutions), Singapore
- May 2006 - February 2012: Procurement & Logistics Manager, Cooper Cameron (M) Sdn. Bhd.
- July 1997 - April 2005: Purchasing and Logistic, Kota Minerals & Chemicals / Scomi Group Berhad

GUNALAN MUNIANDY

Head, Health, Safety, Security, Environment & Quality



Malaysian
Age 54 • Male

DATE OF APPOINTMENT
1 December 2025

PROFESSIONAL QUALIFICATIONS

- Bachelor's Degree in Material Engineering (HONS)

PRESENT DIRECTORSHIP(S) IN LISTED ENTITY/OTHER PUBLIC COMPANIES

- Nil

WORKING EXPERIENCES

- January 2015 - present: Head, Health, Safety, Security, Environment & Quality, UEM Edgenta Bhd
- December 2002 - December 2014: Head of QA & HSSE, OPUS Bhd
- January 1999 - December 2022: Senior Engineer, Chemitreat Sdn. Bhd.
- January 1997 - January 1999: Metallurgical Engineer, Southern Steel Bhd
- April 1996 - January 1997: Incoming Quality Engineer, Advanced Mirco Devices (AMD)

DECLARATION:

- **Family Relationship with Director and/or Major Shareholder**

None of the Key Senior Management have any family relationship with any Director and/or major shareholder of UEM Edgenta.

- **Conflict of Interest**

None of the Key Senior Management have any conflict of interest or potential conflict of interest in any competing business with UEM Edgenta or its subsidiaries.

- **Conviction of Offences**

None of the Key Senior Management have been convicted for offences within the past 5 years other than traffic offences, if any.

- **Public Sanction/Penalty**

None of the Key Senior Management have any public sanction or penalty imposed on them by any regulatory bodies during the financial year ended 31 December 2025.

CORPORATE GOVERNANCE OVERVIEW STATEMENT

This Corporate Governance Overview Statement (“Statement”) is prepared in compliance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and should be read together with the Corporate Governance Report (“CG Report”), which sets out in detail the Company’s application of each Practice under the Malaysian Code on Corporate Governance 2021 (“MCCG”).

 The CG Report is available on the Company’s website at www.uemedgenta.com.

This Statement presents a summary of the Company’s corporate governance framework and practices, with emphasis on the Board’s key activities and time commitment throughout the financial year 2025.

During the year, UEM Edgenta was honoured with the Overall Excellence Award 2025 and ranked 38th among the Top 50 Public Listed Companies at the National Corporate Governance & Sustainability Awards (NACGSA) 2025, reflecting the Company’s continued commitment to strong governance and sustainability practices.

The Board of Directors (“Board”) recognises that sound corporate governance, effective stewardship, and the instillation of strong corporate values are critical to the Company’s long-term success. Accordingly, the Board remains steadfast in upholding and strengthening the principles of good governance, ensuring that these principles are deeply embedded across the organisation and consistently demonstrated in the Company’s conduct and decision-making.

The Company is led by an effective Board, collectively responsible for its long-term success, ensuring its efficient operation, and remaining committed to maintaining strong momentum in pursuit of excellence in governance.

The preparation of this Statement was guided by the following three (3) key principles:

A

BOARD LEADERSHIP AND EFFECTIVENESS

B

EFFECTIVE AUDIT AND RISK MANAGEMENT

C

INTEGRITY IN CORPORATE REPORTING AND MEANINGFUL RELATIONSHIP WITH STAKEHOLDERS

A

BOARD LEADERSHIP AND EFFECTIVENESS

BOARD RESPONSIBILITIES

GOVERNANCE FRAMEWORK

The Board is committed to discharge its responsibilities and obligations to shareholders and all other stakeholders. In carrying out its duties, the Board adheres to the Board Charter and the Discretionary Authority Limits, which collectively outline the roles and responsibilities of the Board as well as the matters delegated to the Board Committees, the Managing Director/Chief Executive Officer, and Management. This framework underpins the Board’s commitment to integrity in corporate reporting and to foster meaningful relationships with stakeholders.

The Board Charter, which is available on the Company’s website at www.uemedgenta.com, provides clear guidance to ensure effective leadership. It sets out the Board’s oversight responsibilities in relation to management performance, internal controls, risk management, governance practices, policies and the overall viability and sustainability of the Group.

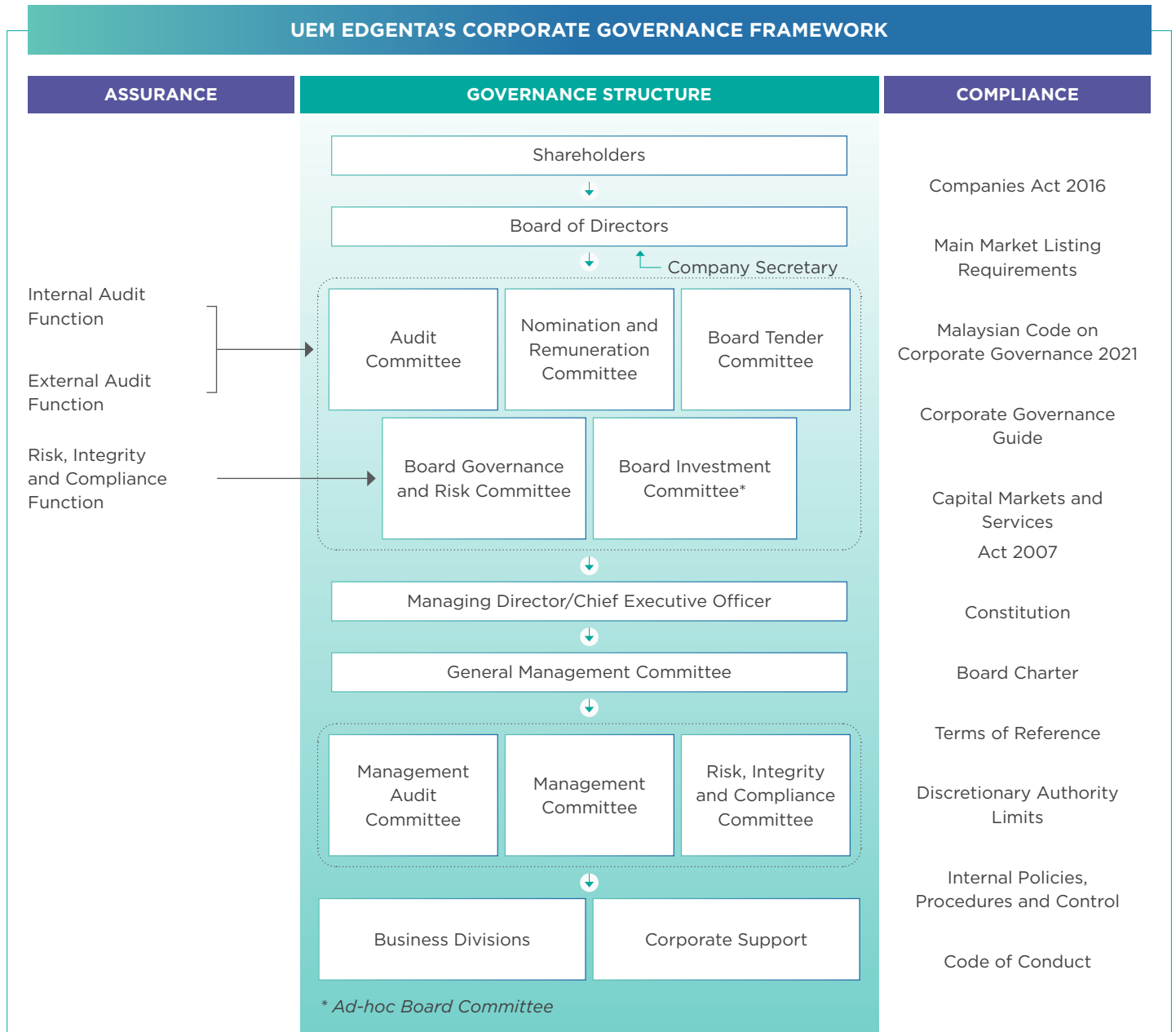
The Board’s main roles and responsibilities among others are as follows:

- Establishing, reviewing and adopting the strategic plans and direction for the Group.
- Overseeing the conduct of the Group’s business to evaluate whether the business is being properly managed.
- Identifying principal risks and ensuring the implementation of appropriate systems to manage these risks.
- Succession planning, including appointing, training, fixing the compensation of and where appropriate, replacing senior management.
- Developing and implementing an investor relations programme or Corporate Disclosure Policy for the Group.
- Reviewing the adequacy and the integrity of the Group’s internal control systems and management information systems, including system for compliance with applicable laws, regulations, rules, directives and guidelines.











CORPORATE GOVERNANCE OVERVIEW STATEMENT

In addition, the Company's Corporate Governance Framework was formalised to ensure consistency in decision-making authority, governance practices and processes. This framework incorporates the key elements of group-wide framework on corporate governance to guide the governance practices and decision-making authority across the Company and its subsidiaries.

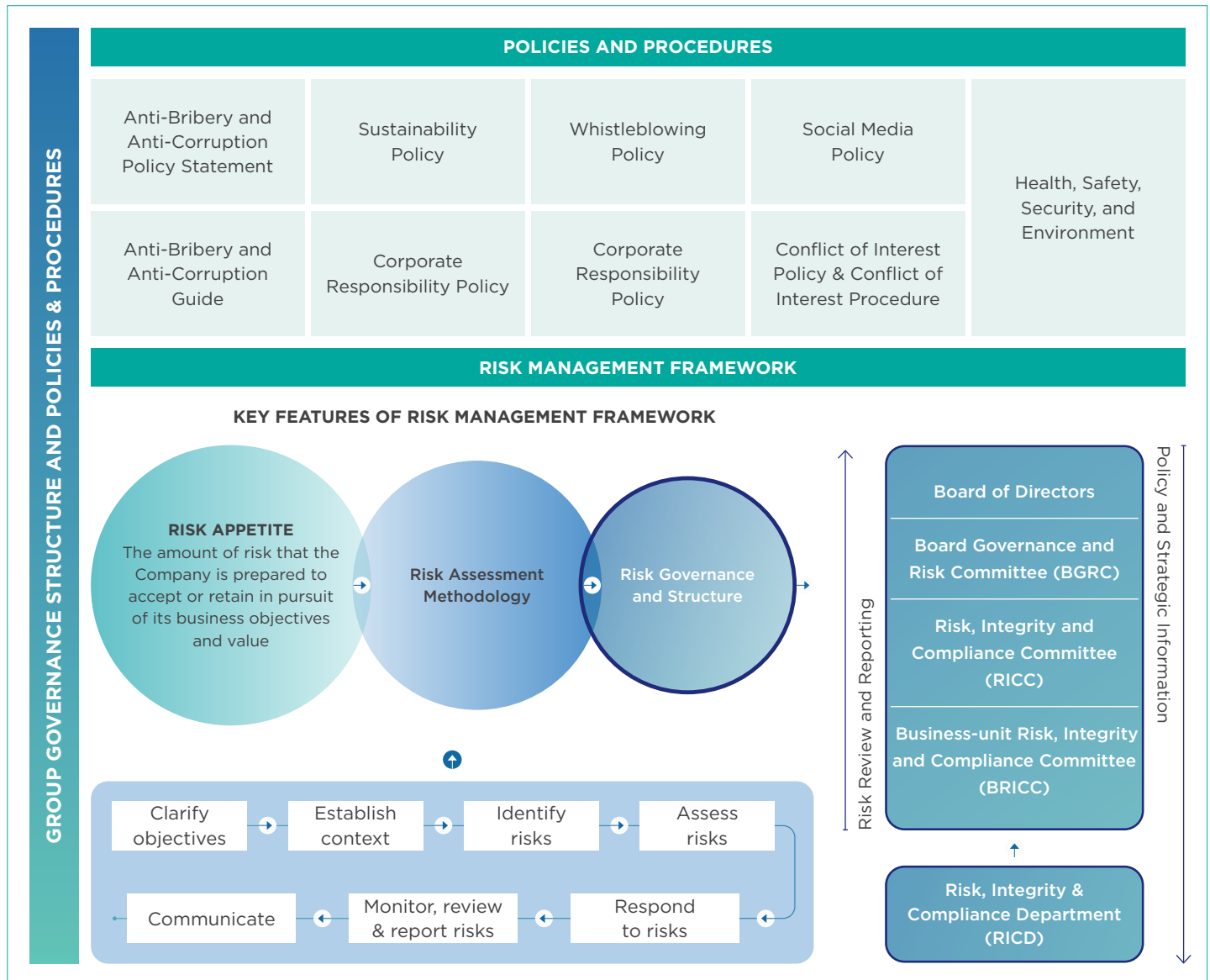
The Corporate Governance Framework is published on the Company's website.



ALIGNMENT OF STRATEGY AND PRIORITIES ACROSS THE GROUP	GENERAL MANAGEMENT COMMITTEE	
	<p>Member</p> <ul style="list-style-type: none"> → Chaired by Managing Director/Chief Executive Officer (MD/CEO) → Comprised senior management team member from respective divisions 	<p>Key Roles</p> <ul style="list-style-type: none"> → Drive strategic execution → Deliberate and resolve the Group's key strategic & operational issues in a timely manner → Keep track of key business developments → Monitor the Group's strategic direction → Platform for members to report their respective business and operation plans to the MD/CEO → Highlights issues and devise solutions/corrective plans → Address other matters as directed by the Board and/or the MD/CEO
AUTHORITY AND DECISION LIMITS WITHIN THE GROUP	DISCRETIONARY AUTHORITY LIMITS	
	Strategic Management	Revenue Related - Contracts/Project and Tender
	Human Capital Matters	Legal Matters
	Investment and Divestment	Procurement and Expenses
	Secretarial Matters	Finance and Treasury

LEADERSHIP AND CULTURE	CODE OF CONDUCT		
	ETHICS • INTEGRITY • ACCOUNTABILITY		
	Ethics & Work Culture	Key Regulations	Integrity & Accountability
	<ul style="list-style-type: none"> • Professionalism • Sexual Harassment • Workplace Bullying and Harassment • Prohibited Substances • Health and Safety • Environment Responsibility • Social Responsibility • Governance Practices • Criminal Activity 	<ul style="list-style-type: none"> • Anti-Competition • Data Privacy & Protection • Intellectual Property • Proprietary & Confidential Information • Insider Trading • Money Laundering & Terrorism Financing • Bankruptcy 	<ul style="list-style-type: none"> • Conflict of Interest • Bribery & Corruption • Gifts & Business Entertainment • Sponsorship & Donation • Dealing with Government & Local Authorities • Working with Suppliers & Business Partners • Political Involvement & Contribution
	 FUTURE FOCUSED	 IMAGINE NEW WAYS	 RESPECT FOR ALL
	 SOLUTIONING MINDSET	 TRUE TO OUR WORD	
 we prepare for tomorrow's challenges, today	 we imagine new ways to deliver better work	 we treat our colleagues & stakeholders with respect	
	 we solve challenges to deliver results	 we are guided by integrity to build trust	

CORPORATE GOVERNANCE OVERVIEW STATEMENT



Note: Corporate Governance Framework is applicable to UEM Edgenta Berhad and its subsidiaries only

The Board is led by Tan Sri (Dr.) Azmil Khalid, the Independent Non-Executive Chairman, who is responsible for promoting strong corporate governance practices and ensuring effective leadership and functioning of the Board. To uphold a clear separation of powers and maintain an appropriate system of checks and balances, the roles of Chairman and Managing Director/Chief Executive Officer are held by different individuals who are not related to one another.

UEM Edgenta experienced leadership transition during the financial year as Encik Syahrnzam Samsudin relinquished his position as the Company’s Managing Director/Chief Executive Officer on 31 August 2025, where the Board had immediately initiated a formal succession process to maintain continuity and stability during the leadership transition.

This leadership shift culminated in the appointment of Encik Shaiful Subhan as the new Managing Director/Chief Executive Officer of UEM Edgenta effective 1 November 2025, following a rigorous selection process that underscored the Company’s commitment to robust succession planning. Encik Shaiful was the Head of Healthcare Solutions and Managing Director of Edgenta Mediserve Sdn. Bhd. prior to his appointment to the current position.

To preserve impartiality and avoid any impairment of objectivity, the Chairman does not serve as a member of the Audit Committee or the Nomination and Remuneration Committee, nor does he attend committee meetings by invitation.

The Board is supported by five (5) Board committees (“Committees”), each operating under clearly defined Terms of Reference to ensure structured, transparent and effective oversight. These Committees enable the Board to discharge its responsibilities efficiently, objectively and in a well considered manner by providing detailed review, evaluation and recommendations on specific areas delegated to them.



On integrity consideration for Board committees’ deliberations, Board committee meetings were not combined with Board meetings. This separation ensures that Committee members are able to engage in focused, independent and objective discussions without the influence of the wider Board. Following each meeting, the respective Committee Chair reports to the Board on key matters deliberated and recommendations made.

While the Committees provide support and specialist oversight, the ultimate responsibility and decision making authority rest with the Board, which retains full accountabilities for all matters affecting the Group.

Prior to 7 July 2025, the Board was supported by Ms Chiew Siew Yuen who had resigned as Company Secretary, and was being replaced by Mr. Tan Kok Siong and Ms. Lau Yen Hoon on 5 August 2025. Both are qualified Company Secretaries with extensive experience in corporate secretarial matters and advisory. The Company Secretaries assist the Board in executing their fiduciary duties and responsibilities as well as leadership functions. They are also advising on the Company’s Constitution and ensuring that Board policies and procedures align with the best practices outlined in the MCCG and adhere to applicable rules and regulations. The Corporate Secretarial team collaborates closely with the Management to ensure that appropriate information is cascaded to the Board and Board Committees, as well as flows between Non-Executive Directors and Management in a timely manner. The Board has access to the advice and services of the Company Secretaries in an unrestricted manner.

CORPORATE GOVERNANCE OVERVIEW STATEMENT

BOARD FOCUS AREAS

The Board's responsibilities include overseeing the proper management of the Company and ensuring the successful delivery of its strategic objectives. To fulfil these responsibilities during the financial year, the Board adhered to an annual meeting programme that was prepared in advance during the fourth quarter of 2024. The Board meeting calendar was provided to all Directors before the start of the new financial year to facilitate effective planning and full participation. In addition to the scheduled meetings, special Board meetings were convened, where necessary, to deliberate urgent or time sensitive matters.

The main Board activities during the financial year under review are summarised below:-

Strategic Plans and Direction	<ul style="list-style-type: none"> • Reviewed, noted and/or approved: <ul style="list-style-type: none"> - the Annual Operating Plan, corporate scorecard and Managing Director/Chief Executive Officer scorecard; - business strategies and operating plans; - the conduct of the Group's international business; - digital transformation; and - embedding end-to-end sustainability in business operations and client solutions. • Strengthening operational excellence. • Reviewed the proposed selective capital reduction and repayment offer.
Overseeing the Conduct of Business	<ul style="list-style-type: none"> • Reviewed and approved the Circular to Shareholders in relation to Recurrent Related Party Transactions.
Health, Safety, Security and Environment	<ul style="list-style-type: none"> • Reviewed the Health, Safety, Security and Environment Report on a quarterly basis.
Risk Management	<ul style="list-style-type: none"> • Reviewed the whistleblowing status on a quarterly basis. • Reviewed the risk exposure in relation to material litigation. • Reviewed the recommendation from Board Governance and Risk Committee ("BGRC") and noted the following on a quarterly basis:- <ul style="list-style-type: none"> - Risk Management Status Report; - Integrity & Compliance Progress Update; - Business Continuity Management Progress Update; - Insurance Progress Update; and - Whistleblowing Status Update. • Reviewed the recommendation from the BGRC and approved the following: <ul style="list-style-type: none"> - Strategic Roadmap for Risk, Integrity and Compliance Department; and - Revision of Terms of Reference for Risk Management Committee.
Financial Matters	<ul style="list-style-type: none"> • Reviewed the recommendation from Audit Committee ("AC") and approved the quarterly financial results and audited financial statements. • Reviewed and approved the revaluation of investment properties. • Considered and approved the payment of interim dividend. • Met up with the External Auditors ("EA") for the presentation of their reports and conducted private session with EA without the presence of Management. • Reviewed and recommended the re-appointment of EA and its audit fees.
Succession Planning for Senior Management	<ul style="list-style-type: none"> • Reviewed and approved the appointment of Senior Management of Grade UT2 and above.
Environment, Social and Governance	<ul style="list-style-type: none"> • Reviewed and deliberated on the reports on the progress of the action plans for Environment, Social and Governance on a quarterly basis.
Governance/ Compliance	<ul style="list-style-type: none"> • Reviewed and accepted/approved the resignation and appointment of Managing Director. • Reviewed and approved the revision of Conflict of Interest ("COI") Policy. • Reviewed and noted the Report on COI for Directors and Senior Management on a quarterly basis.
Human Resources	<ul style="list-style-type: none"> • Reviewed and approved/noted the following: <ul style="list-style-type: none"> - Proposed salary range revision (minimum wage adjustment); - Proposed Learning Bond Policy; - Remuneration framework and performance bonus for UEM Edgenta Group; and - Corporate HQ Operating Model.

Board Attendance for financial year 2025

Directors	BOD	AC	NRC	BGRC	BTC	BIC
Tan Sri (Dr.) Azmil Khalid <i>Independent Non-Executive Chairman</i>	12/12	-	-	-	-	-
Shaiful Subhan <i>Managing Director/Chief Executive Officer</i> <i>(Appointed w.e.f 1 November 2025)</i>	2/2	-	-	-	-	-
Datuk Amran Hafiz Affifudin <i>Non-Independent Non-Executive Director</i>	11/12	-	9/10	-	-	2/2
Dato' George Stewart Labrooy <i>Independent Non-Executive Director</i>	12/12	-	10/10	6/6	-	-
Rowina Ghazali Seth <i>Independent Non-Executive Director</i>	12/12	-	10/10	6/6	-	-
Jenifer Thien Bit Leong <i>Independent Non-Executive Director</i>	11/12	-	-	6/6	9/9	-
Mohd Asrul Ab Rahim[#] <i>Non-Independent Non-Executive Director</i>	11/12	5/5	-	-	8/9	2/2
Nurul Iman Mohd Zaman <i>Non-Independent Non-Executive Director</i>	11/12	-	-	6/6	-	-
Dato' Dr Omar Abd Hamid <i>Independent Non-Executive Director</i>	11/12	5/5	-	-	9/9	-
Simon Kua Choo Kai[^] <i>Independent Non-Executive Director</i>	12/12	5/5	-	-	-	2/2
Syahrulizam Samsudin <i>Former Managing Director/Chief Executive Officer</i> <i>(Resigned w.e.f 31 August 2025)</i>	8/8	-	-	-	-	-

[#] Member of Malaysian Institute of Accountants

[^] Member of The Malaysian Institute of Certified Public Accountants

LEGEND

	Chairperson of Board Committee
	Member of Board Committee
BOD	Board of Directors
AC	Audit Committee

NRC	Nomination & Remuneration Committee
BGRC	Board Governance & Risk Committee
BTC	Board Tender Committee
BIC	Board Investment Committee

Total Meeting Hours

BOD	<div style="width: 40.88%;"></div> 40.88 hours
AC	<div style="width: 14.82%;"></div> 14.82 hours
NRC	<div style="width: 17.20%;"></div> 17.20 hours
BGRC	<div style="width: 19.48%;"></div> 19.48 hours
BTC	<div style="width: 11.36%;"></div> 11.36 hours
BIC	<div style="width: 1.38%;"></div> 1.38 hours

Average Meeting Attendance

BOD	<div style="width: 95%;"></div> 95%
AC	<div style="width: 100%;"></div> 100%
NRC	<div style="width: 97%;"></div> 97%
BGRC	<div style="width: 100%;"></div> 100%
BTC	<div style="width: 96%;"></div> 96%
BIC	<div style="width: 100%;"></div> 100%

CORPORATE GOVERNANCE OVERVIEW STATEMENT

NOMINATION AND REMUNERATION COMMITTEE (“NRC”)

The NRC comprises three (3) members who are non-executive directors with independent directors forming the majority. It is chaired by Puan Rowina Ghazali Seth, an Independent Non-Executive Director of the Company.

In supporting the Board in its decision making, the NRC is responsible for reviewing the nomination and appointment of directors and senior management, evaluating the effectiveness of the Board and its Committees, recommending appropriate remuneration packages, and assessing the performance of the Managing Director/Chief Executive Officer and Senior Management. During the financial year under review, ten (10) NRC meetings were held where several key activities aligned with its governance and oversight responsibilities were undertaken by NRC as summarised below:-

Board Composition and Succession Planning

- Reviewed the board size and structure, tenure of each Director, the mix of Directors in terms of gender diversity, skills and expertise of each Director to ensure high standard of Board performance and succession for both Executive and Non-Executive Directors in the event of any deficiency.
- Reviewed the composition of the Board and Committees of UEM Edgenta Berhad.
- Reviewed the change of Board composition for the subsidiaries/associate companies of UEM Edgenta Berhad.
- Recommended the re-election/re-appointment of Directors under the retirement by rotation provisions of the Constitution of the Company and the Companies Act, 2016.

Remuneration for UEM Edgenta Group

- Reviewed and recommended for the Board’s approval:
 - The 2024 Corporate Scorecard Achievement and Managing Director/ Chief Executive Officer’s Scorecard Achievement.
 - 2024 bonus pool and 2025 increment.
 - 2024 performance bonus for Managing Director/ Chief Executive Officer and Senior Management.
 - Proposed 2025 Corporate Scorecard.
 - Proposed 2025 Managing Director/ Chief Executive Officer Scorecard.
 - Proposed change to learning bond policy and learning management.
 - People cost optimisation.

Board Effectiveness Assessment

- Assessed the effectiveness of the Board and the Committees including the contribution of each individual Director. The main assessment areas by the NRC covered time commitment, character, experience and integrity of the Directors. All assessments and evaluations carried out by the NRC were properly documented.

Remuneration of Directors

- Reviewed and recommended to the Board the remuneration of Non-Executive Directors and to review the Group’s remuneration policies and procedures.

Recruitment and Appointment of Directors

- Assessed and recommended to the Board the candidacy of Managing Director/Chief Executive Officer.
- Reviewed the Board’s succession plans and training programmes for the Board.
- Reviewed the required mix of skills, experience, core competencies which a non-executive director could bring to enhance the Board’s effectiveness.

Recruitment/Appointment and Succession Planning of Senior Management

- Considered the resignation of Managing Director/ Chief Executive Officer and interim operational leadership arrangement.
- Reviewed and recommended for the Board’s approval:-
 - the proposed appointment of new Managing Director/ Chief Executive Officer.
 - the proposed appointment of new Company Secretaries.
 - the proposed renewal of fixed term employment contract of Senior Management of Grade UT2 and above.
 - proposed establishment of Edgenta Management Committee.

Governance/Policy

- Approved the Edgenta UEMS-Proposed Revised Terms and Conditions of Collective Agreement with the National Union of Workers in Hospital Support and Allied Services.
- Reviewed the proposed Board composition for UEM Edgenta Group of Companies.

Human Resources

- Discussed the Talent Review 2025.
- Reviewed the candidates for Managing Director/ Chief Executive Officer.

NOMINATION AND APPOINTMENT OF DIRECTORS

The Board has established adequate and effective procedures for the selection, recruitment, and appointment of new directors and members of Board committees. To support a formal, rigorous and transparent appointment process, the Board has adopted a Fit and Proper Policy which governs the appointment of new directors and re-election of the existing directors. This policy guides the NRC and the Board in evaluating and assessing potential candidates and directors seeking for re-election.

In sourcing new Board members, candidates are identified through recommendations from the existing Board members and/or major shareholders, desktop searches and independent executive search firms. With the consent of the identified candidate(s), a reputable third-party agency will be engaged to conduct a thorough background screening to verify the candidates' credibility.

During the year under review, the appointment of Encik Shaiful Subhan as new Managing Director/Chief Executive Officer of the Company had gone through a formal succession and transition process undertaken at the NRC and Board level, where Encik Shaiful was serving as a chief officer in charge after the resignation of Encik Syahrudin Samsudin.

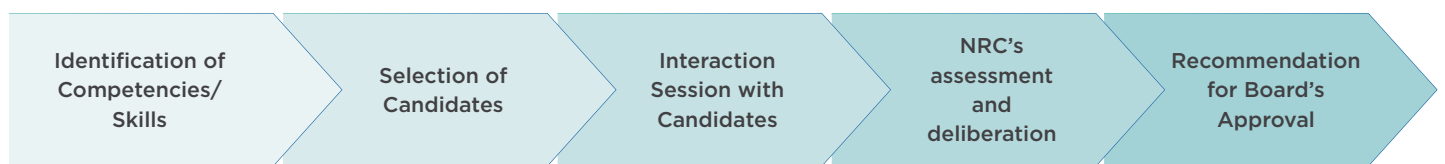
In evaluating and recommending candidates for the Board and/or the Committees, the NRC considers a comprehensive set of factors including but not limited to the following:

- competencies and skill sets
- time commitment, contribution and performance
- knowledge, expertise and relevant experience
- professionalism and background
- character and integrity
- leadership qualities

Taking cognizance of the application of MCCG and compliance with the Main Market Listing Requirements ("MMLR") of Bursa Malaysia Securities Berhad ("Bursa Securities"), the NRC reviews the size and composition of the Board to ensure that the Board continues to function effectively and optimally.

For the position of Independent Non-Executive Directors, the NRC evaluates the candidates' ability to discharge the responsibilities and functions as expected from an Independent Non-Executive Director.

The process of appointment of new directors is depicted in flow chart below:



To ensure the onboarding of new director(s) is carried out promptly, the new director(s) will undergo a Board Induction Programme which provides the new director(s) an insight on the Company:



All new directors of the Company are also encouraged to attend at least one (1) external briefing on Section 17A, Malaysian Anti-Corruption Commission Act 2009 ("MACC Act 2009") as part of the directors' training and development.

CORPORATE GOVERNANCE OVERVIEW STATEMENT

DIRECTORS' CONTINUING EDUCATION PROGRAMMES

Recognising the importance of continuous education for Directors to gain insight into the state of economy, technological advances, regulatory updates and management strategies, a specific budget is allocated for directors' training.

The Board's training needs are assessed and identified through the Board Effectiveness Assessment annually. Other than the individual director's own initiative in attending trainings that will enhance their knowledge and skill, the Board is regularly updated on the availability of external training courses for their consideration by the Company Secretary and the Edgenta Academy team.

Since the enforcement of corporate liability under the MACC Act 2009, the NRC has recommended for all Directors of the Company to attend at least one (1) external briefing relating to Section 17A, MACC Act 2009 to keep them abreast of this regulatory development that is significant to the Company's business operation as well as individual director or employees' conduct. Bearing this in mind, the Company Secretaries constantly monitor the attendance of new directors on this particular topic of training/briefing to ensure the recommendation of NRC is met.

During the year under review, the Directors had attended various seminars and training programmes that would keep them up to date with the current or future regulatory or industry landscape. In addition to external seminar or training programmes, the Board is also provided with regulatory updates released by Bursa Securities, Securities Commission Malaysia and the Companies Commission of Malaysia by the Company Secretaries.

All Directors of the Company attended trainings in the year under review. The training hours attended by the Board for financial year 2025 were as follows:



In compliance with Practice Note 5 under the MMLR of Bursa Securities, all Directors had attended Mandatory Accreditation Programme ("MAP") Part II except for the Managing Director/Chief Executive Officer, Encik Shaiful Subhan, who was appointed on 1 November 2025. Encik Shaiful had attended MAP Part I and will attend MAP Part II in 2026 if suitable time slot could be ascertained.

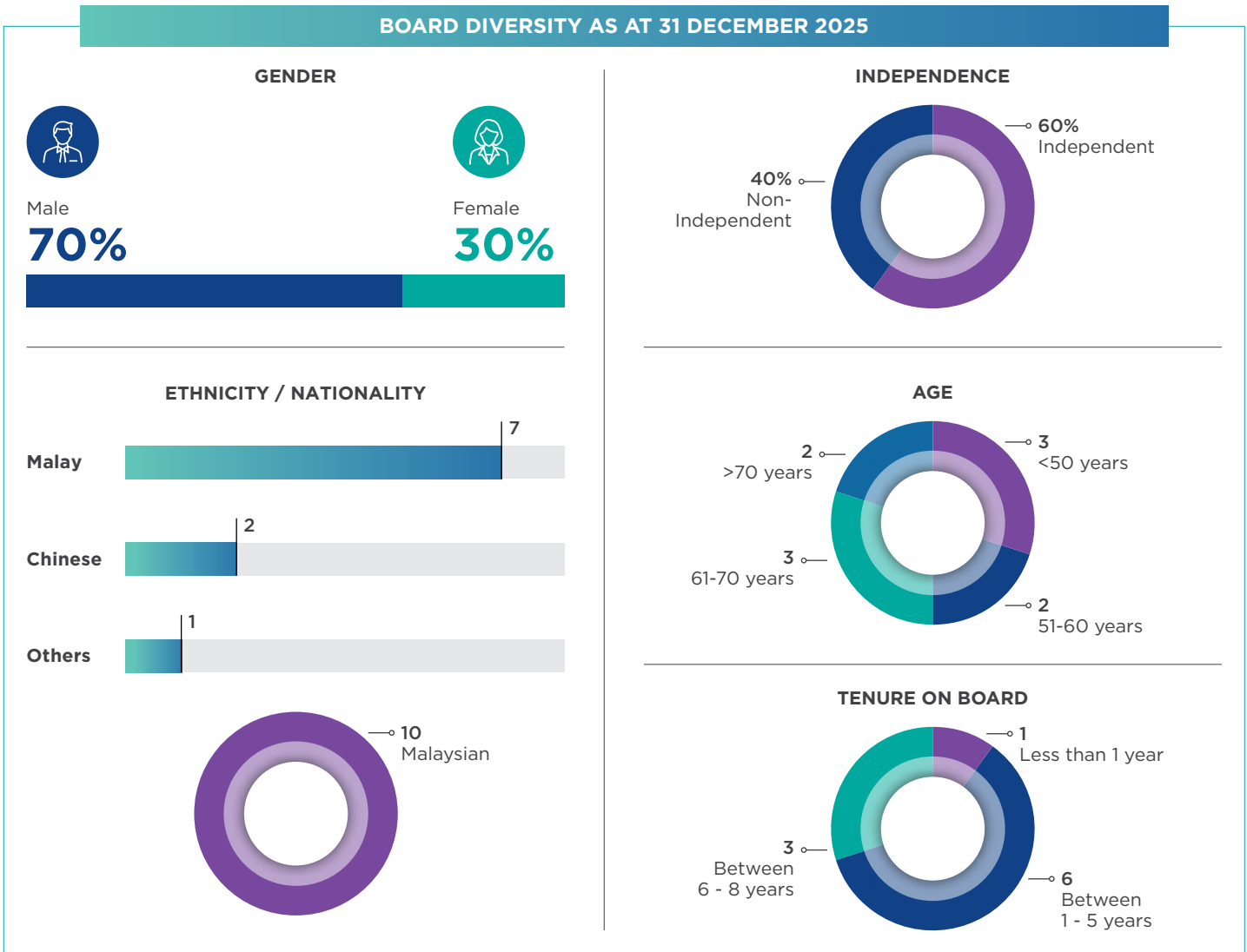
BOARD COMPOSITION

ENSURING THE RIGHT COMPOSITION

The Board believes that a diverse and inclusive Board will leverage the differences of its members to perform at its optimum level as a whole. Therefore, the NRC and Board review the composition of the board annually, considering the board size, tenure and expertise of each member, and gender diversity.

As at 31 December 2025, the Board consists of ten (10) members, including an Independent Non-Executive Chairman, one (1) Executive Director, three (3) Non-Independent Non-Executive Directors and five (5) Independent Non-Executive Directors.

In addition to complying with Paragraph 15.02(1) of the MMLR, the Company has maintained at least 30% women directors on the Board.



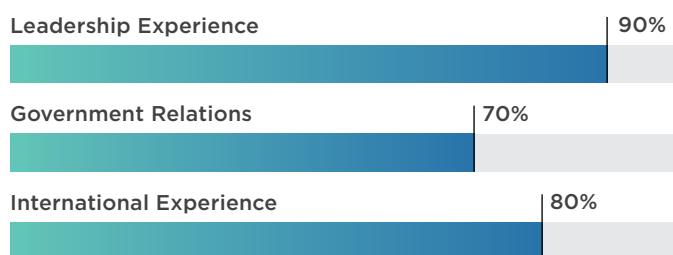
CORPORATE GOVERNANCE OVERVIEW STATEMENT

BOARD MIX OF SKILL AND EXPERIENCE

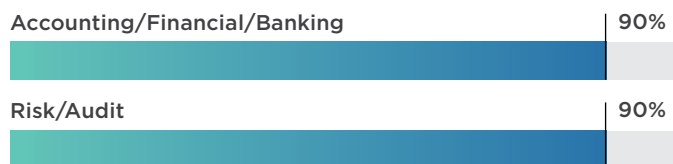
LEADERSHIP/STEWARDSHIP



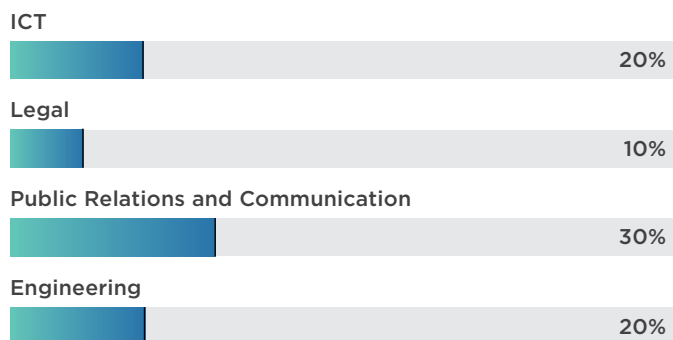
REGULATORY EXPERIENCE AND NETWORK



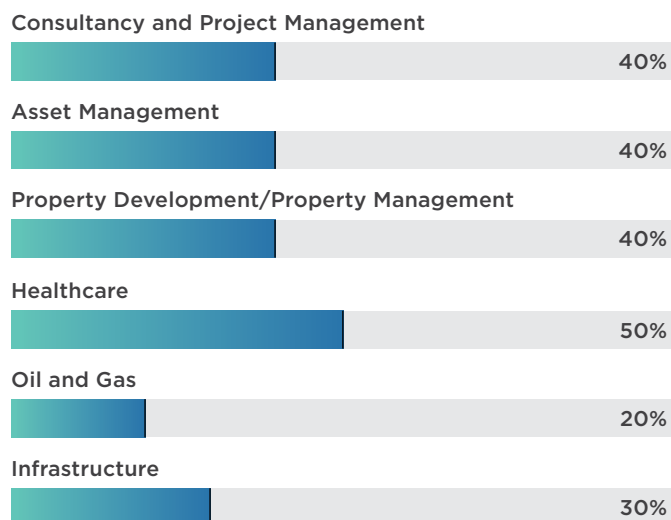
GENERAL MANAGEMENT



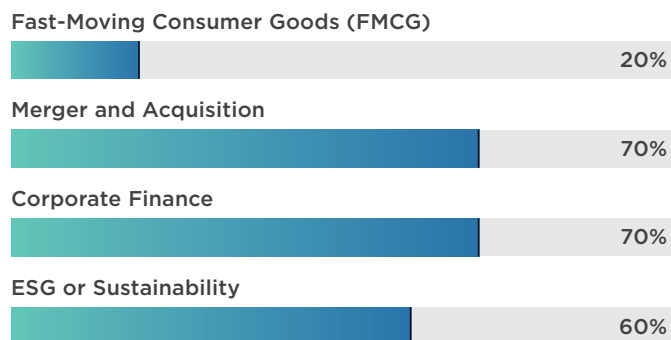
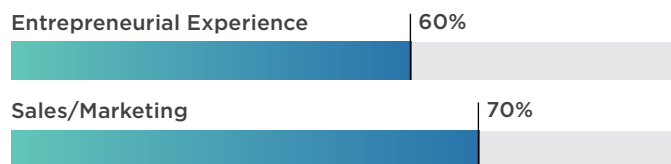
OTHERS



SECTOR/SERVICE EXPERIENCES



ENTREPRENEURSHIP



Note: % of Total Directors on Board

Board Effectiveness Assessment

The Board, through the NRC, conducts a yearly Board Effectiveness Assessment (“BEA”) of its performance and activities.

As the Company is not a Large Company, the BEA for financial year 2025 was facilitated by the Company Secretary via an online portal. The BEA is divided into 5 sections which cover key topics and include forward looking elements as follows:-

A Board evaluation: Structure, Operations & Interactions, and Roles & Responsibilities	B Directors' self and peer evaluation	C Assessment of mix of skills and experience	D Assessment on Board committees	E Independent Director's self-assessment
1. Board Structure 2. Operations & Interactions <ul style="list-style-type: none"> - Meetings - Papers - Communication 3. Roles & Responsibilities <ul style="list-style-type: none"> - General Responsibilities - Strategy Planning - Performance Management - Human Capital - Risk Management & Internal Control - ESG 	Contribution to interaction Quality of Input Understanding of Role Chairman's Role	Leadership/Stewardship Regulatory Experience & Network General Management Sector/Service Experience Entrepreneurship Others	AC BGRC NRC BTC BIC	Tan Sri (Dr.) Azmil Khalid Dato' George Stewart LaBrooy Rowina Ghazali Seth Jenifer Thien Dato' Dr. Omar Abd Hamid Simon Kua Choo Kai

All responses/feedback are treated confidentially to ensure that Directors provide honest feedback. A summary of the key issues raised is collated and presented in a report to the NRC and the Board.

Based on the results of the BEA, the Board Criteria Matrix was updated. The skills criteria in the matrix are constantly reviewed to ensure they cover the relevant knowledge/skills required for the businesses of the Company.

The Board Criteria Matrix is an important tool in ensuring the diversity of the Board in terms of experience and expertise. With this matrix, the Board identify gaps in the Board composition and use these gaps as criteria for selection of new Board members.

The results of the BEA for financial year 2025 did not identify any material weaknesses or shortcomings that warrant specific action plans. The results of BEA indicated that the performance of the Board, Committees and individual Directors had been effective in their overall discharge of functions, roles and duties. The level of independence demonstrated by the Independent Directors are satisfactory.

The Board is satisfied that the Managing Director/Chief Executive Officer have the character, experience, integrity, competence and time to effectively discharge his roles.

The Board is also satisfied that each Board member is able to devote sufficient time to the Company.

CORPORATE GOVERNANCE OVERVIEW STATEMENT

REMUNERATION

The Board, through the NRC, is tasked with establishing and periodically reviewing the remuneration policies and procedures to attract and retain directors and senior management.

Remuneration for Directors

The Directors' remuneration is reviewed periodically to ensure it is set at levels that enables UEM Edgenta Group to attract and retain Directors with the relevant experience and expertise needed to manage the Group effectively.

The Company has its own Remuneration Policy for Non-Executive Directors, aimed at strengthening the Company's commitment to attract and retain talented and well qualified candidates while being financially cautious. The said Remuneration Policy is published on the Company's website at www.uemedgenta.com.

Non-Executive Directors are paid a fixed base fee on a quarterly basis. With the recommendation from the NRC, the Board determined the remuneration for Non-Executive Directors, with directors concerned abstaining from deliberation and voting on the decision in respect of their remuneration. The Directors' fee and relevant benefits to be paid to Non-Executive Directors is subject to the approval of the shareholders at general meeting.

For the financial year 2025, the NRC and Board had benchmarked the current Non-Executive Directors' fees and benefits against the Board and Senior Management Remuneration Practices in Malaysia issued by Bursa Securities on 2 November 2023 before recommending it for the shareholders' approval at the Annual General Meeting.

The outcome of the benchmarking revealed that the fees were slightly above median range. In view thereof, the NRC and Board had recommended for the Non-Executive Directors' fees and benefits to remain status quo for approval at the 62nd Annual General Meeting held on 19 June 2025.

The remuneration breakdown of individual directors comprising fees, salary, bonus, benefits in-kind and other emoluments for financial year 2025 is set out in Practice 8.1 of the CG Report.

The Directors Remuneration Framework is as below:-

Directors' Fees	Proposed Directors' Fee per annum (RM)	
	Chairman	Member
Board	210,000	108,000
Audit Committee	50,000	30,000
Other Board Committees	25,000	15,000

The current benefits payable and accorded to the Directors are:-

No.	Description	Directors' benefits
(a)	Meeting allowance for ad-hoc or temporary Board Committees established for specific purposes	(i) Chairman of committee – RM2,000 per meeting (ii) Member of committee – RM1,000 per meeting
(b)	Car allowance for Chairman of UEM Edgenta	RM3,400 per month
(c)	Medical benefits for Board members <i>Where a Director sits on several boards within the UEM Group of Companies, he will be entitled to claim medical benefits from one (1) company only.</i>	(i) Medical coverage of RM7,000.00 per annum, inclusive of outpatient, clinical, specialist and dental; and (ii) Hospitalisation of RM100,000.00 per annum including room and board at RM500.00 per day
(d)	Training and Development of Directors	A training budget is allocated for Directors to attend relevant training programmes and seminars to enhance their knowledge and skills in discharging their duties.
(e)	Directors' & Officers' Liability Insurance	Directors are covered by Directors' and Officers' Liability Insurance maintained throughout the financial year to indemnify Directors and Officers against any liability incurred by them in the discharge of their duties while holding office as Directors and Officers of the Company.
(f)	Subsistence allowance for business travel	Peninsular & East Malaysia – RM150 per day Overseas – USD125 per day

The Company will seek the shareholders' approval at Annual General Meeting for the payment of Directors' fees and benefits under items (a) and (b) stated in the table above.

Remuneration for Senior Management

UEM Edgenta has established a Senior Management Remuneration Framework governed through its NRC. The framework is benchmarked against market and industry standards to ensure remuneration remains competitive and aligned with the Company's strategic direction. This is supported by the NRC's responsibility to periodically review remuneration levels, ensuring they reflect role complexity, responsibilities, market competitiveness, and organisational performance.

The framework is designed to ensure fair and appropriate remuneration for Senior Management, enabling UEM Edgenta to attract, retain, and motivate high calibre leaders who can drive operational excellence and long-term value creation. In line with its integrated governance and sustainability commitments, UEM Edgenta also embeds ESG linked metrics and performance targets into its corporate scorecard, which forms part of Senior Management performance evaluation and incentives.

CORPORATE GOVERNANCE OVERVIEW STATEMENT

B EFFECTIVE AUDIT AND RISK MANAGEMENT

AUDIT COMMITTEE (“AC”)

The AC, chaired by Mr. Simon Kua Choo Kai, assists the Board in fulfilling its oversight responsibilities in relation to the Company’s financial reporting and internal control. The AC is responsible for overseeing the proper maintenance of financial and accounting records, reviewing and setting the Group’s financial reporting policies and practices. In addition, the AC reviews related party transactions, monitors potential conflict of interest situations that may arise within the Group, oversees the provision of non-audit services by the External Auditors, where applicable, to ensure that auditor independence is not compromised.

The AC comprises three (3) Non-Executive Directors, the majority of whom are Independent Directors, in line with good corporate governance practices.

Details of the AC’s membership/composition and a summary of key activities undertaken by AC during the financial year 2025 are provided in the AC Report on pages 239 to 242, while the roles and responsibilities of the AC are outlined in its Terms of Reference which is available on the Company’s website at www.umedgenta.com.

The Board, through the AC, maintains a transparent, objective, and professional relationship with both the Internal and External Auditors. The AC is empowered to communicate directly with the auditors and has unrestricted access to all information considered necessary for the proper discharge of its duties.

Private session is planned for the AC to meet with the External Auditors at least twice a year without the presence of the Managing Director/Chief Executive Officer or Management. The External Auditors also attend Board meetings for the presentation of their reports.

Messrs Ernst & Young PLT currently serves as the External Auditors of the Group, providing independent and professional assurance services. The AC conducts an annual assessment of the External Auditors’ suitability, performance and independence. For the year under review, the External Auditors confirmed their independence in carrying out their audit services.

For the financial year ended 31 December 2025, the assessment of the External Auditors was coordinated and facilitated by the Finance team. As part of this evaluation process, a comprehensive set of questionnaires was circulated to all members of the AC and the relevant personnel in Finance, Corporate Secretarial function, Internal Audit function, Human Resource function and Digital, Technology and Innovation function. The assessment covered the following key areas:

1. Calibre of the firm
2. Quality of processes, services and overall performance
3. Audit team’s competence and responsiveness
4. Independence, objectivity and professional scepticism
5. Audit planning, execution and conclusion
6. Audit fees and value delivered
7. Quality and clarity of audit communications

The Board reviewed the consolidated feedback and was satisfied with the suitability and independence of the External Auditors. Based on the positive outcome of the assessment, the Board has recommended their re-appointment at the forthcoming Annual General Meeting.

RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK


Effective Risk Management and Internal Control Framework

The Board acknowledges its overall responsibility for maintaining a sound system of risk management and internal control, encompassing financial, operational and compliance controls. This framework is designed to safeguard shareholders’ investments, protect customers’ interests and ensure the security and proper use of the Company’s assets.

To discharge its risk governance and oversight responsibilities, the Board is supported by the Board Governance and Risk Committee (“BGRC”). The BGRC oversees governance, compliance and risk management matters, and periodically reviews the effectiveness of the Group’s risk management framework in managing overall risk exposures. The BGRC also monitors the activities of the Integrity & Governance unit, providing oversight of matters relating to corruption, fraud, malpractice and unethical conduct within the organisation.

While the BGRC evaluates and monitors the adequacy of the Group’s risk management controls and measures, the AC is responsible for reviewing the adequacy and effectiveness of the internal control system, primarily through the work undertaken by the Internal Audit function.

The BGRC is chaired by Dato’ George Stewart LaBrooy. With a membership of four (4) in BGRC, majority of whom are Independent Non-Executive Directors. The BGRC operates in accordance with its clearly defined Terms of Reference, which outline its roles, responsibilities and authority.

 *The Statement on Risk Management and Internal Control as set out on pages 243 to 252 of this Annual Report provides an overview of the state of internal controls within the Group.*

COMMUNICATION WITH STAKEHOLDERS

While recognising that the annual general meeting is the primary platform for communication and interaction with shareholders, the Company also acknowledges the importance of timely dissemination of quality information to shareholders and other stakeholders for informed decision to be made by them.

Therefore, the Board is committed to ensure transparency and accountability to its shareholders and other stakeholders by dissemination of information via various platforms/channels as follows:

- Annual Report.
- Various disclosures and announcements via Bursa LINK including quarterly results.
- Analyst briefings, press releases and announcements to the media.
- Dialogues and presentations at general meetings to provide overview and clear rationale with regard to the proposals tabled for approval by shareholders.
- Online investor relations on the Company's website at www.uemedgenta.com.
- All announcements made via Bursa LINK will also be posted on the Company's website at www.uemedgenta.com.

The Company's website is a one-stop page that easily accessible to the sharing of the Company's information. It has a dedicated section that provides investors with detailed information on the Group's business, commitments and latest developments.

To keep up with the current trend, the Company has maintained an Instagram account and a social media channel that is regularly updated with the Company's news and events. Message and email functions are also activated on Instagram for the public's convenience if they wish to reach out to the Company.

Shareholders may forward any concern/query to Investor Relations at ir@edgenta.com and all relevant and appropriate issues raised will be addressed accordingly.

While the Company endeavours to provide as much information as possible to its shareholders and stakeholders, the Company is mindful of the legal and regulatory framework governing the release of material and price-sensitive information.

The Company has in place the Corporate Disclosure Policy which outlines the Company's approach towards the determination and dissemination of confidential information, the circumstances under which the confidentiality of information will be maintained and restrictions on insider trading. The Corporate Disclosure Policy provides guidelines to ensure consistency in disclosure practices across the Group is met.

The Company adopted full integrated reporting where an Integrated Annual Report based on globally recognised framework was issued in 2025.

 *The summary of engagements with stakeholders for 2025 are available on pages 44 to 50 of this Annual Report.*

CONDUCT OF GENERAL MEETINGS

The Company's 62nd Annual General Meeting ("AGM") was held physically on 19 June 2025 at The Vertical, Connexion Conference & Event Centre, The Summit 1 Ballroom (Level M1, The Vertical), Bangsar South City, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia. The Notice of AGM was served to shareholders on 30 April 2025 together with the relevant reports and circular.

Recognising that the AGM is a principal forum for dialogue with shareholders, the notice of AGM was issued more than 28 days prior to the AGM to allow sufficient time for shareholders to consider the resolutions that would be discussed and decided at the AGM.

To encourage participation of the shareholders, clear guidance notes on administrative matters were provided to shareholders. Shareholders were invited to send in questions before and during the AGM.

All Board members were present at the 62nd AGM held on 19 June 2025 except for Encik Mohd Asrul Ab Rahim and Dato' Dr. Omar Abd Hamid who had pre-commitment set earlier. Besides the Directors, the Company Secretary, Senior Management and External Auditors were also in attendance.

The Chairman, Managing Director/Chief Executive Officer, Chairpersons of the respective Board committees and the External Auditors, if so required, will respond to questions from the shareholders at the AGM. Any questions submitted during the AGM which are not answered due to time constraint will be addressed to shareholders via email.

All questions submitted prior to the AGM held in 2025 were duly addressed at the AGM. The questions and answers were also published on the Company's website.

All resolutions were voted by poll and the results of the poll were validated by Sky Corporate Services Sdn. Bhd., the independent scrutineers appointed by the Company. The Chairman declared that all resolutions were carried, and the poll results were announced via Bursa LINK on the same day.

The summary of the AGM proceeding was uploaded on the Company's website on 24 July 2025 which is within 30 business days after the completion of the AGM.

This Corporate Governance Overview Statement was approved by the Board on 18 March 2026.

ADDITIONAL COMPLIANCE INFORMATION

1. AUDIT AND NON-AUDIT FEES

During the financial year ended 31 December 2025, the total audit and non-audit fees paid or payable incurred for services rendered to the Group and the Company by the external auditors or a firm affiliated to the external auditors are as follows:

	Group RM'000	Company RM'000
Statutory audit services	2,031	237
Non-audit services	117	16
Total	2,148	253

The Group and the Company engaged the external auditors for the following non-audit works:

- Review of Statement on Risk Management and Internal Control
- Tax compliance and advisory services

2. UTILISATION OF PROCEEDS RAISED FROM CORPORATE PROPOSALS

In 2017, the Company had established the Islamic Commercial Papers (“ICPs”) and Islamic Medium Term Notes (“IMTNs”) under an ICP Programme and IMTN Programme respectively, which have a combined aggregate limit up to RM1,000.0 million in nominal value and sub-limit of RM300.0 million in nominal value for ICP Programme under Shariah Principle of Murabahah via a Tawarruq Arrangement.

On 26 April 2017, the Company has completed the issuance of RM250.0 million in nominal value of IMTNs with a tenure of 5 years.

On 26 April 2022, the Company redeemed its outstanding IMTNs amounting to RM250.0 million in nominal value upon its maturity. On the same date, the Company has reissued the IMTNs with the same nominal value with a tenor of four years. The IMTNs will mature on 24 April 2026.

The Company has implemented its plan to redeem and reissue the IMTNs to extend the tenure of the current IMTNs for another period or a period deemed fit. The Company expects to successfully complete and meet all the conditions precedents to redeem and reissue the ITMNs prior to the maturity date of 24 April 2026.

The proceeds raised from the IMTNs have been utilised by the Company for its Shariah-compliant general corporate purposes.

3. REVALUATION POLICY ON LANDED PROPERTIES

During the financial year ended 31 December 2025, the Group has adopted MFRS 140: Investment Properties and MFRS 13: Fair Value Measurement on the undeveloped portion of land held by Country View Development Sdn. Bhd., an indirect wholly-owned subsidiary of UEM Edgenta Berhad.

Accordingly, the Group has adopted revaluation policy on the land classified under investment properties. Please refer to the accounting policy and revaluation of the investment properties in Note 2.4(k) and Note 14 in the Audited Financial Statements which are set out in the pages 275 to 386 of this Annual Report.

4. MATERIAL CONTRACTS

Other than those disclosed in the financial statements and the recurrent related party transactions section in this Annual Report, there were no material contracts including contracts to any loans entered into by the Company and its subsidiaries involving directors' and major shareholders' interests.

5. RECURRENT RELATED PARTY TRANSACTIONS

The Company proposes to seek approval of its shareholders for the renewal of mandate for recurrent related party transactions and the proposed new shareholders' mandate for additional recurrent related party transactions of a revenue and trading nature which is in the ordinary course of business at the forthcoming Annual General Meeting of the Company to be held in 2026.

AUDIT COMMITTEE REPORT

The Board is pleased to present the Audit Committee (“AC”) Report, outlining the manner in which the AC has carried out its functions and responsibilities for the financial year ended 31 December 2025.

The AC supports the Board in overseeing the Company’s financial reporting and ensuring the fulfilment of its fiduciary responsibilities concerning internal controls. This includes monitoring the proper maintenance of financial and accounting records, establishing policies, and upholding financial reporting practices for the Group. The AC also reviews related party transactions and potential conflict of interest situations that may arise within the Group.

COMPOSITION AND MEETING ATTENDANCE

The AC comprises three (3) members, a majority of whom are Independent Non-Executive Directors. The composition of the AC and meeting attendance of each AC member for financial year ended 31 December 2025 (“FY2025”) are provided in the table below:

AC Members	No. of AC meeting attended*
Simon Kua Choo Kai [^] (Chairman of AC) <i>Independent Non-Executive Director</i>	5/5
Mohd Asrul Ab Rahim [#] (Member of AC) <i>Non-Independent Non-Executive Director</i>	5/5
Dato’ Dr Omar Abd Hamid (Member of AC) <i>Independent Non-Executive Director</i>	5/5

* There were five (5) AC meetings held in 2025

[#] Member of Malaysian Institute of Accountants

[^] Member of The Malaysian Institute of Certified Public Accountants

The AC meets the requirements of paragraph 15.09(1)(a) and (b) of the Main Market Listing Requirement (“MMLR”) of Bursa Malaysia Securities Berhad (“Bursa Securities”). Any appointment of AC members is in accordance with the Terms of Reference of the AC which states, among others, a former partner of the Company’s External Auditors must observe a cooling-off period of at least three (3) years before being appointed as a member of the AC. There was no change of AC composition in 2025.

SUMMARY OF ACTIVITIES OF THE AC

During the year, the Chairman of AC met the Head of Internal Audit regularly and pre-meeting discussions were held to review their activities and reports.

In line with the Terms of Reference of the AC, the following activities were carried out by the AC during the financial year ended 31 December 2025:-

A. FINANCIAL STATEMENTS AND CORPORATE GOVERNANCE

1. Reviewed the quarterly and annual financial statements of the Company and the Group, and recommended them for Board’s approval, focusing particularly on:-
 - a) appropriateness and relevance of accounting policies and practices adopted and their application in compliance with current accounting standards;
 - b) any significant non-recurrent or unusual transactions made or events occurred during the year;
 - c) any significant changes to the basis of preparation of the financial statements or new accounting standards adopted during the year which impacted the result or financial position of the Group;
 - d) the going concern assumption used in the preparation of the financial statements;
 - e) significant accounting and auditing matters including financial reporting issues, estimates or judgements made by Management, unusual events or transactions, and how these matters are addressed; and
 - f) compliance with financial reporting standards and other regulatory requirements.

AUDIT COMMITTEE REPORT

2. Reviewed related party transactions and recurrent related party transactions of a revenue or trading nature which are necessary for the day-to-day operations, in the ordinary course of business of the Company and its subsidiaries to ascertain whether they are undertaken on an arm's length basis, on normal commercial terms not more favourable to the related parties than those generally available to the public or those extended to unrelated parties and are not detrimental to the minority shareholders.
3. Reviewed and recommended the circular to shareholders in respect of the proposed shareholders' mandate for recurrent related party transactions and proposed new mandate for additional recurrent related party transactions of a revenue or trading nature, for the Board approval.
4. Reviewed and recommended the Corporate Governance Overview Statement, Corporate Governance Report, AC Report and Statement on Risk Management and Internal Control, for the Board approval.

B. INTERNAL AUDIT

1. Reviewed the scope, functions and resources of the Internal Audit Department ("IAD") to ensure that it had the necessary competency, independence and authority expected by the professional standards and applicable guidelines to carry out its work professionally and with impartiality and propriety.
2. Reviewed and deliberated the internal audit reports (planned and ad-hoc) and ensured that audit observations and appropriate recommendations were discussed and agreed with Management including timelines set to be taken for remedial actions on gaps or lapses of controls or procedures identified by IAD.
3. Reviewed the status of implementation, effectiveness, and adequacy of Management's corrective actions through follow-up audit reports to ensure all key risks and control issues were addressed adequately and in a timely manner.
4. Reviewed and approved the Internal Audit Plan, including changes for adequacy and appropriateness of coverages, as well as the risk-based planning methodology, high-level review scope and its manpower requirement for the proposed audit activities.
5. Assessed and approved the performance rating of IAD and the IAD Scorecard.
6. Suggested additional improvement opportunities in the areas of internal control, systems and operational efficiency.

C. EXTERNAL AUDIT

1. Reviewed with the External Auditors:-
 - a) The audit plan, audit methodology and scope of work, especially on areas identified for audit focus for the year;
 - b) Their comments and issues arising from their annual audit, their audit report and management letter of comments on the group internal control;
 - c) The key audit matters highlighted for inclusion in the audit report and the audit process in addressing them; and
 - d) The Group's financial reporting process included consolidation.
2. Assessed the objectivity, suitability and independence of the External Auditors in carrying out their audit during the year.
3. Discussed/scheduled with the External Auditors on 24 February 2025 and 20 November 2025 without the presence of the Managing Director/Chief Executive Officer and Management, on any concern/issues affecting their audit, the results of audit, including the level of cooperation rendered by Management in respect of their access to financial information and accounting records.
4. Evaluated the performance of the External Auditors and recommended their re-appointment to the Board of Directors based on their satisfactory performance via feedback received from the assessment questionnaires and the 2025 Annual Transparency Report.
5. Reviewed and recommended the audit fees for the Board's approval.

D. CONFLICT OF INTEREST

Reviewed the conflict of interest (“COI”) or potential COI situation involving directors, key senior management and legal representative, and recommended the measures to resolve, eliminate, or mitigate such conflicts, to the Board for its approval.

The potential COI situations identified during the year are summarised below:-

Name	Type of COI & Nature of Interest	Measures Taken
<p>Tan Sri (Dr.) Azmil Khalid <i>(Independent Non-Executive Chairman)</i></p>	<p>Tan Sri (Dr.) Azmil Khalid is the indirect shareholder of AFA Construction and Engineering Sdn. Bhd. (“AFACE”), via AFA Infrastructure Development Sdn. Bhd.</p> <p>The nature of business of AFACE is similar to a subsidiary of UEM Edgenta.</p> <p>However, AFACE provides services solely to AFA Prime Berhad and is not in direct competition with the UEM Edgenta Group.</p>	<ul style="list-style-type: none"> Tan Sri (Dr.) Azmil Khalid shall abstain from all deliberations and be physically excused from the Board meeting during the discussion on his potential COI situation and transaction with AFACE. No circulation of Board papers and information related to the transaction with AFACE to Tan Sri (Dr.) Azmil Khalid.
<p>Datuk Amran Hafiz Affifudin <i>(Non-Independent Non-Executive Director)</i></p> <p>Encik Mohd Asrul Ab Rahim <i>(Non-Independent Non-Executive Director)</i></p> <p>Puan Nurul Iman Mohd Zaman <i>(Non-Independent Non-Executive Director)</i></p>	<p>Datuk Amran Hafiz Affifudin, Encik Mohd Asrul Ab Rahim and Puan Nurul Iman Mohd Zaman are nominees of UEM Group Berhad.</p> <p>The potential COI arising from a Tenancy Agreement entered by UEM Edgenta and First Impact Sdn. Bhd. for the lease the office space at Menara UEM.</p> <p>First Impact Sdn. Bhd. is a wholly-owned subsidiary of UEM Group Berhad.</p>	<ul style="list-style-type: none"> Datuk Amran, Encik Asrul and Puan Iman shall abstain from all deliberations and be physically excused from the Board meeting during the discussion on the potential COI and transaction with First Impact Sdn. Bhd. No circulation of Board papers and information related to the transaction with First Impact Sdn. Bhd. to Datuk Amran, Encik Asrul and Puan Iman.

AUDIT COMMITTEE REPORT

INTERNAL AUDIT FUNCTION

The Group has established its own internal audit (“IA”) functions to provide independent and objective assurance to the AC and the Board that the established internal controls, risk management and governance processes are adequate and operating effectively and efficiently in compliance with the relevant internal rules and regulations.

The IAD activities and practices are closely guided by the new Global Internal Audit Standard (GIAS) issued by the Institute of Internal Auditors. In line with the introduction of the new Global Internal Audit Standards (GIAS), the Internal Audit Manual was updated and approved by the AC on 20 November 2025, together with the five-year Internal Audit Strategic Plan.

The information on resources, objectivity, and independence of the internal auditors is provided in the Corporate Governance Report in accordance with Practice 11.2 of the Malaysian Code on Corporate Governance issued by the Securities Commission Malaysia in 2021.

The AC reviewed and approved the IAD’s manpower requirements to ensure the function is adequately resourced with competent and proficient internal auditors. The total cost incurred for the IA function for financial year ended 31 December 2025 is approximately RM2,012,917, comprising mainly salaries, training and travelling expenses for audit assignments.

Summary of Activities

The IAD adopted a risk-based audit methodology in developing its annual IA plan. The annual IA plan for FY2025 was approved by the AC on 21 November 2024.

In developing the annual IA plan, the IAD had made the necessary assessment and considered all aspects taking into account the Group’s identified risks with focus on auditable areas where the risks would have the most impact on the business objectives of the Group. The main audit coverage proposed for 2025 was on operational efficiencies, digital, technology and innovation, environment, social & governance (“ESG”) and review of RPT/RRPT.

The scope of the planned audit assignments for the financial year 2025 covered the following:-

1. Operational Audits

Reviews focusing on the efficiency and effectiveness of key business operations and project execution, including facilities management operations, infrastructure projects, hospital concession services, and routine maintenance activities across various regions.

2. Sustainability Assurance Review

Internal review of the Group’s Sustainability Statement to assess the accuracy, consistency and reliability of sustainability-related disclosures prior to publication.

3. Compliance and Governance Reviews

Periodic reviews of Related Party Transactions and Recurrent Related Party Transactions (RPT/RRPT) to ensure compliance with regulatory requirements, internal policies and Bursa Securities listing obligations.

4. Special Reviews

Targeted reviews conducted to address specific risk areas and emerging concerns triggered by Management or request from AC.

During the year, AC reviewed and deliberated twelve (12) IA reports in relation to the audits carried out by IAD together with its audit recommendations and the Management Responses to those recommendations. The Head of IA attended all the planned AC meetings during the year to brief the AC on audit results and significant matters raised in the detailed IAD reports. The Heads of Divisions, where required, were also invited to the AC Meeting to provide further explanations on the audit observations. Where appropriate, the AC directed Management to rectify and improve control and workflow procedures.

The AC, at all its quarterly meetings, reviewed the status of all corrective actions aligned with the audit recommendations, to ensure that the key risks and control lapses were addressed in a timely manner.

STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

In accordance with the practices set out in the revised Malaysian Code on Corporate Governance issued in April 2021, a listed company should establish an effective risk management and internal control framework and the Board of Directors (“Board”) should disclose the features of its risk management and internal control framework, and the adequacy and effectiveness of this framework.

Therefore, the Board is pleased to provide this Statement on Risk Management and Internal Control, prepared pursuant to Paragraph 15.26(b) of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and guided by The Statement on Risk Management and Internal Control: Guidelines for Directors of Listed Issuers.

RESPONSIBILITY AND ACCOUNTABILITY

Responsibility of the Board

The Board affirms its commitment and responsibility in maintaining a sound and effective system of risk management and internal control in safeguarding shareholders’ interests and the Group’s assets.

The Board is constantly and actively identifying the Group’s level of risk tolerance, assessing and monitoring the key business risks. The risk management and internal control system adopted by the Group are reviewed and updated periodically to align with the dynamic changes in the business operating environment as well as changes in regulatory requirements.

The Board acknowledges that the risk management and internal control system are designed to manage and reduce the risk of not achieving business objectives and can only provide reasonable and not absolute assurance of effectiveness against material misstatement of management and financial information and records, financial losses or fraud or any occurrences of unforeseeable circumstances.

Board and Board Committees

For the financial year under review, there are ten (10) Directors on the Board comprising one (1) Managing Director/Chief Executive Officer (“MD/CEO”), six (6) Independent Non-Executive Directors and three (3) Non-Independent Non-Executive Directors.

The Board is supported by five (5) established Committees, namely the Audit Committee (“AC”), Board Governance and Risk Committee (“BGRC”), Nomination and Remuneration Committee (“NRC”), Board Tender Committee (“BTC”) and Board Investment Committee (“BIC”) which examine all matters within its scope and responsibilities, and report to the Board with its recommendations for the Board’s decision.

The responsibilities and functions of the Board, each of its committees and the individual directors are specified in its respective Terms of Reference and Board Charter.

General Management Committee

The General Management Committee (“GMC”) is chaired by the Managing Director/Chief Executive Officer (“MD/CEO”) and comprises the Chief Financial Officer, Chief People Officer, Chief Digital Officer and management team members from the respective Business Divisions and Corporate Support Services.

The key roles of the GMC are to drive strategic execution, deliberate and resolve the Group’s key strategic and operational issues in a timely manner and keep track of key business developments.

The GMC also serves as a platform to monitor the Group’s strategic direction and for members to report on their respective business and operation plans to the MD/CEO, highlight issues and devise solutions / corrective plans, as well as address other matters as directed by the Board and/or the MD/CEO.

Risk, Integrity and Compliance Committee

The Risk, Integrity and Compliance Committee (“RICC”), is responsible to implement the policies and procedures established by the Board and Board Governance and Risk Committee (“BGRC”) in ensuring a sound and robust Risk Management Framework (“RMF”) to achieve the Group’s strategic objectives, safeguard shareholders’ investments and its assets.

The RICC is chaired by the Group’s MD/CEO and its members include the Group’s Senior Leadership Team, comprising Heads of Business Units and co-opted members from the management team of the Group.

The RICC undertakes the following responsibilities:

- Review and recommend risk management policies and procedures for the approval or acknowledgement of the BGRC and Board and MD/CEO respectively;
- Act as Primary Champion of risk management at strategic and operational levels;
- Review the ongoing adequacy and effectiveness of the risk management process;
- Review and deliberate on identified risks, controls and risk mitigating strategies to ensure that these are adequately managed;

STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

- Review the Group’s resilience in event of a crisis or disaster and ensure adequate insurance coverage against key risks and perils;
- Oversee the establishment and effectiveness of the Group’s practices in integrity and compliance management programmes to drive and embed a culture of ethical behaviour and integrity; and
- Ensure that the BGRC and Board receive adequate and appropriate information for review and decision-making purposes.

The RICC is assisted by the Risk, Integrity & Compliance Department (“RICD”), which is primarily responsible for the implementation of the risk management, business resilience and compliance integrity processes and practices within the Group. A Charter, which defines RICD’s responsibilities, scope and authority, has been established and endorsed by the Board.

RISK MANAGEMENT

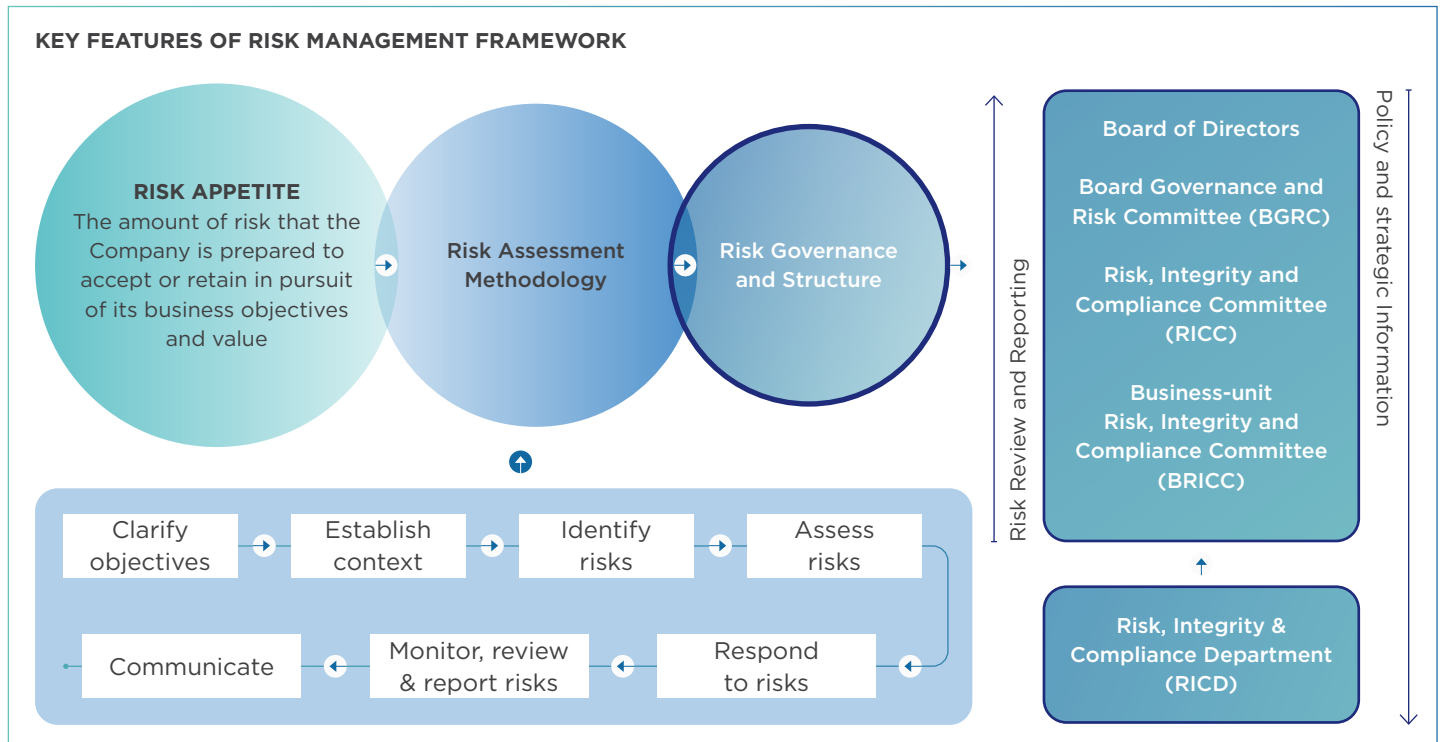
Managing risks is an integral part of the Group’s daily business activities and management decision-making process. It involves the activity of identifying, assessing, monitoring and managing risks and uncertainties that could inhibit the Group’s ability to achieve its strategy and strategic objectives.

Risk Management Framework

The Group has in place a Risk Management Framework (“RMF”) that provides the foundation and organisational arrangement for managing risk across the Group.

Principally aligned with ISO:31000 Risk Management - Guidelines, the RMF sets out the context and objectives, emphasising on enterprise-wide risk assessment and management encompassing the identification, assessment and measurement, mitigation responses, as well as monitoring, communicating and reporting of risks.

The RMF serves as a tool in managing both existing and emerging risks with the objective to enhance and protect stakeholders’ interests and at the same time to safeguard the Group’s assets and reputation.



Consistent with the Group’s commitment to sound risk governance and continuous improvement, the RMF has been enhanced to formally incorporate ESG risk considerations, including climate-related risks and corruption risks. The enhanced RMF provides a structured and systematic approach for the identification, assessment, evaluation, monitoring and reporting of these risks, and ensures their integration into the Group’s overall risk management, internal control and governance processes.

Risk Management Approach

The Group's risk management approach adopts a process which entails a consistent and systematic approach in the identification, assessment, monitoring and reporting of risk exposures.

The risk management process is applied throughout the whole of the Group (enterprise level) or to any part of a business (i.e., divisions, departments, functions, business units and projects).

The risk management approach comprises sequential steps of activities that are interrelated and iterative as follows:

- a. Set/clarify business objectives
Set and understand the objectives for the Group and/or its business.
- b. Establish the context
Define the context and boundaries within which the Group and/or the business operates.
- c. Risk Identification
Identify risks together with their respective causes and consequences which could affect / impact the achievement of the Group and/or business objectives.
- d. Risk Assessment
Identified risks are prioritised to determine the overall effect on the Group and/or business by evaluating the potential impact on business objectives should a risk materialise together with the likelihood of its occurrence.

The Group adopts the following risk rating matrix to articulate the relationship between risk impact and likelihood:

Risk Rating					
Likelihood	Risk Impact				
	Insignificant	Minor	Moderate	Major	Catastrophic
Almost Certain	Medium	Significant	Significant	High	High
Likely	Low	Medium	Significant	High	High
Possibly	Low	Medium	Medium	Significant	Significant
Unlikely	Low	Low	Medium	Medium	Significant
Rare	Low	Low	Low	Low	Medium

- e. Risk Response
Risk treatment involves the development and evaluation of appropriate response options to mitigate identified risks. Risk Owners are responsible for determining and implementing transparent and cost-effective risk responses, including risk transfer, acceptance, reduction and avoidance.

TRANSFER	ACCEPT	REDUCE	AVOID
Transfer to or share the risk with a third-party or collaborate externally	Accept and retain the risk, take no action to reduce the severity of the risk	Take appropriate action to reduce the likelihood and/or impact of the risk	Refuse to accept the risk, not to start or stop engaging with activity that gives rise to the risk

STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

f. Monitor, review and report risks

Risk events and trends to be continually reviewed, assessed and monitored. Similarly, risk responses and mitigation plans are monitored continuously to ensure their relevance and effectiveness and are operating as designed and expected.

g. Communication

Communication is required for an effective risk management programme. The evolving business conditions continuously alters the risk profile of the Group and/or business, hence, frequent and explicit engagement and discussions about risk is vital to maintain continuous awareness and effective management of key risks.

Summary of Risk Management Activities

Risk management activities undertaken for the financial year at the Group and subsidiaries to instil a proactive risk management culture and ownership are as follows:

- Periodic risk awareness briefings and risk management workshops are conducted as part of continuous efforts to inculcate a proactive risk-aware culture within the Group.
- Risk Management Status Reports are produced quarterly at the minimum and are presented to the RICC, BGRC and Board for deliberation and approval.
- Quarterly review and monitoring implementation of risk action plans by RICD to ensure their appropriateness and effectiveness.
- Identification and reporting of emerging, key business risks and mitigation plans to the RICC, BGRC and Board for deliberation and approval.
- Provides risk management consultation and advisory services to projects, investment and potential business leads.
- Organised training programmes with external subject matter experts to equip Directors, the Senior Leadership Team, Heads of Business Units, and the management team with the necessary knowledge and skills to effectively discharge their roles in risk management and business resilience.

INTERNAL CONTROLS

The key elements of the internal control system established by the Board that provides effective governance and oversight of internal control include:

POLICIES AND PROCEDURES

The Group has established and implemented a comprehensive set of policies and procedures to ensure effective governance, regulatory compliance, risk management, and continual improvement of business operations. The policies were objectively providing overall direction, principles and commitments of the organisation, with dictation to the mechanism of a department or an individual employee.

The policies were periodically reviewed and approved by Top Management and cascaded to all levels of the organisation for alignment of awareness of such as quality, occupational safety and health, environment, ethics, anti-bribery, information security, and human resource management.

These policies demonstrate management commitment, align with legal and regulatory requirements, and support the Group's strategic objectives.

Standard of Procedures and Working Guidelines of the Group and its subsidiaries were translated from these policies, supported from various management systems, into actionable and consistent practices. Procedures define the roles and responsibilities, workflows, controls, and monitoring mechanisms required to carry out activities effectively.

Through the establishment and effective implementation of these policies and procedures, the Group ensures consistent operations, compliance with applicable requirements, protection of employees and stakeholders, and continual improvement of its management systems through internal audit and certification audit by accredited certification body.

The Group, via its subsidiaries, has in place several Internationally Accredited Management Systems (e.g. ISO 9001:2015 - Quality Management Systems, ISO 14001:2015 - Environmental Management Systems, ISO 45001:2018 - Occupational, Health & Safety Management Systems, ISO 13485:2016 - Medical Device and ISO 39001:2012 - Road Traffic Safety Management Systems) to standardise its management and operational processes and to further improve its efficiency. These certifications reflect the Group's commitment to ensuring quality deliverables to customers, safeguarding Health, Safety, Environment (HSE) of the employees and its related communities.

The Group has also established a HSSE Management Systems, comprising HSSE Rules, standard operating procedures and processes, to inculcate a strong HSSE culture, behaviour and sustainable HSSE performance. This also includes introducing an enhanced UEM Edgenta HSSE Management System Manual which seeks to make the HSSE execution simpler and more aligned within the Group.

The Group has dedicated teams to carry out Quality Assurance / Quality Control, and Health, Safety and Environment activities to ensure continuous improvement of processes and ongoing compliance with the established internal policies and procedures, International Management System Standards, contracts and relevant legal and other requirements.

ORGANISATIONAL STRUCTURE

The organisational structure of the Group defines the roles, responsibilities and reporting line of the various Committees of the Board; Management of the Corporate Office and subsidiaries; departments and individuals.

The Board appoints the Managing Director/Chief Executive Officer of the Group and top management and senior management at critical positions. The positions include but not limited to Chief Financial Officer, Chief People Officer, Chief Digital Officer, Heads of Divisions / Business, as well as holders of mission-critical position.

The organisational structure is reviewed regularly to assess its effectiveness and to ensure that it is in line with any changes in business requirements.

OPERATING PLANS AND STRATEGIES

The Group undertakes a comprehensive annual budgeting and forecasting exercise during the development of business plans for each operating division which are aligned with the 5-year Group Operating Plan, including the short-term and long-term strategic plans.

Each Business Division is responsible to carry out a detailed analysis on both current and prior years' performances and identify the strategic priorities for consideration and commitment in the Group Annual Operating Plan ("AOP"), 5-year Group Operating Plan and Strategic Plan. These form the basis for the development of Key Performance Indicators ("KPIs") to be included in the Group's Corporate Scorecard and MD/CEO's Scorecard which are deliberated and reviewed by the Nomination and Remuneration Committee and subsequently by the Board for approval.

The approved AOP, 5-year Group Operating Plan and Strategic Plans are cascaded to the senior management team in each Business Division for planning, monitoring and execution.

The Group monitors the business performance of respective Business Divisions through its KPIs and measures them against the approved Group AOP, 5-year Group Operating Plan and Strategic Plan on a regular basis via its General Management Committee meetings and other ad hoc meetings to be carried out by the senior management as and when necessary. Reports and analyses on variances against the Group AOP are prepared and monitored, taking into consideration current and future macro/microeconomic situations and business landscapes. A report on the year-to-date quarterly Group results and performance is submitted and presented to the Board on a quarterly basis.

The management is responsible for identifying and executing any mitigation actions, where necessary.

EMPLOYEE'S AUTHORITY AND RESPONSIBILITY

Employees' authorities and responsibilities are detailed out in Job Description, Key Performance Indicators ("KPI") and Discretionary Authority Limit ("DAL").

The establishment of performance framework serves as a guide for performance setting and monitoring at various levels, covering key financials, customers, internal processes and learning and growth indicators.

DISCRETIONARY AUTHORITY LIMITS

Clear delegation of authority is defined in the Discretionary Authority Limits ("DAL"), which sets the limit for strategic, operating and capital decisions and expenditures, as well as decision authority for each level of management within the Group, and also the Board's authority.

The DAL is reviewed from time-to-time to ensure effectiveness of strategic and operational executions.

STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

PROCUREMENT

In parallel with the implementation of Oracle ERP, Group Procurement & Contract Management (“GPCM”) functions as a centralised and coordinated procurement function to control and manage procurement activities within each of the Group’s key business divisions, encompassing eight (8) key areas, namely, Procurement Strategy & Performance, Category Management, Vendor Management, Sourcing, Purchasing Admin, Contract Management, Master Data Management, and Inventory Management.

The potential risks pertaining to these key areas are mitigated through procedural governance and compliance monitoring of the SOPs users. The SOPs will be reviewed periodically and updated as and when required to ensure continuous improvement of internal controls and taking into consideration any additional process improvement required.

The provisions for Integrity & Compliance (i.e., Code of Conduct for Business Partner, Business Partners Letter of Declaration), HSSE Management Requirements are incorporated accordingly in the procurement terms and conditions to create awareness on our anti-bribery, anti-corruption, safety and accountability policies amongst our suppliers and contractors at the early stage of engagement with these stakeholders.

INSURANCE ON ASSETS

UEM Edgenta’s insurance programme forms an integral part of the Group’s risk financing and resilience strategy, delivering financial protection aligned to the Group’s risk appetite and regularly optimised to reflect changes in risk exposure, regulatory expectations and market conditions.

INTEGRITY & COMPLIANCE

Integrity

UEM Edgenta remains firmly committed to supporting the national anti-corruption efforts through a zero-tolerance approach toward all forms of bribery and corruption. Integrity is embedded across the Group through our F.I.R.S.T core values and reinforced via structured governance, policies and controls.

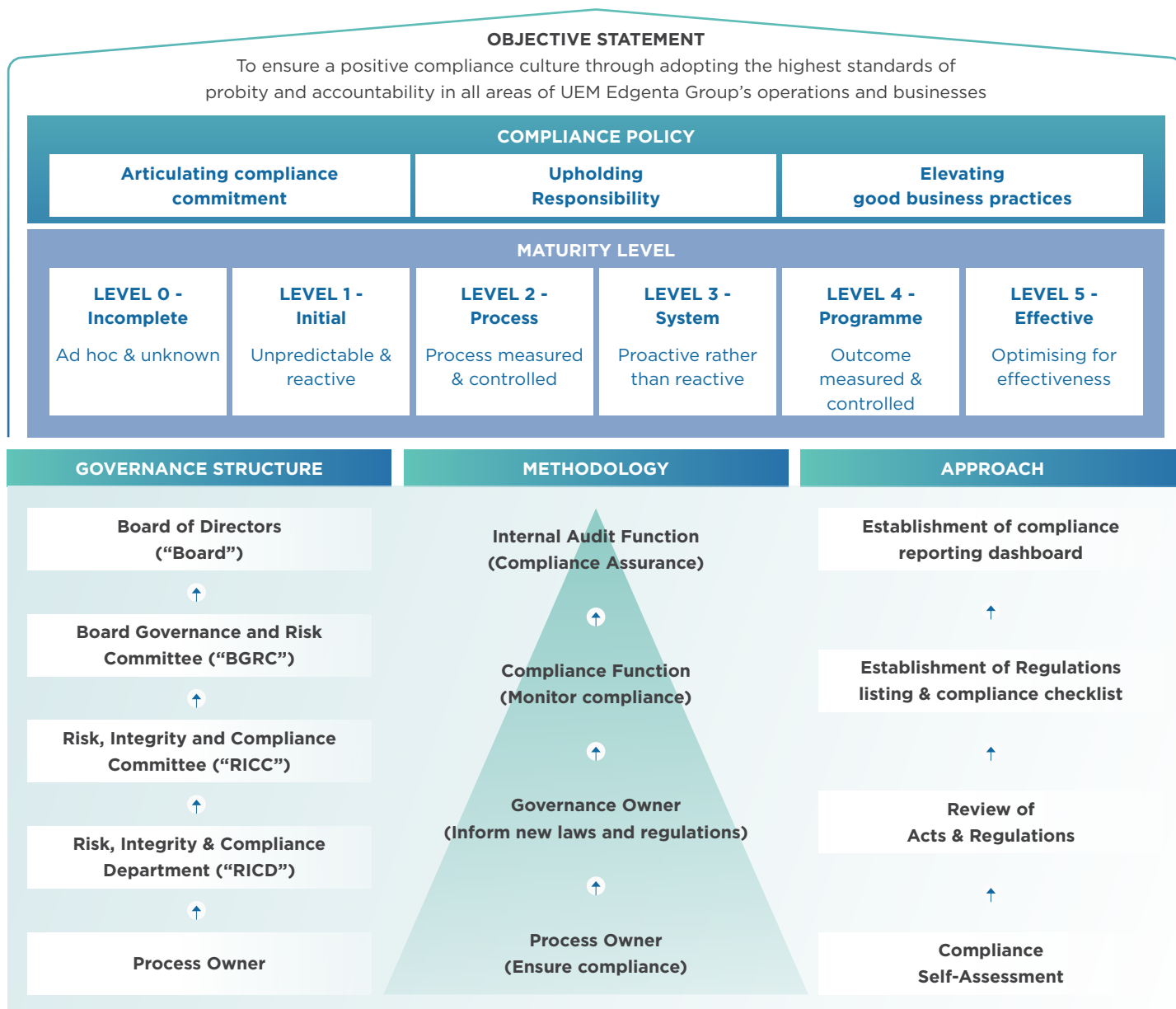
Our anti-bribery and anti-corruption (“ABAC”) initiatives are aligned with the requirements of Section 17A(5) of the Malaysian Anti-Corruption Commission Act 2009, guided by the T.R.U.S.T principle. These principles underpin our organisation-wide efforts covering top management commitment, risk assessment, implementation of control measures, systematic review, reporting and monitoring, as well as training and communication.

 Further details on our Corporate Integrity and Ethical Business Conduct are set out on pages 253 to 259 of this Report.

Compliance

UEM Edgenta adopts a structured and enterprise-wide approach to compliance management to ensure adherence to applicable laws and regulations, thereby safeguarding the Group’s reputation and operational integrity.

The following Group’s Compliance Framework provides a systematic methodology to identify and assess regulatory obligations, monitor and report compliance performance and mitigate compliance risks:



Risk, Integrity & Compliance Department (“RICD”) leads the Group’s compliance monitoring programme. RICD is responsible for ensuring the effectiveness of the compliance process, conducting monitoring activities, and escalating material compliance matters where appropriate.

Outcomes of compliance monitoring and key developments are regularly reported to the Risk, Integrity and Compliance Committee (“RICC”), the Board Governance and Risk Committee (“BGRC”), and the Board of Directors to ensure continued oversight and accountability.

STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

PERSONAL DATA PROTECTION

The initiative is currently progressing through a preliminary review across the Group to develop an overall understanding of existing data management practices and the prevailing control environment. This exercise is intended to identify areas for improvement and provide the foundation for establishing a structured personal data protection framework.

The insights derived from this review will support the development and phased implementation of appropriate governance measures, policies and internal controls to strengthen the Group's management of personal data.

BUSINESS CONTINUITY MANAGEMENT

UEM Edgenta maintains an unwavering commitment to fortifying organisational resilience through the implementation of a robust Business Continuity Management ("BCM") programme. This strategic initiative aligns with the organisation's ongoing efforts to ensure the sustainability of operations and the seamless delivery of essential services, even in the event of crisis or disasters.

In 2024 UEM Edgenta achieved the prestigious ISO 22301:2019 Business Continuity Management System ("BCMS") certification, a globally recognised benchmark for operational resilience. This significant accomplishment reinforces the company's dedication to safeguarding critical business functions, minimising downtime and ensuring seamless service delivery to clients and stakeholders. The certification reflects UEM Edgenta's strategic commitment to delivering innovative, reliable and resilient solutions across all aspects of its operations.

Looking ahead, UEM Edgenta remains committed to strengthening its BCMS to ensure continued resilience and readiness against emerging risks and future disruptions, in alignment with ISO 31000:2018 and ISO 22301:2019 standards.

HUMAN RESOURCES MANAGEMENT

UEM Edgenta's internal controls are realised and supported by a formal organisational structure. This official structure is made up of defined lines of authority, responsibility and accountability. These lines of authority, responsibility and accountability are continuously updated to reflect business requirements.

The above is further reinforced with functional charts and clearly defined authority limit to ensure consistency, clarity, and structured decision-making.

Talent selection and appointment is guided by standard operating procedures and guidelines to ensure the selection of suitable candidates meet the job requirements. Potential candidates will go through a structured recruitment process which includes interviews by the hiring manager and relevant stakeholders; and for certain roles, additional assessments would be applicable. A thorough and complete pre-employment background screening and reference check, would be performed before the job offers are issued. This is a control measure to minimise the risk to the Company, guided by pre-employment matrix.

A performance framework is established which serves as a guide for performance setting and monitoring process at various levels covering key financials, customers, internal processes and learning and growth indicators.

The performance outcomes are directly linked to UEM Edgenta's compensation and rewards framework designed as an internal control to maintain consistency through a structured evaluation process.

In addition, information on employment benefits are defined and made accessible by all employees, and managed according to each employee's entitlement and operational requirement.

To ensure that we are able to develop a capable, agile and competitive workforce, employees are provided with structured internal trainings, mobility opportunities and external development programmes, as well as professional certification opportunities for identified employees. Technical skills training is also prioritised guided by regulatory requirements and business needs, through development of a technical competency framework and subsequent development interventions. These interventions are tied back to the individual development plan of our employees.

Other targeted development programmes include Executive Education programme for Senior Leadership focusing on practical, leadership-specific skills and strategic networking opportunities. The programme also offers pathways for obtaining professional qualifications.

In addition, the above is reinforced with succession planning exercise which involves reviewing the current development ecosystem to ensure that successors are systematically prepared and monitored for readiness.

Industrial Relations (IR) continued to play a key role where matters related to employee misconduct and litigation cases are managed through a formal and structured mechanism and in accordance with legal requirements and employment laws aiming to maintain a safe and respectful work environment.

Human Rights Policy was approved on 26 March 2025 with commitment to ten (10) principles which focuses on maintaining fundamental rights of employees.

MANAGEMENT INFORMATION SYSTEM

UEM Edgenta reinforces its digital resilience through a cybersecurity governance framework, integrating robust access controls and regular security audits to safeguard its critical infrastructure and sensitive data. By balancing the adoption of cloud technology with a proactive and adaptive security posture, the Group maintains a continuous cycle of risk assessments to address the evolving threat landscape and unknown vulnerabilities. This comprehensive approach ensures that UEM Edgenta not only meets stringent compliance standards but also remains at the forefront of technological advancement, fostering a secure environment that effectively protects its most vital digital assets from emerging risks.

While UEM Edgenta accelerates AI adoption to enhance service delivery and efficiency, cybersecurity remains paramount. The integration of these advanced technologies is coupled with rigorous protocols to protect against AI-specific threats, ensuring that technological progress is built upon a framework of robust cybersecurity and operational resilience.

As a core component of its risk diversification strategy, the Group has successfully transitioned from a single-cloud environment to a multi-cloud architecture. This strategic migration reduces the Group's reliance on any single service provider, thereby mitigating the risk of large-scale infrastructure outages and ensuring a higher degree of redundancy and operational availability for critical business functions.

To further strengthen the Group's defensive perimeter, relevant technologies have been implemented to facilitate the centralised management of endpoints. This allows the Group to maintain oversight and control over all hardware and devices in a consistent and controlled fashion.

In addition, UEM Edgenta conducted a Security Posture Assessment ("SPA") to systematically quantify the risk environment across its digital landscape. This assessment provided a data-driven baseline for the Group to prioritise its risk treatment plans and allocate resources effectively, ensuring that management's focus remains on the areas of highest impact to business continuity.

DISASTER RECOVERY PLANNING

The Group's Business Continuity Management ("BCM") framework integrates comprehensive Disaster Recovery Planning ("DRP") to ensure the availability and security of cloud-based data, systems, and applications. By prioritising quick data restoration and systematically modernising aging infrastructure, UEM Edgenta maintains operational agility and minimise downtime during unforeseen events. This holistic approach, which balances the optimisation of recovery protocols with ongoing technological upgrades, reinforces the Group's resilience against disruptions and ensures that business interests are safeguarded within an increasingly complex digital landscape.

To verify the efficacy of existing protocols, UEM Edgenta will continue to conduct DRP simulation exercise to validate the Group's ability to recover critical systems and applications within the established recovery objectives. It serves as a vital assurance of the Group's operational readiness and its ability to maintain business interests during a crisis.

JOINT VENTURES AND ASSOCIATES

The disclosures in this statement do not include the risk management and internal control practices of the Group's joint venture and associate companies, as the Board does not have any direct control over their operations.

The Group's interests in these entities are safeguarded through the representation on the Boards of the respective companies where management accounts and periodical reports are received and reviewed, as well as deliberation on proposals related to these companies. Such representation also provides the Board with information for decision-making on the continuity of the Group's investments based on the performance of the Group's joint venture and associate companies.

INTERNAL AUDIT

The Group has established its own Internal Audit Department ("IAD") to carry out the internal audit function of the Group. IAD reports functionally to the Audit Committee ("AC") and administratively to the Managing Director/Chief Executive Officer.

The IAD regularly reviews the Group's systems of internal controls and evaluates the adequacy and effectiveness of the controls, risk management and governance processes implemented by the management.

STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

The reviews conducted are based on the risk-based Annual Audit Plan approved by the AC. The results of audit reviews, including status of management action plans are reported regularly to the AC for deliberation.

In September 2025, IA enhanced our audit tracking capabilities by migrating from a manual tracking approach to an online Audit Management System via the Edgenta Audit Management System (EAMS). This digitalisation allows systematic monitoring of audit recommendations and provides early warning alerts as deadlines approach.

Internal Audit continued to strengthen its competencies through the introduction of the Internal Audit Strategic Plan. In parallel, the Internal Audit Manual was reviewed and enhanced to ensure alignment with the Global Internal Audit Standards issued by the Institute of Internal Auditors. Both documents were approved by the Board Audit Committee in November 2025.

The Group has also established a Management Audit Committee (“MAC”) to ensure effective actions are taken to address internal control weaknesses and proper closures of all audit issues and areas for improvement highlighted by the IAD. The MAC is chaired by the Managing Director/Chief Executive Officer and holds its meeting regularly.

ASSURANCE FROM MANAGEMENT

The Board has received assurance from the Managing Director/Chief Executive Officer and Chief Financial Officer that a review on the adequacy and effectiveness of the risk management framework and internal control system has been undertaken and the Group’s risk management and internal control system are operating adequately and effectively, in all material aspects, based on the risk management and internal control system of the Group.

REVIEW OF THE STATEMENT BY EXTERNAL AUDITORS

The External Auditor has performed limited assurance procedures on this Statement on Risk Management and Internal Control in accordance with the Malaysian Approved Standard on Assurance Engagements, ISAE 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information and Audit and Assurance Practice Guide 3, Guidance for Auditors on Engagements to Report on the Statement on Risk Management and Internal Control included in the Annual Report issued by the Malaysian Institute of Accountants (“MIA”) for inclusion in the Annual Report of the Group for the year ended 31 December 2025, and reported to the Board that nothing has come to their attention that causes them to believe that the statement is not prepared, in all material respects, in accordance with the disclosure required by paragraphs 41 and 42 of the Statement on Risk Management and Internal Control: Guidelines for Directors of Listed Issuers, nor is the Statement factually inaccurate.

This Statement on Risk Management and Internal Control was approved by the Board on 18 March 2026.

CONCLUSION

The Board is of the view that the risk management and internal control system are in place for the year under review, and up to the date of approval of the Statement on Risk Management and Internal Control, are sound and sufficient to safeguard shareholders’ interests and the Group’s assets.

CORPORATE INTEGRITY AND ETHICAL BUSINESS CONDUCT

At UEM Edgenta, integrity and ethical business conduct remain fundamental to how we operate and create long-term value across all levels of our organisation. As the Group continues to pursue sustainable growth through geographical expansion, innovation of products and services, cost optimisation, and technology-driven solutions, we recognise that strong governance, ethical behaviour, and accountability are critical enablers of trust and resilience.

Integrity is not only a professional obligation but a personal responsibility for every director, employee, and persons associated with the Group. Our commitment to ethical conduct guides decision-making at all levels and underpins our relationships with customers, business partners, regulators, and the communities we serve.

As a publicly listed company, UEM Edgenta is committed to upholding the highest standards of integrity, ethics and governance. All business activities are conducted in accordance with applicable laws, regulatory requirements, and internal policies, reflecting our responsibility to operate transparently and responsibly.

EMBEDDING INTEGRITY THROUGH OUR CORE VALUES

Integrity is embedded at the heart of UEM Edgenta's FIRST core values—Future Focused, Imagine New Ways, Respect for All, Solutioning Mindset, and True to Our Word as described in page 4 of this report. These values shape our culture and define how we conduct business.

Among these values, “True to Our Word” stands as the cornerstone of our integrity culture. It reinforces our commitment to honesty, accountability, and consistency between words and actions. Guided by this principle, our people are expected to act ethically, uphold transparency, and demonstrate professionalism in all business dealings.

By embedding integrity into our core values, we reinforce a culture that promotes ethical conduct, strengthens stakeholders' confidence, and supports sustainable growth.

ANTI-BRIBERY AND ANTI-CORRUPTION GOVERNANCE

UEM Edgenta adopts zero-tolerance towards bribery and corruption. The Board of Directors, through the Board Governance and Risk Committee (“BGRC”), provides oversight of the Group's Anti-Bribery and Anti-Corruption (“ABAC”) framework, including the implementation and monitoring of policies designed to prevent bribery and other forms of corruption across the Group. The Board also periodically reviews the effectiveness of the Group's anti-corruption framework, which encompasses policies and procedures. The Board and Management are committed to ensuring that robust ABAC measures are implemented and maintained across the Group in alignment with national anti-corruption initiatives and applicable regulatory requirements.

Regulatory requirements and guidelines

- ▶ The Malaysian Anti-Corruption Commission (“MACC”) Act 2009
- ▶ Directive of the Prime Minister No. 1 Series 1 issued in October 2018
- ▶ The Guideline on Adequate Procedures issued by the Prime Minister's Department
- ▶ The Guideline for the Management of Integrity & Governance Unit issued by MACC
- ▶ The procedures for implementing Integrity and Governance Unit's core functions issued by MACC

CORPORATE INTEGRITY AND ETHICAL BUSINESS CONDUCT

Our ABAC programme is guided by the T.R.U.S.T principles under the Guidelines on Adequate Procedures pursuant to Section 17A(5) of the Malaysian Anti-Corruption Commission Act 2009. These principles provide the foundation for preventing, detecting, and responding to bribery and corruption risks.

Reinforcing our commitment to integrity and governance in all business operations, UEM Edgenta has achieved the internationally recognised MS ISO 37001:2016 Anti-Bribery Management System (“ABMS”) certification. This certification demonstrates our commitment to internationally recognised standards and best practices in anti-bribery management.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICIES AND PROCEDURES

To support ethical business conduct and meet our regulatory obligations, the Group has established a comprehensive framework, policies and procedures aimed at preventing bribery and corruption. These policies and procedures set clear standards of behaviour and accountability across the Group and, where applicable, to our business partners. The following measures form the foundation of our integrity:

- **Code of Conduct (“COC”) for Directors and Employees**

UEM Edgenta’s Code of Conduct (“COC”) for Directors and Employees articulates our commitment to maintaining trust and integrity across all levels of the organisation. It sets out the ethical principles and standards of behaviour expected of all directors and employees across the Group, forming the foundation of our integrity. The COC outlines the principles and values that shape how we conduct ourselves with colleagues, clients, business partners, and the broader community. During the financial year 2025, the COC was reviewed and updated to strengthen our governance and alignment with best practices.

- **Code of Conduct for Business Partners (“COCBP”)**

UEM Edgenta’s Code of Conduct for Business Partners (“COCBP”) sets out the standards of integrity, ethical behaviour, and compliance expected of our suppliers, contractors, consultants, agents, and other business partners. It establishes clear requirements for adherence to applicable laws and regulations, anti-bribery and anti-corruption principles, and responsible business practices in all engagements with the Group. By requiring our Business Partners to align with these standards, we reinforce a shared commitment to transparency, accountability, and ethical conduct throughout our value chain.

In addition, the Group performs integrity and anti-corruption due diligence on prospective business partners, including suppliers, contractors, consultants and agents, prior to entering into business relationships. The due diligence process assesses potential risks relating to bribery, corruption, conflicts of interest and other unethical conduct, and ensures that business partners commit to complying with the Group’s Code of Conduct for Business Partners and Anti-Bribery and Anti-Corruption (“ABAC”) policies.

This is further formalised through the Business Partners Letter of Declaration, which requires the Business Partner to acknowledge and commit to the Group’s integrity and anti-bribery policies as part of the onboarding and contracting process.

- **Compliance Framework**

The compliance framework establishes a structured and systematic approach to managing regulatory compliance obligations and mitigating compliance risks or issues, to ensure alignment with the Group’s compliance objective. The Framework defines the governance structure, roles and responsibilities for overseeing compliance matters, and set out the policies, processes, and monitoring mechanisms that form the foundation of UEM Edgenta’s compliance management system, fostering accountability and a culture of integrity in all aspects of our operations.

- **Conflict of Interest (“COI”) Policy**

The Conflict of Interest (“COI”) Policy provides clear guidance on identifying, managing, and resolving actual, potential, or perceived conflicts of interest involving Directors and employees. This Policy is designed to safeguard UEM Edgenta’s interests by ensuring that decisions and actions are made with integrity, transparency, and ethical conduct and to ensure that any actual, potential, or perceived conflicts of interest are identified and managed effectively. By effectively managing conflicts of interest, we reinforce trust, accountability, and fairness in all our business dealings.

- **Conflict of Interest (“COI”) Declaration Procedure**

The Conflict of Interest (“COI”) Declaration Procedure provides a structured process for employees to declare actual, potential, or perceived conflicts of interest in alignment with the Conflict of Interest (“COI”) Policy. This procedure outlines the steps for identifying, disclosing, and addressing conflicts of interest to ensure they are managed effectively and transparently. By adhering to this procedure, we reinforce our commitment to ethical conduct, accountability, and the protection of the Group’s integrity in all business activities.

- **Anti-Bribery & Anti-Corruption (“ABAC”) Policy Statement**

UEM Edgenta is committed to upholding its core values by fostering a culture of integrity, ethics, and accountability in all aspects of our operations. This commitment extends to every stakeholder including directors, officers, and employees, who are required to adhere to the highest ethical standards in conducting business. The ABAC Policy Statement reinforces a zero-tolerance approach towards bribery and corruption. It ensures that all business dealings, relationships, and operations comply fully with laws and regulatory requirements in all jurisdictions where UEM Edgenta operates.

UEM Edgenta strictly prohibits all forms of bribery and corrupt practices. This includes, but is not limited to, the offering or receiving of bribe, facilitation payments, kickbacks, or other improper advantages intended to influence business decisions. All directors, employees and persons associated with the Group are required to adhere to these standards and conduct business with integrity at all times.

In addition, UEM Edgenta is committed to preventing other forms of corruption, including fraud, money laundering, abuse of power, and the falsification or concealment of records, in line with the principles set out in the Group’s Code of Conduct (“COC”) for Directors and Employees and related governance policies.

- **Anti-Bribery & Anti-Corruption (“ABAC”) Guide**

In respect of the ABAC Policy Statement that takes a zero-tolerance approach to bribery and corruption, reflecting our unwavering commitment to the highest standards of ethical conduct in all business dealings and relationships, the ABAC Guide serves as a practical resource for providing essential guidelines in preventing bribery and corruption. It outlines clear standards for ethical behavior, emphasising that all directors, officers, and employees must not act corruptly in our business dealings. This guide reinforces our collective responsibility to uphold integrity and accountability in every aspect of our operations.

- **No Gift Policy**

The No Gift Policy reinforces our commitment to upholding the highest standards of integrity and ethical conduct by addressing both actual and perceived conflicts of interest arising from the giving or receiving of gifts. The policy establishes clear restrictions and guidance to ensure that business decisions are made fairly, transparently, and free from undue influence. Through this policy, UEM Edgenta promotes impartial decision-making and strengthens trust across its relationships with employees, stakeholders, and business partners.

- **Anti-Bribery Management System (“ABMS”) Manual**

The Anti-Bribery Management System (“ABMS”) Manual outlines the Group’s structured approach in managing the anti-bribery and anti-corruption initiatives that is in line with internationally recognised MS ISO 37001 standard. It serves as a comprehensive framework for implementing a robust management system to prevent, detect, respond to, and address bribery and corruption within UEM Edgenta. This manual ensures compliance with global standards while strengthening integrity, accountability, and ethical business practices across our organisation. During the financial year 2025, this Manual was reviewed and updated to align with the latest MS ISO 37001:2025 requirements.

- **Whistleblowing Policy**

The Whistleblowing Policy underscores UEM Edgenta’s commitment to fostering a culture of transparency and accountability. It encourages employees, stakeholders, and other parties to report any suspected wrongdoing or misconduct including concerns relating to workplace bullying, harassment or other inappropriate conduct in good faith. This policy ensures that all reports are handled with the utmost confidentiality, protecting the identity of whistleblowers and safeguarding them against any form of retaliation. By providing a secure and fair reporting mechanism, this policy strengthens our ethical governance and reinforces trust within the organisation.

- **Whistleblowing Procedure**

The Whistleblowing Procedure establishes a clear and secure mechanism for employees, stakeholders, and members of the public to report actual or suspected misconduct, malpractice, or corruption and criminal offences. Reports may be submitted through our dedicated and secure “Speak-up Channel” which ensures confidentiality and supports a transparent and effective process for addressing concerns. This procedure reinforces our commitment to ethical governance and maintaining trust across all levels of our organisation. During the financial year 2025, the procedure was reviewed and updated to ensure continued relevance and alignment with current practice and operational needs.

- **Investigation Procedure**

UEM Edgenta’s Investigation Procedure establishes a structured and consistent process for assessing and investigating allegations or improper conduct reported through the whistleblowing channel. This procedure ensures that investigations are conducted fairly, outcomes are documented systematically and in a timely manner, and any required corrective action or escalation to enforcement agencies are executed effectively. During the financial year 2025, the procedure was reviewed and updated to ensure continued relevance and alignment with current practice and operational needs.

CORPORATE INTEGRITY AND ETHICAL BUSINESS CONDUCT

- **Authorities’ Raid Procedure**

UEM Edgenta’s Authorities’ Raid Procedure provides clear and practical guidelines to ensure an effective, coordinated, and compliant response during an authority raid. This procedure outlines the necessary actions and responsibilities for handling such situations, emphasising swift coordination and alignment with legal requirements. It encompasses detailed guidelines and key steps to address challenges and demands during such encounters. This procedure aims to safeguard the interests of UEM Edgenta while ensuring adherence to applicable laws and regulations. It underscores our commitment to preparedness, transparency, and protecting the Group’s integrity in critical situations.

- **Non-Compliance Incident Reporting (“NCIR”) Procedure**

The Non-Compliance Incident Reporting (“NCIR”) Procedure establishes a structured and timely approach for identifying, documenting, and addressing non-compliance incidents. This includes conducting root cause analysis, implementing corrective actions, and introducing preventive measures to foster continuous improvement and prevent recurring operational lapses within UEM Edgenta. This Procedure reinforces our commitment to maintaining the highest standards of governance, accountability, and operational excellence.

- **Personal Data Privacy Policy**

The Personal Data Privacy Policy demonstrates UEM Edgenta’s commitment to safeguarding personal data and ensuring compliance with applicable data protection laws and regulatory requirements, including the Personal Data Protection Act 2010 (“PDPA”). This Policy establishes clear principles and responsibilities for the collection, use, processing, storage, disclosure, and disposal of personal data obtained in the course of business operations.

INTEGRITY AND GOVERNANCE CORE FUNCTIONS

At UEM Edgenta, we are committed to combating bribery and corruption through structured initiatives designed to foster a culture of integrity and strengthen governance practices. This commitment is spearheaded by the Risk, Integrity and Compliance Department (“RICD”), whose key roles in integrity and governance core functions encompass two main pillars, each with distinct roles and responsibilities aimed at achieving robust organisational accountability and ethical operations:

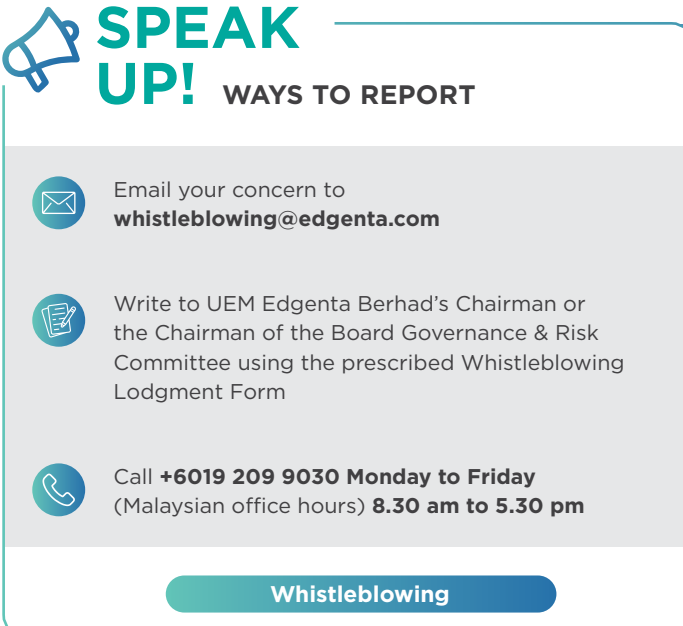
INTEGRITY ENFORCEMENT	GOVERNANCE AND COMPLIANCE
<p>This pillar focuses on safeguarding ethical standards and managing risks through three key functions:</p> <ul style="list-style-type: none"> ➔ Complaint Management Ensures effective handling of complaints and reports of misconduct. ➔ Detection and Verification Identifies and verifies reported issues on misconduct. ➔ Integrity Strengthening Promotes ethical behavior through targeted initiatives and awareness programmes. 	<p>This pillar ensures adherence to internal policies, regulatory frameworks, and governance practices through two key functions:</p> <ul style="list-style-type: none"> ➔ Integrity Governance Oversees the implementation of strong governance frameworks and structures. ➔ Compliance Ensures conformity with legal and regulatory requirements across all business operations.

Integrity Enforcement

The Integrity Enforcement function is pivotal in strengthening UEM Edgenta’s ethical standards, ensuring transparency, and fostering trust among stakeholders. This function encompasses the proactive management of complaints, systematic detection and verification processes and integrity strengthening initiatives. Through these pillars, UEM Edgenta aims to uphold its commitment to integrity, compliance, and organisational excellence.

- **Complaint Management**

The Complaint Management function is the foundation of UEM Edgenta’s efforts to promote accountability and address unethical behavior. A dedicated “Speak Up” channel is established to manage complaints related to misconduct, malpractice, or corruption and criminal offence. This channel is accessible to both internal and external parties, enabling them to report on illicit activities via the designated platform:



SPEAK UP! WAYS TO REPORT

- Email your concern to **whistleblowing@edgenta.com**
- Write to UEM Edgenta Berhad’s Chairman or the Chairman of the Board Governance & Risk Committee using the prescribed Whistleblowing Lodgment Form
- Call **+6019 209 9030 Monday to Friday** (Malaysian office hours) **8.30 am to 5.30 pm**

Whistleblowing

UEM Edgenta Whistleblowing Lodgement Cases

Year	Number of Cases
2025	18
2024	15
2023	5
2022	1
2021	3
2020	6

The Integrity Enforcement function is responsible for managing and maintaining the Speak Up Channel and ensure actions are taken to conduct the preliminary fact-finding assessment on all disclosures received. The findings are documented in WB report and submitted to Whistleblowing Committee for review and deliberation. Upon deliberation, Whistleblowing Committee submits and escalate the WB report to the BGRC for oversight, direction and resolution.

The BGRC provides independent oversight in maintaining the effectiveness of whistleblowing process and where necessary issues further guidance to ensure appropriate closure and remedial actions. The Board is subsequently updated on the whistleblowing matters by BGRC.

CORPORATE INTEGRITY AND ETHICAL BUSINESS CONDUCT

• **Detection and Verification**

The Detection and Verification function as mandated by the Malaysian Anti-Corruption Commission (“MACC”), ensures a systematic approach to identifying and authenticating reports of potential misconduct, malpractice, or corruption and criminal offence. This crucial function is designed to ensure the accuracy and validity of each reported case by conducting thorough investigations, aligning with the highest standards of integrity and governance.

Key initiatives include:

- **Dedicated Investigation Team:** Established a dedicated team to investigate grievances related to the complaint channeled to the Speak Up channel.
- **Investigation Intelligence Tools:** Subscription to investigation intelligence tools that enhance efficiency and effectiveness in data analysis and decision-making processes of our investigation processes.
- **E-Declaration Portal:** The e-declaration portal streamlines declaration process related to Conflict of Interest, Political Involvement, Bankruptcy, and Corruption-Free Pledge, fostering transparency and compliance.

• **Integrity Strengthening**

UEM Edgenta is committed to fostering a culture of integrity by institutionalising ethical practices and enhancing employee awareness through continuous engagement, training, and collaborations. We have continuously disseminated information regarding anti-bribery and anti-corruption through provision of awareness programmes, training, seminars, and periodical communication. These efforts aim to enhance the practice of core values, ethics, and integrity among employees of UEM Edgenta.

Key initiatives include:

- **Edgenta Integrity Day 2025:** Organising Edgenta Integrity Day as a key annual platform to strengthen integrity culture and ethical accountability among Edgenta Stars. The programme includes integrity talks, sharing sessions, exhibitions, interactive activities, and engagement with relevant authorities and strategic partners to reinforce the importance of integrity, transparency, and good governance across the Group.
- **Employee Engagement:** Conducting periodic engagement with employees through Meet and Greet activities to instil and cultivate the adoption of Integrity & Compliance into the daily operation of Edgenta Stars.
- **Vendor engagement:** Engaging with vendors through awareness programmes and ongoing communication on the Group integrity and compliance requirements, including the Code of Conduct for Business Partners and ABAC expectations, to reinforce ethical business practices.

- **e-Learning Programmes:** Providing employees with an anti-corruption training programme conducted through e-learning platform to promote continuous learning. The e-learning module consists of Bribery and corruption offences, Conflict of Interest, and Whistleblowing.
- **Integrity Awareness Programmes:** Conduct integrity awareness programmes to enhance the understanding and commitment of employees, fostering a culture of ethical behavior, and promoting compliance with standards.
- **Stakeholder Collaboration:** Partnering with organisations like NGOs, and relevant authorities such as Rasuah Busters, Bahagian Pendidikan Masyarakat (“PENMAS”) of MACC, Bahagian Pembangunan Governans Nasional (“BPGN”) of MACC, Royal Malaysia Police (“PDRM”), Agensi Anti-Dadah Kebangsaan (“AADK”), SUHAKAM and Transparency International (“TI”) Malaysia.
- **Periodic Communication:** Disseminating integrity-themed communications through poster communications to Edgenta Stars through internal channels Edgenta Connect message.

9 Participations
in external engagement activities on anti-bribery and anti-corruption

21
site visits and engagements conducted for risk awareness

80%
of total employees attended the integrity awareness programme

89%
of total employees completed the e-learning programme

5
total internal periodic communication through Edgenta Connect message

11
external communications through local media

Governance and Compliance

Our Governance and Compliance function is essential in fostering a culture of integrity, transparency, and accountability across UEM Edgenta. This function ensures the Group adheres to all applicable laws, regulations, and ethical standards while proactively mitigating risks associated with non-compliance. By establishing robust frameworks, monitoring mechanisms, and effective reporting processes, the Governance and Compliance function contributes to operational excellence and reinforces stakeholder confidence.

- **Integrity Governance**

In alignment with the Malaysian Anti-Corruption Commission (“MACC”) mandate, our governance function is focused on implementing and strengthening best practices to uphold integrity, prevent corruption, and ensure compliance with ethical standards. Through governance oversight, UEM Edgenta fosters a culture of transparency and accountability by establishing comprehensive policies, procedures, and rigorous monitoring mechanisms.

Key initiatives include:

- **Policy and Procedure Review:** Continuously reviewing and revising relevant Policies and Procedures to ensure alignment with evolving laws, regulations, and standards.
- **MS ISO 37001:2016 Certification:** Managing the Anti-Bribery Management System, demonstrating our commitment to preventing bribery and promoting ethical business conduct.
- **Corruption Risk Management:** Refining the corruption risk assessment process by systematic identification, analysis, and mitigation of potential corruption risks within our organisation. The Group conducts periodic corruption risk assessments across its operations to systematically identify, analyse and mitigate potential corruption risks. These assessments cover risks relating to bribery, corruption, fraud and other forms of unethical conduct, ensuring that appropriate controls and mitigation measures are implemented across the organisation.
- **Edgenta Integrity Plan (EIP):** During the financial year 2025, the Group successfully launched the Edgenta Integrity Plan (EIP) that is equivalent to the Organisational Anti-Corruption Plan (“OACP”) to institutionalise anti-corruption strategies and align with national guidelines. The EIP is structured according to the T.R.U.S.T. principles, with specific objectives and initiatives designed to enhance the Plan’s overall effectiveness in combatting corruption.

- **Compliance**

UEM Edgenta is dedicated to maintaining an effective compliance programme that safeguards the organisation’s integrity and reputation. The Compliance function ensures adherence to internal policies, regulatory requirements, and operational best practices through a well-defined Compliance Framework.

Key initiatives include:

- **Compliance Framework:** Establishing a comprehensive framework that outlines the principles, controls, and monitoring mechanisms for compliance management.
- **Quarterly Compliance Checks and Monitoring:** Conducting regular compliance assessments and tracking regulatory updates to ensure ongoing adherence.
- **Business License Management System (BLMS):** A digital platform that streamlines the tracking and monitoring of business licences and accreditations across UEM Edgenta Berhad, ensuring timely renewals through a structured and systematic monitoring process.
- **Non-Compliance Incident Reporting (“NCIR”):** Developing procedures and an online platform to capture, report, and address non-compliance incidents effectively.
- **Compliance Dashboard Reporting:** Managing a real-time dashboard for tracking compliance metrics and providing quarterly updates to the Management and Board.

APPROACHING THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS DECODED

The purpose of financial statements is to communicate the Group's financial information to its stakeholders, especially shareholders, investors and lenders. In this section, we try to help readers who are not familiar with accounting rules and financial expressions to understand our financial information, by explaining the functions and relationships between the essential financial statements: the statements of profit or loss and other comprehensive income, the statements of financial position and the statements of cash flows. For comprehensive and authoritative definitions and explanations, readers should turn to the relevant accounting standards, but we hope this section offers useful guidance.

Statements of Profit or Loss and Other Comprehensive Income

These statements comprise (a) profit or loss and (b) other comprehensive income (OCI). The objective of these statements is to present all income or expenses (transactions with non-owners) in a performance statement. OCI represents certain income and expenses which are not recognised in profit or loss as required or permitted by the relevant accounting standards. Transactions with owners such as dividends are presented in the statements of changes in equity.

Financial performance measured by recording the flow of resources over a period of time

Statements of Financial Position

These statements sum up the Group's and the Company's economic resources (total assets), obligations (debts and other liabilities) and owners' equity at a particular point of time, in this case, our year end is at 31 December 2025. It also shows how the economic resources contributed by lenders and shareholders are used in the business. In the past, we used to call these statements a "balance sheet" because at any given time, assets must equal liabilities plus owners' equity (in other words, be in balance). The current name reflects its function more accurately.

A snapshot taken at a point in time of all the assets the company owns and all the claims against those assets

Statements of Cash Flows

These statements divide the cash flows into operating, investing and financing cash flows. While the operating profit underlies the operating cash flows, certain non-cash charges or credits, such as depreciation and amortisation, are adjusted for, thus the operating cash flows and the operating profit are different. Investing cash flows are the cash flows arising from the purchase or disposal of non-current assets. Financing cash flows represent the cash flows between its shareholders and lenders.

Where the company gets its cash and how it spends it

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