

# SUSTAINABILITY STATEMENT

## Our Approach

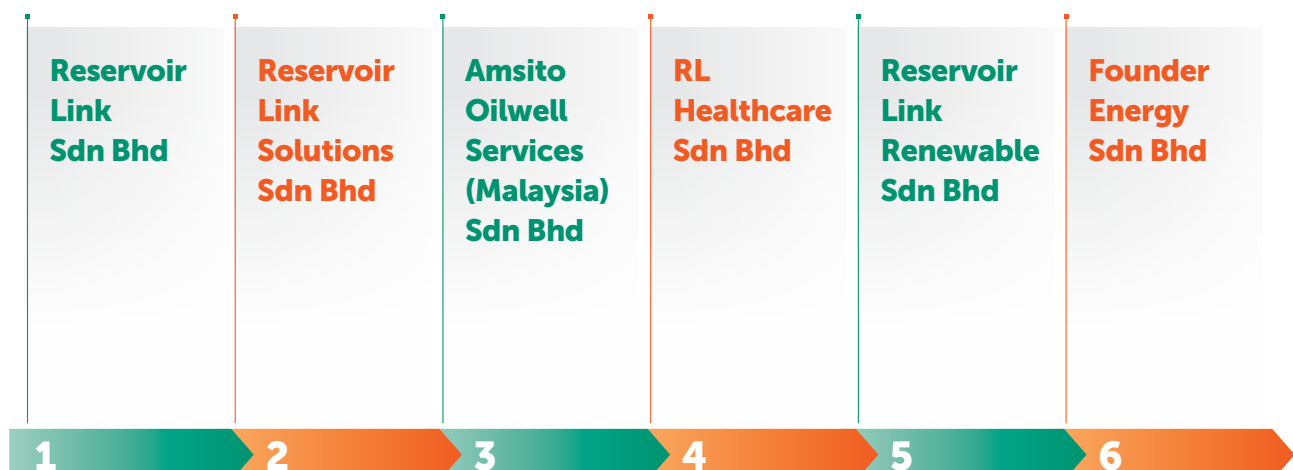
Sustainability is no longer a theory or topic of discussion. Government, societies, financial institutions are moving from discussing and planning to action and accountability. Our Group is committed to contribute to the creation of a better world and greater corporate value align with our philosophy of **"To Build Sustainable Enterprise throughout the Energy Sector as Integrated Service Provider in Oil & Gas and Renewable Energy focussed in Malaysia with Equitable International Presence."** In brief, Sustainability at RLEB is about making responsible business decisions that create value while protecting the environment and contributing to the good of society.

## Reporting Framework

Our Sustainability report is an update to the previous financial year's Statement and has been prepared in accordance with the Global Reporting Initiative ("GRI") Standards and the Bursa Malaysia Sustainability Reporting Guide, which serve as the foundation for the Statement reporting framework. We adopted the best practices outlined in the Malaysian Code of Corporate Governance, as updated in April 2021 ("MCCG 2021").

## Reporting Scope

Our statement provides information on Reservoir Link Energy Bhd ("RLEB" or "the Company") as well as its subsidiaries ("the Group", "we" or "our") as listed below and covers the period from 1 January to 31 December 2021.



## SUSTAINABILITY STATEMENT

### Materiality

We strive to address the material sustainability issues that are most important to our company and its stakeholders, as well as the challenges ahead. The board reviews and approves it on an annual basis. The material sustainability issues identified are in line with the GRI standards for sustainability reporting.

This year we intended to further strengthen our material sustainability issues. We used insights from previous assessments to categorise potential new topics or improvements areas on our existing topics, which we then validated through in-depth discussions with experts and stakeholders from across

the organisation. As a result of this ongoing exercise, we gain a better understanding of the impact we have on these topics and acknowledge our sustainability topics has yet to be segregated into a short-medium and long-term strategies as encouraged in Bursa Malaysia Sustainability Reporting Guide.

The Group is committed to include priorities, targets on our material sustainability issues and consideration on climate-change related risk and opportunities. Through 2021, we will continue to expand on our reporting on key performance indicators and measures for our material

sustainability issues. The baseline will be established using data for 2020 and 2021.

Further, as part of updated MCCG 2021, listed companies are encouraged to include Board's Key Performance Indicator ("KPI") for sustainability as part of performance assessment. We are pleased to announce that we have established our Board's KPI in accordance with MCCG's requirements, and the progress and performance of the Board in meeting sustainability targets will be disclosed in the next financial year end report.

### ECONOMIC



#### Economic Presence and Sustainability Profitability

KPI: Revenue from contracts, Renewable Energy Business and Healthcare segment

#### Anti-Corruption

KPI: Zero cases on bribery and corruption Awareness sessions annually

### ENVIRONMENT



#### Environmental Compliance

KPI: Zero penalties/ fines by authorities Certification and awards

#### Waste Management

KPI: Roll out waste recycling initiatives / awareness on recyclable waste

#### 3R's of Sustainability

KPI: Awareness initiatives to employees (reduce, reuse, recycle)

### SOCIAL



#### Occupational Health and Safety

KPI: Zero lost time accidents  
Zero fatalities

#### Training and Development

KPI: Number of training hours / average training hours per employees

#### Diversity and Equal Opportunities

KPI: Percentage of staff gender diversity – male to female

#### Engagement with Local Communities

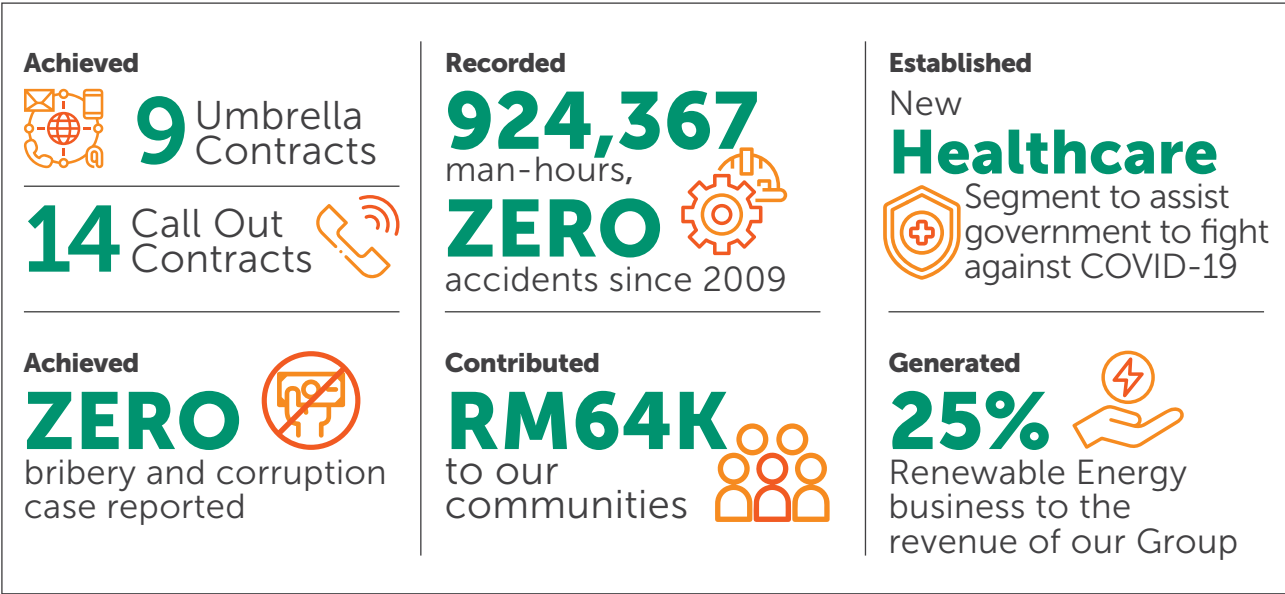
KPI: Percentage contribution to local communities (total expenditure)

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Sustainability Contact

We welcome feedback on our sustainability issues and reporting at [investor.relation@reservoirlink.com](mailto:investor.relation@reservoirlink.com).

2021 Sustainability Highlights



Sustainability Governance

A strong governance structure ensures timely and direct execution of programmes that drive the achievement of our set goals for the year 2021. The Group's business affairs are overseen by RLEB's board of directors. The board's primary responsibilities include providing leadership on RLEB's overall strategy, which takes into account our material sustainability matters. The Senior Management is responsible of developing coordinating and implementing of our sustainability strategy to ensure that it is embedded throughout the organisation. Within their functions, Senior Management ensures cross-functional alignment, transparent end-to-end management, and the execution of agreed-upon sustainability goals by operational management in their operational activities.



## SUSTAINABILITY STATEMENT

### Sustainability Policy

On August 25, 2021, RLEB established a Sustainability Policy to reaffirm the Group's strategic importance of sustainability in order to build a sustainable enterprise that helps meet the country's growing energy needs in a safe, environmentally responsible, socially sensitive and profitable way.

The Policy aims to achieve the following objectives:

1. Endeavour to integrate the principles of sustainability into the Group's strategies, policies and procedures; and
2. Fostering a sustainability culture within the Group and the community by developing a comprehensive set of sustainable practices within the Economic, Environment, and Social ("EES") principles.

For sustainability efforts, the Group will set a long-term and short-term goals. The goals must be accompanied by metrics for tracking, measuring and reporting.

### Stakeholder Engagement

Engaging openly with stakeholders and developing methods to improve transparency and disclosure have been our approach. Our stakeholders are individuals or organisations who influence or are influenced by our operations, such as our employees, investors, customers, suppliers and government.

To meet our stakeholders' specific information needs, the Group maintains a dedicated investor relations section on our company website. The table below provides an overview of our stakeholders and key areas raised:

Stakeholder group	Engagement and communication platforms	Areas raised include
<b>Shareholders / Investors / Board of Directors</b>	Annual general meetings, financial and Bursa Malaysia announcements company activities, investor relation email contact, company website, news release.	<ul style="list-style-type: none"> <li>• Growth in company performance and value creation.</li> </ul>
<b>Customers</b>	Surveys, operational and commercial meetings, corporate events, company website.	<ul style="list-style-type: none"> <li>• Products and services reliability.</li> <li>• New product and service development and innovation.</li> </ul>
<b>Supplier, Subcontractors and Vendors</b>	Meetings, site visits, presentations and negotiations.	<ul style="list-style-type: none"> <li>• Long-term viability of the company.</li> <li>• Safety and regulatory compliance.</li> </ul>
<b>Local Authorities / Regulators / Government Agencies</b>	Seminars, meetings, forum, conferences, site visits, tenders.	<ul style="list-style-type: none"> <li>• Governance and regulatory compliance.</li> <li>• Ethical business practices.</li> <li>• Health and Safety.</li> </ul>
<b>Employees</b>	Workshops, seminar and training sessions, townhall session, employee appraisal sessions, social events and activities, newsletter, intranet.	<ul style="list-style-type: none"> <li>• Benefits design.</li> <li>• Talent engagement.</li> <li>• Health and safety.</li> </ul>
<b>Local Communities</b>	Participation and collaboration in community projects, company website, community activities.	<ul style="list-style-type: none"> <li>• Community needs.</li> <li>• Social and environmental impact.</li> </ul>

## SUSTAINABILITY STATEMENT

### Our Progress

#### ECONOMIC



##### Economic Presence and Sustainable Profitability

RLEB saw great challenges and also many achievements in 2021, one of it being able to maintain and secure 9 umbrella contracts and 14 call out contracts, which include well perforation, well leak repair, well testing, perforation, wash and cement, well intervention and production enhancement services.

##### TCP South Sudan

Our Group has established an agreement with local partner, Specialist Services Co. Ltd in July 2021. RLEB has received a tender invitation for the Provision of Tubing Conveyed Perforation ("TCP") Equipment and Services which is due for submission in March 2022. The Group plans to secure more contracts in the upcoming years, particularly for well testing, TCP and potential plug and abandonment work.

##### New Renewable Energy Business

In September 2021, our Group diversified our business to increase our Group's revenue and earnings base by taking a step into renewable energy business through acquisition of 51% of Founder Energy Sdn. Bhd. ("FESB") which undertakes projects for supply and installation of solar renewable and other engineering works. We expect to have a positive impact on the profit generation of upstream other than Oil and Gas, such as Renewable Energy.



## SUSTAINABILITY STATEMENT

RLEB initiated the following opportunities:



### Solar Energy Engineering

Our solar energy engineering is tailored with customised design based on the project feasibility study conducted in order to select the best solution for our customers. This extends to all range of electrical engineering contracting works, solar structural design and mechanical solar related to contracting works.



### Solar PV Mounting Structural System

Our mounting system is designed to support various types of solar panel design, installation methods, structural buildings and know-how for residential and commercial project development. Our principal's aluminium profile manufacturing plant produces multiple products with a capacity of approximately up to 100MW per month to ensure timely delivery and meet the industry needs.



### Solar Energy Construction & Installation

Our main construction works for utility-scale solar, commercial, industrial, and residential solar installation carried out by our experienced project management team will also perform testing and commissioning for quality assurance.



### Solar Rooftop Installation

Our solar rooftop mounting structure is suitable for the solar installation of different roof types, including tile roof and metal deck roof. Our variety of mounting structures includes Ground Mounted and a wide range of Solar Tracking System, fitting different types of terrains as needed.



### Healthcare

The Group had established a new Healthcare segment as part of our initiatives to assist the Government in combatting the COVID-19 pandemic. Under our wholly owned subsidiary, Reservoir Link Healthcare Sdn. Bhd. ("RLH"), RL Healthcare had establishment license for Authorised Representative, Distributor & Importer from the Medical Device Authority Malaysia (MDA) and Good Distribution Practice of Medical Device (GDPMD) from KIWA International Certifications (M) Sdn Bhd to license and authorise us as a healthcare company representative and supply medical devices.

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We have also registered our medical devices such as the Low Dead Volume (“LDV”) syringes and SARS-CoV-2 Antigen COVID-19 Self-Test Kit under the MDA. Our LDV syringes are tested, approved and certified by SIRIM QAS International Sdn. Bhd. (“SIRIM”) based on ISO 7886-1:2017. In November 2021, RLH has also obtained the license and registration from Petroliaam Nasional Berhad (“PETRONAS”) to supply our medical products to exploration and oil and gas companies in Malaysia.

Lastly, despite the extreme volatility caused by COVID-19, RLEB has maintained a consistent level of operating cashflows by expanding presence in renewable energy industry. Moving forward, we plan to further strengthen our competitiveness in renewable energy business sectors by continuously identifying project related to solar installation, which will serve as the foundation for long-term sustainable growth.

Establishment of Responsible Business Practices

The RLEB Board of Directors is collectively responsible for the company’s long-term viability by building trust and confidence among our stakeholders. We have well-defined corporate governance structures, practices, and processes in place, as well as detailed roles and responsibilities, to facilitate the effective execution of both our internal processes and business needs.

 <b>Health and Safety</b>	 <b>Environment</b>	 <b>Gifts</b>
 <b>Internal Controls</b>	 <b>Human Rights</b>	 <b>Sexual Harassment</b>
 <b>Integrity</b>	 <b>Regulatory Compliance</b>	 <b>Confidential Information</b>

Our frameworks and policies:

- A. Code of Business Conduct / Employees’ Handbook
- B. Anti-Bribery and Corruption Policy/ Anti-Bribery Management System
- C. Whistleblowing Policy
- D. Health, Safety, Environment and Security Policy
- E. Risk Management Policy
- F. Terms of Reference for Board Charter, Audit Committee, Risk Management Committee and Remuneration and Nomination Committee



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### Code of Business Conduct

We are committed to maintaining high standards of behaviour and integrity in all that we do, and we expect the same from those with whom we do business. All employees are required to adhere the principles and standards outlined in our Code of Business Conduct.

We received no complaint non-compliance or violation of the COBC by our employees during the financial year ending 2021. We continue to adhere to the highest levels of work ethics, honesty and morality.

### Anti-Bribery and Anti-Corruption Policy

We seek to meet all legal and statutory requirements, and we have put in place Anti-Bribery and Anti-Corruption Policy within the Group and is accessible on our company's website at [www.reservoirlink.com](http://www.reservoirlink.com).

There have been zero reported bribery and corruption reported case. Employees of all levels were subjected to an awareness training session, as it is designed to mitigate identified risks as well as to prevent deliberate unethical behaviour.

### Whistle Blowing Policy

RLEB has whistleblowing procedures established to ensure the timely detection of potential violation of statutory regulations and internal guidelines. Concerns can be reported in writing and email to [whistleblowing@reservoirlink.com](mailto:whistleblowing@reservoirlink.com), the email will be re-directed to the Chairman of Audit Committee or Chairman of RLEB.

RLEB has established a centralised log to report all reports of misconduct and investigation findings for the east of administration and monitoring by the Company's Board of Directors.

### Health, Safety, Environment and Security Policy

The Group is committed to our Health, Safety, Environment and Security ("HSES") Policy that sets our HSE performance objectives, measure results, assess and continually improve processes through the use of an effective Health, Safety, Environment ("HSE") management system. We will continuously evaluate the HSES aspects of our products and services with the ultimate goal of providing products and services that have no undue environmental impact and are safe in their intended use.

The Group strives to ensure that the policy is communicated to all Directors, employees and vendors to ensure that the conduct of their

duties and responsibilities are carried out in a manner which is compatible with achieving the Groups goals.

### Product and Service Quality

RLEB consistently endeavours to ensure that our products and services meet or even exceed our customers' business needs whilst maintaining the highest quality and compliance with the regulatory requirements. Over the years, we have continuously improved our quality and has achieved a quality management system that is in conformance with ISO 9001:2015 and ISO/TS 29001:2010 for the scope of provision of oil and gas well services, further contributing to our efforts in fortifying our customers' confidence in our products and services.

In FY2021, we have achieved a slight improvement in our customer satisfaction survey with an annual average rating of 4.17 of 5.00 (FY2020: 4.12).





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### Risk Management Policy

Daily decisions are made that have an impact on people, customers, suppliers as well as the environment and communities in which we operate. Some of these decisions have an immediate impact on stakeholders and the environment, while others have a long-term impact. RLEB believes that overall effects are positive but is aware of the challenges the company may encounter as service provider in the oil and gas industry. Hence, the Group has established mitigation plans to address those key risks to our business. More information on it is available under the Statement on Risk Management and Internal Control in pages 067 to 071 in Annual Report 2021.

### COVID-19 Response Measures

The COVID-19 emergency response was formed by the Group to protect the safety and health of employees in the workplace. As a result, a Crisis Response Committee was set up, and the Committee designed and implemented a comprehensive emergency response plan for each risk level at all business sites.

In addition, we have ensured that all employees and visitors strictly adhere to the established protocols at all times while on the office premises. Before entering RL facilities, all employees and visitors were checked for body temperature, the use of a face mask on and compulsory daily check-in on MySejahtera.

Such efforts enabled us to maintain minimum number of COVID-19 confirmed cases Seventeen (17) within the Group FY2021. All of its infected staff have since recovered and there was no material impact to the operations arising from these COVID-19 cases.

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### Climate Change Response

Our Group is committed to helping the world make the transition and we are looking into energy-harvesting opportunities. Moving forward, RLEB will identify climate-related risks and their potential business impacts. In financial year 2021, we are proactively addressing the impacts of climate change by supporting global and national initiatives aimed at driving change in our industry. Our venture into renewable energy like solar energy not only means that we are committed to reshaping the energy markets, but it also signifies our support towards global reduction of the emission of greenhouse gases ("GHG"). Although there is still a long way to go, RLEB remains unrelenting and will continue with our commitment to help our planet.

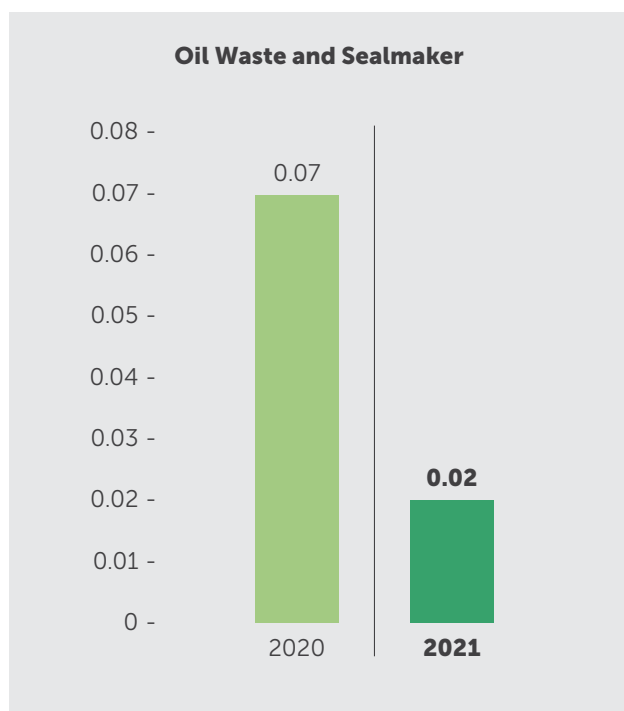
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### Environmental Compliance

We have guided our operations to meet the highest environmental compliance standards. In FY2021, we had zero non-compliance and fines imposed on environment.

### Waste Management

Scheduled waste is defined as any matter prescribed whether to be in a solid, semi-solid or liquid form, or in the form of gas or vapour which is emitted, discharged or deposited in the environment in such volume, composition or manner as to cause pollution. The Group aims to roll out waste recycling initiatives by the following year and to create awareness on the recyclable waste at workplace.



In FY2021, there were minimal scheduled waste generated (0.02 metric tonnes) for SW306 oil waste and SW429 sealmaker. In FY2021, we received zero reports of scheduled waste incidents or fines from the local authorities (FY2020: Nil).

### 3Rs of Sustainability

As we embrace the concept of “Reduce, Reuse and Recycle” we will continuously explore new methods and initiatives to protect and preserve natural resources enabling our environment to regenerate and conserve for the future generation.

In 2021, we have set a target to be committed to conduct awareness on annual basis to increase awareness on reduction, recycling and reuse amongst employees. The Group is midst of planning stage to establish a framework to be developed across operating facilities.

### Cost and Process Savings Initiatives

In the financial year end 2021, we have successfully enhanced our current purchasing process, selection and evaluation of vendors in accordance to latest requirement accordance to the current SAP system for RLSB and plan to standardise for overall Group gradually. Part of initiative for the Group to reduce paper usage, we created E-forms for seven items (1) Declaration of Interest System, (2) Fixed Asset Request System, (3) Offshore Allowance Claim System, (4) Staff Requisition System, (5) Training Requisition System, (6) Expenses Claim Form, and (7) Pre-Purchase Requisition System. Our processing time has reduced 3 days average to 1 day average before and after the SAP system. Similarly, on tenders and proposal to customer, all submission were done via email and system online submission due to COVID-19 pandemic thus further reduced the paper usage and saving cost.



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Having a competent, highly motivated and performance driven workforce is critical to our Group’s success. Our people are important to ensuring that our company remains relevant by delivering on our transformation strategy and goals.



Employees Engagement

Our leadership communicate with employees through various channels. In December 2021, we conducted our very first annual town hall session with the purpose of sharing the Group’s achievements for the year to date as well as our future plans for the years to come, including in EES and digital transformation.

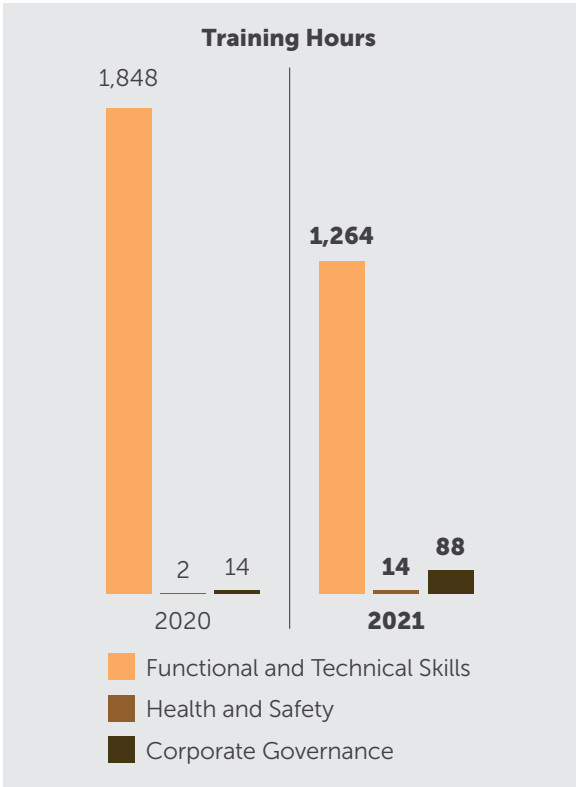
We adopt a holistic approach to workplace wellness, encompassing employee’s physical, social well-being. Our Group has a dedicated budget for activities that encourage team bonding amongst employees.

Despite the fact that we were unable to carry out the majority of our activities in 2021. We still had employee-led committees that organised recreational activities, such as a badminton and futsal session for our employees in order to promote healthier lifestyle.

Training and Development

We are committed in providing our employees with the skills and knowledge they need to reach their potential while remaining relevant in an ever-changing operating environment. We guide the developmental progress of our employees by providing relevant trainings, designed for all employment levels, from management to executive and non-executive.






In FY2021, we achieved a total of 1,864 training hours (FY2020: 1,352 training hours) with a total cost of RM 48,723 (FY2020: RM91,309) of training programmes for our employees comprising both soft skills, mandatory operations courses and other training related to corporate liability, sustaining awareness and health and safety matters. The average training hours per employee for FY2021 is 13 hours (FY2019: 11.4 hours). The type of trainings conducted during the year were:



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### Compensation and Benefits

We have a competitive remuneration and reward system in place that is based on the key principles of fairness. Our salary levels are reviewed as and when required and compared to local market. All employees are evaluated based on business and individual performance, which is measured against previously agreed-upon targets with their superiors. Our compensation and benefits for our full time and permanent employees are as below:

 <h4>Leaves</h4> <ul style="list-style-type: none"> <li>• Annual</li> <li>• Sick &amp; Hospitalisation</li> <li>• Compassionate</li> <li>• Marriage</li> <li>• Paternity</li> <li>• Examination</li> </ul>	 <h4>Allowances</h4> <ul style="list-style-type: none"> <li>• Mobile Phone</li> <li>• Work Site</li> </ul>	 <h4>Medical</h4> <ul style="list-style-type: none"> <li>• Medical Benefits</li> <li>• Maternity Subsidy</li> </ul>	 <h4>Insurance</h4> <ul style="list-style-type: none"> <li>• Group Health &amp; Outpatient Plan</li> <li>• Dental Treatment</li> <li>• Personal Accident</li> <li>• Hospitalisation &amp; Surgical</li> </ul>	 <h4>Others</h4> <ul style="list-style-type: none"> <li>• Vehicle Benefit</li> <li>• Club Membership Benefit</li> <li>• Professional Membership</li> <li>• Transfer / Relocation Benefits</li> </ul>
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### Diversity and Equal Opportunity

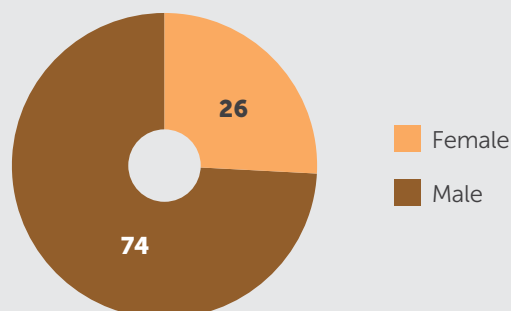
We trust that a diverse group in all aspects – race, religion, sexual orientation, age, ethnicity will make a comprehensive and continuous growing culture. We trust in upholding equivalent opportunities for all and practice zero tolerance to bear any kind of working environment discrimination as this would empower our organization to develop and grow swiftly.

At RLEB, we hire from our local pool of talent as we believe it enhances job opportunities for the talented locals and they are best fitted for the job since they understand the needs of the Malaysian market.

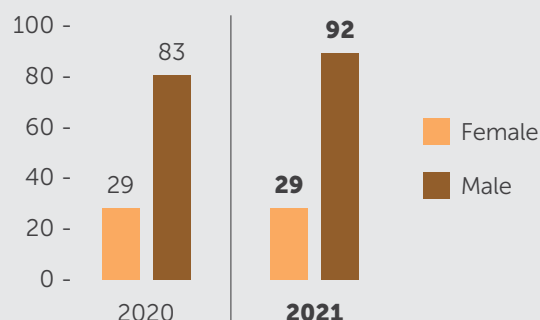
Our total workforce strength of 112 in FY2021 (FY2020:121), comprising of Male:74% and Female:26% respectively and comprises of diverse people with different background, experience and skillsets as well as gender, age groups, ethnicities, cultures and geographies who come together to generate transformative ideas, deliver sustained environmental, economic and social impact for ourselves and our communities at large.

We comply with MCCG practices of diversity ratio of 30% female at board level, however we continue to face challenges to achieve within company level as result of women's low participation in the oil and gas industry, but RLEB is committed to achieving it in three years.

Employee Gender Composition

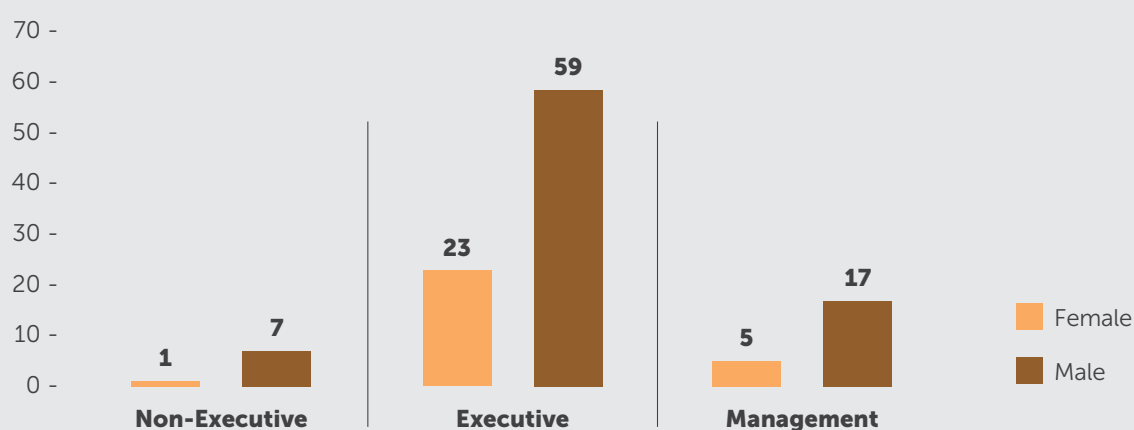


Total Workforce by Gender

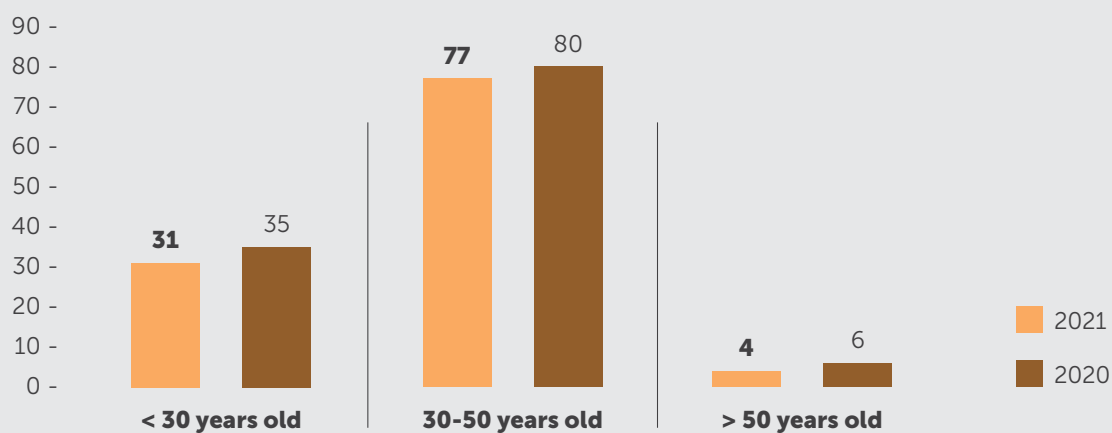


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Employee Breakdown by Gender FY2021



Employee Breakdown by Age



### Talent Attraction and Retention

In FY2021, we hired a total of 7 employees (FY2020: 21 new hires). Employee turnover rate is less than 10% in FY2021: 12 resigned (FY2020: 7 resigned employees).

FY2021	Management	Executive	Non-Executive	Total
New Hired	1	5	1	7
Resigned	1	11	-	12

FY2020	Management	Executive	Non-Executive	Total
New Hired	1	15	5	21
Resigned	-	7	-	7



## SUSTAINABILITY STATEMENT

### Internship Programmes

As part of our effort in giving back to society, we established an internship programme. We invite students from local universities and colleges to join our internship programme as a stepping stone to kick off their career, exposure to diversify working environment, knowledge sharing, work ethics, experience in field, development of soft skills and opportunity to pursue career with us.

This programme has yet to reach its full potential. As for the FY2021 the Group employed one (1) intern out of 12 interns at executive level (FY2020: employed 1, out of 4 intern) and was allocated to Reservoir Link Solutions Sdn. Bhd. ("RLSSB").

### Occupational Safety and Health

**"SAFETY IS THE PRIORITY, QUALITY IS THE STANDARD"**, is our new safety slogan parallel in pursuing the company's Quality and HSE excellence, integrity, respect, and success.

- 1) Safe Personnel
- 2) Safe Equipment
- 3) Safe Environment
- 4) Safe Operation

We have been certified under the ISO 9001:2015 (Quality Management System), ISO/TS 29001:2010 (Quality Management System), and ISO 45001:2018 (Occupational Health and Safety Management System) in our pursuit of better Quality and Health, Safety & Environment excellence. This is to ensure that our equipment, personnel, and operating processes are in good control and that our employees are working in a safe environment.



Our objective is simply ZERO HARM. Safety and health are part of the key priorities of the Group. We envisage to provide safe working environment for our employees and encourage responsibility towards safety and health at all levels of employees. We were able to provide a vital undercurrent of stability in 2021, during a period of unprecedented uncertainty and economic distress caused by the COVID-19 pandemic. The COVID-19 pandemic has spread at an alarming rate, infecting millions and bringing economic activity to a halt as countries imposed strict movement restrictions to halt the virus's spread. Despite this, we were able to meet our client's requirements while also maintaining good HSE performance to protect our people. Furthermore, we were able to maintain our performance without any lost time accidents, as we did in FY2020.

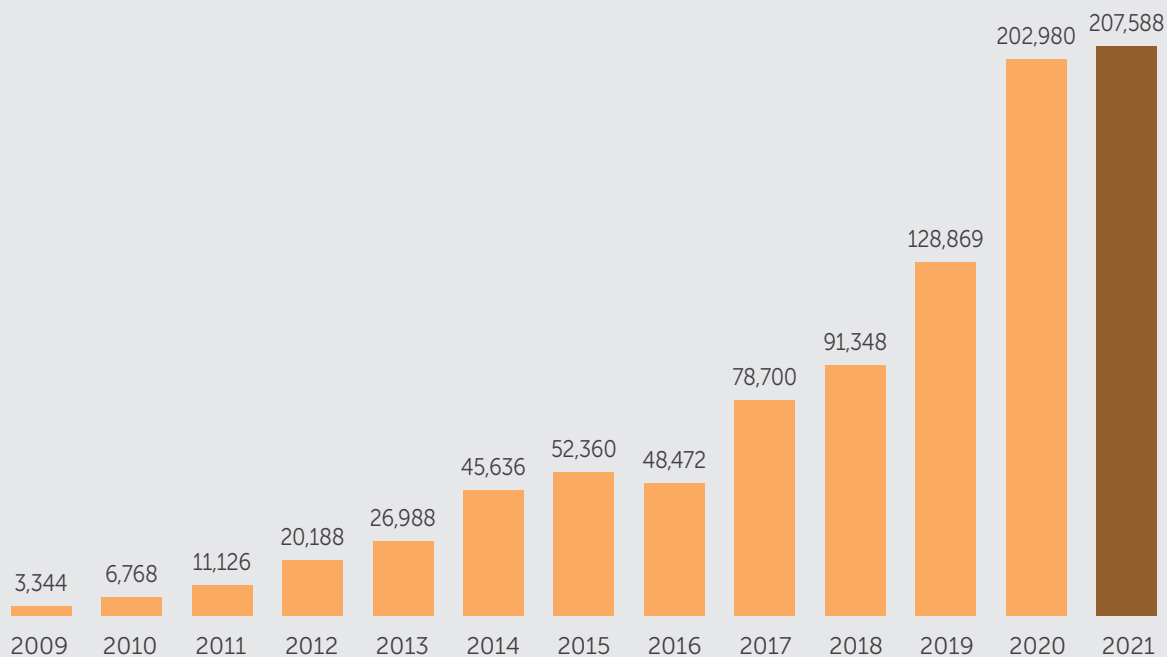
In FY2021, we have achieved a total of 207,588 man-hours (FY2020: 202,980) with zero Loss Time Injury ("LTI"), accumulating at 924,367 LTI-free man-hours and 4,716 days LTI Free days as at FY2021 since 2009 (FY2020: 716,779). We are heading in the right direction, and we will continue to persevere.

4 quarterly meetings were conducted in FY2021 by our HSE Committee to facilitate the management of occupational safety and health related matters raised. The matters discussed during the meetings include, among others, the HSE performance, COVID-19 procedures and current updates, and emergency preparedness and risk management plan.



## SUSTAINABILITY STATEMENT

**Total Man-hours**



Description	Total
Total Man-hours Worked	207,588
Number of Lost Workdays	0
Miles Driven Cumulative	28,647
Fatality	0
Permanent Disability	0
Lost Time Injury	0
Restricted Work Case	0
Medical Treatment Case	0
First Aid Case	1
Property Damage	0
Spill >5 barrels (bbls)	0
Occupational Illness	0
Motor Vehicle Accident	1
Near Miss	0
Major Fire	0
LTIF	0
TRCF	0
FAR	0
Unsafe Act	390
Unsafe Conditions	1,149
Good Practice	2,038

### Zero Tolerance for Harassment

RLEB is committed and strongly supports a policy that allows employees to work in an environment free from harassment either from employees or any external party. We view any harassment as a serious misconduct that undermines the integrity and respect of the working relationship of employees in the workplace and regarded as a serious violation of the company's rules and regulations. Any harassment will be dealt with in accordance with the Company's Code of Business Conduct, Human Right Policy, Sexual Harassment Policy and others human resource procedures and any applicable labour and appropriate regulation.

In FY2021, no cases of harassment had been reported (FY2020: Nil).



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### Engagement with Local Communities

In 2021, the COVID-19 pandemic yet brought challenges as many of our activities were out on hold. But we also found new ways collaborating with our health care systems, providing donations of medical equipment during the phases of pandemic, more so when supplies were short. A donation of total RM69,450 was contributed with the purpose of:

1



#### Funding medical equipment such as portable oxygen machine to Sibul Hospital

In our effort to support the initiative by Sarawak Heart Foundation, RLEB has contributed one set of portable oxygen concentrator worth RM35,000 to Sibul Hospital in June 2021, with hopes that it will be beneficial in helping COVID-19 patients.

2



#### Donation in cash for the purchase of medical equipment to Hospital Selayang & Hospital Kuala Lumpur

In FY2021, we have made cash donations to the Little Yellow Flower Foundation ("LYFF") in their effort of fundraising for the need of medical equipment due to the increasing needs from patients as COVID-19 cases rose.





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Social community event – Hari Raya Eid al-Adha

We have also celebrated Hari Raya Eid al-Adha with our employees who were stationed in Mauritania, where we also donated a few goats for the purpose of Qurban.

4



Renovation sponsorship to General Hospital, Radiotherapy and Oncology department

We have also made contribution for the renovation sponsorship for the Radiotherapy Unit Clinic of Radiation and Oncology Service at Sarawak General Hospital in Kuching, Sarawak. The renovation works include the replacement of the clinic windows and installation of air curtains at several of the entrances available at the clinic area.