Sustainability Report 2025

Envictus International Holdings Limited

1.0 Board Statement

This Sustainability Statement ("SS2025") presents the environmental, social, and governance ("ESG") disclosures and performance of Envictus International Holdings Limited ("EIH" or "the Group") and our various subsidiaries for the period between 1st October 2024 to 30th September 2025 ("FY2025"). It also highlights our progress on ESG practices while continuing to provide economic value to all stakeholders.

The SS2025 highlights the Board's dedication to securing not only continuous expansion but also the collective prosperity of all associated parties. We fully understand that the application of ESG protocols is crucial in enhancing corporate resilience and creating long-term value. Consequently, the Group is focused on achieving improved financial results while maintaining stringent protections for our workforce, surrounding communities, and the greater environment. This foundational commitment to core ESG principles is the core for the organisation's continuous commitment towards sustainability and growth.

As part of our commitment to mitigating climate change, we have assessed the Group's climate risks and opportunities in FY2025. This initiative allows us to identify potential areas of concern due to climate impacts and allows us to strategise and prepare infrastructure for climate risk mitigation and greenhouse gas ("GHG") reduction. This initiative is aligned with the International Financial Reporting Standards ("IFRS") S2, as well as the Task Force for Climate-Related Financial Disclosures ("TCFD"), ensuring our approach aligns with the recommendations of global best practices.

In addition to these initiatives, we continue to align with the disclosure requirements of the Singapore Exchange ("SGX") to ensure compliance and our continued operations with minimal disruptions. Beyond compliance, we continue to implement best practice disclosure recommendations such as those outlined by the Global Reporting Initiative ("GRI"), with plans to include more comprehensive reporting frameworks in the future. By focusing on accurate data and complete coverage, we aim to provide all stakeholders with informative and transparent insight into the Group's current sustainability performance and its long-term goals.

This report serves as the Board's commitment that the integration of sustainability constitutes a non-negotiable component of EIH's principles and operations. This implementation reflects our dedication to actively creating a more robust future for all stakeholders, whether internal or external.

2.0 About This Statement

2.1 OVERVIEW

The SS2025 presents an overview of the Group's sustainability strategies and initiatives that detail how we generate economic value while protecting the environment and fostering social development through our operations in the food and beverage ("F&B") sector.

Scope	All information and data presented in the SS2025 cover the sustainability performance of EIH and key subsidiaries in Malaysia from the following divisions:		
		**Dairies**	• Envictus Dairies Marketing Sdn Bhd ("Envictus Dairies Marketing") • Motivage Sdn Bhd ("Motivage")
		**Food Services**	• Texas Chicken (Malaysia) Sdn Bhd ("Texas Chicken") • San Francisco Coffee Sdn Bhd ("SFCSB")

	Trading and Frozen Food	• Pok Brothers Sdn Bhd ("Pok Brothers")
Reporting Frameworks	The SS2025 has been prepared in compliance with Rules 711A and 711B of the Singapore Exchange Securities Trading Limited ("SGX-ST") with reference to Practice Note 7.6 Sustainability Reporting Guide. Additional guidelines and frameworks include: • International Financial Reporting Standards ("IFRS") S1 and S2 • Sustainability Accounting Standards Board ("SASB") • Global Reporting Initiative ("GRI") Standards • Task Force on Climate-Related Financial Disclosures ("TCFD") • United Nations Sustainable Development Goals ("UNSDGs")	
Reporting Period	1 October 2024 – 30 September 2025	
Restatements	There are no restatements of information made from the previous reporting period.	

All data and information in the SS2025 reflect the Group's capacity to compile meaningful quantitative and qualitative data from official company sources, in accordance with the GRI principles of accuracy, balance, clarity, comparability, completeness, context, timeliness, and verifiability. These same standards have also been applied in gathering relevant information from across the Group's value chain.

Despite our best efforts, the Group acknowledges gaps in data availability for certain indicators. We are committed to strengthening internal data tracking and collection processes to address and resolve these limitations in future reporting cycles.

The forward-looking statements in this report, including any targets, plans, forecasts, or commitments, are based on reasonable assumptions aligned with our current business trajectory. As all businesses face unforeseen risks, readers are advised to exercise their own due diligence when evaluating these statements.

2.2 Assurance and Approval

No assurance has been conducted for the disclosures presented in the SS2025. However, all data and information have undergone internal verification by the relevant data owners and reviewed by the respective Heads of Departments ("HODs") to ensure accuracy. Additionally, the Board and Senior Management of the Group have reviewed and approved all information presented in the report as an added affirmation of its reliability.

2.3 Distribution and Feedback

An electronic copy of this report can be found on the Group's website at: *https://www.envictus-intl.com/*. To constantly improve our sustainability approaches, the Group welcomes constructive feedback from its valued stakeholders. Please direct any queries, feedback, or suggestions to:

MR. TAN SAN MING
Chief Operating Officer
contactus@envictus-intl.com

3.0 ASSESSING MATERIALITY

3.1 Materiality Assessment Process

A strong ESG foundation begins with understanding which topics are most relevant to our business and stakeholders. To guide this, the Group had conducted a Materiality Assessment Exercise ("MAE") in FY2024 to reassess and prioritise our material ESG topics based on their financial significance and broader impact.

The assessment followed a structured four-step process:

Identification
- Identify ESG topics that are relevant to our operations

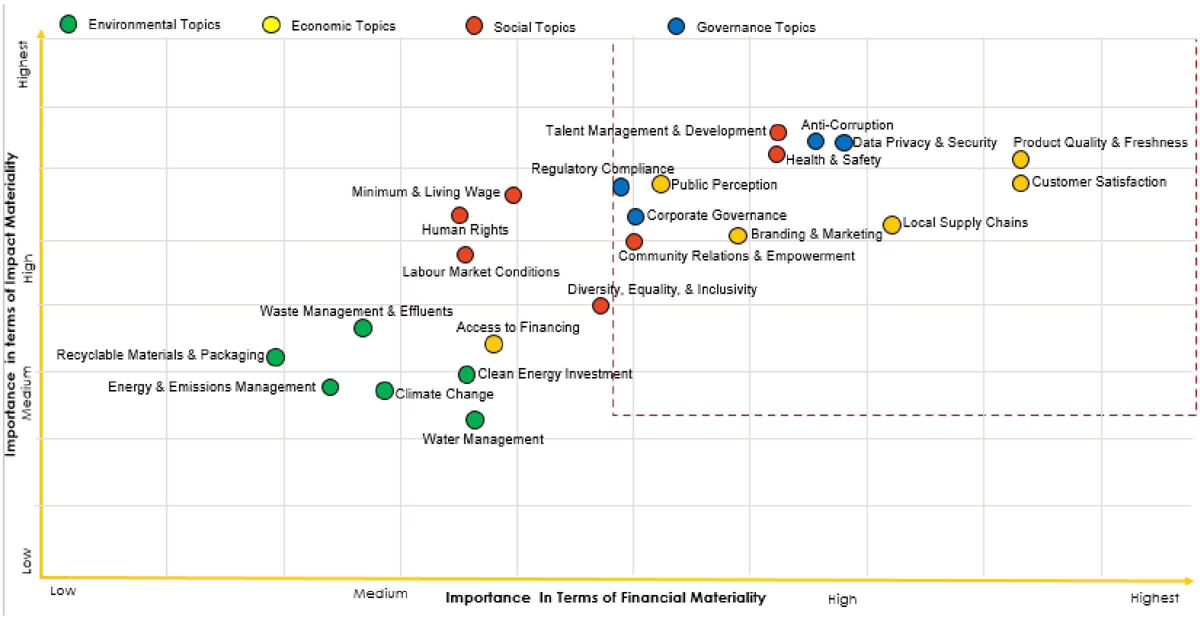
Prioritisation
- Rank these topics based on their importance to our business and stakeholder concerns

Review
- Align the prioritised topics with our existing strategies and internal commitments

Approval
- Final list of topics were reviewed and approved by the Board and Senior Management

A full MAE is conducted every three to five years, in line with regulatory requirements, and to ensure the Group keeps pace with evolving market expectations. However, we also conduct annual reviews of our existing matrix to ensure that it continues to reflect our strategic priorities.

In FY2025, we revisited the material topics previously identified and found them to still be relevant to our business operations and internal strategies. As such, the Group's materiality matrix remains as follows:



Following the MAE, our prioritised material topics are:

1	Product Quality & Freshness	2	Customer Satisfaction
3	Data Privacy & Security	4	Anti-Corruption
5	Talent Management & Development	6	Local Supply Chains
7	Health & Safety	8	Branding & Marketing
9	Public Perception	10	Regulatory Compliance
11	Corporate Governance	12	Community Relations & Empowerment

3.2 Sustainability-Related KPIs and Targets

The Group recognises the importance of establishing measurable sustainability performance targets to drive progress and enhance accountability across our ESG initiatives. As the targets previously established for employment and labour remain relevant to our operations, we continue to uphold them in alignment with the regulatory requirements of SGX. These targets provide a crucial foundation for ensuring that ESG practices are integrated throughout our business.

These targets are:

Target	FY2025 Progress
Gender Diversity	
To maintain or improve the employee gender mix ratio of female to male at 1:1	**In Progress.** Our current ratio is 0.74:1, with males outnumbering females.
Employment	
To maintain or improve the new hire rate	**Achieved.** Our new hire rate is 106%.
To reduce the employee turnover rate	**Achieved.** Our turnover rates have been slightly reduced to 65%.
Development & Training	
To increase the average training hours per employee	**In Progress.** The average training hours per employee decreased to 20.24 hours. For more information, please refer to the Employee Training and Development section.

Target	FY2025 Progress
Occupational Health & Safety ("OHS")	
To maintain a minimal level of workplace fatalities, high-consequence injuries, recordable injuries, or recordable work-related injuries among employees	**In Progress**. While there have been no cases of fatalities, we have recorded 12 cases of injuries and one high-consequence injury, most of which happened outside the workplace. For more information, please refer to the Occupational Health & Safety section.

Moving forward, we have begun developing subsidiary-specific ESG targets tailored to the unique nature and operational context of each business unit. By doing so, we aim to provide our subsidiaries with clearer, more relevant goals that they can actively monitor and achieve, thereby enhancing ownership and performance at the operational level.

At the same time, we at the Group level will continue to play an oversight role, ensuring that all subsidiary-level efforts collectively contribute to EIH's overall sustainability agenda and long-term ESG aspirations.

3.3 Stakeholder Engagement

<table>
<tr><th>Relevant Material Topics</th><th>Our Approach</th><th colspan="2">Engagement Channel and Frequency</th></tr>
<tr><td colspan="4">Board of Directors ("Board")
EIH's Board provides crucial strategic direction and oversight of the Group's sustainability and operational goals.</td></tr>
<tr><td colspan="2">Risks: Governance, decision-making, and leadership effectiveness</td><td colspan="2">Opportunities: Can ensure long-term stability and strategic growth through strong leadership and sound governance.</td></tr>
<tr><td rowspan="4">Anti-Corruption
Regulatory Compliance
Corporate Governance</td><td rowspan="4">Provide comprehensive and timely information for decision-making
Ensure effective corporate governance and risk management practices</td><td>Direct Communication</td><td>As Needed</td></tr>
<tr><td>Board Meetings</td><td rowspan="2">Regularly</td></tr>
<tr><td>Committee & Subcommittee Meetings</td></tr>
<tr><td>Annual General Meetings ("AGMs")</td><td>Annually</td></tr>
</table>

<table>
<tr><th>Relevant Material Topics</th><th>Our Approach</th><th colspan="2">Engagement Channel and Frequency</th></tr>
<tr><td colspan="4">Workforce (including Management)
Employees are key to executing our business strategies and driving operational performance.</td></tr>
<tr><td colspan="2">Risks: Talent retention, productivity, and labour disputes</td><td colspan="2">Opportunities: Offer chances for innovation, improved performance, and a strong, organised culture</td></tr>
<tr><td rowspan="4">Health & Safety
Talent Management & Development</td><td rowspan="4">Offer competitive benefits and remuneration
Provide opportunities for professional development and training
Foster a positive work environment
Maintain feedback through grievance channels and employee engagement surveys</td><td>Social Events</td><td rowspan="4">Regularly</td></tr>
<tr><td>Internal Communication</td></tr>
<tr><td>Training Programmes</td></tr>
<tr><td>Employee Surveys</td></tr>
<tr><td colspan="4">Shareholders & Investors
Shareholders and investors play a crucial role in providing the capital necessary for growth and business expansion.</td></tr>
<tr><td colspan="2">Risks: Financial performance and market volatility</td><td colspan="2">Opportunities: Funding, strategic guidance, and increased market credibility</td></tr>
<tr><td rowspan="6">Corporate Governance
Public Perception
Branding & Marketing</td><td rowspan="6">Provide transparent and regular financial reporting
Implement robust corporate governance practices to safeguard investments</td><td>Extraordinary General Meetings</td><td rowspan="2">As Needed</td></tr>
<tr><td>SGX Announcements</td></tr>
<tr><td>Social Events</td><td rowspan="2">Regularly</td></tr>
<tr><td>Meetings</td></tr>
<tr><td>AGM</td><td rowspan="2">Annually</td></tr>
<tr><td>Annual Report</td></tr>
<tr><td colspan="4">Government & Regulatory Officials
These officials are crucial in ensuring the Group's compliance with laws and regulations.</td></tr>
<tr><td colspan="2">Risks: Regulatory changes and non-compliance penalties</td><td colspan="2">Opportunities: Influence policy development and provide favourable operating conditions</td></tr>
<tr><td rowspan="4">Anti-Corruption
Corporate Governance
Regulatory Compliance
Community Relations & Empowerment</td><td rowspan="4">Ensure operations comply with all relevant laws and regulations
Adopting stringent corporate governance and ethical practices throughout operations</td><td>In Writing</td><td>As Needed</td></tr>
<tr><td>Social Events</td><td rowspan="3">Regularly</td></tr>
<tr><td>Regulatory Meetings</td></tr>
<tr><td>Conferences and Seminars</td></tr>
</table>

<table>
<tr><th>Relevant Material Topics</th><th>Our Approach</th><th colspan="2">Engagement Channel and Frequency</th></tr>
<tr><td colspan="4">Customers
Customers are vital to the Group’s business as they drive demand for our products and services.</td></tr>
<tr><td colspan="2">Risks: Changing preferences and expectations</td><td colspan="2">Opportunities: Present opportunities for growth and innovation through constructive feedback and loyalty</td></tr>
<tr><td rowspan="3">• Product Quality & Freshness
• Customer Satisfaction
• Data Privacy
• Branding & Marketing
• Public Perception</td><td rowspan="3">• Provide high-quality food service
• Engage customers for feedback through customer satisfaction surveys</td><td>In Writing</td><td>As Needed</td></tr>
<tr><td>Social Events</td><td rowspan="2">Regularly</td></tr>
<tr><td>Promotional Activities</td></tr>
<tr><td colspan="4">Bankers & Financial Institutions
Similar to investors, bankers and financial institutions provide an alternative source of financial capital needed for our operations and growth.</td></tr>
<tr><td colspan="2">Risks: Credit availability and financial terms</td><td colspan="2">Opportunities: Favourable financing, strategic advice, and financial stability</td></tr>
<tr><td rowspan="5">• Corporate Governance
• Regulatory Compliance
• Public Perception</td><td rowspan="5">• Maintain open and transparent financial communications
• Meet all financial obligations on time
• Regularly review and manage financial risks</td><td>Meetings and Financial Briefings</td><td rowspan="2">Regularly</td></tr>
<tr><td>Credit Assessments</td></tr>
<tr><td>Financial Reports</td><td rowspan="2">Half-Yearly</td></tr>
<tr><td>Financial Audits</td></tr>
<tr><td>Annual Reports</td><td>Annually</td></tr>
<tr><td colspan="4">Suppliers
These stakeholders are critical for maintaining our supply chain and ensuring the quality of our products and services.</td></tr>
<tr><td colspan="2">Risks: Supply chain disruptions and quality issues</td><td colspan="2">Opportunities: Cost optimisation, innovation, and strong partnerships</td></tr>
<tr><td rowspan="3">• Local Supply Chain
• Product Quality & Freshness
• Anti-Corruption</td><td rowspan="3">• Develop long-term, mutually beneficial relationships
• Provide clear and consistent communication regarding quality expectations
• Procure from responsible and ethical suppliers</td><td>In Writing</td><td>As Needed</td></tr>
<tr><td>Procurement Processes</td><td rowspan="2">Regularly</td></tr>
<tr><td>Meetings</td></tr>
</table>

<table>
<tr><th>Relevant Material Topics</th><th>Our Approach</th><th colspan="2">Engagement Channel and Frequency</th></tr>
<tr><td colspan="4">Local Community Members & General Public
They form the social environment in which we exist and provide the Group with the licence to operate without disruption.</td></tr>
<tr><td colspan="2">Risks: Social unrest or negative public opinion</td><td colspan="2">Opportunities: Provide opportunities for building a positive reputation and achieving social license to operate through community engagement and support</td></tr>
<tr><td rowspan="3">• Public Perception
• Branding & Marketing
• Community Relations & Empowerment</td><td rowspan="3">• Support local community initiatives through Corporate Social Responsibility ("CSR") programmes
• Engage in regular dialogues to understand their needs and concerns
• Minimising potential impacts through responsible and sustainable business practices</td><td>Social Events</td><td rowspan="3">Regularly</td></tr>
<tr><td>CSR</td></tr>
<tr><td>CSR</td></tr>
</table>

4.0 Sustainability Governance

EIH recognises the significance of a responsible, transparent, and accountable corporate governance in ensuring long-term operability. The standards we adhere to provide a strong foundation, ensuring that all business practices are conducted in an ethical manner. This fosters sustainable growth, strengthens corporate resilience, and mitigates risks associated with non-compliance and corruption.

Our governance pillar is guided by the following UNSDGs:

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

SDG 16: Peace, Justice, & Strong Institutions

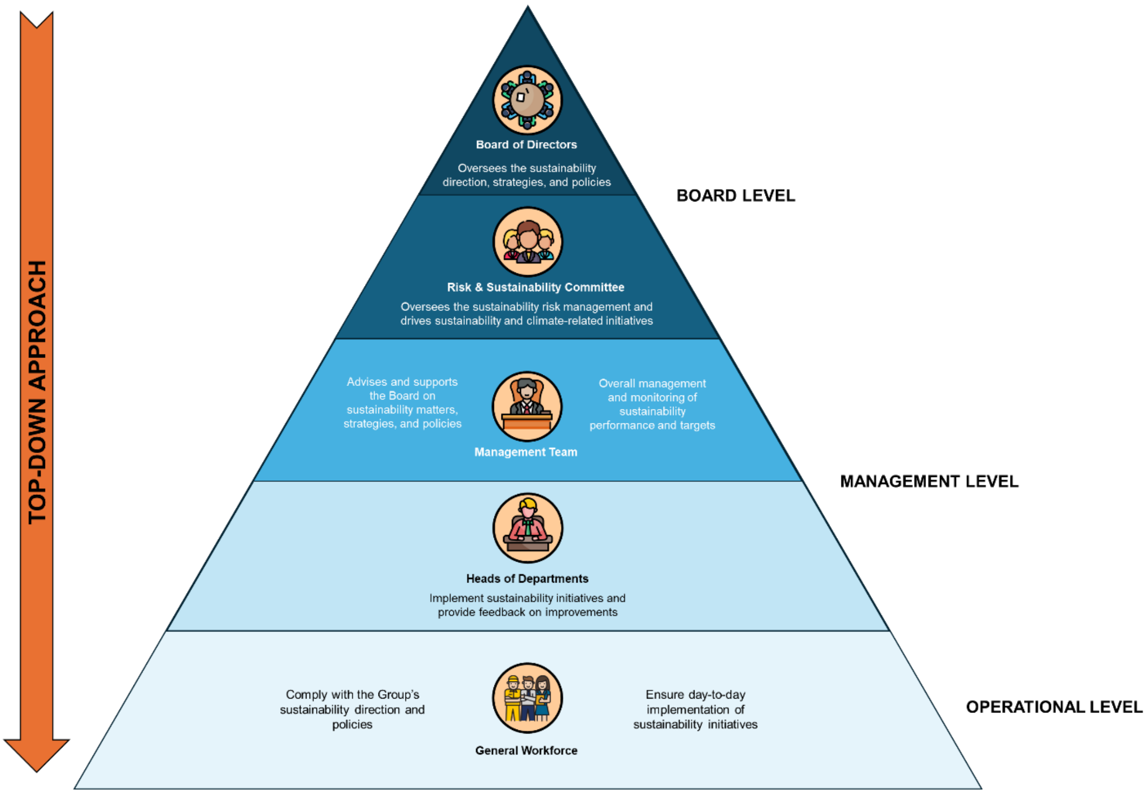
EIH upholds ethical governance by ensuring transparency, accountability, and compliance with international and local regulations.

17 PARTNERSHIPS FOR THE GOALS

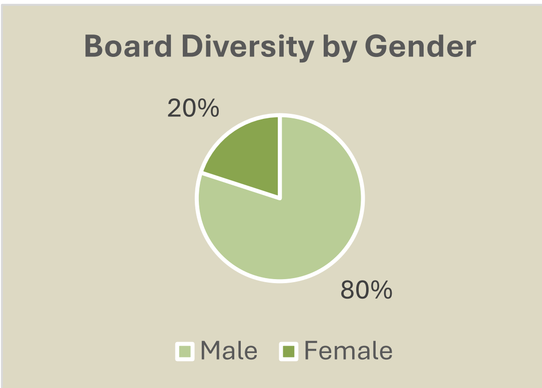
SDG 17: Partnerships for Goals

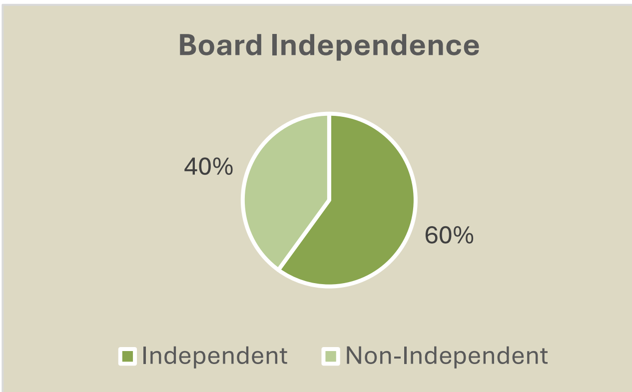
We collaborate closely with our stakeholders, industry partners, and communities to achieve shared sustainability objectives and advance our sustainable development aspirations.

4.1 Sustainability Governance Structure



EIH's governance framework is structured to tackle both short-term and long-term issues related to sustainability concerns and climate change. The Group's Board plays a critical role in aligning our business objectives with sustainability and climate aspirations. With their varied background and experiences, they offer strategic guidance and take every precaution to ensure that our risks and opportunities are identified and integrated into EIH's business strategies.





The Management team, under the direct purview of the Board, takes measures to ensure that sustainability initiatives, encompassing ESG and climate change factors, are consistently incorporated into the Group's overall business strategy. These issues are regularly addressed by management, who provide periodic progress updates to the Board to facilitate informed decision-making on the group's next strategic direction.

The Heads of Departments ("HODs") in our subsidiaries translate the Board's broad sustainability objectives into practical strategies that are implemented throughout all daily operations. This translation from management to operational implementation ensures that all facets of our operations adopt the Group's overarching direction towards more sustainable operations. Due to the varied nature of our business operations, sustainability implementations are decentralised and provide a degree of flexibility, allowing our subsidiaries to align their operations with the Group's overall direction.

EIH's linear governance structure facilitates communication, allowing consistent progress reports to be delivered to the Board and for Group-level initiatives to be implemented flexibly in accordance with the needs and situation of each operating company. This process ensures alignment between the Group's overarching objectives and the operational functions of each subsidiary. By integrating the various risk profiles from all divisions within the Group, we can make informed and comprehensive decisions regarding ESG and climate-related risks.

4.2 Ethical Behaviour and Whistleblowing

To ensure EIH maintains the highest ethical standards in every facet of our operations, we implement a zero-tolerance policy against corruption and any unethical activities. We recognise that such illicit activities have a negative impact on the Group's business and reputation, eroding stakeholder trust and potentially leading to legal issues. Therefore, we are committed to fostering an ethical and transparent corporate culture throughout our workforce and supply chain.

Aligned with this commitment, the Group has established a comprehensive Anti-Bribery and Corruption Policy, which is communicated to all staff members. This document outlines the prohibited practices and the consequences for engaging in such actions, ensuring that all employees understand their responsibilities. To ensure that awareness of corruption and compliance remains consistent, regular reminders are distributed throughout the Group and its subsidiaries, ensuring that all operations align with the Group's overarching position on integrity.

In addition to our internal operations, our commitment to ethical practices extends to our supply chain. Suppliers must review and comply with the anti-corruption provisions outlined in our Supply Chain Policy before proceeding with any agreements. Additionally, safeguards are implemented during the procurement process, which includes the requirement for mandatory quotations from a minimum of three vendors during tenders, aimed at reducing the risk of unethical conduct and promoting transparent decision-making. Furthermore, the sourcing and purchasing functions are maintained as distinct entities to prevent any potential conflicts of interest or chances for misconduct.

There have been no confirmed incidents of corruption in FY2025.

4.2.1 Whistleblowing Mechanism

To reduce corruption risks and strengthen the enforcement of our anti-corruption strategies, EIH has established a comprehensive whistleblowing mechanism that enables both employees and external parties to report any suspected misconduct, including fraud, corruption, or other unethical practices, confidentially through designated channels. This channel also serves as a grievance mechanism for stakeholders to report any unfair acts committed against them personally or as witnesses to other unethical behaviour.

Complaints are directed to the Board through the Audit Committee ("AC"). Once a report has been filed, a detailed domestic inquiry is initiated to examine the incident and undertake suitable actions, which may involve notifying the authorities for more severe violations. Regular updates regarding such cases are presented to the Board during monthly management reviews to guarantee ongoing oversight at the highest level.

As a result of our whistleblowing communication and preventive controls, as well as our internal investigation procedures, no instances of misconduct were reported throughout FY2025.

4.3 Regulatory Compliance

The Group recognises that compliance with legal and regulatory requirements is essential for achieving operational excellence, safeguarding the safety and well-being of our employees and customers, and preserving our standing as a responsible corporate organisation.

EIH requires our subsidiaries and supply chain partners to comply with the regulations governing their specific business activities and operational areas. This encompasses laws related to environmental impact, labour rights, employee wellbeing, as well as product quality and safety. For instance, all establishments under SFCSB and Texas Chicken routinely conduct health inspections carried out by the Malaysian Ministry of Health ("MOH") to maintain compliance with hygiene and food safety standards.

To further ensure that this commitment is enforced, we consistently evaluate and oversee our operations, assessing any potential risks of non-compliance with all relevant guidelines and standards. This proactive strategy enables us to adjust to changing regulations and maintain compliance throughout our various business activities. Similarly, the Group ensures that all subsidiaries obtain all necessary certifications, licenses, and approvals to operate their business activities in a legally compliant manner. As our primary operations are conducted in Malaysia, we adhere to the Malaysian laws and all relevant bodies, some of which include the following:

Subsidiary	**Certification/ Licence/ Approval**
Pok Brothers	Manufacturing Licence by the Malaysian Ministry of International Trade and Industry ("MITI")
	ISO 9001: 2015 Quality Management System
	ISO 22000: 2018 Food Safety Management System
	Hazard Analysis Critical Control Point ("HACCP")
	Good Hygiene Practices ("LRQA")
EDM and Motivage	Manufacturing Licence by MITI
	Halal Certification
	Veterinary Health Mark ("VHM") by the Malaysian Department of Veterinary Services ("DVS")
SFCSB	Halal Certification
	Food Handlers Certificate by MOH
Texas Chicken	Halal Certification
	Food Handlers Certificate by MOH
	VHM by DVS

5.0 ECONOMIC

In addition to our commitment to ESG issues, we recognise the creation of economic value as an equally important pillar to EIH's sustainability strategies. The generation of economic value is imperative to the long-term operability of EIH and to foster the trust of our stakeholders. A strong economic performance is also essential for EIH to invest in improved social welfare for our employees, while enabling us to develop more environmentally friendly initiatives that work towards enhancing the environment.

All of the Group's economic activities and initiatives are in line with the following UNSDGs:

SDG 8: Decent Work & Economic Growth

The Group strives to drive economic growth through innovation and efficiency while fostering inclusive employment opportunities and a resilient workforce across our value chain.

SDG 12: Responsible Consumption & Production

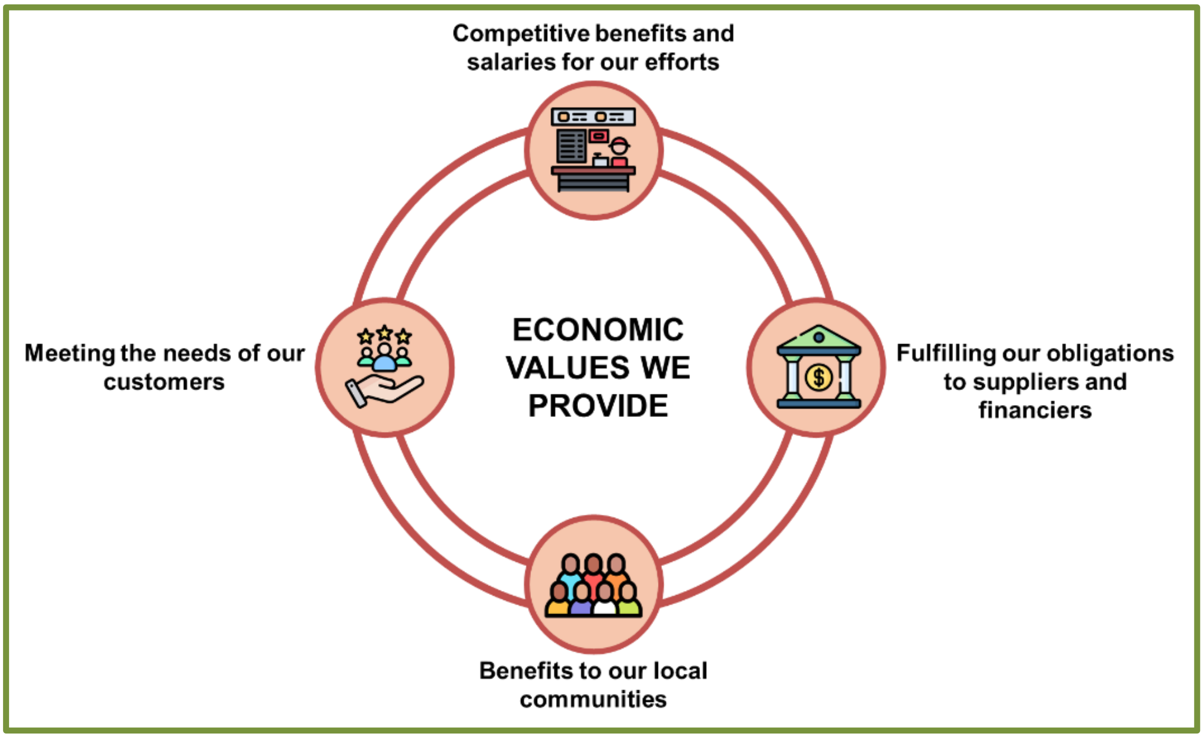
By promoting sustainable production practices, we aspire to build a circular economy that optimises consumption and reduces operational costs.

5.1 Economic Value Creation

Economic value is generated directly through our business operations, which supports the expansion of the local economy. This encompasses revenues, profits, and various financial outcomes that facilitate job creation, support local suppliers, and generate tax contributions to national development. These operations showcase EIH's commitment as a responsible corporate entity.

In addition to our direct contributions, we are equally dedicated to generating indirect economic value through strategic investments in our stakeholders and the communities we support. Our investments in the supply chain play a crucial role in promoting ethical and sustainable practices throughout the entire value chain. Furthermore, these initiatives improve the quality of life for local communities, strengthening our commitment to comprehensive and sustainable economic development.

In general, our economic values include:

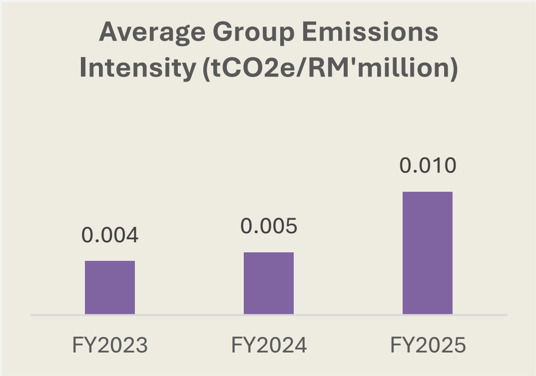


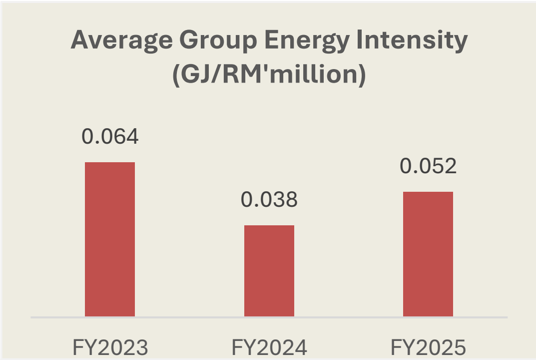
The full disclosure of the Group's financial performance for FY2025 can be found in the Financial Statements of this Annual Report.

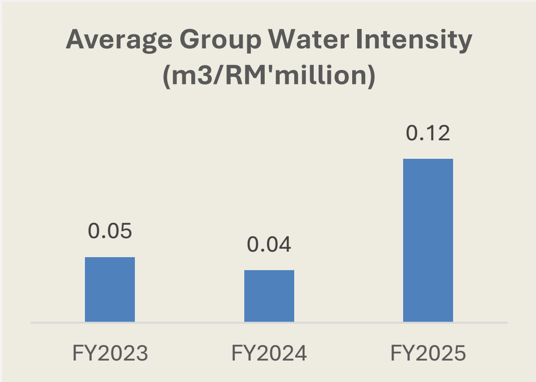
At the same time, the Group's operations also generate a wide range of indirect economic benefits that extend beyond our immediate business activities. These benefits arise through the ripple effects created across our value chain, benefitting local communities and the broader economy. These include:

 **Localisation of Talent**	 **Employment Opportunities for Local Communities**	 **Supporting Local Economic Development**
By enabling employees trained in Klang Valley to return to their hometowns as outlet managers, the Group fosters localisation of talent. This approach not only provides career progression for staff but also redistributes skills and leadership capacity across Malaysia, reducing urban–rural disparities.	Prioritising recruitment from local communities ensures that new outlets generate employment opportunities where they are most needed. This practice fosters trust with customers, integrates operations into the local culture, and promotes social cohesion by empowering residents to participate directly in our growth.	The opening of outlets in new regions stimulates local economic activity beyond direct employment. Managers and staff contribute to local spending, while the outlet itself attracts complementary businesses and services. This multiplier effect contributes to the community's long-term economic vitality.

5.2 Economic Value VS Environmental Footprint







As EIH's subsidiaries vary by size and productivity, their environmental performance and targets will vary proportionately. To ensure a fair comparison and a uniform performance benchmark across all operating companies, EIH benchmarks the productivity of our business operations through their environmental intensity. From this approach, we obtain significant insights into our environmental footprint while also monitoring operational efficiency and pinpointing areas that require improvement.

5.3 Product Quality and Customer Satisfaction

As a player in the F&B industry, we understand that poor management of food products can lead to serious risks for the Group, including damage to our reputation and customer dissatisfaction that results in revenue loss, backlash on social media, increased operational costs due to returns, recalls, or necessary corrective measures, potential regulatory fines or loss of certifications, and the potential harm to the wellbeing of our customers. Thus, EIH is committed to upholding the highest standards in product quality and customer satisfaction. We recognise their critical link to brand reputation, customer loyalty, and the long-term sustainability of our business.

5.3.1 Quality Assurance and Food Safety

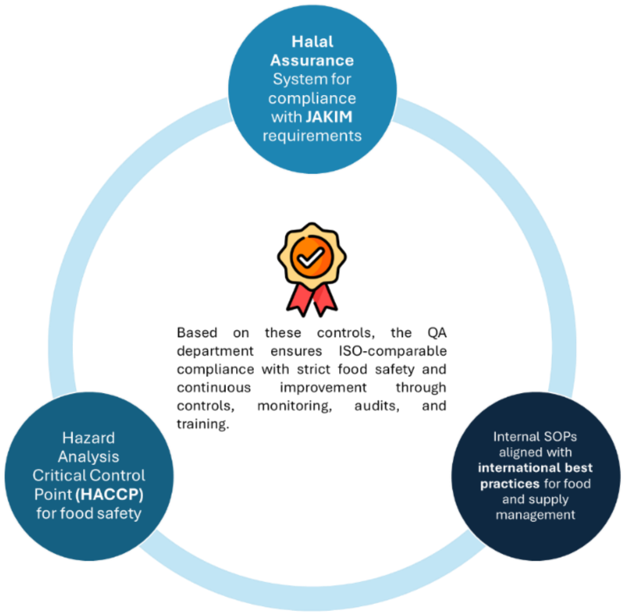
As part of our initiative to provide products of the highest quality, we adhere to a systematic Quality Assurance ("QA") and Food Safety Policy that ensures stringent uniformity across all food and beverage products. This policy includes compliance with Halal certification, Hazard Analysis Critical Control Point ("HACCP"), and applicable food safety regulations, as well as supplier approval procedures to ensure the procurement of high-quality raw materials.

Product Quality	Customer Satisfaction	Staff Training
Conducting regular in-house testing and sensory evaluation to maintain quality, supported by comprehensive staff training in food safety, hygiene, and handling procedures.	Providing clear mechanisms for customer feedback, product recalls, and continuous improvement to further reinforce our commitment to delivering safe and reliable products.	Hosting regular staff training in food handling, hygiene, customer service, and product knowledge to ensure consistent customer experiences.
The Group's QA and Research and Development Department	**Cross-Departmental Collaboration**	**Customer feedback platforms**
Ensuring comprehensive oversight of food safety, product development, and continuous quality enhancements, with budget allocations directed toward quality audits, raw material testing, and training.	Promoting cross-departmental collaboration between QA, operations, marketing, and procurement to ensure consistent product quality and adherence to brand standards.	Providing in-store, online, and social media channels to track satisfaction and resolve issues promptly.

The Group has also established clear processes, action plans, and strategies to safeguard quality and enhance customer satisfaction across operations. These include quality assurance checks at every stage of production and service, standard operating procedures for food handling, hygiene, and preparation, as well as sensory testing panels for both new and existing products.

Additionally, EIH also ensures compliance is maintained through responsible and transparent labelling. We ensure that all product claims, such as 'low fat', 'no artificial colouring', and 'high protein', strictly adhere to local food regulations to provide consumers with accurate and trustworthy information. In addition, our products carry clear allergen declarations, including dairy, nuts, and gluten, as well as full ingredient disclosures on packaged items to support informed consumer choices and safeguard those with dietary restrictions. All our food products also feature Halal certification logos in accordance with local regulatory and religious requirements, reaffirming our commitment to inclusivity and consumer trust.

Beyond food products, we also ensure that non-food materials such as cleaning chemicals and packaging items are safely managed through the use of Material Safety Data Sheets ("MSDS"), which guide safe handling and storage while ensuring compliance with occupational and environmental regulations. To uphold these standards, periodic audits are conducted to verify compliance with all relevant regulatory and certification requirements, ensuring that EIH continues to operate responsibly and transparently across its entire supply chain.



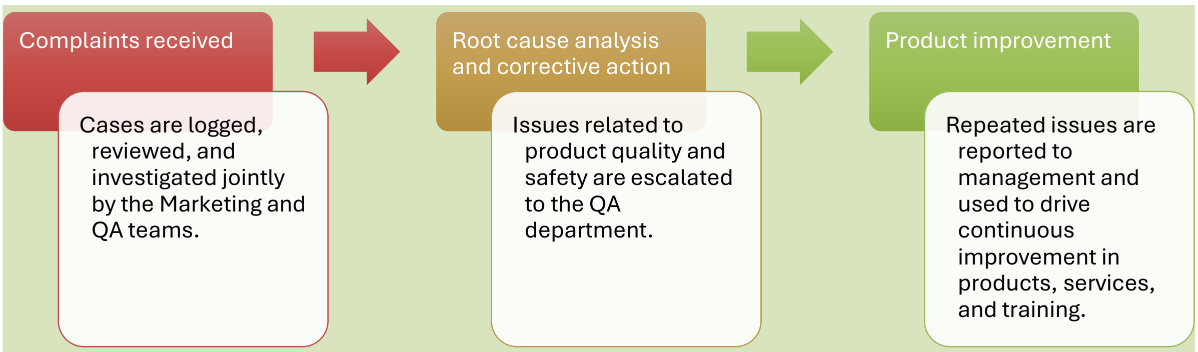
Action plans involve regular customer feedback reviews and prompt resolution of issues. Product audits and outlet inspections are conducted to ensure consistent product quality across all outlets. Staff training programmes further ensure compliance with food safety, Halal requirements, and customer service excellence.

Strategically, we are committed to continuously improving our product roster through research and development ("R&D") and product innovation, engaging customers through loyalty programmes to better understand their expectations, and embedding quality key performance indicators such as complaints ratio, satisfaction scores, and repeat purchase rates into business targets.

By leveraging cross-functional collaboration between QA, R&D, Operations, and Marketing, we reinforce our ability to maintain consistency, deliver customer value, and ensure sustainable growth.

5.3.2 Customer Satisfaction

To better gauge our performance, understand our customers' needs, and maintain the highest standards in product quality, we have developed a comprehensive customer feedback system. Customer feedback is tracked through feedback logs and in-store channels, enabling systematic monitoring of satisfaction and concerns. Internal audit scores for commissaries and outlets typically exceed 80% compliance with food safety and hygiene standards.



In FY2025, the Group did not record any incident of non-compliance related to food and safety labelling requirements or any instances of product defects and recalls.

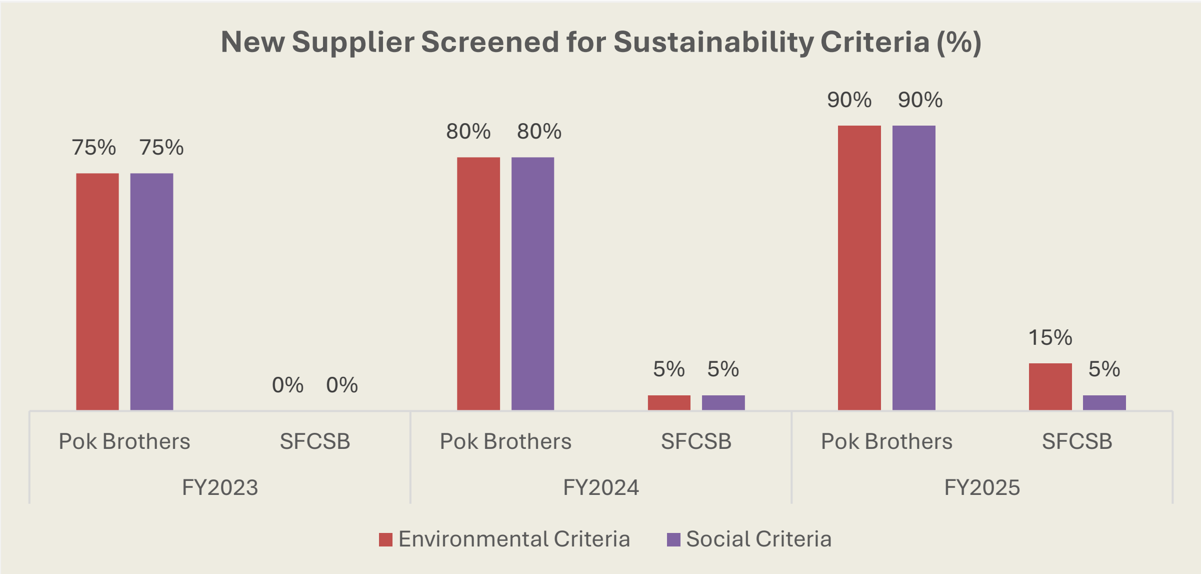
5.4 Supply Chain Management

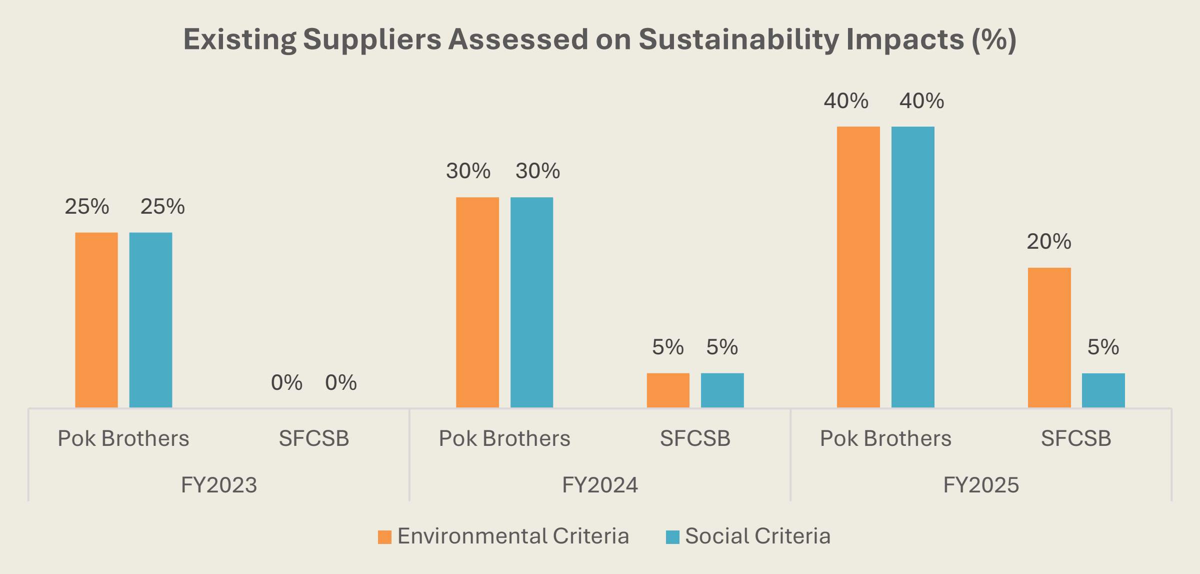
Beyond internal operations, our commitment to delivering safe, high-quality products that meet all regulatory standards extends to our supply chain. Acknowledging the essential role suppliers play in our operations, we focus on sourcing only the highest-quality ingredients that align with our rigorous product quality criteria. This commitment ensures that the products we offer can uphold the trust and satisfaction of our customers.

A transparent tender procedure has been implemented for all new suppliers to strengthen our controls against unethical practices in the procurement process. This process requires subsidiaries to evaluate a minimum of three quotations before selecting a supplier, ensuring accountability and enabling us to choose suppliers that most effectively meet our quality and compliance standards.

To further strengthen the sustainability of our supply chain, we continue to incorporate environmental factors into our supplier evaluations. For example, Texas Chicken has initiated efforts to monitor the environmental compliance of its suppliers, which include conducting physical inspection audits to confirm compliance with environmental standards. Additionally, Texas Chicken ensures that all purchased cooking oil is certified by the Roundtable on Sustainable Palm Oil ("RSPO"). This alignment with the certification ensures all palm-based cooking oil employed in its operations is cultivated and produced in accordance with rigorous environmental standards. Furthermore, all paper packaging products utilised are certified by the Forest Stewardship Council ("FSC"), which showcases a "chain-of-custody" that ensures these products adhere to an environmentally sustainable and ethically responsible production process throughout their value chain.

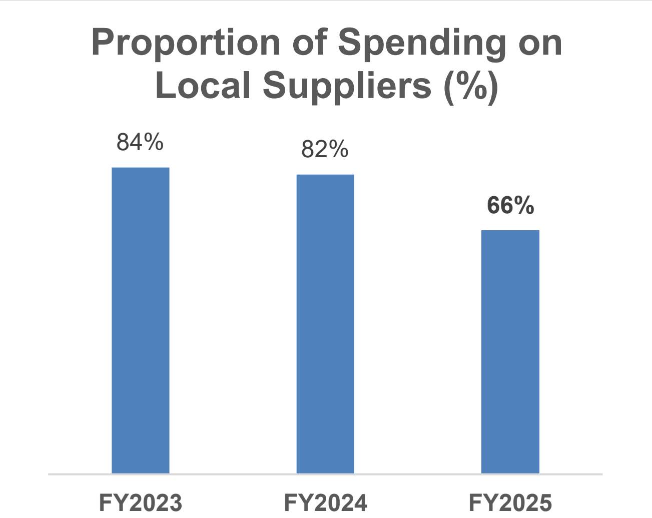
Pok Brothers has also implemented a sustainable supply chain by ensuring that all meat products are sourced ethically, ensuring that livestock are treated humanely, and avoiding suppliers that conduct animal cruelty. Likewise, SFCSB emphasises the importance of sourcing coffee beans from ethical producers who adhere to sustainable environmental and social standards, thereby reducing the Group's overall ESG impact while promoting sustainability throughout the broader supply chain.





5.4.1 Local Procurement

As part of our commitment to improve the well-being of communities where we operate, EIH strives to contribute to the local economy by prioritising local suppliers where available. Exceptions apply where locally sourced products are unavailable. Regardless, all subsidiaries are still required to prioritise local businesses over foreign suppliers through the establishment of targets, such as Pok Brothers, which requires a minimum local spending of 25-30% annually, with a commitment to grow the number of active, qualified local suppliers on a year-on-year basis by at least 5%.



Note: Data coverage for FY2025 includes Pok Brothers and San Francisco Coffee.

In FY2025, the overall proportion of spending on local suppliers decreased significantly. However, this change is not due to a reduced commitment to local sourcing but rather the result of improved data collection across our subsidiaries.

A key factor in this decline is the operational nature of some subsidiaries. For example, Pok Brothers, which operates primarily as a food wholesaler, relies heavily on international suppliers to meet product demand.

Additionally, in FY2025, the Group observed that some of our local suppliers were acquired by international entities. As such, suppliers previously classified as local were recategorised under international procurement.

The Group assesses and identifies potential local suppliers, performs compliance evaluations, and collaborates with them through regular reviews and feedback. Furthermore, we support local suppliers by providing them with insights into market trends and customer expectations. EIH's existing controls for collaboration and ensuring supply chain partners maintain compliance involve the following processes:

Resources

- Regular supplier audits
- Development programs for strategic local suppliers
- Dedicated buyer assignments focusing on the local segment.

Processes

- Pre-qualification and regular evaluation of local suppliers
- Maintaining a vendor development pipeline
- Giving preference to local suppliers where feasible during tender evaluations.

Strategies

- Fostering partnerships to strengthen local supplier capabilities

Effectiveness

- Monitor via procurement reports, regular management reviews, and customer feedback.
- Continuous improvement plans are put in place where gaps are identified.

6.0 ENVIRONMENT

EIH is committed to sustainable environmental management, focusing on areas where our efforts can make a meaningful impact, and promoting environmental stewardship across our supply chain and the industries we engage with. We practice a decentralised approach to environmental management, empowering each subsidiary to manage its specific environmental considerations. This provides subsidiaries with more flexibility to form localised strategies, allowing them to address their unique operational contexts. The Group assumes a supporting role, primarily by providing strategic oversight to ensure that all environmental initiatives align with EIH's overarching sustainability and climate change goals.

EIH has undertaken a Group-wide re-establishment of environmental inventories for the key environmental metrics highlighted by the SGX and other relevant frameworks to better align ourselves with regulatory expectations and benchmark our environmental performance. To achieve this, we continue to gather more comprehensive data from our subsidiaries, establishing a baseline that will guide future performance. We are currently in the preliminary stages and plan to expand this process to encompass all facets of our operations in the near future.

Our environmental initiatives are guided by the following UNSDGs:

SDG 6: Clean Water & Sanitation

We promote water stewardship by ensuring responsible water consumption across our operations.

SDG 7: Affordable & Clean Energy

The Group is committed to exploring opportunities to transition towards more renewable energy consumption and improving our energy efficiency to reduce our greenhouse gas footprint.

SGD 13: Climate Action

We actively prioritise climate resilience by exploring sustainable practices to reduce our emissions throughout our operations.

6.1 Energy & Emission Management

EIH acknowledges climate change as a critical issue for businesses globally, recognising it as a substantial business risk beyond its status as a mere environmental challenge. While the direct emissions from our operations are comparatively minimal, we recognise the significant role our supply chain plays in global emissions, particularly in livestock farming for dairy and meat production. In this context, EIH is dedicated to reducing its GHG footprint and assisting global initiatives aimed at reducing the negative effects associated with climate change.

The Group has begun enhancing its climate change disclosures in alignment with the recommendations from the TCFD and the more comprehensive IFRS S2. This commitment is consistent with both national and global climate aspirations, including the net-zero carbon emissions by 2050 goals set by Singapore and Malaysia. This initiative represents a significant step toward embedding climate considerations into our governance, risk management, and operational strategies.

6.1.1 Governance

Within EIH's sustainability agenda, climate change risks are monitored as part of our overall sustainability risk management structure. To ensure that climate risks are properly identified, evaluated, and managed across the Group's daily operations, Senior Management maintains close collaboration with the various subsidiaries and departments through the relevant Heads of Departments ("HODs").

At the same time, the Board receives regular updates on these risks and their management outcomes, which allows robust oversight and informed decision-making. To ensure its importance is reflected in strategic planning and operational practices, the Group ensures that climate change remains a key topic in Board-level sustainability discussions.

6.1.2 Climate-Related Risks and Opportunities

In alignment with our TCFD framework and greater effort to align with IFRS S2, we conducted a climate risk assessment ("CRA") workshop in August 2025. This workshop enabled the identification of all material climate risks and opportunities, drawing on internal experience and the expertise of external experts. This workshop culminated in the development of a comprehensive climate risk portfolio, which includes scenario planning to effectively quantify and manage these risks, while developing EIH's long-term climate resilience infrastructure. This assessment involved key stakeholders throughout the Group, including Senior Management from all our subsidiaries, to ensure a comprehensive and collaborative approach.

Based on the CRA workshop, the following risks have been identified as material to the Group's overall operations:

Physical Risk	Risk Description	Timeframe*		
		S	M	L
Extreme Rainfall and Flooding				
Damage and temporary closure to outlets, warehouses, and production sites	Flooding exposes water and debris to equipment, inventory, and facilities. Under extreme conditions, locations may need to be closed to ensure the safety of personnel. To date, risks remain limited and are within Group expectations	●	●	
Supply chain disruptions	As climate change is expected to increase flood frequency, ingredient delivery routes may become blocked, necessitating the establishment of alternative supply routes or the diversification of suppliers. While daunting, flood risks have a historically negligible impact but may become more prevalent in the future.	●	●	●
Inability of the workforce and customers to reach destinations	In addition to supply chain issues, road closures due to flooding may hinder employees and customers from reaching EIH's locations. Regardless, most risks have been mitigated by online courier services.	●		
Rise in vector-borne diseases	The presence of pools within or nearby EIH's premises may increase the likelihood of vector-borne diseases such as dengue-carrying mosquitoes, presenting an occupational health and safety ("OHS") risk. Nevertheless, existing controls are effective in eliminating all current and historical flood-related OHS risks.	●	●	
Rising Global Temperatures				
Equipment overheating and inventory spoilage	Rising temperatures may cause machinery to overheat and food products to spoil faster. Regardless, historically rising temperatures have had a negligible impact on equipment and inventory, resulting in minimal increases in energy expenditures.	●	●	
Increase OHS risk from heat-related illnesses and reduce worker productivity	Constant exposure to elevated temperatures may cause workers to lose focus and exacerbate OHS risks. However, this risk has minimal impact on EIH as all operations are conducted indoors in well-ventilated spaces.	●	●	●
Drought and Water Scarcity				
Operational impacts of droughts	As a player in the F&B industry, water cuts may increase the costs of raw ingredients and cause delays in operations. This can be mitigated through the installation of water tanks with greater capacity and rainwater harvesting installations, which are currently being considered.	●	●	

Physical Risk	Risk Description	Timeframe*		
		S	M	L
Increased costs for alternative water sourcing	For extended periods of water unavailability, alternative water sourcing may be required, which can increase operating costs due to longer transportation distances or higher water demand during that period.	🟡		🔴

Transition Risk	Risk Description	Timeframe*		
		S	M	L
Environmental and Energy Policy Shifts				
Increased push for green-certified suppliers	As the world trends towards environmentally conscious products, we strive to demonstrate our commitment by utilising more green-certified products throughout our product roster.		🟠	🔴
Potential carbon taxation	While carbon taxes may not directly impact EIH, operational costs will increase as upstream processes become more costly. This comes as more countries worldwide continue to implement carbon taxation to ensure alignment with global decarbonisation targets.		🟠	🔴
Increased waste recycling requirements	Recognising that food waste contributes to GHG emissions, more recycling initiatives that avoid disposal in landfills or incineration may be enforced.			🔴
Higher energy costs from increased tariffs and lower fuel subsidies	Increasing energy tariffs and the gradual decrease of fuel subsidies drive up energy costs, necessitating the development of action plans to reduce fossil fuel reliance and subsequent operational expenses.	🟡	🟠	🔴
Compliance and Legal Risks				
Potential penalties for non-compliance	More stringent regulatory requirements may necessitate further installations and strategies to ensure EIH's operations comply with the relevant governmental bodies.	🟡	🟠	🔴
Increased reporting requirements	More stringent reporting requirements necessitate additional data monitoring controls and assurances in the long term, contributing to increased operational expenses.	🟡	🟠	🔴
Growing pressure to decarbonise Scope Three emissions	While current decarbonisation efforts focus on reducing Scope One and Two emissions, future developments may target reducing Scope Three emissions to encourage decarbonisation throughout the industry's supply chain.		🟠	🔴
Market and Reputation				
Lower sales from reputational damage	Issues such as non-compliance and environmental recklessness may drive away customers and investors, harming sales, revenue, and the ability to secure loans. To prevent such risks, EIH remains committed to continuously upgrading environmental initiatives and protecting the environment throughout all operations.		🟠	

Transition Risk	Risk Description	Timeframe* S	Timeframe* M	Timeframe* L
Shifts in market demand towards green products	Evolving consumer demands for more environmentally friendly products must be met with a mature supply of ESG-conscious products. EIH strives to meet this growing demand and continue to align with environmental best practices.		●	●
Transition to Low-Carbon Business Model				
Opportunity costs associated with decarbonising operations	While decarbonising EIH's portfolio may result in long-term operational expense reduction (e.g., solar energy), the capital expenses used to facilitate this could be allocated elsewhere with better margins. EIH considers both profitability and long-term sustainability to ensure a balanced trade-off between the present and the future.		●	
Operational and financial trade-offs for Scope Three decarbonisation	Low-carbon supply chains may charge a premium for their services. A similar trade-off analysis will be conducted to ensure that EIH's operations strike a balance between short-term and long-term objectives.		●	●

Opportunity	Opportunity Description	Timeframe* S	Timeframe* M	Timeframe* L
Opportunities				
Energy Optimisation	Capitalising on alternative energy sources and utilising more energy-efficient equipment can lead to a decrease in EIH's energy consumption and operational expenses.		●	●
Products & Services	As a considerable number of customers are becoming increasingly aware of climate issues, EIH is considering the development of new products or the expansion into new services that address these needs. This strategy would enhance our market share and broaden our customer base.	●	●	●

The CRA provided an overview of EIH's material climate risks and opportunities as a Group. Future assessments may expand to individual sites, starting with the most significant to the EIH's operations. In a later stage, the risks will be financialised to determine the scale and significance of each risk, allowing us to better prepare and build climate-resilience infrastructure and mitigate potential damages and losses. The findings of this climate risk assessment will be periodically reviewed to ensure all strategies remain relevant and effective.

6.1.3 Emissions Management Through Energy Consumption

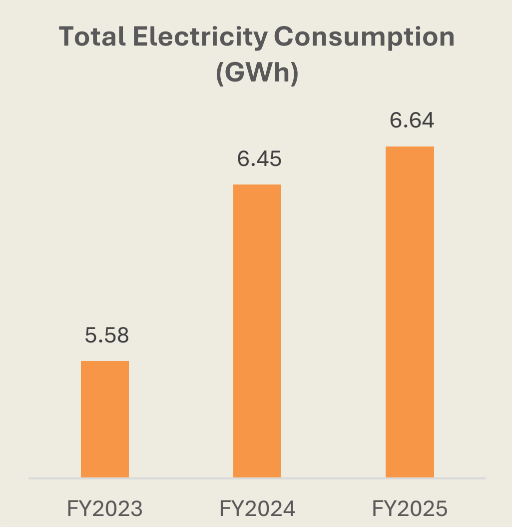
The Group is currently developing a comprehensive inventory of emission sources to better measure and manage its GHG footprint, as we recognise the critical link between energy consumption and carbon emissions. Although still in its early stages, this inventory aims to eventually encompass the Group's entire operations and will inform future carbon reduction strategies.

EIH is actively identifying opportunities for energy efficiency improvements across its operations, focusing on optimising energy consumption to reduce emissions in the meantime. In FY2025, we consumed a total of 38,672.90 GJ of energy throughout the entire Group's operations.

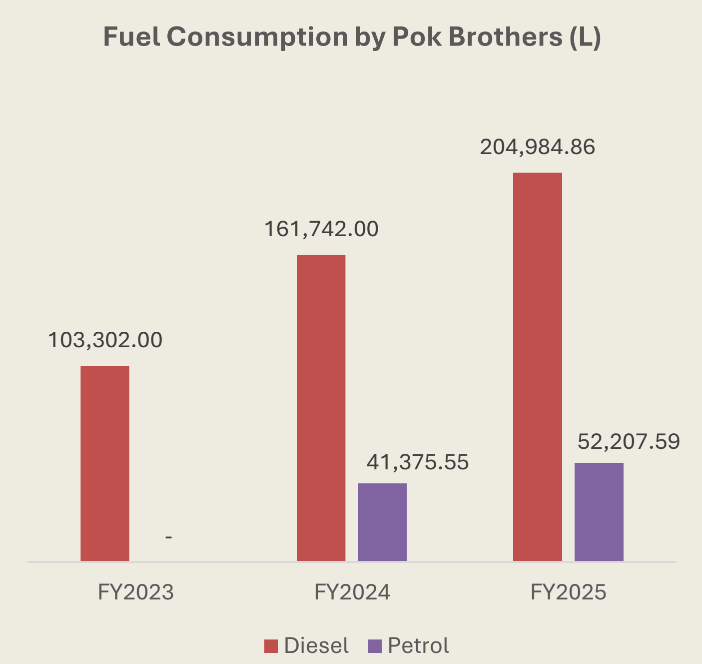
In EIH, our primary energy consumption is electricity sourced from the national grid. It powers all our outlets, offices, and various facilities, playing a crucial role in the Group's emissions. Aligned with our commitment to continuous improvement, we have expanded our electricity consumption disclosures to include Motivage and EDM this year.

Our upward electricity consumption over the past three years is not only the result of improvements in the Group's internal data collection processes, but is also linked to the expansion of our business operations. As new outlets open and existing operations grow, overall electricity consumption naturally rises. Regarding data collection, in FY2025, we have also begun including data from more standalone Texas Chicken outlets within the Greater Klang Valley region, compared to past years. In the long term, we aim to incorporate data from all relevant outlets nationwide. However, this will only be achieved once our internal monitoring and data tracking mechanisms are fully established and standardised.

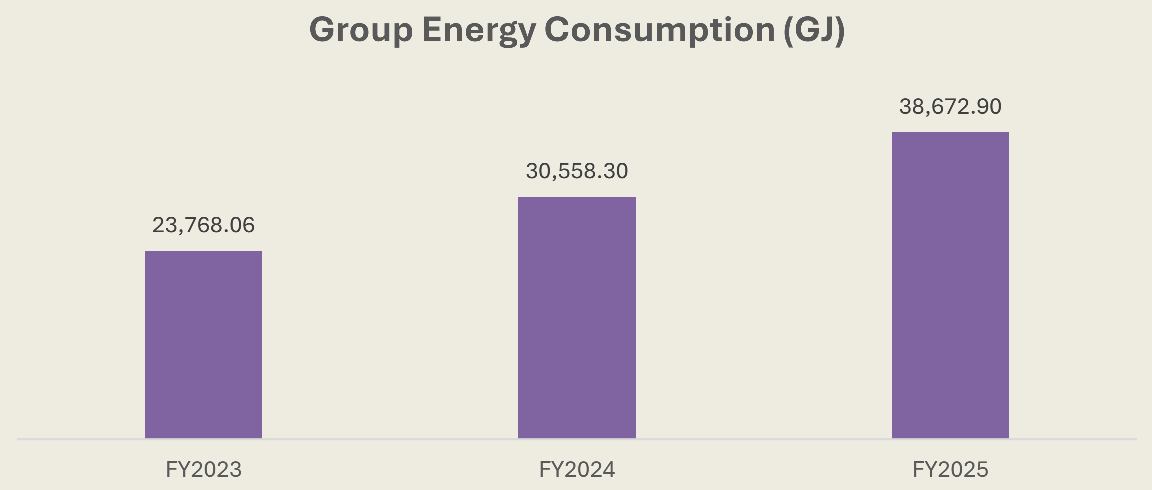
Another important point to note is that not all subsidiaries contribute to the Group's consolidated electricity consumption figures. SFCSB outlets, in particular, operate mainly in malls where electricity is centrally supplied and managed by the mall operators. In such cases, consumption data is difficult to isolate at the outlet level.



Note: Data coverage for FY2025 includes Pok Brothers EDM, Motivage, and Texas Chicken.

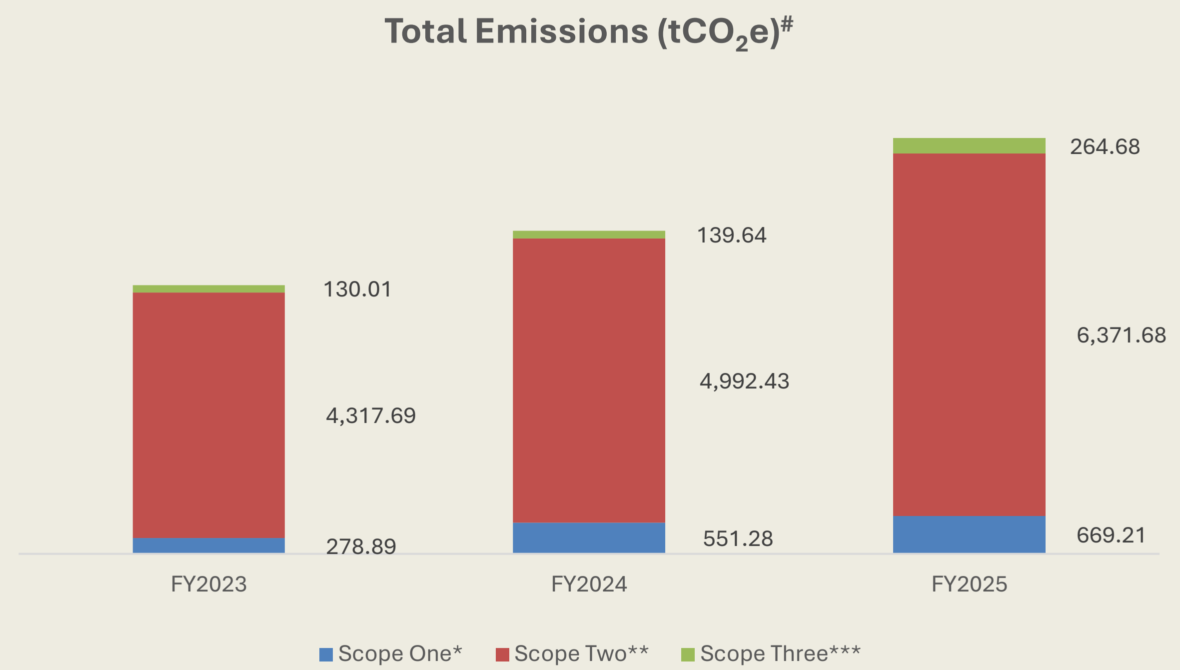


Aside from electricity, Pok Brothers, which has warehouses and production facilities, also consumes diesel and petrol as an energy source to power its equipment and vehicles. Similar to our electricity consumption, we are currently undertaking a comprehensive inventory of our processes to establish a new baseline across all subsidiaries and plan to include more detailed disclosures in future reports.



Note: Data coverage for FY2025 includes Pok Brothers, EDM, Motivage, and Texas Chicken. Meanwhile, data for FY2023 and FY2024 cover Pok Brothers and Texas Chicken.

Based on the above energy data, we have been able to quantify our Scope 1 and 2 emissions. At the same time, the Group has incorporated Scope 3 emissions, specifically employee commuting and business travel emissions, from specific outlets and offices of employees throughout the Group. FY2025 features the inclusion of Envictus Headquarters ("EIH HQ") employee commute data alongside business travel emissions from EDM and Motivage.



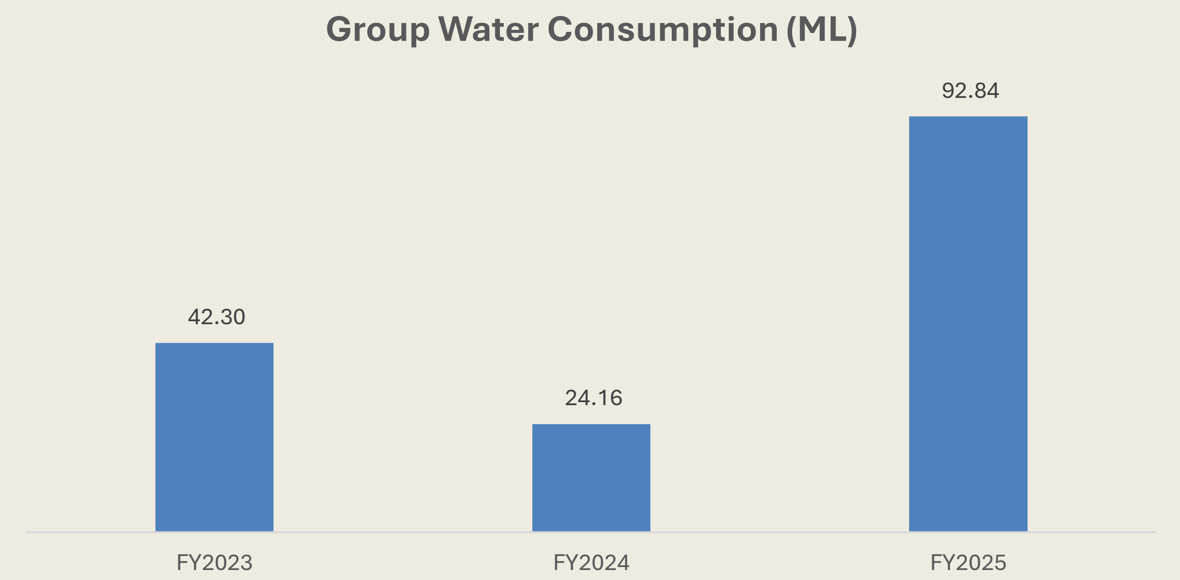
Note:
** Scope One emissions are reported solely by Pok Brothers across all three years*
*** Scope Two emissions coverage for FY2025 includes Pok Brothers, Texas Chicken, EDM, and Motivage. Meanwhile, data for FY2023 and FY2024 only include Pok Brothers and Texas Chicken.*
**** Scope Three emissions coverage for FY2025 includes Pok Brothers, EDM, Motivage, and SFCSB*
 # Scope Two data for FY2023 and FY2024 have been recalculated using Peninsular Malaysia's electricity grid emission factor for improved accuracy

In addition to monitoring our energy usage, the Group is proactively exploring measures to lower emissions, which include possible investments in renewable energy sources and the implementation of more energy-efficient and eco-friendly technologies. Motivage has continued to enhance the mixing control system utilised in the manufacturing process, leading to more energy-efficient operations. Furthermore, nearly all subsidiaries have begun replacing conventional fluorescent and halogen lighting with LED lights that are more optimised and consume less energy.

6.2 Water Management

The Group is committed to the responsible management of water throughout all its operations. We use water as part of our everyday operations, encompassing our warehouses, production facilities, and outlet kitchens. Therefore, efficient water utilisation significantly contributes to the seamless functioning of the Group's businesses.

In FY2025, the overall water consumption was 92.84 million cubic meters.



Note: Data coverage for FY2025 includes Pok Brothers, Motivage, EDM, and Texas Chicken. Meanwhile, FY2024 data covers Pok Brothers and Texas Chicken, and FY2023 only includes Motivage

The conservation of water is essential for the well-being of the environment as well as the sustainability of industries and communities. As climate change accelerates the loss of clean freshwater, the need for responsible water management is becoming increasingly pressing. To achieve this, we have implemented water conservation strategies, including a rainwater harvesting system by Pok Brothers, which has a storage capacity of around 8,000 litres. The collected rainwater is used for washing trucks and various external applications.

We acknowledge that water is a limited and shared resource that holds significance not only for our operations but also for the environment and the communities nearby. The Group exclusively functions in regions that are not designated as water-stressed and depends entirely on municipal drinking water. We do not engage in the direct extraction of water from nearby water bodies, including lakes, rivers, natural ponds, or groundwater. This strategy minimises our impact on natural water sources, thereby aiding in their preservation for the benefit of other users, including local communities.

By obtaining water from local service providers, we comply with the established municipal allocations that are designed to distribute water fairly among all users. This ensures that our water usage does not affect the availability of clean water for others.

6.3 Resource and Waste Management

As a responsible company, EIH places great importance on essential resources, including food products, as well as paper and plastic for packaging purposes. As the consumption of resources is closely linked to the generation of waste, the Group has implemented substantial measures to monitor resource utilisation throughout our operations. This strategy enables us to gain a clearer insight into our consumption behaviours and pinpoint opportunities to reduce waste right at the source.

Pok Brothers has begun tracking purchased wooden pallets as part of the Group's commitment to higher transparency. In FY2025, it spent approximately RM8.9 thousand to purchase wooden pallets.

Packaging represents one of the most significant resources used across our subsidiaries. As part of our commitment to responsible resource management, some subsidiaries actively monitor and track the use of packaging materials to identify opportunities for greater efficiency and sustainability. Texas Chicken, for example, has been closely monitoring the volume of packaging materials used, including paper cups, bags, trays, and other disposable items essential for serving customers.

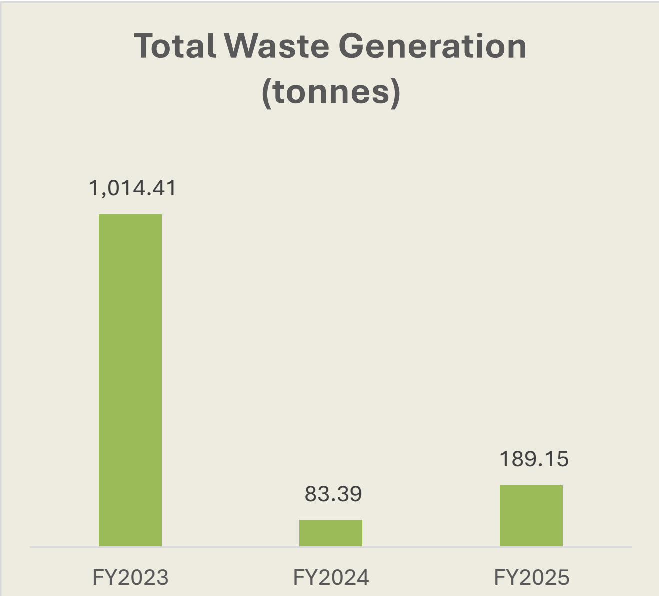
In FY2025,

Texas Chicken used approximately **6,928.57 tonnes** of packaging materials,

compared to 6,441.65 tonnes in the previous year.

The Group acknowledges that effective waste management is essential to protecting the environment, the community, and our business operations. Poor waste management can lead to serious consequences, including environmental pollution, health hazards to our employees and surrounding communities, and even regulatory penalties. This concern is particularly significant given that a large proportion of our waste consists of organic food waste, which, if not properly managed, can attract pests, spread vector-borne diseases, and release greenhouse gases such as methane.

As such, we take a proactive approach to managing all forms of waste generated across our operations. We carefully evaluate specific sales or promotions to help minimise product write-offs and reduce unnecessary waste generation. Our waste disposal processes are also supported by an external service provider, who oversees the management of our RORO bins to ensure that all waste is collected, handled, and disposed of responsibly and in compliance with regulations. While we do not generate any scheduled waste, we remain vigilant in ensuring that all waste materials are properly segregated and transported to designated disposal locations.



Note: Data coverage for FY2025 includes Pok Brothers, Motivage, EDM, and Texas Chicken. Meanwhile, data for FY2024 included Pok Brothers and Texas Chicken, while FY2023 only includes data from Texas Chicken.

Although still relatively low, our overall waste generation increased slightly in FY2025 compared to FY2024. This increase is attributed to more comprehensive waste management monitoring systems, particularly through Texas Chicken's outlets, as well as the inclusion of Motivage in this year's report. As we strive to initiate waste reduction at the source, the Group is proactively exploring the integration of sustainable resource consumption practices into our everyday operations.

While FY2025 saw an increase, the Group has generally experienced a significant decrease in total waste generation since FY2023. This is closely tied to the resumption of our recycling programmes in FY2024, especially the recycling of used cooking oil. This initiative has allowed us to divert substantial volumes of waste away from landfills.

Following the principles of reducing, reusing, and recycling ("3R"), along with enhanced digitalisation strategies, EIH consistently pursues innovative methods to optimise resource utilisation and reduce waste. This commitment has been exemplified through the implementation of the following initiatives:

POK BROTHERS	Pok Brothers has implemented strategies to minimise the utilisation of plastic packaging, opting for reusable bags and cardboard boxes in accordance with the Malaysian government's initiatives aimed at reducing plastic usage. In their warehouses, they repurpose packaging materials and plastic pallets while also recycling cardboard, plastic, scrap metal, and paper. These initiatives not only decrease waste but also create additional income from the sale of recycled materials.
TEXAS CHICKEN	Texas Chicken prioritises environmental awareness by utilising biodegradable plastic bags instead of traditional ones in the majority of its outlets and has completely transitioned from plastic straws to paper alternatives. Another key area of focus is digitalisation, which includes the implementation of digital menu boards, QR code ordering systems, and a paperless office administration approach that minimises dependence on printed materials.
SF COFFEE	SFCSB involves its customers in sustainability by offering promotions for bringing their own containers for takeout, reducing the use of plastic straws and bags in favour of biodegradable alternatives. Furthermore, they engage in partnerships with governmental and non-governmental organisations ("NGOs") to advance environmental initiatives, including involvement in "Earth Day" events and tree planting efforts aimed at raising awareness and motivating action.

A significant aspect of our resource and waste management initiatives is Texas Chicken's program to recycle all used cooking oil. The oil is sold to certified contractors, who then repurpose it for various applications, including the production of biofuel. This initiative not only aligns with circular economy principles but also demonstrates our commitment to reducing waste and promoting sustainable practices within the industry. In FY2025, Texas recycled almost three tonnes of used cooking oil, which is more than three times the amount from the previous year, resulting in additional revenue exceeding RM10,000 while reducing potential environmental impacts associated with regular disposal.

7.0 Social

The Group is dedicated to cultivating a workplace culture that is safe, inclusive, and empowering. We believe that long-term business continuity is closely linked to the well-being of the people who power our operations and the communities that surround us. As such, our social commitment reflects a deep sense of responsibility across all levels of our value chain.

Our social initiatives and targets are guided by the following UNSDGs:

SDG 1: No Poverty

EIH supports local economies by creating employment opportunities and contributing to poverty reduction within the communities we serve.

SDG 5: Gender Equality

We foster an inclusive work environment that ensures equal opportunities and representation for women across all levels of the Group.

SDG 10: Reduced Inequalities

By promoting diversity, we reduce inequalities and foster an inclusive workplace for all employees throughout our operations.

7.1 Human and Labour Rights

EIH is deeply committed to protecting and promoting human and labour rights throughout our entire business. This commitment is reflected in the Group's Ethics Policy Statement, which guides employees, partners, and vendors in upholding integrity and professionalism at all times. Where necessary, some subsidiaries, such as SFCSB, have also translated their labour policies into "Bahasa Malaysia" to ensure inclusivity and understanding at every level of the organisation. Ultimately, this Policy acts as a safeguard against unethical or unlawful behaviour, ensuring that EIH's operations remain fair and transparent.

In line with international labour standards and local laws, EIH strictly prohibits child and forced labour, while ensuring full compliance with legal requirements on minimum wages and working hours across all countries of operation. To uphold these standards, labour-related risk assessments are carried out regularly for both new and ongoing operations.

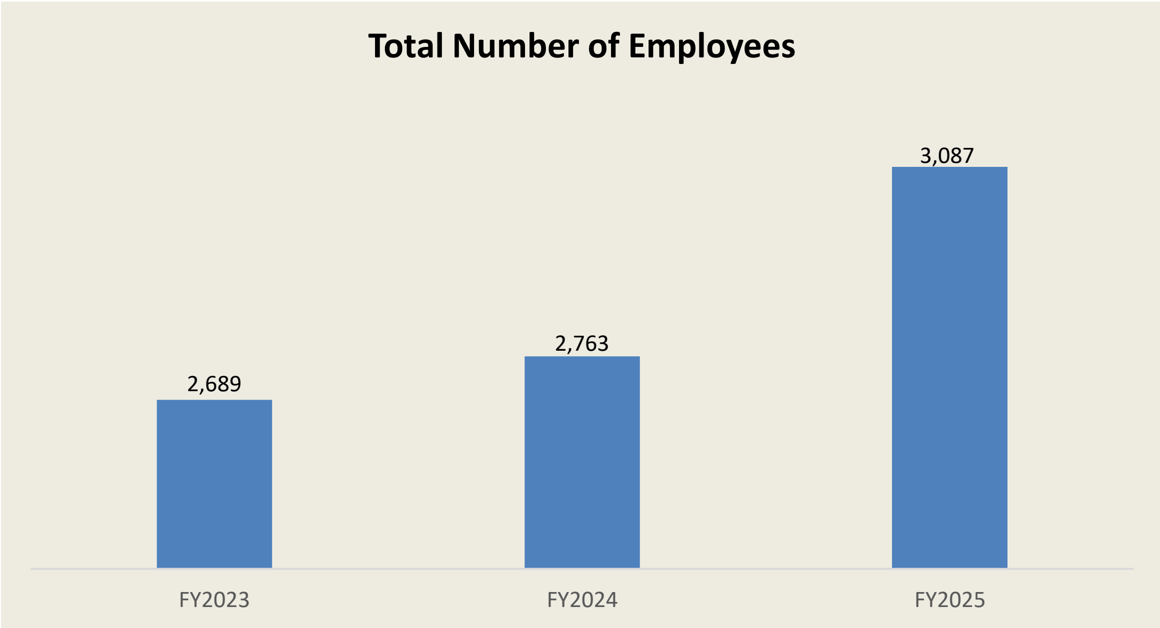
To further strengthen our culture of accountability, the Group provides a confidential whistleblowing channel that empowers employees to report any suspected violations of human or labour rights, or any other ethical concerns, without fear of retaliation. This mechanism serves as an open platform for grievances, encouraging honest communication and reinforcing the company's commitment to ethical conduct and respect for people.

The Group respects and upholds the rights of all employees to freely associate, join or form trade unions, and engage in collective bargaining, in line with applicable laws and regulations. Employees shall not face discrimination, retaliation, or adverse treatment for exercising these rights

EIH's proactive approach has resulted in a clean record, with no reported cases of human or labour rights violations throughout FY2025 across its operations and supply chain.

7.2 Employee Management

Given that our employees are the foundation of the Group's growth and long-term success, we place strong emphasis on attracting and retaining talented individuals who share our vision. At EIH, we believe that a motivated and skilled workforce is key to sustaining business excellence and achieving our organisational goals.

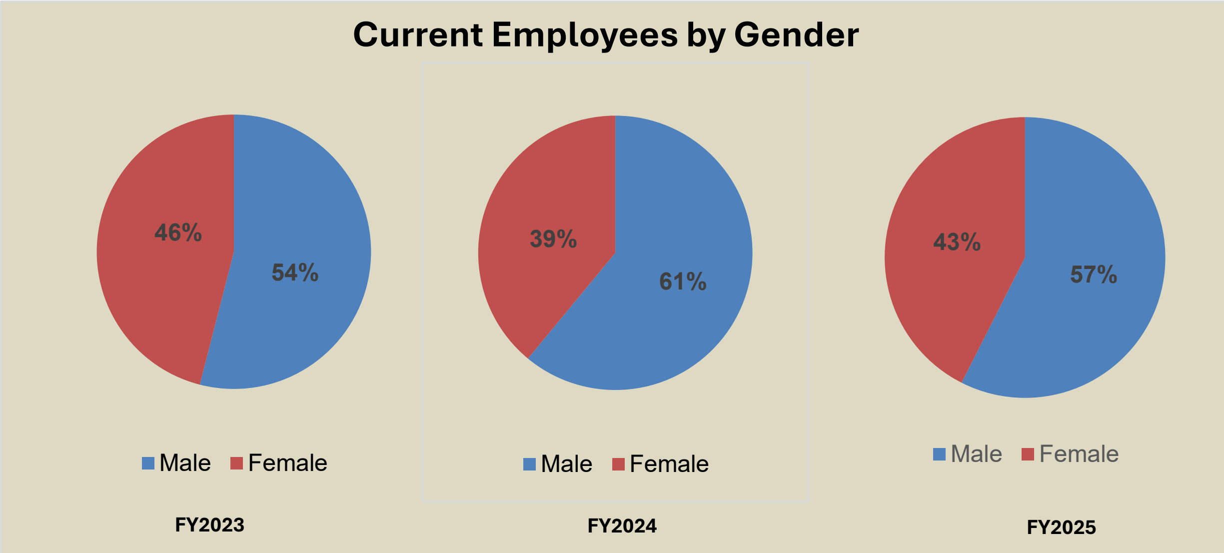


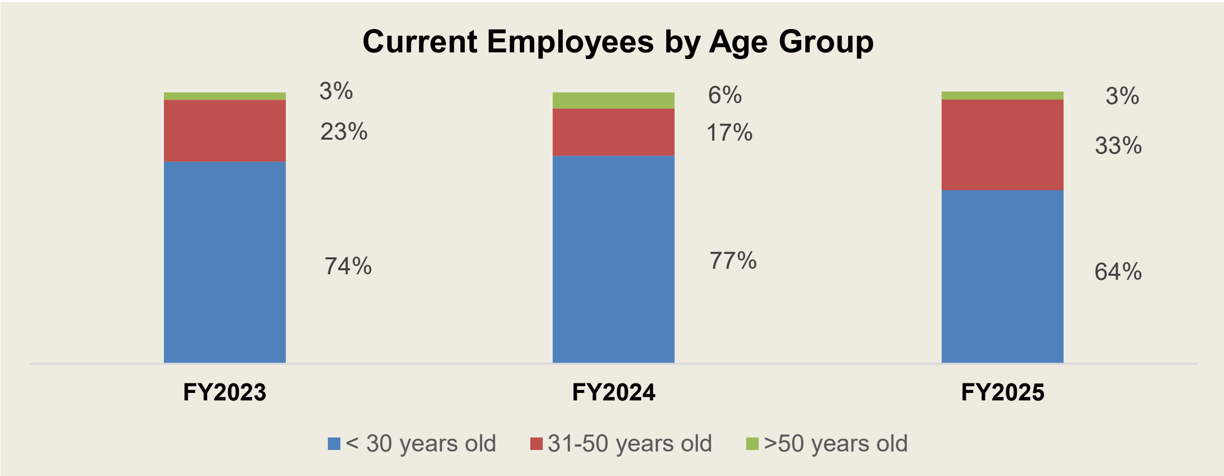
7.2.1 Diversity and Inclusivity

As part of our commitment to creating a safe and inclusive work environment, EIH maintains a strict non-discriminatory policy regarding employee management. A diverse workforce brings together a wealth of perspectives, experiences, and ideas, driving innovation and enhancing collaboration throughout our organisation. As such, all hiring and employee development is done transparently and based on merit. All our employees are offered equal access to benefits and opportunities regardless of their gender, age, race, or background.

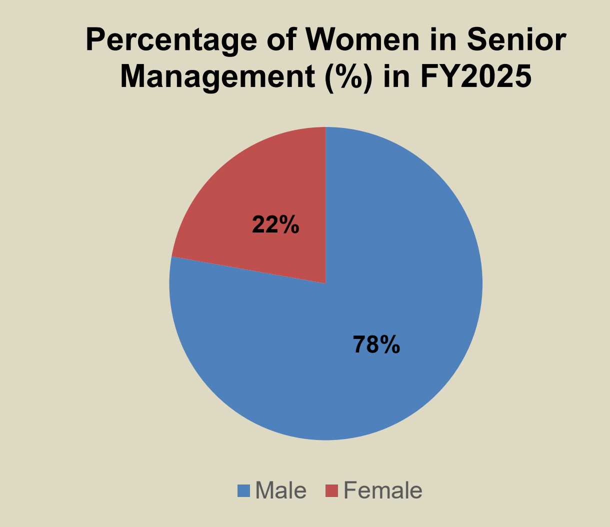
We often take targeted actions to improve workforce diversity, promote equal opportunities, and reduce discrimination, focusing on multiple areas. Our actions demonstrate a zero-tolerance policy for bullying and harassment.

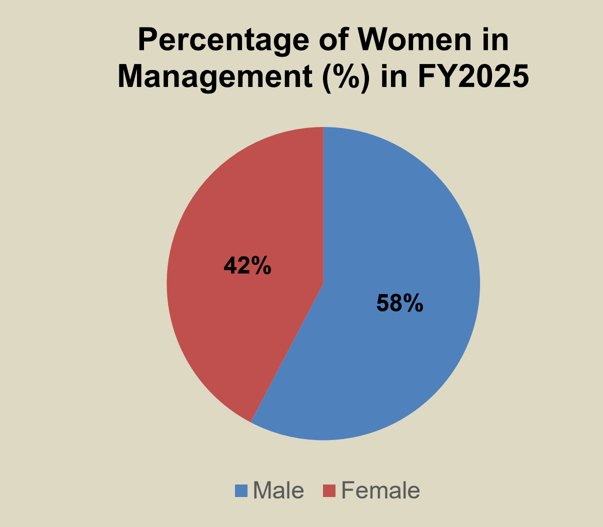
Our approach has ensured that our workforce is almost equally balanced between males and females in FY2025. This balanced workforce has been maintained throughout the past three years.





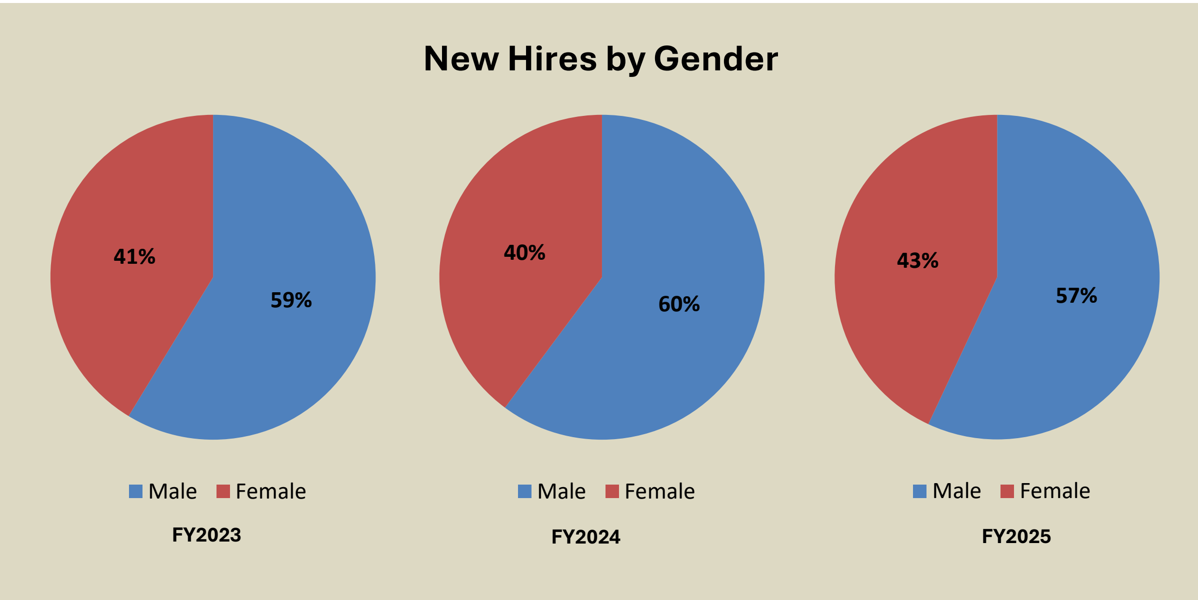
Note: Data coverage includes San Francisco Coffee, Texas Chicken, Pok Brothers and Motivage

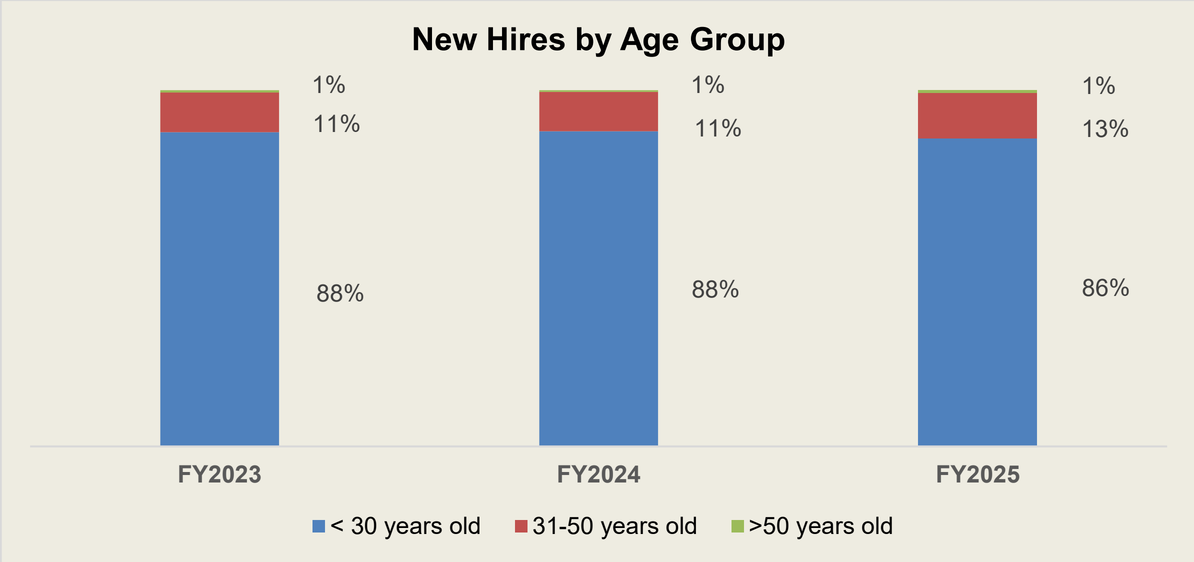




7.2.2 Hiring and Attrition

The management approach to hiring and retention focuses on strategic workforce planning, merit-based and inclusive recruitment, continuous development, employee engagement, and structured career progression, all underpinned by monitoring and feedback to continuously improve employee retention. This approach is applied without discrimination based on race, gender, religion, or age, highlighting our commitment to equal opportunities, anti-discrimination, and inclusion.

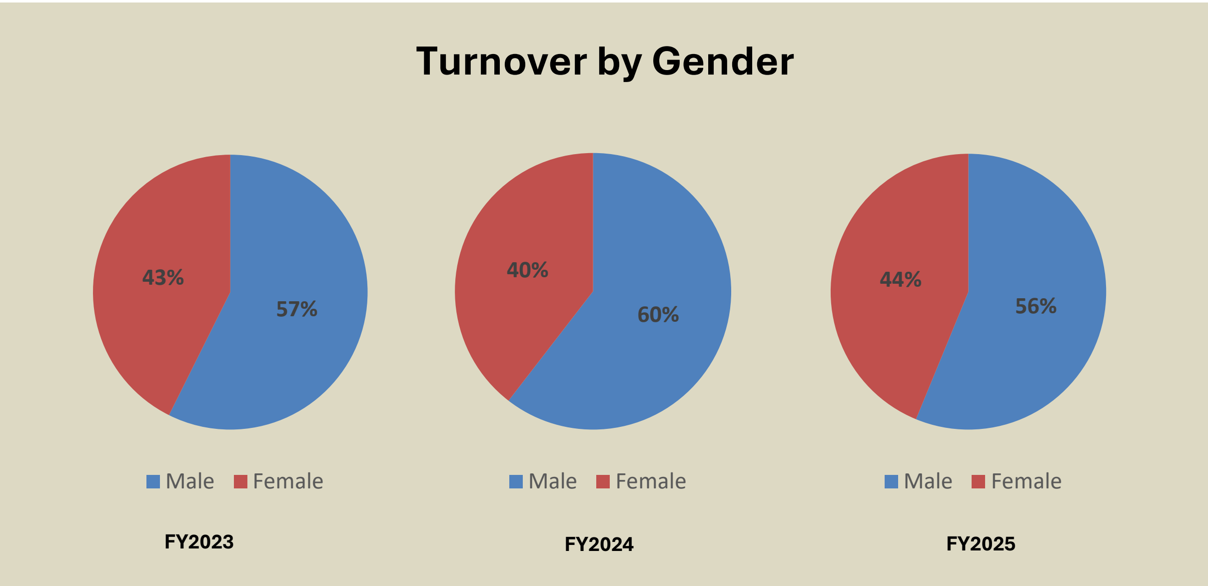


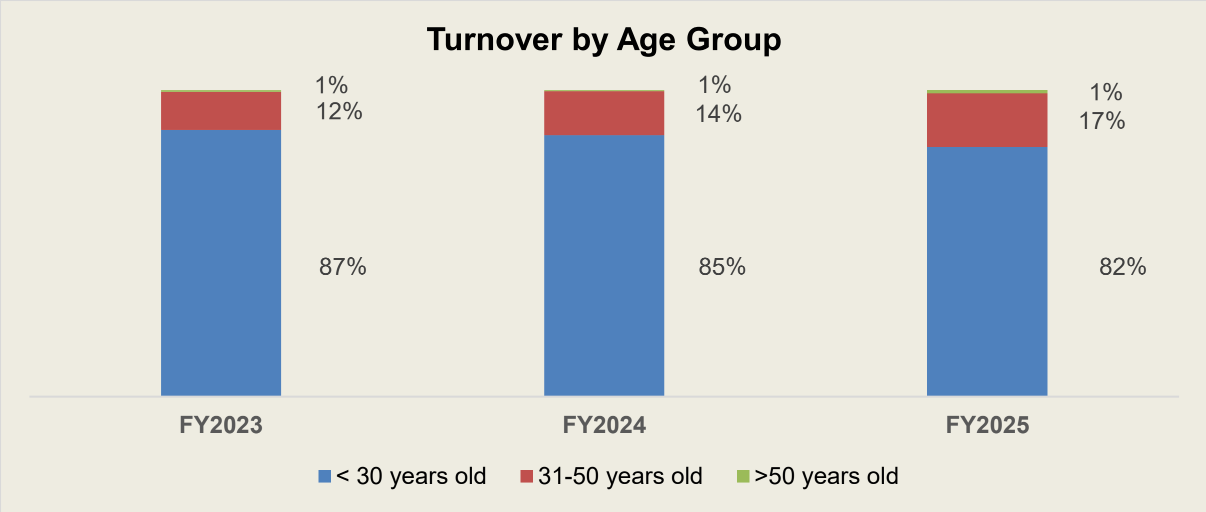


In the event that an employee decides to leave EIH, they are encouraged to attend an Exit Interview with the HR department, which allows HR to understand the rationale behind their resignation. The feedback gathered during these sessions is used to identify areas for improvement in workplace practices, helping us refine our policies and retain top talent.

In FY2025, we recorded a total turnover of 1,907 employees, representing a turnover rate of 65%.

Total Turnover	FY2023	FY2024	FY2025
	2,756	2,366	**1,907**





7.2.3 Employee Engagement and Welfare

Our management approach shapes organisational culture through leadership, policies, and practices, while our culture influences management by shaping expectations, behaviours, and responsiveness. Together, a continuous feedback loop is formed that drives organisational performance and employee engagement. Notably, we also offer a combination of financial and non-financial benefits, including salaries, performance bonuses, and other incentives to recognise and reward employee contributions.

EIH also provides other forms of remuneration. These include both financial and non-financial benefits as follows:

Leave	Medical	Monetary
• Annual Leave • Sick Leave • Medical Leave • Hospitalisation/ Prolonged Illness Leave • Marriage Leave • Maternity/ Paternity Leave • Compassionate Leave	• Group Personal Accident • Group Term Life Insurance • Group Hospitalisation & Surgical • Children and Spouse Treatment • Dental Benefits	• Overtime Payment • Meal Allowance • Performance Bonus • Condolence Money • Allowance & Reimbursement Claim

EIH also supports our employees' rights to start a family through maternity and paternity leave entitlements.

Employees Who Took Paternity Leave in FY2025:
25
Return-to-Work Rate: **100%**
Retention Rate: **100%**

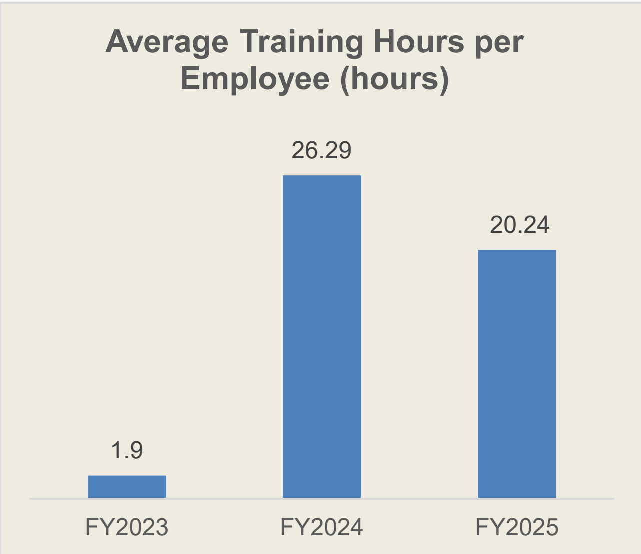
Employees Who Took Maternity Leave in FY2025:
35
Return-to-Work Rate: **100%**
Retention Rate: **100%**

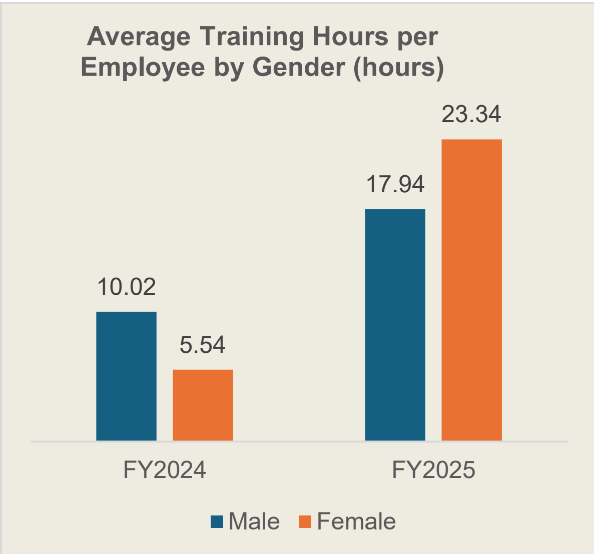
Among our subsidiaries, Pok Brothers conducted an employee survey and achieved 80% employee satisfaction in FY2025. We will continue to monitor employee feedback and implement measures to sustain a positive and supportive work environment.

7.3 Employee Training and Development

Continuous learning is key to building a skilled and adaptable workforce that can thrive in an ever-evolving business environment. To ensure our people remain equipped for success, we prioritise regular and up-to-date training and development programmes that address both organisational and personal growth. These initiatives not only strengthen our employees' technical capabilities but also reinforce our commitment to upholding high product quality and safety across the Group.

The Group's training approach is highly tailored, with each programme designed to meet the unique needs of different roles and functions. This ensures that our employees receive relevant and practical learning experiences that enhance their ability to contribute effectively to our goals. In addition to role-specific training, we also offer specialised programmes in key areas such as safe food preparation and regulatory compliance, which help embed a strong culture of safety, accountability, and operational excellence throughout our organisation.





Note: Data coverage for FY2025 includes Pok Brothers, Motivage, SFCSB, and Texas Chicken. FY2024 data only covers

In FY2025, the Group experienced a general decline in average training hours due to several factors. Fewer store openings took place this year compared to FY2024. As new store launches typically require extensive onboarding and operational training, this slowdown in expansion naturally resulted in fewer training hours. Our internal operational audits also showed significant improvements in key compliance areas, which minimise the need for comprehensive retraining of existing employees. Instead, the focus has shifted to shorter, targeted refresher courses.

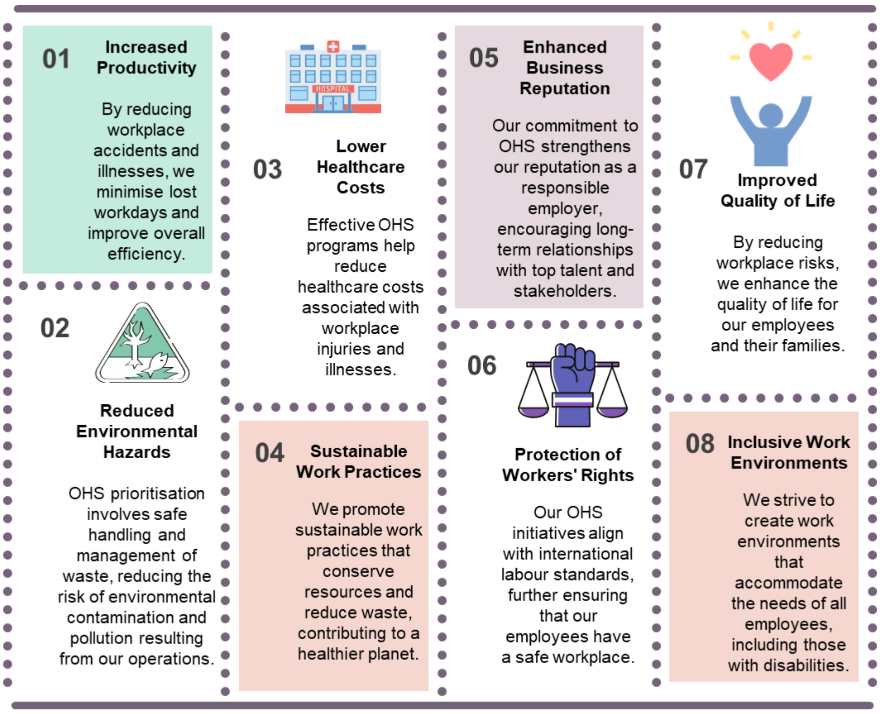
Where applicable, training and development programmes are fully funded by HRD Corp, supported by our in-house trainers, mentors, and digital learning tools to create a flexible and engaging learning environment.

Each of our subsidiaries determines which training is required for its employees based on their current business needs. Overall, in FY2025, we collectively delivered over 62,469 hours of training, averaging 20.24 hours per employee. These sessions covered topics such as Food Handling, Food Safety Training, Halal Awareness, and Hospitality Staff Development.

We also track the average training hours by gender to promote transparency and inclusiveness in learning opportunities.

Each subsidiary also conducts its own employee appraisals to determine the need for additional training or capacity building. Pok Brothers, for instance, had conducted appraisals for all its employees in FY2025. This process allowed them to develop personalised growth roadmaps with their managers.

7.4 Occupational Health & Safety ("OHS")



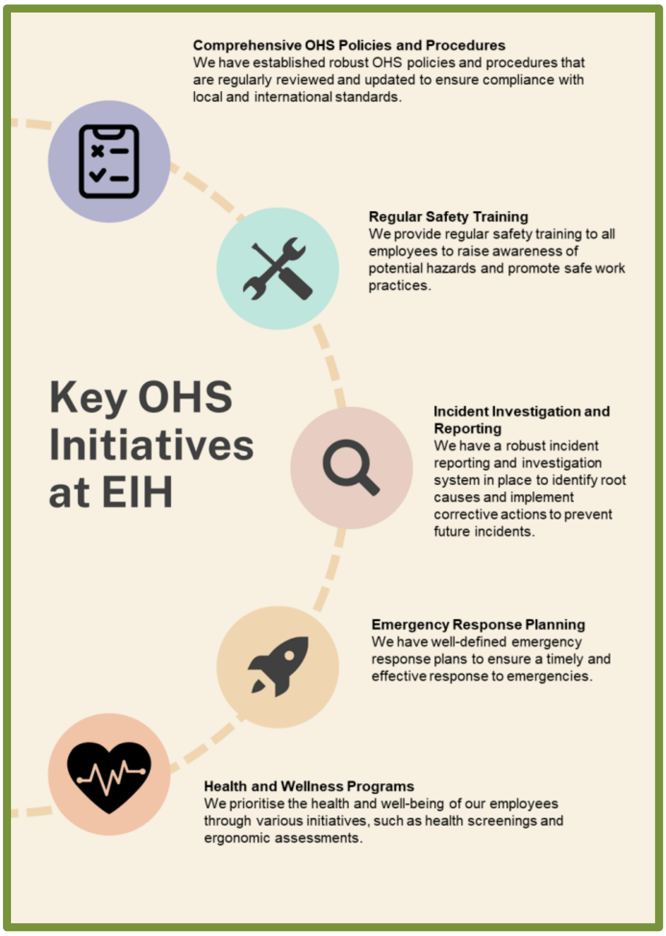
EIH prioritises a safe and healthy workplace for all our employees. These fosters trust and loyalty among our employees while ensuring compliance with regulations.

By investing in OHS, EIH is not only fulfilling its social responsibility but also driving long-term business sustainability. We are committed to continuously improving our OHS performance and creating a safer, healthier, and more productive workplace for all.

Our internal OHS policies and procedures are designed to ensure full compliance with local, national, and international safety regulations, including the Occupational Safety and Health (Amendment) Act 2022. These policies apply to all employees, regardless of role or function, and reflect our ongoing commitment to creating a safe and supportive work environment. While each subsidiary implements its own OHS measures tailored to its operations, the Group coordinates, monitors, and supports these initiatives to ensure consistency and alignment with our overall safety objectives.

Pok Brothers, for example, takes a structured and proactive approach to managing health and safety risks. Risk Cause Analysis ("RCA") is conducted using fishbone analysis, with findings and recommended corrective actions reviewed and approved by the Chief Operating Officer. Risk assessments are conducted for both new and existing operations or projects to identify potential hazards and enhance preventive measures.

To further mitigate OHS risks related to daily operations, products, and services, we conduct daily health and safety briefings, while also providing regular training in risk identification and first aid to improve preparedness and enhance the overall effectiveness of our safety management system.



The Group recognises that effective OHS practices require the active participation and engagement of our people. That is why we continue to strengthen our internal communication channels and are working towards establishing formal safety committees and forums that allow employees to share feedback, raise concerns, and propose improvements to workplace safety. Through these open channels, employees are empowered to voice their concerns without fear of retaliation, ensuring a culture of transparency and accountability.

Across our outlets, all managers are briefed and equipped with handouts outlining protocols for handling potential emergencies or accidents. Each outlet is provided with first aid kits that comply with OSHA and ISO standards. Regular discussions on health and safety matters are also held with worker representatives to encourage collaboration and continuous improvement.

In regard to this, Texas Chicken's Training Department provides a dedicated module for newly appointed managers to equip them with the knowledge and skills needed to identify, manage, and respond to potential OHS risks effectively.

Ultimately, the Group remains equally committed to maintaining an effective system for reporting and managing OHS incidents. While we acknowledge that there is room for improvement in formalising our reporting framework, we are actively working towards establishing a comprehensive system that ensures all incidents are addressed promptly, effectively, and in full compliance with health and safety regulations. Through these ongoing efforts, we continue to strengthen our safety culture and uphold our responsibility to protect the well-being of every employee across the Group.

While there were no fatalities or work-related ill health cases in FY2025, the Group recorded 12 injuries and one high-consequence injury. This amounted to 168.5 lost days.

	FY2024	FY2025
Fatalities	0	**0**
Recordable Injuries	0	**12**
High-Consequence Injuries	0	**1**
Work-Related Ill Health Cases	0	**0**

Note: Data coverage for FY2025 includes Pok Brothers, EDM, and Motivage

While the Group did record 13 total employee injuries in FY2025, including one high-consequence injury, only two of these occurred within the workplace. Both were related to slips and falls, which are among the most common risks in the food and beverage industry.

Meanwhile, the remaining incidents occurred outside the workplace, primarily due to accidents during employees' commutes. This includes the high-consequence injury case, where the affected employee chose to resign and focus on recovery. Although these incidents happened beyond our premises, the Group still considers them part of our broader responsibility towards employee welfare.

We believe that the safety of our employees extends beyond their immediate workplace. Their journey to and from work is an essential part of their daily routine, and we recognise the importance of supporting them when incidents occur during this time. For such cases, the Group relies on SOCSO's structured claim system to provide medical and financial support. This ensures any affected employees receive timely assistance that eases their burden and helps them recuperate.

The Group also did not record any OHS violations in FY2025.

7.5 Community Development and Engagement

At EIH, we are committed to bringing a positive impact on the communities where we operate. We recognise the importance of community investment in contributing to social well-being, promoting economic development, and building strong relationships with local stakeholders.

The bulk of these initiatives are from Texas Chicken. In FY2025, the subsidiary spent RM118,300 on contributions to the community through Corporate Social Responsibility ("CSR") programs. This was primarily achieved through 16 separate events, centred around providing food to the community.

Some of the initiatives conducted by Texas Chicken are as follows:

*Food donation and biscuit decorating with children from **Pertubuhan Kebajikan Kanak-Kanak Kepong, KL** in August 2025 in conjunction with the national month*

*Cash donation to **Pertubuhan Kebajikan Anak-Anak Yatim Johor** from funds raised during the 'Ayam Limau Berapi' campaign in March 2025*

Food donations to various mosques during the month of Ramadan

Apart from Texas Chicken, SFCSB has also conducted several CSR programmes. For instance, in September 2025, it extended support to Tahfiz Al Habbah by providing groceries, including rice, cooking oil, canned food, and other essential items, to help alleviate the school's financial burden and meet the students' daily needs.

APPENDICES

Climate Disclosures (IFRS S2 & TCFD)

<table>
<tr><th colspan="2">Recommended Disclosures</th><th>IFRS S2 & TCFD Location / Explanation</th></tr>
<tr><td rowspan="2">GOVERNANCE</td><td>a) Board Oversight</td><td rowspan="2">Through EIH’s top-down governance approach, the Board provides valuable guidance on the Group’s overall climate strategies. The Board works closely with the Management team to ensure all climate-related risks and opportunities receive the proper attention.

EIH’s climate governance approach can be found in the Sustainability Governance Structure section (page 8-10) and the Energy & Emission Management section (page 23-26).</td></tr>
<tr><td>b) Management’s Role</td></tr>
<tr><td rowspan="5">STRATEGY</td><td>a) Risks and Opportunities</td><td rowspan="8">In August 2025, EIH conducted a comprehensive climate risk assessment workshop (pages 20–23). Sustainability and climate-related risks and opportunities were identified, and their short-, medium-, and long-term impacts were assessed. This aligns well with IFRS S2 expectations by integrating scenario analysis and cross-functional governance.

Future enhancements to climate resilience could include incorporating quantitative financial impacts and financial positioning aspects.</td></tr>
<tr><td>b) Impact on Business Model and Value Chain</td></tr>
<tr><td>c) Strategy and Decision-making</td></tr>
<tr><td>d) Financial Position</td></tr>
<tr><td>e) Resilience of Strategy</td></tr>
<tr><td rowspan="3">RISK MANAGEMENT</td><td>a) Risk Identification and Assessment Processes</td></tr>
<tr><td>b) Risk Management Processes</td></tr>
<tr><td>c) Integration into Overall Risk Management</td></tr>
<tr><td rowspan="2">METRICS & TARGETS</td><td>a) Metrics Used</td><td rowspan="2">The Group’s performance and measurement metrics are presented throughout the whole report from page 4 to 40.</td></tr>
<tr><td>b) Performance Data</td></tr>
</table>

Recommended Disclosures		IFRS S2 & TCFD Location / Explanation
	c) Targets Set	EIH is in the midst of establishing our carbon baseline. Once this process is completed, we will be able to establish relevant performance targets related to our GHG footprint.

SGX Six Primary Components Index

S/N	Primary Component	Section Reference
1	Material topics	Prioritisation of Material Topics
2	Climate-related disclosures consistent with the TCFD recommendations	Energy & Emission Management
3	Policies, practice, and performance	Throughout the following chapters: • Sustainability Governance • Environmental • Social
4	Board statement	Board Statement
5	Targets	Sustainability-Related KPIs and Targets
6	Sustainability reporting framework	About this Report

SASB Standards: Food Retailers & Distributors

Aligned with the assessment of material ESG metrics, our disclosures follow the Sustainability Accounting Standards Board (SASB) Standards for the Food Retailers & Distributors industry.

Topic	Accounting Metrics	Code	Location
Energy Management	(1) Operational energy consumed (2) Percentage grid electricity and (3) Percentage renewable	FB-FR-130a.1	Page 24; 100% from grid electricity
Food Safety	(1) Number of recalls (2) Number of units recalled (3) Percentage of units recalled that are private-label products	FB-FR-250a.2	No recalls
Product Labelling & Marketing	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	FB-FR-270a.1	Zero non-compliance cases
	Total amount of monetary losses as a result of legal proceedings associated with marketing or labelling practices	FB-FR-270a.2	Zero
Labour Practices	(1) Number of work stoppages (2) Total days idle	FB-FR-310a.3	Zero work stoppages and zero days idle
	Total amount of monetary losses as a result of legal proceedings associated with: (1) Labour law violations (2) Employment discrimination	FB-FR-310a.4	Zero

GRI Content Index

Statement of Use:	Envictus International Holdings Limited has reported the information cited in this GRI content index for the period between 1 October 2024 to 30 September 2025 with reference to the GRI Standards.
GRI 1 Used:	GRI 1: Foundation 2021

GRI Code	**GRI Disclosure**	**Page Reference/ Reasons for Omission (if any)**
GRI 2: General Disclosures 2021		
2-1	Organisational details	1-2
2-2	Entities included in the organisation's sustainability reporting	1-2
2-3	Reporting period, frequency, and contact point	2
2-4	Restatements of information	No restatement
2-5	External assurance	No external assurance
2-6	Activities, value chain, and other business relationships	1-2
2-7	Employees	31
2-8	Workers who are not employees	31
2-9	Governance structure and composition	8-9
2-10	Nomination and selection of the highest governance body	Refer to corporate governance report
2-11	Chair of the highest governance body	
2-12	Role of the highest governance body in overseeing the management of impacts	
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	8-9
2-15	Conflicts of interest	Refer to corporate governance report
2-16	Communication of critical concerns	10
2-17	Collective knowledge of the highest governance body	Refer to corporate governance report
2-18	Evaluation of the performance of the highest governance body	
2-19	Remuneration policies	
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	1
2-23	Policy commitments	1
2-24	Embedding policy commitments	1
2-25	Processes to remediate negative impacts	10
2-26	Mechanisms for seeking advice and raising concerns	10
2-27	Compliance with laws and regulations	11
2-28	Membership associations	11
2-29	Approach to stakeholder engagement	5-8
2-30	Collective bargaining agreements	30
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	3

3-2	List of material topics	3-4
GRI 201: Economic Performance 2016		
3-3	Management of material topics	12
201-1	Direct economic value generated and distributed	12-13
201-2	Financial implications and other risks and opportunities due to climate change	21-23
201-3	Defined benefit plan obligations and other retirement plans	Refer to the financial statement
GRI 203: Indirect Economic Impacts 2016		
3-3	Management of material topics	39
203-1	Infrastructure investments and services provided	39-40
203-2	Significant indirect economic impacts	39-40
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	10
205-2	Communication and training about anti-corruption policies and procedures	
205-3	Confirmed incidents of corruption and actions taken	
GRI 301: Materials 2016		
3-3	Management of material topics	27-29
301-1	Materials used by weight or volume	
301-2	Recycled input materials used	
GRI 302: Energy 2016		
3-3	Management of material topics	23-26
302-1	Energy consumption within the organisation	25
302-3	Energy intensity	14
302-4	Reduction of energy consumption	Currently in the process of establishing the energy consumption baseline and setting corresponding reduction targets.
302-5	Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2016		
3-3	Management of material topics	26-27
303-1	Interactions with water as a shared resource	
303-3	Water withdrawal	
303-5	Water consumption	
GRI 305: Emissions 2016		
3-3	Management of material topics	20-26
305-1	Direct (Scope 1) GHG emissions	26
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	14
305-5	Reduction of GHG emissions	Currently in the process of establishing the GHG emissions baseline and setting corresponding reduction targets.
GRI 306: Waste 2020		
3-3	Management of material topics	27

306-1	Waste generation and significant waste-related impacts	27-29
306-2	Management of significant waste-related impacts	
306-3	Waste generated	
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	
GRI 401: Employment 2016		
3-3	Management of material topics	33
401-1	New employee hires and employee turnover	33-35
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	35
401-3	Parental leave	
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	37
403-1	Occupational health and safety management system	37-39
403-2	Hazard identification, risk assessment, and incident investigation	
403-5	Worker training on occupational health and safety	
403-8	Workers covered by an occupational health and safety management system	
403-9	Work-related injuries	
403-10	Work-related ill health	
GRI 404: Training and Education 2016		
3-3	Management of material topics	36
404-1	Average hours of training per year per employee	36
404-2	Programmes for upgrading employee skills and transition assistance programmes	
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	31
405-1	Diversity of governance bodies and employees	9 and 31-33
GRI 408: Child Labour		
3-3	Management of material topics	30
408-1	Operations and suppliers at significant risk for incidents of child labour	NA