RIVERSTONE HOLDINGS LIMITED

2025 SUSTAINABILITY REPORT

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KEY ABBREVIATIONS

CEO	Chief Executive Officer
CEMS	Continuous Emission Monitoring System
CO_2e	Carbon Dioxide Equivalent
CSO	Chief Sustainability Officer
DOE	Department of Environment
EMG	ECO Medi Glove Sdn Bhd
EPF	Employees' Provident Fund
ESG	Environment, Social and Governance
ESP	Electrostatic Precipitator
FY	Financial Year
GHG	Greenhouse gas
GRI	Global Reporting Initiative
HOD	Head of Department
HR	Human Resources
HRDF	Human Resources Development Fund
IE	International Efficiency
IFRS	International Financial Reporting Standards
ISO	International Organization for Standardization
kWh	Kilowatt hour
LPG	Liquid Petroleum Gas
MWh	Megawatt hour
PCF	Product Carbon Footprint
QA	Quality Assurance
R&D	Research and Development
RRSB	Riverstone Resources Sdn Bhd
RRSB-BB	Riverstone Resources Sdn Bhd, Bukit Beruntung Plant
RRSB-TP	Riverstone Resources Sdn Bhd, Taiping plant
RM	Ringgit Malaysia
SEM-EDX	Scanning Electron Microscopy-Energy Dispersive X-ray Analysis
SOCSO	Social Security Organization
SR	Sustainability Report
TCFD	Task Force on Climate-related Financial Disclosures
TDS	Total Dissolved Solid
WWTP	Waste Water Treatment Plant

ABOUT THIS REPORT

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Reporting Period and Frequency

This is the ninth annual Sustainability Report for Riverstone Holdings Limited. This report covers Riverstone Holdings Limited's Environmental, Social, and Governance (ESG) performance from 1 January to 31 December 2025. The reporting period of the Sustainability Report aligns with Riverstone Holdings Limited's fiscal year. The previous report was published on 30 April 2025.

Organisational Boundaries

This report covers all glove manufacturing plants, facilities, and entities in Malaysia which account for 85% of Riverstone Holdings Limited Group's manufacturing operations. Data from Thailand and China entities are under evaluation and preparation and are temporarily excluded in this year's Sustainability Report. The exclusion of China and Thailand entities does not materially affect the report, as their emissions account for less than 5% of the Group's total corporate emissions.

Baseline data and Restatement

Where possible, this report provides historical data since 2020 as the initial baseline for comparison purposes. There is no restatement of data in this report.

Standards and Guidelines

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. GRI has been selected as a primary reference framework because it is an internationally recognised reporting standard that covers a wide range of sustainability topics. We voluntarily incorporated elements of climate-related disclosures based on the TCFD and IFRS S2 to enhance transparency. This report also incorporates the mandatory SGX requirements listed under Rule 711A, 711B and Practice Note 7F in SGX Listing Rules.

Independent Internal Review

Riverstone has engaged CLA Global TS Risk Advisory Pte. Ltd. to conduct an internal review of our reporting processes and the accuracy of data. All recommendations that arose from the review process were considered in preparation of this report.

External assurance was not obtained for this report. The Group relied on internal verification processes to ensure validity and accuracy of the reported data.

CONTACT US

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Contact Riverstone

We strive to improve our reporting and sustainability practices continuously. Hence, we welcome our stakeholders' suggestions and comments. Please reach out to us should you have any feedback or questions concerning this Sustainability Report.

Email: bizsupport@riverstone.com.my

ABOUT RIVERSTONE

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Riverstone is a nitrile glove manufacturer. We specialise in the production of cleanroom and healthcare gloves. We also manufacture non-glove cleanroom consumable items such as finger cots, cleanroom packaging bags, hair-net, and face masks.

Riverstone was established in 1991. We are registered under the healthcare industrial sector and listed on the Main Board of Singapore Exchange Securities Trading Limited ("SGX-ST") on 20 November 2006. We are headquartered in Bukit Beruntung, Malaysia, and have five manufacturing facilities located in Malaysia, Thailand, and China. In addition, we have a network of sales offices and strategic partners in Asia, the Americas, and Europe.

Our Products and Market

Cleanroom gloves' main function is to protect sensitive semiconductor products from human contamination. Riverstone's cleanroom products serve the high-end electronics and semiconductor sector. Our cleanroom manufacturing facilities are National Environmental Balancing Bureau ("NEBB") certified Class 10 and Class 100 Cleanrooms built with unique features to produce gloves that meet our customers' stringent requirements. Riverstone is an own-brand manufacturer for most of its cleanroom products, selling directly to end-users. Healthcare gloves serve as a protective barrier against biological hazards while performing general medical practices. Riverstone works with reputable distributors to distribute our products across the world. Our products serve the healthcare sector and food sector.

Our products are certified by international certification bodies and widely used by major global players in the electronic and healthcare industries. We export over 80% of our products to key customers in Asia, the Americas, and Europe.

Vision

We envision being a global leader in the manufacturing of cleanroom and healthcare gloves.

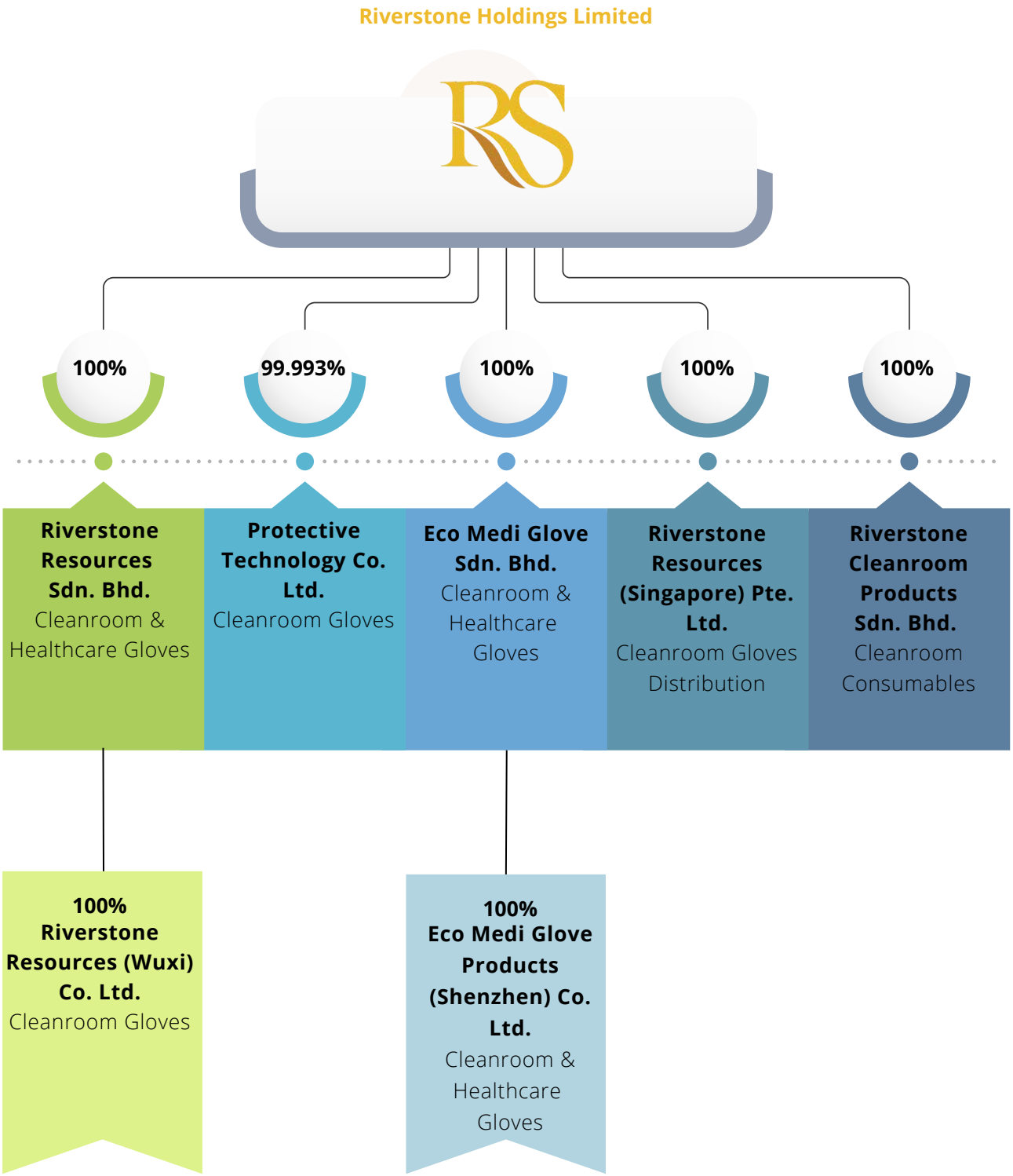
Mission

We will:

- Never compromise quality for short-term gain.
- Strive to exceed customers' satisfaction through superior product quality.
- Ensure on-time delivery and fair pricing.
- Develop innovative new products and a high degree of flexibility and adaptability in glove production.
- Forge strong business partnerships to reduce the cost of doing business and provide a conducive working environment for our employees.

GROUP STRUCTURE

GRI 2-1 | 2-2



GLOBAL MARKET REACH

GRI 2-6

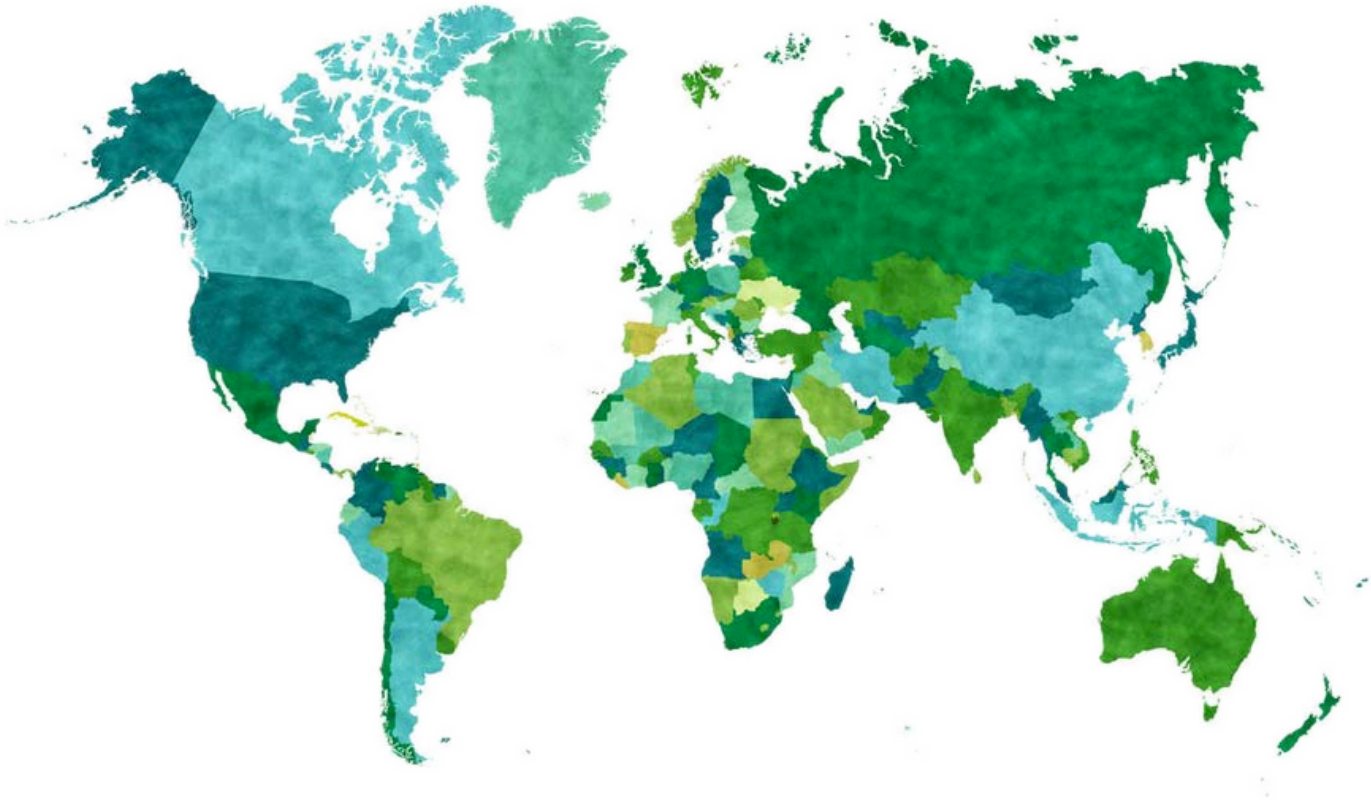
Asia Pacific
Australia
China
Hong Kong
India
Indonesia
Japan
Laos
Malaysia
New Zealand
Philippines
Singapore
South Korea
Taiwan
Thailand
UAE
Vietnam

Europe
Austria
Czech Republic
Denmark
France
Germany
Hungary
Ireland
Italy
Netherlands
Poland
Portugal
Spain
Sweden
Switzerland
United Kingdom

North America
Canada
USA

South America
Chile
Panama

North Africa
Morocco



GLOBAL MARKET REACH

GRI 2-6

Supply Chain

As a Malaysia-based glove manufacturer, we source latex and nitrile from trusted suppliers in Malaysia, Thailand, and Korea. Our sourcing process for latex and nitrile is governed by a strict Supplier Selection and Evaluation Procedure, which also applies to all other suppliers of materials and services that directly impact product quality. This procedure ensures that all direct materials, including latex, nitrile, chemicals, formers and packaging materials; are controlled and conform to both our Occupational Health and Safety (OH&S) Management System and Environmental Management System.

To become an approved supplier, potential partners must meet our comprehensive criteria, which include ensuring that their operations uphold social compliance standards. This ensures that our suppliers maintain ethical labour practices, safety standards, and environmentally responsible production.

Approved suppliers in place, remain subject to our ongoing supplier monitoring and evaluation process to ensure continued compliance with our standards.

Business relation

Our company is not involved in any formal partnerships, joint ventures, or alliances with other organisations. As such, there are no significant business relationships to report in this section. We continuously evaluate opportunities for collaboration that align with our strategic goals and sustainability objectives.

Additionally, during this period, our operations, value chain and business relationships remained stable, with no significant changes. We have continued to maintain strong relationships with key suppliers and stakeholders, without any major shifts in our business practices, operational structure or sourcing strategies.

MESSAGE FROM CEO

GRI 2-6 | 2-22

Dear Valued Stakeholders,

A Year in Review

In 2025, global crises have reshaped ESG priorities, reinforcing the importance of robust and transparent disclosures in an increasingly mandatory ESG reporting landscape. As the leading cleanroom and healthcare gloves manufacturer, Riverstone is committed to sustainable manufacturing practices and continually strives to explore new technologies and innovations to enhance efficiency, quality, and environmental performance. Riverstone has strong responsibility to ensure its business practices comply with the highest ESG standards. I am pleased to share our progress, efforts and achievements in incorporating sustainable manufacturing in this 2025 Sustainability Report.

Board Composition and Diversity

The Board comprises a majority of Independent and Non-Executive Directors. As at 31 December 2025, our Board comprises members of both genders and from diverse industry backgrounds, reflecting our ongoing commitment to diversity and inclusivity at the leadership level.

Shaping Tomorrow through Sustainable Manufacturing

We are shaping tomorrow through sustainable manufacturing practices focused on energy efficiency, reduced GHG emissions, water conservation and waste reduction. I am proud to share that we have successfully achieved our five-year sustainability target this year. This milestone sets a new benchmark as we established our Net Zero GHG emissions targets, aligned with the Science Based Targets initiative (SBTi) and the National Climate Change Policy 2.0 in Malaysia. We believe that this commitment will enhance our resilience against future regulatory changes while ensuring alignment with supply chain expectations and customer requirements.

We collaborate closely with our customers and suppliers to advance energy efficiency initiatives, strengthening our Climate Transition Plan and supporting our long term-decarbonisation goals.

In response to market dynamics and aligned with our business strategies, we have made strategic investments to strengthen our production capabilities. By the end of 2025, we have successfully completed the construction of six new production lines for cleanroom gloves and three new production lines for healthcare gloves. Expansion of single production lines primarily is to support business strategy of providing flexibility to meet specific requirements of customised products including for low carbon footprint gloves.

In line with our sustainable manufacturing practices and to minimise the risk of fuel supply interruptions, our new production dipping line design will incorporate a dual-energy system using both biomass and fossil fuels.

Reducing GHG emissions through Renewable Energy

We are making significant efforts to reduce our Scope 1 and Scope 2 emission through investments in renewable energy. A total of RM8 million has been allocated for solar panel expansion project. At the moment, Phase 1 and 2 have already been completed and Phase 3 is scheduled for commissioning in the first quarter of next year. By the end of 2025, Phase 1 and Phase 2 enable us to offset more than 2,000 tonnes of carbon emission annually, with reductions expected to grow further in the coming years with completion of Phase 3.

MESSAGE FROM CEO

GRI 2-6 | 2-22

To further support growing production demand for renewable energy, we are expanding our biomass boiler capacity by 30mT/hr of steam reinforcing our commitment to a low-carbon future and sustainable manufacturing practices.

Meeting The Highest Standard of Social Compliance

We value our people. Our continuous success is driven first and foremost by the dedication and commitment of our people. To uphold the highest standards of social compliance across Riverstone, we actively engaged with internationally recognised social compliance auditors such as Responsible Business Alliance (RBA), Worldwide Responsible Accredited Production (WRAP) and Sedex Members Ethical Trade Audit (SMETA) to audit our manufacturing plants and facilities.

In Taiping, two out of three plants are ISO 14001-certified and one is ISO 45001-certified. In addition, one more plant in Taiping is scheduled to undergo ISO 45001 certification audit by next year as we had completed the Stage 1 audit at the end of 2025. We remain steadfast in protecting labour rights and environment as well as ensuring our business operations are conducted responsibly and ethically.

Appreciation and Looking Ahead

I would like to take this opportunity to thank the management team and all employees of Riverstone for their dedication and hard work throughout FY2025. Their efforts have been key to our continued success and growth. I also extend my sincere appreciation to our shareholders, customers, suppliers, and business associates for your unwavering support and trust. Finally, I would like to thank my fellow Board members for your leadership and guidance in steering Riverstone forward.

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Your collective contributions have been vital in helping us reach our goal on sustainable manufacturing practices and Net Zero GHG emissions target.

Sincerely,

MR WONG TEEK SON
Executive Chairman and CEO

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BOARD STATEMENT

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The Board of Directors of Riverstone Holdings Limited is pleased to publish Riverstone's Sustainability Report (SR) for the financial year ended 31st of December 2025 (FY 2025).

Riverstone's Board of Directors recognises that it is important to take sustainability issues into account when formulating business strategies. Identifying and understanding Riverstone's material Environmental, Social, and Governance (ESG) factors help the Board and management to better prepare for and consider risks and opportunities faced by the company.

The Board of Directors monitors and oversees the management of ESG strategy at Riverstone. The Board is also responsible for considering sustainability issues in Riverstone's business and strategies.

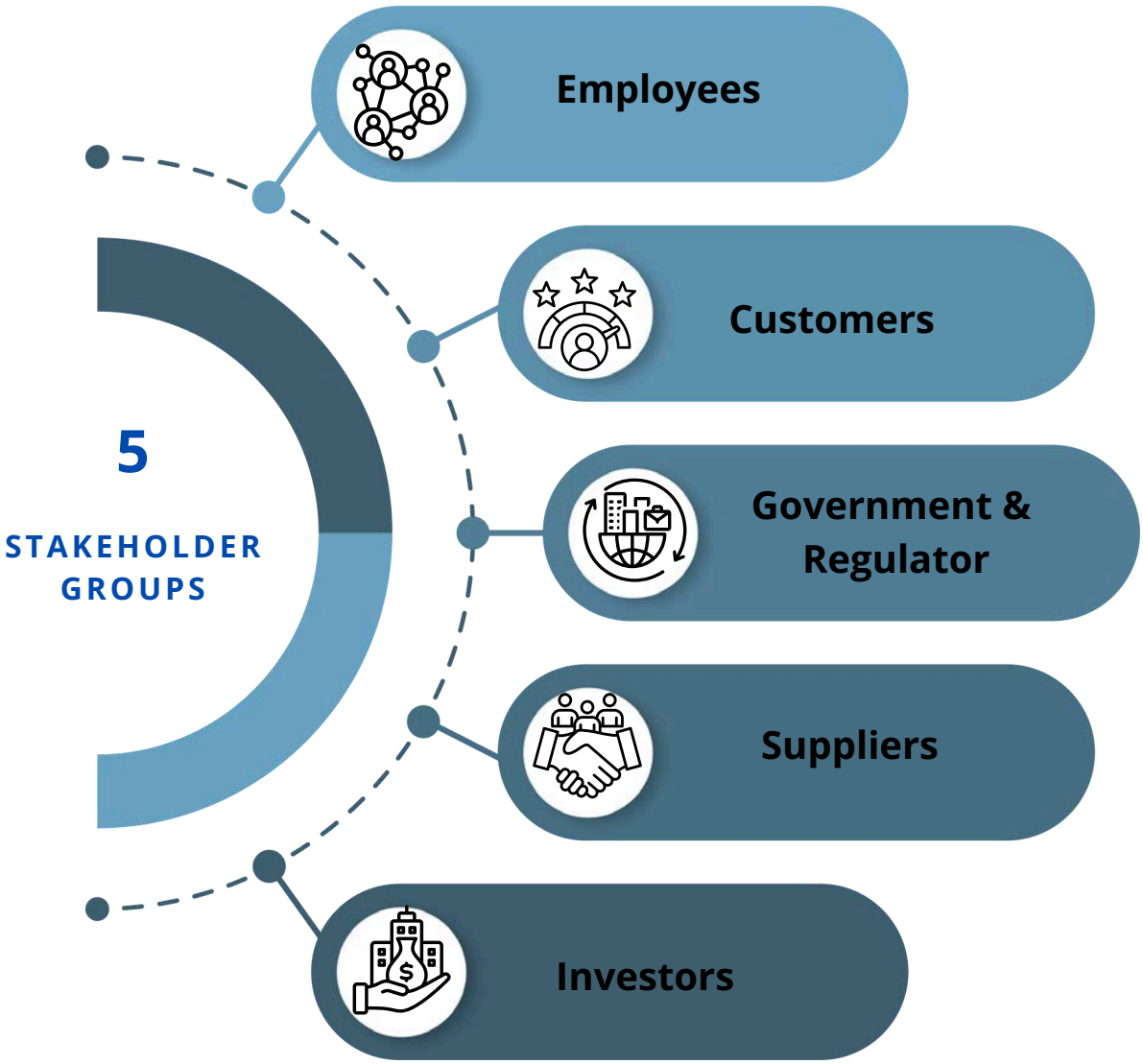
Managing Sustainability

STAKEHOLDER ENGAGEMENT

GRI 2-29

Riverstone engages with our stakeholders regularly using various channels to understand their expectations and concerns better. Stakeholder engagement helps us respond to our stakeholders' concerns and interests, and assist us in developing effective long-term strategies and risk management. In addition, we value transparency and honesty in our business dealings and believe it is important to keep communication open with our stakeholders.

We define a stakeholder as any individual or group of individuals who (i) can be affected by Riverstone's activities or (ii) whose actions can be expected to influence Riverstone's decision-making process and ability to implement strategies successfully. Our Sustainability Committee has identified employees, customers, government and regulators, suppliers, and investors as our key stakeholders. The table summarises our key stakeholders' interests and concerns with the engagement channels we employed.



Stakeholders	Interests and Concerns	Engagement Channel
Employees	• Occupational health and safety • Remuneration and benefits • Labour rights • Career development and training • Work-life balance • Work satisfaction	• Trainings • Orientation programs • Periodic meetings • Workplace suggestion boxes • Annual performance appraisal
Customers	• Product quality and safety • Customer satisfaction • Labour rights • Responsible supply chains • Innovative products • Pricing • Delivery & Logistic	• Site visits and plant audits • Regular meetings • Email correspondence • Video conferences • Exhibitions and trade associations • Responsive and quality service
Government and Regulator	• Regulatory and industry-standard compliances • Labour rights • Environmental impact and compliance	• Site visits and plant audits • Regular meetings • Email correspondence • Video conferences • Exhibitions and trade associations • Responsive and quality service
Suppliers	• Financial performance • ESG topics • Market demand and industry trends • Customer expansion plans	• Site visits and audits • Regular meetings • Video conference • Online survey
Investors	• Financial performance • Business growth strategy • Market demand and industry trends • Factory expansion plans • Returns to shareholders	• Annual general meeting • Company website • Conference presentation • Media releases • Annual reports • Sustainability reports • Financial result announcements • Analyst meetings

MATERIAL TOPICS

GRI 2-14 | 3-1 | 3-2 |

In 2025, we performed a materiality assessment to ensure that we better capture the expectations of our internal and external stakeholders. We assessed the impact of our operation across the value chain to identify sustainability issues relevant to our business. Topics are deemed material if they (i) reflect Riverstone's significant economic, environmental, social, and governance (ESG) impacts or (ii) can substantially influence the assessments and decisions of stakeholders. We review our material topics regularly to ensure that we capture the changes in the business environment and make adjustments if needed. The material topics were last reviewed in 2024. Conducting materiality assessments regularly gives us insights into current and future trends, allowing us to respond effectively to the risks and opportunities in a fast-changing business landscape. The results of the materiality assessment guide our sustainability strategic planning process.

Our methodology for performing a materiality assessment follows these steps:

- The Sustainability Committee develops an initial list of issues relevant to Riverstone and key stakeholders.
- An online survey is distributed to key stakeholders to gather feedback.
- Based on our stakeholders' inputs and comments, key material topics are ranked and mapped accordingly on a materiality matrix.
- Senior executives and managers work with the Sustainability Committee and validate material topics and matrix.

The list of material topics in year 2025 remained unchanged from the previous reporting year, with the addition of a new topic, sustainable procurement.

Governance	Corporate Governance
	Value and Business Ethics
	Sustainable Procurement
Social	Labour Rights
	Occupational Health and Safety
	Training and Development
	Community Development
Environment	Energy and Emission
	Water Stewardship
	Effluent and Waste Management
Strategy and Business	Research and Development
	Product Quality and Safety

CLIMATE RELATED DISCLOSURE

GRI 3-3

Climate related disclosures in this section are prepared in accordance with SGX Listing Rule 711B and Practice Note 7F. The Group has referenced the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD) and has voluntarily incorporated selected elements of IFRS S2 to support progressive alignment with emerging global reporting practices.

Moving toward IFRS S2

We have retained the TCFD-based climate disclosure structure this year for consistency and clarity. At the same time, we are building the foundations for IFRS S2 alignment, including better data capture and a clearer link between climate risks/opportunities and their potential financial effects.

	Riverstone's Response
Describe the board's oversight of climate-related risks and opportunities.	The Board considers climate-related and sustainability issues when reviewing business strategies, risks, and opportunities. The Board monitors and oversees the management of climate-related issues at Riverstone. The CEO develops and oversees the implementation of sustainability strategy, evaluates sustainability risks and opportunities in Riverstone's business strategies, and oversees departments in ensuring the robustness of the sustainability management system.
Describe management's role in assessing and managing risks and opportunities.	The Chief Sustainability Officer (CSO) leads the Sustainability Committee and oversees the implementation of sustainability strategies. The CSO reports on Riverstone's sustainability initiatives, targets, performance, and industry trends to the CEO regularly. The Sustainability Committee comprises representatives across major departments. Representatives from RRSB and EMG are on the sustainability committee. The responsibilities of the sustainability committee are to (1) implement sustainability policies and initiatives, (2) review and monitor ESG targets, and (3) support and execute Riverstone's effort across material ESG aspects. The Sustainability Committee meets multiple times a year to discuss Riverstone's sustainability strategy, goals, and performance.

CLIMATE TRANSITION PLAN

INTRODUCTION

With only 25 years remaining until 2050, the world is already experiencing climate change evident through the increasing frequency and severity of climate related disasters events including floods and heatwaves. Climate change is primarily caused by the greenhouse gas emissions from manufacturing activities, which traps heat in the atmosphere and disrupt the global climate system. At Riverstone, we recognise that an immediate, coordinated and meaningful global response is required to mitigate this issue and speed up the transition to low-carbon economy.

Shaping Tomorrow through Sustainable Manufacturing

Riverstone is shaping tomorrow through sustainable manufacturing practices that focus on energy efficiency, reduced GHG emission, water conservation and waste reduction. In 2025, we established near-term and long-term goals align with science-based target initiative (SBTi), a goal we believe meets the level of decarbonisation stipulated by the Paris Climate Agreement (2015) and the National Climate Change Policy 2.0 (2024) in Malaysia. Our Climate Transition Plan discloses key climate-related risks and opportunities and outlines how Riverstone addresses these risks through scenario analysis.

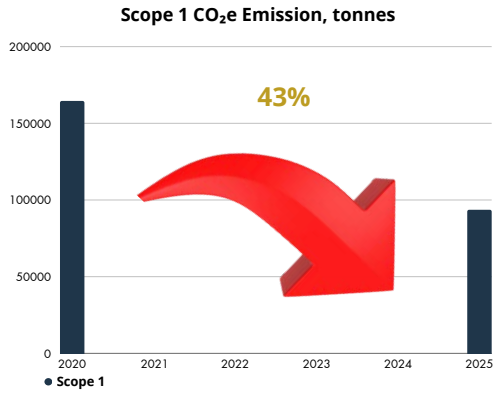
Riverstone has implemented the TCFD framework to identify and access climate-related risks and opportunities in relation to our direct operations and market conditions. The identification process considers both transition risks (including policy and legal, technology, market and reputational risks) and physical risks (acute and chronic climate hazards) across the Group's manufacturing operations, utilities infrastructure, and supply chain.

Scenario analysis is subsequently conducted to evaluate the resilience of our Group`s strategy and business against the identified risks. Key performance indicator (KPI) targets have been established to monitor and manage these risks effectively and periodically.

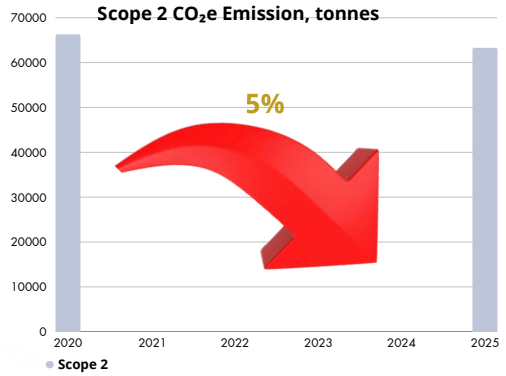
Responsibility for managing key climate-related risks is assigned to the Sustainability Committee and designated functional risk owners, including Operations, Engineering, Environment, Safety and Health, Human Resources, and Risk Management Functions.

Rubber glove manufacturing begins with the blending of synthetic raw latex and chemical additives using proprietary formulations. The compounded latex is then pumped to production dipping lines, where gloves are formed and cured using ceramic formers. Our process relies on energy-intensive heating and curing, as well as raw material sourcing. Natural gas and electricity consumption represent our main emission hotspots, which guide our climate transition initiatives.

Riverstone is proud to announce our progress in renewable energy increase up to 59% over the last 5 years. In 2025, we achieve 43% reduction in Scope 1 GHG emissions and 5% reduction in Scope 2 GHG emissions from baseline year 2020. In 2025, we focused more on improving existing manufacturing site and production equipment that is more energy efficient.



43% **reduction in Scope 1 GHG emission from 2020 level**



5% **reduction in Scope 2 GHG emission from 2020 level**

Note: Refer to page 37 for full data between 2020 and 2025 for Scope 1 and Scope 2 GHG emissions

CLIMATE-RELATED GOAL

Riverstone has established defined time horizons to support consistent assessment of climate-related risks and opportunities and adopts the following time horizons:

- **Near-term**: 5 to 10 years
- **Medium-term**: 10 to 20 years
- **Long-term:** Beyond 20 years

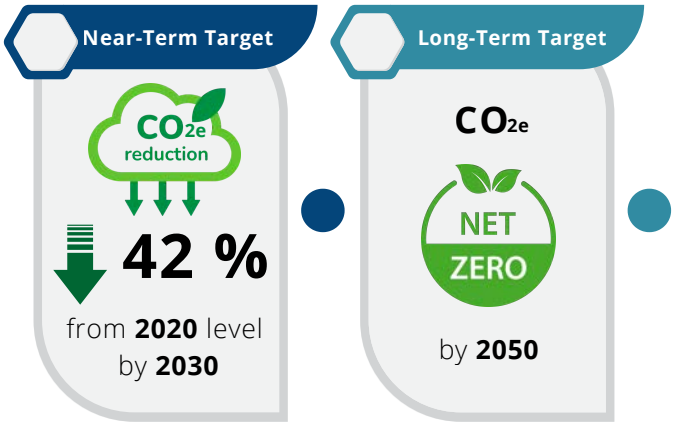
Our Near-term Target is to reduce GHG emission Scope 1 and Scope 2 by 42% by 2030, compared to the baseline year 2020. Our Long-term target is to achieve Net Zero GHG emission by 2050.

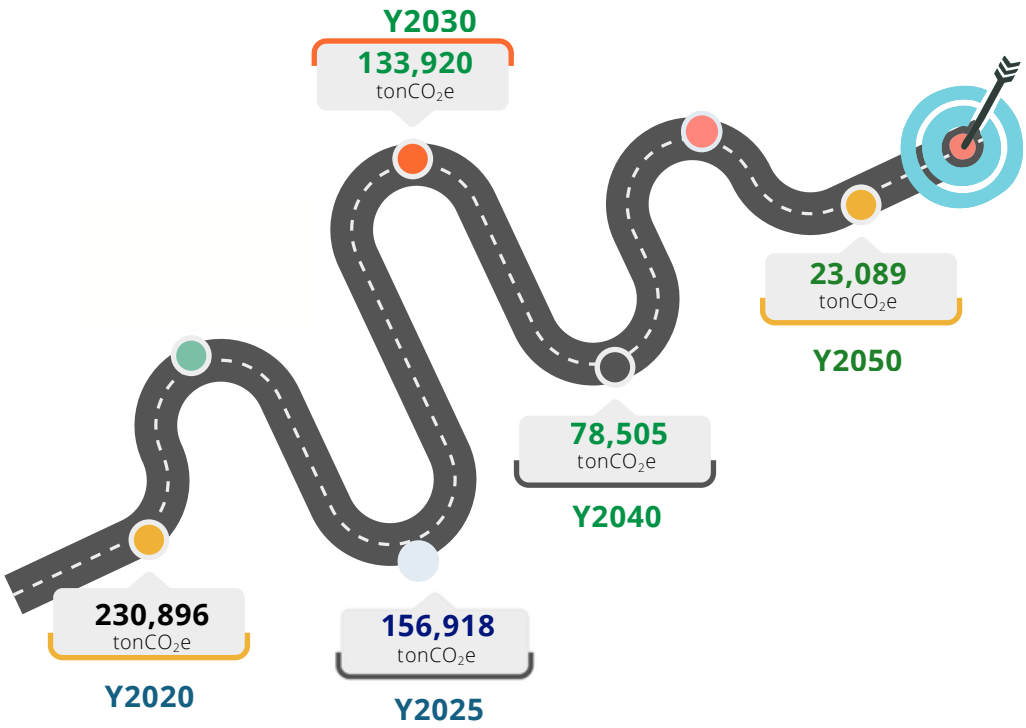
Our target setting aligns with science-based target initiative (SBTi) and the National Climate Change Policy 2.0 (2024) in Malaysia.

Near-term risks and opportunities may include regulatory changes and carbon tax, acute physical risks, sustainability compliance and audit requirements and renewable energy initiatives.

Medium-term risks and opportunities include operational transition risks, market demand for lower-carbon products and renewable energy initiatives.

Long-term risks include chronic physical risks such as rising temperatures, as well as strategic transition risks associated with global decarbonisation pathways.





Note: The GHG emissions are referring to total of Scope 1 and Scope 2 GHG emission

Climate-Related Risks and Opportunities

	Climate-related Risks	Potential Impact
Transition	*Policy and Legal* • Introduction of carbon taxation • Enhanced carbon emission reporting standard	• Increase in operating costs due to carbon taxation • Additional resources and costs required to meet additional reporting standards
	Technology • Cost to invest in energy efficient machinery and facilities • Investment in new products	• Increased CAPEX spending and R&D cost for products with low carbon emission
	Market • Changes to customer behavior due to preference for low carbon emission products	• Reduced demand for our products if we do not have low carbon emission alternatives
	Reputation • Shift in consumer preferences for low carbon emission alternatives	• Loss of revenue if we do not have low carbon products
Physical	*Acute* • Increased frequency and severity of floods • Increased frequency and severity of droughts	• Increased insurance premiums for our production facilities and properties • Reduced glove output due to damages to facilities • Disruption of water supply leads to decrease in production output • Increased operating costs due to water supply or energy disruptions
	Chronic • Increased temperature • Change in precipitation patterns	

	Climate-related Opportunities	Potential Impact
Resource Efficiency	• Upgrade to more energy efficient production facilities and buildings • Increase in water recycling in production • Use of energy recovery system	• Reduced utility cost due to increased energy and water efficiency
Energy Source	• Use of renewable sources of energy such as solar panels and biomass • Enhance the quality of renewable fuels as the rising of global temperature will reduce the humidity of renewable fuels	• Reduced reliance on fossil fuel and exposure to energy price fluctuation • Improved boiler efficiency, leading to lower utility costs.
Products and Services	• Development of low carbon emission gloves through research and development	• Increased revenue as customers demand for lower carbon emission gloves • Competitive advantage as customers are interested in lower carbon emission alternatives
Markets	• Access to markets that prefers low carbon emission product • Access to incentives for climate action	• Increased revenue and diversification of revenue source due to expanded market access

Scenario Analysis and Resilience

In developing our Climate Transition Plan, we have adopted a 1.5 ºC – aligned scenario that considers the implications of low-carbon approach, including the potential introduction of carbon tax policy and consumer demands for low carbon emission products. Under this scenario, operational expenditures are projected to increase significantly, reinforcing the need to prioritise energy-efficient initiatives and renewable energy alternatives in response to evolving regulatory requirements.

Under a physical risk scenario where business continues as usual, the impacts of climate change are expected to intensify. If emissions remain high, global temperatures could rise by approximately 3.5°C by 2050, leading to more frequent heatwaves, droughts, floods, and other extreme weather events. These physical impacts may result in operational disruptions and damage to our assets.

Earth`s global surface temperature in 2025 was slightly warmer than 2023, but within the margin error. Since record-keeping began in 1880, the hottest year on record remains 2024. Source: NASA Jan 14, 2026

Scenario Analysis Assumptions

Scenario Considered / Climate-Related Risks	1.5 ºC Orderly	Physical Risk Scenario
	IEA`s Net Zero Emission by 2050 scenario	IPCC`s SSP5-8.5 scenario
Transition Risks	**Likelihood of occurrence**	
Policy / Legal Carbon Tax	High likelihood to push companies to reduce GHG emissions faster	Medium
Regulatory Pressure	Strict ESG/PCF	Medium
Reputation – Customer Shift to Low Carbon Preferences	Mandatory on regulatory direction	Medium
Market – Natural Gas Price	High possibility to shift to cleaner energy	Medium
Market – Electricity Tariff	Medium	High
Physical Risks	**Likelihood of occurrence**	
Temperature	increase in temperature by 1.5ºC	Increase in temperature by 3.5ºC
Water Interruption	Moderate	Severe
Climate Change	Low	Severe

The scenario impact matrix shows that an orderly 1.5ºC transition results in higher but predictable cost, whereas delayed action significantly increases the risk of operational disruption and downtime placing financial performance and revenue at risk. As Malaysia and Singapore have pledged to a net-zero pathway, regulatory requirements, particularly carbon taxation, are becoming more stringent in support of the 1.5°C goal. Accordingly, we will accelerate our efforts to reduce corporate GHG emissions. Over the next two years, our focus will be on improving our product carbon footprint.

Scenario Impact Matrix

Area	1.5 ºC Orderly	Physical Scenario
Operations	High due to downtime/ property damage and placing revenue at stake	Severe downtime risk and property damage
Supply Chains	High compliance cost	High disruption risk
Customers	Customer shift to low carbon preferences	Reliability focus
Regulation	Strict ESG/PCF	Fragmented enforcement
Financial Exposure	High financial impact	Higher due to downtime/ property damage and placing revenue at stake

DECARBONISATION PLAN

GRI 2-29 |305-5

RIVERSTONE OPERATIONS (SCOPE 1 & 2)

Manufacturing activities are energy-intensive. Since 2020, Riverstone has been investing in improving our production lines to enhance energy efficiency and increase the utilisation of renewable energy sources. Currently, up to 63% of our energy consumption is sourced from renewable energy such as biomass and solar power.

Biomass Boiler

We utilise biomass boiler to generate steam and heat to curing ovens and water tanks at our dipping lines. Our primary biomass sources are wood chips and wood residuals. At some manufacturing plants, we also use agricultural by-products such as palm kernel shells.

Our biomass boilers use Multi Cyclone dust collectors to reduce particle emissions. The Continuous Emissions Monitoring System (CEMS), implemented in 2021, automates emissions monitoring.

Expansion of Biomass Boiler

To support increased production demand and strengthen the adoption of renewable energy, a new biomass boiler is currently under development and in the fabrication phase, with completion targeted by fourth quarter of 2026.

Upon commissioning, the project will expand renewable energy capacity by 749 TJ, increasing total capacity from 499TJ to 1248 TJ.

`Shaping Tomorrow through Sustainable Manufacturing`

Solar Power

Harvesting free energy from the sun. To reduce our GHG emissions, we installed solar panels on the rooftops of the manufacturing plants in Taiping.

The solar panels cover 18% of the rooftop space. Phase 1 of the project has a capacity of 547 kWp and was completed in February 2022. Meanwhile, Phase 2 has a capacity of 1,927kWp completed in August 2024.

In 2025, the solar PV system generated approximately 3.566 GWh of electricity, resulting in estimated carbon avoidance of 2,278.91 tonnes of carbon dioxide equivalent to 124,823 trees planted.

Percentage of total electricity use from renewable sources in Taiping Plant 2 : 8%

Expansion of Solar Power

In Riverstone Bukit Beruntung plant, Phase 3 of the solar installation has been completed and is scheduled for commissioning in first quarter of 2026, further enhancing Riverstone Climate Transition Plan on decarbonisation. Phase 4 is on fabrication phase. The total solar PV System capacity is 1.75 MWp with an estimated annual generation of 2.152 GWh and estimated carbon avoidance of 34,378 tonnes for the next 25 years.

Total Solar Generation

3.566 **GWh**

in 2025

Total Carbon Offset

of Phase 1&2

2,278.91 **tonnes**

in 2025

Equivalent to

124,823 **trees planted**

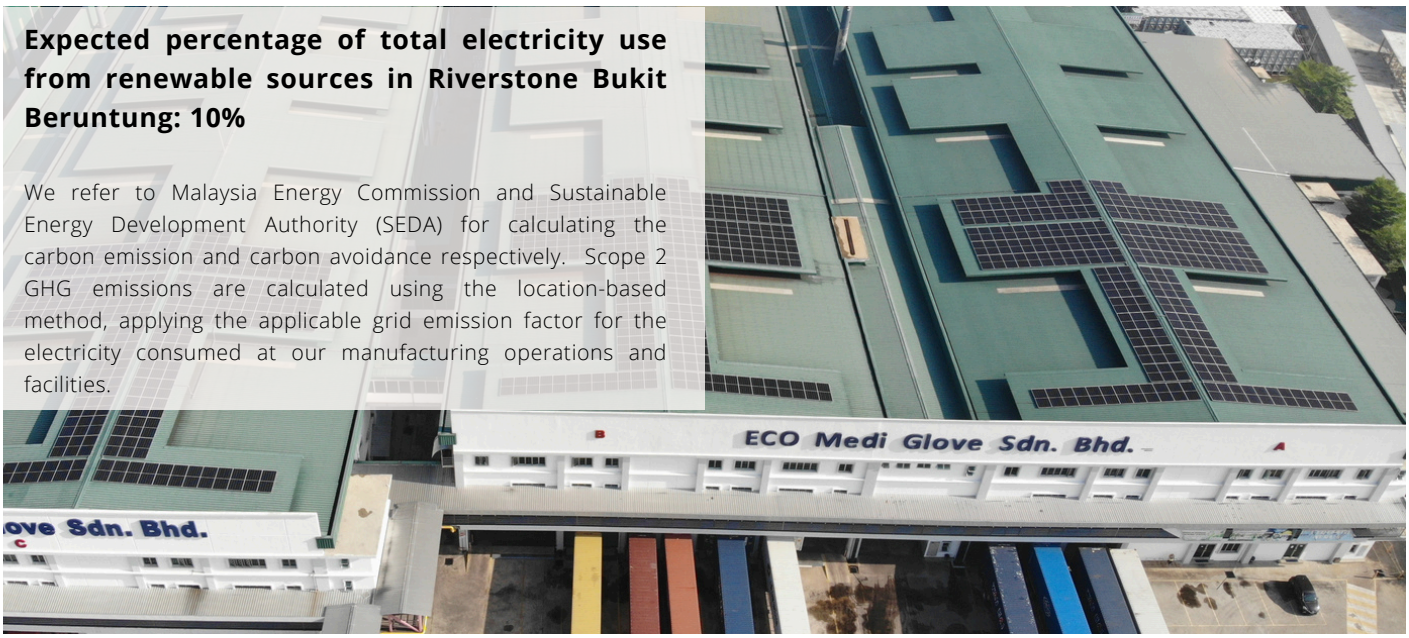
in 2025

Total Capital Investment of Solar Power

RM 8 mil

Expected percentage of total electricity use from renewable sources in Riverstone Bukit Beruntung: 10%

We refer to Malaysia Energy Commission and Sustainable Energy Development Authority (SEDA) for calculating the carbon emission and carbon avoidance respectively. Scope 2 GHG emissions are calculated using the location-based method, applying the applicable grid emission factor for the electricity consumed at our manufacturing operations and facilities.



Smart Meter

Our plants employ real-time monitors to track electricity consumption allowing us to track energy-intensive production stages and potential areas for electric consumption efficiency.

HVAC Optimisation

We replaced individual line Fan Coil Units (FCUs) with spot coolers, resulting in reduced power consumption at the Packing Chiller Plant and lower chilled water usage.

By June 2025, one additional spot cooler was installed, bringing the total to six units at the EMG plant. This new unit is capable of saving up to 26,070 kWh per month.

Condensate Recovery Unit

The heat recovery system is utilised to recover waste heat from discharged water and reuse it to preheat incoming municipal water before it is supplied to production lines. This is a fully enclosed condensate recovery system

Water Heating System (Heat pump)

Starting January 2026, our facility will implement a heat pump to preheat water with waste steam and generate chilled water for the latex tank.

This system reduces energy consumption and GHG emissions compared to conventional water heating, with estimated energy savings of approximately 5.6 GJ.

GRI 305-5

Energy Audit

We plan to conduct an energy audit next year to further explore opportunities for efficiency improvements upon our equipment - targeting on chiller, compressor and boiler operation.

This energy audit is mandated under The Energy Efficiency and Conservation Act (EECA) 2024. Insights from this audit will guide our Climate Transition Plan, including energy saving measures to improve electrical energy utilisation across our factory.

Scope 3 and Sustainability Training

We are always exploring new opportunities to improve our GHG emission disclosure and one of them is to incorporate Scope 3 data within next 2 years.

To improve our skills and knowledge on sustainability, we arrange training on topic: Advancing Corporate Net-Zero Strategies: Scope 3, SBTi Targeting & Climate Transition Planning.

This in-house training program focuses on imparting practical expertise in quantifying Scope 3 greenhouse gas (GHG) emissions with compliance to The GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, which is increasingly important among partners in a green value chain.

Governance

CORPORATE GOVERNANCE

GRI 2-9| 2-10 | 2-11 | 2-12 | 2-13| 2-15| 2-17

Riverstone believes that sound corporate governance practices are important to the proper functioning of the company. Good governance strengthens public confidence, enhances long-term shareholder value, and leads to sustainable business performance. Riverstone's Board of Directors is responsible for the long-term success of the company by setting Riverstone's strategy, financial objectives, and risk appetite and providing leadership to the business. The Board comprises nine directors, four of whom are independent directors, two executive directors, two alternate directors and a non-independent non executive director. The Corporate Governance Statement in our Annual Report sets out the guiding principles and practices of the Board.

Chairman and Chief Executive Officer

Mr. Wong Teek Son (Mr Wong) is both the Executive Chairman and Chief Executive Officer (CEO) of the Company. The Board believes that there is a good balance of power and authority within the board. The majority of the Board members are independent directors. This allows the Board to exercise independent judgment on corporate affairs. All critical committees are chaired by independent directors.

Mr Lim Jun Xiong Steven is the lead independent director, who will be available to shareholders who have concerns and for which contact through normal channels of Chairman or Management has failed to resolve or is inappropriate.

As Executive Chairman, Mr. Wong is responsible for the effective working of the Board, encouraging constructive relations within the Board and between the Board and Management. He maintains effective communications with shareholders of the Company.

As CEO, Mr. Wong is responsible for the day-to-day management of the business and ensures the long-term success of the Company. The CEO formulates and proposes strategic directions for the value creation of the business.

The CEO together with the Executive Director and Chief Operating Officer (COO), Mr. Lee Wai Keong (Mr. Lee) have full executive responsibilities over the business directions and operational decisions.

Conflict of interest

All Directors exercise due diligence and independent judgement in discharging their duties and responsibilities at all times as fiduciaries and act objectively in the best interests of the Company. Should any issues of conflict arise, Directors facing conflicts of interest are required to disclose their interest and recuse themselves from the discussions and decisions involving the issues of conflict.

Board Diversification

To support gender diversification efforts, the Board of Directors appointed Ms. Charmaine Chee as an Independent Non-Executive Director of the Company on 4th December 2024.

Succession Planning

As part of Riverstone's succession planning, the Board appointed Ms. Sabariah binti Salleh and Ms. Chong Chu Mee as alternate directors to Mr. Wong, the Executive Chairman and CEO, and Mr. Lee, the Executive Director and COO respectively in 2023.

With over 20 years of experience at Riverstone, Ms. Sabariah and Ms. Chong bring valuable expertise that help steer the Company towards its long-term objectives.

The board is pleased to announce the appointment of Mr. Dumrongsak Aroonprasertkul as a Non-Independent Non-Executive Director of the Company on 16th July 2025.

Board Committee

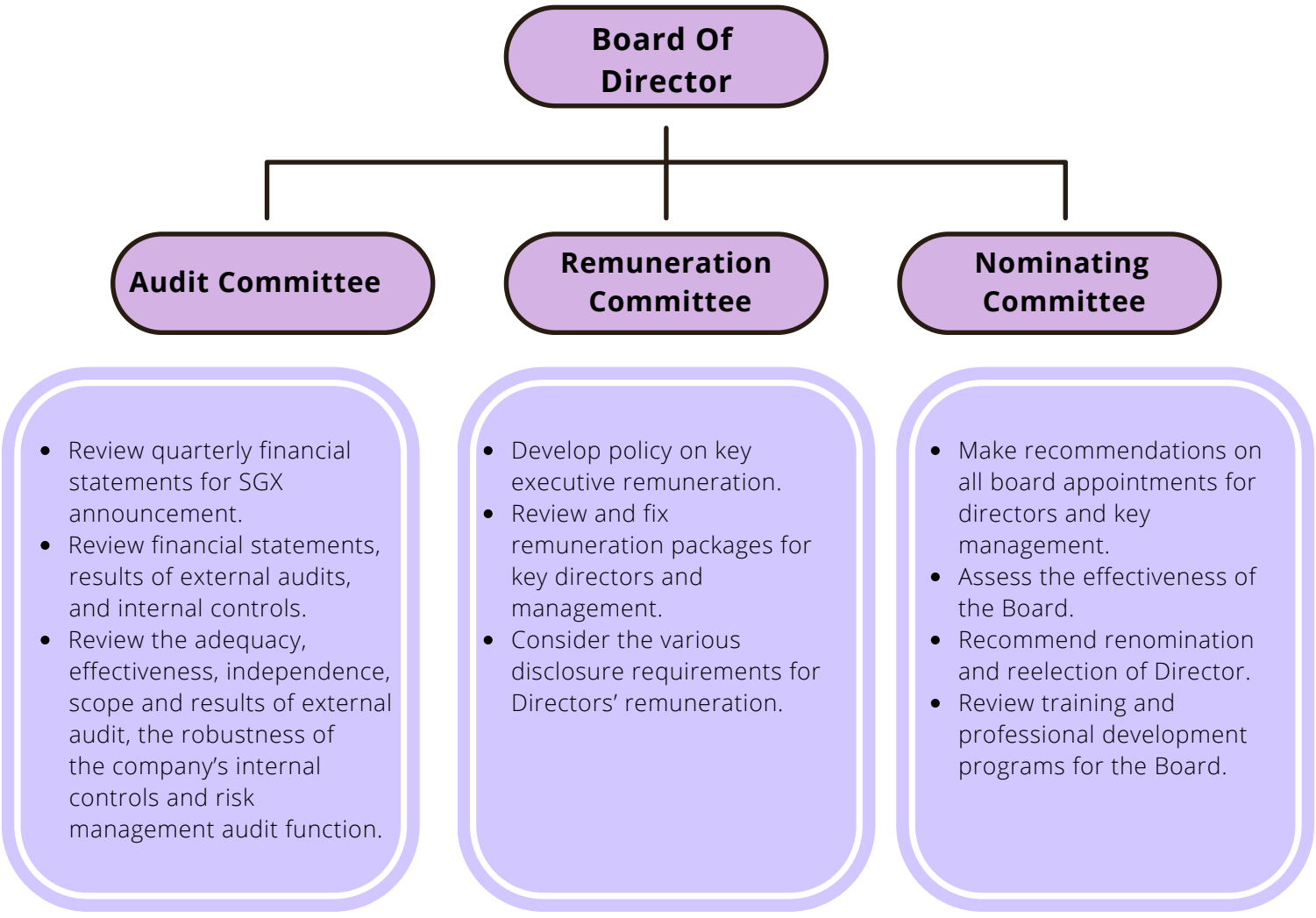
To assist in the execution of its responsibilities, the Board of Directors has three Board Committees: the Audit Committee, the Remuneration Committee, and the Nominating Committee.

The Audit Committee comprises 3 independent directors. All 3 members bring invaluable expertise in the financial, taxation, legal, and business management spheres. The Remuneration Committee comprises 3 independent directors. The Nominating Committee comprises 2 independent directors and an executive director. Independent directors lead all three committees. The board committees are crucial to ensure good corporate governance. The summary of activities carried out by the board committees and attendance of the Directors at meetings of the Board and Board Committees can be found in the 2025 Annual Report.

Board Training and Competencies

Riverstone has an orientation program for newly appointed directors. Training will be provided for first-time directors in areas such as accounting, legal, and industry-specific knowledge where appropriate. Existing directors will be provided with updates on the latest governance and listing policies as appropriate from time to time. Riverstone shall be responsible for arranging and funding the training of directors and reviewing training and professional development programs for the Board.

In 2025, Mr. Wong (CEO), Madam Sabariah (Alternate Director) and Ms. Chong (Alternate Director) attended and completed a 2-day training course for ESG & SBTi.



Nomination of Board Member

The Nominating Committee's main responsibilities are to (1) make recommendations to the Board on all board appointments, (2) assess the effectiveness of the Board, review training and professional development programs, and (3) review succession planning for the Chairman, CEO, Executive Directors, and key management personnel. All Directors have to submit themselves for re-nomination or re-election at least once every three years.

The Board believes that diversity strengthens the performance of the Board and its Board Committees. The Nominating Committee ensures that there is a balanced mix of skills, experience, knowledge, and other aspects of diversity on the Board. To promote diversity and cultivate a broad spectrum of characteristics in Riverstone's boardroom, the Board nominated two women as alternate directors in 2024.

SUSTAINABILITY GOVERNANCE

GRI 2-13 | 2-14

The Board of Directors and the CEO regularly review Riverstone's material Environmental, Social, and Governance (ESG) factors to manage key ESG impacts and provide strategic formulations that consider sustainability issues. The Board of Directors is responsible for the review and approval of Riverstone's sustainability report and ensures that all material topics are covered. A review of ESG topics and their impacts, risks, and opportunities is done periodically.

The Sustainability Committee is led by the Chief Sustainability Officer (CSO). The Sustainability Committee meets multiple times a year to discuss Riverstone's sustainability strategy, goals, and performance. The CSO reports on Riverstone's sustainability initiatives, sustainability targets, ESG performance, and industry ESG trends to the CEO regularly. The Sustainability Committee comprises representatives across 7 departments, namely Human Resources (HR), Finance & Accounts, Production, Sales and Marketing, Health and Safety, Quality Assurance (QA), and Research and Development (R&D). Representatives from RRSB and EMG are on the Sustainability Committee. The Sustainability Committee supports, executes, and reports on Riverstone's efforts across material ESG aspects. Members of the Sustainability Committee have extensive knowledge and experience, and have a sound understanding of the company's strategy, risks, and opportunities.

Sustainability Governance Structure

Board of Director	• Review and approve sustainability report. • Oversee the management of sustainability strategy.
Chief Executive Officer	• Develops and oversees the implementation of sustainability strategy. • Evaluates sustainability risks and opportunities. • Oversees department in ensuring the robustness of the sustainability management system.
Chief Sustainability Officer	• Reports on Riverstone's sustainability strategy, goals, and performance. • Oversees implementation of sustainability strategy.
Sustainability Committee *Finance & Accounts* | *HR* | *Production* | *Health & Safety* | *QA* | *R&D* | *Sales & Marketing*	• Supports, executes, and reports on Riverstone's efforts across material ESG aspects. • Implementation of sustainability policies and projects. • Set ESG targets.

VALUE AND BUSINESS ETHICS

GRI 2-16 | 2-23 | 2-24 | 2-26 | 2-27 | 205-3

Corporate Policies

Having a set of clear policies ensures that Riverstone's values, culture, and expectations of business conduct are communicated to stakeholders. Our expectations and principles on our business conduct are outlined in a comprehensive set of policies:

- *Riverstone Code of Conduct*
- *Social responsibility policy*
- *Labor policy*
- *Whistle-blowing policy*
- *Anti-bribery and anti-corruption policy*

Anti-Bribery and Corruption Framework

Riverstone seeks to foster an environment where honesty, integrity, and ethical practices are valued. We do not authorize and condone any unlawful or unethical behaviors. We have zero tolerance for financial misconduct, including fraud, bribery and corruption. We have put in place a Code of Conduct, anti-corruption, and no gift policy, which entails the prohibition of accepting and offering bribes, kickbacks, customary facilitation payments, and gifts.

All employees and vendors are required to sign declaration forms to pledge anti-bribery and anticorruption practices as a formal assurance that all dealings are conducted fairly.

To the best of our knowledge, there was no incident of corruption, fraud, and money laundering activities reported across our business operations in 2025.

Whistle-blowing Policy and Procedure

Our stakeholders can raise legitimate concerns about misconduct through a whistle-blowing reporting channel. This can include matters in relation to criminal activities, breach of a legal obligation, miscarriage of justice, and activities posing a risk of danger to health and safety. The communication channel guide is outlined in the Whistle-blowing Policy.

Legitimate complaints will be investigated, and the progress and outcome of the investigation will be made known to the complainant. The identity of the whistleblower will be protected.

For further details, please refer to our Whistleblowing Policy and Code of Conduct, available on our website.

Grievance Mechanism

Besides focusing on the quality of services and products, we also value consistency, transparency, and fairness in our business operations. An effective grievance mechanism helps to address human rights concerns and maintain positive relations with our stakeholders in our business. It also helps us identify the risks at the early stage of our business and develop strategies to mitigate the risks.

Grievance mechanisms provide employees with a procedure for addressing concerns they may have regarding their work, the management, or another member of the team. Employees can report work related grievances through telephone, email, suggestion box, and worker representative.

Data & Cyber Security

Riverstone acknowledges the critical importance of safeguarding sensitive information and upholding the highest standards of data security and cyber security.

Three key policies (IT Security Policy, Data Security policy and Cyber Security policy) form the foundation of business practices. These policies outline responsibilities and guidelines on confidentiality, integrity, email security, cloud services, and the use of both company and personal devices.

Random audit checks are carried out to serve as a critical process to ensure compliance. Additionally, employees receive regular training and updates on the latest security threats to enhance awareness and preparedness. In 2025, no confirmed information security incidents were recorded.

SUSTAINABLE PROCUREMENT

GRI 3-3 | 408-1 | 409-1

Sustainable Purchasing Policy

- Riverstone demonstrates its commitment to responsible procurement through its Sustainable Purchasing Policy.
- We aim to ensure our supplier adhere to laws and regulation relating to social and environmental factors. Preventing any kinds of labour & human rights violations, industrial incidents and unethical behaviour across our supply chain. Build internal resilience and reduce risk of non-compliance in the future.

Supplier Code of Conduct

Riverstone is committed to the highest standard of product quality and business integrity. We are required and wish to ensure that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and manufacturing processs are environmentally responsible and conducted ethically.

To confirm our relationship with the suppliers and in support of these goals, Riverstone has adopted RBA code of conduct and choose suppliers that are aligned with the standards set forth in that code.

Supplier Sustainability Assessment

- In selecting suppliers and making purchasing decisions, Riverstone shall consider suppliers' social responsibility practices and ensure compliance with applicable environmental laws and regulations.

Supplier ESG assessment

- RoHS and REACH Regulation: For key raw material and chemical suppliers, assessment is performed minimum once per year to ensure they are compliant with these requirements.

Supplier audit

- We identify critical tier 1 suppliers and strive to improve monitoring supplier performance by conducting self-assessments and/or onsite audits.
- In 2025, we identified 10 critical suppliers associated with recruitment agencies, key raw material & chemical supplier, health & safety, environmental and transporter service

Sustainable Economy

- Price comparison is also a vital part of the procurement process as it helps to:
  - Identify the most cost-effective options while maintaining quality
  - Secure favourable payment terms
  - Prevent overcharging
  - Ensure purchases stay within the budget

Responsible Sourcing

Ensuring the traceability of renewable sources is a key priority. We conducted a survey of our biomass suppliers, confirming that all biomass renewable fuels originate from legal sources, such as residual woodchips from wooden pallet production. Supplier confirmation letters further mitigate the risks associated with unreliable green fuel sources.

Training

Training of buyers on sustainable procurement

- All purchasing staff enroll in Sustainable Procurement Training.

Environmental

ENVIRONMENTAL MANAGEMENT

GRI 2-22

Management Approach

There is a growing demand for companies to take action to fight climate change. At Riverstone, our commitment to responsible environmental management is reflected through on-going initiatives and improvements, especially in the areas of energy and emission, waste management, water and effluent management.

Our company has implemented an Environmental Management Systems (EMS) based on ISO 14001:2015. Environmental risk assessments have been conducted at Riverstone Bukit Beruntung and ECO Medi Glove Sdn. Bhd., and are certified with ISO 14001:2015.

Having ISO 14001 ensures that we are taking proactive measures to minimise our environmental footprint, develop more efficient resource use, and reduce waste production.

Consumers are increasingly showing a preference for products with lower environmental impacts and carbon footprints. We have outlined our targets and are monitoring progress, with the aim of going beyond compliance and advancing our sustainability goals.

	Current Target (FY 2025)	Performance Over The Past Five Years
Energy and Emission	Contribute to the prevention of global warming by promoting energy conservation and CO2e reduction in manufacturing activities Reduce carbon emission intensity by 5.2% From 2020 level Reduce energy intensity by 10% From 2020 level	The target was not achieved on time, but our non-renewable energy intensity significantly reduced by 22.5% from 2020 level
Water and Effluent	Reduce water withdrawal by 25% From 2020 level	Water withdrawal reduced by 14%
Waste Management	Reduce waste intensity by 50% From 2020 level	Target not achieved on time

ENERGY AND EMISSION

GRI 3-3 |302-1|302-3

Management Approach

It is important for Riverstone to manage and reduce the carbon footprint of our products and increase the energy efficiency of the manufacturing processes to remain a leader in glove manufacturing. Our approach to energy and emissions can be found in our *Environmental Policy*. The effectiveness of Riverstone's approach is assessed regularly by evaluating our recent performance against past years' performance and goals. Our goals and strategies are updated and revised to reflect the rapidly changing business environment.

The manufacturing process of gloves is energy intensive. The stages of production that require the highest amount of energy are dipping lines, followed by compressors, chillers for production and packing.

Riverstone tracks and monitors energy and emission performance against our targets regularly. We identify areas for improvement throughout the manufacturing process and invest in energy efficiency and reduction projects.

The reported Scope 1 emission inventories is consistent with reference to the GHG Protocol, while the emission factor source refers to the EPA, "Emission Factors for Greenhouse Gas Inventories".

Scope 2 carbon emission inventory is adopted in accordance with GEF (Grid Emission Factor), which aligns with NRECC's statement in the United Nations Framework Convention on Climate Change Malaysia Report of the Peninsular Malaysia area.

Our Energy Target

10% **reduction in energy intensity**

from 2020 levels by 2025

Our Emission Target

5.2% **reduction in emission**

from 2020 levels by 2025

Energy Performance

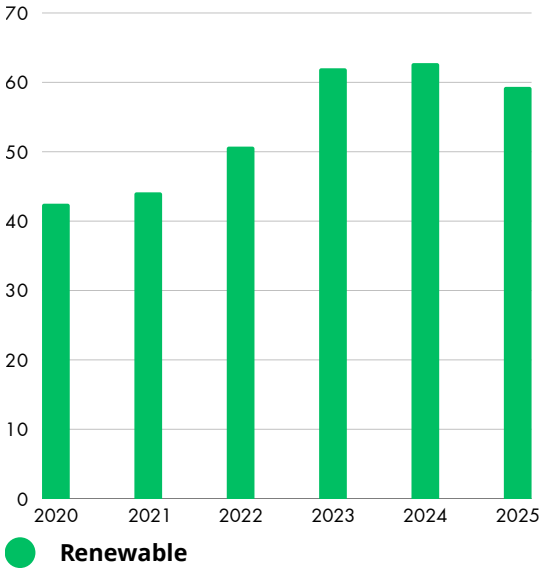
In 2025, the energy intensity of cleanroom gloves was 1.39 GJ per 1,000 pieces, compared to 0.71 GJ per 1,000 pieces for medical gloves. Cleanroom gloves have higher energy intensity due to additional processes.

91% of total energy used in RRSB Bukit Beruntung came from renewable source, showing our commitment towards green energy.

At RRSB Bukit Beruntung, up to

91% **of total energy use is from renewable energy**

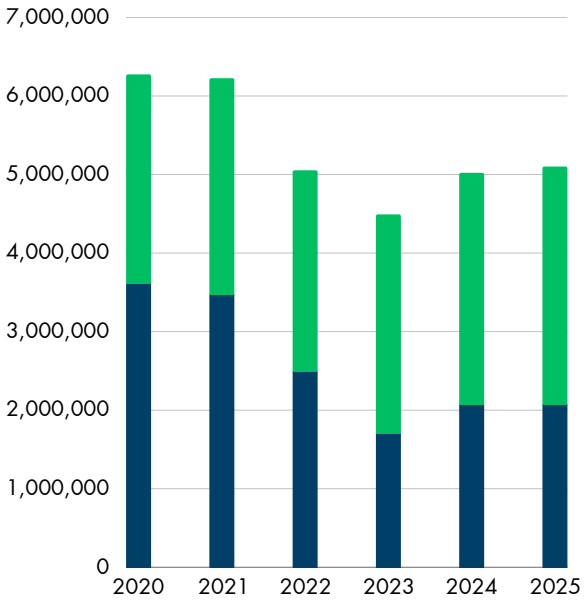
% Renewable Energy Used, %



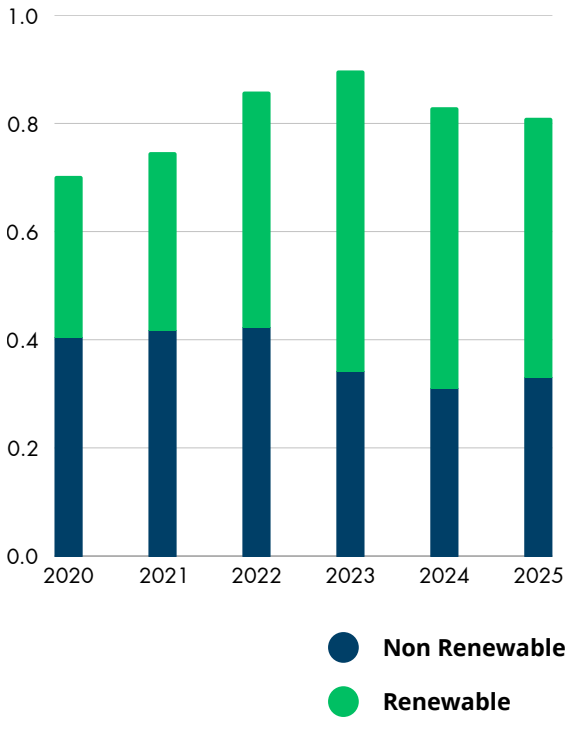
19% **decrease in total energy use since 2020**

59% **of total energy use is from renewable energy**

Energy Use, GJ



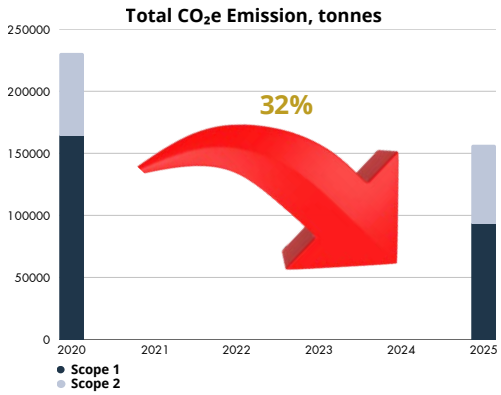
Energy Intensity, GJ/ '000 pieces

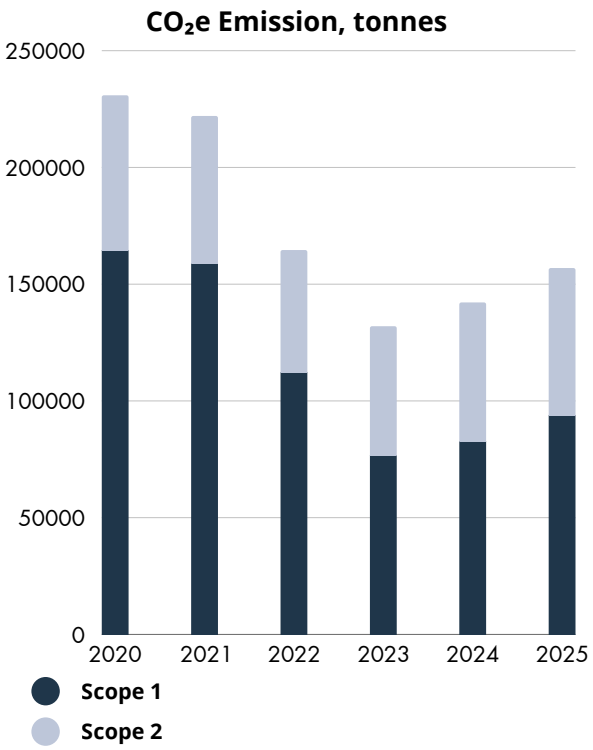


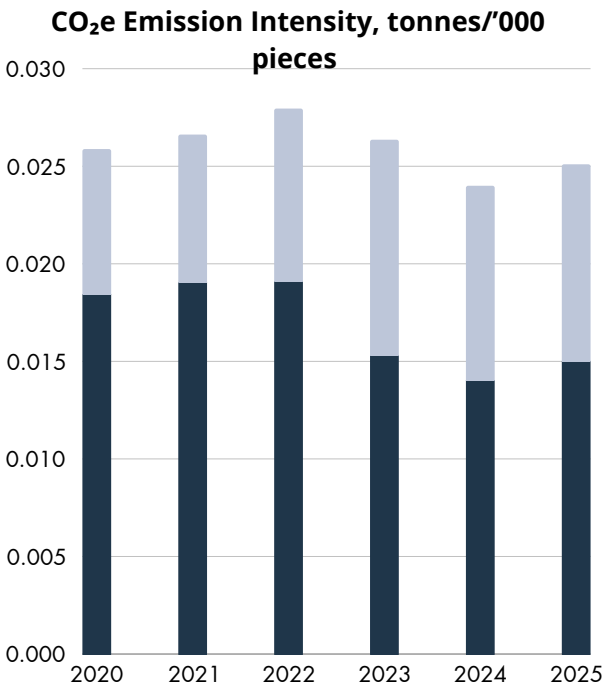
Emission Performance

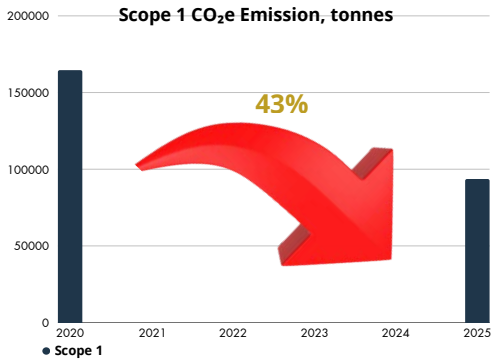
In 2025, we focused more on improving existing manufacturing site and production equipment that is more energy efficient.

32% reduction in Total Absolute Scope 1 and Scope 2 carbon emission from 2020 level

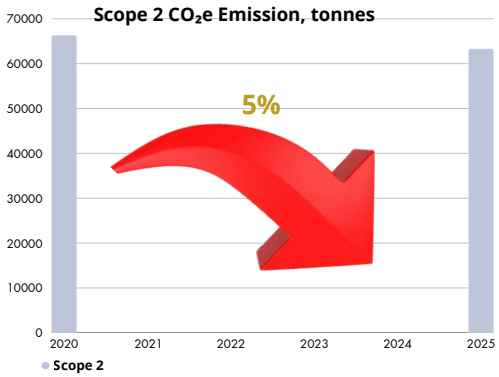








43% reduction in Scope 1 GHG emission from 2020 level



5% reduction in Scope 2 GHG emission from 2020 level

AIR POLLUTION CONTROL SYSTEM

To mitigate air pollution, we have installed scrubber systems to remove harmful particles from exhaust streams, including acid and chlorine scrubbers. These scrubber is monitored by Scrubber Competent person to ensure operation complies with local emission standard. To ensure its efficiency, we conducted stack emission monitoring and Local Exhaust Ventilation (LEV) monitoring periodically.

WATER AND EFFLUENT

GRI 3-3| 303-1| 303-3

Management Approach

Clean and reliable water supply is essential for Riverstone's manufacturing process. Clean water is used to leach out the residual chemicals on our products. We depend on clean and reliable water supply to ensure the quality of our products meet our customers' expectations. Riverstone's *Environmental policy* outlines our approach toward water management. Having a solid management approach is essential for managing and mitigating the risk of water supply disruption, shortages, water pollution, and floods.

We use the World Resource Institute's (WRI) Aqueduct Water Risk Atlas and World Wildlife Fund's (WWF) Water Risk Filter to evaluate the flood, drought, and water stress risk at the location of our manufacturing facilities. None of our manufacturing facilities or operations in Malaysia are located in water-stressed regions or in areas identified as having a high risk of flooding or drought. The highest water-related risks at our manufacturing facilities are riverine flood risk and untreated connected wastewater risk.

Riverstone's manufacturing operation is located in the tropics. Although rainfall is abundant year-round, increasing water demand and river pollution are risks that can affect the reliability of the clean water supply. Our team evaluates the water withdrawal, source of withdrawal, and effluent discharge quality and the impact of our water use periodically.

Our Water Use Target

25% **reduction in water withdrawal**

from 2020 level by 2025

Effluent Management

Effluent from our manufacturing activities is treated by our wastewater treatment plant (WWTP) before being released back into public water areas. The WWTP team is responsible for treating the effluents produced from our manufacturing process and monitoring the quality of water discharged. The WWTP ensures that effluent discharged from all facilities complies with local wastewater discharge standards. Each site is managed and operated by trained and certified competent person to ensure the treatment plant operates in full compliance with regulatory requirements. In addition, several departments collaborate to assess water usage and identify opportunities to improve water-use efficiency across manufacturing process.

Performance monitoring, Preventive Maintenance and WWTP Optimisation

In addition to addressing wastewater risks, we will not only comply with local discharged standards, but also strive to eliminate potential pollutant discharge into public water areas. Beyond final effluent compliance monitoring, performance monitoring of WWTP System is conducted to ensure all treatment units are functioning properly and operating optimally as per design specification. Preventive maintenance measures are implemented to minimise downtime and sustain treatment efficiency. To further enhance treatment performance, tertiary treatment processes such as Multi-Media Filtration and Activated Carbon Filter have been introduced to reduce Suspended Solid and COD, respectively. We also installed online monitoring for pH and COD Analyser to ensure these critical parameters are within acceptable ranges. In addition, in Taiping plant we have a spare one-line physical-chemical treatment system backup to cater during emergencies. These initiatives demonstrate our ongoing commitment to environmental protection.

GRI 303-3

Water Performance

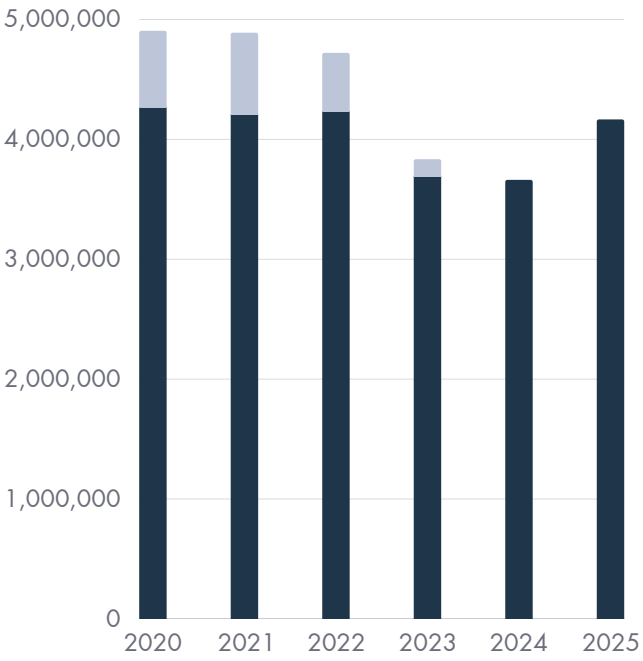
In 2025, the five-year target of 25% water reduction was not met and was delayed due to operational challenges beyond the Company`s control. At the same time, water data for this year includes water withdrawal from a new manufacturing plant and our company's hostel facility. Despite these challenges, we remain committed to our target and are conducting studies on water efficiency improvements and and water recycling system.

Cleanroom glove production requires additional processes due to its high standard requirements.

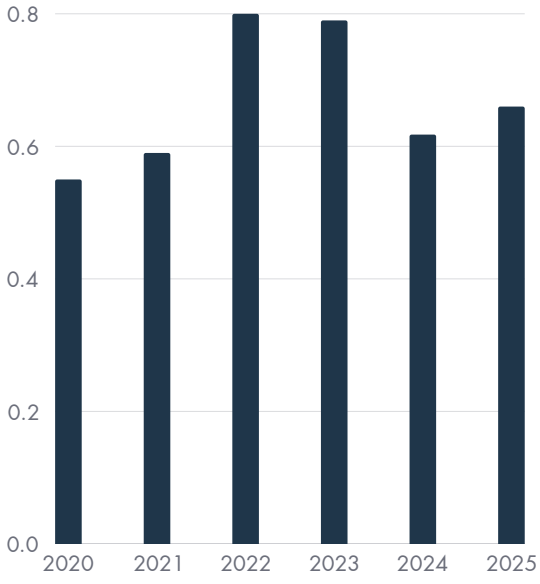
15% **reduction in water withdrawal**

from 2020 level

Water Withdrawal, m³



Water Intensity, m³/ '000 pieces



Municipal Water

Raw Water

In 2024 and 2025, no raw water was used because there was sufficient water supply from municipal and our own recycled water source to meet our production needs during the year.

GRI 303-1

As the risk of water scarcity increases, we strive to use water in environmentally sustainable ways and mitigate the risks related to our water use. To achieve our goals, we are conducting studies and investing in rainwater harvesting and filtration systems and wastewater recycling projects.

Water Recycling

We have invested in water recycling infrastructures at our Taiping and Bukit Beruntung plants to reduce water withdrawal.

The water recycling project at the Bukit Beruntung plant has an estimated daily savings of 200m³ currently, which is around 6% of the daily consumption. The project at EMG Taiping has a daily recycling rate of approximately 110m³ per day. We aim to increase the daily recycling rate gradually.

We continue to seek ways to improve our water recycling capability and increase our recycling capacity so that a higher volume of wastewater can be reused in our production stages. The quality of water is monitored closely to ensure that our glove quality is not compromised during the manufacturing process.

We are collaborating with external parties to improve the membrane treatment system to treat the wastewater to a higher quality. The treated wastewater is recycled to support our operations.

Rainwater Harvesting

The water we use in production is mainly supplied by municipal waterworks. Rainwater is used as a supplement to our main water supply. Capitalising on the abundant rainfall in Malaysia. Taiping plant has a rainwater recovery system to reduce our reliance on municipal water.

The site also has a rooftop rainwater harvesting system. Harvested rainwater is stored in a 2,600m³ detention pond and a 1m-deep underground storage area. Our raw water treatment plant onsite removes impurities and ensures the raw water harvested meets the quality requirement for our production use. We are currently working together with external parties to improve the filtration capability and filtered rainwater quality.

We aim to reduce dependency on a single source of water supply by looking into wastewater recovery, water recycling, rainwater harvesting, and improving treatment systems without compromising our product quality.

WASTE MANAGEMENT

GRI 2-22| 3-3| 306-1| 306-2| 306-3

Management Approach

Riverstone's *Environmental Policy* outlines our commitment to responsible waste management and our practices aligns with ISO 14001:2015 Environmental Management System. We conduct Environmental Aspect Impact Assessment on our process to identify relevant environmental risks and evaluate its significant impact to the environment, to be able to control and/or mitigate the environmental risks caused by our process waste generated.

Furthermore, in 2025, Crowe, our independent third-party internal auditor, conducted an audit of our scheduled waste management and strengthen legal and regulatory compliance.

Scheduled Waste Management

Based on our Environmental aspect and impact assessment, our process waste specifically rubber sludge and rubber lump, has been identified as significant environmental aspect due to its high risk and shall be managed under controlled and procedures, aligned with Environmental Quality (Scheduled Wastes) Regulation 2005 in Environmental Quality Act (EQA) 1974 by Department of Environment (DOE) Malaysia.

Over 80% of scheduled wastes generated are rubber sludge and rubber lump

Riverstone shall ensure our scheduled waste generated be properly handled, stored, packaged, labelled, disposed and transported in orderly manner. Every plant has at least one trained and certified scheduled waste competent person responsible.

We kept a record of the weight of scheduled waste generated to help us better understand our waste profile. At the same time, we have scheduled waste storage area for proper storage, along with inspection checklist to ensure waste packaging remains in good condition and comply with environmental laws and regulation.

We engage with licensed scheduled waste contractors who are approved by the Department of Environment (DOE) to dispose of hazardous scheduled waste. Scheduled waste is sent to licensed facilities for chemical-physical and/or recovery treatment. We identify our scheduled waste contractors as critical suppliers and conducted on-site audits/visit periodically to ensure continuous compliance.

Training of employees on waste reduction and sorting

Our new hires are required to complete environmental induction training, which includes environmental education relating to water and waste management. To improve our skills and promote sustainable manufacturing, we periodically arrange awareness training on Environmental Management System and Lean Manufacturing for Optimal Production.

Waste Target

We set a waste reduction target to reduce waste intensity (for Rubber Sludge and Rubber Lump) by 50% in 2025 from baseline year 2020.

Performance

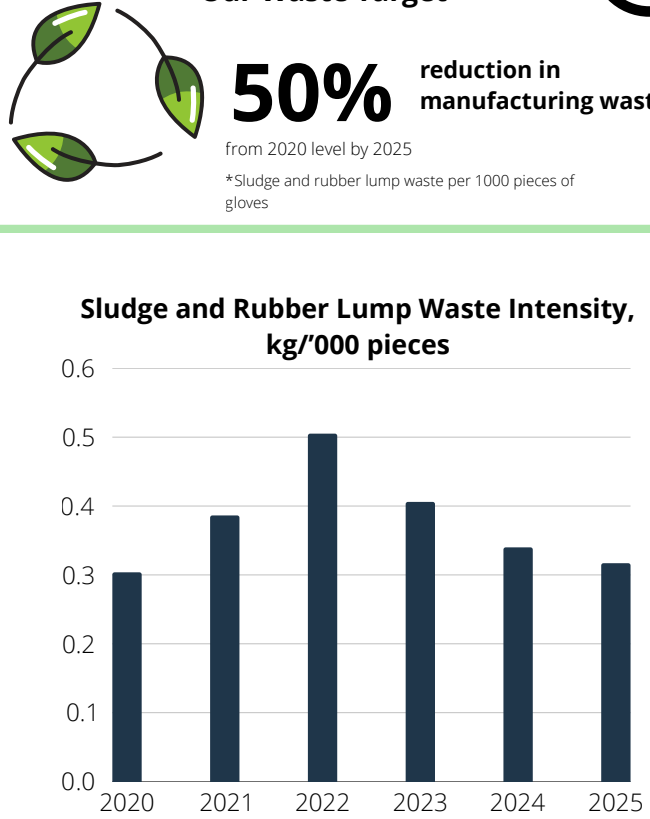
However, the five-year target of 50% waste reduction was not met and delayed, due to operational and supply chain challenges beyond our control. Over the years, measures have been taken to address these issues, including investing in new technology and improve our SOP, to ensure improved progress toward future targets. For this, we apply waste hierarchy framework to effectively reduce and manage our waste.

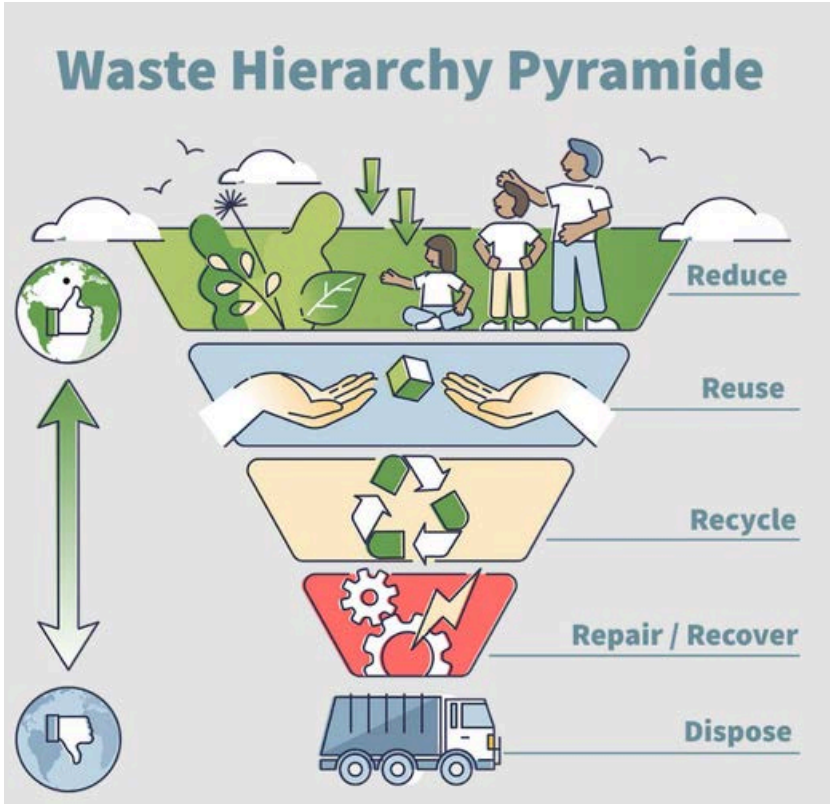
Our Waste Target

50% **reduction in manufacturing waste***

from 2020 level by 2025

*Sludge and rubber lump waste per 1000 pieces of gloves





Waste Hierarchy

Prevent

Production Streamlining

We are limiting the range of product colour options in our product portfolio, which directly reduces the frequency of production line changeovers and, in turn, minimise rubber lump generation. This initiative also leads to reduced chemical usage, lower water consumption, and decreased energy consumption.

Separate Drainage System

At Taiping plant, to avoid unnecessary effluent treatment, effluent discharge from production is segregated into two drainage systems – low COD Rinse and high COD Production. By maintaining separate drainage system, appropriate treatment methods can be applied to each stream, thereby improving the efficiency and cost-effectiveness of wastewater management, minimising unnecessary treatment and waste generation as well as optimising treatment processes.

Operational Control and Maintenance for Dewatering System

We implement good operational control and preventive maintenance for our dewatering system to ensure the equipment functions properly, prevent wet sludge generation, and to reduce the amount of scheduled waste generated.

IETS Performance Monitoring

Performance monitoring of IETS System is conducted to ensure the treatment process is functioning properly, especially maintaining chemical dosing at optimum level to avoid pH reduction and excessive floc formation, which would otherwise lead to excessive sludge generation.

Reduce

Lump Dewatering Tank

The inventory of waste is measured based on its weight. We have identified that one of the challenges faced is that the weight of waste can be influenced by other factors, such as water content in lump waste. This may result in inaccuracies in the waste inventory.

To address this issue and reduce the weight of lump waste prior to disposal, a Lump Dewatering Tank has been introduced. This tank enables more efficient removal of excess water from lump waste compared to manual handling methods, thereby improving the accuracy of waste measurement and disposal efficiency.

Sludge Drying

We are currently exploring the opportunity to invest in a sludge dryer unit to enhance our dewatering system. The primary function of the sludge dryer is to further reduce weight and moisture content of sludge, making handling easier for our operators. We expect the sludge weight to be reduced by more than 50%.

Waste Hierarchy

Reuse

Take Back Program

Riverstone supports DOE Take Back Program whereby contaminated empty containers are returned to suppliers for refill and reuse. This program reduces scheduled waste generation, supports circular economic practices and help lower overall environmental impact in producing new packaging and waste treatment. Currently, seven of our chemical suppliers participate in this Take Back Program and we aim for more to participate in the next two years.

Recycle

Transforming By-products

Riverstone engages third parties to transform byproducts from production into new materials or usable products where possible.

Rubber lump from production is recycled into raw material for other rubber products such as rubber fuel. However, they must first be shredded into smaller pieces that can be melted down and reformed into new products.

Photo Final product of reclaimed rubber

Recovery

Recovery Treatment

Scheduled waste including rubber sludge and rubber lump, generated during operations is sent to licensed scheduled waste contractors for recovery treatment, supporting improved resource efficiency and potentially lower overall environmental impact under Scope 3 Category 5 Waste Generated in Operations. This waste is incinerated and sent to cement factory as raw material, supporting waste circularity and the cradle-to-cradle approach.

General Waste

We regularly review our procedures to handle waste and continuously improve the efficiency of our resource use. We implement the 5R method - refuse, reduce, reuse, repurpose, and recycle to manage waste.
Non-hazardous waste, so called general waste from our operation includes plastic, paper and packaging material, scrap metal, broken glove formers, canteen waste and boiler ash.

Recycling

Waste such as scrap metal, plastic, paper and packaging material is segregated and sent to recycling plant.

Used glove formers are transformed into fire retarding agents.

Plastic-Free in Canteen

We acknowledge that plastic takes hundreds of years to decompose. To mitigate the use of single-use plastics, we encourage our workers to use bring their own food containers.

Recovery

Broken wood pallet is sent to our inhouse boiler as raw material.

We are working with contractors to explore the use of boiler ash as an alternative raw material for cement factories. Using boiler ash not only helps reduce raw material costs and minimise environmental impact but promotes waste reuse and conserve natural resources.

RESEARCH AND DEVELOPMENT

Research and development (R&D) has been central to our business since the founding of the company. In 1994, Riverstone successfully developed nitrile cleanroom gloves and became the first manufacturer in Malaysia that managed to do so. We are also the pioneer of online chlorination technology in Malaysia. We believe that continuous research and product innovation are vital to generating sustainable growth for the company and value for our customers.

We have R&D facilities at Bukit Beruntung and Taiping. Our R&D team consists of experienced chemists and chemical engineers. We have a dedicated dipping line for R&D work, which allows our team to carry out product development and prototype testing in a short time. Over the years, we have developed numerous innovative products that suit our customers' needs. Our strong R&D focus allows us to collaborate with our customers on projects to provide customised solutions. Our experienced R&D team is able to cater to a diverse customer base with varying needs.

We also have extensive partnerships with our key suppliers, which enables us to respond to customer and market needs.

One of our R&D goals is to develop products that minimise the environmental footprint of our manufacturing process and products. Our team is developing a new formula that requires a lower vulcanisation temperature. As we study and analyse the energy use at each manufacturing stage, we have learned the stages of production that require the highest amount of energy are dipping lines. Lowering the temperature required for curing at this stage of production significantly reduces the total energy use and GHG emission of our product.

Social

HUMAN AND LABOUR RIGHTS

GRI 2-7 |3-3

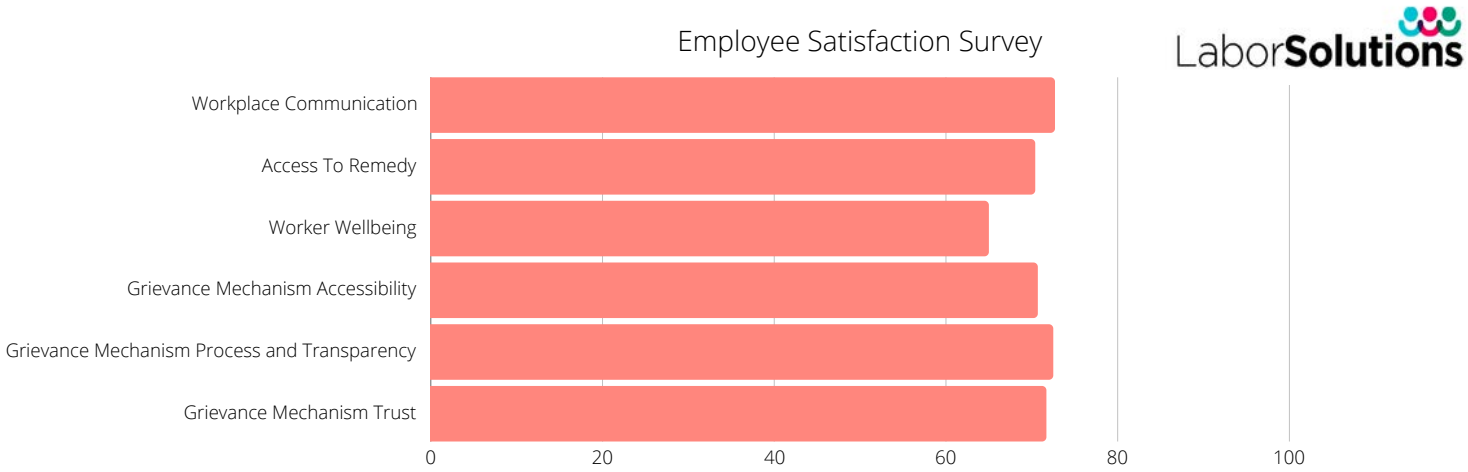
Improvement Projects For Human and Labour Rights

Social Compliance Audit

- We strengthen our labour and human rights practices through internationally recognised social compliance audits, including RBA, WRAP and SMETA.

Employee Survey

- In 2025, we partnered with Labor Solutions to conduct an employee engagement survey assessing satisfaction with compensation, workplace facilities, communication, safety, welfare and career development.
- A total of 532 valid responses were received, reflecting strong employee participation and willingness to provide feedback to improve the workplace.
- The results indicated relatively higher level of confidence in workplace communication and Grievance Mechanism, particularly in terms of process and transparency. This demonstrates that we have built a transparent and trustworthy environment where workers feel safe to voice out their concerns and confident that they will be addressed fairly.



Training And Career Development

Talent Acquisition

The HR team at Riverstone is responsible for identifying, acquiring, assessing, and hiring candidates to fill open positions within the company. To meet our staffing needs, the HR department collaborates with various organisations, including federal and state agencies like SOCSO My Future Jobs through career fairs. These partnerships help us identify and acquire skilled workers. Potential candidates must meet the criteria outlined in our Key Personal Competency Requirements to be considered for a position.

Career Development

Career development at Riverstone focuses on supporting the professional growth of our employees, particularly when they move into new roles or projects within the organisation. This support includes coaching, mentoring, skills development, networking opportunities, and clear career path to help employees reach their full potential and advance within the company.

Upskiling and Reskilling

At Riverstone, we recognise the importance of continuous employee development in maintaining a competitive and agile workforce. Our commitment to upskilling and reskilling ensures that our employees are equipped with the skills needed to thrive in both their current roles and potential future positions within the organization.

- Upskilling: This approach focuses on enhancing the existing skills of our employees to improve their performance and effectiveness in their current roles. By investing in upskilling, we ensure that employees can evolve alongside the changing demands of their positions, increasing their value to both themselves and the company.

- Reskilling: Reskilling provides employees with the opportunity to acquire entirely new skills, enabling them to transition into different roles within the organisation. This initiative helps align our workforce capabilities with the evolving needs of the business, ensuring that we have the right talent in the right positions.

By investing in upskilling, reskilling, and structured career pathing, Riverstone supports the continuous professional growth of our employees while proactively addressing the changing dynamics of the workforce. These efforts are crucial in fostering long-term sustainability and ensuring our workforce remains skilled, adaptable, and capable of driving our company forward in a rapidly evolving business landscape.

Workers Welfare And Benefits

Riverstone statutory welfare refers to benefits and protections that are legally mandated, which includes health and safety regulations, SOCSO, EPF, minimum wages and overtime pay, public holiday, annual leave entitlement, medical leave, maternity/ paternity leave, zero recruitment fee and etc.

Voluntary welfare encompasses additional benefits offered by employers that go beyond legal requirements.

Comprehensive Benefits

Riverstone Employee welfare programs provide a range of benefits beyond basic compensation.
These include financial benefits as follows:

- contributions for condolences and special occasion
- token of appreciation for foreign workers with 10 years of service
- retirement benefits for local workers (with 10 or more years of service
- annual bonuses
- salary increments
- School Bag Program

In 2025, Riverstone allocated RM 84,700 to support School Bag Program providing amount RM 100 to each employee`s child at the start of every new school term

- Medical insurance for personal accident Coverage of RM 100,000 for each employee

Competitive Compensation

- Overtime is only required when necessary and is capped at 60 hours per week. Shift and transport allowances are also provided.

Living Wage

We acknowledge that fair and responsible compensation is fundamental to sustainable employment practices.

In line with this commitment, we recognise the importance of living-wage principle and we are fully complied with minimum wage requirements while offering additional benefits in supporting the well-being of our employees.

At Riverstone, we are committed to ensuring that our employees earn a living wage that supports their well-being and sustains a quality of life. To ensure fair compensation, we follow these key steps to identify and close the living wage gap:

Step 1 Identify the living wage
Step 2 Measure the living wage
Step 3 Verify calculations of living wages gap
Step 4 Close/ narrow the gap

Diversity and Inclusion

At Riverstone we hire and promote employees from diverse backgrounds and identities, including both legally protected characteristics (e.g. religion and race) and non-legally protected attributes (e.g. social background and educational level).

We live in an ever-diverse, culturally rich workplace, and respecting everyone's backgrounds and traditions is essential.

It is important to celebrate differences, as it creates mutual respect and eliminates barriers amongst employees. This reinforces diversity.

Inclusion refers to a culture where individuals from diverse backgrounds feel comfortable and confident to be themselves, while contributing effectively to the Group's objectives. It ensures that all employees feel valued and can contribute meaningfully.

Fair Treatment

At Riverstone we treat our employees equally, respecting the human rights of each individual who works within the organisation. Employees have a right to: Not be harassed or discriminated against (treated less favourably) because of race, colour, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, disability, age (40 or older) or genetic information (including family medical history).

We believe that employees that feel respected by their organisation are more likely to enjoy their job, reach out to help their colleagues and ultimately perform at work.

Riverstone provides equal opportunities in hiring, promotion, compensation, and other employment practices, regardless of race, gender, age, disability, or other protected characteristics.

Working Hours

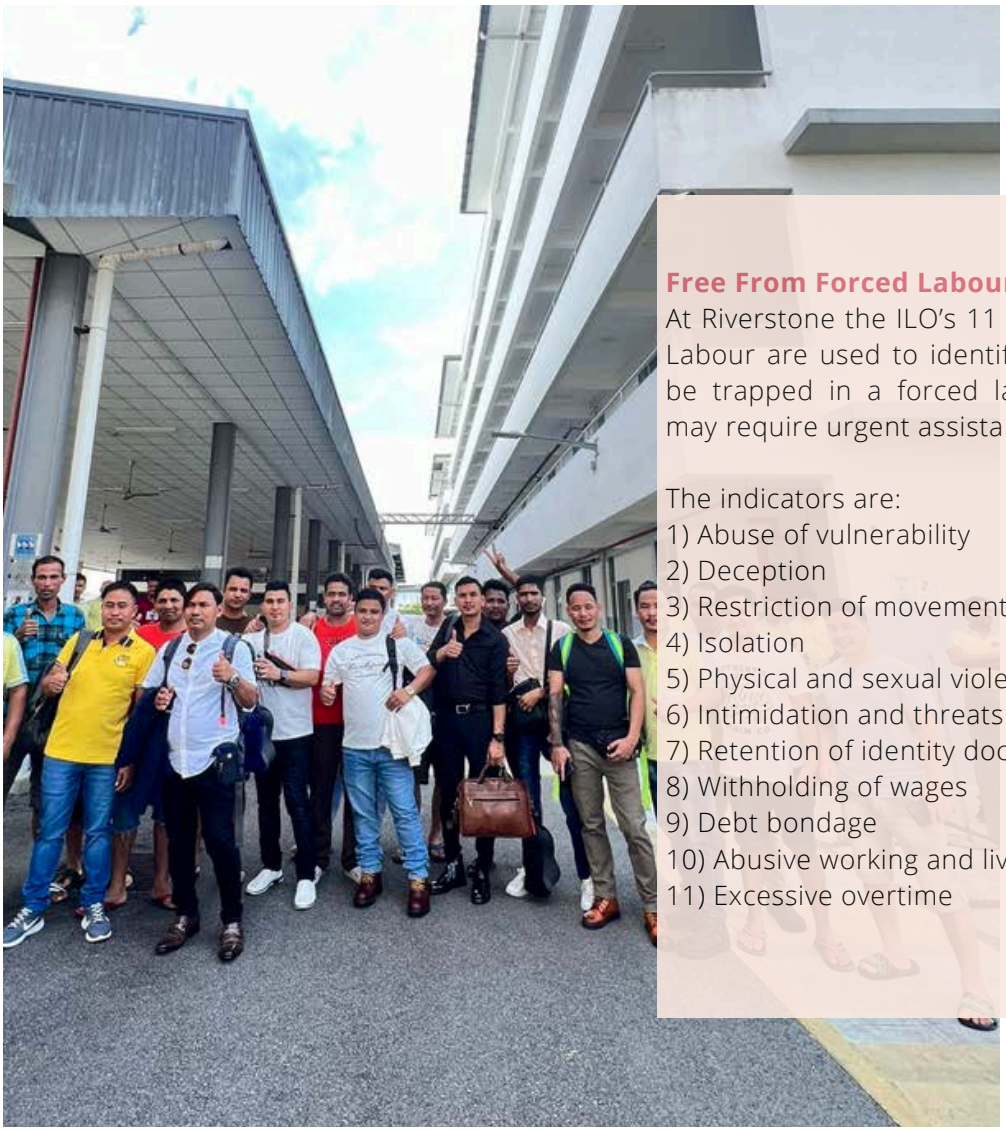
At Riverstone, we comply with all applicable local laws and regulations regarding minimum wages, overtime hours, rest days and more. Our HR department closely monitors employees' working hours to ensure there is no excessive overtime.

Excessive overtime can negatively impact both the well-being of our employees and the productivity of our workforce. To prevent this, we strictly adhere to all relevant local laws and regulations on overtime and rest periods. Our HR department monitors working hours, overtime, and rest days to ensure that no employee works excessively long hours. Specifically, we ensure that the total of regular and overtime work hours does not exceed 60 hours per week, and that all employees have at least one day of rest in every seven-day period. Overtime work at Riverstone is strictly voluntary, and all overtime hours are compensated at a premium rate in accordance with local laws and regulations. Regular third-party audits and internal reviews help us maintain compliance with both legal requirements and our internal policies.

Child Labour

Riverstone forbids the use of child labour in operation and supply chain. All employees at Riverstone are at least 18 years old.



Free From Forced Labour

At Riverstone the ILO's 11 Indicators of Forced Labour are used to identify persons who may be trapped in a forced labour situation and may require urgent assistance.

The indicators are:
1) Abuse of vulnerability
2) Deception
3) Restriction of movement
4) Isolation
5) Physical and sexual violence
6) Intimidation and threats
7) Retention of identity documents
8) Withholding of wages
9) Debt bondage
10) Abusive working and living conditions
11) Excessive overtime

GRI 401-2

"Create an environment where safety, health, and convenience are prioritized for all employees"

Workers' Accommodation

Workers are provided with accommodation.
Internal and external social audits are conducted frequently to ensure that the safety, hygiene, and comfort of our workers' living areas are well maintained and meet the local regulations and standards.

Living Condition

Riverstone hostels are compliant with the minimum standards of employees housing and amenities Act 446.

Act 446 also states that the minimum requirements for an accommodation or centralised accommodation other than a dormitory such as:

- Basic facility requirements
- Bathrooms and toilets (either separately or joint) 1 toilet shared max by 6 employees only
- Kitchen
- Bedroom, bed and mattress
- Dining room with chairs and tables
- Lounge area
- First aid kit
- Trash cans
- Space for hanging clothes
- Lamps
- Fans
- Fire extinguisher
- Specifications for beds and personal cabinet
- Perform maintenance from time to time
- Appoint 'persons responsible for the accommodation.'

Riverstone's dormitory is equipped with amenities, including:

- In-house clinic with full-time paramedics
- 24-hour canteen
- Fully equipped gym
- Grocery Shop
- Indoor Sports Arena
- Laundry
- Free WiFi Accessibility

GRI 401-2

Support during Crisis

We continued to strengthen employee engagement by fostering a supportive and collaborative workplace environment. Throughout the year, we implemented initiatives that encouraged participation in company activities, enhanced communication, and caring for our people, especially in times of crisis.

- **Earthquake Relief**

In March 2025, Riverstone provided cash assistance total of RM 140,250 to all 187 employees from Myanmar whose family were affected by the earthquake. This initiative aimed to provide immediate relief and support during challenging period.

- **Flood Relief**

In October 2025, Riverstone continued to support our employees during challenging period. Management provided cash relief assistance to employee who were directly affected by flooding, including damage to their homes and personal belongings. A total of RM 31,500 was distributed to 63 affected employees, demonstrating the company`s commitment to employee well-being and social responsibility.

NEWSLETTER

EMPLOYEE WELL-BEING AND ENGAGEMENT

Riverstone organised various activities for employees to connect and relax outside the regular work environment. This program helped strengthen teamwork, promote work-life balance and support mental health by reducing work-related stress. By encouraging positive social interaction and employee well-being, the activity contributes to the company`s commitment to social sustainability.

COMPANY TRIP TO KOTA KINABALU KUNDASANG

In addition to sports activities, Riverstone organised company trips to support employee engagement by fostering relationship building among employees, which strengthen teamwork and contributes to social sustainability.

A total of 346 employees participated in the trips, with approximately RM875,619 allocated by the Group during the year.

EMPLOYEE WELL-BEING AND ENGAGEMENT

GRI 401-2

Bowling Game Day

Deepavali Celebration

Fishing

OCCUPATIONAL SAFETY AND HEALTH

GRI 3-3 |403-1 |403-2 |403-8

Management Approach

Occupational Health and Safety is one of our top priorities. Riverstone's *Environmental, Health & Safety policy* establishes Riverstone's approach and expectations towards occupational health and safety. The boundary for this material topic includes all operations under Riverstone.

Occupational Health and Safety Management System

Riverstone's Occupational Health and Safety management system is audited by a professional independent consulting firm annually to ensure we comply with the ISO 45001:2018 standards. All of our manufacturing sites have obtained the ISO 45001:2018 certification.

Riverstone's occupational health and safety management system covers all workers within our operations. This includes our employees and service providers who provide in-schedule or temporary service to the company at Riverstone's premises.

The management of Riverstone evaluates the implementation of safety and health management systems at least once a year. Riverstone regularly reviews and identifies standards, guidelines, best practices, recommendations, and new training programs that are necessary to ensure a safe and healthy workplace.

Hazard Identification, Risk Assessment, and Incident Investigation

Riverstone establishes and implements processes for hazard identification and risk assessment. The health and safety committee members conduct hazard identification and risk assessment across all of our manufacturing sites and offices in line with ISO 45001 management system criteria at least once a year. Riverstone conducts cross-department internal audits at least once a year to ensure that all activities in the workplace comply with local laws, regulations, and requirements. The risks and hazards identified from routine workplace inspections are eliminated or mitigated using the hierarchy of controls.

Riverstone has a reporting procedure in place for workers and other stakeholders to report occupational hazards and hazardous situations. Occupational injuries or illnesses are reported to the health and safety officer for further investigation.

All incidents and accidents are investigated by the investigation panel to determine the root cause of the incident. The investigations are led by the health and safety officer. After an incident investigation is done, the team will identify corrective or preventive actions to ensure similar incidents will not recur. In the case of work-related accidents or illnesses, Riverstone will fully bear the cost of treatment. Workers are encouraged to report directly to the Health, and Safety Committee (HSC) when there is any work situation that might lead to unsafe or unhealthy conditions.

GRI 403-2 |403-4

As part of the Occupational Health and Safety management system, Riverstone has an emergency response procedure to address potential emergency incidents such as fire outbreaks and chemical spills. The emergency response team (ERT) prepares for and responds to any emergency incident. The health and safety team organises fire drills and chemical training twice in a year for everyone whose work involves exposure to chemicals to ensure that employees are familiar with emergency response plans. Fire fighting training is also conducted for all supervisory level employees and above to ensure they are familiar with fire equipment and know how to use it during emergencies.

The Health and Safety team conducts health monitoring assessments regularly, such as Noise Risk assessment and Chemical Risk Assessment following the guidelines outlined by the Department of Occupational Health and Safety. This assessment identifies working sites and employees who are at risk from hazardous levels of noise and chemicals.

Following this assessment, we control worker exposure to excessive noise and chemicals through engineering controls and providing employees with personal protection devices.

In following with the Noise Risk Assessment, management appoints an occupational health doctor who is registered with the Department of Occupational Health and Safety to perform an audiometric test and hearing medical examination annually to ensure the workers are not affected by high noise, and the result will be shared with workers to keep them updated on their health conditions.

Controlling Airborne Contaminates at Work

The Health and Safety team conducts local exhaust ventilation testing annually to ensure the effectiveness of the system is functioning efficiently at all times.

Local exhaust ventilation is an extract ventilation system that takes airborne contaminants such as gases, vapours, or fumes out of the workplace environment. As such, we are ensuring the workers are not exposed to any chemicals in our production areas.

Worker participation in occupational health and safety Committee

The Health and Safety Committee comprises 50% management representatives and 50% employee representatives from various department. A registered competent Health and Safety officer will act as secretary of safety committee and top management representative will chair the Safety Committee. The officer oversees safety rules and procedures compliance. Riverstone employees are represented in the Health and Safety Committee through employee representatives; each department has a representative on the committee.

The core responsibilities of the committee are to minimise occupational health and safety risks and prevent injuries. The committee meets at least once in every 3 months to highlight concerns about workplace health and safety, suggest areas for improvements, and discuss topics related to health and safety at the workplace. The committee provides a platform for the employees to directly communicate health and safety-related topics to the Safety and Health department and the management.

The executives, managers, and supervisors are responsible for executing the *Environmental, Health, and Safety Policy* and assisting in developing occupational health and safety-related knowledge and skills for those under their supervision. The responsibilities of the committee members include implementing safety & health policies, submitting new proposals to address any unsafe work conditions, assisting in conducting incident investigations, and performing internal health and safety audits every 3 months.

GRI 403-3 | 403-4| 403-5 | 403-6

Worker training on Health and Safety

All workers are required to attend health and safety training provided by the Safety Department and other relevant departments when they first join the company. The training provides information, including the basic guidelines on health and safety at workplaces, the types of hazards that are present, and the risk controls for each hazard. Health and safety training and information are provided in languages that can be understood by the workers. A translator is present during training to ensure that all foreign workers can understand the information provided by the trainer. At Taiping plant, The DOJO Room is designated as a dedicated training and engagement space to support knowledge sharing, skill development, and continuous improvement initiatives among employees.

Employees are provided safety training specific to their job scopes, performed by the head or supervisor of the division where the employee works. Employees who are involved in maintenance and repair work and other high-risk tasks are required to take additional work training conducted by the head or supervisor of the division to ensure that all works are carried out following safe working procedures.

Training evaluations are performed by the HOD to evaluate the effectiveness of the training conducted and monitor employees' understanding of the training received. After evaluation, the HOD will determine if further training is needed. Each department is required to provide training to employees annually to ensure that employees are updated with occupational health and safety risks and measures.

Chemical Spillage Drill

Fire Equipment Training

Fire Drill at Hostel

PPE Fit Test

Noise Training

Major Emergency Preparedness Drill (Chlorine Release Scenario)

In August 2025, the Company successfully conducted a major chlorine emergency preparedness drill, demonstrating its strong commitment to occupational safety, community protection, and regulatory compliance. The drill was planned following a coordination meeting with medical and emergency authorities, taking into consideration the industrial chemical risks within the Kamunting–Taiping industrial area, which is located in close proximity to residential communities.

This major drill served to validate the Company's Emergency Response Plan, enhance inter-agency coordination, and strengthen emergency readiness to safeguard employees, surrounding communities, and the environment. It further reflects the Company's proactive role in supporting regional emergency preparedness and responsible industrial operations.

The exercise was chaired by the District Officer and coordinated through the on-site control center led by the Royal Malaysia Police (PDRM). The drill involved participation and evaluation from multiple government agencies, including the Fire and Rescue Department of Malaysia (BOMBA), HAZMAT Unit (Ipoh), Civil Defence Force (JPAM), Ministry of Health Malaysia (KKM), District Health Office, National Disaster Management Agency (NADMA), JabatanPenerangan, Special Branch of PDRM, Police Traffic Unit, Angkatan Tentera Malaysia, as well as referral hospitals comprising Hospital Taiping, Hospital ParitBuntar, Hospital Selama, Hospital Kuala Kangsar, Hospital Ipoh, and Hospital Manjung. The drill was officially classified as a Level 1 Disaster Drill.

SOCIAL COMPLIANCE AND CERTIFICATION

Certificates	Riverstone Resources	Eco Medi Glove
Business Social Compliance Initiative (BSCI)	A	A
Sedex Members Ethical Trade Audit (SMETA)	Certified	Certified
Worldwide Responsible Accredited Production (WRAP)	Gold	Gold
ISO 45001: 2018 - Occupational Health and Safety Management Systems	Certified	Certified
ISO 14001: 2015 - Environmental Management System	Certified	Certified

PRODUCT QUALITY AND SAFETY

GRI 416-2

Riverstone's business is built on a solid foundation of advanced technical expertise, designed to meet the strict requirements for particle and static control demanded by the electronics industry. Since our inception, maintaining high product quality and production standards have been our top priority. Our clients include leading manufacturers in the Hard Disk Drive (HDD) and semiconductor sectors, respected healthcare product distributors, and food industry suppliers. Our cleanroom gloves safeguard sensitive semiconductor products from human contamination, while our healthcare gloves offer protection against biohazards in general medical applications. Meeting and exceeding customer requirements is always our highest priority.

We have fully equipped in-house laboratories with state-of-the-art facilities, including Liquid Particle Count, Ion Chromatography, Non-Volatile Residue Test, Electrostatic Discharge Test, Gas Chromatography, Air Particle Count, Tensile Strength, and SEM-EDX. These resources ensure that our products meet the rigorous standards set by our customers. Our quality control processes comply with internationally recognised standards, including those from the American Society for Testing and Materials (ASTM), the American National Standards Institute (ANSI), and the Institute of Environmental Sciences and Technology (IEST).

Our Quality Assurance team is responsible for addressing concerns regarding product quality and safety. We work closely with our suppliers and customers to ensure that product quality is consistent and of high quality. We ensure that the root cause of the product issues is investigated to minimise the chances of similar issues arising in the future.

There was no incident of non-compliance concerning the health and safety of our products and services in 2025.

As a testament to our high-quality control and production standards, we have been accorded international manufacturing certifications:

•ISO 9001: 2015 Quality Management System
•ISO 14001:2015 Environmental Management System
•ISO 13485: 2016 Quality Management System for Medical Devices
•ISO 45001: 2018 Health and Safety Management System
•US FDA 510(K) for medical devices
•Registered Japan PMDA for medical devices
•Foodsafe Testing Report meeting requirement of standard EN1186
•EU Type Examination Certification (PPE, regulation (UU) 2016/425)
•Malaysia Medical Device Authority (MDA) Certification

APPENDIX

TARGETS AND KPI

Materiality Topic	Key KPIs or targets	Report Content Page
Corporate Governance	Continuous certified by certification body ISO 9001/13485/45001/14001, RBA, WRAP, and SMETA	25-28
Value and Business Ethics	Zero case for fraud, bribery, and corruption	29-32
Energy and Emission	Reduce carbon emission intensity by 5.2% by 2025 from 2020 level Reduce energy intensity by 10% by 2025 from 2020 level	35-37
Water Stewardship	Reduce water withdrawal by 25% by 2025 from 2020 level	39-42
Waste Management	Reduce waste intensity by 50% by 2025 from 2020 level	43-47
Occupational health and safety **Labor Rights**	Zero case for social non-compliance	50-64
Product Quality and Safety	Zero case for non-compliance concerning the health and safety of our products	65-66

ENVIRONMENTAL PERFORMANCE TABLE

	Unit	2025	2024	2023	2022	2021	2020
Sites that are certified with ISO 14001	%	100	100	100	100	100	100
Sites that are certified with ISO 9001	%	100	100	100	100	100	100
Energy							
Natural Gas	mmbtu	1,650,215	1,445,081	1,340,233	2,025,156	2,893,149	2,992,324
Diesel Industrial	litres	290,972	332,488	349,086	276,022	294,643	402,222
Diesel Vehicle	litres	59,876	59,495	40,983	-	-	-
Petrol Vehicle	litres	39,722	37,551	-	-	-	-
Liquefied petroleum gas (LPG)	kilograms	560,950	535,138	453,109	456,630	560,843	586,985
Biomass	tonnes	156,148	153,670	137,095	128,489	136,756	135,259
Solar	kWh	3,566,374	1,565,697	744,922	576,296	-	-
Electricity	kWh	81,150,305	76,187,322	71,125,480	89,292,475	107,749,845	113,329,656
Emission							
Total Emission CO_2e	tonnes	156,918	142,182	131,991	164,624	222,043	230,896
Total emission CO_2	tonnes	153,402	138,683	128,859	161,661	218,844	227,732
CO_2e emission, Scope 1	tonnes	93,621	82,755	76,514	112,388	159,010	164,597
CO_2 emission, Scope 1	tonnes	90,105	79,256	73,381	109,425	155,811	161,433
CH_4 emission Scope 1	tonnes	25.7	23.3	20.5	20.6	22.4	23.0
N_2O emission Scope 1	tonnes	10.6	10.7	9.7	9.0	9.7	9.5
CO_2e emission, Scope 2	tonnes	63,297	59,426	55,478	52,236	63,033	66,299
CO_2 emission, Scope 2	tonnes	63,297	59,426	55,478	52,236	63,033	66,299
Biofuel CO_2 emission	tonnes	271,339	275,856	247,578	228,956	-	-
Water							
Total water withdrawal	m³	4,166,586	3,662,361	3,834,821	4,721,836	4,890,075	4,906,111
Municipal	m³	4,166,586	3,662,361	3,694,554	4,230,945	4,209,342	4,265,201
Groundwater	m³	-	-	9,042	18,085	21,801	29,914
Rainwater havesting	m³	-	-	131,225	472,806	658,932	610,996
Waste							
Scheduled Waste (sludge and rubber lump)	tonnes	2024	1,999	1,982	3,038	3,222	2,710

- [1] CO_2e or carbon emission equivalent contains other residue gases such as CO_2, CH_4, N_2O, HFCs, PFCs, SF , and NF
- [2] CO_2 refers to carbon dioxide emission only

SOCIAL PERFORMANCE TABLE

GRI 2-7 | 401-1 |401-3 | 403-9 | 403-10 | 405-1 |

	Unit	2025	2024	2023	2022	2021
Health and Safety						
Sites certified with ISO 45001	%	100	100	100	100	100
Fatalities	Number	0	0	0	0	0
Occupational disease	Number	0	0	0	0	0
Accident that resulted in lost workday	Number	11	8	20	22	10
Accident frequency rate (AFR)	per million manhours worked	1.63	0.98	1.48	2.05	1.07
Lost day rate	per million manhours worked	16.3	12.4	13.5	33.0	42.8
Number of manhours	hours	6,735,925	8,134,176	7,431,240	10,738,807	9,361,374
Social Performance						
Total Employees	Number	2910	2929	2,743	3010	3500
Full-time men employee	Number	1552	1542	1,542	1648	2132
Full-time women employee	Number	1358	1387	1,201	1078	1368
Age, < 30	%	41.3	42.7	41.4	45.1	55.0
Age, 30 - 50	%	50.2	48.3	50.0	48.8	38.6
Age, >50	%	8.5	9.0	8.6	6.1	6.4
Total New Hire	Number	955	955	730	756	1186
New Hire Men	Number	507	407	412	364	585
New Hire Women	Number	448	548	318	392	601
Woman manager	%	43.1	41.67	40.4	37.5	35.3
Maternity Leave	Number	28	53	-	-	-
Paternity Leave	Number	26	37	-	-	-

GRI INDEX

Disclosure Number	Description	Section	Page
Statement of use	**Riverstone Holdings Limited has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.**		
GRI 1 used	**GRI 1: Foundation 2021**		
GRI 2	**General Disclosures, Organization Profile**		
The organization and its reporting practices			
2-1	Organization detail	About Riverstone Holdings Limited Group Structure	03 04
2-2	Entities Organization	About This Report Group Structure Annual Report 2025	01 04 05
2-3	Reporting period, frequency, and contact point	About This Report Contact Us	01 02
2-4	Restatements of information	About This Report	01
2-5	External Assurance	About This Report	01
2-6	Activities, value chain and other business relationship	About Riverstone Holdings Limited Global Market Reach	03 05-06
Activities and workers			
2-7	Employees	Human and Labour Rights Social Performance data	50-63 70
Governance			
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