



OUR SUSTAINABILITY REVIEW



At Cypark, we are committed to contributing to a sustainable future through our impacts on the economy, environment and people. Our current transition period is reflective of our sustainability journey, which will pave the way for long term sustainable business growth, while demonstrating good business practices.

We aim to set stronger foundations in our sustainability journey including establishing sustainability governance and a robust sustainability framework by the next financial year.



We have selected SDG 7: Affordable and Clean Energy and SDG 12: Responsible Consumption and Production as the global goals that are aligned with our business aspirations and strategy.

While we have begun disclosing our sustainability initiatives and data according to the sustainability issues that are material to us, we recognise the need to strengthen our data collection and disclosures to ensure that we meet all the enhanced sustainability requirements set by Bursa Malaysia by the next

financial year. This will also prepare us to adopt and fulfil global reporting frameworks such as the International Sustainability Standards Board (ISSB) to meet globally recognised standards. For instance, our biodiversity disclosures, reflecting Cypark's long-standing commitment to conserving biodiversity since its inception, would position us to adopt double materiality and the anticipated mandatory recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) in the near future. Going forward, we will continue to improve our reporting practices to bolster our disclosures and better communicate our sustainability journey to our stakeholders.

For more information on our biodiversity disclosures, refer to pages 37 to 41 in this report.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement allows us to identify and meet the needs of our stakeholder groups. We engage with our stakeholders through various methods, as reported below:

<h2>Employees</h2>	
<p>Initiatives</p> <p>To drive a high-performance work culture and improve the operational productivity and efficiency of our operations, we provided training to enhance the knowledge and capacity of our employees. In 2023, employees were trained on the ISO 9001:2015 Quality Management System, to ensure successful implementation of QMS across all business units. Keeping our employees engaged also serves to increase their level of commitment and gives them purpose within the organisation.</p> <p><i>For more information, refer to Employees on pages 44 to 52 in this report.</i></p>	<p>Methods of Engagement</p> <ul style="list-style-type: none"> • Corporate events • Meetings and gatherings • Trade events • Employee training • Sports outings • Raya & birthday gatherings • Site visits • Conferences • Exhibitions
<h2>Investor/Shareholders</h2>	
<p>Initiatives</p> <p>Cypark engages with its investors and shareholders in a transparent and accountable manner, ensuring that this stakeholder group is well informed regarding our business, strategies, risks and opportunities. We further assure them of our business sustainability through good corporate governance practices, ensuring compliance to all relevant laws and regulations, while implementing the appropriate due process in all operational and business matters.</p>	<p>Methods of Engagement</p> <ul style="list-style-type: none"> • One-on-one engagement • Company announcements • Financial results announcements • Circulars • Annual General Meetings (“AGM”) • Quarterly Analyst Briefing • Participation in Investor Relations events • Media releases
<h2>Government</h2>	
<p>Initiatives</p> <p>Cypark actively engages with the government to stay abreast of the latest changes and regulatory updates, ensuring our operations are in compliance with relevant laws and regulations. We regularly communicate with the government to access resources and incentives that drive economic growth. We also prioritise collaborations with the government in projects, programmes and initiatives, aiming to collectively drive project success through shared resources and expertise.</p>	<p>Methods of Engagement</p> <ul style="list-style-type: none"> • Meetings, dialogue sessions and briefings • Official visits • Outreach programmes • Participation in ministry events, sponsored events



STAKEHOLDER ENGAGEMENT

Local Communities

Initiatives

As our operations impact not only the environment but also communities, we organise community engagement programmes to continuously connect with this stakeholder group. Our engagement sessions offer a platform for communicating our business impact as well as clarifying how our projects will benefit them. Through community engagements, we can strengthen relationships with the communities we serve and gain their support.

For more information, refer to Community on page 52 in this report.

Methods of Engagement

- Involvement in community focused programmes
- Participation in our corporate events
- Organising Corporate Social Responsibility (“CSR”) activities
- Fostering strong relations with related NGOs

Media

Initiatives

Media engagement is a strategic tool that strengthens our brand positioning and enhances public awareness on our activities. The media also plays a crucial role in shaping public perception and ultimately drives the success of our business. We engage with the media to communicate events related to our projects, such as official visits to our floating solar project in Tasik Danau Tok Uban, Kelantan.

For more information, refer to our corporate website at <https://www.cypark.com/digital-media.com>

Methods of Engagement

- Press conference
- General press/media releases
- One-to-one media engagements
- Dialogue sessions with media
- Media invitations to corporate events

Industry

Initiatives

Engaging with industry stakeholders fosters continuous long-term growth and allows us to maintain agility in the dynamic business landscape. Cypark actively engages with other industry players, building positive relationships through collaborations and knowledge-sharing. This approach not only boosts productivity and spurs innovation but also expands market opportunities.

Methods of Engagement

- Participation in meetings, dialogue sessions and briefings, such as the Hong Leong Bank Sustainability Round Table, PV Invest Tech Malaysia and Clean Power & New Energy
- Organising official visits
- Speaker and award recipient for Energy Box 2022
- Speaker at IGEM 2022
- Pocket talk at ISES 2022

OUR MATERIAL TOPICS

Identifying the sustainability issues that are material to our business and to our stakeholders is integral to our sustainability journey. It enables us to respond to the risks and opportunities of the sustainability issues, as we strive to grow responsibly. In FPE2023, we conducted a desktop materiality validation to refresh our material topics and determine the key economic, environmental and social issues, which we could have an impact on. The process involved benchmarking our existing material topics against local, regional and global industry peers, resulting with the following 12 material matters. These material topics have also been aligned with the relevant UN SDGs. Going forward, we aspire to include all of the 11 common sustainability matters by Bursa Malaysia's enhanced sustainability reporting requirements.

ENERGISING A SUSTAINABLE FUTURE



Material Topic	Cypark's Commitment
Labour Practices and Standards	We are committed to upholding the principles set out in the Employment Act 1955, which complies with the Act's minimum employment standards, such as providing the mandatory annual leave, sick leave and parental leave.
Occupational Health and Safety	We prioritise the welfare and safety of our employees, ensuring a conducive working environment free from hazards and risks. We remain guided by the Group's HSE Policy and the ISO 45001:2018 Occupational Health and Safety Management System, which we have attained.



OUR MATERIAL TOPICS

Material Topic	Cypark's Commitment
Protection of Biodiversity and Ecology	We demonstrate our commitment to responsible land use by focusing on the utilisation of non-productive and/or non-commercial areas. This is reflected in several key practices including transforming non-productive or degraded land into productive and sustainable areas, prioritising the redevelopment of brownfield sites (previously developed areas that may have become abandoned or contaminated) and siting the ground-mounted solar facility on a safely closed dumpsite to avoid ecologically sensitive areas.
Technological Advancement and Transformation	We are committed to advancing technologies and transformation in renewable energy to reduce reliance on fossil fuels and promote clean energy. As such, we leverage innovation to meet the demand for renewable energy, as we strive to grow responsibly and minimise the negative impacts of our operations.
Ethical Business Conduct	We are governed by our Board of Directors, which actively oversees our operations, strategies and compliance efforts. The Board is responsible for setting the tone at the top, ensuring that corporate governance practices are embedded across the organisation. We remain guided by the Group's policies on ethical business conduct and we comply with all the relevant laws and regulatory rules that govern our operations and the industry.
Business Integrity	We are committed to maintaining strong business integrity, as we remain guided by the Group's Code of Conduct which enforces integrity, honesty, and ethical behaviour among employees and stakeholders. This includes preventing conflicts of interest, ensuring fair business practices, and maintaining confidentiality and data privacy.
Market Presence	We are committed to providing leadership opportunities to the communities in areas where we operate by placing local talent in our senior management. Additionally, we comply with the local minimum wage in Malaysia, as stated under the Minimum Wages Act 2012. The inclusion of local talent in our leadership reflects our strong market presence within the local communities.
Responsible Water Consumption	We strive to safeguard our water resources and mitigate potential harm to aquatic ecosystems by adhering to environmental regulations, monitoring water quality regularly, and employing construction and operational best practices.
Waste Management	Our projects convert municipal solid waste into energy through processes such as incineration and anaerobic digestion. By utilising waste as a resource for energy generation, we promote sustainable consumption and production patterns, reduce waste sent to landfills, and generate clean and renewable energy.
Climate Change and GHG Emissions	We are committed to adapting to climate change by striving to reduce our operational GHG emissions. Additionally, we are investing in more renewable energy projects such as the Fully Anaerobic Bioreactor system ("FABIOS"), Waste-to-Energy ("WTE") and solar power projects to help slow down the effects of climate change.
Employee Engagement and Development	We engage with our employees to identify and meet their needs in addition to providing training and development to retain the best talent and shape an agile workforce. This is also to ensure that our people remain relevant with the evolving industry development.
Engaging with Community	Engaging with the local communities where we operate allows us to contribute to a thriving society. This will help to boost the reputation of the Company and foster closer relationships with the communities.

CULTIVATING SUSTAINABILITY FOR A GREENER FUTURE

ECONOMIC



ETHICAL BUSINESS CONDUCT

Apart from providing oversight, direction and guidance on decision-making, the Board is the highest governing body and is also responsible for the ethical conduct of Cypark's business operations. The Board has been established to ensure that ethical business conduct is practised throughout the Company as a fundamental part of discharging its responsibilities to protect and enhance shareholders' value and raise the performance of the Company.

The Board is guided by the Malaysian Code of Corporate Governance, existing legal and regulatory requirements such as the Companies Act 2016 and the Main Market Listing Requirements ("MMLR"), as well as the Cypark's policies such as the Company's Constitution and Board Charter in discharging its fiduciary duties and responsibilities.

The GCEO oversees the Group's overall business and operations, presents updates and briefs the Directors on the Group's ongoing operations, challenges, and plans during Audit Committee and Board meetings, as and when required. This ensures that the Board remains well-informed on the Company's activities, developments and conduct.

Furthermore, the Board offers guidance and advice to the Management in formulating both short-term and long-term business strategies, ensuring resources are allocated efficiently to achieve the desired objectives. The Board is guided by the Company's values, principles and ethos throughout the decision-making process.



CULTIVATING SUSTAINABILITY FOR A GREENER FUTURE

In order to fulfil its responsibilities and achieve the goals and objectives of the Company for FPE2023, the Board undertook various actions, including but not limited to fostering a culture of good business governance.

Cultivating Good Corporate Governance

At Cypark, we strive to uphold good corporate governance. This commitment encompasses ethical business practices, regulatory compliance and the proactive prevention of anti-bribery and corruption, fraud risk and anti-competitive behaviour. We remain guided by the Group's set of robust corporate codes and policies to maintain the trust and loyalty of our shareholders and stakeholders. Our company policies are available on our corporate website at https://cypark.listedcompany.com/corporate_governance.html

Both the Board and the Management understand their collective duties and responsibilities in steering the Group's business endeavours. Their aim is to achieve an optimal balance between a resilient and sustainable business operation and a robust corporate governance framework to safeguard the interests of shareholders.

When significant contracts are evaluated, the Management keeps the Independent Directors informed of its progress. The Independent Directors then engage in thorough discussions with the Management, leveraging their expertise to provide independent advice accordingly.

We always strive to provide complete disclosures to both shareholders and stakeholders through announcements to Bursa Securities. This practice is aligned with the principles outlined in the Malaysian Code on Corporate Governance ("MCCG").

Corporate Codes and Policies

Director's Fit and Proper Policy

This policy is designed to ensure that directors possess the necessary qualifications, skills, experience, and integrity to effectively fulfil their roles and responsibilities within the organisation.

Anti-Bribery and Corruption Policy

This policy aims to promote integrity, transparency, and ethical behaviour in all business dealings and interactions.

Code of Conducts and Ethic for Employee

This code serves as a reference for employees to understand their responsibilities, rights, and ethical obligations while representing the Company.

Remuneration Policy of Directors and Senior Management

This policy outlines the principles, guidelines, and procedures governing the compensation and benefits provided to Directors and Senior Management, taking into account the demands, complexities and performance of the Company as well as skills and experience required.

Whistleblowing Policy

This policy aims to create a safe and confidential environment for whistleblowers to raise concerns, disclose wrongdoing, or report misconduct without fear of retaliation.

For an overview of all the laws and regulations we comply with, refer to our corporate website.

CULTIVATING SUSTAINABILITY FOR A GREENER FUTURE

Implementation, Evaluation and Monitoring of Management's Proposals

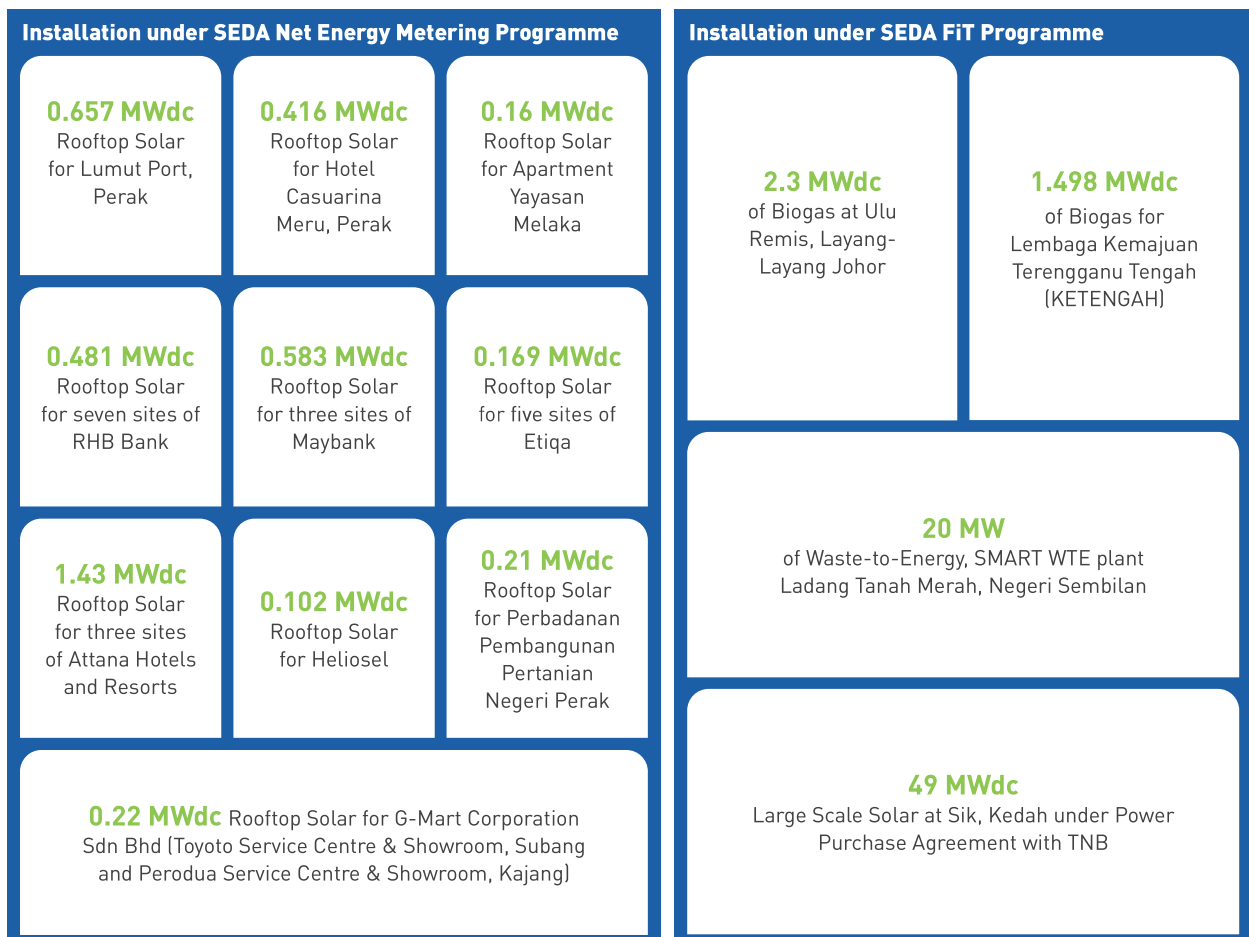
With the exception of the Executive Chair and the GCEO, all remaining Directors serve as non-executive board members and are not directly involved in the day-to-day management of the Company's operations. This allows the Directors to provide impartial judgments and advice, drawing from their diverse knowledge, expertise and experiences. They ensure that the Management considers all relevant factors when formulating strategic plans and business proposals for the Company.

Furthermore, these non-executive Directors actively follow up on the implementation of plans and business activities through the GCEO. The GCEO serves as the point of contact for every Director and is available to address any enquiries or concerns raised by the Directors at any given time. This open communication channel ensures that the Directors remain engaged and informed throughout the implementation process.

Ensuring Long-Term Value Creation and Sustainability Through Strategic Planning

The Board assesses the Group's comprehensive strategy, ensuring that the Company's approach fosters sustainability, with a specific focus on ESG factors that form the foundation of sustainable practices. This includes the Company's ongoing transformation plan aimed at enhancing its competitive capacity through continuous research and development endeavours, which drive operational productivity and cost-efficiency.

To further bolster the Group's long-term value generation and sustainability, the Group has participated in the following activities in FPE2023:





CULTIVATING SUSTAINABILITY FOR A GREENER FUTURE

Supervising and Assessing Cypark's Management Performance

The Audit Committee and the Board monitor the organisation's management performance through briefings provided by the GCEO on a regular basis, in addition to their assessments based on:

1. Management's recommendations on key acquisitions and divestments, funding and significant capital expenditure
2. The Group's financial performance
3. The Group's latest business developments

Established Procedures to Facilitate Effective Communication with Stakeholders

The Board strives to maintain consistent communication with all stakeholders, including individual and institutional investors, by promptly publishing quarterly financial results, circulars, corporate announcements and annual reports. Information on the Company can be obtained by accessing the Company's website at <http://www.cypark.com>.

Shareholders and investors can also view the latest corporate, financial and market information on the Company via Bursa Securities' website at www.bursamalaysia.com. Shareholders may also communicate with the Company on investor relation matters by emailing info@crbenv.com. The Company will make every effort to respond to enquiries as quickly as possible.

Anti-Bribery and Corruption System ("ABCS")

The Group takes a proactive approach in managing bribery and corruption risks within the organisation by implementing robust internal controls across all business divisions. We have in place a dedicated risk assessment team that includes representatives from the legal department and our head of business operations.

Apart from that, we have established a comprehensive Anti-Bribery and Corruption Policy for our ABCS, which has been effectively communicated to all employees. We maintain a zero-tolerance stance towards any form of bribery and corruption and ensure all our employees, contractors, suppliers, and business partners comply with the highest ethical standards.

The policy applies to all employees and representatives of Cypark, including but not limited to directors, officers, managers, and staff members, regardless of their level or location. It also extends to contractors, suppliers, agents, and other third parties who are engaged in business activities on behalf of the Company.

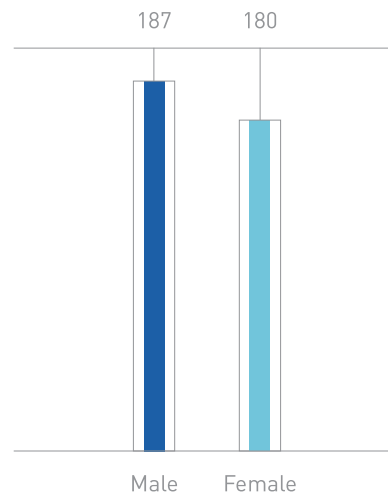
Risk assessments for the ABCS are performed throughout our business divisions, namely the Renewable Energy Division, Construction and Engineering Division, Waste Management and Waste-to-Energy Division, and Green Technology and Environment Division. These divisions operate across multiple project sites in various locations in Malaysia, with 100% of our business divisions assessed for risks related to corruption.

There were no recorded cases of corruption, penalties or legal actions due to bribery or corruption during the reporting period.

MARKET PRESENCE

Having a strong market presence is important for us to contribute to local economic growth. We strive to generate a positive market presence by offering remuneration that complies with local minimum wage as stipulated under the Minimum Wages Order 2022. In FPE 2023, the ratios of standard entry level wage for both male and female employees in Cypark compared to local minimum wage was more than 100%, as reflected in the chart below. This means the standard entry level wage for both genders was either equivalent to or above the local minimum wage.

Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage (%)



CULTIVATING SUSTAINABILITY FOR A GREENER FUTURE

Providing leadership opportunities to the local communities where we operate also helps to strengthen our market presence. The senior project team for our projects in Malaysia are hired from the local community, which signifies a commitment to investing in local workforce and leveraging the skills and knowledge available within the community. These senior positions such as Project Manager, Senior Project Manager, Project Director and Senior Directors are for our projects in Perlis, Negeri Sembilan, Kelantan, Kedah and our headquarters in Selangor. The percentage of our senior project team hired from the local community is approximately 46% from a total 13 project sites all over Malaysia.

Additionally, our local senior managers have a better understanding and appreciation of the local customs, traditions and norms. This enables them to navigate cultural nuances effectively and build strong relationships with stakeholders, including employees, customers, suppliers and community members.

TECHNOLOGICAL ADVANCEMENT AND TRANSFORMATION

Innovation continues to be integral to the Group to stay ahead of the competition and remain on par with global peers in the renewable energy industry. We believe it is important to enhance our product offerings to meet the needs of our customers and to grow in our business. In relation to the installation of solar panels, the Group conducts Applied Research and Development ("AR&D") activities to maintain its leading position in the renewable energy industry.

In the past, we have achieved AR&D success through the development of the Floating Solar System, which has now been implemented at Empangan Sepri (270kWdc) and Tasik Danau Tok Uban (2 x 49MWdc), the development of Adjustable Solar Structures for Safely Closed Landfills and production of High Calorific Value Biomass Pellets derived from Palm Oil Empty Fruit Bunches ("EFB").



Vertical Solar Panel

The Pajam Solar Farm is undergoing AR&D activity to study the use of vertically installed Solar Panels, which can provide benefits such as:

1. Acting as a barrier or a divider within a plot of land
2. Generating electricity



Bi-Facial Solar Panel

In addition to using solar panels vertically, the AR&D also conducts studies on the use of Bi-Facial solar panels or 2-sided solar panels. These solar panels also increase the generation of electricity compared to conventional single-sided solar panels.

Bi-Facial Solar Panels were introduced in Malaysia in 2020, and since then, have been implemented at several large-scale solar farms across Malaysia. As there are a myriad of technical and financial benefits to these solar panels, they are also utilised at the 172 MWdc Large Scale Solar project in Merchang, Terengganu.

Leveraging the unique advantages of our pristine white sands along the shores of Terengganu, which exhibit a high albedo effect (reflected sunlight), we strategically utilise these Bi-Facial Solar Panels. This approach enables us to harness not only direct sunlight but also the increased energy potential from reflected sunlight, maximising our capacity to capture and convert solar energy efficiently.

Building upon the success of the Bi-Facial panels, we will persistently seek out suitable projects for the implementation of Bi-Facial PV technology in the future.



CULTIVATING SUSTAINABILITY FOR A GREENER FUTURE

BUSINESS INTEGRITY

Business integrity is a fundamental pillar of responsible and ethical corporate conduct, ensuring that organisations operate with transparency, honesty, and a steadfast commitment to the principles of fairness and accountability.

We are committed to reducing and preventing unfair business practices that could potentially diminish healthy competition and result in reduced quality, service levels, or innovation. These anti-competitive practices encompass activities such as price fixing, exclusionary exclusive dealing contracts, or trade association rules.

To foster a level playing field and ensure fair market dynamics, we actively implement measures to counteract such anti-competitive behaviours, in accordance with Section 4 of Competition Act 2010 and guidelines set by the Malaysian Competition Commission ("MyCC"). This approach cultivates a business environment that encourages healthy competition, innovation, and improved consumer services.

There were no recorded cases of anti-trust violations or monopolistic practices or legal actions taken in the year under review. The Group remains committed to maintaining fair and competitive business practices, adhering to all relevant laws and regulations, to ensure a level playing field for all market participants.

Protecting Our Customers' Data

We emphasise on customer privacy, ensuring that customer data and information are managed with the utmost care and confidentiality. Our diverse customer base includes utility companies, businesses, municipalities, government agencies and residential consumers.

To safeguard customer privacy, we adopt a privacy-focused approach, encompassing robust data protection measures and strict adherence to relevant data privacy laws and regulations. This includes securing customer details and ensuring compliance with all applicable data privacy requirements, covering data collection, storage, usage and disclosure.

We are pleased to report that there have been no recorded complaints with regards to privacy breaches from any of our valued customers, in the year under review. This underscores our commitment to maintaining the highest standards of privacy protection and signifies that our privacy measures align with legal requirements.

By maintaining compliance with data privacy laws, we mitigate potential legal and reputational risks, reinforcing our dedication to transparency, ethical practices, and customer trust. Customer privacy is of the utmost significance to Cypark, as we look to expand our business to cater to our diverse customer base.

TOGETHER FOR A SUSTAINABLE EARTH

ENVIRONMENTAL



CLIMATE CHANGE AND GHG EMISSIONS

The effects of climate change remain globally recognised as the gravest threat to humanity. One of the reasons for the acceleration of climate change is global warming, which is largely caused by greenhouse gas (GHG) emissions from human activities.

At Cypark, we acknowledge that both climate change mitigation and adaptation plans are equally important to slow down global temperature rise. As such, we have embarked on monitoring and tracking our operational GHG emissions, in addition to investing in renewable energy projects. We have also conducted an environmental impact assessment (EIA) in the surrounding areas of our solar power plant in Kedah to enable us to minimise harm to the local ecological system and help preserve the natural environment. Going forward, we will continue investing in renewable energy

projects to contribute to the nation's transition to low-carbon economy while striving to minimise the negative environmental impacts of our operations.

GHG Emissions

To assess the impact of our operational activities on climate change, we have recorded Scope 1 and Scope 2 GHG emissions across our operations. Presently, we are in the process of gathering data on Scope 3 GHG emissions to identify our organisation's total GHG emissions. We aim to improve our data collection methods for emissions to reduce our emissions.

Our direct GHG emissions primarily stem from sources under the ownership or control of the Cypark Group of companies. These emissions are calculated based on the GHG Protocol's Corporate Accounting and Reporting Standards. Our Scope 1 GHG emissions are from fuel consumption by machineries at project sites and company vehicles. While stack emissions from SMART WTE plant have been identified under Scope 1, the data has yet to be finalised due to the commissioning of the plan in December 2022.

Our Scope 2 GHG emissions encompass indirect emissions resulting from electricity consumption at both our headquarters and project sites. However, we have effectively generated surplus renewable energy through net metering, which we utilise for self-consumption at our project sites.

TOGETHER FOR A SUSTAINABLE EARTH

Cypark's Scope 1 and 2 GHG Emissions



Scope 1 (Direct Emission)

77.12 tonnes of CO₂e

During Financial Period (Nov 2021- April 2023)



Scope 2 (Indirect Emission)

17,105.19 tonnes of CO₂e

During Financial Period (Nov 2021- April 2023)

PROTECTION OF BIODIVERSITY AND ECOLOGY

As solar power gains recognition as a crucial component of the renewable energy mix, locating suitable land for solar installations has become a vital consideration for sustainable energy development and to meet the rising energy demands of the future. Balancing the need for expanding renewable energy with responsible land use planning is crucial to maximise the benefits of solar energy while minimising its environmental impacts.

Land requirements for utility scale solar power plants can vary depending on the specific technology and location. On average, these solar power plants may require approximately five to 10 acres of land per megawatt ("MW") of generating capacity. The development of large-scale solar photovoltaic ("LSSPV") plants often involves land grading and vegetation clearing to prepare the site for installation. This land preparation process is essential to optimise the efficiency and performance of the solar panels, ensuring adequate access for maintenance, and establishing a safe and functional environment for the solar facility.

As solar energy continues to play a pivotal role in the shift towards renewable energy sources, it is crucial to strike a balance between meeting the energy needs of a growing population and minimising the ecological impact of land usage. Thus, we remain committed to minimising these impacts by conducting Environmental Impact Assessments ("EIA") and implementing Environmental Management Plans ("EMP") on existing and new projects whenever required. Careful consideration of suitable siting, environmental assessments and sustainable land management practices can help to identify the best mitigation measures and monitoring plans to prevent, reduce or offset potential impacts.

Biodiversity at LSSPV in Sik, Kedah

In January 2022, one of our LSS projects in Sik, Kedah was successfully commissioned. The solar project is located adjacent to the Bukit Enggang Forest Reserve, owned by Menteri Besar Kedah Incorporated (MBI). The land designated for the development of the LSS spans approximately 117.5 acres and has been leased to facilitate the development of the LSSPV plant, under a 21-year agreement with MBI. In line with the Power Purchase Agreement with TNB, the project is scheduled to remain operational for the same duration of 21 years.

In addition, the surrounding area of the LSSPV plant contains existing biological components of a general secondary forest composition and is categorised as a lowland forest. This area is of significant value for wildlife conservation and scientific research owing to its unique biodiversity.

 <p><i>Ancistrocladus tectorius</i></p>	 <p><i>Diospyros buxifolia</i></p>	 <p><i>Mussaenda villosa</i></p>	 <p><i>Bauhinia bassacensis</i></p>
 <p>Categorised as a plant with a climbing habit</p>	 <p>Categorised as a tree plant</p>	 <p>Categorised as a shrub</p>	 <p>Categorised as a plant with a climbing habit</p>

TOGETHER FOR A SUSTAINABLE EARTH

All the flora species discovered within the Bukit Enggang lowland forest are presently categorised as "Not Evaluated" ("NE") on both the Malaysia Plant Red List and the International Union for Conservation of Nature ("IUCN") Red List. This classification indicates that their conservation status has not yet been formally assessed, presenting an exciting opportunity for future conservation initiatives and research. These plants have significant potential for conservation efforts and conducting comprehensive assessments could reveal valuable insights to safeguard their biodiversity and ecological importance.

Identifying Wildlife Residing in Bukit Enggang Project

In FPE2023, we conducted a survey during an EIA to observe and identify the presence of wildlife, especially mammals that frequently interact with crops and human activities. The EIA was approved by the Department of Environment in Kedah. The following are the methodologies used to conduct biodiversity surveys to identify the variety and abundance of living organisms in the ecosystem across our sites:

Direct observation
Conducted via sighting using binoculars
Indirect observation
Conducted when the species can only be identified through their footprints, vocalisations, fur, claws, nests, etc.



Aerial view of LSSPV in Sik, Kedah which is located adjacent to Bukit Enggang Forest Reserve



The vicinity of the Bukit Enggang Forest Reserve

The following tables show the findings of the wildlife identification at Bukit Enggang and other survey areas:

Mammal species recorded in the vicinity of Bukit Enggang Forest Reserve

No.	English Name	Malay Name	Scientific Name	WCA 2010 Protection Status	IUCN Conservation Status	Observation Method
1.	Wild Boar	Babi Hutan	<i>Sus scrofa</i>	P	LC	Sighting, Footprints
2.	Long-tailed Macaque	Kera	<i>Macaca fascicularis</i>	P	LC	Sighting
3.	Pig-tailed Macaque	Beruk	<i>Macaca nemestrina</i>	P	LC	Sighting
4.	Lesser Mousedeer	Pelanduk	<i>Tragulus javanicus</i>	P	LC	Sighting

Note: P-Protected; LC-Least Concern; NT-Near Threatened; NE-Not Evaluated; TP-Totally Protected; NP-Normally Protected.



TOGETHER FOR A SUSTAINABLE EARTH

List of other mammals present at Bukit Enggang based on habitat

No.	English Name	Malay Name	Scientific Name	WCA 2010 Protection Status	IUCN Conservation Status
1.	Common Palm Civet	Musang Pulut	<i>Paradoxurus hermaphroditus</i>	P	LC
2.	Leopard Cat	Kucing Batu	<i>Prionailurus bengalensis</i>	TP	LC
3.	Large Bamboo Rat	Dekan	<i>Rhizomys sumatrensis</i>	NP	LC
4.	Malayan Porcupine	Landak Raya	<i>Hystrix brachyura</i>	P	LC

Herpetofauna species recorded in survey areas

No.	English Name	Malay Name	Scientific Name	WCA 2010 Protection Status	IUCN Conservation Status	Observation Method
REPTILE						
1.	Water Monitor	Biawak Air	<i>Varanus salvator</i>	P	LC	Sighting, Footprints
2.	Common Sun Skink	Mengkarung	<i>Eutropis multifasciata</i>	NP	NE	Sighting
AMPHIBIAN						
1.	Rivulet Frog	-	<i>Limnonectes laticeps</i>	NP	LC	-
2.	Grass Frog	Katak Rumpit	<i>Fejervarya limnocharis</i>	NP	LC	Sighting
3.	Hose's Rock Frog	Katak Batu Beracun	<i>Odorrana hosii</i>	P	LC	Sighting

List of Avifauna present at the project site and vicinity based on habitat observation

No.	English Name	Malay Name	Scientific Name	WCA 2010 Protection Status	IUCN Conservation Status
1.	Little Green Pigeon	Punai Daun	<i>Treron olax</i>	TP	LC
2.	Black-backed Kingfisher	Pekaka Rimba	<i>Ceyx erithacus</i>	TP	LC
3.	Blue-throated Bee Eater	Berek-berek Tadah Hujan	<i>Merops viridis</i>	TP	LC
4.	Hairy-backed Bulbul	Merbah Bulu Panjang Tengku	<i>Tricholestes criniger</i>	TP	LC
5.	Grey-cheeked Bulbul	Merbah Sampah	<i>Aloiphoxus bres</i>	TP	LC
6.	Hill Myna	Tiong Mas	<i>Gracula religiosa</i>	P	LC
7.	Moustached Babbler	Rimba Bermisai	<i>Malacopteron magnirostre</i>	TP	LC
8.	Short-tailed Babbler	Rimba Ekor Pendek	<i>Malacocincla malaccensis</i>	TP	LC
9.	Common Tailorbird	Perenjak Pisang	<i>Orthotomus sutorius</i>	TP	LC
10.	Crimson-breasted Flowerpecker	Sepah Puteri Kayangan	<i>Prionochilus percussus</i>	TP	LC
11.	Scaly-breasted Munia	Pipit Pinang	<i>Lonchura punctulata</i>	NP	LC
12.	Yellow Wagtail	Pipit Kuning	<i>Motacilla flava</i>	NP	LC

Note: P-Protected; LC-Least Concern; NT-Near Threatened; NE-Not Evaluated; TP-Totally Protected; NP-Normally Protected.

TOGETHER FOR A SUSTAINABLE EARTH

While the impact on the previous habitat may be irreversible, we deliberately took a cautious approach during the two-year long project. The deliberate pace of the installation, compared to the other solar plant projects, was necessary to ensure the land was cleared meticulously and to facilitate the gradual movement of machinery. This was especially important given the terrain's sloping characteristics.

Additionally, this method allowed the wildlife in the area to have ample time to react and relocate to safer habitats, prompted by the sounds and vibrations produced by the machinery. Through these precautionary measures, we aimed to minimise potential disturbances to the local wildlife and support their capacity to adapt to the changes in their environment.

Although wildlife habitats may have been impacted to a certain degree, our responsible construction practices demonstrate a commitment to mitigating adverse effects on wildlife and preserving ecological balance to the best extent possible.

During the operational phase of the LSSPV project in Sik, Kedah, land clearing has been completed, resulting in minimal impact on the flora and fauna. Nonetheless, the buffer zone area has been improved by re-planting greenery, attracting various small fauna and avifauna species to the project site. This proactive measure is seen as a positive contribution to the ecological environment. Moreover, the presence of diverse flora species in these green areas will have favourable effects on the physical environment.

To further address environmental concerns at our project sites, we have taken proactive measures by designating certain areas to remain in their original condition and to be exempted from development. These areas have been identified as sensitive due to factors such as steep slopes exceeding 25° and river buffer zones. The existing vegetation within these preserved areas are left untouched, creating a natural habitat to provide food, water and shelter for birds and other wildlife species.

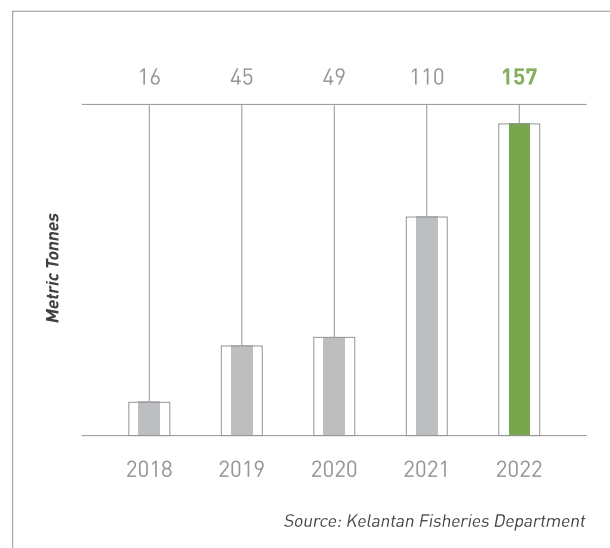
Cypark also ensures the safety and integrity of the project site by installing fencing along the perimeter boundary. This measure effectively prevents the entry of large mammals, such as wild boars, into the solar panel area. By implementing this protective measure, the project aims to maintain a secure and undisturbed environment within the solar plant's premises, while preserving the natural habitats in these designated areas.

Collectively, these efforts demonstrate a thoughtful approach to balancing energy development with environmental conservation, prioritising the protection of sensitive areas and wildlife habitats throughout the course of the solar project. We also regularly consult the Department of Wildlife and National Parks ("DWNP") Sik regarding matters related to wildlife protection.

Biodiversity at Floating Solar Photovoltaic Project at Tasik Danau Tok Uban, Kelantan

Our first floating solar photovoltaic plant is a collaborative effort with a state government-owned company, located within the 'Zon Industri Akuakultur' ("ZIA") at Tasik Danau Tok Uban in Kelantan. According to a recently published report by the Kelantan State Fisheries Department, a study was conducted on the fish population within two aquaculture industry zones: Tasik Danau Tok Uban and Rong Chenok. The aquaculture area at Tasik Danau Tok Uban jetty is approximately 2,834.32 m² and features three (3) distinct fish species, namely Catfish, Tilapia and Silver Catfish.

The chart below highlights a notable increase in the fish population, which escalated from 49 metric tonnes in 2020 to 110 metric tonnes in 2021. In 2021, we introduced our first floating solar project in Tasik Danau Tok Uban, which enabled the Kelantan state government to attract several investors to the aquaculture projects. As a result, the fish population surged to an additional 157 metric tonnes in 2022.





TOGETHER FOR A SUSTAINABLE EARTH

The strategic placement of floating solar panels above water bodies creates a shading effect on the surface, offering valuable benefits for specific aquaculture practices. Certain fish species thrive in shaded areas, and these solar panels play a vital role in regulating the water temperature, minimising evaporation and providing shelter to the fish. This symbiotic relationship between the floating solar installations and aquaculture not only promotes the well-being of aquatic life, but also enhances the overall system efficiency and contributes to environmental conservation.

Further to that, we have taken an additional step to ensure the well-being of the marine ecosystem in Tasik Danau Tok Uban by conducting daily in-situ monitoring and monthly water quality assessments. This rigorous monitoring approach aims to maintain and improve the water conditions in the lake, providing an ideal environment for the thriving marine ecosystem. The floating solar project has not only transformed the lake into a green energy zone integrated with an aquaculture area, but also serves as tangible evidence that such projects contribute to the betterment of the environment and the local economy.



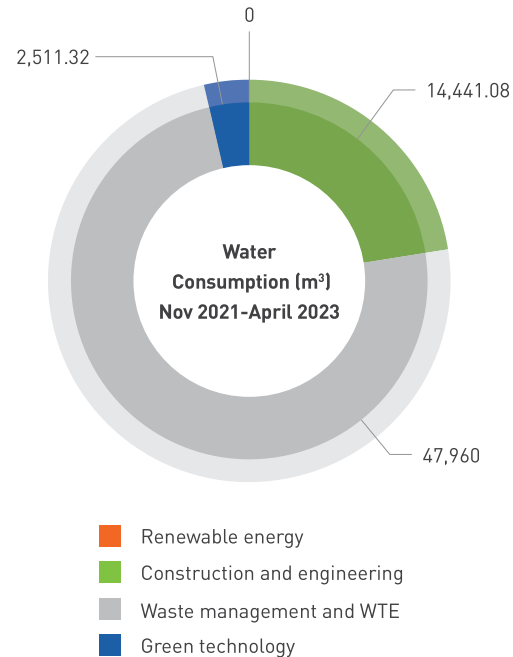
Floating Solar at Tasik Danau Tok Uban, Kelantan

RESPONSIBLE WATER CONSUMPTION

Water plays a vital role in our business operations, and we are committed to utilising our water resources responsibly and sustainably. In FPE2023, Cypark Group consumed approximately 64,642m³ of water, where waste management and the WTE division accounted for 77% of our total consumption.

The increase in water consumption at the SMART WTE Plant at Ladang Tanah Merah, Negeri Sembilan is attributed to our landfilling and leachate treatment plant (“LTP”) operation in 2021, as well as the commencement of our Waste Segregation Facility (“WSF”) and SMART WTE Plant in December 2022.

Total Water Consumption by Business Division



Recognising the potential impact of our operations on the surrounding environment, we acknowledge the need to prioritise responsible water management practices.

To address this, we implemented a comprehensive water management plan that included river water monitoring, groundwater monitoring, leachate monitoring and surface water runoff monitoring. Our objective is to treat all discharge from the project site.

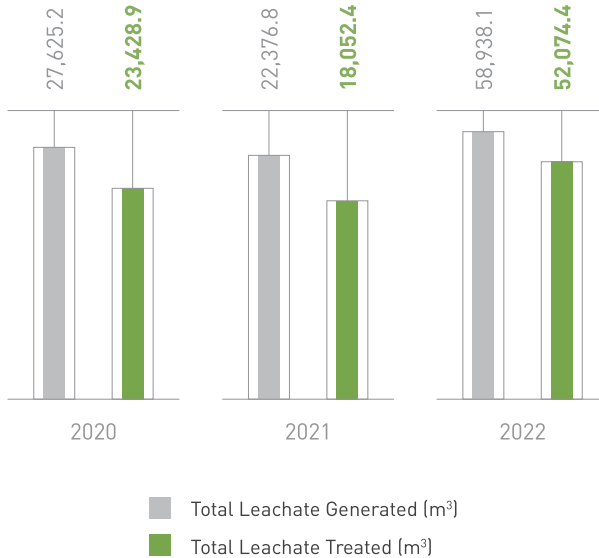
Wastewater Management

As the wastewater generated during our processes could potentially contain contaminants, we invested in a leachate treatment plant (LTP). This facility was designed to effectively remove pollutants and ensure that the discharge from our site met the stringent standards in the Second Schedule (Regulation 13) Acceptable Condition for Discharge of Leachate under Environmental Quality (Control of Pollution From Solid Waste Transfer Station and Landfill) Regulation 2009.

In the years 2021 and 2022, we successfully treated 18,053 m³ and 52,074 m³ of leachate, ensuring its compliance with the Acceptable Condition Leachate Discharge standards. Subsequently, the treated water is directed into a collection system for dust suppression work within the site and water for wash through.

TOGETHER FOR A SUSTAINABLE EARTH

Total Leachate Treated From Leachate Treatment Plant



We are aware that our compliance to environmental standards are not only a legal requirement but also an ethical responsibility. Our decision to treat all discharge stems from a commitment to preserving the surrounding ecosystem and minimising any adverse impacts on local water bodies and habitats.

We consistently monitor the river water quality, both within our project site and a 5km radius from our project boundary by conducting regular audits to ensure the efficiency and efficacy of our treatment processes. We are committed to complying with Class II of the National Water Quality Standard, ensuring that the discharge from our sites can be safely released into the nearby river stream. We also monitor groundwater quality and submit a report to the DOE on a quarterly basis.

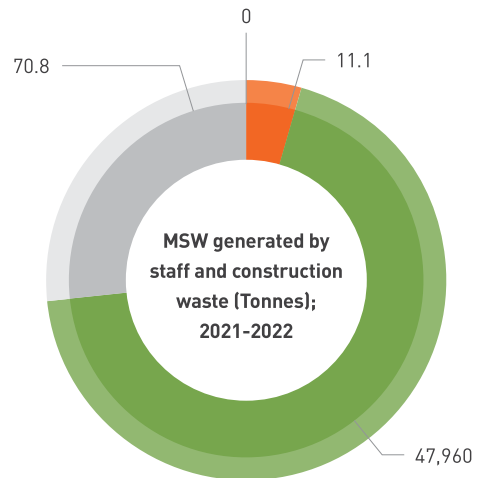
Environmental Management Plan

We have in place an Environmental Management Plan which enables us to consistently assess water discharge, air quality and noise levels. This plan also ensures the implementation of best management practices ("BMPs") across all our sites comply with regulatory standards. Among the BMPs applied in our sites are erosion control using hydroseeding, runoff control using cast in-situ cascade drain and sediment control through sump. Other BMPs include having on-site detention pond complete with silt marker, filtration wall and concrete outlet.

WASTE MANAGEMENT

In the Waste Management and WTE division, we received waste from the municipalities of Seremban, Nilai and Port Dickson in Negeri Sembilan. Throughout the financial period, our SMART WTE Plant in Negeri Sembilan received a total of 345,334 tonnes of municipal waste.

Additionally, through the operations of our LTP and SMART WTE Plant, approximately 13,632 tonnes of scheduled waste sludge ("SW204") and Fly Ash and Bottom Ash ("SW104") were generated and meticulously recorded in the Electronic Scheduled Waste Information System eSWIS. All generated scheduled waste underwent proper procedures and was sent to a DOE registered licensed facility for further treatment and disposal. The consignment notes recorded the amount of scheduled waste dispatched to the licensed facility and were retained for future reference. As we anticipate an increase in scheduled waste production in the future, we are in the midst of applying for special waste management license from the DOE.



- Renewable energy
- Construction and engineering
- Waste management and WTE
- Green technology



TOGETHER FOR A SUSTAINABLE EARTH

SMART WTE Plant



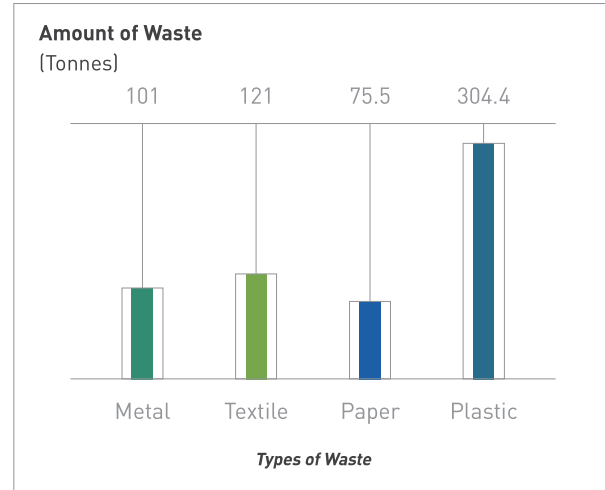
Waste Segregation Facility (WSF)

At our SMART WTE Plant, we deploy an advanced waste management system that leverages cutting-edge technology. The process begins with the MSW being accurately weighed at our weighbridge to maintain precise tonnage records. Subsequently, the waste is transported to the Waste Segregation Facility (“WSF”), where it undergoes meticulous sorting into dry waste and wet waste.

The dry waste is then directed to the SMART WTE plant, where it goes through a transformation process to generate electricity. On the other hand, the wet waste is directed to our Fully Anaerobic Bioreactor System (“FABIOS”), where it undergoes digestion to produce biogas. This innovative approach allows us to effectively manage waste while simultaneously harnessing its potential for energy production.

For the municipal waste received at our SMART WTE Plant, we adhere to a circular economy model. Prior to the full commencement of the SMART WTE Plant in December 2022, approximately two to three percent of the total incoming waste at the inert cell were recycled every month. This process led to the gradual reduction of waste inventory for items such as plastic bags, hard plastic polystyrene, paper, textile and metal. We have designated a salvage yard within the inert cell’s area for manual sorting of these waste materials. The salvage yard also serves as a space to collect waste for future use in the SMART WTE Plant and FABIOS Plant.

Total Amount of Waste Recycled at SMART WTE Plant’s Inert Cell in FPE2023



Circular Economy Model

Currently, we are in the process of applying for the special waste management license from the DOE for bottom ash and fly ash generated at our SMART WTE Plant. The laboratory testing for both fly ash and bottom ash is nearing completion, and they are in compliance with the prescribed standard limits. Upon receiving the approval, we plan to implement circular economy strategies that emphasise waste reduction, optimal resource utilisation and the advancement of sustainable practices in the management of these materials produced in the waste combustion process.

Fly ash possesses valuable properties that make it suitable as a raw material for cement production, concrete manufacturing and soil amendment in agriculture, while bottom ash can be used as a substitute for aggregates in construction materials and as a soil cover material in landfilling activities.

We are committed to investing in research and development to explore new technologies and applications for fly ash and bottom ash. This will reveal innovative uses and markets for these materials, thereby enhancing their economic and environmental value, which is particularly significant as this is the first instance of fly ash and bottom ash being processed from a SMART WTE Plant in Malaysia.

EMPOWERING OUR TEAM, BUILDING SUCCESS TOGETHER

SOCIAL



LABOUR PRACTICES AND STANDARDS

In our pursuit to foster the sustainable growth of our Company, we strive to uphold the principles of equity and inclusivity across our operations. This includes supporting the economic and social development of all our employees and workers.

In upholding applicable laws and standards, we aim to establish and develop a Labour Standards Policy, in close alignment with GRI 402: Labor/Management Relations. We comply to all the relevant and updated labour laws mandated in the Malaysian Employment Act 1955. Additionally, we are guided by the Malaysian Employer Federation and the ISO 9001: 2015 Quality Management System (QMS). Our commitment towards labour practices and standards are communicated to our employees and Company members through the Employee Handbook - Scheme of Services and Code of Business Conduct.












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OCCUPATIONAL HEALTH AND SAFETY

We comply with the Malaysian Occupational Safety and Health Act 1994 and are accredited with ISO45001:2018 - Occupational Health and Safety Management System. This underscores our commitment to providing robust health and safety protection measures for both our operations and employees. Where applicable, a Safety and Health Officer (SHO) and/or a Site Safety Supervisor is appointed at the relevant work sites, in compliance with the Occupational Safety and Health (Safety and Health Officer) Order 1997 (Order I and II).

The following are Safety and Health elements implemented at our operational sites:

Safety and Health elements		
 <p>Daily safety toolbox briefing</p>	 <p>Requirement of adequate PPE wear at site</p>	 <p>BOMBA certified facilities</p>
 <p>First aid kit provision</p>	 <p>Safety and health induction training</p>	 <p>Training programmes</p>
 <p>Signages of hazards</p>	 <p>Infographics on Safety and Health best practices and Standard Operating Procedures ("SOPs")</p>	 <p>Communication of information in English and Bahasa Malaysia</p>

All employees of the Company, including permanent and contract staff for both on-site and off-site, are granted access to occupational and non-occupational medical and healthcare services. This is facilitated through the provision of health insurance, access to panel clinics for consultations, and the availability of health screening packages.

Occupational Health and Safety Training

To uphold workplace health and safety, it is essential to equip and prepare our employees with OHS knowledge. During the reporting period, we continued to conduct OHS training on fire safety, noise and construction safety and risk management. In FPE2023, three of our employees completed the Safety and Health Officer course and were certified as Green Book Holders by DOSH. We currently have three Green Book Holders overseeing OSH activities and implementation.



Internal fire safety training at Ladang Tanah Merah



Internal fire safety training at Ladang Tanah Merah

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PPE worn by employees and visitors at LSS2 Sik, Kedah



Provision of fire extinguishers in Switchgear Room at LSS2 Sik, Kedah

Activity	Participant	Employee Type	Training Hours	Employee Gender
Seminar Guidelines on Management of Occupational Noise-Related Hearing Disorder	1	Safety Officer (Executive)	16	Male
Construction Safety and Risk Management	1	Safety Officer (Executive)	16	Male

Stop Work Order at the Ladang Tanah Merah Facility

On 26 August 2022, the Department of Environment Negeri Sembilan (“DOENS”) issued a Stop Work Order (“SWO”) to our Ladang Tanah Merah (“LTM”) facility due to a leachate spill into the on-site stormwater drain. Leachate is a liquid byproduct that is produced by the decomposition of waste in landfills, which may contain harmful pollutants, such as heavy metals and bacteria.

Upon receiving the SWO, immediate remediation measures were taken to prevent any further release of leachate into the drain and nearby stream. An emergency leachate pond was constructed as a temporary mitigation measure whereby our plant workers cleared the waste and safely pumped the leachate back into the leachate lagoon. As a proactive measure, we enhanced the capacity of the LTP to effectively manage leachate from the landfill. Additionally, our on-site team has fortified the bund of the sanitary cell to ensure that any future instances of heavy rainfall will not result in leachate overflow.

As a result of the successful implementation of all the required remediation measures, the SWO was lifted on 7 October 2022. Following the incident, the LTM plant launched a series of precautionary measures to prevent potential recurrence. The measures include:

- Conducting regular inspections to monitor leachate levels, ensuring early detection and prompt response to any potential issues
- Expanding LTP’s capacity to accommodate higher volumes of leachate, enhancing its efficiency in handling the leachate generated
- Providing training to employees on leachate handling techniques, ensuring the task is carried out in a safe and responsible manner
- Providing briefings and updates to stakeholders on mitigation measures taken to address the SWO issue and prevent future recurrence



EMPOWERING OUR TEAM, BUILDING SUCCESS TOGETHER

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

Employee engagement and development is vital, as our employees are the backbone of the Company. It will enable us to identify and meet their needs, ultimately promoting job satisfaction and retaining our talent. Our approach to employee engagement and development is based on the following principles:

1. **Commitment to employee well-being:** Cypark is committed to the well-being of its employees. This includes providing a safe and healthy work environment, offering competitive wages and benefits, and providing opportunities for development and growth.
2. **Respect for diversity:** Cypark believes that a diverse workforce is a stronger workforce.
3. **Employee engagement:** We believe that engaged employees are more productive and more likely to stay with the Company. The Company's policies and practices are designed to promote employee engagement.

We are committed to creating a workplace where employees feel valued, respected and supported. We believe that our approach will help to attract and retain our pool of talents, thereby ensuring the company's long-term success.

The Company's commitment to employee well-being is evident in its policies and practices. For instance, we have in place a comprehensive health and safety programme that includes routine safety inspections, training for employees on safe work practices and a system for reporting and investigating accidents and incidents. Moreover, we offer a competitive benefits package that includes health insurance, retirement savings plans and paid time off.

Additionally, the Company's Employee Handbook also features a section on diversity and inclusion to ensure that our workforce are supported in the workplace. We also offer a variety of employee development programmes, such as training on new skills and opportunities for career advancement.

New Employee Hires And Employee Turnover

Turnover Rate (%)

Reporting Period	Nov-Dec 2021	Jan-Dec 2022	Jan-Apr 2023
By Age			
<30	2.16	16.35	6.39
30-50	3.60	11.70	4.80
>50	0.72	2.34	0.80
By Gender			
Male	2.88	21.00	6.39
Female	3.60	9.36	5.60
Total	6.47	30.35	11.98

EMPOWERING OUR TEAM, BUILDING SUCCESS TOGETHER

New Hires

New Hires	Total	Male	Female	<30	30-50	>50
Nov-Dec 2021	10	8	2	5	4	1
Jan-Dec 2022	32	25	7	20	9	3
Jan-Apr 2023	4	2	2	3	1	0

Employee Benefits

Our employees receive wages that align with Malaysia's national labour laws as stipulated by the minimum statutory requirements. We also provide benefits such as allowances, annual leave and medical leave, which are clearly stated in the Employment Handbook.

We comply with Malaysia's Employment Act 1955 (Amendment) 2022 and ensure that our full-time employees are provided with the following:

1. **Additional allowances:** Granted to support our employees in carrying out additional tasks with higher responsibilities.
2. **Annual leave:** Full-time employees are entitled to a minimum of 14 days of paid annual leave per year, while employees on a renewal contract basis are entitled to 12 days per annum.
3. **Sick leave:** Full-time employees are entitled to 14 days of paid sick leave per year, while employees on a renewal contract basis are entitled to 12 days per annum.
4. **Maternity leave:** All female employees are entitled to 98 continuous days of paid maternity leave.
5. **Paternity leave:** Male employees are entitled to seven (7) continuous days of paid paternity leave upon the completion of 12 months of service with the Company.

Training and Education

We are dedicated to empowering our workforce to grow and thrive with us. We offer employees a wide range of opportunities for training and education such as:

- **On-the-job training:** Equips all new employees with the skills they need to excel in their individual roles.
- **Continuing education:** Provides educational opportunities to employees who wish to further their education. This includes reimbursement for tuition and workshops.
- **Leadership development:** Offers leadership development programmes for employees who seek to enhance their leadership skills.

During the reporting period, we recorded a total of 1136 training hours. During COVID-19 disruptions in 2021 and the beginning of 2022, we organised virtual training sessions to curb the spread of the virus and keep our employees safe.



EMPOWERING OUR TEAM, BUILDING SUCCESS TOGETHER

Average Hours of Training Per Year by Employee Category

Employee Category/Year	Nov-Dec 2021	Jan-Dec 2022	Jan-Apr 2023
Management	7.51	28.92	9.93
Executive	50.16	65.17	49.89

Average Hours of Training by Gender

Employee Gender/Year	Nov-Dec 2021	Jan-Dec 2022	Jan-Apr 2023
Male	35.05	49.96	27.47
Female	34.29	55.04	15.05
Total Training Hours	320	664	152

Training on ISO 9001: 2015 Quality Management System

In FPE2023, we conducted a training session on ISO 9001:2015 to provide employees with an understanding of the requirements of the ISO 9001:2015 Quality Management System ("QMS"). The training session covered the principles of quality management, and the requirements, implementation and maintenance of the ISO. Through ISO 9001:2015 QMS training, employees will be equipped with the knowledge and skills on how to enhance product and service quality, reduce non-conformities and customer complaints, and boost operational efficiency and productivity. The training also prepared individuals interested in attaining higher qualifications in quality management, including becoming certified quality auditors, who are essential to Cypark's Quality Policy.



EMPOWERING OUR TEAM, BUILDING SUCCESS TOGETHER

Percentage of Employees Receiving Regular Performance and Career Development Reviews

Performance reviews are conducted upon completion of a probation period, and subsequently, on an annual basis. Employees are also entitled to an annual salary increment and participation in the Annual Incentive Scheme, conditional on his/her working performance, and other relevant factors. In FPE2023, 100% of our employees received their performance and career development reviews.

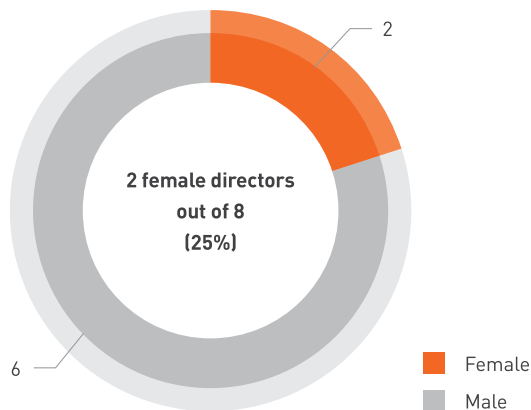
Diversity and Equal Opportunity

At Cypark, we are committed to the principles of the MCCG which promote diversity and equal opportunity in the workplace. We adhere to fair and unbiased practices, ensuring that all employees are evaluated based on their qualifications, skills, and experience, without any discrimination against gender, race, religion, age and disability. We strive to attract and retain a diverse workforce that represents different backgrounds, perspectives, and talents.

Cypark aspires to provide equal employment opportunities and avenues for advancement to every employee. Any discriminatory actions are prohibited across all aspects of employment, including from the hiring process and compensation, to benefits and promotions.

Diversity of Governance Bodies and Employees

The MCCG requires all companies to have a minimum of 30% women directors on their Boards. As a renewable energy company, we are committed to meeting this requirement. As of April 2023, Cypark's Board of Directors comprises:



Ratio of Basic Salary and Remuneration of Women to Men



Senior Management Level

Male to Female 5.25:1

(as of April 2023)

Total No. of Employees

Total No. of Employees/ Year	Nov-Dec 2021	Jan-Dec 2022	Jan-Apr 2023
No. of Employees	138	128	124



EMPOWERING OUR TEAM, BUILDING SUCCESS TOGETHER

Employee Breakdown by Gender

Gender/ Year	Nov-Dec 2021		Jan-Dec 2022		Jan-Apr 2023	
	Headcount	%	Headcount	%	Headcount	%
Male	85.5	62	82.5	65	82	66
Female	52.5	38	44.9	35	42.3	34

Employee Breakdown by Age, Gender and Employee Category

November to December 2021

Employee Category	Gender		Age		
	Male	Female	<30 years	30-50 years	>50 years
BOD	3	2	-	-	3
Senior Management	3	2	-	2	3
Managerial	26.5	17.5	1	31	12
Executive & Non-Executive	56	33	42.5	43	3.5
Total	100%		100%		

January to December 2022

Employee Category	Gender		Age		
	Male	Female	<30 years	30-50 years	>50 years
BOD	4	<1	-	-	5
Senior Management	3	2	-	1	4
Managerial	28	16	<1	29	14
Executive & Non-Executive	53	27	38	39	3
Total	100%		100%		

January to April 2023

Employee Category	Gender		Age		
	Male	Female	<30 years	30-50 years	>50 years
BOD	6	<1	-	<1	6
Senior Management	3	2	-	<1	4
Managerial	30	14	2	27	15
Executive & Non-Executive	49	26	34	38	3
Total	100%		100%		

EMPOWERING OUR TEAM, BUILDING SUCCESS TOGETHER

Promoting Health & Well-being

In our efforts to create a supportive work environment where people can thrive and perform at their best, we implement initiatives to promote the health and well-being of our employees through extracurricular activities such as sports. In FPE2023, we organised bi-weekly badminton sessions for all our employees to participate in. These sessions were held at the Badminton Association Malaysia ("BAM") complex. Apart from promoting fitness, health, and building camaraderie among colleagues, these badminton sessions also served as a fun activity as well as a platform for employee engagement.

Going forward, we will organise more initiatives and programmes to promote the health and well-being of our dedicated employees.



Interdepartmental Badminton Tournament

ENGAGING WITH COMMUNITIES

Engaging with communities enables us to give back to society and identify the needs of the local communities where we operate. We are guided by the following principles to generate positive impacts for the local communities.

1. **Respect:** The Company respects the rights and interests of local communities.
2. **Transparency:** The Company is transparent about its operations and its impacts on local communities.
3. **Mutual Benefits:** The Company works with local communities to ensure that its operations benefit both the Company and the community.

Going forward, we aspire to maintain collaborations with local governments to further develop more renewable energy projects that will enrich the community, drawing upon Cypark's expertise and track record in developing such projects.