

SUSTAINABILITY STATEMENT

OUR COMMITMENT TO SUSTAINABILITY

Reservoir Link Energy Bhd (“Reservoir Link” or “the Company”), along with its subsidiaries (collectively “the Group”, “we”, or “our”), has built a strong presence in the upstream oil and gas services sector. In recent years, we’ve expanded our focus to include renewable energy and sustainability ventures, adapting to the evolving energy landscape and working towards a more sustainable future. Sustainability now plays a key role in how we operate, guiding our day-to-day decisions and long-term planning. Our goal is to balance our economic, environmental and social (“EES”) responsibilities while continuing to grow and serve our stakeholders in a way that’s both responsible and forward-thinking.

Our Sustainability Statement reflects our continued progress in this area. As we mark our fifth year of sustainability reporting, we are dedicated to maintaining transparency and aligning with both Bursa Malaysia’s guidelines and global standards for sustainability disclosures.

This statement outlines our efforts to integrate economic, environmental and social considerations into our operations. We are focused on reducing our environmental impact, supporting social well-being, and maintaining strong governance. Looking ahead, we remain committed to making responsible choices that not only reduce our footprint but also create long-term value for our stakeholders.

REPORTING SCOPE AND PERIOD

This Sustainability Statement covers the sustainability activities and performance of the Group during the period from 1 July 2024 to 30 June 2025, for the financial year ended 30 June 2025 (“FY2025”). The reporting scope of this Statement includes the Group 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

REPORTING STANDARDS

In line with our ongoing commitment to transparency and accountability, we continue to follow a comprehensive set of reporting standards to ensure that our sustainability practices align with the highest industry norms. For FY2025, we have been guided by the following reporting standards:



Suruhanjaya Sekuriti
Securities Commission
Malaysia



- ▶ Malaysia Code of Corporate Governance, Updated April 2021



- ▶ Practice Note 9 of the Main Market Listing Requirements
- ▶ Sustainability Reporting Guide, 3rd Edition (“SRG”)



- ▶ Global Reporting Initiative (“GRI”), 2021



- ▶ IFRS S1 and IFRS S2 on Sustainability-related Disclosures

FEEDBACK

We appreciate and value the feedback, suggestions, and input from our stakeholders regarding this Statement. Your insights on any aspect of our sustainability practices and performance are welcome. For any comments, queries or suggestions regarding the content of this Statement, please email us at investor.relation@reservoirlink.com.

OUR APPROACH TO SUSTAINABILITY

SUSTAINABILITY GOVERNANCE

The Group is dedicated to fostering sustainable development by effectively embedding sustainability initiatives across our operations. We are committed to regularly evaluating and enhancing our governance framework to ensure we create lasting value for all stakeholders through responsible and sustainable practices.

Sustainability issues are addressed in our monthly management meetings, with in-depth discussions taking place at the Board level every quarter. The key responsibilities for overseeing sustainability are organised and carried out as follows:



BOARD OF DIRECTORS (“BOARD”)

- Comprises of four (4) Independent Non-Executive Director, a Non-Independent Non-Executive Chairman, Non-Independent Executive Deputy Chairman and Group CEO/MD.
- Oversees the Group’s overall sustainability strategy, setting our sustainability strategy and for overseeing the implementation of that strategy.
- Receives regular reports on our sustainability performance and reviews our progress towards our sustainability goals.



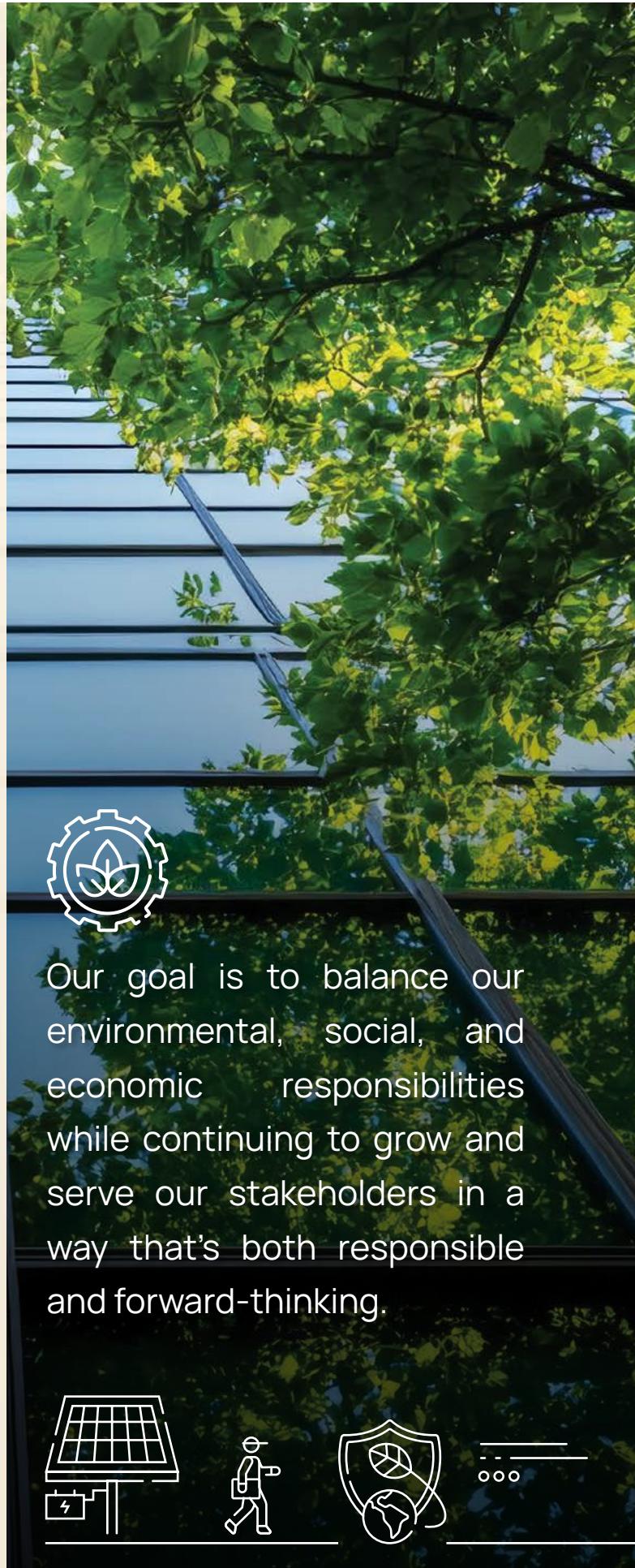
SENIOR MANAGEMENT (“SM”)

- Consists of CFO, CEOs, General Manager of Group Corporate Services and Business Development.
- Responsible in developing and implementing sustainability strategy throughout the organisation.



OPERATIONAL MANAGEMENT (“OM”)

- Represented by various Heads of Departments.
- Cross-functional alignment, transparent end-to-end management, and the execution of agreed-upon sustainability goals by operational management in their operational activities.



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SUSTAINABILITY POLICY

The Sustainability Policy, approved by the Board on 25 August 2021 and subsequently revised on 25 August 2023, underscores the Group's commitment to conducting business ethically. It establishes clear objectives aimed at reducing our environmental impact, enhancing social responsibility, and ensuring long-term economic sustainability.

The Policy sets out the following key 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 EES principles.

EXCELLENT GOVERNANCE: POLICIES AND GUIDELINES

We remain dedicated to upholding the highest standards of corporate governance across the Group. Our established policies provide clear guidance, ensuring that sustainability is embedded in every aspect of our business. These policies cover, but are not limited to:

Human Rights Policy

Code of Business Conduct

Sexual Harassment Policy

Whistleblowing Policy

Anti-Bribery and Corruption Policy



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STAKEHOLDER ENGAGEMENT

Our commitment to stakeholder engagement is central to generating sustainable value for the Group. We work closely with our key stakeholders across all business operations, ensuring that their expectations and interests are aligned with our strategic objectives. The following summary highlights our interactions with these stakeholders, the platforms we use for communication, the key issues discussed, and our responses to address their concerns.

Engagement & Communication Platform				
Stakeholder Group	Ongoing	Annual	As Needed	Areas of Concern
Shareholders/ Investors/ Board of Directors	<ul style="list-style-type: none"> Company website News release Board meetings Committee meetings Director circular resolution 	<ul style="list-style-type: none"> Annual General Meetings (AGM) Annual reports Quarterly financial report 	<ul style="list-style-type: none"> Bursa Malaysia announcements Investor relation email contact Analyst briefings Extraordinary General Meetings (EGM) 	<ul style="list-style-type: none"> Growth in company performance and value creation Strengthen communication frequency and improve on content of communication materials Corporate governance and business ethics
Customers	<ul style="list-style-type: none"> Company website Social media 	<ul style="list-style-type: none"> Customer satisfaction survey 	<ul style="list-style-type: none"> Techno-commercial meetings Operational meetings Corporate events Lunch & learn Forum & workshop 	<ul style="list-style-type: none"> Products & services quality and reliability Company performance New product and service development and innovation Anti-bribery and corruption Ethical business practices Data privacy
Supplier, Subcontractors and Vendors	<ul style="list-style-type: none"> Day-to-day interactions Vendor registration Vendor Integrity Pledge 	<ul style="list-style-type: none"> Vendor Evaluation 	<ul style="list-style-type: none"> Meetings Site visits Presentations and negotiations Supplier performance reviews Due diligence 	<ul style="list-style-type: none"> Long-term viability of the company Safety and regulatory compliance Quality of products and services Anti-bribery and corruption Ethical business practices Health, safety & environment standard and practices
Local Authorities/ Regulators/ Government Ministries	<ul style="list-style-type: none"> Seminars Forums and conferences Online portals 	<ul style="list-style-type: none"> Statutory filings Compliance Report License renewal 	<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 Anti-bribery and corruption Data privacy

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Engagement & Communication Platform

Stakeholder Group	Ongoing	Annual	As Needed	Areas of Concern
Employees	<ul style="list-style-type: none"> Newsletter Intranet Internal memo HR portals 	<ul style="list-style-type: none"> Townhall session Employee appraisal sessions Employee Satisfaction Survey Acceptance and compliance to company policies 	<ul style="list-style-type: none"> Social events and activities Workshops Seminar and training sessions 	<ul style="list-style-type: none"> Benefits design Talent engagement Health, safety & environment Anti-bribery and corruption Employer-employee engagement culture and alignment Employee well-being and mental health Human rights and gender equality Succession planning Retention of key talents Work-life balance
Local Communities	<ul style="list-style-type: none"> Company website 	-	<ul style="list-style-type: none"> Participation and collaboration in community projects Community engagement sessions Corporate social responsibility events Press release 	<ul style="list-style-type: none"> Community needs Social and environmental impact Safety of our operations
Financial Institutions	<ul style="list-style-type: none"> Day-to-day correspondence 	<ul style="list-style-type: none"> Annual review and reports Financial disclosure Loan covenants compliance 	<ul style="list-style-type: none"> Engagement session Meetings 	<ul style="list-style-type: none"> Financial compliance to regulations, standards and requirements Growth project progress and deliverables Operational, commercial and financial performance
Partners & Principals	<ul style="list-style-type: none"> Strategic dialogues Day-to-day interactions Due diligence 	<ul style="list-style-type: none"> Annual sales reports 	<ul style="list-style-type: none"> Meetings Site visits Conferences and forums 	<ul style="list-style-type: none"> Continuous value creation Ethical business practices Anti-bribery and corruption Health, safety & environment Human rights

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MATERIALITY MATTERS

In FY2025, Reservoir Link undertook a comprehensive reassessment of its material sustainability topics to ensure alignment with evolving stakeholder expectations, Bursa Malaysia's Sustainability Reporting Guide (3rd Edition), the Global Reporting Initiative ("GRI") 2021 Standards, and the International Financial Reporting Standards ("IFRS") S1 and S2.

Recognising that our operations span both conventional upstream oil & gas and renewable energy & sustainability ventures through various subsidiaries, this year's assessment adopted a double materiality approach – incorporating both:

Impact materiality, which considers the organisation's actual and potential impacts on the environment, economy, and society (in line with GRI and Bursa Malaysia guidance); and

Financial materiality, which identifies sustainability-related risks and opportunities that could reasonably influence our enterprise value over the short, medium, or long-term (in line with IFRS S1/S2).

Materiality Assessment Process



REVIEW & ALIGN

Laying the foundation by reassessing past material topics, identifying gaps, and aligning with key ESG frameworks and regulatory expectations.

- Review FY2024 material topics and matrix
- Identify operational/regulatory changes
- Map against GRI (Impact), IFRS S1/S2 (Financial), Bursa SRG, SASB

ENGAGE & ASSESS

Engaging stakeholders to prioritise ESG topics from both financial and impact perspectives.

- Confirm internal and external stakeholder groups
- Conduct targeted surveys for financial and impact materiality
- Analyse results and plot Double Materiality Matrix

VALIDATE & INTEGRATE

Confirming material topics and embedding them into strategic planning and reporting.

- Review with key departments
- Align with business strategy and risk registers
- Obtain management sign-off for final material matters

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Survey Design and Deployment

A stakeholder survey involving respondents from across Reservoir Link's stakeholder network was conducted to evaluate and rank ESG matters of greatest significance to the Group and its stakeholders. Responses were measured on a five-point scale, with the average scores used to determine the top priorities within each ESG pillar.

Impact Review

In FY2025, the Group's material matters expanded from 13 to 18 topics, reflecting greater detail and the inclusion of emerging priorities. New additions such as Biodiversity, Employment, Customer Health & Safety, Critical Incident Risk Management, and Product Design & Lifecycle Management highlight increased focus on environmental stewardship, operational resilience, and customer well-being. Core matters from FY2024 remain, with refined scopes to address evolving stakeholder expectations in governance, social responsibility, and environmental performance.

Reservoir Link's FY2025 Material Matters and Definitions

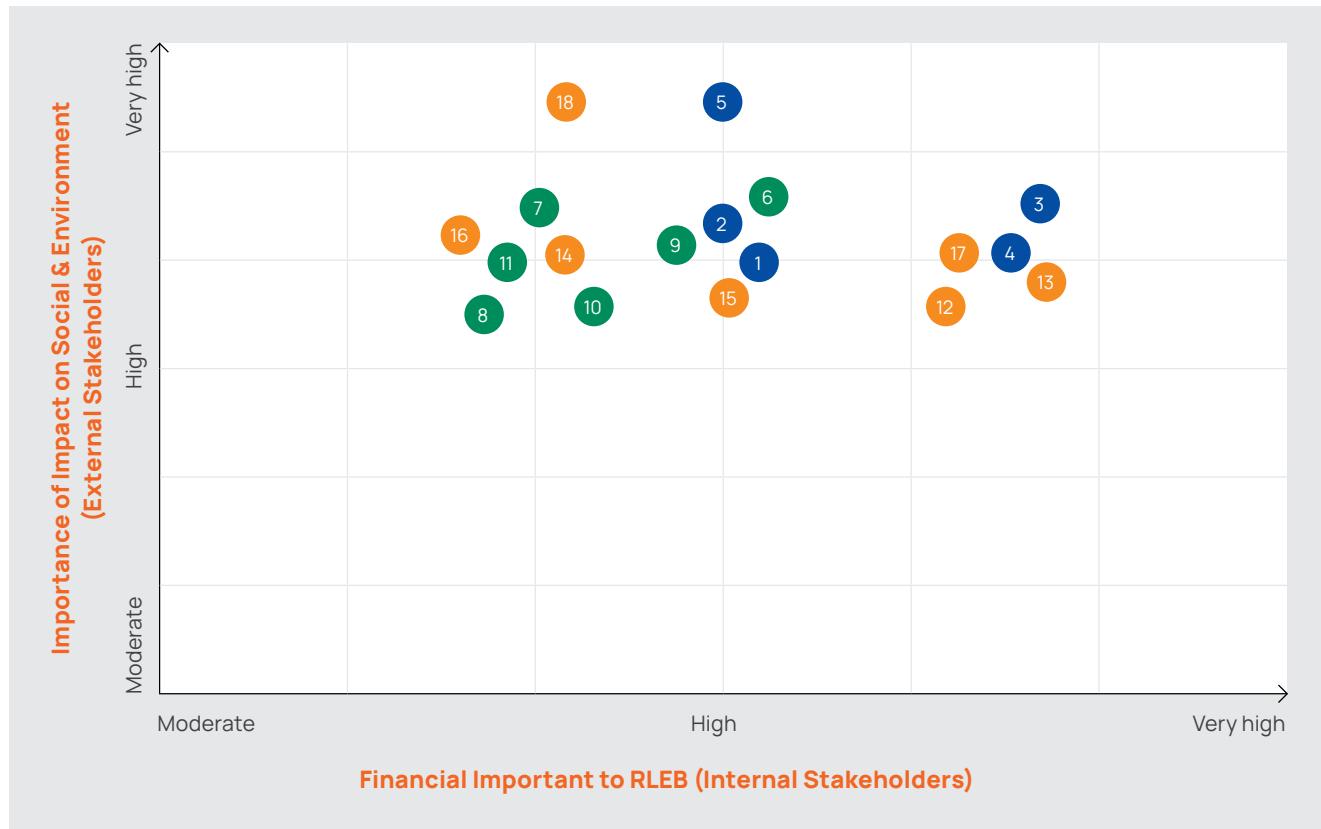
Material Issues	Definition
Economic Presence & Sustainability Profitability	Ensuring the Group's long-term financial viability by balancing profitability with sustainable growth. This includes monitoring the economic impacts of market trends, regulatory changes, and stakeholder expectations while maintaining resilience and value creation.
Supply Chain Management	Promoting responsible procurement by evaluating suppliers and vendors based on environmental, social, and governance criteria, prioritising ethical sourcing, and ensuring transparency in supply chain operations.
Establishment of Responsible Business Practices	Upholding the highest standards of ethics, integrity, and transparency across operations. This includes implementing anti-bribery and anti-corruption measures, fostering compliance with laws and regulations, and promoting fair, responsible conduct.
Critical Incident Risk Management	Focuses on how the Group prepares for rare but severe accidents or emergencies that could have major impacts on people, the environment, and business continuity. It covers the use of safety management systems, emergency response planning, and a strong safety culture to prevent such incidents or reduce their impact if they occur.
Product Design & Lifecycle Management	Developing products with consideration for their entire lifecycle – from design and production to use and end-of-life – to improve durability, reduce environmental impact, and promote circular economy principles.
Environmental Compliance	Meeting or exceeding environmental regulations and standards applicable to the Group's operations, including permits, monitoring, and corrective actions to minimise ecological harm.

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Material Issues	Definition
Energy Management	Managing and optimising energy use to improve efficiency, reduce costs, and lower carbon emissions. This includes adopting renewable energy sources and innovative energy-saving technologies where feasible.
GHG Emissions Management (previously Emissions Management)	Identifying, measuring, and reducing direct and indirect greenhouse gas emissions to mitigate climate change impacts, in alignment with national and global reduction targets.
Water Management	Conserving water resources through efficient usage, wastewater treatment, and compliance with discharge regulations to prevent pollution and protect ecosystems.
Waste Management	Implementing strategies to reduce, reuse, and recycle waste, including safe handling, storage, and disposal of hazardous materials in compliance with regulations.
Biodiversity	Protecting and enhancing biodiversity by minimising operational impacts on habitats and ecosystems and supporting conservation and restoration efforts.
Employment (previously Labour Practices & Standards)	Maintaining fair practices, competitive remuneration, and opportunities for career development, while respecting workers' rights and fostering job security.
Occupational Health & Safety	Ensuring a safe and healthy working environment by identifying, managing, and mitigating workplace hazards, supported by training, monitoring, and emergency preparedness measures.
Training & Development	Providing employees with skills development, continuous learning opportunities, and leadership training to enhance performance and career progression.
Diversity & Equal Opportunity	Fostering an inclusive workplace that values diversity and ensures equal opportunities in recruitment, promotion, and professional growth, free from discrimination.
Engagement with Local Communities	Building positive relationships with local communities through outreach programmes, partnerships, and initiatives that support social well-being, economic empowerment, and environmental stewardship.
Customer Health & Safety	Designing, producing, and delivering products or services that meet safety standards, with proactive measures to protect customers from potential risks.
Data Privacy & Security	Safeguarding personal and sensitive information through robust data protection measures, cybersecurity systems, and compliance with relevant privacy regulations.

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MATERIALITY MATRIX FY2025



- 1 Economic Presence & Sustainability Profitability
- 2 Supply Chain Management
- 3 Establishment of Responsible Business Practices
- 4 Critical Incident Risk Management
- 5 Product Design & Lifecycle Management

ECONOMIC



- 6 Environmental Compliance
- 7 Energy Management
- 8 Water Management
- 9 GHG Emissions
- 10 Waste Management
- 11 Biodiversity

ENVIRONMENT



- 12 Employment
- 13 Occupational Health & Safety
- 14 Training & Development
- 15 Diversity & Equal Opportunity
- 16 Engagement with Local Communities
- 17 Customer Health & Safety
- 18 Data Privacy & Security

SOCIAL

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RISKS, OPPORTUNITIES AND MANAGEMENT APPROACH

Recognising material issues is crucial for shaping our strategy, as it helps us identify both risks and opportunities. With a comprehensive understanding of their significance, we can set future targets and develop action plans to address associated risks and leverage on potential opportunities.

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 	Risks <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
SUPPLY CHAIN MANAGEMENT		
Affected Key Stakeholders <ul style="list-style-type: none"> Supplier, Subcontractors and Vendors Customers 	Risks <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
ESTABLISHMENT OF RESPONSIBLE BUSINESS PRACTICES		
Affected Key Stakeholders <ul style="list-style-type: none"> Shareholders/Investors/ Board of Directors Customers Supplier, Subcontractors and Vendors Employees 	Risks <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 effective corporate governance practices in business operations Guidelines and procedures are established for gifts, entertainment, hospitality and travel
CRITICAL INCIDENT RISK MANAGEMENT		
Affected Key Stakeholders <ul style="list-style-type: none"> Customers Shareholders/Investors/ Board of Directors Employees 	Risks <ul style="list-style-type: none"> Operational shutdowns due to accidents, equipment failures, or extreme weather events Financial losses from unplanned downtime or damage claims Opportunities <ul style="list-style-type: none"> Strengthening resilience and business continuity planning Building trust with stakeholders through transparent incident response protocols 	<ul style="list-style-type: none"> Develop and regularly update emergency response and business continuity plans Conduct drills and simulations for critical incident scenarios

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Materiality Matters	Risks & Opportunities	Management Approach
PRODUCT DESIGN & LIFECYCLE MANAGEMENT		
Affected Key Stakeholders <ul style="list-style-type: none"> Customers Shareholders/Investors/Board of Directors Supplier, Subcontractors and Vendors 	<p>Risks</p> <ul style="list-style-type: none"> Products/services not meeting sustainability or regulatory standards <p>Opportunities</p> <ul style="list-style-type: none"> Innovating products with lower environmental footprint Access to green financing or incentives 	<ul style="list-style-type: none"> Implement lifecycle assessments to identify improvement areas
ENVIRONMENTAL COMPLIANCE		
Affected Key Stakeholders <ul style="list-style-type: none"> Customers Supplier, Subcontractors and Vendors Local Authorities/Regulators/Government Ministries Local Communities 	<p>Risks</p> <ul style="list-style-type: none"> Health, safety & environmental risk Operational disruption <p>Opportunities</p> <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
ENERGY 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 	<p>Risks</p> <ul style="list-style-type: none"> Environmental risk <p>Opportunities</p> <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
GHG EMISSIONS 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 	<p>Risks</p> <ul style="list-style-type: none"> Health, safety & environmental risk <p>Opportunities</p> <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

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Materiality Matters	Risks & Opportunities	Management Approach
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 	Risks <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 organisation Set up water conservation projects
WASTE MANAGEMENT		
Affected Key Stakeholders <ul style="list-style-type: none"> Customers Local Communities Employees 	Risks <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 waste is outsourced to a third-party contractor Implementation of recycling programme across the Group Conduct awareness sessions relating to recycling programme initiative in Reservoir Link Exploring practical and holistic approaches to be embedded in the 3Rs programme to align with circular economy principles
BIODIVERSITY		
Affected Key Stakeholders <ul style="list-style-type: none"> Local Communities Local Authorities/Regulators/Government Ministries Shareholders/Investors/Board of Directors Partners & Principals 	Risks <ul style="list-style-type: none"> Regulatory non-compliance leading to penalties or project delays Reputational damage from perceived negative environmental impact Opportunities <ul style="list-style-type: none"> Strengthening ESG credentials through biodiversity conservation projects 	<ul style="list-style-type: none"> Implement site rehabilitation and restoration plans
OCCUPATIONAL HEALTH & SAFETY		
Affected Key Stakeholders <ul style="list-style-type: none"> Customers Supplier, Subcontractors and Vendors Local Authorities/Regulators/Government Ministries Employees 	Risks <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 Regular housekeeping of OSH processes

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Materiality Matters	Risks & Opportunities	Management Approach
EMPLOYMENT		
Affected Key Stakeholders	<p>Risks</p> <ul style="list-style-type: none"> • Employees • Lack of competent/skilled employees • High employee turnover leading to loss of expertise • Non-compliance with labour laws or fair employment practices <p>Opportunities</p> <ul style="list-style-type: none"> • Talent retention • Building strong employer brand in the oil & gas and renewable energy sectors • Enhancing employee engagement and productivity via training and development 	<ul style="list-style-type: none"> • Offer competitive remuneration packages and clear career pathways • Monitor employee engagement through regular surveys and feedback sessions
TRAINING AND DEVELOPMENT		
Affected Key Stakeholders	<p>Risks</p> <ul style="list-style-type: none"> • Employees • Lack of competent/skilled employees <p>Opportunities</p> <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
DIVERSITY AND EQUAL OPPORTUNITY		
Affected Key Stakeholders	<p>Risks</p> <ul style="list-style-type: none"> • Shareholders/Investors/ Board of Directors • Employees • Lack of competent/skilled employees • Challenge to attract talent from diverse background <p>Opportunities</p> <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
DATA PRIVACY & SECURITY		
Affected Key Stakeholders	<p>Risks</p> <ul style="list-style-type: none"> • Shareholders/Investors/ Board of Directors • Employees • Customers • Supplier, Subcontractors and Vendors • Leakage/Loss of confidential information • Cybersecurity risk • Non-compliance to local business/statutory/regulatory requirements <p>Opportunities</p> <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

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Materiality Matters	Risks & Opportunities	Management Approach
ENGAGEMENT WITH LOCAL COMMUNITIES		
Affected Key Stakeholders <ul style="list-style-type: none">Local Communities	<p>Risks</p> <ul style="list-style-type: none"> Non-compliance to rules and regulations <p>Opportunities</p> <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
CUSTOMER HEALTH & SAFETY		
Affected Key Stakeholders <ul style="list-style-type: none">Customers	<p>Risks</p> <ul style="list-style-type: none"> Safety incidents involving products or services leading to injury or fatality Loss of client trust <p>Opportunities</p> <ul style="list-style-type: none"> Strengthening customer relationships via transparent safety performance reporting 	<ul style="list-style-type: none"> Strict compliance with industry HSE standards Perform safety audits and risks assessments for all projects and services
PRODUCT DESIGN & LIFECYCLE MANAGEMENT		
Affected Key Stakeholders <ul style="list-style-type: none">CustomersShareholders/Investors/Board of DirectorsSupplier, Subcontractors and Vendors	<p>Risks</p> <ul style="list-style-type: none"> Products/services not meeting sustainability or regulatory standards <p>Opportunities</p> <ul style="list-style-type: none"> Innovating products with lower environmental footprint Access to green financing or incentives 	<ul style="list-style-type: none"> Implement lifecycle assessments to identify improvement areas

FY2025 KEY SUSTAINABILITY HIGHLIGHTS

<p>Increase in revenue for Renewable Energy Solar Asset</p> 	<p>ZERO cases of bribery and corruption</p> 
<p>190 Mangrove trees planted</p>  	<p>ZERO workplace fatality</p>   

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KEY PERFORMANCE INDICATORS (“KPI”)

To drive progress across our three sustainability pillars, we have defined clear targets and KPIs for both the Board and Management. These are supported by a series of strategic initiatives, summarised in the table below.

Target and KPI for Board

Material Topic	Target	KPI	UOM	FY2025
Increase Revenue Associate to Sustainability Dimension	<ul style="list-style-type: none"> Percentage (%) increase in revenue from investment in environment protection and sustainability dimension (e.g., decommissioning, renewable energy, sustainability ventures) 	<ul style="list-style-type: none"> Percentage (%) of total additional revenue in environmental protection sustainability dimension 	Percentage	<ul style="list-style-type: none"> RM-73.9 million (662% decrease)
Increase Use of Renewable Sources	<ul style="list-style-type: none"> At least 50% of company revenue from renewable source and sustainability ventures activities 	<ul style="list-style-type: none"> Percentage of renewable sources and sustainability ventures revenue 	Percentage	<ul style="list-style-type: none"> 31%
	<ul style="list-style-type: none"> Investment in solar panel/ involvement in solar projects 	<ul style="list-style-type: none"> Amount/Quantity power generated (MWdc/MWh) 	MWdc/MWh	<ul style="list-style-type: none"> 5,057.8 MWh
Reduce Superfluous Resources Consumption	<ul style="list-style-type: none"> Percentage reduction (e.g., decrease its water consumption 20%/reduce leakage within water system not more than 10%) 	<ul style="list-style-type: none"> Energy use per man-hours 	KWh/ man-hours	<ul style="list-style-type: none"> 1.11
		<ul style="list-style-type: none"> Average water consumption 	Average per month (RM)	<ul style="list-style-type: none"> RM280.42
Stakeholders’ Relationship	<ul style="list-style-type: none"> Employee working environment and satisfaction level – more than 80% 	<ul style="list-style-type: none"> Employee satisfaction rate 	Percentage	<ul style="list-style-type: none"> 3.68/5.00 (73.6%)
	<ul style="list-style-type: none"> Average customer rating results – average 75% achieved (Achieve 3.75/5.00) 	<ul style="list-style-type: none"> Yearly customer satisfaction rate 	Percentage	<ul style="list-style-type: none"> 4.29/5.00 (86%)

Target and KPI for Management

Material Topic	Target	KPI	UOM	FY2025
Economic Presence & Sustainability Profitability	<ul style="list-style-type: none"> Target revenue other than Oil & Gas 	<ul style="list-style-type: none"> 30% of contribution from other segments 	Percentage	<ul style="list-style-type: none"> 31%
Sustainability Profitability	<ul style="list-style-type: none"> Number of proposals participated and success rate 	<ul style="list-style-type: none"> Minimum 60 proposals per year 	Number of proposals	<ul style="list-style-type: none"> 38
		<ul style="list-style-type: none"> Success rate 	Percentage	<ul style="list-style-type: none"> O&G: 18%
Anti-Corruption	<ul style="list-style-type: none"> Zero proven case and continuous education and awareness 	<ul style="list-style-type: none"> Number of reported cases 	Case	<ul style="list-style-type: none"> 0
		<ul style="list-style-type: none"> Number of awareness session 	Session	<ul style="list-style-type: none"> 1

SUSTAINABILITY STATEMENT

Material Topic	Target	KPI	UOM	FY2025
3Rs of Sustainability	• Establish framework	• 3R framework	Yes/No	• Yes
	• Conduct awareness annually	• Number of awareness session	Session	• 1
	• Less paper usage	• Reduce 10% paper usage	Reduction (%)	• +4%
	• Less printing job	• Cost of printing	RM	• RM9,762 (RM813 per month)
Environmental	• Zero case of non-compliance	• Number of non-compliance	Case	• 0
	• Zero fine imposed by authority	• Number of fine imposed	Case	• 0
	• Number of business interruption	• Number of business interruption	Case	• 0
Waste Management	• Roll-out product & waste recycling initiative	• Total waste	Metric tonnes	• 50.51
		• Rate of reduction	Percentage	• +8,929% increase
Occupational Health & Safety	• Zero case of non-compliance OHS regulations	• Number of non-compliance	Case	• 0
	• Zero case of fatalities	• Number of fatalities	Case	• 0
	• Reduce accident case and incident rate	• Number of accident case	Case	• 2
Training & Development	• 15 hours per employee per year at management level	• Average training hours for all staff	Hours/ person	• 29.2
		• Average training hours for management	Hours/ person	• 9.8
	• Budget for training and development	• Total training cost for all staff/management	RM	• Staff: RM202,605 Management: RM38,702
Employee Turnover, Retention and Hiring	• Employee happiness survey rating	• >80% rating	Percentage	• 73.6%
	• Low employee turnover	• Employee turnover rate	Percentage	• 11.9%
Diversity & Equal Opportunity	• 70:30 ratio between male & female	• Gender diversity ratio	Ratio	• 74:26
	• 33% female in Board level	• Board female composition	Percentage	• 29%
	• Sexual harassment case	• Number of cases	Case	• 0
Engagement with Employee	• Number of activities carried out	• 10-15 activities/ engagement	Activity	• 6
	• Townhall session minimum once a year	• Number of townhall	Session	• 1
Engagement with Local Communities	• Sponsorship/donation contribution	• Total spent on charity	RM	• RM48,707
		• Number of sponsorship/ donation	Event	• 18
	• Internship programme	• Number of interns	Pax	• 13

SUSTAINABILITY STATEMENT

OUR SUSTAINABILITY PROGRESS



ECONOMIC

ECONOMIC PRESENCE & SUSTAINABILITY PROFITABILITY

We recognise that true progress comes from more than financial performance alone. At Reservoir Link, we are committed to advancing long-term economic development by aligning growth with environmental, social, and cultural priorities, ensuring a more resilient and sustainable future.

Our Performance

In FY2025, Reservoir Link recorded a 32.4% decrease in revenue to RM125.4 million, primarily driven by lower contributions from the Renewable Energy EPCC segment as due to the deconsolidation of Founder Group Limited following its successful NASDAQ listing. Nevertheless, the Group registered revenue growth in Oil & Gas (+14.82%). Looking ahead, we remain focused on strengthening our project delivery capabilities, securing new renewable energy contracts, and capitalising on opportunities within Malaysia's energy transition agenda.

Sustainability Indicator	UOM	FPE June 2023	FY2024	FY2025
Revenue	RM'000	RM193,304	RM186,203	RM125,397

Oil & Gas Division

Our Oil & Gas Well Services division continues to play a vital role in delivering reliable solutions that support the global energy sector. Recognising the responsibilities tied to our industry, we remain focused on managing resources prudently while contributing to the long-term resilience of the communities and regions we serve.

In FY2025, the Oil & Gas Division continued to demonstrate steady performance, supported by demand for well services and production enhancement solutions. The division expanded its portfolio through various projects and service contracts, reinforcing its role as a trusted provider in Malaysia's upstream energy sector. These efforts not only contributed to business growth but also helped sustain long-term client relationships.

At the same time, the division maintained its focus on innovation and collaboration. By working with partners and research institutions, Reservoir Link explored opportunities to introduce new technologies and solutions that enhance efficiency, reliability, and sustainability in operations. These initiatives support the Group's commitment to continuous improvement while creating opportunities for future growth.



SUSTAINABILITY STATEMENT

Renewable Energy Division

The Group remains committed to supporting Malaysia's energy transition and the global journey towards net-zero. We believe that the demand for clean energy solutions will continue to grow, creating opportunities for expansion in the renewable energy sector despite short-term challenges.

In FY2025, revenue from the Renewable Energy EPCC segment declined compared to the previous year, due to the deconsolidation of Founder Group Limited following its successful NASDAQ listing. While this impacted overall financial performance, our Renewable Energy Solar Asset and wastewater treatment segment recorded higher contributions, reflecting the long-term potential of renewable energy & sustainability ventures within our portfolio.

Moving forward, we aim to strengthen our competitiveness by exploring others renewable energy solutions and diversifying our service offerings in the solar value chain. These efforts, supported by government initiatives such as the Corporate Green Power Programme (CGPP) and the LSS-Energy Transition SuRiA (LSS5) project, will position us to capture future opportunities in the renewable energy market.

Details of the Group's financial performance can be found in the Management Discussion & Analysis section of this Annual Report.

SUPPLY CHAIN MANAGEMENT

Our procurement practices are guided by our Procurement Policy, which ensures fairness, integrity, and compliance across the entire process – from tendering and evaluation to contract award and delivery. In FY2025, we continued to apply clear evaluation criteria that go beyond price, considering product quality, reliability, delivery timelines, and service standards. We also require our suppliers and contractors to uphold ethical conduct, comply with applicable laws and regulations, and align with our values of responsible business practices.

Our Performance

Vendor performance is reviewed on an annual basis, with no major issues recorded in FY2025. To maintain quality standards, new suppliers are not immediately added to the Approved Vendor List. Instead, the Procurement Department monitors performance across up to five purchase orders during a probation stage. If no concerns are raised, suppliers are formally onboarded. This system ensures that underperformance can be identified and corrected early, with minimal operational or financial impact.

In FY2025, the Group's supply chain strategy delivered notable cost efficiencies:

- Diversification of supply sources: Beyond established suppliers in Germany and the USA, we began sourcing from China since back in 2024, where materials meeting the same specifications were available at approximately 40% lower cost, also insulating the Group from tariffs imposed under the Trump Administration.
- Future localisation benefits: One of our key U.S. suppliers has announced plans to open a factory in Batam, Indonesia by end-2025, which is expected to further reduce costs by around 40% through transport savings.
- Logistics optimisation: We appointed a new logistics provider which offering rates approximately 20% lower than our previous provider.

These initiatives collectively strengthened our cost control measures and improved our gross profit margin to 18.9% in FY2025, compared to 15.6% in FY2024. Without such measures, the potential financial impact of material cost escalation could have reached an estimated RM26 million (40% of forecasted variable overheads), which was successfully mitigated through proactive supply chain management. In FY2025, 76% of our suppliers are local, while 24% are international.

Sustainability Indicator	UOM	FPE June 2023	FY2024	FY2025
Proportion of spending on local suppliers	Percentage	37%	60%	76%
Proportion of spending on international suppliers	Percentage	63%	40%	24%

SUSTAINABILITY STATEMENT

ESTABLISHMENT OF RESPONSIBLE BUSINESS PRACTICES/ANTI-CORRUPTION/BUSINESS ETHICS

In FY2025, we continued to emphasise the importance of integrity and accountability in how we operate as an organisation. Responsible conduct is part of everyday decision-making – whether in how our people manage projects, safeguard resources, or interact with stakeholders. We believe that consistency in upholding ethical standards protects the Group from reputational risks and strengthens stakeholder confidence.

We ensure that all employees are aware of and adhere to the Group's Code of Conduct and related policies, which set out expectations on anti-corruption, conflicts of interest, and responsible behaviour in the workplace. The frameworks and policies that govern responsible business practices within the Group are shown in the table below.

Framework/Policies	Description
Code of Business Conduct ("COBC")/ Employees' Handbook	<p>Our Code of Business Conduct ("COBC"), outlined in the Employee Handbook, applies to all levels of staff – whether permanent, part-time, contract, or temporary. It sets out clear expectations on ethical behaviour, accountability, and compliance, ensuring that employees understand their role in upholding integrity across daily operations.</p> <p>There were no reports of employee non-compliance or violations of the COBC for the FY2025.</p>
Anti-Bribery and Corruption ("ABC") Policy/Anti-Bribery Management System ("ABMS")	<p>The Group upholds a strict zero-tolerance stance against bribery and corruption. Our commitment is anchored in the Anti-Bribery and Corruption ("ABC") Policy and Anti-Bribery Management System ("ABMS"), which are aligned with the Malaysian Anti-Corruption Commission Act ("MACC") and industry best practices. Standard Operating Procedures and guidelines under AMBS 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>During FY2025, the Group continued to reinforce awareness of the ABC Policy through regular communication and refresher sessions, including training on corporate liability for employees, management, and directors. These efforts ensure that all personnel understand their responsibilities in preventing bribery and corruption.</p> <p>There were no incidents of bribery or corruption reported in FY2025. The ABC Policy remains accessible to employees and stakeholders via our corporate website at https://reservoirlink.com.</p>
Whistleblowing Policy	<p>The Group's Whistleblowing Policy provides a safe and confidential channel for employees and stakeholders to report any concerns relating to misconduct, corruption, fraud, waste, or abuse. In line with the Whistleblower Protection Act 2010 ("WPA"), the policy safeguards individuals who raise concerns in good faith from retaliation, while ensuring that all reports are handled with strict confidentiality.</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"> a. Report via email to whistleblowing@reservoirlink.com; or b. Letter/Documents/Report marked "STRICTLY PRIVATE AND CONFIDENTIAL TO BE OPENED BY THE ADDRESSEE ONLY" addressed to the Chairman of Audit Committee. <p>In FY2025, no whistleblowing reports were received. The policy remains publicly available on the Group's corporate website at https://reservoirlink.com.</p>

SUSTAINABILITY STATEMENT

Framework/Policies	Description
Risk Management Policy	Risk management is embedded into our strategic planning and day-to-day decision-making, ensuring that risks are identified, assessed, and addressed in a timely and transparent manner. By taking a proactive approach, we are able to anticipate challenges, implement effective controls, and minimise potential impacts before they escalate. Our commitment to effective risk management safeguards the interests of stakeholders while positioning the Group to capture opportunities for sustainable growth.

Our Performance

No incidents of bribery or corruption were recorded in FY2025. Training and awareness on anti-bribery and corruption (ABC) remain a key focus, beginning with induction for all new employees and directors. For existing staff, refresher sessions are conducted annually, with the scope and content adjusted to reflect the level of exposure and risk relevant to their roles.

Sustainability Indicator	Sustainability Target	UOM	FPE June		
			2023	FY2024	FY2025
Corruption case reported and action taken	Zero cases on bribery and corruption	Case	0	0	0
Awareness training session	Awareness sessions annually	Session	1	1	1

CRITICAL INCIDENT RISK MANAGEMENT

Critical incident risk management is a key element of our governance and safety framework, ensuring that Reservoir Link is prepared to respond to rare but high-impact events that could disrupt operations or pose risks to people and the environment. The Group maintains an Emergency Response Plan (ERP) and has achieved ISO 45001:2018 certification across several subsidiaries, including Reservoir Link Energy Bhd, Reservoir Link Sdn Bhd, Amsito Oilwell Services (M) Sdn Bhd, and Reservoir Link Solutions Sdn Bhd. These systems provide a structured foundation for anticipating risks and strengthening operational resilience.

Reservoir Link maintains robust governance and preventive measures to manage critical risks, with oversight provided by the Board and Management through the Quality and HSE Management System and the HSE Committee. Regular safety drills and scenario-based exercises—including fire evacuation, chemical spill response, and offshore emergency simulations—are conducted at the Group's headquarters, Kemaman Supply Base (KSB), and Asian Supply Base (ASB) to strengthen preparedness and emergency response.

Our preventive maintenance programmes cover critical assets such as lifting equipment, firefighting systems, and vehicles, complemented by monthly HSE inspections and a strict Permit-to-Work system to control high-risk activities. The QHSE Department actively monitors performance through inspections, audits, and follow-up reviews, while Management ensures resources are allocated for training, equipment, and monitoring tools. This integrated governance structure reinforces accountability, continuous improvement, and resilience in safeguarding people, assets, and the environment.

Our Performance

In December 2024, adverse weather conditions at the Baram A Platform in Sarawak resulted in property damage, including the loss of equipment due to extreme sea swells. Importantly, no injuries were reported. Interim investigations identified contributing factors such as unsecured equipment and severe weather, prompting corrective actions to strengthen equipment safety protocols. Apart from this incident, there were no other critical incidents recorded across the Group in FY2025. We remain committed to improving preparedness and maintaining robust safety standards to protect our workforce, safeguard the environment, and ensure the continuity of our operations.

SUSTAINABILITY STATEMENT

PRODUCT DESIGN & LIFECYCLE MANAGEMENT

We integrate sustainability considerations into the lifecycle of our renewable energy projects, from supplier selection and design to installation and long-term operation. Our portfolio reflects a balanced mix of operational, under-construction, and pipeline projects, each developed with the goal of delivering reliable clean energy while supporting Malaysia's renewable energy transition. In our Renewable Energy sector, product design and lifecycle management are central to ensuring that the solutions we deliver create long-term environmental and social value. We integrate ESG considerations into our project design, from selecting quality-certified suppliers to optimising installation processes that enhance system durability and efficiency. By focusing on lifecycle impacts, we not only help customers transition to cleaner energy but also reduce the environmental footprint associated with our solar assets over time.

Our Performance

As at FY2025, the Group's renewable energy portfolio reached a combined capacity of 42.17 MWp, spanning projects under commercial and industrial operation, construction, and secured agreements. These projects are supported by long-term power purchase agreements with tariffs ranging between RM0.25 and RM0.46 per kWh, ensuring both environmental impact and economic sustainability. While no solar assets have reached end-of-life, we continue to monitor best practices for solar panel recycling and lifecycle management to strengthen long-term environmental responsibility.



SUSTAINABILITY STATEMENT

ENVIRONMENT

ENVIRONMENTAL COMPLIANCE

Regulatory compliance remains the foundation of our environmental management. By adhering to legal requirements and industry standards, we demonstrate not only accountability but also our commitment to responsible operations and long-term sustainability. Our approach goes beyond simply meeting regulatory thresholds – it is about maintaining the trust of our stakeholders and ensuring that our activities contribute positively to the communities and environments in which we operate.

Our Performance

In FY2025, the Group continued to comply with environmental regulations set by authorities including the Department of Environment (DOE), Construction Industry Development Board (CIDB), Atomic Energy Licensing Board (AELB), and the Department of Occupational Safety and Health (DOSH). We are pleased to report that no fines or penalties were incurred during the year for environmental non-compliance. Continuous monitoring, internal controls, and staff awareness remain central to ensuring that our operations meet regulatory expectations and support our broader sustainability goals.

Sustainability Indicator	Sustainability Target	UOM	FPE June 2023		
			FY2024	FY2025	
Number of non-compliances to non-environmental regulations	Zero non-compliances to non-environmental regulations	Case	0	0	0
Number of fines imposed by authorities	Zero fines imposed by authorities	Case	0	0	0
Number of business interruption	Zero case of business interruption	Case	0	0	0



SUSTAINABILITY STATEMENT

ENERGY MANAGEMENT

Managing energy use remains a key part of our sustainability strategy, both for cost efficiency and to reduce our carbon footprint. By embedding energy-conscious practices into daily operations, we reinforce our responsibility to use resources wisely and support broader climate goals.

In FY2025, we continued with our *RL Earth Hour* initiative, where non-essential lights, air-conditioning, and office equipment are switched off during lunch hours to reduce electricity consumption. Beyond lowering energy use, this initiative builds awareness among employees on the importance of collective action in addressing climate change. Through these efforts, we not only reduce our operational impact but also foster a workplace culture that values sustainability in practice.

Our Performance

In FY2025, the Group recorded a total energy consumption of 160,384 kWh, representing a 4.9% reduction compared to 168,605 kWh in FY2024. This improvement reflects the impact of our ongoing initiatives, including replacing fluorescent lights with energy-efficient LEDs, installing motion detectors to control lighting in unoccupied areas, and promoting awareness among employees on responsible energy use. These efforts have not only lowered our consumption but also reinforced a culture of energy mindfulness across the organisation.



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 settings 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	UOM	FPE June 2023	FY2024	FY2025
Total energy consumption	160,000	kWh	230,408	168,605	160,384
Electricity consumption	Reduce electricity consumption by 5%	Percentage	-	30.4%	4.9%

SUSTAINABILITY STATEMENT

GHG EMISSIONS MANAGEMENT

Reservoir Link recognises the importance of managing greenhouse gas (GHG) emissions as part of our responsibility to combat climate change and support Malaysia's transition to a low-carbon economy. We adopt a two-pronged approach: reducing emissions from our own operations while expanding renewable energy solutions that help clients and communities lower their carbon footprint. Our operational initiatives include energy efficiency measures and monitoring of electricity consumption across offices, while our Renewable Energy Division actively develops and manages solar photovoltaic (PV) projects that generate clean energy for commercial and industrial users.

Our Performance

As part of our continued commitment to advancing the energy transition, Reservoir Link has expanded its renewable energy portfolio. In FY2025, we have commissioned and operate a total of 20 solar photovoltaic (PV) assets. This represents growth from 15–17 assets in FY2024, highlighting our strategic focus on scaling clean energy solutions. These assets collectively contribute over 42 MW of installed capacity, directly displacing grid electricity that is predominantly generated from fossil fuels. This progress underscores our dual commitment—to strengthen the Group's business resilience while supporting Malaysia's national renewable energy targets and global net-zero ambitions.

Reservoir Link continues to strengthen its commitment to transparent carbon emissions reporting and reduction. In FY2025, we maintained disclosure of Scope 1 (direct emissions from company operations), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (other indirect emissions associated with business travel, employee commuting and upstream leased assets specifically forklifts and cranes). We are dedicated to reporting our emissions with accuracy and taking continuous, practical steps to improve how we manage our environmental impact.

Sustainability Indicator	Sustainability Target	UOM	FPE June 2023	FY2024	FY2025
Scope 1	To reduce Scope 1 to 12.7 tCO ₂ e (5% reduction)	tonnes of CO ₂ e	-	12.98	13.36
Scope 2	To reduce Scope 2 to 106.3 tCO ₂ e (5% reduction)	tonnes of CO ₂ e	114.06	127.80	111.89
Scope 3 ^a	To reduce Scope 3 to 107.15 tCO ₂ e (5% reduction)	tonnes of CO ₂ e	173.17	113.23	112.56
Total Emissions	To reduce total emissions to 226.14 tCO ₂ e (5% reduction)	tonnes of CO ₂ e	287.23	254.01	237.81

Note: ^a – Figures for Scope 3 emissions in FPE2023 and FY2024 have been restated due to updated data availability. Consequently, the total GHG emissions for these reporting periods have also been revised. These adjustments reflect our commitment to improving the accuracy and reliability of our emissions data.

SUSTAINABILITY STATEMENT

Climate-related Disclosures (IFRS S1 and S2)

For FY2025, the Group has begun its journey towards aligning with the International Financial Reporting Standards (IFRS) S1 and S2. This marks an important first step in enhancing the transparency of our sustainability reporting, particularly in relation to climate-related risks and opportunities.

At this early stage, our focus is on building awareness and understanding of the requirements under IFRS, while gradually strengthening our internal processes to capture and disclose relevant information. We recognise that climate-related risks such as regulatory changes, market shifts, and the energy transition may affect our business, and therefore, we aim to progressively embed these considerations into our reporting and decision-making.

GOVERNANCE		STRATEGY & RISK MANAGEMENT	
 <p>Reservoir Link recognises the importance of governance in managing sustainability and climate-related matters. As this is our first year taking reference from IFRS S1 and S2, we are at an early stage of building awareness across the organisation. For now, our focus is on understanding the standards and gradually exploring how existing governance structures may incorporate oversight of climate-related topics in the future. This approach allows us to progress at a practical pace, laying the foundation for more structured disclosures in the years ahead.</p>		 <p>We acknowledge that climate change may influence our business in different ways, presenting both risks and opportunities. In FY2025, Reservoir Link has taken initial steps to familiarise ourselves with IFRS guidance, particularly in relation to how external factors such as policies, regulations, and market developments may affect our operations. While our processes are still developing, we aim to progressively strengthen how climate considerations are factored into our broader business strategy and risk management approach over time.</p>	

Risk Category	Impact Level	Timeline	Risk	Strategy & Opportunities
Physical	Moderate to High	Short to Medium-Term	Acute weather (storms, floods, heavy rainfall, sea swells, landslides) <ul style="list-style-type: none"> Damage to offshore equipment and solar infrastructure. Operational delays and costly repairs. Increased insurance premiums. 	<ul style="list-style-type: none"> Strengthen equipment securing and maintenance procedures. Conduct regular emergency response drills and site-specific risk reviews. Ensure insurance coverage is sufficient and up to date for any climate-related events.
	Low to Moderate	Medium to Long-Term	Chronic weather (rising temperatures, sea-level rise) <ul style="list-style-type: none"> Increased cooling costs and heat stress for workers. Asset damage or disruption from extreme weather if climate risks are not considered during project design. Disruption to coastal/logistics facilities from sea-level rise. 	<ul style="list-style-type: none"> Strengthen worker safety measures (hydration, heat management, protective scheduling). Incorporate climate risk assessments into project planning and design stages to ensure resilience of facilities and assets. Periodically review long-term insurance coverage for climate-related risks.

SUSTAINABILITY STATEMENT

Risk Category	Impact Level	Timeline	Risk	Strategy & Opportunities
Transition	Moderate to High	Medium to Long-Term	Policy & Legal <ul style="list-style-type: none"> Stricter environmental and carbon-related regulations. Introduction of carbon tax or mandatory emissions reporting. Compliance costs for both O&G and solar operations. 	<ul style="list-style-type: none"> Monitor upcoming regulatory changes closely. Strengthen compliance processes and documentation. Engage with regulators and industry bodies for early awareness.
	High	Short to Medium-Term	Technology <ul style="list-style-type: none"> Need for investment in newer, more efficient solar technology and energy storage. Exploring other sources of renewable energy such as hydropower, thermal, biogas etc. Requirement to adopt digital solutions in O&G to remain competitive and lower emissions. 	<ul style="list-style-type: none"> Explore feasible technology upgrades when commercially viable. Partner with clients and technology providers to test new solutions. Continue small-scale research collaborations to build readiness.
	High	Short to Medium-Term	Market <ul style="list-style-type: none"> Shift in customer/investor expectations towards low-carbon solutions. Potential loss of contracts in O&G if unable to demonstrate climate alignment. Stronger demand for renewable energy projects. 	<ul style="list-style-type: none"> Strengthen focus on renewable energy projects (e.g., solar portfolio). Communicate climate-related efforts more clearly to stakeholders. Stay responsive to market demand for cleaner energy.
	High	Short to Medium-Term	Reputation <ul style="list-style-type: none"> Stakeholder pressure for credible climate disclosures. Risk of being perceived as lagging in transition compared to peers. Difficulty in accessing financing if ESG standards not met. 	<ul style="list-style-type: none"> Improve transparency through sustainability reporting aligned with IFRS and Bursa requirements. Share progress on climate initiatives clearly with stakeholders. Take gradual steps to strengthen climate governance.



METRICS & TARGET

Reservoir Link is at the early stage of aligning with IFRS S2 and recognises the importance of setting meaningful metrics and targets to guide its sustainability journey. For FY2025, our focus is on strengthening the foundation of reporting by tracking key areas such as energy use and greenhouse gas (GHG) emissions, while progressively improving data quality and collection. We acknowledge that climate strategies will evolve over time. At this stage, our efforts are centred on building awareness and establishing a baseline, with the aim of refining our metrics and targets in line with international guidance and industry expectations as our journey progresses.

SUSTAINABILITY STATEMENT

WATER MANAGEMENT

Water is a vital resource, and we remain committed to managing it responsibly across our operations. In FY2025, Reservoir Link introduced practical initiatives to strengthen awareness and encourage mindful use of water in the workplace. This includes quarterly Water Check Weeks, where staff are reminded to look out for leaks, practice water-saving habits, and reinforce collective awareness of conservation.

In addition, simple water-saving guidelines – such as turning off taps when not in use, using water responsibly for cleaning, and reporting leaks promptly – have been shared with employees and contractors. These measures reflect our focus on promoting a culture of conservation through everyday actions, ensuring that our workforce contributes to reducing unnecessary water use while maintaining operational efficiency.



Our Performance

In FY2025, the cost of water consumption increased by 14.9%, compared to FY2024. This increase is due to high activity level in Asian Supply Base, Labuan FT. Despite this, we continue to strengthen water-saving initiatives such as quarterly Water Check Weeks and staff awareness campaigns to minimise avoidable waste. Moving forward, we remain committed to improving efficiency and aligning our practices with the long-term target of reducing water-related costs.

Sustainability Indicator	Sustainability Target	UOM	FPE June 2023	FY2024	FY2025
Water consumption	To reduce cost of water consumption to RM2,500	RM	3,183	2,766	3,179

WASTE MANAGEMENT

Reservoir Link is committed to managing scheduled waste responsibly in line with regulatory requirements. The types of waste generated from our operations include oil waste, used gloves and rags, seal maker waste, lithium batteries, and other maintenance-related residues. These are primarily linked to offshore operations and maintenance activities.

3R Programme



Reservoir Link continues to recognise the importance of reducing, reusing, and recycling as part of its environmental responsibility. In FY2025, we maintained our efforts under the 3R Programme to raise awareness among employees and promote simple but effective waste management practices. These efforts include encouraging the reduction of unnecessary waste, reusing materials where possible, and recycling everyday items such as paper, plastics, and containers in line with local recycling guidelines.

The Group views the 3R Programme as a practical way to engage employees and embed sustainable practices in daily routines, both at the workplace and beyond. In FY2025, paper consumption recorded a 4% increase compared to the previous year. While this contrasts with the significant 59% reduction achieved in FY2024, the increase highlights the need to strengthen our paper-saving initiatives and ensure consistent application across all operations. Each year, we carry out waste audits to uncover new ways to reduce waste and optimise resource use. Through this process, we actively pursue opportunities to reduce, reuse, and recycle materials, while nurturing a strong culture of sustainability across the Group.

SUSTAINABILITY STATEMENT

In FY2025, Reservoir Link collaborated with the Society of Petroleum Engineers (SPE) Universiti Malaysia Pahang for the "Kuantan Beach Care Collective" at Pantai Cempaka, Kuantan. This initiative aimed to promote environmental awareness and coastal preservation. Together with SPE UMP and local volunteers, we successfully collected over 300kg of waste, contributing to a cleaner shoreline and healthier marine ecosystem.



Reservoir Link organised a Plogging Event, which combined fitness with environmental responsibility. Employees participated in an activity that promoted both exercise and waste collection, with the target of gathering 200kg of litter. This initiative not only contributed to cleaner surroundings but also helped raise awareness on waste reduction among staff in a practical and engaging way.



Our Performance

In FY2025, the total scheduled waste generated by the Group amounted to 50.51 MT, compared to 0.56 MT in FY2024. This significant increase is primarily linked to disposal of expired chemicals by Reservoir Link Solutions Sdn Bhd. All scheduled waste generated has been tracked and stored in compliance with the Department of Environment's requirements, with disposal carried out through licensed contractors. As volumes of scheduled waste can vary depending on project scope and intensity, the Group remains focused on ensuring proper segregation, storage, and safe handling across all sites. Reservoir Link also continues to strengthen its internal monitoring and awareness programmes to minimise potential environmental impacts. Additionally, we did not receive any reports of scheduled waste incidents or fines from the local authorities (FY2024: Nil).

Sustainability Indicator	Sustainability Target	UOM	FPE June 2023	FY2024	FY2025
Total waste generated	Recycle 30% of waste generated	Metric tonnes	4.86	0.56	50.51

In FY2025, the Group achieved 100% compliance with the EQA 1974 (Scheduled Waste), recording a total of 26 out of 26 compliances. Among our environmental initiatives, we successfully installed proper scheduled waste signage and chemical storage areas, submitted monthly scheduled waste reports in eSWIS without issue, ensured disposal of scheduled waste in compliance with DOE regulations, and had our QHSE Executive for Kemaman Supply Base certified as a competent person for CEPSWaM.

SUSTAINABILITY STATEMENT

BIODIVERSITY

The Group recognises the importance of protecting natural ecosystems as part of our commitment to environmental sustainability. While our operations are not located near protected or high biodiversity areas, we actively support conservation initiatives that contribute to ecosystem resilience.

Our Performance

In FY2025, we organised a Mangrove Tree Planting campaign at Sungai Kemasik, Terengganu, where 190 mangrove trees were planted with the participation of our employees, clients, business partners and local authorities. Mangroves play a vital role in protecting coastlines from erosion, supporting marine life, and sequestering carbon. Through this initiative, Reservoir Link contributed to biodiversity restoration while raising awareness of the importance of conservation among our stakeholders.

We will continue to explore opportunities to support small-scale environment projects that align with our sustainability journey and provide tangible benefits to local communities and ecosystems.



SUSTAINABILITY STATEMENT

SOCIAL



EMPLOYMENT

At Reservoir Link, we continue to place strong emphasis on upholding fair labour practices and ensuring compliance with employment laws. Our approach reflects our commitment to fostering a safe, respectful, and equitable workplace where employees can thrive. In FY2025, we recorded zero cases of non-compliance with employment law and no complaints relating to human rights violations, reinforcing our dedication to maintaining ethical standards across the Group.

We recognise that our employees are one of our greatest assets, and retaining talent is essential for long-term growth. In FY2025, Reservoir Link hired 19 new employees to support our expanding operations. During the same period, our employee turnover rate was 11.9%, primarily influenced by employees pursuing opportunities for career advancement.

To address this, we are actively reviewing our employee value proposition, including staff benefits, training opportunities, and engagement initiatives, to improve retention and support long-term career development. These efforts aim to build a stronger and more resilient workforce while enhancing employee satisfaction and loyalty.

Our Performance

New Hires

Employee Category	FPE June 2023	FY2024	FY2025
Management	6	2	0
Executive	35	7	17
Non-Executive	14	8	2
Total	55	17	19

Number of Employee Turnover by Employee Category

Employee Category	FPE June 2023	FY2024	FY2025
Management	2	1	0
Executive	40	13	10
Non-Executive	10	6	0

Employee Turnover Rate

Year	Turnover Rate
FPE June 2023	29.9%
FY2024	13.6% ^b
FY2025	11.9%

Note: ^b - Figure has been reinstated.

SUSTAINABILITY STATEMENT

Internship Programmes

In FY2025, Reservoir Link welcomed a total of 13 interns across different divisions, including HR, IT, operations support, and laboratory functions. These placements provided students with valuable hands-on experience while supporting our business operations with fresh ideas and perspectives.

Although no interns were absorbed as permanent staff during this reporting period, the programme continues to serve as an important platform for developing future talent and strengthening ties with universities and colleges. Reservoir Link remains committed to offering practical training opportunities to nurture young professionals and contribute to the broader industry talent pool.

Compensation and Benefits

We maintain a remuneration and reward system that ensures employees are fairly compensated in line with local market practices. Salary structures are reviewed periodically to stay competitive within the industry. In addition, employees participate in regular performance reviews, where their contributions are evaluated against agreed objectives, covering both business results and individual performance. For our full-time and permanent employees, the compensation and benefits package include the following:

Medical

- Medical Benefits
- Maternity Subsidy

Allowance

- Mobile Phone
- Work Site
- Overstay, Offshore

Leaves

- Annual
- Sick
- Hospitalisation
- In-lieu Saturday
- Pilgrimage
- Examination
- Marriage
- Paternity

Insurance

- Group Health & Outpatient Plan
- Dental Treatment
- Personal Accident
- Hospitalisation & Surgical

Others

- Club Membership
- Professional Membership Benefits
- Vehicle
- Transfer/Relocation Benefits

Employee Engagement

Reservoir Link believes that employee engagement is essential for fostering collaboration, strengthening workplace culture, and enhancing overall job satisfaction. Throughout FY2025, we organised a series of activities designed to encourage participation, promote teamwork, and provide opportunities for employees to connect beyond their daily work routines.

Some of the key activities during the year included the Townhall Briefing, which brought together employees across locations to share updates and align on company goals, as well as social and wellness activities such as the Open House Raya celebration, badminton session, and pickleball event. These initiatives not only offered platforms for employees to interact in an informal setting but also reinforced a sense of belonging and camaraderie across the Group. By creating these opportunities, Reservoir Link continues to promote a supportive and inclusive work environment where employees feel engaged and valued.



SUSTAINABILITY STATEMENT

Employee Satisfaction

In FY2025, we conducted an employee satisfaction survey to better understand the needs and expectations of our workforce. The results showed an overall job satisfaction score of 73.6%, with the highest ratings in areas such as team collaboration (74.2%) and work environment (74.0%). These findings reflect a generally positive workplace culture where employees feel supported and engaged. At the same time, the survey highlighted areas for improvement, particularly in career development and training (58.8%) and compensation and benefits (61.2%). These insights provide valuable direction for strengthening our human capital strategy, guiding us to focus on enhancing learning opportunities, refining reward structures, and ensuring employees have the resources and recognition needed to thrive.

OCCUPATIONAL HEALTH & SAFETY

We view employee well-being and safety as a cornerstone of how we operate, not just a compliance requirement. A safe and healthy workplace is essential for smooth operations, sustaining productivity, and maintaining employee morale. Preventing accidents and health issues helps us avoid disruptions and ensures our teams can perform at their best.

Our safety motto, "*SAFETY IS THE PRIORITY, QUALITY IS THE STANDARD*," reflects this approach. It serves as a daily reminder that safety is inseparable from the quality of our work. By embedding HSE practices into all levels of our operations, we aim to protect our people, uphold the integrity of our services, and foster a culture where respect and responsibility guide long-term success.

Reservoir Link ensures that employees and contractors are equipped with the necessary Personal Protective Equipment (PPE) to safely carry out their work. The Group provides standard items such as safety helmets, coveralls, safety boots, gloves, safety glass, chin strip, raincoat, life jacket, earmuff and others, depending on the nature of the task.

To strengthen accountability, PPE issuance is recorded and tracked through a formal PPE Issuance Form, ensuring that every individual receives the appropriate protective gear and replacements when required. This system helps maintain consistency, reduces the risk of unsafe practices, and reinforces our safety-first culture across all operations.

The Group also has established a range of policies and frameworks to uphold the health, safety, and well-being of its employees, contractors, and stakeholders. These include the Health, Safety and Security Policy, Substance Misuse Policy, Stop Work Policy, and Smoking Policy, which guide daily operations and ensure preparedness for potential risks.

HSE Committee and Performance

The HSE Committee continues to play a central role in monitoring and strengthening health, safety, and environmental practices across our operations, holding four (4) meetings during the year focused on critical health and safety matters. The Committee reviewed key performance indicators, shared safety alerts, and reinforced compliance with client and regulatory requirements.

Among the highlights was the achievement of over 1.4 million LTI-free man-hours, reflecting our collective commitment to safe operations. The Committee also introduced initiatives such as the 12 Vital Rules, which combine industry life-saving rules with additional measures tailored to our operations, to further strengthen a safety-first culture.

The meeting also served as a platform to address inspection findings, discuss risk management measures, and raise awareness of issues such as fatigue management, emergency preparedness, and regulatory compliance. In addition, employee well-being was considered through programmes such as the DASS 21 survey, designed to identify areas where mental health support may be needed.

Moving forward, the Committee will continue to provide oversight, encourage participation from employees at all levels, and ensure that safety remains embedded in day-to-day practices across the Group.

SUSTAINABILITY STATEMENT

Our Performance

Reservoir Link's commitment to health and safety is reflected in the recognition we have received from clients as well as our ISO certification. These acknowledgements highlight our consistent compliance with international standards and the emphasis we place on building a strong safety culture. For us, these achievements are not just awards but a reminder that prioritising health and safety protects our people and supports reliable operations.

In FY2025, Reservoir Link recorded zero (0) workplace fatalities across all operations. This outcome underscores our commitment to maintaining a safe and secure working environment for all employees and contractors. While we are encouraged by this result, we remain focused on continuous improvement in health and safety practices to prevent incidents and safeguard the well-being of our workforce.

Health & Safety Training

Sustainability Indicator	FPE June 2023	FY2024	FY2025
Number of employees trained on health and safety	50	30	62

Work-related Injuries

Sustainability Indicator	FPE June 2023	FY2024	FY2025
Total man-hour worked	310,928	214,151	218,560
Lost time incident rate	NIL	NIL	NIL

Health and Safety ISO Certifications and Awards Recognition

No.	Awards	Year
1.	14 Years Lost Time Injury (LTI) Free	2024
2.	8 Years Total Recordable Incident (TRI) Free	2024
3.	Wells Delivery: NOTABLE SERVICE AWARD 2024	2025
4.	PTTEP SSHE Excellence Award	2025
5.	In Recognition of Continuous Support and Dedication Towards HSE & Operational Excellence	2025
6.	Certified ISO 29001:2020	2025
7.	Certified ISO 9001:2015	2025

SUSTAINABILITY STATEMENT

TRAINING & DEVELOPMENT

We see training and development as essential to building both individual careers and the long-term strength of the organisation. By equipping employees with the right knowledge and skills, we help them perform more effectively in their roles while preparing them for future opportunities within the industry.

Our approach goes beyond compliance and technical requirements. We provide a mix of structured onboarding for new hires, technical training for operational roles, and ongoing learning opportunities to support career progression. Where possible, training is tailored to meet specific job needs, ensuring employees can apply what they learn directly to their work. This practical focus helps us maintain operational reliability while fostering a workplace culture that values growth, adaptability, and shared success.

Our Performance

Average Training Hours per Employee

Year	Average Training Hours per Employee
FPE June 2023	24
FY2024	13
FY2025	29

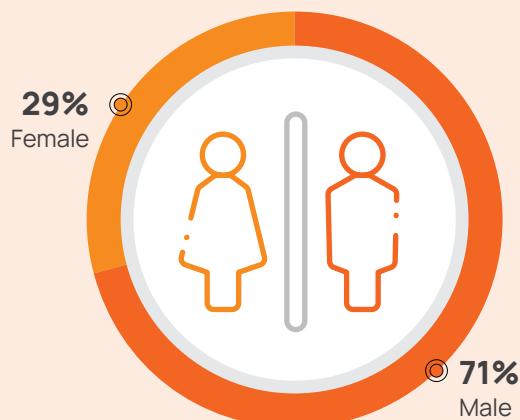
DIVERSITY & EQUAL OPPORTUNITY

In FY2025, Reservoir Link continues to uphold its commitment to diversity and equal opportunities as part of building a fair and inclusive workplace. We believe that every employee, regardless of background or role, deserves the opportunity to contribute and grow.

Our efforts this year have focused on creating an environment where respect, fairness, and merit guide decision-making. Recruitment and development practices are carried out with the aim of reducing bias and ensuring that all employees have equal access to opportunities. By promoting inclusivity in everyday practices and encouraging open dialogue, we strive to strengthen collaboration and support innovation across the Group.

Our Performance

Board Diversity - Board Composition by Gender



In FY2025, the Board of Reservoir Link comprised five (5) male members and two (2) female members, representing 71% and 29% respectively. While we remain mindful of the MCCG's recommendation for at least 30% female representation, our approach to Board composition continues to prioritise both diversity and merit. Board appointments are guided by the right mix of skills, experience, and perspectives needed to support effective governance and sustainable growth, ensuring that decisions are made with competence while also recognising the value of balanced representation.

SUSTAINABILITY STATEMENT

Employee Diversity - Employee Composition by Gender and Employee Category

Total Number and Percentage of Employees by Gender

	Units	FPE June 2023	FY2024	FY2025
Male	Number	125	138	83
	Percentage	76%	78%	74%
Female	Number	39	39	29
	Percentage	24%	22%	26%

Senior Management Executive Non-Executive

Year	Male	Female	Male	Female	Male	Female	Total
FPE June 2023	25	8	73	28	27	3	164
FY2024	37	10	85	27	16	2	177
FY2025	20	6	49	25	10	2	112

Employee Diversity - Employee Composition by Age Group and Employee Category

Age Group	Employee Category	FPE June 2023	FY2024	FY2025
		Number	Number	Number
<30 years old	Senior Management	0	1	1
	Executive	50	63	36
	Non-Executive	5	7	5
30 - 50 years old	Senior Management	38	38	20
	Executive	59	56	37
	Non-Executive	8	9	7
>50 years old	Senior Management	3	2	5
	Executive	1	1	1
	Non-Executive	0	0	0

In FY2025, our workforce comprised 74% male (FY2024: 78%) and 26% female (FY2024: 22%) employees, reflecting steady progress in building a more balanced organisation compared to the previous year. Beyond gender, our employees represent a wide range of backgrounds, experiences, and skill sets, which strengthens collaboration and innovation across the Group. We believe that this diversity, combined with our collective expertise, enables us to deliver meaningful outcomes while supporting both business growth and contributions to our communities.

In FY2025, Reservoir Link continued to uphold its commitment to providing a workplace free from harassment and discrimination. We maintain strict zero-tolerance towards any form of misconduct, including verbal, physical, or sexual harassment, and consistently reinforce this stance through our Code of Business Conduct, Human Rights Policy, and Sexual Harassment Policy.

We are pleased to report that there were no cases of sexual harassment recorded during the year, reflecting the effectiveness of our policies and the shared responsibility among employees to foster a safe, respectful, and inclusive environment. By embedding these values into daily practices, we aim to safeguard the well-being of our people while reinforcing trust and integrity across our organisation.

SUSTAINABILITY STATEMENT

ENGAGEMENT WITH LOCAL COMMUNITIES

At Reservoir Link, we view contributing to the community as part of our responsibility as a corporate citizen. Supporting local initiatives not only helps those in need but also strengthens our relationships with the communities where we operate.

Our Performance

In FY2025, the Group contributed RM48,707 through sponsorships and donations to various organisations, including educational institutions, charitable bodies and non-profit organisations. Some of the notable contributions during the year included:



UPM Student Excellent Award Program For Bachelor Of Chemical Engineering

20 Nov 2024 Student Excellent Award Programme for 3 Years



Kuantan Beach Care Collective by Society of Petroleum Engineers, UMP

11 Jan 2025 Expenses for food, banners, and other logistical needs



SPE KL 45th Anniversary Gala Dinner

19 Feb 2025 Sponsorship for one (1) table



Program Khidmat Masyarakat “Zoo Corps” by Society of Petroleum Engineers, UMP

14 June 2025 Package Zoo Corps for 38 pax

Local Community Engagement

FPE June 2023

FY2024

FY2025

Total amount of contribution	RM45,312	RM64,249	RM48,707
Number of events	19	15	18

SUSTAINABILITY STATEMENT

CUSTOMER HEALTH & SAFETY

The Group recognises the importance of ensuring that all products and services delivered to clients meet strict health and safety requirements. Our operations, particularly in Oil & Gas well services and Renewable Energy projects, are guided by client specifications, industry standards, and regulatory frameworks that prioritise safety. While our work is largely business-to-business and does not directly impact end consumers, we continuously monitor and assess potential health and safety implications associated with our services.

In FY2025, there were no incidents of non-compliance reported in relation to the health and safety impacts of our products and services.

In recognition of our health and safety performance, the Group has received the following awards from its customers:

Award	Year	Customer
QHSE Excellence Award, Recognizing QHSE Excellence and Outstanding Efforts, in achieving incident free operations, D21 Phase 3 Well Campaign 2024	2024	Roc Oil
SHELL MALAYSIA Safety Award	2024	Shell
14 years Lost Time Injury (LTI) Free on 4 th September 2024	2024	Hibiscus
8 years Total Recordable Incident (TRI) Free on 8 th September 2024	2024	Hibiscus
Wells Delivery: NOTABLE SERVICE AWARD 2024	2025	EnQuest
PTTEP SSHE Excellence Award 2024	2025	PTTEP
In recognition of continuous Support and Dedication Towards HSE & Operational Excellence	2025	Jadestone

DATA PRIVACY & SECURITY

Reservoir Link places strong emphasis on safeguarding employee and corporate data by leveraging secure digital platforms to manage operations. In FY2025, the Group continued its use of Info-Tech systems, including the online appraisal and mobile time attendance applications, which streamline HR processes while ensuring that sensitive information is securely stored and managed. In addition, the adoption of the IBM Planning Analytic – Numa Consolidation System supports more accurate and efficient data management for financial and operational consolidation, strengthening both transparency and security of business information.

We adhere to the guidelines set forth in the Personal Data Protection Act 2010 (PDPA) to safeguard data. We recognise 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.

Our approach to data privacy and security is guided by a commitment to responsible use of technology. While these systems enhance efficiency and productivity, they are also supported by safeguards to maintain confidentiality and protect against misuse of data. Going forward, Reservoir Link will continue to review and strengthen its digital platforms to ensure alignment with industry best practices and regulatory requirements.

We are pleased to report that there were no complaints relating to data breaches in FY2025.

SUSTAINABILITY STATEMENT

MOVING FORWARD

As we close FY2025, Reservoir Link acknowledges that sustainability is a continuous journey that requires persistence, reflection, and improvement. Over the year, we have made progress in strengthening our environmental practices, enhancing employee well-being, and fostering closer engagement with communities. At the same time, we are mindful of the challenges we face—whether in managing resource efficiency, broadening our data coverage, or embedding climate-related considerations more systematically into our business.

Looking ahead, our focus will be on building stronger foundations for sustainability reporting and performance. This includes improving the accuracy of data collection, aligning more closely with international frameworks such as the IFRS Sustainability Disclosure Standards, and further integrating environmental, social, and governance (ESG) considerations into decision-making across our operations. By doing so, we aim to strengthen resilience, reduce risks, and identify new opportunities for responsible growth.

Equally important, we will continue to prioritise our people and communities. From ensuring a safe and inclusive workplace to contributing to social initiatives and environmental conservation, our goal is to create value that extends beyond business outcomes. Guided by our commitment to integrity, transparency, and long-term responsibility, Reservoir Link will continue to advance step by step towards a more sustainable and resilient future.

ASSURANCE STATEMENT

Currently, our Sustainability Statement does not include an Assurance Statement, as we have yet to engage in 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 FY2026.



SUSTAINABILITY STATEMENT

BURSA PERFORMANCE DATA TABLE

Indicator	Measurement Unit	2023	2024	2025
Bursa (Supply Chain Management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	37	60	76
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	Case	0	0	0
Bursa (Energy Management)				
Bursa C4(a) Total energy consumption	kWh	230,408	168,605	160,384
Bursa (Water)				
Bursa C9(a) Total volume of water used	RM	3,183	2,766	3,179
Bursa (Health and Safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0	0	0
Bursa C5(c) Number of employees trained on health and safety standards	Number	50	30	62
Bursa (Employee Management)				
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	2	1	0
Executive	Number	40	13	10
Non-executive	Number	10	6	0
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	Number	0	1	1
Management Between 30-50	Number	38	38	20
Management Above 50	Number	3	2	5

SUSTAINABILITY STATEMENT

Indicator	Measurement Unit	2023	2024	2025
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	Number	50	63	36
Executive Between 30-50	Number	59	56	37
Executive Above 50	Number	1	1	1
Non-executive Under 30	Number	5	7	5
Non-executive Between 30-50	Number	8	9	7
Non-executive Above 50	Number	0	0	0
Gender Group by Employee Category				
Management Male	Number	25	37	20
Management Female	Number	8	10	6
Executive Male	Number	73	85	49
Executive Female	Number	28	27	25
Non-executive Male	Number	27	16	10
Non-executive Female	Number	3	2	2
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	66.7	66.7	71.4
Female	Percentage	33.3	33.3	28.6
Under 30	Percentage	0	0	0
Between 30-50	Percentage	33.3	33.3	14.3
Above 50	Percentage	66.7	66.7	85.7
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	15	14.7	5
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Training and Development)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	96	404	344
Executive	Hours	3,736	1,680	2,248
Non-executive	Hours	0	0	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	45,312	64,249	48,707
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	19	15	18
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	2