

Sustainability Statement

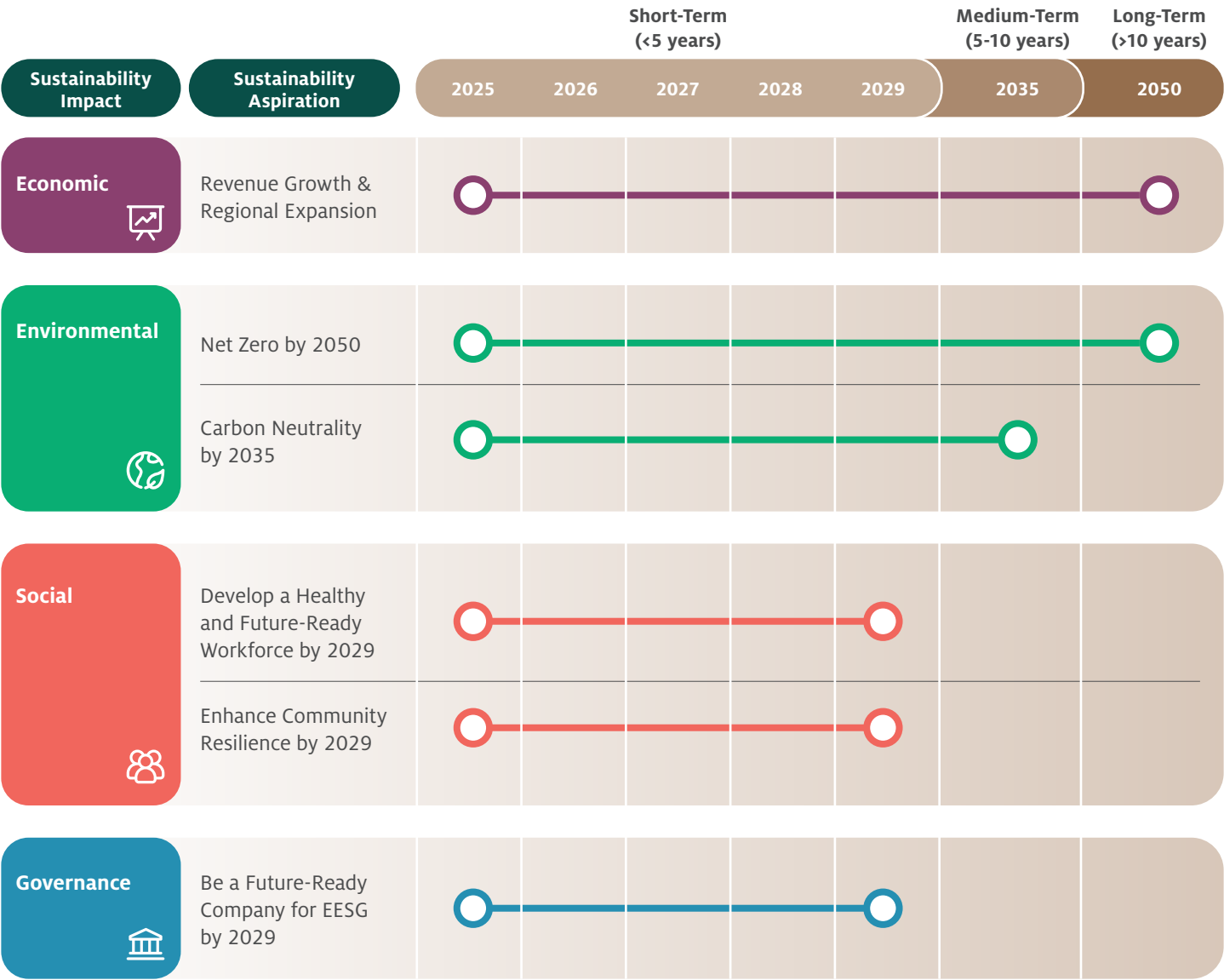
SUSTAINABILITY SYNERGY AT DELEUM

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 FRAMEWORK

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

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



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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

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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