

A scenic landscape photograph of a forested valley. In the foreground, there are dense green trees and a rocky outcrop. In the middle ground, a bridge spans a valley. In the background, there are rolling hills and mountains under a blue sky with white clouds.

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 FY2024.

For a more comprehensive understanding of Deleum’s sustainability initiatives, it is recommended to read this Statement alongside 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.

Sustainability Statement

Reporting Scope and Boundary

This Statement applies to Deleum's operations within Malaysia, specifically those where Deleum holds controlling interests or management control. This includes all subsidiaries and the joint venture entity, where applicable, but excludes the associate company. The scope is confined to Deleum's core operational activities.

Reporting Approach

The sustainability reporting principles of inclusiveness, sustainability context, materiality and completeness have been applied when defining the context. Accuracy, balance, clarity, reliability and timeliness have also been considered.

Reporting Framework and Standards

This Sustainability Statement has been prepared in accordance with Bursa Malaysia Securities Berhad ("Bursa Malaysia") Sustainability Reporting Guide (3rd Edition) and the Global Reporting Initiative ("GRI") Standards.

Other frameworks and guidelines referenced in the preparation of this Statement include:

- National Sustainability Reporting Framework ("NSRF")
- United Nations Sustainable Development Goals ("UNSDGs")
- Task Force on Climate-Related Financial Disclosures ("TCFD")
- FTSE Russell FTSE4Good Criteria



Reporting Period and Cycle

This Sustainability Statement presents data for FY2024, covering the period from 1 January to 31 December 2024. The Group has included relevant data spanning three years (FY2022-FY2024) 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 Greenhouse Gas Emissions ("GHG"). 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 issues that impact the Group's ability to create value and present a fair view of the Group's performance for FY2024.

This Statement is made following the Board's approval on 26 March 2025.

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@deleum.com

Sustainability Statement

FY2024 SUSTAINABILITY SNAPSHOT

Economic



Ensuring equitable economic interest of stakeholders

Value Created FY2024

- Group revenue increased by 14.6% to RM907.5 million compared to RM792.0 million in FY2023
- Group profit before tax increased by 60.4% to RM136.2 million compared to RM84.9 million in FY2023
- Dividend payout of RM37.3 million to its shareholders, 62.9% higher than RM22.9 million in FY2023
- RM115.3 million for employee remuneration and benefits
- Achieved 85% of customer satisfaction index, surpassing the 70% target

Environmental



Preserving and protecting the environment for present and future generations through climate action and resources efficiency

Value Created FY2024

- GHG intensity per workforce reduced by 36.4% to 1.4 tCO₂e from 2.2 tCO₂e in FY2023
- GHG intensity per revenue (in million) reduced by 4.5% to 2.1 tCO₂e from 2.2 tCO₂e in FY2023
- Maintained zero spillage incidents and no environmental penalties
- Harvested 77.3 cubic metres of rainwater at our operational facilities
- Conserved over 52 freshwater terrapins and engaged 282 individuals in educational awareness programmes in collaboration with a local Non-profit Organisation (“NPO”)
- Planted 300 mangrove trees at Pantai Kemasik, Kemaman, Terengganu
- Participated in the International Coastal Cleanup Day hosted by MyKasih

Social



Respecting, supporting and upholding fundamental human rights in regions where we operate

Value Created FY2024

- Total workforce increased by 70.8% to 1,324 from 775 in FY2023
- Recruited 725 new personnel and reduced the voluntary turnover rate to 9% from 12% in FY2023
- Communicated human rights awareness to all employees through the Code of Business Conduct (“COBC”) training
- Achieved zero work-related fatalities and lost-time injuries
- Invested RM2.6 million in learning and development, more than 100% increase from RM1.2 million in FY2023
- Contributed RM386,730 to community initiatives, benefiting 1,842 individuals

Governance



Committed to maintaining ethical business practices and upholding the highest standards of ethics, integrity and compliance

Value Created FY2024

- Zero number of confirmed incidents of corruption or corrective actions required
- Zero cost of fines, penalties or settlements related to corruption
- Zero number of substantiated complaints regarding breaches of customer privacy and losses of customer data
- All new suppliers underwent environmental policy evaluations during the pre-qualification process

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ACKNOWLEDGEMENT AND HONOURS



The Edge ESG Awards

- Gold Award in the Energy Sector
- Silver Award for Most Consistent ESG Performer Over Five Years



NACGSA Awards

Top 50 public-listed companies at the National Corporate Governance & Sustainability Awards ("NACGSA") 2024



The Edge Malaysia Centurion Club 2024

- **Highest Returns to Shareholders Over Three Years**
Energy Sector by The Edge Malaysia Centurion Club
- **Highest Growth In Profit After Tax Over Three Years**
Energy Sector by The Edge Malaysia Centurion Club
- **Highest Return On Equity Over Three Years**
Energy Sector by The Edge Malaysia Centurion Club

Sustainability Statement



Ramanrao bin Abdullah
Group Chief Executive Officer

MESSAGE FROM LEADERSHIP

With Malaysia reaffirming its commitment to achieving net zero carbon emissions by 2050, following the significant milestone set during the 28th Conference of the Parties (“COP28”) for global climate action, Deleum has been taking steps towards addressing climate change action and sustainability initiatives within our organisation and across its value chain.

As a key player in the oil and gas supply chain, we collaborate with industry leaders to navigate the evolving energy transition while addressing broader economic, social and environmental challenges.

Deleum remains resilient and well-equipped to overcome these challenges and seize emerging opportunities, guided by the strategic decision-making of our experienced and skilled leadership.

Deepening Our Sustainability Commitment

In FY2024, we reaffirmed our commitment to sustainability, recognising that our responsibilities go beyond operational excellence. We have introduced a refreshed sustainability framework and material matters to better align our strategic ESG goals with the evolving needs of our industry, stakeholders, communities and the planet.

Our revised sustainability framework is guided by three Core Values: (1) Service Quality; (2) Health, Safety and Environment;

and (3) Integrity. These values enhance our focus on relevant sustainable practices and form the foundation of an integrated approach that prioritises transparency, accountability and continuous improvement in sustainability across our operations.

In line with our updated sustainability framework, we have also refined our sustainability material matters to better meet stakeholders’ expectations, ensuring we address the issues most critical to our business, people and environment.

By reassessing critical areas of our sustainability agenda, we have identified 17 material matters where our efforts can drive the greatest impact, from managing our carbon footprint and strengthening human capital management to fostering strong economic growth and reinforcing robust governance practices.

These efforts are outlined in our Sustainability Roadmap 2025-2029, which shapes our strategic commitments and interim targets for short-, medium- and long-term initiatives. Through this roadmap, Deleum is well positioned to address today’s challenges while building a legacy of responsible stewardship for future generations.

Our Sustainability Performance

Deleum’s strong legacy and expertise as an integrated solutions provider in the oil and gas industry form a solid foundation for sustained growth, reinforcing each of our core business areas. We are committed to maintaining sustainable practices while ensuring data governance and accuracy across our operations.

Sustainability Statement

Climate change management and mitigation continue to be a focal point of the Group's sustainability agenda with the establishment of climate strategy and roadmap for transitioning towards a low carbon future. We have continuously enhanced our approach to consolidating energy and emissions data, as disclosed in this Statement, while aligning with key reporting frameworks such as TCFD/IFRS S2 recommendations.

Deleum has adopted the Operational Control approach for consolidating its emissions data, which will be applied consistently across all entities level and reporting scopes (Scope 1 and Scope 2). This approach means that Deleum will account for 100% of the GHG emissions from entities which Deleum has direct operational control. Demonstrating our commitment to data accountability, BSI has issued a Verification Opinion Statement for Deleum's FY2024 Scope 1 and Scope 2 GHG emissions, confirming its accuracy and alignment with ISO 14064 and its principles.

The Group also remains steadfast in its commitment to social sustainability and integrity in governance, upholding the human rights of its people, fostering transparent and accountable leadership, as well as supporting community development programmes that uplift local communities in the long term.

We are proud of our collective dedication to advancing Deleum's progress towards important sustainability milestones. To learn more about our ongoing initiatives and performance, we invite readers to explore our Sustainability Statement in the sections that follow.

Recognition for Positive Impact

The Group's commitment to upholding the highest standards of sustainability and quality has been recognised through numerous prestigious national awards and international certifications over the years.

In FY2024, we received the Gold Award for the Energy Sector and the Silver Award for Most Consistent ESG Performance Over Five Years at The Edge ESG Award 2024. Deleum also earned a notable position among the Top 50 public-listed companies in exemplifying corporate governance and sustainability practices at the prestigious National Corporate Governance & Sustainability Awards ("NACGSA") 2024.

We are also pleased to have received from The Edge Malaysia Centurion Club the Highest Growth in Profit After Tax Over Three Years, Highest Return on Equity Over Three Years and Highest Returns to Shareholders Over Three Years in the Energy Sector. These accolades are a testament to Deleum's continued dedication to economic and business excellence.

Notably, we maintained our position in the top 25th percentile among FBM EMAS PLCs, earning a 4-star rating in the FTSE4Good Index Series. This consistency in rating and ranking reflects Deleum's ongoing efforts to strengthen our ESG commitments in all relevant aspects of our ESG agenda.

We also reinforced our partnership in the CEO Action Network, a membership we connected with in FY2023, further cultivating positive change and development within the industry and the wider corporate landscape.

Outlook

To strengthen our business, we aim to capitalise on market opportunities through cross-selling and upselling across various business segments. Deleum remains focused on strengthening its order book, expanding its geographical presence, and driving technological innovation to stay competitive while minimising our environmental impact.

Sustainability reporting in Malaysia reached a milestone in September 2024 with the launch of the National Sustainability Reporting Framework ("NSRF") by the Securities Commission of Malaysia. With the strong groundwork laid by our sustainability reporting on climate-related and sustainability-related risk and opportunities ("CRRO" and "SRRO"), we are prepared to align with these new disclosure requirements, ensuring compliance with all reporting requirements and global EESG standards. We also reaffirm our commitment to continuously improve data governance and accuracy, as reliable information is pivotal for navigating market dynamics and making well-informed decisions. We also seek to strengthen our climate action initiatives and to consider investments in low-carbon technology and renewable energy to align with our sustainable objectives.

Acknowledgements

Our unwavering dedication to sustainability continues to grow at Deleum, and recognition received underscores our progress in the right direction. Deleum is well-positioned to enhance stakeholder value while aligning our operations with globally-recognised ESG standards.

As we continue championing positive changes in sustainability across all business divisions, we recognise that the lifeblood of Deleum, our people, ultimately remains the driving force for the Group's sustainable future.

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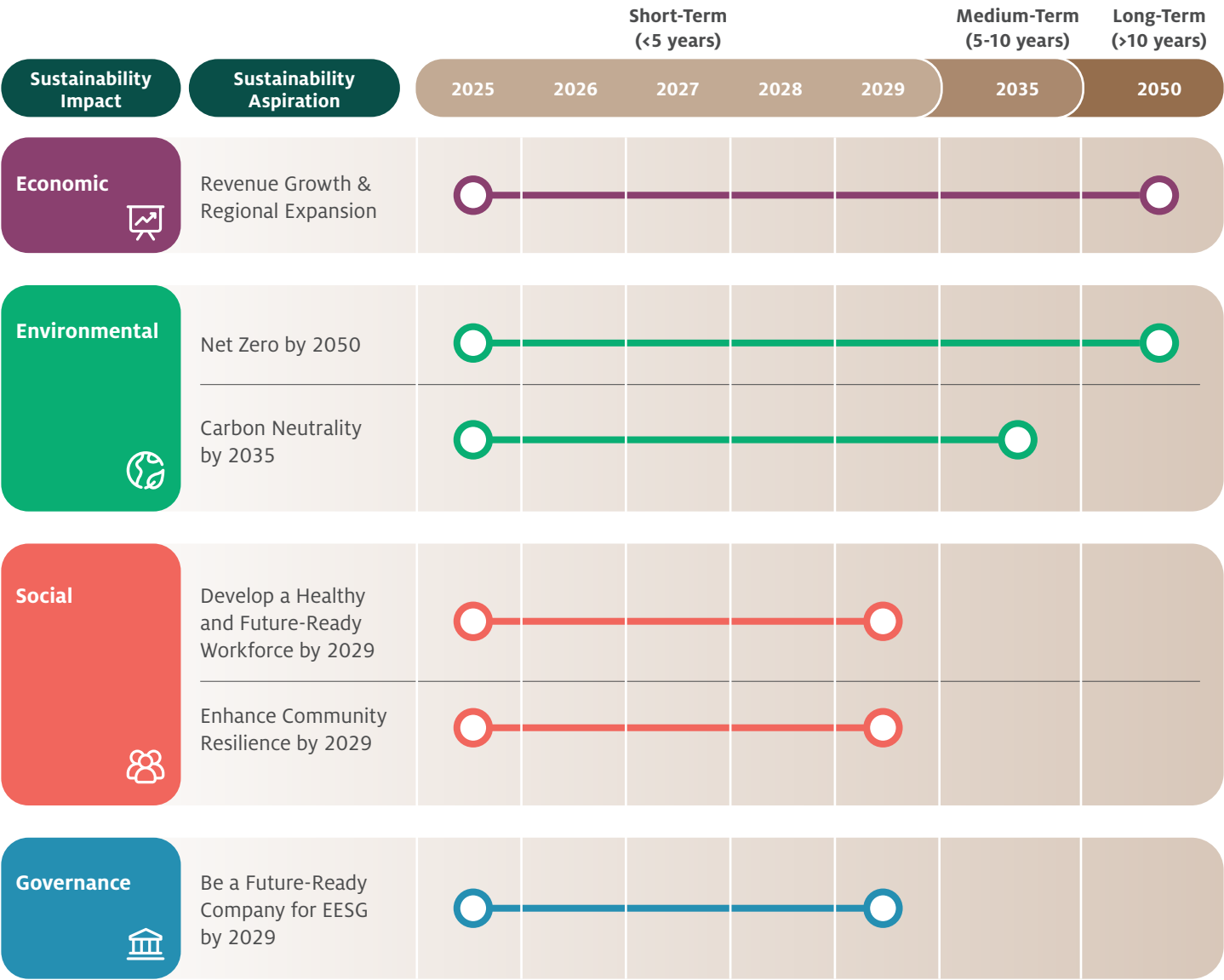
SUSTAINABILITY SYNERGY AT DELEUM

Sustainability Roadmap 2025-2029

In FY2024, Deleum reinforced its sustainability approach by strategically formulating a Sustainability Roadmap. This roadmap, approved by the Board in February 2025, will guide the Group in integrating sustainability principles and practices into our business strategies and operations.

The Sustainability Roadmap is developed with a set of Sustainability Aspirations and collective Strategic Commitments and classifies 17 material matters into three focus areas based on their significance to the Group and stakeholders. This structured approach allows the Group to allocate resources effectively to ensure all material matters are adequately addressed.

To ensure the consistent adoption of best practices in our sustainability performance, we embed sustainability elements into our mission, vision, and core values and adopt UNSDGs in our Sustainability Framework and Roadmap to illustrate a comprehensive understanding of how these sustainability matters drive Deleum’s value creation.



Sustainability Statement

Sustainability Approach and Roadmap

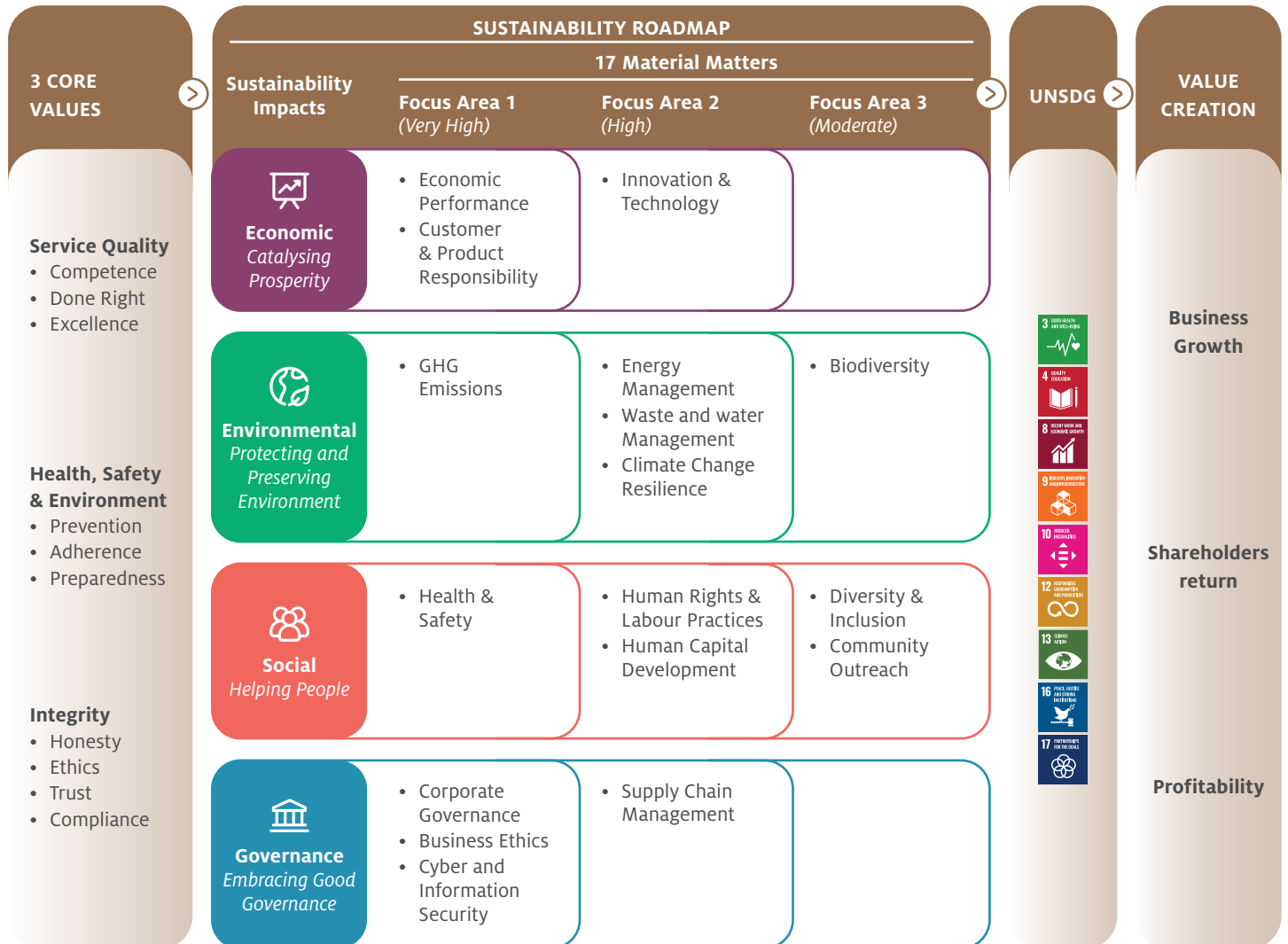
SUSTAINABILITY FRAMEWORK

MISSION

To Achieve Superior Growth and Returns for Our Stakeholders and to be Best in Class

VISION

To be the Premier Malaysian Service Company in the Energy Industry and to Grow Our Regional Footprint



Sustainability Statement

| Sustainability Aspirations | Strategic Commitments | Sustainability Material Topics | Deleum 5-Year Roadmap 2025-2029 |
|-------------------------------------|--|--|--|
| Revenue Growth & 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 by adhering to standards | Customer & Product Responsibility | <ul style="list-style-type: none"> ISO 9001 Quality Management System Service Quality Initiatives American Petroleum Institute (“API”) specification Q2, 2nd Edition |
| | Pursuing technological advancement and innovative strategies to achieve growth and expansion | Innovation and Technology | <ul style="list-style-type: none"> Cutting-edge Technology Collaboration & Partnership Digital Transformation Programme |
| Net Zero by 2050 | Preserving and protecting the environment for present and future generations through climate action and resources efficiency | GHG Emissions Energy Management Waste & Water 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 |
| Carbon Neutrality by 2035 | Empowering internal stakeholders with knowledge and expertise on climate and sustainability related topics | Climate Change Resilience | <ul style="list-style-type: none"> Sustainability and climate change awareness and capability building for internal stakeholders |
| | Integrating physical, transition risks and opportunities that impact the business model, operations, and financial planning | | <ul style="list-style-type: none"> Adoption of TCFD / IFRS S2 |
| | Conserving biodiversity and restoring ecosystems through sustainable practices and strategic initiatives | Biodiversity | <ul style="list-style-type: none"> Long-term collaboration / partnership in habitat restoration |

Sustainability Statement

| Sustainability Aspirations | Strategic Commitments | Sustainability Material Topics | Deleum 5-Year Roadmap 2025-2029 |
|---|---|--|---|
| 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 & Wellbeing Programme • HSE Culture and Capability Building |
| | Upholding human rights and fair labour practices by implementing policies and programme that ensure zero violations across Deleum and its value chain | Human Rights & 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 Programme |
| | Fostering growth, training, and the development of human capital | | <ul style="list-style-type: none"> • Deleum Learning and Development Programme |
| | Implementing diversity and inclusion programmes within Deleum | Diversity & Inclusion | <ul style="list-style-type: none"> • Unconscious Bias Programme |
| | Ensuring diverse voices are heard and valued | | <ul style="list-style-type: none"> • Employee Engagement Programme |
| 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 collaboration/ partnerships on STEM education and training/ health and wellbeing programme / infrastructure development / community |
| Be a Future-Ready Company for EESG by 2029 | Strengthening governance practices in the sustainability spectrum | Corporate Governance | <ul style="list-style-type: none"> • Independent assurance for GHG emission reporting • Adoption of IFRS S1 and S2 • Incorporation of sustainability-related targets into objectives and key results ("OKRs") of senior management |
| | Respecting the law and actively preventing corruption within Deleum | Business Ethics | <ul style="list-style-type: none"> • Enhance employee awareness on anti-bribery and corruption-related topics and whistleblowing channel |
| | Maintaining robust anti-bribery management systems in alignment with international best practices | | <ul style="list-style-type: none"> • ISO37001 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 • Cyber Security Act 2024 |
| | 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 ESG Assessment • Sustainability awareness programme for suppliers |

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Our Sustainability Commitments

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



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Enforcement of internal policies and procedures

Encourage sustainability best practices and continuous improvement for business resilience, integrate sustainability in the corporate strategy and decision-making process

Improve operation efficiency towards contributing to low-carbon economy

Implement strategic risk management and foster sustainability culture and awareness throughout the business supply chain

Effective communication and constantly improving the quality of products and services to meet stakeholders' expectations

Our Sustainability Governance

Our sustainability governance structure follows 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.

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

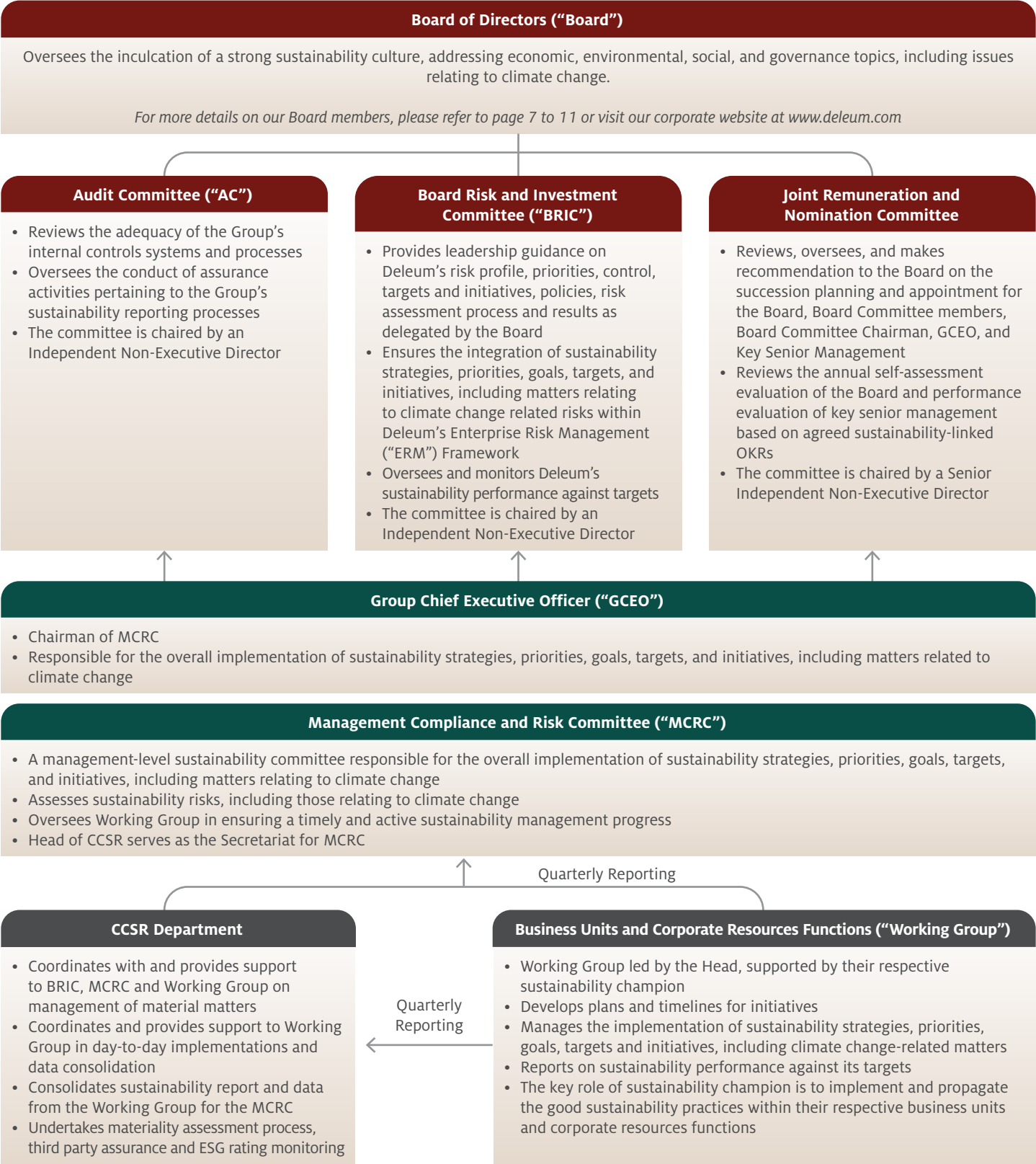
To enhance our governance in competencies, sustainability targets are incorporated into senior management's objectives and key results ("OKRs") which are evaluated annually for performance remuneration.

The MCRC, led by our 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 risk matters.

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

Sustainability Statement

Our sustainability governance structure is outlined as follows:



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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").



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.

Sustainability Statement

In FY2024, we implemented several proactive measures to further integrate sustainability 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.
- Refreshing material matters and developing a Sustainability Framework and Roadmap to prioritise future efforts and manage sustainability and climate-related risks and opportunities.

At Deleum, we proactively identify, analyse, and manage risks that materially impact our value creation abilities, including sustainability-related risks and opportunities. To provide an overview, we have mapped the material matters as discussed at pages from 40 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 customer's 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 cutting-edge solutions | |
| 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 | |
| Waste and Water Management | <ul style="list-style-type: none">Failure to adhere to waste management regulations and poor water stewardship can compromise our commitment to environmental responsibilityUnforeseen 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 costsEffective water management to reduce operating expenditure and promote water conservation practices | |

Sustainability Statement

Material Matters

Risks

Opportunities

Environmental



| | | |
|----------------------------------|---|--|
| Climate Change Resilience | <ul style="list-style-type: none"> Failure to comply with current and upcoming climate regulations can lead to environmental damage and penalties Despite climate adaptation and mitigation efforts aimed to protect 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 initiatives for biodiversity conservation to dedicate efforts to environmental protection and contribute to preserving biodiversity |

Social



| | | |
|--|---|--|
| Health and Safety | <ul style="list-style-type: none"> Unsafe workplaces can lead to accidents, injuries, legal penalties, and damage to the Group's reputation, ultimately disrupting productivity | <ul style="list-style-type: none"> A strong safety culture and a positive working environment enhance employee well-being and productivity, while also safeguarding Deleum's reputation |
| Human Rights and Labour Practices | <ul style="list-style-type: none"> Discriminatory employment practices can severely damage a Group's reputation and employee morale Violations of human rights practices can result in regulatory penalties, negatively affecting employees' retention and workplace culture, and damaging the overall reputation of the organisation | <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 enhance Deleum's reputation as a responsible employer |
| Human Capital Development | <ul style="list-style-type: none"> Insufficient training and a lack of skilled employees can 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 talents thrive and boosts employee retention |
| Community Outreach | <ul style="list-style-type: none"> Business activities that adversely affect communities can jeopardise our social licence to operate | <ul style="list-style-type: none"> Regular engagements through community impact 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"> Complying with the Malaysian Code of 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 can compromise integrity, foster corruption issues, and ultimately tarnish the Group's reputation | <ul style="list-style-type: none"> Upholding unwavering ethical standards is paramount to creating 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 system to ensure business continuity by minimising the risk of costly data breaches and operational disruptions |
| Supply Chain Management | <ul style="list-style-type: none"> Operational continuity is 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 not only attracts but also retains credible and skilled suppliers and contractors |

For a more comprehensive insight into Deleum's risk management methodology and practices, please refer to the Statement on Risk Management and Internal Control ("SORMIC") in this Annual Report.

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Our Material Matters

Embedding EESG in our core values is paramount to the success and longevity of our business operations, given that we align Deleum’s material matters with our strategic business decisions and resource allocation to generate both direct and indirect long-term value for the Group’s stakeholders.

Enhanced Material Matters

In FY2024, we conducted a materiality assessment to evaluate EESG matters that are significant to the Group and stakeholders. This assessment featured detailed research on current and emerging trends as well as industry benchmarking.

Moving forward, we aim to conduct the materiality assessment periodically, with an annual review to ensure our prioritised EESG impact remains relevant.

The material matters refreshed in FY2024 materiality assessment formed the foundation for our Sustainability Framework and Roadmap, underscoring the alignment between Deleum’s Mission, Vision and Core Values and our sustainability aspirations.

Our materiality assessment process is shown here:



Materiality Analysis and Discussion

Following a comprehensive materiality assessment with our stakeholders, we have identified and prioritised key sustainability topics that are critical to our business and our stakeholders.

Key observations in the revised list of materiality matters for FY2024, compared to the previous materiality matrix, include:

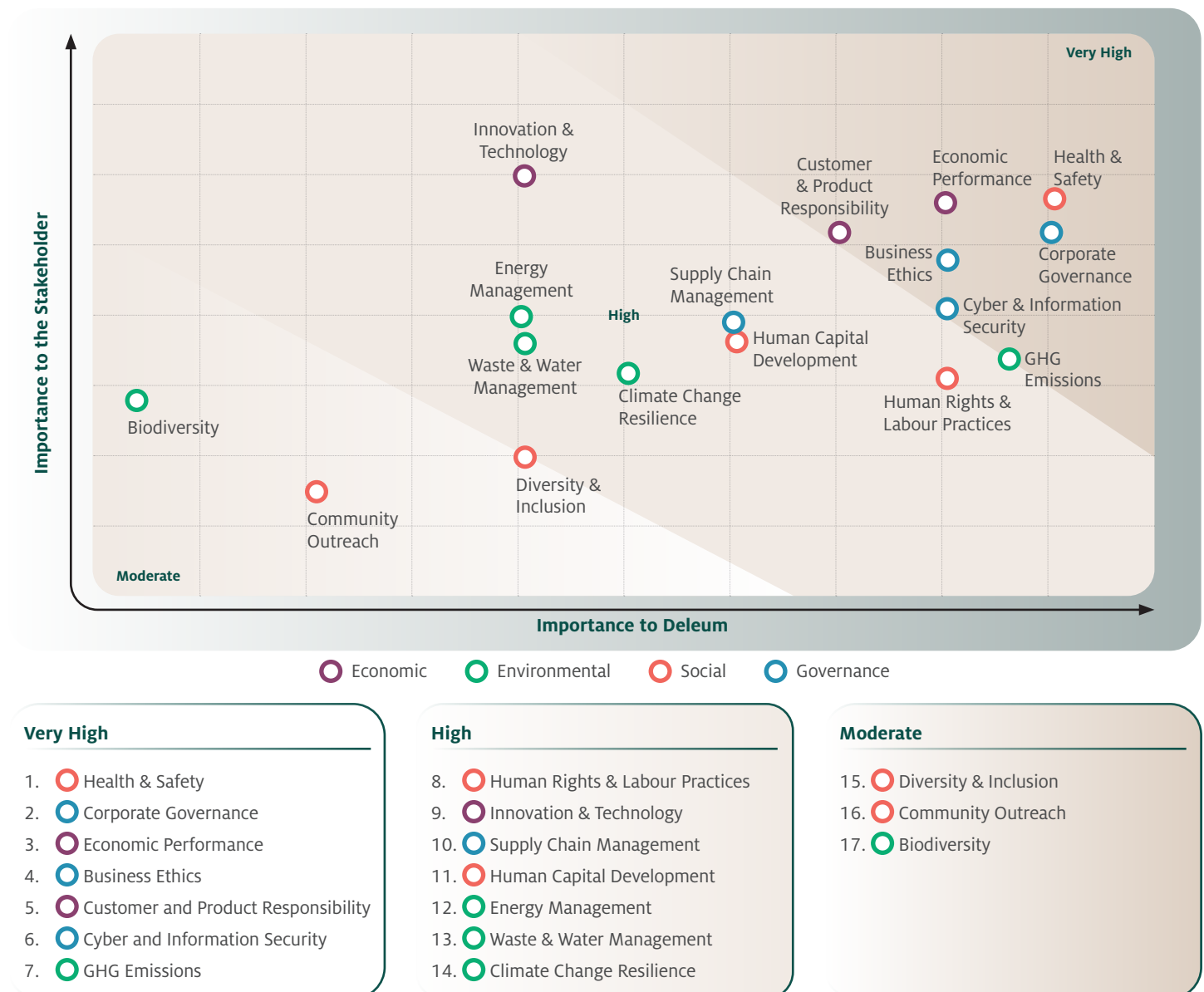
- **Health and Safety** remains a top priority due to the high-risk nature of the oil and gas industry, aligning with Deleum’s core values.
- **Corporate Governance** has significantly shifted from 7th to 2nd rank, sharing the 'Very High' area with **Business Ethics** topic at 4th place. Both topics emphasise strong governance supported by a transparent and ethical culture.
- **Economic Performance**, previously known as Strategy and Financial Resilience, remains in 3rd rank, reflecting consistent expectations for competitive and positive financial growth.
- **Customer and Product Responsibility** has moved from 10th to 5th place in the ‘Very High’ area, highlighting the importance of delivering quality products and services to customers for generating revenue.

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- **Cyber and Information Security** has become more important or 'Very High' at 6th place, indicating the need to protect against and manage information and cyber security threats, especially with future technological acquisitions.
- **GHG Emissions** remain in the 'Very High' category, as evidenced by the enhanced GHG reporting disclosures and assurance of our GHG inventory. Other climate-related topics are in the 'High' focus area and remain significant to stakeholders. Additionally, carbon neutrality strategies are being developed as part of our climate change roadmap.
- **Human Rights and Labour Practices** was renamed from Fair Employment and Human Rights which showed a stronger focus on labour issues, moving from 11th to 8th rank.

Materiality Matrix

The matrix presented below showcases the findings of our refreshed materiality assessment, highlighting the significance of each ESG expectation of Deleum and our stakeholders.





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Our Stakeholder Management







We view our stakeholders as those affected by our decisions, and we actively engage with them through regular dialogues to understand their expectations.

This engagement helps us to align our business priorities with their needs, delivering long-term value. We link stakeholders' concerns to our sustainability matters, identifying associated risks and opportunities.

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

| Stakeholder Group | Engagement Channel | Key Concern | Our Response | Frequency |
|---|--|--|--|--|
| 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"> Anti-bribery and corruption Employer-employee engagement culture and alignment Employee wellbeing and mental health Human rights Health, safety, and environment ("HSE") Succession planning Retention of key talents Work-life balance | <ul style="list-style-type: none"> Annual dinner Depression Anxiety Stress Scales practices Employee appreciation programmes such as long service awards, and the most valuable person award Festive celebrations Flexible working arrangements Implement initiatives for employees' well-being Propagate health and safety awareness Provide a safe working environment for our employees Social, sports and recreational events through Deleum Sports and Recreational Club Succession planning management | P R D W M Q A |
| Customers  | <ul style="list-style-type: none"> Company website Customer satisfaction surveys Customer feedback Day-to-day interactions Feedback management system Forums Industry conference and networking events Regular meetings Site visits | <ul style="list-style-type: none"> Anti-bribery and corruption Company performance Continuous value creation Ethical business GHG emissions data management HSE Product pricing and credit terms Product quality and delivery | <ul style="list-style-type: none"> Attend conferences on sustainability and industry topics, including renewable energy Engage in discussion with customers to address any concerns Offer value added services Hold sessions on anti-bribery and corruption awareness Hold sessions with customers on the GHG emissions data management (including engagement with Bursa Malaysia) Provide a reliable supply of equipment and labour Work with business partners for competitive products/services | P R D W M Q B A |

Sustainability Statement

| Stakeholder Group | Engagement Channel | Key Concern | Our Response | Frequency |
|--|--|--|--|---------------------------------|
| Partners and Principals  | <ul style="list-style-type: none"> Conferences and forums Day-to-day interactions Regular meetings Site visits Strategic dialogues | <ul style="list-style-type: none"> Anti-bribery and corruption Company performance Continuous value creation Ethical business practices HSE Human rights | <ul style="list-style-type: none"> Closely monitor and build upon partnership benefits Conduct assessments Conduct anti-bribery and corruption sharing sessions Implement stringent policies Strengthen partnership benefits | P R D M Q |
| 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 HSE Product pricing and credit terms | <ul style="list-style-type: none"> Business performance, planning and other commercial matters Conduct anti-bribery and corruption sharing sessions Provide grievance mechanisms for suppliers Strengthen good HSE standard and practices in our procurement process | P R D W M Q A |
| Shareholders and Investors  | <ul style="list-style-type: none"> Analyst briefings Announcements via Bursa Malaysia Annual reports Annual general meeting Company 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 the Board members during General Meetings Strengthen communication frequency and improve on content of communication materials Timely disclosures according to Bursa Malaysia's Main Market Listing Requirements | R Q B A |
| Financial Institutions  | <ul style="list-style-type: none"> Engagement sessions Regular meetings | <ul style="list-style-type: none"> Growth project progress and deliverables Operational, commercial and financial performance | <ul style="list-style-type: none"> Engage with relevant financial institutions with common objectives | P R |
| Local communities  | <ul style="list-style-type: none"> Community engagement sessions Company 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"> Anti-Bribery and corruption awareness programmes Invest in community development programmes | P R A |
| Government and regulators  | <ul style="list-style-type: none"> Company website Engagement sessions Regular meetings | <ul style="list-style-type: none"> Anti-bribery and corruption Compliance and regulations Ethical business practices HSE | <ul style="list-style-type: none"> Anti-bribery and corruption awareness and trainings Collaborate with relevant agencies with common objectives Keep abreast of any changes of laws and regulations Strengthen transparent communication with relevant bodies | P R A |

Sustainability Statement

7

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 FY2024

| Deleum Sustainability Commitment | Pillars | Commitment | Progress |
|---|--------------------|---|--|
| Upholding Ethical Business Practices and High Values 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 objectives and key results (“OKRs”) of senior management [Page 37] • Completed. We reassessed and disclosed the material matters, risks and opportunities. [Pages 40-41] |
| Preserving and protecting the environment for present and future generations through climate action and resources efficiency | Environment | <ul style="list-style-type: none"> • Set public targets on GHG Scope 1 and Scope 2 • Commit to implement TCFD Recommendations | <ul style="list-style-type: none"> • Completed. We commit to carbon neutrality by 2035 [page 32] • Completed. We incorporated TCFD/IFRS S2 recommendations in our climate-related risk and opportunities [Page 51] |
| Respecting, Supporting and Upholding Fundamental Human Rights of People in Where We Operate | People | <ul style="list-style-type: none"> • Set public targets on percentage of female composition in top management • Conduct human rights risk assessment, across own operations and value chain | <ul style="list-style-type: none"> • Completed. We have more than 30% of females in top management [Page 81] • Work-in-progress. We have implemented our human rights policy and are committed to conducting social risk assessment in 2025-2026. [Page 35] |

Sustainability Statement

CORE VALUE #1: SERVICE QUALITY

ECONOMIC

Ensuring Equitable Economic Interest of Stakeholders

ECONOMIC PERFORMANCE

Why It Matters

A strong financial performance is crucial for creating diverse and long-term economic value for our stakeholders. By achieving excellence in both financial and business performances, 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 support local communities through sponsorships and various initiatives, as detailed in the Community Outreach section.

Our Approach and Performance

Deleum stays abreast of market trends and pursues technological advancements, addressing identified sustainability and climate-related risks and opportunities that impact our business and stakeholders. We drive market expansion through strategic partnerships, collaborations, and diversification into new regions.

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

1

Value delivered to shareholders

2

Value offered through our products and services to stimulate economic activity and growth

3

Competitive salaries and benefits to overall economic stability and wellbeing of our employees

4

Payments to Government contribute to the community through funding public services, development and welfare programmes

5

Community investment enhances social welfare and builds resilient community

6

Balancing the needs of customers, suppliers and financiers to sustainable business operations

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

| Economic Value Generated (RM Million) | | Key Economic Value Distributed (RM Million) | | | | | | | Economic Value Retained for Reinvestment (RM Million) | | | | | |
|--|---|--|---|--------------------------------|---|------------------------------|---|------------------------------------|---|------------------------------|---|------------------------------|---|-------------------------------|
| Revenue | + | Interest income | - | Purchase of goods and services | + | Dividends to shareholders | + | Employee remuneration and benefits | + | Income tax paid | + | Community investment | = | Total economic value retained |
| 907.5 | | 6.5 | | 583.2 | | 37.3 | | 115.3 | | 35.5 | | 0.39 | | 142.3 |
| FY2023: 792.0 FY2022: 698.0 | | FY2023: 5.1 FY2022: 2.7 | | FY2023: 547.5 FY2022: 466.6 | | FY2023: 22.9 FY2022: 21.1 | | FY2023: 102.3 FY2022: 102.5 | | FY2023: 27.3 FY2022: 12.8 | | FY2023: 0.40 FY2022: 0.37 | | FY2023: 98.7 FY2022: 97.3 |

Refer to page 17 of the Annual Report 2024 for the details of financial performance under the Management Discussion and Analysis section.

Sustainability Statement

CUSTOMER AND PRODUCT RESPONSIBILITY



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. At Deleum, each business unit is responsible for ensuring customer satisfaction and maintaining excellent service quality.

Our Approach and Performance

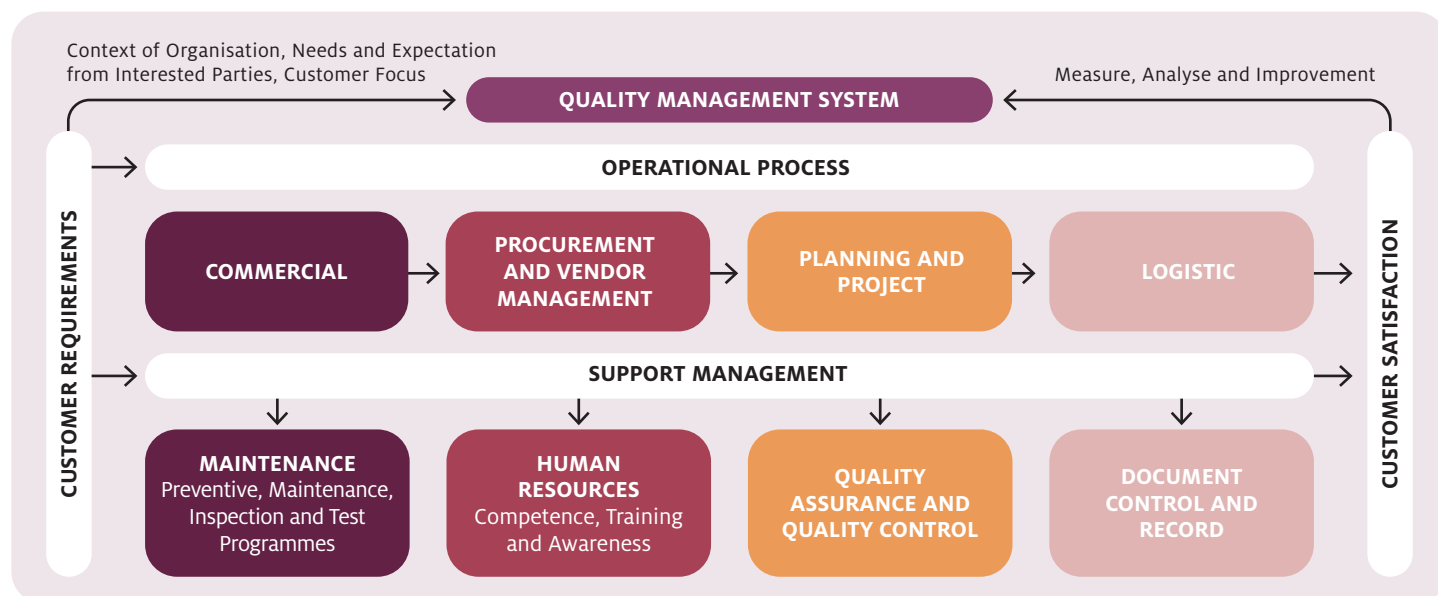
| | Target | FY2022 | FY2023 | FY2024 |
|--|--------|--------|--------|--------|
| Customer Satisfaction Index | >70% | 89% | 90% | 85% |
| Customer feedback (Commendation letter) | 10 | 19 | 18 | 34 |

Our business units are committed to maintaining high-performance standards through regular monitoring and reporting activities supported by our Quality Policy.

- We strive to enhance customer satisfaction through continuous enhancements in our quality management processes in line with ISO 9001:2015 standard. This certification ensures that our Quality Management System ("QMS") is robust, efficient and meets customer expectations. We regularly audit and review our QMS to promote continuous improvement, applying these principles consistently across our organisation.

In addition to ISO 9001, we are certified with API Specification Q2 (2nd Edition), which serves as a comprehensive quality management blueprint for service supply organisations in the petroleum and natural gas industries. By aligning our operations with this standard at Deleum Oilfield Services Sdn. Bhd. in Kemaman, we meet the industry's stringent quality requirements and gain a strategic edge in a competitive marketplace.

- 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.



Sustainability Statement

INNOVATION AND TECHNOLOGY



Why It Matters

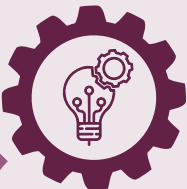
For an oil and gas service provider, innovation and technology are vital to staying competitive, efficient and sustainable in a rapidly evolving industry. Advancements in technology continue to improve Deleum’s operational efficiency, reduce its environmental impact and uphold safety standards that protect its people. Innovation is also key in navigating current industry challenges like policy initiatives, fluctuating demand and the global shift toward cleaner energy sources, which require adaptable technology-driven solutions.

Our Approach and Performance

Deleum continuously invests in impactful technology that not only unlocks efficiencies in its service provision but also maintains an innovative edge in its equipment which is advantageous in a competitive environment.

In enhancing data sharing through innovation and technology, Deleum has developed its Service Quality Centre (“SQC”) portal to facilitate efficient data sharing across all business units. This portal provides readily accessible, accurate and up-to-date data. SQC reduces the time spent on data retrieval, enhances the decision-making process, and supports comprehensive analysis reporting and dashboards for informed decision making.

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



SC-Dsludge Innovation

An innovative sludge treatment technology, SC-Dsludge offers a sustainable solution to our customers, enabling the recovery of oil from sludge. This breakthrough solution not only addresses the reduction in storage capacity and process constraints but also eliminates the environmental impact and carbon footprint associated with the conventional disposal by incineration method.



Digitalisation of slickline operations

Deleum Oilfield Services Sdn. Bhd. entered into a partnership with Paradigm Technology Services B.V. to revolutionise traditional slickline operations through digitalisation, as it introduces cost-efficient solutions to address oil well challenges, elevating operational efficiency and productivity within the oilfield services operations, bringing enhanced value to customers.



Methane emissions monitoring solution

Deleum Oilfield Services Sdn. Bhd. continued its collaboration with LatConnect 60 Ltd, (a satellite imagery and data analytics company) promoting 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 and control of emissions globally.



Supporting carbon capture storage project

Deleum Services Sdn. Bhd., 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 for the compression applications by the end of 2026, supporting a substantial Carbon Capture 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 in combating climate change.

Sustainability Statement

CORE VALUE #2: HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENTAL

Preserving and protecting the environment for present and future generations through climate action and resources efficiency



CLIMATE CHANGE RESILIENCE



Why It Matters

We recognise climate change as a pressing global issue that affects the global environment, social and economic systems, significantly shaping the future of our world. In Malaysia, heatwaves, excessive rainfall, and floods have disrupted communities and livelihoods.

The Intergovernmental Panel on Climate Change (“IPCC”) 6th Assessment Report emphasises the need for global mobilisation and scaling up solutions to achieve a sustainable future. Therefore, we are committed to gradually reducing our GHG emissions and minimising non-renewable energy consumption. Additionally, we are dedicated to incorporating innovative approaches into our operations.

Given the uncertainties in carbon policy, low carbon technology maturity, and high investment costs, meticulous planning and execution of decarbonisation efforts are essential for a smooth transition to a low carbon economy.

Our Approach and Performance

Our dedication to protecting the planet is firmly established within our Sustainability Policy, Environmental Policy, and Climate Change Policy. These policies reflect the ethical climate set by the leadership at the Board, BRIC, and senior management levels, resonating throughout the entire organisation. For more information on our climate change-related policies, please visit our corporate website at www.deleum.com.

Climate-Related Risks and Opportunities (“CRRO”)

Deleum is committed to enhancing its climate disclosures by adopting the Taskforce on Climate-related Financial Disclosures (“TCFD”) Framework and continuing to expand our disclosures as per IFRS S2 recommendations.



Governance

At Deleum, the Board holds direct oversight and ultimate accountability for all climate-related risks and opportunities. The Board serves as the ultimate decision-making authority concerning the Group’s sustainability directions.

With the support of the BRIC, the Board remains informed on all climate-related risks and opportunities and all matters relating to sustainability. The Board is tasked with overseeing and approving sustainability policies and initiatives, considering climate-related issues when reviewing and guiding overall strategy, risk management policies and financial planning.

Sustainability Statement

The GCEO, who also serves on the Board, is responsible for the overall implementation of sustainability strategies, priorities, goals, targets, and initiatives, including matters related to climate change-related risks and opportunities.

Within this governance structure, the MCRC assumes a pivotal role in supporting the Board by strategically managing significant sustainability and climate risk matters.

The MCRC supports the GCEO with the task of implementing sustainability strategies, priorities, goals, targets, and initiatives. Beyond that, the committee is also tasked to assess sustainability risks, including climate-related risks and opportunities. In FY2024, we have conducted Climate Change Strategy and Roadmap workshops to set GHG emissions reduction targets and initiatives.

Strategy

Recognising the potential impacts of global temperature increases within the range of 1.5 to 2.0 degrees Celsius, aligning with the Paris Agreement target, we have taken proactive measures for climate transition to aid in our planning and adaptation strategies for navigating the effects of climate change. We have also considered scenarios based on the national context, including Malaysia’s commitment to reducing GHG emissions intensity by 45% by 2030.



Climate Change Strategy and Roadmap

Deleum develops its Climate Change Strategy and Roadmap 2025-2029, in line with the National OGSE Sustainability (“NOS”) Roadmap. The NOS-Roadmap is designed to guide Oil and Gas Services and Equipment companies in adopting sustainable practices and initiating their sustainability reporting journey.



Business Continuity Management (“BCM”)

We have conducted scenario-based simulations within our BCM System at operational sites to assess and enhance our emergency response 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 Travel Alerts

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

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 risks.



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.

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.



Activating Emergency Response

Our Emergency Response Team is activated to aid flood victims and address the impact on operational facilities, ensuring a swift and coordinated response to mitigate disruptions.

Sustainability Statement

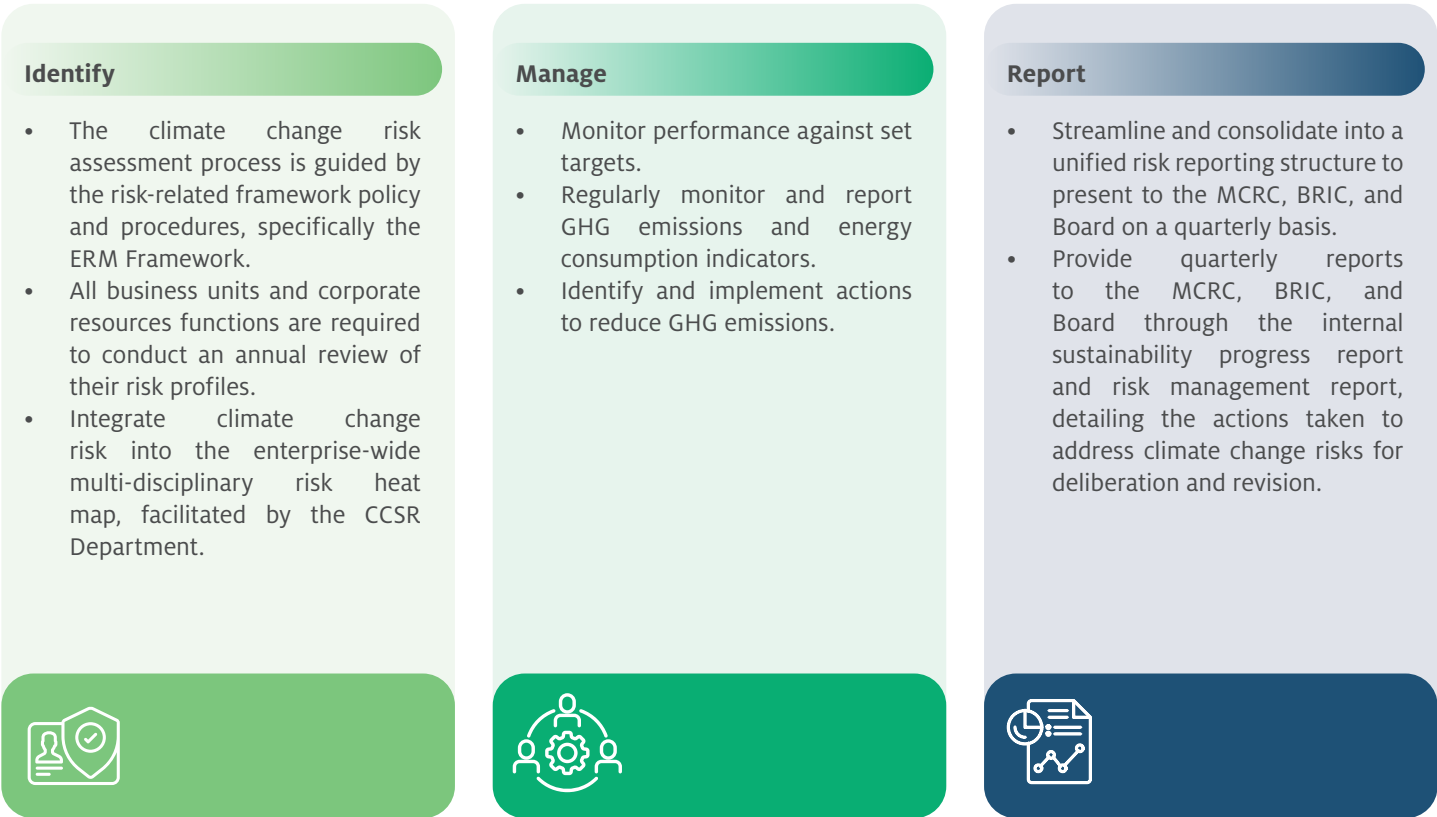
Our approach to climate change involves systematic-based scenario testing and strategic risk management. We are committed to enhancing operational resilience by integrating environmental adaptation strategies that protect our assets, personnel, and communities.

These measures help us proactively respond to emerging environmental challenges, ensuring our organisation remains adaptable and responsible in a changing climate.

Risk Management

We have integrated climate-related risk management processes into our Sustainability Framework and ERM Framework. Our approach aligns with COSO guidelines, ensuring a comprehensive strategy for addressing climate change challenges.

The following outlines our strategic approach to ensuring comprehensive management and integration of climate-related risks across all facets of Deleum’s business operations:



Additionally, the management team conducts reviews of risks stemming from climate change and associated impacts through the MCRC.

We recognise the physical and transitional risks posed by climate change, understanding their potential material impact on returns and long-term business value.

Sustainability Statement

To address these challenges proactively, we have embedded climate-related risk management processes and practices into our ERM framework, enabling us to identify and evaluate climate-associated risks across the Group's business value chain, spanning short, medium, and long-term horizons, as outlined in the following:

| Category | Type | Risk | Opportunities | Estimated Time Horizon | | |
|------------|------------------|--|--|------------------------|---------------------|------------------|
| | | | | Short (<5 years) | Medium (5-10 years) | Long (>10 years) |
| Physical | Acute | Floods, strong wind/monsoon that affect productivity and business activities | As climate adaptation becomes essential, businesses can be positioned to capitalise on the demand for resilient infrastructure, disaster preparedness through weather monitoring and early warning system. | ✓ | ✓ | ✓ |
| | Chronic | Rising sea levels, extreme heat poses health impacts | As climate adaptation becomes essential, businesses can be positioned to capitalise on the demand for resilient infrastructure, disaster preparedness through weather monitoring and early warning system. | | | ✓ |
| Transition | Policy and Legal | Public disclosure obligations, data accuracy and transparency | The Group can achieve business excellence by prioritising innovation, fostering a culture of continuous improvement, and adapting to changing market dynamics | ✓ | ✓ | |
| | Technology | Costs to adopt low emissions technologies | Switching to renewable energy reduces climate risks and creates future business opportunities through innovative climate adaptation technologies | ✓ | ✓ | |
| | Market | Increasing customer preferences for low-carbon products and services | Seize opportunities by investing in emissions reduction projects and monetising carbon credits while developing innovative solutions for climate adaptation to address and mitigate climate risks | ✓ | ✓ | |
| | Reputation | Heightened level of scrutiny, concern, and feedback from stakeholders | Harness the increased stakeholders' interest by enhancing communication, addressing concerns, and leveraging feedback to improve and strengthen relationships | ✓ | ✓ | |

Metrics and Targets

We continue to refine our data measurement, accounting, and validation processes to ensure reliable and accurate GHG and energy consumption data for Scope 1 and Scope 2, in line with our commitment to provide stakeholders with a comprehensive and reliable overview of our GHG emissions. As part of this commitment, we are adopting ISO 14064 certification—an international standard for quantifying and reporting greenhouse gas emissions to further improve our credibility. This aligns with our broader environmental goals, demonstrating our dedication to accountability and responsible business practices.

Scope 3 emissions are currently in the pre-determined process stage, where we are identifying and evaluating all relevant sources of indirect emissions within our value chain. This involves collaborating with suppliers and other stakeholders to gather accurate data and ensure comprehensive reporting.

In FY2024, Deleum's CO₂e emissions across Scope 1 and Scope 2 are as below:

- Scope 1: 1,207.7 tCO₂e
- Scope 2: 657.3 tCO₂e
- Total of Scope 1 and Scope 2: 1,865.0 tCO₂e

These data provide us with a comprehensive view of our carbon footprint and act as guidance for Deleum's efforts to mitigate climate-related risks and implement effective reduction strategies.

More information is provided in GHG Emissions and Energy Management on pages 55 to 59.

Sustainability Statement

GHG EMISSION



Why It Matters

We acknowledge climate change as a global issue, critically influencing the development of the natural world, the economy, and society. Hence, we pledge to steadily decrease our GHG emissions in the coming years. Recognising our role in creating a sustainable future, we understand that combating climate change is not only ecologically important but also essential for business success and societal progress.

Our Approach and Performance

Carbon Emissions

Our carbon emissions include both direct and indirect emissions. Focusing on energy efficiency helps reduce energy consumption, which consequently lowers emissions. Since carbon emissions contribute to climate change and are primarily derived from energy consumption, we continue to pursue efficiency in using both direct and indirect energy sources.

We remain committed to adopting best practices to progressively reduce emissions across business operations. We comply with the calculation methods as prescribed by TCFD, the GHG Protocol Corporate Accounting and Reporting Standard ("GHG Protocol"), GRI and the Energy Commission's National Energy Balance 2016.

GHG Emission Procedure

In FY2024, we established a GHG Emissions Inventory Management Procedure to systematically manage and reduce our carbon footprint. This procedure was designed to guide our business operations in the quantification, monitoring, and reporting of GHG emissions, specifically Carbon Dioxide ("CO₂"), Methane ("CH₄"), Nitrous Oxide ("N₂O") and fugitive emissions.

Deleum has adopted Operational Control as the consolidation approach. This approach shall be applied consistently across all entity levels and reporting scopes (Scope 1 and Scope 2). Under operational control, Deleum accounts for 100% of the GHG emissions over which it has operational control. For clarity, Deleum does not account for GHG emissions from operations in which it owns an interest but does not have operational control in Malaysia.

GHG Emissions Sources

Scope 1: Direct GHG Emissions from Malaysian 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 Malaysian operations arise from the purchased electricity supplied by local energy providers in Peninsular and East Malaysia.

Sustainability Statement

Following are the Group's total emissions based on Scope 1 and Scope 2 sources in metric tonnes of carbon dioxide equivalent ("tCO₂e") in reference to GHG Protocol, as presented below:

| *GHG Emission Category | FY2022 ⁽¹⁾ | FY2023 ^{(1) & (2)} | FY2024 ⁽²⁾ |
|--|-----------------------|---------------------------------|-----------------------|
| Scope 1 Direct Emissions (tCO₂e) | 895.5 | 1,188.1 | 1,207.7 |
| Breakdown ⁽³⁾ : | | | |
| Carbon Dioxide (kgCO ₂) | - | 1,150,573.9 | 1,169,540.8 |
| Methane (kgCH ₄) | - | 244.8 | 213.7 |
| Nitrous Oxide (kgN ₂ O) | - | 2,228.5 | 3,530.8 |
| Hydrofluorocarbons (kgHFCs) | | | |
| - R22 | - | 17,904.6 | 17,904.6 |
| - R31 | - | 8.7 | 8.7 |
| - R32 | - | 2,426.8 | 2,426.8 |
| - R410A | - | 7,483.7 | 7,483.7 |
| Scope 2 Indirect Emissions (tCO₂e) | 534.3 | 562.2 | 657.3 |
| Total Scope 1 and Scope 2 (tCO₂e) | 1,429.8 | 1,750.3 | 1,865.0 |

* Note: In FY2024, our GHG baseline year has been revised from FY2019 to FY2023, to reflect the significant projects and adopting new methodologies of ISO14064:1. The Global Warming Potential ("GWPs") used in our calculations are sourced from the Intergovernmental Panel on Climate Change ("IPCC") Sixth Assessment Report (AR6), with a GWP time horizon of 100 years.

¹ Our Scope 1 and Scope 2 figures for FY2022 to FY2023 have been restated as correction of error.

² Our Scope 1 and Scope 2 figures for FY2023 and FY2024 have been verified by independent third party, BSI in accordance with ISO14064-1: 2018, at a materiality threshold of 5%. The Verification Opinion Statement can be viewed at pages from 94 to 98 of this Report.

³ The breakdown of GHG is only available starting from FY2023.

GHG Intensity

GHG intensity refers to the amount of GHG emissions that are produced per unit of activity, such as per unit of energy consumed or per unit of product manufactured.

By measuring GHG intensity, it is possible to identify opportunities for reducing emissions and improving the sustainability of various industries and processes.

| * GHG Intensity Category | FY2022 | FY2023 | FY2024 |
|---|--------|--------|--------|
| GHG Intensity per workforce (tCO₂e/Workforce) | 1.8 | 2.2 | 1.4 |
| GHG Intensity per revenue (tCO₂e/RM Million) | 2.0 | 2.2 | 2.1 |

* Note: Our GHG Intensity and Energy Efficiency for FY2022 and FY2023, have been restated as correction of error. GHG intensity is quantified by dividing the total GHG emission with the Group's total revenue and total number of workforce.

The analysis of the GHG emissions and intensity movement can be found at our Energy Management section of this Statement.

Sustainability Statement

Enhancing Environmental Performance Across the Value Chain

We are committed to minimising environmental impact throughout our supply chains, with a particular focus on supporting our value chain members to reduce their environmental footprint. To identify and estimate these emissions, we are currently conducting a preliminary assessment to determine the relevant Scope 3 GHG emissions.

Strategic GHG Emissions Management

Our involvement in these associations not only advances our own sustainability contributions but also drives our sustainability journey forward in advocating sustainable development among our peers in the oil and gas industry, ensuring environmental responsibility and transitions towards a more sustainable future. Through active participation in networks, we collaborate with industry leaders to promote innovative solutions and best practices:

CEO Action Network



The CEO Action Network's climate change strategy focuses on collective commitments to sustainability leadership, policy advocacy, and capacity building to drive meaningful climate action and achieve net-zero emissions by 2050

Malaysian Oil, Gas and Energy Services Council



The Malaysian Oil, Gas and Energy Services Council's climate change strategy focuses on sustainable growth and energy transition to achieve net-zero carbon emissions by 2050, while enhancing the competitiveness of Malaysian companies in the global market

Malaysian Gas Association



The Malaysian Gas Association's climate change strategy focuses on advancing environmental sustainability and supporting Malaysia's energy transition goals to achieve net-zero carbon emissions by 2050

Institute of Corporate Directors Malaysia



The Institute of Corporate Directors Malaysia's climate change strategy emphasises embedding climate governance in corporate strategy and decision-making to achieve net-zero emissions by 2050

Through deliberate efforts in sustainability and innovation, we strive to drive meaningful change and set new standards for environmental responsibility.



Satellite imaging to track emissions for better climate change management



Digital slickline operations that can do more work in a single run to reduce energy consumption



Deleum formulated chemicals that can treat sludge, with oil as a by-product, which also saves costs and emissions from incinerating the sludge otherwise

These initiatives, which highlight the ongoing efforts to enhance climate resilience through innovation and strategic investments, can be found in the Innovation and Technology section of this Statement.

Sustainability Statement

ENERGY MANAGEMENT

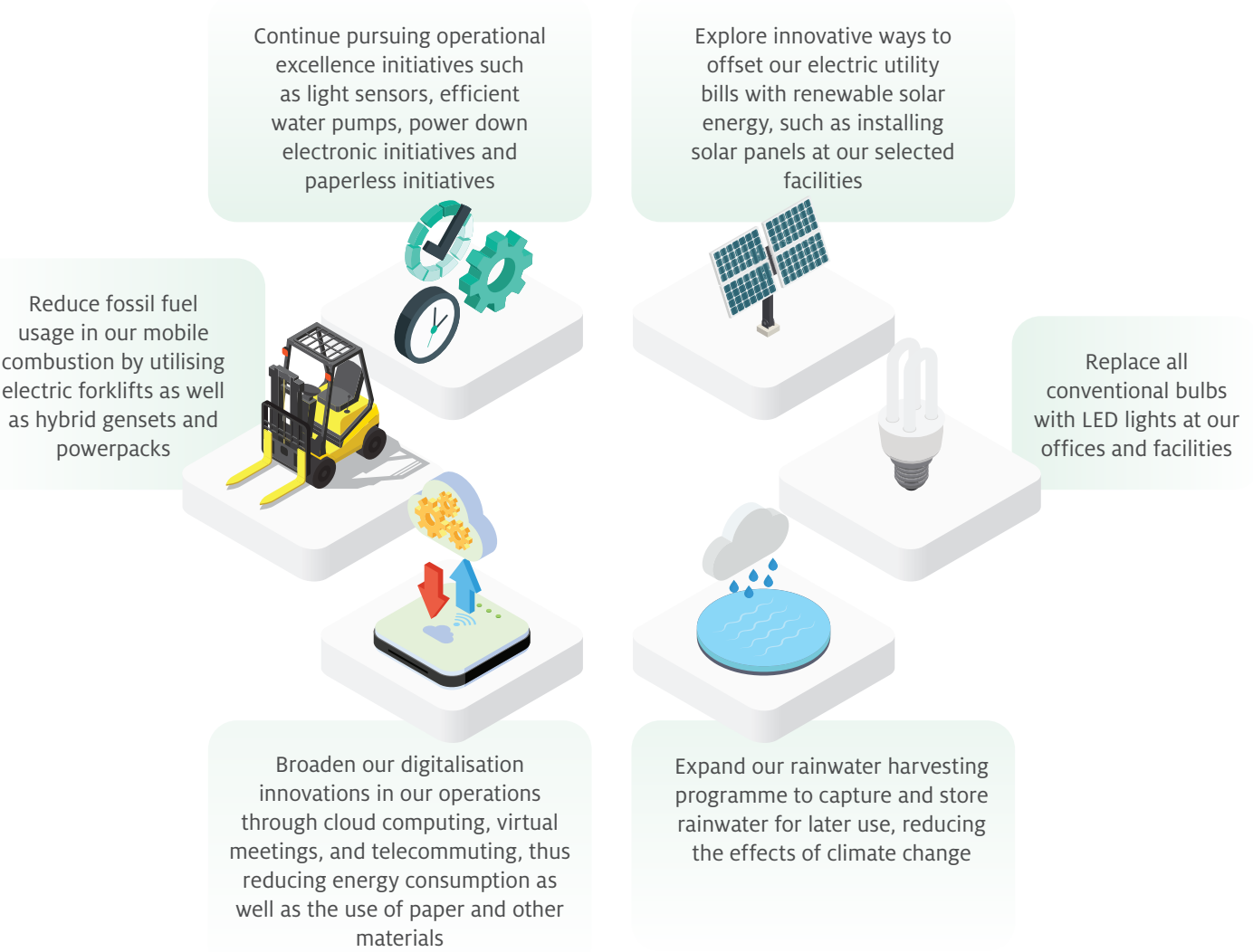


Why It Matters

We fully understand the fact that the Group’s operations may impact the surrounding environment, such as energy and carbon footprints. With a dedication for preserving the environment, we are committed to practices that would lower our overall impact on power consumption, exhaust emission rates and pursuing the use of renewable sources of power. This commitment also demonstrates our goal of environmental conservation and future sustainability.

Our Approach and Performance

In committing to carbon neutrality by 2035, we have outlined the targets for carbon or GHG emission reduction, underpinned by the following initiatives:



Sustainability Statement

In FY2024, our energy consumption increased from FY2023, in line with the growth in our operational activities. Despite the rise in total consumption, we reduced energy intensity per employee and revenue by optimisation, stringent internal controls and awareness promotion.

Energy Consumption

| Year | Diesel (GJ) | Petrol (GJ) | Purchased Electricity (GJ) | Total Energy Consumption (GJ) |
|---------------------------------------|-------------|-------------|----------------------------|-------------------------------|
| FY2022⁽¹⁾ | 11,625.8 | 170.9 | 2,915.5 | 15,266.0 |
| FY2023^{(1) & (2)} | 16,314.1 | 169.8 | 3,137.3 | 19,621.1 |
| FY2024⁽²⁾ | 16,744.1 | 52.4 | 3,525.9 | 20,322.4 |

Energy Intensity

| *Energy Intensity Category | FY2022 ⁽¹⁾ | FY2023 ^{(1) & (2)} | FY2024 ⁽²⁾ |
|--|-----------------------|---------------------------------|-----------------------|
| Energy Intensity per Permanent Employees (GJ/Employee) | 19.5 | 25.3 | 15.4 |
| Energy Intensity per Revenue (GJ/RM Million) | 21.9 | 24.8 | 22.3 |

* Notes: In FY2024, our GHG baseline year has been revised from FY2019 to FY2023, to reflect the significant projects and adopting new methodologies of ISO14064:1. This includes:

¹ Our Scope 1 and Scope 2 figures for FY2022 to FY2023 have been restated as correction of error.

² Our Scope 1 and Scope 2 figures for FY2023 and FY2024 have been verified by independent third party, BSI in accordance with ISO14064-1: 2018, at a materiality threshold of 5%. The Verification Opinion Statement can be viewed at pages from 94 to 98 of this Annual Report.

WASTE AND WATER MANAGEMENT



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 minimise potential pollution impact and to protect the environment through pollution prevention, waste reduction, water conservation, and resource consumption minimisation.

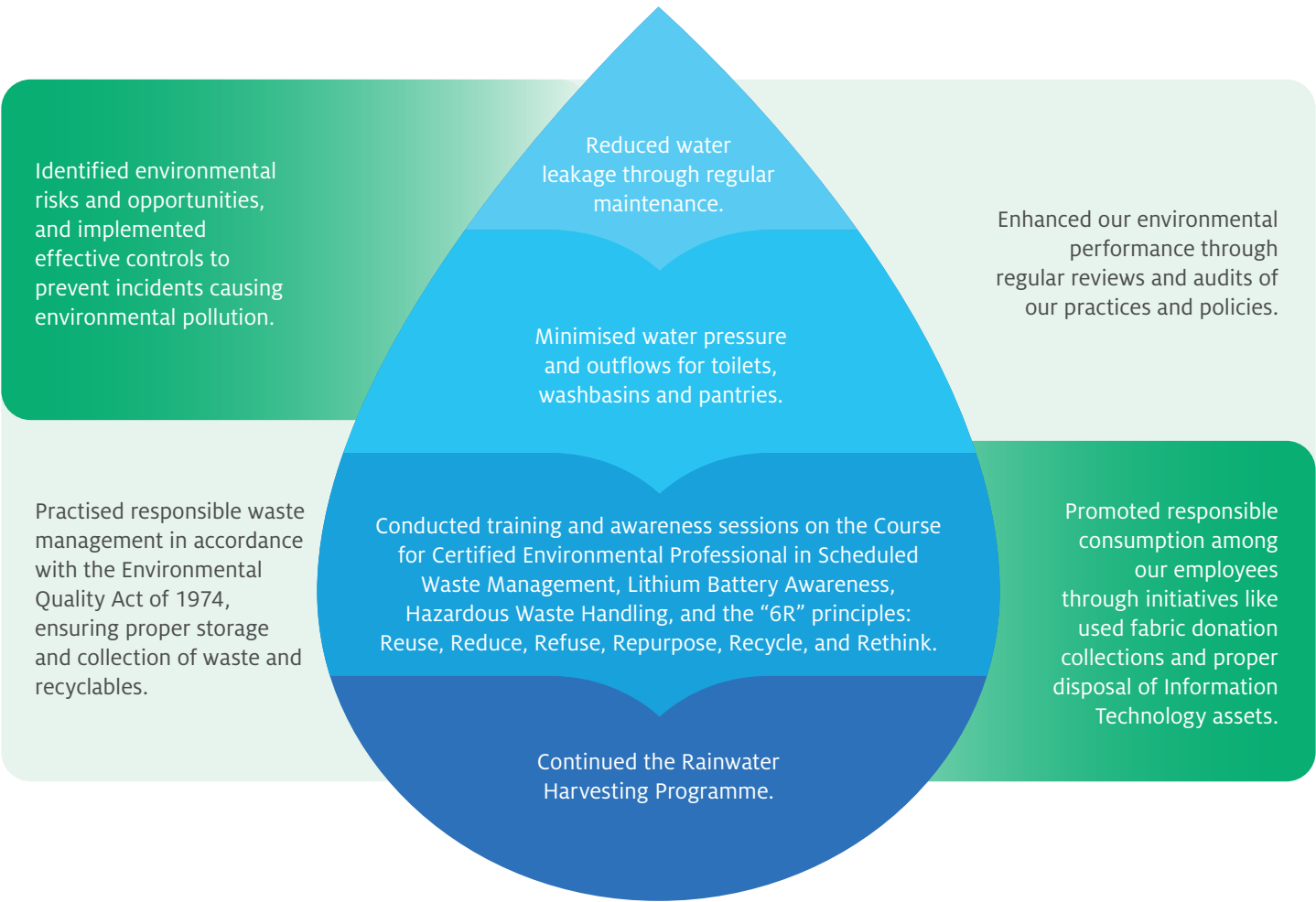
Our Approach and Performance

We strengthen our commitment towards sustainable environmental practices, as pledged in our Sustainability Policy, Climate Change Policy and Environmental Policy through pollution prevention, resource optimisation, and responsible waste management.

Our chemical operations are also guided by a structured system aligned with the ISO 14001:2015 Environmental Management System and customer requirements, which maximises our efficiency and minimises the impact on pollution.

In FY2024, we actively engaged in actions that transcend environmental conservation. We prioritise optimising natural resource usage to reduce and prevent pollution, as emphasised in the following initiatives:

Sustainability Statement



Water Management

We actively strive to reduce our reliance on municipal water sources by optimising rainwater harvesting at our facilities. Although we operate in a region with minimal water scarcity issues, this underscores our dedication to responsible water management and conservation efforts.

The following data outlines the Group’s total water consumption and rainwater harvested in FY2024:

Total Water Consumption in FY2024



11.3 megalitres

Reduction of 28% in water consumed

FY2023: 15.6 megalitres
FY2022: 22.4 megalitres

Total Rainwater Harvested in FY2024



77.3 cubic metres

Increase of 3% in rainwater harvested

FY2023: 75.2 cubic metres
FY2022: 49.5 cubic metres

- Notes:
- The water consumption for FY2022 has been restated due to errors made in the previous reporting period. The restated total water consumption is 9% higher for FY2022 compared to the consumption reported previously.
 - The rainwater harvested for FY2022 has been restated due to errors made in the previous reporting period. The restated total rainwater harvested is 4% lower than the cumulative cubic metres reported previously.

Sustainability Statement

Waste Management

Adhering to a waste management hierarchy is imperative in aligning with the Environmental Quality Act of 1974, an important legislative framework that underscores the significance of minimising environmental impact.

We are committed to promoting the efficient use of resources in our facilities, focusing on reducing both hazardous and non-hazardous waste generation. Our hazardous wastes are handled by in-house Certified Schedule Waste Competent Person, duly registered and recognised by the Department of Environment. We are committed to the following principles to manage our waste and reduce adverse environmental impact:



Waste generated

| | FY2022 | FY2023 | FY2024 |
|--|--------|--------|--------|
| *General waste directed to disposal (MT) | - | - | 2.2 |
| Hazardous waste directed to disposal (MT) | 41.2 | 79.3 | 95.9 |

* Note: Data recording for general waste commenced in September 2024 for headquarter office in Kuala Lumpur only. Hence, reporting data is not available for FY2022 and FY2023.

Sustainability Statement

Environmental Spillage and Compliance Management

In FY2024, we successfully achieved our goal of zero spillage, showcasing our unwavering commitment to preventing environmental pollution. Throughout the period, there were no environmental fines nor penalties reported.

| | FY2022 | FY2023 | FY2024 |
|-----------------------------------|------------|---------------|---------------|
| Minor spillage Incidents | 1 Incident | Zero Incident | Zero Incident |
| Environmental fines and penalties | Nil | Nil | Nil |

Waste Management Programme

In FY2024, we launched the Own Your Own Waste (“OYOW”) programme, beginning with a pilot project involving several departments at our headquarter office in Kuala Lumpur. This initial phase aimed to evaluate and enhance our understanding of waste management practices.

Following the successful pilot project, we fully implemented the OYOW programme on 19 September 2024. Moving forward, we plan to extend the programme to other offices and facilities, with the goal of achieving full implementation across the Group by 2026. This initiative underscores our commitment to sustainable waste management and environmental stewardship.

Overview: How OYOW works?



| Recycled Waste FY2024 (MT) | Paper | Plastic | Tin/Can |
|----------------------------|-------|---------|---------|
| | 0.268 | 0.0187 | Nil |

* Note: Data recording for recycled waste commenced in September 2024 for headquarter office in Kuala Lumpur only.

Sustainability Statement

BIODIVERSITY



Why It Matters

Biodiversity holds significant relevance to Deleum's operations within the oil and gas industry, given the inherent interaction of exploration, production, and servicing activities within diverse ecosystems. We strive to safeguard the ecosystems where we operate and contribute towards the sustainability of natural resources for future generations.

Our Approach

To our knowledge, the Group operates in areas that are not deemed high in biodiversity value or adjacent to sites containing flora and fauna species as in the International Union for Conservation of Nature Red List. We avoid encroaching into areas that serve as critical refuge for known vulnerable or endangered species.

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 entities to support biodiversity conservation.

Our Performance

The Deleum Mangrove Planting Programme 2024 took place at Pantai Kemasik, Kemaman, uniting 35 enthusiastic participants, including 23 Deleum volunteers and 12 representatives from EcoCare and the local community.

The half-day initiative saw the successful planting of 300 mangrove trees and featured activities such as mangrove seeding and replanting. Participants were also engaged in discussions on the importance of mangroves to coastal ecosystems.



Sustainability Statement

CORE VALUE #2: HEALTH, SAFETY AND ENVIRONMENT

SOCIAL
Respecting, Supporting and Upholding Fundamental Human Rights of People in Where We Operate

HEALTH AND SAFETY



Why It Matters

Healthy and Safe Work Conditions

At Deleum, we recognise healthy and safe working conditions as a fundamental human right. 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.

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

Our Approach and Performance

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.



Sustainability Statement

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

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. Our HSEMS aligns with globally recognised frameworks and standards to ensure the highest level of safety and operational excellence, including:

- ISO 9001:2015 – Quality Management System (“QMS”)
- ISO 14001:2015 – Environmental Management System
- API Specification Q2 (2nd Edition)

Deleum's commitment to health and safety practices is also grounded in the ISO 45001:2018 Occupational Health and Safety Management System. These internationally recognised standards form the bedrock of Deleum's HSE Management System, 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)

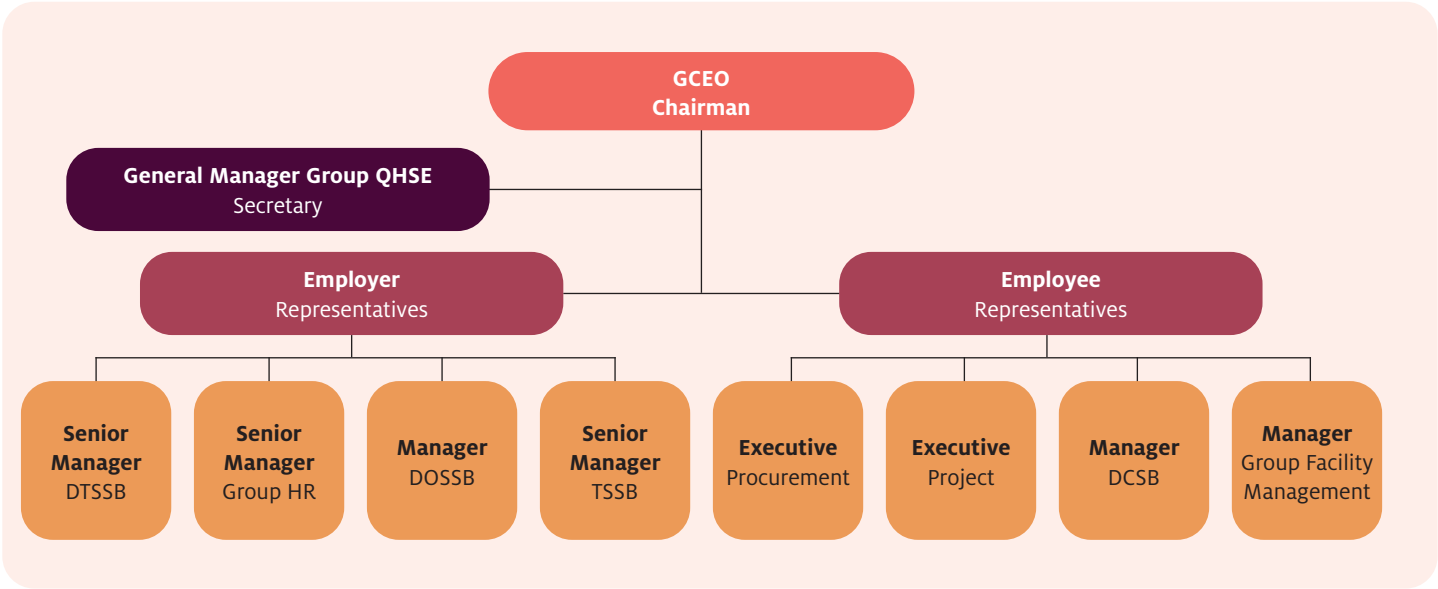
The API Specification Q2 (2nd Edition), developed by the American Petroleum Institute (“API”), is a comprehensive quality management standard that emphasises health and safety in the petroleum and natural gas industry. The key aspects from a health and safety perspective include Risk Management, Competence 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.

Sustainability Statement

Health and Safety Reporting Structure

We have established an HSE Committee spearheaded by our GCEO, which includes management representatives as required by the Occupational Safety and Health (Safety and Health Committee) Regulations 1996. The HSE Committee thoroughly examines and oversees HSE policies, procedures, plans, and performances. Rigorous incident investigations and quarterly awareness initiatives are conducted to ensure the well-being of employees, casual workers, and contractors.



We conduct HSE Committee meetings on a quarterly basis, which serve as an avenue to discuss HSE matters involving employees, casual workers, and management representatives. These sessions delve into diverse matters, including feedback on health and safety measures, process enhancements, revisions to investigation procedures, and updates to policies and procedures.

Elevating the oversight to the Board level, the BRIC, chaired by an Independent Non-Executive Director, convenes quarterly. BRIC plays a pivotal role in supervising health and safety risks and routines, reaffirming our commitment to maintaining a secure and responsible operational environment.

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 Monitoring
- Initial Ergonomic Assessment
- Chemical Health Risk Assessment
- Hazards Effect Management Process
- Random Drug and Alcohol Test

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

Sustainability Statement

We extend our risk assessments to cover both existing and potential projects. 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 provided 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 the 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 them or another person.



Digitalisation of Safety Observations:

Specifically Unsafe Acts and Unsafe Conditions involves submitting observations through the utilisation of QR codes.

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

ExxonMobil STAR Recognition Award

DOSSB is honoured to receive the 2023 and 1H2024 STAR Recognition Award from ExxonMobil, acknowledging exceptional performance in safety, quality, timeliness, and responsiveness in delivering slickline equipment and services. This award is a testament to the expertise, dedication and relentless pursuit of excellence by the team, ensuring that Deleum consistently meets the highest industry standards.

Outstanding Safety Recognition from EnQuest – Solid Control Team

DOSSB’s Solid Control Team was recognised by EnQuest for its outstanding safety performance in the 2024 well delivery programme. This award highlights Deleum’s strict adherence to safety protocols, proactive risk prevention, and commitment to maintaining a secure work environment – successfully executing the campaign without incidents.

Deleum received Special Award by PETRONAS Malaysia Petroleum Management during 2024 MPM Townhall due to its active participation with WIINTEC HSSE complacency campaign and initiatives throughout the year.

Sustainability Statement

Emergency Response Plan

As part of our commitment to ensuring the safety and well-being of employees, contractors and the surrounding community, Deleum's Flood Operation Committee integrates flood preparedness with approaches to prepare our people for flood emergencies at our business locations.

Reporting Protocol for Incidents or Accidents

Our Incident Investigation and Reporting Procedure serves as the guiding framework in the occurrence 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 an internal health and safety alert.

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, the BRIC, and the Board. This transparent communication ensures that lessons learned are integrated into our practices, creating continuous improvement in our pledge to maintain a safe and secure working environment and to achieve our target of zero work-related fatalities and lost-time injuries annually.

| | FY2022 | FY2023 | FY2024 |
|---|---------------------|-----------|-----------|
| Total Hours Worked | 2,647,578 | 1,742,710 | 2,266,925 |
| Number of Work-Related Fatalities | | | |
| • Employee | 0 | 0 | 0 |
| • Casual Worker/Contractor | 1 | 0 | 0 |
| Number of Lost Time Injuries⁽¹⁾ | | | |
| • Employee | 0 | 0 | 0 |
| • Casual Worker/Contractor | 2 ⁽³⁾ | 0 | 0 |
| Lost Time Incident Rate⁽²⁾ | | | |
| • Employee | 0 | 0 | 0 |
| • Casual Worker/Contractor | 0.76 ⁽³⁾ | 0 | 0 |

Note:

¹ Lost time injury: An injury is assessed to be a "lost time injury" when the injured cannot return for duty next shift or next day irrespective whether the following is days off, off shift, weekends or public holiday

² Lost time incident rate: It is a calculated number based on total number of lost time injuries per one-million-man hours (Total number of lost time injury X 1,000,000 / total man hours)

³ Restated due to technical variance

Sustainability Statement

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.

The training and learning sessions conducted in FY2024 included:

- Induction training tailored for new employees including permanent, temporary and casual workers by our QHSE representatives
- Regular health and safety briefings, awareness training, bulletins, and meetings, including toolbox 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

| | FY2022 | FY2023 | FY2024 |
|--|--------|--------|--------|
| Workforce trained on health and safety standards | 584 | 364 | 527 |

Health and Well-being of Our Workforce

Acknowledging the importance of mental health concerns among employees, we prioritise the health and well-being of our employees. In collaboration with the Group Human Resources Department and other various departments, in FY2024 we have conducted:



Depression Anxiety Stress Scales – This proactive approach allows us to assess their mental health status, and in the event of identified issues, appropriate actions are taken. Importantly, we ensure the utmost protection of employees' privacy information throughout this process.

Mindfulness, Managing Stress & Anxiety in the Office Talk – Practical tools and techniques to better manage stress and anxiety, fostering a more mindful approach to daily changes.

Health and Safety Programmes – Extending beyond physical well-being to encompass mental health learning awareness.

Adverse Weather Awareness – Sharing tips to ensure everyone stays safe and healthy during hot weather.

Sustainability Statement

HUMAN RIGHTS AND LABOUR PRACTICES



Why It Matters

Duty to Protect Human Rights

At Deleum, we are devoted 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 and Performance

We support the United Nations Universal Declaration of Human Rights and International Labour Organisation standards, along with all necessary domestic regulations such as the Malaysian Employment (Amendment) Act 2022.

Our commitment is reflected in our COBC and Policy Statement on Human Rights and Labour Standards, which were reviewed and updated in 2022. The policy, available in English and Bahasa Malaysia, has been communicated to our employees through COBC training and extended to our suppliers and contractors.

The policy outlines our commitments:

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.

Zero Tolerance for 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.

Prohibiting Child Labour

Deleum strictly forbids child labour and any form of child exploitation in all our operations. We ensure adherence by refraining from employing individuals below the legal minimum working age as stipulated by the respective countries’ regulations.

Advocating for Children’s Rights

In our unwavering commitment to champion children’s rights, we have invested approximately RM145,500 in supporting various charitable organisations and schools, focusing on essential needs such as education, food, and clothing. Additionally, we organise programmes that foster learning, well-being, and other community-driven initiatives aimed at nurturing young minds.

Sustainability Statement

Preventing Bullying and Harassment

We view bullying and harassment, including sexual harassment, as grave misconduct that erodes the dignity and respect of our employees. To raise awareness about sexual harassment, we have prominently displayed notices in the workplace.

Ensuring Pay Equality for Equal Work

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 Company. We do not endorse the disclosure of confidential pay and benefits information to employees or unrelated parties.

Minimum Wages Compliance

Deleum adheres to national labour laws, including the Employment (Amendment) Act 2022 ("Employment Act") and the Minimum Wages Order 2024, as part of our commitment outlined in the Policy Statement on Human Rights and Labour Standards. This encompasses compliance with the new Order, effective from 1 February 2025, addressing minimum wage and mandated benefits.

Ensuring Compliance with Working Hours and Claims

Deleum complies with local laws and agreements on working hours, overtime, and holiday work. Our commitment includes providing flexible work arrangements (to reduce excessive working hours) and facilitating overtime claims for eligible employees earning below RM4,000 a month, in accordance with the Employment Act and our well-being principle.

Workforce Diversity, Equal Opportunities, and Non-Discrimination

At Deleum, we are passionate 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.

Sustainability Statement

Assessing Our Labour Risks

Respecting human rights boosts the working conditions and livelihoods of our people, while mitigating reputational risks, labour risk assessment, and due diligence practices. We identified potential issues that could affect employees’ well-being, productivity and rights. Our key actions include:



Flexible Working Arrangement:
Implementation of flexible working hours arrangements to reduce commuting hours and promote employee well-being.



Compassionate Financial Assistance:
Providing compassionate financial assistance for employees, irrespective of gender, age, nationality, disabilities, religion and race.



Salary Benchmarking:
Conducting salary benchmarking against market standards and relevant laws to ensure our salaries are market competitive and fair.



Employee Feedback Programmes:
Sustaining efforts to encourage employee feedback and suggestions through the Speak-Up and Listen-Up (“SULU”) Programme and Employee Engagement Survey




Employee Well-being Benefits:
Continuously reviewing employee insurance and well-being benefits to manage increasing global medical costs, while also promoting regular medical check-ups as part of our employee wellness programme.

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 that are 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



ZERO
number of substantiated complaints concerning human rights violations in FY2024

FY2023: 0
FY2022: 0

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

For instance, employees with specific issues regarding working conditions, employment terms, or labour standards can directly report to their supervisor or the Group Human Resources Department, in adherence to the Grievance Policy communicated to all employees. Alternatively, the SULU Programme which allows employees to submit any complaints or suggestions digitally using a Quick Response code strategically placed in our office locations and / or via intranet. In addition, we encourage our stakeholders to report all forms of non-compliance of breaches of human rights and our COBC through our whistleblowing channel at whistle@deleum.com.

Sustainability Statement

HUMAN CAPITAL DEVELOPMENT



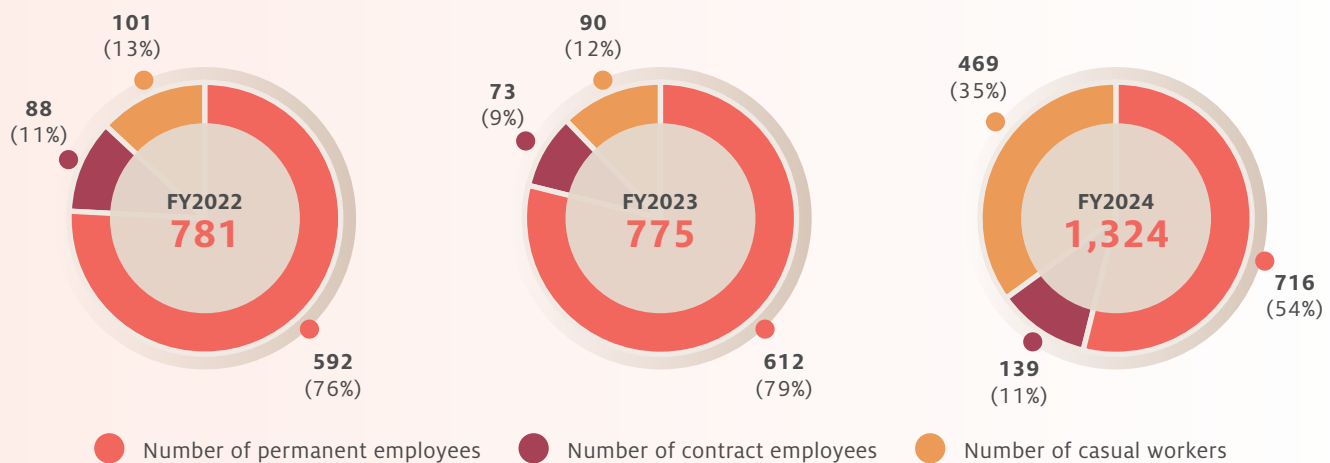
Why It Matters

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. Empowering our talents with indispensable tools and providing expansive learning opportunities within a nurturing ecosystem is imperative to bolster their career and personal development. Our commitment to these principles is reflected in our COBC, Sustainability Policy, Learning and Development Policy and Equal Opportunity Policy.

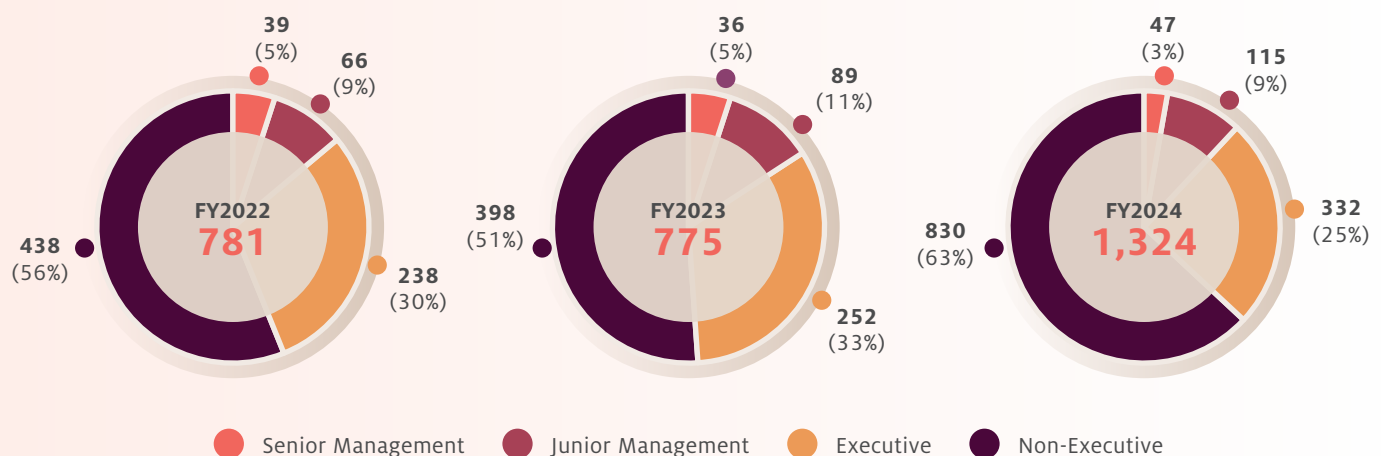
Our Approach and Performance

Our Workforce

Total number workforce



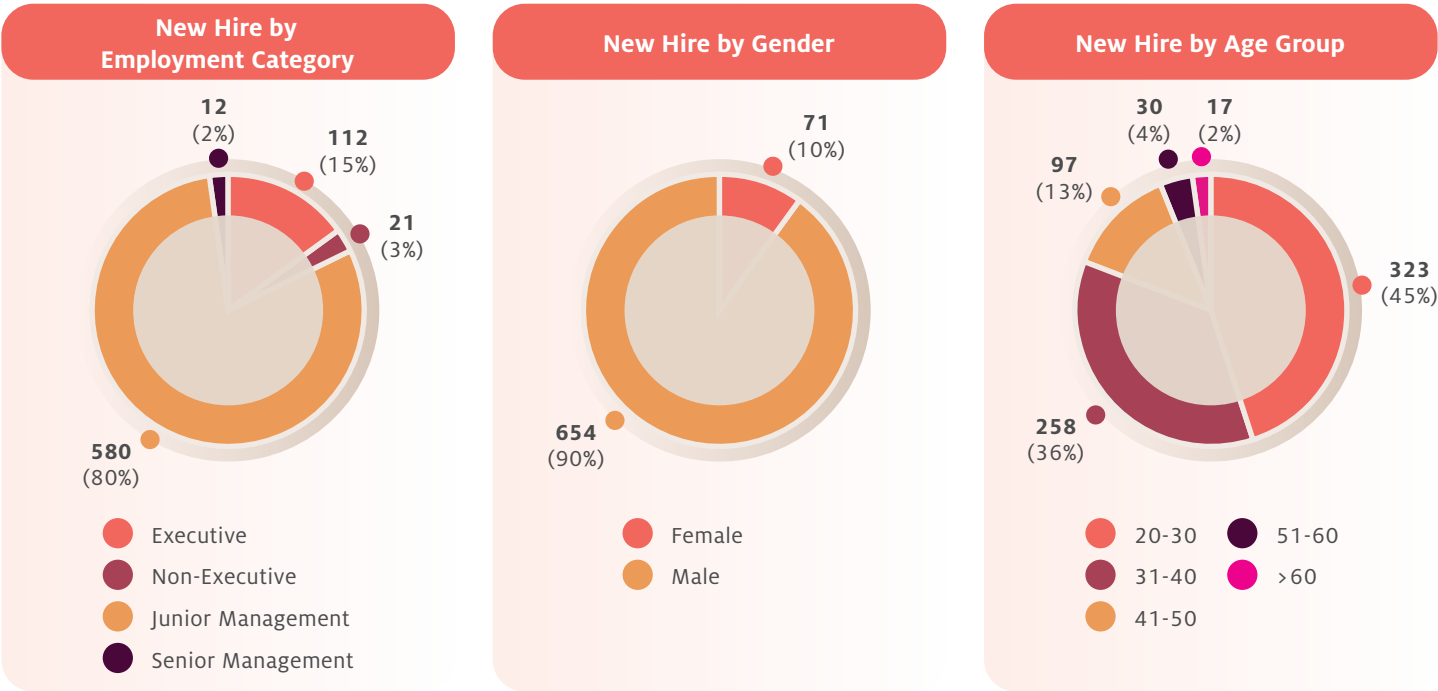
Total workforce by Employment Category



Sustainability Statement

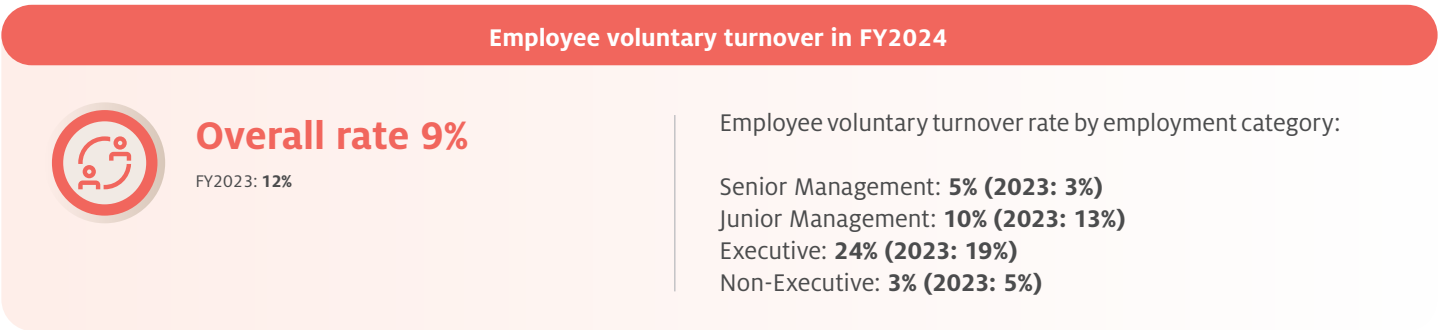
In FY2024, Deleum’s total employees is 1,324, including contract and casual workers, across East and West Malaysia. The workforce grew by 70.8% from FY2023 to FY2024, reflecting the growth of business and activities.

Diverse and qualified employees



In FY2024, 725 new employees underwent the On-Boarding of New Hires programme, inducting members into the Deleum family involves a specially curated orientation programme, strategically designed to assimilate them seamlessly into the Group fold while familiarising them with our working culture.

Additionally, we observed a decrease in employee voluntary turnover rates from 12% in FY2023 to 9%. This positive trend is a direct result of the retention strategies we implemented throughout the year, including learning and career development opportunities.

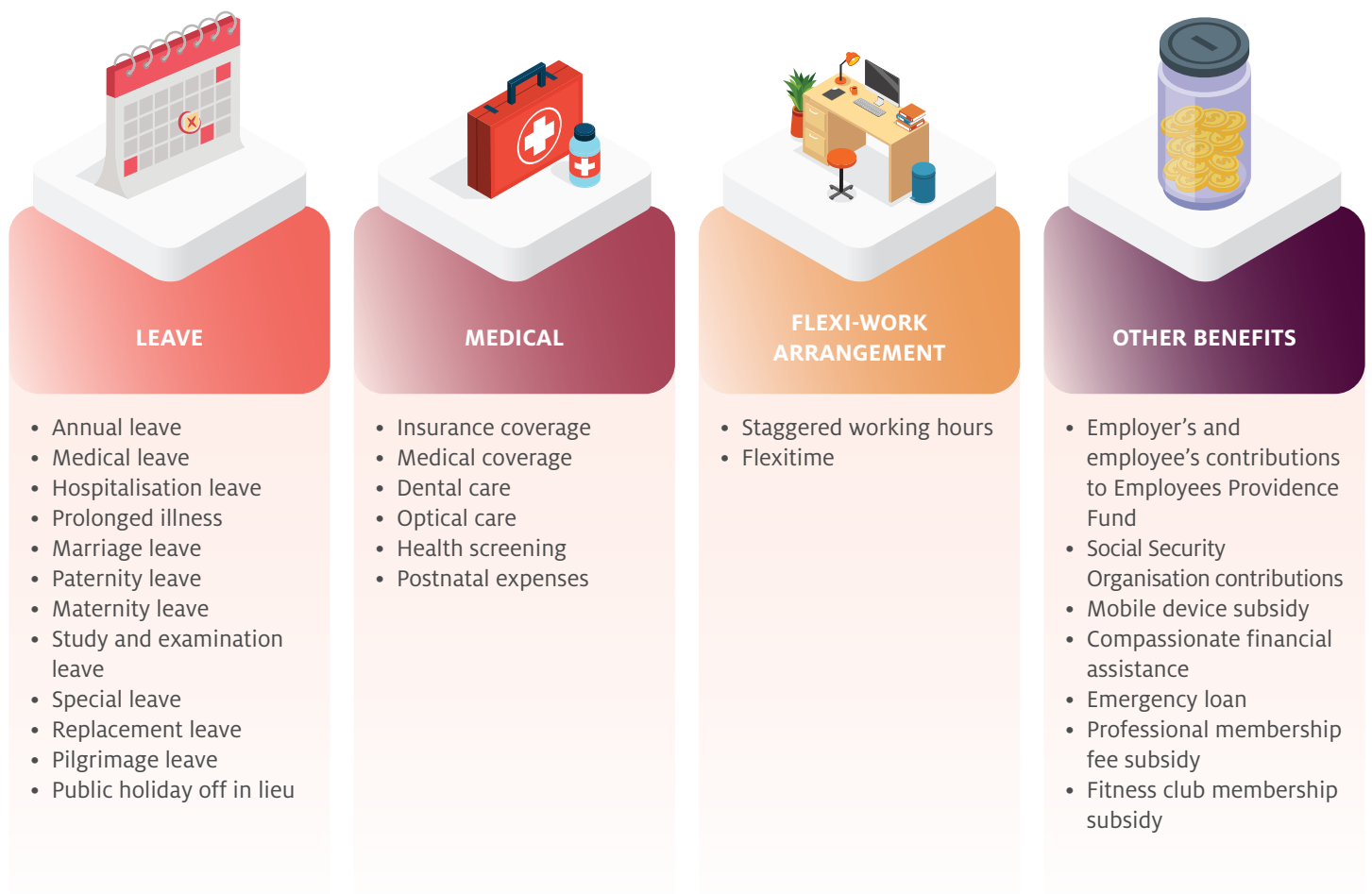


Sustainability Statement

Employees Benefits and Well-Being

At Deleum, we prioritise the well-being 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.

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



Sustainability Statement



We recorded 83% of our male employees and 100% of female employees who returned to work and remained employed for 12 months. This high return to work rate suggests 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 responsibilities.

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. 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 FY2024, we significantly increased our investment in training by 2.6 times from RM1.2 million to RM2.6 million. This increase reflects our commitment to talent development and ensuring a highly skilled workforce. Additionally, the average training expenditure per workforce rose by 25% from RM1,544 in FY2023 to RM1,935 in FY2024.

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



Sustainability Statement

Total training hours in FY2024



17.4 hours

average training
hours per workforce

FY2023: **17 hours**
FY2022: **20 hours**



2.2 days

average training
days per workforce

FY2023: **2 days**
FY2022: **2.5 days**



23,053 hours

total training hours for
Group-wide in FY2024

FY2023: **12,912 hours**
FY2022: **15,828 hours**



2,864

total training hours by
Senior Management

FY2023: **1,096 hours**
FY2022: **247 hours**



5,977

total training hours
by Executive

FY2023: **3,333 hours**
FY2022: **2,097 hours**



2,882 hours

average training
hours per entity

FY2023: **1,435 hours**
FY2022: **1,759 hours**



1,536

total training hours by
Junior Management

FY2023: **518 hours**
FY2022: **560 hours**



12,676

total training hours
by Non-Executive

FY2023: **7,965 hours**
FY2022: **12,924 hours**

* Total training invested is inclusive of Human Resource Development Fund utilisation

Through purposefully structured training and learning programmes, we aim to furnish our people with a diverse array 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 do not only aim to augment their leadership capabilities but also lay the foundation for continuous professional development.

Talent Development Programmes

Actively fortifying our talent pipeline, we presently engage in succession management and mentoring programmes. These strategic initiatives encompass the identification and assessment of readiness, accompanied by 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 skillsets to perform their roles effectively and contribute successfully to the organisation.

Sustainability Statement

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, adeptly tailored to align with evolving guidelines and operational dynamics.

- Core functional and technical training programmes:
- 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-related standards training
 - Enterprise Resources Planning training
 - Human Resource Management System training
 - Anti-Bribery Management System trainings

Compulsory Training

Mandatory participation in essential training sessions is a cornerstone of our corporate culture, encompassing Health, Safety, and Environmental aspects. Additionally, employees are immersed in sessions covering the COBC, Conflict of Interest (“COI”), and Anti-Bribery and Corruption protocols.

These comprehensive training modules span topics ranging from health, safety, and environmental awareness to reporting procedures for wrongdoing, addressing bullying or harassment, and instilling an understanding of business ethics with a specific focus on anti-bribery and corruption.

Employee Performance Appraisals

As we recognise and celebrate exceptional accomplishments by individuals who consistently exhibit outstanding performance within their peer group, 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.



100%
of Deleum’s eligible employees were appraised annually

Sustainability Statement

Fostering Young Talent

We continue to showcase our unwavering commitment to nurturing young talent in FY2024 through a range of initiatives. This included the engagement of 19 interns who actively interacted with senior leadership, gaining valuable insights.

Additionally, we forged a collaborative partnership with a local university, extending our support to young talent in the specialised field of petroleum engineering. This multifaceted approach underlines our dedication to fostering the growth and development of the next generation in industry.

Employee Engagement

We actively pursue a range of employee engagement initiatives aimed at fostering camaraderie and addressing employee concerns. Among the employee engagement activities conducted in FY2024 are as follows:

- Employee Engagement Survey
- Regular townhall briefings with the GCEO
- Department gatherings
- Employee appreciation programmes, including long service, Star Awards, and recognition Most Valuable Person Award
- Initiatives for mental health awareness, including private sessions with clinical psychologists
- Team buildings / awareness sessions
- Social, sports, and recreational events organised by the Deleum Sports and Recreational Club
- Festive celebrations and activities throughout the year
- Inter-department festivities decoration competition
- Annual dinner

These diverse initiatives contribute to creating a vibrant and supportive work environment, promoting both professional and personal well-being among our valued employees.



Sustainability Statement

DIVERSITY AND INCLUSION

10
REDAKED
RECOGNITION

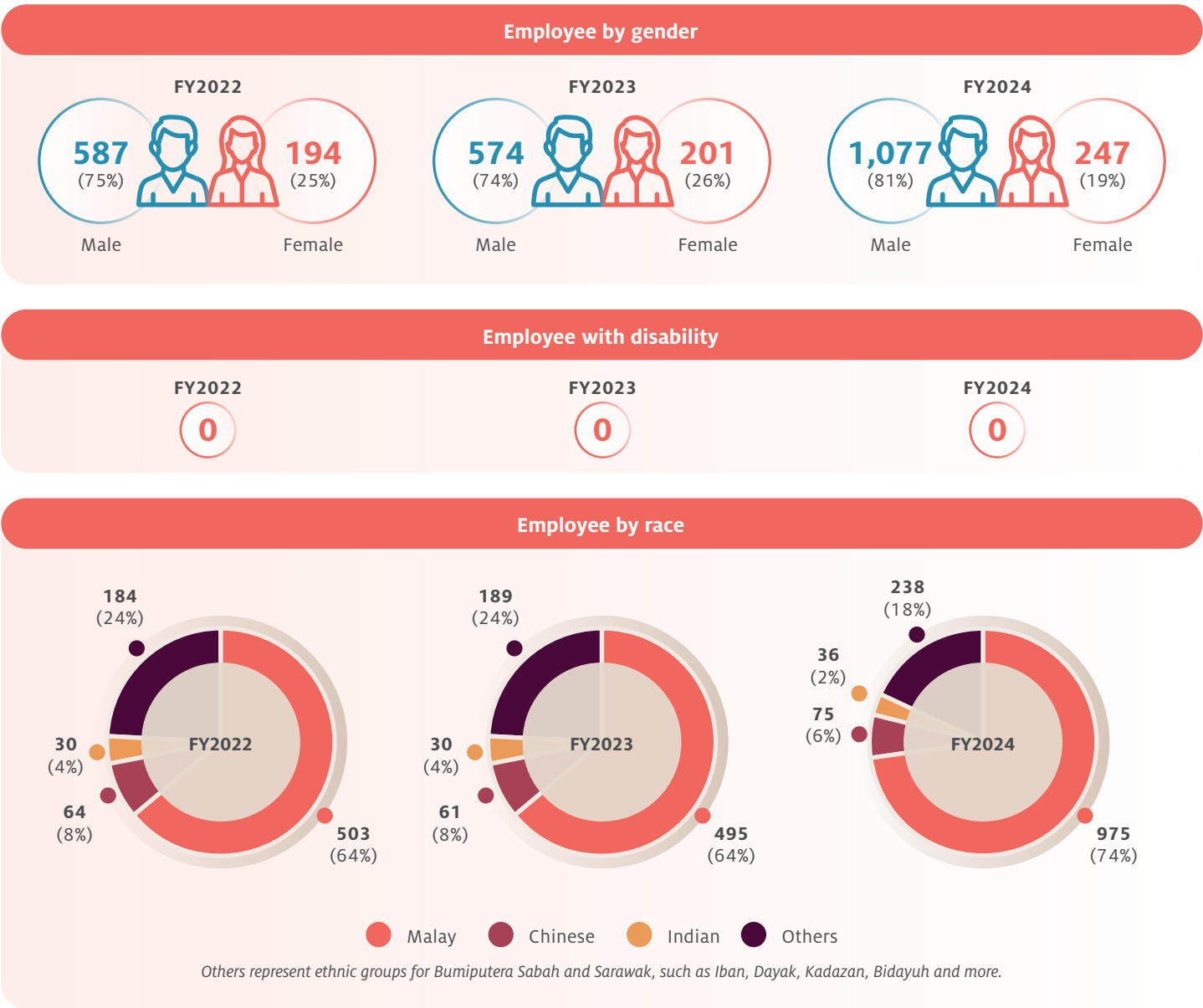
16
PEACE, JUSTICE
AND ECONOMIC
INCLUSION

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.

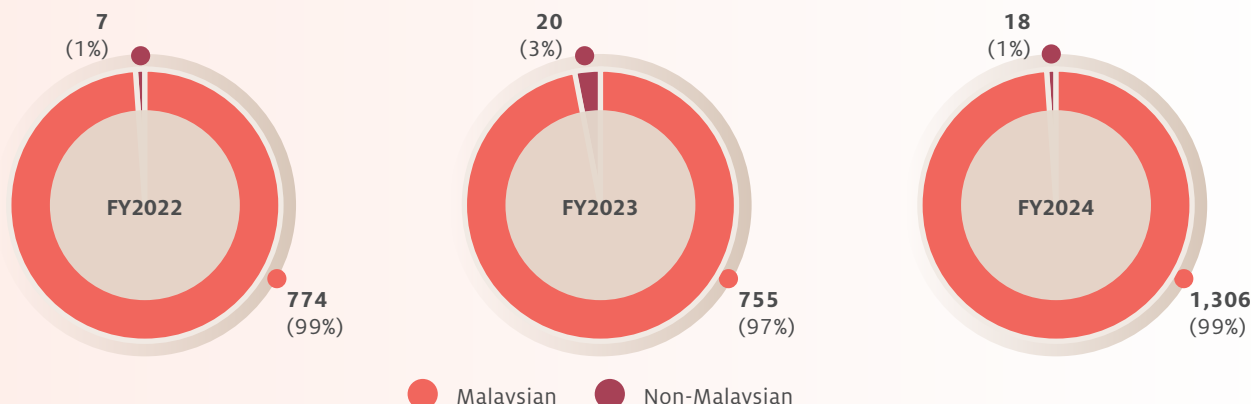
Our Approach and Performance

Our Diverse Workforce



Sustainability Statement

Employee by race



At Deleum, we are 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 to all, from the interview and recruitment stages, through the onboarding process, and continuing until an employee's departure from the company.

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

Respectful and secure workplace standards

In FY2024, 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 extending employee welfare initiatives through a half-day leave 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 the employees who wish to perform their religious obligations.

Diverse in Leadership

Since FY2021, we have recognised that over 30% of our junior and senior management team consists of female employees.

| | FY2022 | | FY2023 | | FY2024 | |
|--------------------------|--------|------|--------|------|--------|------|
| | Female | Male | Female | Male | Female | Male |
| Senior Management | 14 | 25 | 15 | 21 | 14 | 33 |
| % | 36% | 64% | 42% | 58% | 30% | 70% |
| Junior Management | 27 | 39 | 32 | 57 | 45 | 70 |
| % | 41% | 59% | 36% | 64% | 39% | 61% |

We support local talent and are committed to local employment. Local Malaysian employments, East and West Malaysia made up 99% of our total workforce in FY2024 and this includes 100% of local Malaysian for senior management.

Sustainability Statement

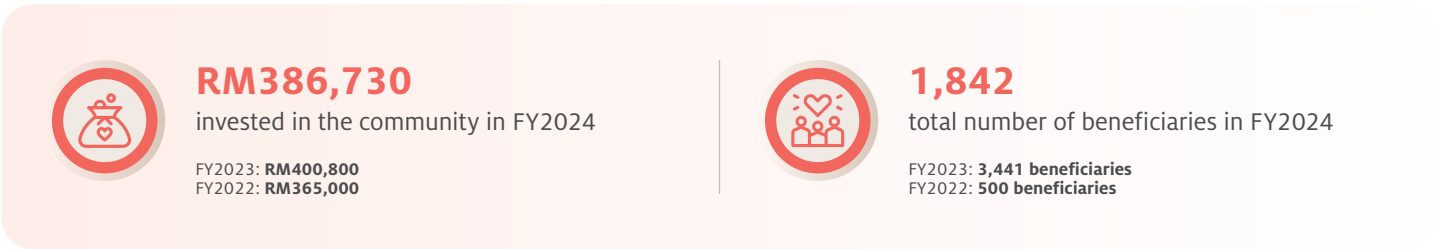
COMMUNITY OUTREACH

4 QUALITY EDUCATION

Why It Matters

We continued our unwavering passion to champion various societal causes, reflecting our approach to elevate communities around us. We believe in giving back to the community and actively managing our social footprint in the regions where our operations make an impact.

Our Approach and Performance



Our enduring resolve 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 honour in contributing to meaningful change within communities and benefiting those in need.


We also offer numerous opportunities through various programmes for employees to engage and volunteer in a diverse range of social activities, aimed at supporting our workforce. Throughout the year, our key community outreach programmes included:

Love My Neighbourhood Programme + Love My School Program

Deleum renewed its support of the MyKasih Love My Neighbourhood and Love My School cashless welfare programmes for 2024.

150 families in Miri, Labuan, Kemaman and Penampang are benefitting from monthly food support for a year, while 100 primary school students from Sekolah Kebangsaan St Aloysius Limbanak, Penampang, Sabah and Sekolah Kebangsaan Pasir Gajah, Kemaman, Terengganu are supported with cashless bursaries for their daily canteen meals and learning materials.

Deleum’s staff also involved in charitable giving. During the Ramadan fasting and Hari Raya months of March and April, the company ran the ‘Deleum Kasih Raya’ staff contribution initiative and raised a total of RM17,100.41. At the end of April, the collection was disbursed equally to the Deleum’s 150 recipient families as cashless Duit Raya.



Sustainability Statement

School Sponsorship



Sekolah Kebangsaan Kampung Bakam, Miri Sarawak

Deleum provided a small rural primary school in Miri, called Sekolah Kebangsaan Kampung Bakam, with RM27,400 worth of smart television sets for its 14 classrooms and one school hall. This enabled the students to adopt 21st-century learning and embark on a more interactive and immersive educational experience.

Additionally, RM7,000 was donated to support the school's sports-related programmes and purchase essential equipment, including sports gear and materials for various activities. This contribution aimed to encourage a healthy lifestyle, promote teamwork, and nurture the students' physical development by enabling their participation in co-curricular events and inter-school competitions.



Supporting Terrapin Conservation



Terrapin Conservation Center, Kemaman, Terengganu

Deleum, in partnership with the Turtle Conservation Society, has actively supported terrapin conservation efforts in Kemaman, Terengganu. We organised Turtle Camps for students from seven primary schools, featuring engaging sessions like "Turtle Talk" and "Turtle Explorace," complete with interactive exhibits to foster environmental awareness.

Additionally, we contributed to upgrading the Terrapin Conservation Center's facilities to enhance its capacity for research and turtle rehabilitation. Our support also extended to a population study at Kampung Pasir Gajah Wetland, which identified various freshwater turtle species, highlighting the importance of preserving this critical habitat for wildlife.



Sustainability Statement

SPEKL Sehelai Baju Raya

The programme supported 227 children from seven homes, with Deleum providing sponsorship and volunteers. SPEKL organised two main activities: a baju raya shopping trip and an iftar. This initiative was put together by SPEKL to contribute to needy children, especially orphans and homeless children, in conjunction with the holy month of Ramadan. The programme aims to give these children the opportunity to celebrate Ramadan and Hari Raya.



Blood Donation Programme

We conducted a blood donation drive with the anticipation of benefiting 933 people. We had 311 successful blood donors who volunteered, including our employees. This initiative made a positive impact on the well-being of our community and emphasising our commitment to social responsibility. Additionally, it helps the donor to reduce the risk of certain health conditions, regulate iron levels, and provide other health advantages.

* Note: It is worth noting that according to Pusat Darah Negara, Ministry of Health Malaysia, one blood bag can be utilised for three people, amplifying the positive reach of this impactful endeavour.



Sustainability Statement

CORE VALUE #3: INTEGRITY



GOVERNANCE

Upholding Ethical Business Practices and High Values on Ethics, Integrity and Compliance

CORPORATE GOVERNANCE



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 of Corporate Governance, which emphasises board leadership, effective audit and risk management, and integrity in corporate reporting and meaningful relationship with stakeholders.

Our Approach and Performance

Good Governance Practices

The Board provides strategic leadership for the Group, overseeing the development and implementation of strategic objectives. The Board is entrusted with formulating and regularly reviewing our strategic direction, core values, and management practices. This commitment goes beyond mere compliance, embracing a comprehensive approach that nurtures integrity and ethical conduct.

Aligned with a strong corporate governance culture, we navigate the intricate landscape of industry dynamics with a dedicated resolve to adhere to all relevant laws, rules, and regulations.

Apolitical company

We maintain a nonpartisan stance, unequivocally prohibiting all donations to political parties, organisations, or their representatives. In the past three years, including FY2024, no contributions were made to any political parties, organisations, or their representatives.

Anti-money laundering and anti-terrorism

We adhere to the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 reflecting our commitment to no money laundering and terrorism financing.

Zero tolerance on fraud

We remain resolute in not engaging in any scheme designed to defraud individuals of money, property, or honest services.

Governing gift and hospitality

We acknowledge the significance of cultivating relationships through gifts and hospitality within our business transaction. To proactively prevent any perception of corrupt conduct, we have established stringent restrictions through the Gift, Hospitality, Donation and Sponsorship ("GHDS") Procedure.

Sustainability Statement

Board Diversity

The Board maintains a carefully considered composition that ensures balanced representation and distribution of power and authority. The selection of board members adheres to objective criteria, considering proven skills, merit, and capabilities in their respective fields. By emphasising on diversity across expertise, experience, age, cultural background, gender, and outlook, the Board takes on the role of a dedicated custodian of the business. This deliberate approach results in an effective fusion of entrepreneurial drive, business acumen, and professional expertise, enhancing the overall operational dynamics of the Board and contributing to its multilayered decision-making capabilities.

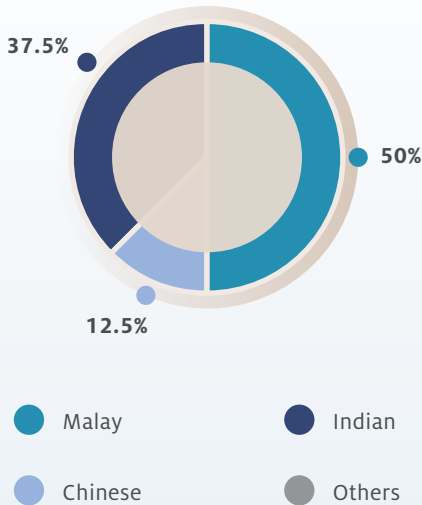
A total of 8 directors in FY2024

FY2023: 7
FY2022: 7

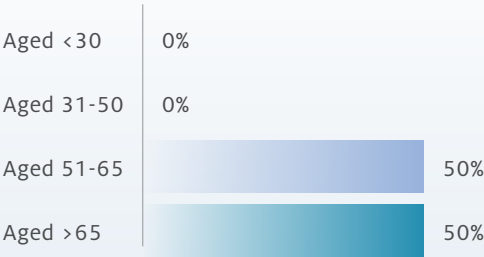
Gender Group



Ethnicity



Age Group



Sustainability Statement

BUSINESS ETHICS



Why It Matters

Ethics, honesty, and integrity are the cornerstones of our approach to conducting business. We are committed to upholding the highest ethical standards in our workplace, across all business dealings and relationships. This commitment to ethical practices helps us to maintain investor confidence and supports our long-term growth.

Our Approach and Performance


69%

of our operations assessed for corruption-related risks in FY2024

FY2023: **69%**
FY2022: **60%**


All

our directors and employees received anti-bribery and corruption training in FY2024


RM0

of total amount of political contributions made in FY2024


ZERO

number of confirmed incidents of corruption and action taken in FY2024

FY2023: **0**
FY2022: **0**


ZERO

number of workforces disciplined or dismissed due to non-compliance with anti-corruption policy / policies in FY2024

FY2023: **0**
FY2022: **0**


RM0

cost of fines, penalties or settlements in relation to corruption in FY2024

FY2023: **0**
FY2022: **0**

We actively invest efforts in preventing bribery and corruption, demonstrating our commitment to ethical business practices and legal compliance:

Policies and procedures

Deleum has established the following:

- Anti-Bribery Management System
- Anti-Bribery and Corruption Policy
- Anti-Money Laundering and Counter-Financing of Terrorism Guidelines
- Code of Business Conduct
- Conflict of Interest Guidelines
- Gift, Hospitality, Donation and Sponsorship Procedure
- Third-Party Anti-Bribery and Corruption Management Guidelines
- Whistleblowing Policy and Procedure

The establishment of a commitment to prohibit bribery and corruption in the business conduct of the Group 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

Sustainability Statement

**ISO 37001:2016
Anti-Bribery
Management
System (“ABMS”)**

Deleum Berhad, Deleum Services Sdn. Bhd. and Deleum Technology Solutions Sdn. Bhd. were accredited with ABMS on 27 January 2024

**Zero tolerance
for any kind
of bribery and
corruption**

Deleum adopts a zero-tolerance policy for any form of bribery or corruption, encompassing activities such as offering or taking bribes, double-dealing, illegal transactions, tampering with elections, kickbacks, money laundering, and investor fraud. We strictly adhere to all local and foreign applicable laws, rules, and regulations, including criminal laws, laws combatting bribery, anti-corruption, anti-money laundering, and anti-terrorism. Any attempt or action that could compromise the integrity and accuracy of the Group’s financial reporting is strictly prohibited

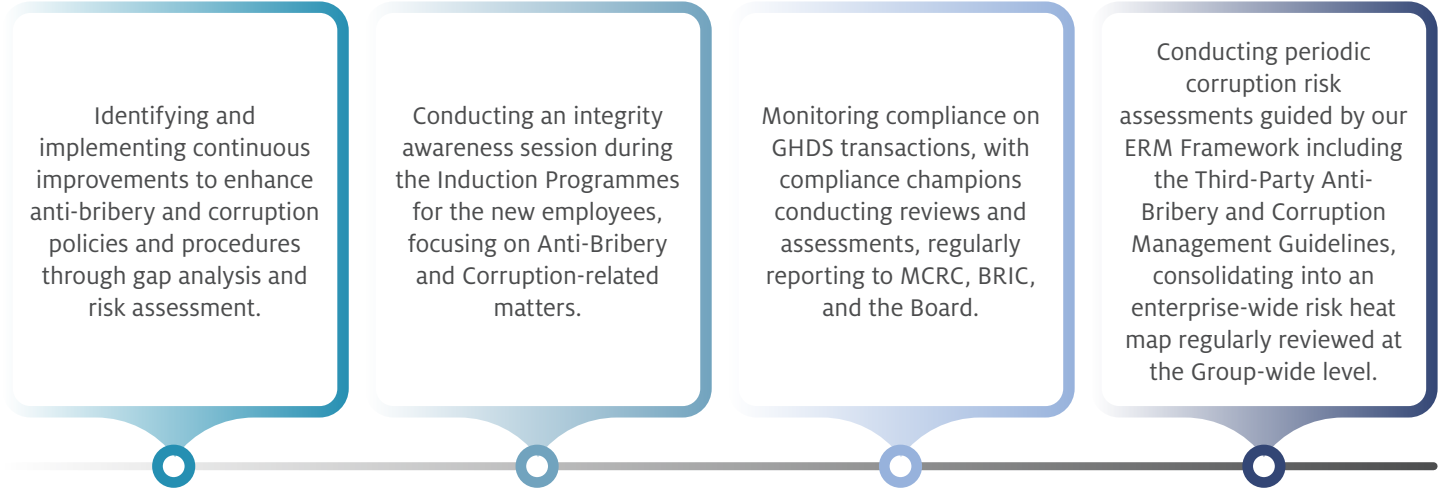
**Zero tolerance on
fraud**

Deleum remains resolute in not engaging in any scheme designed to defraud individuals of money, property, or honest services

Assessing Corruption and Due Diligence

We conducted thorough risk assessments for both existing and prospective projects, as well as prior to engaging new suppliers and contractors. To ensure effective governance and mitigate potential corruption risks, we conduct annual Corruption Risk Assessments across the Group. Additionally, due diligence assessment is performed before engaging new suppliers and contractors to ensure compliance with ethical standards and address corruption-related risks.

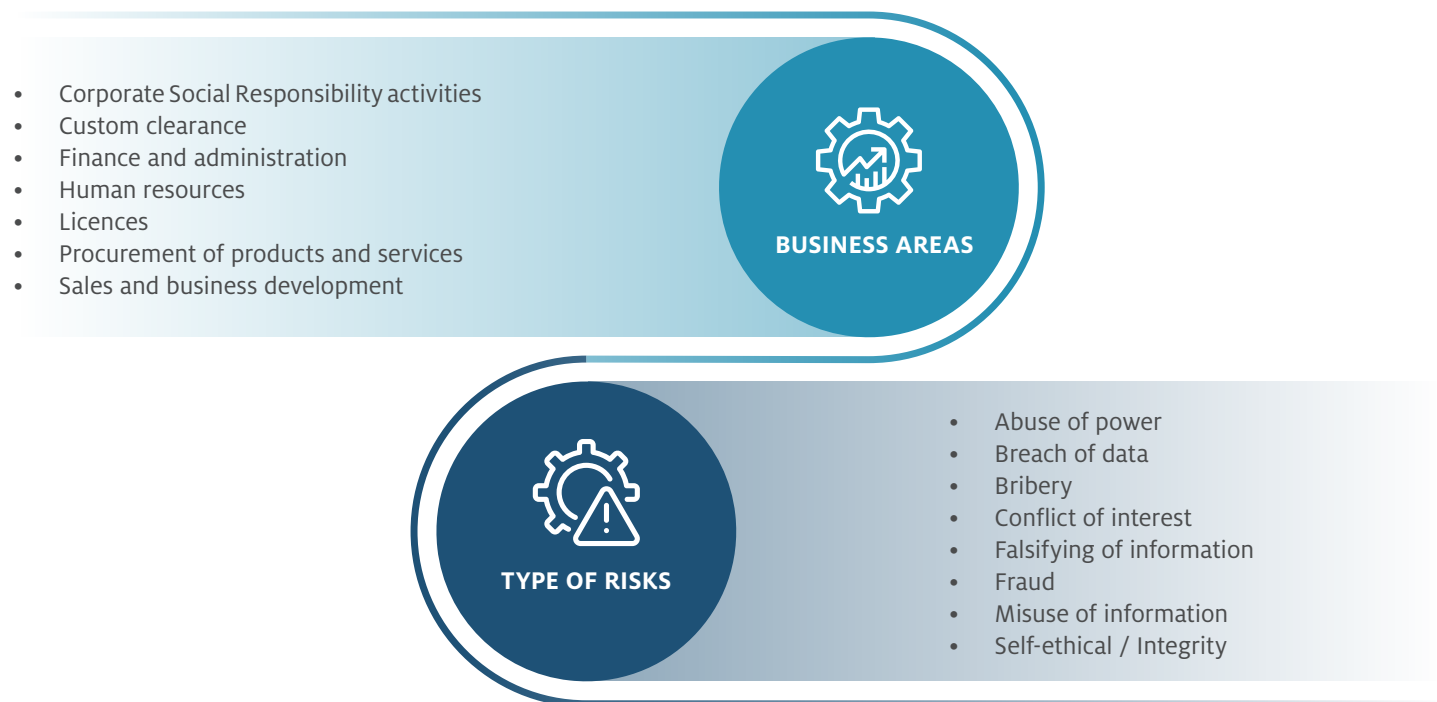
We identified specific areas with significant or high exposures to bribery and corruption risks covering areas like conflict of interest, political relationships, government ties, potential corruption, money laundering, and financing of terrorism by:



To address significant or high risks of bribery and corruption, we have implemented 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.

Sustainability Statement

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



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

Whistleblowing Mechanisms

Our Whistleblowing Policy and Procedure allows employees, suppliers, and the public to report any unethical conduct such as bribery, corruption, policy violations, or breaches of applicable laws for investigation. Reports can cover various matters, including financial crimes, harassment, misappropriation of assets, and breaches of health and safety or environmental concerns. Whistleblowers, whose identities are kept and treated confidentially, can submit reports anonymously, and the reports will be addressed without fear of reprisal. Currently, there are two channels to reach us:

1. Email to whistle@deleum.com
The Whistleblowing Committee will have the direct access to this email.
2. Letters/documents/reports (in sealed envelope with labelled "STRICTLY PRIVATE AND CONFIDENTIAL TO BE OPENED BY THE ADDRESSEE ONLY") to be addressed to:

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

Sustainability Statement

Anti-Corruption Training and Communication

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.

| | FY2022 | FY2023 | FY2024 |
|---|------------|------------|--------------|
| Number of workforces received anti-bribery and corruption training | 781 | 775 | 1,324 |
| Senior Management | - | 36 | 47 |
| % | - | 100% | 100% |
| Junior Management | - | 89 | 115 |
| % | - | 100% | 100% |
| Executive | - | 252 | 332 |
| % | - | 100% | 100% |
| Non-Executive | - | 398 | 830 |
| % | - | 100% | 100% |

We continuously organise a series of comprehensive anti-corruption related training, learning, and communication sessions tailored for our Board, senior management, and employees. The initiatives included:



Deleum's Integrity Day 2024 conducted on 7 March 2024.



Induction training for all new employees covering the general topic of anti-bribery and corruption, as well as providing an understanding of COBC, COI, and anti-bribery and corruption.

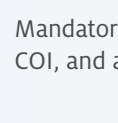


Employees and directors undergo training and awareness sessions on the anti-bribery and corruption related policy

Corruption Risk Assessment Workshop for Business Units and Corporate Resources Functions.



Ongoing Speak-Up and Listen-Up programme: Continuously fostering a culture of open communication and attentiveness to ensure that all voices are heard.



Mandatory annual refresher and assessment on COBC, COI, and anti-bribery and corruption for employees.



Regular communication via digital communication platforms such as the company website, intranet, and emails.

Sustainability Statement

CYBER AND INFORMATION SECURITY



Why It Matters

In this digitalisation era, safeguarding data privacy from any digital security threats is essential to safeguard the level of confidence of our stakeholders in our integrity and system reliability.

Our Approach and Performance

We adhere to the cybersecurity practices outlined in our Cybersecurity Policy. Regular security assessments, including Information, Communication and Technology governance, are carried out by internal and external auditors.

Building on these practices, in FY2024, we conducted an internal audit of our newly implemented Enterprise Resource Planning (“ERP”) system and a comprehensive penetration test to evaluate and enhance our security resilience. We remain committed to ongoing risk assessments to identify opportunities for improvement and strengthen our defences against evolving cyber and information security threats.

In compliance with Malaysia’s Personal Data Protection Act (“PDPA”) requirements, the PDPA Committee oversees the compliance and implementation of PDPA requirements. A designated PDPA Compliance Officer undertakes the implementation of PDPA compliance and reports to the PDPA Committee on its compliance. Our commitment to conventions are reflected in the Personal Data Policy which we expect our employees to follow by not processing personal data regarding third parties, employees, or others unless the necessary steps for compliance are undertaken.

Throughout the year, we have focused on a risk-based approach to identify and manage localised risks through specific actions and mitigations. MCRC and BRIC periodically review our risk management practices in digital transformation and cyber and information security, including personal data protection.



ZERO

number of substantiated complaints concerning breaches of customer privacy and losses of customer data

FY2023: 0
FY2022: 0

Sustainability Statement

SUPPLY CHAIN MANAGEMENT



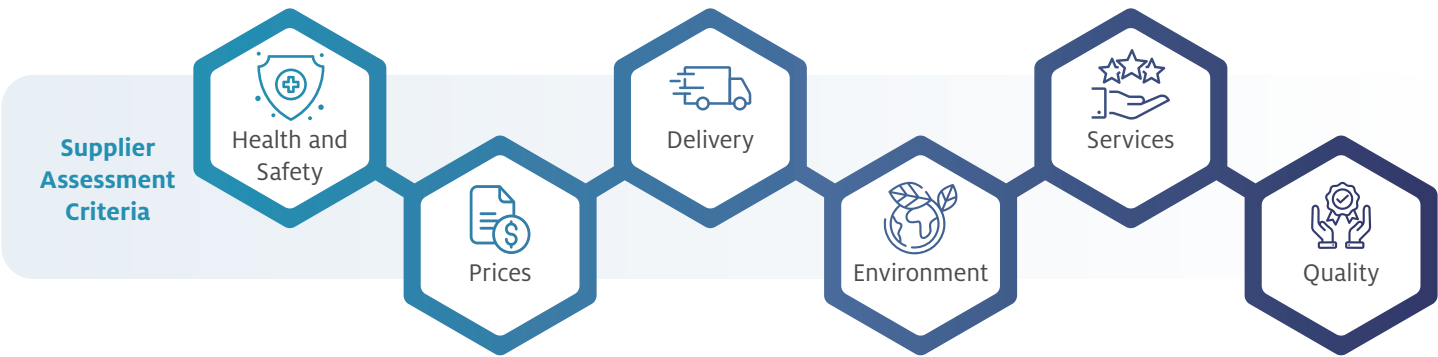
Why It Matters

At Deleum, we are committed to responsible procurement practices by integrating sustainability into our procurement process. We strongly support local businesses and aim to foster economic growth in the communities where we operate. By prioritising these principles, we not only enhance our supply chain’s integrity but also contribute positively to society and the environment.

Our Approach and Performance

Adhering to Ethical Standards

Our procurement practices adhere to the COBC and Group Procurement Policy and Procedure. These guidelines ensure that our suppliers’ adherence to Deleum’s ethical business standards, which include a commitment to zero corruption, minimising environmental impacts, and safeguarding the rights of employees and casual workers as well as zero violation of human rights.



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 values they bring such as lower environmental impact in terms of emission from transportation and the opportunities created for local businesses.

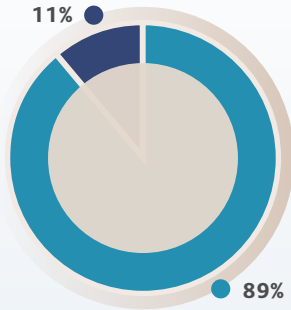
Balancing Local and Foreign Suppliers

Most of our suppliers are locally based, reflecting our commitment to supporting local businesses and fostering economic growth. We increased the local supplier composition from 86% to 89% in FY2024. Our spending on foreign suppliers tends to be higher due to the procurement of specialised products and services from abroad coupled with the impact of foreign currency exchange rates.

Sustainability Statement

Total number of suppliers in FY2024

470 suppliers



Local:
418 (89%)

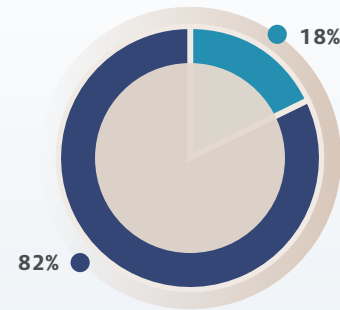
Foreign:
52 (11%)

Total suppliers:
FY2023: **516 (86%)**
FY2022: **574 (88%)**

Total suppliers:
FY2023: **84 (14%)**
FY2022: **79 (12%)**

Total Procurement spent in FY2024

RM631.6 mil



Local:
RM112.5 mil (18%)

Foreign:
RM519.1 mil (82%)

Past spending:
FY2023: **RM99.5 mil (14%)**
FY2022: **RM83.9 mil (16%)**

Past spending:
FY2023: **RM611.8 mil (86%)**
FY2022: **RM429.7 mil (84%)**

Integration of ESG Considerations

In FY2024, Group Supply Chain initiated the integration of ESG considerations into the vendor assessment questionnaire for both new registrations and renewals. This represents our effort towards fostering a sustainable transition in our supply chain.

All new suppliers were evaluated for their environmental policies during the pre-qualification process. We annually visit the business operations sites of our selected major and critical suppliers to review their environmental and social impact, based on the API Q2 (2nd edition) requirements. Our focus includes health and safety, environmental protection activities and commitments, as well as the quality of products and services.

Procurement Awareness Programme


To keep our employees updated with the latest procurement process and procedure, we conducted a procurement awareness programme as a refresher to educate our employees on our latest procurement governance and processes.





Verification Report

Verification Opinion

| Verified with Comments | |
|--|---|
| Based on the process and procedures conducted, there is <u>no evidence</u> that the GHG statement contained in the "GHG Report 2024" produced by Deleum Berhad: | • is not materially correct and is not a fair representation of GHG data and information. |
| | • has not been prepared in accordance with ISO14064-1 and its principles. |
| With the following caveats | Deleum Berhad has been verified with comments due to the absence of Scope 3 emissions disclosure in its GHG inventory |
| The following improvements were raised in relation to future reporting | Develop a pre-determined criteria assessment to identify and document significant Scope 3 indirect emissions for future GHG inventory reporting |
| Lead Verifier | Salmiah Hasbullah |
| Verifier | Shaiful Rahman |
| Independent Reviewer | Wan Muqtadir Wan Abdul Fatah |
| Signed on behalf of BSI | Evelyn Chye - Managing Director, Malaysia  |
| Issue Date | 3 March 2025 |
| 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. | |

Sustainability Statement



CFV 821452 03032025

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 ISO14064-1: 2018 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 verification | |
| Verification Standards | The verification was carried out in accordance with ISO 14064-3: 2019 and ISO 14065: 2020 |
| 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. | |



Organizational GHG Statement

| | | |
|---|---|--|
| Organization | | Deleum Berhad No.2 Jalan Bangsar Utama 9, Bangsar, 59000 Kuala Lumpur, Malaysia |
| Organizations GHG Report containing GHG Statement | | Deleum Berhad GHG Report 2024 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 |
| Reporting Boundary: | Direct GHG Emissions | Category 1: Direct GHG emissions from: a) Stationary combustion: Power generation equipment (Gensets, power packs, air packs and welding machines) b) Mobile combustion: Company vehicles and forklifts c) Fugitive emissions: Refrigerants from air conditioning systems |
| | Indirect GHG emissions from imported energy | Use of purchased electricity |
| Exclusions from Reporting Boundary: | | Deleum Berhad excludes the GHG emissions for Categories 3, 4, 5 and 6 |
| Criteria for developing the organizational GHG Inventory: | | <ul style="list-style-type: none"> ISO14064-1:2018 Deleum Berhad's Procedure for GHG Emissions Inventory Management (Doc ID: DSSB-EP-03) |
| Reporting Period | | 01/01/2024 – 31/12/2024 |

Sustainability Statement



Summary of GHG Emissions (Location Based)

| Category | Tonne CO2e |
|---|------------|
| Direct emissions | 1,207.70 |
| Indirect emissions from imported energy | 657.30 |
| Total (Year 2024) | 1,865.00 |



...making excellence a habit.™



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. | 1. Kemaman Supply Base Warehouse 28, 24007 Kemaman, Terengganu Darul Iman, Malaysia. 2. ASEAN Supply Base Site A Asian Supply Base, Rancha Rancha Industrial Estate, 87017 Labuan, Malaysia. 3. Miri Office Lot 1315, Miri Waterfront, Commercial Centre, 98000 Miri, Sarawak. 4. Miri Workshop Sublot 3017, Permy Jaya Teknologi Park, Bandar Baru Permy Jaya, 98000 Miri, Sarawak, Malaysia. 5. Kota Kinabalu Office Lot A, H-07-02, Block H, Level 7, Aeropod Commercial Square, Jalan Aeripod Off Jalan Kepyayan, 88200 Kota Kinabalu, Sabah, Malaysia. |
| 4 | Deleum Chemical Sdn. Bhd. | 1. Bangsar Lab No. 4-3, Jalan Bangsar Utama 9, Bangsar Utama, 59000 Kuala Lumpur, Malaysia. 2. Telok Kalong Integrated Facility Lot 4019, Kawasan Industri Teluk Kalong, 24007 Kemaman, Terengganu Darul Iman, Malaysia. 3. Kemaman Supply Base – Open Yard Warehouse 28, 24007 Kemaman, Terengganu Darul Iman, Malaysia. 4. ASEAN Supply Base Site B – Bay 2 Asian Supply Base, Rancha Rancha Industrial Estate, 87017 Labuan, Malaysia. 5. ASEAN Supply Base Yard 45 Lot 11, 13 Bay Workshop ASB Yard 23, Rancha Rancha Industrial Estate 87000 Labuan, Malaysia. |
| 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. | 1. Telok Kalong Base, Kemaman Lot PT 8777, Telok Kalong Industrial Area, 24000 Kemaman, Terengganu Darul Iman, Malaysia. 2. ASEAN Supply Base Site B – Open Yard & Bay 1 Asian Supply Base, Rancha Rancha Industrial Estate, 87017 Labuan, Malaysia. 3. Jakarta Representative Office Jl Raya Bogor KM 50, Cijujung, Sukaraja Bogor 16710 Indonesia. |

Sustainability Statement

GLOBAL REPORTING INITIATIVE (“GRI”)

| GRI STANDARD | DISCLOSURE | | Page Number(s), URL or Direct Answer |
|--|------------|---|---|
| GRI 2: General Disclosures 2021 | 2-1 | Organisational details | Pages 5-6 |
| | 2-2 | Entities included in the organisation’s sustainability reporting | Page 27 |
| | 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) |
| | 2-5 | External assurance | Pages 94-95 |
| | 2-6 | Activities, value chain and other business relationships | Pages 44-45 |
| | 2-7 | Employees | Page 73 |
| | 2-8 | Workers who are not employees | Page 73 |
| | 2-9 | Governance structure and composition | Page 38 |
| | 2-10 | Nomination and selection of the highest governance body | Pages 115-116 |
| | 2-11 | Chair of the highest governance body | Page 107 |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | Pages 37-38, 106-123 |
| | 2-13 | Delegation of responsibility for managing impacts | Pages 37-38, 106-123 |
| | 2-14 | Role of the highest governance body in sustainability reporting | Pages 37-38 |
| | 2-15 | Conflicts of interest | Pages 87-90, 108, 112, 131, 139 |
| | 2-16 | Communication of critical concerns | Page 87 |
| | 2-17 | Collective knowledge of the highest governance body | Pages 112-115 |
| | 2-18 | Evaluation of the performance of the highest governance body | Pages 110-111 |
| | 2-19 | Remuneration policies | Pages 116-119 |
| | 2-20 | Process to determine remuneration | Remuneration Framework: https://deleum.com/images/image/RemunerationFramework/ExecutiveDirectorandSeniorManagement.pdf |
| | 2-21 | Annual total compensation ratio | Omissions & Explanation: Salary and compensation package are confidential information as per company’s policy |
| | 2-22 | Statement on sustainable development strategy | Pages 30-31 |

Sustainability Statement

| GRI STANDARD | DISCLOSURE | | Page Number(s), URL or Direct Answer |
|--|------------|--|--|
| GRI 2: General Disclosures 2021 | 2-23 | Policy commitments | Page 39 Guiding Sustainability Policies: https://deleum.com/sustainability/overview |
| | 2-24 | Embedding policy commitments | Pages 87-90 |
| | 2-25 | Processes to remediate negative impacts | Page 72, 89 |
| | 2-26 | Mechanisms for seeking advice and raising concerns | Pages 72, 89 |
| | 2-27 | Compliance with laws and regulations | In FY2024, 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 | Pages 46-47 |
| | 2-29 | Approach to stakeholder engagement | Pages 44-45 |
| | 2-30 | Collective bargaining agreements | Pages 70-71 |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Pages 42-43 |
| | 3-2 | List of material topics | Page 48 |
| GRI 201: Economic Performance 2016 | 3-3 | Management of material topics | Page 48 |
| | 201-1 | Direct economic value generated and distributed | Page 48 |
| | 201-2 | Financial implications and other risks and opportunities due to climate change | Pages 39-41, 54 |
| | 201-3 | Defined benefit plan obligations and other retirement plans | Page 75 |
| GRI 202: Economic Performance 2016 | 3-3 | Management of material topics | Page 48 |
| | 202-1 | Proportion of senior management hired from the local community | Pages 73-74 |
| GRI 204: Procurement Practices 2016 | 3-3 | Management of material topics | Pages 92-93 |
| | 204-1 | Proportion of spending on local suppliers | Pages 92-93 |
| GRI 205: Anti-corruption 2016 | 3-3 | Management of material topics | Pages 87-90 |
| | 205-1 | Operations assessed for risks related to corruption | Page 87 |
| | 205-2 | Communication and training about anti-corruption policies and procedures | Pages 87-90 |
| | 205-3 | Confirmed incidents of corruption and actions taken | Page 87 |

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| GRI STANDARD | DISCLOSURE | | Page Number(s), URL or Direct Answer |
|--|------------|---|--|
| GRI 302: Energy 2016 | 3-3 | Management of material topics | Pages 58-59 |
| | 302-1 | Energy consumption within the organization | Page 59 |
| | 302-3 | Energy intensity | |
| GRI 303: Water and Effluents 2018 | 3-3 | Management of material topics | Pages 59-60 |
| | 303-5 | Water consumption | Page 60 |
| GRI 304: Biodiversity 2016 | 3-3 | Management of material topics | Page 63 |
| | 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Deleum's operations are not located in high biodiversity value outside protected areas |
| | 304-2 | Significant impacts of activities, products, and services on biodiversity | |
| GRI 305: Emissions 2016 | 3-3 | Management of material topics | Pages 51-57 |
| | 305-1 | Direct (Scope 1) GHG emissions | Page 56 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | |
| | 305-4 | GHG emissions intensity | |
| GRI 306: Waste 2020 | 3-3 | Management of material topics | Pages 61-62 |
| | 306-1 | Waste generation and significant waste-related impacts | |
| | 306-2 | Management of significant waste-related impacts | |
| | 306-3 | Waste generated | |
| | 306-4 | Waste diverted from disposal | |
| | 306-5 | Waste directed to disposal | |
| GRI 401: Employment 2016 | 3-3 | Management of material topics | Pages 70-72 |
| | 401-1 | New employee hires and employee turnover | Page 74 |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Page 75 |
| | 401-3 | Parental leave | Pages 75-76 |

Sustainability Statement

| GRI STANDARD | DISCLOSURE | | PAGE REFERENCE |
|---|------------|--|----------------|
| GRI 403: Occupational Health and Safety 2018 | 3-3 | Management of material topics | Pages 64-69 |
| | 403-1 | Occupational health and safety management system | Page 65 |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | Pages 66-68 |
| | 403-3 | Occupational health services | Page 75 |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | Page 69 |
| | 403-5 | Worker training on occupational health and safety | |
| | 403-6 | Promotion of worker health | |
| | 403-8 | Workers covered by an occupational health and safety management system | Page 73 |
| | 403-9 | Work-related injuries | Page 68 |
| | 403-10 | Work-related ill health | |
| GRI 404: Training and Education 2016 | 3-3 | Management of material topics | Pages 76-78 |
| | 404-1 | Average hours of training per year per employee | Page 77 |
| | 404-2 | Programmes for upgrading employee skills and transition assistance programmes | Pages 77-78 |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | Page 78 |
| GRI 405: Diversity and Equal Opportunity 2016 | 3-3 | Management of material topics | Pages 80-81 |
| | 405-1 | Diversity of governance bodies and employees | Pages 81, 86 |
| GRI 406: Non-discrimination 2016 | 3-3 | Management of material topics | Pages 70-72 |
| | 406-1 | Incidents of discrimination and corrective actions taken | Pages 71-72 |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 3-3 | Management of material topics | Pages 70-72 |
| | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Page 70 |

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| GRI STANDARD | | DISCLOSURE | Page Number(s), URL or Direct Answer |
|--|-------|--|--------------------------------------|
| GRI 408: Child Labour 2016 | 3-3 | Management of material topics | Pages 70-72 |
| | 408-1 | Operations and suppliers at significant risk for incidents of child labour | Page 70 |
| GRI 409: Forced or Compulsory Labour 2016 | 3-3 | Management of material topics | Pages 70-72 |
| | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labour | Page 70 |
| GRI 413: Local Communities 2016 | 3-3 | Management of material topics | Pages 82-84 |
| | 413-1 | Operations with local community engagement, impact assessments, and development programmes | |
| GRI 414: Supplier Social Assessment 2016 | 3-3 | Management of material topics | Pages 92-93 |
| | 414-1 | New suppliers that were screened using social criteria | |
| GRI 415: Public Policy 2016 | 3-3 | Management of material topics | Pages 87-88 |
| | 415-1 | Political contributions | |
| GRI 416: Customer Health and Safety 2016 | 3-3 | Management of material topics | Page 49 |
| | 416-1 | Assessment of the health and safety impacts of product and service categories | |
| GRI 418: Customer Privacy 2016 | 3-3 | Management of material topics | Page 91 |
| | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | |

Sustainability Statement

| Indicator | Measurement Unit | 2021 | 2022 | 2023 | 2024 |
|---|------------------|-----------|-----------|------------|-----------|
| Bursa (Emissions management) | | | | | |
| Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e | Metric tonnes | - | 895.50 * | 1,188.10 * | 1,207.70 |
| Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e | Metric tonnes | - | 534.30 * | 562.20 * | 657.30 |
| Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting) | Metric tonnes | - | 0.00 | 0.00 | 0.00 |
| Bursa (Energy management) | | | | | |
| Bursa C4(a) Total energy consumption | Megawatt | - | 4,240.60 | 5,450.30 | 5,645.11 |
| Bursa (Water) | | | | | |
| Bursa C9(a) Total volume of water used | Megalitres | 28.000000 | 22.400000 | 15.600000 | 11.310000 |
| Bursa (Waste management) | | | | | |
| Bursa C10(a) Total waste generated | Metric tonnes | - | 41.20 * | 79.30 * | 98.38 |
| Bursa C10(a)(i) Total waste diverted from disposal | Metric tonnes | - | 0.00 | 0.00 | 0.29 |
| Bursa C10(a)(ii) Total waste directed to disposal | Metric tonnes | - | 41.20 * | 79.30 * | 98.10 |
| Bursa (Health and safety) | | | | | |
| Bursa C5(a) Number of work-related fatalities | Number | 0 | 1 | 0 | 0 |
| Bursa C5(b) Lost time incident rate ("LTIR") | Rate | 0.08 | 0.76 * | 0.00 | 0.00 |
| Bursa C5(c) Number of employees trained on health and safety standards | Number | 574 | 584 | 364 | 527 |
| Bursa (Labour practices and standards) | | | | | |
| Bursa C6(a) Total hours of training by employee category | | | | | |
| Senior Management | Hours | 42 | 247 | 1,096 | 2,864 |
| Junior Management | Hours | 119 | 560 | 518 | 1,536 |
| Executive | Hours | 742 | 2,097 | 3,333 | 5,977 |
| Non-Executive | Hours | 8,620 | 12,924 | 7,965 | 12,676 |
| Bursa C6(b) Percentage of employees that are contractors or temporary staff | Percentage | 26.00 | 24.00 | 21.00 | 46.00 |
| Bursa C6(c) Total number of employee turnover by employee category | | | | | |
| Senior Management | Number | 10 | 3 | 1 | 2 |
| Junior Management | Number | 12 | 15 | 12 | 10 |
| Executive | Number | 27 | 50 | 49 | 70 |
| Non-Executive | Number | 22 | 29 | 19 | 17 |
| Bursa C6(d) Number of substantiated complaints concerning human rights violations | Number | 0 | 0 | 0 | 0 |
| Bursa (Diversity) | | | | | |
| Bursa C3(a) Percentage of employees by gender and age group, for each employee category | | | | | |
| Age Group by Employee Category | | | | | |
| Senior Management Aged < 30 | Percentage | 0.00 | 0.00 | 0.00 | 0.00 |
| Senior Management Aged 31 - 50 | Percentage | 61.00 | 66.00 | 66.00 | 55.00 |
| Senior Management Aged 51 - 60 | Percentage | 33.00 | 26.00 | 31.00 | 34.00 |
| Senior Management Aged > 60 | Percentage | 6.00 | 8.00 | 3.00 | 11.00 |
| Junior Management Aged < 30 | Percentage | 1.00 | 0.00 | 0.00 | 2.00 |
| Junior Management Aged 31 - 50 | Percentage | 91.00 | 91.00 | 83.00 | 87.00 |
| Junior Management Aged 51 - 60 | Percentage | 8.00 | 9.00 | 10.00 | 9.00 |
| Junior Management Aged > 60 | Percentage | 0.00 | 0.00 | 7.00 | 2.00 |

Internal assurance

External assurance

No assurance

(*)Restated

Sustainability Statement

| Indicator | Measurement Unit | 2021 | 2022 | 2023 | 2024 |
|---|------------------|-----------|------------|------------|------------|
| Executive Aged < 30 | Percentage | 22.00 | 24.00 | 34.00 | 35.00 |
| Executive Aged 31 - 50 | Percentage | 74.00 | 71.00 | 62.00 | 60.00 |
| Executive Aged 51 - 60 | Percentage | 3.00 | 4.00 | 4.00 | 4.00 |
| Executive Aged > 60 | Percentage | 1.00 | 1.00 | 0.00 | 1.00 |
| Non-Executive Aged < 30 | Percentage | 27.00 | 25.00 | 22.00 | 36.00 |
| Non-Executive Aged 31 - 50 | Percentage | 64.00 | 63.00 | 65.00 | 57.00 |
| Non-Executive Aged 51 - 60 | Percentage | 8.00 | 10.00 | 10.00 | 6.00 |
| Non-Executive Aged > 60 | Percentage | 1.00 | 2.00 | 3.00 | 1.00 |
| Gender Group by Employee Category | | | | | |
| Senior Management Male | Percentage | 67.00 | 64.00 | 58.00 | 70.00 |
| Senior Management Female | Percentage | 33.00 | 36.00 | 42.00 | 30.00 |
| Junior Management Male | Percentage | 54.00 | 59.00 | 64.00 | 61.00 |
| Junior Management Female | Percentage | 46.00 | 41.00 | 36.00 | 39.00 |
| Executive Male | Percentage | 54.00 | 53.00 | 53.00 | 59.00 |
| Executive Female | Percentage | 46.00 | 47.00 | 47.00 | 41.00 |
| Non-Executive Male | Percentage | 92.00 | 91.00 | 91.00 | 94.00 |
| Non-Executive Female | Percentage | 8.00 | 9.00 | 9.00 | 6.00 |
| Bursa C3(b) Percentage of directors by gender and age group | | | | | |
| Male | Percentage | 86.00 | 86.00 | 86.00 | 87.50 |
| Female | Percentage | 14.00 | 14.00 | 14.00 | 12.50 |
| Aged < 30 | Percentage | 0.00 | 0.00 | 0.00 | 0.00 |
| Aged 31 - 50 | Percentage | 0.00 | 0.00 | 0.00 | 0.00 |
| Aged 51 - 65 | Percentage | 43.00 | 57.00 | 43.00 | 50.00 |
| Aged > 65 | Percentage | 57.00 | 43.00 | 57.00 | 50.00 |
| Bursa (Community/Society) | | | | | |
| Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer | MYR | 23,000.00 | 365,000.00 | 400,800.00 | 386,730.00 |
| Bursa C2(b) Total number of beneficiaries of the investment in communities | Number | 100 | 500 | 3,441 | 1,842 |
| Bursa (Anti-corruption) | | | | | |
| Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category | | | | | |
| Senior Management | Percentage | - | - | 100.00 | 100.00 |
| Junior Management | Percentage | - | - | 100.00 | 100.00 |
| Executive | Percentage | - | - | 100.00 | 100.00 |
| Non-Executive | Percentage | - | - | 100.00 | 100.00 |
| Bursa C1(b) Percentage of operations assessed for corruption-related risks | Percentage | 0.00 | 60.00 | 69.00 | 69.00 |
| Bursa C1(c) Confirmed incidents of corruption and action taken | Number | 0 | 0 | 0 | 0 |
| Bursa (Data privacy and security) | | | | | |
| Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data | Number | 0 | 0 | 0 | 0 |
| Bursa (Supply chain management) | | | | | |
| Bursa C7(a) Proportion of spending on local suppliers | Percentage | 17.00 | 16.00 | 14.00 | 18.00 |

Internal assurance External assurance No assurance (*)Restated

The performance data table above is generated from the standard template of Bursa's ESG reporting platform.