SUSTAINABILITY STATEMENT



Driving Change Through Sustainability

At Carimin Group of Companies ("Carimin" or "the Group"), sustainability is integral to our business strategy, shaping how we grow, compete and create value. We anticipate change and seize opportunities, while continuously strengthening governance, building resilience, fostering stakeholder trust and advancing sustainable industry growth. This ensures the value we create extends beyond the Group, benefiting our employees, communities, partners and shareholders alike.

As we move forward, we remain focused on managing our sustainability responsibilities with accountability and foresight, building a business that thrives today while contributing meaningfully to a sustainable future.

Reporting Scope and Boundary

The disclosure featured within this Statement encompass our business activities and operations from 1 July 2025 to 30 June 2026 ("FY2026").

Framework and Guidelines

This Statement has been prepared in accordance with the Bursa Malaysia Securities Main Market Listing Requirements and the Sustainability Reporting Guide (3rd) Edition. Our disclosures are guided by these frameworks:

a) International Financial Reporting Standards ("IFRS")
b) Global Reporting Initiative (GRI) Standards
c) United Nations Sustainable Development Goals ("UN SDGs")

Enhancing Data Integrity

All data presented in this Statement have been internally verified by the respective Head of Departments to ensure accuracy and integrity. The information presented has also been reviewed by key senior management and Board members.

Contact Us

We welcome feedback and inquiries related to our Statement at esg@carimin.com

Memberships and Associations

Carimin's partnerships with professional associations foster collaboration and facilitate the adoption of best practices in health and safety, human rights, workforce development and industry training.

- Malaysian Employers Federation ("MEF")
- Malaysian Oil, Gas & Energy Services Council ("MOGSC")
- Malaysian Gas Association ("MGA")
- Malaysian Petroleum Resources Corporation ("MPRC")
- Malaysia Shipowners' Association ("MASA")

FY2026 Sustainability Highlights

Zero work-related fatalities over three consecutive years	**Zero** environmental non-compliance	**Zero** complaints related to human rights violations	**Zero** incidents of corruption and bribery	**Zero** breaches to cybersecurity
9% reduction in employee involuntary turnover	**25%** reduction to Total GHG Emission across the Group	**97%** of total local procurement spending	**RM51,600** was invested to support around 324 beneficiaries	**2,278,630** of total safe manhours

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Our Sustainability Framework

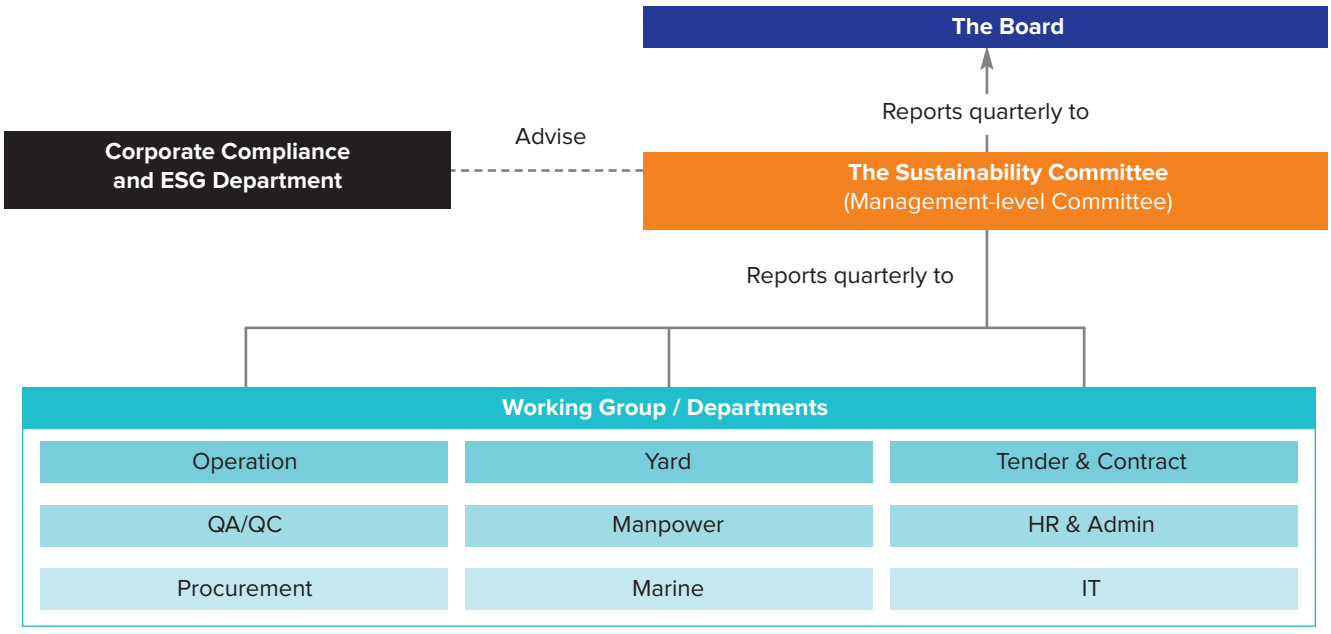
Our sustainability framework is anchored on four pillars: Economy, Environmental Health & Safety, Community and Governance. It guides us in driving responsible growth, strengthening market leadership, upholding regulatory compliance, fostering robust partnerships and prioritising workplace safety. With good governance, we deliver enduring value, serve clients with excellence and support the well-being of communities.

ECONOMY	ENVIRONMENTAL, HEALTH AND SAFETY	COMMUNITY	GOVERNANCE
• Contribute to national and local economic growth • Strengthen market leadership in delivering technical, engineering and support services within the oil and gas industry • Maintain business continuity amid health, economic and political challenges	• Uphold environmental protection and comply with the applicable environmental laws and regulations • Align with the national environmental agenda	- Build enduring and meaningful relationships with stakeholders - Grow alongside our business partners - Support community well-being while serving clients with excellence	- Promote ethical business conduct, transparency and compliance with applicable laws and regulations - Uphold strong governance practices to maintain trust and demonstrate leadership

Sustainability and Climate Governance

FY2026, we continue to strengthened our governance and accountability by embedding climate oversight and sustainability risks into our responsibilities from Board level, all the way down to the Working Groups.

The Board sets the Group's sustainability and climate strategic direction and has oversight of the Group's sustainability and climate-related matters, supported by management in implementing sustainability initiatives, monitoring performance and responding to evolving regulatory requirements.



The Board 	• Provides strategic direction and oversight on climate, sustainability and governance-related matters, including consideration in the Group's long-term planning • Oversees the management on sustainability-related risks and opportunities, and ensures accountability for performance and compliance with applicable regulatory requirements
Sustainability Committee ("SC") 	• Supports the Board in strengthening sustainability governance and lead its related sustainability strategies and policies • Oversees the Group's sustainability strategy, compliance and reporting, ensuring alignment with Bursa Malaysia and other adopted standards • Reviews sustainability targets and performance • Tracks progress against sustainability targets, reviews disclosures and ensures consistency across reporting periods • Coordinated the managements of relevant sustainability and climate-related risks and opportunities recorded in the Group's Enterprise Risk Management ("ERM") framework
Corporate Compliance & ESG Department 	• Oversees compliance, governance and sustainability frameworks to ensure alignment with Bursa Malaysia requirements and international sustainability standards • Advises and supports the Board and Sustainability Committee on climate and sustainability-related compliance, reporting and initiatives • Coordinates the development, implementation and enhancement of climate and sustainability policies and initiatives across the Group • Coordinates ESG data collection and reporting and improves data quality to support assurance readiness • Drives internal sustainability communication, initiatives and employee engagement programmes to enhance awareness, accountability and continuous improvement across the Group
Departments/Functions 	• Supports cross-functional and working-level execution of climate and sustainability initiatives by appointed representatives • Provides Environmental, Social and Governance data and functional updates • Liaise with the Corporate Compliance & ESG Department to coordinate reporting and prepare towards assurance readiness

Sustainability Risk Management

Within the Group, the Board and the Management team share responsibility for risk management. Our Risk Management Policy and Framework adopts an enterprise-wide approach to managing sustainability risks, ensuring they are integrated into every decision-making process.

Moreover, the Group's Enterprise Risk Management ("ERM") framework is aligned with international standards such as ISO 31000 and the Committee of Sponsoring Organizations of the Treadway Commission ("COSO"), enabling us to systematically identify, assess and address risks and opportunities. This approach strengthens our ability to manage sustainability risks effectively, supporting the Group's long-term resilience and sustainable growth.

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Building Trust with Stakeholders

Stakeholder	Key Concerns	Material Matters	Our Response	Engagement Channels	Engagement Frequency
Shareholders and Investors 	Economic performance	Business Strategy and Performance	a) Strengthening business strategy b) Profit & dividend performance sharing	• Annual report • Corporate website • AGM/EGM meetings • Email • Investor briefings	Annually, when needed
	Ethical obligations	Governance, Compliance and Ethics	a) Adopting best practices in corporate governance b) Complying with Bursa Malaysia's listing requirements		
	Timely and transparent disclosure of financial and non-financial information		a) Strengthening business strategy b) Implementing strategic	• Corporate website • Internal meetings and reviews	
Financial Institutions 	Economic performance	Business Strategy and Performance	a) Strengthening business strategy b) Implementing strategic capital management initiatives	• Corporate website • Internal meetings and reviews • External meetings with relevant bodies • Seminars, conferences and events	Quarterly, Annually, when needed
	Business strategies				
Government and Regulators 	Climate change adaptation measures	Climate Change	a) Improving the GHG emissions data quality b) Embedding climate-consideration into Group's Enterprise Risk Management	• Annual report • Bursa LINK • Internal meetings and reviews • Seminars and conferences	Annually, when needed
	Anti-Bribery and Corruption	Governance, Compliance and Ethics	a) Providing annual employee Anti-Bribery and Corruption training and awareness b) Complying with laws and regulations including related to duty, tax and stamp duty c) Maintaining valid permits and licences d) Transitioning to E-invoicing system	• Annual report • Bursa LINK • Corporate website • Meetings and audit by authority body	
	Ethical business practices				

Stakeholder	Key Concerns	Material Matters	Our Response	Engagement Channels	Engagement Frequency
Employees	Health and safety at workplace	Occupational Health & Safety	a) Adhering to the Occupational Safety and Health Act ("OSHA") and its amendments b) Ensuring periodic medical examination for employees in high-risk exposure roles c) Maintaining occupational hygiene monitoring related to noise, chemical exposure and air quality d) Providing emergency medical response plan with trained first aider e) Conducting induction and health awareness training for employees	• Annual report • Bursa LINK • Internal meetings and reviews • Performance reviews • Awards and recognitions • Internal communications including surveys, awareness session and monthly newsletter	Weekly, Monthly, Annually, when needed
	Career development	Talent Retention, Employee Welfare	a) Providing training for employees b) Implementing succession planning initiatives c) Revising Human Resource policies and procedures d) Maintaining competitive salary and remuneration packages	• Internal announcement and communications • Performance reviews	Annually, when needed
	Job security				
	Well-being and mental health		a) Promoting flexible working hours b) Organising employee gatherings during festive season c) Organising employee events and activities	• Internal sessions and communications	
	Anti-Bribery and Corruption	Governance, Compliance and Ethics	a) Providing annual employee Anti-Bribery and Corruption training and awareness		
	Digitalisation	Digitalisation	a) Ensuring regular data backups and vulnerability assessment b) Updating incident response and disaster recovery plan c) Conducting cybersecurity awareness training	• Internal sessions and communications • Internal meetings and reviews	

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Stakeholder	Key Concerns	Material Matters	Our Response	Engagement Channels	Engagement Frequency
Customers	Health, Safety and Environmental compliance	Occupational Health & Safety	a) Adhering to the Occupational Safety and Health Act ("OSHA") and its amendments b) Attaining ISO 9001 certification and other relevant quality certifications c) Improving HSE performance and targets	• Internal meetings and reviews • External meetings with customers • Awards and recognition • Customer service interactions • Industry conferences and networking • Company website	Monthly, Quarterly, Annually, when needed
	Service quality and delivery	Business Strategy and Performance, Customer Satisfaction			
	Anti-Bribery and Corruption	Governance, Compliance and Ethics	a) Informing the latest Anti-Bribery and Corruption policy and relevant procedures in place b) Promoting the whistleblowing platform for external c) Providing annual employee Anti-Bribery and Corruption training and awareness d) Maintaining valid permits and licences	• External meetings with customers • Corporate website • Email • References and tender submission to customers	Annually, when needed
	Ethical business practices				
	Economic performance	Business Strategy and Performance	a) Sharing of best products and services offered b) Providing competitive price and value for project	• Annual report • Corporate website • Email • Tender submission to customers • Industry conferences and networking	When needed
	Emissions data management	Climate Change	a) Deploying Environmental Management Plan (EMP) at sites and project b) Proper waste management at the sites c) Deploying qualified environmental personnel at site d) Conducting environmental monitoring related to air, water and noise when required e) Tracking compliance with authorities and statutory	• Annual report • Email • Bursa CSI Platform • Bursa LINK • Meetings and audit by authority body	Annually, when needed

Stakeholder	Key Concerns	Material Matters	Our Response	Engagement Channels	Engagement Frequency
Community 	Community welfare and engagement	Community Engagement	a) Prioritising local hiring and sourcing b) Upholding Corporate Social Responsibility Commitments c) Investing in community programs	• Annual report • Bursa LINK • Corporate Social Responsibility Investment • Internal communications	Annually, when needed
	Environmental impact	Environmental Protection	a) Upholding Corporate Social Responsibility Commitments b) Investing in biodiversity programs		
	Human rights	Governance, Compliance and Ethics, Human Rights	a) Upholding the Human Rights Policy		
Suppliers and Contractors 	Health and safety compliance	Occupational Health & Safety	a) Mandatory compliance to adhere to the Occupational Safety and Health Act ("OSHA") and its amendments for all suppliers and contractors	• Annual report • Announcement to Bursa Malaysia • Email • Internal meetings and reviews • External meetings and reviews	Annually, when needed
	Ethical business practices	Supply Chain	a) Upholding the Code of Conduct and Business Ethics ("COBE") and performing counterpart due diligence b) Responding to litigation matters	• Annual report • Announcement to Bursa Malaysia • Email • Internal meetings and reviews • External meetings and reviews	Annually, when needed

Shaping Value Through Materiality Matters

The Group retained the material sustainability matters identified through its FY2024 materiality assessment for FY2026 reporting. These matters remained the most significant to our operations and stakeholders. Moving forward, we will review our material matters in FY2027 to reflect our progress in aligning with emerging regulations such as IFRS S1 and S2 and incorporate the enhancements we have for our own internal ESG management.

Step 1:
Identification

Topics are identified based on industry expectations, trends, internal policies, regulatory requirements and global standards.

Step 2:
Prioritisation

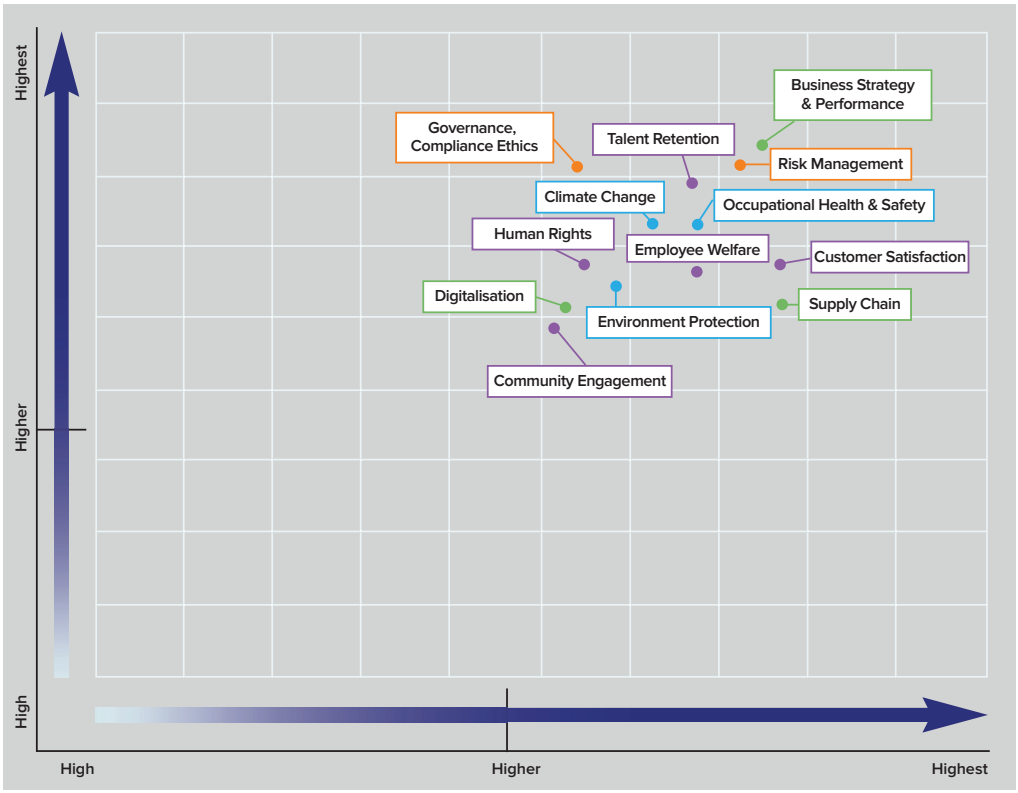
Topics are assessed and ranked based on double materiality approach, which involves financial and impact materiality.

Step 3:
Stakeholder Engagement

Prioritised topics are reviewed and validated through stakeholder and expert engagement sessions via physical session and survey form.

Step 4:
Validation and Approval

The final and updated material matters are validated by senior management and Board members to ensure alignment with company's strategic direction.



Material Matters	Commitments	FY2026 performance
MM1: Business Strategy and Performance	Explore diversification opportunities beyond oil and gas and contribute to environmental and operational sustainability	Recorded a 50% increase in Economic Value Retained
MM2: Digitalisation	Zero breaches to cybersecurity	Achieved zero breaches to cybersecurity
MM3: Supply Chain	Proportion of local spending greater than overseas	Achieved 97% of local procurement spending
MM4: Environmental Protection	Zero incidents of environmental non-compliance	Achieved zero environmental non-compliance
MM5: Climate Change	Progress towards long-term net zero emissions by 2050	Recorded a 25% reduction to total GHG Emission across the Group
MM6: Occupational Health & Safety	Zero Lost Time Injury Rate ("LTIR") Zero incidents of health and safety non-compliance	Achieved zero LTIR and incidents of health and safety
MM7: Talent Retention and Development	Strengthen employee retention by 2030	Achieved a 19% decrease in employee involuntary turnover
MM8: Human & Labour Rights	Zero substantiated complaints on human rights violations	Achieved zero complaints related to human rights violations
MM9: Employee Welfare	Provide well-being support to all employees by 2026	Provided all well-being support to all employees
MM10: Customer Satisfaction	To strengthen customer satisfaction through continuous QAQC practices Maintain ISO 9001:2015 certification with zero major non-conformities	Maintained ISO 9001:2015 certification with zero major non-conformities
MM11: Community Engagement	Enhance community contributions/ engagement through volunteering and charitable support	Invested RM51,600 towards community initiatives
MM12: Governance, Compliance, Ethics	Zero incidents of corruption and bribery	Achieved zero incidents of corruption and bribery
MM13: Risk Management	Conduct annual Enterprise Risk Management (ERM) reviews to identify, assess, and mitigate key business and sustainability risks	Conducted annual ERM review, incorporating climate-related risk and impact considerations

VALUE FOR BUSINESS | ECONOMY

Our focus is on keeping the company resilient and competitive. We look at how we create value through strong operations, adapting to market shifts, and protecting our digital systems.

Material Matters	IFRS Risk & Opportunities	UN SDGs
• Business Strategy and Performance • Digitalisation • Supply Chain	• Market volatility • Digital disruption • Operational continuity	

BUSINESS STRATEGY AND PERFORMANCE

The impact

As one of Malaysia's key oil and gas players, resilience in business strategy is vital to keep our operations steady and competitive. We face challenges such as oil price swings, stricter regulations, and the global shift toward cleaner energy.

For us, resilience means preparing for these changes, protecting our digital systems, and ensuring our operations run smoothly. Value creation goes beyond financial results - it includes reliable energy supply, strong risk management, and adapting to new market demands. We aim to safeguard continuity and build long-term value for shareholders, employees, communities, and the nation.

Our Performance

Data	FY2026 RM'000	FY2025 RM'000	FY2024 RM'000
Direct Economic Value Generated (Revenue)	236,103	229,518	310,736
Economic Value Distributed:			
a) Operating costs	206,323	204,800	260,467
b) Employee wages and benefits	9,955	12,153	13,583
c) Payments to providers of capital	1,548	1,490	888
d) Payments to government by country	6,640	3,289	6,991
e) Community Investments	55	56	116
Economic Value Retained	11,582	7,730	28,691

DIGITALISATION

The impact

Digital strength is critical to keep our operations secure and consistent. We recognise digitalisation as a driver of efficiency and industry competitiveness, adopting digital tools and solutions to enhance our operations, communication and collaboration with clients, suppliers and partners. We will continue to strengthen our IT infrastructure and equip employees with digital skills to meet evolving industry needs. Our marine systems and offshore support are vital to clients, and protecting these platforms from disruption is part of safeguarding business continuity.

Our Initiatives

Complying to Personal Data Protection Act ("PDPA") 2010
The Group adheres to the Personal Data Protection Act ("PDPA") 2010 and its amendments, which safeguard our data and the personal information of our clients, employees and business partners.

Server and licenses for cybersecurity software
The Group maintains cybersecurity software licences, which are renewed annually as part of our IT security arrangements.

Cybersecurity awareness training to employees
Cybersecurity awareness training is designed to educate our employees on how to identify, prevent and respond to cyber threats that could compromise the company's data, systems, and operations.

Our Performance

Data	FY2026 number	FY2025 number	FY2024 number
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

SUPPLY CHAIN

The Impact

Our supply chain plays a vital role in creating shared economic value across the oil and gas ecosystem. We engage local vendors and service providers to strengthen business continuity while generating employment and capacity-building opportunities within local communities. We prioritises local vendors to support national industry growth while ensuring ethical procurement. All appointed vendors undergo due diligence checks to confirm company registration validity and verify that their shareholders and directors have no records in the Malaysian Anti-Corruption Commission's ("MACC") Corruption Offenders Database.

Our Initiatives

Aligning with Client ESG Priorities
We recognise that our clients increasingly expect strong ESG performance as part of their business partnerships. To meet these expectations, we promote:

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Transparent reporting

Provide clear disclosures aligned with international standards for better client confidence.



Responsible operations

Managing GHG data and environmental impacts, upholding ethical practices across our supply chain.



Collaborative engagement

We open to work closely with clients and suppliers to address sustainability priorities from climate transition.



Continuous improvement

We regularly reviewing our ESG practices to meet regulatory changes and evolving market expectations.

Moving forward

To support supply chain practice, we plan to include ESG criteria into our new supplier's questionnaire starting the next reporting period.

Our Performance

Data	FY2026 %	FY2025 %	FY2024 %
Total procurement spending on local suppliers	97	96	88
Total procurement spending on foreign suppliers	3	4	12

VALUE FOR PLANET | ENVIRONMENTAL, HEALTH AND SAFETY

We aim to build a sustainable end-to-end value chain for our services by advancing climate action, improving resource management and adopting responsible environmental practices across our operations. These priorities help us meet regulatory and client expectations, balance operational efficiency with long–term sustainability, ensuring that our business remains competitive, trusted, and aligned with the evolving energy landscape.

Material Matters	IFRS Risk & Opportunities	UN SDGs
• Climate Change • Environmental Protection • Occupational Health and Safety	• Operational continuity risk • Physical climate impact • Resources management • Transition risk	

CLIMATE CHANGE

The Impact

Globally, climate change presents growing risks and challenges for businesses, particularly in the energy sector. As a Group 2 Bursa Malaysia listed company, we are aligning our reporting to the requirements of IFRS S1 and S2 sustainability disclosure standards, which provide a framework for reporting sustainability-related risks and opportunities, including those related to climate change for us to remain competitive in the international energy market.

Our focus is on reducing emissions and preparing for a lower–carbon future. By improving energy efficiency and logistics, adopting better operational practices, and responding to evolving carbon regulations, we aim to strengthen compliance while addressing rising physical climate and transition risks. These actions help safeguard client trust, enhance resilience, and position us to deliver reliable services in line with evolving global sustainability expectations.

IFRS S2

Climate Change Risks 	• Policy and Legal Risk: Stricter emission reporting requirements and evolving national and international regulations on fossil fuels. • Technology Risk: Higher costs associated with the adoption of lower-emission technologies. • Market Risk: Shifts in consumer preferences and demand towards alternatives to fossil fuels. • Reputational Risk: Increased stakeholder concerns if climate change is not addressed. • Physical Risk: Extreme weather events such as typhoons, may disrupt operations.	**Potential Transition & Physical Risks** 	• Global and national policies are prioritising climate change mitigation. • The 13th Malaysia Plan (2026-2030) emphasises transitioning to renewable energy to reduce emissions and meet regulatory standards. • Malaysia is currently in a typhoon-free zone, but climate change could increase the risk of typhoons, impacting the safety of our people and operations. • Climate change may also affect employee health and safety, leading to higher healthcare costs, increased insurance coverage and reduced manpower availability.
Climate Change Opportunities 	• Resource Efficiency: Adoption of energy-efficient technologies improves operational performance and reduces costs. • Energy Sources: Renewable energy may offers growth potential, supported by government policy incentives. • Access to New Markets: Robust sustainability practices may enhance competitiveness in international markets, while diversification into alternative energy services and products creates new business opportunities (i.e. expanding into renewable energy services).	**Identified Transition & Physical Opportunities** 	• Operating costs can be reduced through efficiency gains while government incentives help offset the cost of solar power installation and utility payments. • The Group plans to implement conservation and efficiency programmes to lower emissions and minimise resource wastage. • In the longer term, we are exploring opportunities to transition into cleaner energy business segments (i.e. renewable energy, green hydrogen).

Our Performance

GHG Emissions
Carimin incorporates emission management into our business strategy to support Malaysia's net zero ambitions and PETRONAS' net zero pathway. We aim to establish clear and measurable targets to progressively reduce our emissions, while balancing operational growth with long-term environmental sustainability. We are also enhancing our Scope 1, 2, and 3 emissions data in preparation for future reporting and assurance requirements under the NSRF in 2029.

For FY2026, our Scope 1 decreased by approximately 56%, primarily due to lower vessel activity following the sale of Acacia in September 2025.

Our Scope 2 increase by approximately 9% due the inclusion of an additional electricity usage due to expanding project offices. To ensure electricity consumption remains efficient, we continue to monitor our electricity usage trends monthly.

Our Scope 3 data increase by approximately 28%, primarily driven by higher project–related travel to East Malaysia. This rise reflects the commencement of new projects in these regions, which required additional mobility and logistical support.

Data	FY2026 tCO_2e	FY2025 tCO_2e	FY2024 tCO_2e
Scope 1	439.12	1,007.06	1,334.19
Scope 2	282.30	258.00	329.91
Scope 3 (business travel and employee commuting)	537.60	418.42	363.31
Total GHG Emissions	1,259.02	1,683.48	2,027.41

Energy Consumption

Data	FY2026 megawatts	FY2025 megawatts	FY2024 megawatts
Total Energy Consumed	1,862.37	3,846.38	5,094.73

ENVIRONMENTAL PROTECTION

The Impact

Managing resources responsibly while protecting the ecosystems is an important part of our operations. By reducing waste, improving material efficiency, pollution prevention, we aim to minimise our environmental impact and protect the ecosystems surrounding our operations. These efforts help us meet regulatory requirements and client expectations, manage operational risks strengthen long–term business resilience.

Our Initiatives

Spillage Emergency Kit
All of our and marine vessels are equipped with spill kit packages as part of emergency preparedness. Personnel are trained to respond effectively to spillage incidents, ensuring safe handling, rapid containment, and compliance with environmental protection standards.

Environmental Monitoring Plan
Environmental monitoring is conducted throughout project execution to ensure emissions remain within acceptable limits and do not degrade environmental quality. An Environmental Management Plan (EMP) is implemented to oversee waste segregation and track environmental performance indicators.

In addition, a monthly environmental site inspection checklist is carried out, covering:
- Erosion and sediment control
- Water quality and drainage
- Air quality, noise and vibration levels
- Waste management
- Housekeeping and safety
- Environmental monitoring and auditing including sampling and analysis conducted by accredited laboratory.
- Site management

This approach ensures proactive identification of risks, compliance with environmental standards, and continuous improvement in project sustainability performance.

Emergency Response Plan
Key scenarios addressed under the Emergency Response Plan during project execution include:

- Fire emergency
- Rescue from confined space
- Radiation accident
- Stormy weather
- Flooding
- Oil/Chemical spillage
- Landslide or slope failure
- Electrocution
- Gas release
- Machinery toppling

Regular toolbox sessions covering energy conservation and waste management are also conducted, ensuring all employees and contractors remain informed and prepared.

Our HSE Consequences Management Procedure provides clear guidance on the implementation and addressing the non-compliance of HSE rules. This framework informs employees and contractors, including sub contractors, agents, and project personnel, and helps prevent the recurrence of unsafe behaviours in the workplace.

Marine Vessel Environmental Compliance Baseline
All of our company–owned and chartered vessels comply fully with MARPOL Annex VI Regulation 14, maintaining sulphur content below 0.50% m/m globally and 0.10% m/m in Emission Control Areas. Compliance is supported through proper documentation, continuous monitoring, and regular crew training on:

- Ship Energy Efficiency Management Plan
- Prevention and Control of Marine Pollution
- Energy Efficiency Regulations for Ships

Waste Management
We recognises the environmental impacts of material consumption and waste generation. As project materials are supplied by our clients, unused and recyclable materials are returned for proper recycling upon completion. Our waste management approach focuses on optimising material consumption, reducing unnecessary consumption and promoting responsible resource practices across our operations. Scheduled or hazardous waste is clearly labelled information on its contents, hazard warnings and handling instructions. Containers of hazardous chemicals display warning signs in line with international standards, while controlled materials include Safety Data Sheets ("SDS"), outlining handling, storage, prevention and emergency measures. Non-scheduled waste comprises domestic and office waste.

Biodiversity
Carimin's core activities focus on onshore/offshore maintenance and hook up and commissioning support services within designated industrial zones. These operations do not involve large scale land clearing, deforestation, or habitat alteration - the primary drivers of biodiversity loss.

Even so, we remain committed to safeguarding biodiversity where we operate. Guided by our Environmental Policy, we allocate resources to protect land and water and assess potential biodiversity risks within our operational control. Annual sustainability risk assessments under the Group's ERM framework help us identify and address possible impacts at current and future sites, with remediation or restoration measures implemented where necessary.

In FY2025, the Group recorded no negative impacts on biodiversity and not aware of presence of International Union for Conservation of Nature ("IUCN") listed threatened species within areas affected by our activities.

Our Performance

Data	FY2026 mt	FY2025 mt	FY2024 mt
Total waste generated in operation	60.02	191.55	89.71
Total waste diverted from disposal	0	37.72	4.7
Total waste directed to disposal	60.02	153.83	85.01

Data	FY2026 megalitres	FY2025 megalitres	FY2024 megalitres
Total water consumption	6.58	8.44	12.31

Data	FY2026 number	FY2025 number	FY2024 number
Number related to incidents of environmental non-compliance	0	0	0

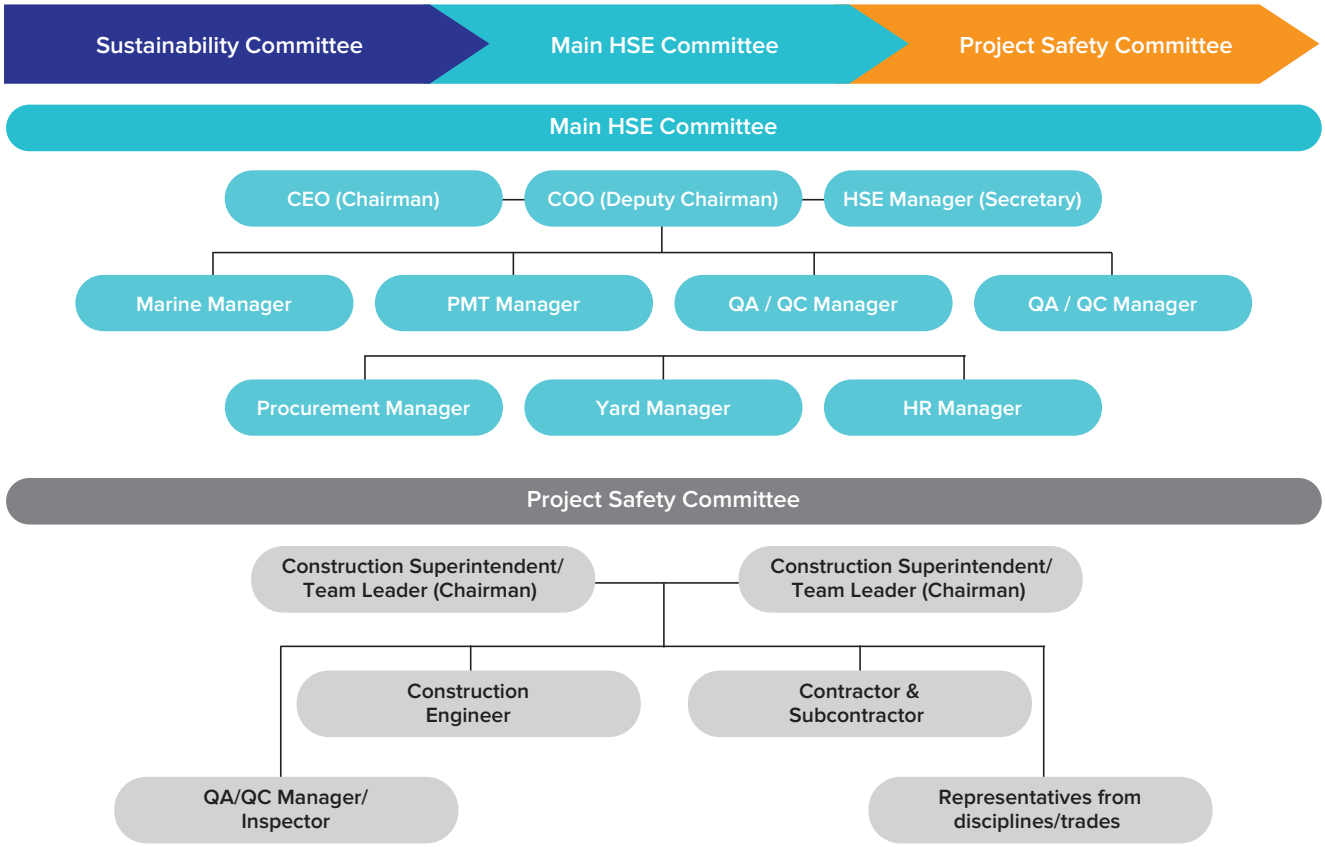
OCCUPATIONAL HEALTH AND SAFETY

The Impact

Maintaining safe working conditions is central to how Carimin operates. By complying with the Occupational Safety and Health Act 2002, regular training, and appropriate safety measures measures, we aim to reduce risks and protect our workforce. These practices help prevent incidents, keep operations running smoothly, and demonstrate to clients and regulators that safety is treated as a core business responsibility. A strong safety framework also supports employee confidence and retention, reinforcing long-term operational stability.

Health, Safety and Environment ("HSE") Governance
Our HSE Committee serves as the bridge between management and employees in addressing HSE related matters to promote HSE Excellence. The committee chaired by the Managing Director to oversees strategy, compliance and protocol reviews and is responsible for workplace safety, accident prevention and environmental protection.

At the operational level, a Project Safety Committee is formed at each site to manage day-to-day HSE implementation. These committees convene regularly to address site-specific safety programmes, incidents, legislative compliance and training, with performance updates reported to the Main HSE Committee.



HSE in Operation

The Group adopts an integrated approach to HSE management to protect people and the environment. We integrate safety protocols and environmental practices to reduce risks and enhance operational efficiency, ensuring our onshore/offshore maintenance and hook-up and commissioning services are delivered responsibly with minimal impact to stakeholders and the areas where we operate.

We ensure compliance with the following HSE regulations:

- Atomic Energy Licensing Act 1984
- DOE Guideline for Decommissioning of O&G Facilities in Malaysia
- Environmental Quality Act 1974
- Employment Act 1955
- Factories & Machinery Act 1967
- International Safety Management ("ISM") Code for the Safe Operation of Ships and for Pollution Prevention
- Occupational Safety & Health Act 2022
- Petroleum (Safety Measures) Act 1984

Carimin's HSE Rules and Guidelines:	HSE Competency and Training
• Emergency Response Plan • Journey Management Plan • Confined Space Emergency Rescue Plan • Consequence Management Procedure • Hazardous Substance Handling Procedure • Incident Notification & Investigation • Lifting Procedure • Waste Management Procedure • Hazardous Chemical Register	• Environmental Policy • Drugs and Alcohol Policy • Safety and Health Policy • Stop Work Policy • Housekeeping Policy • Safe Driving Policy • Preparedness plan for Covid-19

Carimin's HSE Practices:

- **Incident Reporting and Communication**
  The Group promptly investigates all incidents including injuries, accidents and fatalities to assess their severity and prevent recurrence. We also develop action plans and communicate new HSE regulations during meetings. Serious or repeated violations may result in disciplinary action, including dismissal.

- **U-SEE-U-ACT Programme**
  This programme aims to reduce accidents caused by human error by encouraging observers to implement corrective actions and submit recommendations anonymously. To enhance workplace safety, standardised safety signs are displayed at entrances and worksites to alert employees on potential hazards.

- **Job Hazard Analysis ("JHA")**
  JHA identifies and evaluates risks in ongoing and planned projects, prioritising high-risk jobs. Assessments are conducted by supervisors and reviewed by the Head of Department or Project Manager.

- **Emergency Response Plan ("ERP") and Emergency Response Team ("ERT")**
  The ERP outlines ERT roles and systems for mobilising emergency services to protect employees, communities, the environment and assets. Resources are regularly maintained to facilitate readiness for effective emergency response. Our latest Emergency Response Program (fire drill) conducted was in November 2025.

- **HSE Audit and Inspection**
  Audits and inspections measure the effectiveness of HSE practices. Workers implement annual audits, quarterly inspections and daily checks to maintain safe operations. Tools and equipment are regularly inspected while Group Compliance conducts periodic reviews.

- **Management HSE Visits**
  Management site visits strengthen HSE awareness through direct engagement, where managers observe practices, identify areas for improvements and encourage collaboration. Findings and action plans are shared, with corrective measures assigned to the responsible personnel.

FY2026 Highlights

MSOSH Award Recognition (Gold Class 2 Award) – Nov 2025

Our project team received an MSOSH Gold Class 2 Award from the Malaysian Society for Occupational Safety and Health (MSOSH) for PRESO Project, reflecting excellent performance in occupational safety and health performance.







HSE Promotion Programmes	SE Competency and Training
• HSE LeAD (Leadership by Area Demarcation) Walkabout • Maverick Safety Champion • MestiFit Program (promote health awareness during project execution) • Monthly HSE Awareness Campaign and Mass Toolbox • Monthly B5 Newsletter shared to MCM & HUC Shell • Emergency Response/ Drill Exercise • World Day for Safety and Health: Let's Ensure a Healthy Psychosocial Working Environment	• Emergency Response • Fire Watcher Working At Height (WAH) • Hazardous & Non-Hazardous Waste Management • Permit To Work • Rescue At Height • Safe Handling of Chemica • Tropical Basic Offshore Safety Induction and Emergency Training (T-BOSIET)

HSE FY2026 Key Events:

- Project Monthly Mass toolbox and 110,000 Manhours celebration – Oct 2025
- E-waste Housekeeping
- Construction Risk Assessment (CRA) Workshop
- Scenario Base Learning – Hand Glove Types
- Respect & Care Program – Love Letter to Family
- MestiFit Program – Pickle ball games
- Site Visit by Authorities:
  a) NADMA (Agensi Pengurusan Bencana Negara
  b) JKKP & Witness for Hydrostatic Testing
  c) KP Jabatan Landskap Selangor
  d) Atomic Energy Licensing Board (AELB)

HSE in Supply Chain
Our suppliers and contractors play a key role in delivering our services efficiently through their sustainability practices. To ensure alignment, we assess their compliance with our environmental and HSE Policies, supported by a HSE manual that outlines policies, SOPs, regulations and disciplinary measures related to pollution prevention, waste reduction, resource conservation and workplace safety. Carimin's suppliers especially who involved with high-risk activities undergo additional HSE intensive training programmes. We also monitor suppliers' adherence to HSE policies and practices through supplier conformance reports.

Our Performance

Data	FY2026 number	FY2025 number	FY2024 number
Number of employees trained on health and safety standards	80	38	101
Total number of manhours worked	2,278,630	2,528,881	2,056,490
Total number of work-related fatalities	0	0	0
Total number of work-related injuries	0	0	0

Data	FY2026 rate	FY2025 rate	FY2024 rate
Lost-Time Incident Rate ("LTIR")	0	0	0

Notes:
LTI: An injury is assessed to be a "Lost-time injury" when the injured cannot return for duty in the next shift or on the following day irrespective of whether the following are days off, off shift, weekends or public holiday.
LTIR: Number based on the total number of LTIs per one-million-man hours (total number of LTI x 1,000,000/total man hours)

VALUE FOR PEOPLE | COMMUNITY

Our operations are closely connected to the communities in which we work. By engaging transparently, supporting local initiatives, and creating opportunities through employment and skills development, we contribute to social stability and shared progress. These efforts strengthen community trust, enhance our reputation as a responsible partner, and ensure that our presence delivers benefits beyond business outcomes.

Material Matters	IFRS Risk & Opportunities	UN SDGs
• Human Rights • Talent Retention • Employee Welfare • Customer Satisfaction • Community Engagement	• Human Capital • Reputational risk • Regulatory compliance	

HUMAN RIGHTS

The Impact

Respecting human rights across our operations and supply chain is fundamental to responsible business conduct. By upholding fair treatment, preventing discrimination, and ensuring safe working conditions, we reduce legal and reputational risks while fostering trust among employees, clients, and communities.

Our Initiatives

Carimin's Human Rights & Labour Policy
We committed to respect the human rights of all our stakeholders and workers rights in accordance to laws and regulations of Malaysia and conventions ratified by Malaysia including those related to the International Labour Organisation ("ILO").

We do not condone the following:
- Use of Child Labour
- Forced or Slave Labour, Debt Bondage
- Human Trafficking
- Human Rights Abuses

We require all of our business partners and vendors to comply with this policy contractually. All employees and business partners are encouraged to highlight any issues or inconsistent behaviour via our whistleblowing reporting channel. Apart of that, we also support the core principles of the United Nations Universal Declaration of Human Rights.

Labour Practices and Standards
The Group adheres to Malaysian Employment (Amendment) Act 2022 and relevant labour and employment regulations in where we operate, enforcing fair labour standards and practices founded on integrity and respect in the workplace. In compliance with national laws and regulations, the Group observes the prescribed working hours, including provisions for overtime, rest periods and leave entitlements. We also support the rights of employees and workers to form or participate in associations such as trade unions and participate in collective bargaining.

Our Performance

Data	FY2026 number	FY2025 number	FY2024 number
Number of substantiated complaints concerning human rights violations	0	0	0

TALENT RETENTION

The Impact

Retaining skilled employees ensures continuity in expertise and strengthens organisational stability. We support this by offering fair benefits, promoting diversity, professional development opportunities, and a workplace that values engagement and respect. These measures reduce turnover, preserve institutional knowledge, and help sustain a capable workforce. In turn, this stability strengthens client relationships, ensures compliance with labour standards, and provides a reliable foundation for long term growth.

Training and Development
We provide internal and external training where the internal training is conducted for new hires, contractors, vendors and employees with new roles or responsibilities, while external training is delivered by third-party providers, institutions and government agencies.

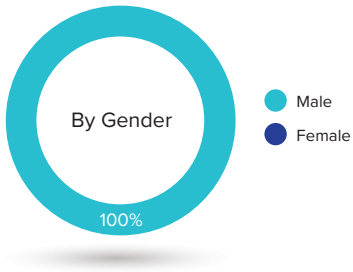
Employee training needs are identified through established procedures, including the Employee Needs Analysis ("ENA") and Training Needs Analysis ("TNA"). The ENA highlights areas for individual improvement, while the TNA focuses on strengthening skills and knowledge. Heads of Department set requirements during recruitment and annual reviews, adjusting them in line with business priorities, customer expectations, and regulatory changes. Annual training plans and budgets are prepared, and all sessions are evaluated to ensure effectiveness and continuous improvement.

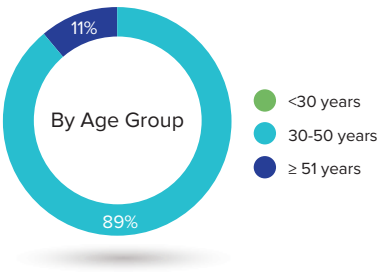
For FY2026, our employees been engaged for external training related to:

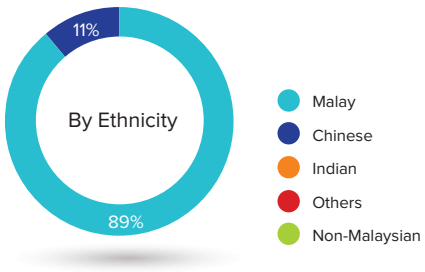
Training categories	Training programs
Safety & Operational Readiness	5
Compliance & Technical Skills	2
Sustainability & Climate Awareness	3
Legal & Governance	1
Health, Safety & Community Engagement	1

Workforce Diversity (FY2026)

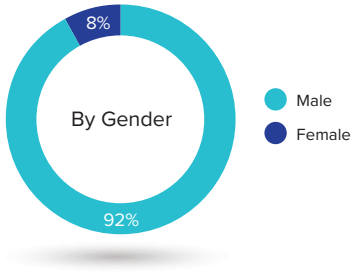
Senior Management

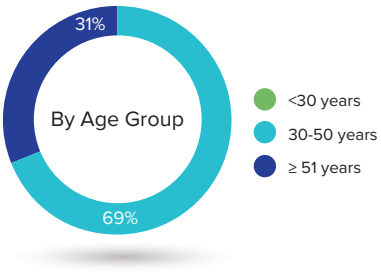


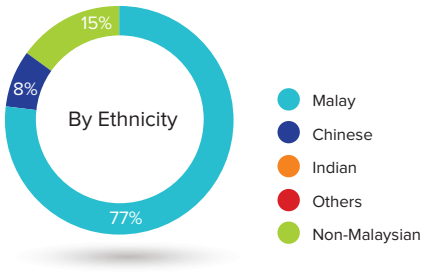




Management

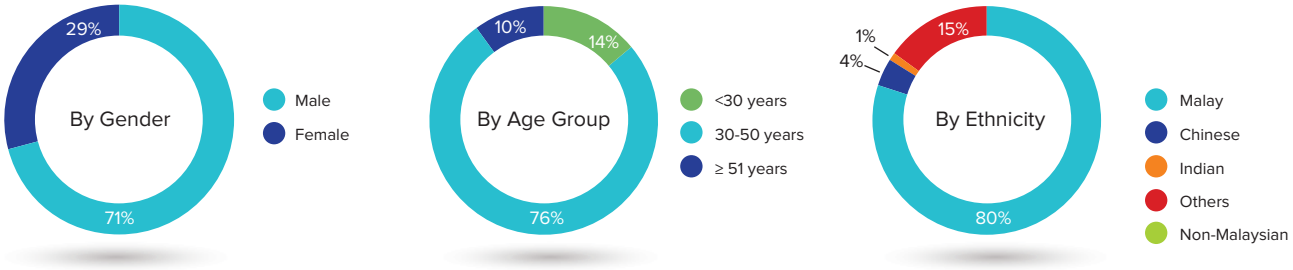




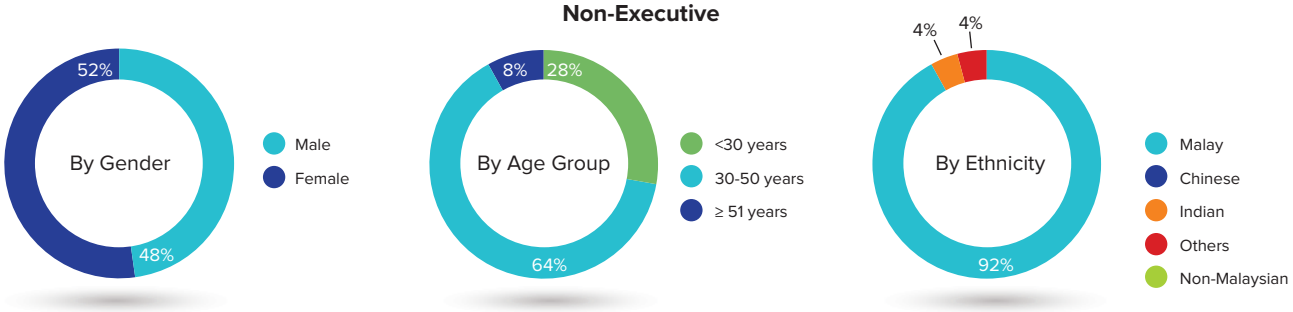


SUSTAINABILITY STATEMENT
cont'd

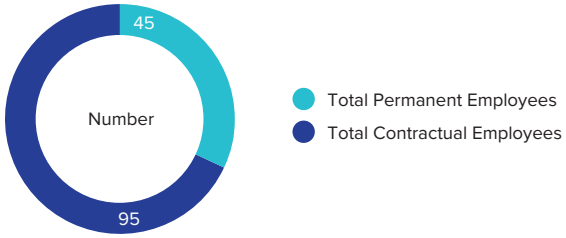
Executives



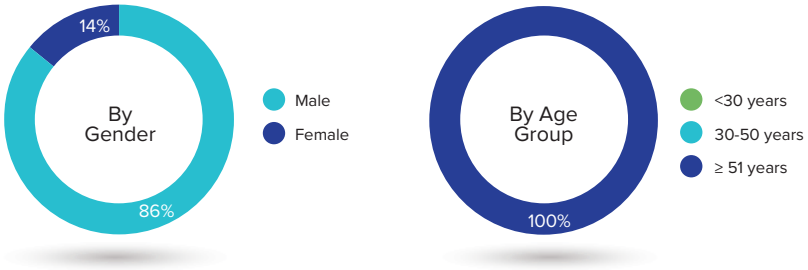
Non-Executive



Total Number of Employees (FY2026)

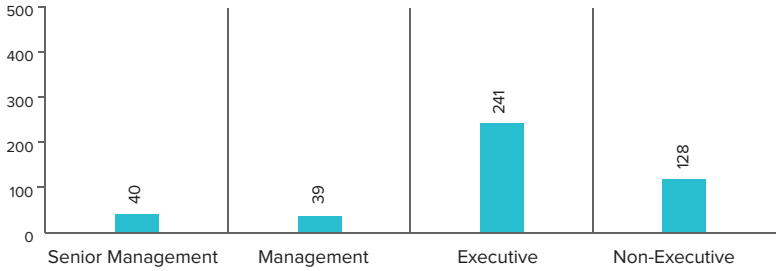


Director Diversity (FY2026)



Training Hours by Employee Category* (FY2026)

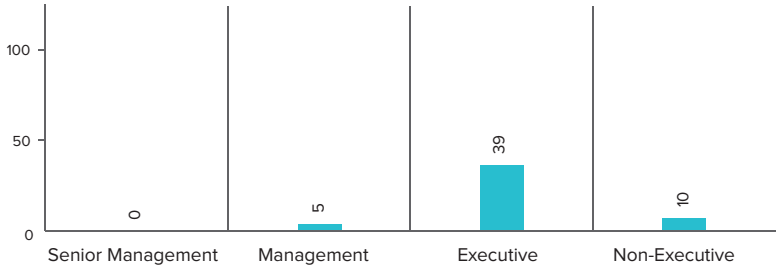
Total training hours
= 448 hours



* *For fixed term and permanent staff only.*

Employee Turnover (involuntary) (FY2026)

total employee turnover (involuntary)
54 peoples



Notes :
1. Senior Management referring to C-suite Executive, Senior General Manager, General Manager and Senior Manager positions.
2. Management referring to Manager and Assistant Manager positions.
3. Executive referring to Senior Executives and Executives positions.
4. Non-executive referring to employees' below Executive level.

EMPLOYEE WELFARE

The Impact

We place importance on creating a safe and supportive work environment. Fair benefits, health programs, and proper working conditions help reduce absenteeism and workplace risks. These measures keep operations steady, build employee confidence, and ensure compliance with labour requirements, providing a reliable base for long–term performance.

Our Initiatives

Remuneration and Benefits
Our remuneration and benefits are structured to reflect merit and individual performance, emphasising a culture of accountability and excellence. Performance reviews form the basis for evaluating contributions, ensuring rewards are fair, transparent and aligned with individual achievements and the Group's operational objectives.

Given the unique demands of the oil and gas sector, Carimin's offshore and onshore work schedules are aligned with regulatory and operational requirements, including a 4:1 leave ratio for offshore employees.

Leave Entitlement	Health Benefits	Financial Benefits/Allowances
o Maternity/paternity o Marriage o Compassionate o Offshore o Religious o Annual o Medical	o Health and medical insurance o Annual health screening o Outpatient treatment	o Offshore o Training/business trip allowance o Daily outstation allowance o Compassionate and celebratory contributions o Performance commendation rewards o Annual bonus

Employee Engagement

Carimin's Get Together – Lunch at KL Office | 24 April 2026

The lunch gathering at the Kuala Lumpur Office was held to celebrate Hari Raya Aidilfitri and colleagues' birthdays, bringing everyone together to strengthen team spirit and foster closer connections across departments. It provided a joyful opportunity to unwind, share ideas in a relaxed setting, and celebrate collaboration beyond the usual work routine.



CUSTOMER SATISFACTION

The Impact

Delivering consistent value to clients strengthens trust and long term relationships. We achieve this by maintaining service quality, responding promptly to client needs, and fostering transparent communication. These practices enhance client confidence, encourage repeat business, and support sustainable growth.

Quality Policy
Guided by our Quality Policy, both Carimin Engineering Services Sdn. Bhd. and Carimin Sdn. Bhd are certified with ISO 9001:2015 Quality Management Services ("QMS"), ensuring our products and services adhere to international standards, regulatory requirements and continuous improvement practices.

Customer Satisfaction Survey
To measure and strengthen performance, we conduct customer satisfaction surveys ("CSS") through interviews and feedback platforms, enabling customers to share concerns and feedback. Customer feedback is collected, documented and analysed during management meetings to identify areas for improvement and implement corrective actions.

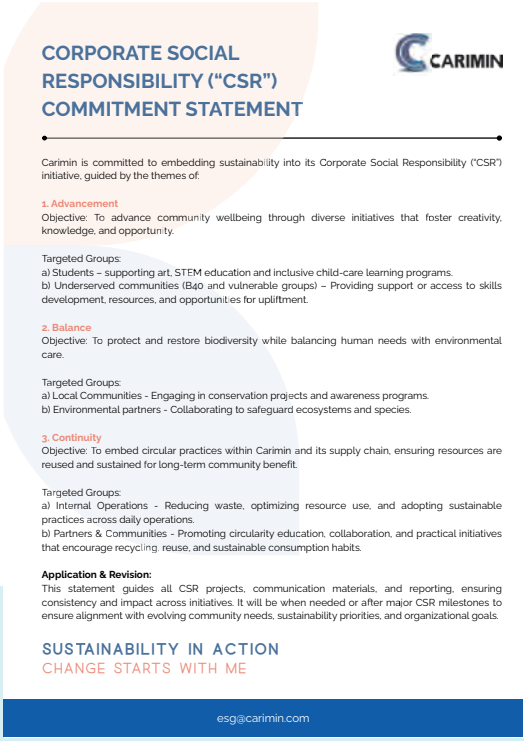
COMMUNITY ENGAGEMENT

The Impact

Active collaboration with surrounding communities fosters trust, inclusivity, and shared progress. Carimin supports this by investing in local initiatives, encouraging employee volunteerism, and maintaining open dialogue with stakeholders. These efforts strengthen social ties, address community needs, and create meaningful impact within our operating radius.

Our Initiatives

Carimin's Corporate Social Responsibility ("CSR") Commitment Statement
In FY2026, we introduced our first formal CSR commitment, establishing clear focus pillars to guide our community engagement efforts. With this milestone, we streamlined our CSR branding and reinforced our commitment to investing in communities, ensuring that our initiatives deliver meaningful and lasting impact.


CORPORATE SOCIAL RESPONSIBILITY ("CSR") COMMITMENT STATEMENT

CARIMIN

Carimin is committed to embedding sustainability into its Corporate Social Responsibility ("CSR") initiative, guided by the themes of:

1. Advancement
Objective: To advance community wellbeing through diverse initiatives that foster creativity, knowledge, and opportunity.

Targeted Groups:
a) Students – supporting art, STEM education and inclusive child-care learning programs.
b) Underserved communities (B40 and vulnerable groups) – Providing support or access to skills development, resources, and opportunities for upliftment.

2. Balance
Objective: To protect and restore biodiversity while balancing human needs with environmental care.

Targeted Groups:
a) Local Communities - Engaging in conservation projects and awareness programs.
b) Environmental partners - Collaborating to safeguard ecosystems and species.

3. Continuity
Objective: To embed circular practices within Carimin and its supply chain, ensuring resources are reused and sustained for long-term community benefit.

Targeted Groups:
a) Internal Operations - Reducing waste, optimizing resource use, and adopting sustainable practices across daily operations.
b) Partners & Communities - Promoting circularity education, collaboration, and practical initiatives that encourage recycling, reuse, and sustainable consumption habits.

Application & Revision:
This statement guides all CSR projects, communication materials, and reporting, ensuring consistency and impact across initiatives. It will be when needed or after major CSR milestones to ensure alignment with evolving community needs, sustainability priorities, and organizational goals.

SUSTAINABILITY IN ACTION
CHANGE STARTS WITH ME

esg@carimin.com

Activities

Name of the program: GLIDE Program (River Cleaning)
Collaboration with: Zoo Negara Malaysia

We supported Zoo Negara's newly launched GLIDE project, which focused on river cleaning activities and rubbish collection around the zoo's surrounding areas. Through this initiative, our volunteers actively contributed to preserving river ecosystems while gaining valuable learning experiences in waste management and ecosystem care, reinforcing the importance of biodiversity.

A total of 65.2 kg of waste was collected consisting mainly of fabric, plastic, and electronic items. This effort not only reduced pollution but also highlighted the tangible role of community action in protecting natural habitats.





Donations:

To: Pertubuhan Kebajikan ASNAF Al-BARAKH MALAYSIA with PPZ-MAIWP collaboration

Carimin contributed RM13,361.95 through the **Back-to-School Program** for ASNAF primary school students, including pocket money assistance. This initiative, in collaboration with PPZ-MAIWP, not only eased the financial burden of families but also supported children's access to education. By empowering young students from underprivileged backgrounds, the program strengthens social equity and promotes long term community wellbeing.

To: Institute of Teacher Education, International Languages Campus with PPZ-MAIWP collaboration

Carimin contributed RM20,000 to host a Berbuka Puasa event with 200 ASNAF students at the Institut Pendidikan Guru Kampus Bahasa Antarabangsa (IPGKBA), in collaboration with PPZ-MAIWP. The program provided not only meals but also a meaningful opportunity for underprivileged students to experience the spirit of Ramadan in a supportive community setting.

VALUE FOR TRUST | GOVERNANCE

Our business is built on integrity and accountability. By upholding strong governance practices, enforcing ethical standards, and maintaining robust compliance frameworks, we safeguard organisational resilience and stakeholder trust. Through proactive risk management, we ensure regulatory alignment, protect against potential disruptions, and create a stable foundation for sustainable growth.

Material Matters	IFRS Risk & Opportunities	UN SDGs
• Governance, Compliance and Ethics • Risk Management	• Regulation risk • Legal risk	

GOVERNANCE, COMPLIANCE AND ETHICS

The Impact

We conduct our business with integrity and transparency, anchored on the core values of respect, responsibility and trust. Strong governance and ethical conduct reinforce stakeholder confidence and support the long-term sustainability of our business. The Corporate Compliance and ESG Department oversees these efforts, reporting directly to the Managing Director ("MD"), Audit Committee ("AC") and Board of Directors ("BOD") to strengthen accountability and oversight of compliance and integrity matters.

Business Integrity and Transparency Practices

All directors, employees and business partners are required to comply with applicable laws and the Group's Code of Business Ethics ("COBE") and Anti-Bribery and Corruption ("ABC") Policy. Carimin adopts a **zero-tolerance approach to bribery and corruption**, including facilitation payments and the offering or acceptance of gifts, hospitality, favours or benefits intended to improperly influence business decisions. Insider trading and the unauthorised disclosure of confidential information are also strictly prohibited.

To uphold these commitments, we continue to implement the following measures across our operations:

a) Risk Assessment: In FY2026, we assessed corruption-related risks across our operations through our enterprise risk management framework to strengthen preventive controls and safeguard business integrity. In FY2027, we will review our corruption risk register to address emerging risks and strengthen mitigation measures.

b) Management and Monitoring: We reinforce compliance through brief inductions for new employees on the Group's COBE, ABC Policy and whistleblowing channels. Our vendor verification process includes screening new vendors' shareholders and directors against the Malaysian Anti-Corruption Commission's public corruption offenders database and verifying company information through Suruhanjaya Syarikat Malaysia ("SSM"). We also incorporate provisions aligned with the Group's ABC Policy into agreements during contract reviews. Together, these measures promote ethical conduct, support informed vendor selection and strengthen integrity in our commercial dealings.

c) Awareness and Engagement: We reinforce employees' ethical responsibilities through sharing sessions on the ABC Policy, complemented by "Carimin Update: Corruption & Integrity News Extracts from Today's Newspaper", introduced in 2025 to draw practical lessons from real cases and strengthen awareness of misconduct and its consequences.

Grievance Reporting and Whistleblowing Policy & Procedure
Stakeholders are encouraged to report grievances or misconduct through our grievance channel. The Groups' Whistleblowing Policy sets out the reporting process and procedures for managing grievances, with the policy and procedure available on our corporate website.

Our Performance

Data	FY2026 %	FY2025 %	FY2024 %
Total percentage of operations assessed for corruption-related risks	100	100	100

Senior Management	4	0	75
Management	3	39	50
Executive	48	36	56
Non-executive	20	92	55

Data	FY2026 number	FY2025 number	FY2024 number
Total confirmed incidents of corruption and action taken	0	0	0

RISK MANAGEMENT

The Impact
Effective risk management protects our ability to deliver projects, manage cash flow and meet contractual obligations. By integrating risk assessments into operational and management decisions, we identify emerging threats, strengthen controls and prioritise mitigation measures. This supports business continuity, safeguards stakeholder interests and strengthens our resilience to commercial, operational and sustainability-related challenges.

Carimin's Enterprise Risk Management
Our Enterprise Risk Management ("ERM") framework is overseen by the Board of Directors and Risk Management Committee and guided by ISO 31000 and the Committee of Sponsoring Organizations of the Treadway Commission ("COSO") framework. The Corporate Compliance and ESG Department coordinates the ERM process with relevant departments to identify, assess and monitor risks, assign responsibilities and track mitigation actions.

During FY2026, we strengthened our risk registers to address key exposures, including working capital and cash flow, change order management for lump-sum contracts, cybersecurity, natural disasters, and fraud and misappropriation. These assessments support management oversight and enhance accountability for managing risks across the Group.

We also expanded our consideration of climate-related risks and impacts to support our preparation for IFRS S1 and S2 reporting. Moving forward, we will strengthen the assessment of sustainability-related risks and opportunities through closer engagement with relevant departments and integration into our ERM process.

For more details on our Risk Management Framework, please refer to our SORMIC section.

CARIMIN PETROLEUM BERHAD

BMLR Transition Period

Date & Time: 2026-10-30 15:49:19

Main Market | Group 2 | FYE 30/06/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Bursa (Anti-Corruption)	Bursa C1(a) Percentage of employees who received training on anti-corruption by employee category - Senior Management	Percentage	0	4	100% of employees received training on anti-corruption annually	No assurance	Yearly session conducted
Bursa (Anti-Corruption)	Bursa C1(a) Percentage of employees who received training on anti-corruption by employee category - Management	Percentage	39	3	100% of employees received training on anti-corruption annually	No assurance	Yearly session conducted
Bursa (Anti-Corruption)	Bursa C1(a) Percentage of employees who received training on anti-corruption by employee category - Executive	Percentage	36	48	100% of employees received training on anti-corruption annually	No assurance	Yearly session conducted
Bursa (Anti-Corruption)	Bursa C1(a) Percentage of employees who received training on anti-corruption by employee category - Non-Executive	Percentage	92	20	100% of employees received training on anti-corruption annually	No assurance	Yearly session conducted
Bursa (Anti-Corruption)	Bursa C1(b) Percentage of operation assessed for corruption-related risk	Percentage	100	100	—	No assurance	
Bursa (Anti-Corruption)	Bursa C1(c) Confirmed incident of corruption and action taken	Number	0	0	Zero number of confirmed incidents of corruption and actions taken	No assurance	
Bursa (Community-/Society)	Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	56,000.00	51,600.45	—	No assurance	
Bursa (Community-/Society)	Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	6	324	—	No assurance	

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Senior Management Male)	Percentage	100	100	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Senior Management Female)	Percentage	0	0	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Management Male)	Percentage	95	92	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Management Female)	Percentage	5	8	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Executive Male)	Percentage	72	71	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Executive Female)	Percentage	28	29	—	No assurance	

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Non-Executive Male)	Percentage	42	48	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Gender (Non-Executive Female)	Percentage	58	52	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Senior Management under 30)	Percentage	0	0	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Senior Management 30-50)	Percentage	0	11	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Senior Management above 50)	Percentage	100	89	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Management below 30)	Percentage	5	0	—	No assurance	

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Management 30-50)	Percentage	60	69	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Management above 50)	Percentage	35	31	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Executive below 30)	Percentage	21	14	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Executive 30-50)	Percentage	72	76	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Executive above 50)	Percentage	7	10	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Non-Executive below 30)	Percentage	42	28	—	No assurance	
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Non-Executive 30-50)	Percentage	54	64	—	No assurance	

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Bursa (Diversity)	Bursa C3(a) Percentage of employee by gender and age group, for each employee category - Age (Non-Executive above 50)	Percentage	4	8	—	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Gender (Male)	Percentage	86	86	—	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Gender (Female)	Percentage	14	14	—	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Age (Below 30)	Percentage	0	0	—	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Age (30-50)	Percentage	0	0	—	No assurance	
Bursa (Diversity)	Bursa C3(b) Percentage of director by gender and age group - Age (Above 50)	Percentage	100	100	—	No assurance	
Bursa (Energy Management)	Bursa C4(a) Total energy consumption	Megawatts	3,846.38	1,862.37	—	No assurance	
Bursa (Health and Safety)	Bursa C5(a) Number of work-related fatalities	Number	0	0	—	No assurance	
Bursa (Health and Safety)	Bursa C5(b) Lost time incident rate (LTIR)	Rate	0	0	—	No assurance	
Bursa (Health and Safety)	Bursa C5(c) Number of employees trained on health and safety standards	Number	38	80	—	No assurance	

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Bursa (Labour practices and standards)	Bursa C6(a) Total hours training by employee category - Senior Management	Hours	45	40	—	No assurance	
Bursa (Labour practices and standards)	Bursa C6(a) Total hours training by employee category - Management	Hours	314	39	—	No assurance	
Bursa (Labour practices and standards)	Bursa C6(a) Total hours training by employee category - Executive	Hours	525	241	—	No assurance	
Bursa (Labour practices and standards)	Bursa C6(a) Total hours training by employee category - Non-Executive	Hours	201	128	—	No assurance	
Bursa (Labour practices and standards)	Bursa C6(b) Percentage of employee that are contractors or temporary staff	Percentage	113	95	—	No assurance	
Bursa (Labour practices and standards)	Bursa C6(c) Total number of employee turnover by employee category - Senior Management	Number	0	0	—	No assurance	
Bursa (Labour practices and standards)	Bursa C6(c) Total number of employee turnover by employee category - Management	Number	7	5	—	No assurance	
Bursa (Labour practices and standards)	Bursa C6(c) Total number of employee turnover by employee category - Executive	Number	43	39	—	No assurance	
Bursa (Labour practices and standards)	Bursa C6(c) Total number of employee turnover by employee category - Non-Executive	Number	17	10	—	No assurance	

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Bursa (Labour practices and standards)	Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	—	No assurance	
Bursa (Supply chain management)	Bursa C7(a) Proportion of spending on local supplier	Percentage	96	97	—	No assurance	
Bursa (Data privacy and security)	Bursa C8(a) Number of substantiated complaint concerning breaches of customer privacy and losses of customer data	Number	0	0	—	No assurance	
Bursa (Water)	Bursa C9(a) Total volume of water used	megaliters	8.44	6.58	—	No assurance	
Bursa (Waste management)	Bursa C10(a) Total waste generated	Metric tonnes	191.55	60.02	—	No assurance	
Bursa (Waste management)	Bursa C10(a) Total waste diverted from disposal	Metric tonnes	37.72	0	—	No assurance	
Bursa (Waste management)	Bursa C10(a) Total waste diverted to disposal	Metric tonnes	153.83	60.02	—	No assurance	
Bursa (Emissions management)	Bursa C11(a) Scope 1 emissions in tonnes of CO2e	1,007.06	439.12	—	—	No assurance	
Bursa (Emissions management)	Bursa C11(b) Scope 2 emissions in tonnes of CO2e	258.00	282.30	—	—	No assurance	
Bursa (Emissions management)	Bursa C11(c) Scope 3 emissions in tonnes of CO2e	418.42	537.60	—	—	No assurance	