



RESERVOIR LINK ENERGY BHD

SUSTAINABILITY POLICY

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RLEB/CP-010	SUSTAINABILITY POLICY	25/08/2021	0
RLEB/CP-010	SUSTAINABILITY POLICY	25/08/2023	1
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	PREPARED BY	VERIFIED BY	APPROVED BY
NAME	MOKHTAR HAJI ALI	BONG LEONG SUNG	BOARD OF DIRECTORS
DESIGNATION	GENERAL MANAGER – CORPORATE SERVICES	CHIEF FINANCIAL OFFICER	

CORPORATE POLICY	SUSTAINABILITY POLICY	Doc No.: RLEB/CP-010
		Rev No.: 1
		Date : 25/08/2023

1. INTRODUCTION

Reservoir Link Energy Bhd (“**the Company**”) and its subsidiaries (“**the Group**”) aim to determine and establish a Sustainability Policy based on the Company’s values which are the beliefs, philosophies and principles that drive our business. We aim to provide high quality products and services to enhance value and return for our customers which reflect the Company’s commitment to achieving its sustainability goals.

2. PURPOSE

The objective of this Policy is to reaffirm the strategic importance of sustainability to Reservoir Link Energy Bhd. This policy is underpinned by the Group’s vision and mission, and it reinforces our commitments to build a sustainable enterprise throughout the energy sector, focused in Malaysia with equitable international presence that helps meet the country’s growing energy needs in a safe, environmentally responsible, socially sensitive and profitable way.

We believe sustainability practices create value for our shareholders and position us to continuously improve our business performance. Our commitment to sustainability therefore starts with our Board of Directors and senior management and is reinforced at every level.

Our Board is climate-change literate and actively engaged in overseeing the Company’s sustainability practices, working alongside senior management to evaluate various risks and global scenarios in making strategic decisions.

Our principles of sustainability are made up within four pillars: Economic, Environment, Social and Governance (“EESG”).

3. OBJECTIVES

The Policy aims to achieve the following objectives;

- a) Integrate the principles of sustainability into the Group’s strategies, policies and procedures;
- b) 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 EESG performance targets; and
- c) Fostering a sustainability culture within the Group and the community by developing a comprehensive set of sustainable practices within the EESG principles.

4. AREAS OF FOCUS

4.1 ECONOMIC

We are committed to acting ethically, responsibly, and in full accordance with our regulatory obligations, which form an essential foundation of the trust and confidence placed in our organisation. In alignment with our corporate culture and our core values of integrity, leadership, excellence, and sustainability, we seek to:

CORPORATE POLICY	SUSTAINABILITY POLICY	Doc No.: RLEB/CP-010
		Rev No.: 1
		Date : 25/08/2023

- a) To generate a sustainable return from our business while creating value for our stakeholders;
- b) To harness technology in order to provide highly reliable and cost-efficient services to client without compromising on quality and safety;
- c) To promote high standards of business conduct through formalisation of governance structure and implementation of policies and procedures; and
- d) Incorporate EESG considerations into investment decisions and management to better anticipate risks, improve returns and contribute to the betterment of society and the planet.

4.2 ENVIRONMENTAL

We recognise a shared responsibility to protect our planet. In doing our part to provide an environmentally conscious working environment and minimise the environmental impact, we aim;

- a) To integrate practices that embrace responsible energy and resource management in daily operations, which includes adopting carbon reduction strategies, optimising energy consumption, and the use of green technologies, where practicable;
- b) To comply with environmental regulatory and legal requirements;
- c) To ensure hazardous and non-hazardous waste generated is minimised and well-managed; and
- d) To create an ever-increasing level of environmentally sustainable awareness within the Group and stakeholders.

4.3 SOCIAL

Given the worldwide span of our employees, clients, suppliers, and associate partners, we recognise the global reach of our business practices and our public accountability. We take seriously our responsibilities to protect and support the society we live in order to improve lives and society as a whole. Hence, we aim:

- a) To provide a safe and healthy working environment through continuous training and awareness sessions;
- b) To provide an environment with equal opportunities and free from any form of discrimination for employees;
- c) To have zero incidences of sexual harassment and any forms of violence against women;
- d) To implement policies and programmes to attract and retain diverse talent;
- e) To continuously provide training and development while ensuring employees' compensation, benefits and welfare are taken care of;
- f) To develop future workforce through the offering of internship programmes and employment opportunities upon completion of their education;
- g) To promote healthy lifestyle and foster employee loyalty through engagement activities and events; and
- h) To continuously support in charitable activities for the underprivileged.

4.4 GOVERNANCE

CORPORATE POLICY	SUSTAINABILITY POLICY	Doc No.: RLEB/CP-010
		Rev No.: 1
		Date : 25/08/2023

Upholding strong business ethics is central to the Group's value creation. We remain committed to the highest standards of governance, professionalism and integrity, recognising that corruption, bribery and weak governance can adversely impact our operations. Our governance framework aligns with the Malaysian Code of Corporate Governance 2021, covering board leadership, audit and risk management, and transparent corporate reporting. In line with our sustainability agenda, we aim to:

- a) Ensure good governance practices and compliance with existing laws and regulations including support climate-change related public policies;
- b) Report the sustainability performance and efforts to promote sustainability in all aspects of our operations and services;
- c) Facilitate the disclosure of relevant sustainable information by the respective divisions and departments in a timely manner as required by local statutory and regulating bodies; and
- d) Comply with all applicable government requirements and use reasonable endeavours to meet voluntary requirements.

5. APPROVAL AND REVISION

The Group will set long-term and short-term targets for our sustainability efforts. The targets must be supported by metrics for measurement, tracking and reporting.

This policy shall be reviewed as and when necessary by the Board. All proposed amendments shall be submitted to the Board for approval in accordance with the needs of the Company.

This policy was approved by the Board of the Company and became applicable to the Group with effect from 25/08/2021 and thereafter revised on 25/08/2023 and 25/11/2025.