



Sustainability Report 2026

Professional Workforce & Trusted Security Provider

People - Governance - Safety



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[1] About This Report

This inaugural Sustainability Report (“Report”) outlines the ESG commitments, management approach, and baseline performance of Spectrum Security Services Sdn. Bhd. (“Spectrum Security” or “the Company”) for the financial year 2026.

As a provider of specialized security solutions across Malaysia, we recognize our role in building safe environments and maintaining a sustainable value chain. This Report marks our formal transition toward structured transparency, outlining how we actively integrate Environmental, Social, and Governance (ESG) considerations into our daily operations and service delivery.

1.1 Reporting Framework & Alignment

To ensure our disclosures are relevant, proportionate, and aligned with market expectations, this Report has been prepared in accordance with the *Simplified ESG Disclosure Guide (SEDG)* formulated by Capital Markets Malaysia (CMM).

As part of our commitment to transparency as an enterprise in the local supply chain, we have adopted the Basic Disclosure level of the SEDG framework for our inaugural reporting cycle. This allows us to establish a clear, standardized baseline across 35 priority sector-agnostic disclosures spanning environmental impact, human rights, occupational safety, and corporate governance.

1.2 Scope and Boundary

Unless stated otherwise, the boundary of this Report encompasses all operational assets, corporate offices, and deployment sites under the direct operational control of Spectrum Security within Malaysia. The data and performance metrics presented herein cover the financial period from 1 July 2025 to 30 June 2026 (FY2026).

1.3 Review and Feedback

The disclosures contained within this Report have been reviewed internally by our management team to ensure accuracy and alignment with SEDG reporting guidelines. We intend to publish this report on an annual basis moving forward.

We value the perspective of our clients, employees, and partners. For any queries or feedback regarding our sustainability practices, please contact our compliance team at [spectrumsssb@gmail.com].



[2] Chairman's Message



At Spectrum Security Services Sdn. Bhd. (“Spectrum Security”), our people are the core of our business strategy. Their dedication, frontline professionalism, and commitment form the absolute foundation of our organizational promise to serve and protect the clients, communities, and assets that rely on us every day. As Malaysia’s security landscape becomes increasingly complex and technology-driven, our workforce’s specialized expertise is more critical than ever in delivering safe, predictable, and secure environments nationwide.

As an emerging leader in integrated security solutions, we recognize that our rapid operational scaling brings an expanded responsibility toward our corporate clients, financial partners, and employees. This inaugural Sustainability Report represents a formal milestone in our corporate journey—a transparent baseline demonstrating how we systematically integrate Environmental, Social, and Governance (ESG) principles into our everyday commercial operations and long-term value chain.

Over the past financial year, we have made deliberate progress in structuralizing our ESG approach. Guided by our core framework—People, Governance, and Safety—we are pivoting away from the traditional, commoditized guarding model to build a sustainable ecosystem.

Looking ahead to our Vision 2030 strategic horizon, our roadmap focuses heavily on digital integration, advanced technical upskilling, and supply chain audit readiness. By establishing this clear performance baseline in accordance with Capital Markets Malaysia's Simplified ESG Disclosure Guide (SEDG), we are equipping Spectrum Security to remain resilient, compliant, and highly competitive in a governance-first marketplace.

On behalf of the Board and leadership team, I extend our deep gratitude to our clients, partners, and especially our frontline security personnel for their unwavering trust. Together, we will continue to fulfill our purpose—safeguarding corporate assets, elevating our industry standards, and securing a sustainable, trusted future for Malaysia.

‘To Serve & Protect’,

Brig. Gen. Dato’ Othman B. Jamal (R)
Chairman / Director
Spectrum Security Services Sdn. Bhd.



Spectrum Security Services Sdn. Bhd. (“Spectrum Security” or “the Company”) is an emerging provider of integrated security services in Malaysia. We deliver comprehensive solutions that combine a dedicated security personnel, structured risk assessments, proactive operational support, and technology-enabled security practices. With a growing workforce of over 100 dedicated personnel operating across five states, Spectrum Security is driven by our core purpose: to serve and protect. We safeguard clients, communities, and physical assets through reliable, responsible, and responsive security services.

As a growing organization serving diverse industries nationwide, we look beyond basic security deployment. We view our operations as a vehicle for social and economic value creation—developing local human capital, generating fair employment opportunities, and championing ethical business practices across our supply chain.

Our Vision 2030

Our Strategic Horizon: By the year 2030, Spectrum Security aims to be recognized as Malaysia’s most trusted security provider, anchored by a highly professionalized, digitally enabled workforce that sets the standard for industry excellence and sustainable operations.

Our Ownership

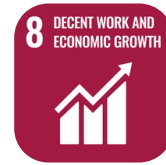
Spectrum Security is a privately held company. Approximately 30% of the Company is owned by Brig. Gen. Dato’ Othman B. Jamal (R). The remaining 70% shares are held by Tn. Hj. Ahmad Rithauddin B. Zainal Ahmad.



[4] Our SDG goals & Sustainability Framework

SDG Goals

To systematically realize our 2030 Vision and fulfill our ESG commitments, we align our strategic goals with the United Nations Sustainable Development Goals (UN SDGs). Our approach is primarily focused on *SDG 8 (Decent Work and Economic Growth)* and *SDG 16 (Peace, Justice and Strong Institutions)*.



Sustainability Framework

To operationalize these commitments, we utilize a three-pillar sustainability framework—*People, Governance, and Safety*. This structure ensures that our organizational growth actively supports and contributes to these global initiatives.

People	Governance	Safety
Developing a Professional Workforce	Cultivating Ultimate Trust	Securing Communities & Workplaces
Transforming security roles into dignified, sustainable careers. Providing formal, continuous training, fair wages, upward mobility, and equal opportunities to eliminate labor exploitation and build a resilient workforce.	Embedding a culture of absolute integrity, corporate transparency, and strict statutory compliance. Ensuring zero-tolerance policies against corruption and ensure robust accountability at all levels of leadership.	Delivering rigorous, site-based risk assessments and preventive security planning. Ensuring a safe, secure environment for our clients while prioritizing the occupational health and physical safety of our guards on the frontlines.
SDG 8	SDG 16	SDG 8 & 16

Driving Long-Term Value

Fulfilling our ESG commitments is central to how we protect our clients' assets and secure our own corporate longevity. Moving forward, Spectrum Security will continue to drive value across our operations by:

- **Elevating Industry Standards:** Transitioning traditional guard services into professional security careers through structured training blueprints and upskilling pathways.
- **Proactive Risk Management:** Deploying site-specific security risk assessments to support data-driven deployment and preventive safety planning.
- **Ethical Supply Chains:** Ensuring compliance, human rights protections, and fair labor practices are non-negotiable baselines across all state operations.
- **Stakeholder Trust:** Building transparent, long-term partnerships with clients, regulatory bodies, and local communities to create shared economic value.



[5.1] Stakeholders Engagement

Spectrum Security conducted its inaugural materiality assessment using a structured three-step process to align with the Capital Markets Malaysia (CMM) SEDG framework and stakeholder expectations: first, identifying relevant topics by engaging key stakeholders—including employees, clients, regulators, and investors—and reviewing the 35 sector-agnostic SEDG disclosures alongside Malaysian physical security risks; second, prioritizing these matters based on stakeholder influence and their operational, financial, and reputational impacts on the business; and third, validating the findings with the leadership team and key stakeholder representatives to ensure accurate alignment with the company's core strategic pillars of People, Governance, and Safety.

To ensure the materiality assessment reflects real-world operations and expectations, Spectrum Security mapped and engaged key internal and external stakeholder groups as in table below;

Stakeholder Group	Engagement Mechanisms	Key ESG Priorities
Clients & Partners	Performance reviews, SLAs, operational briefings	Service quality, data privacy, ethical business conduct, and supply chain transparency.
Employees & Security Personnel	Toolbox talks, briefings, annual reviews, training, feedback sessions	Occupational Health & Safety (OHS), fair wages, professional development, and workplace diversity.
Regulators & Government	Statutory audits, compliance reporting, licensing renewal	Legal compliance, labor rights adherence, tax transparency, and environmental reporting.
Suppliers & Vendors	Periodic reviews	Sustainable procurement, vendor code of conduct, and digitalization of operations.



[5.2] Materiality Matrix

Based on our assessment, we have categorized our high-priority material matters under our three sustainability pillars. These matters form the foundational baseline for our data disclosures in this report:

The chart below illustrates the relative priority of our key ESG matters. The matters situated in the High-High (Critical) zone represent the core operational focuses of our sustainable strategy toward 2030.

Influence on Stakeholders →	Medium	High	Critical
Critical		Energy & Climate (SEDG E1)	Labor Standards (SEDG S1, S2) Health & Safety (SEDG S3) Anti-Corruption (SEDG G1)
High		Data Privacy (SEDG G3)	Workforce Training (SEDG S4)
Medium	Waste Management (SEDG E2)		

Summary of Prioritize Material Matters

To ensure complete transparency, we have defined what these high-priority zones mean for Spectrum Security's immediate operational strategy:

Critical Priority Zone (Immediate Action & Baseline Tracking)

- Labor Standards & Fair Practices (S1, S2): Crucial for our 113+ guard force. Directly prevents operational disruption and satisfies our corporate clients' supply chain audits.
- Occupational Health & Safety (S3): Minimizing on-site physical safety risks is non-negotiable for guarding operations.
- Anti-Corruption & Business Ethics (G1): The foundation of trust required to retain high-value corporate and government contracts under Section 17A of the MACC Act.

High Priority Zone (Continuous Improvement & Growth)

- Workforce Training & Professional Development (S4): The vehicle for our Vision 2030 blueprint to transition from basic guarding to a highly skilled, professionalized security workforce
- Energy & Climate (E1): Managing the fuel consumption and route efficiencies of our patrol vehicles and supervisor rounds to curb carbon emission baselines.
- Data Privacy & Security (G3): Ensuring absolute protection of client facility logs, floor plans, and digital surveillance compliance under the PDPA 2010.



[6] Sustainability Disclosures Pillar 1 - People



Our people are the core of our business strategy. To transition into a premier professionalized workforce, Spectrum Security guarantees a workplace that respects human dignity, fulfills statutory requirements, and fosters career upward mobility.

Labor Standards and Fair Practices (SEDG-S1.1 & S2.1)

We operate in strict accordance with the Malaysian Employment Act 1955. Spectrum Security maintains a zero-tolerance policy against forced labor, child labor, debt bondage, and the withholding of employee passports or identity documentation.

- **Fair Compensation:** 100% of our security personnel are compensated at or above the national minimum wage. Overtime hours are tracked accurately and paid in compliance with statutory requirements.
- **Welfare and Benefits:** All eligible workers receive mandatory contributions toward SOCSO (Pertubuhan Keselamatan Sosial) and EPF (Kumpulan Wang Simpanan Pekerja), ensuring access to primary social safety nets.

Workforce Diversity (SEDG-S3.1)

We build our recruitment pipeline based strictly on merit, operational competency, and character fitness, ensuring gender and age diversity across our corporate operations and site guard forces.

Social Indicator	FY2026 Baseline Performance
Total Workforce Headcount	139
Employees Earning Min. Wage or Above	100%
Workforce Gender Breakdown	Male : 86.73 %, Female : 13.27 %
Workforce Age Distribution	18 - 35 Years : 15.93 %, 36 - 65 Years : 84.07 %



[6] Sustainability Disclosures Pillar 1 - People

ACTIVITY	OBJECTIVE	REFERENCE PICTURE
	To celebrate the year's achievements, foster cross-departmental bonding, and show gratitude for employee dedication.	
	Ensures site-based personnel receive consistent support and feel valued by the central management.	
	Supporting the spiritual and health needs of our guards during the holy month of Ramadan.	
		



[6] Sustainability Disclosures Pillar 1 - People

Community Investment and Donations (S5.1)

The reported amount represents expenditure on welfare initiatives and support provided to employees and security personnel, including staff and guards' welfare-related activities and assistance. These expenditures are intended to support the well-being of our people and contribute to a positive and supportive working environment.



The Company organized a year-end festive gathering for all employees, including a celebratory lunch at an external restaurant, as part of its employee welfare and engagement initiatives.



The Company organized a communal breaking-of-fast (Iftar) session during Ramadan for all employees, fostering employee well-being, inclusivity, and community engagement within the workplace.



The Company supported employee welfare and appreciation through meal deliveries, dates distribution during Ramadan, and Hari Raya packet giveaways. Senior management's involvement reflects the Company's commitment to employee appreciation and well-being.



[6] Sustainability Disclosures Pillar 2 - Governance



Robust corporate governance acts as our license to operate, safeguarding the interests of our clients and building long-term marketplace trust.

Anti-Corruption and Business Ethics (SEDG-G1.1)

Spectrum Security implements an absolute zero-tolerance policy regarding bribery, extortion, kickbacks, and corruption. Our Anti-Bribery and Anti-Corruption (ABAC) Policy maps directly to Section 17A of the Malaysian Anti-Corruption Commission (MACC) Act 2009.

- **Code Accountability:** 100% of our corporate executives, field managers, and site supervisors are required to undergo compliance training and formally sign our ethical code of conduct.
- **Whistleblowing Channel:** A protected, independent reporting mechanism is available to all workers, suppliers, and clients to report ethics violations safely.

Customer Privacy and Protection (SEDG-G3.1)

Handling confidential client building parameters, logistics schedules, and on-site visitor logs demands rigorous data discipline. We strictly enforce compliance with the Personal Data Protection Act (PDPA) 2010.

Governance Indicator	FY2026 Baseline Performance
Percentage of Operations Covered by the ABAC Policy	100%
Confirmed Incidents of Corruption or Bribery	Zero (0)
Legal/Regulatory Fines Related to Corruption	RM0.00
Substantiated Personal Data Leaks or Privacy Breaches	Zero (0)



As a trusted provider of secure environments, physical protection begins with the health and frontline safety of our own personnel.

Occupational Health and Safety (SEDG-S4.1)

We actively work to prevent frontline injuries by assessing every deployment area before guard placement.

- Pre-Deployment Risk Appraisals: Field supervisors execute mandatory site-specific risk assessments to identify vulnerabilities, clarify emergency exits, and align physical guard protocols with client environmental risks.
- Frontline Welfare: Deployed guards are provided with proper personal protection kits (high-visibility uniforms, weather gear, communication links) and receive structural "toolbox talks" covering situational awareness, escalation of force guidelines, and emergency management.

Training and Professionalization (SEDG-S2.1)

Transforming traditional guarding roles into true security careers requires consistent education. Our training matrix spans mandatory Certified Security Guard (CSG) courses, fundamental emergency medical response, and customer relationship protocols.

Safety/ Training Indicator	FY2026 Baseline Performance
Workplace Fatalities	Zero (0)
Lost Time Injury Frequency Rate (LTIFR)	Zero (0)
Average Annual Training Hours Completed per Employee	9 Hours
Percentage of guards receiving Site-Specific Safety Briefings	100 %

Category	Measure Observed	Reference Location
Operational Standards	Display of the 'Perintah Tetap Pengawal Keselamatan' (Security Guard Standing Orders) providing clear SOPs for daily duties and emergency actions.	
Emergency Preparedness	Installation of 'Telefon Bomba' (Fire Telephones) and fire zone maps for rapid emergency communication and coordination.	
Occupant Safety	Provision of 'Peti Pertolongan Cemas' (First Aid Kits) to ensure immediate medical readiness for minor injuries.	
Hazard Response	High-visibility signage for fire hoses, extinguishers, and alarms to facilitate immediate response.	
Facility Integrity	Standardized emergency exit doors equipped with alarm warnings and illuminated 'KELUAR' signage to ensure safe egress.	

[6] Sustainability Disclosures - Environment

Energy & Climate (SEDG-E1.1 - E4.1)

As a private security firm, Spectrum Security's direct environmental footprint is naturally compact, with our primary impact stemming from Scope 2 purchased electricity consumed to power our corporate headquarters.

For our inaugural reporting period, we have successfully established our environmental baseline to track trends and guide future efficiency initiatives:

- **Energy & Emissions:** We consumed **8,824 kWh** of electricity, resulting in a Scope 2 greenhouse gas footprint of **6.53 metric tonnes of CO₂e**.
- **Water Management:** Total water withdrawal for our operations stood at **186,000 liters**.

We are committed to managing our resource consumption responsibly to reduce our indirect carbon footprint. Moving forward, we plan to build on this baseline by continuing the deployment of EV bikes in our patrolling operations, alongside implementing improved management practices for electricity, waste, and water usage across both our office and client site premises.

Metric	Value	Unit/ Formula
Total Energy Consumption	8824 kW/h	Annual electricity consumption
Scope 2 GHG Emissions	6.53 tCO ₂ e	Calculated via grid emission factors
Emission Intensity Ratio	1.62 tCO ₂ e	Per RM million of revenue
Total Water Withdrawal	186,000 liters	Annual water consumption
Total Wastes (Paper & Plastics)	(did not measure)	-

Highlights on Environment Pillars Greening Our Security Operations

The company transitioned its patrol fleet from 110cc motorcycles to electric bikes across five sites (ten shifts daily, two hours each), eliminating the need for petrol-powered security rounds.

This change eliminates 35 kg of CO₂e daily (**12.77 metric tonnes annually**), reflecting our commitment to cutting Scope 1 emissions, noise, and air pollution across all patrol sites.



[7] Moving Toward 2030: Strategic Sustainability Targets

To transition Spectrum Security into Malaysia's most trusted security provider by 2030, we have established concrete operational roadmaps under our three core pillars. This section outlines our current performance, the strategic actions we are deploying immediately, and our measurable milestones for the short and long term.

People	Governance	Safety
Performance Baseline (FY2026): 100% compliance with the national minimum wage across a workforce of over 113 personnel. - Average annual training completed stands at 9 hours per employee, heavily weighted toward basic Certified Security Guard (CSG) compliance. - Workforce demographics rest at 85% male and 15% female.	Current Performance Baseline (FY2026): Zero (0) confirmed incidents of corruption, bribery, or data leaks under the Personal Data Protection Act (PDPA) 2010.	Current Performance Baseline (FY2026) - Achieved a flawless safety baseline with zero (0) workplace fatalities and an injury frequency rate (LTIFR) of 0.0. 90% of deployments uses digital apps that enhances guard and workplace safety.
Strategic Activities: - Automated Payroll & Attendance Integration: Transitioning away from manual logbooks to digital clocking systems to guarantee error-free, auditable statutory overtime calculations. - Inclusive Recruitment Drives: Expanding localized recruitment targeting women for specialized corporate, command-center, and high-profile residential deployments.	Strategic Activities: - Value Chain Alignment: Extending our ABAC requirements outward by introducing a mandatory "Vendor Code of Conduct" for all third-party subcontractors and uniform suppliers. - Independent Whistleblowing Infrastructure: Launching a secure, encrypted digital reporting portal managed externally or by an independent compliance officer to ensure safe, anonymous reporting of ethical grievances.	Strategic Activities: Advanced Situational & First-Aid Training: Training frontline officers in advanced de-escalation tactics, conflict resolution, and basic automated external defibrillator (AED) operation.
Short-Term Target (FY2027–FY2028): - Achieve 100% digitalization of attendance tracking across all 5 states of operation. - Increase average training hours by 25% to reach 15 hours per employee annually. Long-Term Target (Vision 2030): - Establish a fully certified workforce where 100% of long-term security officers possess advanced tactical or digital security specializations, effectively elevating security roles into dignified, sustainable careers.	Short-Term Target (FY2027–FY2028): - Roll out mandatory annual ABAC refresher training with assessments for all management-level staff. Long-Term Target (Vision 2030): - Maintain a pristine corporate record of zero (0) substantiated governance, ethical, or data privacy breaches since our inaugural baseline year.	Short-Term Target (FY2027–FY2028): - Maintain our zero-fatality baseline and keep LTIFR under 0.5 per million hours worked. - Equip 100% of multi-state field supervisors with mobile-app hazard risk templates for uniform site evaluation. Long-Term Target (Vision 2030): - Fully integrate predictive, tech-enabled safety suites at all client installation sites, ensuring proactive risk prevention and the highest operational protection standards in the Malaysian security industry.



Statement of Board Assurance

“The Board of Directors of Spectrum Security Services Sdn. Bhd. acknowledges its responsibility for the integrity and accuracy of this inaugural Sustainability Report. The management team has established internal data collection methodologies to ensure that the baseline metrics reported for FY2026 accurately reflect our operational footprint and statutory compliance. Moving forward, the Board will oversee the implementation of our Strategic 2030 Targets.”

SEDG DISCLOSURE TABLE

This data report represents our company's disclosures as guided by the Simplified ESG Disclosure Guide (SEDG). It contains information that is true to the best of our knowledge at the time of publication.

GENERAL INFORMATION

Name of Organisation	Spectrum Security Services Sdn. Bhd.
Date of Disclosure	Jul 1, 2026
Disclosure Period	June 30 2025 - July 1 2026
Location of Headquarters	19-2, Laman Nadi, Jalan Frekuensi R U/16/R, Seksyen U16, Elmina East, 40160 Shah Alam, Selangor Darul Ehsan, Malaysia
Entities Included	Spectrum Security Services Sdn. Bhd.
Locations Included	Elmina East, Shah Alam, Selangor



ENVIRONMENTAL DISCLOSURES							
Code	Level	Topic	Topic Description	Indicators	Input	Units	Page
SEDG-E1.1	Basic	Emissions	GHG emissions	Total Scope 1 GHG emissions	0	metric tonnes	13
SEDG-E1.2	Basic	Emissions	GHG emissions	Total Scope 2 GHG emissions	6.53	metric tonnes	13
SEDG-E2.1	Basic	Energy	Energy consumption	Electricity	8,824	kWh	13
SEDG-E3.1	Basic	Water	Total water withdrawn	Purchased water	186,000	litres	13
SEDG-E4.1	Basic	Waste	Total Waste	Generated	nil	metric tonnes	13

SOCIAL DISCLOSURES							
Code	Level	Topic	Topic Description	Indicators	Input	Units	Page
SEDG-S1.1	Basic	Human rights and labour practices	Child labour and forced labour incidents	Number of child labour incidents, if any	0	number	9
SEDG-S1.1	Basic	Human rights and labour practices	Child labour and forced labour incidents	Nature of child labour incidents, if any	No Child labour and forced labour incidents	description	9
SEDG-S2.1	Basic	Employee management	Employee training	Average hours of training per employee	9	hours	12
SEDG-S2.3	Basic	Employee management	Employees minimum wage	Percentage of employees meeting or above applicable minimum wage laws, if any	100	percent	9
SEDG-S3.1	Basic	Diversity, equity and inclusion	Company's employees	Percentage of employees by gender	Male :86.73 Female : 13.27	percent	9
SEDG-S3.1	Basic	Diversity, equity and inclusion	Company's employees	Percentage of employees by age	18 - 35 : 15.93 36 - 65 : 84.07	percent	9
SEDG-S4.1	Basic	Occupational health and safety	Company's OHS incidents	Number of fatalities	0	number	12
SEDG-S4.1	Basic	Occupational health and safety	Company's OHS incidents	Number of injuries	0	number	12
SEDG-S5.1	Basic	Community engagement	Community investments and impacts	Total number of community investment and donations	12,979.25	MYR	10



[9] SEDG Performance & Content Index

GOVERNANCE DISCLOSURES							
Code	Level	Topic	Topic Description	Indicators	Input	Units	Page
SEDG-G1.1	Basic	Governance structure	Company governance structure	Number of directors	2	number	11
SEDG-G2.1	Basic	Policy commitments	Company policy commitments	List of company policies	10	list	11
SEDG-G3.1	Basic	Risk management and reporting	Report company's risk	Year of last submitted audited financial report	2025	year	11
SEDG-G4.1	Basic	Anti-corruption	Incidents of anti-corruption	Number of confirmed incidents of corruption, if any	0	number	11
SEDG-G4.1	Basic	Anti-corruption	Incidents of anti-corruption	Nature of confirmed incidents of corruption, if any	No corruption	description	11



[10] Company Information

Registered Name :

SPECTRUM SECURITY SERVICES SDN. BHD.

Registration No. : (1479838-H)

Incorporated Date : 13th September 2022

Paid-up Capital : RM1,550,000.00

Ownership Status: 100% Bumiputera-owned

Share Holders :

1) Brig. General Dato' Othman B. Hj. Jamal (B) - 30%

2) Hj. Ahmad Rithauddin B. Zainal Ahmad - 70%

Ministry of Finance Registration No. : 357-0002360167

Private Agency Licence KDN No. : 021256

Members of Malaysia Security Industry No. : 1096

Public/General Liability, Professional Indemnity, and Workmen's Compensation : Great Eastern

Group Health Insurance : MCIS Life

Bank:

Maybank, Wangsa Maju Branch, KL

Secretary :

En. Mohd Tahir B. Ahmad Zawai

PC NO : 20190800268

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