

Sustainability Statement

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OUR COMMITMENT TO BUSINESS SUSTAINABILITY



Reservoir Link Energy Bhd ("Reservoir Link" or "the Company"), and its subsidiaries, (collectively referred to as "the Group" or "we" or "our"), has established itself as a leading service provider in the upstream oil and gas well services sector. Over the past few years, we have significantly evolved our business strategy by diversifying into the renewable energy and sustainability sectors. Sustainability has become a key pillar of our corporate philosophy, shaping and guiding our business activities.

OUR COMMITMENT TO BUSINESS SUSTAINABILITY

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This is our fourth year of reporting on sustainability, and we remain committed to report our initiatives in a transparent and purposeful manner, in line with Bursa Malaysia's effort to improve the disclosures it provides about sustainability.

This annual Sustainability Statement ("the Statement") outlines our journey towards integrating environmental, social, and economic considerations into our business operations. We strive to be recognised for our dedication to sustainability. Additionally, this report details the management's strategy for prioritising information on sustainability programs.

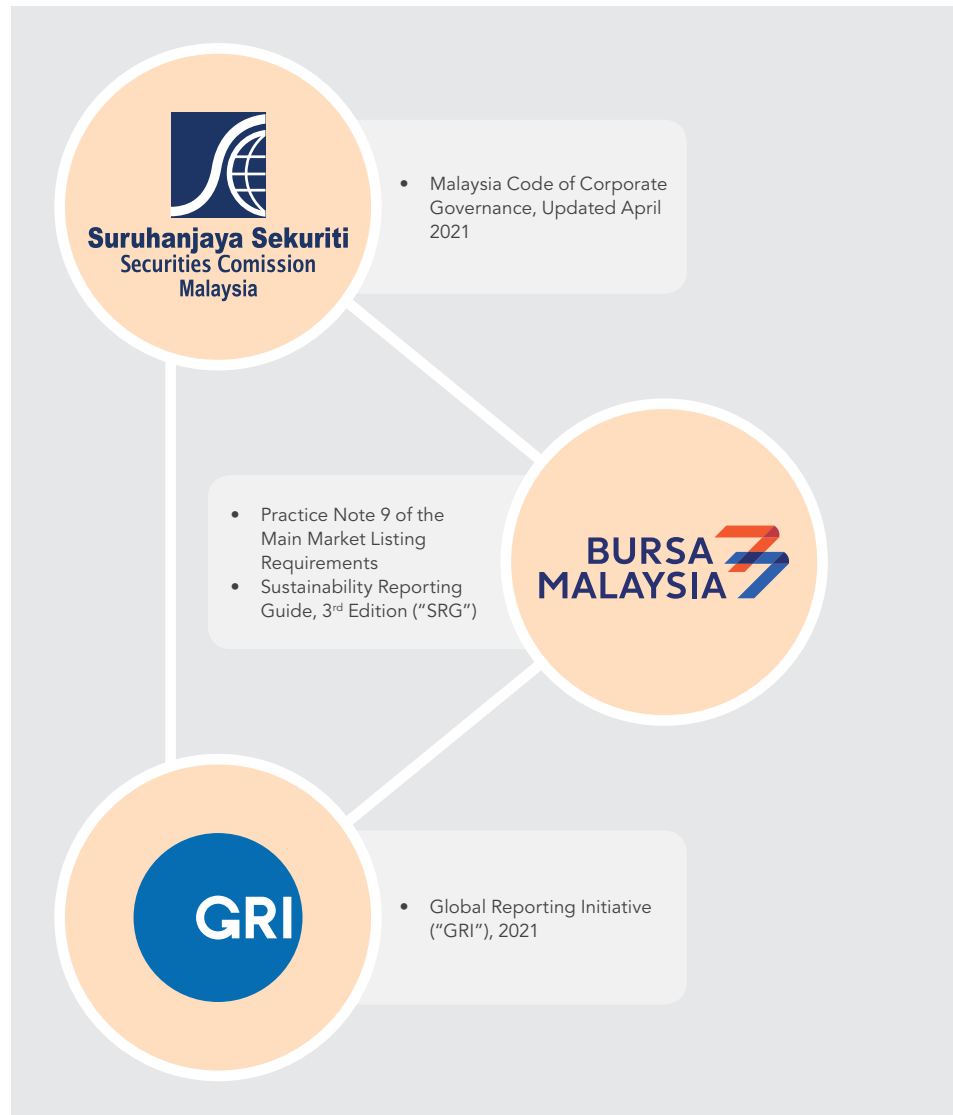
REPORTING SCOPE AND PERIOD

This Sustainability Statement focuses on the sustainability activities and performance of Reservoir Link and its subsidiaries for the 12 months financial period from 1 July 2023 to 30 June 2024 ("FY2024").

Sustainability Statement

REPORTING STANDARDS

We have been guided by the following best practice guidelines, standards and frameworks when preparing for the Statement:



The reporting scope of this Statement comprises of Reservoir Link and its subsidiaries as follows:

Reservoir Link Sdn Bhd

Providing well leak repair; perforation; well testing; perforate wash and cement and wireline services

Amsito Oilwell Services (Malaysia) Sdn Bhd

Providing wireline and related services

Reservoir Link Renewable Sdn Bhd

Investment holding for renewable energy

Reservoir Link Solutions Sdn Bhd

Developing and providing oil and gas production enhancement services and sand management solutions

Founder Energy Sdn Bhd

Provision and implementation of solar PV projects

FEEDBACK

We value your feedback on this Report and any matters described herein. Inquiries, comments and suggestions regarding the content of this Report may be emailed to us to investor.relation@reservoirlink.com.

Sustainability Statement

1 **OUR APPROACH TO SUSTAINABILITY**

2 **SUSTAINABILITY GOVERNANCE**

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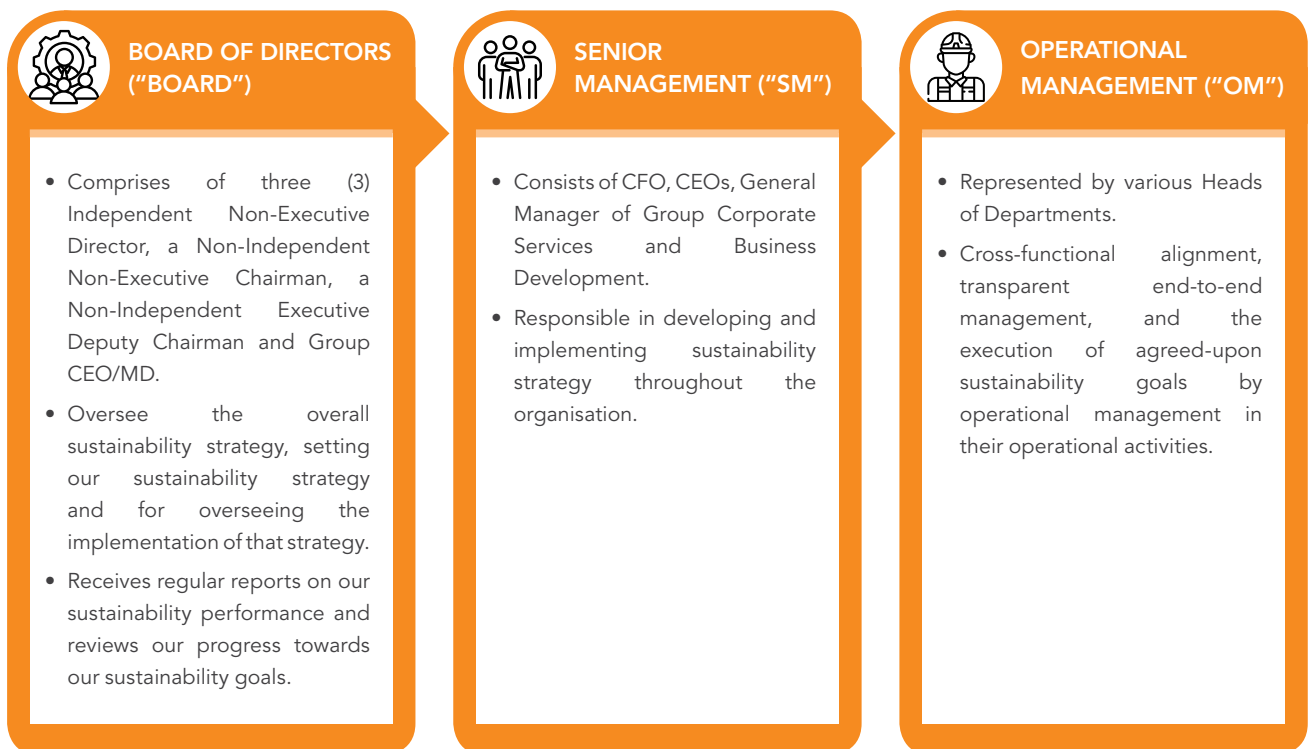
The Group is committed to achieve sustainable development through effective implementation and integration of sustainability initiatives. We will continuously review and improvise our governance framework to deliver our promise to create value for all stakeholders through sustainable practices.

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Sustainability matters are discussed through monthly management meeting and Board meeting on quarterly basis. The key functions for sustainability governance are carried out as follows:



SUSTAINABILITY POLICY

The Sustainability Policy, revised and approved by the Board on 25 August 2023, outlines the Group’s dedication to ethical business practices. It establishes clear targets for minimising our environmental impact, enhancing social responsibility, and ensuring economic sustainability.

The Policy aims to achieve the following objectives:

- 01 Endeavour to integrate the principles of sustainability into the Group’s strategies, policies and procedures.
- 02 Facilitate the involvement, cooperation and oversight of the Company’s Board of Directors (“Board”), the Senior Management and sustainability working teams in the implementation of the Policy, as well as the setting and monitoring of EES performance targets.
- 03 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.

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GOVERNANCE EXCELLENCE POLICIES AND GUIDELINES

Our well-established Policies have provided us a clear direction and standard to guide us moving forward, and to uphold our commitment towards sustainability in every aspect of our business. These include, but are not limited to:



STAKEHOLDER ENGAGEMENT

We acknowledge that the significant of understanding and addressing stakeholders' expectation affects the development of a long-term business. Thus, we keenly engage with our key stakeholders throughout our operations, gathering insights which shape our strategic direction. The table below summarises Reservoir Link's approach to stakeholder engagement.

Stakeholder Group	Engagement & Communication Platform			Areas of Concern
	Ongoing	Annual	As Needed	
Shareholders/ Investors/Board of Directors	<ul style="list-style-type: none"> Company website Press release 	<ul style="list-style-type: none"> General meetings Annual reports 	<ul style="list-style-type: none"> Financial and Bursa Malaysia announcements Investor relation email contact 	<ul style="list-style-type: none"> Growth in company performance and value creation
Customers	<ul style="list-style-type: none"> Company website 	-	<ul style="list-style-type: none"> Surveys Operational and commercial meetings Corporate events 	<ul style="list-style-type: none"> Products and services reliability New product and service development and innovation
Supplier, Subcontractors and Vendors	-	-	<ul style="list-style-type: none"> Meetings Site visit Presentations and negotiations 	<ul style="list-style-type: none"> Long-term viability of the company Safety and regulatory compliance Quality of products and services
Local Authorities/ Regulators/ Government Ministries	<ul style="list-style-type: none"> Seminars Forum and conferences 	-	<ul style="list-style-type: none"> Meetings Site visits Tenders 	<ul style="list-style-type: none"> Governance and regulatory compliance Ethical business practices Health, safety & environment
Employees	<ul style="list-style-type: none"> Newsletter Intranet Internal memo 	<ul style="list-style-type: none"> Townhall session Employee appraisal sessions Employee Satisfaction Survey 	<ul style="list-style-type: none"> Social events and activities Workshops and Seminar Training sessions 	<ul style="list-style-type: none"> Benefits design Talent engagement Health, safety & environment
Local Communities	<ul style="list-style-type: none"> Company website 	-	<ul style="list-style-type: none"> Participation and collaboration in community projects Community activities 	<ul style="list-style-type: none"> Community needs Social and environmental impact

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MATERIALITY MATTERS

Our sustainability journey adheres to the material matters which consist of economic, environmental, and social factors that may impact our ability to create value for both our business and stakeholders.

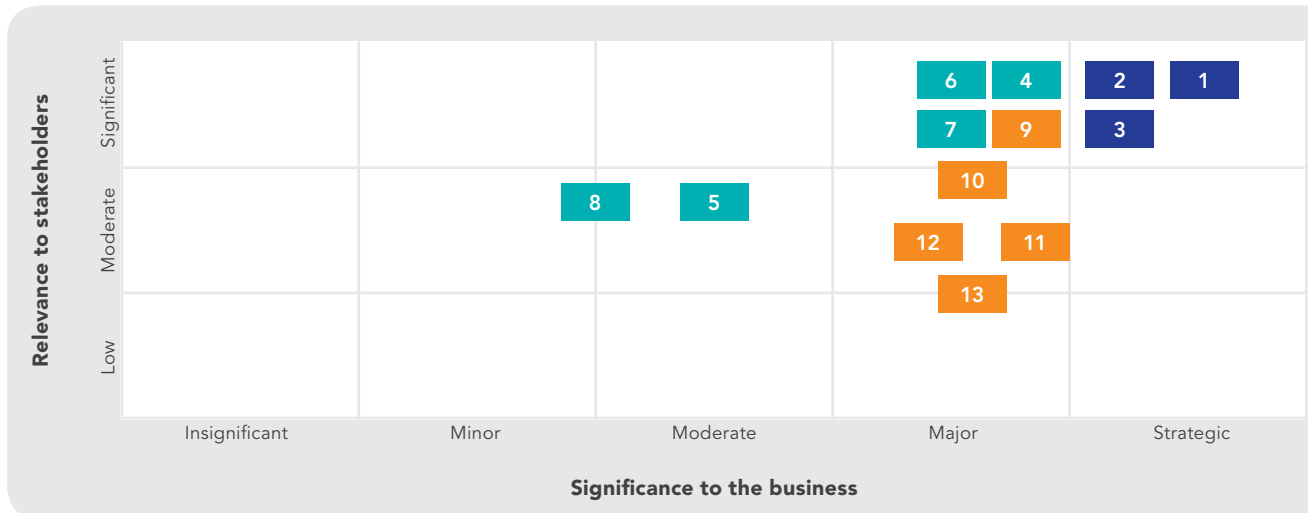
Materiality Assessment Process

The diagram below summarises the key activities undertaken prior to identification and evaluating the relevancy of the material matters to the business and stakeholders.



Materiality Matrix FY2024

Our goal is to conduct a comprehensive materiality assessment annually. In FY2024, we reviewed the identified ESG factors to ensure they remain relevant to our daily operations and current sustainability trends. The Senior Management and the Board reviewed the materiality assessment process. As a result, the material matters have been updated and adjusted as reflected in the materiality matrix below.



Sustainability Statement

RISKS, OPPORTUNITIES AND MANAGEMENT APPROACHES

The material assessment was instrumental in pinpointing key sustainability challenges, arranging actions in order of priority, mitigating risks, seizing opportunities, and generating enduring value for stakeholders. All these efforts contribute to sustainable development, enabling the achievement of its objectives and ensuring long-term development.

Materiality Matters	Risks & Opportunities	Management Approach
ECONOMIC PRESENCE AND SUSTAINABILITY PROFITABILITY		
Affected Key Stakeholders <ul style="list-style-type: none"> Shareholders/Investors/Board of Directors Supplier, Subcontractors and Vendors Employees 	Risk <ul style="list-style-type: none"> Liquidity risk Opportunities <ul style="list-style-type: none"> Market expansion Enhanced reputation 	<ul style="list-style-type: none"> Perform an effective working capital management by ensuring optimal level of current assets and liabilities Conduct cash flow forecasting where expected cash inflows and outflows are estimated over a specific period
ANTI-CORRUPTION		
Affected Key Stakeholders <ul style="list-style-type: none"> Shareholders/Investors/Board of Directors Customers Supplier, Subcontractors and Vendors Employees 	Risk <ul style="list-style-type: none"> Corruption risk Opportunities <ul style="list-style-type: none"> Enhance trust and credibility of stakeholders Strengthen the corporate governance practices in the organisation 	<ul style="list-style-type: none"> Awareness training and/or communication on anti-bribery and corruption for employees and business associates Embed effectiveness corporate governance practices in business operations Due Diligence on Business Associates Guidelines and procedures are established for gifts, entertainment, hospitality and travel
PROCUREMENT PRACTICES		
Affected Key Stakeholders <ul style="list-style-type: none"> Supplier, Subcontractors and Vendors Customers 	Risk <ul style="list-style-type: none"> Non-performing vendors High reliance on key suppliers/contractors Opportunities <ul style="list-style-type: none"> Improved supplier and vendor relationship Able to meet and maintain standards towards ESG aspects 	<ul style="list-style-type: none"> Schedule regular audit on vendors and suppliers Establish contracts and agreements with vendors outlining organisation needs Establish negotiation techniques, vendor selection methods Continuously source for other alternatives when it comes to vendors and suppliers Vendor Integrity Pledge
ENVIRONMENTAL COMPLIANCE		
Affected Key Stakeholders <ul style="list-style-type: none"> Customers Supplier, Subcontractors and Vendors Local Authorities/Regulators/ Government Ministries Local Communities 	Risk <ul style="list-style-type: none"> Health, safety & environmental risk Operational disruption Opportunities <ul style="list-style-type: none"> Enhanced trust and credibility of stakeholders 	<ul style="list-style-type: none"> Conduct safety awareness and induction training to relevant staff Conduct regular inspections check to ensure the compliance with relevant regulatory requirements Perform process safety review for certain projects
WASTE MANAGEMENT		
Affected Key Stakeholders <ul style="list-style-type: none"> Customers Local Communities Employees 	Risk <ul style="list-style-type: none"> Health, safety & environmental risk Non-compliance to local business/statutory/regulatory requirements Opportunities <ul style="list-style-type: none"> Minimise waste generation Reduce the use of non-renewable sources Cost saving benefits 	<ul style="list-style-type: none"> Management of generated wastes are outsourced to a third-party contractor Implementation of 3R programme across the Group Conduct awareness sessions relating to 3R programme initiative in Reservoir Link Exploring practical and holistic approaches to be embedded in the 3R programme to align with circular economy principles

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1	Materiality Matters	Risks & Opportunities	Management Approach
2	EMISSIONS MANAGEMENT		
3	Affected Key Stakeholders <ul style="list-style-type: none"> Shareholders/Investors/Board of Directors Employees Customers Supplier, Subcontractors and Vendors Local Authorities/Regulators/ Government Ministries 	Risk <ul style="list-style-type: none"> Health, safety & environmental risk Opportunities <ul style="list-style-type: none"> Minimise emissions generation 	<ul style="list-style-type: none"> Invest in renewable energy and sustainability ventures business Establish a baseline calculating the total carbon footprint Set emission reduction targets aligned with global climate goals Energy efficient practices in production, transportation and facility management Foster a culture of sustainability in emission reduction efforts and energy saving practices
4	ENERGY MANAGEMENT		
5	Affected Key Stakeholders <ul style="list-style-type: none"> Shareholders/Investors/Board of Directors Employees Customers Supplier, Subcontractors and Vendors Local Authorities/Regulators/ Government Ministries 	Risk <ul style="list-style-type: none"> Environmental risk Opportunities <ul style="list-style-type: none"> Encourage innovation in energy-efficient technologies and practices Cost saving benefits 	<ul style="list-style-type: none"> Monthly monitoring of energy bills Upgrading to LED-saving lights Awareness campaigns to promote energy saving behaviours in daily operations
6	WATER MANAGEMENT		
	Affected Key Stakeholders <ul style="list-style-type: none"> Shareholders/Investors/Board of Directors Employees Customers Supplier, Subcontractors and Vendors Local Authorities/Regulators/ Government Ministries 	Risk <ul style="list-style-type: none"> Pollution/environmental risk Opportunities <ul style="list-style-type: none"> Water conservation 	<ul style="list-style-type: none"> Employee awareness to help create a culture of water conservation within the Group Set up water conservation projects
	OCCUPATIONAL HEALTH & SAFETY		
	Affected Key Stakeholders <ul style="list-style-type: none"> Customers Supplier, Subcontractors and Vendors Local Authorities/Regulators/ Government Ministries Employees 	Risk <ul style="list-style-type: none"> Health, safety & environmental risk Non-compliance to local business/statutory/regulatory requirements Opportunities <ul style="list-style-type: none"> Positive workplace culture Reduce Non-Productive Time (NPT) 	<ul style="list-style-type: none"> Regular meeting conducted by OSH Committee members discussing on matters pertaining to health and safety of the employees at the workplace Conduct health and safety awareness trainings for the employees Mental health survey Regular workplace OSH inspection Regular review of OSH processes Engage with Local Authorities
	TRAINING AND DEVELOPMENT		
	Affected Key Stakeholders <ul style="list-style-type: none"> Employees 	Risk <ul style="list-style-type: none"> Lack of competent/skilled employees Opportunities <ul style="list-style-type: none"> Talent retention Improved productivity and employees' performance 	<ul style="list-style-type: none"> Conduct training need analysis and provide required trainings for the employees on an annual basis Develop Talent Management Framework Yearly staff appraisal and KPI setting

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Materiality Matters	Risks & Opportunities	Management Approach
DIVERSITY AND EQUAL OPPORTUNITIES		
Affected Key Stakeholders <ul style="list-style-type: none"> Shareholders/Investors/Board of Directors Employees 	Risk <ul style="list-style-type: none"> Lack of competent/skilled employees Challenge to attract talent from diverse background Opportunities <ul style="list-style-type: none"> Ability to contribute diverse ideas, improving quality of decisions 	<ul style="list-style-type: none"> Incorporate a zero-tolerance policy against discrimination in any form and provide equal opportunities regardless of race, religion or gender Implementation of inclusive hiring practices that attract diverse talent during recruitment process Sexual harassment campaign
DATA PRIVACY & SECURITY		
Affected Key Stakeholders <ul style="list-style-type: none"> Shareholders/Investors/Board of Directors Employees Customers Supplier, Subcontractors and Vendors 	Risk <ul style="list-style-type: none"> Leakage/Loss of confidential information Cybersecurity risk Non-compliance to local business/statutory/regulatory requirements Opportunities <ul style="list-style-type: none"> Enhanced customer trust Improved operational efficiency and streamline data management process 	<ul style="list-style-type: none"> Provide awareness to employees when managing confidential information Implementation of access control measures
ENGAGEMENT WITH LOCAL COMMUNITIES		
Affected Key Stakeholders <ul style="list-style-type: none"> Local Communities 	Risk <ul style="list-style-type: none"> Non-compliance to rules and regulations Opportunities <ul style="list-style-type: none"> Ability to build strong relationship with local communities 	<ul style="list-style-type: none"> Provide financial assistance and contribution to the surrounding communities

FY2024 KEY SUSTAINABILITY HIGHLIGHTS



Sustainability Statement

KEY PERFORMANCE INDICATORS (“KPIs”)

We have established a set of sustainability targets and Key Performance Indicators (“KPIs”) for both the Board and Management, organised around three sustainability pillars. To achieve these KPIs, we have implemented several supporting initiatives, detailed in the table below.

Target and KPI for Board

ESG Areas	Sustainability Target	FY2024 Performance
Increase Revenue Associate to Sustainability Dimension	<ul style="list-style-type: none"> Percentage (%) increase in revenue from investment in environmental protection 	<ul style="list-style-type: none"> RM-19.8 million (15% decrease)
Increased Use of Renewable Sources	<ul style="list-style-type: none"> At least 50% of company revenue from renewable source activities Investment in solar panel/solar projects 	<ul style="list-style-type: none"> 66% of the Group revenue from renewable energy segment 278.46 MWdc of power was generated contributed by our solar projects
Reduce Superfluous Resources Consumption	<ul style="list-style-type: none"> Energy used per man-hours Average water consumption 	<ul style="list-style-type: none"> 1.23 KWh energy used per man-hours RM230.53 average of water bill per month
Stakeholders’ Relationship	<ul style="list-style-type: none"> Employee working environment and satisfaction level – more than 80% Average customer rating results – average 75% achievement 	<ul style="list-style-type: none"> 70% employee satisfaction rate 83% yearly customer satisfaction rate

Target and KPI for Management

ESG Areas	Sustainability Target	FY2024 Performance
Economic Presence and Sustainability Profitability	<ul style="list-style-type: none"> Target revenue other than Oil & Gas 	<ul style="list-style-type: none"> 59% of revenue contribution from other segments 66 proposals participated Success rate of 15% and 35% for Oil & Gas and Renewable Energy respectively
Anti-Corruption	<ul style="list-style-type: none"> Zero cases on bribery and corruption Awareness sessions annually 	<ul style="list-style-type: none"> Zero cases on bribery & corruption One (1) awareness session conducted in FY2024
Environmental Compliance	<ul style="list-style-type: none"> Zero penalties/fines by authorities 	<ul style="list-style-type: none"> Zero cases of non-compliances and penalties imposed
Waste Management	<ul style="list-style-type: none"> Roll out waste recycling initiatives/ awareness on recyclable waste Awareness initiatives to employees (reduce, reuse, recycle) 	<ul style="list-style-type: none"> 0.56 metric tonnes of waste generated Establishment of 3R Framework One (1) awareness session conducted in relation to 3R's of sustainability Reduction of 59% paper usage RM9,519 printing cost
Occupational Health & Safety	<ul style="list-style-type: none"> Zero non-compliance OHS regulatory Zero lost time accidents Zero fatalities 	<ul style="list-style-type: none"> Zero non-compliances One (1) case of accident Zero case of fatalities
Training and Development	<ul style="list-style-type: none"> Number of training hours Average training hours per employees 	<ul style="list-style-type: none"> 2,084 hours of training 13 hours of average training conducted per employee
Employee Turnover, Retention and Hiring	<ul style="list-style-type: none"> Employee happiness survey rating Low employee turnover 	<ul style="list-style-type: none"> 70% of happiness survey rating 12.99% of employee turnover rate
Diversity and Equal Opportunities	<ul style="list-style-type: none"> Percentage of staff gender diversity – male to female 	<ul style="list-style-type: none"> 78:22 of male to female staff ratio 33% of Board members comprises of female directors Zero case of sexual harassment reported
Engagement with Employee	<ul style="list-style-type: none"> Number of activities carried out with employees Townhall session 	<ul style="list-style-type: none"> 6 activities carried out with employees One (1) townhall session conducted
Engagement with Local Communities	<ul style="list-style-type: none"> Percentage contribution to local communities (total expenditure) 	<ul style="list-style-type: none"> RM64,249 spent on charity Sponsored/Donated to 15 events 18 interns hired in FY2024

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OUR SUSTAINABILITY PROGRESS

ECONOMIC



ECONOMIC PRESENCE & SUSTAINABLE PROFITABILITY

At Reservoir Link, we are committed to practicing long-term economic development in addition to focusing on generating financial value. We believe that balancing between economic growth and managing the environmental, social, and cultural aspects, could lead us moving towards economic sustainable.

Our Performance

Our economic performance in FY2024 reflects the nature of our industry and our commitment to sustainable growth. We experienced a decrease in revenue of 4.0% as compared to FPE June 2023 (18 months), primarily due to previous FPE2024 being 18 months compared to 12 months for FY2024. Further the Renewable Energy division has contributed lower revenue due to delayed implementation of the Corporate Green Power Programme (“CGPP”) and completion of Large-Scale Solar (“LSS4”) projects. The revenue in the next financial year is expected to be robust from Renewable Energy division due to the execution of CGPP projects and the award of LSS-Energy Transition SuRiA (“LSS5”) with a total capacity of 2,000 MWac.

Sustainability Indicator	Sustainability Target	Measurement Unit	FY2021	FPE June 2023	FY2024
Revenue	RM207,576	RM'000	RM112,442	RM193,304	RM186,203

Oil & Gas Division

Our Oil and Gas Well Services division is deeply committed to responsible resource stewardship within the global energy landscape. We recognise that our industry’s pivotal role in worldwide energy production and consumption carries with it a profound obligation. With this significant role comes the duty to manage economic resources wisely and support the long-term economic prosperity of the areas where we operate.

In FY2024, our division secured additional two (2) umbrella contracts and thirteen (13) call-off contracts for a range of services including well testing, well perforation, well leak repair, well intervention, production enhancement and sand management. Concurrently, we are also still actively engaged in research collaborations with several universities, including UTM (Johor), UTP (Perak), and UM (Kuala Lumpur), focusing on the advancement of specialty chemical and production enhancement. These strategic partnerships are essential for expanding our business offerings and enhancing our competitive advantage in the industry. By fostering these collaborations, we are well-positioned for sustained growth and success, paving the way for securing additional contracts in the future.

Renewable Energy Division

We recognise our responsibility to contribute to the renewable energy transition and support the journey towards net-zero goals. We firmly believe that the demand for cleaner energy will maintain its momentum, and investment in renewable energy solutions will continue to grow. In FY2024, the division completed 8 Large Scale Solar (“LSS”) projects and 9 Commercial & Industrial (“C&I”) projects.

Looking forward, we are dedicated to boosting our competitiveness in the renewable energy sector by investigating energy storage solutions to solidify our market position.

The details of the Group’s financial performance can be found in Management Discussion and Analysis of Annual Report.

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ESTABLISHMENT OF RESPONSIBLE BUSINESS PRACTICES

We understand that responsible business practices not only minimise negative impacts but also foster greater trust and strengthen relationships with our stakeholders and the communities we serve. Therefore, we strictly comply with all established rules and regulations to conduct our business and promote a culture of responsibility throughout our organisation.

The frameworks and policies that governs the responsible business practices in the Group are shown in the table below.

FRAMEWORK/POLICIES	DESCRIPTION
Code of Business Conduct ("COBC")/ Employees' Handbook	<p>In accordance with our Employee Handbook, we maintain a COBC where it applies to all employees, including permanent, part-time, contract, and temporary staff. Our commitment to ethical standards underscores economic sustainability and promotes high ethical practices across all operations.</p> <p>There were no reports of employee non-compliance or violations of the COBC for the FY2024.</p>
Anti-Bribery and Corruption ("ABC") Policy/ Anti-Bribery Management System ("ABMS")	<p>The Group has zero-tolerance on bribery and corruption; hence we are dedicated to upholding integrity and ensuring strict adherence to relevant laws, including the Malaysian Anti-Corruption Commission Act ("MACC"). Our commitment is outlined in our Anti-Bribery Management System ("ABMS") policy & guidelines. The Standard Operating Procedures and guidelines under ABMS as follows:</p> <ul style="list-style-type: none"> • Guideline on Declaring Conflict of Interest • Guideline on Providing and Receiving of Gifts, Entertainment, Hospitality and Travel • Guideline on Granting of Donations and Sponsorships • Guideline on Due Diligence on Employees and Business Associates • Guideline on Training and Communication <p>The Group organised a training session and provide virtual training on corporate liability to all employees including Directors and Senior Management in order to raise awareness of the ABC policy. In FY2024, there are no instances of corruption or bribery have been reported.</p> <p>The ABC Policy is available on our corporate website at https://reservoirlink.com.</p>
Whistleblowing Policy	<p>We maintain a Whistleblowing Policy that empowers stakeholders to report any concerns related to suspected or known misconduct, corruption, fraud, waste, or abuse. This policy also safeguards whistleblowers under the Whistleblower Protection Act 2010 ("WPA"), ensuring protection against reprisals for their disclosures while maintaining the confidentiality of reporting individuals.</p> <p>Any concerns shall be reported to Chairman of Audit Committee or Chairman of Reservoir Link as follows:</p> <ol style="list-style-type: none"> Report via email to whistleblowing@reservoirlink.com; or Letter/Documents/Report marked "STRICTLY PRIVATE AND CONFIDENTIAL TO BE OPENED BY THE ADDRESSEE ONLY" addressed to the Chairman of Audit Committee. <p>The Whistle-Blowing Policy is available on our corporate website at https://reservoirlink.com. No whistleblowing incidents were reported in FY2024.</p>
Risk Management Policy	<p>Our strategic planning and decision-making process incorporates proactive, transparent, and responsive risk management which ensures our Group's resilience and adaptability, allowing us to navigate challenges and seize opportunities in a dynamic business landscape. Our commitment to effective risk management underscores our dedication to safeguarding the interests of all stakeholders.</p>

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Our Performance

There was no case of misconduct reported in relation to bribery and corruption in FY2024. Training and awareness programme on the anti-bribery and corruption shall form part of the induction process for all new employees and directors. Training for existing employees and directors shall be provided on a yearly basis, in accordance with the level of bribery and corruption risk related to the position.

Sustainability Indicator	Sustainability Target	Measurement Unit	FY2021	FPE June 2023	FY2024
Corruption case reported and action taken	Zero cases on bribery and corruption	Number	0	0	0
Awareness training session	Awareness sessions annually	Number	4	1	1

PROCUREMENT PRACTICES

We established a robust Procurement Policy that outlines the ethical standards to be followed throughout the procurement process. From the initial request for quotation (RFQ) or tendering phase to the final award of purchase orders (POs) or contracts, our policy ensures adherence to fair and transparent evaluation criteria. These criteria take into account factors such as product quality, pricing, delivery timeliness, and service levels. Additionally, we maintain rigorous ethical expectations for our suppliers, requiring their compliance with all relevant laws and regulations.

Transporting equipment to and from offshore location and other facilities presents a significant challenge for the industry. We are actively researching environmentally friendly transport solutions to reduce carbon emissions.

We are in the process of gathering relevant data and defining performance measurement targets. Our goal is to enhance the sustainability of our entire supply chain by setting these measurable targets, thereby minimising its environmental and social impact.

Our Performance

We are committed to working with a diverse array of local and international suppliers. In FY2024, our local suppliers consist of 60%, while the remaining 40% are international suppliers. Although we acknowledge the importance and benefits of partnering with local suppliers, our industry’s nature presents certain limitations. Nonetheless, we strive to collaborate with international suppliers who uphold ethical business practices, respect human rights, and demonstrate a commitment to sustainability.

Sustainability Indicator	Sustainability Target	Measurement Unit	FY2021	FPE June 2023	FY2024
Proportion of spending on local suppliers	60%	Percentage	-	37.10	60
Proportion of spending on international suppliers	40%	Percentage	-	62.90	60

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ENVIRONMENT

EMISSIONS MANAGEMENT

As a leading energy company, the emissions management has become a crucial responsibility for our Group. We actively advocate for measures to steadily reduce global emissions, with the goal of limiting the world's temperature increase to 1.5°C above pre-industrial levels.

We are dedicated to advancing renewable energy and sustainability initiatives. Currently, we have invested in 15 to 17 solar rooftop assets, which operate under Power Purchase Agreements. These investments not only contribute to the generation of clean energy but also support our commitment to reducing carbon emissions. Additionally, we are actively engaged in a sustainability venture in Indonesia, focusing on the development of a wastewater treatment plant.

Our Performance

In FY2024, we continued our commitment to transparency in emissions reporting by disclosing Scope 1 and Scope 2 emissions, as done in FPE2023, and took a significant step forward by also including Scope 3 emissions in its reporting. Scope 1 emissions cover the direct emissions generated from company-owned vehicles. Scope 2 emissions account for indirect emissions resulting from electricity consumption. For the first time, we expanded our disclosure to include Scope 3 emissions, which encompass indirect emissions associated with business travel, employee commuting and upstream leased assets specifically forklifts and cranes. By broadening the scope of its emissions reporting, we aim to enhance understanding of carbon footprint and drive more effective sustainability initiatives.

Sustainability Indicator	Sustainability Target	Measurement Unit	FY2021	FPE June 2023	FY2024
Scope 1	To reduce Scope 1 to 12 tCO ₂ e (5% reduction)	Tonnes of CO ₂ e	-	-	12.98
Scope 2	To reduce Scope 1 to 121 tCO ₂ e (5% reduction)	Tonnes of CO ₂ e	-	114.06	127.80
Scope 3	To reduce Scope 1 to 310 tCO ₂ e (5% reduction)	Tonnes of CO ₂ e	-	4.62	326.05
Total Emissions	To reduce Scope 1 to 443 tCO ₂ e (5% reduction)	Tonnes of CO ₂ e	-	118.67	466.83

In our FPE2023 sustainability statement, we initially reported Scope 1 emissions as 7,451.89 tCO₂e. Upon review, it has been determined that this figure should have been categorised under Scope 3 emissions related to upstream leased assets. The reported emissions were derived from our leased forklifts and cranes, which align with the Scope 3 classification according to the Greenhouse Gas Protocol. We are committed to maintaining accuracy in our emissions reporting and continuously improving our sustainability practices.

We are currently in the process of collecting pertinent data and defining sustainability target aimed to enhance emission management efforts. By setting specific, measurable targets, we are dedicated to reducing our emissions.

ENVIRONMENTAL COMPLIANCE

Ensuring legal and regulatory compliance is integral to our sustainability strategy. It demonstrates our commitment to ethical practices, social responsibility, and environmental stewardship by aligning our operations with required standards and best practices.

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Our Performance

We are committed to protecting the environment, minimising our impact, and contributing to a sustainable future by adhering to environmental regulations set by authorities such as the Department of Environment (DOE), Construction Industry Development Board (CIDB), Atomic Energy Licensing Board (AELB), Department of Occupational Safety and Health (DOSH), and others. In FY2024, the Group did not incur any fines or penalties for non-compliance with these environmental regulations.

Sustainability Indicator	Sustainability Target	Measurement Unit	FY2021	FPE June 2023	FY2024
Number of non-compliances to non-environmental regulations	Zero non-compliances to non-environmental regulations	Number	0	0	0
Amount of fines imposed by authorities	Zero fines imposed by authorities	Number	0	0	0
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero complaints from customer	Number	0	0	0

Certification

Beyond our environmental commitment, we have obtained several important certifications, such as ISO 9001:2023 for Quality Management, ISO/TS 29001:2010 for Quality Management specific to the petroleum, petrochemical, and natural gas industries, and ISO 45001:2018 for Occupational Health and Safety Management. These certifications highlight our proactive measures to maintain strict control over our equipment, personnel, and operational processes. Additionally, they underscore our dedication to ensuring a safe working environment for our employees.

WASTE MANAGEMENT

At Reservoir Link, we prioritise proper waste management to reduce our environmental impact on surrounding communities, especially in our business operations. We implement efficient waste management not only for the purpose of minimising environmental harm but also contributing to cost efficiency, regulatory compliance and positive community relations. Simultaneously, we have collaborated with a third-party contractor approved by the Department of Environment (“DOE”) to manage hazardous waste.

3Rs of Sustainability



The principles of “reduce, reuse, and recycle” (3Rs) are central to our strategy for managing resources sustainably. In FY2024, our focus on these principles and related awareness sessions has significantly advanced our sustainability efforts. Notably, we achieved a 59% reduction in paper consumption, leading to cost savings. This demonstrates that sustainability not only helps the environment but also brings tangible benefits to our business.

Cost and Process Savings Initiatives

Our dedication to reducing our environmental impact and optimising cost-effective processes is evident through our cost and process savings initiatives. These efforts include appointing a dedicated 3Rs coordinator and forming a 3Rs team to spearhead our sustainability initiatives.

Waste audit management is conducted yearly to identify areas where we can minimise waste and improve resource utilisation. Our approach involves continuously exploring opportunities to reduce, reuse, and recycle materials and resources, thereby cultivating a culture of sustainability within our Group.

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We consistently monitor, assess, and implement necessary enhancements to ensure the effectiveness of our 3Rs programme. Additionally, we extend our commitment to sustainability beyond the Group by conducting 3Rs initiatives in partnership with local communities.



In FY2024, we launched an environmental initiative called the “Beach Cleaning Program” at Luak Bay Esplanade Miri, aimed at raising awareness about the importance of combating environmental pollution and reducing litter on our beaches. During this event, nearly 100kg of litter was collected. This campaign reflects Reservoir Link’s commitment to environmental stewardship and aims to strengthen the relationship between Reservoir Link and our clients.

Our Performance

Our wastes categories encompass oil waste, used gloves, seal maker, lithium batteries, etc. In FY2024, we managed a total waste of 0.5594 metric tonnes (FPE June 2023: 4.86 metric tonnes). We do not receive any report on scheduled waste incidents or fines from the local authorities (FPE June 2023: Nil).

The following represents the total waste generated:

Sustainability Indicator	Sustainability Target	Measurement Unit	FY2021	FPE June 2023	FY2024
Total waste diverted from disposal	Recycle 30% of waste generated	Metric tonnes	1.4	4.86	0.56

ENERGY MANAGEMENT

We recognise that energy saving contributes to significant cost savings and build up a reputation of energy-friendly which can reduce our carbon footprint and promote sustainability. Energy reducing initiatives have been practising to ensure we are aligning with our carbon reduction actions.

We have implemented *RL Earth Hour* for one hour from 12.30pm to 1.30pm by switching off non-essential lights, air conditioning and electrical devices breaks. We actively reduce our overall energy consumption, showcasing our dedication to minimising our environmental footprint. Our efforts to explore and promote responsible electricity use demonstrate a proactive approach to sustainability. This not only conserves resources but also encourages a culture of environmental awareness among employees.

Our Performance

In our commitment to reducing our environmental footprint, we are actively focused on enhancing energy efficiency. For the fiscal year 2024, we monitored our energy consumption, which totalled 168,605 kWh, which is an approximate decrease of 12.05% compared to previous year. The Company has implemented several initiatives to reduce energy consumption, such as replacing fluorescent lights with energy-efficient LEDs, installing motion detectors in offices to automatically switch off lights when rooms are unoccupied, and conducting awareness programs for employees on energy-saving practices, including turning off computers and air conditioners when not in use.

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Unplug - All standby devices not in use/fully charged (mobile chargers, coffee machines, laptops, PCs etc). Even when not in use, these devices continue to draw energy if left plugged in.



Switch Off - All the lights and AC before leaving the room (unoccupied areas, meeting rooms and common areas). Also please ensure that you only have the lights & AC on at your respective area or workstation when working alone or during non-working hours.



+1° on AC - Because AC is the most energy consuming device. Be mindful of heating and cooling setting in your workspace. Set the AC temperature not less than 22 degree.



Power Savings Features - Take advantage of power-saving features on computers, monitors, printers and other office equipment.

Sustainability Indicator	Sustainability Target	Measurement Unit	FY2021	FPE June 2023	FY2024
Total energy consumption	160,000	kWh	-	230,408	168,605
Electricity consumption	Reduce electricity consumption by 10%	Percentage	-	-	26.82%

Notes:

a – Figure has been reinstated due to recalculation.

WATER MANAGEMENT

Water is a vital resource, and we are committed to prioritising effective water management to prevent waste. We have implemented various water-saving initiatives aimed at reducing consumption while ensuring the productivity of our daily operations remains unaffected.

Our commitment to sustainability is deeply rooted in responsible water management. In fiscal year 2024, we implemented significant measures to reduce water consumption across our offices, demonstrating our dedication to minimising our impact on local water resources and promoting sustainable water practices. Our approach encompasses several key aspects such as rainwater harvesting, low-flow faucets system and educating employees on water conservation methods.

Additionally, we recognise the importance of cultivating a culture of water conservation among our employees. To promote awareness and encourage sustainable practices, we implement regular communication strategies, including emails and posters that serve as reminders about the significance of water conservation. By fostering a sense of responsibility and engagement, we aim to empower our workforce to make conscious decisions that contribute to our overall sustainability goals and help preserve this vital resource.

Our Performance

Our water consumption was monitored and reported a total cost of RM2,766 as in FY2024.

Sustainability Indicator	Sustainability Target	Measurement Unit	FY2021	FPE June 2023	FY2024
Water consumption	2,500	RM	-	3,183	2,768

Sustainability Statement



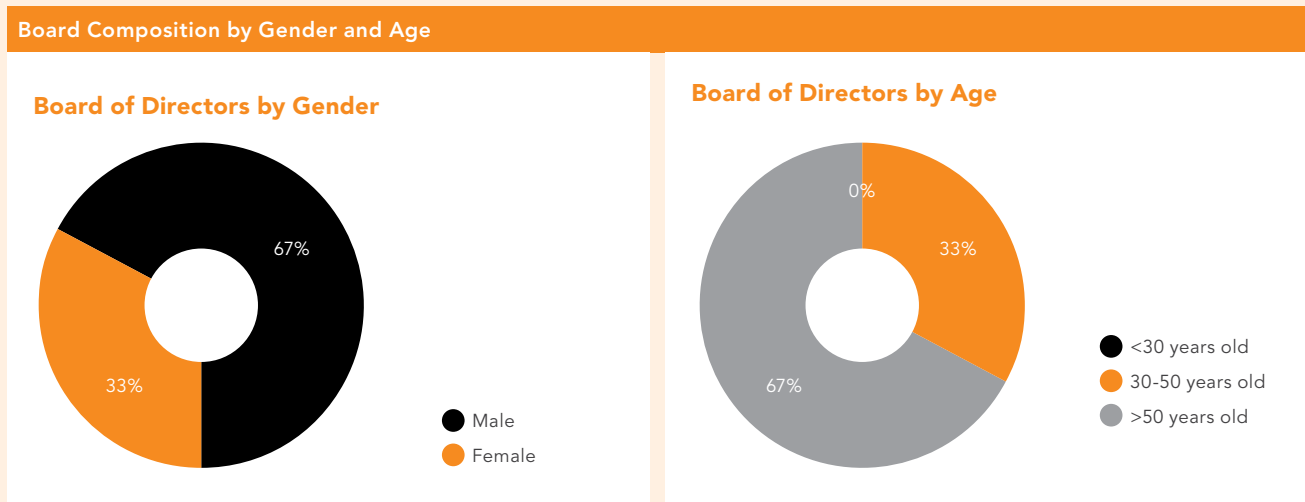
SOCIAL

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DIVERSITY AND EQUAL OPPORTUNITY

At Reservoir Link, we are dedicated to embedding diversity and equal opportunities into the core of our sustainability strategy. We understand that a diverse workforce, representing a wide range of backgrounds, experiences, and perspectives, drives innovation and enriches our organisational culture. Our commitment is evident in our proactive recruitment practices and continuous education efforts aimed at eliminating bias and fostering an environment where every employee feels respected and valued.

Board Diversity



We are committed to aligning with the MCCG practices, which mandate a 30% female representation at the board level. As illustrated in the accompanying diagram, the board of Reservoir Link comprises 4 male and 2 female members, representing 67% and 33% respectively. This composition underscores our commitment to gender diversity and ensuring adherence to this standard.

Notably, 67% of our Board members are over 50 years old, reflecting a wealth of experience and seasoned leadership, while the remaining 33% are aged between 30 and 50, fostering a balanced generational perspective. This mix of gender and age enriches our decision-making processes with varied viewpoints and experiences, enhancing the overall effectiveness and representation within Reservoir Link.

Employee Diversity

Employee Composition by Gender

Year	Management		Executive		Non-Executive		Total
	Male	Female	Male	Female	Male	Female	
FY2021	17	5	59	23	7	1	112
FPE June 2023	25	8	73	28	27	3	164
FY2024	37	10	85	27	16	2	177

Sustainability Statement

Total Number and Percentage of Employees by Gender	Units	FY2024	FPE June 2023	FY2021
Male	Number	138	125	83
	Percentage	78%	76%	74%
Female	Number	39	39	29
	Percentage	22%	24%	26%

Employee Composition by Age

Age Group	Employee Category	FY2024	FPE June 2023	FY2021
		Number	Number	Number
<30 years old	Management	1	0	0
	Executive	63	50	23
	Non-executive	7	5	2
30-50 years old	Management	38	38	22
	Executive	56	59	51
	Non-executive	9	8	5
>50 years old	Management	2	3	3
	Executive	1	1	5
	Non-executive	0	0	1

Our total workforce strength in FY2024, comprising of Male: 78% and Female: 22% 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. 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 Reservoir Link is committed to achieving it and welcome them to join us.

LABOUR PRACTICES AND STANDARDS

We deeply value the dedication and contributions of our employees, firmly believing that “labour is not a commodity”. Consequently, we are unwavering in our

commitment to upholding fair labour practices and fostering a supportive work environment. By prioritising our employees’ well-being and professional development, we strive to enhance each individual’s focus on improving their well-being.

Reservoir Link Group exemplifies its dedication to ethical labour practices through rigorous adherence to employment laws, thereby ensuring compliance and bolstering our positive reputation. To date, we have recorded zero non-compliance cases related to employment law and have received zero complaints concerning human rights violations, underscoring our steadfast commitment to maintaining a respectful and equitable workplace.

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Talent Attraction and Retention

We are dedicated to creating an environment which foster employees' loyalty and encourage them to stay with us for long period. Besides, developing local talents is essential to help us building up talent pool for drive sustainable economic growth and development.

In FY2024, we hired a total of 17 employees. However, the employee turnover rate was at 13.0% in FY2024 attributed to received better job opportunity and higher compensation. To address this, we review our staff benefits and compensation package annually to improve retention.

New Hires

Employee Category	FY2024	FPE June 2023	FY2021
Management	2	6	2
Executive	7	35	16
Non-executive	8	14	1
Total	17	55	19

Contract vs Permanent

Employee Category	Units	FY2024	FPE June 2023
Permanent staff	Number	101	150
	Percentage	95.3%	85%
Contract/Temporary	Number	5	26
	Percentage	4.7%	15%

Employee Turnover Rate

Year	Turnover Rate
FY2021	12.3%
FPE June 2023	29.9%
FY2024	13.0%

Number of Employee Turnover by Employee Category

Year	Management	Executive	Non-executive
FY2021	1	11	0
FPE June 2023	2	40	10
FY2024	1	16	6

Internship Programmes

Our internship programme is a cornerstone of our corporate social responsibility, allowing us to make a meaningful contribution to society. This initiative reflects our commitment to fostering the next generation of professionals by partnering with local universities and colleges to provide valuable work experience opportunities at Reservoir Link. In FY2024, we proudly welcomed 18 interns, and we are pleased to report that 3 of these talented individuals have transitioned into permanent roles within our organisation. This not only supports the professional growth of young talents but also strengthens our workforce with fresh perspectives and innovative ideas. Through this programme, we are dedicated to nurturing talent, enhancing career prospects, and reinforcing our role as a responsible and forward-thinking employer.

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Employees Engagement

During FY2024, Reservoir Link implemented a range of employee engagement initiatives, utilising both formal and informal channels to foster open communication, deepen engagement, and strengthen the sense of belonging across the organisation. Our commitment to nurturing a connected and inclusive work environment was exemplified through a variety of activities, including our annual town hall session, where we provided valuable updates on the Group’s achievements and strategic vision for the future. This proactive approach ensured that our employees remained informed, involved, and aligned with our collective goals.

The results of our Job Satisfaction Feedback Survey, conducted in 2022, showed an impressive score of 4.82 out of 5. This invaluable feedback informs our ongoing efforts to improve the workplace experience, address specific concerns and optimise employee engagement strategies across a range of areas, including training and rewards.

Compensation and Benefits

We have implemented a comprehensive remuneration and reward system designed to ensure our employees are competitively compensated. Our salary structures are regularly assessed and benchmarked against the local market to maintain alignment with industry standards. Additionally, all employees undergo performance reviews that evaluate both business outcomes and individual achievements, based on pre-established objectives agreed upon with their supervisors.

For our full-time and permanent employees, the compensation and benefits package include:

Medical		Insurance		Allowance	
Medical Benefits		Group Health & Outpatient Plan		Mobile Phone	
Maternity Subsidy		Dental Treatment		Work Site	
		Personal Accident		Overstay, Offshore	
		Hospitalisation & Surgical			
Leaves				Others	
Annual		Pilgrimage		Club Membership	
Sick		Examination		Professional Membership Benefits	
Hospitalisation		Marriage		Vehicle	
In-lieu Saturday		Paternity		Transfer/Relocation Benefits	

Training & Development

We recognise that training and development are pivotal to both individual and organisational success. Investing in these areas not only enhances employees’ skills and competencies but also aligns their growth with the company’s strategic objectives, fostering a culture of continuous improvement and innovation.

We understand that a well-trained workforce is crucial for maintaining competitive advantage and operational excellence. Therefore, we implement a comprehensive training and development program that addresses diverse needs, from technical skills and leadership capabilities to personal growth and career advancement. Our initiatives include structured onboarding processes, ongoing professional development opportunities, and tailored learning experiences designed to keep our employees at the forefront of industry trends and best practices.

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Average Training Hours Per Employee

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Year	Average Training Hours Per Employee
FY2021	20
FPE June 2023	24
FY2024	13

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Training Hours Per Employee Category

Year	Management (Training hours)	Executive (Training hours)	Non-executive (Training hours)
FY2021	32	2,218	-
FPE June 2023	96	3,736	-
FY2024	404	1,680	-

OCCUPATIONAL HEALTH AND SAFETY

We fully recognise that prioritising employee well-being and safety is not just a regulatory obligation but a fundamental aspect of our operational excellence and organisational success. The health and safety of our employees have profound implications for our daily operations, productivity, and overall business performance. Ensuring a secure and supportive work environment is critical to preventing workplace accidents and health issues, which can otherwise lead to significant disruptions and impact employee morale.

Our safety motto, "SAFETY IS THE PRIORITY, QUALITY IS THE STANDARD", exemplifies our dedication to integrating HSE excellence into every facet of our operations. It underscores our belief that maintaining a safe work environment is essential for upholding the integrity of our work, fostering a culture of respect, and ensuring long-term success.

Throughout FY2024, our HSE Committee played a pivotal role in reinforcing our safety standards by holding four (4) meetings focused on critical health and safety matters. These sessions were instrumental in reviewing HSE performance, implementing updates, enhancing emergency preparedness, and refining risk management

strategies. Our proactive stance in these areas ensures that we are continuously improving and adapting to emerging safety challenges.

We are pleased to report that, in FY2024, we achieved 214,151 man-hours without a Lost Time Incident (LTI), resulting in a total of 1,451,902 LTI-free man hours since 2009. This achievement highlights our effective safety measures and reinforces our belief that a strong safety culture is integral to protecting our people, maintaining equipment functionality, and sustaining a safe working environment.

Additionally, our commitment to health and safety has been recognised through various awards from our clients and ISO certification. These accolades reflect our adherence to rigorous international standards and our dedication to creating an exemplary safety culture. We are honoured to have received these recognitions, which further validate our efforts and underscore our commitment to excellence. By prioritising health and safety, we not only safeguard our employees but also bolster our company's reputation and success. These achievements affirm our commitment to maintaining a robust, secure, and productive workplace, demonstrating that a focus on safety contributes significantly to our overall operational effectiveness and organisational success.

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Health & Safety Training

Sustainability Indicator	FY2024	FPE June 2023	FY2021
Number of employees trained on health and safety standards	30	50	15

Work-related Injuries


Sustainability Indicator	FY2024	FPE June 2023	FY2021
Total man-hour worked	214,151	310,928	207,588
Lost time incident rate	NIL	NIL	NIL
Number of work-related fatalities	NIL	NIL	NIL

Health and Safety ISO Certifications and Awards Recognition

No.	Awards	Year	Client
1.	Given in recognition of your dedication to accident prevention in SKA QEM Operations for 3,000,000 Man-hours without LTI on August 2023	2023	PCSB SKA QEM
2.	HSE Excellence and Outstanding Efforts in achieving incident free operation D35 & J4 Workover Project on July 2023 from ROC Oil	2023	ROC OIL
3.	1st Runner Up Toolbox Talk Short Video	2023	PCSB PMA
4.	Certification of Appreciation for contributing to the achievement towards 13 years Lost Time Injury (LTI) Free on 4 th September 2020 & 7 years Total Recordable Incident (TRI) Free on 8 th September 2023	2023	HIBISCUS MALAYSIA
5.	Safe Result for 2023 Seligi HWU Campaign in October 2023 from Enquest	2023	ENQUEST MALAYSIA
6.	Given in recognition of your dedication to accident prevention in SKA QEM Operations for 3,000,000 Man-hours without LTI on August 2023	2023	PCSB SKA QEM
7.	HSE Excellence and Outstanding Efforts in achieving incident free operation D35 & J4 Workover Project on July 2023 from ROC Oil	2023	ROC OIL
8.	1st Runner Up Toolbox Talk Short Video	2023	PCSB PMA
9.	Contributing 13 years of LTI free in September 2023 from Hibiscus Malaysia	2023	HIBISCUS MALAYSIA
10.	Safe Result for 2023 Seligi HWU Campaign in October 2023 from Enquest	2024	ENQUEST MALAYSIA
11.	Achieving zero incidents which contributed to 2 million manhours achievement	2024	PCSB PMA
12.	QHSE Excellence Award, Recognizing QHSE Excellence and Outstanding Efforts, in achieving incident free operations, D21 Phase 3 Well Campaign 2024	2024	ROC OIL
13.	SHELL Malaysia Safety Awards 2023	2024	SHELL MALAYSIA

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RESERVOIR LINK

ZERO TOLERANCE FOR HARASSMENT

STOP SEXUAL HARASSMENT

Any sexual conduct verbal, non-verbal, visual, psychological or physical that causes a person to be offended, humiliated or threatened.

Let's make our workplaces safer for everyone.

We prioritise creating a safe and respectful work environment, firmly establishing a zero-tolerance stance against all forms of harassment and discrimination. This includes, but is not limited to, verbal and physical harassment, sexual harassment, and any type of discriminatory behaviour.

All incidents of harassment are addressed in strict adherence to our Code of Business Conduct, Human Rights Policy, Sexual Harassment Policy, and other pertinent human resources guidelines. We are proud to report that, in FY2024, we recorded zero cases of harassment. This reflects our unwavering commitment to maintaining a workplace where respect and integrity are paramount.

DATA PRIVACY & SECURITY

We adhere to the guidelines set forth in the Personal Data Protection Act 2010 to safeguard data. We understand the critical importance of data security, as it not only protects personal integrity but also fosters trust in digital interactions and upholds individuals' fundamental rights.

To ensure robust protection of customer data, we have implemented stringent security measures, including advanced anti-virus applications and regular system updates. Our Group maintains a comprehensive IT policy that establishes clear protocols for access management, network security, and the proper use of IT equipment by all employees.

Additionally, we are actively engaged in compiling relevant data and setting measurable targets to evaluate and enhance our performance in managing data privacy and security. This ongoing commitment underscores our dedication to maintaining the highest standards of data protection and ensuring the trust placed in us by our customers.

We are pleased to report that we did not receive any complaints relating to data breaches in FY2024.

LOCAL COMMUNITY

We believe that giving back to the society is the responsibility as a leading oil and gas company, which helps to build a more sustainable and stable future for everyone. Engaging with the communities not only helping them but helping us to create positive impacts.

In FY2024, a total of RM64,249 comprises of sponsorships and donations to various parties such as charitable organisation, non-profitable organisation and schools. Some of the notable sponsorships and donations by Reservoir Link included:

- Events Sponsorship
- Sponsorship Hadiah Kecemerlangan Project Graduan Kejuruteraan Kimia
- Donation To Rumah Kebajikan Anak-Anak Yatim Al-Hijrah
- Donation For Fund Raising Towards Building an Inclusive Society and Sustainable Environment

Local Community Engagement	FY2024	FPE June 2023	FY2021
Total amount of contribution	RM64,249	RM45,312	RM69,450
Total number of beneficiaries	15	19	7

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Highlights of Sponsorships & Donations

Sponsorship



Royale Oilmen KLSSPE Charity Golf 2023



Kejuhanan Bolasepak Terbuka U12 Piala Ketua Menteri Pulau Pinang



Majlis Anugerah Kecemerlangan Graduan UPM Sesi 2022/2023



Design Village Solar System Launching Event



Youth Empowerment Charity Fundraising Gala Dinner 2024

Donation



Majlis Apresiasi 20 Tahun SMK Bukit Jelutong



Ramadhan CSR 2024 – Rumah Kebajikan Anak-Anak Yatim Al-Hijrah



Program Perkemahan Peringkat Kebangsaan SK Bukit Anak Dara, Kemaman

Sustainability Statement

MOVING FORWARD/INITIATIVES FOR FY2025

As we look ahead to FY2025, we are determined to drive positive change and sustainability across the Group. Our initiatives for the coming year cover several key areas:

TCFD Disclosure	In line with our commitment to climate action, we're committed to disclose our standalone TCFD report in FY2025.
FTSE4Good Bursa Malaysia Index	We aim to be recognised as one of the constituents of the FTSE4Good Bursa Malaysia Index.
Green Technologies	Leverage and promote green technology solutions, especially in project tenders and technology ownership include renewable energy systems, energy-efficient designs, or carbon capture technologies.
Net-Zero Roadmap	Develop and communicate a roadmap toward net-zero emissions. This may involve adopting renewable energy, improving energy efficiency, or investing in carbon offset projects.
Sustainability Training	Provide company-wide sustainability and ESG training to ensure employees understand how their roles contribute to the company's sustainability goals.
Collaborative Partnerships	Foster partnerships with companies and other industry leaders focused on green innovation, offering joint ventures on projects aimed at improving environmental impact.

ASSURANCE STATEMENT

Currently, our Sustainability Statement does not include an Assurance Statement, as we have yet to engage in any internal or external assurance processes. However, we recognise the importance of verifying and enhancing the credibility of our sustainability disclosures. As such, we are actively exploring options to engage with assurance providers and are committed to incorporating an Assurance Statement into our Sustainability Statement by FY2025.

Sustainability Statement

PERFORMANCE DATA TABLE

Indicator	Measurement Unit	FY2021	FPE June 2023	FY2024
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	-	37	60
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	100	100	100
Executive	Percentage	100	100	100
Non-executive	Percentage	100	100	100
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100	100	100
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	NA	NA	NA
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	-	230.40	168.05
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	-	-	12.98
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	-	114.06	127.80
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	4.62	326.05
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	-	RM3,183	RM2,768
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	1.4	4.86	0.56
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	NA	NA	NA
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	NA	NA	NA
Bursa C5(c) Number of employees trained on health and safety standards	Number	15	50	30
Bursa (Employee Management)				
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	1	2	1
Executive	Number	11	40	16
Non-executive	Number	0	10	6
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	0	0	0.9
Management Between 30-50	Percentage	19.6	33.9	33.9
Management Above 50	Percentage	2.7	2.7	1.8

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Indicator	Measurement Unit	FY2021	FPE June 2023	FY2024
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Executive Under 30	Percentage	20.5	44.6	56.3
Executive Between 30-50	Percentage	45.5	52.7	50.0
Executive Above 50	Percentage	4.5	0.9	0.9
Non-executive Under 30	Percentage	1.8	4.5	6.2
Non-executive Between 30-50	Percentage	4.5	7.1	8.0
Non-executive Above 50	Percentage	0.9	0	0
Gender Group by Employee Category				
Management Male	Percentage	15.2	15.2	20.9
Management Female	Percentage	4.5	4.9	5.6
Executive Male	Percentage	52.7	48.0	44.5
Executive Female	Percentage	17.1	20.5	18.3
Non-executive Male	Percentage	16.5	6.3	9.0
Non-executive Female	Percentage	0.9	1.1	1.8
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	74.1	76.2	78.0
Female	Percentage	25.9	23.8	22.0
Under 30	Percentage	22.3	33.5	40.1
Between 30-50	Percentage	69.6	64.0	58.2
Above 50	Percentage	8.0	2.4	1.7
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	-	9	26
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	NA	NA	NA
Bursa (Training and Development)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	32	96	404
Executive	Hours	3,736	2,218	1,680
Non-executive	Hours	-	-	-
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	69,450	45,312	64,249
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	7	15	19
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	NA	NA	NA

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GRI CONTENT INDEX

Statement of use: Reservoir Link Energy Bhd has reported information cited in this GRI content index for the period of 1 July 2023 to 30 June 2024 in accordance with the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

Gri Standard/ Other Source	Disclosure Item	Reference Page(s) in Annual Report
GRI 2: General Disclosures 2021		
1. The organisation and its reporting practice		
2-1	Organisation details	Page 43
2-2	Entities included in the organisation's sustainability reporting	Page 43
2-3	Reporting period, frequency and contact point	Page 42
2-4	Restatement of information	Page 42
2-5	External assurance	Page 66
2. The organisation and its reporting practice		
2-6	Activities, value chain and other business relationship	Page 45
2-7	Employees	Page 42
2-8	Workers who are not employees	Page 60
3. Governance		
2-9	Governance structure and composition	Pages 44-45
2-10	Nomination and selection of highest governance body	Page 77
2-11	Chair of the highest governance body	Page 8
2-12	Role of the highest governance body in overseeing the management of impacts	Page 77
2-13	Delegation of responsibility for managing impacts	Pages 44, 76
2-14	Role of the highest governance body in sustainability reporting	Page 44
2-15	Conflict of interest	Page 52
2-16	Communication of critical concerns	Page 52
2-17	Collective knowledge of the highest governance body	Page 78
2-18	Evaluation of the performance of the highest governance body	Page 77
2-19	Remuneration policies	Page 77
2-20	Process to determine remuneration	Pages 78-79
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Page 24
2-26	Mechanism for seeking advice and raise concerns	Pages 52, 76, 86
2-27	Compliance with laws and regulations	Pages 52, 53, 59, 86
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	Page 45

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1	Gri Standard/ Other Source	Disclosure Item	Reference Page(s) in Annual Report
2	GRI 3: Material Topics 2021		
3	3-1	Process to determine material topics	Page 46
4	3-2	List of material topics	Page 46
5	3-3	Management of material topics	Page 46
6	GRI 201: Economic Performance 2016		
	201-1	Direct economic value generated and distributed	Page 51
	GRI 204: Procurement Practices 2016		
	204-1	Proportion of spending on local suppliers	Page 53
	GRI 205: Anti-corruption 2016		
	205-2	Communication and training about anti-corruption policies and procedures	Page 53
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