



Catalysing Sarawak's Growth and Energy Future

Annual and Sustainability Report 2024



Catalysing Sarawak’s Growth and Energy Future

Reflects Sarawak Energy’s pivotal role in powering the State’s development through a commitment to sustainability, operational excellence and renewable energy development and expansion. It reaffirms the Company’s commitment to electrifying Sarawak and supporting the State’s goal of becoming a developed region by 2030, while progressing its regional powerhouse ambitions in the energy transition.

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This icon signifies related information available online at: www.sarawakenergy.com/

About This Report

Standard reference: [GRI 2-2, 2-3, 2-5, 2-6, 2-26, 2-29, 3-1] [IFRS S1.50(a)(c), 55(b)(ii), 72, (E1), (E3), (B38), (2), (B5) and IFRS S2.C(1)]

In 2024, Sarawak Energy remained resilient and continued to grow despite the constantly changing business landscape. This success is fuelled by robust corporate strategies and the trust of shareholders, stakeholders, and customers, as demonstrated through the disclosures in our Annual and Sustainability Report (ASR), which provides a holistic and comprehensive overview of the Company's activities and performance for the year 2024.

This includes information on our leadership, corporate strategies, commitments, corporate governance and performance report card, as well as sustainability approaches, responsibilities and milestones.

This report also highlights the accomplishments, challenges, risks, and opportunities during the year, as well as our plans, goals and objectives for the coming year, so that our stakeholders have a better understanding of our next steps.

As part of our commitment to good corporate governance, we continue to voluntarily provide updates on our operational, financial, and sustainability performance through annual reports, even though non-public-listed companies are not required to do so.

Reporting Standards

Standard reference: IFRS S1.55(b)(iii)

Guided by local and global best practices in corporate statutory reporting, with the Bursa Malaysia Securities Berhad Listing Requirements as well as the Malaysian Code on Corporate Governance serving as our primary guidelines, our annual report also references the evaluation criteria of the Australasian Reporting Awards (ARA) as a benchmark to improve the quality, transparency and comparability of our disclosures.

For further assurance to our stakeholders, we referenced the GRI Standards for our sustainability reporting. A complete list of Sarawak Energy's GRI disclosures and relevant references can be found on pages 238 - 243 of this report.

Standard reference: IFRS S1.72 & S2.C(1)

Taking a more proactive measure, we continue to monitor developments in international ESG reporting standards. With this, Sarawak Energy has committed to transitioning to the adoption of IFRS and has incorporated selected IFRS S2 climate-related disclosures into our 2023 Annual & Sustainability Report.

Our dedication to adopting the latest disclosure standards reflects our commitment to making sustainability a core part of our corporate strategy.

This includes integrating risk and opportunity assessment processes into our governance framework, as well as transparently disclosing our strategies and metrics in relation to material sustainability and climate-related issues.

Standard reference: IFRS S1.E1 and IFRS S1.E3

This report, for the period ended 31 December 2024, will mark our first-time adoption of selected IFRS S1 general sustainability-related financial disclosures. This will provide consistent, comparable, reliable, clear and efficient climate-related financial disclosures.

Sarawak Energy will continue to improve the quality of our reporting while also growing the scope of our disclosures.

Reporting Scope and Boundary

Standard reference: IFRS S1.22

The ASR 2024 consists of a comprehensive overview of the Company's activities and performance for the period from 1 January to 31 December 2024 (FY2024), covering the same entities as those outlined in the corporate structure on page 34. and should be read in conjunction with the Group's consolidated financial statements.

Standard reference: IFRS S1.B38 and IFRS S1.2

The sustainability-related financial disclosures cover the same reporting entity as the related consolidated financial statements. The reporting entity comprises the parent company, Sarawak Energy Berhad, and its subsidiaries. Associated companies and joint ventures are excluded because the Group does not have full management control over them.

Standard reference: IFRS S1.2

The reporting boundary includes the data for Sarawak Energy Group's power generation portfolio, transmission and distribution, retail, and other related business activities in Sarawak, Malaysia (100% ownership), as well as energy export activities in West Kalimantan, Indonesia, where relevant and available.

Standard reference: IFRS S1.B5

The Group also has other business relationships, primarily through its associated companies and joint ventures, which form part of the Group's broader value chain.

Assessment of Material Matters

The ASR 2024 was developed in response to the feedback received from Sarawak Energy's stakeholders and is based on the assessment of our operations in light of the changes occurring in the economy, as well as the domestic and global energy industry. Our disclosure approach

is also guided by the GRI Principles of stakeholder inclusiveness, sustainability context, materiality and completeness, prioritising information that is of strategic relevance and have a material impact on the users of this report.

Our Materiality Issues and Materiality Matrix presented on page 124 of this report are based on the assessment of matters that are of the utmost importance to Sarawak Energy and our stakeholders.

Assurance

Standard reference: IFRS S1.50(a)(c)

The Sarawak Energy ASR 2024 has been reviewed and approved by the Board of Directors on 8 April 2026. Selected sustainability disclosures in the ASR 2024, specifically on climate, economic, environmental and social performance disclosures, have been assured by an independent third party. The assurance scope and statement can be found on pages 232 - 237 of this report.

Feedback

We welcome feedback, comments and enquiries via the following channels:

Corporate-related enquiries:

corpcomm@sarawakenergy.com

Sustainability-related enquiries:

sustainability@sarawakenergy.com

Directors' Statement of Responsibility for the Annual and Sustainability Report 2024

As the ultimate governance body of Sarawak Energy Berhad, the Board of Directors acknowledges its responsibility for ensuring the integrity and completeness of the Sarawak Energy Annual and Sustainability Report 2024.

The Board affirms that reasonable steps have been taken to ensure the accuracy of the information contained in this report, and that the disclosures presented reflect a balanced and transparent account of the Group's performance for the reporting year.

This statement is made in good faith and signed on behalf of the Board by:

Dato Haji Ibrahim Bin Haji Baki
Chairman

Datuk Haji Sharbini Suhaili
Group Chief Executive Officer

Standard reference: [GRI 2-1, 2-6, 2-7, 2-28, EU3] [IFRS S1.32]

Sarawak Energy is a vertically integrated power utility and energy development group of companies, wholly owned by the Sarawak Government. Our core business activities are centred on the generation, transmission, distribution, retail, and export of electricity.

Built on a century of operations, Sarawak Energy is Malaysia's largest renewable energy provider, serving a population of almost 3 million in Sarawak and more beyond our borders.

The Company is powering Sarawak's sustainable growth with affordable and predominantly renewable hydropower, complemented by indigenous coal and natural gas to ensure energy security and supply diversity.

While our primary mission is to achieve full electrification of Sarawak, we are working towards becoming a regional renewable energy powerhouse and the battery of ASEAN by leveraging our investments in hydropower and sharing our renewable resources with our Southeast Asian neighbours.

Total Employees:

6,141

Total Available Capacity^a:

5,745MW

Customer Accounts^b:

794,123

Key member of the International Hydropower Association (IHA) since 2010

Member of the Global Reporting Initiative (GRI) Community since 2016

Member of the UN Global Compact Network Malaysia & Brunei (UNGCMYB)

A Global Patron of the World Energy Council (WEC) since 2024

Notes:
^a Available Capacity (MW): The net generator output after considering generator auxiliary consumption and dependable output.
^b Grid connected and active customers' accounts.

Vision, Mission and Living Our Values

Vision, Mission and Living Our Values

Vision

Sustainable growth and prosperity for Sarawak by meeting the region’s need for reliable, renewable energy

Mission

1

Pursue opportunities for growth by fully developing the Sarawak Government’s Sarawak Corridor of Renewable Energy agenda

2

Ensure our own safety and the safety of others, with a commitment to do ‘no harm to anyone at any time’

3

Provide a reliable supply of clean, competitively priced energy to support the economic and social development of Sarawak and our partners in the region

4

Operate as a business based on principles that reward our owners and employees, and delight our customers

5

Honour the trust placed in us by the people of Sarawak, by acknowledging and respecting them and contributing to their wellbeing

6

Set and achieve high ethical and corporate standards that are a source of pride for our employees, customers and owners

7

Develop our people, leadership and teamwork to build an agile, open and customer-focused culture that responds to challenges and the need for change with innovation and cooperation

8

Harness and utilise natural resources in a sustainable and responsible way

9

Achieve operational excellence through a commitment to continual improvement and best practice

Our Core Values

COURAGE We dare to do what is right and in the best interests of our Company and the community, even when it is not easy to do so. 	Attributes • Dare to speak one’s mind • Dare to share different viewpoints • Dare to intervene to right the wrong • Dare to take risks in decision-making
UNITY We collaborate and work together to deliver our business objectives. 	Attributes • Purposeful collaboration • Enterprise-first mindset • We before me • Synergy and teamwork
RESPECT We value differences, include and acknowledge different points of view and listen well in all situations. 	Attributes • Value differences • Be inclusive • Listen • Be humble
INTEGRITY We are honest and can be trusted by people to do what is right. 	Attributes • Professionalism • Honesty • Trustworthy • Do the right thing
ACCOUNTABILITY We work hard and are responsible for delivering our promises to the highest standards. 	Attributes • Ownership • Commitment • Delivery on promises • Do things right with professionalism

Winning Behaviours

1

Proactive on HSSE

2

Value and bottom line driven with strong cost discipline

3

Trusted to deliver on our promises

4

Precise and speed-conscious

5

Conducting our business with integrity

6

Focusing on teamwork and integration

7

Working across functional and organisational boundaries

8

Proud of Sarawak Energy and will do our best

9

Open and adaptable to leverage technology for solutions

10

Learning from our experience and mistakes

11

Employees of choice, working for the employer of choice

12

Respectful of our people and the law of the land

Chief Financial Officer's Statement

Chief Financial Officer's Statement



Tan Kok Kiong
Chief Financial Officer

2024 Financial Performance

Against a backdrop of intensified global headwinds due to prolonged geopolitical conflicts, market volatility, and monetary policy divergence across major economies, Sarawak Energy remains resilient as it continues to deliver on a positive trajectory to achieve sustainable growth and prosperity for Sarawak by meeting the region's need for reliable and renewable energy.

I am pleased to report that Sarawak Energy has sustained its positive momentum by achieving another record-high revenue of RM7.305 billion for the financial year. The overall revenue growth of 2.21%, compared to RM7.147 billion in the previous year, was mainly driven by higher electricity sales to the organic customer segment.

Profit before tax of RM1.762 billion contracted marginally from RM1.788 billion in the preceding year, primarily attributable to the elevated operational costs arising from the increased demand. This was partially offset by the higher revenue. Notwithstanding this, profit net of tax remained stable at RM1.338 billion, on par with the preceding year.

Cash flow from operations remained healthy at RM3.783 billion, enabling us to repay our borrowing obligations in a timely manner and fund the Group's capital expenditures.

Strong Credit Ratings

Sarawak Energy's investment-grade international credit ratings of A3/Stable and A-/Stable were affirmed by Moody's Investors Service and S&P Global Ratings respectively, attesting to its strong financial resilience and sound operational fundamentals. These ratings are on par with the ratings of Malaysia and Sarawak.

RAM Rating Services Berhad (RAM) also reaffirmed the AAA/Stable credit ratings of both Sarawak Energy Berhad and its subsidiary, Bakun Hydro Power Generation Sdn Bhd, underscoring the Group's robust financial capacity and ability to fulfil its financial commitments.

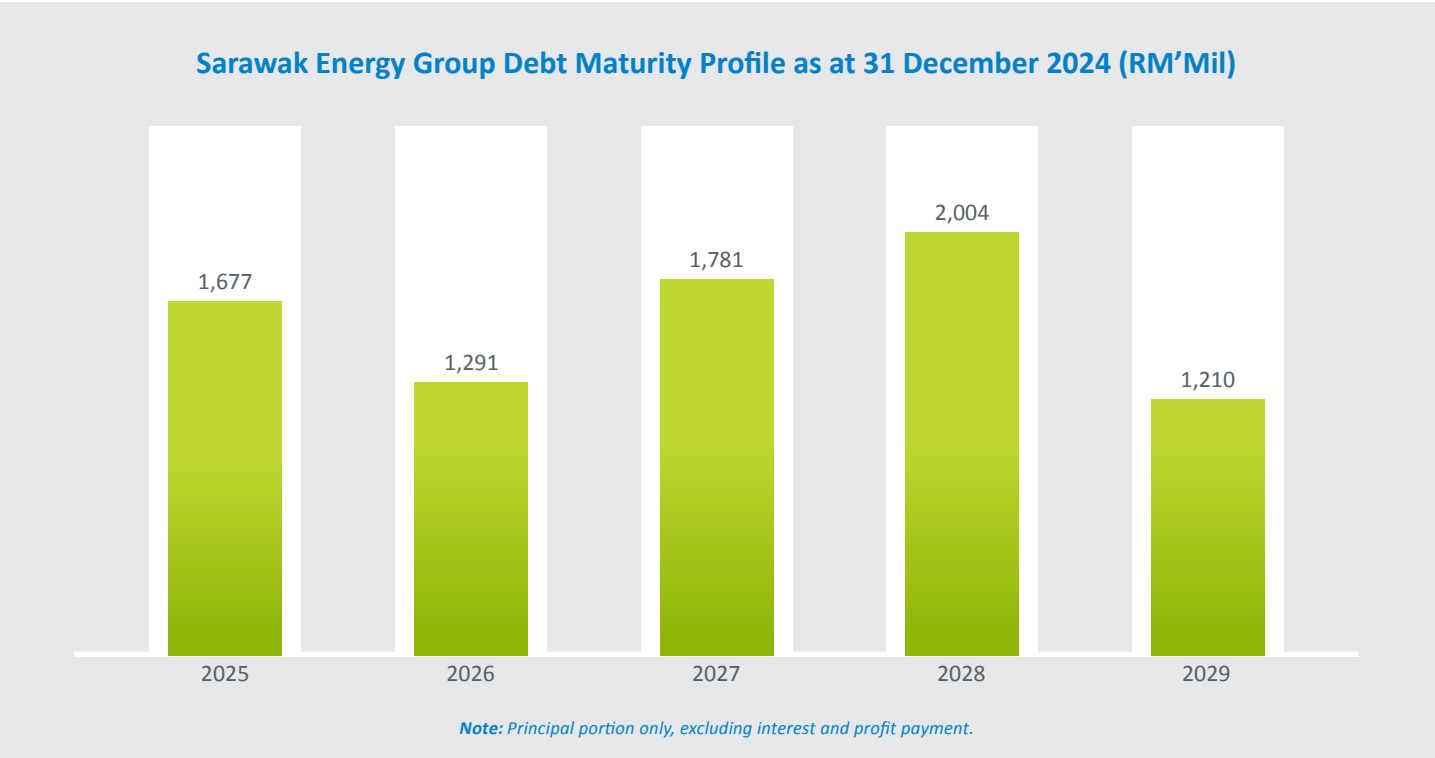
	Sarawak Energy Berhad	Bakun Hydro Power Generation Sdn Bhd
RAM	AAA/Stable	AAA/Stable
Moody's	A3/Stable	
S&P	A-/Stable	

Financing Activities

Sarawak Energy Berhad did not undertake any sukuk issuance in 2024. As at 31 December 2024, the total outstanding borrowings of Sarawak Energy Group stood at RM18.412 billion, following total repayments of approximately RM1.623 billion made during the year, down from the prior year's total borrowings of RM20.034 billion.

Consequently, gearing ratio decreased to 1.11 times from 1.29 times in 2023 due to the reduced borrowings coupled with the Group's enlarged equity base arising from sustained profit improvements.

The Group's borrowing commitments (principal portion only) over the next five years are as illustrated below:



Dividends

The Board is pleased to share that on 27 March 2025, the Board of Directors approved a final single-tier dividend of 8.3 cents on 1,610,568,979 ordinary shares, amounting to RM134,000,000 in respect of the financial year ended 31 December 2024. The proposed dividend was paid on 23 April 2025. The financial statements for the current financial year do not reflect this proposed dividend. It will be accounted for in equity as an appropriation of retained earnings in the financial year ending 31 December 2025.

Empowering Growth through Integrated Business Planning

In 2024, the Annual Business Planning (ABP) was established to serve as a strategic

mechanism to align business planning with corporate objectives, optimise capital allocation, and enhance decision-making across the Group. As one of the cornerstones of Sarawak Energy Group's Capital Management Framework, ABP ensures that financial and operational plans are integrated, forward-looking and responsive to both internal priorities and the changing industry landscape, thereby supporting sustainable growth and long-term value creation.

Path Forward

As we embark on a new chapter of strategic growth, we remain steadfast in our commitment to delivering sustainable and reliable power, maintaining financial discipline and strategically investing in initiatives to

future-proof our portfolio – such as the recently commissioned 50MW Batang Ai Floating Solar Farm, Sarawak's first floating solar installation, and the 60MW Battery Energy Storage System – both designed to enhance grid resilience, advance renewable energy and increase operational efficiency. These initiatives are integral to our long-term strategy and underscore our alignment with Sarawak's Post COVID-19 Development Strategy 2030, reinforcing our role as a key partner in accelerating the green energy transition and positioning Sarawak as a regional leader in clean energy, innovation, and global competitiveness.

Sarawak Energy Five-Year Group Financial Highlights

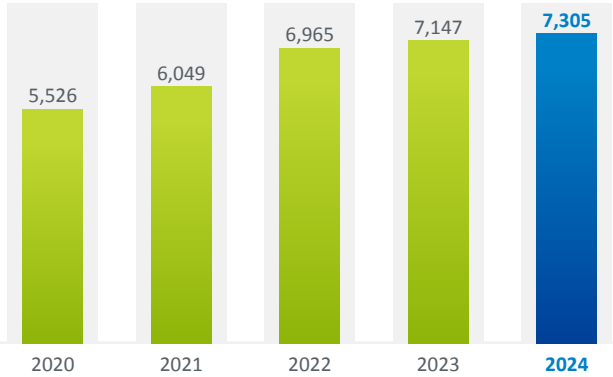
Financial Year Ended 31 December	2020	2021	2022	2023	2024
Performance (RM'000)					
Revenue	5,525,832	6,048,826	6,964,867	7,147,190	7,304,701
Profit before tax	1,058,267	1,211,521	2,220,233	1,787,846	1,762,319
Profit net of tax	698,800	820,555	2,733,709	1,339,210	1,338,232
Profit net of tax attributable to owners of the Company	710,394	818,527	2,717,477	1,316,867	1,329,859
Dividend paid	-	-	-	158,000	134,000 ⁽²⁾
Key Financial Position Data (RM'000)					
Property, plant and equipment	30,109,195	30,036,333	30,496,813	31,615,240	32,514,405
Right-of-use assets ⁽¹⁾	167,177	209,166	222,403	214,962	219,544
Cash and bank balances	5,478,655	5,077,608	4,015,231	7,541,420	6,751,388
Total assets	39,156,620	37,697,238	39,535,833	44,050,756	43,470,455
Loans and borrowings	21,543,566	19,050,962	17,163,344	20,034,203	18,411,700
Total liabilities	28,103,208	25,818,807	25,194,803	28,499,733	26,878,257
Share capital	1,833,341	1,833,341	1,833,341	1,833,341	1,833,341
Equity attributable to owners of the Company	11,028,594	11,851,585	14,297,952	15,481,101	16,515,359
Share Information					
Net asset per share attributable to owners of the Company (RM)	6.85	7.36	8.88	9.61	10.25
Net earnings per share (Sen)	44.11	50.82	168.73	81.76	82.57
Gross dividend per share (Sen) ⁽²⁾	-	-	-	9.81	8.32

Notes:

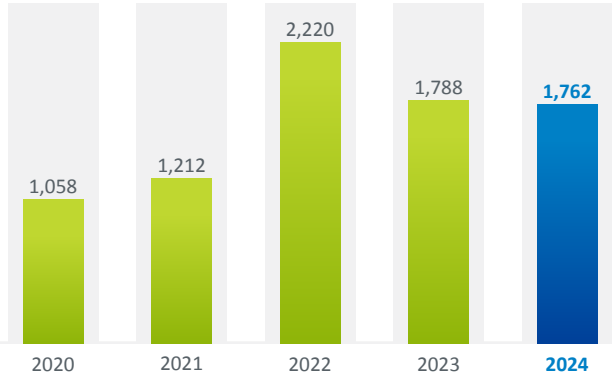
⁽¹⁾ Starting 1 January 2019, leasehold land that was previously classified as property, plant and equipment is now presented as right-of-use assets upon adoption of MFRS 16 Leases.

⁽²⁾ For financial year ended 31 December 2024, the Company had declared and accounted for a final single-tier dividend of 8.3 sen on 1,610,568,979 ordinary shares, amounting to RM134,000,000 in respect of the financial year ended 31 December 2023. On 27 March 2025 the Board of Directors approved a final single-tier dividend of 8.3 sen on 1,610,568,979 ordinary shares, amounting to RM134,000,000 in respect of the financial year ended 31 December 2024. The proposed dividend was paid on 23 April 2025. The financial statements for the current financial year do not reflect this proposed dividend and will be accounted for in equity as an appropriation of retained earnings in the financial year ending 31 December 2025.

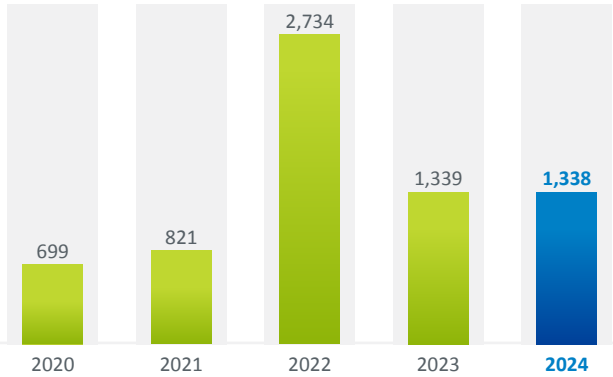
Revenue
(RM'Mil)



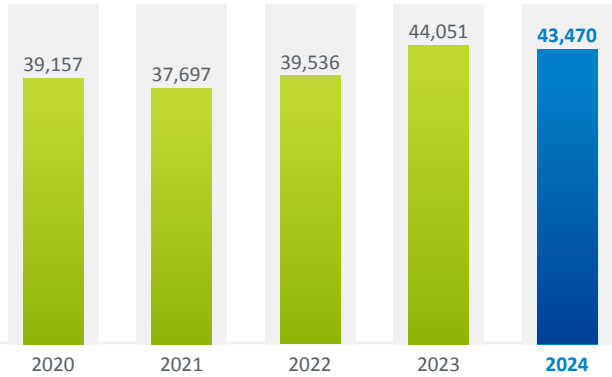
Profit Before Tax
(RM'Mil)



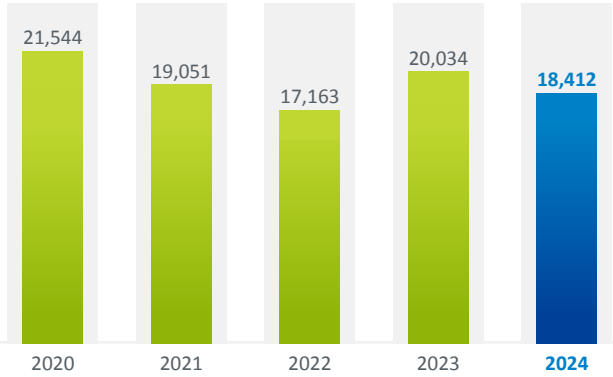
Profit Net of Tax
(RM'Mil)



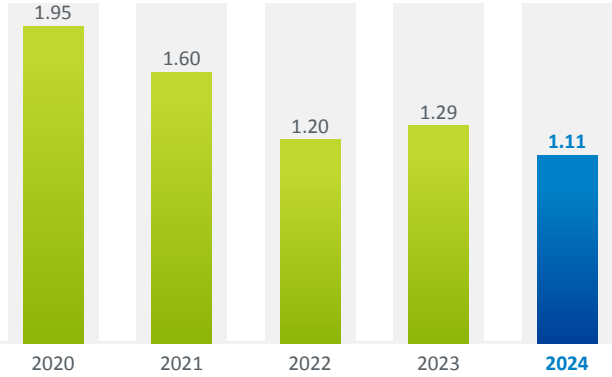
Total Assets
(RM'Mil)



Loans and Borrowings
(RM'Mil)

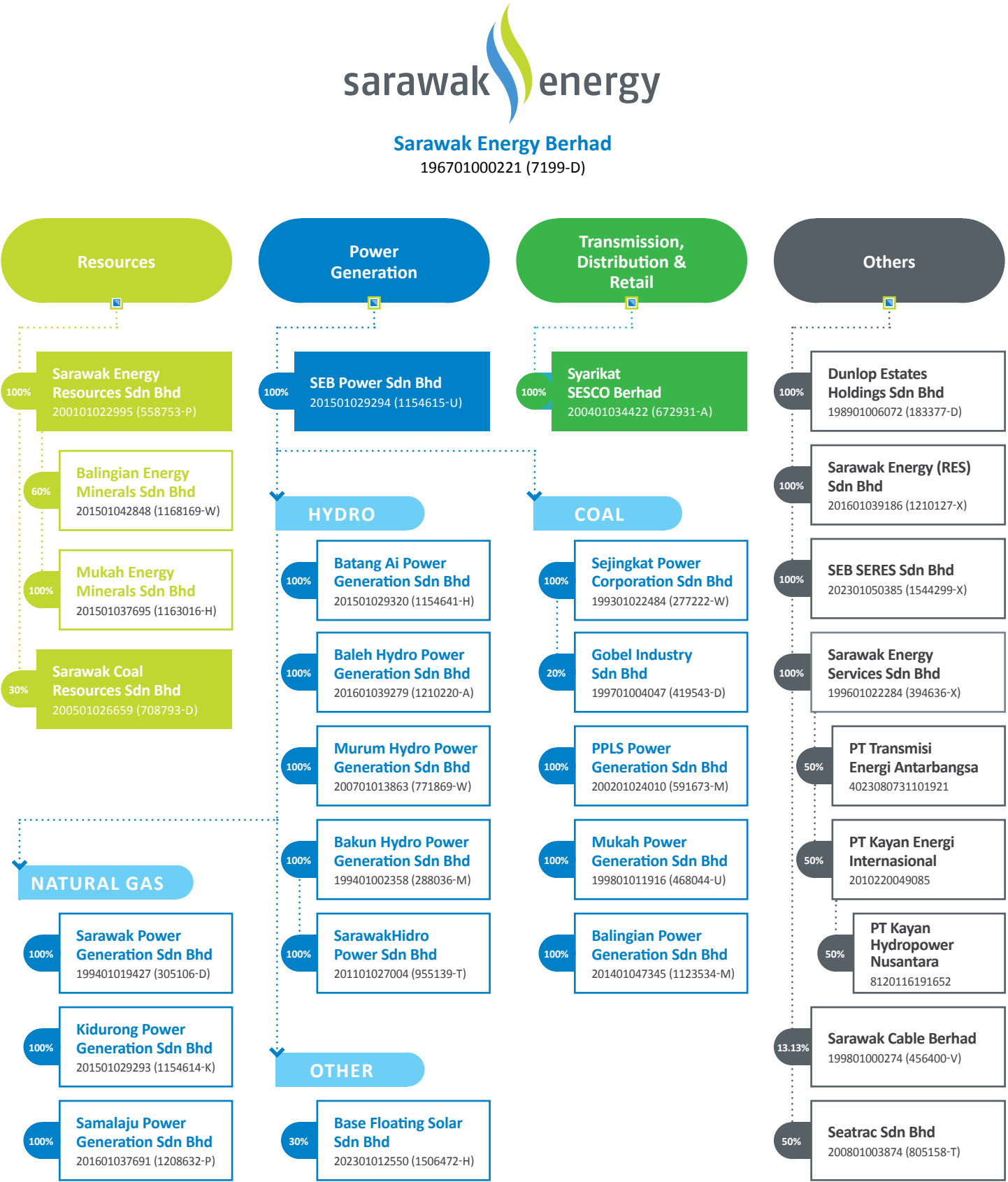


Gearing Ratio
(times)



Our Corporate Structure

Standard reference: [GRI 2-2]



Group Organisation Structure

Standard reference: [GRI 2-9]



Standard reference: [GRI 2-9]

Alvin Lim Khiok Leong

Chief Operating Officer, Sarawak Energy Resources



Alvin Lim is the Chief Operating Officer of Sarawak Energy Resources and is responsible for consolidating Sarawak Energy’s upstream resource activities.

Alvin has served with Sarawak Energy for over 25 years in various roles, ranging from technical to corporate management positions. Starting as an electrical engineer, he joined Sarawak Electricity Supply Corporation (SESCO), a wholly-owned subsidiary of the Sarawak Energy Group.

Prior to his appointment as Chief Operating Officer of Sarawak Energy Resources, Alvin served as General Manager for Planning and Strategy, which was during a time when the Company was experiencing significant growth.

He led the Group’s development strategies in areas such as system planning, key accounts and corporate development.

Born and raised in Kuching, Alvin holds a Bachelor’s Degree in Electrical and Electronics Engineering (Hons) from the University of Tasmania, Australia.

Statement of Corporate Governance

Standard reference: [GRI 2-9, 2-11, 2-12, 2-18]

The Sarawak Energy Berhad (‘the Group’) Board of Directors (‘Board’) is committed to ensuring that the highest standard of Corporate Governance is practised throughout the Group with the objective of strengthening the Group’s corporate accountability and safeguarding the interests of its stakeholders.

The Board is pleased to present a statement to the Shareholders on how the Group has applied the principles of good governance, taking into consideration the best practices outlined in the Malaysian Code of Corporate Governance.

The Board of Directors

The Board’s principal responsibilities for corporate governance are to set out the strategic direction of the Group and establish the objectives, as well as to guide Management towards the achievement of its objectives and goals.

The Board consists of seven (7) members, whereby six (6) of the members are Non-Independent Non-Executive Directors and one (1) member is an Independent Non-Executive Director. The Directors collectively have a wide range of experience and expertise drawn from various industries and in the areas of business, accounting, economics, legal, as well as public administration. Their expertise, experience, and background are vital for the strategic direction of the Group.

The profiles of the Directors are set out on pages 36 - 42 of the Annual and Sustainability Report.

The Chairman’s responsibility is to ensure the effectiveness and efficiency of the Board meetings and their conduct, whereas the role of the Independent Non-Executive Director is to ensure that the views provided are professional and independent and that the advice and judgement made on issues and decisions are in the best interest of stakeholders and the Group.

The Group has put in place the Sarawak Energy Berhad Group Manual of Authority, which provides a consistent and formal framework for approving matters. It sets out clear lines of accountability and responsibility over which the Sarawak Energy Berhad’s Board of Directors reserves authority and those which it has delegated to Management.

The Board meets at least four (4) times in a year, with additional meetings held as and when required. There were seven (7) Board meetings held during the financial year ending 31 December 2024. A summary of the attendance of each Director at the Board meetings in 2024 is as follows:

YB Dato Haji Ibrahim Bin Haji Baki (Appointed on 1 September 2024) Non-Independent Non-Executive Chairman	Meetings Attended: 2/2 100% 100%
YBhg Tan Sri Datuk Amar Haji Mohamad Morshidi Bin Haji Abdul Ghani Non-Independent Non-Executive Director	Meetings Attended: 7/7 100% 100%
YBhg Dato Sri Fong Joo Chung Non-Independent Non-Executive Director	Meetings Attended: 7/7 100% 100%
YB Dato’ Haji Idris Bin Haji Buang Non-Independent Non-Executive Director	Meetings Attended: 7/7 100% 100%
YBhg Dato Sri Dr. Haji Wan Lizozman Bin Wan Omar Non-Independent Non-Executive Director	Meetings Attended: 4/7 56% 56%
YBhg Datuk Amar Haji Mohamad Abu Bakar Bin Marzuki Non-Independent Non-Executive Director	Meetings Attended: 5/7 70% 70%
En Ainul Azhar Bin Ainul Jamal (Appointed on 16 November 2024) Independent Non-Executive Director	Meetings Attended: 1/1 100% 100%
YBhg Datuk Amar Abdul Hamed Bin Sepawi (Resigned on 30 September 2024) Non-Independent Non-Executive Chairman	Meetings Attended: 3/6 51% 51%
YBhg Tan Sri Dato Sri Mohd Hassan Bin Marican (Resigned on 1 August 2024) Independent Non-Executive Director	Meetings Attended: 3/4 75% 75%

Standard reference: [GRI 2-9, 2-10, 2-11, 2-15, 2-18]

Supply of Information

The Board and its Committees have full and unrestricted access to all information within Sarawak Energy of the Group’s business and its affairs.

All the Directors are notified of the Board meetings within a stipulated time prior to the date of the meetings. The Directors are also provided with an agenda and a set of Board papers prior to each Board meeting to enable them to be well-informed and properly briefed before the meeting.

In most instances, senior management of the Group are invited to attend the Board meetings and external advisors are sometimes also invited to provide further information and to clarify issues that the Board may raise.

Board members also have access to the Company Secretary to obtain any further details they may require. Directors may also seek independent professional advice on any matter connected with the discharge of their responsibilities if deemed necessary and appropriate, whether as a full Board or individually in their capacity as a Director, at the Company’s expense.

Re-election of Directors

In accordance with the Company’s Constitution, all Directors appointed by the Board are subject to election by Shareholders at the first Annual General Meeting after their appointment. One-third (1/3) of the remaining Directors are required to submit themselves for re-election by rotation at each Annual General Meeting. All Directors must submit themselves for re-election at least once every three (3) years.

Directors’ Training

The Directors have the option to attend various programmes organised by course providers to enhance their knowledge and skills to enable them to carry out their role as Directors effectively. The Company informs Directors of relevant courses and will make the necessary arrangements for their attendance.

Additionally in 2024, the Company Secretary updated the Directors on evolving regulatory changes and developments in corporate governance through the Directors’ Refresher Series, initiated in 2021.

An induction programme was developed and implemented in 2022 to brief newly appointed Directors on the Group and its corporate governance requirements as well as on the roles and responsibilities of Directors.

Board Committees

The following Committees have been established to assist the Board in the execution of its responsibilities. These Committees have written terms of reference approved by the Board that set out their authority and duties.

1. Board Audit and Risk Committee (BARC)

[Discontinued and restructured into two (2) board committees effective from 27 November 2024]

The BARC plays an important role in reviewing the Group’s financial management as well as reporting and assessing the integrity of the Group’s accounting procedures and financial controls. The BARC is responsible for the review of accounting policies and the presentation of external financial reporting, including the Group’s interim results and its disclosures. It also oversees the activities of the internal audit function and ensures an objective and professional relationship is maintained with the External Auditors and that conflicts of interest, if any, are avoided. The BARC has full access to both Internal and External Auditors, who in turn have direct access to the Chairman of the BARC at all times.

The BARC members are appointed by the Board from its non-executive members and comprise one independent non-executive director and two non-independent non-executive directors of the Board.

The Chairman of the BARC, Tan Sri Dato Sri Mohd Hassan Bin Marican is a Fellow of the Institute of Chartered Accountants in England and Wales, a Member of the Malaysian Institute of Accountants and Malaysian Institute of Certified Public Accountants.

However, Tan Sri Dato Sri Mohd Hassan resigned from his position as Chairman on 1 August 2024. Following his resignation, the committee continued its functions under the existing members until its restructuring on 27 November 2024, when BARC was formally discontinued and split into two new committees:

1. Board Audit Committee (BAC)

2. Board Risk Committee (BRC)

During the financial year under review, the BARC convened five (5) meetings. The attendance record of the members are as follows:

YBhg Tan Sri Datuk Amar Haji Mohamad Morshidi Bin Haji Abdul Ghani Non-Independent Non-Executive Director	Meetings Attended: 4/4 % of Attendance: 100%
YB Dato’ Haji Idris Bin Haji Buang Non-Independent Non-Executive Director	Meetings Attended: 4/4 % of Attendance: 100%
YBhg Dato Sri Dr. Haji Wan Lizozman Bin Wan Omar Non-Independent Non-Executive Director	Meetings Attended: 3/4 % of Attendance: 75%
YBhg Tan Sri Dato Sri Mohd Hassan Bin Marican (Chairman) (Resigned on 1 August 2024) Independent Non-Executive Director	Meetings Attended: 3/3 % of Attendance: 100%

Standard reference: [GRI 2-23]

The Vice President/Head of Internal Audit and the Group Company Secretary, who serves as the Secretary of the BARC, were present at all meetings. Representatives from the External Auditors, Group Chief Executive Officer/Chief Financial Officer and other members of senior management and external parties also attended specific meetings upon invitation.

Summary of Activities of the BARC

During the financial year ending 31 December 2024, the BARC carried out the following main activities: -

- Reviewed and recommended the Quarterly Group Management Reports and Audited Financial Statements of the Company to the Board for approval;
- Reviewed and endorsed the External Auditor’s Audit Plan, Scope of Work and Fees for the Company and recommended the same for approval by the Board;
- Reviewed the Quarterly Enterprise Risk Management Report – Updates on Sarawak Energy Berhad’s Risk Profiles, Key Strategic and High Risks and Key Mitigation Actions taken by Management to address the risks;
- Reviewed and noted the strategic risk for SCORE and export customers’ demand;
- Reviewed and approved the enhancement to Sarawak Energy Berhad’s Risk Management Framework with regard to risk appetite and risk organisation;
- Reviewed and endorsed the BARC Reports, Statement on Risk Management and Internal Controls, and Corporate Governance Statement for inclusion in Sarawak Energy’s Annual and Sustainability Report;
- Reviewed and endorsed Sarawak Energy’s quarterly Integrity and Fraud Control Report;
- Reviewed and discussed Sarawak Energy Group Annual Revenue and Capital Budget and Year End Estimates and recommended the same for submission to the Board;
- Reviewed and endorsed the Report of Sarawak Energy Forex Hedging Committee on the hedging activities transacted during the year;
- Reviewed and noted the status updates on Sarawak Energy’s insurance coverage and initiatives;
- Reviewed and approved/noted the Group Internal Audit Plans, KPIs Achievement and Quarterly Internal Audit Update Reports;
- Reviewed and deliberated reports issued by the External Auditors and Group Internal Audit on significant findings and remedial actions taken by Management to address the issues raised; and
- Reported to the Board on its activities and any significant issues and remedial actions taken by Management arising from the audits undertaken by the External and Internal Auditors on specific areas and reports/papers presented by Management at each BARC meeting.

2. Board Audit Committee (BAC)

[Established on 27 November 2024]

Following the restructuring of BARC, the BAC was established to oversee financial reporting, internal controls, internal audit, and external audit matters. The BAC plays a crucial role in ensuring corporate accountability, integrity, and transparency in the Group’s financial and risk management practices.

The composition of the newly structured BAC is as follows:

Directors	Designation
En Ainul Azhar Bin Ainul Jamal (Chairman)	Independent Non-Executive Director
YBhg Tan Sri Datuk Sri Amar Haji Mohamad Morshidi Bin Haji Abdul Ghani	Non-Independent Non-Executive Director
YBhg Dato Sri Dr. Haji Wan Lizozman Bin Wan Omar	Non-Independent Non-Executive Director
YBhg Dato Sri Fong Joo Chung	Non-Independent Non-Executive Director

Functions and responsibilities of BAC:

2.1 Corporate Financial Reporting

2.1.1 To review and recommend acceptance or otherwise of accounting policies, principles, and practices.

2.1.2 To review the quarterly results and annual financial statements of the Company and Group before submission to the Board.

The review should focus primarily on:

- Any changes in existing accounting policies or implementation of new ones;
- Major judgement areas, significant and unusual events;
- Significant adjustments resulting from the audit;
- The going concern assumptions in the preparation of financial statements;
- Compliance with accounting standards; and
- Compliance with other legal and statutory requirements.

2.1.3 To review with the Management and the external auditors the results of the audit, including any difficulties encountered.

Standard reference: [GRI 2-18, 2-23, 2-24]

2.2 Internal Control

- 2.2.1 To review the effectiveness of the Group’s internal control framework.
- 2.2.2 To consider Management’s response to any recommendation made by the external auditor or internal audit and review with internal audit and the external auditor any fraudulent or illegal acts, deficiencies in internal control, or other similar issues, including reviewing the results of management’s investigation and follow-up of any fraudulent acts.
- 2.2.3 To review Management’s statement on risk management and internal control systems prior to endorsement by the Board, the effectiveness of the Group’s internal control systems, and the procedure for compliance.

2.3 Internal Audit

- 2.3.1 To approve the Audit Charter, which defines the purpose, authority, scope, and responsibility of the Internal Audit function in the Group.
- 2.3.2 Ensure that the internal audit function has appropriate standing in the Group and has the necessary authority, resources, and competency to carry out its work without any hindrance. This includes a review of the organisational structure, resources, budget, and qualifications of the internal audit personnel.
- 2.3.3 To review internal audit reports and Management’s response and actions taken in respect of these. Where appropriate, recommend escalating significant matters to the Board.
- 2.3.4 To review and approve the internal audit plan, including the adequacy of the scope of audits to ensure robustness of risk assessment methodology and audit planning process.
- 2.3.5 To consider with Management, the appointment, appraisal and performance of the Head of Internal Audit; and appraisal and assessment of the performance of members of the internal audit function.
- 2.3.6 To direct any special investigation and review to be carried out by the internal audit function and/or external parties.
- 2.3.7 To review and determine the adequacy of the internal audit function’s resources, including its budget, organisational structure, and competency to ensure its effectiveness and independence.

- 2.3.8 To review and approve the Statement on Internal Audit Function to be included in the Annual and Sustainability Report.
- 2.3.9 To conduct a formal, private meeting with the Head of Internal Audit, without the presence of Management, at least annually, to discuss any matters or issues concerning internal audit or the organisation.

2.4 External Audit

- 2.4.1 To nominate the external auditors, together with such other functions as may be agreed to by the Board, recommend for approval of the Board the external audit fee, and consider any questions of resignation or termination of the external auditors.
- 2.4.2 To review external audit reports and Management’s response and actions taken in respect of these.
- 2.4.3 To review external audit plans and the scope of work.
- 2.4.4 The BAC shall meet the external auditors at least twice a year to discuss problems and reservations arising out of internal audits and any other matters the auditors may wish to discuss, in the absence of management, Executive Directors, and Non-Independent Directors, where necessary.

3. Board Risk Committee (BRC)

[Established on 27 November 2024]

Following the restructuring of BARC, the BRC was established to oversee the Group’s risk management framework, ensuring effective identification, monitoring and mitigation of financial and non-financial risks.

The composition of the newly structured BRC is as follows:

YBhg Tan Sri Datuk Sri Amar Haji Mohamad Morshidi Bin Haji Abdul Ghani (Chairman) Non-Independent Non-Executive Director	Meetings Attended: 1/1 % of Attendance: 100%
YBhg Dato Sri Dr. Haji Wan Lizozman Bin Wan Omar Non-Independent Non-Executive Director	Meetings Attended: 1/1 % of Attendance: 100%
YB Dato’ Haji Idris Bin Haji Buang Non-Independent Non-Executive Director	Meetings Attended: 1/1 % of Attendance: 100%
En Ainul Azhar Bin Ainul Jamal Independent Non-Executive Director	Meetings Attended: 1/1 % of Attendance: 100%

The functions and responsibilities of the BRC:

- Oversee the establishment, implementation and consistent adoption and communication of the Group’s risk management framework, which includes policies, processes, and procedures to identify, analyse, evaluate, monitor and report on significant financial, non-financial risks, including emerging risks, and is responsive to changes in the Group’s internal and external environment;
- Reviews and approves changes to the Group’s risk management framework;
- Review for Board approval the risk appetite within which the Board expects Management to operate and ensure that actions are taken in a timely manner when risks are outside acceptable tolerance ranges;
- Deliberate and provide direction, where applicable, on the Group’s risk profile, risk appetite metrics and tolerance ranges, and risk issues highlighted to the Board Risk Committee;
- Review and endorse the foreign currency risk management objectives and policies for managing foreign currency risk;
- Review the report of the Foreign Currency Hedging Committee activities;
- Consider other matters relating to risk management as referred to by the Board or by the Board Audit Committee, as well as feedback from Management and the external or internal auditors on the effectiveness of the risk management system; and
- Review reporting concerning risk management that is to be included in the annual sustainability report for it being timely, comprehensive and relevant prior to recommending to the Board for its approval.

4. Governance, Nomination and Remuneration Committee (GNRC)

The responsibilities of the GNRC are to identify potential candidates for Directorships to the Board and make recommendations for all new or re-appointments of members of the Board. Furthermore, the GNRC makes recommendations on the Company’s framework for remuneration and its cost, as well as determines specific remuneration packages on behalf of the Board and the terms and conditions of employment for the Group’s employees.

The GNRC’s additional duties are to provide remuneration input on contracts of employment with executive directors and senior management, determine the terms of any compensation in the event of early termination of employment contracts, make recommendations on human resource policies from time to time and discuss and approve the revision of the Group’s organisation structure as and when needed.

The GNRC also acts as a disciplinary committee to decide and recommend disciplinary action for senior staff misconduct to the Board for approval.

Standard reference: [GRI 2-18, 2-19, 2-20, 2-21, 2-23, 2-24]

Statement of Corporate Governance

The GNRC held four (4) meetings during the financial year ending 31 December 2024. The attendance record of the members is as follows:

YBhg Tan Sri Datuk Sri Amar Haji Mohamad Morshidi Bin Haji Abdul Ghani (Chairman – until 27 November 2024) Non-Independent Non-Executive Director	Meetings Attended: 4/4 % of Attendance: 100%
YBhg Dato Sri Fong Joo Chung Non-Independent Non-Executive Director	Meetings Attended: 3/4 % of Attendance: 75%
YBhg Dato’ Haji Idris Bin Haji Buang Non-Independent Non-Executive Director	Meetings Attended: 4/4 % of Attendance: 100%
YBhg Tan Sri Dato Sri Mohd Hassan Bin Marican (Resigned on 1 August 2024) Independent Non-Executive Director	Meetings Attended: 1/3 % of Attendance: 33.3%

5. Bumiputera Participation Board Committee (BPBC)

The responsibility of the BPBC is to ensure the participation of local and Bumiputera service providers or contractors in Sarawak Energy’s contract and procurement activities in line with the Sarawak government’s vision to maximise local and Bumiputera participation and content in contract and procurement in Sarawak.

BPBC has formulated an overall plan and is implementing the plan to ensure that Sarawak Energy’s current and potential contractors are fully aware of the opportunities and incentives available. The objective of these initiatives is to expand the pool of qualified local Bumiputera contractors that can participate in Sarawak Energy’s projects.

Statement on Risk Management and Internal Control

Standard reference: [GRI 2-13, 2-16] [IFRS S1.44(a)(i)(iii)(iv)]

INTRODUCTION

As part of its commitment to good corporate governance, Sarawak Energy Berhad (Sarawak Energy) has voluntarily adopted the best practices for Sarawak Energy’s Board of Directors (Board) to provide a statement in its Annual and Sustainability Report on the state of risk management and internal control as a ‘Group’, this refers to Sarawak Energy and its subsidiaries.

The Group’s risk management framework and system of internal control applies to Sarawak Energy and its subsidiaries, while associated companies and joint ventures are excluded because the Group does not have full management control over them. Nonetheless, the Group, through its Board representations, exercises the power to participate in policy decisions of the associated companies and joint ventures.

Sarawak Energy’s Board is pleased to present the following statement that has been prepared in accordance with the best practices recommended by the Statement on Risk Management and Internal Control: Guidelines for Directors of Listed Issuers (2012) and Principle B of the Malaysian Code of Corporate Governance. This statement outlines the nature and scope of the risk management and internal control systems within the Group during the year under review.

The Statement on Risk Management and Internal Control outlines the structure and processes that have been implemented to ensure the adequacy, effectiveness and integrity of the risk management framework and system of internal control of the Group during the financial year ended 31 December 2024.

Risk Governance

Board

The Board has an overall responsibility for the Group’s risk management framework and system of internal control to provide reasonable assurance of efficient operations, effective internal checks and compliance with laws and regulations.

The ongoing process of identifying, evaluating, monitoring, and managing the significant risks faced by the Group is periodically reviewed by the Board during the financial year under review. However, the Board recognises that the Group’s system of internal control is designed to manage rather than eliminate the risk of failure to achieve its objectives, hence it can only provide reasonable but not absolute assurance against material misstatement, fraud, or loss.

The Board Risk Committee (BRC) assists the Board in overseeing and reviewing the adequacy of all risk management functions in the Group and provides independent assurance to the Board as to their effectiveness, to achieve the Group’s objectives, and to safeguard stakeholders’ interests and the Group’s assets.

Management

The Group Executive Committee (GEC) led by the Group Chief Executive Officer (GCEO) is responsible for overseeing the establishment, implementation and consistent adoption and communication of the Group’s risk management framework, which includes policies, processes and procedures to identify, analyse, evaluate, monitor and report on significant financial and non-financial risks, and respond to changes in the Group’s internal and external environments.

The GEC also functions as the Executive Risk Committee (ERC) for the Group, to promote risk discussion at the top management level.

Business Units, Corporate Support Functions, and Individuals

The following are led by the respective GEC members and supported by Risk Controllers. They are responsible for:

- Identifying and assessing risks, implementation of appropriate control measures and action plans to mitigate and control these risks whilst balancing risks and opportunities.
- Timely reporting and communication of risks under their purview.
- Reviewing and updating the Risk Appetite Statement (RAS) metrics and ensuring risk-taking activities are within the Group’s tolerance range.
- Embedding risk-informed decision-making and culture.

Enterprise Risk Management (ERM)

ERM is responsible for:

- Setting the overall risk management standards and providing a risk management framework, inclusive of policies, procedures, processes, and guidelines.
- Providing risk advisory and support to the business units and corporate support functions to effectively manage risks.
- Managing risk aggregation across business units and corporate support functions and providing GEC, BRC, and Board with a comprehensive corporate-level view (reporting) of risk.
- Driving performance management in terms of Key Risk Indicators (KRIs), i.e. RAS metrics and risk reports on breaches and mitigation.

With changes in the overall risk landscape, business aspirations and how the business (including risks) is being managed, the risk governance, operating model, and organisation structure was enhanced to clearly articulate the risk-related roles and responsibilities of the 3 Lines to ensure effective risk management, thereby avoiding organisational blind spots and overlapping actions.

Standard reference: [GRI 2-13, 2-16, 2-29]

Risk Management Framework

In addition to discharging its duties and responsibilities in maintaining a robust and sound system of internal control, the Board has approved the Risk Management Framework for the Group to provide guidance relating to the implementation of enterprise risk oversight and management processes. This framework, in alignment with the ISO 31000: 2018 guidelines, guides the execution of enterprise-wide risk oversight and management activities. It outlines processes for identifying, assessing, mitigating, controlling, monitoring and reviewing risks.

The framework ensures that significant risks are continuously identified and that instituted controls are efficaciously applied by the management to manage risk exposure at levels that are tolerable and acceptable to the Group, consistent with its risk appetite and risk management practices.

Risk Management Process

The Group implements the ERM process to identify potential unfavourable events that may adversely affect the Group’s business objectives and strategies, as well as to prioritise risks within the Group’s risk appetite.

The following is the summary of the tools and processes that ensure effective risk management in the Group:

- The Group’s RAS articulates strategic and business risks that the Group is willing to accept to achieve its strategic ambitions. The Board determines the Group’s risk appetite and tolerance which provides early warning of increasing risk exposures and potential risk events. The Group RAS metrics are monitored and reported on a quarterly basis to the ERC, BRC and the Board.

Key Risks of The Group

The Group’s strategic risk profile identifies critical risks that could potentially hinder the achievement of the Group’s strategic objectives. The following are the main categories of risks outlined in the Group’s Strategic Risk Profile.

No.	Risk Category	Risk Description
1	Project Delivery	Changes in project completion schedule and cost.
2	Operational	Grid system reliability, stability, and security.
3	Major and Strategic Investments	Quality of investment decisions in delivering value targets.
4	Cyber Security	Cybersecurity resilience to safeguard operations, data and information.
5	Sustainability	Stakeholders’ expectations on Environmental, Social and Governance (ESG) management standards.

Statement on Risk Management and Internal Control

Statement on Risk Management and Internal Control

System of Internal Controls

Internal control is an integral part of risk management. The Sarawak Energy Control Framework which serves as an overarching framework captures the various components of controls and how the controls are implemented by the Group to provide reasonable assurance that Sarawak Energy will achieve its goals and fulfil external obligations and commitments.

The details of the Group's system of internal control are as follows:

Corporate Structure

- ▶ The Group's Organisational and Management Structure and Guidelines formally define the line of responsibility for all aspects of the Group's affairs which are aligned with its strategic and operational requirements. The structure and guidelines will be reviewed and updated as and when needed to reflect the changing business environment and operating activities within the Group.

Limits of Authority

- ▶ The Sarawak Energy Berhad Group Manual of Authority (MOA) serves as a means of governing and safeguarding the Group in key approval matters for strategic and critical financial and non-financial matters as well as setting a sound framework of authority and accountability to facilitate timely, effective, and quality decision-making. The MOA was last reviewed and updated in 2023 to ensure the continued relevance and appropriateness of its contents.

Policies, Procedures and Guidelines (PPG)

- ▶ Under the custody of the Governance and Regulatory Unit of the Legal Division, the Group's Policy Central was established as a centralised portal for the Group's PPG. These documents are consistently reviewed and enhanced when necessary to ensure relevance and effectiveness.
- ▶ The Group strives to implement and maintain best practices, some of which have been recognised and awarded with various International Organisation for Standardisation (ISO) Management System certifications. Integrated Management System and Assurance (IMSA) is realising the integrated management system (IMS) in managing the Conformance & Compliance Assessment (CCA) formerly known as ISO Internal Audit for all ISO Management Systems subscribed by the Group. The Corporate Wide internal assessments are conducted at planned intervals by IMSA Division to ensure compliance with ISO standards requirements, internal PPG, statutory and regulatory requirements, as well as the adequacy and effectiveness on the implementation of established management system including Quality, Environmental, Occupational, Safety & Health, Information Security, Asset Management, 5S, HSS and any other subscribed standard/protocol in the future.

Strategy, Planning and Appraisal

- ▶ Sarawak Energy established strategy, planning, and appraisal processes that align with its purpose and vision. These processes translate the Group's purpose and vision into actionable strategies, develop and implement plans in line with those strategies, and evaluate performance against objectives.
- ▶ Senior Management prepares and presents the business plans and budgets to the Board annually for approval and updates on the progress on a quarterly basis.
- ▶ Measurement of performance is regularly monitored through reports incorporating key project progress, financial and operational Key Performance Indicators ('KPIs') and departmental initiatives by the GCEO to the Board.

Financial Management

- ▶ Finance Policies and Procedures are in place and updated as necessary to align with business needs and regulatory requirements.
- ▶ The Board Audit Committee (BAC) reviews the statutory annual financial statements and the quarterly group management reports and recommends them to the Board for approval.
- ▶ Assessment of the adequacy of insurance coverage for employees and assets is conducted annually to safeguard against any contingent incidents that could result in material losses.

Human Resources Management

- ▶ The suite of Human Resources Policies, Procedures and Guidelines encompasses areas of human resources management such as recruitment, onboarding, employee development, benefits and remuneration among others and is supported by the promotion of a high-performance culture to enable the Group to achieve its strategic goals and objectives.

Procurement Management

- ▶ Procurement Policies and Procedures are updated and in place to govern the procurement activities within the Group.

Customer Management

- ▶ Sarawak Energy has implemented control measures to oversee and enhance the efficiency and security of customer interactions across various platforms. The SEB cares mobile app, and the integrated 24/7 Customer Care Centre are subjected to stringent controls, ensuring the integrity of services, billing and payment processes, outage reporting and customer service matters.

Standard reference: [GRI 2-13]

Standard reference: [GRI 2-13] [IFRS S1.27(a)(i)(ii)(iv)(v), 33 and IFRS S2.6(a)(i)(ii)(iv)(v), (b)(i)(ii)]

Health, Safety, Security and Environment (HSSE) Management

- ▶ Sarawak Energy's dedication to achieving HSSE Excellence is guided by key focus areas in Health, Safety, Security, and Environment. Our commitment revolves around:

1. Cultivating a healthy and productive workforce.
2. Ensuring zero harm to people by achieving zero fatalities and zero Loss Time Injury (LTI).
3. Preventing intrusion at all guarded power stations, substations, and offices, and
4. Achieving zero harm to the environment by maintaining 100% compliance with internal and external environmental regulatory frameworks and laws.

- ▶ Sarawak Energy is committed to fostering a robust HSSE culture built on the foundation of core behaviours, i.e. Assess, Comply, and Empower – which the Group actively demonstrate to embed in the hearts and minds of all employees.

- ▶ The foundational drivers of HSSE at Sarawak Energy also include strong leadership, exemplified by leaders exhibiting the right HSSE behaviours. The Group aims to embed a culture where individuals take safety upon themselves, fostering a genuine desire to maintain a safe environment.

- ▶ Critical activities are conducted with the right competency by competent personnel. Proper stakeholder engagement is integral, contributing to actual performance, which is measured through various performance tools.

Sustainability Strategy and Governance

IFRS S1.33

- ▶ A Sustainability Strategy and Roadmap which provides the Group with strategic direction and delineates various action plans integrated across all business functions are in place to improve the sustainability performance of the Group.

- ▶ The Sustainability Strategy focuses on five (5) main themes:

Theme 1	Sustainability Leadership
Theme 2	Sustainable Growth
Theme 3	Business Resilience
Theme 4	Climate Action
Theme 5	Workforce and Supply Chain

- ▶ Aligned with the Sustainability Strategy under Theme 1: Sustainability Leadership, Sarawak Energy strengthened its governance and oversight of sustainability through the establishment of the Board Sustainability Committee (BSC) and Group Sustainability Committee (GSC).

- ▶ The BSC plays a pivotal role in establishing governance and setting the company's overarching sustainability governance, business model, strategic direction, long-term strategy, and roadmap. This committee exercises vigilant oversight on the management's execution of sustainability strategy, roadmap, implementation plan and performance in creating value to the business.

- ▶ The GSC assumes responsibility for ensuring a proper and effective implementation of the strategy, roadmap, implementation plan and performance. This includes setting of appropriate targets and Key Performance Index (KPI). The GSC reports to and advises the GEC on matters pertaining to sustainability.

Cyber Security and Data Privacy

- ▶ The Group acknowledges the benefits of Information Technologies (IT) in enhancing operations but is aware of cyber security threats. Mitigation measures include well-defined IT policies, employee training on cyber security, secure remote access, role-based data access, anti-malware protection, proactive vulnerability management, ISO 27001 certification, deployment of firewalls and secure email gateways and cyber security operations centre. A Cyber Security Steering Committee has also been established to provide oversight and direction for cyber security initiatives and risk assessments. These efforts signify the Group's commitment to a resilient cyber security posture.

- ▶ Sarawak Energy is dedicated to upholding customer privacy rights and protecting personal data. A notable contribution includes active involvement in formulating the Personal Data Protection Code of Practice for the Utilities Sector (Electricity), providing guidance for processing and handling customers' personal data. An Enterprise Information Management Procedure is also in place to guide the handling, usage and management of the company information assets.

Project Management

- ▶ The Sarawak Energy Project Model (SEPM) is a business process that facilitates prudent management of investments more than RM50 million. As a stage-gated process, SEPM ensures the assessment of commercial viability, effective front-end planning and design, contracting and final investment decisions. All capital works projects of more than RM50 million undertaken by the Group shall comply with the requirements as defined in the SEPM.

Standard reference: [GRI 2-13, 2-15, 2-16, 2-23, 2-24, 205-2, 3-3]

Business Continuity Management (BCM)

- ▶ The Board acknowledges the significance of instituting a holistic BCM Framework and Crisis Management Plan for the Group to build and enhance organisational resilience with the capability and capacity to create an effective response and recovery process that safeguards the interests of its key stakeholders, reputation, and value-creating activities.
- ▶ The Group has implemented the BCM Framework and Crisis Management Plan. It is also continuing its rollout of the BCM implementation roadmap and related programmes.
- ▶ Additionally, Crisis Simulation Exercises (Full or Partial), BCM Awareness and Refresher training, BCM Help Centre, Managing Emergencies (ME) Training Programme as well as Business Impact Analysis (BIA) / Business Continuity Plan (BCP) documentation review workshops were conducted to enhance business resiliency by building organisational capability and capacity for effective emergency responses and systematic recovery strategies to maintain business continuity.

Legal

- ▶ Significant contracts and legally enforceable agreements are reviewed by the Legal Division prior to finalisation and execution.
- ▶ Establishment of Claim Recovery System for Retail recovery cases workflow between Retail and Legal using SAP platform.
- ▶ Digitalisation of stamping process via Contract Management Stamping System Phase I (CMSS).

Integrity and Compliance

The Integrity and Compliance Division, led by the Chief Integrity and Compliance Officer (CICO), was established to provide independent oversight of integrity, fraud, bribery and corruption control, and compliance within Sarawak Energy Group.

Demonstrating the Group's unwavering commitment to integrity and zero tolerance to fraud, bribery, and corruption, as well as compliance with laws, regulations, and internal PPG, the Group has implemented a series of controls, including:

- ▶ Collaboration between Internal Audit, Enterprise Risk Management, Integrity and Compliance Division and other assurance partners on Integrated Risk Assurance to share on assurance, risk, integrity and compliance matters.

- ▶ Implementation of action plans to mitigate the risk of Non-Compliance with Regulations and PPG.
- ▶ All regulatory non-compliance or breaches of laws and regulations, non-compliance with internal PPG, Integrity, Fraud and Corruption control matters are reported to the BAC on a quarterly basis.
- ▶ Conducting regular engagement and awareness sessions such as the quarterly Governance & Compliance Programme, addressing topics like 'Accountability and Integrity' and the inaugural Integrity and Compliance Day in efforts to cultivate a strong culture of good governance, integrity and compliance.
- ▶ Ongoing engagements with the Malaysian Anti-Corruption Commission (MACC) to exchange knowledge, discuss issues and challenges, and collaborate in combating fraud, corruption, and bribery.
- ▶ Revision 3.0 of the Fraud, Bribery & Corruption Risk Management Framework (FBCRM).
- ▶ Phase 2 enhancement of the Sarawak Energy Ethics Channel (SEEC), accessible to both Sarawak Energy employees and the public.
- ▶ Implementation of focused group workshops on Integrity and Non-Compliance.
- ▶ Conducting Fraud, Bribery, and Corruption and Compliance risk clinics to address identified risks.
- ▶ Conducting workshops on Anti-Bribery and Corruption Management System (ABMS) to prepare for ABMS certification.
- ▶ Annual signing of the Sarawak Energy Integrity Pledge by the GEC, existing employees, as well as new recruits as part of its recruitment and onboarding process.
- ▶ Carrying out the Annual Sarawak Energy Integrity Survey (SEIS) and reporting the results to the GEC and BAC.
- ▶ Conducting Annual Mandatory e-learning on Anti-Fraud, Bribery and Corruption (ABC).
- ▶ Conducting briefings to the Group's employees, Management, Board, and third parties on Zero Tolerance to Fraud, Corruption and Bribery, ABC Policy.
- ▶ Continuous regular training and education, including onboarding new recruits, awareness briefing on Zero Tolerance to Fraud, Corruption, and Bribery, ABC Policy, PPG on Gift, Entertainment and Hospitality (GEH), Conflict of Interest (COI) Policy and Whistleblowing Policy.
- ▶ Continual implementation of Sarawak Energy Integrity, Fraud, and Corruption Roadmap, along with regular reviews of internal PPG, aimed at fostering an integrity and compliance-driven culture.
- ▶ Established the Compliance Management Framework and Charter for the Group.
- ▶ Conducting compliance awareness training/clinic to reinforce the importance of compliance with regulations and PPG.

Standard reference: [GRI 2-13, 2-14, 2-16, 2-17, 2-27]

Internal Audit Function

The BAC assisted by the Group Internal Audit (GIA), provides the Board with the assurance it requires on the adequacy and effectiveness of the system of internal controls. The BAC has an oversight function for all activities carried out by the GIA.

The head of GIA possesses the relevant qualification and experience to lead and manage the internal audit (IA) function, which includes overseeing the planning, execution, and reporting of GIA activities - assuring the Board, BAC and senior management that the Group's internal control systems are operating effectively.

As part of its mandate, the GIA conducts regular and systematic audits of the Group's operations, including financial, operational, information technology (IT), project, and compliance audits. The Group's internal auditors conduct their functions according to the standards set by recognised professional bodies, i.e., the Institute of Internal Auditors (IIA) International Professional Practices Framework (IPPF), and IA activities are conducted based on the IA charter and IA framework.

In the past year, GIA has conducted a comprehensive risk assessment and developed an annual audit plan that covers key business processes, high-risk areas, emerging risks, and regulatory requirements. GIA has also strengthened its collaboration and communication with the BAC, Board, senior management, and other stakeholders to ensure that audit findings and recommendations are effectively communicated and acted upon.

GIA maintains an ongoing Quality Assurance & Improvement Program (QAIP). As part of this program, GIA has performed peer reviews on selected audit engagements and conducted a comprehensive self-assessment aligned with the Global Internal Audit Standards, set to take effect on 9 January 2025. These evaluations are crucial for ensuring the quality and effectiveness of the internal audit function. Through these thorough assessments, GIA has recognised both its strengths and areas for improvement, thereby enhancing the overall value it provides to the Group.

During the year, the BAC approved the Internal Audit Advisory Framework, enabling the GIA to offer advisory services to the Group. By delivering actionable insights and tailored recommendations, GIA can significantly enhance its support for the Group's strategic objectives, driving organisational success. This proactive approach not only aids in identifying potential risks but also fosters a culture of continuous improvement.

The Group's IA function has played a vital role in evaluating and improving the effectiveness of the Group's risk management, control, and governance processes. GIA will continue to enhance its capabilities to ensure that the Group has a robust and effective internal control system that supports our business objectives and safeguards the interests of our stakeholders.

Conclusion

The Board has obtained assurances from the GEC through a statement of assurance that, to the best of their knowledge and belief, the Group's risk management and internal control system is operating adequately and effectively, in all material aspects. Where weaknesses were identified, rectification steps have been put in place.

To the best of their knowledge and belief, the Board is of the view that the risk management and internal control system in place for the year under review and up to the date of approval of this statement for inclusion into the Annual and Sustainability Report, is adequate and effective to safeguard shareholders' investment, the interests of customers, regulators and employees, and the Group's assets.

Review of The Statement by The External Auditor

The external auditors have reviewed this Statement on Risk Management and Internal Control pursuant to the scope set out in 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 (AAPG3) issued by the Malaysian Institute of Accountants (MIA) for inclusion in the Sarawak Energy's Annual and Sustainability Report for the year ended 31 December 2024, and reported to the Board that nothing has come to their attention that causes them to believe that the statement intended to be included in the Annual and Sustainability Report is not prepared, in all material respects, in accordance with the principle disclosures 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.

AAPG3 does not require the external auditors to consider whether the Directors' Statement on Risk Management and Internal Control covers all risks and controls or to form an opinion on the adequacy and effectiveness of the Group's risk management and internal control system including the assessment and opinion by the Directors and management thereon.

The report from the external auditors was made solely for and directed solely to the Board in connection with their voluntary adoption of the best practices recommended by the Statement on Risk Management and Internal Control: Guidelines for Directors of Listed Issuers (2012) and Principle B of Malaysian Code of Corporate Governance which is for the Board to make a statement in its Annual and Sustainability Report about the state of risk management and internal control as a Group and for no other purpose or parties. The external auditors do not assume responsibility to any person other than the Board in respect of any aspect of this report.

This statement is made in accordance with the resolution of the Board dated 30 May 2025.

Our Strategic Roadmap

Our Strategic Roadmap

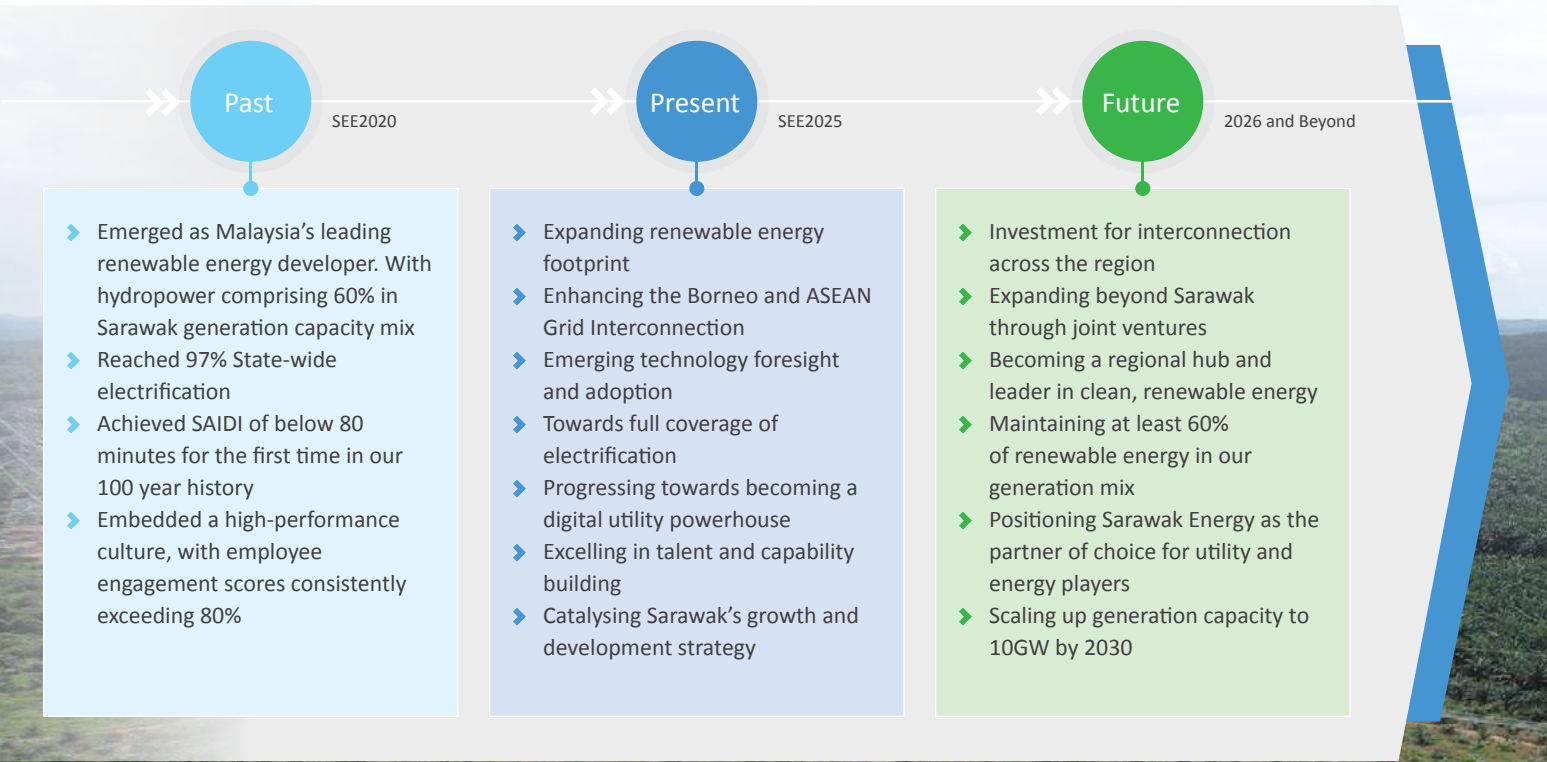
Standard reference: [GRI 3-3] [IFRS S1.33(a)]

Our Strategic Roadmap

Introduced in 2017, the Sarawak Energy Excellence (SEE) strategic roadmap has served as a compass to align our people, strategies, and actions with our shared aspiration of achieving operational and business excellence. Guided by our core values – Courage, Unity, Respect, Integrity, and Accountability – we continue to build a high-performance organisation that champions sustainability, innovation, and long-term value creation.

As we progressed through significant milestones in innovation, governance, financial stewardship, and sustainability, we launched the SEE2025 roadmap in 2023 to chart our path forward. This three-year strategic framework builds on our achievements and provides clarity of direction as we continue to create value for our stakeholders and strengthen our position as a sustainable digital utility.

Our efforts continue to be underpinned by the KFA 3.0, comprising six key focus areas (KFA) that will serve as the foundation of our transformation journey.



Standard reference: [GRI 2-22]

SEE 2025 – Towards Becoming a Sustainable Digital Utility

Now in its second year of implementation, SEE 2025 continues to guide our growth in 2024. Anchored in Environmental, Social, and Governance (ESG) principles, the roadmap ensures that sustainability, ethical governance, and responsible business practices are integrated across all facets of our operations. This approach also supports Sarawak's Post COVID-19 Development Strategy 2030 by contributing to economic resilience and inclusive growth.

Health, Safety, Security and Environment (HSSE) remains a top priority. We are committed to fostering a best-in-class HSSE culture – ensuring a safe workplace, business continuity, and maintaining our social licence to operate.

Operational Excellence is pursued through streamlined processes and the adoption of cutting-edge technologies such as remote monitoring, automation, artificial intelligence, electric vehicles and energy storage. These innovations support our aspiration to become a sustainable digital utility.

In Project Delivery, we maintain a sharp focus on delivering with safety, timeliness, budget discipline and quality. We are working towards achieving first-quintile performance in global benchmarks, ensuring our projects deliver optimal impact and value.

Our people remain central to our success. Through the Talent Management Excellence key focus area, we continue to invest in developing future-ready talent and fostering a workplace that attracts, retains and empowers high-performing individuals. Our emphasis on strong development frameworks, continuous learning and Diversity, Equity and Inclusiveness (DEI) reinforce this commitment.

We also continue to embed Commercial Excellence by cultivating a value-driven mindset across the organisation. Commercial acumen is not confined to one department – it is a shared responsibility that underpins decision-making and drives sustainable growth.

Together, these Key Focus Areas ensure Sarawak Energy remains a future-ready organisation, well-positioned to lead in the global energy transition.



Our People

Standard reference: [GRI 404-2, 2-7, 3-3] [IFRS S1.30(a), 46(a)(b)(i), 50(a)]

Sarawak Energy's Talent Management Excellence (TME) & People Strategy

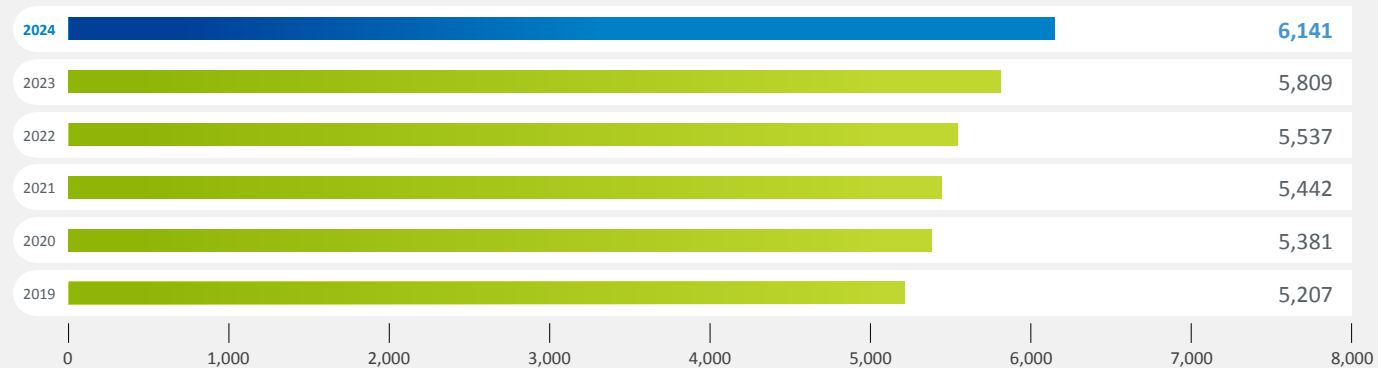
People are our greatest asset and Sarawak Energy's journey to meet the region's growing need for reliable and renewable energy begins with our people. With a workforce of about 6,000 individuals from diverse ethnic backgrounds across Sarawak, our organisation is powered by the collective contributions of each employee, encompassing their distinct knowledge, skills, and experiences.



At Sarawak Energy, we believe that employees at all levels are talents. Our commitment to their development and growth is embodied in our **Talent Management Excellence (TME)** Key Focus Area, one of the enablers under our strategic roadmap. We are actively implementing our 2023-2028 Game Plan, themed ‘Making TME Contagious’, which strategically guides our efforts to enhance and optimise our talent ecosystem. This comprehensive TME approach provides a holistic and integrated system that nurtures a high-performing, future-ready workforce, and it comprises the following key components:

- Our People Strategy
- 5 Game Changers
- TME Ecosystem
- TME Aspiration

Headcount (Workforce)



Our People

Standard reference: [GRI 404-2, 3-3]

Where We Are in 2024: Making Sarawak Energy a Greater Place to Work

In 2024, Sarawak Energy continues to uphold its reputation as a Great Place to Work. The 2024 Sarawak Energy Employee Survey (SEES) recorded scores that exceeded local and global benchmarks:



2024 Highlights

Sarawak Energy is Officially a Greater Place to Work

We were voted the Best Company to Work for, the Most Caring Company, and a Sustainable Workplace in Asia by HR Asia, in addition to receiving 4 global awards from Brandon Hall Group. We have also achieved consistently high scores for SEES, exceeding the benchmark of **80%** for each category (Employee Engagement, Continuous Improvement, Diversity, Equity and Inclusion (DEI)).



Elevated Employee Experience

We achieved scores above 85% in Employee Engagement, Job Satisfaction, Growth & Development, Work-Life Balance, and Wellbeing in SEES. In 2024, we invested RM68 million in learning and development programmes and progressed over 900 employees — marking our highest progression rate in the past eight years.

Sarawak Energy SME Technical Conference (SMETEC 2024)

On 20 September 2024, Sarawak Energy held Sarawak Energy SME Technical Conference (SMETEC 2024) at Menara Sarawak Energy, gathering **450 in-person** and about **560 virtual participants**—including Group Executive Committee members and external participants from Swinburne Sarawak, UNIMAS, and CENTEXS—for a strategic forum themed “Reshaping Energy: The Journey Towards Sustainability.” Organised by the Matrix Organisation of Experts (MOE) Secretariat with support from the Organisational Effectiveness team and Subject Matter Experts, the event featured knowledge sharing, success stories, and keynote presentations by senior leaders, while also recognising SME achievements to further empower technical expertise across the Group.



Building Bench Strength and Diversity

We have increased our pool of high-potential talents fivefold since 2017, **achieving robust succession plans for 507 critical positions**. Our focus on DEI remains unwavering, with targets embedded in our Accelerated Development Programme and succession planning processes. In 2024, we maintained gender and ethnicity balance in our leadership pipelines, ensuring a broader range of perspectives and experiences for future leadership roles.

Harmonious Employee and Industrial Relations

We maintained zero non-compliance with laws and successfully concluded the 2024 Collective Bargaining with SESCO Union, reflecting mature, value-driven negotiations consistent with our core values CURIA.

Channelling Sustainable Value & Impact Into Our Value Chain

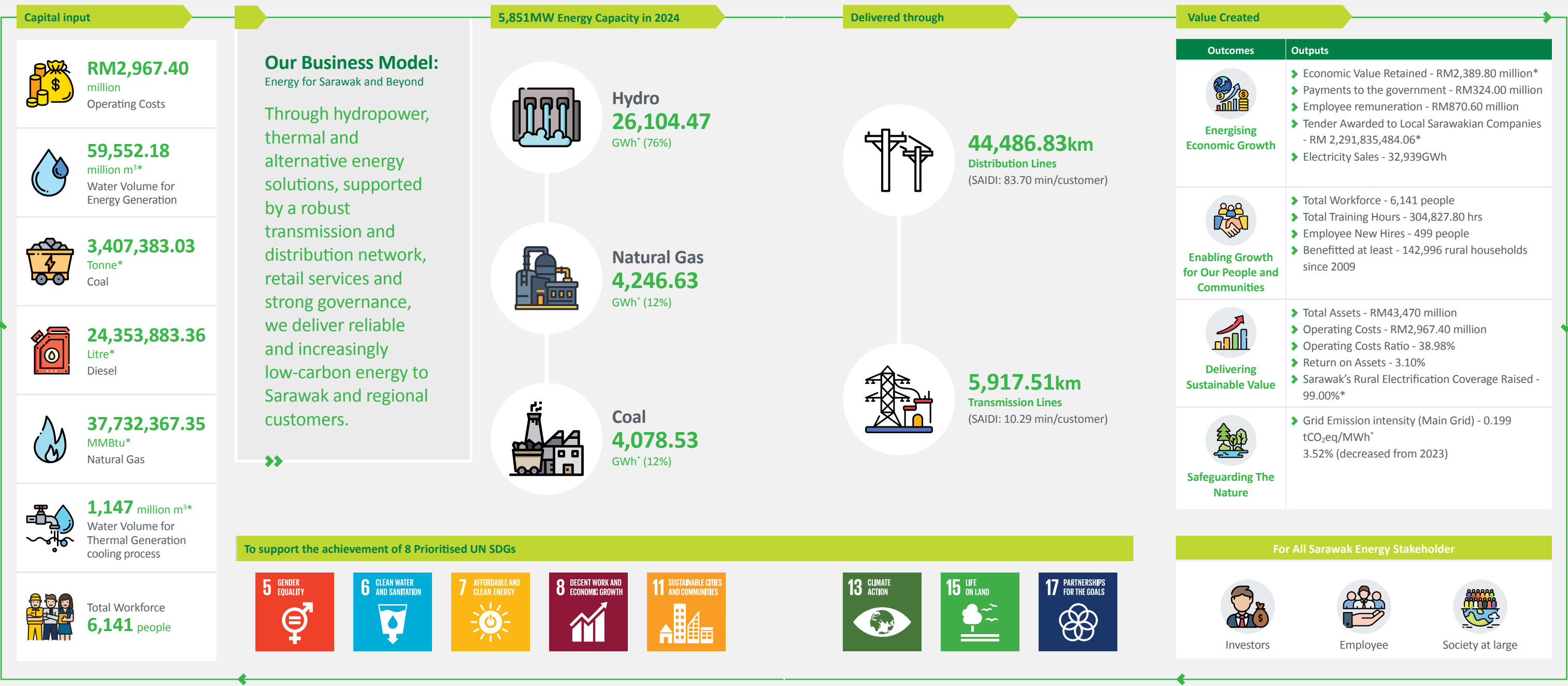
Channelling Sustainable Value & Impact Into Our Value Chain

Standard reference: [GRI 2-6, 2-7, 301-1, EU2, 3-3] [IFRS S1.B2-B5, S1.32(a)(b)]

Our value creation model draws upon renewable hydropower as the backbone of Sarawak's electricity system, complemented by coal, natural gas and diesel generation to maintain system reliability.

Standard reference: [GRI 2-6, 201-1, 203-2, 204-1, 305-4, 401-1, EU26]

Sarawak Energy Berhad's Value Creation Model



Notes:

1. We assess the effectiveness of our sustainability strategy and initiative by monitoring the key sustainability, or ESG performance data. Our data is prepared with reference to the GRI Standards 2021 and the GRI G4 Electric Utilities Sector Disclosures (EUSD) by the Global Reporting Initiative.

2. The Group uses the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) (the 'GHG Protocol') to measure its GHG emissions unless otherwise stated by IFRS S2. The Group uses the GHG Protocol Corporate Value Chain Standard 2011 ('Scope 3 Standard') to define its ten (10) relevant Scope 3 categories as part of the requirement to disclose Scope 3 GHG emissions.

3. Installed Capacity (MW): The nominal electricity capacity.

4. * These disclosures have been assured by a third party. Read the Independent Assurance Statement on pages 232 - 237.

SARAWAK ENERGY BERHAD

Sustainability Report Section:
SETTING DIRECTION INTO BUSINESS'S PURPOSE

SEC 02

Enabling Long-Term Economic Value

Enabling Long-Term Economic Value

Standard reference: [GRI EU2] [IFRS S2-33(a)]

Net Energy Generated

Disclosure	Unit	2020	2021	2022	2023	2024	GRI/IFRS
Total Net Energy Generated for Main Grids							GRI EU2 IFRS S2-33(a)
Plant Type - Hydro							
Batang Ai	MWh	517,434.53	475,024.49	471,217.65	467,360.36	469,687.20	
Bakun	MWh	14,680,879.00	16,239,095.00	16,549,475.00	17,579,266.78	18,419,705.82	
Murum	MWh	6,406,413.20	6,456,371.70	7,145,655.30	7,010,179.90	7,213,561.40	
Lundu PS	MWh	1,637.74	1,094.91	1,379.18	1,941.20	1,518.22	
Total	MWh	21,606,364.47	23,171,586.10	24,167,727.13	25,058,748.23	26,104,472.64	
Renewable energy generation intensity	Electricity Sales Revenue (RM million/MWh)	0.00026	0.00026	0.00029 ²	0.00028 ¹	0.00028 [*]	
Plant Type - Coal							
Sejangkat Power Corp.	MWh	494,902.10 ⁴	330,743.60 ³	181,343.10 ²	180,417.40 ¹	188,860.20 [*]	
PPLS Power Generation	MWh	516,329.80 ⁴	500,261.90 ³	422,287.60 ²	372,566.80 ¹	352,471.70 [*]	
Mukah Power Generation	MWh	770,626.40 ⁴	776,398.80 ³	685,932.10 ²	549,431.90 ¹	737,995.00 [*]	
Balingian Power Generation	MWh	1,263,976.37 ⁴	2,104,908.50 ³	2,556,189.00 ²	2,850,346.40 ¹	2,799,208.00 [*]	
Total	MWh	3,045,834.67 ⁴	3,712,312.80 ³	3,845,751.80 ²	3,952,762.50 ¹	4,078,534.90 [*]	
Plant Type - Natural Gas							
Sarawak Power Generation	MWh	1,594,561.40 ⁴	1,073,279.19 ³	1,640,519.17 ²	1,410,958.73 ¹	1,556,644.93 [*]	
Kidurong Power Generation 1	MWh	212,114.57 ⁴	1,626,879.19 ³	1,166,241.95 ²	1,731,097.70 ¹	477,548.20 [*]	
Kidurong Power Generation 2	MWh	-	-	1,056,307.39 ²	1,762,904.80 ¹	1,770,271.00 [*]	
Bintulu PS	MWh	608,672.49 ⁴	204,363.70 ³	333,360.49 ²	300,127.54 ¹	380,174.72 [*]	
Miri PS	MWh	468,368.98 ⁴	374,955.17 ³	377,202.85 ²	224,295.50 ¹	61,993.01 [*]	
Total	MWh	2,883,717.44 ⁴	3,279,477.25 ³	4,573,631.85 ²	5,429,384.26 ¹	4,246,631.86 [*]	
Plant Type - Diesel							
Sg Biawak PS	MWh	0.00 ¹	0.00 ³	1,913.17 ²	15,434.50 ¹	13,686.99 [*]	
Total Net Energy Generated for Northern Grids							
Plant Type - Mini Hydro							
Lawas M/H (Kalamuku)	MWh	1,603.95 ⁴	786.20 ³	1,025.43 ²	473.52 ¹	1,769.00 [*]	
Lawas M/H (Sg.Kota 1)	MWh	0.00 ¹	1,403.46 ³	2,728.00 ²	3,647.40 ¹	3,117.17 [*]	
Lawas M/H (Sg.Kota 2)	MWh	21,321.83 ⁴	26,985.88 ³	28,211.39 ²	16,211.37 ¹	27,761.09 [*]	
Total	MWh	22,925.78 ⁴	29,175.54 ³	31,964.82 ²	20,332.29 ¹	32,647.26 [*]	
Plant Type - Diesel							
Limbang PS	MWh	91,660.87 ⁴	93,756.55 ³	95,730.16 ²	101,353.20 ¹	110,298.69 [*]	
Lawas PS	MWh	46,662.14 ⁴	44,838.54 ³	42,956.23 ²	61,609.30 ¹	57,622.39 [*]	
Total	MWh	138,323.01 ⁴	138,595.09 ³	138,686.39 ²	162,962.50 ¹	167,921.08 [*]	

Standard reference: [GRI EU2, EU30] [IFRS S2-33(a)]

Net Energy Generated

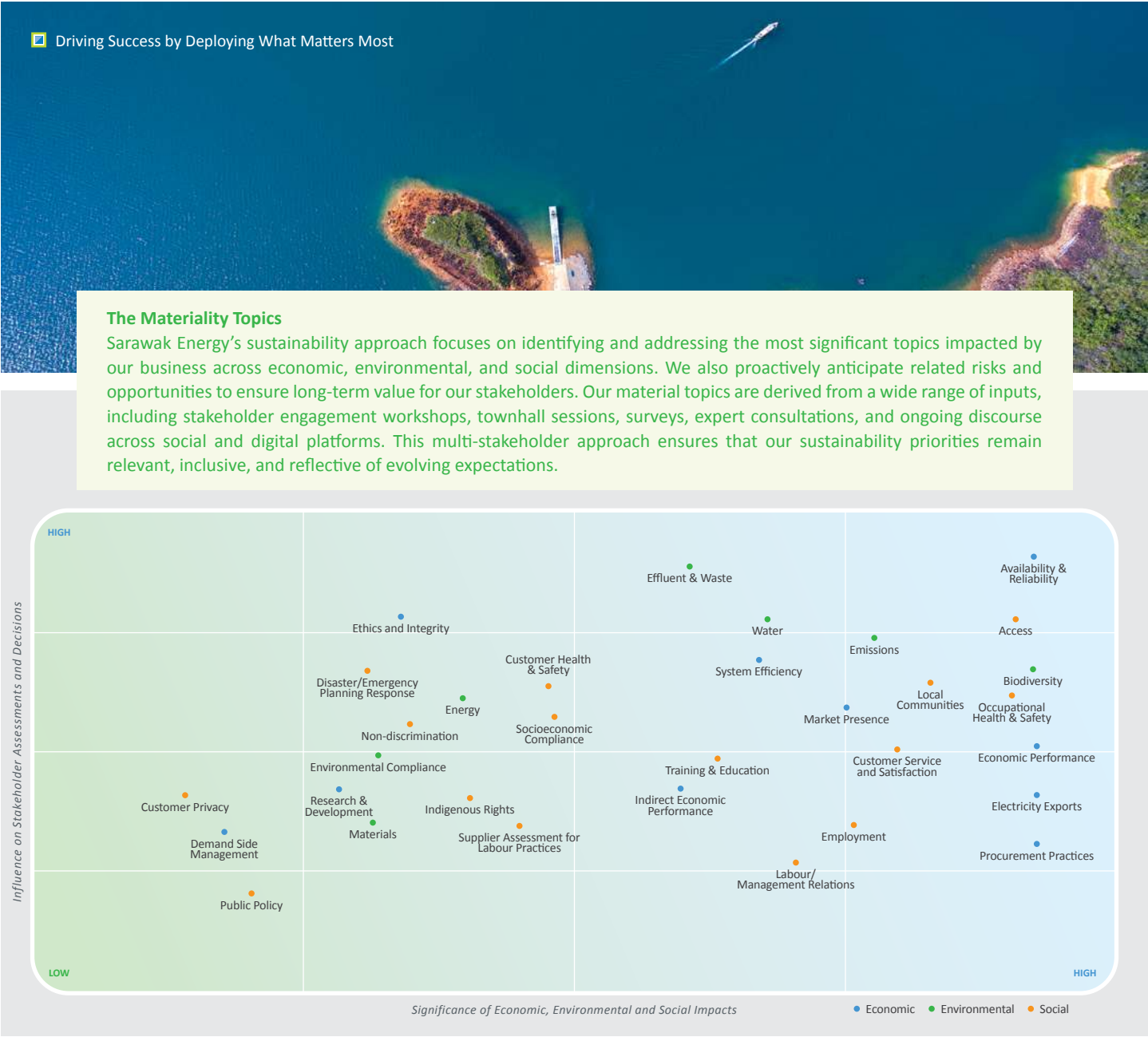
Disclosure	Unit	2020	2021	2022	2023	2024	GRI/IFRS
Total Net Energy Generated for Stand-alone Grids							GRI EU2 IFRS S2-33(a)
Plant Type - Diesel							
Belaga PS	MWh	4,519.19 ⁴	4,914.287 ³	5,110.62 ²	1,057.91 ¹	0.00 [*]	
Ng Jagau PS	MWh	232.60 ⁴	256.19 ³	282.62 ²	95.47 ¹	0.00 [*]	
Ng Entawau PS	MWh	340.59 ⁴	342.67 ³	345.22 ²	369.87 ¹	332.37 [*]	
Mulu PS	MWh	1,056.89 ⁴	948.10 ³	1,543.48 ²	2,075.09 ¹	2,309.54 [*]	
Long Lama PS	MWh	3,778.73 ⁴	3,768.35 ³	3,522.21 ²	4,200.75 ¹	4,440.08 [*]	
Banting PS	MWh	335.12 ⁴	340.40 ³	340.21 ²	356.43 ¹	367.94 [*]	
Paloh PS	MWh	735.61 ⁴	796.90 ³	804.07 ²	845.81 ¹	897.06 [*]	
Total	MWh	10,998.73 ⁴	11,366.90 ³	11,948.43 ²	9,001.33 ¹	8,347.00 [*]	

Average Plant Availability Factor

Year	2020		2021		2022		2023		2024		GRI/IFRS
Category	Equivalent Availability (%)	Forced Outage (Hours)	Equivalent Availability (%)	Forced Outage (Hours)	Equivalent Availability (%)	Forced Outage (Hours)	Equivalent Availability (%)	Forced Outage (Hours)	Equivalent Availability (%)	Forced Outage (Hours)	GRI EU30
Plant Type - Hydro											
Batang Ai HEP	91.40	122.04	95.89	19.04	88.78	46.24	79.94	216.97	88.27	133.72	
Murum HEP	94.85	250.51	93.69	295.29	98.22	187.38	93.23	596.18	93.89	28.30	
Bakun HEP	94.84	284.22	95.68	278.59	93.88	475.46	95.37	204.88	95.61	315.37	
Plant Type - Coal											
Sejingkat Power Corp	82.88	1,187.65	83.32	1,573.05	78.94	376.48	73.98	930.02	75.56	1,129.70	
PPLS Power Generation	90.34	400.93	95.36	44.48	80.72	509.46	67.10	1,752.52	56.59	551.79	
Mukah Power Generation	87.73	220.67	86.36	452.72	15.46	-	50.08	2,411.19	38.05	657.46	
Balingian Power Generation	97.04	182.72	73.41	1,053.22	78.20	776.03	77.58	1,769.52	71.17	1,384.30	
Plant Type - Natural Gas											
Sarawak Power Generation	72.04	282.87	61.55	877.16	92.31	1,298.48	78.48	345.85	86.95	1,534.76	
Kidurong Power Generation 1	-	-	87.48	1,835.77	56.85	799.77	74.17	405.82	21.92	604.30	
Kidurong Power Generation 2	-	-	-	-	88.36	42.52	84.31	365.82	80.24	265.66	
Bintulu PS	87.04	237.44	95.02	1,458.72	89.74	2,649.46	81.76	570.75	91.60	1,147.18	
Miri PS	88.81	2,108.05	82.32	5,446.14	56.29	21,492.05	52.82	15,869.91	37.35	14,124.25	
Plant Type - Diesel											
Sg Biawak PS	98.79	0.00	89.34	0.00	63.85	6,303.75	91.21	847.86	93.25	132.07	
Limbang PS	97.48	120.00	86.87	10,627.00	79.33	22,459.00	89.60	6,951.00	81.76	22,603.00	
Lawas PS	95.59	114.00	82.02	137.00	84.53	4,615.00	90.91	7,755.00	91.85	9,432.00	

Deploying Priority Into Business's Direction

Standard reference: [GRI 3-1, 3-2] [IFRS S1.17]



Looking ahead, Sarawak Energy plans to undertake a comprehensive double materiality assessment in the next reporting year. This assessment will evaluate both the external sustainability and climate-related risks and their potential financial implications for the company, as well as the broader economic, environmental, and social impacts of our operations. It will also explore the interrelationship between these dimensions, strengthening our ability to identify and manage risks and opportunities, and thereby make informed, long-term decisions.

As part of our ongoing commitment to transparency and responsible business practices, we continue to disclose our most significant impacts on the economy, environment, and society. In alignment with our Sustainability Strategy and Roadmap, we have reinforced our dedication to upholding human rights across our supply chain and have signed a Letter of Commitment to the 10 Principles of the United Nations Global Compact (UNGC).

In 2024, we expanded our reporting framework to include IFRS S1, complementing IFRS S2, which was adopted in the 2023 reporting cycle. This reflects Sarawak Energy's proactive commitment to adopting global best practices, while enhancing our ability to understand and anticipate sustainability and climate-related risks that could impact our financial performance, resilience, and long-term value creation.

Transitioning Sustainable Change Through Leadership

Standard reference: [GRI 2-9, 2-12, 2-13, 2-16, 2-24, 3-3] [IFRS S1.27(a)(i)(ii)(iv)(v) and IFRS S2.6(a)(i)(ii)(iv)(v), (b)(i)(ii)]

Sustainability Governance

Standard reference: IFRS S1.27(a)(i)(ii)(iv)(v) and IFRS S2.6(a)(i)(ii)(iv)(v), (b)(i)(ii)

Sarawak Energy strengthened its governance and oversight of sustainability through the establishment of the Board Sustainability Committee (BSC) and the Group Sustainability Committee (GSC). The Terms of Reference (TOR) for the GSC and BSC were approved in September and December 2023, respectively. The aim is to formalise the Group's sustainability commitment by embedding it into corporate strategy, risk management, and operational execution.



Together, the BSC and GSC form a strong governance framework that ensures sustainability is governed strategically at the Board level and effectively implemented at the operational level. This structure enables Sarawak Energy to uphold international best practices, enhance accountability, and drive continuous progress towards its long-term sustainability and climate ambitions.

Transitioning Sustainable Change Through Leadership

Forging a Resilient Business Future

Standard reference: [GRI 205-1, 205-2, 205-3, 3-3]

The combination of broad risk assessments, high-touch communications, and 100% training completion correlates with a sustained low incident count in the last two years. This points to programme effectiveness in Sarawak Energy’s prevention and internal deterrence.

Anti-Corruption

Disclosure	Unit	2023	2024	GRI Disclosure/ IFRS
Operations Assessed for Risks Related to Corruption				GRI 205-1
Total number of operations assessed for risks related to corruption	Number	50	55	
Communication and Training About Anti-Corruption Policies and Procedures				GRI 205-2
Governance body members that organisation’s anti-corruption policies and procedures have been communicated to	Number of Sessions ^a	21	20	
Employees that the organisation’s anti-corruption policies and procedures have been communicated to	Number of Sessions ^a	27	27	
Business partners that the organisation’s anti-corruption policies and procedures have been communicated to	Number of Sessions ^b	3	18	
Governance body members that have received training on anti-corruption	Number of Sessions ^a	2	1	
Employees that have received training on anti-corruption ^c	% ^a	100%	100%	

Note:
^a Engagement with Internal Stakeholders.
^b Zero Tolerance to Fraud Bribery & Corruption (ZTFBC) Briefing to External Stakeholders.
^c Completion of Mandatory Anti Bribery & Corruption E-Learning.

Disclosure	Unit	2020	2021	2022	2023	2024	GRI Disclosure/ IFRS
Confirmed Incidents of Corruption and Actions Taken							GRI 205-3
Total number and nature of confirmed incidents of corruption	Number	4	0	1	8	4	
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number	4	0	1	7	4	
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Number	N/A	N/A	N/A	N/A	N/A	
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	Number	1	0	1	1	0	

Standard reference: [GRI 2-25, 3-3] [IFRS S1.B40(a)]

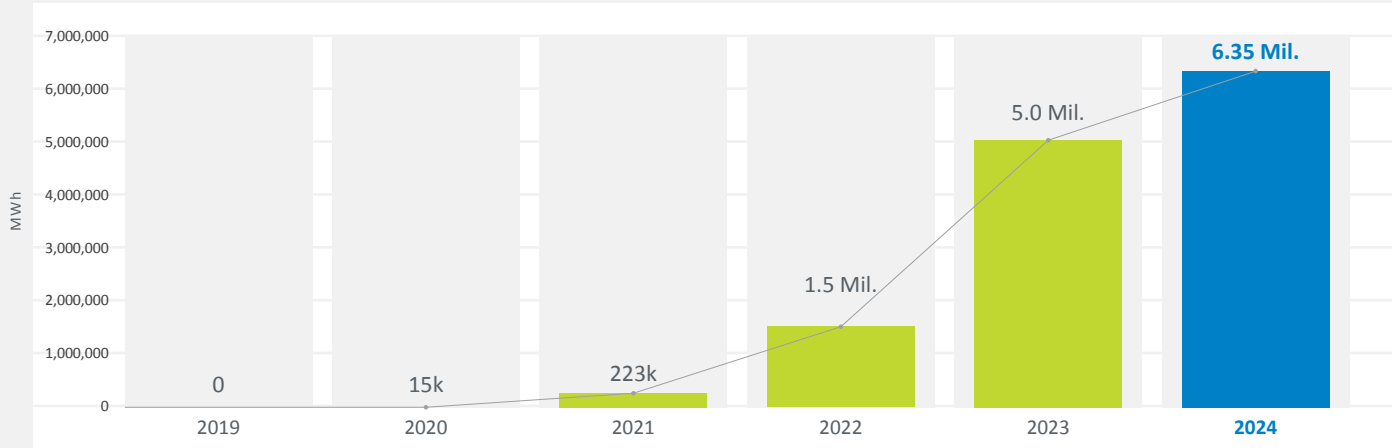
Sustainable Solutions for Climate Leadership

Since the launch of the Sarawak Renewable Energy Certificate (REC) mechanism in 2019, Sarawak Energy has been at the forefront of advancing renewable energy accessibility and climate action. The REC mechanism enables corporate customers to procure credible renewable energy and demonstrate their commitment to sustainability. By supporting businesses across various sectors, including manufacturing, electronics, petrochemical, and financial services, Sarawak Energy has become a key enabler in helping companies achieve their decarbonisation and sustainability goals.

In response to the increasing demand from sustainability-conscious consumers and industries, Sarawak Energy has continued to expand and diversify its REC portfolio. The company now offers RECs under both the Tradable Instrument for Global Renewables (TIGR) registry and the I-REC(E) registry, providing buyers with enhanced flexibility, transparency, and international recognition in their renewable energy procurement.

Since its inception, Sarawak Energy’s REC market has demonstrated exceptional growth, with total committed demand reaching approximately 6.35 million RECs in 2024, a remarkable 423-fold increase since the mechanism’s introduction. This exponential growth shows Sarawak Energy’s leadership in renewable energy innovation and our commitment to accelerating the region’s low-carbon transition while supporting Malaysia’s broader sustainability ambitions.

REC Committed Demand Since Inception (2019 – 2024)



Inaugural Renewable Energy Certificates (RECs) Auction on Bursa Carbon Exchange

Sarawak Energy marked a major milestone in Malaysia’s renewable energy market by serving as the anchor Renewable Energy Certificate (REC) supplier of Hydropower Renewable Energy Certificates (HRECv24) on 25 June 2024, organised by the Bursa Carbon Exchange (BCX). A total of 268,800 HRECv24 contracts, sourced from Sarawak Energy’s Murum Hydroelectric Plant, were successfully acquired by 15 buyers across various industries, including traders and financial institutions.

The auctioned RECs complied with the International Attribute Tracking Standard accredited by the ITRACK Foundation, ensuring full transparency and credibility. With this successful event, BCX facilitated

the auction and is now recognised as the first Malaysian trading platform operator accredited by the I-TRACK Foundation, one of only six globally to be conferred this accreditation.

This inaugural auction underscored the growing market demand for transparent pricing mechanisms and greater accessibility to unbundled RECs. Through its participation in the BCX platform, Sarawak Energy has expanded its reach in marketing RECs while strengthening relationships with both local and international buyers. This engagement not only enhances market visibility but also provides valuable insights into REC trading dynamics, positioning Sarawak Energy for continued growth and leadership in the evolving renewable energy ecosystem.

Sarawak Energy’s Total RECs Sold Year 2020 to 2024

Year	Unit	2020	2021	2022	2023	2024
RECs Sold	MWh	15,000.00	210,924.00	1,037,123.00	4,072,803.00	4,775,786.00*

Note:
* This disclosure has been assured by a third party. Read the Independent Assurance Statement on pages 232 - 237.

Dedication Towards Sustainable Growth

Standard reference: [GRI 2-23, 2-25, 3-3]



- The Sarawak Energy HSS Assessment PPG was approved by Sarawak Energy Board and rolled out as part of our commitment to strengthen governance and ensure commitment with the San Jose Declaration on Sustainable Hydropower.
- The development of the PPG supports Sarawak Energy's Sustainability Strategy and Roadmap under the theme of Sustainable Growth.
- The HSS Assessment PPG is essential to ensure transparent and impartiality, fostering trust and fairness in the assessment process which ultimately enhancing credibility and reliability of the assessment outcomes.
- The PPG also focuses on building capacity and capability within the organisation to support its ongoing growth and success, in line with our KFA and Core Values.

A hybrid training for our Group Executive Committee (GECs) members, GEC-1, station managers and mine managers, held in four batches throughout the year and facilitated by Hydropower Sustainability Alliance. The training aimed to strengthen participants' understanding of the HSS principles and requirements, highlight the business advantages and opportunities associated with HSS certification, and explore leadership perspectives and challenges in complying with the standard.

Participants also shared insights on how the HSS principles align with and support Sarawak Energy's commitment to responsible and sustainable hydropower development.



Sarawak Energy upholds the principles of the San José Declaration on Sustainable Hydropower, reinforcing its commitment to responsible and renewable energy development.

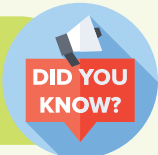


The key principles guiding this commitment are:

- Sustainable hydropower delivers on-going benefits to communities, livelihoods and the climate.
- The only acceptable hydropower is sustainable hydropower.
- Sustainable hydropower requires stakeholders to work together.

As part of this initiative, awareness sessions are being conducted with process owners from Murum HEP and Batang Ai HEP to provide early understanding of the requirements needed for HSS certification. These sessions are crucial in fostering readiness and ensuring smooth implementation of sustainability standards across all hydropower projects.

As part of this commitment, Sarawak Energy aims to achieve HSS Certification for its hydropower projects by 2030, ensuring compliance with global best practices.



Standard reference: [GRI 2-25, 3-3]

Sarawak Energy is committed to develop and operate its projects in a sustainable manner. A sustainable project calls for considering synergies and trade-offs amongst economic, social and environmental values. Projects that are underpinned by the principles of social responsibility, transparency and accountability play an important role in enabling communities to meet sustainable development objectives. If developed and managed sustainably, a project can provide national, regional and local benefits. Measures are typically proposed in the project's social and environmental impacts study. However, these are to address social impacts of projects (such as one-time compensation and in-kind support). While every project is different and community needs vary, a strategic project benefits plan has to be developed in line with Sarawak Energy's values and to suit the needs of the people to ensure sustainable delivery of the intended project benefits for the community.



The Sustainability Department recently collaborated with Hydro Project Development (Project Delivery) to organise the Kayan Hydropower Nusantara (KHN) Sustainability Workshop at Jakarta's Adaro Institute.

The workshop explored the latest sustainability trends and their impact on hydropower development as well as the implementation of the Hydropower Sustainability Standards (HSS). Around 40 participants from Sarawak Energy as well as our joint venture partners, including PT Kayan Patria Pratama (KPP) and PT Adaro Energy Indonesia Tbk (Adaro), attended the workshop.

Anthony Lesmana, President for PT KHN, opened the session, expressing a strong commitment to getting Mentarang Induk Hydroelectric Project HSS certified. This was followed by a talk on sustainable hydropower best practices and their role in managing risks and opportunities by Wito Krisnahadi, CEO for PT Adaro Indo Aluminium; and Budi Wiandjono, Advisor for Adaro's Environmental Social and Governance team.

During the session, Steven Kueh Teck Yuah, SM for HSSE Project Delivery (PD) and Cynthia Tang Wan Yung, PD Senior Executive shared their experiences regarding Baleh HEP's public health management efforts while Calvin Wong, PD Consultant discussed the facility's cultural heritage management.

The workshop was facilitated by our Accredited Assessors: Daryl Lynn Chung Yui Li, Manager for Sustainability Standard, Strategy & Performance and Mohd Firdaus Ibrahim, Sustainability Finance and Climate Change Senior Executive.



Bakun HEP undergone the Hydropower Sustainability Standard (HSS) Certification Assessment by a team of Accredited Assessors as part of the process to achieve the HSS certification. The assessment included document review, on site assessment to key infrastructure and project affected areas, and interview sessions with internal and external stakeholders as part of its triangulation process.

The main objectives of the assessment were:

- Identify and address risks and opportunities for improvement in the social, environmental, and governance management of Bakun HEP operations.
- Benchmark against international best practices.
- Ensure transparency and credibility in project operations.

International Financial Reporting Standards (IFRS) & Sarawak Energy

Sarawak Energy closely tracks developments in global sustainability reporting standards. In June 2023, the International Sustainability Standards Board (ISSB), under the IFRS Foundation, released its first two sustainability disclosure standards: IFRS S1, which outlines general requirements for sustainability-related financial disclosures, and IFRS S2, which focuses specifically on climate-related financial disclosures.

performance. Sarawak Energy aligns its disclosures with the four pillars outlined in the ISSB's IFRS S1 and S2 standards. This structured approach ensures the delivery of consistent, transparent, and decision-useful sustainability and climate-related information, enabling stakeholders and investors to better assess risks, opportunities, and long-term value creation.

Unlocking Strategic Advantage Through Sustainability & Climate Opportunities

Sarawak Energy's Sustainability Performance and Climate Action – Internal and External Factors

Our strategy involves meticulously identifying and evaluating the strategic impact of both emerging internal and external sustainability risks and opportunities on our business and stakeholders. These critical insights are then used to shape our strategic and business objectives, ensuring the integration of sustainability and climate action into our core decision-making.

This section provides investors with a clear view of Sarawak Energy's strategic response to managing sustainability and climate-related challenges, and how these factors influence the company's financial

Alignment with Sarawak's policies and plans

Digital Economy
Blueprint 2030

Sarawak Forest
Policy 2019

Kuching Smart City Masterplan


LAW OF KARNATAKA
Chapter 40
**REGISTRATION OF COMPANIES AND COMPANIES
ACTS (COMPANIES REGISTRATION ACT, 1956)**

Environment
(Reduction of GHG Emission)
Ordinance, 2023

**Sarawak
Integrated
Transport
Masterplan**

Climate Change Policy

Net Zero Strategy and Carbon Plan

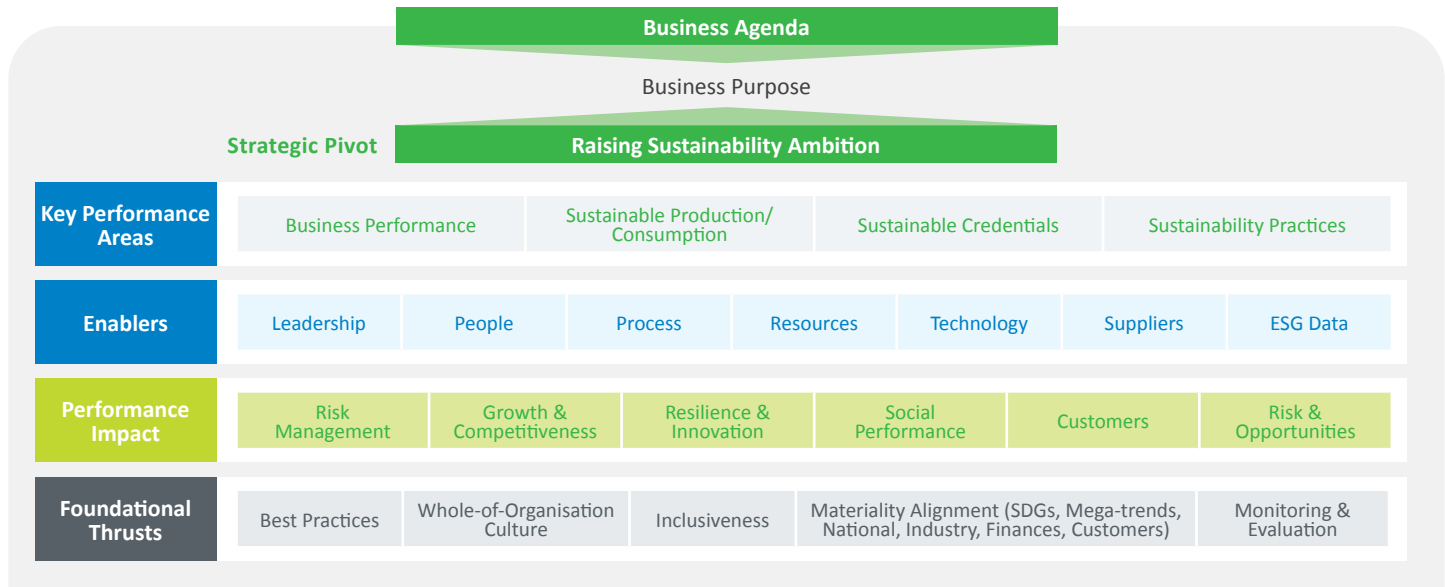
Energy
Transition
Policy

Sarawal
ue Econo
Policy

Environmental Policy

Note: This list is non-exhaustive.

Our sustainability agenda is driven by a comprehensive framework that strategically directs action. This framework is anchored by our sustainability strategy, which focuses efforts across four primary areas and is successfully supported by seven key enablers: leadership, people, process, resources, technology, suppliers and ESG data.



Standard reference: [GRI 3-3] [IFRS S1.30(a) and IFRS S2.10(a)(b)]

Contributing to Bigger Agenda: State and Federal Level

Our expertise and sustainability commitment extend beyond our organisational sustainability agenda. We have proactively contributed further to the sustainability agenda at both State and Federal levels by providing our expertise to the following key working committees:

Federal level committee:

- Malaysia Carbon Market Association
- Malaysia 4th Nationally Determined Contribution (NDC 4.0)
- Malaysia 1st Biennial Transparency Report (BTR1)

State level committee:

- Sarawak Sustainability Blueprint
- Sarawak Energy Transition Plan Roadmap (SET-P)
- Sarawak Climate Change Policy and Low Carbon Society Blueprints in Cities and Town in Sarawak

Climate Action Strategy

Standard reference: IFRS S1.30(a) and IFRS S2.10(a)(b)

We are driving a comprehensive strategy to proactively address and minimise the risks associated with a changing climate. Our strategy encompasses five key areas focused on ensuring operational resilience while actively contributing to the transition towards a low-carbon economy. The primary objective is to mitigate risks stemming from the physical impacts of climate change, such as extreme weather events, shifting rainfall patterns, and rising temperatures, which could affect our operations and the reliability of power supply. This forward-looking approach steers our efforts across five strategic pillars as detailed below.

Strategy	Key Areas
Developing a holistic approach and plan towards GHG mitigation and adaptation for the power sector in Sarawak	➤ GHG mitigation and adaptation for the power sector in Sarawak
Exploring other renewable energy sources	➤ Integration of other renewable energy sources (renewable and variable renewable energy) ➤ Small- and large-scale green hydrogen production ➤ Innovative energy extraction for future energy resources (renewable and alternative energy)
Developing an integrated approach in improving resilience of power generation to climate change	➤ Statewide flood modelling - adaptation to climate change ➤ Catchment Management - adaptation to climate change for hydropower and water resources ➤ Greenhouse gas (GHG) emissions' measurement from large-scale hydropower reservoirs ➤ Improving the accuracy and method of GHG emissions' estimation
Assessment and planning on disruptive technology in enhancing the adoption of low-carbon technology	➤ Integration of disruptive technology ➤ Guidelines and policies on interconnection within the distributed resources into the local system ➤ Establishing energy efficiency and energy management
Supporting climate action beyond the power sector that is aligned with energy sector directions	➤ Enhancing the energy sector's role in the adoption of low-carbon/smart/green city framework and circular economy ➤ Conservation and protection of catchment/operation areas via integrated catchment management and carbon sequestration

Standard reference: [GRI 3-3]

Adapting to Climate Change:

Our Strategic Response to Physical Climate Risks

We take a proactive approach to climate change adaptation by rigorously understanding and assessing the potential physical risks to its operations and critical infrastructure. This strategic focus is essential to ensure the continued reliability of energy supply and the long-term resilience of the company's assets.

The assessment begins by identifying the known climate change hazards for Sarawak. These threats are already impacting or are projected to severely impact the region. With hazards identified, tangible deliverables will be produced to inform decision-making.

Sarawak Energy is leveraging a set of key enablers to drive its adaptation strategy, aiming for clear intended outcomes. By embedding climate criteria into the planning stage, the company ensures that future projects are inherently more resilient. The development of a comprehensive climate-mitigation and adaptation management plan formalises the strategy for protecting critical energy assets against these growing physical risks, thereby securing energy for Sarawak's future.

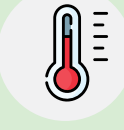
Known Climate Change Hazard for Sarawak



Increased Precipitation & Intensity



Flooding



Increase in Ambience Temperature



Sea Level Rise

Assessment and Deliverables



Assessment Conducted:

- Projected climate change factors for Sarawak
- Understanding assets exposed to climate change

Enablers:

- Digitalisation and technology
- Data driven decision making
- Human capacity & capability
- Strategic partnership

Intended Outcomes

- Climate-mitigation and adaptation management plan
- Embedding climate criteria into planning stage

Source:

Sustainability Team Analysis.

Our Strategic Response to Transition Climate Risks – from Investor's ESG Key Requirements

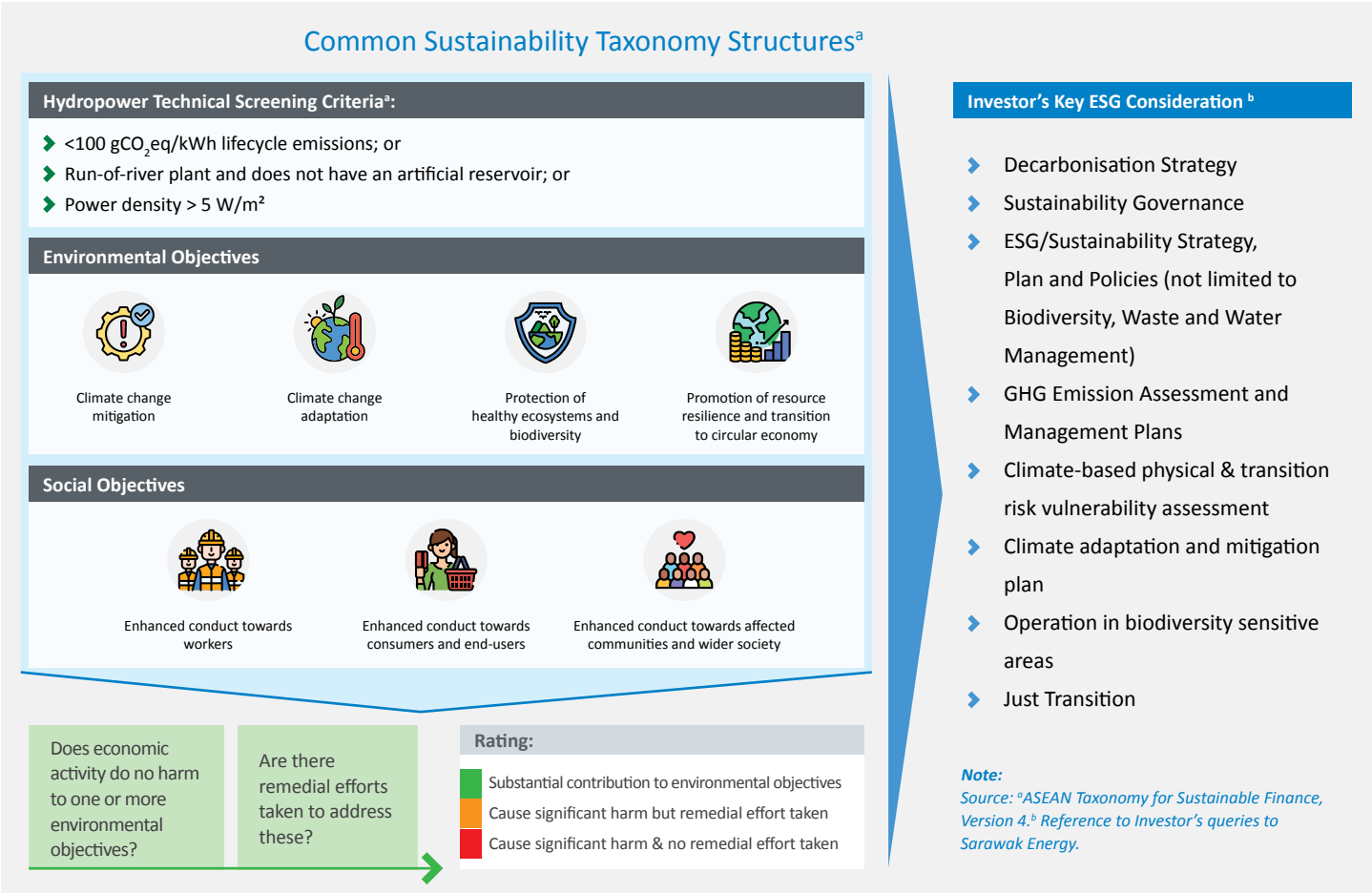
The shift in the business landscape driven by investors' key ESG requirements will impact and influence our operational value chain.

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Standard reference: [GRI 3-3]

To meet investors’ requirements and qualify for ‘green’ financing, our projects must comply with the strict rules set by the Sustainability Taxonomy. This shift means sustainability is no longer optional; it is now a mandatory requirement for financial survival and growth.

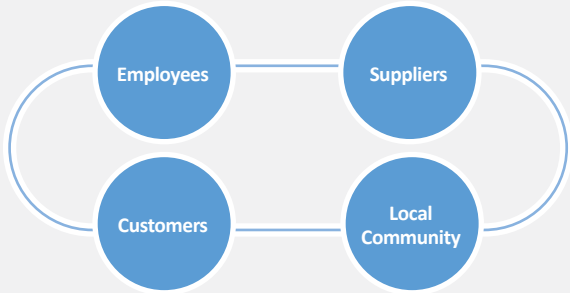


Just Transition – Strategic Approach & Impact Management

Transitioning to a low-carbon future isn't only about new technology; it fundamentally requires a transition to ensure the shift is fair and inclusive for everyone affected. This approach manages the social and economic impacts of change across the entire value chain.

Our strategy focuses on four key stakeholder groups, recognising that they must be supported throughout this energy transition. We must ensure our employees are reskilled and upskilled for new green jobs to protect their livelihoods. We must engage the local community to provide social benefits and local employment opportunities from our projects. We need to help our suppliers adapt their operations to meet new sustainable procurement standards. Finally, the impacts on customers must be managed effectively.

An effective low-carbon solutions require strategic approach, especially the people within our supply chain.



How will our stakeholders be affected?

- > Product/service substitution
- > Access & affordability shifts
- > New usage behaviours
- > Digital & energy literacy needs

Standard reference: [GRI 3-3] [IFRS S2.10(a)(b) and IFRS S2.22(b)(i)(1)(2)(4)(5)(6)(7)]

RISK MANAGEMENT

Climate Action Strategy

Standard reference: IFRS S2.10(a)(b) and IFRS S2.22(b)(i)(1)(2)(4)(5)(6)(7)

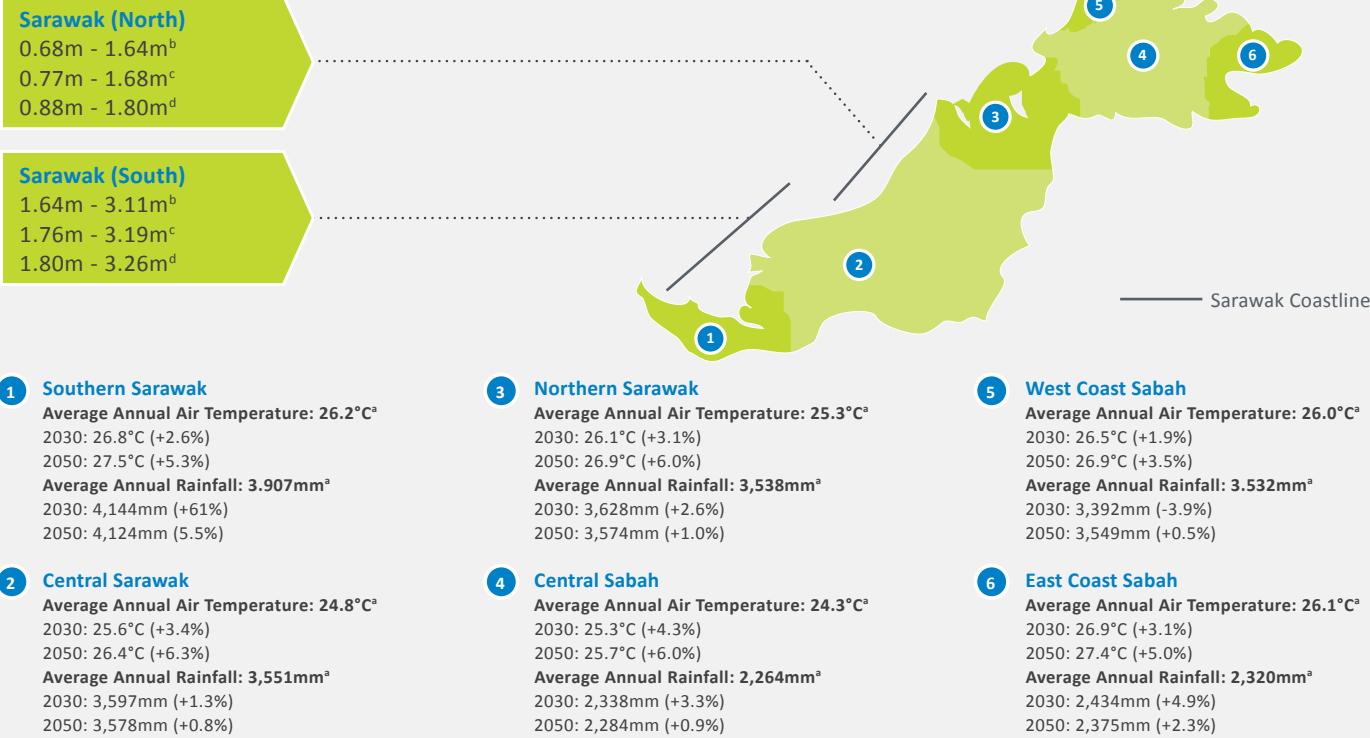
To enhance our climate resilience, we started conducting a climate scenario analysis in 2021. Utilising data from the World Bank’s Climate Change Knowledge Portal, the analysis covered five climate scenarios projecting mean temperatures and average precipitation levels over five probable conditions and time periods (short, medium and long-term). The findings from the analysis indicated potential increases in average air temperature and rainfall in Sarawak from 2021 to 2030. Additionally, the projections suggested rising maximum sea levels, which could heighten the risk of floods. The 2021 analysis also anticipated periods of dry spells in Sarawak from 2045 to 2055.

The data from our projections depicts the variability and distribution of the most likely projected changes in the climate system associated with the current selection of Shared Socioeconomic Pathways (SSPs). The SSPs aim to inform future climate conditions by examining distinct emissions, mitigation strategies, and developmental trajectories.

Parameter	Observed (1970-2000)	Projected for 2030	Projected for 2050
Average Annual Temperature	24.8 - 26.2°C	25.6 - 26.8°C (0.6 to 0.8°C increase)	26.4 - 27.5°C (1.3 to 1.6°C increase)
Average Annual Rainfall	3,551 - 3,907mm	3,597 - 4,144mm (1 to 6% increase)	3,574 - 4,124mm (1 to 5% increase)

Parameter	Observed Rate (1993-2010)	Projected for 2030	Projected for 2050
Sea Level Rise	3.82 - 5.11mm/year	0.04 - 0.12m	0.15 - 0.22m

Table:
Observed and Projected Climate Change and Sea Level Rise in Sarawak.



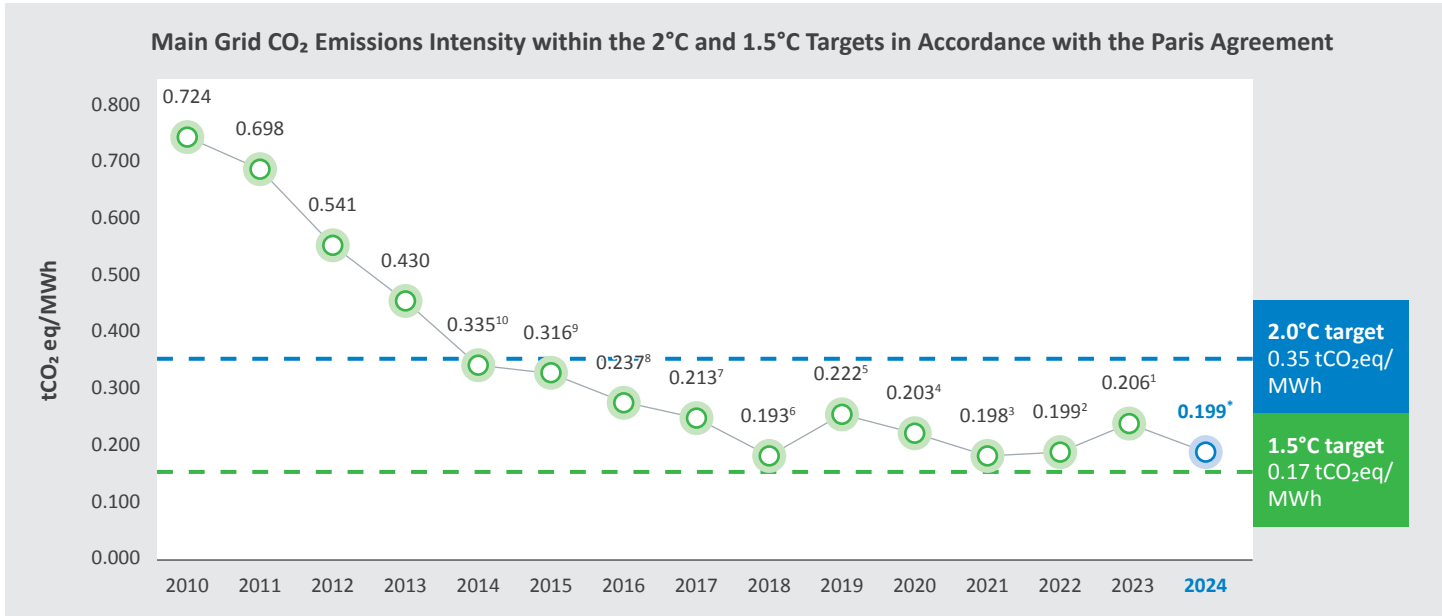
Notes:
^a Historical data (average annual air temperature & average annual rainfall: year 1970 - 2000).
^b Current (year 2016) sea level; ^c year 2030 sea level; ^d year 2050 sea level.
Source: Malaysia's Third National Communication and Second Biennial Update Report to the UNFCCC.

Standard reference: [GRI 305-4, 3-3] [IFRS S1.50(a)(c)]

CO₂ Emission Intensity and Benchmarking

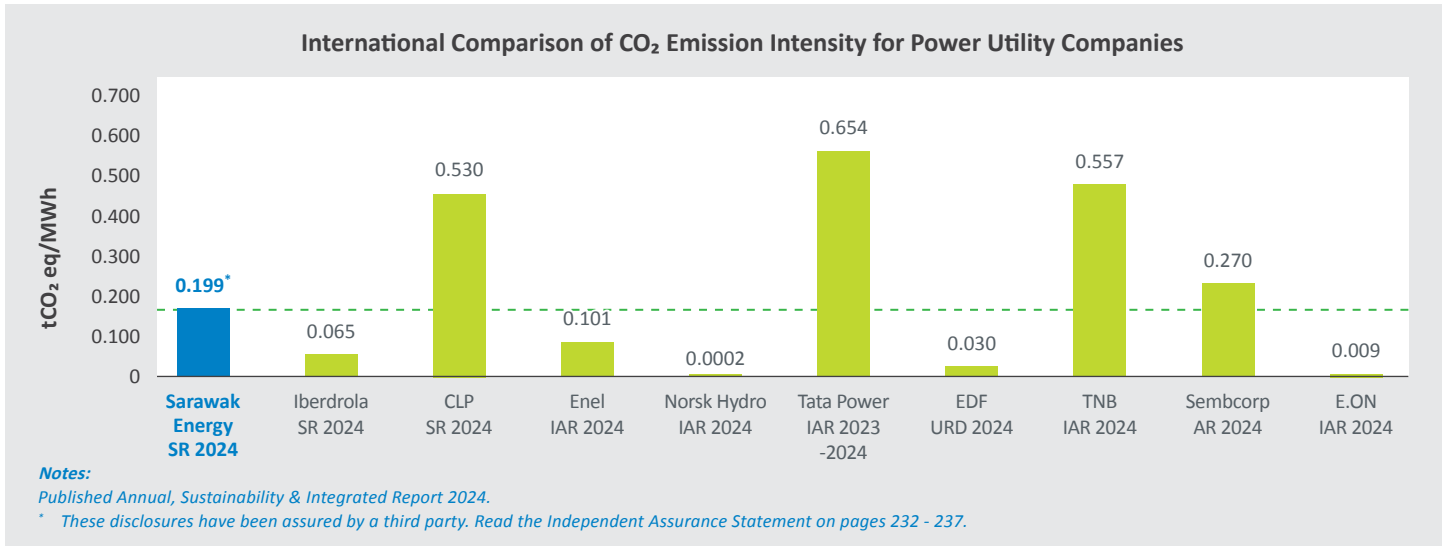
Standard reference: IFRS S1.50(a)(c)

While the current intensity of 0.199 tCO₂eq/MWh* remains well below the 2.0°C target, we continue to strive towards a more ambitious 1.5°C pathway at 0.17 tCO₂eq/MWh by 2030. This progress is driven by Sarawak Energy's strategic initiatives and continuous optimisation of our generation portfolio, with a strong emphasis on increasing the share of cleaner and renewable energy sources, particularly hydropower.



Sarawak Energy acknowledges the pressing global challenge of climate change and remains steadfast in its commitment to a sustainable energy future for Sarawak and beyond. As a vertically integrated energy utility, we strive to balance economic development with environmental stewardship by reducing greenhouse gas (GHG) emissions through enhanced energy efficiency, increased integration of renewable hydropower, and the exploration of cleaner energy technologies. Our environmental responsibility also extends to the careful management of water, air quality, and waste, alongside ongoing efforts to protect biodiversity. In 2024, we proudly recorded zero environmental penalties, reflecting our dedication to compliance and continuous improvement.

Building on our decarbonisation commitment, our main grid CO₂ emission intensity was recorded at 0.199 tCO₂eq/MWh*, a 3.40% reduction from the previous year. The graph below presents a comparative overview of CO₂ emission intensity among peer energy companies in Malaysia and internationally.



Standard reference: [GRI 305-4, 3-3] [IFRS S1.50(a)(c)]

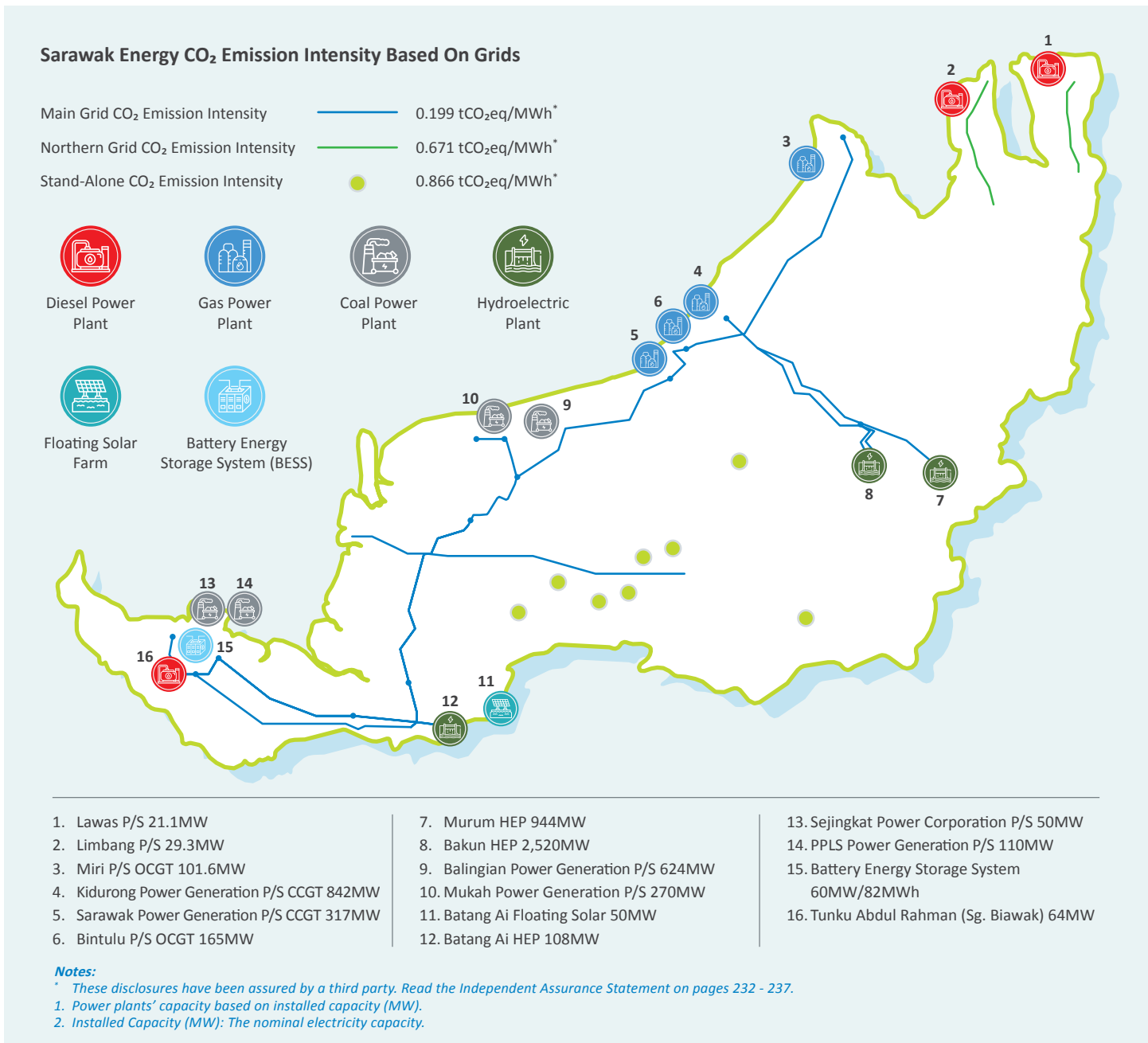
Sarawak Energy CO₂ Emission Intensity Based on Grids

Standard reference: IFRS S1.50(c)

In 2024, the recorded emission intensities based on grid types were:

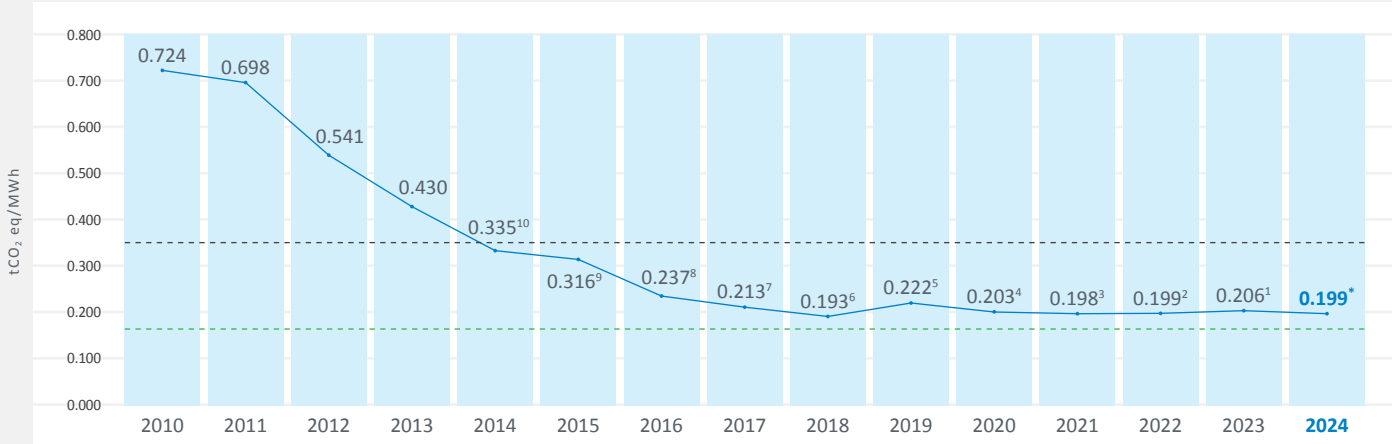


The map below illustrates the geographical distribution and Sarawak Energy's power generation assets, which include hydropower, natural gas, coal and diesel power plant facilities.



Standard reference: [GRI 305-4, 3-3] [IFRS S2.14(a)(i)(ii)(iii)(v), 33-34(a), 36(a)(b)(c)(d)]

Sarawak Energy Main Grid CO₂ Emission Intensity Year 2010 - 2024



Note:
^{*} This disclosure has been assured by a third party. Read the Independent Assurance Statement on pages 232 - 237.

Sarawak Energy's 1.5°C Roadmap and Action Plans Towards Science-Based Targets

Standard reference: IFRS S2.14(a)(i)(ii)(iii)(v)

Reducing Scope 1 and 2 GHG emission intensity from power generation by 80.3% per tCO₂eq per MWh (0.17 tCO₂eq/MWh) by 2030 since 2020 via:

- Increasing renewable energy share in terms of capacity and generation mix
- Diversifying our renewable energy resources
- Ensuring energy efficiency in our operations
- Adoption of low carbon technology
- Responsible production and consumption
- Decarbonisation of the supply and demand sides

Sarawak Energy has also committed to a 42% reduction in absolute scope 3 GHG emissions from the use of sold products by 2030 since 2021 by:

- Reduction in the use of sold products
- Reducing carbon emissions in our value chain

- Notes:**
1. Scope 1 emissions include Main Grid, Northern Grid, Stand-Alone Grid & Company-Owned Vehicles only.
 2. Scope 2 emissions cover Sarawak Energy's buildings, offices and substations electricity consumption and calculated according to the location-based method.
 3. Scope 3 emissions cover category 1,2, 3, 4, 5, 6, 7, 9, 11 & 15 only.
 4. Emissions in CO₂eq include emissions from CO₂, CH₄ and N₂O.

How Much Emission to be Reduced?

Standard reference: IFRS S2.33-34(a) and IFRS S2.36(a)(b)(c)(d)

Our Commitment by 2030:

We commit to **reducing our Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions** from power generation by **80.3% per tCO₂eq per MWh by 2030**, measured against a 2020 base year.

This is equivalent to **reducing grid emissions intensity to 0.17 tCO₂eq/MWh by 2030**.

We commit to **reducing absolute Scope 3 GHG emissions** from the use of sold products by **42% (equivalent to 100,006 tCO₂eq) by 2030** using a 2021 base year.

Standard reference: [GRI 2-6, 2-24, 3-3] [IFRS S2.14(a)(i)(ii)(iii)(v)]

How We Are Going to Achieve the 1.5°C Target?

Standard reference: IFRS S2.14(a)(i)(ii)(iii)(v)

KEY ACTION PLANS TOWARDS 1.5°C SCIENCE-BASED TARGETS

Governance

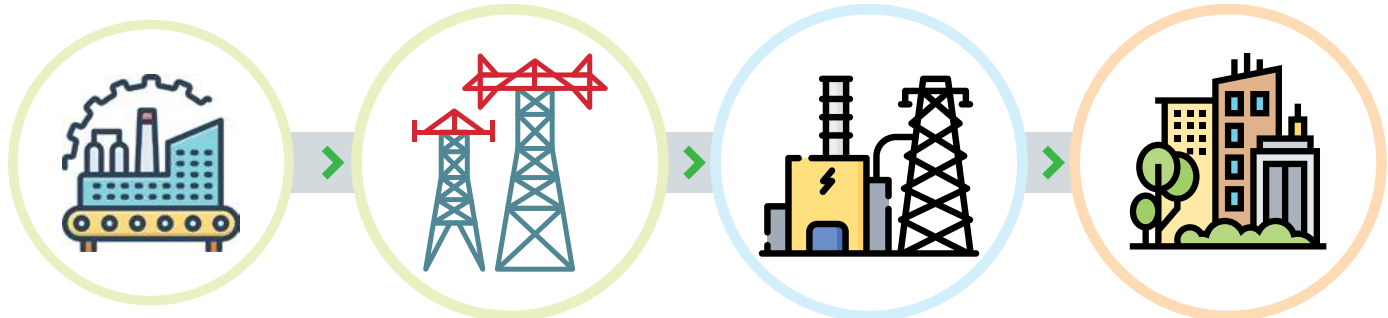
- Climate requirements embedded into our policy, procedures, planning, investment decisions and operations
- Incentive to enable the adoption of low carbon technology
- Capacity development - workforce & supply chain

Carbon Offset

- Exploring offset mechanism (CCUS)
- Developing nature-based supply side

Use of Product Sold

- Reduce sale of coal



GENERATION	TRANSMISSION	DISTRIBUTION	SUPPLY
Scope 1 Planning Generation ➤ Low carbon generation technology ➤ Renewable Energy (RE) capacity and generation mix Operation Efficiency - Generation ➤ RE availability ➤ Digitalisation and automation ➤ Energy efficiency (e.g. energy audit, retrofitting, improving heat rate etc.) ➤ Advanced process control Co-firing (with RE) ➤ Condition based monitoring ➤ Optimising RE Build Environment ➤ Low carbon design ➤ Adoption low carbon technology Responsible Production/Consumption ➤ Circularity ➤ Green procurement ➤ Decarbonisation of Sarawak Energy value chain	Scope 2 Operation Efficiency - Transmission ➤ Transmission technical & non-technical losses ➤ Improvement of SAIDI/SAIFI ➤ Digitalisation and automation ➤ Fleet management Adoption of Low Carbon Technology ➤ Smart grid ➤ Superconductor ➤ Efficient equipment ➤ Infrastructure preparedness Build Environment ➤ Low carbon design ➤ Adoption low carbon technology Responsible Production/Consumption ➤ Circularity ➤ Green procurement ➤ Decarbonisation of Sarawak Energy value chain	Scope 2 Operation Efficiency - Distribution ➤ Distribution technical & non-technical losses ➤ Improvement of SAIDI/SAIFI ➤ Digitalisation and automation ➤ Fleet management Adoption of Low Carbon Technology ➤ Smart grid ➤ Efficient equipment ➤ Distributed generation ➤ Infrastructure preparedness Build Environment ➤ Low carbon design ➤ Adoption low carbon technology Responsible Production/Consumption ➤ Circularity ➤ Green procurement ➤ Decarbonisation of Sarawak Energy value chain	Scope 3 Operation - Retail & Value Chain ➤ Digitalisation and automation ➤ Fleet management Workforce ➤ Behavioural change and sustainability culture ➤ Access to low carbon technology/mobility Penetration of Low Carbon Technology ➤ Digitalisation Responsible Production/Consumption ➤ Green procurement ➤ Decarbonisation of Sarawak Energy value chain Circularity in demand side ➤ Access to RE technology ➤ Distributed generation ➤ Penetration of low carbon technology ➤ Energy efficiency

International Financial Reporting Standards (IFRS) & Sarawak Energy

International Financial Reporting Standards (IFRS) & Sarawak Energy

Standard reference: [GRI 305-4, EU2, 3-3]

Delivering Continuous Decarbonisation Impact Across

By the end of 2024, our renewable energy share has risen dramatically to nearly 76%, fundamentally transforming our system into a sustainable, primarily hydro-driven grid. This significant shift enables us to decarbonise beyond Sarawak’s borders through the Sarawak-West Kalimantan Interconnection, a key infrastructure project commissioned in 2016. This interconnection has allowed us to reliably share our clean hydropower resources with our regional neighbours, actively displacing fossil fuel-based generation in West Kalimantan. As of 2024, Sarawak Energy has exported 10,123 GWh of clean energy to West Kalimantan. This substantial export volume is estimated to have resulted in the displacement of approximately 6 million tCO₂eq. To put this into perspective, this significant offset is equivalent to the carbon sequestration capacity of over 16,916.85 hectares of tropical forest, demonstrating a tangible, positive environmental contribution to the Borneo ecosystem.

Sarawak Energy’s Generation Mix (2011 vs 2024)

Source	2011 (GWh)	%	2024 (GWh)	%
Hydro	1,248	16.51%	26,104*	75.79%
Coal	3,067	40.58%	4,079*	11.84%
Natural Gas	3,170	41.94%	4,247*	12.33%
Diesel	73.48	0.97%	14*	0.04%
Total	7,558	100.00%	34,444*	100.00%

Displacing:	
2020	0.92 million tCO ₂ eq
2021	0.58 million tCO ₂ eq
2022	0.48 million tCO ₂ eq
2023	0.53 million tCO ₂ eq
2024	0.58 million tCO ₂ eq

- Existing Transmission Interconnection
- Potential Transmission Interconnection



Note:
West Kalimantan grid - using conservative estimation based on diesel emission factor of 0.8 tCO₂eq/MWh (IPCC 2016).

Standard reference: [GRI 305-1, 305-2, 305-3, 305-4] [IFRS S2.14(a)(iv), S2.29(a)(i)(1), (iv)(1), (2)(3), 33(a)]

KEY PERFORMANCE METRICS (CLIMATE)

Disclosure	Unit	2020	2021	2022	2023	2024	GRI/IFRS
Direct (Scope 1) GHG emissions <i>IFRS S2.29(a)(i)(1)</i>							GRI 305-1, 305-2, 305-3, 305-4, IFRS S2-29(a), 33(a)
Main Grid	tCO ₂ eq	5,600,892.97	5,976,874.06	6,483,137.99	7,083,870.39	6,868,389.46	
Northern Grid	tCO ₂ eq	97,829.99	100,595.84	104,238.93	126,725.74	134,632.18	
Stand-Alone Grid	tCO ₂ eq	9,176.85	8,818.18	9,958.58	7,109.53	7,228.34	
Company-owned	tCO ₂ eq	4,167.74	3,766.89	2,112.89	2,025.50	5,339.11	
Total	tCO ₂ eq	5,712,067.55	6,090,054.97	6,599,448.39	7,219,731.17	7,015,589.09	
Scope 1 Emissions Intensity							
Normalized by Gross Energy	tCO ₂ eq/MWh	0.201	0.196	0.197	0.204	0.197	
Normalized by Net Energy	tCO ₂ eq/MWh	0.206	0.201	0.201	0.208	0.202	
Direct Emissions (Scope 1) intensity (over Revenue) ^a	tCO ₂ eq/ Millions of Revenue (RM)	1,033.70	1,006.82	947.53 ²	1,010.15 ¹	960.42 [*]	
Direct (Scope 1) Emission Intensity (over Total Investment _{tCG}) ^a	tCO ₂ eq/ RM Millions of Total Investment	825.49	880.09	659.67 ²	712.06 ¹	679.48 [*]	
Energy Indirect (Scope 2) GHG Emissions <i>IFRS S2.29(a)(i)(2)</i>							
Building Electricity Consumption (Offices & Substations)	tCO ₂ eq	13,447.19 ⁴	11,999.62 ³	12,809.42 ²	13,635.19 ¹	14,320.06 [*]	
Scope 2 Emissions Intensity							
Normalized by Gross Energy	tCO ₂ eq/MWh	0.000474	0.000387	0.000382	0.000385	0.000403	
Normalized by Net Energy	tCO ₂ eq/MWh	0.000485	0.000395	0.000391	0.000394	0.000413	
Other Indirect (Scope 3) GHG Emissions <i>IFRS S2.29(a)(i)(3)</i>							
Business Travel - Air	tCO ₂	565.13 ⁴	252.41 ³	1,922.01 ²	3,866.82 ¹	3,339.20 [*]	
Total CO ₂ Emissions (Main Grid)							
Sejangkat Power Corp.	tCO ₂ eq	671,849.96	462,019.95	335,052.46	261,612.76	291,358.10	
	tCH ₄ in tCO ₂ eq	62.24	46.81	35.02	26.87	30.24	
	tN ₂ O in tCO ₂ eq	954.22	673.10	485.66	380.30	422.81	
PPLS Power Generation	tCO ₂ eq	650,276.32	605,853.28	571,262.26	486,389.35	482,554.21	
	tCH ₄ in tCO ₂ eq	59.62	59.05	57.59	48.93	47.65	
	tN ₂ O in tCO ₂ eq	925.05	887.99	832.93	709.40	705.86	
Mukah Power Generation	tCO ₂ eq	871,167.29	895,037.02	805,325.80	724,579.25	1,047,111.46	
	tCH ₄ in tCO ₂ eq	79.60	88.01	79.53	75.61	107.39	
	tN ₂ O in tCO ₂ eq	1,239.92	1,310.06	1,177.97	1,050.59	1,522.53	
Balingian Power Generation	tCO ₂ eq	1,605,680.74	2,234,823.71	2,501,945.80	3,080,223.60	3,044,582.39	
	tCH ₄ in tCO ₂ eq	145.95	217.07	242.57	299.51	295.28	
	tN ₂ O in tCO ₂ eq	2,287.15	3,277.24	3,669.97	4,516.23	4,465.72	
Sarawak Power Generation	tCO ₂ eq	749,873.97	600,125.08	778,083.39	712,374.87	750,167.19	
	tCH ₄ in tCO ₂ eq	116.00	98.77	128.06	117.25	123.47	
	tN ₂ O in tCO ₂ eq	109.84	90.49	117.32	107.41	113.11	
Kidurong Power Generation 1	tCO ₂ eq	103,455.03	668,870.02	462,530.86	642,401.95	178,372.74	
	tCH ₄ in tCO ₂ eq	19.32	110.13	77.70	105.73	29.36	
	tN ₂ O in tCO ₂ eq	23.54	100.95	59.58	96.86	26.90	

SARAWAK ENERGY BERHAD

Sustainability Report Section:
THRIVING WITH SUSTAINABILITY & CLIMATE ACTION

SEC04

International Financial Reporting Standards (IFRS) & Sarawak Energy

International Financial Reporting Standards (IFRS) & Sarawak Energy

Standard reference: [GRI 305-1] [IFRS S2.29(a)(i)(1), (iv)(1), 33(a)]

Disclosure	Unit	2020	2021	2022	2023	2024	GRI/IFRS
Total CO ₂ Emissions (Main Grid) Cont'd							GRI 305-1, IFRS S2-29(a), 33(a)
Kidurong Power Generation 2	tCO ₂ eq	-	-	364,529.62	649,141.30	655,529.32	
	tCH ₄ in tCO ₂ eq	-	-	60.33	106.84	107.89	
	tN ₂ O in tCO ₂ eq	-	-	55.78	97.88	98.84	
Bintulu PS	tCO ₂ eq	520,956.75	167,782.04	312,304.24	283,045.95	307,123.94	
	tCH ₄ in tCO ₂ eq	80.62	27.67	54.83	48.75	52.60	
	tN ₂ O in tCO ₂ eq	76.40	25.43	55.49	47.98	51.32	
Miri PS	tCO ₂ eq	427,168.65	341,586.19	348,464.37	224,142.23	94,478.64	
	tCH ₄ in tCO ₂ eq	74.00	67.20	61.59	38.81	15.55	
	tN ₂ O in tCO ₂ eq	82.59	78.36	62.91	38.49	14.25	
Sg Biawak PS	tCO ₂ eq	464.25	776.76	3,639.19	19,959.14	17,111.46	
	tCH ₄ in tCO ₂ eq	0.18	0.32	1.49	8.18	7.02	
	tN ₂ O in tCO ₂ eq	0.34	0.58	2.73	14.99	12.85	
Total Emissions (Main Grid)	tCO ₂ eq	5,600,892.97	5,976,874.06	6,483,137.99	7,083,870.39	6,868,389.46	
	tCH ₄ in tCO ₂ eq	637.54	715.02	798.73	876.49	816.45	
	tN ₂ O in tCO ₂ eq	5,699.05	6,444.20	6,520.35	7,060.14	7,434.18	
Total CO ₂ Emissions (Northern Grid)							
Limbang PS	tCO ₂ eq	64,646.28	67,682.00	71,502.75	77,991.67	88,201.65	
	tCH ₄ in tCO ₂ eq	24.90	27.75	29.32	31.98	36.16	
	tN ₂ O in tCO ₂ eq	47.14	50.84	53.71	58.59	66.26	
Lawas PS	tCO ₂ eq	33,183.71	32,913.84	32,736.18	48,734.08	46,430.53	
	tCH ₄ in tCO ₂ eq	12.78	13.49	13.42	19.98	19.04	
	tN ₂ O in tCO ₂ eq	24.20	24.72	24.59	36.61	34.88	
Total Emissions (Northern Grid)	tCO ₂ eq	97,829.99	100,595.84	104,238.93	126,725.74	134,632.18	
	tCH ₄ in tCO ₂ eq	37.68	41.24	42.74	51.96	55.20	
	tN ₂ O in tCO ₂ eq	71.34	75.56	78.30	95.20	101.13	
Total CO ₂ Emissions (Stand-alone Grid)							
Belaga PS	tCO ₂ eq	3,859.01	3,603.22	3,783.97	794.07	15.30	
	tCH ₄ in tCO ₂ eq	1.49	1.48	1.55	0.33	0.01	
	tN ₂ O in tCO ₂ eq	2.81	2.71	2.84	0.60	0.01	
Ng Jagau PS	tCO ₂ eq	253.84	298.84	319.19	101.19	0.00	
	tCH ₄ in tCO ₂ eq	0.10	0.12	0.13	0.04	0.00	
	tN ₂ O in tCO ₂ eq	0.19	0.22	0.24	0.08	0.00	
Ng Entawau PS	tCO ₂ eq	289.32	292.80	296.77	283.79	307.49	
	tCH ₄ in tCO ₂ eq	0.11	0.12	0.12	0.12	0.13	
	tN ₂ O in tCO ₂ eq	0.21	0.22	0.22	0.21	0.23	
Mulu PS	tCO ₂ eq	1,005.82	896.63	1,216.42	1,617.29	1,942.72	
	tCH ₄ in tCO ₂ eq	0.39	0.37	0.50	0.66	0.80	
	tN ₂ O in tCO ₂ eq	0.73	0.67	0.91	1.21	1.46	
Long Lama PS	tCO ₂ eq	2,848.51	2,759.08	3,299.35	3,198.11	3,759.34	
	tCH ₄ in tCO ₂ eq	1.10	1.13	1.35	1.31	1.54	
	tN ₂ O in tCO ₂ eq	2.08	2.07	2.48	2.40	2.82	
Banting PS	tCO ₂ eq	297.26	287.88	303.02	314.59	331.84	
	tCH ₄ in tCO ₂ eq	0.11	0.12	0.12	0.13	0.14	
	tN ₂ O in tCO ₂ eq	0.22	0.22	0.23	0.24	0.25	

Standard reference: [GRI 305-1] [IFRS S2.29(a)(i)(1), (iv)(1)]

Disclosure	Unit	2020	2021	2022	2023	2024	GRI/IFRS
Total CO ₂ Emissions (Stand-alone Grid) Cont'd							GRI 305-1, IFRS S2-29(a), 33(a)
Paloh PS	tCO ₂ eq	623.10	679.72	739.86	800.51	871.65	
	tCH ₄ in tCO ₂ eq	0.24	0.28	0.30	0.33	0.36	
	tN ₂ O in tCO ₂ eq	0.45	0.51	0.56	0.60	0.65	
Total Emissions (Stand-alone Grid)	tCO ₂ eq	9,176.85	8,818.18	9,958.58	7,109.53	7,228.34	
	tCH ₄ in tCO ₂ eq	3.54	3.62	4.08	2.91	2.96	
	tN ₂ O in tCO ₂ eq	6.69	6.62	7.48	5.34	5.43	
Total CO ₂ Emissions (Company-owned Vehicle)							
Total Emissions	tCO ₂ eq	4,167.74	3,766.89	2,112.89	2,025.50	5,339.11	
	tCH ₄ in tCO ₂ eq	9.10	8.22	4.61	4.39	7.17	
	tN ₂ O in tCO ₂ eq	18.45	16.67	9.35	8.97	24.91	
Total SF ₆ Nameplate Capacity of Installed Equipment – by Business Level							
Generation	Tonne	17.11	17.34	17.34	5.09	5.05	
Transmission	Tonne	34.03	43.52	44.35	48.24	50.25	
Distribution	Tonne	13.62	13.92	14.45	14.48	14.62	
Total	Tonne	64.76	74.78	76.13	67.81	69.92	
Total SF ₆ Consumption – by Business Level							
Generation	Tonne	0.000	0.000	0.000	0.000	0.002	
Transmission	Tonne	0.015	0.048	0.025	0.050	0.080	
Distribution	Tonne	0.000	0.000	0.000	0.000	0.000	
Total	Tonne	0.015	0.048	0.025	0.050	0.082	
Total SF ₆ Emissions – by Business Level							
Generation	tCO ₂ eq	0.00	0.00	0.00	0.00	48.60	
Transmission	tCO ₂ eq	359.64	1,161.54	618.44	1,215.00	1,944.00	
Distribution	tCO ₂ eq	0.00	0.00	0.00	0.00	0.00	
Total	tCO ₂ eq	359.64	1,161.54	618.44	1,215.00	1,992.60	

- Notes:
- Scope 1 emissions include Main Grid, Northern Grid, Stand-Alone Grid & Company-Owned Vehicles only.
 - Scope 2 emissions cover Sarawak Energy's buildings, offices and substations electricity consumption and calculated according to the location-based method.
 - Scope 3 emissions cover category 1,2, 3, 4, 5, 6, 7, 9, 11 & 15 only.
 - Scope 3 emissions – Business air travel is calculated using ICAO Carbon Emissions Calculator as on 10 June 2025.
 - Emissions in CO₂eq include emissions from CO₂, CH₄ and N₂O.
 - Total SF₆ total nameplate capacity of installed equipment for generation level data year 2000 – 2023 have been reinstated from ASR23.
 - Total SF₆ nameplate capacity of installed equipment (tonne) in current year = Total nameplate capacity of installed equipment (tonne) in previous year + Total nameplate capacity of new equipment filled on site (not at the factory) (tonne) - Total nameplate capacity of retiring equipment (tonne).
 - Total SF₆ emissions are in CO₂eq, using IPCC Sixth Assessment Report (AR6) Global Warming Potential (GWP).
 - LCG Low Carbon Generation.

Water plays an essential role in our operations. We are committed to managing water responsibly and efficiently across our operations. Sustainable water management remains a key pillar of our long-term strategy. By investing in sustainable practices, we aim to reduce consumption, minimise waste, and safeguard local water sources, thereby strengthening resilience to climate impacts and ensuring water availability for future generations.

SARAWAK ENERGY'S INTEGRATED CATCHMENT MANAGEMENT STRATEGY – SAFEGUARD UPSTREAM WATER RESOURCES

Catchment Management Policy, Procedures and Guidelines For Hydropower

sarawakenergy

(Catchment Management)

MANAGEMENT

Good Practices in Catchment Management

Hydropower Sustainability Standard (HSS)

Addressing Sustainability Issues – Long-Term Risks

Realignment – International, National & State Levels

Advocating and Communicating Good Catchment Management Practices

TECHNICAL

Water Resource, Hydrology & Sedimentation

Reservoir Storage & Lifespan

Maintenance

Biodiversity

Social & Environment

The scope of work for the Catchment Management Study consists of three main components:

Overview of the Overall Catchment Management Study

1

Catchment Management Policy

Conservation & Gazettement

Land Use

2

Catchment Management Procedures & Guidelines

Socio-economic & Livelihood

Conservation Planning & Priority Conservation Area

Stakeholder Engagement

Management Practices

Catchment Management Roadmap

3

Catchment Management Initiatives

Inventory of Biodiversity - Heart of Borneo (HoB)

Information & Monitoring - Common Baselines

Sedimentation Management

Ecosystem Services

Monitoring Land Use

Environmental Flow

Standard reference: [GRI 303-1, 303-2, 101-2, 101-4] [IFRS S1.50(a)(c)]

Water Withdrawal by Source

Standard reference: IFRS S1.50(a)(c)

Our water withdrawal data reflects both operational needs and our continued commitment to managing this vital resource responsibly. As shown in the table below, there were notable changes in water usage patterns across our power generation portfolio between 2023 and 2024.

Despite isolated increases, these shifts collectively point to an overall reduction in water use across our operations. This reinforces our commitment to sustainable water management and aligns with our broader environmental strategy to improve resource efficiency, reduce operational impacts, and contribute to long-term water security.

Plant Type	Water Withdrawal by Source (m³)	2020	2021	2022	2023	2024
Coal	Municipal Water	2,007,712.00 ⁴	1,965,834.00 ³	2,110,812.00 ²	2,218,185.00 ¹	1,825,923.00 [*]
	Sea Water or Other Natural Source	569,688,758.40 ⁴	528,585,158.70 ³	507,079,011.12 ²	440,665,880.40 ¹	536,185,580.81 [*]
Natural Gas	Municipal Water	279,765.00 ⁴	435,583.00 ³	434,769.00 ²	621,529.00 ¹	478,162.00 [*]
	Sea Water or Other Natural Source	104,047,121.52 ⁴	491,928,176.88 ³	729,470,134.50 ²	710,796,682.00 ¹	610,709,637.60 [*]
Diesel	Municipal Water	1,731.51 ⁴	4,417.00 ³	5,673.66 ²	7,469.06 ¹	7,872.13 [*]
	Sea Water or Other Natural Source	_ ⁴	_ ³	_ ²	_ ¹	_ [*]

Note:
* These disclosures have been assured by a third party. Read the Independent Assurance Statement on pages 232 - 237.

Municipal Water withdrawal intensity decreased by 17.07%, from 0.082 m³/MWh in 2023 to 0.068 m³/MWh in 2024. Sea Water and other natural source withdrawal intensity also declined slightly by 1.04%, from 32.69 m³/MWh to 32.35 m³/MWh over the same period. These trends highlight our ongoing commitment to reducing the water footprint of our thermal generation assets.

Water Withdrawal Intensity by Thermal Plants by Source (m³/MWh)	2020	2021	2022	2023	2024
Municipal Water	0.081	0.078	0.077	0.082	0.068
Sea Water or Other Natural Source	23.87	33.10	37.11	32.89	32.35

Seawater Withdrawal at Sejingkat Power Corporation Coal-Fired Power Plant

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Biodiversity

Standard reference: [GRI 3-3]

Complementing our efforts in waste management and circularity, Sarawak Energy continues to prioritise the protection and preservation of natural ecosystems through a structured and strategic approach to biodiversity conservation. Our biodiversity initiatives are guided by the Biodiversity Conservation Roadmap, updated in 2023 through collaboration across key departments including HSSE, R&D, Corporate Services, Sustainability, Project Delivery, SEB Power, and Sarawak Energy Resources. This roadmap remained in effect throughout 2024, providing clear direction for collaborative biodiversity management across all business units.

Biodiversity Conservation Committee (BCC) Roadmap & Target



Standard reference: [GRI 101-2, 101-4, 101-5]

The Biodiversity Conservation Committee (BCC) roadmap outlines a comprehensive strategy for biodiversity conservation across Sarawak Energy's business units, emphasizing the development of policies, procedures, and guidelines that address environmental impacts and conservation management. The BCC plays a pivotal role in leading the organisation's efforts to formulate an integrated biodiversity conservation plan while actively seeking partnerships and collaborations with benchmark institutions.

The roadmap also encourages the exploration of innovative technologies and conservation methodologies through targeted research, including advocacy for the gazettement of national parks within hydropower catchments. Furthermore, BCC is committed to capacity building by nurturing internal subject matter experts (SMEs), fostering biodiversity knowledge creation and management, and serving as a foundation for policy advocacy that promotes environmental and social innovation in alignment with international best practices and Sarawak's conservation goals.

BIODIVERSITY CONSERVATION ACTIONS AND INITIATIVES

Sarawak Energy actively implements a range of targeted initiatives to safeguard and enhance biodiversity, reinforcing our commitment to environmental stewardship and sustainable development. These efforts are driven by strategic planning, cross-sectoral collaboration, and a clear focus on mitigating ecological impacts across our areas of operation.

Biodiversity Conservation at Murum Conservation Garden

One of our conservation initiatives is the Murum Conservation Garden, developed in partnership with the Sarawak Forestry Corporation (SFC). This initiative supports our broader environmental goals by protecting native flora, enhancing natural ecosystems, and contributing to local reforestation and ecological resilience.

In 2024, the number of plant species in the garden grew from 1,718 to 2,098, reflecting strong progress in reforestation and species diversification. Key increases included native tree species such as Gaharu, Ensurai, Tongkat Ali, and Engkabang, alongside the introduction of new species like Dabai, Kapor, Terap, and Selangan Batu. Non-tree species, including orchids, ethno-botanical plants, and bamboo, also recorded healthy growth.



Tiger Orchid-Grammatophyllum Speciosum at Murum Conservation Garden

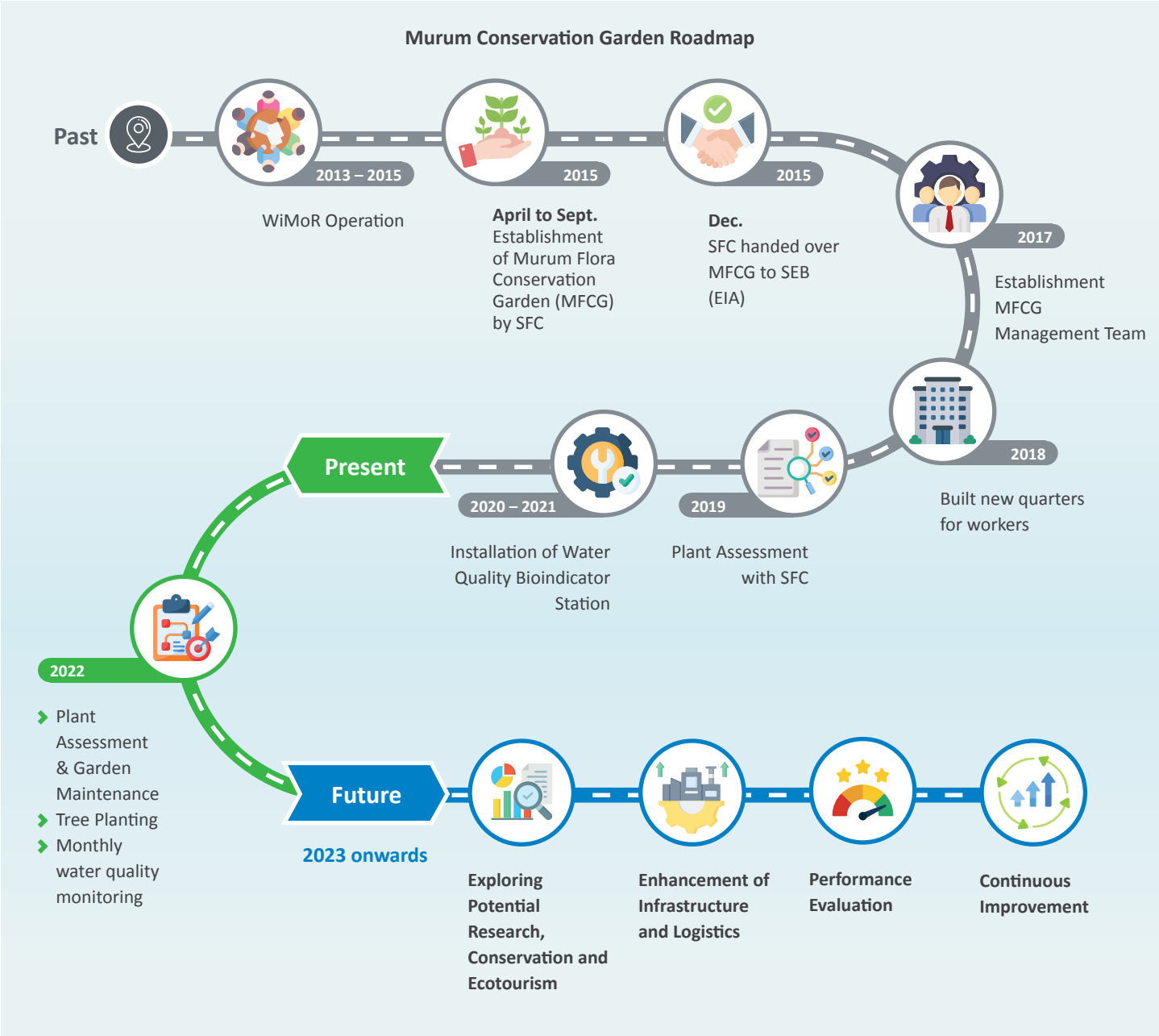
Standard reference: [GRI 101-2, 101-4, 101-5]

Murum Conservation Garden Management Plan

The Strategic Management Plan for Murum Conservation Island outlines a comprehensive approach to conserving natural resources and wildlife within and around the Murum Hydroelectric Plant (HEP) area. It integrates scientific research, stakeholder input, and clear conservation objectives to guide sustainable management. Key components include identifying threats, setting measurable goals, conducting data-driven assessments, and implementing adaptive strategies to ensure long-term conservation success.

Beyond ecological preservation, the plan also highlights the potential of ecotourism and edu-tourism to enhance environmental awareness, support local development, and foster community engagement. By leveraging the island’s rich biodiversity, we aim to create meaningful educational experiences for visitors.

Looking ahead, we intend to strengthen the island’s role as a Conservation Learning Hub through research collaborations and expanded tourism-based learning opportunities—supported by continuous improvements in infrastructure and logistics.



Standard reference: [GRI 101-8, 413-1, 3-3]

Sg. Lekasi Tagang System: Internal Fish Stock Assessment

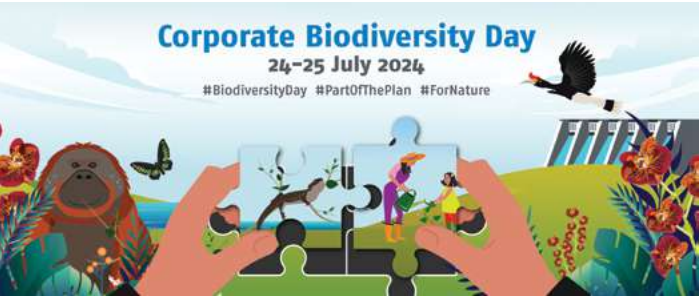
Sarawak Energy continues to support the Sungai Lekasi Tagang system, a community-based initiative that promotes sustainable fisheries through controlled fishing practices. In 2024, seventeen fish samples were analyzed for weight, length, and width, as shown in table below, in collaboration with the Department of Agriculture (DoA) and the local community. This year, the long-term monitoring effort was further enhanced by the introduction of water quality assessments, offering a more comprehensive view of the river’s ecological condition and supporting the sustainability of the aquatic ecosystem.

Assessment Key Findings:

Fish Populations Observations	➤ Fish numbers and size distribution showed positive trends compared to pre-2015 levels. ➤ Size Distribution: • Weights: 59g–736g (average ~492g) • Lengths: 19–34 cm (average 28.6 cm) • Dominant group: 400g–700g, 27–33 cm in length
Species Observed	➤ The species observed included Semah, Adong, Baung, and Tengadak, with Adong and Tengadak being the most frequently encountered.
Environmental Observations	➤ Fish preferred deeper waters in good weather; rainfall appeared to affect dispersal patterns.
Water Quality	➤ All parameters fell within Class IIB of Malaysia’s National Water Quality Standard, indicating good water quality and a well-conserved catchment with no significant upstream development. • pH: 7.09–7.11 • Dissolved Oxygen: 5.69–5.89 mg/L • Temperature: 17–18°C • Salinity: 0.01 ppt



Murum Tagang System Internal Fish Stock Assessment at Sungai Lekasi



Sarawak Energy Biodiversity Day

Sarawak Energy celebrated 2024 Corporate Biodiversity Day, underscoring our commitment to environmental excellence and promoting sustainable practices. This annual event provided a crucial platform to raise awareness about biodiversity conservation, foster stakeholder engagement, and facilitate knowledge exchange on integrating biodiversity considerations into business operations.

The Sarawak Energy Honorary Wildlife Ranger (SE HWLR) Programme, launched on Sarawak Energy Corporate Biodiversity Day 2024, reflects the company’s commitment to biodiversity conservation and environmental stewardship, in alignment with its Corporate Biodiversity Policy and the Hydropower Sustainability Standard (HSS). The programme trains selected staff in wildlife protection under the Wild Life Protection Rules, 1998, promotes conservation awareness across operations, and facilitates Conservation Education and Public Awareness (CEPA) activities. SE HWLR serves as conservation ambassadors, community educators, and support personnel for managing Protected and High Conservation Value Areas.

The initiative is strategically overseen by the Biodiversity Conservation Committee, coordinated by the Corporate HSSE (EAC Team), and governed by the Sarawak Forestry Corporation, which handles training and endorsement. On the ground, volunteers conduct biodiversity monitoring, raise awareness, and report wildlife issues, with quarterly reporting ensuring continuous improvement and the integration of conservation efforts throughout Sarawak Energy’s operations.



The Sarawak Energy Honorary Wildlife Ranger (SE HWLR) Programme



Group Photo During Sarawak Energy Corporate Biodiversity Day 2024

Standard reference: [GRI 3-3]

Murum HEP Biodiversity Rapid Assessment

In November 2024, the Murum HEP Biodiversity Rapid Assessment was conducted in collaboration with Universiti Putra Malaysia, Bintulu Sarawak Campus, led by Dr. Geoffery Anak James Gerusu and Sarawak Energy's Biodiversity Team Lead HSSE, Michael Tingang Engan. This multidisciplinary expedition aimed to establish post-operation data on the local biodiversity and ecosystem dynamics at Murum HEP.

The assessment encompassed the diversity of wildlife (birds, amphibians, reptiles), flora (orchids, indigenous fruit trees), aquatic life (fish, plankton, bacterial communities), and detailed analysis of water quality, soil, and coarse woody debris around the reservoir. The program's core objective was to document ecosystem components, evaluate conservation challenges, and establish a scientific baseline essential for sustainable management. The findings from this 7-day expedition will directly inform the development of the Murum HEP Biodiversity Management Plan, a long-term biodiversity monitoring plan, and broader conservation strategies, fostering a critical balance between human development and environmental preservation. Furthermore, the assessment also enhanced awareness of this delicate balance, with a workshop planned for 2025 to disseminate outcomes to internal stakeholders.

Strategic Cooperation with Balai Taman Nasional Kayan Mentarang

An annual workshop facilitated the review of the 2023 work plan and the finalisation of the 2024 work plan under the Strategic Cooperation Agreement, known as Perjanjian Kerjasama Strategis (PKS), with Balai Taman Nasional Kayan Mentarang (BTNKM). A significant outcome was the successful amendment and signing of the PKS on resource and material ownership between Kayan Hydropower Nusantara (KHN) and BTNKM, held in Bogor on May 14, 2024.

Supported by Sarawak Energy's BCC Working Level Team, extensive discussions between KHN and BTNKM led to the finalisation of the 2024 work plan. A key focus for 2024 is the implementation of the Spatial Monitoring and Reporting Tool (SMART) Patrol for comprehensive data collection on flora, terrestrial fauna, and aquatic fauna, complemented by the planned installation of camera traps and aerial mapping to enhance biodiversity monitoring. BTNKM also noted that a 2023 benchmarking visit to Sarawak Energy provided valuable insights for strengthening biodiversity conservation, including wildlife rescue planning, habitat suitability assessments, and wildlife corridor development. These elements will be integrated into the 2025 Rencana Kerja Tahunan (RKT), or Annual Work Plan, implementation.



Strategic Cooperation with Balai Taman Nasional Kayan Mentarang



Workshop Session on Finalising the 2024 Work Plan

Sarawak Energy Circularity Workshop

On September 10, 2024, Sarawak Energy, through its HSSE and Sustainability and Environmental (SusEnv) departments, organized a Circularity Workshop at the Borneo Convention Centre Kuching (BCCK). The primary objective of this workshop was to collaboratively identify initiatives that align with the strategies outlined in the Sarawak Energy Circularity Roadmap. The workshop centered on the Sarawak Energy Circularity Framework, which is structured around five strategic goals: Waste Reduction, Resource Efficiency, Emission Reduction, Green Energy, and Energy Efficiency. Marconi Madai, Senior Vice President (SVP) for HSSE, emphasized the importance of adopting best practices from other organizations and countries to protect the environment and combat climate change. This event underscored Sarawak Energy's commitment to sustainability and its proactive integration of circular economy principles into its operational framework.

Standard reference: [GRI 2-27, 3-3] [IFRS S1.33(a)]

Environmental Compliance by Authorities

Standard reference: IFRS S1.33(a)

In 2024, all Sarawak Energy Environmental Impact Assessment (EIA) projects recorded zero penalties or fines from both federal and State environmental authorities, underscoring our strong commitment to regulatory compliance and environmental responsibility.

Internal Environmental Compliances Audit and Reporting within Sarawak Energy

As part of its HSE Excellence Key Focus Area (KFA), Sarawak Energy aimed for 100% environmental compliance by 2024. In pursuit of this, we launched an Internal Environmental Compliance Audit (IECA) programme across all thirteen major projects holding EIA or Environmental Management Plan (EMP) approvals. The IECA supports self-regulated environmental compliance and strengthens overall environmental management, driving excellent environmental practices throughout power project development. It proactively identifies non-compliance, ensuring prompt corrective actions or preventive measures are in place before external third-party audits or regulatory inspections by the Natural Resources and Environment Board (NREB) or the DOE. IECA was conducted bi-annually for substation, transmission line, coal mining, and Samalaju Combined Cycle Power Plant projects, and annually for the Baleh Hydroelectric Project.

Internal Environmental Compliances Audit for Baleh HEP and Reporting to NREB

Sarawak Energy has implemented the Internal Environmental Compliance Audit (IECA) as part of its commitment to achieving 100% environmental compliance by 2024 under the HSE Excellence Key Focus Area. The IECA is conducted for thirteen major development projects with EIA/EMP approval to promote self-regulation, enhance environmental management, and ensure prompt corrective actions before external audits by NREB or DOE. These audits are held bi-annually for substation, transmission line, coal mining, and Samalaju Combined Cycle Power Plant projects, and annually for the Baleh Hydroelectric Project (HEP). Specifically for Baleh HEP, the IECA is mandated under Rule 3 of the Natural Resources and Environment (Audit) Rules 2008 to evaluate environmental management effectiveness and risks.

In 2023, Sarawak Energy established an Environmental Compliance Audit Team to carry out and report IECA findings to NREB. Two audits for Baleh HEP were successfully completed in May and November 2024. Currently, Sarawak Energy has 15 NREB-certified internal auditors, and in 2025, the IECA programme will expand to include coal mining projects, further strengthening internal capabilities in environmental compliance.

Key Highlights and Progress of the Roadmap (2024-2025)

Focus Area	Initiatives/Actions
1. Strengthening Governance and Conservation Efforts	Revision of Corporate Biodiversity Policy, Procedure & Guideline (PPG) - to be updated in year 2025
	Integration of biodiversity elements into the Environmental & Social Management System (EMS) - to be done in year 2025
	Development and rollout of Conservation Education & Public Awareness (CEPA) materials across all Sarawak Energy offices
2. Capacity Building & Expertise Development	Identifying skill gaps and providing biodiversity management training through Human Resource & Training Needs Analysis
	Development of a Competency Assurance Framework to standardize biodiversity expertise
	Collaborating with organizations like IUCN, Imperial College London, and local agencies through Stakeholder Engagement & Partnerships
3. Digitalisation & Data-Driven Conservation	Development of a Biodiversity Digital Dashboard as a centralized system for biodiversity data, monitoring, and reporting
4. High Conservation Value (HCV) Areas & Gazettement	Identifying and advocating for Totally Protected Areas within hydropower catchments
	Conducting scientific expeditions to collect data supporting conservation efforts
5. Advancing Technology in Conservation	Formation of a Technology Advisory Committee to assess and implement new monitoring methods (e.g., eDNA, real-time tracking, AI-based analysis)
	Development of guidelines for technology implementation in biodiversity management
6. Business Diversification through Conservation	Exploring ecotourism & sustainable livelihoods, aligning with the Sarawak Tourism Master Plan
	Studying the feasibility of Carbon Storage & Trading within river/dam reserves

SARAWAK ENERGY BERHAD

Sustainability Report Section:
CARING FOR THE ENVIRONMENT

SEC
05

Key Performance Metrics (Environment)

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Hydro	Murum HEP	Used lubricating oil	SW 305	Diesel genset	0.22	1.05	1.87	0.30	0.49	GRI 306-3
		Used hydraulic oil	SW 306	For hydraulic system, e.g., intake gate	25.00	169.45	12.98	26.61	17.82	
		Oil water emulsion	SW 307	Lube oil contaminated with water through process (dewatering pit, lube oil contaminated with water during operation i.e. leak heat exchange tube)	9.20	70.61	1.62	0.60	7.10	
		Dirty diesel	SW 311	Cleaning of bolts and nuts and parts of the turbine	0.00	0.00	0.00	0.00	0.00	
		Used transformer oil	SW 327	-	0.00	0.00	0.00	0.00	0.00	
				SUM	34.42	241.10	16.47	27.51	25.41	
		Discarded Oxidant Media	SW 104	-	0.00	0.00	0.00	0.00	0.00	
		Discarded media of air circulation unit (carb)	SW 104	-	0.00	0.00	0.00	0.00	0.00	
		Discarded paint cans	SW 409	-	0.09	0.03	0.12	0.00	0.00	
		Container contaminated with SW	SW 409	-	0.05	0.00	1.51	0.03	0.10	
		Used oil filter	SW 410	-	0.05	0.12	0.22	0.03	0.07	
		Empty spray can	SW 409	-	0.01	0.01	0.01	0.00	0.00	
		Contaminated rags	SW 410	-	0.56	1.35	0.90	0.65	1.24	
		Empty container	SW 409	-	-	-	-	-	0.37	
		Discarded adhesive	SW 303	-	-	-	-	-	0.00	
		Discarded covid-19 RTK test kits	SW 404	-	-	-	-	-	0.00	
				SUM	0.77	1.51	2.76	0.71	1.78	

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Hydro	Murum HEP	Discarded light bulb/tube	SW 109	Building maintenance	0.00	0.04	0.06	0.03	0.11	GRI 306-3
		Discarded lead acid battery	SW 102	From Genset and DC Supply System	0.00	0.12	4.37	0.00	0.85	
		Discarded lead acid battery	SW 103	From Genset and DC Supply System	-	0.12	4.37	0.00	0.00	
		E-Waste	SW 110	Electrical device	0.02	0.17	0.29	0.24	2.89	
		Discarded of battery	SW 103	From DC supply	0.00	0.14	0.04	0.00	0.00	
		Discarded of fluorescent lamps	SW 104	-	-	-	-	-	0.00	
		Discarded printer toner	SW 417	-	-	-	-	-	0.07	
				SUM	0.02	0.47	4.75	0.27	3.92	
		Contaminated soil disposed (if applicable)	-	-	0.00	0.67	0.00	0.00	0.49	
				SUM	0.00	0.67	0.00	0.00	0.49	
		Spent sodium hydroxide	SW 206	-	0.00	0.00	0.00	0.00	0.00	
		Spent of hydrochloric acid	SW 206	-	0.00	0.00	0.00	0.00	0.00	
		Mixture of SW and non-SW (Paints, plant maintenance)	SW 422	-	0.00	0.04	0.02	0.00	0.03	
		Obsolete laboratory chemical	SW 430	-	0.00	0.00	0.00	0.00	0.00	
		Discarded chemical	SW 429	-	-	-	-	-	1.03	
		Discarded aluminium sulfate	SW 429	-	-	-	-	-	0.00	
		Discarded soda ash	SW 429	-	-	-	-	-	0.00	
		Spent of activated carbon	SW 411	-	-	-	-	-	0.00	
				SUM	0.00	0.04	0.02	0.00	1.06	

SARAWAK ENERGY BERHAD

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Key Performance Metrics (Environment)

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS	
					Waste Quantity by Year (Tonne)						
Hydro	Batang Ai HEP	Used lubricating oil	SW 305	Maintenance activities	5.23	6.65	16.51	27.00	8.00	GRI 306-3	
		Used transformer oil	SW 327	Transformer oil maintenance	23.00	11.00	0.00	0.00	0.00		
		Used transformer oil	SW 306	Transformer oil maintenance	0.00	34.00	0.00	0.00	2.00		
				SUM	28.23	51.65	16.51	27.00	10.00		
		Disposed drums contaminated with chemicals	SW 409	-	0.24	0.25	4.00	23.00	2.00		
		Disposed containers contaminated with chemicals	SW 409	-	0.12	0.11	0.00	0.00	4.50		
		Contaminated rags	SW 410	Maintenance activities	0.55	0.80	6.00	14.00	8.00		
				SUM	0.91	1.16	10.00	37.00	14.50		
		Discarded bulb	SW 109	-	0.56	0.50	0.04	0.00	3.00		
		e-waste	SW 110	-	-	-	-	-	2.00		
		Nickel Cadmium battery	SW 103	-	-	-	-	-	0.00		
		Discarded ink cartridges	SW 417	-	-	-	-	-	1.50		
				SUM	0.56	0.50	0.04	0.00	6.50		
		Contaminated soil	SW 408	-	0.35	0.30	0.00	0.00	0.00		
				SUM	0.35	0.30	0.00	0.00	0.00		
				Chemicals disposed (if applicable)	SW 429	-	0.00	0.00	0.00		0.00
				SUM	0.00	0.00	0.00	0.00	0.00		
Waste Volume Generated from Coal, Natural Gas and Diesel Fired Power Plants by Category											
Coal	SPC	Used lubricating oil	SW 305	Machinery maintenance	4.39	10.94	3.98	11.56	11.23		
		Used hydraulic oil	SW 306	Machinery maintenance	6.28	5.57	13.62	17.35	8.54		
				SUM	10.67	16.52	17.60	28.91	19.77		

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Coal	SPC	Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or scheduled wastes	SW 409	-	2.41	2.09	1.42	5.23	2.53	GRI 306-3
		Contaminated rags	SW 410	Items used for maintenance work	14.79	2.92	1.48	10.09	13.40	
				SUM	17.20	5.01	2.91	15.31	15.93	
		Waste of lead acid batteries in whole or crushed form	SW 102	Machinery maintenance	0.21	0.26	0.00	0.00	0.01	
		Waste of batteries containing cadmium and nickel or mercury or lithium	SW 103	Machinery maintenance	0.01	0.01	0.01	0.00	0.00	
		E-waste	SW 110	Electrical & electronic maintenance	0.13	0.04	0.12	0.04	0.04	
		Disposed fluorescent bulb	SW 109	Electrical & electronic maintenance	-	0.04	0.08	0.10	0.02	
				SUM	0.35	0.32	0.21	0.14	0.07	
		Contaminated soil, debris or matter resulting from cleaning-up of a spill of chemical, mineral oil or scheduled wastes	SW 408	-	3.70	5.02	1.26	0.96	1.93	
				SUM	3.70	5.02	1.26	0.96	1.93	
		Chemicals that are discarded or off-specification	SW 429	-	1.72	0.47	0.60	0.00	0.41	
				SUM	1.72	0.47	0.60	0.00	0.41	

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Key Performance Metrics (Environment)

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Coal	SPC	Fly Ash	SW 104	Plant operation	3,529.47	5,515.16	4,057.87	2,366.36	5,446.38	GRI 306-3
		Bottom Ash (Wet/ bottom)	SW 104	Plant operation	63,652.00	48,827.28	38,334.90	38,940.59	34,424.13	
		Wet Ash (Wet and dry ashes stored in ash pond)	SW 104	Plant operation	-	-	-	-	-	
			Fly Ash	SUM	3,529.47	5,515.16	4,057.87	2,366.36	5,446.38	
			Bottom Ash	SUM	63,652.00	48,827.28	38,334.90	38,940.59	34,424.13	
Coal	MPG	Used lubricating oil	SW 305	From machine/ equipment during shutdown	21.18	3.70	9.09	18.92	21.79	GRI 306-3
		Used hydraulic oil	SW 306	Hydraulic system (e.g., for the torch system)	0.35	0.17	7.09	0.04	8.30	
				SUM	21.53	3.87	16.18	18.96	30.09	
		Contaminated empty drum	SW 409	From machine/ equipment during shutdown & service	0.78	0.76	0.65	0.00	0.01	
		Contaminated rags	SW 410	Service & cleaning oil spillage	0.43	0.06	0.55	0.41	0.14	
		Empty thinner can	SW 409	-	-	-	-	-	0.02	
		Used filter	SW 409	-	-	-	-	-	0.00	
		Used filter	SW 410	-	-	-	-	-	0.00	
		Insulation rock wool	SW 410	-	-	-	-	-	0.00	
				SUM	1.21	0.82	1.20	0.41	0.17	

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Coal	MPG	Used batteries	SW 102	From equipment, electrical & electronic part, for genset, double AA, torchlight, for testing equipment, auxiliary equipment	0.00	0.12	6.89	0.00	0.00	GRI 306-3
		E-waste	SW 110	From machine/ equipment, lap top part, part of electrical (panel)	0.15	0.00	5.21	0.31	1.26	
				SUM	0.15	0.12	12.10	0.31	1.26	
		Contaminated soil disposed (if applicable)	-	-	0.00	0.00	0.00	0.00	0.00	
				SUM	0.00	0.00	0.00	0.00	0.00	
		Discarded Chemical Waste	SW 429	Analysis and sampling, from lab	0.08	0.00	0.01	0.01	0.00	
		Spent mineral oil water emulsion	SW 430	-	-	-	-	-	7.23	
				SUM	0.08	0.00	0.01	0.01	7.23	
		Fly Ash	SW 104	Plant operation	7,686.03	27,024.77	22,982.96	24,461.48	33,040.83	
		Boiler Bottom Ash Hopper	SW 204	Plant operation	5,099.19	2,705.17	2,556.50	2,720.97	11,269.20	
			Fly Ash	SUM	7,686.03	27,024.77	22,982.96	24,461.48	33,040.83	
			Bottom Ash	SUM	5,099.19	2,705.17	2,556.50	2,720.97	11,269.20	

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Key Performance Metrics (Environment)

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Coal	BPG	Used lubricating oil	SW 305	Machinery maintenance	1.90	5.05	14.41	2.94	7.61	GRI 306-3
		Used hydraulic oil	SW 306	Machinery maintenance	0.00	0.00	0.95	0.00	1.04	
		Waste oil or oily sludge	SW 311	Machinery maintenance & Operation	-	-	0.27	0.00	0.00	
		Oily residue from automotive workshop, service station, oil or grease interceptor	SW 312	Machinery maintenance & operation	0.07	0.25	2.14	0.00	0.00	
				SUM	1.97	5.30	17.77	2.94	8.65	
		Pathogenic wastes, clinical wastes or quarantined materials	SW 404	Items used for swab test	-	-	0.11	0.00	0.00	
		Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or scheduled wastes	SW 409	-	2.70	1.64	0.62	0.60	39.87	
		Contaminated rags	SW 410	Items used for maintenance work	0.54	1.12	2.24	0.62	1.68	
		Fibre wools	SW 201	Machinery Maintenance	-	0.10	1.92	1.92	8.08	
				SUM	3.24	2.86	4.89	3.14	49.62	

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Key Performance Metrics (Environment)

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Coal	BPG	Waste of lead acid batteries in whole or crushed form	SW 102	Machinery maintenance	0.00	0.11	0.21	0.00	0.00	GRI 306-3
		Waste of batteries containing cadmium and nickel or mercury or lithium	SW 103	Machinery maintenance	0.00	0.01	0.00	0.00	0.00	
		Waste containing mercury or its compound	SW 109	Electrical & electronic maintenance	-	-	0.04	0.00	0.45	
		E-waste	SW 110	Electrical & electronic maintenance	0.00	0.28	0.14	0.00	0.00	
				SUM	0.00	0.40	0.40	0.00	0.45	
		Contaminated soil, debris or matter resulting from cleaning-up of a spill of chemical, mineral oil or scheduled wastes	SW 408	-	7.00	0.00	1.76	0.47	0.61	
				SUM	7.00	0.00	1.76	0.47	0.61	
		Chemicals that are discarded or off-specification	SW 429	-	0.00	2.95	0.61	1.29	2.42	
				SUM	0.00	2.95	0.61	1.29	2.42	
		Fly Ash (Dry/ fly ash is last produced in July 2017. Thus, smaller amount than 2016 total generation)	SW 104	Plant operation	66,967.71	120,065.35	131,749.45	130,335.80	100,543.07	
		Bottom Ash (Wet/bottom)	SW 104	Plant operation	11,817.83	12,111.00	23,249.90	23,000.43	17,742.91	
		Wet Ash (Wet and dry ashes stored in ash pond)	SW 104	Plant operation	113,845.11	180,231.40	223,975.03	221,170.80	170,923.20	
			Fly Ash	SUM	66,967.71	120,065.35	131,749.45	130,335.80	100,543.07	
			Bottom Ash	SUM	125,662.94	192,342.40	247,224.93	244,171.23	188,666.11	

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Key Performance Metrics (Environment)

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Natural Gas	Bintulu PS	Used lubricating oil	SW 305	Maintenance	35.20	40.50	31.67	64.95	17.26	GRI 306-3
		Used transformer oil	SW 306	Maintenance	-	-	-	-	72.76	
		Dirty Diesel	SW 421	Diesel engine, sometimes used for engine cleaning	3.97	2.60	0.00	0.30	8.71	
			SW 421	Mixture of Scheduled Waste	-	-	1.70	1.60	0.00	
				SUM	39.17	43.10	33.37	66.85	98.73	
		Used Paint Can	SW 409	Maintenance	0.46	0.01	1.22	0.14	0.10	
		Disposed Container Contaminated with Chemical	SW 409	Maintenance	-	-	0.01	2.46	4.47	
		Used WD-40 Spray Cans	SW 409	Maintenance	-	0.05	0.01	0.08	0.05	
		Used Chemical Bottle	SW 409	Maintenance	0.08	0.02	0.01	0.10	0.79	
		Contaminated Container	SW 409	Maintenance	-	-	-	-	4.47	
		Contaminated rags	SW 410	Maintenance	0.20	3.50	0.75	0.00	0.00	
		Sodium Hypochlorite residue	SW 425	Maintenance	-	-	0.08	9.00	4.60	
		Used oil filter	SW 410	Maintenance	3.28	2.20	0.96	2.45	1.64	
		Spent Silica Gel	SW 429	Maintenance	1.43	0.61	0.00	0.00	0.00	
		Contaminated container	SW 409	Maintenance	-	-	0.01	0.00	4.47	
		Spent Resin	SW 429	Maintenance	-	14.60	0.00	0.00	0.75	
		Contaminated matters	SW 410	Maintenance	-	-	-	5.90	4.14	
		Oily Absorbent	SW 422	Maintenance	-	-	-	-	0.03	
				SUM	5.45	20.99	3.05	20.13	25.46	

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Natural Gas	Bintulu PS	Used Cadmium Batteries	SW 103	From control system in MCR, gas turbine	0.00	0.00	0.00	0.00	1.94	GRI 306-3
		Chemical waste containing mercury	SW 109	Maintenance	0.00	0.00	0.00	0.00	0.00	
		Used Bulbs	SW 110	Building maintenance	0.21	0.03	0.06	0.03	0.50	
		E-waste	SW 110	Building maintenance	0.36	0.05	0.01	0.02	0.10	
				SUM	0.57	0.08	0.07	0.05	2.55	
		Contaminated soil disposed (if applicable)	-	-	0.00	7.70	3.20	1.50	0.40	
				SUM	0.00	7.70	3.20	1.50	0.40	
		Mixed Chemicals	SW 429	Maintenance	0.06	0.00	0.00	0.00	0.00	
		Sludge from Interceptor	SW 312	Maintenance	-	19.60	0.00	0.00	0.00	
		Sludge containing metal	SW 204	Maintenance	-	57.20	0.00	0.00	0.00	
		Sludge containing lead	SW 204	Maintenance	0.00	0.00	0.00	0.00	0.00	
				SUM	0.06	76.80	0.00	0.00	0.00	
		Gas condensate	SW 421	-	0.00	0.00	0.00	1.60	17.00	
				SUM	0.00	0.00	0.00	1.60	17.00	

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Key Performance Metrics (Environment)

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Natural Gas	Miri PS	Used lubricating oil	SW 305	-	2.20	11.60	17.80	1.60	1.20	GRI 306-3
		Used transformer oil	SW 306	-	2.60	0.80	0.60	4.20	2.40	
		Oil-water emulsion (dirty diesel, cleaning of engine, operation of gen set)	SW 307	-	0.00	0.80	0.00	0.20	0.00	
		Sludge from mineral oil storage tank (sludge from the diesel storage tank)	SW 310	-	0.00	0.00	0.00	0.00	0.00	
		Mixture scheduled waste (cleaning of gen set, collected by products)	SW 421	-	0.40	2.80	1.80	0.40	1.00	
		Oily residue	SW 312	-	-	-	-	-	0.20	
		Expired grease	SW 305	-	-	-	-	-	0.10	
				SUM	5.20	16.00	20.20	6.40	4.90	
		Contaminated drum	SW 409	-	0.03	0.06	0.02	0.00	0.12	
		Contaminated rags	SW 410	-	0.80	1.50	1.20	0.80	0.60	
		Used oil filter	SW 410	-	0.40	1.50	0.50	0.20	0.30	
				SUM	1.23	3.06	1.72	1.00	1.02	
		Used battery (gen set, acid battery)	SW 103	-	0.00	0.00	0.00	0.73	0.00	
		Fluorescent tube lighting	SW 109	-	0.00	0.40	0.10	0.10	0.00	
				SUM	0.00	0.40	0.10	0.83	0.00	
		Contaminated soil disposed (if applicable)	SW 409	-	0.00	0.00	0.00	0.50	0.00	
				SUM	0.00	0.00	0.00	0.50	0.00	
		Chemicals disposed (if applicable)	-	-	0.00	0.00	0.00	0.00	0.00	
		Expired potassium hydroxide	SW 402	-	-	-	-	-	0.20	
		Expired paints	SW 416	-	-	-	-	-	0.10	
				SUM	0.00	0.00	0.00	0.00	0.30	
		Gas condensate	SW 421	-	2.40	0.60	3.20	6.40	0.20	
				SUM	2.40	0.60	3.20	6.40	0.20	

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Diesel	Sg Biawak PS	Used lubricating oil	SW 305	From diesel engine (flushing of lube separators)	2.22	2.23	4.95	0.00	0.00	GRI 306-3
		Used hydraulic oil	SW 306	From transformer	0.00	0.00	0.00	0.00	0.00	
				SUM	2.22	2.23	4.95	0.00	0.00	
		Uncured Resin waste	SW 325	Termination insulation of transformer	0.00	0.00	0.00	0.00	0.00	
		Contaminated empty drum	SW 409	-	0.00	0.00	0.00	0.00	0.32	
		Discarded chemical bottles	SW 409	Laboratory	0.04	0.00	0.01	0.00	0.00	
		Contaminated rags	SW 410	Cleaning of Diesel engine	0.03	0.00	0.05	0.00	0.06	
		Used oil filter	SW 410	Diesel engine lube oil filter	0.00	0.00	0.00	0.00	0.09	
		Discarded spray can, bottle & container	SW 409	-	-	-	-	-	0.00	
				SUM	0.07	0.00	0.06	0.00	0.47	
		Used battery acid plumbum	SW 102	From diesel fire pump (for starting)	0.00	0.02	0.00	0.00	0.00	
		Waste containing mercury or its compound	SW 109	Fluorescent tubes	0.00	0.00	0.00	0.00	0.10	
				SUM	0.00	0.02	0.00	0.00	0.10	
		Contaminated soil disposed (if applicable)	-	-	0.00	0.00	0.00	0.00	0.00	
				SUM	0.00	0.00	0.00	0.00	0.00	

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Key Performance Metrics (Environment)

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Diesel	Limbang PS	Used lubricating oil	SW 305	Machinery maintenance	56.80	66.00	57.25	61.60	58.60	GRI 306-3
		Dirty Diesel	SW 421	Machinery maintenance	30.40	14.20	7.90	33.80	59.20	
		Used transformer oil	SW 306	Machinery maintenance	-	-	-	-	1.20	
				SUM	87.20	80.20	65.15	95.40	119.00	
		Contaminated Used Drum	SW 409	Machinery maintenance	1.84	2.03	1.69	4.00	0.78	
		Contaminated Used Paint Can	SW 409	Machinery maintenance	0.15	0.00	0.00	0.00	0.00	
		Contaminated rags	SW 410	Machinery maintenance	1.80	1.90	3.15	1.90	1.60	
		Used oil filter	SW 410	Machinery maintenance	0.07	0.63	1.48	1.10	3.00	
				SUM	3.86	4.56	6.32	7.00	5.38	
		Lead Acid Battery	SW 102	From machine/ equipment (Forklift, from fire hydrant pump)	0.00	0.00	0.00	0.00	0.00	
		Unused Air Conditioner (e-waste)	SW 110	From machine/ equipment	0.00	0.00	0.00	0.00	0.00	
		Discarded nickel-cadmium battery	SW 103	-	-	-	-	-	0.00	
				SUM	0.00	0.00	0.00	0.00	0.00	
		Contaminated Soil	SW 408	Machinery maintenance	0.00	0.00	0.00	0.00	0.20	
				SUM	0.00	0.00	0.00	0.00	0.20	
		Chemicals disposed (if applicable)	-	-	0.00	0.00	0.00	0.10	0.00	
				SUM	0.00	0.00	0.00	0.10	0.00	

Standard reference: [GRI 306-3]

Plant Type	Plant Name	Types of Waste	Waste Code	Source/Remark	2020 ⁴	2021 ³	2022 ²	2023 ¹	2024 [*]	GRI/ IFRS
					Waste Quantity by Year (Tonne)					
Diesel	Lawas PS	Used lubricating oil	SW 305	-	20.20	30.00	55.40	52.20	44.20	GRI 306-3
		Dirty Diesel	SW 421	-	0.00	0.00	0.00	2.00	2.20	
		Oily Residue from Station Interceptor	SW 312	-	-	-	0.00	0.00	2.00	
		Spent Hydraulic Oil	SW 306	-	-	-	-	1.00	0.00	
				SUM	20.20	30.00	55.40	55.20	48.40	
		Contaminated empty drum	SW 409	-	0.65	0.18	0.46	1.36	0.00	
		Contaminated rags	SW 410	-	1.40	0.80	0.90	1.00	2.44	
		Used Oil Filters	SW 410	-	-	0.00	0.00	0.90	2.10	
		Used Fuel Filters	SW 410	-	-	0.00	0.00	0.40	0.70	
		Used Water Separators	SW 410	-	-	0.00	0.00	0.20	0.45	
				SUM	2.05	0.98	1.36	3.86	5.69	
		E-waste disposed (if applicable)	-	-	0.00	1.86	0.00	0.00	0.00	
		Used batteries	SW 103	-	-	-	-	-	0.00	
				SUM	0.00	1.86	0.00	0.00	0.00	
		Contaminated soil	SW 108	-	0.00	0.20	1.80	0.16	0.00	
				SUM	0.00	0.20	1.80	0.16	0.00	
		Chemicals disposed (if applicable)	-	-	0.00	0.00	0.00	0.00	0.00	
				SUM	0.00	0.00	0.00	0.00	0.00	

Fostering Inclusivity and Equity for All

Standard reference: [GRI 2-7, 404-1]

EMPLOYEE LEARNING & DEVELOPMENT

While Sarawak Energy is gearing up transforming our operations into a low-carbon, inclusive, and resilient energy future at Sarawak Energy, we believe that our employees are our greatest asset, and investing in their continuous development is key to driving our long-term success. In line with our commitment to fostering a culture of growth and excellence, we have prioritised comprehensive learning and development programmes designed to enhance the skills, knowledge, and capabilities of our workforce. This also involves implementing reskilling and upskilling programmes to prepare our employees for the transition from fossil fuels to renewable energy, ensuring long-term adaptability and operational resilience. In 2024, a total of 304,828 training hours were provided, with an average of 49.64 hours per employee.

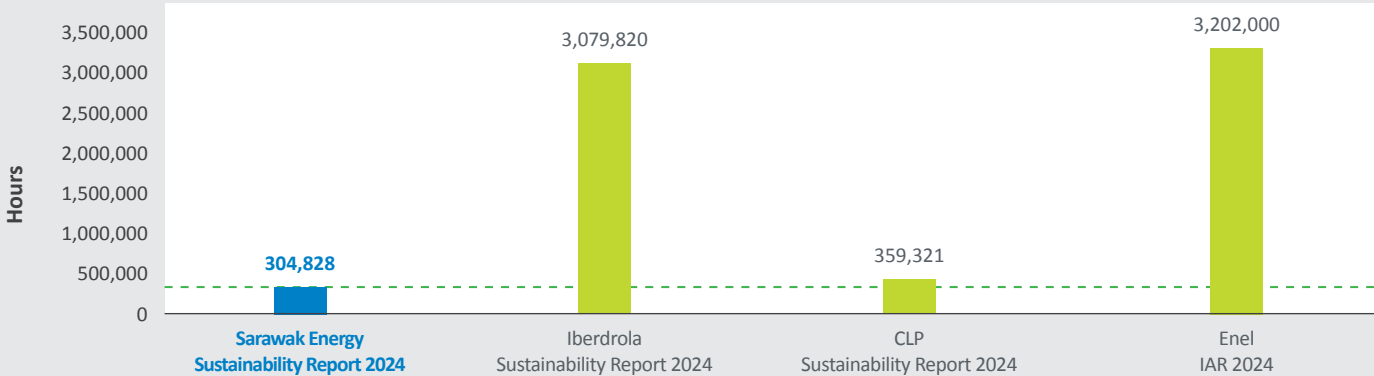
Total and Average Training Hours Summary

Description	2020	2021	2022	2023	2024
Total Sarawak Energy Employees	5,381	5,442	5,537	5,809	6,141
Total Employees Attended Training	2,405	5,062	5,487	5,750	6,119
Total Learning Hours	78,103.06	166,573.86	220,368.81	283,547.31	304,827.80
Total Online/Virtual Learning Hours	51,556.00 (66% of total learning hours)	156,783.61 (94% of total learning hours)	167,332.22 (76% of total learning hours)	162,304.96 (57% of total learning hours)	140,757.00 (46% of total learning hours)
Learning Hours per Employee	14.51	30.61	39.79	48.81	49.64

Training Learning Activities Attended by Category

Category	2022		2023		2024	
	Learning hours (hrs.)	Learning hours (%)	Learning hours (hrs.)	Learning hours (%)	Learning hours (hrs.)	Learning hours (%)
Technical	129,235.04	59	160,959.46	57	145,631.79	48
Business	65,585.62	30	86,607.67	31	108,533.61	36
Leadership	16,675.90	8	20,763.36	7	23,011.50	8
Conferences	8,872.25	3	15,216.82	5	27,650.90	8
Total	220,368.81	100	283,547.31	100	304,827.80	100

International Comparison of Total Training Hours for Power Utility Companies

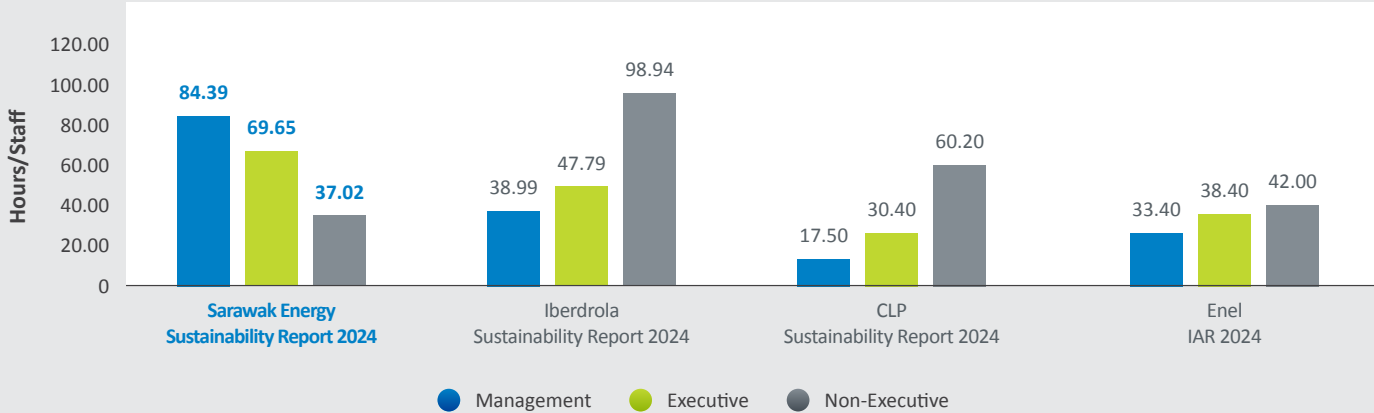


Note: Published Annual, Sustainability & Integrated Report 2024.

Fostering Inclusivity and Equity for All

Standard reference: [GRI 203-1, 404-1] [IFRS S1.33(a), 50(a)(c)]

International Comparison of Average Training Hours for Power Utility Companies



Note: Published Annual, Sustainability & Integrated Report 2024.

CORPORATE SOCIAL RESPONSIBILITY (CSR) INITIATIVES

IFRS S1.33(a) and IFRS S1.50(a)(c)

Sarawak Energy is dedicated to making a positive impact on the communities we serve through a wide range of CSR initiatives. Our CSR efforts focus on fostering sustainable development, enhancing the wellbeing of local communities, and supporting environmental stewardship. Through various programmes, we aim to empower individuals, improve livelihoods, and create lasting benefits for the people of Sarawak.

From 2020 to 2024, the company has maintained steady CSR spending, with a notable focus on sustainability. Our CSR spending as a percentage of revenue is shown in the table below.

Year	Unit	2020	2021	2022	2023	2024
CSR Spending to Revenue Ratio	%	0.41	0.12	0.13	0.28	0.29

Sarawak Energy Community Investment Focus Areas

Sarawak Energy accepts a responsibility towards the communities and has identified four (4) community investment focus areas in which we are developing inclusive, long term and sustainable partnerships to further strengthen relationships with the community, manage stakeholder expectations and maintain our social license to operate, specifically in:

Education and Young People



Environmental Management and Conservation



Culture and Heritage



Community Development and Entrepreneurship



Standard reference: [GRI 203-1]

Priorities within four (4) Community Investment Focus Areas:



Education and Young People

Empowering community with the knowledge, skills, and opportunities they need to take on the challenge of a competitive global economy.

- Promote STEM¹ in primary, secondary, and tertiary education.
- Tailor TVET² programmes to ensure inclusivity and equal opportunities for all.
- Support children with learning difficulties through inclusive education within Sarawak Energy operational areas.
- Provide educational aids and facilities to improve educational access and quality of teaching and learning within Sarawak Energy operational areas.
- Supporting co-curriculum activities for holistic development in Sarawak.
- Promoting educational enhancement programmes that extend beyond TVET² and STEM¹, fostering holistic learning and skill development across diverse disciplines.
- Facilitate access to digital literacy programmes to bridge the digital divide. Offer scholarships via Sarawak Energy Scholarship, Bursary Programme, and Education Funds.

Notes:
¹ Science, Technology, Engineering, and Mathematics (“STEM”) encompasses a range of initiatives, facilities and programme-based learning, and initiatives that support primary, secondary and tertiary education.
² Technical and Vocational Education and Training (“TVET”) focuses on developing practical, industry-relevant skills in technical fields through initiatives, programme-based learning, facilities covering those from secondary and tertiary education.



Culture and Heritage

Sarawak Energy recognises the profound significance of culture and heritage including arts in the lives of all Sarawakians, as they form the core of our cultural identity. Appreciating and preserving these elements is essential for ensuring they endure for future generations.

- Develop local talents through training and upskilling.
- Enrich the local arts scene by engaging aspiring artists and showcasing the country's rich, diverse culture.
- Support local festive and cultural events.
- Preserve local history and stories, and support cultural studies for educational purposes.
- Preserve and promote cultural diversity and heritage, including restoring historic sites and developing traditional arts and handicrafts.

Standard reference: [GRI 203-1]



Environmental Management and Conservation

Safeguarding the environment for future generations is an essential part of Sarawak Energy mission to improve society’s wellbeing.

- Promote environmental education, conservation programmes, and support for greener policies aligned with State and Company goals.
- Strengthen capacity for conservation to support the State's climate-resilient, low- carbon future.
- Manage and conserve the environment sustainably, including native plants, wildlife, agro-forestry, and natural resources, in line with State and the Company’s agenda.



Community Development and Entrepreneurship

In ensuring every Sarawakian is given equal chance for a better life, we support a range of social and economic empowerment programmes:

- Implement community development and entrepreneurship programmes, including capacity building, livelihood projects, basic education, and health and safety initiatives.
- Support infrastructure development to improve living conditions, such as longhouse upgrades and gravity-fed water systems.
- Mitigate and reduce human suffering from disasters, conflicts, and displacement affecting community livelihoods through initiatives such as providing relief assistance.

Summary of Total Investments by Sarawak Energy in Communities in 2024 by Focus Areas

Item	Initiative	Unit	Total Spent (RM)
1	Education and Young People	RM	2,854,719.88*
2	Environmental Management and Conservation	RM	805,679.98*
3	Culture and Heritage	RM	1,804,097.30*
4	Community Development and Entrepreneurship	RM	14,631,325.29*
5	New Programme/Donation/Proposal/Request/Connection Charges	RM	2,167,181.22*
	Total		22,263,003.67*

Investing into Our Supply Chain

Investing in Our Supply Chain

A sustainable supply chain not only ensures the delivery of quality products and services but also strengthens our commitment to responsible environmental, social, and governance (ESG) practices. To this end, Sarawak Energy has developed sustainability programmes aimed at fostering a more resilient and sustainable supplier base. These programmes focus on enhancing supplier performance and driving continuous ESG improvements across our supply chain.

ESG START PROGRAMME

To further enhance our sustainable supply chain, Sarawak Energy introduced the ESG Start Programme, a capacity development initiative aimed at improving the sustainability maturity of small and medium enterprises (SMEs). This programme is designed to be interactive and participatory, featuring a blend of facilitator-led sessions, case studies, practitioner sharing, and tool-driven exercises. Participants are grouped to discuss challenges and solutions related to sustainability, fostering a collaborative environment where they can share experiences and perspectives on implementing sustainable practices within their organisations.

The primary objectives of the ESG Start Programme are to create awareness among vendors on how to begin their sustainability journey, elevate their understanding of future ESG requirements, and support Sarawak Energy's 1.5°C Business Ambition by 2030. By equipping SMEs with the requisite knowledge and resources, the programme aims to guide them towards integrating sustainable processes across their operations in a scalable manner.

The benefits for suppliers include facilitating the integration of sustainability practices into their organisations, providing them with tools to evaluate their current sustainable performance, and enabling them to map out their future sustainability objectives in line with their business goals. Upon completing the programme, participants receive a Sustainability Action Plan, a dynamic document that helps guide the adoption of sustainable practices within their organisations. Additionally, suppliers are provided with a Scope 1 and 2 Carbon Footprint Report, helping them measure and manage their environmental impact.

In 2024, the second cohort of the ESG Start Programme was launched in collaboration with the United Nations Global Compact Malaysia and Brunei (UNGCMYB). Thirty SME vendors participated, receiving tailored training to assess their business sustainability maturity and integrate sustainability strategies into their operations. The programme's focus on the business case for sustainability, supported by both local and global case studies, enables businesses to better understand the value of sustainability and how it can drive long-term success.



Standard reference: [GRI 2-24, 2-25, 203-1, 203-2, 3-3] [IFRS S1.32(a)]

SUSTAINABLE SUPPLY CHAIN DEVELOPMENT PROGRAMME

Standard reference: IFRS S1.32(a) and IFRS S2.13(a)

The Sustainable Supply Chain Development Programme¹ is a collaborative initiative between Sarawak Energy, the United Nations Global Compact Malaysia and Brunei (UNGCMYB) and Alliance Bank Malaysia Berhad. This programme aims to foster an ecosystem that incentivises Sarawak Energy's suppliers to transition towards decarbonisation pathways. Through this collaboration, UNGCMYB provides training on GHG calculations and the use of the digital disclosure platform from Bursa Malaysia, while Alliance Bank offers financial incentives to suppliers who complete the programme, including loan discounts and other offerings.

The main objectives of the programme are to reduce Scope 3 emissions for Sarawak Energy by enabling and rewarding suppliers who adopt sustainability practices and improve their carbon footprint. The initiative also helps suppliers build business resilience and competitiveness through ESG improvements, aligning with Sarawak Energy's broader sustainability and decarbonisation goals.

For suppliers, this programme strengthened their relationship with Sarawak Energy and contributed to reducing Scope 3 emissions, which form approximately 25% of Sarawak Energy's total carbon footprint. Suppliers gain access to financial incentives, including better financing rates, tax benefits, and available grants. The programme also supports suppliers in reducing operational costs by encouraging the use of renewable energy and energy-efficient practices. A commitment to sustainability enhances suppliers' ESG profiles, providing a competitive edge in securing future business deals.

The programme's value proposition includes better financing and deposit rates, exclusive green solution offers, and access to training and advisory resources. These offerings are designed to help suppliers not only reduce their carbon footprint but also enhance their overall business performance and sustainability credentials. The key result areas of the programme include financial incentives for suppliers to disclose their Scope 1 and Scope 2 emissions. Additionally, Sarawak Energy has implemented a digital disclosure platform for suppliers to report and track their Scope 3 emissions data, further promoting transparency and accountability.

Notes:

- ¹ Enables suppliers to better disclose Scope 1 & Scope 2 data. This in turn will feed data for Sarawak Energy's Scope 3 calculations.
- ² Number of individuals (not companies).



In 2024, **51²** SME companies participated in the programme

SARAWAK ENERGY BERHAD

Sustainability Report Section:
INDEPENDENT THIRD PARTY ASSURANCE STATEMENT

SEC
08

Independent Third Party Assurance Statement

ANNUAL AND SUSTAINABILITY REPORT 2024

Independent Third Party Assurance Statement

Standard reference: [GRI 2-5]

1: Summary of Sarawak Energy Key Data for Calendar Year 2024:

Key Performance Disclosures and Sub-Disclosures	Value	Units
a. Direct Emissions (Scope 1)	7,015,589.09	tCO ₂ eq
i. Main Grid Emission Intensity	0.199	tCO ₂ eq/MWh
• Fuel Consumption		
• Coal	3,407,383.03	Tonne
• Diesel	24,353,883.36	Litre
• Natural Gas	37,732,367.35	MMBtu
• Net Energy Generated	34,443,326.39	MWh
• Net Calorific Value		
• Coal	16,502.45	kJ/kg
• Diesel	37.00	MJ/Litre
• Natural Gas	38.18	MJ/Nm ³
ii. Northern Grid Emission Intensity	0.671	tCO ₂ eq/MWh
• Fuel Consumption – Diesel	50,060,929.00	Litre
• Net Energy Generated	200,568.33	MWh
• Net Calorific Value – Diesel	37.00	MJ/Litre
iii. Stand-Alone Grid CO ₂ Emission Intensity	0.866	tCO ₂ eq/MWh
• Fuel Consumption – Diesel	2,834,094.00	Litre
• Net Energy Generated	8,347.00	MWh
• Net Calorific Value – Diesel	35.09	MJ/Litre
iv. Company-Owned Vehicles	5,339.11	tCO ₂ eq
• Fuel Consumption		
• Petrol	344,315.00	Litre
• Diesel	1,370,184.00	Litre
• Net Calorific Value		
• Petrol	44.30	MJ/Litre
• Diesel	43.00	MJ/Litre
b. Direct Emissions (Scope 1) Intensity	960.42	tCO ₂ eq/RM Million of Revenue
• Main, Northern, Stand-Alone Grid, and Company-Owned Vehicles Emissions	7,015,589.09	tCO ₂ eq
• Revenue	7,304.70	RM Million of Revenue
c. Direct Emissions (Scope 1) Intensity	679.48	tCO ₂ eq/RM Million of Total Investment _{LCG}
• Main, Northern, Stand-Alone Grid, and Company-Owned Vehicles Emissions	7,015,589.09	tCO ₂ eq
• Total Investment in Low Carbon Generation	10,324.97	RM Million

Standard reference: [GRI 2-5]

d. Absolute GHG Emissions (including Reservoir Emission)		
• Main, Northern, Stand-Alone Grid, and Company-Owned Vehicles Emissions	7,015,589.09	tCO ₂ eq
• Reservoir Emissions	1,585,186.00	tCO ₂ eq/year
e. Scope 2 – Buildings & Offices	14,320.06	tCO ₂ eq
f. Residual Main Grid CO ₂ Emissions Intensity	0.232	tCO ₂ eq/MWh
• Main Grid Emissions	6,868,389.46	tCO ₂ eq
• Net Energy Generated	34,443,326.39	MWh
• Renewable Energy Certificate Sold	4,775,786.00	MWh
g. Scope 3 – Business Air Travel	3,339.20	tCO ₂
h. Scheduled Waste Generation Intensity	11.27	t/GWh
• Volume of Waste Generated	373,923.34	Tonne
• Gross Electricity Generated	33,177.38	GWh
i. Total Water Withdrawal by Source from Main Grid Connected Power Plants		
• Municipal Water (3 rd Party Water)	2,311,957.13	m ³
• Seawater	1,142,148,578.40	m ³
• Surface Water (River Water)	4,746,640.01	m ³
• Operating Hours	54,645.80	Hours (for all units)
j. Annual Water Volume for Electricity Generation from Main Grid Connected Power Hydropower Plants	59,552.18	Million m ³
• Operating Hours	125,240.55	Hours (for all units)
k. Economic Value Retained	2,389.80	RM Million
l. Renewable Energy Generation Intensity	0.00028	RM Million Revenue _{ES} /MWh
• Revenue (Electricity Sales)	7,253.57	RM Million
• Net Energy Generated (Hydropower)	26,104,472.64	MWh
m. Total Value of Tenders Awarded to Local Sarawakian Companies	2,291,835,484.06	RM
• Operations	809,773,954.10	RM
• Capital Works	1,482,061,529.96	RM
n. Loss Time Injury Frequency Rate (LTIFR) (excluding fatalities)	0.186	LTIs/Million Man Hours
• Employees Only	0.071	LTIs/Million Man Hours
• Contractors Only	0.275	LTIs/Million Man Hours
• Total Loss Time Injury Cases (excluding fatalities)	6	Number of Injuries
• Employees Only	1	Number of Injuries
• Contractors Only	5	Number of Injuries
• Total Man Hours	32,173,330.54	Hours
• Employees Only	13,996,022.08	Hours
• Contractors Only	18,177,308.46	Hours
o. Sarawak Electrification Coverage	99.61	%
• Rural Electrification Coverage	99.02	%
p. Total Investments in Communities	22,263,003.67	RM Million
• Education & Young People	2,854,719.88	RM Million
• Environmental Management & Conservation	805,679.98	RM Million
• Culture & Heritage	1,804,097.30	RM Million
• Community Development & Entrepreneurship	14,631,325.29	RM Million
• Relief Assistance/Engagements/Connection Charges	2,167,181.22	RM Million

GRI Content Index

GRI CONTENT INDEX ADVANCED SERVICE WITH REFERENCE OPTION 2026	For the Content Index – Advanced With Reference option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.				
Statement of use	Sarawak Energy Berhad has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.				
GRI 1 used	GRI 1: Foundation 2021				
GRI Standard	Disclosure	Location and direct answers	External Assurance	SDG Linkage To Disclosure	IFRS
GRI 2: General Disclosures 2021	2-1 Organisational details	Pg. 3			
	2-2 Entities included in the organisation's sustainability reporting	Pg. 2, 34			
	2-3 Reporting period, frequency and contact point	Pg. 2			
	2-4 Restatements of information	No restatement has been made in the reporting period			
	2-5 External assurance	Pg. 2, 232-237	Yes		
	2-6 Activities, value chain and other business relationships	Pg. 2-3, 6, 8-13, 15-17, 19-22, 24-26, 28-29, 106-107, 163			
	2-7 Employees	Pg. 3, 72, 101, 106, 211-212, 224-225		8	
	2-8 Workers who are not employees	Sarawak Energy Internship Programme offers students in their final year of tertiary education (university, college, or polytechnic) the opportunity to gain valuable on-the-job experience			
	2-9 Governance structure and composition	Pg. 35-52, 56-58, 125, 226			
	2-10 Nomination and selection of the highest governance body	Pg. 52			
	2-11 Chair of the highest governance body	Pg. 51-52			
	2-12 Role of the highest governance body in overseeing the management of impacts	Pg. 51, 59, 125			
	2-13 Delegation of responsibility for managing impacts	Pg. 56-58, 60-65, 125			
	2-14 Role of the highest governance body in sustainability reporting	Pg. 58-59, 65			
	2-15 Conflicts of interest	Pg. 52, 64			
	2-16 Communication of critical concerns	Pg. 60, 61, 64, 65, 125			
	2-17 Collective knowledge of the highest governance body	Pg. 65			
	2-18 Evaluation of the performance of the highest governance body	Pg. 51-52, 54-56			
	2-19 Remuneration policies	Pg. 55			
	2-20 Process to determine remuneration	Pg. 55			
	2-21 Annual total compensation ratio	Pg. 55			
	2-22 Statement on sustainable development strategy	Pg. 18-25, 28, 67, 100			

GRI Standard	Disclosure	Location and direct answers	External Assurance	SDG Linkage To Disclosure	IFRS
GRI 2: General Disclosures 2021	2-23 Policy commitments	Pg. 53-58, 64, 79, 85, 129-130, 149		16	
	2-24 Embedding policy commitments	Pg. 54-58, 64, 79, 104-105, 125, 138, 149, 163, 165, 210, 216-217			
	2-25 Processes to remediate negative impacts	Pg. 85-86, 104-105, 127-131, 133-138, 216-217			
	2-26 Mechanisms for seeking advice and raising concerns	Pg. 2, 83, 133			
	2-27 Compliance with laws and regulations	Pg. 59, 65, 70, 180-181, 187, 208, 222		16	
	2-28 Membership associations	Pg. 3, 102			
	2-29 Approach to stakeholder engagement	Pg. 2, 29, 61, 82-84			
GRI 3: Material Topics 2021	2-30 Collective bargaining agreements	Terms as agreed in Collective Agreement are extended to all non-executive staff under Sarawak Energy Group		8	
	3-1 Process to determine material topics	Pg. 2, 124			
Topic: Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 102, 185			
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Pg. 102, 174-175, 183-184		6,14,15	
	101-4 Identification of biodiversity impacts	Pg. 86, 174-175, 183-184		6,14,15	
	101-5 Locations with biodiversity impacts	Pg. 183-184		6,14,15	
	101-8 Ecosystem services	Pg. 92, 185		6,14,15	
Topic: Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 108, 147-148, 150-151			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Pg. 107-108	Yes	2	
	201-2 Financial implications and other risks and opportunities due to climate change	Pg. 147-148, 150-151			IFRS
Topics: Indirect Economic Performance Public Policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 6, 8-9, 11-13, 19-22, 24-26, 28-29, 209, 216-217			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pg. 6, 8-13, 15, 19-26, 28-29, 87, 89-90, 94-95, 112, 209, 213-217		7,9,11	
	203-2 Significant indirect economic impacts	Pg. 6, 8-13, 24, 28, 107, 216-217		1,2,8,10,17	
Topics: Procurement Practices Labour/Management Relations Market Presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 110-111			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Pg. 99, 101, 107, 110-111	Yes	12	

GRI Standard	Disclosure	Location and direct answers	External Assurance	SDG Linkage To Disclosure	IFRS
Topics: • Ethics and Integrity • Socioeconomic Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 64, 126			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Pg. 126		16	
	205-2 Communication and training about anti-corruption policies and procedures	Pg. 64, 126		16	
	205-3 Confirmed incidents of corruption and actions taken	Pg. 126		16	
Topic: • Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 106, 157			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Pg. 106, 157, 188-189	Yes	8,12	IFRS
Topic: • Water					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 173, 176			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Pg. 173-176		6	
	303-2 Management of water discharge-related impacts	Pg. 173-175		6	
	303-3 Water withdrawal	Pg. 173, 190-191	Yes	6	
Topic: • Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 134, 135, 137, 151, 157, 160-162, 165, 173, 180			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pg. 151, 154, 157, 167-169, 171-172	Yes	3, 12, 13, 14, 15	IFRS
	305-2 Energy indirect (Scope 2) GHG emissions	Pg. 151, 157, 167	Yes	3, 12, 13, 14, 15	IFRS
	305-3 Other indirect (Scope 3) GHG emissions	Pg. 101, 151, 152, 158, 167	Yes	3, 12, 13, 14, 15	IFRS
	305-4 GHG emissions intensity	Pg. 99, 101, 105, 107, 128, 134-135, 137, 152-153, 158, 160-162, 165-167, 170-172	Yes	3, 12, 13, 14, 15	IFRS
	305-5 Reduction of GHG emissions	Pg. 101		13, 14, 15	IFRS
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pg. 173, 180, 191-192		3, 12, 13, 14, 15	
Topics: • Effluent & Waste • Environmental Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 157, 181			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Pg. 157-158		12	
	306-2 Management of significant waste-related impacts	Pg. 181		12	
	306-3 Waste generated	Pg. 193-208	Yes	12	

GRI Standard	Disclosure	Location and direct answers	External Assurance	SDG Linkage To Disclosure	IFRS
Topic: • Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 211			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pg. 107, 211, 222-224		5,8	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 224		8	
Topics: • Occupational Health & Safety • Customer Health & Safety • Disaster/Emergency Planning Response					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 25, 28, 79, 82-84, 209, 218-219			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pg. 14, 83		3,8	
	403-2 Hazard identification, risk assessment, and incident investigation	Pg. 220		3,8	
	403-3 Occupational health services	Pg. 83-84, 220-221		3,8	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pg. 82-84, 220-221, 227		3,8	
	403-5 Worker training on occupational health and safety	Pg. 83-84		3,8	
	403-6 Promotion of worker health	Pg. 83, 220-221		3,8	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pg. 82		3,8	
	403-9 Work-related injuries	Pg. 14, 25, 28, 83-84, 209, 218-219	Yes	3,8	
	403-10 Work-related ill health	Pg. 79		3,8	
Topic: • Training and Education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 26, 29, 72-77, 103, 209			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Pg. 103, 209, 212, 213, 227		4,5,8	
	404-2 Programs for upgrading employee skills and transition assistance programs	Pg. 26, 29, 72-77		8	
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of employees receiving regular performance and career development reviews		5,8	
		Pg. 29, 103			

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