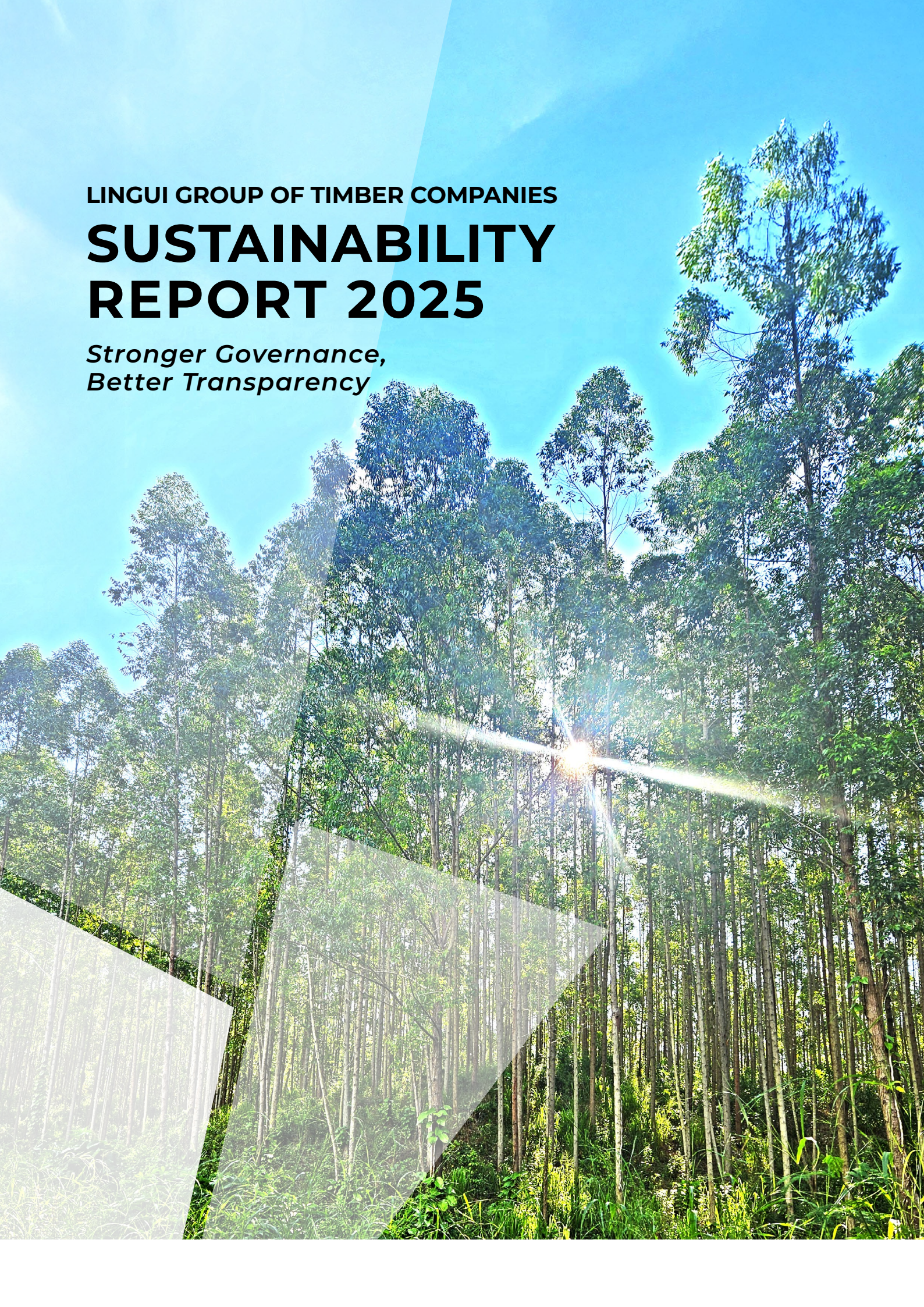




LINGUI GROUP OF TIMBER COMPANIES

SUSTAINABILITY REPORT 2025

*Stronger Governance,
Better Transparency*

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BASIS OF THIS REPORT

As an established timber company, we believe in sustainability and are committed to growing responsibly. Sustainable forest management remains the heart of our business operations, as we balance economic performance with ESG impact to create long-term value. Our activities reflect our recognition and valuation for forests, which provide natural resources, clean air, water and renewable energy capacity while serving as wildlife habitats.

We are focused on industrial tree plantations (ITP), which we have fully transitioned to since 2024, in line with the Sarawak Government's policy direction. With ITPs as our primary source of wood supply, we are building long-term business resilience while reinforcing our commitment to sustainable forest management and environmental stewardship.

This Report provides an overview of our sustainability priorities, highlighting our ESG performance and the integration of sustainability into Lingui's decision-making processes. It shares how we manage the sustainability topics that matter to our business and stakeholders, including our sustainability governance, strategies and initiatives.

Since publishing our first Sustainability Report in 2020, we have continued to strengthen our management of ESG issues and enhance the quality of our disclosures. During the reporting year, we reviewed our sustainability priorities and long-term strategic direction, which included finalising the Samling ESG Roadmap.

Looking ahead, we will continue to improve transparency and refine our reporting practices to remain relevant, including aligning with Malaysia's National Sustainability Reporting Framework (NSRF).

REPORTING PERIOD AND CYCLE

This Report covers Lingui's ESG activities and data from 1 January to 31 December 2025, unless stated otherwise. The economic data in this Report is aligned with our financial year from 1 July 2024 to 30 June 2025, with historical figures provided where available. Our Sustainability Report is published annually.

Lingui Developments Sdn Bhd (Lingui Group of Timber Companies or Lingui) is pleased to present its sixth standalone Sustainability Report (Report), covering the year 2025.

REPORTING SCOPE AND BOUNDARY

Unless stated otherwise, this Report covers Lingui's timber operations in Malaysia, encompassing both upstream and downstream activities. The disclosures presented reflect the ESG impacts, initiatives and performance of the following entities:

- Samling Plywood (Bintulu) Sdn Bhd
- Syarikat Samling Timber Sdn Bhd
- Samling Reforestation Bintulu Sdn Bhd
- TreeOne MegaPellet Sdn Bhd
- Samling Flooring Products Sdn Bhd
- Samling Housing Products Sdn Bhd
- Samling Home Products Sdn Bhd
- Magna Foremost Sdn Bhd
- Grand Paragon Sdn Bhd

GUIDELINES AND STANDARDS

This Report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021. Selected indicators and disclosures have also been aligned with the United Nations Sustainable Development Goals (UN SDGs).

FEEDBACK

We value the perspectives of our stakeholders and welcome feedback on this Report. Questions and comments regarding this Report may be directed to the Head of Sustainability and Communications via enquiry@samling.com.

ABOUT US

Founded in 1967, Lingui Group of Timber Companies (Lingui) has established a longstanding presence in Sarawak, Malaysia and is a leading producer of forest resources and wood-based products. Today, our operations are supported by a workforce of 3,423 employees across Malaysia.

Lingui is a private limited company with its headquarters in Miri, Sarawak and operations spanning key stages of the timber value chain, encompassing industrial tree plantations (ITP), timber processing and the manufacture of value-added wood-based products.

Guided by sustainable forest management principles, ITP has been our primary source of wood supply since 2024, supporting the long-term sustainability of our resource base. Our products serve customers in both domestic and international markets, including China, Japan, India, South Korea and North America.

People, Planet, Places and Productivity form the foundation of our business. As our industry continues to evolve, these values remain central to how we manage our operations, engage with stakeholders and support the long-term sustainability of our business and the communities connected to our operations.

For more information about Lingui, please visit www.samling.com

VISION STATEMENT

Our Vision

Lingui believes that sustainable businesses can only be built through a long-term commitment to communities and the environment. Our vision encompasses an integrated approach to achieving business development through responsible environmental management. We are committed to responsible sourcing, protecting natural resources and nurturing people and communities.

Our Mission

We aim to be inclusive through the adoption of open and transparent collaboration with communities. Guided by the United Nations Sustainable Development Goals (UN SDGs), Lingui will strive to empower the people and communities we work with, while preserving an environment in which we all can thrive.

MISSION STATEMENT



Adopt a proactive approach that is based on collaboration, transparency, trust and open communication with stakeholders



Develop competitive and responsibly managed resources that meet or exceed regulatory standards



Satisfy customer requirements with quality products and expand the customer base in domestic and international markets



Improve profit performance and Economic Value Add (EVA)



Partner with groups and agencies to raise industry standards

LEADERSHIP STATEMENTS

MESSAGE FROM OUR CHIEF OPERATING OFFICER

Dear Stakeholders,

Lingui Developments Sdn. Bhd. is the investment holding company that operates as the forest resources and timber products arm of Samling Group of Companies. In 2025, we built on the timber heritage to align our business model with sustainable forestry model for the future.

The operating environment of the forestry and timber businesses demand clear and swift actions. Today, we face heightened expectations on ecosystem integrity, certification rigour and supply chain transparency. Amid shifting trade policies and tighter governance, we strive to meet the required industry standard(s) with our proactive leadership in ensuring continuous self-assessment.

Since 2024, we have transitioned from natural forest harvesting to Industrial Tree Plantation (ITP), closed a legacy chapter and laid a new foundation for our operations. 2025 has been a very active year for us. In February 2025, the Malaysian Timber Certification Council (MTCC) invited the Netherlands' Timber Procurement Assessment Committee (TPAC), along with PEFC International, for a joint field mission. The purpose is to evaluate NGO complaints from 2022 regarding the Malaysian Timber Certification Scheme (MTCS) and verify field practices. Participants of the joint field mission were TPAC representatives, PEFC delegates, state and federal forestry departments, operators (including Samling Group) and local indigenous communities. The outcome of the review validated our core values and standards. With this assurance, we shall continue to strengthen our documentation and framework for community engagements and policy alignment.

Our sustainability roadmap is coming soon and you should stay tuned for the official announcement.



***Every step we take today
is shaping the Lingui of
tomorrow. We are building
a business that embraces
change, invests in the
future and creates lasting
value through responsible
growth and stronger
governance.***

YAP FUI FOOK
Lingui Group Chief Operating Officer

MESSAGE FROM OUR HEAD OF SUSTAINABILITY AND COMMUNICATIONS

Dear Stakeholders,

At Lingui, sustainability is not something we report at the end of the year. It is tested throughout the decisions we make, the scrutiny we invite and the honesty with which we respond to what we find. In 2025, that testing became more deliberate than usual. We opened parts of our operations to outside assessment across governance, environment and community, and used what we learnt to sharpen how we manage each. This statement sets out the highlights of that work across our three pillars.

Strengthening Our Governance

Much of our governance work in 2025 centred on external validation rather than internal assurance alone. We commissioned an independent international organisation with recognised expertise in responsible sourcing to conduct a comprehensive due diligence exercise across our natural forest, industrial tree plantation (ITP) and palm oil operations in Sarawak. We also participated in a field assessment under the Dutch Timber Procurement Assessment process, prompted by allegations raised against our certification scheme. Both exercises confirmed our core claims, including our completed exit from natural forest harvesting, while identifying legacy gaps in documentation, community engagement and policy consistency that we have since begun addressing. Further detail on both assessments is set out in the Good Governance section of this Report.

Alongside this, we continued to strengthen our anti-corruption practices. In 2025, we conducted an ISO 37001 Anti-Bribery Management System (ABMS) awareness session for 35 employees across the Group, reinforcing ethical conduct and every employee's responsibility to identify, prevent and report corruption-related risks. We also communicated our anti-corruption policies and procedures to 100% of senior management and 100% of employees. With robust policies and practices in place, we maintained zero confirmed incidents of bribery and corruption, reflecting our commitment to upholding integrity in our decision-making and actions.

Safeguarding Our Environment

Our forests remain central to how we manage environmental risk. We continued our biodiversity monitoring programme across our Forest Plantation Management Units (FPMUs) in 2025, using camera traps and incidental sightings to track species across the IUCN Red List. With species ranging from critically endangered to least concern being recorded, our consistent effort helps to build a clearer picture of wildlife movement across our operational areas over time.

Our forest certification held steady through the year. In 2025, we maintained MTCS/PEFC Sustainable Forest Management certification across 67,446 hectares of planted forests across five certified Forest Plantation Management Units (FPMUs). Downstream, our subsidiary TreeOne MegaPellet Sdn Bhd obtained the recertification of Chain of Custody under the Programme for the Endorsement of Forest Certification (PEFC) and maintained its Sustainable Biomass Program (SBP) certification, while three of our Malaysian factories completed renewal of their PEFC Chain of Custody certifications during the year.



Our sustainability journey is defined by continuous improvement, transparency and the courage to examine our practices openly, because lasting trust is built through action, not assertion.

MELISSA YEOH
Head of Sustainability
and Communications

Delivering Social Impact

Social Impact Assessments continue to guide how we design and target our community initiatives, helping us identify where support is most needed before committing resources. In 2025, this took shape through a series of education and youth-focused programmes across Sarawak. We participated in the Borneo Roundtable Discussion and Career Fair 2025, organised with Universiti Malaysia Sarawak (UNIMAS) and the State Education Department, where we showcased the Samling Scholarship Programme to highlight financial assistance and career pathways for students.

We also ran career expos and school engagements across SMK Marudi, SMK Telang Usan and SMK Temenggong Datuk Lawai Jau, connecting students with higher learning institutions and industry partners, and contributed to school facility upgrades, including a RM40,000 donation towards new sports facilities at SJK(C) Chiaw Nan following its relocation. Our Community Liaison Officers continued to anchor our engagement with the villages and Indigenous communities near our operations, including the Iban, Kenyah, Berawan, Bisaya and Punan communities, through our established goodwill agreement process ahead of any new ITP activity.

Moving Forward

The work of 2025 was less about new initiatives than about testing and reinforcing what we already do, and being honest about where it falls short. Going into 2026, we will act on the findings of this year's assessments, complete the Samling ESG Roadmap 2026-2030 and continue reporting our progress on governance, environment and community outcomes with the same openness we asked of ourselves this year.

OUR KEY ACHIEVEMENTS

SUSTAINABILITY HIGHLIGHTS

ENVIRONMENT

Improved greenhouse gas (GHG) reporting by separating the total GHG emissions into:

▶ **Scope 1:**
25,177 tCO₂e

▶ **Scope 2:**
18,909 tCO₂e

Maintained MTCS/PEFC* Sustainable Forest Management (SFM) certification for

67,446 hectares of planted forest

across 5 certified Forest Plantation Management Units (FPMUs)

*MTCS refers to Malaysian Timber Certification Scheme (MTCS) while PEFC refers to Programme for the Endorsement of Forest Certification

30 IUCN Red List species recorded in 2025 through camera trap monitoring at FPMUs

SOCIAL

ZERO

fatalities for 3 consecutive years since 2023

human rights violation cases within Lingui's operation

65 employees (1.9% of Lingui's workforce)

are covered by collective bargaining agreements

Delivered a total of **4,315** training hours to Lingui's employees

GOVERNANCE

Improved SPOTT score
63.6% (FY2025)

62.7% (FY2024) | 50.5% (FY2020)

ZERO confirmed incidents of bribery & corruption

Communicated Lingui's anti-corruption policies & procedures to **100%** senior management & employees

RM175 million revenue from timber sales

RM281 million revenue from wood sales

Increased transparency and stakeholder confidence through **2** independent due diligence assessments

▶ Commissioned an independent **sustainability due diligence exercise** across

1.3 million hectares of operations

- Reinforcing transparency
- Strengthening governance, community engagement & supply chain due diligence

▶ Participated in an independent **Dutch Timber Procurement Assessment:**

- Reinforcing confidence in **MTCS**
- Strengthening transparency & stakeholder engagement

MILESTONES AND CERTIFICATIONS

Signed a Letter of Intent (LOI) with Kobe Steel Ltd. to explore the development of a sustainable woody black pellet business, creating higher-value uses for wood by-products and supporting the low-carbon transition.

TreeOne MegaPellet Sdn Bhd (TOMP) recorded the following certification developments during the year:

- Obtained the recertification of Chain of Custody under the Programme for the Endorsement of Forest Certification (PEFC) on 6 August 2025 (the certification was originally attained in 2020)
- Maintained product certification under the Sustainable Biomass Program (SBP)

Samling Plywood (Bintulu) Sdn Bhd (SPB), Grand Paragon Sdn Bhd (GP) and Magna-Foremost Sdn Bhd (MF), completed renewal of their PEFC Chain of Custody certifications.



Samling Housing Products Sdn Bhd (SHP) and Samling Home Products Sdn Bhd (SHomeP), maintained their PEFC Chain of Custody certifications throughout the reporting year.

MEMBERSHIPS AND ASSOCIATIONS

Samling Timber is a Permanent Council Member of Sarawak Timber Association.



Samling Housing Products is a Member of Federation of Malaysia Manufacturers.



Samling Reforestation Bintulu is a Member of Borneo Forestry Cooperative.



DRIVING SUSTAINABILITY WITHIN OUR BUSINESS

Sustainable forest management underpins everything we do. Across our operations, we work to limit our environmental footprint, safeguard natural ecosystems and protect the wildlife habitats and plant diversity they sustain. This extends beyond the forest itself, as we seek to create long-term economic and social value for the communities surrounding us through community investments.

Throughout 2025, we advanced the development of the Samling ESG Roadmap (2026–2030) into its final stages. Aligned with our mission statement of Adding Values, Caring for Tomorrow, the Roadmap will serve as a structured, group-wide framework that embeds environmental, social and governance excellence in the decision-making processes and actions of the Lingui Group entities covered in this Sustainability Report. Built around eight strategic pillars, the Roadmap covers governance reset, sustainable sourcing, climate transition and stakeholder dialogue. With clear objectives and targets, the Roadmap will set a sustainable pathway for us to transform our business and strengthen long-term resilience.

To uphold sustainable forest management, we are guided by four objectives:



For more information on the entities covered in this Report, refer to Reporting Scope and Boundary in Basis of This Report on page 1.

PRINCIPLES AND VALUES



Caring for people and communities while fostering harmonious relationships with stakeholders are essential to our success and sustainability. This approach guides us towards a prosperous future.

Preserving natural resources is a top priority for us, as we integrate ecosystem conservation into every aspect of our operations.

Striving for sustainability and continuous improvement is at the core of our long-term objectives and practices. We are committed to fostering growth and delivering value to our stakeholders, partners, employees and local communities while safeguarding the environment.

Our aim is to strike a balance between maximising corporate value and upholding the highest standards of sustainability. We believe this is achievable by finding common ground where all our goals can be met.

SUSTAINABILITY GOVERNANCE

Sustainability at Lingui is overseen by the Executive Committee (EXCO), which serves as the Sustainability Steering Committee. Led by the Chief Executive Officer (CEO), the EXCO drives sustainability in Lingui and oversees decision-making on economic, environmental and social matters across the Group. This ensures that every activity remains aligned with Lingui's objectives and vision.

The EXCO's oversight extends across three areas: Business Units, Support and Enabling Teams and Special Projects. Its role includes reviewing operational matters every month and every quarter of the year to ensure they remain aligned with the Group's strategic direction. The EXCO also gathers insights from stakeholder engagement through meetings, dialogues and site visits to evaluate existing practices and identify areas for improvement in the Group's strategies and operations. This enables the Group to strengthen its strategies, address stakeholder concerns and drive continuous improvements across its operations.

Accountability for managing impacts is delegated to the Heads of Departments, who direct execution through their respective teams. Information flows from operational teams through supervisors and Business Unit Heads before being escalated to the CEO for further review. Sustainability and Communications Department consolidates the resulting data and prepares Lingui's sustainability reports for the EXCO's review and approval.



STRENGTHENING OUR STAKEHOLDER RELATIONSHIPS

STAKEHOLDER GROUP	MODE OF ENGAGEMENT	FOCUS AREA	VALUE CREATION
 LOCAL COMMUNITIES	- Casual dialogue - Community activities - Community meetings	- Community engagement - Fair dispute management - Community development programmes	Maintaining community engagement and cultivating deep mutual understanding
 BUYERS	- Email and hotline support - Site visits - In-person meetings - Calls and follow-ups - Annual performance reviews	- Supply chain traceability - Sustainability progress - Leadership commitment - Ethical policies	Building long-term partnerships through reliable products and ethical business practices
 EMPLOYEES	- Formal evaluations - One-to-one discussions - Training and development	- Workplace health and safety - Internal grievance management	Supporting a positive workplace culture through continuous engagement and clear escalation channels
 NGOS/MEDIA	Strategic partnerships/ Joint collaborations	- Responsible practices - Timely and accurate disclosure	Strengthening credibility through transparent practices and collaborative initiatives
 BANKS	- Face-to-face discussions - Site-level inspections - Periodic reporting	- Sustainability commitments - Governance practices - Operational transparency - Community and labour rights	Building stakeholder confidence through consistent reporting and clear governance practices
 SUPPLIERS	Direct communication	- Delivery performance - Documentation accuracy - Product quality and regulatory compliance	Building business trust through timely delivery, accurate documentation and maintained certification records
 GOVERNMENT & REGULATORS	- Regular meetings - Compliance inspections - Timely submissions - Independent audits	- Regulatory compliance - Governance standards	Safeguarding and maintaining full regulatory compliance through reporting and ongoing oversight

UNDERSTANDING OUR MATERIAL MATTERS

Materiality assessments enable us to identify the sustainability issues that are most significant to our business and stakeholders. By conducting materiality assessments, we can assess sustainability-related risks and opportunities that could impact our business and stakeholders. To ensure our sustainability priorities continue to reflect the rapidly changing sustainability landscape, we review our sustainability material topics annually against stakeholder expectations and regulatory developments.

In 2025, our internal review confirmed that all existing material topics remain relevant to our business and external factors. Concurrently, we are finalising the Samling ESG Roadmap to guide the implementation of our refreshed sustainability priorities.

Moving forward, we aim to align our disclosures with the National Sustainability Reporting Framework (NSRF) requirements. We will also continue to advance ITP as a key component of long-term sustainable value creation.

The following table outlines our goals and priority areas, which have been mapped against the relevant United Nations Sustainable Development Goals (UN SDGs) and Global Reporting Initiative (GRI) topic standards.

GRI STANDARDS	UN SDG	GOAL	PRIORITY
ENVIRONMENT			
301 – Materials		Maximising the utilisation of raw materials and minimising waste generation	Converting plantation wood waste into pellets
302 – Energy	 	Reducing fossil fuel consumption and increasing renewable energy use	Installing solar lighting at camp offices to reduce diesel consumption
303 – Water and Effluents	 	Reducing water consumption through rainwater harvesting	Implementing rainwater harvesting, protecting ecosystems through catchment area conservation and monitoring water quality regularly
304 – Biodiversity	 	Protecting and enhancing habitats for rare, threatened and endangered (RTE) species	Conducting wildlife monitoring in High Conservation Value (HCV) areas through camera trapping and detailed field documentation
305 – Emissions	 	Reducing greenhouse gas (GHG) emissions and strengthening climate resilience	Adopting solar energy to reduce fossil fuel consumption, managing chemical waste through proper disposal and implementing nature-based solutions
306 – Waste	 	Implementing effective waste management practices	Segregating, labelling and storing scheduled waste according to regulations while ensuring disposal through licensed contractors
SOCIAL			
401 – Employment	 	Upholding human rights and supporting employee welfare, as expressed in the Universal Declaration of Human Rights, while addressing grievances through transparent processes	Ensuring compliance with regulatory requirements relating to working conditions and hours while providing accommodation to factory and camp employees, free medical care and protection against discrimination, violence and harassment
403 – Occupational Health and Safety	 	Maintaining a safe working environment for employees, contractors and third parties within company premises	Strengthening occupational health and safety to attain zero fatalities across camps, sites, mills and offices through compliance with DOSH requirements and regular health and safety programmes
404 – Training and Education	 	Supporting continuous learning and career development	Providing ongoing skills development and technical training programmes to relevant employees

GRI STANDARDS	UN SDG	GOAL	PRIORITY
405 – Diversity and Equal Opportunity	 	Promoting diversity and equal opportunity across the workforce	Practising inclusivity and equal opportunity across operations
409 – Forced or Compulsory Labour	 	Adhering to human rights and adopting zero-tolerance approach for forced or compulsory labour	Ensuring fair wage practices in compliance with national minimum wage requirements
413 – Local Communities	 	Strengthening transparent and open engagement with local communities	Conducting community engagement and social impact assessments in addition to implementing conflict resolution initiatives
GOVERNANCE			
2-27 – Compliance with laws and regulations		Maintaining compliance with applicable laws and regulations through timely and transparent disclosures	Implementing Best Environmental Management Practices, reviewing policies regularly and strengthening transparency and traceability through strict regulatory compliance
205 – Anti-corruption		Upholding integrity and preventing bribery and unethical conduct	Ensuring full compliance with Lingui's Anti-Bribery and Anti-Corruption (ABAC) policy and facilitating the reporting of unethical practices while prohibiting gifts or kickbacks intended to influence decision-making
417 – Marketing and Labelling	 	Ensuring accurate and reliable product labelling and disclosures	Maintaining sustainable production and supply chain practices through responsible sourcing

CREATING SHARED VALUE THROUGH OUR MATERIAL MATTERS

GOOD GOVERNANCE

At Lingui, strong governance underpins how we manage a complex timber value chain from forest operations through to downstream production. It ensures that our processes are transparent, traceable and aligned with regulatory requirements governing land use and environmental compliance. These controls enable us to reduce exposure to regulatory and financial risks while safeguarding the integrity of our business conduct and protecting our reputation.

As sustainability expectations continue to evolve, we are strengthening our governance framework through independent due diligence, external assessments and continuous policy enhancements to reinforce transparency, accountability and responsible business conduct across our operations. These efforts provide stakeholders with greater confidence that environmental, social and governance risks are systematically identified, managed and addressed, while positioning the Group to meet emerging international standards and market expectations.

Within our organisation, effective governance strengthens a culture grounded in integrity, accountability and consistent standards of conduct. It enhances employee confidence, supports workforce retention and contributes to more stable and reliable operations. It also reinforces the protection of employee rights, ensures adherence to ethical practices and upholds a respectful and inclusive working environment across all levels of the organisation.

Beyond our operations, upholding strong governance enables us to maintain trust and sustain our social licence to operate. Our established formal mechanisms provide avenues for gathering feedback, allowing key concerns to be raised, recorded and addressed in a transparent and responsible manner. This approach also helps us to respond to issues in a timely manner and reinforces confidence in our long-term commitment to responsible operations in the communities where we operate.

Refer to Community Engagement on pages 41-46 for information on our engagement with local communities.

We continue to operate under a robust governance framework that requires strict compliance with all applicable local laws, regulations and internal policies. This obligation applies to all employees, contractors and business partners.

ENHANCING TRANSPARENCY AND DRIVING CONTINUOUS IMPROVEMENT

We recognise the importance of independent assurance and continuous improvement in advancing our sustainability commitments. During the year under review, we undertook two independent exercises to strengthen transparency, validate our sustainability practices and identify opportunities for improvement across our forestry and plantation operations.

INDEPENDENT REVIEW OF TIMBER CERTIFICATION

In February 2025, the Malaysian Timber Certification Council (MTCC) invited the Netherlands' Timber Procurement Assessment Committee (TPAC), along with PEFC International, for a joint field mission. The purpose is to evaluate NGO complaints from 2022 regarding the Malaysian Timber Certification Scheme (MTCS) and verify field practices. Participants of the joint field mission were TPAC representatives, PEFC delegates, state and federal forestry departments, operators (including Samling Group) and local indigenous communities.

Conducted from 12 to 19 February 2025, the assessment covered our operational locations in Sarawak and Perak.

Following its independent review, TPAC concluded that the MTCS is functioning at an acceptable level across our operations. The review also identified opportunities to further strengthen communication, documentation and community engagement processes within the certification scheme. MTCC has since begun implementing the relevant recommendations to support the continued improvement of the MTCS. On 5 November 2025, the Dutch Minister of Environment decided to maintain the admitted status of PEFC International under the Dutch Timber Procurement Policy.

We view the independent review as a valuable opportunity to strengthen our practices and reinforce stakeholder confidence. In line with the recommendations relevant to our operations, we continue to enhance our engagement with local communities through faster responses to community requests, improved accessibility of maps and information related to Free, Prior and Informed Consent (FPIC) and clearer communication of operational changes.

A summary of the TPAC assessment is available at www.samling.com/TPAC

INDEPENDENT SUSTAINABILITY DUE DILIGENCE

Between February and June 2025, we voluntarily commissioned an independent international organisation with expertise in responsible sourcing and forest-positive supply chains to conduct a due diligence and sustainability gap analysis. The exercise was conducted across our natural forest, ITP and palm oil operations in Sarawak, covering approximately 1.3 million hectares.

Combining management interviews and document reviews, the assessment also included field visits to nine indigenous villages and 35 years of spatial analysis using satellite monitoring and aerial surveys. The aim was to establish an evidence-based baseline of our sustainability performance and identify opportunities to strengthen alignment with evolving international standards and regulatory requirements, including the EUDR.

The assessment report issued in October 2025 confirmed that natural forest harvesting across our Forest Timber Licence concessions had ceased by the end of 2023 and that these areas are undergoing ecological recovery. The assessment also identified areas requiring further action, including legacy community grievances and the need for a more integrated sustainability governance framework.

We have adopted the recommendations from the assessment report as the foundation of a time-bound transformation programme. Among the key priorities are improving FPIC and grievance mechanisms and enhancing supply chain due diligence. Other priorities involve expanding satellite monitoring and exploring partnerships to transition former logging concessions towards conservation and nature-based solutions.

OUR APPROACH

Guided by a comprehensive suite of governance policies covering ethical conduct, anti-corruption, human rights, responsible forest management and whistleblowing, we continue to foster a culture of integrity, strengthen compliance capabilities and embed consistent governance practices throughout our operations.

- Anti-Bribery and Anti-Corruption Policy
- Anti-Harassment and Anti-Discrimination Policy
- Gifts and Entertainment Policy
- Health and Safety Policy
- Human Rights Policy
- Responsible Forest Management Policy
- Whistleblower Policy

SPOTT ASSESSMENT

Since 2020, we have utilised the Sustainability Policy Transparency Toolkit (SPOTT) as a benchmark framework to evaluate and strengthen our sustainability performance and transparency. Developed by the Zoological Society of London (ZSL), SPOTT is an assessment platform that evaluates the public disclosure of environmental, social and governance (ESG) policies and practices, providing a useful reference point to identify opportunities for enhancing governance-related disclosures.

As of September 2025, we achieved a further improvement in our SPOTT score, rising to 63.6% from 62.7% in 2024. While we remain committed to strengthening transparency and accountability across our operations, we will not be participating in the SPOTT assessment from 2026 onwards as the programme is paused for review by ZSL.

YEAR	SPOTT SCORE (%)
2025	63.6
2024	62.7
2023	60.4
2022	58.3
2021	56.9
2020	50.5

OUR COMMITMENT TO GOVERNANCE OVERSIGHT AND COMPLIANCE CAPACITY BUILDING

We recognise that effective governance depends on the consistent application of policies, procedures and control mechanisms across all areas of our operations. In line with this recognition, we have an Executive Committee (EXCO) in place to oversee and ensure adherence to standard operating procedures (SOPs) by employees, suppliers, business partners and local communities. This oversight function is supported by training programmes and participation in governance and compliance workshops, including ESG-focused initiatives covering anti-bribery and anti-corruption practices.

Going forward, the outcomes of the TPAC review and sustainability due diligence exercise will inform our future efforts to enhance governance practices and operational effectiveness. We will regularly review our SOPs and policies to ensure their continued relevance and effectiveness, while further strengthening compliance awareness across functions and supporting internal assurance processes. Additionally, we will report relevant findings arising from these reviews and audits to the Executive Committee to facilitate appropriate oversight and action. Where areas for improvement or instances of non-compliance are identified, we will implement appropriate measures and communicate progress transparently through future reporting.

ECONOMIC PERFORMANCE

We are committed to maintaining strong economic performance to support the sustainable management of our Industrial Tree Plantation (ITP) and the preservation of natural forest resources through reinvestment in reforestation.

Through our integrated forestry, plantation and downstream operations, we create value across the timber supply chain, from harvesting and log production to timber processing and the manufacture of wood products. This approach helps us manage exposure to commodity price cycles and operating costs. The value generated contributes to employment, payments to local authorities and land stakeholders and the development of regional supply chains.

In 2025, we recorded total timber sales volume of 398,000 m³, generating revenue of MYR 175 million, compared to 432,000 m³ and MYR 232 million in 2024. We achieved higher revenue from wood products, which increased to MYR 281 million from MYR 252 million in 2024, while export revenue rose to MYR 313 million from MYR 302 million in 2024.

During the year, we also made further progress in our transition towards plantation-based timber production, with sales of ITP logs increasing to 354,000 m³ from 325,000 m³ in 2024. Following the cessation of natural forest harvesting in 2024, no conventional log sales were recorded during the year.

TIMBER AND WOOD PRODUCT SALES OVERVIEW

	Timber Sales 2024		Wood Product Sales 2024 Revenue	Timber Sales 2025		Wood Product Sales 2025 Revenue
	'000 m ³	MYR '000	MYR '000	'000 m ³	MYR '000	MYR '000
Export	58	123,000	179,000	34	84,000	229,000
Local	374	109,000	73,000	364	91,000	52,000
Others	N/A	N/A	N/A	N/A	N/A	N/A
Total	432	232,000	252,000	398	175,000	281,000

SALES VOLUME BY PRODUCT CATEGORY	2024 (m ³)	2025 (m ³)
Conventional Logs	50,000	Nil
Plywood	57,000	44,000
ITP Logs	325,000	354,000

TIMBER EXPORT REVENUE	2024	2025
Sarawak Timber Export Revenue	MYR 2.84 billion	MYR 2.50 billion
Lingui Timber Export Revenue	MYR 302 million	MYR 313 million

Going forward, we will continue exploring new growth opportunities and building a more resilient operating model. Alongside this, we will strengthen our governance and business continuity capabilities through more rigorous reviews and proactive risk management to better navigate operational uncertainties.

RESPONSIBLE BUSINESS PRACTICES

Embedding responsible business practices across our operations is vital for sustainable business growth, as it promotes ethical conduct, accountability and sound decision-making. It enables us to strengthen stakeholder confidence, safeguard our reputation and create long-term value for employees, customers, business partners and local communities. Responsible business practices also support our ability to attract and retain talent, maintain strong stakeholder relationships and respond to evolving business and regulatory expectations.

The policies and governance framework outlined in the Good Governance section continue to guide the implementation of responsible business practices across our operations, supporting ethical conduct, accountability and compliance with applicable requirements. To assess compliance with internal requirements, we conduct audits, monitor activities and implement employee awareness programmes. This approach enables us to identify opportunities for corrective actions and support continuous improvement across the Group.

INITIATIVES IMPLEMENTED IN 2025

- ▶ 202 employees from various business units participated in various ESG-related training such as First Aid, Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED), Occupational Safety and Health (OSH), Environmental Quality Monitoring, ISO 37001 Anti-Bribery Management System (ABMS), Biodiversity Observation and Environmental Compliance Audit. These are aimed at strengthening understanding of sustainability principles and supporting the integration of responsible practices into day-to-day operations and decision-making.



- ▶ 22 Community Liaison Officers (CLOs), community project team members and managers from the respective LPF team participated in the Community Engagement and Awareness Programme (CEAP) training to enhance their ability to engage respectfully and effectively with local communities, support constructive dialogue and foster mutual understanding.
- ▶ 32 audit and monitoring activities were carried out across the Group to support compliance with applicable requirements and internal standards. These covered Environmental Compliance Audits (ECA), annual surveillance audits under the Malaysian Timber Certification Scheme (MTCS), including audits covering the downstream mill's PEFC Chain of Custody certification, as well as internal safety audits conducted across operational sites. These activities supported ongoing monitoring, risk management and continuous improvement efforts.
- ▶ 142 training sessions and courses were conducted by our Human Resources (HR) Department to support competency development, enhance professional capabilities and help employees adapt to evolving operational, business and regulatory requirements.

Going forward, we will further foster responsible business conduct among employees, contractors and business partners through awareness sessions. Our efforts will be reinforced with internal monitoring and reporting, alongside regular stakeholder engagement to minimise the risk of conflict while strengthening trust and partnerships.

OUR PERFORMANCE IN FY2025

WE ASSESSED

100% SIGNIFICANT PRODUCT & SERVICE CATEGORIES FOR HEALTH AND SAFETY REASONS

WE ISSUED

ZERO PRODUCT RECALLS FOR HEALTH AND SAFETY REASONS

Note: This disclosure refers exclusively to Samling Housing Products.

WE RECORDED ZERO:

INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND/OR VOLUNTARY CODES CONCERNING:

PRODUCTS AND SERVICE INFORMATION AND LABELLING

MARKETING AND COMMUNICATIONS, INCLUDING ADVERTISING, PROMOTION AND SPONSORSHIP

SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA

ANTI-CORRUPTION

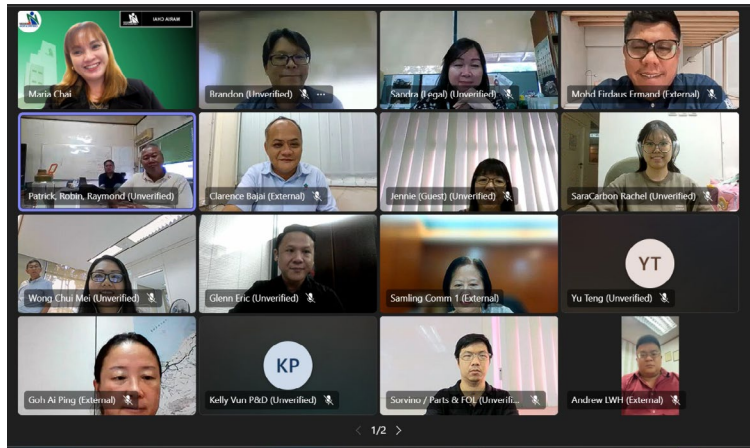
Maintaining high standards of integrity in the way we conduct business is fundamental to sustaining stakeholder trust and supporting the long-term resilience of our business. We recognise that ethical conduct, transparency and accountability are essential to responsible business practices and sound decision-making. Guided by these principles, we are committed to embedding integrity across our operations, strengthening stakeholder confidence, safeguarding our reputation and creating long-term value.

Our zero-tolerance approach towards bribery and corruption across our operations underpins this commitment. We remain guided by the Anti-Bribery and Anti-Corruption Policy and supported by related governance instruments, including the Gifts and Entertainment Policy, Responsible Forest Management Policy and Whistleblower Policy, which form part of the wider Group policies reported in the Good Governance section on page 15. Together with robust internal controls, including whistleblowing channels, employee awareness programmes and monitoring processes, these measures support the identification, management and mitigation of corruption-related risks while reinforcing ethical conduct throughout the Group.

For more information on our policies, refer to www.samling.com/policies

For information on our **whistleblowing procedures**, please refer to the **Human Rights and Labour Practices** section on page 38.

Promoting awareness and understanding of anti-corruption requirements is an important part of our efforts to uphold integrity across the Group. In 2025, we conducted an ISO 37001 Anti-Bribery Management System (ABMS) awareness session for 35 employees from across the organisation to further inculcate a culture of integrity. The session provided participants with a better understanding of anti-bribery requirements, while reinforcing ethical business conduct and emphasising every employee's responsibility to identify, prevent and report corruption-related risks.



OUR PERFORMANCE IN FY2025

INFORMED ANTI-CORRUPTION POLICIES AND PROCEDURES TO

100%
SENIOR MANAGEMENT

100%
EMPLOYEES

WE RECORDED **ZERO:**

CONFIRMED INCIDENTS OF BRIBERY AND CORRUPTION

CONFIRMED INCIDENTS OF CONTRACTS WITH BUSINESS PARTNERS BEING TERMINATED OR NOT RENEUED DUE TO CORRUPTION-RELATED VIOLATIONS

PUBLIC LEGAL CASES REGARDING CORRUPTION BROUGHT AGAINST LINGUI OR ITS EMPLOYEES

Moving forward, we will further strengthen our anti-corruption governance framework by embedding stronger oversight, accountability and monitoring mechanisms across our operations. Our Anti-Corruption Policy will be periodically reviewed to ensure it remains aligned with evolving regulatory requirements and best practices. We will also enhance our internal controls through regular risk assessments and audits to identify potential vulnerabilities before they materialise.

Recognising that effective governance depends on people, we will continue to cultivate a culture of integrity through ongoing ethics and anti-corruption training for employees and relevant business partners. We will also review our Whistleblower policy to enhance our grievance mechanism.

BIODIVERSITY

Forests are a valuable natural capital that underpins ecological stability, community well-being and sustainable economic development. The health and resilience of these ecosystems depend on rich biodiversity, which plays a critical role in sustaining ecosystem functions, safeguarding natural resources and ensuring the long-term vitality of forests for future generations.

We recognise the health of the ecosystems and natural forests is intrinsically linked to the sustainability of our business as a leader in the timber production industry. Our direct access to forest areas and engagement with the local communities gives us the opportunity to advance biodiversity conservation while integrating environmental stewardship into our long-term business strategy and forest management practices.

Our biodiversity conservation efforts are guided by Environmental Management Plans (EMPs) implemented across all Licences for Planted Forests (LPFs). These EMPs encompass soil protection measures, the establishment of river buffer zones, the responsible use of chemicals and the implementation of a strict zero-burn policy.

To safeguard biodiversity and ecosystem resilience, all sites are managed in accordance with recognised national and international biodiversity frameworks, including:

- ▶ Wildlife Conservation Policy
- ▶ National Biodiversity Policy
- ▶ National Policy on Biological Diversity
- ▶ Natural Resources and Environment Ordinance
- ▶ Wildlife Protection Ordinance
- ▶ Guidelines for Fauna Conservation and Ecosystem Management/ Guidelines ERT Species
- ▶ Convention on Wetlands of International Importance Especially as Waterfowl Habitat 1971

SPECIAL MANAGEMENT ZONES (SMZS)

Our operations form part of broader forest landscapes in the Miri and Bintulu regions, with several sites situated within or adjacent to areas of high biodiversity value. Through sustainable tree planting and harvesting practices, these sites are monitored in accordance with Principle 9 of the Malaysian Timber Certification Scheme's Malaysian Criteria and Indicators for Sustainable Forest Management (MTCS MC&I SFM).

Across our operations, the certified areas comprise:

KUALA BARAM	LANA	SEGAN	MARUDI	PAONG
3,000 hectares	9,393 hectares	10,278 hectares	19,941 hectares	24,834 hectares

PROTECTING NATURAL FORESTS THROUGH RESTORATION AND CONSERVATION

The cessation of logging in natural forests in 2024 marks our strategic commitment to forest ecosystem restoration and the protection of ecologically important areas. Across all Industrial Tree Plantation (ITP) sites, we maintain active protection and monitoring of designated conservation zones, while ensuring that newly identified protected areas are formally assessed, recorded and demarcated to support long-term conservation integrity.

We remain committed to ensuring our conservation initiatives are implemented in accordance with the Free, Prior and Informed Consent (FPIC) principles of the MTCS MC&I SFM, while respecting the customary rights of Indigenous Peoples and local communities. We acknowledge their longstanding role as key stewards of biodiversity-rich landscapes. In assessing our biodiversity impacts and measuring restoration outcomes, we apply nationally recognised frameworks, including:

- ▶ Environmental Impact Assessment Guidelines for Forest Harvesting (NREB)
- ▶ Social Impact Assessment Guidelines (Peninsular Malaysia)
- ▶ MTCS MC&I SFM Principle 9: Maintenance of High Conservation Value Areas

As part of our biodiversity conservation approach within ITP sites, we have demarcated specific zones as protected areas to safeguard habitats for diverse flora and fauna. These zones are clearly marked on-site and integrated into our ITP maps to ensure consistent long-term monitoring and management.

Refer to the public summary of our LPFs at www.samling.com/sarawak-ntp-certification for more details, including the identification, monitoring and protection of designated protected areas within ITP sites.

MONITORING AND UNDERSTANDING BIODIVERSITY IN OUR OPERATIONAL AREAS

Our ongoing biodiversity monitoring initiative supports long-term conservation outcomes through the systematic tracking of species diversity and habitat use across operational areas.

We continue to implement wildlife monitoring within our Forest Plantation Management Units (FPMUs) through the use of camera traps and the recording of incidental wildlife sightings. This approach enables the documentation of species presence and enhances understanding of wildlife movement patterns over time.

The data generated includes records of wildlife presence, including species classified under the International Union for Conservation of Nature (IUCN) Red List and is used to inform targeted conservation actions and habitat protection strategies.

WILDLIFE CONSERVATION STATUS CATEGORIES

Wildlife is categorised into the following conservation statuses, taken from internationally recognised resources and state legislations.

Sarawak WLPO 1998

TP: Totally Protected Species (fine RM25,000 and imprisonment of two years)

P: Protected Species, including all CITES 1 species (fine RM10,000 and imprisonment of one year)

CITES Appendices
(as at January 2025)

I: Appendix I Listing (Most Endangered among CITES-listed animals and plants; threatened with extinction)

II: Appendix II Listing (Not threatened species but whose trade must be controlled in order to avoid use that is incompatible with their survival)

III: Listing (species protected in at least one country that has asked other CITES Parties for assistance in controlling the trade).

NL: Not listed in any Appendices

IUCN Red List of Threatened Species (as at January 2025)

CR: Critically Endangered

EN: Endangered

VU: Vulnerable

LC: Least Concern

NT: Near Threatened

In 2025, we identified a total of 30 species classified under the IUCN Red List:



KUALA BARAM FPMU

Summary Record of Wildlife Species Captured by Camera Trap

COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	CITES	IUCN STATUS
Plantain Squirrel	Callosciurus notatus	-	-	LC

LANA FPMU

Summary Record of Wildlife Species Captured by Camera Trap

COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	CITES	IUCN STATUS
Pig-tailed Macaque	<i>Macaca nemestrina</i>	P	App. II	EN
Sambar Deer	<i>Rusa unicolor</i>	-	-	VU
Plantain Squirrel	<i>Callosciurus notatus</i>	-	-	LC
Barking Deer	<i>Muntiacus muntjac</i>	-	-	LC

Pig-tailed Macaque (*Macaca nemestrina*)



SEGAN FPMU

Summary Record of Wildlife Species Captured by Camera Trap

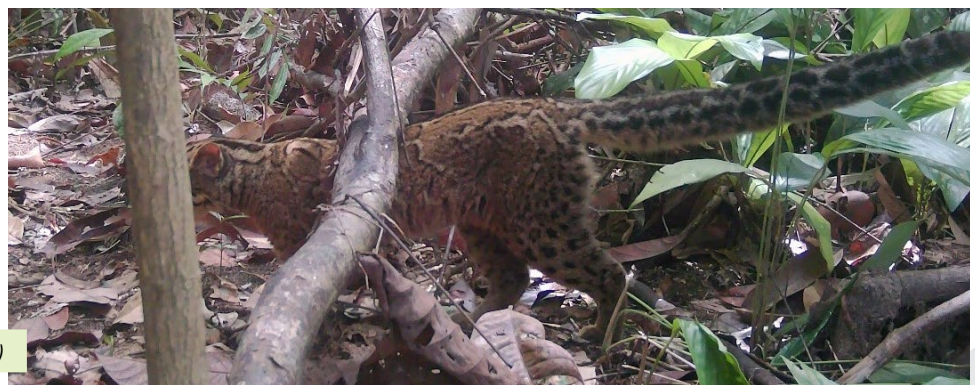
COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	CITES	IUCN STATUS
Binturong	<i>Arctictis binturong</i>	P	App. III	VU
Plantain Squirrel	<i>Callosciurus notatus</i>	-	-	LC
Bornean Sun Bear (Jugam/Beruag Madu)	<i>Helarctos malayanus</i>	P	App. I	VU
Long-tailed Macaque	<i>Macaca fascicularis</i>	P	App. II	EN
Pig-tailed Macaque	<i>Macaca nemestrina</i>	P	App. II	EN
All Mice	<i>Muridae sp.</i>	-	-	-
Marbled Cat	<i>Pardofelis marmorata</i>	TP	App. II	NT
Sambar Deer	<i>Rusa unicolor</i>	-	-	VU
Plain Treeshrew	<i>Tupaia longipes</i>	P	App. II	LC
Lesser Treeshrew	<i>Tupaia minor</i>	P	App. II	LC
Painted Treeshrew	<i>Tupaia picta</i>	P	App. II	LC
Short-tailed Mongoose	<i>Urva brachyurus</i>	-	NL	NT
Little Spiderhunter	<i>Arachnothera longirostra</i>	-	NL	LC
Greater Coucal	<i>Centropus sinensis</i>	-	NL	LC
Emerald Dove	<i>Chalcophaps indica</i>	P	NL	LC
White-rumped Shama	<i>Copsychus malabaricus</i>	P	NL	LC
Bornean Crested Fireback	<i>Lophura ignita</i>	P	NL	VU
Short-tailed Babbler	<i>Trichastoma malaccense</i>	-	NL	NT
White-chested Babbler	<i>Trichastoma rostratum</i>	-	NL	NT



Sambar Deer
(*Rusa unicolor*)



Plain Treeshrew (*Tupaia longipes*)



Marbled Cat (*Pardofelis marmorata*)

MARUDI FPMU

Summary Record of Wildlife Species Captured by Camera Trap

COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	CITES	IUCN STATUS
Long-tailed Macaque	<i>Macaca fascicularis</i>	P	App. II	EN
Bornean Sun Bear (Jugam/Beruag Madu)	<i>Helarctos malayanus</i>	P	App. I	VU
Sunda Pangolin	<i>Manis javanica</i>	P	App. I	CR
Horse-tailed Squirrel	<i>Sundasciurus hippurus</i>	-	NL	NT
Plantain Squirrel	<i>Callosciurus notatus</i>	-	-	LC
Pig-tailed Macaque	<i>Macaca nemestrina</i>	P	App. II	EN
Tangalung	<i>Viverra tangalunga</i>	P	NL	LC
Banded Civet	<i>Hemigalus derbyanus</i>	P	NL	NT
Sambar Deer	<i>Rusa unicolor</i>	-	NL	VU
Bornean Crestless Fireback	<i>Lophura pyronota</i>	P	NL	EN



Bornean Crested Fireback
(*Lophura ignita*)

PAONG FPMU

Summary Record of Wildlife Species Captured by Camera Trap

COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	CITES	IUCN STATUS
Civets (Musang)	Family Viverridae	P	-	-
Malayan Porcupine	<i>Hystrix brachyura</i>	P	NL	LC
Pig-tailed Macaque	<i>Macaca nemestrina</i>	P	App. II	EN
Yellow-throated Marten	<i>Martes flavigula</i>	P	NL	LC
Barking Deer	<i>Muntiacus muntjac</i>	-	NL	LC
Masked Palm Civet	<i>Paguma larvata</i>	P	App. III	LC
Mousedeer	<i>Tragulus napu</i>	-	NL	LC
White-chested Babbler	<i>Trichastoma rostratum</i>	-	NL	NT
White-rumped Shama	<i>Copsychus malabaricus</i>	P	NL	LC
Oriental Magpie Robin	<i>Copsychus saularis</i>	-	NL	LC



Malayan Porcupine
(*Hystrix brachyura*)



Barking Deer (*Muntiacus muntjac*)

WILDLIFE SPECIES SIGHTED ACROSS FOREST PLANTATION MANAGEMENT UNITS (FPMUS)

Through our incidental wildlife sighting programme in 2025, the following summaries present the species sighted within Kuala Baram, Lana, Segan, Marudi and Paong FPMUs:

KUALA BARAM FPMU

722 recorded sightings of wildlife species

NO. OF SIGHTINGS	ANIMAL GROUP	LOCAL/COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
				WLPO 1998	IUCN STATUS	CITES
190	MAMMALS	MAMMALS				
		All Mice/Rat (<i>Tikus</i>)	<i>Muridae</i> sp.	-	-	-
		Plantain Squirrel (<i>Tupai Pinang</i>)	<i>Callosciurus notatus</i>	-	LC	NL
		Sambar Deer (<i>Payau/Rusa</i>)	<i>Cervus unicolor</i>	-	VU	-
357	BIRDS	BIRDS				
		All Eagle (<i>Helang/Menaul</i>)	Family <i>Accipitridae</i>	-	-	-
		All Egret (<i>Burung Bangau</i>)	Family <i>Ardeidae</i>	-	-	-
175	REPTILES	Asian Black Hornbill (<i>Kekalau/Rengak</i>)	<i>Anthraceroceros malayanus</i>	TP	VU	-
		Munia (<i>Pipit</i>)	Family <i>Estrildidae</i>	-	-	-
		Spotted Dove (<i>Merpati</i>)	<i>Streptopelia chinensis</i>	-	LC	-
		White-breasted Waterhen (<i>Keruak</i>)	<i>Amaurornis phoenicurus</i>	-	LC	-
		Oriental Pied Hornbill (<i>Bruie</i>)	<i>Anthraceroceros albirostris</i>	TP	LC	App. II
		Rhinoceros Hornbill (<i>Kenyalang</i>)	<i>Buceros rhinoceros</i>	TP	VU	App. II
		White-bellied Sea Eagle (<i>Helang Laut Putih</i>)	<i>Haliaeetus leucogaster</i>	TP	LC	App. II
		Purple Heron (<i>Burung Pucung</i>)	<i>Ardea purpurea</i>	P	LC	-
		REPTILES				
		Monitor Lizard (<i>Biawak</i>)	<i>Varanus salvator</i>	P	LC	App. II
		All Snake	<i>All Snake</i>	-	-	-

LANA FPMU

143

recorded sightings of wildlife species

NO. OF SIGHTINGS	ANIMAL GROUP	LOCAL/COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
				WLPO 1998	IUCN STATUS	CITES
65	MAMMALS	MAMMALS				
67	BIRDS					
11	REPTILES					
		All Civets	Family <i>Viverridae</i>	P	-	-
		Plantain Squirrel (<i>Tupai Pinang</i>)	<i>Callosciurus notatus</i>	NL	LC	NL
		Gibbons (<i>Wak Wak</i>)	<i>Hylobates</i> sp.	TP	EN	App. I
		Malayan Porcupine (<i>Landak</i>)	<i>Hystrix brachyura</i>	P	LC	NL
		All Otters (<i>Memerang</i>)	Family <i>Lutrinae</i>	TP	EN	App. I
		Long-tailed Macaque (<i>Kera</i>)	<i>Macaca fascicularis</i>	P	EN	App. II
		Pig-Tailed Macaque (<i>Beruk</i>)	<i>Macaca nemestrina</i>	TP	EN	App. II
		Barking Deer	<i>Muntiacus muntjac</i>	NL	LC	NL
		Sambar Deer	<i>Rusa unicolor</i>	NL	VU	NL
		Short-tailed mongoose	<i>Urva brachyura</i>	NL	LC	NL

LANA FPMU

LOCAL/COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	IUCN STATUS	CITES
BIRDS				
All Eagle (<i>Helang/Menaul</i>)	Family <i>Accipitridae</i>	-	-	-
Oriental Pied Hornbill (Bruie)	<i>Anthracoceros albirostris</i>	TP	LC	App. II
All Pipits	<i>Anthus</i> sp.	NL	LC	NL
Rhinoceros Hornbill (<i>Kenyalang</i>)	<i>Buceros rhinoceros</i>	TP	VU	App. II
Oriental Magpie-Robin (<i>Murai</i>)	<i>Copsychus saularis</i>	P	LC	NL
Slender-billed Crow (<i>Gagak</i>)	<i>Corvus enca</i>	NL	LC	NL
Hill Myna (<i>Burung Tiong</i>)	<i>Gracula religiosa</i>	P	LC	App. II
REPTILES				
All Snake	-	-	-	-
Crested Green Lizard	<i>Bronchocela cristatella</i>	NL	LC	NL
Sumatran Cobra	<i>Naja sumatrana</i>	NL	LC	App. II
Monitor Lizard (<i>Biawak</i>)	<i>Varanus salvator</i>	P	LC	App. II

SEGAN FPMU

267 recorded sightings of wildlife species

NO. OF SIGHTINGS	ANIMAL GROUP
132	MAMMALS
111	BIRDS
24	REPTILES

LOCAL/COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	IUCN STATUS	CITES
MAMMALS				
Plantain Squirrel (<i>Tupai Pinang</i>)	<i>Callosciurus notatus</i>	-	LC	NL
All Otters (<i>Memerang</i>)	Family <i>Lutrinae</i>	P	-	-
All Civets (<i>Musang</i>)	Family <i>Viverridae</i>	P	-	-
Bornean Sun Bear (<i>Jugam/Beruang Madu</i>)	<i>Helarctos malayanus</i>	P	VU	App. I
Gibbons (<i>Wak-wak</i>)	<i>Hylobates muelleri</i>	TP	EN	App. I
Long-Tailed Macaque (<i>Kera</i>)	<i>Macaca fascicularis</i>	P	EN	App. II
Pig-Tailed Macaque (<i>Beruk</i>)	<i>Macaca nemestrina</i>	TP	EN	App. II
Barking Deer (<i>Kijang</i>)	<i>Muntiacus muntjak</i>	-	LC	-
Giant Squirrel (<i>Kerabak</i>)	<i>Ratufa affinis</i>	TP	NT	App. II
Sambar Deer (<i>Rusa</i>)	<i>Rusa unicolor</i>	NL	VU	NL
Bearded Pig (<i>Babi Hutan</i>)	<i>Sus barbatus</i>	-	VU	-
BIRDS				
Asian Black Hornbill (<i>Kekalau/Rengak</i>)	<i>Anthracoceros malayanus</i>	TP	VU	App. II
Rhinoceros Hornbill (<i>Kenyalang</i>)	<i>Buceros rhinoceros</i>	TP	VU	App. II
Little Egret (<i>Bangau</i>)	<i>Egretta garzetta</i>	P	LC	-
All Eagle (<i>Helang/Menaul</i>)	Family <i>Acciptridae</i>	-	-	-
Kingfisher (<i>Burung Pekaka</i>)	Family <i>Alcedinidae</i>	-	-	-
Parrot (<i>Burung Nuri</i>)	Family <i>Psittacidae</i>	-	-	-
REPTILES				
All snake	-	-	-	-
Common Cobra (<i>Ular tedung</i>)	<i>Naja naja</i>	-	-	-
Malayan Water Monitor Lizard (<i>Biawak</i>)	<i>Varanus salvator</i>	P	LC	App. II

MARUDI FPMU

169 recorded sightings of wildlife species

NO. OF SIGHTINGS	ANIMAL GROUP
84	MAMMALS
77	BIRDS
8	REPTILES

LOCAL/COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	IUCN STATUS	CITES
MAMMALS				
Oriental Tree Squirrels	<i>Callosciurus sp.</i>	-	-	-
All deers	<i>Cervus spp</i>	-	-	-
Bornean Sun Bear (<i>Jugam/Beruang Madu</i>)	<i>Helarctos malayanus</i>	P	VU	App. I
Long-Tailed Macaque (<i>Kera</i>)	<i>Macaca fascicularis</i>	P	EN	App. II
Sunda Pangolin (<i>Tenggiling</i>)	<i>Manis javanica</i>	P	CR	App. I
Barking Deer (<i>Kijang</i>)	<i>Muntiacus muntjak</i>	-	LC	-
Clouded leopard (<i>Harimau Dahan</i>)	<i>Neofelis nebulosa</i>	TP	VU	App. I
Bearded Pig (<i>Babi Hutan</i>)	<i>Sus barbatus</i>	-	VU	-
Civet (<i>Musang</i>)	Family <i>Viverridae</i>	P	-	-
BIRDS				
All Eagle (<i>Helang/Menaul</i>)	Family <i>Accipitridae</i>	-	-	-
Great Argus (<i>Ruai</i>)	<i>Argusianus argus</i>	TP	-	App. II
Hornbill (<i>Enggang</i>)	Family <i>Bucerotidae</i>	TP	-	-
White-Rumped Shama (<i>Murai Rimba</i>)	<i>Copsychus malabaricus</i>	P	LC	App. II
Slender-billed Crow (<i>Gagak</i>)	<i>Corvus enca</i>	-	LC	-
Green Imperial Pigeon (<i>Pergam</i>)	<i>Ducula aenea</i>	TP	NT	-
Common Hill Myna (<i>Burung Tiong</i>)	<i>Gracula religiosa</i>	P	LC	App. II
REPTILES				
All Snake	-	-	-	-
Softshell turtles (<i>Labi-labi</i>)	Family <i>Trionychidae</i>	-	-	-
King cobra (<i>Ular Tedung</i>)	<i>Ophiophagus hannah</i>	P	VU	App. II
Reticulated python (<i>Ular Sawa</i>)	<i>Python reticulatus</i>	P	LC	App. II

Source: a) WLPO 1998; b) IUCN Red List as at Jan 2025; c) CITES checklist as of 31st January 2026.

PAONG FPMU

144 recorded sightings of wildlife species

NO. OF SIGHTINGS	ANIMAL GROUP
107	MAMMALS
28	BIRDS
9	REPTILES

LOCAL/COMMON NAME	SCIENTIFIC NAME	CONSERVATION STATUS		
		WLPO 1998	IUCN STATUS	CITES
MAMMALS				
All Civet (<i>Musang</i>)	Family <i>Viverridae</i>	P	-	-
All Otter (<i>Memerang</i>)	Family <i>Mustelidae</i>	P	-	-
Malayan Porcupine (<i>Landak</i>)	<i>Hystrix brachyura</i>	P	LC	NL
Pig-Tailed Macaque (<i>Beruk</i>)	<i>Macaca nemestrina</i>	P	EN	App. II
Long-Tailed Macaque (<i>Kera</i>)	<i>Macaca fascicularis</i>	P	EN	App. II
Yellow-throated marten (<i>Mengkira</i>)	<i>Martes flavigula</i>	P	LC	NL
Sambar Deer	<i>Rusa unicolor</i>	-	VU	NL
Barking Deer (<i>Kijang</i>)	<i>Muntiacus muntjak</i>	-	LC	-
Masked palm civet	<i>Paguma larvata</i>	P	LC	App. III
Greater mousedeer	<i>Tragulus napu</i>	-	LC	NL
Plantain Squirrel (<i>Tupai Pinang</i>)	<i>Callosciurus notatus</i>	-	LC	NL
All Squirrel	Family <i>Sciuridae</i>	P	-	-
Bornean Sun Bear (<i>Jugam/Beruang Madu</i>)	<i>Helarctos malayanus</i>	P	VU	App. I
BIRDS				
White-chested Babbler (<i>Burung Rimba</i>)	<i>Trichastoma rostratum</i>	-	NT	NL
White-Rumped Shama (<i>Murai Rimba</i>)	<i>Copsychus malabaricus</i>	P	LC	-
Oriental Magpie-Robin (<i>Murai</i>)	<i>Copsychus saularis</i>	-	LC	NL
Bornean Pheasant Fireback (<i>Ayam Hutan</i>)	<i>Lophura</i> sp.	P	-	-
Rhinoceros Hornbill (<i>Kenyalang</i>)	<i>Buceros rhinoceros</i>	TP	VU	App. II
Slender-Billed Crow (<i>Gagak</i>)	<i>Corvus enca</i>	-	LC	-
REPTILES				
All snake		-	-	-
Sumatran Cobra	<i>Naja sumatrana</i>	-	LC	App. II
All Python (<i>Ular Sawa</i>)	Family <i>Pythonidae</i>	P	-	-

Going forward, we will continue strengthening biodiversity protection across our operations through regular reviews, audits and monitoring of environmental governance and management practices to ensure compliance and minimise ecological risks.

In addition, we will continue promoting environmental awareness by integrating biodiversity education into school and community engagement programmes. These efforts will be complemented by ongoing monitoring of our operational impacts and a dedicated grievance mechanism, enabling communities to raise biodiversity-related concerns or report potential environmental violations.

GHG EMISSIONS

The growing impact of climate change, driven largely by human-induced greenhouse gas (GHG) emissions, is reshaping environmental and operational conditions worldwide. The increasing frequency of extreme weather events, including floods and wildfires, is creating widespread disruption across communities and industries.

We recognise our role in addressing these challenges and are implementing measures to reduce emissions and strengthen climate resilience across our operations. These measures include strengthening emissions measurement systems, improving operational efficiency, adopting cleaner energy solutions where feasible and embedding climate risk management into business planning and operational decision-making.

EMISSIONS MONITORING AND REPORTING

Since 2022, we have monitored GHG emissions from our timber operations using an operational control boundary approach, guided by the GHG Protocol Corporate Accounting and Reporting Standard, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories and its 2019 Refinement.

To ensure more effective operational control of our carbon footprint, we remain committed to continuously improving our GHG emissions tracking. Additionally, we implement ongoing efforts to identify further opportunities to strengthen our carbon footprint management.

In 2025, we enhanced our GHG emissions disclosure by separating Scope 1 and Scope 2 emissions to improve reporting practices and provide greater transparency. The GHG emissions from ITP decreased in 2025 compared to 2024 due to operational optimisation and outsourcing of selected activities to third-party contractors. The table below presents our Scopes 1 and 2 GHG emissions for 2022 to 2025:

BUSINESS UNIT	2025			2024			2023			2022		
	SCOPE 1	SCOPE 2	TOTAL	SCOPE 1	SCOPE 2	TOTAL	SCOPE 1	SCOPE 2	TOTAL	SCOPE 1	SCOPE 2	TOTAL
Industrial Tree Planting (ITP)	16,554	-	16,554	18,330	-	18,330	13,248	-	13,248	7,865	-	7,865
Natural Forest	3	-	3	3	-	3	5,127	-	5,127	9,929	-	9,929
Riverine Logistics/ transportation of materials	5,881	-	5,881	8,196	-	8,196	9,568	-	9,568	5,975	-	5,975
Manufacturing	2,508	18,659	21,167	2,279	13,465	15,744	2,817	12,743	15,560	2,973	12,256	15,229
Office/Others	231	250	481	207	260	467	262	296	558	312	305	618
Total	25,177	18,909	44,086	29,014	13,725	42,740	31,022	13,039	44,062	27,054	12,562	39,616

ENERGY

As a leading timber company, energy efficiency remains a key focus area in our sustainability journey. We recognise that energy use is intrinsically linked to our operational footprint and we continuously improve energy efficiency and optimise our energy use across our operations. Through these efforts, we aim to reduce GHG emissions while contributing to Malaysia's net-zero emissions target by 2050.

Drawing on both renewable and non-renewable energy sources to support our operations, we are guided by the Group's Responsible Forest Management Policy, Environmental Policy and Climate Change Policy in tracking and monitoring our energy consumption. By improving our energy management practices, we enhance our understanding of GHG emissions and support initiatives to improve energy efficiency and advance our decarbonisation journey.

Non-Renewable Fossil Fuel	Renewable Solar	Electricity	Steam
We operate a fleet of heavy equipment, vessels and vehicles used for raw material harvesting and transportation activities, which is predominantly powered by internal combustion engine (ICE) machinery.	We convert night lighting at upstream operation camps to solar-powered systems to reduce reliance on ICE-powered generators.	We power downstream manufacturing plants in Sarawak through the state electricity grid operated by Sarawak Energy Berhad (SEB), which has a relatively low emissions intensity.	We generate steam at the manufacturing plants primarily using water from rainwater harvesting ponds and solid wood fuel derived from wood residues and process waste generated from the manufacturing process.

As part of our ongoing energy transition, we will continue to explore opportunities to integrate alternative energy sources into our operations where feasible. By diversifying our energy mix, we aim to reduce our dependence on fossil fuels while enhancing operational efficiency and reducing our carbon footprint.

WATER AND EFFLUENTS

Water management is integral to the environmental stewardship of our operations, given its direct linkage to timber production activities, operational continuity and environmental performance. We manage this through responsible water use and structured effluent controls to ensure regulatory compliance, protect our reputation and minimise environmental and social risks, including potential impacts on local communities and stakeholder confidence.

Within our panel product mills, water is sourced from both public supply and harvested rainwater. These sources are primarily used for steam generation in boilers, while harvested rainwater is also utilised in camps and LPFs. Similarly, across forest operations, we mainly rely on rainwater and nearby river sources for daily needs.

To reinforce responsible water consumption across these operations, we conduct regular awareness sessions for employees, supported by the Group's Waste Management Policy and Environmental Policy. Licensed contractors are engaged for the disposal of waste materials and effluent to ensure compliant and responsible effluent management. In addition, water quality is monitored on a regular basis in accordance with the Environmental Quality Act (EQA) 1974, enabling early identification of changes in water quality and supporting appropriate corrective actions where necessary.



We will continue strengthening our approach to water and effluent management by improving operational oversight and response capabilities. This includes implementing more structured monitoring and auditing, strengthening internal reporting and establishing dedicated resources to respond effectively to leakages and other environmental incidents, ultimately minimising environmental risks.

MATERIALS

Traceability and responsible materials sourcing remain central to our procurement approach. Our sourcing of ITP logs is aligned with the requirements of the Programme for the Endorsement of Forest Certification (PEFC), including Forest Management (PEFC-FM), Chain of Custody (PEFC-CoC) and other verified legal sources.

This supports our broader commitment to eliminating natural forest log sourcing from our supply chain. We have fully discontinued the sourcing of natural forest logs and now exclusively use ITP logs.

For more information on our product certifications, please refer to www.samling.com/certifications/

WASTE

Managing waste efficiently is essential to safeguarding the continuity and credibility of our operations. Ineffective waste management may expose the Group to regulatory non-compliance, financial penalties and reputational risks. In addition, improper waste disposal can contribute to land and water contamination, potentially affecting environmental quality as well as the health and safety of employees, local communities and other stakeholders.

RESPONSIBLE WASTE MANAGEMENT

We remain committed to managing our waste responsibly through practices across our value chain. Our waste management approach is governed by the Waste Management Policy, which outlines the Waste Management Plan for both scheduled and non-scheduled waste streams. In line with Best Practicable Environmental Option (BPEO), we also prioritise waste reduction, reuse and recycling before waste is directed to final treatment or disposal, supporting resource efficiency while minimising environmental impacts.



We fully comply with all federal and state environmental laws. This includes adhering to the requirements for the proper handling of scheduled waste under the Environmental Quality Act 1974. All employees and contractors comply with the Waste Management Policy through clear communication and enforcement. A defined waste management chain of responsibility is implemented across all forest plantation areas to clearly assign roles and support effective execution of job scopes. We conform to regulatory requirements by engaging only licensed contractors for the disposal of scheduled waste.

Going forward, we will continue strengthening circular resource management across our value chain by reducing waste generation, increasing the recovery and reuse of materials and creating higher-value applications for wood by-products.

REPURPOSING WOOD BY-PRODUCTS

Samling produces solid lumber, engineered wood products and wood panels as part of its primary product range. The production process generates sawdust and wood chips as by-products. We directed these by-products into downstream manufacturing to produce fibreboard, particleboard and biomass fuel, contributing to improved resource efficiency and circular material use.

We actively identify opportunities to expand markets for our by-products. This enhances resource efficiency by maximising the use of each log and repurposing residual materials, while reducing reliance on landfill disposal and generating additional value from raw materials. Our subsidiary, TreeOne MegaPellet Sdn Bhd (TOMP), continues to support our waste reduction strategy by processing wood chip materials from sustainably managed planted forests into wood pellets. These are subsequently used as industrial biomass fuel for coal-fired power plants.

Delivering high calorific value with low ash content, our wood pellets are free from contaminants and serve as an environmentally friendly fuel source. Our quality control team inspects every batch of our wood pellet products, which are certified under the Programme for the Endorsement of Forest Certification (PEFC) Chain of Custody.

ADVANCING SUSTAINABLE BIOMASS SOLUTIONS

In 2025, Samling Strategic Corporation Sdn Bhd signed a Letter of Intent (LOI) with Kobe Steel Ltd. to jointly undertake a feasibility study for the development of a sustainable woody black pellet business in Sarawak. The proposed collaboration will evaluate the establishment of state-of-the-art black pellet production facilities and supporting logistics infrastructure, leveraging Sarawak's sustainably managed woody resources and Kobe Steel's technological expertise in bioenergy.

Black pellets are an advanced biomass fuel that can serve as a lower-carbon alternative to coal for industrial heat production and power generation, including steelmaking applications. The initiative supports our efforts to create higher-value applications for wood by-products, strengthen resource efficiency and contribute to the transition towards a lower-carbon and more circular economy. Subject to the outcome of the feasibility study and the necessary approvals, the project also has the potential to position Sarawak as a regional hub for sustainable bioenergy production.

Read more about the Letter of Intent on www.samling.com/LetterofIntent.



For more information on our journey into the biomass industry, please refer to www.samling.com/blog/

ENVIRONMENTAL COMPLIANCE

We uphold environmental compliance across our operations and value chain to support responsible, resilient and sustainable business practices. Embedding sound environmental practices and sustainable land use ensure regulatory compliance, maintain our licences to operate, reduce exposure to legal and financial penalties and retain access to forest resources. Without these measures, we could face regulatory breaches, operational disruptions, reputational damage, weakened stakeholder confidence and strained relationships with local communities.

RESPONSIBLE PEST MANAGEMENT IN OUR PLANTATION OPERATIONS

Our approach to pest management within the areas covered by our Licences for Planted Forests (LPFs) is guided by the requirements of MTCS ST 1002:2021 (MC&I SFM) certification. We align our practices with Criterion 6.6 under Principle 6 on Environmental Impact by prioritising non-chemical control methods where practicable and avoiding pesticides that may pose risks to people or the environment.

Furthermore, the Criterion prohibits the use of WHO Class 1A and 1B pesticides, chlorinated hydrocarbons, persistent pesticides that may bioaccumulate in the food chain and pesticides restricted under international agreements. We will only use permitted pesticides where application is necessary and where non-chemical methods are not sufficient.

In such situations, our LPF managers will oversee its use and ensure that workers are briefed and trained on safe handling requirements, issued with the required PPE and guided on the approved methods for keeping and disposing of pesticides. These controls help reduce potential harm to workers and the surrounding environment.

MAINTAINING OUR SUSTAINABLE FOREST MANAGEMENT CERTIFICATION

During the reporting year, we maintained MTCS/PEFC Sustainable Forest Management (SFM) certification for 67,446 hectares of planted forest across five certified Forest Plantation Management Units (FPMUs).

The certified areas include:

STATUS OF PLANTED FOREST CERTIFICATION AS OF JUNE 2025

FOREST PLANTATION MANAGEMENT UNIT (FPMU)—PLANTED FOREST	REGISTERED SIZE FOR CERTIFICATION AREAS (HECTARES)	STATUS OF CERTIFICATION	CERTIFICATION NO.	ORIGINAL DATE OF CERTIFICATION	EXPIRY OF CERTIFICATE
Kuala Baram FPMU	3,000	Certified to SIRIM MTCS/PEFC SFM	FMC-FP 00119	27 December 2022	26 December 2027
Lana FPMU	9,393		FMC-FP 00116	12 May 2017	11 May 2030
Marudi FPMU	19,941		FMC-FP 00117	15 January 2019	14 January 2029
Segan FPMU	10,278		FMC-FP 00002	18 July 2014	17 July 2030
Paong FPMU	24,834		FMC-FP 00120	8 March 2024	7 March 2029
Total Certified FPMU	67,446				

ADVANCING OUR DOWNSTREAM OPERATIONS CERTIFICATION

We recognise our downstream operations as a significant part of our value chain, converting timber resources into a range of value-added products, including plywood, wood-based panels, housing components and wood pellets. Certification across these facilities supports traceability, product assurance and responsible sourcing within our manufacturing value chain.

On 6 August 2025, our subsidiary, TreeOne MegaPellet Sdn Bhd (TOMP) obtained the recertification of Chain of Custody under the Programme for the Endorsement of Forest Certification (PEFC) and maintained its product certification under the Sustainable Biomass Program (SBP).

Additionally, three of our Malaysian factories, Samling Plywood (Bintulu) Sdn Bhd (SPB), Grand Paragon Sdn Bhd (GP) and Magna-Foremost Sdn Bhd (MF), completed renewal of their PEFC Chain of Custody certifications in April and July 2025. Two other factories, Samling Housing Products Sdn Bhd (SHP) and Samling Home Products Sdn Bhd (SHomeP), maintained their PEFC Chain of Custody certifications throughout the reporting year.

STATUS OF DOWNSTREAM WOOD PROCESSING FACILITIES CERTIFICATION AS OF JUNE 2025

FACTORY	CERTIFICATION NO.	STANDARD	EXPIRY OF CERTIFICATE
TreeOne MegaPellet Sdn Bhd, Bintulu, Malaysia	C873731CU-PEFC-COC-01.2025	PEFC ST 2002:2020 Appendix 2 Multisite, PEFC ST 2002:2020, PEFC ST 2001:2020 Chain of Custody of Forest and Tree Based Products	5 August 2030
	SBP-06-84	SBP Standard 2, SBP Standard 4, Standard 5	2 March 2028
Samling Plywood (Bintulu) Sdn. Bhd., Bintulu, Malaysia	SIRIM-PEFC-COC-00122	PEFC ST 2002:2020, Chain of Custody of Forest and Tree Based Products - Requirements	29 July 2030
Grand Paragon Sdn Bhd, Bintulu, Malaysia	SIRIM-PEFC-COC-00114		23 April 2030
Magna-Foremost Sdn Bhd, Bintulu, Malaysia (MF)	SIRIM-PEFC-COC-00115		23 April 2030
Samling Housing Products Sdn Bhd, Miri, Malaysia (SHP)	SIRIM-PEFC-COC-00220		3 August 2026*
Samling Home Products Sdn Bhd, Sg. Buloh, Selangor	SIRIM-PEFC-COC-00246		5 November 2028

Note: *SHP has completed its recertification audit and is awaiting the issuance of its renewed certification.

For more information on our certifications, including Forest Management, Chain of Custody, Product Certificates and ISO Certificates, refer to www.samling.com/certifications

OCCUPATIONAL HEALTH AND SAFETY

At Lingui, we work to uphold strong occupational safety and health (OSH) performance by safeguarding employee well-being, complying with applicable laws and aligning our practices with the requirements of the Malaysian Timber Certification Scheme's Malaysian Criteria and Indicators for Sustainable Forest Management (MTCS MC&I SFM). A safe and conducive workplace supports our responsibility to prevent work-related injuries and illnesses and reflects our broader commitment to human rights.

OSH performance also contributes to stakeholder confidence, particularly among investors and external stakeholders who consider workplace safety an important aspect of ESG and sustainability performance. Ineffective OSH management may affect stakeholder trust, our reputation and employees' morale as well as productivity.

We comply with the Occupational Safety and Health (Amendment) Act 2022 in managing workplace health and safety risks. We are also guided by our Health and Safety Policy, which sets out our approach to establishing safe systems of work when planning and carrying out our operational activities to minimise risks and provide a safe and conducive working environment for our employees.

HEALTH AND SAFETY MANAGEMENT SYSTEM

Our Occupational Safety and Health Management System (OHSMS) complies with the Occupational Safety and Health (Amendment) Act 2022 and is guided by our Health and Safety Policy. The OHSMS applies to all employees and workers at our worksites and premises, covering work activities carried out under our operational control. It does not extend to third parties or activities outside our operational control.

In 2025, the following employees were covered by our OSHMS:

	Employees	
	Number	Percentage (%)
Covered by an OSHMS	3,423	100
Covered by an OSHMS that has been internally audited	2,632	76.9
Covered by an OSHMS that has been audited or certified by an external party	1,139	33.3

Our OHSMS is supported by an OSH programme framework that covers the following areas:

▶ Safety and Health Committee

- Provision of worker representation, consultation and participation in contributing and evaluating the effectiveness of health and safety efforts in the workplace
- Appointed either every one or two years, it also serves as a legal platform for employer-employee communications on OSH requirements and improvements

▶ Major Activities Hazard & Risk Control (HIRARC)

- Provision of risk and hazard rating for operational activities and the relevant mitigations to implement safe work practices

▶ Chemical Health Risk Assessment (CHRA)

- Provision of chemical register, risk rating on activities and usage and mitigations to ensure safe chemical handling and exposure

▶ Noise Risk Assessment (NRA – 2019 Reg)

- Provision of risk exposure and mitigation controls

▶ Certification of Fitness (CF for boiler, lifting Eq and PV)

- Provision of annual inspection and validation to ensure maintenance for safe use

▶ Forest Trained Workmen Rules 2015

- Provision of trained and competent forestry workers for safe execution of high-risk forestry activities

▶ Scheduled Waste Handling/Management/Disposal

- Provision of scheduled waste management to ensure disposal of waste according to regulations

▶ Toolbox/Briefing at Work on Safety

- Provision of safety awareness and implementation of current alert to improve safety awareness and practices

▶ OSH Inspection and Audit

- Provision of monitoring and review plan for continuous improvement in OSH management

▶ Incident Reporting and Investigation

- Provision of root cause review and analysis and improvement in prevention action plan

▶ PPE at Work with Standard Matrix Tied to Job/Function

- Management of required PPE mandatory in each line of activities

▶ OSH Training and First Aider/Emergency Response Plan

- Enhancement on OSH competency to handle hazards, incidents prevention and continuous improvement in OSH management

Our OSH Department at corporate headquarters oversees workplace safety and health across our operations. The department works with each operating business segment to develop OSH management plans and provide guidance to ensure the plans are applied consistently, monitored regularly and aligned with applicable OSH requirements. These plans are also reviewed and strengthened through the Plan-Do-Check-Act (PDCA) approach, supported by audits and inspections that help identify gaps and improve overall OSH performance within each business segment.

HAZARD IDENTIFICATION AND MANAGEMENT

We utilise hazard identification, risk assessment and risk control (HIRARC) to identify potential OSH risks, assess their severity and determine the controls needed to prevent incidents. As part of this process, the management team at each operating unit conducts initial inspections and reviews the work environment, key activities and associated hazards across core operations.

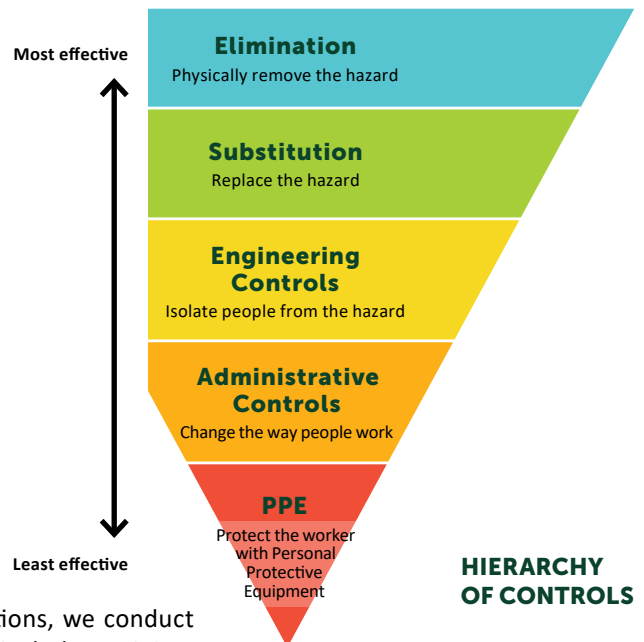
We then apply the hierarchy of controls to manage identified risks, beginning with hazard elimination before considering substitution of processes and engineering controls to protect workers. Administrative measures such as standard operating procedures and safe work practices are implemented before the provision of personal protective equipment.

To monitor the OSH management in our upstream operations, we conduct an annual safety and health implementation plan, which includes training, awareness programmes, refresher sessions, audits and inspections. For downstream operations, each unit is overseen by its respective occupational safety coordination team, with support from our Group-level OSH Department to reflect the different functions and processes across our operations.

Findings from audits and inspections are then shared with the relevant safety and health committees to support rectification and strengthen workplace safety practices and processes.

We also strengthen hazard awareness and mitigation through toolbox talks, which guide workers on safe work practices and compliance with standard operating procedures, alongside educational campaigns and training programmes led by the safety and health committees.

During an incident, we conduct investigations to determine potential root causes and establish action plans to prevent recurrence. Our investigation methodology is further explained in **Incident Investigation** on the next page.



WORKER SAFETY AND HAZARD REPORTING PROTOCOL

Our OSH Policy provides workers with the right to remove themselves from work situations where imminent hazards or dangers are present. Workers may return to work only after the identified hazards have been mitigated, without fear of retaliation for exercising this right.

We also provide reporting channels, including QR code and suggestion boxes, for workers to raise concerns relating to hazards, unsafe actions and risky conditions. All reports are protected under Section 26A of the Occupational Safety and Health (Amendment) Act 2022 and are assessed by the relevant safety and health committees before being escalated to the Group OSH Department where further action is required.

INCIDENT INVESTIGATION

When an incident occurs, we appoint an investigation team comprising safety and health committee members, led by a competent safety and health officer. The team examines the incident to identify its underlying causes and determine appropriate mitigation measures to reduce the likelihood of recurrence.

We utilise the 6M method of investigation to assess contributing factors in a structured manner, including root causes and behavioural elements that may have contributed to the incident.

6M METHOD: TYPES OF CONTRIBUTORY CONDITIONS TO AN INCIDENT



The findings are then used to strengthen mitigation measures and reduce the likelihood of similar incidents, with most cases typically linked to unsafe actions or unsafe conditions. Where improvements are required, we enhance standard operating procedures and work practices, then share the lessons learnt with workers so that corrective actions are understood, applied and used to prevent recurrence.

ACCESS TO HEALTHCARE SERVICES

To support workers' health and well-being, we conduct pre-employment medical examinations to identify potential chronic illnesses such as hypertension, obesity and diabetes, while facilitating early medical intervention for higher-risk cases. Workers are also required to obtain medical clearance from a registered medical practitioner before commencing employment. We further monitor blood pressure, blood glucose and cholesterol levels to identify workers with elevated health risks and encourage employees to regularly monitor their weight and body mass index (BMI).

In addition, we raise awareness of hygiene practices at our worksites and workers' residences to help prevent vector-borne diseases such as dengue. Workers' medical records are kept confidential by storing them in locked personnel files, with access restricted to authorised Human Resources (HR) personnel.

PROMOTING HEALTH THROUGH STRATEGIC PARTNERSHIPS

On 15 January 2025, we collaborated with KPJ Hospital Miri and Prime Borneo Clinic Miri to provide complimentary on-site health screening services for our employees. The programme benefited 98 employees through general medical check-ups, while 49 employees underwent ENT screenings to support the early identification and management of ear, nose and throat-related conditions. In addition, 44 female employees received complimentary HPV vaccinations to promote long-term women's health and reduce the risk of cervical cancer. By improving access to preventive healthcare services, the initiative strengthened employee health awareness and reinforced our commitment to fostering a healthier and more productive workforce.



WORKER ENGAGEMENT

We encourage employees and workers to actively contribute to the development, implementation and evaluation of our OSHMS by sharing feedback through routine toolbox talks, pre-job briefings and participation in safety and health committees.

In line with applicable regulatory requirements, each operating unit with more than 40 personnel is required to establish an OSH committee. Led by the respective unit head, the committee comprises representatives from management and employees and is supported by either a competent safety and health officer or a trained OSH coordinator.

The OSH committee is responsible for carrying out regular workplace inspections, reviewing findings and OSHMS non-compliance issues, investigating accidents and implementing programmes to strengthen OSH compliance at the workplace. Each committee meets at least once every three months to maintain alignment with the Group's OSH management plan. The key matters covered during the meetings include workplace safety, health and welfare issues, HSE statistics including near-miss incidents, the review of the latest workplace audit findings and updates on safety and health information.

SAFETY AND HEALTH TRAINING

We provide workers with regular training to strengthen the skills, knowledge and awareness needed to carry out their duties safely and support a safer workplace. This includes:

YEARLY

- Basic fire extinguisher training
- Chemical handling and PPE awareness
- Emergency response training (work-related and spillage)
- Fire emergency response training/awareness
- Forest fire awareness/training
- Forest fire equipment training
- HSE training for OSH coordinators, safety and health committee members and heads of departments
- Noise exposure and PPE awareness
- Scheduled waste training
- Trained operators under trained workmen rules (Forest Ordinance)



BI-MONTHLY

- Safety awareness/campaign

MONTHLY

- Safety and health induction/refresher

WEEKLY

- Toolbox talk/safety briefing

WHEN REQUIRED

- Trained first aider training

PROMOTION OF WORKER HEALTH

We support employees' access to healthcare by allowing time off during working hours to seek medical services, particularly for those based at worksites located near healthcare facilities. Malaysian workers are able to access free services under the public healthcare system, while we cover medical costs for foreign workers. For remote worksites, we provide on-site clinics staffed by qualified medical assistants who can deliver basic healthcare support when necessary.

WORK-RELATED INJURIES AND ILLNESSES

Our reporting is aligned with the Department of Occupational Safety and Health's (DOSH) Report for Occupational Accident/Dangerous Occurrence (JKKP 6), while our safety performance is calculated based on 1,000,000 hours worked.

We maintained zero fatalities and zero high-consequence work-related injuries from 2023 to 2025:

Work-related injuries	2023		2024		2025	
	No.	Rate	No.	Rate	No.	Rate
All employees						
Fatalities as a result of work-related injury	0	0	0	0	0	0
Reportable work-related injuries	21	1.63	20	1.63	19	2.01
The number of hours worked	12,911,593		12,252,898		9,446,731	

To manage workplace noise exposure, we conduct Noise Risk Assessments through competent assessors to determine the risk and exposure levels associated with each work activity. The findings are managed through ongoing baseline monitoring and tracking, with recommendations from the assessors implemented to further minimise workers' exposure to noise-related risks.

Going forward, we will place greater emphasis on strengthening management ownership and active involvement in driving OSH practices across the Group. This will include expanding awareness initiatives, linking incentives to OSH outcomes and applying consequence management where accountability will be reinforced. These measures are intended to build a stronger safety culture, improve early risk recognition and enable more effective action to mitigate hazards and respond to OSH issues within our operations.

HUMAN RIGHTS AND LABOUR PRACTICES

Respecting human rights and upholding high labour standards are integral to our workforce management approach and support our aspiration to be an employer of choice. As a responsible corporate citizen, we are committed to ensuring the effective oversight of these areas to fulfil our statutory and regulatory duties. We seek to foster a positive and inclusive workplace while demonstrating sound governance to maintain the trust we have built with investors, lenders, regulators and other stakeholders in the management of workforce-related matters.

We acknowledge the labour-intensive nature of our operations as a timber company and the associated exposure to labour and human rights risks. In line with our ongoing commitment to safeguarding the rights and dignity of our employees and workers, we maintain policies, procedures and guidelines on key human rights aspects, with our Human Rights Policy serving as the primary framework.



Along with other relevant internal frameworks, our Human Rights Policy translates our dedication to respecting, supporting and upholding fundamental human rights into day-to-day requirements in line with the United Nations Universal Declaration of Human Rights. This includes ensuring equitable treatment, providing decent working conditions and maintaining accessible channels for employees and other stakeholders to raise concerns.

It further affirms our zero-tolerance stance towards forced labour, bonded labour and child labour. It also prohibits discrimination on the basis of race, colour, national origin, age, religion, disability status, gender, sexual orientation, gender identity, genetic information and marital status.

The policy applies across the Group and covers all directors, employees, temporary workers such as interns and third parties including suppliers and business partners.

SAFE REPORTING THROUGH OUR WHISTLEBLOWING MECHANISMS

We recognise that whistleblowing plays a critical role in promoting transparency, accountability and the early identification of potential misconduct. As such, we maintain multiple secured whistleblowing channels to enable stakeholders to raise concerns relating to human rights, labour practices or misconduct across our operations.

Our Whistleblower Policy safeguards whistleblower anonymity and maintains strict confidentiality in accordance with the Whistleblower Protection Act 2010. It also ensures that complaints or grievances can be submitted without fear of retaliation, provided they are made in good faith. In 2025, there were zero human rights violation cases reported within our operations.

Stakeholders may submit complaints through the following channels:

Email	Address
whistleblower@samling.com.my	P. O. Box 12053 50766 Kuala Lumpur

EMPLOYEE DIVERSITY

In 2025, our workforce comprised 3,423 employees, of whom 1,704 were permanent employees and 1,719 were employees on renewable contracts.

Male employees accounted for a larger proportion of the workforce, reflecting the nature of our operational activities. We also hired 655 employees and recorded 1,073 turnovers, while 45 self-employed workers carried out work controlled by the Group.

In addition, 65 employees or 1.9% of the total workforce were covered by collective bargaining agreements, which demonstrates the presence of formal worker representation within our workforce.

Employee by Gender	2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of employees	1,041	3,227	4,268	913	3,015	3,928	784	2,639	3,423
Number of permanent employees	598	1,521	2,119	490	1,282	1,772	449	1,255	1,704
Number of temporary employees (Employees on Renewable Contract)	443	1,706	2,149	423	1,733	2,156	335	1,384	1,719
Number of non-guaranteed hours employees	1,041	3,227	4,268	913	3,015	3,928	784	2,639	3,423

Note: Data for 2023 and 2024 has been restated due to more comprehensive data collection undertaken in 2025.

Collective Bargaining Agreement	2024	2025
Percentage (%) of total employees covered by collective bargaining agreements	4.3% (170 employees)	1.9% (65 employees)

New Employee Hires		2023		2024		2025	
		No.	Rate	No.	Rate	No.	Rate
Gender	Male	1,194	74%	851	81%	526	80%
	Female	417	26%	195	19%	129	20%
Age Group	<30 years	834	52%	556	53%	356	55%
	30-50 years	720	45%	460	44%	270	41%
	>51 years	57	4%	30	3%	29	4%
Region	Malaysia	567	35%	255	24%	265	40%
	Others	1,044	65%	791	76%	390	60%

Employee Turnover		2023		2024		2025	
		No.	Rate	No.	Rate	No.	Rate
Gender	Male	1,866	81%	1,070	76%	842	78%
	Female	438	19%	347	24%	231	22%
Age Group	<30 years	737	32%	597	42%	459	43%
	30-50 years	1,256	55%	655	46%	502	47%
	>51 years	311	13%	165	12%	112	10%
Region	Malaysia	1,653	72%	640	45%	349	33%
	Others	651	28%	777	55%	724	67%

Diversity of Governance Body		2023		2024		2025	
Gender	Male	90%		88%		88%	
	Female	10%		12%		12%	
Age Group	<30 years	-		-		-	
	30-50 years	-		-		-	
	>51 years	100%		100%		100%	

Diversity of Employees		Gender		Age Group			Ethnicity			
		Male	Female	<30 years	30-50 years	>51 years	Chinese	Malay	Indian	Others
2023										
Non-Executive		3,000	929	1,412	1,928	589	127	186	5	3,611
Executive		108	79	25	112	50	68	11	2	106
Manager and above		110	32	1	59	82	91	5	1	45
Directors		9	1	0	-	10	8	-	-	2
2024										
Non-Executive		2,787	794	1,364	1,741	476	118	151	4	3,308
Executive		111	85	30	118	48	62	12	2	120
Manager and above		110	33	1	63	79	87	6	1	49
Directors		7	1	-	-	8	6	0	-	2
2025										
Non-Executive		2,424	669	1,090	1,546	457	104	132	4	2,853
Executive		102	80	36	100	46	53	14	2	113
Manager and above		106	34	-	64	76	84	7	1	48
Directors		7	1	-	-	8	6	-	-	2

FAIR REMUNERATION AND EMPLOYEE BENEFITS

We believe in prioritising employee wellbeing through competitive remuneration and comprehensive benefits. To support this, our employees are remunerated in accordance with statutory minimum wage requirements in the jurisdictions where we operate, complemented by benefits that support their health, welfare and family needs.

In Malaysia, all full-time employees receive life insurance, healthcare, disability and invalidity coverage and parental leave, in addition to mandatory statutory contributions to the Employees' Provident Fund (EPF) and Social Security Organisation (SOCSO).

We will continue to foster a culture that respects and upholds human rights by strengthening awareness. This includes encouraging open communication and promoting accountability across our operations through enhanced grievance mechanisms and human resource practices. We will also review the Community Engagement and Awareness Programme (CEAP) to increase awareness of Lingui's sustainability efforts and goals among employees and the local communities.

TRAINING AND EDUCATION

In 2025, our employees completed 4,315 training hours, comprising 2,579 hours by male employees and 1,736 hours by female employees.

Male training hours increased substantially, rising from 1,022 hours in 2024 to 2,579 hours in 2025 despite a reduction in the male workforce. At the same time, female training hours decreased from 5,473 hours to 1,736 hours. The overall movement was also influenced by a decrease in the female employee base, which declined from 913 employees in 2024 to 784 employees in 2025.

By employee category, Executives recorded the highest training hours at 1,872 hours, followed by Managers and above at 1,323 hours and Non-Executive employees at 1,120 hours.

Training Hours by Gender	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Total No. of Employees	3,227	1,041	3,015	913	2,639	784
Total No. of Training Hours	882	3,232	1,022	5,473	2,579	1,736
Average Training Hours Per Employee	0.27	3.10	0.34	5.99	0.98	2.21

Training Hours by Employee Category	2023		2024		2025	
	Total No. of Training Hours	Average Training Hours Per Employee	Total No. of Training Hours	Average Training Hours Per Employee	Total No. of Training Hours	Average Training Hours Per Employee
Non-Executive	2,530	0.59	2,902	0.74	1,120	0.33
Executive	917	0.21	2,181	0.56	1,872	0.55
Manager and above	667	0.16	1,412	0.36	1,323	0.39

Moving forward, we will continue to invest in employee development by expanding learning opportunities and enhancing the quality and relevance of our training programmes. Through ongoing capability building and skills enhancement, we aim to cultivate a competent, adaptable and future-ready workforce that contributes to the Group's long-term success.

COMMUNITY ENGAGEMENT

Maintaining close relationships with the local communities connected to our forest operations is fundamental to fostering long-term trust and creating positive social impact. We regularly engage with the communities surrounding our operations by holding dialogues to understand their needs and manage stakeholder expectations. This includes conducting Social Impact Assessments, which guide our community initiatives, enabling us to identify gaps and implement meaningful programmes for targeted beneficiaries.



We also give back to the people by creating jobs and providing infrastructural and educational support to contribute to the development of thriving communities. This fosters mutual understanding, facilitates effective issue resolution and contributes to the continuity of our upstream operations. By working closely with the local communities and meeting their needs, we aim to build enduring partnerships while supporting responsible and sustainable forest management. Our efforts enable us to contribute to the relevant UN Sustainable Development Goals (SDGs), supporting the shared ambition of ensuring no one is left behind.

BUILDING TRUST THROUGH RESPONSIBLE ENGAGEMENT

As a responsible organisation, we engage with the local communities to gather feedback and understand their concerns prior to establishing an ITP within a targeted location. The insights are reviewed by our Community Liaison Officers (CLOs) to ensure appropriate engagement strategies are developed before initiating any formal dialogues with the respective villages.

These sessions are conducted in Bahasa Malaysia and the relevant native language of each community, in accordance with our established stakeholder engagement procedures. This approach ensures effective communication, facilitates the Free, Prior and Informed Consent (FPIC) process in compliance with the Malaysian Timber Certification Scheme (MTCS) MC&I requirements and provides a platform for local communities to raise concerns, submit requests and address grievances.

Upon obtaining the community's consent for operations within its area of influence, we formalise a goodwill agreement with the respective village prior to the commencement of operational activities.

ITP ENGAGEMENT PROCESS



Throughout the planning and operational phases, we uphold respect for customary land rights by avoiding encroachment into Native Customary Rights (NCR) land, conducting Social Impact Assessments (SIA) and safeguarding High Conservation Value (HCV) areas, burial grounds and culturally significant sites.

We are committed to maintaining open, transparent and continuous engagement with local communities throughout the lifecycle of our operations, fostering mutual trust, addressing emerging issues collaboratively and ensuring our activities are conducted responsibly and sustainably.

Our presence is concentrated in:

- ▶ Kuala Baram
- ▶ Lana
- ▶ Marudi
- ▶ Segan
- ▶ Paong

The Indigenous communities we work closely with include:

- ▶ Berawan
- ▶ Iban
- ▶ Bisaya
- ▶ Kenyah
- ▶ Punan

Number of Villages and Native Communities Within and Adjacent to the Forest Plantation Management Unit (FPMU) Areas in 2025

FPMU	Number of Villages Within the Operation Area	Native Community	Number of Villages Adjacent to Operation Area	Native Community
Kuala Baram LPF/0004	4	Iban	2	Iban
Lana LPF/0006	0	-	4	Punan
Marudi LPF/0008	10	Iban, Berawan, Bisaya	15	Iban, Berawan, Bisaya
Segan LPF/0014	10	Iban	13	Iban
Paong LPF/0021	0	-	2	Kenyah

ENGAGING AND SUPPORTING LOCAL COMMUNITIES

We engage directly with local communities through our CLOs, who are familiar with the native languages where we operate. Every Forest Plantation Management Unit (FPMU) is assigned with a dedicated CLO.

As a conduit between Lingui Group and the local communities, our CLOs build relationships with the communities and facilitate open communication by conducting dialogues and gathering feedback, enabling us to understand their needs and address grievances. The CLOs also communicate the Group's responses to any concerns raised by the communities and provide updates on matters that may affect their livelihoods or our operations.

PROVIDING COMMUNITY ASSISTANCE

Supporting the well-being of local communities goes hand in hand with our operations. We contribute to local development by supporting infrastructure, public facilities and other community initiatives that address local needs and improve quality of life. Community assistance requests channelled through our CLOs typically relate to infrastructure and public facilities, maintenance, safety, as well as material and financial assistance. Each request is reviewed and assessed before appropriate assistance is provided, subject to operational feasibility and management approval.

The table below shows the number of community assistance requests received over a three-year period:

Location	Number of Community Assistance Requests Received by Year			Total Number of Community Assistance Requests Received (2023-2025)
	2023	2024	2025	
Kuala Baram LPF/0004	1	4	3	8
Lana LPF/0006	-	1	11	12
Marudi LPF/0008	9	5	27	41
Segan LPF/0014	13	14	20	47
Paong LPF/0021	12	13	32	57

ADDRESSING LOCAL GRIEVANCES

We maintain accessible grievance channels to ensure the local communities have a clear avenue to raise concerns and seek appropriate resolutions.

Local communities may raise grievances by completing a grievance form and submitting it to the site office or their CLOs. They may also submit their grievances online via www.samling.com/complaint-request-form-en.

During the reporting period, the following number of grievances were reported, with the breakdown by status shown below.

Location	Number of Reported Grievances by Status				Total Number of Grievances Reported in 2025
	Open	Ongoing	Pending Action	Closed	
Kuala Baram LPF/0004	0	0	0	0	0
Lana LPF/0006	0	0	0	0	0
Marudi LPF/0008	0	2	0	1	3
Segan LPF/0014	0	0	0	0	0
Paong LPF/0021	0	0	1	2	3

LOCAL EMPLOYMENT OPPORTUNITIES

Our operations continue to create meaningful employment opportunities for local communities, supporting inclusive economic participation and long-term livelihood development. Beyond providing jobs, we are committed to fostering local talent by offering career progression opportunities, including leadership and managerial positions that enable employees to develop their capabilities and contribute to the sustainable growth of our operations.

COMMUNITY ENGAGEMENT

We believe that strong communities are built through long-term partnerships and meaningful investments that respond to local needs. During the year, we supported initiatives focusing on education, community development, environmental conservation, skills enhancement and livelihood opportunities, benefiting students, local residents, Indigenous communities and community organisations across our operating areas.

OUR INITIATIVES ENABLE US TO CONTRIBUTE TO:



NURTURING FUTURE TALENT FOR SUSTAINABLE GROWTH

Throughout the reporting year, we reaffirmed our commitment to talent development and graduate employability through university and school engagements, career fairs and strategic partnerships that strengthen industry-academia collaboration.

These initiatives support human capital development, skills enhancement and career pathways while contributing to the socioeconomic growth of local communities. Additionally, they reflect the Group's long-term vision of nurturing a skilled workforce, empowering youth and supporting Sarawak's sustainable future.

FEBRUARY 2025

- Welcomed a courtesy visit from the University Industrial Centre of Universiti Malaysia Sarawak (UNIMAS) to explore opportunities for collaboration in sustainable forestry training, research, and community development.
- Hosted 42 Diploma in Forestry students from Universiti Putra Malaysia Sarawak (UPM Sarawak) on an educational visit to Samling Housing Products, where they gained insights into wood-based manufacturing processes and career opportunities within the forestry sector.

MARCH 2025

- Visited SMK Marudi, SMK Telang Usan and the Baram District Education Office (PPD Baram), followed by engagements with SMK Temenggong Datuk Lawai Jau and SMK Long Lama, to promote career awareness and opportunities for students in rural communities.
- Strengthened engagements with Universiti Malaysia Sabah (UMS) and Universiti Teknologi MARA (UiTM) through discussions on potential collaborations involving internships, scholarships and joint research initiatives.



APRIL 2025

- Participated in the Borneo Roundtable Discussion and Career Fair 2025, organised by UNIMAS and the State Education Department, where the Samling Scholarship Programme was showcased to highlight financial assistance and career pathways for students.
- Continued education outreach through career expos at SMK Marudi, SMK Telang Usan and SMK Temenggong Datuk Lawai Jau. The expos featured participation from higher learning institutions including UNIMAS, UPM Sarawak, Politeknik Mukah, Institut Kemahiran Belia Negara (IKBN) Miri, Sarawak Skills Miri and Riam Institute of Technology, Miri, providing students with greater exposure to further education and career opportunities.



JULY 2025

- Formalised strategic collaborations through the Memorandum of Understanding (MoU) and Letter of Intent (LoI) signing ceremony held at IKBN Miri.
- Welcomed a courtesy visit from CENTEX Kuching to explore potential areas of collaboration in skills development, training and industry engagement.

AUGUST 2025

- Participated in the Letter of Intent (LoI) signing ceremony held during the 8th International Conference on Technology and Innovation (TECHON), further strengthening partnerships in technology, innovation and knowledge exchange.



NOVEMBER 2025

- Welcomed a delegation of 22 students and a lecturer from Universiti Teknologi MARA's Faculty of Business Management as part of their FinVenture: Exploring the World of Finance educational trip to Miri. The visit included sessions with several of the Group's operations, providing students with insights into the Group's business activities. The programme concluded with an interactive question-and-answer session, offering valuable industry exposure and perspectives on potential career opportunities.



STRENGTHENING COMMUNITY BONDS THROUGH SPORTS SPONSORSHIP

From 14 to 16 April 2025, we sponsored food and beverages for the *Kejohanan Olahraga Majlis Sukan Sekolah Rendah (MSSR) Peringkat Zon Baram Tengah*, held at Sekolah Kebangsaan (SK) Long Naah. The sponsorship was provided in response to a request from the Parents and Teachers Association (PIBG) of SK Long Naah, supporting the school's efforts to enhance student participation in sports activities.

The contribution aimed to promote youth development, community spirit and healthy lifestyles by providing refreshments for students, participants and organisers throughout the event.

Through this initiative, we continue to strengthen ties with the school and local community while encouraging students to participate actively in sports and recreational activities that foster teamwork, confidence and personal development.



SUPPORTING STUDENT DEVELOPMENT THROUGH ENHANCED PHYSICAL AND HEALTH EDUCATION FACILITIES

On 30 October 2025, we contributed RM40,000 to Sekolah Jenis Kebangsaan (Cina) [SJK(C)] Chiaw Nan to support the development of its new school facilities, including a modern basketball court. The contribution was made following the school's relocation to its new premises, as part of its ongoing efforts to enhance physical and health education facilities for students.



Formally presented by our Chief Operating Officer, Yap Fui Fook, to Madam Hi Lim Ing, representative of SJK (C) Chiaw Nan, this initiative follows our earlier contribution of RM10,000 to the school during the 2025 Chinese New Year celebrations, reaffirming our continued support for education and community development.

CARING FOR OUR COASTLINE THROUGH COLLECTIVE BEACH CLEANING EFFORTS

On 12 October 2025, more than 40 of our employees participated in the Beach Cleaning Campaign organised by the Miri City Council (MCC) and the Northern Sarawak Journalists Association (NSJA). Our team emerged as the event winner after collecting 422.2 kg of waste, contributing significantly to the overall collection of 2,121.4 kg of rubbish gathered throughout the campaign.

The initiative builds upon the momentum established in September 2025, when 16 employees volunteered their personal time to organise a beach clean-up at Brighton Beach, Miri. Through these efforts, our employees joined hands with local organisations and community members to preserve public coastal areas and promote environmental awareness. This initiative reflects our continued commitment to community engagement and environmental stewardship, demonstrating how collective action can create a cleaner, healthier and more sustainable environment for all.



GOING FORWARD

As the forestry sector continues to evolve, so too will our approach to creating long-term value. Building on the progress made this year, we will continue strengthening sustainable plantation management while expanding opportunities that support responsible growth, climate resilience and environmental stewardship. The implementation of the Samling ESG Roadmap 2026–2030, aligned with the Sarawak Sustainability Blueprint 2030, will guide our efforts through clear deliverables and measurable targets.

At the same time, enhancing transparency and responsible business practices across our operations will remain our priority. Following the completion of our independent due diligence exercise, we will progressively expand data collection across our downstream operations to strengthen oversight, supply chain traceability and preparedness for evolving market requirements, including the National Sustainability Reporting Framework (NSRF) and European Union Deforestation Regulation (EUDR). This will include working closely with suppliers and other stakeholders to further integrate sustainability across our value chain.

As Sarawak advances its transition towards a greener economy, we see growing opportunities to build on our forestry expertise through renewable energy, sustainable bioenergy, circular economy initiatives and credible nature-based solutions. Biodiversity conservation will continue to be integrated into our plantation landscapes through the protection of High Conservation Value (HCV) areas, biodiversity monitoring and responsible environmental management practices, balancing productive forestry with the conservation of natural ecosystems.

Sustainability is an ongoing journey of learning, adaptation and continuous improvement. Our key priorities and ongoing efforts will position the Group to respond to evolving stakeholder expectations to create lasting environmental, social and economic value.

GRI CONTENT INDEX

STATEMENT OF USE

Lingui Developments Sdn Bhd (Lingui) has reported the information cited in this GRI content index for the period 1st January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 USED

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GRI 3: Material Topics 2021			
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