

Sustainability Statement

ABOUT THIS STATEMENT

Introduction

Deleum Berhad (“Deleum” or “the Group”) is committed to enhancing its Environmental, Economic, Social, and Governance (“EESG”) disclosures by presenting this Sustainability Statement for FY2025.

For a holistic view of Deleum’s sustainability approach, this Statement should be read together with the Message from the Chairman, Management Discussion and Analysis, Statement on Risk Management and Internal Control, Corporate Governance Overview Statement, and Financial Statements included in this Annual Report.

Reporting Scope and Boundary

This Statement covers Deleum’s operations within Malaysia, Indonesia, and Thailand, where the Group holds controlling interests or management control. It includes all subsidiaries and the joint venture entity, where applicable. For workforce-related data, coverage extends to all entities, including the associate company. However, greenhouse gas (“GHG”) emissions reporting is limited to operations under the Group’s operational control. Overall, the scope remains focused on core operational activities relevant to the Group’s business model.

Reporting Approach

The preparation of this Statement is guided by the sustainability reporting principles of inclusiveness, sustainability context, materiality, and completeness. These principles are applied together with the qualitative characteristics of accuracy, balance, clarity, reliability, and timeliness to support transparent and meaningful disclosure.

This Statement also references the International Financial Reporting Standards (“IFRS”) S1 and IFRS S2 issued by the International Sustainability Standards Board (“ISSB”) to enhance the transparency and decision usefulness of disclosures relating to sustainability-related risks and opportunities (“SRRO”) and climate-related risks and opportunities (“CRRO”). These standards have been used as guidance in strengthening alignment with emerging global reporting expectations.

In line with Bursa Malaysia Securities Berhad (“Bursa Malaysia”)’s Main Market Listing Requirements (“MMLR”), transition reliefs are available for issuers listed on the Main Market, allowing phased implementation of certain disclosures. This approach ensures compliance while maintaining data quality and integrity.

Reporting Framework and Standards

This Sustainability Statement has been prepared in accordance with the Global Reporting Initiative Standards (“GRI Standards”). Other frameworks and guidelines referenced in the preparation of this Statement include:

Sustainability Statement

- National Sustainability Reporting Framework (“NSRF”)
- Bursa Malaysia Sustainability Reporting Guide
- IFRS Sustainability Disclosure Standards – IFRS S1 and IFRS S2
- Task Force on Climate-related Financial Disclosure (“TCFD”)
- FTSE Russell FTSE4Good Criteria
- United Nations Sustainability Development Goals (“UNSDGs”)

Reporting Period and Cycle

This Sustainability Statement presents data for FY2025, covering the period from 1 January to 31 December 2025. The Group has included relevant data spanning three years (FY2023-FY2025) where applicable. This approach enables the presentation of trendlines, offering insights into general performance trends for key material topics.

Assurance

In the pursuit of strengthening the credibility of our reporting, we have appointed a third-party to provide a limited assurance on the Scope 1 and Scope 2 GHG emissions. The independent Limited Assurance Report by British Standards Institution (“BSI”) Malaysia is appended at the end of this Report.

Board of Directors’ Approval

Deleum Berhad’s Board of Directors (“the Board”) acknowledges its responsibility to ensure the integrity of this Statement. It is the Board’s opinion that this Sustainability Statement appropriately and sufficiently addresses all material matters that impact the

Group’s ability to create value and present a fair view of the Group’s performance for FY2025.

This Statement is made following the Board’s approval on 26 March 2026.

Forward-Looking Statement

This Statement contains forward-looking statements such as targets, prospects, future plans, and reasonable assumptions regarding expected or future performances based on presently available data, information and current operating environmental conditions.

Readers are advised not to place undue reliance on these statements as our business and expectations are subject to risks and uncertainties beyond our control. Actual results may vary significantly from those expressed or implied in these forward-looking statements.

Feedback

We welcome and encourage our stakeholders to share constructive feedback on this Statement through the following contact:

Desmond Ooi

General Manager, Corporate Compliance,
Sustainability, and Risk (“CCSR”)
CCSR@deleum.com

Sustainability Statement

2025 SUSTAINABILITY SNAPSHOT

Economic

Ensuring equitable economic interests of stakeholders.

Value Created FY2025

- Group revenue increased by 9.9% to RM997.1 million compared to RM907.5 million in FY2024.
- Group profit before tax reduced by 1.8% to RM133.7 million compared to RM136.2 million in FY2024.
- Dividend payout of RM37.3 million to its shareholders, amounting to 52.5% of Group's profit after tax and non-controlling interest, surpassing the 50% dividend policy.
- RM125.7 million for employee remuneration and benefits.
- Achieved 88% of Customer Satisfaction Index, surpassing the 70% target.



Environmental

Safeguarding environmental wellbeing through climate action and responsible resource management.

Value Created FY2025

- GHG intensity per workforce reduced by 7.1% to 1.3 tCO₂e from 1.4 tCO₂e in FY2024.
- GHG intensity per revenue (RM million) remained stable at 2.1 tCO₂e consistent with FY2024.
- Zero spillage incidents were recorded, with no environmental penalties during the year.
- 0.1 megalitres of rainwater were harvested at operational facilities.
- 400 mangrove sapling trees and 300 seedlings in Kemaman, Terengganu.
- Over 40 freshwater terrapins were conserved while 135 individuals participated in educational awareness programmes conducted in collaboration with a local Non-Profit Organisation ("NPO").



Social

Respecting, supporting and upholding fundamental human rights of people in the areas where the Group operates.

Value Created FY2025

- Achieved zero work-related fatalities and lost-time injuries.
- Reinforced human rights awareness among employees through the Code of Business Conduct ("COBC") training.
- Total workforce increased by 26.2% to 1,671 from 1,324 in FY2024.
- Recruited 827 new personnel, while the voluntary turnover rate declined to 3.5% from 9.4% in FY2024.
- Invested RM3.4 million in learning and development, representing an increase of 30.8% from RM2.6 million in FY2024.
- Contributed approximately RM470,000 to community initiatives, benefiting 1,841 individuals.



Governance

Upholding ethical business practices and high standards of ethics, integrity, and compliance.

Value Created FY2025

- Zero number of confirmed incidents of corruption recorded during the year.
- No fines, penalties, or settlements incurred in relation to corruption.
- Zero substantiated complaints concerning breaches of customer privacy or loss of customer data.
- All new suppliers underwent environmental policy evaluations as part of the pre-qualification process.



Sustainability Statement

AWARDS AND HONOURS



The Edge Malaysia Centurion Club Corporate Awards 2025

Centurion of the Year Award

Highest Growth in Profit After Tax Over Three Years (Energy sector)

Highest Return to Shareholders Over Three Years (Energy sector)



National Corporate Governance and Sustainability Awards (NACGSA) 2025

Overall Excellence Award, placing 30th among Malaysia's Top 50 public-listed companies.

Sustainability Statement

MESSAGE FROM LEADERSHIP



Ramanrao Abdullah
Group Chief Executive Officer

Navigating an Evolving Energy Landscape

The global energy sector is undergoing a significant transformation, driven by decarbonisation efforts, evolving regulatory requirements and rapid technological advancements. These developments require organisations to remain agile and forward-looking. For Deleum, this evolving landscape presents an opportunity to strengthen our approach by anticipating emerging risks, embracing innovation, and delivering solutions that reinforce our position within the Oil and Gas Services and Equipment (“OGSE”) industry.

Strengthening Our Sustainability Commitment

As the world advances toward the goals reaffirmed at the 30th United Nations Climate Change Conference (COP30), Malaysia is accelerating its sustainability agenda through the NSRF and the upcoming Climate Change Bill. These developments, alongside global commitments, reinforce the urgency for industry players like Deleum to take decisive action. In response, the Group has embedded SRRO and CRRO into our enterprise risk framework. Building on this foundation, our Sustainability Roadmap 2025-2029 and Decarbonisation Plan outline a clear pathway towards achieving Carbon Neutrality by 2035, aligned with global and national Net Zero aspirations by 2050.

Advancing Technology and Operational Performance

Deleum’s recent accomplishments reflect a shared belief across our organisation that innovation and technology, when anchored in purpose, create lasting value for our customers, our people, and our industry.

A key milestone during the year was the successful 5,400-foot tractor run delivered through the Slickline Electronic Data for Real-time Monitoring (“SEDaR™”) Campaign, marking Malaysia’s first deployment of this state-of-the-art well intervention capability in collaboration with our technology partner. This achievement was further reinforced by the advanced slickline pilot, which demonstrated significant improvements in operational performance, safety, and decision-making through digital intelligence and real-time data. These breakthroughs highlight not only our technological advancement but also the ingenuity, dedication, and commitment of our teams.

Our commitment to meaningful innovation extends beyond operational boundaries. Through SC-Dsludge, we continue to transform waste into value by recovering oil from sludge, enabling customers to reduce their environmental footprint while improving operational efficiency. In FY2025, this solution delivered tangible outcomes in oil recovery, demonstrating the effectiveness of our waste-to-value approach. Our momentum was further strengthened by the development grant secured to advance our Modular Sludge Treatment System for offshore deployment. This initiative also received industry recognition at the Malaysia Oil & Gas Services Exhibition and Conference and Oil & Gas Asia 2024 (“MOGSEC / OGA”), where we were named first runner-up in the Innovation Awards.

Together, these milestones reinforce Deleum’s position as a forward-thinking partner committed to innovation that enhances resilience, elevates operational performance, and supports our customers in navigating a rapidly evolving energy landscape.

Environmental Stewardship

At Deleum, our decarbonisation strategy focuses on solutions that deliver meaningful impact and reflect our continued progress in managing GHG emissions. During the year, we advanced initiatives aimed at improving operational efficiency, reducing emissions and enhancing fuel performance in support of our broader environmental objectives. One such initiative involves the deployment of hydrogen-based technology, which has contributed to improved fuel efficiency and a reduction in Scope 1 emissions. These results demonstrate how targeted innovation can translate into practical and measurable improvements in the way we operate.

We are also strengthening our energy transition pathway by expanding the role of renewable energy across our operations. Our first solar panel installation at Penaga Dresser Sdn. Bhd. (“PDSB”) in Kemaman contributed 33% to the site’s energy mix in FY2025. This important first step lays the foundation for a wider rollout, as we progressively extend solar panel deployment to other selected locations and continue transitioning our operational footprint towards cleaner energy sources.

Our environmental efforts extend beyond emissions alone. We are strengthening our approach to resource circularity through waste segregation, recycling, and improved data management across the Group. Through the Own Your Own Waste (“OYOW”) programme, we achieved our target of diverting at least 10% of general waste from disposal, contributing directly to Scope 3 emissions reductions. Looking ahead, this programme will be progressively rolled out across all sites by 2029, reinforcing the Group’s commitment to responsible consumption and sustainable waste practices. This progress reflects not only the impact of the programme but also the dedication and collective ownership demonstrated by our people.

By prioritising high-impact initiatives such as operational optimisation, renewable energy adoption, low-carbon solutions, and resource circularity, we continue to position the Group as a responsible and forward-looking energy solutions partner. Our commitment remains clear, which is to decarbonise with purpose, invest in initiatives that create meaningful value, and build a more resilient and sustainable organisation for the years ahead.

Sustainability Statement

Respecting Human Rights and Building Resilience

Our licence to operate depends on the trust and confidence of our stakeholders. At Deleum, we recognise that respecting human rights and fostering resilient communities are fundamental to sustaining this trust.

To uphold these principles, we initiated a Social Risk Assessment (“SRA”) to identify, evaluate, and mitigate potential social risks affecting our workforce and surrounding communities. The assessment identified key risks requiring attention and appropriate mitigation actions were implemented across four key areas: labour and working conditions, responsible security, community outreach, and supply chain management. These measures support fair labour practices, a safe working environment, meaningful community engagement, and responsible sourcing across our operations.

To strengthen business resilience, we conducted an integrated Emergency Preparedness and Response Plan (“EPRP”) and Business Continuity Plan (“BCP”) exercise on 11 December 2025 at the Asian Supply Base in Labuan and Deleum Head Office in Kuala Lumpur. The exercise simulated real-time scenarios to test emergency response, damage control, crisis communications, stakeholder engagement, and business recovery processes. It also demonstrated effective protocol integration and cross-functional coordination with local authorities. This initiative reinforces our commitment to safeguarding operations and ensuring business continuity in the face of potential disruptions.

Integrity Remains Our Foundation

Integrity remains central to Deleum’s culture and governance. Over the years, we have consistently reinforced this commitment through initiatives that promote ethical conduct, accountability, and transparency across our operations and supply chain.

This year, Integrity Day in Labuan brought together employees, suppliers, and key stakeholders under the theme “Integrity Beyond Horizons”, reaffirming our zero-tolerance stance on bribery and corruption. The event featured engagement with the Malaysian Anti-Corruption Commission (“MACC”) and highlighted our ongoing progress toward the implementation of the ISO 37001:2016 Anti-bribery Management System (“ABMS”), further reinforcing the Group’s compliance framework and empowering our people to champion integrity across our operations.

Through these continued efforts — past and present — we remain steadfast in embedding integrity into every aspect of our business, ensuring that strong governance forms the foundation of sustainable growth and enduring stakeholder trust.

Celebrating Our Achievements

In FY2025, the Group received several recognitions that reflect our disciplined execution and a consistent commitment to long-term value creation. Deleum was named Centurion of the Year at The Edge Malaysia Centurion Club Corporate Awards, becoming the first company from the energy sector to receive this distinction among 519 public-listed companies with a market capitalisation below RM1 billion. This achievement, together with awards for Highest Growth in Profit After Tax and Highest Return to Shareholders over Three Years, reflects our strategy and the dedication of our teams across the Group.

Our ongoing efforts to uphold strong governance and embed sustainability into strategic and operational decision-making were further recognised at the National Corporate Governance and Sustainability Awards organised by the Minority Shareholders Watch Group, where we attained an overall four-star rating across the ASEAN Corporate Governance Scorecard, the Malaysian Code on Corporate Governance and the Sustainability Scorecard. This affirmation reinforces the progress we are making in integrating environmental, social, and governance considerations into the way we strengthen responsible and ethical business practices.

We remain committed to continuously enhancing our EESG practices through sound governance and responsible leadership. During the year, the Group maintained its position in the FTSE4Good Bursa Malaysia Index Series, including the FTSE4Good Bursa Malaysia Shariah Index, ranking within the top 25% of the FBM EMAS Index among public listed companies. These achievements collectively reflect the confidence of our stakeholders and reinforce our commitment to responsible business that supports stronger stakeholder confidence and transparency.

Building Strength and Expanding Horizons

As we look ahead, we recognise that the sustainability landscape is becoming more complex and interconnected, with rising expectations for transparency, accountability, and value chain engagement. The introduction of IFRS S1 and IFRS S2 signals a significant shift in the global reporting environment, establishing a more consistent and decision useful foundation for sustainability related disclosures. In anticipation of these developments, the Group is enhancing its internal processes, strengthening data quality, and aligning our reporting practices with these emerging requirements.

A key strategic focus moving forward will be our continued progress in measuring and disclosing Scope 3 emissions, which are increasingly material to our climate impact. As expectations intensify across supply chains, we will begin by building structured supplier management practices and internal data integration, laying the foundation for more comprehensive value chain transparency in the years ahead.

We are equally mindful of the broader challenges shaping the sustainability agenda including evolving climate risks, growing regulatory complexity, and the pace of technological advancement. These trends will influence the operating environment and require organisations to strengthen governance, build resilience, and integrate sustainability more deeply into their long-term strategies.

Acknowledgments

Our commitment to sustainability is more than a goal — it is a shared responsibility that continues to gain strength. Every milestone and recognition affirms that we are creating meaningful impact while aligning with globally recognised standards.

As we advance positive changes across all business divisions, we celebrate the people who make it possible. Their passion, resilience, and dedication remain the driving force behind our progress and the foundation of a sustainable future. Together, we are shaping a legacy of integrity, innovation, and growth.

Sustainability Statement

SUSTAINABILITY SYNERGY AT DELEUM

Sustainability Roadmap 2025-2029

Our aspirations are anchored on four pillars and supported by a phased approach across all horizons.

Economic



Revenue Growth and Regional Expansion

Environmental



Achieve Carbon Neutrality by 2035 and Net Zero by 2050

Social



Develop a Healthy and Future-ready Workforce and Enhance Community Resilience by 2029

Governance



Be a Future-ready Company for EESG by 2029

The Roadmap reflects Deleum's commitment to embedding sustainability into the core of our business strategy and operations. Guided by best practices and aligned with IFRS S1 and IFRS S2, the roadmap sets a clear direction to integrate SRRO and CRRO into governance, Enterprise Risk Management ("ERM"), and strategic decision-making.

This approach ensures that we:

- Incorporate sustainability and climate considerations into long-term planning and strategies
- Identify and manage material risks and opportunities across EESG dimensions
- Enhance transparency through robust disclosures on governance, strategy, risk management, and performance
- Prepare for scenario analysis and resilience testing under different climate pathways
- Develop and track internal metrics and targets to monitor progress

Adoption of IFRS S1 and IFRS S2

The Roadmap also outlines the phased adoption of IFRS S1 and IFRS S2, ensuring that sustainability- and climate-related disclosures are integrated into our governance and reporting processes in alignment with the NSRF. Full compliance will be achieved in line with Bursa Malaysia's requirements for Group 2 issuers, beginning with climate-related disclosures in January 2026 and progressing toward full adoption for the annual reporting period ending 31 December 2028. Our metrics and targets are primarily developed internally, with selected metrics measured using GRI Standards.

To support readiness for future reporting requirements, the Group has also strengthened processes relating to sustainability governance, risk management, and performance tracking. Progress against internally developed initiatives, including assigned metrics and targets is reviewed regularly and reported to both management and the Board of Directors. At the same time, we continue to disclose indicators in line with IFRS S2, the GRI Standards, and FTSE4Good requirements to enhance transparency and meet evolving stakeholder and regulatory expectations.

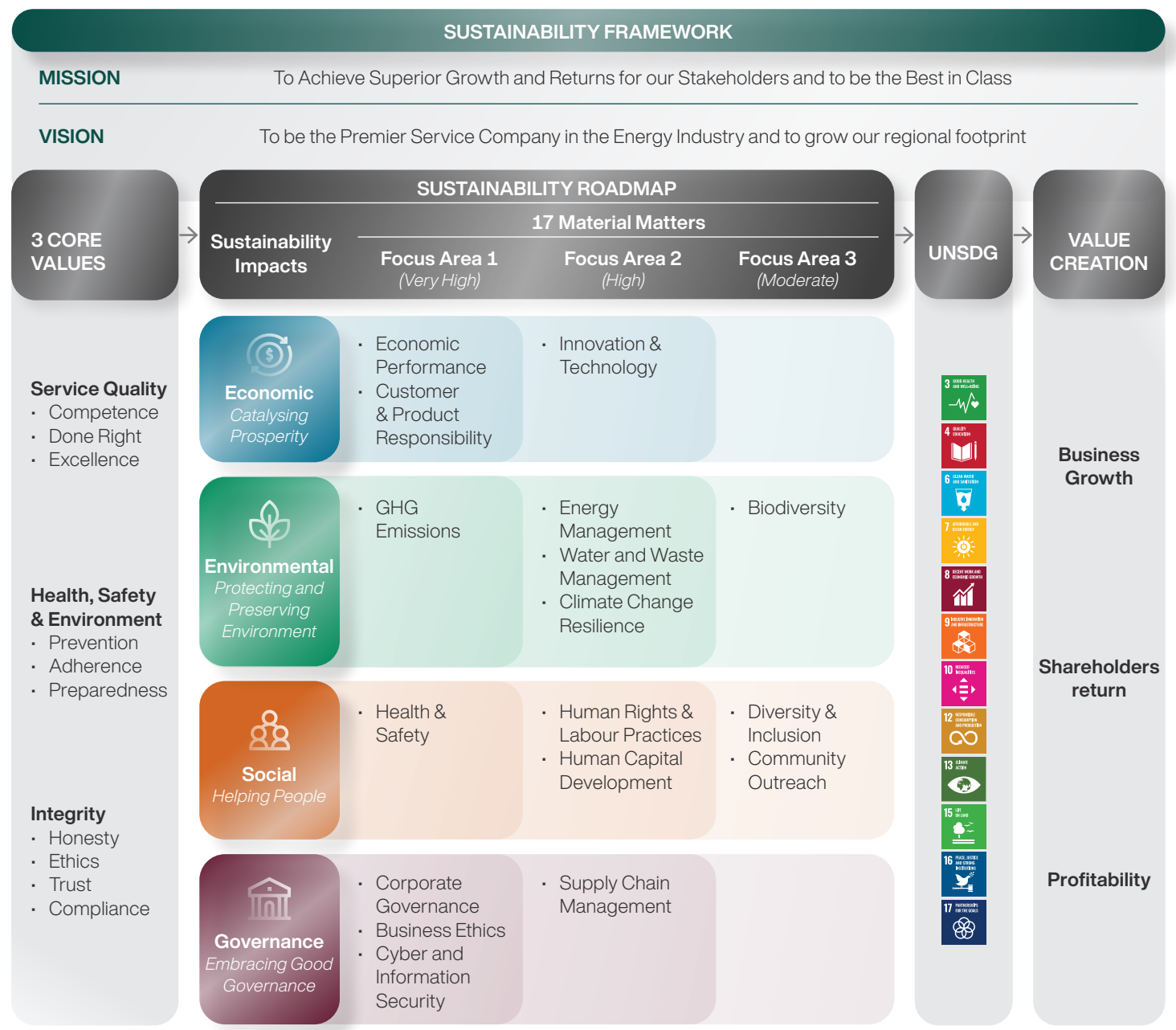
Sustainability Statement

SUSTAINABILITY FRAMEWORK

This Roadmap is anchored in our Sustainability Framework, which reflects our mission, vision, and core values – Service Quality, Health, Safety and Environment, and Integrity, contributing to the UNSDGs. It is further supported by 17 material matters grouped into three focus areas, ensuring that our actions create lasting value for stakeholders.

Our Sustainability Roadmap 2025-2029 translates these principles into actionable strategies across four EESG pillars:

- **Economic:** Catalysing Prosperity
- **Environmental:** Protecting and Preserving the Environment
- **Social:** Helping People
- **Governance:** Embracing Good Governance



Sustainability Statement

STRATEGIC COMMITMENTS	MATERIAL MATTERS	INITIATIVES
Economic Sustainability Aspiration: Revenue Growth and Regional Expansion		
Enhancing sustainable and responsible corporate performance to create long-term value for stakeholders	Economic Performance	<ul style="list-style-type: none"> Organic and non-organic revenue growth
Ensuring customer satisfaction and driving continuous quality improvement through adherence to established standards	Customer and Product Responsibility	<ul style="list-style-type: none"> Maintain ISO 9001 certification for the Quality Management System Achieve certification of the ISO29001 Petroleum, Petrochemical, and Natural Gas Industries Service quality initiatives
Pursuing technological advancement and innovative strategies to support growth and expansion	Innovation and Technology	<ul style="list-style-type: none"> Technology and operational enhancements Collaboration and partnerships Digital transformation initiatives
Environmental Sustainability Aspiration: Achieve Carbon Neutrality by 2035 and Net Zero by 2050		
Preserving and protecting the environment for present and future generations through climate action and resource efficiency	GHG Emissions Energy Management Water and Waste Management	<ul style="list-style-type: none"> GHG emissions for Scope 1 and Scope 2 GHG emissions for Scope 3 General waste management Scheduled waste management Water management
Empowering internal stakeholders with knowledge and expertise in climate and sustainability-related matters	Climate Change Resilience	<ul style="list-style-type: none"> Sustainability and climate change awareness programmes and capability building for internal stakeholders
Integrating physical and transition risks, as well as opportunities, that impact the business model, operations, and financial planning		<ul style="list-style-type: none"> Adoption of TCFD / IFRS S2 frameworks
Conserving biodiversity and restoring ecosystems through sustainable practices and strategic initiatives	Biodiversity	<ul style="list-style-type: none"> Long-term collaborations / partnerships in habitat restoration

Sustainability Statement

STRATEGIC COMMITMENTS	MATERIAL MATTERS	INITIATIVES
Social Sustainability Aspiration: Develop a Healthy and Future-ready Workforce by 2029		
Striving to enhance workers' health, safety, and wellbeing	Health and Safety	<ul style="list-style-type: none"> Health and wellbeing programmes. Health, safety, and environment ("HSE") culture and capability building
Upholding human rights and fair labour practices by implementing policies and programmes that ensure zero violations across Deleum and its value chain	Human Rights and Labour Practices	<ul style="list-style-type: none"> Human rights awareness education Social Risk Assessment
Employment and job creation to promote economic and financial sustainability	Human Capital Development	<ul style="list-style-type: none"> Internship programmes
Fostering growth, training, and the development of human capital		<ul style="list-style-type: none"> Deleum learning and development programmes
Implementing diversity and inclusion programmes within Deleum	Diversity and Inclusion	<ul style="list-style-type: none"> Unconscious bias programmes
Ensuring diverse voices are heard and valued		<ul style="list-style-type: none"> Employee engagement programmes
Social Sustainability Aspiration: Enhance Community Resilience by 2029		
Supporting local communities through social, cultural and educational initiatives	Community Outreach	<ul style="list-style-type: none"> Community investment guideline Long-term collaborations / partnerships in STEM education and training / health and wellbeing programme for community outreach
Governance Sustainability Aspiration: Be a Future-ready Company for EESG by 2029		
Strengthening governance practices across the sustainability spectrum	Corporate Governance	<ul style="list-style-type: none"> Independent assurance for GHG emissions reporting Adoption of IFRS S1 and S2 Incorporation of sustainability- and climate-related targets into the OKRs of Key Senior Management
Respecting the law and actively preventing corruption across Deleum's operations	Business Ethics	<ul style="list-style-type: none"> Enhance employee awareness on Anti-Bribery and Corruption ("ABC")-related topics and whistleblowing channel
Maintaining robust ABMS in alignment with international best practices		<ul style="list-style-type: none"> ISO 37001 Anti-Bribery Management System
Maintaining a resilient, secure and adaptable cyber and information security framework, aligned with industry best practices	Cyber and Information Security	<ul style="list-style-type: none"> Cybersecurity risk management strategy
Building a responsible and sustainable supply chain through long-term relationships built on integrity, transparency, and respect	Supply Chain Management	<ul style="list-style-type: none"> Supplier EESG Assessment Sustainability awareness programmes for suppliers

Sustainability Statement

OUR SUSTAINABILITY COMMITMENTS

Deleum's sustainability aspirations set for short-, medium-, and long-term targets provide a clear direction for our strategic goals for each of the pillars, while our sustainability commitments reinforce our dedication to achieving these goals.



OUR SUSTAINABILITY GOVERNANCE

Our sustainability governance structure adopts a top-down approach, encompassing sustainability, climate issues, compliance and risk governance. All our sustainability progress is reported quarterly to the Management Compliance and Risk Committee ("MCRC"), the Board Risk and Investment Committee ("BRIC"), and the Board of Directors ("Board").

The Board holds the ultimate responsibility for guiding Deleum's strategic direction in sustainability. This responsibility is delegated to the respective Board Committees, and they are kept informed about sustainability- and climate-related matters through quarterly meetings and training programmes.

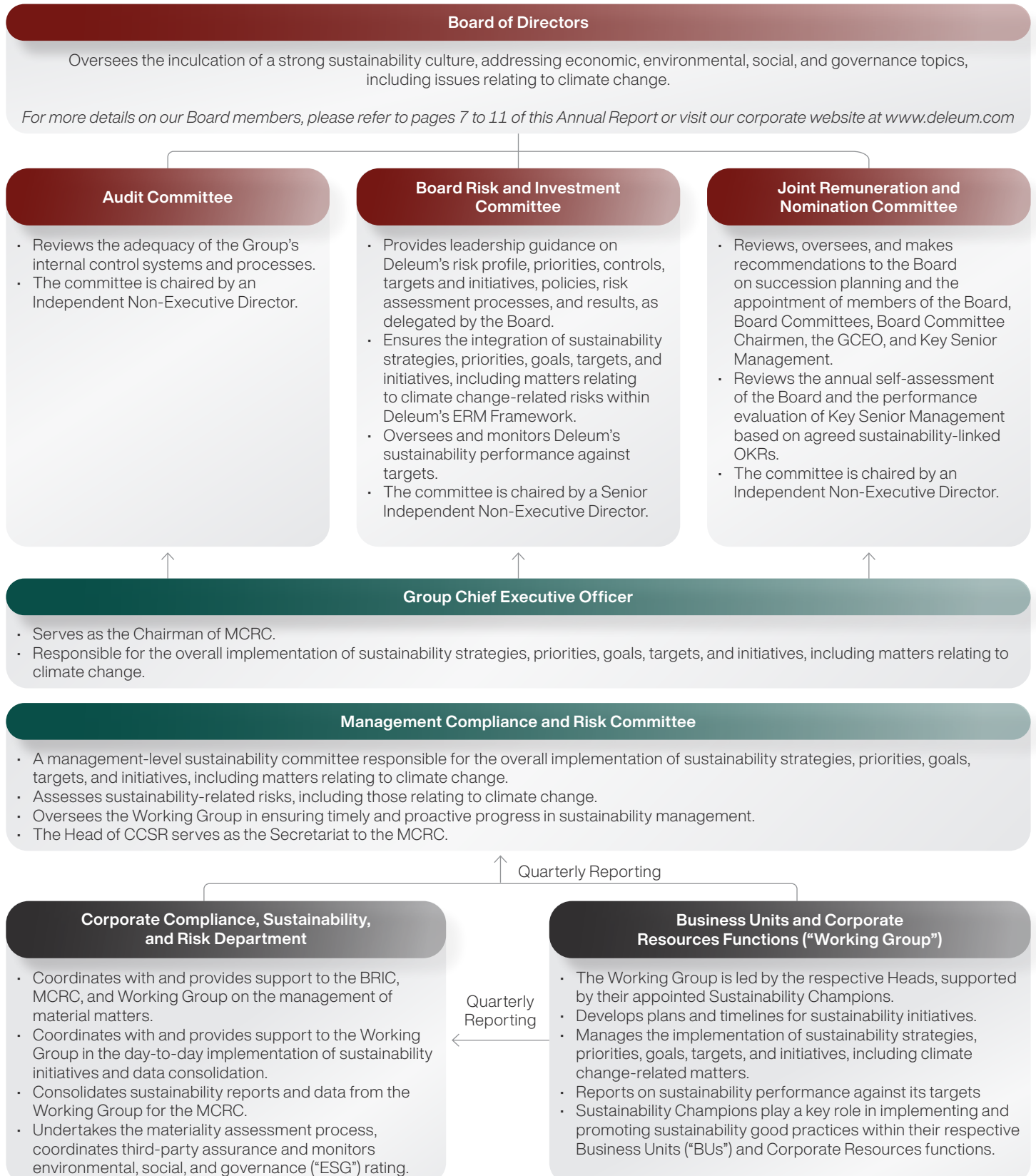
To enhance governance capabilities, sustainability targets are incorporated into Key Senior Management's OKRs, which are evaluated annually for performance remuneration.

The MCRC, led by the Group Chief Executive Officer ("GCEO") and including C-suite executives as well as Senior Management, plays a pivotal role in supporting the Board in strategically managing significant sustainability- and climate-related risk matters.

To enhance the overall sustainability management, there is a dedicated sustainability unit within the Corporate Compliance, Sustainability, and Risk ("CCSR") department to lead sustainability strategies and oversee day-to-day implementation.

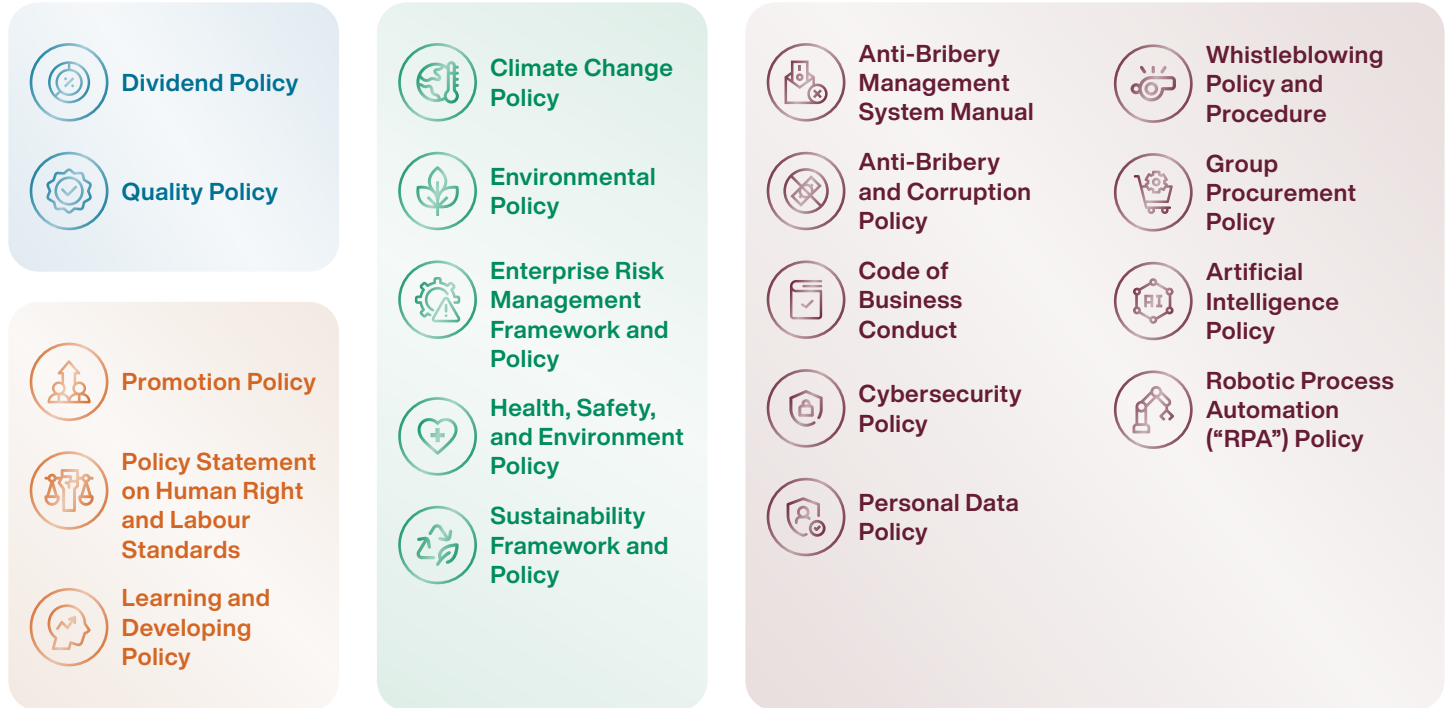
Sustainability Statement

Our sustainability governance structure is outlined as follows:



Sustainability Statement

OUR EESG-LINKED POLICIES AND PROCEDURES



INTEGRATING EESG INTO ENTERPRISE RISK MANAGEMENT ("ERM")

Recognising the critical role of sustainability and ethical principles in evaluating and addressing risks that could impact the long-term sustainability and reputation of the Group, we maintain a robust ERM framework aligned with the guidelines of the Committee of Sponsoring Organisations of the Treadway Commission ("COSO") and ISO 31000:2018 Risk Management.



Our ERM framework integrates sustainability- and climate-related risks alongside corporate strategy, financial, human capital, health and safety, cybersecurity, technology, and operational risks. These risks are actively managed by the designated risk owners, ensuring alignment with our risk tolerance thresholds. Further evaluation and deliberation take place at both the MCRC and BRIC levels. To ensure accountability and the implementation of proactive mitigation strategies, BRIC convenes quarterly to evaluate the effectiveness of our management of sustainability- and climate-related risks.

In FY2025, we implemented several proactive measures to further integrate sustainability- and climate-related matters into our risk management framework and practices, including:


- Conducting mandatory structured meetings with a unified committee under MCRC and BRIC overseeing sustainability, risk, and compliance governance to support the sustainability agenda and ensure seamless reporting.
- Initiating regular internal sustainability progress reporting for deliberation by MCRC and BRIC.
- Establishing centralised data collection for sustainability indicators.
- Evaluating and consolidating sustainability risks, including corruption, carbon emissions, human rights, cyber and information security, health and safety, into a comprehensive enterprise-wide risk heat map. MCRC, BRIC, and the Board review and assess the risk heat map on a quarterly basis.
- Implementing a limited assurance process for GHG emissions (Scope 1 and Scope 2) to ensure the accuracy and reliability of the reported data.
- Assessing CRRO, with the transition risks assessments commencing in FY2025 and the physical risks planned for the following year.
- Assessing SRRO topics identified as "very high" in importance in alignment with the IFRS Sustainability Disclosure Standards.

Sustainability Statement

At Deleum, we proactively identify, analyse, and manage risks and opportunities that materially impact our ability to create value. To provide an overview, we have mapped the material matters as discussed on pages from 39 to 41 to their corresponding risks and opportunities as follows:

MATERIAL MATTERS	RISKS	OPPORTUNITIES
Economic 		
Economic Performance	<ul style="list-style-type: none"> The Group's financial performance and strength directly impact both business continuity and investment opportunities 	<ul style="list-style-type: none"> Sustainable financial performance attracts investors and delivers long-term value for all stakeholders
Customer and Product Responsibility	<ul style="list-style-type: none"> Failure to meet customers' expectations can significantly impact trust and loyalty, potentially resulting in contract termination, contractual liabilities, and financial losses 	<ul style="list-style-type: none"> Regular customer engagements facilitate continuous improvement to meet customer's expectations
Innovation and Technology	<ul style="list-style-type: none"> Reliance on obsolete technology and failure to innovate could lead to a loss of competitive edge and missed growth opportunities 	<ul style="list-style-type: none"> Technology and innovation can unlock new opportunities for growth and operational efficiency through technology and operational enhancements
Environmental 		
GHG Emissions	<ul style="list-style-type: none"> Regulatory penalties and reputational damage may occur if emissions data is not available or reported inaccurately 	<ul style="list-style-type: none"> Enhancing energy efficiency and market competitiveness through low-carbon innovations in achieving energy efficiency and reducing carbon emissions
Energy Management	<ul style="list-style-type: none"> Rising energy costs and the introduction of carbon tax may adversely impact financial profitability 	<ul style="list-style-type: none"> Engaging in cost savings and improved resilience through energy efficiency and renewable energy adoption
Water and Waste Management	<ul style="list-style-type: none"> Failure to adhere to waste management regulations and poor water stewardship can compromise our commitment to environmental responsibility Unforeseen challenges such as evolving regulations, water scarcity, or poor waste disposal practices can pose significant risks to the Group's reputation and finances 	<ul style="list-style-type: none"> Reducing waste and improving resource efficiency can save operational costs Effective water management to reduce operating expenditure and promote water conservation practices
Climate Change Resilience	<ul style="list-style-type: none"> Failure to comply with current and upcoming climate regulations, representing a significant transition risk can lead to environmental damage and penalties Despite climate adaptation and mitigation efforts aimed at protecting our assets, physical risks pose threats to business operations and financial stability 	<ul style="list-style-type: none"> Securing a position in the low-carbon solutions market to capitalise on the rising demand for low-carbon products and services Effective mitigation and adaptation strategies to ensure business continuity
Biodiversity	<ul style="list-style-type: none"> Inadequate consideration of biodiversity in our operations poses the potential for environmental harm, regulatory penalties, and reputational damage 	<ul style="list-style-type: none"> Participating in Corporate Social Responsibility ("CSR") initiatives for biodiversity conservation to dedicate efforts to environmental protection and contribute to preserving biodiversity

Sustainability Statement

MATERIAL MATTERS	RISKS	OPPORTUNITIES
Social 		
Health and Safety	<ul style="list-style-type: none"> Unsafe workplaces may lead to accidents, injuries, legal penalties, and reputational damage, ultimately disrupting productivity 	<ul style="list-style-type: none"> A strong safety culture and a positive working environment enhance employee wellbeing and productivity, while also safeguarding Deleum's reputation
Human Rights and Labour Practices	<ul style="list-style-type: none"> Discriminatory employment practices may severely damage the Group's reputation and employee morale Violations of human rights practices may result in regulatory penalties, adversely affecting employee retention and workplace culture 	<ul style="list-style-type: none"> A work culture that is inclusive, diverse and empowering not only attracts talent but also fosters diverse perspectives, enhancing the overall quality of decision-making. Strong human rights practices reinforce Deleum's reputation as a responsible employer
Human Capital Development	<ul style="list-style-type: none"> Insufficient training and a lack of skilled employees may result in inefficiencies and reduced productivity 	<ul style="list-style-type: none"> Developing talent and cultivating a high-performance culture enables us to attract and retain top industry talent
Diversity and Inclusion	<ul style="list-style-type: none"> Discrimination may undermine both employee morale and their ability to be productive 	<ul style="list-style-type: none"> A commitment to diversity and inclusion not only drives innovation and improves business outcomes but also creates an environment where diverse talent thrives and boosts employee retention
Community Outreach	<ul style="list-style-type: none"> Business activities that adversely affect communities may jeopardise our social licence to operate 	<ul style="list-style-type: none"> Ongoing engagements through community programmes strengthen our relationship with local communities
Governance 		
Corporate Governance	<ul style="list-style-type: none"> Non-compliance with corporate governance standards may raise ethical concerns, reduce transparency, and damage our reputation, posing a risk to our business 	<ul style="list-style-type: none"> Compliance with the Malaysian Code on Corporate Governance to promote ethical conduct, transparency, and accountability in our business
Business Ethics	<ul style="list-style-type: none"> Failure to uphold strong business ethics may compromise integrity, foster corruption issues and ultimately tarnish the Group's reputation 	<ul style="list-style-type: none"> Upholding strong ethical standards fosters a trust-based environment and elevating our Group's reputation as a reliable partner
Cyber and Information Security	<ul style="list-style-type: none"> Cyber threats may lead to operational disruption, regulatory consequences, loss of trust, and reputational harm 	<ul style="list-style-type: none"> Implementing a robust cyber and information security framework enhances business continuity by minimising the risk of data breaches and operational disruptions
Supply Chain Management	<ul style="list-style-type: none"> Operational continuity may be at risk if suppliers and contractors do not align with Deleum's ethical principles and safety culture 	<ul style="list-style-type: none"> Establishing robust procurement governance attracts and retains credible and capable suppliers and contractors

Sustainability Statement

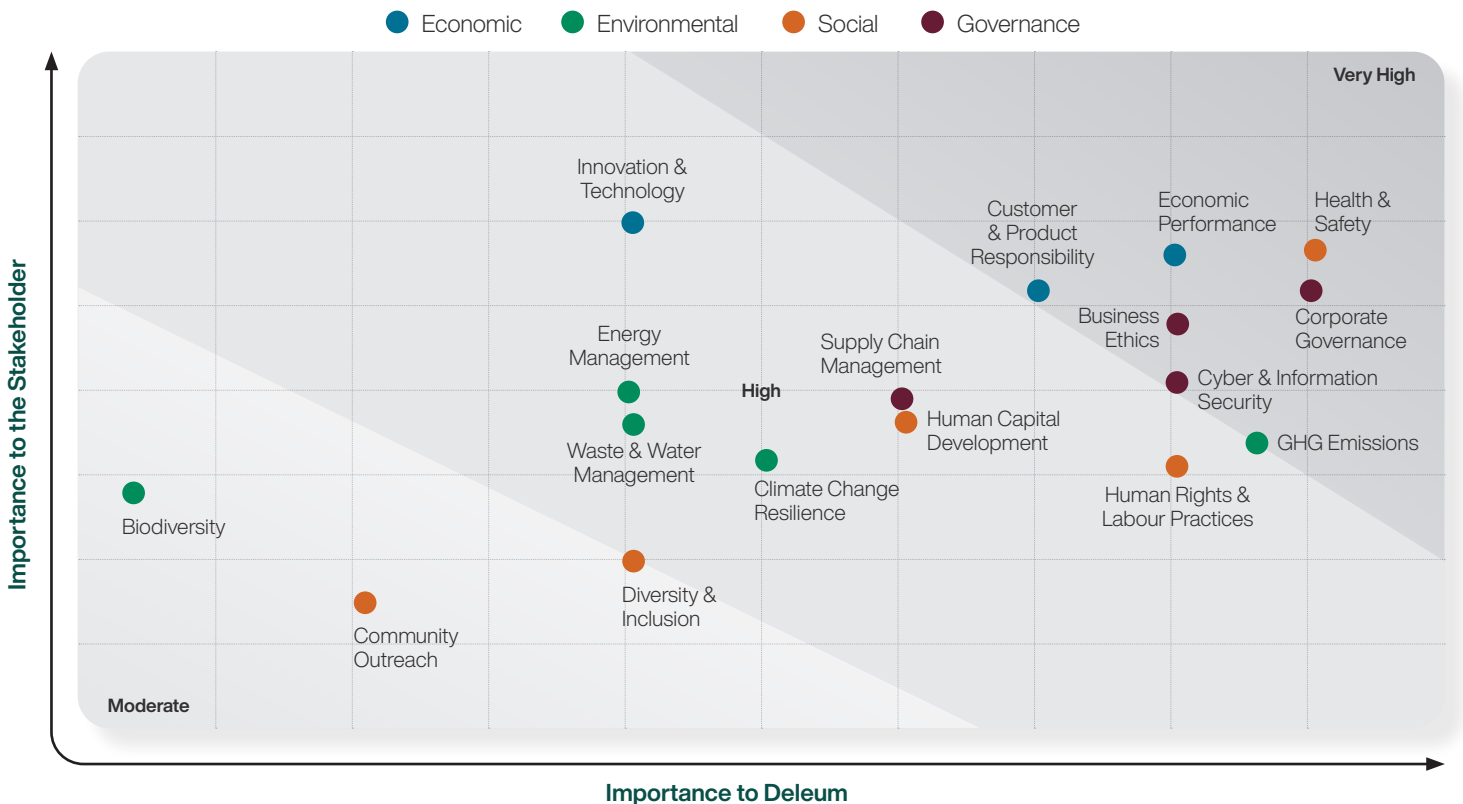
OUR MATERIAL MATTERS

In FY2024, we conducted a materiality assessment to identify the matters most significant to the Group and its stakeholders, supported by industry benchmarking. These refreshed material matters form the foundation of our sustainability framework and roadmap, reinforcing alignment with Deleum’s Mission, Vision, Core Values, and Sustainability Aspirations.

Materiality Assessment Process

- **Phase 1:** Identification: Identifies material matters relevant to Deleum and benchmarks them against industry peers and Bursa Malaysia’s Enhanced Sustainability Reporting Framework.
- **Phase 2:** Prioritisation: Engages stakeholders to understand expectations and prioritises material matters to align with sustainability strategies and the roadmap.
- **Phase 3:** Review and Validation: Validates the materiality matrix through MCRC, BRIC, and Board review, with periodic reassessment.

Materiality Matrix






- | | | |
|--|---|--|
| <p>Very High</p> <ol style="list-style-type: none"> ● Health & Safety ● Corporate Governance ● Economic Performance ● Business Ethics ● Customer and Product Responsibility ● Cyber and Information Security ● GHG Emissions | <p>High</p> <ol style="list-style-type: none"> ● Human Rights & Labour Practices ● Innovation & Technology ● Supply Chain Management ● Human Capital Development ● Energy Management ● Waste & Water Management ● Climate Change Resilience | <p>Moderate</p> <ol style="list-style-type: none"> ● Diversity & Inclusion ● Community Outreach ● Biodiversity |
|--|---|--|

Sustainability Statement











OUR STAKEHOLDER MANAGEMENT

At Deleum, we view stakeholders as those affected by our decisions and we actively engage with them through continuous feedback to understand their expectations and concerns. This engagement is central to our sustainability strategy and supports the identification and management of material matters. Responses to stakeholders' concerns are addressed within the respective material matters presented in this Statement.

P Periodically **R** As Required **D** Daily **W** Weekly **M** Monthly **Q** Quarterly **B** Bi-annually **A** Annually

ENGAGEMENT CHANNEL	KEY CONCERN	OUR RESPONSE	FREQUENCY
Stakeholder Group: Employees 			
<ul style="list-style-type: none"> Awareness sessions Departmental meetings Employee engagement programmes Internal communication Regular meetings Speak-Up and Listen-Up ("SULU") programme Town hall meetings 	<ul style="list-style-type: none"> Employer-employee engagement and alignment Succession planning Retention of key talent Mental health and work-life balance Health, safety, and environment Anti-bribery and corruption Human rights Personal data protection 	<ul style="list-style-type: none"> Annual dinner Festive celebrations Social, sports, and recreational events (via Deleum Sports and Recreational Club) Employee appreciation programme (e.g., long service awards, MVP) Flexible working arrangements Initiatives to support employee wellbeing Depression Anxiety Stress Scales ("DASS") practices Work-life balance activities Health and safety awareness programmes Safe working environment initiatives Succession planning management Personal Data Protection ("PDP") Policy and Procedure awareness sessions 	<ul style="list-style-type: none"> P R D W M Q A
Stakeholder Group: Customers 			
<ul style="list-style-type: none"> Corporate website Customer satisfaction surveys Day-to-day interactions Feedback management systems Forums Industry conferences and networking events Regular meetings Site visits 	<ul style="list-style-type: none"> Anti-bribery and corruption Ethical business practices Company performance Continuous value creation GHG emissions data management Health, safety, and environment Product quality and delivery Product pricing and credit terms 	<ul style="list-style-type: none"> Participation in sustainability and industry conferences, including renewable energy Conduct sessions on ABC awareness Conduct sessions with customers on GHG emissions data management (including Bursa Malaysia related requirements) Ongoing engagement to address customer concerns Offer value-added services Ensure reliable supply of equipment and labour Collaborate with business partners to deliver competitive products and services 	<ul style="list-style-type: none"> P R D W M Q B A
Stakeholder Group: Partners and Principals 			
<ul style="list-style-type: none"> Conferences and forums Day-to-day interactions Regular meetings Site visits Strategic dialogues Ethical business practices 	<ul style="list-style-type: none"> Anti-bribery and corruption Human rights Company performance Continuous value creation Health, safety, and environment 	<ul style="list-style-type: none"> Monitor and enhance partnership benefits Conduct awareness and assessments Conduct ABC sharing sessions Implement and enhance stringent policies 	<ul style="list-style-type: none"> P R D M Q

Sustainability Statement

ENGAGEMENT CHANNEL	KEY CONCERN	OUR RESPONSE	FREQUENCY
Stakeholder Group: Suppliers and Contractors 			
<ul style="list-style-type: none"> Day-to-day interactions Dialogues Regular meetings Site visits Supplier performance reviews Workshops and training sessions 	<ul style="list-style-type: none"> Anti-bribery and corruption Business performance Continuous value creation Ethical business practices Health, safety, and environment 	<ul style="list-style-type: none"> Business performance, planning, and other commercial matters Product pricing and credit terms Conduct ABC awareness and sharing sessions Provide grievance mechanisms for suppliers Strengthen HSE standard and practices within our procurement process 	
Stakeholder Group: Shareholders and Investors 			
<ul style="list-style-type: none"> Analyst briefings Announcements via Bursa Malaysia Annual reports Annual general meeting Corporate website Meetings and conferences Press releases 	<ul style="list-style-type: none"> Corporate governance and business ethics Operational, commercial, and financial performance Progress and deliverables of growth initiatives Sustainable value creation 	<ul style="list-style-type: none"> Access to Board members during general meetings Timely disclosures in line with Bursa Malaysia's Main Market Listing Requirements Enhance communication frequency and improve the quality of communication materials 	
Stakeholder Group: Financial Institutions 			
<ul style="list-style-type: none"> Engagement sessions Regular meetings 	<ul style="list-style-type: none"> Progress and deliverables of growth projects Operational, commercial, and financial performance 	<ul style="list-style-type: none"> Engage with financial institutions on shared objectives to support growth and financing needs 	
Stakeholder Group: Local Communities 			
<ul style="list-style-type: none"> Community engagement sessions Corporate website Corporate Social Responsibility events 	<ul style="list-style-type: none"> Anti-bribery and corruption Safety of our operations Quality of land, air, and water surrounding our operational bases 	<ul style="list-style-type: none"> Conduct ABC awareness programmes Invest in community development programmes 	
Stakeholder Group: Government and Regulators 			
<ul style="list-style-type: none"> Corporate website Engagement sessions Regular meetings 	<ul style="list-style-type: none"> Anti-bribery and corruption Compliance and regulations Ethical business practices Health, safety, and environment 	<ul style="list-style-type: none"> Conduct ABC awareness and training programmes Collaborate with relevant agencies on shared objectives Keep abreast of any changes in laws and regulations Strengthen transparent communication with relevant bodies 	

Sustainability Statement

Membership in Associations

We believe in fostering strategic partnerships and collaborations with various industry players, keeping us at the forefront in supporting and promoting emerging sustainability issues and practices.



American Malaysian Chamber of Commerce

Facilitating business connections, trade and investment between American and Malaysian companies, potentially creating networking and market expansion opportunities, including within the oil and gas industry.

Institute of Corporate Directors Malaysia

Providing resources, education, influence, and networking opportunities to equip directors with the necessary skills and mindset to uphold excellent corporate governance practices across government-linked companies, state-owned enterprises, statutory bodies, and public entities.



Malaysia Gas Association

Serving as a platform for collaboration, engagement and dialogue with key stakeholders to develop a sustainable gas industry by positioning natural gas as a clean and efficient source of energy for the Malaysian gas industry.

Malaysian Oil, Gas, and Energy Services Council

Serving as a national independent Malaysian Oil, Gas, and Energy Industry collective voice platform, elevating the members' profiles through strategic partnerships among stakeholders, facilitating international investments in Malaysia and propagating networking opportunities among members.



Malaysian International Chamber of Commerce and Industry

Fostering international trade and investment opportunities for Malaysian businesses by promoting the chamber, its services, and activities.

Society of Petroleum Engineers

Providing technical expertise, professional development, and networking opportunities for individuals working in the petroleum upstream segment of the oil and gas industry.



Sustainability Statement

Malaysia Petroleum Management (“MPM”)

MPM is a government-related body within PETRONAS, Malaysia’s state-owned national oil company. Under the Petroleum Development Act 1974, PETRONAS is granted full ownership and regulatory authority over the country’s petroleum resources, and MPM carries out this role by overseeing upstream activities such as exploration, development, production, and decommissioning. As PETRONAS is government-owned, MPM functions as a government-linked regulator for Malaysia’s upstream petroleum sector.



CAN | Ceo
Action
Network

CEO Action Network (“CAN”)

Deleum is proudly an official member of the CAN, actively participating in Workstream #2: Capacity Building. CAN is an exclusive peer-to-peer informal network of CEOs from leading Malaysian businesses. This coalition of purpose-driven leaders is dedicated to sustainability advocacy, capacity building, action, and performance. By facilitating transformative leadership and collaboration among CEOs, CAN addresses the growing challenges of building sustainable business ecosystem in Malaysia.


We are committed to advancing our CAN Collective Commitments at Level 2, demonstrating our dedication to sustainable development and impactful leadership.

Deleum CAN Collective Commitments at Level 2 for 2025

DELEUM SUSTAINABILITY COMMITMENTS	PILLARS	COMMITMENTS	PROGRESS
Upholding ethical business practices and high standards on ethics, integrity, and compliance	Governance	<ul style="list-style-type: none"> • Disclose performance criteria of top management linked to ESG • Disclose material sustainability risks and opportunities 	<ul style="list-style-type: none"> • Completed. We incorporated sustainability-related targets into OKRs of Key Senior Management [Page 36] • Completed. We reassessed and disclosed the material matters, risks, and opportunities [Pages 39-40]
Preserving and protecting the environment for present and future generations through climate action and resource efficiency	Environment	<ul style="list-style-type: none"> • Set public targets on GHG Scope 1 and Scope 2 • Commitment to implement TCFD recommendations 	<ul style="list-style-type: none"> • Completed. We committed to Carbon Neutrality by 2035 [Page 32] • Completed. We incorporated IFRS S2 recommendations into our climate-related risks and opportunities [Page 51-65]
Respecting, supporting and upholding fundamental human rights of people in the areas where we operate	People	<ul style="list-style-type: none"> • Set public targets on percentage of female representation in top management • Conduct human rights risk assessments, across the Group’s operations and value chain 	<ul style="list-style-type: none"> • Completed. We have achieved more than 30% of female representation in top management [Page 90] • Completed. We have implemented our human rights policy and conducted a Social Risk Assessment in 2025 [Page 81]

Sustainability Statement


CORE VALUE #1: SERVICE QUALITY



ECONOMIC
Ensuring equitable economic interests of stakeholders

**ECONOMIC
PERFORMANCE**

Target 8.1: Sustain per capita economic growth




Why It Matters

A strong financial performance is crucial for creating sustainable and long-term economic value for our stakeholders. By achieving excellence in both financial and business performance, we deliver healthy returns to our shareholders, repay financiers, and fulfil tax obligations that support socioeconomic factors such as job creation and infrastructure development. Additionally, we contribute to the wellbeing of local communities through sponsorships and various initiatives, as detailed in the Community Outreach section.

Our Approach

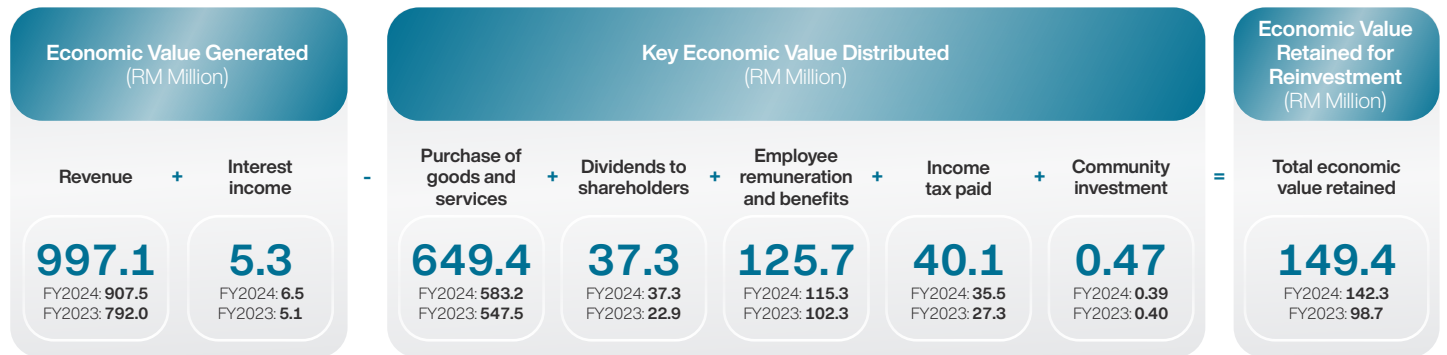
Deleum stays abreast of market trends and pursues technological advancements while addressing identified sustainability- and climate-related risks and opportunities that impact our operations and stakeholders. We drive market expansion through strategic partnerships, collaborations, and diversification into new regions. Additionally, we support local communities through sponsorships and various initiatives, as detailed in the Community Outreach section.

We acknowledge and appreciate the tangible economic benefits generated from our activities, recognising their multifaceted impact on various stakeholders and sectors of our community. By highlighting these impacts, we demonstrate the complex economic value that our efforts create:

 <p>Value delivered to shareholders</p>	 <p>Value offered through our products and services to stimulate economic activity and growth</p>	 <p>Competitive salaries and benefits to overall economic stability and wellbeing of our employees</p>
 <p>Balancing the needs of customers, suppliers and financiers to sustainable business operations</p>	 <p>Community investment enhances social welfare and builds resilient community</p>	 <p>Payments to Government contribute to the community through funding public services, development and welfare programme</p>

Our Group's economic activities generate consistent returns for shareholders, provide fair opportunities for vendors and subcontractors and offer employees competitive remuneration and benefits. Additionally, we contribute to the betterment of society by fulfilling our tax obligations and support the welfare of the broader community through responsible business practices.

Sustainability Statement



Refer to page 17 of the Annual Report 2025 for the details of financial performance under the Management Discussion and Analysis section.

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performances outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Revenue Growth and Regional Expansions		
Initiative	Metric / Target	Performance
Organic and non-organic revenue growth	Achieve RM1 billion of the Group revenue [^]	 Ongoing

Note:

[^] This metric is developed internally by Deleum

CUSTOMER AND PRODUCT RESPONSIBILITY

Target 9.4: By 2030, upgrade industries and infrastructure for sustainability through efficient resource use and the adoption of clean, environmentally sound technologies



Why It Matters

As an oil and gas service provider, ensuring customer satisfaction through excellent customer service and delivering high-quality products is crucial for building brand loyalty and trust, as well as influences our ability to secure contracts and maintain market competitiveness. At Deleum, each Business Units ("BUs") is responsible for ensuring customer satisfaction and maintaining excellent service quality.

Our Approach

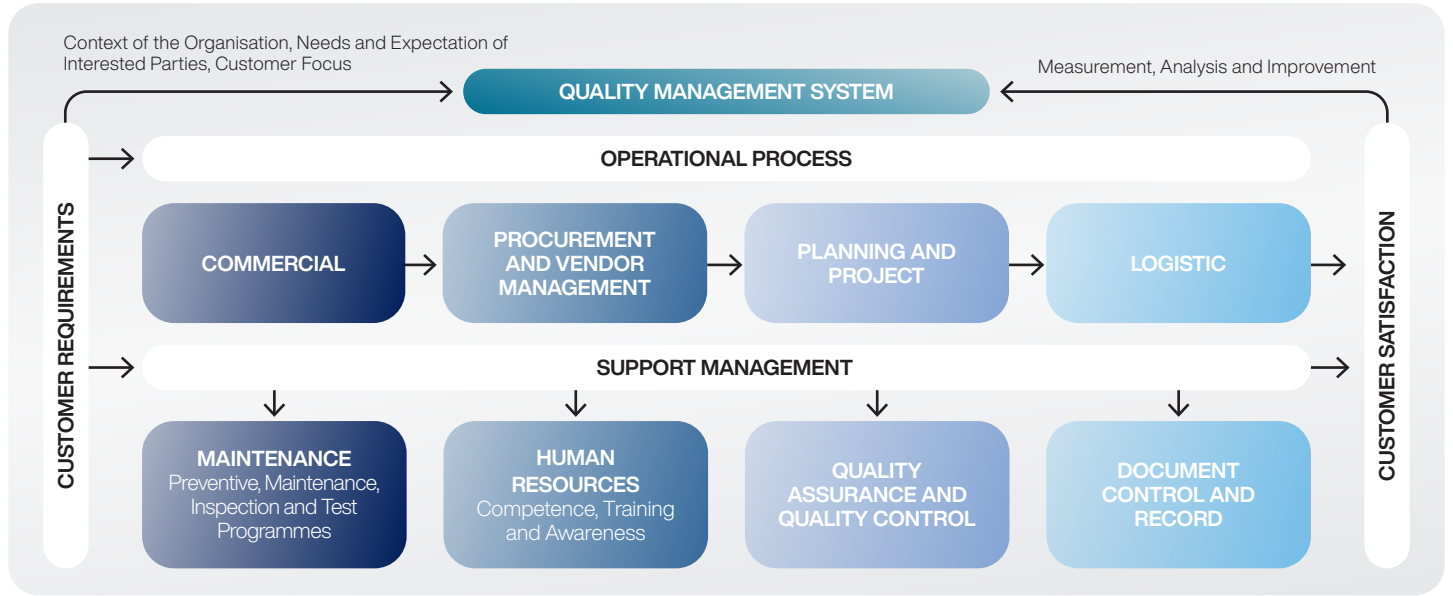
	FY2025	FY2024	FY2023
Group Customer Satisfaction Index	88%	85%	90%
Customer feedback (Commendation letter)	13	34	18

Our BUs are committed to maintaining high standards through regular monitoring and reporting supported by our Quality Policy. By adopting internationally recognised standards such as ISO 9001:2015 Quality Management System and API Specification Q2 (2nd Edition), along with ISO 29001:2020 for the Petroleum, Petrochemical, and Natural Gas Industries currently in progress, we strengthen governance and operational integrity. Our commitment is further reinforced by the Sarawak Government's directive requiring oil and gas entities to achieve ISO 29001 certification by 2026, alongside the growing emphasis on ESG reporting across the value chain. These developments drive us to continuously enhance our quality systems and transparency.

Sustainability Statement

We ensure clear communication throughout our organisation and with key stakeholders, promoting transparency and effectiveness in our operations. We value the trust and confidence our customers place in us, and we remain committed to delivering high quality products and services.

Deleum’s Quality Management System (“QMS”)



The diagram illustrates the QMS which serves as the foundation for meeting customer requirements and achieving customer satisfaction. At the core, the QMS integrates operational processes such as commercial, procurement and vendor management, planning and project execution, and logistics, with support functions such as maintenance, human resources, quality assurance and control, and document management. This structure ensures that every stage of our value chain is aligned with stakeholder expectations and governed by a cycle of measurement, analysis, and continuous improvement.

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Revenue Growth and Regional Expansions		
Initiative	Metric / Target	Performance
Maintain ISO 9001 certification for the Quality Management System	Achieve ISO 9001 recertification [^]	✔ Achieved
Achieve certification of the ISO 29001 Petroleum, Petrochemical, and Natural Gas Industries	Achieve ISO 29001 certification for DOSSB by 2026 [^]	⚙️ Ongoing
Service quality initiatives	ISO entities: Achieve >70% Customer Satisfaction Index annually [^]	✔ Achieved
	Principle-based entities: 10 commendation letters received annually [^]	✔ Achieved

Note:

[^] This metric is developed internally by Deleum

Sustainability Statement

INNOVATION AND TECHNOLOGY

Target 9.4: By 2030, upgrade industries and infrastructure for sustainability through efficient resource use and the adoption of clean, environmentally sound technologies



Why It Matters

Technology and innovation play an important role in maintaining competitiveness and operational efficiency in the oil and gas services sector. As customer expectations evolve and sustainability considerations grow in importance, technology-driven enhancements help strengthen service quality, support safer operations, and improve the overall resilience of the Group's operations. Advancements in technology also contribute to efficiency gains that support emissions reduction and improve long-term operational performance.

Our Approach

Technology and Operational Enhancements

Deleum takes a practical and needs-based approach to adopting technology, focusing on solutions that demonstrate clear operational benefits, improve safety performance, and support our long-term decarbonisation goals. Technology adoption is guided by feasibility, customer requirements, and alignment with our broader sustainability strategy. We collaborate with technical partners where appropriate to assess emerging technologies and determine their suitability before deployment.



Chemical Treatment

Deleum Chemicals Sdn. Bhd. ("DCSB") provides practical chemical solutions for oilfield operations, including scale removal treatment and foam sticks for liquid unloading. SC-Dsludge is another innovative solution developed by our Chemicals Team, a sludge treatment technology enabling the recovery of oil from sludge and offering a sustainable solution to our customers. This breakthrough solution not only addresses the storage capacity constraints and process limitations but also reduces the environmental impact and carbon footprint associated with the conventional disposal by incineration method.

In 2025, DCSB secured a cost-reimbursable grant to advance the Modular Sludge Treatment System — a breakthrough technology that enhances sludge and emulsion processing efficiency while reducing environmental impact. Building on our recognition as first runner-up in Malaysia's OGSE Innovation Award at MOGSEC / OGA 2024, this milestone supports offshore deployment and future international expansion, reinforcing our commitment to innovation-driven sustainability in the energy sector.

Advanced Slickline Capabilities

Deleum Oilfield Services Sdn. Bhd. ("DOSSB") strengthened its well intervention capabilities through the deployment of the SEDaR™ system, which enhances data visibility and supports more informed decision-making during slickline operations. In FY2025, advanced slickline techniques were applied across six projects, improving operational efficiency, reducing project duration, and enabling safer, more precise field execution. These enhancements contribute to more efficient energy use during operations and form part of the Group's broader optimisation efforts aimed at reducing fuel consumption and improving overall performance.

Hydrogen-Based Technology

In FY2025, DOSSB identified hydrogen-based technology as part of its long-term decarbonisation strategy. As hydrogen technology continues to evolve, Deleum is taking a phased approach aligned with technology readiness and operational feasibility. This technology generates hydrogen in-situ to improve engine combustion efficiency. Pilot testing on selected equipment demonstrated fuel efficiency improvements and reduced emissions, supporting its potential as a transitional decarbonisation solution.

Sustainability Statement

Collaboration and Partnerships

We strive to drive meaningful change by collaborating on technological advancements within the oil and gas sector, in order to open new opportunities and address climate change effectively:



Methane Emissions Monitoring Solution

DOSSB continued its collaboration with LatConnect 60 Ltd, (a satellite imagery and data analytics company) to promote eMission60, an advanced methane emissions monitoring solution powered by satellite data analytics. This state-of-the-art technology provides precise methane monitoring capabilities, enabling organisations to enhance the measurement, monitoring, and control of emissions globally.

Supporting Carbon Capture Storage Project

Deleum Services Sdn. Bhd. ("DSSB"), in collaboration with its technical partners, has been entrusted with supplying Gas Turbine Generators and Printed Circuit Heat Exchangers. These generators are set to energise an offshore platform, whilst the heat exchangers serve as a cooling system and compression applications, supporting a major Carbon Capture and Storage ("CCS") project. This CCS initiative represents a noteworthy investment in carbon capture and storage technology within Malaysia, expected to significantly contribute to global efforts to combat climate change.

Digital Transformation

To enhance data sharing through innovation and technology, Deleum has developed its Service Quality Centre ("SQC") portal to facilitate efficient data sharing across all BUs. This portal provides readily accessible, accurate and up-to-date data, reducing time spent on data retrieval, enhancing analytical reporting and dashboards, and enabling informed decision-making. Building on this foundation, Deleum is driving a broader digital transformation strategy through several key initiatives designed to strengthen operational efficiency:



Cloud-based Business Management Suite

Streamlining core processes across finance, procurement, and operations with AI-powered automation, providing real-time visibility and scalability.

Operational Excellence Support

Upgrading the Helpdesk system with improved ticket tracking, automated workflows, and analytics for faster issue resolution.

SharePoint and Intranet Enhancements

Strengthening internal collaboration, improving document management, and delivering a more intuitive user experience.

Smart Inventory Management

Leveraging automation and real-time data to optimise stock control, minimise downtime, and reduce costs, ensuring critical resources are available when needed.

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:


SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Revenue Growth and Regional Expansion		
Initiative	Metric / Target	Performance
Technology and operational enhancements Collaboration and partnerships	Achieve RM1 billion in Group revenue [^]	Ongoing
Digital transformation initiatives	Deployment of 4 digital transformation initiatives within the stipulated timeline [^]	3 Achieved 1 Ongoing

Note:

[^] This metric is developed internally by Deleum

Sustainability Statement

CORE VALUE #2: HEALTH, SAFETY AND ENVIRONMENT




ENVIRONMENTAL

Safeguarding environmental wellbeing through climate action and responsible resource management

**CLIMATE CHANGE
RESILIENCE**

Target 13.2: Integrate climate change measures into national policies, strategies, and planning



Why It Matters

Climate change is a critical global challenge with profound environmental, social, and economic impacts. In Malaysia, extreme weather events such as heatwaves, heavy rainfall, and floods have disrupted communities and infrastructure. In addition, rare events such as Cyclone Senyar demonstrate that low-probability, high-impact weather conditions can occur in the region, reinforcing the importance of preparedness and adaptation.

At the same time, transition risks are increasing as jurisdictions strengthen climate-related policies and stakeholders place greater emphasis on transparent, comparable sustainability information, and credible decarbonisation action.

Our Approach

Climate Strategy and Decarbonisation Pathway

Deleum's approach to climate resilience is guided by the Sustainability Policy, Environmental Policy, and Climate Change Policy, which outline expectations set by the Board, BRIC, and Senior Management for consistent implementation across the Group. These policies underpin our climate strategy and provide the foundation for integrating climate considerations into planning and operational decision-making.

As part of our regulatory engagement efforts, Deleum continues to collaborate with MPM, the government-linked body within PETRONAS that oversees Malaysia's upstream petroleum resources. Our engagements with MPM include climate-related matters, regulatory requirements, and other relevant industry issues, ensuring alignment with national expectations and strengthening our relationship with key upstream regulatory stakeholders.

To address climate-related risks and opportunities, Deleum has integrated mitigation and adaptation measures into the Sustainability Roadmap 2025-2029, supported by the Decarbonisation Plan, which outlines the pathway toward achieving Carbon Neutrality by 2035 and Net Zero by 2050. In FY2025, we strengthened this strategic direction by adopting science-based targets, ensuring alignment with the Paris Agreement and Malaysia's Nationally Determined Contributions.

These targets guide our strategy for managing both transition risks and physical risks, embedding climate considerations into our Sustainability Framework and ERM Framework. Our approach is aligned with recognised international frameworks, including COSO guidelines, and relevant ISO standards, ensuring a structured and robust approach to addressing climate-related challenges.

The Group defines time horizons based on when the CRRO could reasonably be expected to occur. As of the end reporting period, the following time horizons were identified which align with the timelines used for strategic decision-making:

- Short-term (1-5 years, up to 2029)
- Medium-term (6-10 years, up to 2035)
- Long-term (>10 years, up to 2050)

Sustainability Statement

DELEUM DECARBONISATION PLAN

Deleum developed its Decarbonisation Plan in line with the National OGSE Sustainability (“NOS”) Roadmap. The NOS Roadmap is designed to guide Oil and Gas Services and Equipment (“OGSE”) companies in adopting sustainable practices and initiating their sustainability reporting journey.

The Decarbonisation Plan uses the 2023 baseline and is built around two key milestones:

- Interim target by 2030: Reduce approximately 14% of Scope 1 and 2 emissions from the 2023 baseline.
- Achieve Carbon Neutrality by 2035: A cumulative reduction of about 41%.

This trajectory contrasts with a business-as-usual scenario that assumes emissions will increase with projected business growth if no action is taken. Our approach is intended to balance business expansion with emission reduction and resilience measures.

To achieve these targets, Deleum pursues three key strategies, each outlining potential climate actions for evaluation and adoption. Given the nature of the OGSE sector, many initiatives require significant capital investment. These strategies will be implemented through extensive stakeholder engagement to secure alignment with clients’ climate aspirations towards Net Zero by 2050.

Strategy 1 Reduce Own GHG Emissions	<i>Operational decarbonisation for Scope 1 and 2</i>
Strategy 2 Manage Future Business Growth	<i>Decarbonising the revenue mix and capital allocation</i>
Strategy 3 Offset Residual Emissions	<i>Carbon credits for unavoidable emissions</i>

More details on the Decarbonisation Plan can be viewed at the GHG Emissions and the Energy Management sections.

Transition Risk

Regional and global sustainability expectations are reshaping the oil and gas services value chain, influencing procurement criteria, emissions data transparency, and operational practices. Customers are strengthening their reporting requirements and prioritising suppliers with credible climate strategies, embedding ESG considerations into procurement processes and favouring partners that can support their own decarbonisation pathways.

Effects on the Business Model and Value Chain

Shifts in regional and global sustainability expectations may influence procurement criteria, emissions data requirements, and operational practices across the oil and gas services value chain. These changes may create cost implications or operational adjustments in direct operations, both upstream and downstream activities, particularly as customers enhance their reporting processes and efficiency expectations. Understanding these potential developments allows the Group to anticipate changes that may affect service delivery and cost structures.

Carbon Pricing

Carbon pricing continues to be a policy mechanism under consideration internationally, with adoption and implementation timelines varying across regions. Publicly available outlooks by the International Energy Agency (“IEA”) indicate that carbon pricing trajectories in Southeast Asia may progress gradually due to affordability and institutional readiness considerations.

In Malaysia, the Government has announced its intention to introduce a carbon tax beginning in 2026, although the final price and implementation framework will depend on the forthcoming Climate Change Bill and supporting guidelines. Initial expectations suggest that pricing may be moderate relative to some regional benchmarks.

Given Deleum’s relatively low emissions profile, immediate financial exposure is expected to be minimal. The Group has not implemented internal carbon pricing at this stage, as the external framework remains under development; however, this position will be reviewed periodically as regulatory and customer expectations evolve.

Sustainability Statement

Climate Scenarios

To assess our position in managing transition risks, we use scenarios from the World Energy Outlook (“WEO 2025”) developed by the IEA to evaluate potential implications for energy demand, technology adoption, and decarbonisation pathways. These scenarios provide directional insight into how global energy trends, technology adoption and policy pathways may evolve, and are used for exploratory analysis rather than prediction.

- **Current Policies Scenario (“CPS”)** assumes no new climate policies beyond those already in place. Under this scenario, oil and gas demand continues to increase through 2050 due to limited policy intervention.
- **Stated Policies Scenario (“STEPS”)** reflects announced government commitments and planned renewable energy targets, driving greater deployment of energy efficiency measures, electrification, and renewable energy.
- **Net Zero Emissions by 2050 (“NZE”)** represents an accelerated energy transition characterised by rapid electrification, expanded hydrogen use, and a sharp decline in fossil fuel demand.

Our assessments integrate Deleum’s internal insights with external scenario data from reputable sources, including the IEA’s WEO 2025, providing an evidence-based perspective on global and regional market trends relevant to our industry. Together, these insights support our evaluation of potential implications and financial impacts on operations and across the Group’s value chain, enabling us to refine our risk-management strategy and capture emerging opportunities.

No	Risk / Opportunity	Transition Driver	2029	2035	2050
1	Risk: Policy and Legal	Enhanced emissions reporting obligations	High	Medium	Low
2	Risk: Technology	Substitution of existing high-emission products and services with lower emissions options	Low	Medium	High
3	Risk: Market	Changing customer behaviour	Low	Medium	High
4	Risk: Reputation	Shifts in customer preferences arising from reputational risk	Low	Medium	High
5	Opportunity: Resource Efficiency	Use of more efficient production processes	Low	Medium	High
6	Opportunity: Products and Services	Development and/or expansion of low-emission products and services	Low	Medium	High
7	Opportunity: Resource Efficiency	Transition to energy-efficient buildings	High	Medium	Low
8	Opportunity: Energy Source	Shift towards decentralised energy generation	High	Medium	Low

Legend:

Risk	High	Medium	Low
Opportunity	High	Medium	Low

Sustainability Statement

A summary of transition risks, opportunities, and associated impacts is provided below:

No	Transition Driver	Risk / Opportunity / Our Position	Financial Effect	Scope of Operations
1	Risk: Policy and Legal Enhanced emissions reporting obligations	<ul style="list-style-type: none"> Inability to meet reporting requirements due to insufficient resources and lack of a competent team. Deleum is investing in strengthening its sustainability team, enhancing employee competencies, internal awareness programmes or trainings, obtaining independent verification of emission data, and meeting Bursa Centralised Sustainability Intelligence Platform requirements to address increasing reporting obligations and avoid greenwashing. The risk level is highest during the initial phase and gradually declines as Deleum strengthens its capabilities. 	OPEX ▲	Company-wide
2	Risk: Technology Substitution of existing high-emission products and services with lower emissions options	<ul style="list-style-type: none"> Potential loss of competitive edge arising from delayed transition to lower emissions technologies. Potential loss of competitive advantage resulting from insufficient capability to meet customers' evolving low-carbon solution requirements. Loss of market opportunities if Deleum is unable to establish itself as a trusted low-carbon solutions provider 	CAPEX ▲ OPEX ▲	Business activity or product / service line
3	Risk: Market Changing customer behaviour	<ul style="list-style-type: none"> Deleum is investing in low-emission technologies and enhancing operational efficiency through a phased implementation approach. The risk level will escalate if Deleum fails to act swiftly when alternative low-carbon technology becomes available and accessible to the market, including competitors, and when investment costs are commercially rationalised. 	CAPEX ▲ OPEX ▲	Business activity or product / service line
4	Risk: Reputation Shifts in customer preferences resulting from reputational risk	<ul style="list-style-type: none"> Deleum is investing in low-emission technologies and enhancing operational efficiency through a phased implementation approach. The risk level will escalate if Deleum fails to act swiftly when alternative low-carbon technology becomes available and accessible to the market, including competitors, and when investment costs are commercially rationalised. 	CAPEX ▲ OPEX ▲	Company-wide
5	Opportunity: Resource Efficiency Use of more efficient production processes	<ul style="list-style-type: none"> Customers and regulators are increasingly valuing companies that demonstrate effective emission reductions. Deleum is integrating more efficient production processes (e.g., advanced slickline technologies and digital monitoring of maintenance activities) and investing in low-emission technologies and operational efficiency through a phased approach to enable operational optimisation and strengthen its ESG credentials. 	CAPEX ▲ OPEX ▲	Business activity or product / service line
6	Opportunity: Products and Services Development and/ or expansion of low emission products and services	<ul style="list-style-type: none"> The opportunity level increases as market demand grows for more efficient and cleaner solutions. 		
7	Opportunity: Resource Efficiency Transition to energy-efficient buildings	<ul style="list-style-type: none"> Customers and regulators place growing value on partners with lower emissions who can support their net zero transition pathways. Deleum is enhancing internal energy efficiency to reduce its carbon footprint and capitalising on this transition through investments in solar photovoltaic ("PV") technology. 	CAPEX ▲	Facility
8	Opportunity: Energy Source Shift towards decentralised energy generation	<ul style="list-style-type: none"> The opportunity level is high in the near term and gradually declines as more competitors adopt a similar approach. 		

Sustainability Statement

The analysis indicates that the Group demonstrates the capacity to manage transition risks in short-, medium- and long-term under CPS, STEPS and NZE, supported by its transition-related opportunities through its Decarbonisation Plan.

While transition risks are expected to lead to higher capital and operating expenditures over time, these anticipated investments will deliver efficiency gains and reinforce the Group's competitive positioning as the energy market transitions.

Deleum will continue to refine its climate resilience assessment as data availability improves and scenario assumptions, methodologies and regulatory expectations evolve. This includes the progressive strengthening of quantitative analysis at the segment level, particularly in relation to sensitivities and financial impacts.

Physical Risk

In FY2026, we will be conducting a physical risk assessment across all operational sites using climate scenario-based analysis to inform site-specific adaptation measures. The reassessment is integrated into the Group's OKRs and the results will be analysed and translated into targeted strategies to address climate risks while retaining flexibility to scale up mitigation and adaptation efforts should more severe conditions arise. This exercise demonstrates the Group's ability to adjust its strategy and operations in response to evolving climate-related risks.

Effects on the Business Model and Value Chain

To strengthen resilience, the Group is reassessing physical climate impacts and reviewing existing processes, such as the flood mitigation measures implemented in Kemaman, while exploring further enhancements, including insurance coverage. These efforts ensure proactive management of risks from extreme weather events.

Climate Scenarios

Based on climate modelling assumptions, projections indicate rising physical risks that could impact Deleum's operations and value chain. Current analysis is preliminary and based on screening, using Intergovernmental Panel on Climate Change's ("IPCC") Shared Socioeconomic Pathways ("SSPs"), focusing on two key scenarios:

- **SSP2-2.6 (Low-emission scenario):** Lower climate impacts under strong mitigation efforts, aligns with the Paris Agreement's 1.5°C-2°C goal
- **SSP5-8.5 (High-emission scenario):** High GHG emissions in the absence of Government policies to combat climate change; global warming of between 3.2°C and 5.4°C is projected by 2100

Acute Physical Risks

Short-term physical risks include potential increases in extreme heat days and intense rainfall events. Such conditions may disrupt operations, affect workforce safety, and influence the reliability of certain equipment. Heavy rainfall may elevate flood risks in specific locations, impacting site accessibility, and logistics.

Chronic Physical Risks

Long-term trends show rising heat stress, with days exceeding a heat index of 37°C projected to increase from near zero historically to over 180 days annually in Malaysia and nearly 300 days in Indonesia and Thailand under high-emission scenarios by late century.

Persistent heat and humidity heighten workforce health and safety risks, including dehydration and heat-related illnesses that can reduce labour productivity and accelerate equipment degradation. Rising temperature and reduced air density are likely to reduce combustion engine efficiency and increase fuel consumption. At the same time, changes in precipitation patterns across our operations are likely to result in more frequent and longer duration flood events, potentially disrupting operations, logistics and the supply chain.

As part of preliminary climate risk screening, we identified two key indicators to understand potential exposure:

- Number of days with Heat Index > 37°C
- Number of days with Precipitation ≥ 20mm

Sustainability Statement

These thresholds align with Malaysia's official extreme heat and flood alert criteria, where heatwave warnings are issued at >37°C for three consecutive days and heavy rain alerts at ≥20mm / day, signalling flood risk. Comparable heat health warning systems and flood early warning frameworks are in place in Thailand and Indonesia, reflecting regionally consistent thresholds for extreme heat and hydrometeorological hazards. Tracking these metrics under different climate scenarios provides location-specific insights into exposure to extreme weather conditions, enabling proactive risk management and resilience planning.

	2020-2039			2040-2059		2060-2079		2080-2100	
	Historical	SPSS 2.6	SPSS 8.5	SPSS 2.6	SPSS 8.5	SPSS 2.6	SPSS 8.5	SPSS 2.6	SPSS 8.5
Number of Days with Heat Index > 37°C (Average)									
Malaysia	0.01	0.56	0.82	2.25	16.26	3.46	90.03	3.20	186.88
Indonesia	0.00	0.00	0.02	0.09	7.38	0.16	130.95	0.19	293.24
Thailand	46.90	122.37	125.43	165.65	210.90	177.03	268.08	177.37	297.51
Number of Days with Precipitation ≥20mm (Average)									
Malaysia	17.11	19.03	18.82	19.74	20.35	19.93	22.09	19.76	24.48
Indonesia	7.76	0.39	0.23	1.09	0.58	8.92	9.37	9.26	10.08
Thailand	4.36	4.73	4.84	5.22	5.28	5.20	5.79	5.13	6.30

Note:

1. Climate Scenarios are based on the World Bank Climate Change Knowledge Portal.
2. The data presented are based on the Coupled Model Intercomparison Project Phase 6.
3. Projection data are presented as multi-model ensembles, representing the range and distribution of the most plausible projected outcomes of changes in the climate system for selected SSPs.
4. SSPs provide insight into future climate conditions based on defined emissions, mitigation efforts, and development paths.

Capacity to Adapt the Strategy and Business Model

Deleum continues to strengthen its climate transition plan and physical risk resilience by allocating dedicated resources and building internal capabilities:

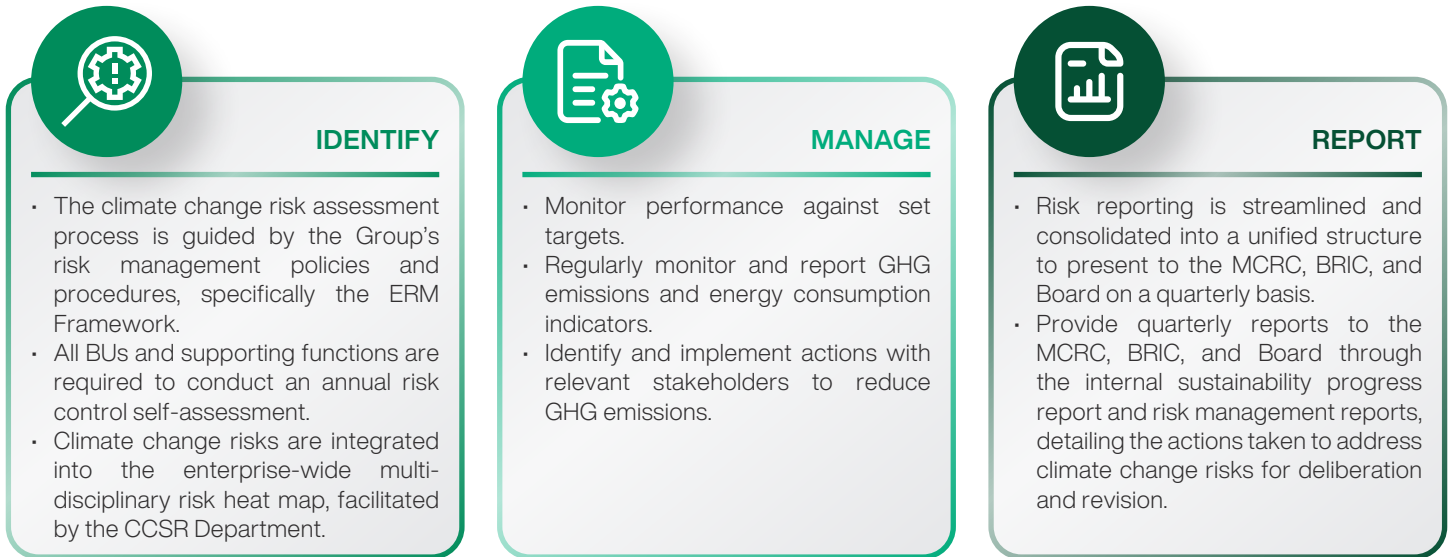
- **Transition Risks:** Enhancing emissions reporting obligations, expanding low-carbon technologies, integrating energy efficiency measures, and aligning capital allocation with decarbonisation initiatives and GHG emissions reduction targets.
- **Physical Risks:** Enhancing location-specific adaptation measures, improving infrastructure resilience, and embedding climate risk considerations into operational planning.

Since the previous reporting period, Deleum has progressed across its climate transition efforts, including measurable reductions in Scope 1 and 2 emissions, the deployment of innovation and technology initiatives and the conduct of Scope 3 materiality assessments. Looking ahead, Deleum plans to increase investments in low-carbon solutions and expand internal capacity through training, ensuring flexibility to adjust its strategy as climate-related risks and opportunities evolve.

Sustainability Statement

Climate Risk Management Process

Our approach to managing climate-related risks follows the Group's ERM Framework and integrates climate considerations into existing processes:



Operational and Adaptation Measures

To safeguard our workforce, assets, and operations against climate-related and operational disruptions, we have embedded the following measures:



Business Continuity Management

We have conducted scenario-based simulations within our BCM framework at operational sites to assess and enhance our emergency response and business continuity capabilities. These exercises ensure the effective activation of response measures to safeguard our workforce, the environment, critical assets, and corporate reputation against climate-related and operational disruptions.



Issuing Flood Alerts

In alignment with adverse weather guidelines, we issue flood alerts, highlighting potential hazards and providing evacuation instructions to safeguard personnel and assets.



Monitoring Weather

We closely monitor weather patterns utilising rainfall data and forecasts provided by MetMalaysia to stay abreast of changing conditions and to anticipate potential hazards.



Issuing Travel Alerts

Adhering to adverse weather guidelines, we issue travel alerts based on forecasts to mitigate potential hazards posed by adverse weather conditions.



Monitoring Climate Change Effects

We continuously monitor the effects of climate change on our business presence and operations, enabling us to adapt and respond effectively to evolving environmental conditions.



Activating Emergency Response

Our Emergency Response Team is activated to support affected personnel and address impacts on operational facilities, ensuring a swift and coordinated response to mitigate disruptions.

Sustainability Statement

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Achieve Carbon Neutrality by 2035 and Net Zero by 2050		
Initiative	Metric / Target	Performance
Sustainability and climate change awareness programmes and capability building for internal stakeholders	2 awareness programmes or capability training sessions for internal stakeholders annually [#]	✔ Achieved
Adoption of TCFD / IFRS S2 frameworks	Full compliance with IFRS S2 by 2027 [^]	⚙️ Ongoing
	Assessment of BUs for physical climate risks by 2027 [^]	⚙️ Ongoing

Note:

[#] Metric aligns with GRI Standards (GRI 404: Training and Education 2016)

[^] This metric is developed internally by Deleum

5 GHG EMISSIONS

Target 13.2: Integrate climate change measures into national policies, strategies and planning



Why It Matters

GHG emissions contribute to climate change, which has significant environmental, social, and economic implications. As an energy-related service provider, managing emissions is an important part of strengthening operational resilience and supporting the transition toward lower carbon practices. Reducing emissions enhances efficiency, supports responsible resource use, and aligns with the industry moves toward lower-carbon operating practices.

Our Approach

GHG Emissions Journey

2021	2023	2024	2025
Scope 1 and 2 data collection, reporting, and baseline	Internal Audit highlighted gaps in GHG data	<p>Closed all identified gaps and refined the GHG data management mechanism</p> <p>Scope 1 and 2 emissions (FY2023) were verified by BSI Malaysia (ISO 14064-1:2018 Greenhouse gases)</p> <p>Reset the baseline year, established targets, and tracked performance</p> <p>Established procedures for GHG emissions inventory management</p> <p>Initiated the Decarbonisation Plan</p> <p>ESG and sustainability awards</p>	<p>Scope 3 materiality assessment</p> <p>Completed the data management mechanism for Scope 3 emissions:</p> <ul style="list-style-type: none"> Category 5: Waste Generated in Operations Category 6: Business Travel Category 7: Employee Commuting Category 15: Investment <p>Updating procedures for GHG emissions inventory management to include Scope 3</p> <p>Completed the formulation of the Decarbonisation Plan</p> <p>ESG and sustainability awards</p>

Sustainability Statement

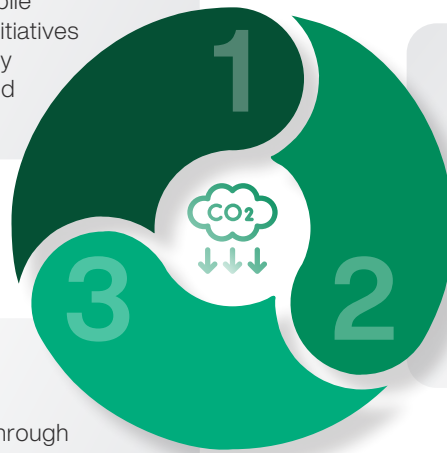
Decarbonisation Plan

As outlined in our Decarbonisation Plan, we have identified key strategies to drive emissions reduction across our operations and value chain. Several initiatives are already in place encompassing operational efficiency improvements, technology adoption, renewable energy integration, and supplier engagement ensuring measurable progress against our targets.

Strategy 1:

Reduce Own GHG Emissions

This strategy focuses on lowering emissions from activities under the Group's operational control, including power generation equipment, mobile assets, and building energy consumption. Initiatives include efficiency improvements, technology upgrades, renewable energy integration, and electrification of selected locations.



Strategy 2:

Manage Future Business Growth

As business growth can increase absolute emissions, this strategy guides capital allocation toward lower-carbon opportunities and supports the development of service offerings that align with customers' evolving requirements during the transition to lower-carbon operations.

Strategy 3:

Offset Residual Emissions

Residual emissions that cannot be abated through internal measures are expected to be addressed through credible offset mechanisms. Preliminary estimates indicate approximately 1,000 tCO₂e of residual emissions by 2035, which will be managed through verified carbon credits.

Addressing Scope 3 Emissions

In addition to managing direct (Scope 1) and indirect (Scope 2) emissions, the Group recognises the importance of addressing Scope 3 emissions across the value chain. To support this, we conducted a Scope 3 materiality assessment to identify the most relevant categories for reporting and action.

The Group has implemented a GHG inventory tool covering the material Scope 3 categories identified, including Waste Generated in Operations (Category 5), Business Travel (Category 6), Employee Commuting (Category 7), and Investments (Category 15).

For Category 15, a dedicated GHG inventory tool was designed and handed over to support tracking of emissions from entities that are not under Deleum's operational control. The Group is also assessing data availability and suitable calculation methodologies for other relevant Scope 3 categories to ensure progressive enhancement of reporting coverage.

Initiatives linked to Scope 3 management include improvements made through the Group's waste management strategy, particularly under the OYOW programme. These initiatives support emissions accounting under Category 5 and contribute to responsible waste practices across operations. Further details on the OYOW programme are disclosed in the Water and Waste Management section.

Sustainability Statement

Scope 3 Materiality Assessment

Scope 3 Category	Included / Excluded	Reason for Exclusion (If Applicable)
Category 1: Purchased Goods and Services ²	Included	
Category 2: Capital Goods ²	Included	
Category 3: Fuel- and Energy-related Activities (not included in Scope 1 or 2) ²	Excluded	Excluded due to limited relevance but remains under ongoing monitoring
Category 4: Upstream Transportation and Distribution ¹	Included	
Category 5: Waste Generated in Operations ¹	Included	
Category 6: Business Travel ¹	Included	
Category 7: Employee Commuting ¹	Included	
Category 8: Upstream Leased Assets ²	Excluded	Excluded due to limited relevance but remains under ongoing monitoring
Category 9: Downstream Transportation and Distribution ²	Excluded	Not applicable to Deleum's business activities
Category 10: Processing of Sold Products ²	Excluded	Not applicable to Deleum's business activities
Category 11: Use of Sold Products ²	Included	
Category 12: End-of-life Treatment of Sold Products ²	Included	
Category 13: Downstream Leased Assets ²	Included	
Category 14: Franchises	Excluded	Not applicable to Deleum's business activities
Category 15: Investment ¹	Included	

The newly acquired Indonesian operations is excluded from this reporting year due to the ongoing operational integration process.

Note:

1. Data collection, GHG quantification, and quality validation for Scope 3 GHG emissions, particularly Category 5, 6, 7, and 15, are ongoing, prior to independent third-party verification and subsequent disclosure.
2. Assessment of data availability and determining suitable calculation methodologies for other relevant Scope 3 categories.

Sustainability Statement

Climate-Related Metrics

The following represent the Group's total emissions based on Scope 1 and Scope 2 sources in metric tonnes of carbon dioxide equivalent ("tCO₂e") in accordance with the GHG Protocol, as presented below:

GHG Emissions Category ¹	FY2025 ^{3,6}	FY2024 ²	FY2023 ²
Scope 1 Direct Emissions (tCO₂e)	1,387.75	1,207.70	1,188.10
Breakdown:⁴	1,347.50	1,169.54	1,150.57
Carbon dioxide (tCO₂)	0.24	0.21	0.24
Methane (tCH₄)	5.86	3.53	2.23
Nitrous oxide (tN₂O)			
Hydrofluorocarbons (tHFCs)			
▪ R22	17.90	17.90	17.90
▪ R31	0.01	0.01	0.01
▪ R32	2.43	2.43	2.43
▪ R410A	7.48	7.48	7.48
Scope 2 Indirect Emissions (tCO₂e)⁵	721.52	657.30	562.20
Total Scope 1 and 2 (tCO₂e)	2,109.27	1,865.00	1,750.30

Note:

- In FY2024, our GHG baseline year has been revised from FY2019 to FY2023, to reflect significant project developments and the adoption of new methodologies under ISO 14064-1.
- Our Scope 1 and Scope 2 figures for FY2023 and FY2024 have been verified by an independent third-party, BSI, in accordance with ISO14064-1 at a materiality threshold of 5%.
- Our Scope 1 and Scope 2 figures for FY2025 have been verified by an independent third-party, BSI, in accordance with GHG Protocol at a materiality threshold of 5%. The Verification Opinion Statement can be viewed on pages 104 to 107 of this Report.
- A breakdown by gas type comprises of carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). These emissions are converted to tCO₂e using 100-year Global Warming Potential ("GWP") factors from the IPCC Sixth Assessment Report.
- Location-based method.
- The newly acquired Indonesian operations are excluded from this reporting year due to the ongoing operational integration process.

GHG Intensity

Deleum tracks GHG intensity per workforce and per revenue to provide normalised measures of emissions performance that reflect changes in staffing levels and business activity. In FY2025, GHG intensity per workforce reduced by 7% to 1.3 tCO₂e from 1.4 tCO₂e, while GHG intensity per revenue remained stable at 2.1 tCO₂e.

GHG Intensity Category 1	FY2025	FY2024	FY2023
GHG intensity per workforce (tCO₂e / Workforce)	1.3	1.4	2.2
GHG intensity per revenue (tCO₂e / RM Million)	2.1	2.1	2.2

Note:

- GHG intensity is quantified by dividing the total GHG emissions by the Group's total revenue and total number of workforces.

Sustainability Statement

Methodology, Inputs, and Assumptions

GHG Emissions Procedure

The Group's GHG Emissions Inventory Management Procedure guides the quantification, monitoring, and reporting of GHG emissions across Scope 1, Scope 2, and relevant Scope 3 categories. The procedure outlines the steps for collecting activity data, applying emission factors, and ensuring data consistency and traceability. It is currently being updated to incorporate the Scope 3 emissions categories identified through the materiality assessment.

Deleum adopts the Operational Control consolidation approach in line with the GHG Protocol, accounting for 100% of emissions from operations where the Group has operational control. Emissions from entities in which Deleum holds an interest but does not have operational control are not included in Scope 1 and Scope 2 reporting.

GHG Emissions Sources

Scope 1: Direct GHG emissions from operations include emissions from stationary sources such as generators, power packs, and welding machines. Additionally, mobile combustion sources encompass on-road vehicles such as company-owned cars, vans, and trucks as well as non-road vehicles such as company-owned forklifts.

Scope 2: Indirect GHG emissions from operations arise from the purchased electricity supplied by local energy providers.

Scope 3: These emissions represent all other indirect GHG emissions that occur across the Group's value chain, both upstream and downstream. These include emissions from sources not owned or controlled by the company for:

- Category 1: Purchased Goods and Services
- Category 2: Capital Goods
- Category 4: Transportation and Distribution (Upstream and Downstream Logistics)
- Category 5: Waste Generated in Operations
- Category 6: Business Travel
- Category 7: Employee Commuting
- Category 11: Use of Sold Products
- Category 12: End-of-life Treatment of Sold Products
- Category 13: Downstream Leased Assets
- Category 15: Investments

Emission Sources, Methodology, and Emission Factors

Emission No.	Emission Sources	Calculation Methodology	Activity Data	Emission Factors	Assumptions
Scope 1: Direct Emissions					
1	Stationary Combustion	Energy-basis	Operating hours of power generation equipment	Internal Combustion ("IC") Engine for Diesel: ¹ <ul style="list-style-type: none"> • CO₂: 70.20 tonnes / TJ (HHV) • CH₄: 0.15 tonnes TOC / TJ (HHV) • N₂O: 5.69 E⁻⁰⁴ tonnes / TJ (HHV) 	IC Engine for Diesel: <ul style="list-style-type: none"> • Equipment Thermal Efficiency: 3.179 J_{input}/J_{output} (HHV) Exhaust gas TOC contains 9 wt% CH₄ 100% oxidation of fuel carbon
		Volume-basis	Fuel consumption in litres (L)	*Diesel: 2.66 kg CO ₂ e / L 2	100% mineral-based diesel
2	Mobile Combustion	Volume-basis	Fuel consumption in litres (L)	*Petrol: 2.34 kg CO ₂ e / L 2 *Diesel: 2.66 kg CO ₂ e / L 2	100% mineral-based petrol and diesel




Sustainability Statement

No.	Emission Sources	Calculation Methodology	Activity Data	Emission Factors	Assumptions
Scope 1: Direct Emissions					
3	Fugitive Emissions from CO₂ Fire Extinguishers and Refrigerant Leaks from Refrigerator and Air Conditioning Systems	Rule-of-thumb basis	Charge in kilograms (kg)	Depending on the GWP of the type of gas ³	0.3 kg of gas per horsepower, assuming 10% of the initial charge as the annual leak rate
		Mass-basis	Gas top-up / discharge / dispose in kilograms (kg)	Depending on the GWP of the type of gas ³	Amount of gas leaks is equivalent to amount of top-up as reported by the servicing contractor or at the time of discharge / disposed
Scope 2: Indirect Emissions					
1	Purchased Electricity	Energy-basis	Electricity consumption in kilowatt-hours (kWh)	*Peninsular Malaysia: 0.774 tCO ₂ / MWh ⁴ *Sabah: 0.525 tCO ₂ / MWh ⁴ *Sarawak: 0.199 tCO ₂ / MWh ⁴ *Jakarta: 0.800 tCO ₂ / MWh ⁵	Electricity supply of Labuan is sourced from Sabah Electricity supply of Jakarta is sourced from Jamali Electricity Grid Network ("JAMALI")

- American Petroleum Institute (2021), Compendium of Greenhouse Gas Emissions Methodologies for The Natural Gas and Oil Industry.
- UK Department for Energy Security and Net Zero (DESNZ) and Department of Environment, Food and Rural Affairs (DEFRA) (2025), GHG Conversion Factors for Company Reporting.
- IPCC (2019), 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories - Chapter 7: Emissions of Fluorinated Substitutes for Ozone Depleting Substances.
- Malaysia Energy Commission (2022), Grid Emission Factors in Malaysia.
- Faktor Emisi GRK Sistem Ketenagalistrikan Tahun (2019) oleh Direktorat Jenderal Ketenagalistrikan.

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Net Zero by 2050 and Carbon Neutrality by 2035		
Initiative	Metric / Target	Performance
GHG emissions for Scope 1 and Scope 2	Reduction of Scope 1 and 2 emissions (CO ₂ e intensity per revenue) [^]	 Ongoing
GHG emissions for Scope 3	Implementation of a GHG inventory tool for investment entities [^]	 Achieved
	Implementation of a GHG inventory tool for Categories 5, 6, and 7 [^]	 Achieved

Note:

[^] This metric is developed internally by Deleum

Sustainability Statement

ENERGY MANAGEMENT

7.3 By 2030, double the global rate of improvement in energy efficiency



Why It Matters

Energy use and fuel consumption are key contributors to the Group's environmental footprint. As an organisation operating in the energy sector, improving energy efficiency supports emissions reduction, cost optimisation, and operational resilience. Reducing energy consumption also strengthens alignment with climate-related commitments and evolving stakeholder expectations.

Our Approach

To achieve Carbon Neutrality by 2035, Deleum is implementing targeted initiatives across five focus areas:



Low-carbon Technologies

Pilot testing of hydrogen-based technology was conducted on selected equipment to evaluate potential improvements in fuel efficiency and reductions in Scope 1 emissions.



Energy Efficiency

A phased replacement programme for ageing and energy intensive air conditioning units began in 2025 and will continue through 2035, prioritising more efficient systems to reduce electricity consumption.



Renewable Energy

Deleum has installed on-site PV systems at two operational locations, reducing reliance on grid electricity and these efforts will be extended to other operational locations.



Operational Optimisation

Advanced slickline capabilities, including the deployment of the SEDaR™ system, were implemented across selected projects to support improved service execution and operational efficiency. The enhanced data visibility provided by SEDaR™ contributes to more informed operational decision-making and reduces project duration, which in turn supports more efficient energy use across relevant activities. These improvements form part of the Group's broader optimisation efforts aimed at reducing fuel consumption and strengthening overall operational performance.



Electrification

Electrification initiatives are being implemented at selected Deleum operational bases by transitioning from on-site diesel generation to grid supplied electricity, where feasible. These initiatives involve the construction of electrical infrastructure to enable permanent grid connectivity, eliminating reliance on diesel generators at affected sites.

SOLAR PV SYSTEM



Deleum has initiated renewable energy integration at the Kemaman site, which was selected for this pilot based on the availability of space and operational feasibility, making it an appropriate starting point for on-site solar PV deployment.

Building on this implementation, a subsequent solar panel project at the Senawang site was completed in 4Q2025, supporting the gradual expansion of renewable energy use across selected operational locations.

Looking ahead, Deleum plans to further expand solar PV deployment to additional selected sites by 2029, accelerating the Group's transition towards greater adoption of renewable energy.

Sustainability Statement



Energy Consumption

Following are the Group's total energy consumption:

	FY2025	FY2024	FY2023
Total Energy consumption (GJ)	23,593.66	20,322.40	19,621.10
Breakdown:			
Diesel (GJ)	19,318.78	16,744.10	16,314.10
Petrol (GJ)	104.20	52.40	169.80
Purchased electricity (GJ)	4,170.70	3,525.90	3,137.30
Energy Intensity			
Energy intensity per permanent employee (GJ / Employee)	14.1	15.4	25.3
Energy intensity per revenue (GJ / RM Million)	23.7	22.4	24.8

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Achieve Carbon Neutrality by 2035 and Net Zero by 2050		
Initiative	Metric / Target	Performance
GHG emissions for Scope 1 and Scope 2	Deployment of 5 energy management initiatives within the stipulated timeline [^]	<p> 1 Achieved (Operational optimisation)</p> <p> 4 Ongoing (Low-carbon technologies; Energy efficiency; Renewable energy; Electrification)</p>

Note:

[^] This metric is developed internally by Deleum

Sustainability Statement

WATER AND WASTE MANAGEMENT

Target 6.4: By 2030, increase water-use efficiency and reduce water stress



Target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse



Why It Matters

We recognise that our operations may impact environmental quality, including air, water, and land, thereby endangering people and the surrounding ecosystem. We are committed to sustainable environmental protection, aiming to optimise usage while minimising environmental impact and managing natural resources through pollution prevention, waste reduction, water conservation, and resource consumption minimisation.

Our Approach

The Group strengthens its environmental performance through measures aligned with the Sustainability Policy, Climate Change Policy, and Environmental Policy. Our approach emphasises pollution prevention, resource optimisation, and responsible waste handling. Chemical operations adhere to structured systems aligned with ISO 14001:2015 and customer requirements, supporting compliance and continuous improvement.

In FY2025, the Group implemented initiatives focused on resource efficiency, environmental protection, and process improvement. These included identifying environmental risks and opportunities, applying appropriate controls, improving water and waste management practices and conducting environmental training programmes as outlined below:



Practised responsible waste management in accordance with the Environmental Quality Act of 1974 ("EQA 1974"), ensuring proper storage and collection of waste and recyclable materials



Promoted responsible consumption among our employees through initiatives like proper disposal of information technology assets and daily operational waste



Enhanced our environmental performance through regular reviews and audits of our practices and policies



Conducted training and awareness sessions to support sustainable environmental protection, minimise environmental impacts, and drive climate action through Environmental Aspect and Impact Assessments and the OYOW programme



Identified environmental risks and opportunities and implemented effective controls to prevent incidents that may cause environmental pollution



Reduced water leakage through regular maintenance



Minimised water pressure and outflows for toilets, washbasins, and pantries



Continued the Rainwater Harvesting Programme

Sustainability Statement

Water Management

The Group has established a baseline for water usage by tracking water consumption per employee for FY2025. This baseline supports future efforts to improve water efficiency. Despite operating in areas with minimal water scarcity risk, efficient water use remains part of the Group's sustainability priorities. The Group continues to optimise rainwater harvesting at operational facilities to reduce reliance on municipal water where feasible.

The following data outlines the Group's total water consumption and water discharge over the past three years:

	FY2025	FY2024	FY2023
Water withdrawal	14.3	11.8	15.9
Breakdown:			
Surface water (ML) ¹	0.1	0.1	0.1
Third-party water (ML) ²	14.2	11.7	15.8
Water discharge	14.3	11.8	15.9
Breakdown:			
Surface water (ML) ¹	0.1	0.1	0.1
Third-party water (ML) ²	14.2	11.7	15.8

Note:

1. Surface water includes rainwater harvested.
2. Third-party water includes water supplied by municipal water networks or other organisations.

Waste Management

Adhering to the waste management hierarchy is imperative to align with the EQA 1974, an important legislative framework that underscores the significance of minimising environmental impact and improving our performance in resource efficiency, waste reduction, energy management, emissions reduction, water management, ecosystem protection, and environmental compliance.

Waste management practices follow the principles of the EQA 1974 and the waste hierarchy. The Group aims to reduce both hazardous and non-hazardous waste and improve resource recovery. Hazardous waste is managed by an in-house certified Scheduled Waste Competent Person registered with the Department of Environment.

We are committed to the following principles to manage our waste and reduce adverse environmental impact:



Sustainability Statement

To enhance transparency and accountability, we have developed a GHG inventory covering both hazardous and non-hazardous waste streams under Scope 3 Category 5: Waste Generated in Operations. The tool applies activity-based data and appropriate emission factors for each waste type and disposal method, ensuring robust and credible emissions reporting. Currently, the data collection, GHG quantification, and quality validation are ongoing, prior to independent third-party verification and subsequent disclosure.

Waste Generated

The table below summarises the Deleum's waste generation, covering both hazardous waste and non-hazardous waste:

	FY2025	FY2024	FY2023
Hazardous waste (MT)	153.2	96.0	81.3
Breakdown:			
Waste directed to disposal (MT)	152.8	95.9	79.3
Waste diverted from disposal (MT)	0.4	0.1	2.0
Non-hazardous waste (MT)	5.4	2.5	-
Breakdown:			
Waste directed to disposal (MT) ¹	4.9	2.2	-
Waste diverted from disposal (MT) ²	0.5	0.3	-
Total waste generated (MT)	158.6	98.5	81.3

Note:

- In FY2025, the scope has been expanded to include Labuan operations.
- Data recording for non-hazardous waste (general and recyclable waste) commenced in September 2024 for Kuala Lumpur HQ only. Therefore, no data is available for FY2023.

Environmental Spillage and Compliance Management

In FY2025, we successfully achieved our goal of zero spillage, showcasing our unwavering commitment to preventing environmental pollution. Throughout the period, there were no environmental fines or penalties reported.

	FY2025	FY2024	FY2023
Minor spillage incidents	0	0	0
Environmental fines and penalties	0	0	0

Own Your Own Waste Programme

The OYOW programme remains central to the Group's waste management efforts, promoting the adoption of the 6R principles — Reuse, Reduce, Refuse, Repurpose, Recycle, and Rethink — to minimise waste generation and enhance resource efficiency across our operations. The programme was launched in FY2024 as a pilot project involving several departments at the Group's headquarters in Kuala Lumpur. Following the successful implementation of the programme, it was extended to offices and facilities in Labuan in FY2025. Going forward, OYOW is planned to be rolled out to Kemaman and other locations, with full Group-wide adoption targeted by 2029.

As part of this commitment, we aim to achieve a minimum of 10% diversion of general waste (kg) from disposal annually through increased recycling initiatives and in FY2025, we achieved this target, supported by greater awareness programmes or trainings and the expansion of business locations. Recyclable materials collected under OYOW include plastics, paper, and aluminium — contributing to the reduction of Scope 3 emissions:







	Paper	Plastic	Can
Recycled Waste FY2025 (MT)	0.483	0.003	0.000

Sustainability Statement



Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Achieve Carbon Neutrality by 2035 and Net Zero by 2050		
Initiative	Metric / Target	Performance
General waste management	OYOW implementation at all sites by 2029 [^]	 Ongoing
	10% of non-hazardous / general waste (kg) is diverted from disposal annually [#]	 Achieved
Scheduled waste management	Zero spillage incidents annually [#]	 Achieved
	Zero environmental fines / penalties annually [^]	 Achieved
Water management	To collect water consumption data per employee for 2025 as a baseline and to drive consumption savings [^]	 Achieved
	Rainwater harvesting facilities to be installed at selected sites by 2029 [^]	 Ongoing

Note:

[#] Metric aligns with GRI Standards (GRI 306: Effluents and Waste 2016)

[^] This metric is developed internally by Deleum

Sustainability Statement

BIODIVERSITY

Target 15.1: Ensure conservation, restoration and sustainable use of terrestrial & inland freshwater ecosystems and their services



Why It Matters

Biodiversity is an important environmental consideration for the Group as operational activities may interact with the surrounding ecosystems. Protecting biodiversity helps preserve natural habitats, supports ecological balance, and contributes to long-term environmental sustainability. As part of responsible environmental stewardship, the Group aims to minimise potential impacts on biodiversity and contribute positively through targeted conservation efforts.

Our Approach

To our knowledge, the Group operates in areas that are not considered to be high in biodiversity value and are not adjacent to sites containing flora and fauna species listed on the International Union for Conservation of Nature (“IUCN”) Red List or national conservation lists. Our operational sites are located within established industrial zones and are not situated in or near protected areas or areas of high biodiversity value outside protected areas.

Nevertheless, we will continue to monitor the environmental impact of our business presence and operations. We aim to maintain a net positive or at least neutral biodiversity impact through collaboration with NPOs and other stakeholders to support biodiversity conservation.

ENVIRONMENTAL STEWARDSHIP



Mangrove Planting Programme

The Deleum Mangrove Planting Programme 2025 was conducted in Kemaman, Terengganu, in collaboration with the Malaysian Nature Society. Over 60 volunteers including Deleum employees, representatives from Vestigo Petroleum Sdn. Bhd., and members of the local community planted 400 mangrove saplings and 300 seedlings along a 1 km stretch of the Kemasik River.

This initiative supports ecosystem restoration, coastal protection, and biodiversity conservation. Volunteers also attended a knowledge-sharing session by the ecoCare Environmental Education Centre on the ecological importance of mangroves.

Total volunteers: 60
Amount invested: RM27,552

Supporting Terrapin Conservation

Deleum continued its partnership with the Turtle Conservation Society to support terrapin conservation efforts in Kemaman, Terengganu. In FY2025, the programme expanded to benefit underserved community homes, one secondary school and one primary school, reaching 135 participants through activities such as Turtle Talk and Turtle Explorace. These activities helped raise awareness on freshwater turtle species and their habitats.

Total volunteers: 135
Amount invested: RM10,000



Sustainability Statement



Beach Cleaning Initiatives Promoting Environmental Stewardship

Deleum volunteers took steps to deepen our connection with nature and the communities we serve by participating in coastal clean-ups in Miri and Labuan. In Miri, about 40 volunteers, including Deleum team members in Miri and representatives from the Miri City Council’s Sustainability Unit, cleared 56 kg of waste along a 1.5 km stretch at Luak Esplanade, contributing to a cleaner and safer beach for the community.

In Labuan, a similar effort was carried out by 10 of our Labuan employees to help maintain the cleanliness of the local shoreline. This initiative further demonstrates our ongoing commitment to environmental responsibility and biodiversity conservation, ensuring our coastlines remain protected for future generations.

Total volunteers: 50
Amount invested: RM3,742



Zoo Day Out: Roar and Restore

More than 50 volunteers undertook grooming and beautification works at Zoo Negara, supporting a cleaner and more welcoming environment for visitors and wildlife.

Total volunteers: 50
Amount invested: RM12,257



Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Achieve Carbon Neutrality by 2035 and Net Zero by 2050		
Initiative	Metric / Target	Performance
Long-term collaborations / partnerships in habitat restoration	Participation in 1 habitat restoration project annually [#]	✔ Achieved

Note:
[#] Metric aligns with GRI Standards (GRI 304: Biodiversity 2016)

Sustainability Statement

CORE VALUE #2: HEALTH, SAFETY AND ENVIRONMENT



SOCIAL
Respecting, supporting and upholding fundamental human rights of people in the areas where the Group operates



HEALTH AND SAFETY

Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including contractors, migrant workers and those in precarious employment



Why It Matters

Healthy and Safe Work Conditions

At Deleum, we recognise healthy and safe working conditions as a fundamental human right. It shapes workforce productivity, talent retention, customer confidence, regulatory standing, insurance costs, and the continuity of complex operations in high-risk environments.

Our commitment to a robust safety culture extends beyond our dedicated employees to encompass everyone involved in or contemplating a partnership with Deleum, including casual workers, contractors, subcontractors, and their employees, as well as third parties. Health and safety risks influence our operations and supply chain continuity by determining project feasibility, contractor selection, and resource allocation.

Our central focus is not only on ensuring their safety in the workplace but also on ensuring they return home in good health, embodying our dedication to their overall wellbeing. We annually review and enhance our policies in accordance with the Occupational Safety and Health Act of Malaysia to ensure compliance and the highest standards of workplace safety.

Our Approach

Our Health and Safety guiding principle, “*Collective Responsibility Towards HSE Excellence*” is not merely a slogan but a reflection of our dedication, reinforced through our adherence to the COBC, Sustainability Policy, HSE Policy, 10 Life Saving Rules, and other pertinent policies and procedures. This commitment is not only a corporate mandate; it is a pledge to our people, partners and the communities we serve.

Deleum’s 10 Life Saving Rules

- | | |
|---|---|
| <p>1 Valid Safe Work Permit
Perform with a valid safe work permit when required.</p> <p>2 Energy Isolation
Verify that there is no live energy before work begins.</p> <p>3 Systems Override
Obtain authorisation before overriding or disabling safety-critical equipment.</p> <p>4 Confined Space Entry
Obtain authorisation before entering a confined space.</p> <p>5 The Line of Fire
Stay vigilant and keep a safe distance from areas that have potential safety hazards.</p> | <p>6 Personal Protective Equipment (“PPE”)
Always use correct and approved PPE in accordance with the safe work plan, permit, or site requirements.</p> <p>7 Perform Risk Assessment
Identify all hazards associated with tasks and assess potential risks prior to commencing and during work.</p> <p>8 Follow Prescribed Journey Management Plan
Plan and execute necessary road transport journeys.</p> <p>9 Mobile / Portable Devices
Do not handle phone or any other mobile / portable communication device when walking or driving.</p> <p>10 Smoking and Ignition Sources
Do not smoke or bring potential ignition sources into process areas without authorisation.</p> |
|---|---|

Sustainability Statement

Health, Safety, and Environmental Management System (“HSEMS”)

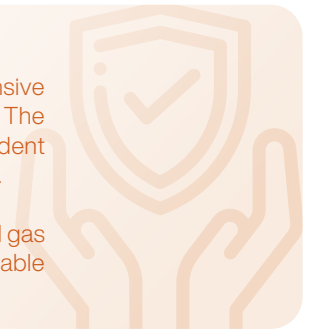
Our HSEMS prioritises the safety and wellbeing of our stakeholders, encompassing all employees, casual workers, and contractors across operational sites. While we continue to uphold globally recognised standards such as ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, ISO 45001:2018 Occupational Health and Safety Management System, we have focused our compliance strategy on aligning with Sarawak Government and Sarawak Ordinance requirements for the ISO 29001 standard for the oil, petrochemical, and natural gas industries. By embedding the ISO 29001 into our HSEMS, we ensure resilience against regulatory tightening and maintain competitiveness in Sarawak’s oil and gas sector.

These internationally recognised standards form the bedrock of Deleum’s HSEMS, which extends its coverage to include all employees, casual workers, and contractors across operational sites. We conduct regular audits and inspections to ensure our practices align seamlessly with the stipulations of the management system, fostering a culture of continuous improvement and safety excellence.

Enhancing Health and Safety Through API Specification Q2 (2nd Edition)

The API Specification Q2 (2nd Edition), developed by the American Petroleum Institute (“API”), is a comprehensive quality management standard that emphasises health and safety in the petroleum and natural gas industry. The key aspects from a health and safety perspective include risk management, competence and training, Incident Prevention and Response, Operational Controls, Continuous Improvement, and Environmental Protection.

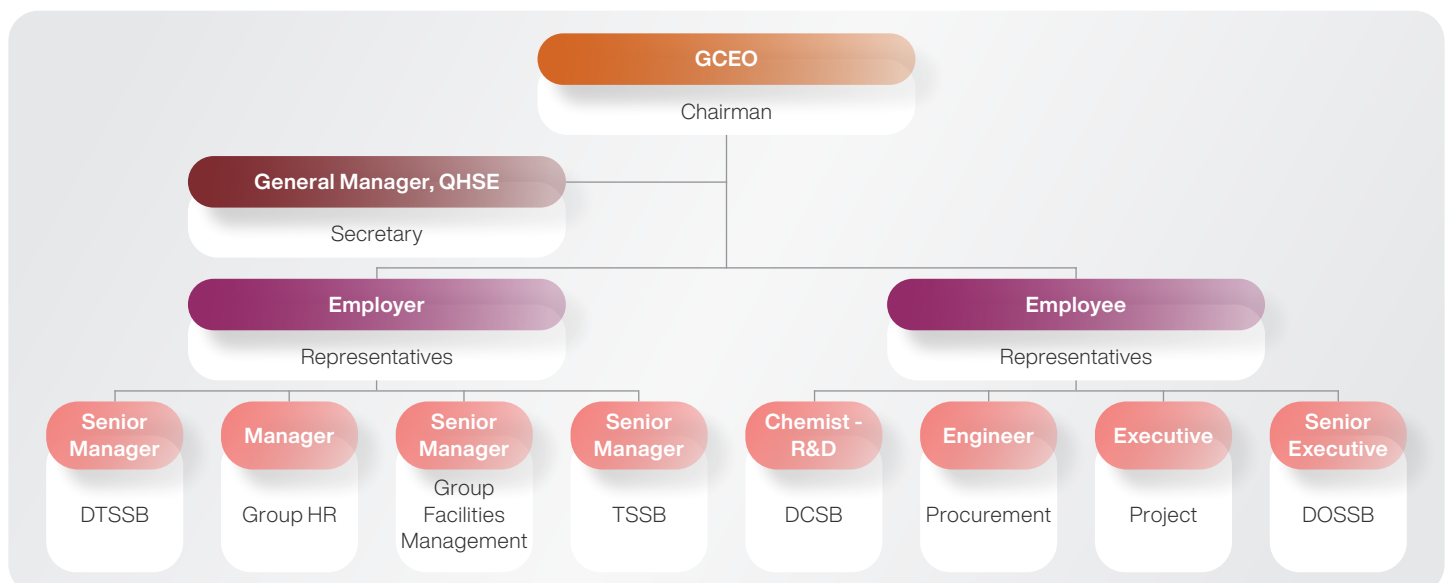
By adhering to API Specification Q2 (2nd Edition), service supply organisations in the petroleum and natural gas industry can ensure a robust health and safety management system, fostering a safer and more sustainable operational environment.



Health and Safety Reporting Structure

We have established a HSE Committee to ensure health and safety oversight at every level. The HSE Committee, spearheaded by our GCEO, includes management representatives as required by the Occupational Safety and Health (Safety and Health Committee) Regulations 1996, meets quarterly to review policies, procedures, plans, and performance. These sessions address various matters, including feedback on safety measures, process enhancements, investigation procedures, and policy updates.

Oversight of health and safety matters is supported by periodic reporting to the BRIC which is chaired by an Independent Non-Executive Director. The HSE performance is presented to BRIC on a quarterly basis, ensuring that the Board is kept aware of key trends and emerging issues. This governance structure ensures that safety considerations are embedded in strategic decisions and operational planning, enabling us to identify, assess, and manage health and safety risks across the Group and its value chain. Lessons learned are systematically integrated into updated policies, training programmes, and operational controls, driving continuous improvement and strengthening resilience over time.



Sustainability Statement

Implementing Health and Safety Risk Assessment and Due Diligence Practices

We conduct health and safety impact assessments to identify potential work-related hazards. These assessments include:

- Job Hazard Analysis
- Risk Assessments
- Noise Risk Assessments
- Ergonomic Risk Assessments
- Chemical Health Risk Assessments
- Hazard Effect Management Processes
- Random Drug and Alcohol Tests

Our primary focus is on preventing high-consequence injuries such as working in high pressure environments, working at heights and exposure to or handling explosive, high-pressure equipment, flammable, poisonous, or harmful substances. This approach promotes overall employee health and avoids injuries and fatalities.

We extend our risk assessments to cover both existing and potential projects and contractors operating within our premises must undergo mandatory health and safety briefings and are obliged to conduct thorough risk assessments before initiating any work. To ensure adherence to safety protocols, rigorous supervision and inspections are conducted by our site safety and security personnel.

To manage and mitigate identified risks, we implement several remediation measures:

Cultural Maturity Survey ("CMS")

CMS provides valuable insights into employee perceptions and attitudes towards safety, highlighting both strengths and opportunities for cultivating a generative safety culture.

Management Site Self-assessment

In addition to the HSE inspections carried out by the site HSE personnel, comprehensive site self-assessments are conducted to assess environmental, social, and economic factors by management during their site visits, ensuring a more thorough evaluation.

Stop Work Policy

Empowering workers with the right to refuse or stop unsafe or unhealthy work. Workers have the right to remove themselves from work situations that they believe could cause injury or ill health to themselves or others.

Digitalisation of Safety Observations:

Specifically Unsafe Acts and Unsafe Conditions ("UAUC") involve submitting observations through the use of QR codes.

Social Risk Assessment on Human Rights:

Workers have the right to fair and safe conditions, free from excessive hours or unsafe practices. Employers must provide hygienic facilities, protective equipment, and regular rest periods, ensuring that all work is carried out with dignity and without risk to health or safety. More details on the SRA can be found in the Human Rights and Labour Practices section.

Sustainability Statement

This commitment underscores our determination to uphold the highest safety standards and proactively manage risks across all facets of our operations. Some of our key achievements include:

PETRONAS Contractor Excellence Symposium and HSSE Reporting

Deleum Technology Solutions Sdn. Bhd. was awarded the PMA Best HSE Contractor award for achieving the highest number of UAUC and Stop Work report

Safety Guardian Award from PETRONAS Malaysia Petroleum Management

The award was presented to Lynerroland Anak Zamry Buan and Mohd Azrul Omar of DOSSB.

Resilience and Scenario Testing

In FY2025, we successfully conducted an integrated EPRP and BCP Testing Exercise at Asian Supply Base, Labuan, and the Group's headquarters in Kuala Lumpur, respectively. The exercise demonstrated the Group's ability to assign clear roles, coordinate stakeholders and execute response and recovery plans effectively under simulated crisis conditions. The full-scale exercise involved collaboration between internal teams and external authorities, including:

- Emergency Response Team of Asian Supply Base
- Fire and Rescue Department of Malaysia – Fire Rescue Team and Hazardous Material Team
- Ministry of Health
- National Security Council
- Department of Environment
- Department of Occupational Safety and Health
- Department of Atomic Energy Malaysia
- Malaysian Civil Defence Force

This integrated exercise simulated real-world emergency scenarios designed to test Deleum's emergency response, damage control measures, crisis communication, stakeholder engagement, and business recovery capabilities. The outcomes enable our operations and business model to remain resilient under high-impact events, regulatory tightening, or operational disruptions.



Reporting Protocol for Incidents or Accidents

Our Incident Investigation and Reporting Procedure serves as the guiding framework in the event of reported incidents or accidents, especially relating to injuries or fatalities. This structured approach includes initiating a safety stand-down, escalating the matter to relevant management levels and customers, conducting a thorough incident investigation, communicating and reporting findings to customers and management, and issuing internal health and safety alerts.

The investigation is a collaborative effort involving customers, casual workers and employees, with the primary goal of understanding the root cause of the incident. The insights gained from these investigations play a pivotal role in fortifying safety measures, emphasising the importance of compliance before commencing work and refining overarching safety processes.

The outcomes of the investigation and the subsequent actions taken are communicated and reported to key stakeholders, including the HSE Committee. Significant findings or material issues are escalated to Senior Management, and where relevant, key insights are shared with BRIC and the Board through periodic HSE updates. This transparent communication ensures that lessons learned are integrated into our practices, driving continuous improvement in our commitment to maintain a safe and secure working environment and to achieve our target of zero work-related fatalities and zero LTI annually.

Sustainability Statement

	FY2025	FY2024	FY2023
Number of work-related fatalities			
Breakdown:			
Employee	0.00	0.00	0.00
Casual worker / contractor	0.00	0.00	0.00
Number of Lost-time Injuries¹			
Breakdown:			
Employee	0.00	0.00	0.00
Casual worker / contractor	0.00	0.00	0.00
Lost Time Incident Rate²			
Breakdown:			
Employee	0.00	0.00	0.00
Casual worker / contractor	0.00	0.00	0.00
Total Recordable Case Frequency ("TRCF")³	0.00	0.44	0.00
Total hours worked	2,993,380.00	2,266,925.00	1,742,710.00

Note:

- ¹ LTI: An injury is assessed to be a "Lost-time Injury" when the injured cannot return for duty in the next shift or on the following day irrespective of whether the following are days off, off shift, weekends, or public holiday.
- ² LTI rate: It is a calculated number based on the total number of LTIs per one-million-man hours (total number of LTI X 1,000,000 / total man hours).
- ³ TRCF: It is a calculated number based on total recordable incidents per one-million-man hours (total recordable incident x 1,000,000 / total man hours).

In FY2025, Deleum recorded 2,993,380 working hours with zero LTIs and zero TRCF, achieving the target for TRCF of not more than 0.37. We observed improvements in overall safety performance, driven by our continuous enhancement of safety protocols, risk management strategies, health and safety training, and awareness programmes. This performance reflects Deleum's proactive approach to risk prevention, including safety drills, strict adherence to industry best practices, and continuous investment in training and workplace safety enhancements. Our preventive measures and structured safety policies play a crucial role in safeguarding our workforce, ensuring a safe, reliable, and productive work environment.

Health and Safety Training and Awareness

In an ever-evolving business landscape, investing in training is not solely a compliance measure but a strategic imperative. It ensures that our team is equipped with the necessary skills and knowledge, highlighting Deleum's commitment to creating a safe, inclusive, and dynamic work environment for all employees. We communicate these initiatives through our monthly HSE bulletin, keeping everyone informed and engaged in our continuous improvement efforts.

In FY2025, we invested RM2.4 million in health and safety training. Other training and learning sessions conducted included:

- Induction training tailored for new employees including permanent, temporary, and casual workers, conducted by our QHSE representatives
- Regular health and safety briefings, awareness training, bulletins and meetings, including toolbox briefings and pre-and-post briefings, which are conducted to ensure continuous improvement in safety standards and practices
- Other safety initiatives involving staff engagement including Review, Reverify, Revalidate, and Repeat ("4RE"), Bowtie training, Lock Out Tag Out, Management of Change, and Root Cause Analysis

	FY2025	FY2024	FY2023
Workforce trained on health and safety standards	697	527	364

Sustainability Statement

Health and Wellbeing of Our Workforce

Acknowledging the importance of mental health among employees, we prioritise the health and wellbeing of our employees. In collaboration with the Group Human Resources Department and other various departments, in FY2025 we conducted:

Health and Wellbeing Programmes

Health Talk Series

The Health Talk Series is an ongoing employee wellbeing initiative aimed at raising awareness and promoting preventive healthcare across the organisation.

Ergonomic Talk Series

The Ergonomic Talk Series is designed to educate employees on proper ergonomic practices to reduce the risk of musculoskeletal disorders, workplace injuries, and long-term physical strain.

In FY2025, we have conducted an Initial Ergonomic Risk Assessment and Advanced Ergonomics Risk Assessment at all sites and appointed the Certified Ergonomic Assessor to strengthen our capabilities in the review of ergonomic risks.

Mindfulness Programme

The Mindfulness Programme aims to support employees' mental resilience and emotional wellbeing by introducing practical mindfulness techniques that can be applied in daily work and life.

Mental Health Programme Journey

We began our mental health programme in FY2021 during the pandemic followed by the introduction of the Depression, Anxiety, and Stress Scale 21 assessment in FY2023. Following this initial effort, we expanded our efforts by rolling out awareness programmes focused on building psychological wellbeing, improving mental wellness through resilience, and strengthening mental health awareness and coping strategies. These initiatives are supported by ongoing one-on-one chat sessions, providing employees with a safe and confidential space for personal sharing and guidance. Moving forward, we plan to enhance our assessment approach by conducting surveys based on Patient Health Questionnaire 9 and General Anxiety Disorder 7.

HSE Culture and Capability Building

We are continuously working to improve communication between management and our workers on safety matters. To support this, the Group introduced clearer communication channels and launched the "*Kalau Tak Pasti, TANYA*" (If You're Not Sure, ASK) programme originated in Bahasa Malaysia and is available on our internal communication SQC Portal. The programme has been communicated into multiple dialects such as Iban, the local dialect of Terengganu and Kelantan, as well as Indonesian. This approach encourages our people to speak up, raise UAUC and SULU reports and seek clarification whenever needed.

Our leading indicators show encouraging progress. We have recorded an increase in Stop Work or Stop Intervention actions compared to the previous year, suggesting that employees are becoming more proactive in identifying and highlighting potential risks. This reflects steady improvement in strengthening our safety culture.

Sustainability Statement

Kalau Tak Pasti, TANYA

This initiative, known in English as “If You’re Not Sure, ASK” is a preventive safety communication and engagement initiatives that are designed to encourage real-time clarification, reduce unsafe acts and misunderstandings, promote a speak-up safety culture, and prevent incidents before they escalate. No question is too small when it comes to safety. Asking for clarification helps protect workers’ safety.

Why is it important to ask?

- To prevent risks and accidents
- To ensure correct understanding of safety procedures
- To help build confidence and assurance in carrying out tasks

Examples of workplace situations where employees should ask:

- Changes in specifications or instructions
- Use of high-risk equipment
- Emergency procedures
- Hazardous chemicals

4RE Programme

The 4RE Programme is a structured continuous improvement initiative to strengthen operational discipline, reduce recurring incidents, and sustain compliance with our requirements. The programme reinforces critical controls by ensuring that procedures, risk assessments, permits, and safe work practices are consistently reviewed, checked for accuracy, validated for effectiveness, and repeated routinely across worksites and offices.

QHSE Communication

QHSE Communication is Deleum’s ongoing effort to ensure the timely, consistent and effective dissemination of QHSE information across the organisation. The initiative aims to keep employees and contractors informed of key expectations, potential risks, lessons learned, and QHSE performance updates, to support a shared understanding of safe, responsible, and compliant work practices across all operations.

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Develop a Healthy and Future-ready Workforce by 2029		
Initiative	Metric / Target	Performance
Health and wellbeing programmes	2 health and wellbeing programmes conducted annually [#]	✔ Achieved
HSE culture and capability building	Zero work-related fatalities [#]	✔ Achieved
	TRCF below 0.37 [#]	✔ Achieved

Note:

[#] Metric aligns with GRI Standards (GRI 403: Occupational Health and Safety 2018)

Sustainability Statement

HUMAN RIGHTS AND LABOUR PRACTICES

Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all



Why It Matters

At Deleum, we are committed to respecting human rights in managing our business and the way we work. Every individual must be treated with dignity, fairness, respect, and equality, regardless of their age, gender, religion, or race. This commitment builds trust with our workforce, suppliers, and local communities and provides us with our licence to operate.

Our Approach

We support the United Nations Universal Declaration of Human Rights and the International Labour Organisation standards, along with all applicable laws, such as the Malaysian Employment (Amendment) Act 2022 and Children and Young Persons (Employment) Act 1966 (Act 350), as well as relevant labour and employment regulations in where we operate. In addition, Deleum is committed to applying the United Nations Guiding Principles on Business and Human Rights (“UNGPs”) as the foundation for managing human rights across our operations and value chain.

Our commitment is reflected in the Group’s COBC and its Human Rights and Labour Standards Policy, which were reviewed and updated in 2025. The policy has been communicated to employees through COBC training.

The policy outlines our commitments:



Child Labour

Deleum strictly prohibits child labour and any form of exploitation across all operations. We comply with legal minimum working age requirements in every country where we operate and extend our support for children’s rights through community programmes highlighted in the Community Investment section.



Forced Labour

We maintain a strict policy of zero tolerance for forced labour, explicitly ensuring that we do not engage illegal workers or individuals subjected to forced labour or modern slavery conditions.

We recognise the fundamental right of all employees to choose voluntary employment with Deleum, unequivocally committing to refrain from any form of forced labour across all our operational domains.



Labour Rights

We ensure all wages and benefits are fair, legally compliant and aligned with industry best practices, including minimum wage standards. Deleum adheres to local laws on working hours, overtime, and holiday work, while promoting flexible arrangements to prevent excessive hours.



Right to Freedom of Association

Deleum adheres to local labour laws on freedom of association. Although we are not a unionised organisation, we fully acknowledge and respect employees’ rights to unionise and is dedicated to ensuring dignity and respect for all, extending this commitment to our suppliers.

Sustainability Statement



Workforce Diversity, Equity, and Inclusion or Non-discrimination

At Deleum, we are committed about developing a diverse workforce. We do not engage in any form of unlawful discrimination and provide fair and equal opportunity in employment practices regardless of race, nationality, ethnic origin, age, religion or belief, gender, marital status, sexual orientation, disability, or any other characteristic unrelated to job performance.

These diversity, equity, and inclusion principles apply to all aspects of the relationship between Deleum and its employees, which include hiring practices, promotions, internal transfers, learning and development opportunities, compensation, and employee benefits.

Deleum advocates for equal pay between women and men in comparable roles, adhering to equitable practices in recruitment, performance evaluations, promotions and leadership opportunities. Compensation is determined based on performance and other legitimate factors, while respecting individual privacy within the lawful discretion of the Group. We do not endorse the disclosure of confidential pay and benefits information to employees or unrelated parties.



Humane Treatment

We are committed to upholding the rights of all employees and individuals and to maintaining a workplace free from any form of harsh or inhumane treatment.



Harassment and Bullying Prohibited

We view bullying and harassment, including sexual harassment, as grave misconduct that erode the dignity and respect of our employees.



Sexual Harassment

We raise awareness on sexual harassment and have placed clear, visible notices around the workplace.

Sustainability Statement

Social Risk Assessment on Human Rights

Deleum has initiated a SRA which is conducted in accordance with PETRONAS' Guidelines on SRA. The assessment focuses on social risk variables in accordance with Deleum Group's Human Rights and Labour Standards Policy, as depicted below:



In FY2025, the Group conducted an SRA at Group functions and selected operational locations to identify and address potential social and human rights risks across our value chain. Overall, the assessment indicated responsible management of social risks, with improvement opportunities identified.

This structured approach ensures that social risks are identified, managed, and monitored effectively, supporting the resilience of our business model and value chain while reinforcing our licence to operate.

Conflict and Security

Deleum recognises that its activities may sometimes lead to conflict or exacerbate existing conflicts. The deployment of security personnel is crucial for ensuring safe and productive operations. However, it is also important to consider the potential impact on human rights. Although we do not operate in conflict zones characterised by political and social instability, we ensure that our security personnel are trained by the security providers under the guidelines of the Malaysian National Security Council to uphold safety standards and human rights.

Grievance Mechanism

	FY2025	FY2024	FY2023
Number of substantiated complaints concerning human rights violations	0	0	0

We provide multiple channels for stakeholders to express and resolve grievances promptly, amicably, and equitably for all types of grievances, including discrimination and sexual harassment, with care, compassion, sensitivity, and confidentiality.

Grievance Mechanism

SULU Programme

Whistleblowing Channel

Sustainability Statement

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Be a Future-ready Company for EESG by 2029		
Initiative	Metric / Target	Performance
Human rights awareness education through COBC training	All employees attend COBC training annually [^]	✓ Achieved
Social Risk Assessment	100% of assessments to be conducted for all BUs by 2029 [#]	🔄 Ongoing

Note:

[#] Metric aligns with GRI Standards (GRI 407: Freedom of Association and Collective Bargaining 2016, GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor 2016)

[^] This metric is developed internally by Deleum

HUMAN CAPITAL DEVELOPMENT

Target 4.3 By 2030, ensure equal access for all women and men to affordable and quality education



Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men



Why It Matters

The core of Deleum's success is its people who serve as a fundamental pillar in ensuring our continued prominence in the oil and gas industry. Our ability to attract, retain, and develop talent directly influences operational resilience, service quality, and long-term competitiveness. Empowering our talents with indispensable tools and providing expansive learning opportunities within a nurturing ecosystem is imperative to support their career and personal development.

Our Approach

Our Workforce	FY2025	FY2024	FY2023
Workforce			
Breakdown:			
Permanent employees (%)	784 (47%)	716 (54%)	612 (79%)
Contract employees (%)	217 (13%)	139 (11%)	73 (9%)
Casual workers (%)	670 (40%)	469 (35%)	90 (12%)
Employment category			
Breakdown:			
Senior Management (%) ¹	62 (4%)	47 (3%)	36 (5%)
Junior Management (%) ²	116 (7%)	115 (9%)	89 (11%)
Executive (%)	349 (21%)	332 (25%)	252 (33%)
Non-executive (%)	1,144 (68%)	830 (63%)	398 (51%)
Total workforce	1,671	1,324	775

Note:

1. Senior Management profile comprises C-suite Executive, Senior General Manager, General Manager, and Senior Manager positions.
2. Junior Management profile comprises Manager and Assistant Manager positions.

Sustainability Statement

In FY2025, Deleum's total number of employees is 1,671, including contract and casual workers in Malaysia, Indonesia, and Thailand. The workforce grew by 26% from FY2024 to FY2025, reflecting the business growth and increased operational activities, including the impact of the newly acquired Indonesia operations in June 2025.

Diverse and Qualified Employees

	FY2025
New hire by employment category	
Breakdown:	
Senior Management (%)	10 (1%)
Junior Management (%)	16 (2%)
Executive (%)	108 (13%)
Non-executive (%)	693 (84%)
New hire by gender	
Breakdown:	
Male (%)	731 (88%)
Female (%)	96 (12%)
New hire by age group	
Breakdown:	
20-30 (%)	344 (42%)
31-40 (%)	272 (33%)
41-50 (%)	144 (17%)
51-60 (%)	60 (7%)
>61 (%)	7 (1%)
Total new hire	827

In FY2025, 827 new employees underwent the onboarding programmes for new hires. Inducting new members into the Deleum family involves a specially curated orientation programme designed to seamlessly integrate them into the Group's operations while familiarising them with our working culture.

Additionally, we observed a decrease in voluntary turnover from 9.4% in FY2024 to 3.5% in FY2025. This positive trend is a direct result of the retention strategies we implemented throughout the year, including learning and career development opportunities.

Employee Voluntary Turnover	FY2025	FY2024	FY2023
Overall number and rate	50 (3.5%)	99 (9.4%)	81 (12%)
Employee turnover by employment category			
Breakdown:			
Senior Management (%)	3 (5%)	2 (5%)	1 (3%)
Junior Management (%)	6 (5%)	10 (10%)	12 (13%)
Executive (%)	28 (8%)	70 (24%)	49 (19%)
Non-executive (%)	13 (1%)	17 (3%)	19 (5%)

Note:

Voluntary turnover comprises employee-initiated separations during the reporting period. This metric excludes workforce reductions resulting from project completion, restructuring, retrenchment, or other employer-initiated actions, which are managed in line with operational and market conditions.

Sustainability Statement

Employees Benefits and Wellbeing

At Deleum, we prioritise the wellbeing and job satisfaction of all our employees by offering a diverse array of benefits. From health and wellness programmes to professional development opportunities, our aim is to create a supportive and enriching environment where every individual can thrive personally and professionally.



Leave

- Annual leave
- Medical leave
- Hospitalisation leave
- Marriage leave
- Paternity leave
- Maternity leave
- Study and examination leave
- Special leave
- Replacement leave
- Pilgrimage leave
- Public holiday off in lieu
- Prolonged illness



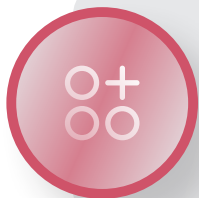
Medical

- Insurance coverage
- Medical coverage
- Dental care
- Optical care
- Health screening
- Prenatal and postnatal expenses



Flexi-Work Arrangement

- Flexitime



Other Benefits

- Employer and employee contributions to the Employees Provident Fund
- Social Security Organisation contributions
- Mobile devices and subscriptions
- Compassionate financial assistance
- Emergency loans
- Professional membership fee subsidy
- Club subscription subsidies

By providing these benefits, we not only demonstrate our commitment to our employees' welfare and their family members' wellbeing but also cultivate a culture of care and excellence within our organisation.

Sustainability Statement

41

of male employees who took paternity leave in FY2025

FY2024: 23 employees
FY2023: 29 employees

10

of female employees who took maternity leave in FY2025

FY2024: 7 employees
FY2023: 11 employees

100%

of male employees who returned to work after paternity leave in FY2025

FY2024: 100% employees
FY2023: 100% employees

100%

of female employees who returned to work after maternity leave in FY2025

FY2024: 100% employees
FY2023: 100% employees

98%

of male employees who remained in the Group for 12 months or more after parental leave in FY2025

FY2024: 83% employees
FY2023: 82% employees

100%

of female employees who remained in the Group for 12 months or more after parental leave in FY2025

FY2024: 100% employees
FY2023: 75% employees

We recorded 98% of our male employees and 100% of female employees who returned to work and remained employed for at least 12 months. This high return to work rate indicates that our employees feel supported and valued. It also demonstrates that the Group has successfully facilitated their transitions back to work after taking time off for family-related responsibilities.

Breast Cancer Awareness Talk

In conjunction with Breast Cancer Awareness Month, Deleum organised an internal webinar titled "Why Breast Cancer Should Matter to All", delivered by a speaker from the Breast Cancer Welfare Association Malaysia. The session, attended by 90 employees, provided essential insights on breast cancer risks, emphasising that 95% of cases occur with no family history and can affect both women and men.

The session also addressed common misconceptions and barriers such as fear and stigma that often lead to late diagnoses in Malaysia. Through this awareness initiative, Deleum continues to foster a supportive and informed workplace environment by empowering employees to take proactive steps in managing their health and wellbeing.

Learning and Development

Our commitment to comprehensive learning and development extends across all levels within the organisation, encompassing technical competencies, professional education; soft skills development, leadership skills, and other areas deemed essential by the management. In support of this, we introduced the Learning Management System in 2025 to strengthen structured, accessible, and trackable learning across the Group.

The programmes are diligently designed to address specific skill gaps, with dedicated support from respective supervisors and management. Furthermore, we actively contribute to the Malaysian Government's Human Resource Development Corporation, reinforcing our commitment to supporting employee learning and development initiatives.

In FY2025, we recorded an increase of our investment in training by 30.8% from RM2.6 million in FY2024 to RM3.4 million. This increase reflects our commitment to talent development and ensuring a highly skilled workforce. Additionally, the average training expenditure per employee rose by 4% from RM1,935 in FY2024 to RM2,006 in FY2025.

This structure ensures that all employees receive essential training while also providing opportunities for further development and specialisation.

Sustainability Statement

Total Training Amount Invested in FY2025¹



RM3.4 mil

total training invested for Group-wide¹

FY2024: **RM2.6 mil**
FY2023: **RM1.2 mil**



RM2,006

average training invested per workforce

FY2024: **RM1,935**
FY2023: **RM1,544**

Total Training Hours in FY2025



28.5 hours²

average training hours per workforce

FY2024: **17.4 hours**
FY2023: **17.0 hours**



3.6 days

average training days per workforce

FY2024: **2.2 days**
FY2023: **2.0 days**



47,535 hours

total training hours for Group-wide in FY2025

FY2024: **23,053 hours**
FY2023: **12,912 hours**



3,106 hours

total training hours by Senior Management

FY2024: **2,864 hours**
FY2023: **1,096 hours**



5,164 hours

total training hours by Junior Management

FY2024: **1,536 hours**
FY2023: **518 hours**



14,069 hours

total training hours by executive

FY2024: **5,977 hours**
FY2023: **3,333 hours**



25,196 hours

total training hours by non-executive

FY2024: **12,676 hours**
FY2023: **7,965 hours**

Note:

1. Total training invested is inclusive of Human Resource Development Fund utilisation.
2. Average training hours is calculated based on total training hours divided by total number workforce.

Sustainability Statement

Through purposefully structured training and learning programmes, we aim to furnish our people with a wide range of opportunities for upskilling and competency building:

Leadership Training

Our commitment to fostering leadership excellence is embodied in tailored training programmes for the Senior Management team. These initiatives not only aim to augment their leadership capabilities but also lay the foundation for continuous professional development.



Talent Development Programmes

Actively strengthens our talent pipeline, through succession management and mentoring programmes. These strategic initiatives encompass the identification and assessment of readiness, accompanied by the redefinition of talent categories. This targeted approach facilitates more focused development interventions, nurturing, and enhancing our workforce.



Soft Skills Training

We provide soft skills training to equip our team with the necessary skill sets to perform their roles effectively and contribute successfully to the organisation.



Functional and Technical Training Programmes

Upholding our commitment to continuous learning, we provide training programmes for upskilling and reskilling employees. This includes bespoke function-specific training, tailored to align with evolving guidelines and operational dynamics.

Core functional and technical training programmes include:

- Standard Operating Procedure training
- Structured Performance Based Competency Programme
- Mental Health Awareness Talk
- ISO / quality assurance training
- Microsoft-related module training
- Function-specific training
- Sustainability- and climate-related standards training
- Enterprise Resources Planning training
- Human Resources Management System training
- Anti-bribery Management System training



Compulsory Training

Mandatory participation in essential training sessions is a cornerstone of our corporate culture, encompassing HSE aspects. Additionally, employees are immersed in sessions covering the COBC, Conflict of Interest ("COI") and ABC protocols.

These comprehensive training modules span topics ranging from HSE awareness to reporting procedures for wrongdoing, addressing bullying or harassment and instilling an understanding of business ethics with a specific focus on ABC.



Sustainability Statement

Employee Performance Appraisals

As we recognise and celebrate exceptional accomplishments by individuals who consistently exhibit outstanding performance, deliver high-calibre results, and demonstrate exemplary conduct, we express our acknowledgement through a range of incentives, including bonuses, Star Awards and MVP Awards, and well-deserved promotions.

Concurrently, every employee is eligible for annual appraisals featuring comprehensive feedback and commensurate with rewards. These include adjustments to compensation, derived from collaborative goal-setting sessions with managers. This commitment highlights our relentless pursuit of individual development, ensuring that recognition and advancement within our organisation are transparent, merit-driven, and aligned with our overarching goal of cultivating a workplace that values and amplifies the potential of each unique individual.

Fostering Young Talent

We continue to demonstrate our unwavering commitment to nurturing young talent in FY2025 through a range of initiatives. This included the engagement of 25 interns who actively interacted with senior leadership, gaining valuable insights.

Additionally, we forged a collaborative partnership with the Centre for Technology Excellence Sarawak to support young talent through technical and vocational training. This collaboration contributes to a skilled workforce for Sarawak by providing industry-relevant training in the oil and gas industry, alongside programmes in digital technology and selected energy-related programmes.



100%
of Deleum's
eligible
employees
were appraised
annually

Employee Engagement

We actively undertake a range of employee engagement initiatives aimed at fostering camaraderie and addressing employee concerns. Among the employee engagement activities conducted in FY2025 are as follows:

- Regular town hall briefings with the GCEO
- Department gatherings
- Employee appreciation programmes, including long service, Star Awards, and recognition of MVP Awards
- Initiatives for mental health awareness, including private sessions with clinical psychologists
- Team buildings / awareness sessions
- Social, sports, and recreational events organised by the DSRC
- Festive celebrations and activities throughout the year
- Annual dinners

These diverse initiatives contribute to contribute to a vibrant and supportive work environment, promoting personal wellbeing among our valued employees.



Sustainability Statement

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Develop a Healthy and Future-ready Workforce by 2029		
Initiative	Metric / Target	Performance
Internship programmes	20 intern roles offered annually [^]	✔ Achieved
Deleum learning and development programmes	24 hours of average learning/ 3 days per employee annually [#]	✔ Achieved

Note:

[#] Metric aligns with GRI Standards (GRI 404: Training and Education 2016)

[^] This metric is developed internally by Deleum

DIVERSITY AND INCLUSION

Target 10.3 Ensure equal opportunity and reduce inequalities of outcome



Why It Matters

We believe that a diverse and inclusive workforce enhances our company's vibrancy and promotes a culture of innovation. Equal opportunity practices are woven into the fabric of our organisation, ensuring that every individual, regardless of their background, has fair access to opportunities in recruitment, career advancement, and professional development.

Our Approach

Our Diverse Workforce

	FY2025	FY2024	FY2023
Employee by gender			
Breakdown:			
Male (%)	1,364 (82%)	1,077 (81%)	574 (74%)
Female (%)	307 (18%)	247 (19%)	201 (26%)
Employee by race			
Breakdown:			
Malay (%)	799 (48%)	975 (74%)	495 (64%)
Chinese (%)	77 (5%)	75 (6%)	61 (8%)
Indian (%)	29 (2%)	36 (2%)	30 (4%)
Others (%) ¹	766 (45%)	238 (18%)	189 (24%)
Employee by nationality			
Breakdown:			
Malaysian (%)	1,574 (94%)	1,306 (99%)	755 (97%)
Non-Malaysian (%)	97 (6%)	18 (1%)	20 (3%)
Employee with disability	0	0	0

Note:

1. Others represent ethnic groups for Bumiputera Sabah and Sarawak, such as Iban, Dayak, Kadazan, Bidayuh, Indonesian and more.

Sustainability Statement

Percentage of Employees by Age Group by Employment	FY2025				FY2024				FY2023			
	<30	31-50	51-60	>60	<30	31-50	51-60	>60	<30	31-50	51-60	>60
Gender Group												
Senior Management	0%	47%	39%	14%	0%	55%	34%	11%	0%	66%	31%	3%
Junior Management	6%	86%	5%	3%	2%	87%	9%	2%	0%	83%	10%	7%
Executive	39%	56%	4%	1%	35%	60%	4%	1%	34%	62%	4%	0%
Non-executive	34%	57%	8%	1%	36%	57%	6%	1%	22%	65%	10%	3%

Deleum is committed to fostering a diverse and inclusive workplace. Our approach to diversity and inclusion is guided by equal employment opportunity policies and guidelines, ensuring equality of opportunity for all, from the interview and recruitment stages, through the onboarding process and continuing until an employee's departure from the Group.

Furthermore, in strict accordance with our Policy Statement on Human Rights and Labour Standards and COBC, we consistently refrain from engaging in any form of unlawful discrimination.

Respectful and Secure Workplace Standards

Our commitment to equal opportunity and cultural inclusivity strengthens workforce stability and adaptability, ensuring that every individual feels valued and respected. We uphold a zero-tolerance policy for discrimination and harassment, supported by strict compliance with the Employment Act and our COBC.

In FY2025, we recorded zero incidents of discrimination across our business operations. To further support women at work, we implemented key initiatives for safe and respectful conduct. In compliance with Section 81H of the Employment Act (Amendment) 2022, we are required to display notices about sexual harassment, covering verbal, written, non-verbal, physical, and visual forms. We are committed to taking necessary actions to address any form of harassment, ensuring a safe and inclusive workplace for everyone.

In accommodating religious practices, we provide dedicated prayer rooms for Muslims and extend employee welfare initiatives through an early release on the eve of significant cultural and religious occasions. These occasions include Hari Raya Aidilfitri, Gawai, Kaamatan, Chinese New Year, Deepavali, and Christmas, further reflecting our commitment to enriching the work-life balance and celebrating the cultural diversity within our Deleum family. We also introduced Pilgrimage Leave to cater to employees who wish to perform their religious obligations.

Diverse in Leadership

We support local talent and are committed to local employment, which makes up 98.4% of our total workforce in FY2025 including senior management hired from the local community.




Since FY2023, we have recognised that over 30% of our junior and senior management team consists of female employees.

Percentage of Employees by Gender by Employment Category	FY2025		FY2024		FY2023	
	Female	Male	Female	Male	Female	Male
Senior Management	31%	69%	30%	70%	42%	58%
Junior Management	45%	55%	39%	61%	36%	64%
Executive	45%	55%	41%	59%	47%	53%
Non-executive	7%	93%	6%	94%	9%	91%

Sustainability Statement

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Develop a Healthy and Future-ready Workforce by 2029		
Initiative	Metric / Target	Performance
Unconscious bias programmes	75% of Senior Managers and above attended the programme [^]	 Ongoing
Employee engagement programmes	2 employee engagement activities annually [^]	 Achieved
	75% participation rate in employee engagement survey (bi-annually) [^]	 Ongoing

Note:

[^] This metric is developed internally by Deleum

13 COMMUNITY OUTREACH

Why It Matters

We continued our commitment to champion societal causes, reflecting our strategic approach to elevating communities around us. We believe in giving back to the community and actively managing our social footprint, we continue to create a positive impact across areas where we operate.

Our Approach



RM469,099

invested in the community in FY2025¹

FY2024: **RM386,730**

FY2023: **RM400,800**



1,841

total number of beneficiaries in FY2025

FY2024: **1,842 beneficiaries**

FY2023: **3,441 beneficiaries**

Note:

- The total community investment amount includes expenditures for environmental stewardship programmes, which are disclosed in detail under the Biodiversity section.

We are developing the Community Investment Guideline, which outlines priority areas including health and wellbeing, community development, education, and environmental stewardship. This framework ensures that contributions remain structured, targeted, and aligned with the Group's sustainability priorities.

To complement this approach, the Group continued to implement the SRA, which recognises community wellbeing as a key consideration in managing social and human rights risks. In FY2025, engagement with the Labuan community formed part of this assessment. More details of this assessment can be found in the Human Rights and Labour Practice section of this Statement.

Our commitment for community outreach is exemplified through ongoing collaborations with reputable local NPOs such as the MyKasih Foundation, Turtle Conservation Society of Malaysia, Malaysian Nature Society, and more. These partnerships reflect our commitment in contributing to meaningful change within communities and benefiting those in need.

Sustainability Statement

We also provide numerous opportunities for employees to volunteer and participate in a variety of social activities that support our local communities and overall wellbeing. Throughout the year, our key community outreach programmes included:

HEALTH AND WELLBEING

Target 3.4 By 2030, reduce premature mortality and promote mental and physical wellbeing



Blood Donation Programme

The Group organised a blood donation drive supported by approximately 150 donors, comprising members of the public and employees. This initiative contributed to the national healthcare system and supported community health needs.

Total beneficiaries: 450 individuals¹
Amount invested: RM5,250

Note:

1. According to National Blood Centre, Ministry of Health Malaysia, each donated blood bag can serve up to three patients, further amplifying the positive impact of this effort.



COMMUNITY DEVELOPMENT

Target 17.7 Encourage and promote effective public, public-private, and civil society partnerships



Society of Petroleum Engineers Kuala Lumpur Section ("SPEKL") Sehelai Baju Raya

In collaboration with the SPE Kuala Lumpur Section, Deleum supported the "Sehelai Baju Raya" initiative, benefiting approximately 250 underprivileged children through festive clothing support and an iftar gathering.

Total beneficiaries: 250 children
Amount invested: RM10,000

CSR Initiative Supporting Vulnerable Communities in Indonesia

The Group supported vulnerable communities in Jakarta and Bogor by providing essential items, repainting and refurbishing care facilities, and distributing around 40 "sembako" packages to frontline workers such as sanitation workers and motorcycle taxi riders. The programme benefited over 200 individuals.

Total beneficiaries: 237 residents
Amount invested: RM46,000 (IDR197,236,264)

Flood Relief Support Helping Families Recover in Sabah

In partnership with the MyKasih Foundation, Deleum supported approximately 45 families affected by flooding in Penampang, Sabah, providing essential items to assist recovery efforts.

Total beneficiaries: 225 residents
Amount invested: RM22,500

Supporting Care Facility Residents

The Group provided household items, including a television and washing machine, to a care facility serving underprivileged individuals and people with disabilities, benefiting approximately 17 residents.

Total beneficiaries: 17 residents
Amount invested: RM7,733



Sustainability Statement

EDUCATION

Target 4.4 By 2030, substantially increase the number of youth and adults with skills and education



Love My School Programme Empowering Students with Cashless Bursaries

Deleum continued its support for the MyKasih “Love My School” cashless bursary programme, benefiting approximately 530 primary students across nine schools by subsidising daily meals and learning materials.

Total beneficiaries: 530 students
Amount invested: RM300,000



MyKasih School Sponsorship: Advancing Innovation and Technology Learning

Deleum supported an education-focused programme aimed at advancing innovation and technology learning through the MyKasih Foundation. In 2025, three students from Sekolah Kebangsaan Kampung Busut Asli participated in the Kontes Robot Nusantara 2025, gaining early exposure to robotics, innovation, and STEM-related skills. The programme fosters creativity and technological interest among students from underserved communities.

Total beneficiaries: 3 students
Amount invested: RM8,500

Talent Development Support for Rural Students

The Group contributed to sports equipment and library enhancements at Sekolah Kebangsaan Kampung Bakam, Miri, supporting about 129 students and staff through improved learning and recreational facilities.

Total beneficiaries: 129 students
Amount invested: RM15,000

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Enhance Community Resilience by 2029		
Initiative	Metric / Target	Performance
Community investment guideline	Guideline developed and approved [^]	Ongoing
Long-term collaboration / partnership in STEM education and training / health and wellbeing programme for community outreach	Participation in 3 community programmes annually [#]	Achieved


Note:

[#] Metric aligns with GRI Standards (GRI 413: Local Communities 2016)

[^] This metric is developed internally by Deleum

Sustainability Statement

CORE VALUE #3: INTEGRITY




GOVERNANCE

Upholding ethical business practices and high standards of ethics, integrity, and compliance

14

CORPORATE GOVERNANCE

Target 16.6 Develop effective, accountable and transparent institutions at all levels



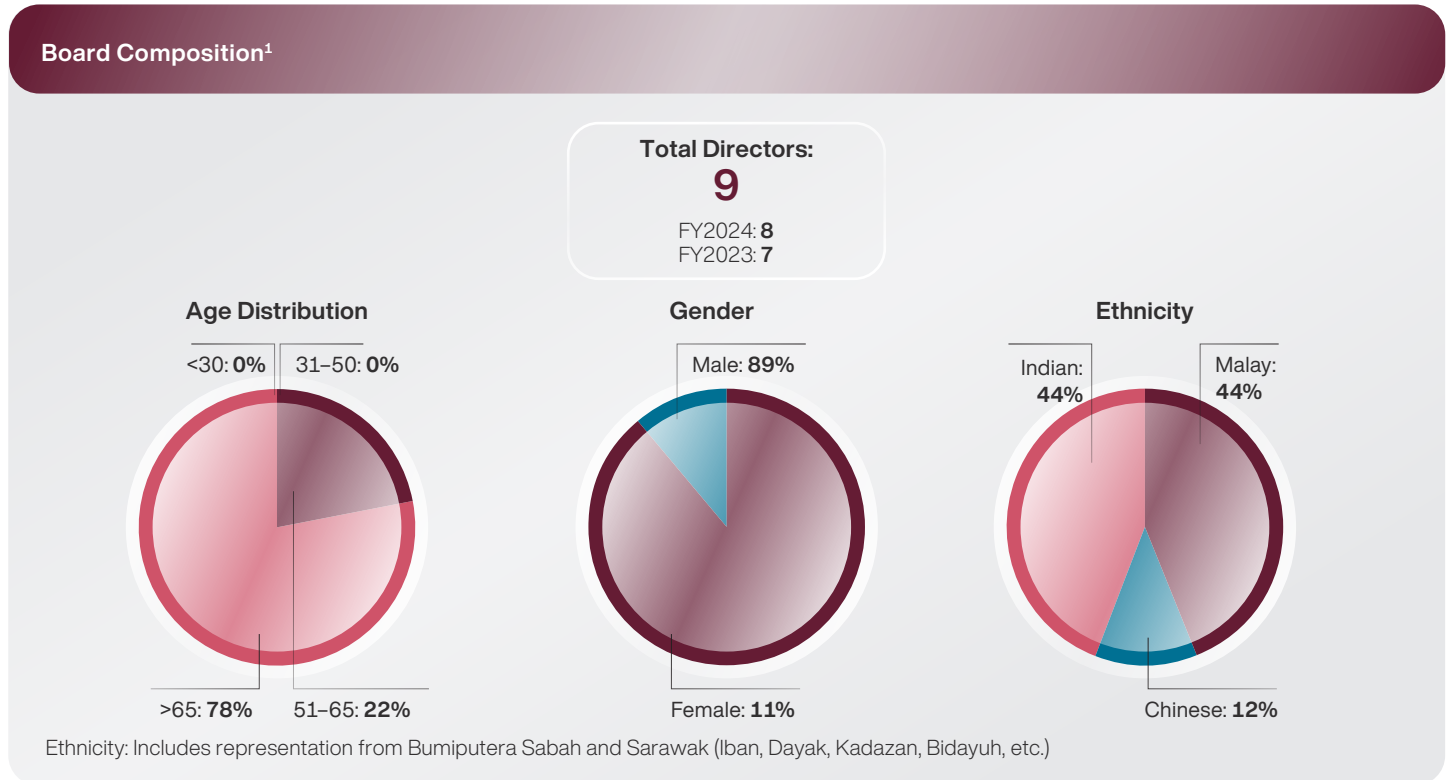
Why It Matters

We believe that upholding good corporate governance is crucial for safeguarding the multifaceted interests of our stakeholders and ensuring that our operations are conducted with integrity, transparency, and accountability. Our approach is guided by the principles outlined in the Malaysian Code on Corporate Governance, which emphasises board leadership, effective audit, and risk management and integrity in corporate reporting and meaningful relationships with stakeholders.

Our Approach

Board Leadership and Effectiveness

The Board provides strategic leadership, embedding EESG principles into its decision-making processes and promoting a culture of integrity that extends beyond compliance. The Board maintains a balanced and diverse composition and ensures that Directors stay informed of sustainability-related matters. This diversity strengthens governance and supports long-term value creation, enabling effective oversight of sustainability-related risks and opportunities.



Note:

¹ Board composition as of 26 March 2026.

Sustainability Statement

Effective Audit and Risk Management

The Board reinforces accountability by integrating climate-related and EESG risks into the Group's enterprise risk management framework, supported by robust internal controls and independent assurance processes. These measures ensure that sustainability-related risks are identified, assessed, and mitigated alongside financial and operational risks.

Further details on our Group's risk governance and internal control systems are disclosed in the Statement on Risk Management and Internal Control ("SORMIC") while the Audit Committee Report provides transparency on the Audit Committee's oversight of financial integrity and regulatory compliance.

Integrity in Corporate Reporting and Meaningful Relationship with Stakeholders

In fostering a meaningful relationships with stakeholders, we actively engage through structured dialogues and formal platforms such as General Meetings. In alignment with the NSRF and IFRS S1 and S2, our reporting approach addresses CRRO and SRRO, their impact on our business model, strategy and decision-making, as well as climate-related disclosures. This approach enhances transparency for stakeholders, including regulators, investors, customers, and employees, by providing relevant and decision-useful information on how these issues influence the Group's performance and long-term resilience.

Further details on our Group's corporate governance can be found in the Corporate Governance Overview Statement in the Annual Report.

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Be a Future-ready Company for EESG by 2029		
Initiative	Metric / Target	Performance
Independent assurance for GHG emissions reporting	Obtain a statement of assurance for GHG data annually [#]	✔ Achieved (Verification Opinion Statement)
Adoption of IFRS S1 and S2	Integration of data from overseas operations for sustainability disclosures [#]	⚙️ Ongoing
	Full disclosure of CRRO, SRRO, and financial impacts by FY2028 [^]	⚙️ Ongoing
Incorporation of sustainability- and climate-related targets into the OKRs of Key Senior Management	5% weightage for the climate and sustainability-related OKRs [^]	✔ Achieved (Sustainability Governance)

Note:

[#] Metric aligns with GRI Standards (Disclosure 2: General Disclosure 2021)

[^] This metric is developed internally by Deleum

Sustainability Statement

BUSINESS ETHICS

Target 16.5 Substantially reduce corruption and bribery in all their forms



Why It Matters

Ethics, honesty, and integrity are the cornerstones of our approach to conducting business, helping us build trust, protect our reputation and ensure sustainable growth. We uphold the highest ethical standards across all dealings, safeguarding against legal, regulatory and financial risks while fostering investor confidence. Anchored by our COBC, this commitment strengthens governance, supports compliance, and underpins long-term resilience.

Our Approach

Deleum Code of Business Conduct



Anti-Bribery and Corruption



Gift and Hospitality



Donation and Sponsorship



Management of Third Parties



Financial Integrity



Political Activities



Money Laundering



Conflict of Interest



Corporate Asset



Confidential Information



Intellectual Property



Data Privacy & Protection



Anti-Competition



Public Disclosure



Whistleblowing



Human Rights



Harassment



Health, Safety & Environment



Responsibility Towards Customers and Principals



Discipline & Consequences

Sustainability Statement

We actively uphold ethical business practices, ensuring integrity, transparency, and full compliance with all applicable laws and regulations:

Policies and Procedures

Deleum has established the following:

- Code of Business Conduct
- Corporate Anti-bribery and Corruption Policy
- Anti-bribery Management System Policy
- Anti-bribery Management System Manual
- Anti-Money Laundering and Counter-Financing of Terrorism Guidelines
- Guidelines for Conflict of Interest
- Procedure for Gift, Hospitality, Donation and Sponsorship
- Guidelines for Third-party Anti-bribery and Corruption Management
- Whistleblowing Policy and Procedure

The commitment to prohibit bribery and corruption in the Group's business conduct is collectively overseen by the Board, BRIC, and MCRC. This encompasses the approval of relevant policies and a meticulous review process to ensure alignment with the Group's legal and ethical obligations.

ISO 37001:2016 Anti-bribery Management System

Deleum Berhad, Deleum Services Sdn. Bhd. and Deleum Technology Solutions Sdn. Bhd. were accredited with ISO 37001:2016 ABMS on 26 January 2024.

Zero Tolerance for Any Kind of Bribery and Corruption

Deleum adopts a zero-tolerance approach for any form of bribery or corruption, encompassing activities such as offering, soliciting or accepting bribes, double-dealing, illegal transactions, tampering with elections, kickbacks, money laundering and investor fraud. Any attempt or action that could compromise the integrity and accuracy of the Group's financial reporting is strictly prohibited.

Gift and Hospitality

We acknowledge that business goodwill is built through ethical conduct and professionalism. To proactively prevent any perception of corrupt conduct, we have established stringent restrictions through the Procedure for Gift, Hospitality, Donation, and Sponsorship.

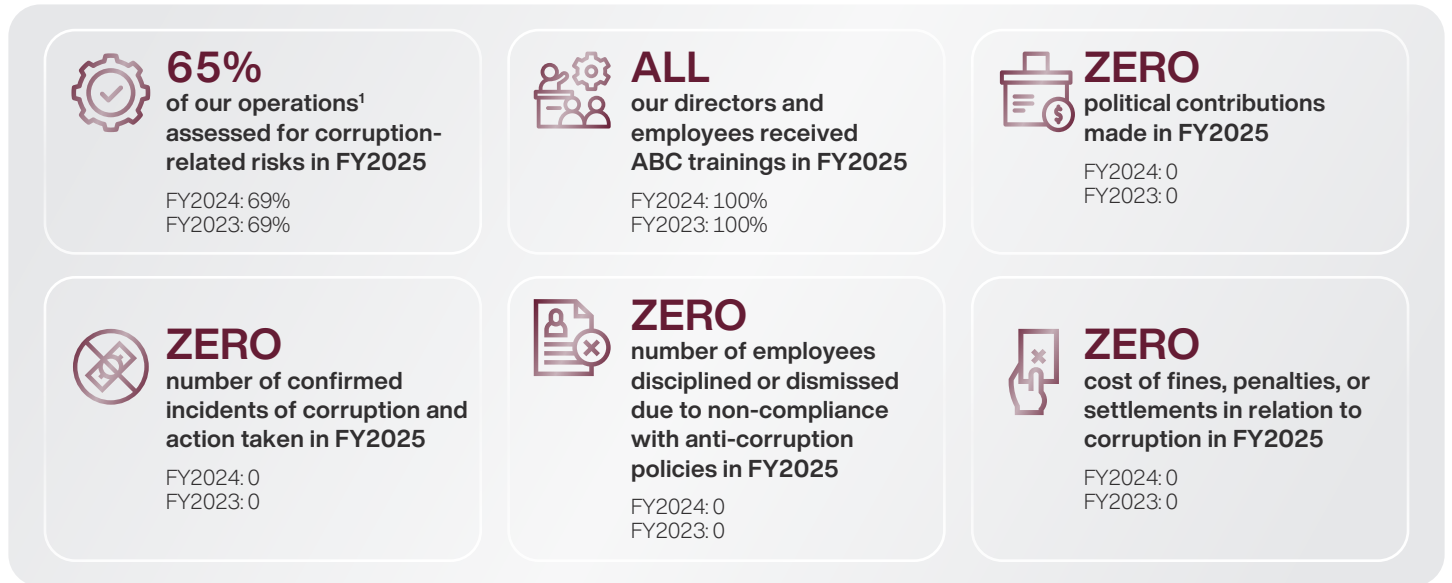
Apolitical Company

We maintain a nonpartisan stance, unequivocally prohibiting all donations to political parties, organisations, or their representatives. In the past three years, including FY2025, no contributions were made to any political parties, organisations, or their representatives.

Legal and Regulatory Compliance

We comply with not only the Malaysian laws and regulations but also the laws and regulations applicable in the location of the business activities, in particular with respect to ABC laws, rules, and regulations.

Sustainability Statement



Note:

1. Operation expanded in FY2025 due to acquisition in Indonesia.

Assessing Corruption and Due Diligence

We conducted thorough risk assessments at various levels, including Group, BU, and project. Additionally, due diligence assessments are performed before engaging new suppliers and contractors to ensure compliance with ethical standards and address corruption-related risks.

We identified specific areas with significant or high exposures to bribery and corruption risks covering areas such as COI, political relationships, government ties, potential corruption, money laundering, and financing of terrorism by:

- Identifying and implementing continuous improvements to enhance ABC policies and procedures through gap analysis and risk assessments
- Conducting an integrity awareness session during induction programmes for new employees, focusing on ABC-related matters
- Monitoring compliance on Gift, Hospitality, Donation, and Sponsorship transactions, with Compliance Champion conducting reviews and assessments, regularly reporting to MCRC, BRIC, and the Board
- Conducting periodic Corruption Risk Assessments ("CRA") guided by our ERM Framework including the Third-party Anti-bribery and Corruption Management Guidelines, consolidating into an enterprise-wide risk heat map regularly reviewed at the Group-wide level

To address significant or high risks of bribery and corruption, we have implemented a whistleblowing programme and investigation protocols. This entails engaging designated investigators and following a structured process, including case assessment, investigation planning, fact establishment, conducting the investigation, and reporting the results.

The following are the business areas with significant or high exposures to bribery and corruption risks (not listed in any particular order):



Sustainability Statement

Our goal is to ensure a fair, objective, unbiased, and impartial investigation on behalf of the Group, ensuring that there is no abuse of discretion, discrimination, capricious, or arbitrary decisions or actions during the process. Individuals with actual, perceived, or potential COI are prohibited from participating in the investigation or making judgment on corrective actions or appeal procedures.

Whistleblowing Mechanisms

Our whistleblowing mechanism allows employees, suppliers and the public to report any unethical conduct for investigation. Reports can cover various matters, including bribery, corruption, policy violations, harassment, misappropriation of assets and breaches of health and safety or environmental requirements. Whistleblowers' identities are kept confidential, can submit reports anonymously, and all reports are addressed without fear of reprisal. Currently, there are two channels to report concerns:

- whistle@deleum.com
The Whistleblowing Committee will have direct access to this email.

WBChairPerson@deleum.com
Only the Whistleblowing Committee Chairman will have direct access to this email.
- Letters / documents / reports (in sealed envelope with labelled "STRICTLY PRIVATE AND CONFIDENTIAL TO BE OPENED BY THE ADDRESSEE ONLY") to be address to:

Whistleblowing Committee Chairman,
C/o Corporate Secretarial Department,
Deleum Berhad
No. 2, Jalan Bangsar Utama 9,
Bangsar Utama,
59000 Kuala Lumpur.

Building a Culture of Integrity

By educating our stakeholders at all levels, from leadership to frontline employees, we reinforce adherence to ethical standards while fortifying our defences against the detrimental impacts of corruption. We aim to strengthen the culture of transparency, accountability, and ethical conduct, fostering trust among stakeholders and enhancing our resilience against legal, financial, and reputational risks associated with corrupt practices.

NUMBER OF EMPLOYEES WHO RECEIVED ANTI-BRIBERY AND CORRUPTION TRAINING	FY2025	FY2024	FY2023
Breakdown:			
Senior Management (%)	62 (100%)	47 (100%)	36 (100%)
Junior Management (%)	116 (100%)	115 (100%)	89 (100%)
Executive (%)	349 (100%)	332 (100%)	252 (100%)
Non-executive (%)	1,144 (100%)	830 (100%)	398 (100%)
Total	1,671	1,324	775

We continuously organise a series of comprehensive ABC-related training and communication sessions tailored for the Board, Senior Management, and all employees. The initiatives included:

- Deleum's Integrity Day 2025 conducted on 15 October 2025
- Induction training for all new employees covering the COBC, COI, and ABC
- Mandatory annual COBC, ABC, and Integrity refresher sessions for all Directors and employees
- Annual ABC and COI declaration
- CRA Workshop for Compliance Champions
- Ongoing SULU programme to continuously foster a culture of open communication and attentiveness to ensure that all voices are heard
- Regular communication via digital platforms

Sustainability Statement

Complementing this commitment, we continue to invest in upholding ethical business practises through training and communication. While these initiatives may incur costs, they mitigate potential financial losses from fraud or corruption, reinforce compliance, and embed a culture of integrity across our operations and value chain.

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Be a Future-ready Company for EESG by 2029		
Initiative	Metric / Target	Performance
Enhance employee awareness on ABC-related topics and whistleblowing channel	All employees attend ABC-related training annually [#]	✔ Achieved
	Zero confirmed incidents of corruption and actions taken [#]	✔ Achieved
ISO 37001 ABMS Certification	Achieve ISO 37001 ABMS re-certification for Deleum Berhad, Deleum Services Sdn. Bhd. and Deleum Technology Solutions Sdn. Bhd. [^]	⚙️ Ongoing
	Achieve ISO 37001 ABMS certification for all BUs by 2029 [^]	⚙️ Ongoing

Note:

[#] Metric aligns with GRI Standards (GRI 205: Anti-corruption 2016)

[^] This metric is developed internally by Deleum

16 CYBER AND INFORMATION SECURITY

Target 16.6 Develop effective, accountable and transparent institutions at all levels



Why It Matters

In this era of digitalisation, safeguarding data privacy from any digital security threats is essential to maintain stakeholders' confidence of our stakeholders in our data integrity and system reliability. With increasing reliance on digital systems, any breach could impact our operational continuity and regulatory compliance, underscoring the importance of robust governance and proactive measures.

Our Approach

In line with the National Cyber Security Agency's Cyber Security Act 2024 and the Securities Commission's Guidelines on Technology Risk Management, we successfully completed a cybersecurity baseline self-assessment and identified improvement opportunities to further strengthen our cybersecurity posture, reinforcing our commitment to strong governance and compliance. To enhance organisational awareness, we conducted a Cybersecurity Awareness Talk and updated our Cybersecurity Policy to reflect evolving threats and best practices.

Our commitment to PDPA remains a key priority. In compliance with Malaysia's Personal Data Protection Act ("PDPA") requirements, our PDPA Committee oversees the compliance and implementation of PDPA requirements. A designated PDPA Compliance Officer is responsible for the implementation of PDPA compliance and reports to the PDPA Committee accordingly. To strengthen our governance framework, we revised and updated our PDPA Policy and Procedure, which came into effect on 25 June 2025. Following this update, a briefing session was conducted on 24 September 2025 to enhance employee awareness of PDPA requirements, including the latest amendments under the Personal Data Protection (Amendment) Act 2024. Our commitment to data protection principles is reflected in the PDPA Policy and Procedure. Throughout the year, we recorded zero reports and penalties relating to breaches of customer privacy and losses of customer data.

Sustainability Statement

We adopted a risk-based approach to identify and manage localised risks through specific actions and mitigations. Our resilience is reinforced through proactive measures such as security assessments and testing, internal audits, and continuous monitoring. These actions ensure our digital infrastructure can withstand and adapt to emerging cyber threats. We remain committed to ongoing risk assessments to identify opportunities for improvement and strengthen our defences against evolving cyber and information security threats.

In FY2025, we developed our Information and Communication Technology Roadmap (2026-2028) to further strengthen our digital infrastructure, enhance cybersecurity and modernise systems through initiatives such as Enterprise Resource Planning system upgrade, AI-driven programming, mobile applications, and Human Resource Management System implementation. In the same year, we also introduced Robotic Process Automation Policy and Policy on the Use of AI Tools to ensure emerging digital tools are used responsibly and ethically, reinforcing safe, efficient, and innovative operations in alignment with the Group's digital transformation objectives.

	FY2025	FY2024	FY2023
Number of substantiated complaints received concerning breaches of customer privacy and loss of customer data	0	0	0

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Be a Future-ready Company for EESG by 2029		
Initiative	Metric / Target	Performance
Cybersecurity risk management strategy	Completion of cybersecurity baseline self-assessment [^]	✔ Achieved
	Zero incidents of substantiated complaints received concerning cyber security breaches [^]	✔ Achieved
	Zero incidents of substantiated complaints received concerning breaches of customer privacy and loss of customer data [#]	✔ Achieved

Note:

[#] Metric aligns with GRI Standards (GRI 418: Customer Privacy 2016)

[^] This metric is developed internally by Deleum

Sustainability Statement

SUPPLY CHAIN MANAGEMENT

Target 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities



Why It Matters

At Deleum, we are committed to responsible procurement practices by embedding sustainability into our procurement process. As our reliance on a diverse supply chain grows, our approach focuses on cost efficiency, compliance and strengthening stakeholder trust. By supporting local businesses and integrating EESG principles, we enhance the integrity of our supply chain while contributing positively to society and the environment.

Our Approach

Adherence to Ethical Standards

Our approach is anchored in strong ethical standards and guided by the Group's COBC and Procurement Policy and Procedure, which set clear expectations for ethical business practices. These guidelines ensure that suppliers uphold Deleum's commitment to zero corruption, minimise environmental impacts, safeguard the rights of employees and casual workers, and prevent human rights violations. In FY2025, in collaboration with the MACC, we conducted Integrity Day in Labuan for selected suppliers to reinforce ethical business practices and anti-corruption compliance.



All new suppliers are evaluated during the pre-qualification process, and we conduct annual site visits to major and critical suppliers to review and ensure compliance with our standards. To further strengthen our procurement practices, in FY2025 we are integrating the EESG considerations into supplier assessments for both new and existing suppliers.

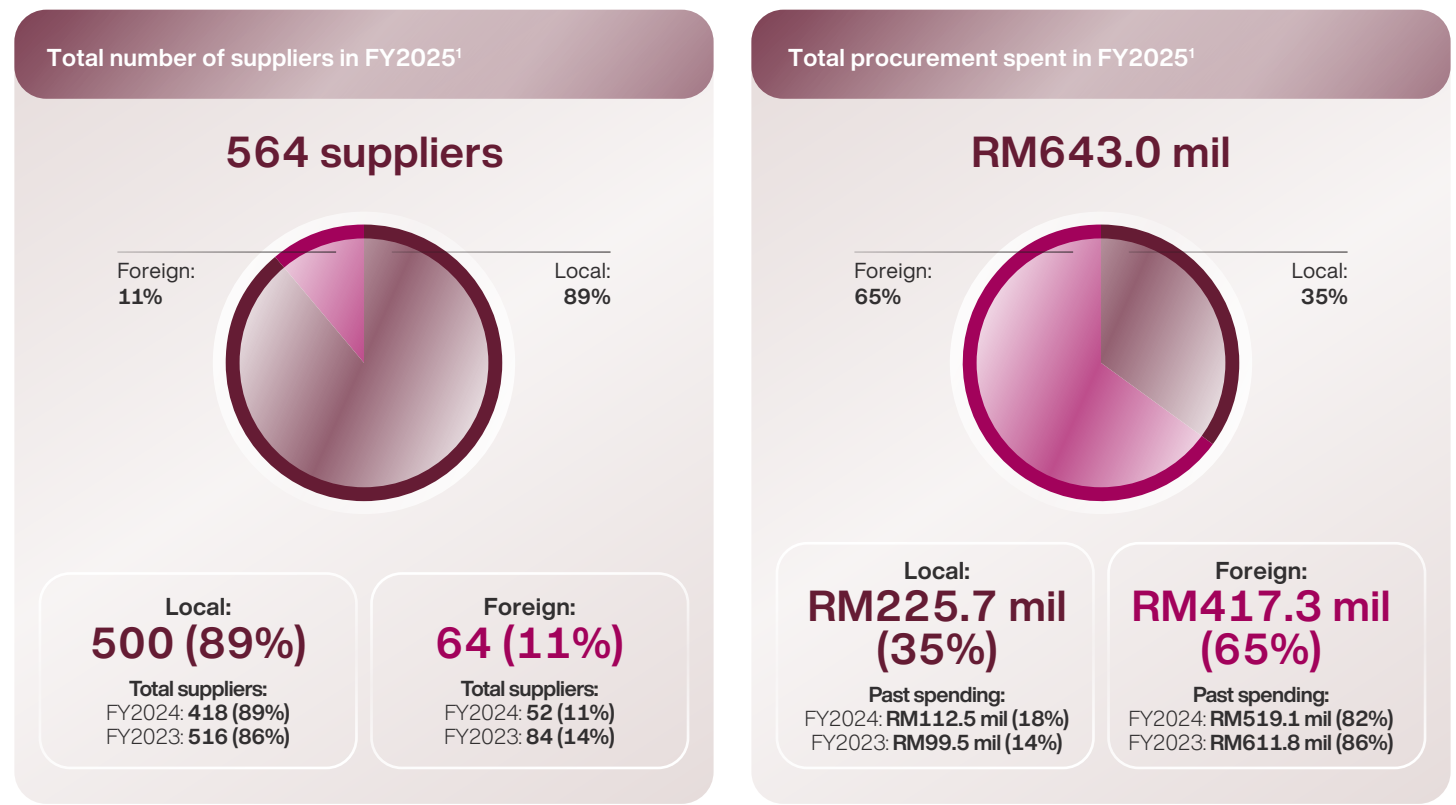
Supporting Local Suppliers

Our suppliers consist of distributors and contractors for sourcing tools and equipment, chemicals and lubricants, labour, spare parts, and services materials among others. As part of our social responsibility and fostering economic growth, we continued our support for local suppliers for the value they bring such as lower environmental impact in terms of emissions from transportation and the opportunities created for local businesses.

Sustainability Statement

Balancing Local and Foreign Suppliers

In FY2025, we increased the proportion of spending on local suppliers from 18% to 35%, reinforcing our commitment to local sourcing. However, spending on foreign suppliers remains higher due to the procurement of specialised items and the impact of foreign exchange rate movements.



Note:

- 1. The newly acquired Indonesian operations are excluded from this reporting year due to the ongoing operational integration process.

Metrics, Targets, and Performance

Deleum has established metrics and targets, as incorporated in the Sustainability Roadmap, with their performance outlined below:

SUSTAINABILITY ROADMAP 2025-2029		
Sustainability Aspirations: Be a Future-ready Company for EESG by 2029		
Initiative	Metric / Target	Performance
Supplier EESG Assessment	100% of new suppliers assessed against EESG criteria annually [#]	Ongoing
	100% of selected major and critical suppliers assessed against EESG criteria annually [^]	Ongoing
Sustainability-related awareness programme for suppliers	All selected suppliers attend the programme annually [#]	Achieved


Note:

[#] Metric aligns with GRI Standards (GRI 308: Supplier Environmental Assessment 2016 and GRI 414: Supplier Social Assessment 2016)
[^] This metric is developed internally by Deleum

Sustainability Statement



Verification Opinion

Verified as Satisfactory	
Based on the process and procedures conducted, there is no evidence that the GHG statement contained in GHG Inventory Report 2025 produced by Deleum Berhad	<ul style="list-style-type: none"> is not materially correct and is not a fair representation of GHG data and information. has not been prepared in accordance with GHG Protocol Corporate Accounting and Reporting Standard Revised edition and its principles.
Lead Verifier	Salmiah Hasbullah
Verifier Team Member	Shaiful Rahman
Independent Reviewer	Wan Muqtadir Wan Abdul Fatah
Signed on behalf of BSI	Evelyn Chye - Managing Director, Malaysia 
Issue Date	10 March 2026
BSI Malaysia Suite 29.01, Level 29, The Gardens North Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia.	
NOTE: BSI Malaysia is independent to and has no financial interest in Deleum Berhad. This third-party Verification Opinion has been prepared for Deleum Berhad only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Malaysia has assumed that all information provided to it by Deleum Berhad is true, accurate and complete. BSI Malaysia accepts no liability to any third party who places reliance on this statement.	

CFV 837031 10032026





Verification Engagement

Organization	Deleum Berhad
Responsible party	Deleum Berhad No.2 Jalan Bangsar Utama 9, Bangsar, 59000 Kuala Lumpur, Malaysia
Verification Objectives	To express an opinion on whether the organizational GHG Statement which is historical in nature: <ul style="list-style-type: none"> • Is accurate, materially correct and is a fair representation of GHG data and information • Has been prepared in accordance with GHG Protocol Corporate Accounting and Reporting Standard Revised and the criteria used by BSI to verify the GHG Organizational Statement
Materiality Level	5 %
Level of Assurance	Limited
Verification evidence gathering procedures	<ul style="list-style-type: none"> • Evaluation of the monitoring and controls systems through interviewing employees' observation & inquiry • Verification of the data through sampling recalculation, retracing, cross checking and reconciliation • Verification of the default-value/emission factor data through reference of publicly available sources
The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance <i>verification</i>	
Verification Standards	The verification was carried out in accordance with ISO 14064-3: 2019, ISO 14065: 2020 and ISO 17029:2019
Note: Deleum Berhad is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI is responsible for expressing an opinion on the GHG statement based on the verification.	

Sustainability Statement



Organizational GHG Statement

Organization		Deleum Berhad No.2 Jalan Bangsar Utama 9, Bangsar, 59000 Kuala Lumpur, Malaysia
Organization's GHG Report containing GHG Statement		GHG Inventory Report 2025 produced by Deleum Berhad
Organizational Boundary		Operational Control
Locations included in the Organizational Boundary		See Appendix A
Scope of activities:		Provision of gas turbines packages and related services, oilfield equipment and services, servicing of rotating equipment, integrated corrosion and inspection services, predominantly for the oil and gas industry
Operational Boundary:	Scope 1: Direct GHG emissions	<ol style="list-style-type: none"> 1. Stationary Combustion: Power generation equipment (Gensets, power packs, air packs and welding machines) 2. Mobile Combustion: Company vehicles and forklifts 3. Fugitive Emissions: Refrigerants from air conditioning systems
	Scope 2: Indirect emissions from purchased energy	Purchased Electricity (Location-Based Method)
	Criteria for developing the GHG inventory	<ol style="list-style-type: none"> 1. GHG Protocol Corporate Accounting and Reporting Standard Revised edition 2. Deleum Berhad's Procedure for GHG Emissions Inventory Management (Doc ID: DSSB-EP-03) 3. Intergovernmental Panel on Climate Change (IPCC) 4. DESNZ (UK) 5. American Petroleum Institute (API Compendium)
	Reporting period	01/01/2025 to 31/12/2025



Summary of Emissions

Operational Boundary	Location Based (tCO ₂ e)
	2025
Scope 1: Direct emissions	1,387.75
Scope 2: Indirect emissions from purchased of energy	721.52
Total GHG Emissions	2,109.27



Sustainability Statement



Appendix A

No.	Entity	Address
1	Deleum Berhad (HQ)	No. 2 Jalan Bangsar Utama 9, 59000 Kuala Lumpur, Malaysia
2	Deleum Services Sdn. Bhd.	No. 2 Jalan Bangsar Utama 9, 59000 Kuala Lumpur, Malaysia
3	Deleum Oilfield Services Sdn. Bhd.	<p>1. Kemaman Supply Base Warehouse 28, 24007 Kemaman, Terengganu Darul Iman, Malaysia.</p> <p>2. ASEAN Supply Base Site A Asian Supply Base, Ranca Ranca Industrial Estate, 87017 Labuan, Malaysia.</p> <p>3. Miri Office - Lot 1315, Miri Waterfront, Commercial Centre, 98000 Miri, Sarawak.</p> <p>4. Miri Workshop - Sublot 3017, Permy Jaya Teknologi Park, Bandar Baru Permy Jaya, 98000 Miri, Sarawak, Malaysia.</p> <p>5. Kota Kinabalu Office Lot A, H-07-02, Block H, Level 7, Aeropod Commercial Square, Jalan Aeropod Off Jalan Kepayan, 88200 Kota Kinabalu, Sabah, Malaysia.</p>
4	Deleum Chemical Sdn. Bhd.	<p>1. Bangsar Lab - No. 4-3, Jalan Bangsar Utama 9, Bangsar Utama, 59000 Kuala Lumpur, Malaysia.</p> <p>2. Telok Kalong Integrated Facility Lot 4019, Kawasan Industri Telok Kalong, 24007 Kemaman, Terengganu Darul Iman, Malaysia.</p> <p>3. Kemaman Supply Base - Open Yard Warehouse 28, 24007 Kemaman, Terengganu Darul Iman, Malaysia.</p> <p>4. ASEAN Supply Base Site B - Bay 2 Asian Supply Base, Ranca Ranca Industrial Estate, 87017 Labuan, Malaysia.</p> <p>5. ASEAN Supply Base Yard 45 Lot 11, 13 Bay Workshop ASB Yard 23, Ranca Ranca Industrial Estate 87000 Labuan, Malaysia.</p>
5	Turboservices Sdn. Bhd.	Menara UOA Bangsar Utama Unit No. B-23-1, Level 23, Tower B, Menara UOA Bangsar, No. 5, Jalan Bangsar Utama 1, 59000 Kuala Lumpur, Malaysia.
6	Deleum Technology Solutions Sdn. Bhd.	<p>1. Office - No 4-2 Jln Bangsar Utama 9, 59000 Kuala Lumpur, Malaysia</p> <p>2. Telok Kalong Base, Kemaman Lot PT 8777, Telok Kalong Industrial Area, 24000 Kemaman, Terengganu Darul Iman, Malaysia.</p> <p>3. ASEAN Supply Base Site B - Open Yard & Bay 1 Asian Supply Base, Ranca Ranca Industrial Estate, 87017 Labuan, Malaysia.</p> <p>4. Warehouse - Lot 990, Jalan Tanjung Kidurong, Kidurong Light Industrial Estate, 97000 Bintulu, Sarawak</p> <p>5. Yard - Lot 1632, Jalan Tanjung Kidurong, Kidurong Industrial Estate, 97000 Bintulu, Sarawak</p>

Sustainability Statement

GRI STANDARD DISCLOSURE	DISCLOSURE	Page Number(s), URL or Direct Answer
GRI 2: General Disclosures 2021	2-1 Organisational details	Page 5-6
	2-2 Entities included in the organisation's sustainability reporting	Page 26
	2-3 Reporting period, frequency and contact point	Page 27
	2-4 Restatements of information	Significant restatement of data compared to prior years are noted in the relevant section(s), if any
	2-5 External assurance	Page 104-108
	2-6 Activities, value chain and other business relationships	Page 1, 42-45
	2-7 Employees	Page 82-83
	2-8 Workers who are not employees	Page 88
	2-9 Governance structure and composition	Page 37, 123-128
	2-10 Nomination and selection of the highest governance body	Fit and Proper Policy https://deleum.com/corporate-profile/board-of-directors
	2-11 Chair of the highest governance body	Page 7
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 120-123
	2-13 Delegation of responsibility for managing impacts	Page 12-13
	2-14 Role of the highest governance body in sustainability reporting	Page 36-37
	2-15 Conflicts of interest	Page 96-101
	2-16 Communication of critical concerns	Page 81, 99
	2-17 Collective knowledge of the highest governance body	Page 127-128
	2-18 Evaluation of the performance of the highest governance body	Page 126
	2-19 Remuneration policies	Page 129-132
	2-20 Process to determine remuneration	Remuneration Framework: https://deleum.com/corporate-profile/board-of-directors
	2-21 Annual total compensation ratio	Omissions & Explanation: Salary and compensation packages are confidential information as per company's policy
	2-22 Statement on sustainable development strategy	Page 30-35
	2-23 Policy commitments	Guiding Sustainability Policies: https://deleum.com/sustainability/overview
	2-24 Embedding policy commitments	Page 37, 78-79, 99-100
	2-25 Processes to remediate negative impacts	Page 81, 98-99
	2-26 Mechanisms for seeking advice and raising concerns	Page 42, 78, 81, 99

Sustainability Statement

GRI STANDARD DISCLOSURE	DISCLOSURE	Page Number(s), URL or Direct Answer	
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	In FY2025, Deleum Berhad did not record any significant instances of non-compliance with laws and regulations that resulted in fines, penalties, or legal actions.
	2-28	Membership associations	Page 44-45
	2-29	Approach to stakeholder engagement	Page 43-45
	2-30	Collective bargaining agreements	Page 79
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Page 41
	3-2	List of material topics	Page 41
GRI 201: Economic Performance 2016	3-3	Management of material topics	Page 46
	201-1	Direct economic value generated and distributed	Page 47
	201-2	Financial implications and other risks and opportunities due to climate change	Page 54
	201-3	Defined benefit plan obligations and other retirement plans	Page 84
GRI 202: Market Presence 2016	3-3	Management of material topics	Page 48
	202-1	Proportion of senior management hired from the local community	Page 90
GRI 204: Procurement Practices 2016	3-3	Management of material topics	Page 102
	204-1	Proportion of spending on local suppliers	Page 103
GRI 205: Anti corruption 2016	3-3	Management of material topics	Page 96
	205-1	Operations assessed for risks related to corruption	Page 98
	205-2	Communication and training about anti-corruption policies and procedures	Page 99
	205-3	Confirmed incidents of corruption and actions taken	Page 98
GRI 302: Energy 2016	3-3	Management of material topics	Page 64
	302-1	Energy consumption within the organization	Page 65
	302-3	Energy intensity	Page 65
GRI 303: Water and Effluents 2018	3-3	Management of material topics	Page 66
	303-3	Water withdrawal	Page 67
	303-4	Water discharge	Page 67
	303-5	Water consumption	Page 67
GRI 304: Biodiversity 2016	3-3	Management of material topics	Page 70
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 70
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 70

Sustainability Statement

GRI STANDARD DISCLOSURE	DISCLOSURE	Page Number(s), URL or Direct Answer	
GRI 305: Emissions 2016	3-3	Management of material topics	Page 58
	305-1	Direct (Scope 1) GHG emissions	Page 61
	305-2	Energy indirect (Scope 2) GHG emissions	Page 61
	305-4	GHG emissions intensity	Page 61
GRI 306: Waste 2020	3-3	Management of material topics	Page 66
	306-1	Waste generation and significant waste-related impacts	Page 68
	306-2	Management of significant waste-related impacts	Page 68
	306-3	Waste generated	Page 68
	306-4	Waste diverted from disposal	Page 68
GRI 308: Supplier Environmental Assessment 2016	3-3	Management of material topics	Page 102
	308-1	New suppliers that were screened using environmental criteria	Page 102
GRI 401: Employment 2016	3-3	Management of material topics	Page 82
	401-1	New employee hires and employee turnover	Page 83
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 84
	401-3	Parental leave	Page 85
GRI 403: Occupational Health and Safety 2018	3-3	Management of material topics	Page 72
	403-1	Occupational health and safety management system	Page 73, Adopted ISO45001:2018-Occupational Health and Safety Management System; 0% of site certified
	403-2	Hazard identification, risk assessment, and incident investigation	Page 74-75
	403-3	Occupational health services	Page 84
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page 77-78
	403-5	Worker training on occupational health and safety	Page 76
	403-6	Promotion of worker health	Page 77-78
	403-8	Workers covered by an occupational health and safety management system	Page 82
	403-9	Work-related injuries	Page 78
	403-10	Work-related ill health	Page 78
GRI 404: Training and Education 2016	3-3	Management of material topics	Page 82
	404-1	Average hours of training per year per employee	Page 86
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Page 87
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 88

Sustainability Statement

GRI STANDARD DISCLOSURE	DISCLOSURE	Page Number(s), URL or Direct Answer	
GRI 405: Diversity and Equal Opportunity 2016	3-3	Management of material topics	Page 89
	405-1	Diversity of governance bodies and employees	Page 94
GRI 406: Non discrimination 2016	3-3	Management of material topics	Page 89
	406-1	Incidents of discrimination and corrective actions taken	Page 90
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3	Management of material topics	Page 79
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 79, 81, 102
GRI 408: Child Labour 2016	3-3	Management of material topics	Page 79
	408-1	Operations and suppliers at significant risk for incidents of child labour	Page 79, 81, 102
GRI 409: Forced or Compulsory Labour 2016	3-3	Management of material topics	Page 79
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Page 79, 81, 102
GRI 413: Local Communities 2016	3-3	Management of material topics	Page 91
	413-1	Operations with local community engagement, impact assessments, and development programmes	79, 81, 91-93
GRI 414: Supplier Social Assessment 2016	3-3	Management of material topics	Page 102
	414-1	New suppliers that were screened using social criteria	Page 102
GRI 415: Public Policy 2016	3-3	Management of material topics	Page 96
	415-1	Political contributions	Page 98
GRI 416: Customer Health and Safety 2016	3-3	Management of material topics	Page 47
	416-1	Assessment of the health and safety impacts of product and service categories	Page 48
GRI 418: Customer Privacy 2016	3-3	Management of material topics	Page 100
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 101

Date & Time: 2026-04-09_15:48:11
FYE 31/12/2025

Deleum Berhad
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Bursa (Anti-Corruption)	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category - Senior Management	Percentage	100.00	100% of employees received training on anti-corruption annually	No assurance	Yearly session conducted
Bursa (Anti-Corruption)	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category - Junior Management	Percentage	100.00	100% of employees received training on anti-corruption annually	No assurance	Yearly session conducted
Bursa (Anti-Corruption)	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category - Executive	Percentage	100.00	100% of employees received training on anti-corruption annually	No assurance	Yearly session conducted
Bursa (Anti-Corruption)	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category - Non-executive	Percentage	100.00	100% of employees received training on anti-corruption annually	No assurance	Yearly session conducted
Bursa (Anti-Corruption)	Bursa C1(b) Percentage of operation assessed for corruption-related risk	Percentage	65.00	-	No assurance	
Bursa (Anti-Corruption)	Bursa C1(c) Confirmed incident of corruption and action taken	Number	0.00	Zero number of confirmed incidents of corruption and actions taken	No assurance	
Bursa (Community/Society)	Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	469099.00	-	No assurance	
Bursa (Community/Society)	Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	1841.00	-	No assurance	

This report was generated on the Bursa Malaysia CSI Platform on 2026-04-09_15:48:11

Page 1 of 7

Sustainability Statement

Date & Time: 2026-04-09_15:48:11
FYE 31/12/2025

Deleum Berhad
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Senior Management Male)	Percentage	69.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Senior Management Female)	Percentage	31.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Junior Management Male)	Percentage	55.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Junior Management Female)	Percentage	45.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Executive Male)	Percentage	55.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Executive Female)	Percentage	45.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Non-executive Male)	Percentage	93.00	-	No assurance	

Date & Time: 2026-04-09_15:48:11
FYE 31/12/2025

Deleum Berhad
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Non-executive Female)	Percentage	700	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Age (Senior Management <30)	Percentage	* 0.00	-	No assurance	
Footnote 2025	A minor update has been made following the refined data stratification					
Bursa (Diversity)	Bursa C3 (b) Percentage of employees by gender and age group, for each employee category - Age (Senior Management 31-50)	Percentage	4,700	-	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of employees by gender and age group, for each employee category - Age (Senior Management 51-60)	Percentage	39.00	-	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of employees by gender and age group, for each employee category - Age (Senior Management >60)	Percentage	* 14.00	-	No assurance	
Footnote 2025	A minor update has been made following the refined data stratification					
Bursa (Diversity)	Bursa C3 (a) Percentage of employee by gender and age group, for each employee category - Age (Junior Management <30)	Percentage	6.00	-	No assurance	

This report was generated on the Bursa Malaysia CSI Platform on 2026-04-09_15:48:11

Page 3 of 7

Sustainability Statement

Date & Time: 2026-04-09_15:48:11
FYE 31/12/2025

Deleum Berhad
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3 (a) Percentage of employee by gender and age group, for each employee category - Age (Junior Management 31-50)	Percentage	86.00	-	No assurance	
Bursa (Diversity)	Bursa C3 (a) Percentage of employee by gender and age group, for each employee category - Age (Junior Management 51-60)	Percentage	5.00	-	No assurance	
Bursa (Diversity)	Bursa C3 (a) Percentage of employee by gender and age group, for each employee category - Age (Junior Management >60)	Percentage	3.00	-	No assurance	
Bursa (Diversity)	Bursa C3 (a) Percentage of employee by gender and age group, for each employee category - Age (Executive <30)	Percentage	39.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Executive 31-50)	Percentage	56.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Executive 51-60)	Percentage	4.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Executive >60)	Percentage	1.00	-	No assurance	

Date & Time: 2026-04-09_15:48:11
FYE 31/12/2025

Deleum Berhad
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Non-executive <30)	Percentage	34.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Non-executive 31-50)	Percentage	57.00	-	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Non-executive 51-60)	Percentage	8.00	-	No assurance	
Bursa (Diversity)	Bursa C3 (a) Percentage of employee by gender and age group, for each employee category - Age (Non-executive >60)	Percentage	1.00	-	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Gender (Male)	Percentage	89.00	-	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Gender (Female)	Percentage	11.00	-	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Age (Director <30)	Percentage	0.00	-	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Age (Director 31-50)	Percentage	0.00	-	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Age (Director 51-65)	Percentage	22.00	-	No assurance	

This report was generated on the Bursa Malaysia CSI Platform on 2026-04-09_15:48:11

Page 5 of 7

Sustainability Statement

Date & Time: 2026-04-09_15:48:11
FYE 31/12/2025

Deleum Berhad
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Age (Director >65)	Percentage	78.00	-	No assurance	
Bursa (Energy management)	Bursa C4(a) Total energy consumption	Gigajoule	23593.66	-	No assurance	
Bursa (Health and safety)	Bursa C5(a) Number of work-related fatalities	Number	0.00	Zero work-related fatalities	No assurance	
Bursa (Health and safety)	Bursa C5(b) Lost time incident rate	Rate	0.00	-	No assurance	
Bursa (Health and safety)	Bursa C5(c) Number of employees trained on health and safety standards	Number	69700	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(a) Total hours training by employee category - Senior Management	Hours	3106.00	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(a) Total hours training by employee category - Junior Management	Hours	5164.00	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(a) Total hours training by employee category - Executive	Hours	14069.00	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(a) Total hours training by employee category - Non-executive	Hours	25196.00	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(b) Percentage of employee that are contractors or temporary staff	Percentage	53.00	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(c) Total number of employee turnover by employee category - Senior Management	Number	3.00	-	No assurance	

Date & Time: 2026-04-09_15:48:11
FYE 31/12/2025

Deleum Berhad
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Bursa (Labour practices and standards)	Bursa C6(c) Total number of employee turnover by employee category - Junior Management	Number	6.00	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(c) Total number of employee turnover by employee category - Executive	Number	28.00	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(c) Total number of employee turnover by employee category - Non-executive	Number	13.00	-	No assurance	
Bursa (Labour practices and standards)	Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0.00	-	No assurance	
Bursa (Supply chain management)	Bursa C7(a) Proportion of spending on local supplier	Percentage	35.00	-	No assurance	
Bursa (Data privacy and security)	Bursa C8(a) Number of substantiated complaint concerning breaches of customer privacy and losses of customer data	Number	0.00	Zero incident of substantiated complaints received concerning breaches of customer privacy and loss of customer data	No assurance	
Bursa (Water)	Bursa C9(a) Total volume of water used	Cubic meter	14.30	-	No assurance	