



# SUSTAINABILITY STATEMENT

As businesses navigate the dynamic and sometimes disruptive global landscape, the importance of sustainability has never been more pronounced. The Carimin Group of Companies (“Carimin” or “the Group” or “we” or “our”) refer to Carimin unless otherwise indicated.

The response to current and emerging sustainability issues reaffirms our commitment to create meaningful value for our stakeholders, including combating climate change through a responsible transition.



## FY2024 Highlights:

Fatality Rate	Total safe manhours	Lost Time Injury
0	23,845,957 <sup>1</sup>	0
Environmental Spill	Total Training Hours	FTSE ESG Score
0	1,085	3.4 <sup>2</sup>

## Awards and Recognition



Petronas Focused Recognition Excellence in Promoting a Generative HSE Culture: Carimin Engineering Services Sdn. Bhd.Culture.	Hibiscus Petroleum Malaysia - 13 Years LTI-Free and 7 Years TRI-Free Milestone	Achieving Grade A Recognition from DOSH Malaysia: Carimin Engineering Services Sdn. Bhd.	Petronas PD&T Health Safety & Environment Mentorship Program 2024 Award	Petronas PMA Stop Work Authority (“SWA”) Winner 2024	Hibiscus Petroleum Monsoon Safety Campaign – Zero Incident Award 2023/2024
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<sup>1</sup> Total safe manhours worked since 2009, the numbers as at June 30, 2024

<sup>2</sup> Score improved while maintaining a Three Stars Rating

## SUSTAINABILITY STATEMENT



## Roadmap to Success

This section outlines Carimin's key performance indicators and targets for the year. These metrics demonstrate the Company's progress towards its sustainability objectives.

1



Zero Incident of Health, Safety and Environment

2



Zero Loss Time Incident

3



Zero Loss Time Injury Frequency

4



Net Zero Emission by 2050



# SUSTAINABILITY STATEMENT



## About This Statement

This Sustainability Statement presents our initiatives to adhere to the best sustainability practices. In each section, we describe the management approach, implementation of a specific action, targets, and progress of each sustainability issue material for the Group and its stakeholders. In sum, this report provides an overall picture of how we integrate sustainability into our business and operations and contribute value for our stakeholders now and in the future.

### Scope and Boundary:

This statement covers the entire operations of the Group and the entities where the Group holds a controlling interest or management control. Unless otherwise stated, this Sustainability Statement includes Carimin Group's operations, comprising Carimin Sdn. Bhd., Carimin Engineering Services Sdn. Bhd., Carimin Marine Services Sdn. Bhd., and other subsidiaries under the Group.

### Reporting Period and Cycle:

The reporting period spans from 1 July 2023 to 30 June 2024. Historical information collected from previous years is included to illustrate comparative data and trends.

### Report Cycle:

One (1) year, coinciding with our Annual Report

### Reporting Standards:

- ◆ Principal Guideline:
  - Bursa Malaysia Sustainability Reporting Guide (3rd Edition)
  - Malaysian Code of Corporate Governance ("MCCG")
  - Task Force on Climate-related Financial Disclosures ("TCFD")
  - GHG Protocol
- ◆ Reference Guideline:
  - Global Reporting Initiative ("GRI") Standards
  - United Nations Sustainable Development Goals ("SDGs")
  - FTSE4Good Bursa Malaysia ("F4GBM") Index

### Statement of Assurance:

The data has been internally reviewed by senior management and the respective data custodians.

### Feedback:

We welcome your feedback: [biz@carimin.com](mailto:biz@carimin.com)

## SUSTAINABILITY STATEMENT

### SUSTAINABILITY GOVERNANCE



Integrating sustainability requires a sound governance structure that will spearhead the sustainability direction of the entire organisation and ensure that such a culture is embedded in all our business activities.

### SUSTAINABILITY COMMITTEE



**THE BOARD:** The Board of Directors ("Board") sets the Group's sustainability direction and oversees the sustainability matters of the organisation. The Board has the following responsibilities:

- Ensure that sustainability is embedded in the overall business strategy
- Approve and review the sustainability targets and performance
- Make sound decisions on sustainability issues based on informed assessment of risks and opportunities
- Establish the proper direction towards effective climate governance

**THE SUSTAINABILITY COMMITTEE:** The Committee is headed by the Chief Operating Officer (COO), who is assisted by the Environmental, Social & Governance (ESG) Executive. The Committee has the following responsibilities:

- Aligns the Group's sustainability strategy with long-term business growth and goals
- Sets sustainability targets and monitors its performance
- Executes sustainability matters in line with strategies approved by the Board
- Appraises and evaluates sustainability performance
- Identify issues that may require intervention
- Reports the outcome of the sustainability initiatives to the Board



## SUSTAINABILITY STATEMENT






### STAKEHOLDER MATTERS

Our diverse stakeholder groups have a significant impact on our operations, making it essential for us to understand their perspectives. This understanding is a key driver in shaping our business strategy, growth, and sustainability initiatives. We adapt our communication channels based on each stakeholder group and the nature of the information being shared, ensuring ongoing engagement throughout the year. This allows us to address any legitimate concerns promptly. The frequency of engagement varies depending on the urgency of the matter and can range from daily, weekly, and monthly to quarterly, bi-annually, or annually. Additionally, we have established whistleblowing channels for stakeholders to report any issues or raise concerns.

Stakeholder Group	Concerns	Response	Engagement Channels
<b>Shareholders/ Investors</b> 	<ul style="list-style-type: none"> <li>• Fiduciary Duties</li> <li>• Ethics &amp; Transparency</li> <li>• Timely Information Disclosure</li> <li>• Economic Performance</li> </ul>	<ul style="list-style-type: none"> <li>• Good Governance Best Practices</li> <li>• Bursa Malaysia Compliance</li> <li>• Business Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Website</li> <li>• AGM/EGM Meetings</li> <li>• Written Letters and E-mail Communications</li> <li>• Investor Briefings</li> </ul>
<b>Financial Institutions</b> 	<ul style="list-style-type: none"> <li>• Business Strategy</li> <li>• Economic Performance</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic Capital Management</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Annual Reviews</li> <li>• Engagement Sessions Such as Events and Conference</li> </ul>
<b>Employees</b> 	<ul style="list-style-type: none"> <li>• Health &amp; Safety (H &amp; S)</li> <li>• Career Development</li> <li>• Job Security</li> <li>• Employee Wellbeing and Mental Health</li> <li>• Human Rights</li> <li>• Anti-bribery and Corruption</li> </ul>	<ul style="list-style-type: none"> <li>• OSHA Compliance</li> <li>• HSE Risk Management</li> <li>• Education &amp; Training</li> <li>• Succession Planning</li> <li>• Flexible Working Arrangement</li> </ul>	<ul style="list-style-type: none"> <li>• HSE Meeting &amp; Conference</li> <li>• Career Management</li> <li>• Performance Reviews</li> <li>• Awards and Recognitions</li> <li>• Internal Communications</li> <li>• Surveys</li> <li>• Awareness Sessions</li> </ul>
<b>Customers</b> 	<ul style="list-style-type: none"> <li>• Service quality and Delivery</li> <li>• Health, Safety &amp; Environmental</li> <li>• HSE Compliance</li> <li>• Anti-bribery and Corruption</li> <li>• Company Performance</li> <li>• Ethical Business</li> <li>• Greenhouse Gas ("GHG") Emissions Data Management</li> </ul>	<ul style="list-style-type: none"> <li>• ISO 9001 Certification</li> <li>• HSE Performance Goals</li> <li>• Quality Certification</li> </ul>	<ul style="list-style-type: none"> <li>• HSE Meetings</li> <li>• Industry Conference and Networking Events</li> <li>• Customer Service Interactions</li> <li>• Company Website</li> <li>• Events and Conferences On Sustainability and Industry Topics</li> <li>• Sessions for Anti-Bribery And Corruption Awareness</li> </ul>

## SUSTAINABILITY STATEMENT

Stakeholder Group	Concerns	Response	Engagement Channels
<b>Community</b> 	<ul style="list-style-type: none"> <li>• Community Welfare &amp; Engagement</li> <li>• Human Rights</li> <li>• Environmental Impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Local Hiring and Sourcing</li> <li>• Community Outreach Activities</li> <li>• Human Rights Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Local Recruiting &amp; Hiring</li> <li>• Corporate Social Responsibility Events</li> <li>• Company Website</li> <li>• Safety of Our Operations</li> <li>• Quality of Air and Water Surrounding Our Operational Bases</li> </ul>
<b>Government and Regulators</b> 	<ul style="list-style-type: none"> <li>• Climate Change</li> <li>• Anti-bribery and Corruption</li> <li>• Compliance and Regulations</li> <li>• Ethical Business Practices</li> </ul>	<ul style="list-style-type: none"> <li>• GHG Emissions Disclosure</li> <li>• Anti-Bribery and Corruption Awareness and Training</li> <li>• Stay Informed About Evolving Laws and Regulations.</li> <li>• Enhance Open Communication With Relevant Bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory Seminars &amp; Conference</li> <li>• Updating of Permits &amp; Licenses</li> <li>• Regular Meetings</li> <li>• Company Website</li> </ul>
<b>Suppliers/ Contractors</b> 	<ul style="list-style-type: none"> <li>• Health and Safety ("H&amp;S")</li> <li>• Ethics and Transparency</li> </ul>	<ul style="list-style-type: none"> <li>• OSHA Compliance</li> <li>• Anti-Corruption and Bribery ("ABC") Policy and Awareness Training</li> <li>• Code of Conduct &amp; Business Ethics ("COBE") and Counterparty Due Diligence</li> </ul>	<ul style="list-style-type: none"> <li>• Day to Day Interactions</li> <li>• Regular Meetings</li> <li>• Site Visits</li> <li>• Supplier Performance Reviews</li> <li>• Training and Awareness Sessions</li> </ul>



# SUSTAINABILITY STATEMENT



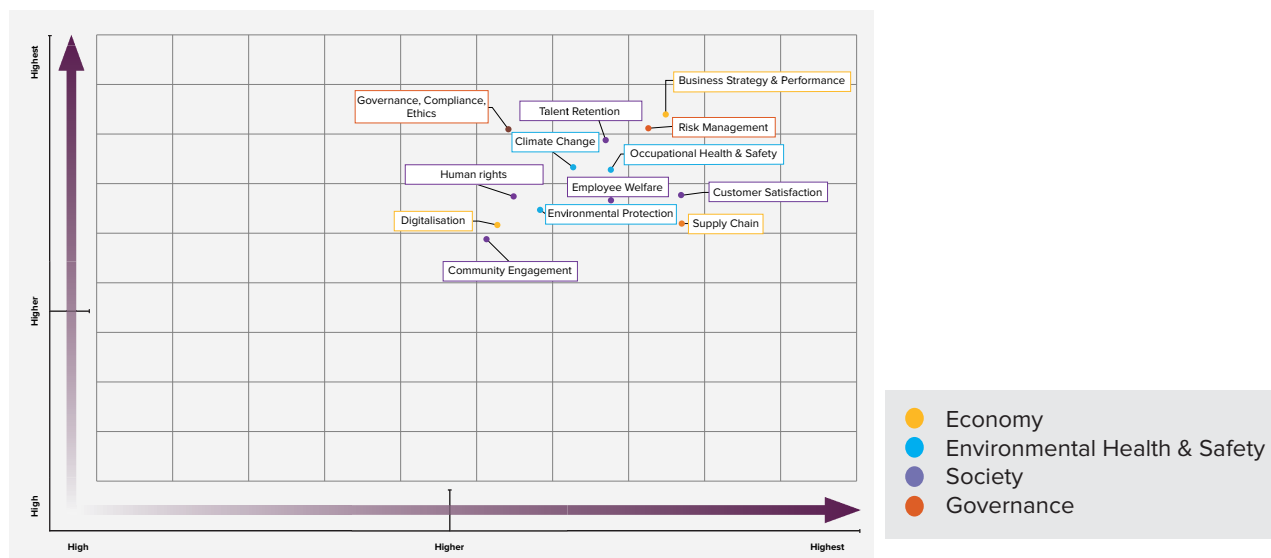
## MATERIALITY MATTERS ("MM")

To ensure our sustainability efforts remain aligned with evolving business conditions and stakeholder expectations, we conduct materiality assessments. This process enables us to prioritize sustainability issues that are most critical to our operations and adopt industry-leading best practices. To provide a comprehensive overview, this report integrates financial, environmental, and social capital metrics where relevant to our business.

### Materiality Assessment Process



A comprehensive review of the Group's sustainability landscape was conducted by Senior Management and Departmental Heads. This assessment determined that the materiality profile established in the preceding year remains valid for the current fiscal period. The Group's operations and external environment have exhibited relative stability, with no emergent factors identified that would necessitate a recalibration of our sustainability priorities. Accordingly, the previously determined material issues, as depicted in the Group Materiality Matrix, continue to serve as the foundation for our sustainability strategy. These 13 Environmental, Social, and Governance ("ESG") factors are considered of paramount importance by both the Group and its stakeholders. The result of the assessment was relayed to the Sustainability Committee ("SC") for their feedback, confirmation, and validation.



Economy		Environmental Health & Safety		Society		Governance	
MM1	Business Strategy & Performance	MM4	Environmental Protection	MM7	Talent Retention	MM12	Governance, Compliance & Ethics
MM2	Digitalisation	MM5	Climate Change	MM8	Human Rights	MM13	Risk Management
MM3	Supply Chain	MM6	Occupational Health & Safety	MM9	Employee Welfare		
				MM10	Customer Satisfaction		
				MM11	Community Engagement		



## SUSTAINABILITY STATEMENT

### SUSTAINABILITY RISK MANAGEMENT

The Board and the Management Team have instituted the Risk Management Policy and Framework, which covers various aspects of risk management throughout the Group. We manage sustainability risks on an enterprise-wide basis, proactively identifying risks and opportunities in our decision-making process.

Our Enterprise Risk Management (“ERM”) follows international standards and guidelines, including ISO 31000, and the Committee of Sponsoring Organisations of the Treadway Commission (“COSO”). This Policy guides our application of risk management to environmental, social, and governance-related risks.



### Our Sustainability Focus

Our sustainability framework outlines the group's development in sustainability. It provides a structured approach to implementing best practices, ensuring our initiatives are consistent with national sustainability goals and the Sustainable Development Goals. By embedding sustainability into our mission, vision, and core values, we drive effective action plans that contribute to the Group's overall development.

#### Focus Area:

<p><b>ECONOMY</b></p> <p>Boost the national and the local economy.</p> <p>Maintain market leadership in providing technical, engineering and support services in the O&amp;G industry.</p> <p>Ensure business continuity, especially during health, economic and political disruptions.</p>	<p><b>ENVIRONMENT</b></p> <p>Promote environmental protection and comply with all pertinent environmental laws and regulations.</p> <p>Be aligned with the national environment agenda.</p>	<p><b>SOCIETY</b></p> <p>Foster long-term and meaningful relationships with our stakeholders.</p> <p>Provide a healthy and safe workplace.</p> <p>Facilitate growth alongside our business partners.</p> <p>Contribute to the welfare of our community and serve our clients to the best of our ability.</p>	<p><b>GOVERNANCE</b></p> <p>Demonstrate leadership and maintain trust through strong governance practices.</p> <p>Generate shareholder value by stimulating sustainable economic growth.</p>
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**OUTCOMES: Achieve Sustainability Development Goals (“SDGs”) and contribute to the national agenda.**







## SUSTAINABILITY STATEMENT

## PERFORMANCE SCORECARD

The key part of our sustainability strategy is setting targets to achieve sustainability objectives. Our goals reflect the material aspects of our operations within the boundaries of ESG factors.

MATERIAL MATTERS	TARGETS	PERFORMANCE
<b>ECONOMY</b>		
MM1: Business Strategy and Performance MM2: Digitalisation MM3: Supply Chain	Zero Cyber Security Breached	Achieved
<b>ENVIRONMENT HEALTH AND SAFETY</b>		
MM4: Environmental Protection MM5: Climate Change MM6: Occupational Health and Safety	<ul style="list-style-type: none"> <li>Zero Incidence of Environmental Non-compliance</li> <li>Zero Lost Time Injury Rate</li> <li>Zero Incidence of Health &amp; Safety Non-compliance</li> <li>Net Zero Emissions by 2050</li> </ul>	<ul style="list-style-type: none"> <li>Zero Incidence of Environmental Compliance</li> <li>Zero Lost Time Injury Rate</li> <li>Zero Incidence of Health and Safety Compliance</li> <li>GHG Emissions for Scope 1, 2 and 3 are 2,027.41 tCO<sub>2</sub>e</li> </ul>
<b>SOCIETY</b>		
MM7: Talent Retention MM8: Human Rights MM9: Employee Welfare MM10: Customer Satisfaction MM11: Community Engagement	<ul style="list-style-type: none"> <li>Zero Substantiated Complaints on Human Rights Issue</li> <li>Increase Volunteering Activities</li> </ul>	<ul style="list-style-type: none"> <li>Zero Issues on Human Rights Reported</li> <li>Housekeeping and Feeding CSR Activity at Zoo Negara Malaysia</li> <li>Adopted a Malayan Sun Bear at Zoo Negara Malaysia</li> </ul>
<b>GOVERNANCE</b>		
MM12: Governance, Compliance and Ethics MM13: Risk Management	Zero Anti-Corruption Incidence	No Cases Reported

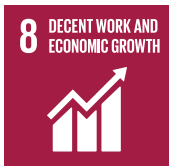
## SUSTAINABILITY STATEMENT

## ECONOMIC MATTERS

The energy industry plays a pivotal role in the Malaysian economy, serving as a cornerstone of national economic development programmes. Within this landscape, Carimin has carved out a specialised niche, offering services that support the core drivers of the oil and gas (O&G) industry whilst advancing Sustainable Development Goals (“SDGs”). Specifically, Carimin's contributions align with SDGs 8 and 9. Consequently, energy infrastructure and its components must undergo continuous development and adaptation to meet evolving energy demands and foster sustainable growth, job creation, and global competitiveness.

ECONOMIC MATERIAL MATTERS	SUSTAINABLE DEVELOPMENT GOALS
MM1 Business Strategy and Performance MM2 Digitalisation MM3 Supply Chain	<div>            Promote sustained, inclusive, sustainable economic growth, full and productive employment, and decent work.         </div> <div>            Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.         </div>

## Business Strategy and Performance



The Group's business strategy, investments, and performance directly contribute to national economic growth. We are committed to ensuring that our operations and business activities align with the evolving needs of the oil and gas sector, creating opportunities for suppliers, employees, shareholders, and the local community. Our efforts in these areas are integral to our bottom-line success.



Economic value generated

**310,736**



Tax expenses

**6,991**



Employee wages

**10,156**



Number of employees

**141**



Dividends

**9,356**



## SUSTAINABILITY STATEMENT

### Digitalisation

#### 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



The Company's focus on digitalisation and supply chain optimisation catalyses economic growth, contributing to SDG 8. Though digitalisation has been a part of our future business strategy, it has not been a top priority due to our limited reliance on internet technology. However, the global health crisis has underscored the urgent need to accelerate our digital transformation. To address this, we have implemented solutions like remote work, digital document sharing, video conferencing, and instant messaging.

We also recognise that emerging technologies such as automation, robotics, artificial intelligence (AI), machine-to-machine (M2M) communication and the Internet of Things (IoT) are reshaping the business landscape. To remain competitive, we will modernise our IT infrastructure and equip our employees with the digital skills necessary to adapt our business practices, collaborations, and interactions with suppliers, vendors, and clients.

### E-Invoicing Initiative

In the year under review, we have invested in an Enterprise Resource Planning ("ERP") that is e-invoicing compatible with the national digitalisation agenda for transactions and the initiative of the Lembaga Hasil Dalam Negeri ("LHDN") Malaysia. E-invoicing offers a streamlined experience for taxpayers, enhances business efficiency, and promotes greater tax compliance.



#### Reduce manual efforts and human errors

Unified invoicing process through creation and submission of transaction document & data electronically



#### Facilitate efficient tax filing

Seamless system integration for efficient and accurate tax reporting



#### Streamline operational efficiency

Enhanced efficiency and significant time and cost savings



#### Digitalise tax and financial reporting

Aligns financial reporting and processes to be digitalised with industry standards

### Cyber Security

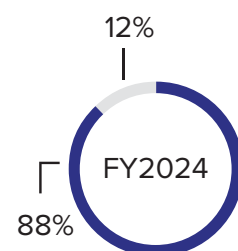
We abide by the Malaysian Personal Data Protection Act 2010 (PDPA), safeguarding the private data of our clients, employees, and business partners. We have implemented robust privacy and security measures, ensuring secure data handling both within and outside our systems. All users are accountable for their actions to prevent unauthorised access. Over the past several years, we have received no reports of non-compliance or data breaches related to privacy.

#### Number of substantiated complaints concerning breaches of customer privacy and losses of customer data

FY2024	0
FY2023	0
FY2022	0

### Supply Chain

Our operations have generated benefits throughout the supply chain, positively impacting local communities and supporting industries. We have created numerous skilled jobs and made significant investments within the supply chain, leading to long-term indirect economic effects. Our business partnerships have contributed to increased local employment and provided training opportunities aligned with job roles. Additionally, industries beyond the O&G sector have benefited from our capital investments and purchases of intermediate inputs of goods from both direct and indirect suppliers.



**RM189.56 mil**  
FY2023: RM200.43 mil  
FY2022: RM188.44 mil

Local  
**RM167.72 mil (88%)**

FY2023: RM198.05 mil (98.81%)  
FY2022: RM187.49 mil (99.50%)

Oversea  
**RM21.84 mil (12%)**

FY2023: RM2.38 mil (1.19%)  
FY2022: RM0.95 mil (0.50%)



## SUSTAINABILITY STATEMENT



### HEALTH, SAFETY & ENVIRONMENT ("HSE")

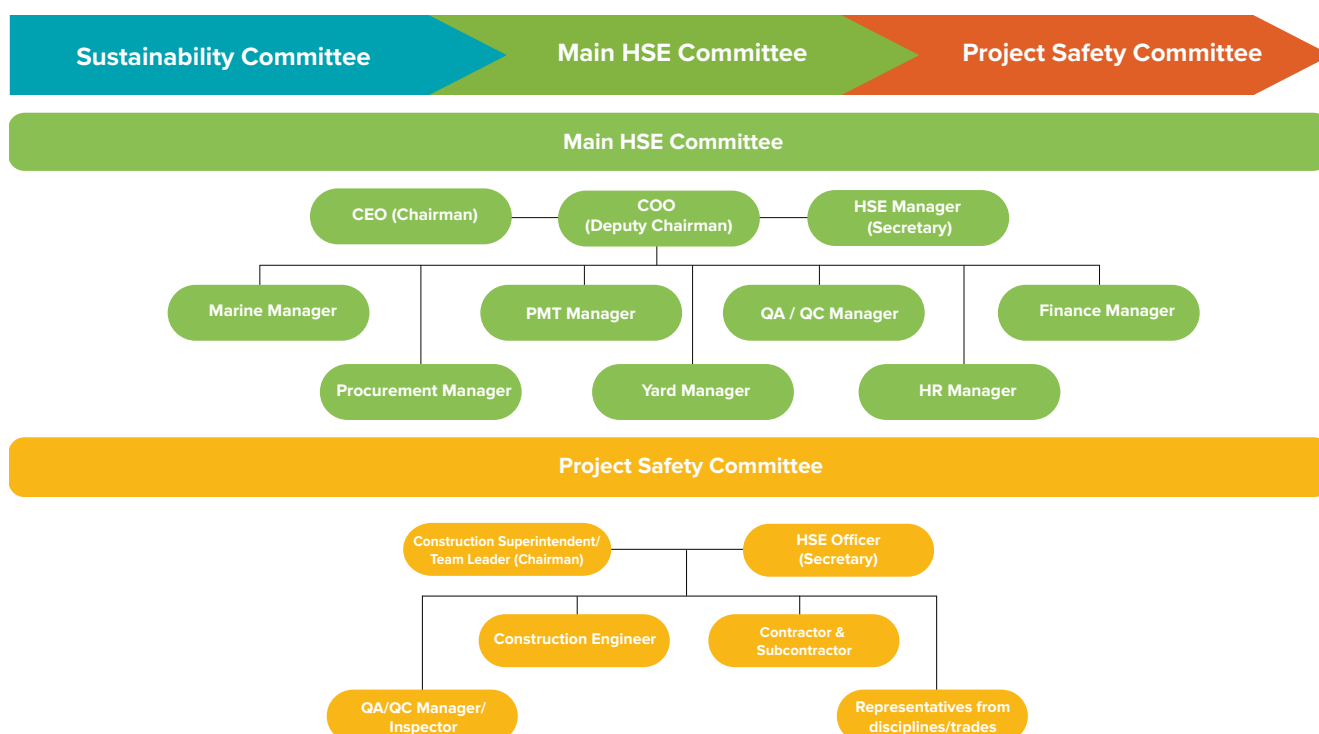
Carimin specialises in midstream operations within the O&G sector, primarily offering technical and engineering support services. Unlike upstream operations, our activities do not contribute to flaring or disrupt biodiversity. We have implemented an environmental policy tailored to our specific business operations and extended its scope to our supply chain and business partners.

The Group combines Health, Safety, and Environmental management practices into a unified approach, combining safety protocols with environmental considerations. In our business and operations, safety measures and environmental preservation often go hand-in-hand, with actions benefiting one often positively impacting the other. This holistic approach enables us to develop strategies and actions that address HSE issues simultaneously, contributing to the achievement of the following SDGs:

HSE MATERIAL MATTERS	SUSTAINABLE DEVELOPMENT GOAL
MM4 Environmental Protection	 Ensure healthy lives and promote well-being for all at all ages
MM5 Climate Change	
MM6 Occupational Health & Safety	 Take urgent action to combat climate change
	 Conserve and sustainably use oceans, seas, and marine resources for sustainable development

### HSE MANAGEMENT

The Group's HSE management involves establishing policies, procedures, and practices to identify and mitigate risks, promote employee well-being, and comply with regulations. We ensure that HSE considerations are integrated into all aspects of our operations.





## SUSTAINABILITY STATEMENT

The Group's Main HSE Committee is a key component of the Sustainability Working Group, serving as the central authority for employee protection, environmental stewardship, and overall operational health and safety. Composed of HODs, led by the HSE Manager and chaired by the Managing Director (who is also a Board member), the committee oversees protocol reviews, strategy development, recommendations, and compliance monitoring with relevant legislation. Its responsibilities also include accident prevention measures, creating a safe work environment, and safeguarding the environment.

A Project Safety Committee operates at all Carimin operation sites, convening weekly to address HSE programmes, incidents, legislation, and training. These committees include representatives from our business partners and employees. They submit monthly, quarterly, and annual performance reports to the Main HSE Committee, which, in turn, communicates the Group's overall HSE status to the Sustainability Committee.

### HSE POLICIES

Carimin has established comprehensive Environmental and Health and Safety Policies. We prioritise the health and safety of all stakeholders and consider the potential environmental impacts of our operations. These policies outline our commitment to minimizing hazards, preventing accidents and injuries, and promoting sustainable practices. HSE is crucial for safeguarding the health and safety of individuals, protecting the environment, and maintaining sustainable operations throughout our operations. We have also developed supplementary policies to address specific safety and health concerns within our sector. These policies target health and work issues that directly impact our daily operations. Please follow this link for a full copy of the policies <https://carimin.com/health-safety-environment/>.

Below is an excerpt of our HSE Policies.



### HSE COMPLIANCE AND PERFORMANCE

We are pleased to conclude FY2024 with a remarkable safety record, achieving zero fatalities, zero Lost Time Injury Rates (LTIR), and no instances of HSE non-compliance. Since 2009, we have accumulated an impressive 23,845,957 safe man-hours worked. As a testament to our outstanding HSE performance, our clients have acknowledged our achievements with performance awards. Please refer to the highlights page of this sustainability statement.

The following HSE main regulations govern our operations.

Employment Act 1955 & Regulations	Occupational Safety & Health Act 1994 & Regulations
Petroleum (Safety Measures) Act 1984	Atomic Energy Licensing Act, 1984
Factories & Machinery Act 1967 and Associated Regulations	Environmental Quality Act 1974 & Associated Regulations
International Safety Management (ISM) Code for the Safe Operation of Ships and for Pollution Prevention	DOE Guideline for Decommissioning of O&G Facilities in Malaysia
Local municipal and enforcement authorities	HSE Rules/Guidelines – According to Client Requirements

## SUSTAINABILITY STATEMENT

### HSE PROMOTION PROGRAMMES

Strong HSE programmes and constant communication are essential for providing employees with the information and skills needed to perform their jobs safely and effectively.

### HSE Award and Incentives

**Rewarding Positive Behaviour:** Recognition underscores management's commitment to HSE in business operations and fosters a positive company HSE culture. It also motivates employees to be more proactive in identifying hazards, taking timely actions, and reporting unsafe behaviours and conditions.

**Petronas Focused Recognition Excellence in Promoting a Generative HSE Culture: Carimin Engineering Services Sdn. Bhd.**

**Hibiscus Petroleum Malaysia - 13 Years LTI-Free and 7 Years TRI-Free Milestone.**

**Achieving Grade A Recognition from DOSH Malaysia: Carimin Engineering Services Sdn. Bhd.**



**Petronas PD&T Health Safety & Environment Mentorship Program 2024 Award**

**Petronas PMA Stop Work Authority ("SWA") Winner 2024**

**Hibiscus Petroleum Monsoon Safety Campaign - Zero Incident Award 2023/2024**



**Incident Reporting and Communication:** All cases, injuries, accidents, fatalities and other incidents are promptly investigated to assess their severity and likelihood of recurrence. Incident action plans are developed, and new HSE regulations are presented at HSE meetings. HSE violations are treated seriously, and appropriate measures may be enforced, including the dismissal of employees or contractors who repeatedly commit serious offenses.

**U-SEE U-ACT:** This programme helps us proactively address human errors that could lead to accidents. Observers can implement immediate corrective actions and offer suggestions. The process is non-punitive, and observer reports remain anonymous. We have also installed standardised safety signs to alert employees of potential hazards and the importance of precautions. These signs are prominently displayed at entrances and workplaces for easy reference.



## SUSTAINABILITY STATEMENT

**Job Hazard Analysis ("JHA"):** JHA is used to identify and assess potential hazards and risks associated with current or future projects and operations. The analysis helps determine methods for eliminating or mitigating these risks. Jobs with a history of accidents, higher injury rates, or significant risks are prioritised for assessment. Supervisors conduct these evaluations, which are then reviewed and approved by the HOD or Project Manager.

**Emergency Response Plan ("ERP") and Emergency Response Team ("ERT"):** The ERP outlines the general responsibilities and duties of the ERT during emergencies and potential emergencies. The plan aims to establish a system for summoning and directing emergency services and personnel to minimise risks to on-site personnel, the local community, the environment, and asset preservation in the event of an emergency. It also ensures that adequate resources are maintained in a state of readiness to effectively respond to and control emergencies.

**HSE Audit and Inspection:** We measure the effectiveness of our HSE initiatives through audits and inspections. This process identifies programmes requiring corrective action and those deserving recognition. Annual audits are conducted, whilst quarterly inspections are performed by line supervisors. Daily checks are also carried out by individual workers before starting work, ensuring that tools, equipment, and machinery are inspected. Additionally, Group Compliance conducts periodic HSE reviews.

**Management HSE Visit:** The management site walks are performed to raise HSE awareness and demonstrate caring leadership through positive personal interactions which cannot be achieved from the desk. During the management site walks, managers visit the field to observe and pinpoint opportunities for further HSE enhancement. As a result, areas for improvement are identified, and cooperation is promoted between managers and employees. After the walkabout, the managers will share their findings and recommended action plans and instruct the person in charge to rectify changes.



Site visit by Group MD, En. Mokhtar Hashim at the new Carimin Teluk Kalong Yard, Kemaman Terengganu.



Leadership Learning Tour by Petronas Management at Carimin's fabrication yard, Labuan.

### HSE COMPETENCY AND TRAINING

To ensure effective and efficient HSE management, the Group has developed tailored training programmes for employees and contractors, aligned with their specific work scopes and responsibilities. These training programmes are regularly updated to reflect evolving needs.

Internal Training is a structured program designed to enhance employee awareness and understanding of the work environment, ensuring they are adequately trained to fulfill their job responsibilities in projects. External Training focuses on essential life-saving skills and survival techniques for employees and subcontractors working onshore and offshore. Manager and Supervisor Training concentrates on worksite safety and HSE practices. Refresher courses are scheduled at regular intervals to reinforce these crucial skills.



## SUSTAINABILITY STATEMENT

### HSE IN THE SUPPLY CHAIN

The sustainability practices of our suppliers, vendors, and contractors significantly impact the efficient delivery of our services. We consistently review not only our own practices but also the performance of our vendors to identify areas for improvement and ensure compliance with our sustainability standards.

Our partners play a crucial role in the ongoing improvement of our HSE system. Therefore, our supply chain must rigorously adhere to our Environmental and Health and Safety Policies.

All vendors and contractors receive copies of our HSE manual, which outlines company policies and measures related to HSE hazards, obligations, regulations, and standards. The manual also details standard operating procedures (“SOPs”) and disciplinary measures to ensure compliance with various HSE regulations, including preventing water, air, and land pollution, reducing waste, conserving resources, and fostering a culture of safety and health. We provide HSE training to all suppliers, with additional intensive training for high-risk vendors. Supplier conformance reports are used to monitor compliance.

### HSE PERFORMANCE

Performance evaluation is a valuable tool for driving supplier improvement, especially in the areas of cost management and efficiency.

All non-compliance and HSE incidents are reported to the relevant supervisor/HOD, who investigates the case to assess its severity and prevent recurrence. HSE and quality compliance are monitored through vendor performance reports to identify performance gaps and develop solutions. Review questions vary based on the type of products or services supplied by the vendors. Penalties for non-compliance incidents are determined by their severity. Minor offenses may result in a warning letter, while major offenses require meetings to address issues, discuss problems, and jointly agree on solutions or corrective actions.



## SUSTAINABILITY STATEMENT

### Environmental Protection



Carimin's business activities are mainly in the support services segment of the O&G industry, where we provide technical and engineering support services. We do not have flaring and do not impact biodiversity. We have established an environmental policy that is specific to our business operations and extends to our supply chain and business partners. We strive to adapt our approach to reflect emerging environmental issues and contribute to the sustainability of the industry we serve.

### Waste Management

Increased material consumption contributes to various environmental impacts, including climate change, biodiversity loss, and waste generation that pollutes water, air, and land. Our clients supply the materials we use, and after project completion, all unused and recyclable materials are returned to them for recycling. We meticulously plan and manage material flow from acquisition to disposal to minimise unnecessary consumption and reduce waste generation.

**Scheduled or Hazardous Waste:** All hazardous wastes are clearly labelled with their contents, hazard warnings, and safe handling instructions. All containers for storing hazardous chemicals are marked with standard warning signs that adhere to international standards. Controlled materials have Safety Data Sheets ("SDS"), which provide essential information for safe use. These SDSs include warning levels, hazards associated with exposure to the chemicals, and guidelines for handling, storage, prevention, and emergency measures.

**General Waste:** Our non-scheduled waste includes domestic, and office wastes. The total wastes recycled in FY2024 amounted to 5.74%\* (Labuan operation only).

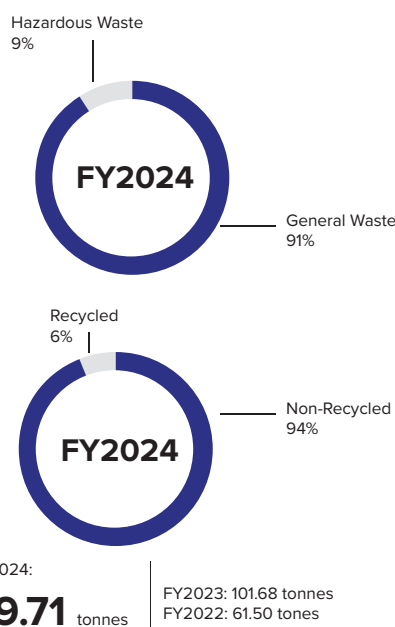
### Biodiversity

As a contractor and service provider, our operations have a minimal impact on biodiversity. Nevertheless, our environmental policy mandates the allocation of resources and personnel to protect land and water.

Our sustainability risk assessment includes potential hazards to biodiversity in land and water within our control. The assessment identifies methods for identifying and addressing the impacts of our operations on biodiversity at all current and future sites, including the need for remediation or restoration. In FY2024, there was no evidence of a negative impact from our business operations on ecological biodiversity, thus eliminating the need for remediation or restoration.

Additionally, there is no IUCN list of threatened species in the areas affected by our operations.

### Total waste generated FY2024



Total number of International Union for Conservation of Nature ("IUCN") Red List of Threatened Species and national conservation list species with habitats in areas affected by the operations of the company:

Number of Species	2024	2023	2022
a) Critically endangered	0	0	0
b) Endangered	0	0	0
c) Vulnerable	0	0	0
d) Near Threatened	0	0	0
e) Least concern	0	0	0

## SUSTAINABILITY STATEMENT

## Environmental Protection

13 CLIMATE ACTION



The Paris Agreement, adopted in 2015, revitalised global climate action as a clear priority. This has led to a shift in capital flows towards climate change mitigation and adaptation initiatives.

The pervasive effects of climate change are evident on a global scale, impacting nearly all economic sectors. Though the precise consequences of climate change are impossible to predict, our current choices will undoubtedly affect future generations. The extent of climate-related risks can vary significantly across sectors, industries, geographies, and organisations.

Climate change can have both direct and indirect impacts on our operations, leading to both short-term and long-term risks. As climate-related issues can significantly influence the Group's financial performance and position, we require time to adjust our internal processes before providing accurate and comprehensive disclosures that align with the TCFD guidelines.

The following narrative is our initial statement, structured in accordance with the TCFD framework. It addresses the four key areas that define how our organisation operates: governance, strategy, risk management, and metrics and targets.

Our climate change governance structure and strategies are integrated into our overall Sustainability structure and strategies.

Climate Change Risks	Potential Financial Impacts
<p>Our Transition Risks are listed below:</p> <p><b>Policy and Legal Risks</b> refer to the enhanced emission reporting guidelines and the updated national and international regulatory requirements for fossil fuels.</p> <p><b>Technology Risk</b> is the cost of transitioning to lower-emission technologies.</p> <p><b>Market Risk</b> is the change in behaviour and preference of customers looking for fossil fuel substitutes.</p> <p><b>Reputational Risk</b> is the increase in stakeholder concern if the company does nothing to tackle climate change.</p> <p><b>Physical Risk</b> such as typhoons.</p>	<p>There has been a global shift in national and international policy paradigms in recent years, with mitigating climate change becoming a top priority. The 12th Malaysia Plan (2021-2025) highlights the importance and benefits of transitioning to renewable energy which will allow us to reduce our emissions and comply with new regulatory and statutory standards.</p> <p>Malaysia is in a typhoon-free zone; however, climate change could possibly reverse this scenario. The typhoon risk will directly affect the safety of our people and operations.</p> <p>Additionally, climate change risks can affect our employees' health and safety, leading to financial health obligations, increased insurance health coverage, and decreased manpower resources.</p>
Climate Change Opportunities	Potential Financial Impacts
<p><b>Resource Efficiency</b> can be achieved by using more energy efficient technologies.</p> <p><b>Energy Sources</b> can come from various renewable energy sources, which can be augmented by the energy policy incentives from the government.</p> <p><b>Access to New Markets</b> can be gained by strengthening sustainability efforts to compete in international markets. Also, diversifying into the alternative energy service/product section can be an opportunity to venture into new markets.</p>	<p>Operation costs can be decreased through efficiency gains, and the government incentives for renewable energy policies can also offset the initial solar power installation cost and the payment to public utility companies.</p> <p>Our plan is to initially implement conservation and efficiency programs to reduce emissions and resource wastage.</p> <p>In the longer term, we are exploring transition towards cleaner energy business segments.</p>



## SUSTAINABILITY STATEMENT

### GHG Emissions

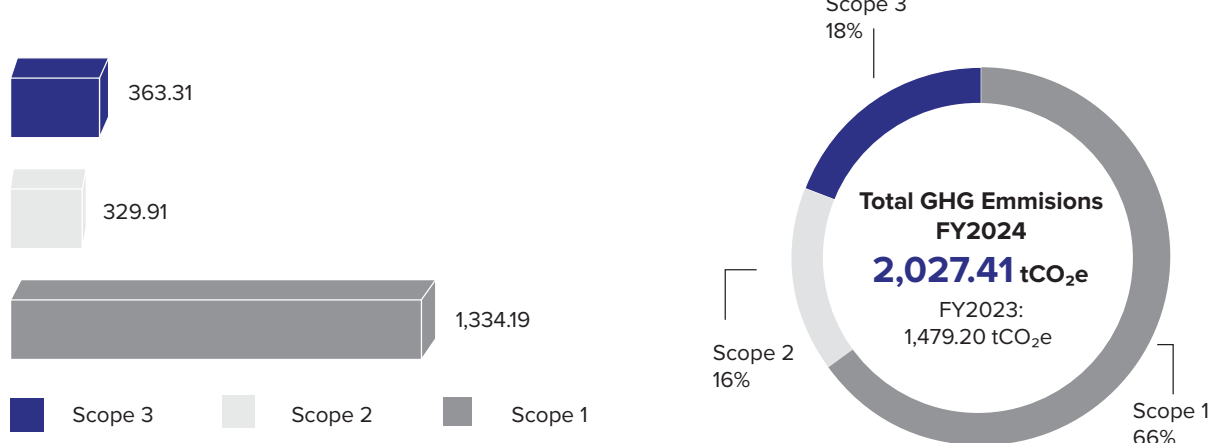
In FY2024, Carimin Petroleum Berhad recorded a total GHG emission of 2,027.41 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e), comprising emissions from Scope 1, Scope 2, and Scope 3 categories. Compared to the previous year, our emissions have increased due to higher operational activity at our sites.

Recognizing the impact of our increased emissions, Carimin is fully committed to supporting Malaysia's national goal of achieving net zero emissions and aligning our targets with PETRONAS' pathway to net zero. We have set ambitious reduction targets to ensure that our growth remains sustainable:

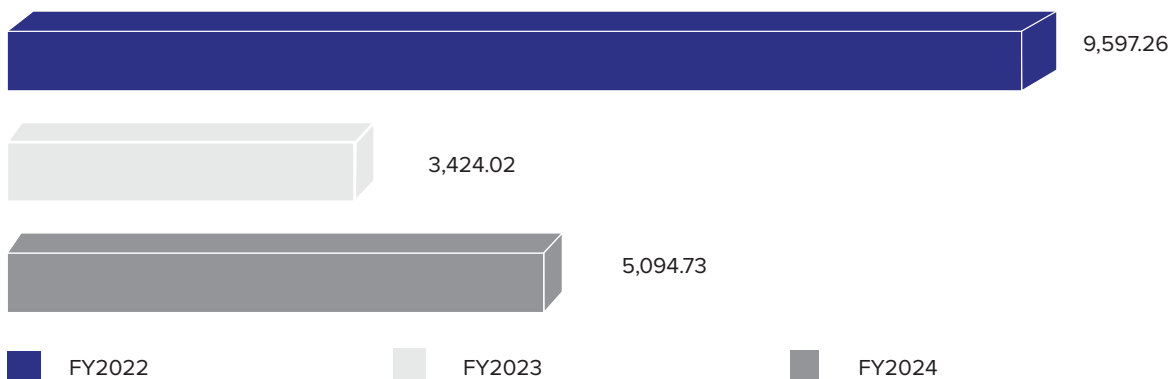
### Achieving net zero emissions by 2050

Through continued innovation, strategic planning, and a dedicated approach to reducing our carbon footprint, Carimin aims to contribute to a sustainable future for both the industry and the nation.

#### GHG Emission FY2024 (tCO<sub>2</sub>e)



#### Total Energy \* Consumption (MW)



\*Includes the usage of marine gas oil, diesel, petrol and purchased electricity, in megawatt

## SUSTAINABILITY STATEMENT

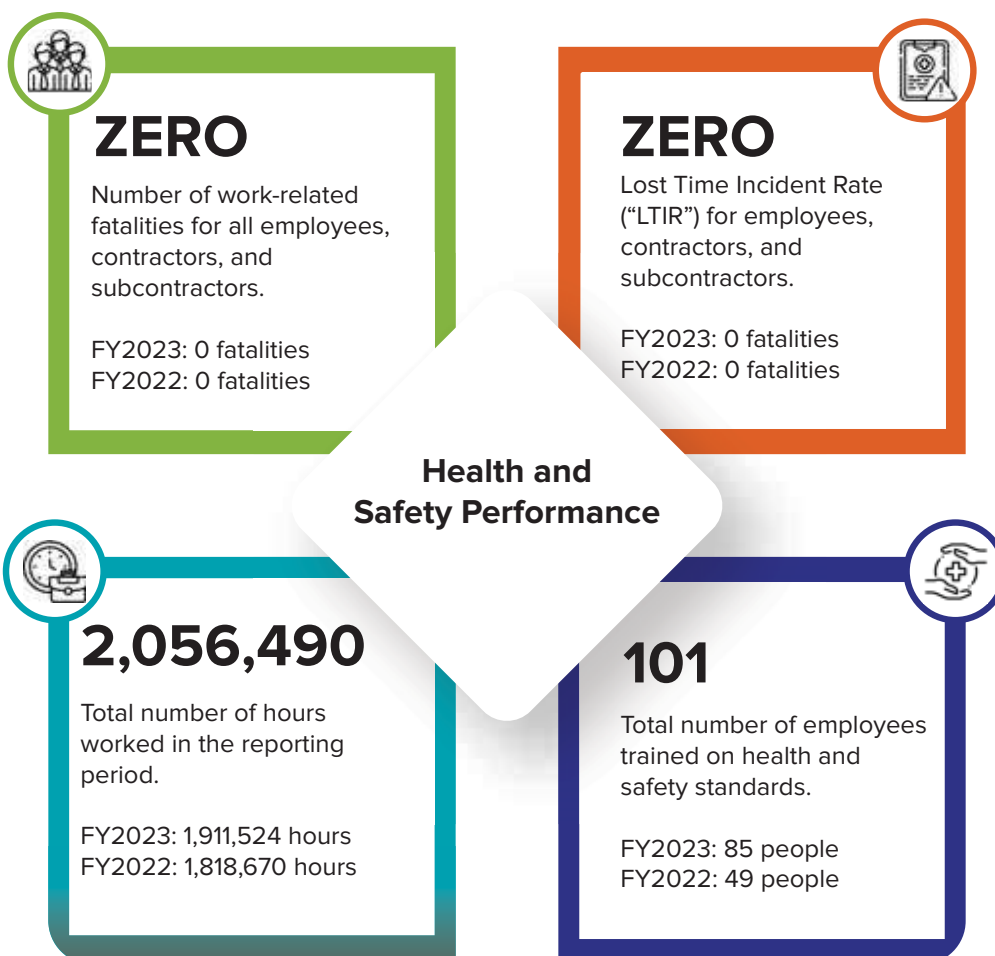
## Occupational Health &amp; Safety

## 3 GOOD HEALTH AND WELL-BEING



Carimin's Safety and Health Policy aims to prevent workplace injuries, illnesses, and fatalities by conducting thorough risk assessments and implementing effective control measures. We have established procedures to foster continuous improvement and cultivate a culture of health and safety throughout our operations. We adhere to legal and statutory requirements and meet our clients' standards. Our policy is written in both English and Bahasa Malaysia (where applicable) to ensure that all stakeholders can fully understand, consent to, and agree upon its contents. To access our policy, please go to <https://carimin.com/wp-content/uploads/2023/10/Policies-English-Ver.pdf>

In FY2024, we organised various training programmes conducted by government and third-party organisations, including OPITO, a global leader in oil and gas safety, skills, and competence. During the year, we conducted 1,325 hours of health and safety-related training for 101 employees. We are proud to have achieved zero fatalities, lost-time injuries, and LTIR.





## SUSTAINABILITY STATEMENT



### SOCIETY MATTERS

Societal material matters encompass understanding and addressing critical developmental challenges faced by societies, including poverty, inequality, migration, and industrial relations. Emerging issues such as gender equality, diversity, well-being, and education are also included. At Carimin, we recognise these issues as material matters and address them by developing strategies to create value and foster meaningful relationships with stakeholders within our operating communities and the business sector.

#### Talent Retention

4 QUALITY EDUCATION



Aligned with our philosophy of employee development, we offer a variety of programmes designed to maximise their potential throughout their careers. We foster excellence and efficiency by expanding training beyond current job requirements, equipping employees with the skills they need for career advancement. We achieve our Vision by providing our team with numerous learning opportunities and enriching their work experiences.

SOCIETY MATERIAL MATTERS		SUSTAINABLE DEVELOPMENT GOAL	
MM7	Talent Retention	4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
MM8	Human Rights	5 GENDER EQUALITY	Achieve gender equality and empower all women and girls
MM9	Employee Welfare	10 REDUCED INEQUALITIES	Reduce inequality within and among countries
MM10	Customer Satisfaction	17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalise the Global Partnership
MM11	Community Engagement		

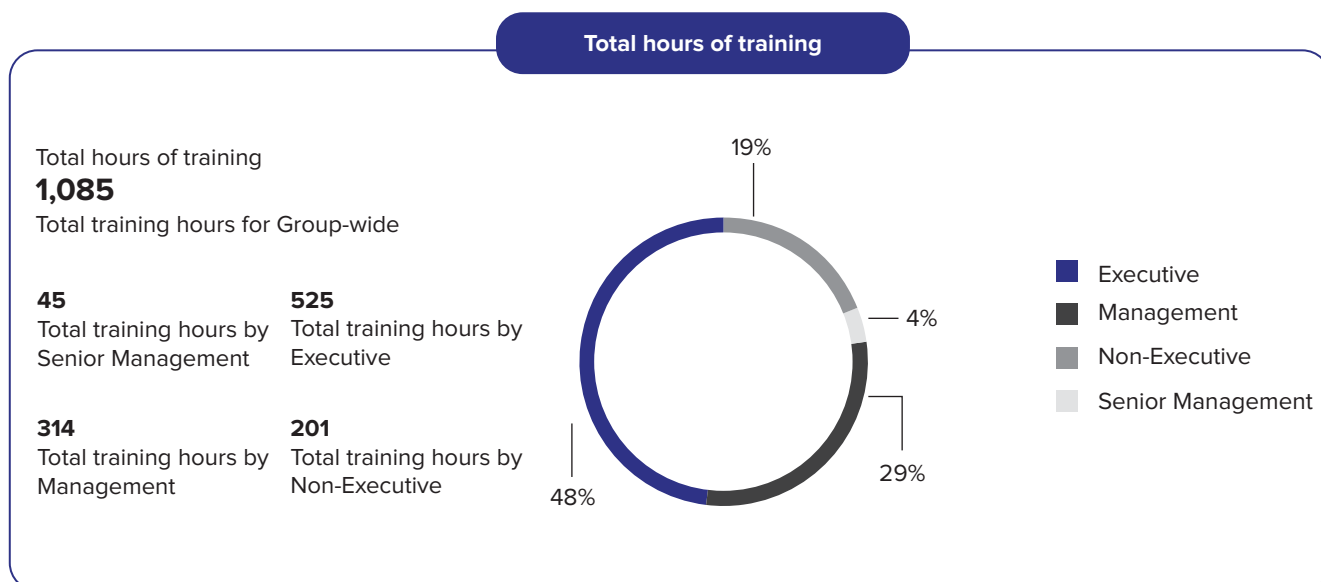
#### Talent Retention and Development

Our training programmes consist of both internal and external components.

Supervisors and managers conduct internal training for new hires, new contractors/vendors, and current employees assuming new roles or responsibilities. External training is delivered by third-party service providers, institutional organisations, and government agencies.

In FY2024, the total number of hours of training conducted for the employees was 1,085 compared to 1,889 hours in 2023.

## SUSTAINABILITY STATEMENT



Training needs are identified based on standard operating procedures ("SOPs"). Employee Needs Analysis ("ENA") is a process that helps employees identify areas for performance improvement and address weaknesses. In contrast, Training Needs Analysis ("TNA") is a process for upgrading skills, proficiency, knowledge, and attitude. HODs determine necessary training during the recruitment process and annual appraisals. They also adjust based on business plans, changes in customer specifications and regulatory policies.

HODs submit annual training plans and budget proposals, and all employee training sessions are evaluated to assess their effectiveness and ensure optimal results.

**Remuneration and benefits:** All work-related remuneration and benefits are based on merit and performance as determined by performance reviews.

The tables below summarise the training programmes completed in FY2024. The external health and safety training sessions are certified career-enhancement programmes designed to prepare employees for careers in the O&G industry.







## SUSTAINABILITY STATEMENT

### Diversity and Inclusion

5 GENDER  
EQUALITY



We uphold equal opportunity for all our employees, ensuring they are treated fairly and without discrimination based on artificial barriers, prejudices, or preferences. We recognise that our continued success is driven by the collective strength of our diverse workforce. Our Code of Conduct and Business Ethics espouses equal employment opportunity and non-discrimination based on gender, ethnicity, race, age and nationality at the workplace.

#### Board and Management Gender Diversity

Given the nature of the O&G operations, offshore and fabrication facilities make up the majority of our workforce. The inherent characteristics of these facilities contribute to the gender imbalance within our workforce.

The Group recognises the importance of promoting gender diversity at the Board and senior management levels. We are actively working towards increasing the number of female Directors and senior Executives. Under the Group Diversity Policy, we will implement the following strategies to promote gender diversity at the Board and Senior Management levels:



Recruit from a diverse pool of candidates for female Directors and Senior Management.



Review succession plans to ensure an appropriate focus on gender diversity.

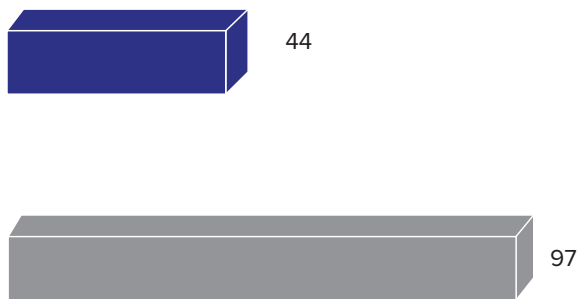


Identify specific factors to consider in the recruitment and selection processes to encourage gender diversity.

## SUSTAINABILITY STATEMENT

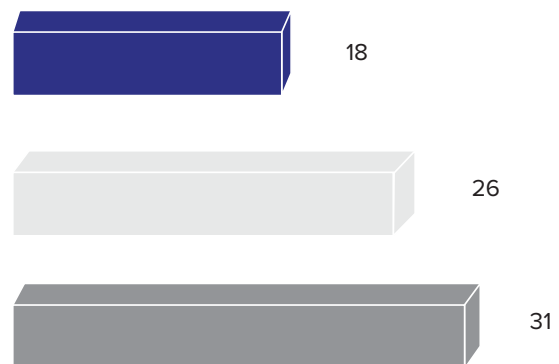
## Workforce in FY2024

**141** people  
FY2023: 142  
FY2022: 129



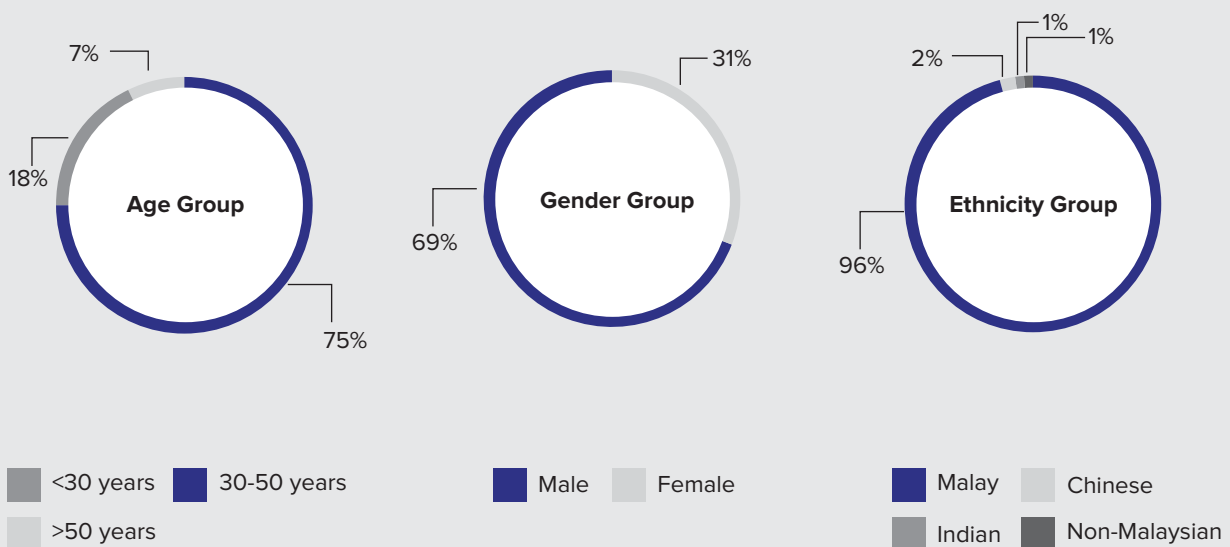
Permanent Contractual

## Number of employee turnover



FY2024 FY2023 FY2022

## Workforce by age, gender, and ethnicity groups in FY2024

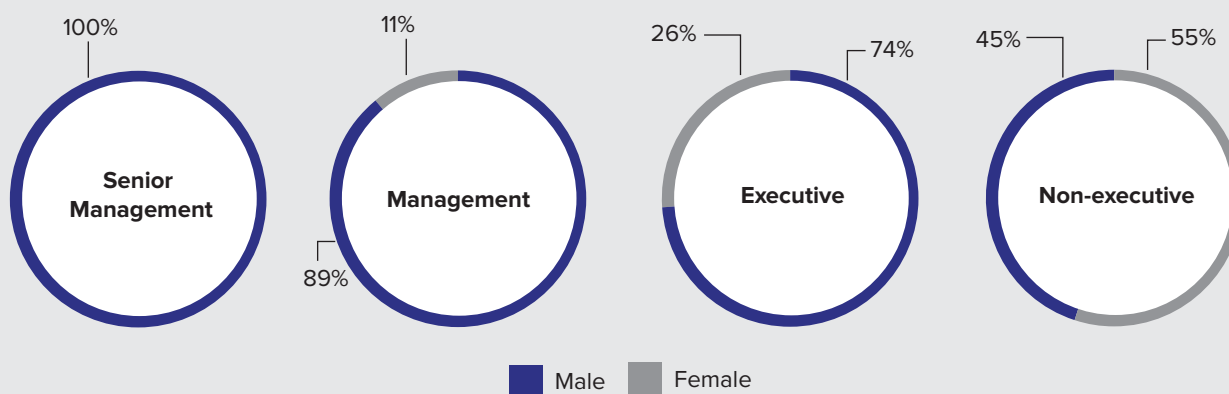




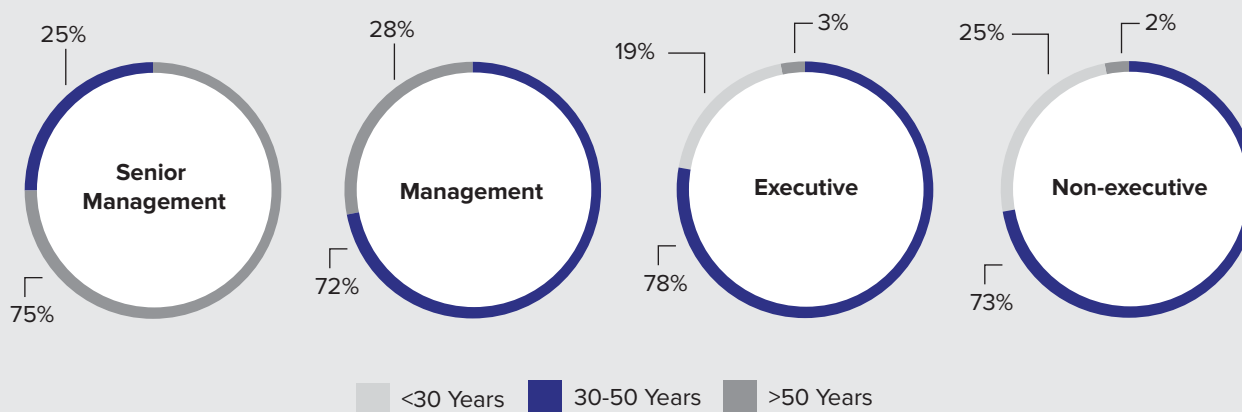
## SUSTAINABILITY STATEMENT

### EMPLOYEE DIVERSITY FY2024

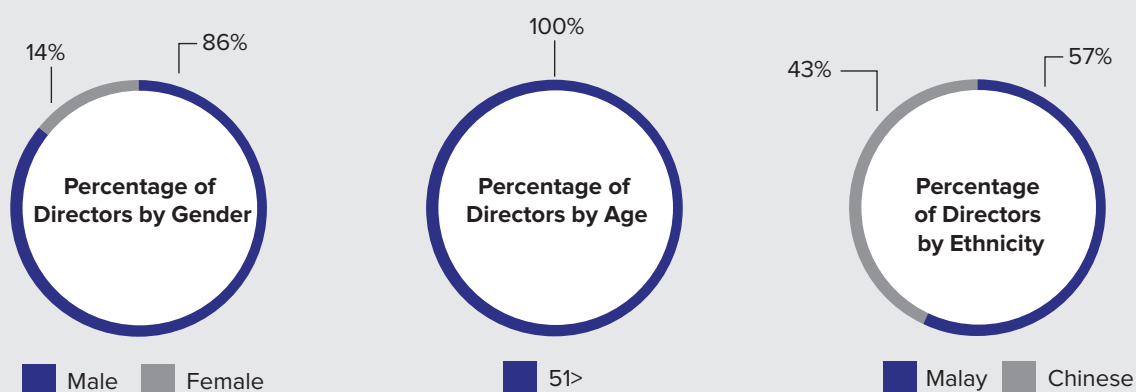
#### Percentage of Employees by Gender



#### Percentage of Employees by Age



### DIRECTOR DIVERSITY 2024



## SUSTAINABILITY STATEMENT

### Human Rights

10 REDUCED INEQUALITIES



We have established Human Rights and Labour Policies to reinforce our commitment to the inherent rights of all human beings. We also support the fundamental rights and principles in the International Labour Organisation and the United Nations International Bill of Human Rights.

Our policies reflect our belief in promoting workplace rights, encouraging decent employment opportunities, and enhancing social protection across our operations, including our supply chain. To this end, we strictly prohibit the following acts:



Child Labour



Forced or Slave Labour,  
Debt and Bondage



Human Trafficking



Human Rights  
Abuses

### Labour Standards and Practices

We strongly uphold the human rights and ethical treatment of our employees, business partners, and the community. The Group condemns child and slave labour and adheres to the Children and Young Persons (Employment) Act 1996. We treat all employees with dignity and respect, prohibiting any acts of corporal punishment, mental or physical coercion, or verbal abuse. We comply with government-prescribed national laws and regulations minimum working hours (including overtime and rest periods) and holiday entitlements.

The Group's Human Rights commitments extend to all our business partners and stakeholders. We comply with freedom of association and collective bargaining rights as stipulated in Malaysian Labour Laws. Since our establishment, there have been no instances of child or slave labour within the Group or our supply chain. To date, we have received zero substantiated complaints regarding human rights violations associated with Carimin or any of our subsidiaries.



**ZERO**

Total Number of Substantiated  
Human Rights Complaints

FY2023: 0 cases reported  
FY2022: 0 cases reported

### Employee Welfare

The workplace culture and environment significantly influence employees' physical and mental health. Recent societal shifts have prioritised individual well-being over monetary rewards. Employees increasingly value work environments that support social rights and minimise negative impacts on family relationships, recreational activities, and physical health.

To foster a healthy and positive work environment, we have implemented Human Rights and Diversity Policies. Whilst the O&G sector's unique requirements may limit opportunities for equal work assignments, we ensure comparable remuneration and benefits and adherence to regulatory work hours and overtime policies. Additionally, we maintain a non-discriminatory approach to hiring, promotion, and training at our headquarters.

The Group adheres to all relevant laws and regulations regarding minimum wage, working hours, overtime, and working days. However, working hours may vary depending on the work location.

Offshore workers' hours follow regulatory guidelines, whereas onshore workers' hours are based on operational requirements and are entitled to a leave ratio of 4:1 (four consecutive offshore workdays to one day of leave).

Apart from the remunerations and contributions per labour laws, the employees are entitled to the following benefits.



## SUSTAINABILITY STATEMENT

**Leaves:** Maternity, Paternity, Marriage, Compassionate, Offshore, Religious, Annual and Sick Leaves.

**Health:** Medical and Health Insurance, Annual Health Screening and Outpatient Treatment.

**Monetary Benefits /Allowance:** Offshore, Training and Business Trip allowance, Compassionate and Congratulatory Contribution, Commendation, and Yearly Bonus.

### Raya Celebration



On Thursday, 2nd May 2024, Carimin Petroleum Berhad hosted a memorable Hari Raya celebration at IBIS Hotel, Jalan Yap Kwan Seng, Kuala Lumpur. The event brought together all staff from our KL office, along with the top management, to celebrate the festive occasion as one big Carimin family.

The gathering was an opportunity for employees to bond and strengthen relationships beyond the work environment, fostering a sense of unity and shared appreciation.



Top management joined in the celebrations, showing their support and appreciation for the contributions of every team member.

The joyous event was filled with laughter, delicious traditional food, and engaging activities, reflecting the spirit of togetherness and gratitude that Hari Raya symbolizes. We look forward to more opportunities to celebrate such moments, reinforcing our company culture of inclusiveness and camaraderie.

### 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



### Customer Satisfaction

Our customers are a top priority amongst our stakeholders. We are committed to exceeding their expectations. By collaborating with our customers, we aim to build resilient infrastructure, promote sustainable industrialisation, and foster innovation, thereby contributing to SDG 9.

### Quality

To ensure the highest quality for our customers, we have established a Quality Policy and obtained ISO 9001:2015 certification, demonstrating that our products and services meet international quality standards. This certification signifies our commitment to consistently satisfying customer quality requirements, adhering to regulatory conditions, enhancing our competencies, and investing in systems that improve efficiency. These strategies have contributed to our reliable performance and sustainable growth. Our QMS organizational structure outlines the leadership hierarchy and specific commitments required at each level. This structure defines departments, positions, responsibilities, authority, and the interrelationships of personnel involved in managing and verifying service quality.

### Customer Satisfaction

We track customer perception through our Customer Satisfaction Survey ("CSS"), a platform where customers can file complaints and provide feedback. The CSS involves interviewing a representative sample of our customers about the products or services we have delivered. All complaints and feedback gathered through meetings, emails, and verbal communications are recorded, compiled, and analyzed to identify areas for improvement and implement corrective measures.

## SUSTAINABILITY STATEMENT

### Community Engagement

17 PARTNERSHIPS  
FOR THE GOALS



SDG 17 emphasises partnerships for achieving the Sustainable Development Goals, promoting effective collaboration between public, private, and civil society sectors. Building on existing partnerships and resource strategies, we have collaborated with non-profit and non-government organizations to implement strategic community programmes.

### Professional Memberships And Association



Malaysian Oil & Gas Services Council, Malaysia Petroleum Resources Corporation, Malaysia Ship Owners Association and Malaysian Gas Association

Carimin's collaborations with professional memberships and associations have created a platform for consultation and discussion among members on shared interests. These partnerships have led to the adoption of sound principles and practices in areas such as health and safety, human rights, human resources, industrial skills training, research, information, and other relevant activities.

#### Malaysia Petroleum Resource Corporation ("MPRC") Workshop

Carimin participated in the MPRC Workshop on ESG/Sustainability. This workshop, is aimed to gather feedback on ESG and Sustainability practices and disclosures among Oil and Gas Services and Equipment companies. The insights and contributions from this session will play a key role in shaping the National OGSE Sustainability Roadmap ("NOS-R").

This reaffirms our commitment to be engaged with industry standards and contributing to the advancement of sustainability practices in the OGSE sector.

#### Enhancing The Local Economy

Our business strategies are aligned with investments that support the development of the communities where we operate and the nation through the positive impacts of our operations. Our purchasing and sourcing practices contribute to the growth of the O&G industry and create opportunities for smaller companies to develop and for community members to find employment.

**Local hiring** is a key contribution to our community. We support the local economy by employing fellow Malaysians and developing their skills and capabilities. Our workforce consists primarily of Malaysians, with only one non-Malaysian employee. Our Labuan and Kemaman yards employ an average of 83 semi-skilled and unskilled workers from the local community each year.

**Local sourcing** is a priority at Carimin. All our contractors and subcontractors are Malaysian companies specializing in the O&G sector. Whenever possible, we engage local partners within or near our operating areas who share our values and standards for safety, diversity and environmental protection.





## SUSTAINABILITY STATEMENT

### Community Outreach Initiatives

Corporate giving enables us to build stronger relationships with the community and demonstrate our commitment to social welfare. In FY2024, as in previous years, our community welfare initiatives were focused on the lower-income household category (B40). We also collaborated with Zoo Negara Malaysia to carry out zoo cleaning activity together with 30 employee volunteers.



1. Palestine Relief Fund – MERCY Malaysia



2. Portable Aluminium Oxygen Tank Machine



3. Program Penukaran Bumbung Surau Sekolah - Surau At-Taqwa at SMK Sri Permata, Kelana Jaya



4. Zoo Animal Sponsorship Program – Sun Bear at Zoo Negara Malaysia



5. Green Project at Zoo Negara Malaysia – in conjunction with World Environment Day



6. Construction of Masjid Taman Puchong PRIMA

7. Food Aid Community – School Children (Poor – B40) at Section 27, Shah Alam, Selangor

Hello! My name is **Mango**  
I have been adopted by  
Carimin  
Nice to meet you!



#### Did you know?

Sun bears are the smallest bear species, but they are strong climbers and love spending time in trees



## SUSTAINABILITY STATEMENT



### Governance

### Community Engagement



Sustainable governance is a cornerstone of corporate sustainability, enabling our Group to serve the common good, respect the environment, and maintain long-term productivity and impact. Amongst our material matters, we have prioritised governance, compliance ethics, and risk management. We strive to align the Group with these material matters closely associated with SDG 16: promoting peaceful and inclusive societies, ensuring access to justice for all, and building effective, accountable, and inclusive institutions at all levels.

### Governance

MM12 Governance, Compliance & Ethics  
MM13 Risk Management

### Business Ethics and Anti-Corruption

We adhere to the highest ethical standards, as embodied by our core values of respect, responsibility, integrity, and trust. All employees and partners are expected to comply with all applicable laws, including the Malaysian Anti-Corruption Commission (Amendment) Act 2018. Our business transactions are conducted in accordance with the Group's Code of Business Ethics and Anti-Bribery and Corruption Policy (ABC Policy). We prioritise staying informed about emerging best sustainable practices to ensure that our policies are continually updated as needed.

<b>Risk Assessment</b>	The Group's corruption risk assessment identifies potential vulnerabilities in our systems that could create opportunities for corruption. Corruption risks are rated based on exposure levels, considering factors such as contacts with counterparties, activities, and transactions. As part of our broader enterprise risk management framework, the corruption risk assessment informs preventive actions to mitigate critical risks. In the past year, we conducted another corruption risk assessment, enhanced our risk registers, and required 51 employees deemed high and medium risk to attend the Anti-Corruption Briefing Program. Additionally, we implemented a Counterparty Corruption Due Diligence program for high-risk vendors and business partners.
<b>Management and Monitoring</b>	We have implemented rigorous procedures to ensure strict compliance with our policies. All newly hired employees undergo induction sessions, and accredited business partners in our supply chain are informed of our policies. All parties must acknowledge their understanding and acceptance of the COBE and ABC policies through signed confirmation. Additionally, checks and balances are in place across relevant operations to prevent corruption and bribery incidents. To further strengthen this area, the Head of Corporate Compliance and Control conducted ABC/COBE training programs during the financial year.
<b>Grievance Channel</b>	The Whistleblowing Policy provides a platform for all stakeholders to report grievances and actual or suspected misconduct. The policy outlines the steps for making a confidential report, and each case will be handled according to established procedures. Both the policy and the procedure are published on our corporate website.



## SUSTAINABILITY STATEMENT

### Supplier Transparency and Ethics

Accredited suppliers and contractors receive copies of our policies as part of our onboarding process. They are informed of the procedures relevant to their roles and responsibilities. Our purchasing personnel are trained on the Group's COBE and ABC Policy to ensure they adhere to the highest standards of behaviour in their business dealings. Suppliers seeking to raise concerns or report improper conduct can utilise our whistleblowing platform.

### Anti-Corruption Performance Data

Anti-Corruption Training
Training Topics
Anti Rasuah Bagi Sesebuah Organisasi & Taklimat Seksyen 17A Akta SPRM 2009 (SPRM)
Anti-Bribery & Anti-Corruption Training

#### Employees who have received training on anti-corruption FY2024

78

Employees<sup>1</sup> "Exclude daily rated workers" who have received training

FY2023: 108 employees  
FY2022: 67 employees



### Risk Management

As businesses evolve, companies must proactively plan for the potential consequences of global and national sustainability challenges, including climate change, health disruptions, geopolitical shifts, technological advancements, and emerging business models.

100 %

Of our operations assessed for corruption-related risks FY2024



ZERO

Number of confirmed incidents of corruption and action taken in FY2024



The Group's sustainability risk management identifies risks and opportunities to guide the integration of material matters in our organisation and create positive impacts. By examining scenarios and anticipating potential challenges, sustainable risk management helps us identify opportunities, address challenges, and position ourselves to overcome the most pressing issues facing our business and industry.

In case of a crisis, our management is prepared to effectively address existing problems and avoid project miscalculations.

For more detailed information on our risk management, please go to the Section: Our Approach to Sustainability, subsection sustainability risk management of this statement.

<sup>1</sup>"Exclude daily rated workers"

## SUSTAINABILITY STATEMENT

Indicator	Measurement Unit	2024
<b>Bursa (Data privacy and security)</b>		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
<b>Bursa (Supply chain management)</b>		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	88.48
<b>Bursa (Water)</b>		
Bursa C9(a) Total volume of water used	Megalitres	12.310000
<b>Bursa (Energy management)</b>		
Bursa C4(a) Total energy consumption	Megawatt	5,094.73
<b>Bursa (Health and safety)</b>		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	101
<b>Bursa (Labour practices and standards)</b>		
Bursa C6(a) Total hours of training by employee category		
Senior Management	Hours	45
Management	Hours	314
Executive	Hours	525
Non-executive	Hours	201
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	69.00
Bursa C6(c) Total number of employee turnover by employee category		
Senior Management	Number	0
Management	Number	1
Executive	Number	16
Non-executive	Number	1
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
<b>Bursa (Diversity)</b>		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Senior Management Under 30	Percentage	0.00
Senior Management Between 30-50	Percentage	25.00
Senior Management Above 50	Percentage	75.00
Management Under 30	Percentage	0.00
Management Between 30-50	Percentage	72.00
Management Above 50	Percentage	28.00
Executive Under 30	Percentage	19.00
Executive Between 30-50	Percentage	78.00
Executive Above 50	Percentage	3.00
Non-executive Under 30	Percentage	25.00
Non-executive Between 30-50	Percentage	73.00
Non-executive Above 50	Percentage	2.00



# SUSTAINABILITY STATEMENT

Indicator	Measurement Unit	2024
<b>Gender Group by Employee Category</b>		
Senior Management Male	Percentage	100.00
Senior Management Female	Percentage	0.00
Management Male	Percentage	89.00
Management Female	Percentage	11.00
Executive Male	Percentage	74.00
Executive Female	Percentage	26.00
Non-executive Male	Percentage	45.00
Non-executive Female	Percentage	55.00
<b>Bursa C3(b) Percentage of directors by gender and age group</b>		
Male	Percentage	86.00
Female	Percentage	14.00
Under 30	Percentage	0.00
Between 30-50	Percentage	0.00
Above 50	Percentage	100.00
<b>Bursa (Community/Society)</b>		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	115,731.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	7
<b>Bursa (Anti-corruption)</b>		
<b>Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category</b>		
Senior Management	Percentage	75.00
Management	Percentage	50.00
Executive	Percentage	56.00
Non-executive	Percentage	55.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0