



SUPPLEMENTARY SUSTAINABILITY DATA FY2025

ENVIRONMENTAL MANAGEMENT SYSTEMS

For the Andaman Island project, the Group remains committed to strict compliance with the Detailed Environmental Impact Assessment (DEIA) requirements and conditions imposed by the Department of Environment (DOE) and other relevant authorities. Dedicated committees and working groups have been established to oversee reclamation and development activities, ensuring adherence to comprehensive environmental requirements from project concept through implementation. Key measures include the adoption of an Environmental Management Programme (EMP), which covers construction methods, coastal controls, waste management, marine safety, and emergency risk controls, supported by ISO-certified management systems. Currently, a total of 7 project sites are developed on Andaman which is under the ISO 14001:2015 certification.

In addition, stringent oversight of material sourcing, transportation, and environmental audits are in place, with non-compliance addressed through corrective action plans reported to the DOE. The Group also monitors the capabilities of contractors and suppliers through third-party audits to ensure alignment with environmental standards. Importantly, the project integrates measures to mitigate and minimise potential biodiversity impacts, with ongoing monitoring and reporting designed to safeguard the surrounding ecosystem while balancing development and societal benefits.

WASTE MANAGEMENT

At E&O, we prioritize proper waste disposal to ensure that both hazardous and non-hazardous materials are managed in full compliance with applicable regulations. We enforce stringent guidelines for our contractors regarding recycling practices, resulting in 100% recycling of our steel and aluminum waste. Below is a breakdown of the total waste generated, diverted, and directed to disposal.

Description	Note	FYE2023	FYE2024	FYE2025
Waste Generated	Total (tonnes)	214	23	276
	Coverage (%)	60%	71%	82%
	Coverage (# of sites)	12	15	19
Waste Diverted from Disposal	Total (tonnes)	18	0	0
	Coverage	60%	71%	82%
	Coverage (# of sites)	12	15	19
Waste Directed to Disposal	Total (tonnes)	196	23	276
	Coverage	60%	71%	82%
	Coverage (# of sites)	12	15	19

HEALTH AND SAFETY TRAINING

In FY2025, the Group recorded a total of 10 work-related injuries, the majority of which were minor in nature and occurred during hospitality operational hours. The reported cases primarily involved burns from hot water, slips and falls within the workplace, and minor cuts sustained during kitchen duties. Each incident was promptly assessed, and corrective measures were implemented to prevent recurrence.

As part of our continuous commitment to workplace health and safety, the Group conducted targeted training sessions to address these risks and reinforce safe work practices. In FY2025, a total of 246 employees underwent health and safety training, with the majority comprising staff from the hotel division, where operational exposure to such risks is highest.

Furthermore, we place a strong emphasis on the professional development of our employees, recognizing that a skilled and empowered workforce is the cornerstone of our success. We are committed to providing comprehensive training programs tailored to enhance technical expertise, leadership capabilities, and customer service excellence. Below is the breakdown of staff trained in FY2025 based on the type of trainings and their division.

Number of Staff Trained For each Type of Training

Type of Training	FY2025 (Number of Staff Attended)		
	Hotel Division	Property Division	Total Staff
Customer Service and Housekeeping	265	0	265
Occupational Health and Safety	235	11	246
Safety and Security Protocol	115	0	115
Sustainability Practices	0	68	68
Finance, Accounting & Tax	1	36	37
Marketing & Digital Communications	0	36	36
Property Development	0	17	17
Others	0	91	91
Total Staff	616	259	875

BUILDING MANAGEMENT SYSTEMS

We are currently rolling out advanced building management systems throughout our portfolio. To date, facilities such as Lincoln Suites and the E&O Hotel in Penang have successfully incorporated these systems to oversee and regulate their operational infrastructure. Furthermore, multiple sites, including St. Mary, the E&O Hotel, Lincoln Suites, and our Penang administrative offices, have integrated intelligent metering solutions to precisely measure electricity usage. Information from these meters is seamlessly forwarded to Tenaga Nasional Berhad (TNB) to facilitate oversight and invoicing. Looking ahead, we intend to deploy smart meters at more locations in the coming period.