

## Integrity Statement by the Managing Director

Dear Internal & External Stakeholders,

Cenviro Group is committed to the highest standards of ethics and integrity. We demand and value honesty with strong moral principles from the employees and business partners.

We are guided by our core values of Safety, Holistic, Integrity, Environment, Lean, Diversity and Inclusiveness (SHIELD) as the foundation in integrating ethical principles in decisions. Being part of SHIELD, the Integrity value is being upheld, cherished, and preserved so our behaviours go beyond mere compliance with laws and regulations, by driving us to make the right choices.

At Cenviro, integrity comes with good governance which signifies good company practice in achieving a success story. We are fully committed towards supporting the Government of Malaysia's aspirations and agenda in combating bribery and corruption.

The tone from the top is demonstrated with the endorsement of Cenviro Group's Organisational Anti-Corruption Plan (OACP) that contains 43 initiatives by the Board of Directors on 23rd November 2021. We have since progressively applied more than 50% of the OACP across all subsidiaries, joint venture, and associate company. With the OACP in place, it will strengthen ethics and integrity practices complemented with constant awareness programmes to all employees.

As part of our continuous effort, we have put into force Cenviro Group's Anti-Bribery and Corruption (ABC) policy, CSR, Donation and Sponsorship Policy, Gift and Hospitality Guideline, Vendor Code of Conduct (VCC) policy, Whistle-blower Policy, and others. The related policies are available on the Cenviro Group's website for your reference.

It is a sole duty of every employee of Cenviro Group to follow and strictly comply with company's policies, laws, and regulations. Any individual whether an employee or non-employees who offers or receives bribes violates Cenviro Group's ABC policy and it is everyone's responsibility to report such cases upon being aware. We will not tolerate such misconduct and the offender will be severely punished. We expect our external stakeholders i.e. contractors, subcontractors, vendors, consultants, representatives, and others performing work for Cenviro Group will comply with the policies too.

A dedicated Whistle-blowing channel is made available via [report@cenvirowhistleblowing.com](mailto:report@cenvirowhistleblowing.com) for anyone to report any known or suspected misconduct without fear of retaliation to an independent committee to ensure they are investigated confidentially and that all disciplinary actions will be fairly taken on all misconducts.

As the Managing Director of Cenviro Group, I am personally committed and would like to urge every employee and external stakeholders to practise highest ethics and integrity in daily activities and tasks and always abide to the company's law and regulation.

Thank you for your support and commitment.

**Dr. Johari Jalil,**  
**CEO & Group Managing Director**