



SUSTAINABILITY

REPORT 2024

SECTION

04

OUR
SUSTAINABILITY
JOURNEY





ABOUT THIS STATEMENT

Sustainability forms a fundamental aspect of Uzma Berhad (“Uzma” or “Company”) and its group of companies (“Uzma Group” or “Group”), as such, it is committed to communicating its economic, social and governance (“ESG”) performance in a transparent manner.

This Sustainability Statement (“Statement”) offers an overview of the Company’s sustainability journey and practices for the financial year ending 30 June 2024 (“FY2024”). It outlines our strategic approach to addressing sustainability risks, challenges, and opportunities to create long-term economic, environmental, and social value.

We continue to refine various aspects of our economic, social and governance approaches throughout FY2024.

REPORTING PERIOD AND COVERAGE

The coverage of this statement is from 1 July 2023 to 30 June 2024, coinciding with the Company’s financial year end of 30 June 2024 and following an annual cycle.

Historical data might be included in specific disclosures to highlight trends and offer readers a clearer understanding of the comparative performance achieved.

For the year under review, there have been no significant changes in the Group’s leadership, ownership or supply chain.

REPORTING SCOPE AND BOUNDARIES

The Sustainability Statement for FY2024 covers the Uzma Group. Our reporting follows the principle of operational control, focusing on subsidiaries, assets, offices, and activities where Uzma exercises management control over policies and practices.

REPORTING FRAMEWORK AND STANDARDS

This statement has been prepared in accordance to the Global Reporting Initiative (“GRI”) Standards, with recommendations from Bursa Malaysia Securities Berhad’s Main Market Listing Requirements (“MMLR”), Bursa Malaysia’s Enhanced Sustainability Reporting Guide 3rd Edition, Task Force on Climate-Related Disclosure (“TCFD”), FTSE4Good and the United Nations Sustainable Development Goals (“UNSDGs”).

SUSTAINABILITY GOVERNANCE

The Board Sustainability and Risk Management Committee (“SRMC”) was established on December 1, 2023, and is composed of three Independent Non-Executive Directors from Uzma’s Board of Directors. The SRMC is responsible for reviewing, evaluating, reporting, and making recommendations to the Board on matters related to sustainability and risk management. The committee is scheduled to meet at least twice a year. Chief Business Improvements Officer leads the management of sustainability and risk.



REPORTING APPROACH

This Statement provides an overview of Uzma Group's sustainability performance. In shaping its content, we prioritised material topics by conducting a comprehensive review of sustainability risks and opportunities. This review was informed by macroeconomic analysis, emerging sustainability trends, and insights from senior management. Additionally, stakeholders' concerns, perspectives, and key expectations played a vital role in the materiality assessment, allowing the Group to realign its sustainability strategy and ensure transparent reporting on critical issues.

STATEMENT OF ASSURANCE

The financial data presented in this statement, also disclosed in the Financial Statements section of this Annual Report, has been audited and verified by the Group's external auditors, Messrs. Al Jafree Salihin Kuzaimi PLT. While the non-financial data within this statement has yet to be externally assured, Uzma is considering obtaining external assurance for future reporting.

LIMITATIONS

The Group recognises the challenges involved in gathering data and is consistently working to develop a more robust data tracking and collection mechanism for improved reporting in the future.

FORWARD-LOOKING STATEMENTS

This Statement includes forward-looking statements regarding Uzma's targets, future plans, operations, and performance. These statements are rooted in reasonable assumptions derived from current business trajectories. However, it is important to acknowledge that the Group's business is consistently subject to risks and unforeseen events beyond our control. Consequently, readers are advised not to rely solely on these statements, as actual results may vary.

SUSTAINABILITY STATEMENT FEEDBACK

Uzma welcomes your feedback on this statement and suggestions for improving our sustainability performance. Please send your comments or questions to Group Communications at communications@uzmagroup.com.

A MESSAGE FROM THE MD/GROUP CEO

DRIVING SUSTAINABILITY

Dear Stakeholders,

It gives me great pleasure to present Uzma's Sustainability Statement for the Annual Report 2024. This Statement highlights our unwavering commitment to shaping a better future for our environment, our people, and our communities and provides an overview of our sustainability performance for FY2024.

At Uzma, sustainable business practices, which are deeply embedded in our uzmaWAY values, are fundamental to the long-term viability of our organisation and the well-being of the environment. Looking back on the past year, I am proud to share an in-depth review of Uzma's sustainability performance and achievements. Our journey is one of continuous improvement, dedicated to embedding sustainability into the core of our business operations. As we navigate an increasingly complex global landscape, our focus remains on enhancing our decision-making processes and ensuring resilience.

In a time when addressing the climate crisis, promoting social equity, and upholding responsible governance are crucial, Uzma is steadfast in its commitment to driving a sustainable future. We are acutely aware of the significant impact of our operations on the global environment, which strengthens our resolve to uphold our sustainability commitments. Uzma Berhad is deeply committed to adhering to internationally recognised frameworks and standards that guide our sustainability efforts. Transparency, accountability, and comprehensive reporting are essential to demonstrating our dedication. Therefore, we are actively aligning our practices with the GRI, the TCFD, and the UNSDGs. These frameworks help ensure that our sustainability initiatives are robust, transparent, and aligned with global standards.

In response to growing concerns about climate change and the importance of ESG factors, our Board of Directors and Management are intensifying their focus on risk management and sustainability performance. We are committed to developing and implementing comprehensive ESG programs that not only ensure our long-term sustainability but also enhance our ability to adapt to a dynamic business environment. Our commitment to renewable energy is a cornerstone of our strategy for sustainable growth. A significant part of this approach is the energisation of the Kuala Muda Large Scale Solar 4 project (50MWac / 73,300 kWp), which provides a steady and long-term contribution to our sustainability efforts. Uzma also completed and owned two additional Net Energy Metering solar projects in FY2024 for a combined capacity of 1,021 kWp. This is an addition to an existing 420 kWp solar project that Uzma also owned.

Over the past year, we have made substantial progress toward our sustainability goals. We have enhanced operational efficiency to reduce our carbon footprint, increased our use of renewable energy, and adopted more sustainable practices across our operations. These efforts are vital for supporting Malaysia's emission reduction targets and aligning with PETRONAS's Net Zero Carbon Emission roadmap, which is one of our strategic stakeholders. Our commitment extends beyond our operations to our supply chain, where we collaborate closely with partners to promote sustainable sourcing and reduce waste.

On 1 December 2023, Uzma Berhad established the SRMC. The formation of the SRMC underscores our commitment to integrating sustainability into our core operations, enhancing our reputation, stakeholder trust, and regulatory compliance. Our dedication to occupational health and safety is reflected in our extensive safety measures, staff development programs, and workplace wellness initiatives. As of June 2024, we have achieved an impressive 8.9 million man-hours without any fatalities or Lost Time Incidents ("LTI") in FY2024.

In line with our commitment to enhancing our company's capabilities, we are dedicated to fostering inclusion, equity, and diversity. These values are central to our ethical conduct and governance, creating a workplace environment where every individual's unique contributions are valued. To further bolster the social aspect of our company, we are introducing new initiatives focused on employee well-being, community engagement, and social responsibility, with additional details provided in this statement. Our robust corporate governance structure, anti-corruption measures, and internal controls ensure transparency, accountability, and adherence to all relevant laws, regulations, and industry standards.

As we look to the future, I am confident that Uzma Group is well-positioned to achieve sustainable growth and make a lasting positive impact. Our commitment to sustainability is steadfast, and we will continue to integrate responsible practices into every facet of our operations. We recognise that there is still much work to be done, but by collaborating with our stakeholders, partners, and communities, we will drive innovation, minimise our environmental footprint, and contribute to a better, more sustainable world.

Thank you for your ongoing support and dedication to our shared vision. Together, we can build a future that is not only prosperous but also sustainable for generations to come.

Dato' Kamarul Redzuan B. Muhamed

Managing Director/Group Chief Executive Officer ("MD/GCEO")

HIGHLIGHTS OF SUSTAINABILITY PERFORMANCE

IN FY2024

RM 600 MILLION REVENUE **RM 225** MILLION TOTAL PROCUREMENT VALUE **0** MAJOR ENVIRONMENTAL SPILLS
43% OF MATERIALS SOURCED LOCALLY

416 kWh TOTAL ENERGY CONSUMPTION AT UZMA TOWER AND UZMA ENGINEERING LABUAN

885 TOTAL EMPLOYEES **21%** WOMEN **79%** MEN **15%** MANAGEMENT

0 LOST TIME INCIDENT 'LTI' **8.9** MILLION MANHOURS WITHOUT 'LTI' **1702** DAYS OF LTI FREE DAYS **0** FATALITIES

28 THOUSAND TRAINING HOURS **RM 2** MILLION INVESTED IN TRAINING **15** BENEFICIARIES OF THE INVESTMENT IN COMMUNITIES
RM 41 THOUSAND TOTAL CONTRIBUTION TO COMMUNITY PROJECTS

ZERO
 ▸ BRIBERY AND CORRUPTION CASE REPORTED
 ▸ BREACH OF CONDUCT
 ▸ INCIDENCE OF CUSTOMER DATA BREACHES

8 UNSDGS ADOPTED



INTRODUCTION

At Uzma, sustainability is ingrained in everything we do. We are dedicated to delivering value and making a positive impact on all our stakeholders through responsible and transparent business practices, minimizing environmental footprints throughout our service lifecycle and addressing the economic, environmental and social challenges we face, all in pursuit of a sustainable future. In addition, we strive to enhance the social and economic well-being of those connected to our operations, reflecting Uzma’s shared values.



SUSTAINABILITY VISION

To be a regional leader in sustainable energy and technology, driving positive change for the planet and society.



SUSTAINABILITY MISSION

ENVIRONMENTAL

Environmental Stewardship and Sustainable Practices

Minimise environmental and maximise resource efficiency in all operations

SOCIAL

Social Responsibility and Community Engagement

Enhance social well-being and empower communities through responsible business practices

GOVERNANCE

Ethical Business Conduct and Transparency

Uphold the highest ethical standards and strong corporate governance practices



SUSTAINABILITY THEMES & VALUE PROPOSITION

Providing innovative, eco-friendly solutions to address climate challenges

Fostering thriving, inclusive communities where we operate

Building trust and integrity in all our relationships and communities partnerships



IDENTIFIED MATERIAL TOPICS

Emissions Management
Energy Management
Waste Management
Water and Effluent Management

Employment Opportunities
Occupational Safety and Health
Labour Practices and Human Rights
Corporate Social Responsibility

Ethical Business and Practices
Data Privacy and Security
Training and Development
Diversity and Equal Opportunities



uzmaWAY VALUES

Figure 1: Uzma’s Sustainability Framework

We integrate sustainable business practices, corporate citizenship, and environmental stewardship into our long-term strategy and day-to-day operations. Furthermore, we are committed to reducing our operational carbon emissions. Our uzmaWAY core values serve as the foundation for our sustainability journey, aligning with the vision, shared principles, and commitments of the UNSDGs.

INTEGRATING SUSTAINABILITY THROUGHOUT OUR OPERATIONS

Uzma is committed to providing sustainable value for all stakeholders while prioritising safety, security, and social responsibility. We achieve this commitment by:

- Minimising our environmental impact throughout the lifecycle of our projects; and
- Creating social and economic benefits for individuals connected to our business operations, in line with Uzma's core values.

Uzma's approach to sustainability is integrated across the business on three distinct levels:

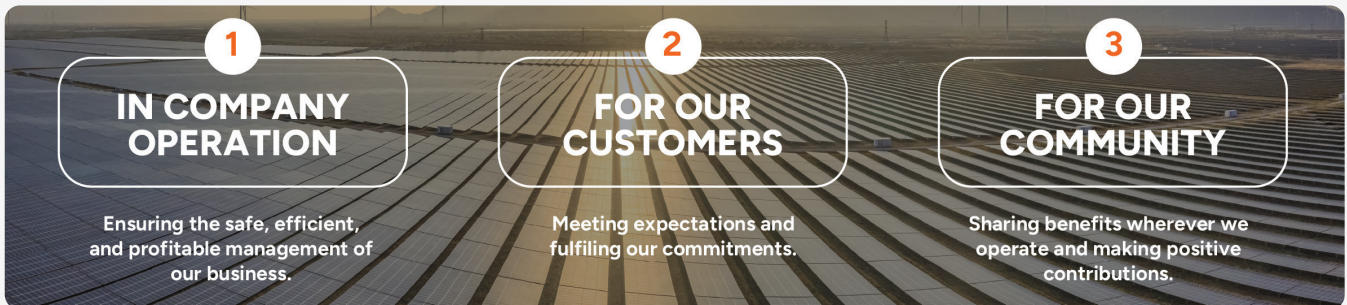


Figure 2 : Core Pillars of Our Commitment

SUSTAINABILITY GOVERNANCE

Uzma's sustainability governance structure aligns with the Malaysian Code on Corporate Governance ("MCCG") and adheres to three core principles: fostering meaningful stakeholder relationships, ensuring effective audit and risk management and maintaining integrity in corporate reporting, board leadership and effectiveness. These principles built on sound corporate values are integrated into Uzma's economic, environmental, and governance practices to address material matters effectively. The Group complies with the MCCG guidelines, as outlined in the Corporate Governance Overview Statement of this Annual Report.

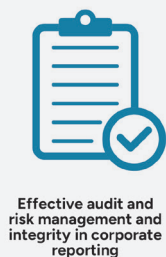
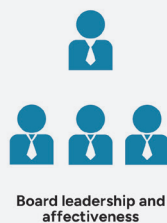


Figure 3: Uzma's Principles of Good Governance in Sustainability

GOVERNANCE STRUCTURE

A strong governance structure forms the foundation for our sustainable practices and responsible operations. The Board of Directors is responsible for the Group's governance structure, providing strategic direction and shaping Uzma's corporate strategy, ensuring it integrates key aspects of our material sustainability matters.

Our senior management team leads the development and execution of our sustainability strategy, ensuring its integration across the organisation, ensuring alignment in various functional areas.



Figure 4: Uzma's Sustainability Governance Structure

GOVERNANCE ROLES AND RESPONSIBILITIES

The roles and responsibilities within Uzma’s sustainability governance framework are designed to ensure transparency, accountability and ongoing enhancement of the Company’s sustainability initiatives.

BOARD OF DIRECTORS

Ultimate Oversight

- Set the strategic direction for Uzma, taking into account material sustainability matters.
- Ensure alignment of corporate strategy with sustainability goals.
- Review and approve sustainability-related policies and initiatives.
- Monitor and report on the company’s overall sustainability performance.
- Establish clear accountability for sustainability within the organisation.
- Engage with stakeholders on sustainability issues.

BOARD SUSTAINABILITY AND RISK MANAGEMENT COMMITTEE

Strategic Review and Monitoring

- Development and implementation of strategies, including sustainability strategies and governance structure.
- Business plans and key initiatives of Uzma Group, incorporating sustainability considerations.
- Risk management framework, policies, and practices addressing various risks, including sustainability and climate-related risks.

OVERSIGHT COMMITTEE

Strategy Development and Implementation

- Management-level committee, chaired by the MD/GCEO
- Develop, coordinate, and implement Uzma’s sustainability strategy.
- Embed sustainability into all facets of the organisation’s operations.
- Ensure cross-functional alignment of sustainability initiatives.
- Monitor and report on sustainability performance to the Board and stakeholders.
- Engage with operational management to execute sustainability goals.
- Identify opportunities for innovation and improvement in sustainability practices.

OPERATIONAL MANAGEMENT

Execution and Integration

- Execute sustainability goals and initiatives within day-to-day operational activities.
- Collaborate with Oversight Committee to ensure alignment with sustainability objectives.
- Report progress on sustainability targets to Oversight Committee.
- Identify and address sustainability-related challenges within specific operations.
- Implement sustainable practices and initiatives at the operational level.
- Engage with employees and teams to promote sustainability awareness and best practices.

TABLE 1: ROLES AND RESPONSIBILITIES IN UZMA’S SUSTAINABILITY GOVERNANCE STRUCTURE

EMBEDDING SUSTAINABILITY INTO RISK MANAGEMENT PRACTICES

In recent years, corporate decision-making has increasingly prioritised sustainability, especially at the Board level, recognising its role in long-term value creation. At Uzma, we view sustainable practices as both a strategic necessity and a moral imperative, guiding our business conduct.

The SRMC that was established on 1 December 2023 shall convene at least twice a year. Its primary purpose is to ensure the development and implementation of a robust risk management framework, an efficient internal control system and a comprehensive sustainability strategy.

We strive to fully integrate sustainability into our risk management framework, offering a comprehensive view that assesses the impact and likelihood of sustainability-related risks, guiding the Board and Management in their decision-making process that balances sustainability with profitability. This further solidifies Uzma as a responsible and forward-thinking industry leader where sustainability and business success go hand in hand.

STAKEHOLDER ENGAGEMENT

At Uzma, we view all our stakeholders as partners, hence, stakeholder communication and engagement are key to maintaining our reputation as a responsible and trustworthy business entity. The Group is committed to fostering long-lasting relationships while creating non-financial ESG values. To accomplish this, we actively seek and respond to feedback on material matters, enabling the continuous refinement of our sustainability approach.

Uzma maintains an open dialogue through consistent two-way communication, enabling the development and management of tailored solutions to meet stakeholder expectations and concerns. We actively engage with diverse stakeholder groups, including employees, customers, investors, regulators, authorities, vendors, suppliers and the media. These relationships are founded on honesty, transparency, and long-term commitment, ensuring the company's success by understanding and addressing stakeholder needs.

The table below provides a comprehensive overview of Uzma's approach to stakeholder engagement:



Stakeholder Groups	Our Commitment	Method of Engagement	Areas Of Interest
Investors & Shareholders	We are committed to delivering value to our investors and shareholders through consistent growth and financial performance. We prioritise transparency, accountability, and adherence to corporate governance standards. We aim to provide timely and accurate financial information.	<ul style="list-style-type: none"> Annual and quarterly financial reports and investor presentations Annual and quarterly results briefings Annual General Meeting ("AGM") Announcements to Bursa Malaysia Updates on Investor Relations section of the Company's website Press release and media coverage Shareholder feedback surveys and channels for questions and concerns 	<ul style="list-style-type: none"> Financial performance and returns on investments Corporate governance and adherence to regulatory requirements Strategic direction and business outlook Risk management and mitigation strategies Sustainable business practices and ESG performance Innovation and growth opportunities Ethical and responsible corporate behavior
Employees	We are committed to maintaining a safe, inclusive, and engaging work environment where employees are motivated to thrive. We prioritise their physical and mental well-being, career growth, and professional development. Employees are vital contributors to our success, and we are dedicated to fostering their satisfaction and overall job experience.	<ul style="list-style-type: none"> Employee onboarding programme Regular staff meetings and feedback mechanisms Employee surveys to gauge satisfaction and identify areas for improvement Training and development programs Town hall meetings Festive celebrations and staff gatherings Internal communication for updates and information sharing Performance reviews and goal-setting sessions Engagement in Corporate Social Responsibility ("CSR") activities Management site visits and interaction 	<ul style="list-style-type: none"> Workplace health and safety Professional growth and development Work-life balance Career opportunities and advancement Employee satisfaction and engagement Communication and feedback mechanisms Ethical business practices Community involvement and CSR initiatives Relationship with management and leadership

Stakeholder Groups	Our Commitment	Method of Engagement	Areas Of Interest
Clients	We are committed to delivering high-quality products and services that meet our clients' needs and expectations. We aim to build lasting, mutually beneficial relationships with our clients. We prioritise transparency, reliability, and exceptional customer service.	<ul style="list-style-type: none"> • Regular meetings with clients to discuss projects and performance • Ongoing communication channels, including email and phone support • Feedback and satisfaction surveys • Participation in industry events and exhibitions • Customised solutions and tailored service offerings • Quality certification audits • Regulatory site visits and audits 	<ul style="list-style-type: none"> • Business growth • Project delivery, quality and efficiency • Timely and responsive customer service • Innovative solutions and technology • Health, safety and environmental considerations • Long-term partnerships and collaboration • Ethical business practices and sustainability
Government & Regulatory Authorities	We are committed to strict adherence to all relevant laws, regulations, and industry standards. We actively collaborate with government and regulatory authorities to ensure compliance and promote a culture of governance and transparency.	<ul style="list-style-type: none"> • Regular reporting – financial reporting, safety compliance, and environmental impact assessments • Formal and informal meetings to discuss industry-specific issues, address concerns, and seek guidance on compliance • Contribute industry knowledge and expertise to help shape policies • Written and email communications 	<ul style="list-style-type: none"> • Compliance to regulatory requirements • Safety and environmental compliance • Industry advancement • Government initiatives
Vendors & Suppliers	We are committed to building strong, mutually beneficial relationships with our vendors and suppliers. We aim to foster transparency, trust, and fairness in all our interactions. We acknowledge the significance of our vendors and suppliers in achieving our sustainability goals.	<ul style="list-style-type: none"> • Regular communication through meetings, emails, and calls • Collaboration on joint initiatives, innovation, and problem-solving • Vendor performance assessments and feedback sessions • Compliance with our Vendor Code of Conduct and Business Ethics ("COBE") and ethical sourcing practices • Participating in industry-specific events and forums • Providing timely payments and ensuring a fair and transparent procurement process 	<ul style="list-style-type: none"> • Quality and reliability of products and services • Adherence to Uzma's sustainability and ethical standards • Continuous improvement in cost-effectiveness and operational efficiency • Open dialogue for addressing concerns and resolving issues • Mutual growth and development opportunities • Supply chain sustainability and environmental impact • Technological advancements and innovation • Regulatory compliance and safety standards

Stakeholder Groups	Our Commitment	Method of Engagement	Areas Of Interest
Local Communities	We are committed to actively engaging with local communities where we operate. We aim to contribute positively to the well-being and development of these communities by identifying their needs and collaborating with them on various initiatives.	<ul style="list-style-type: none"> • Corporate Social Responsibility ("CSR") initiatives • Addressing specific community needs 	<ul style="list-style-type: none"> • Overall development of the local community related to education, healthcare, infrastructure, and livelihood opportunities • Environmental projects that promote sustainable practices and protect local ecosystems • Preserving local culture and heritage • Address health and safety concerns
Board of Directors	We are dedicated to ensuring strong corporate governance and transparent operations. We aim to provide the Board of Directors with comprehensive and accurate information. The Board plays a crucial role in overseeing and guiding our business strategy.	<ul style="list-style-type: none"> • Regular Board meetings and updates • Strategy and performance presentations to the Board • Participation in AGM • Collaboration on strategic planning and decision-making • Annual performance evaluations and reviews 	<ul style="list-style-type: none"> • Corporate strategy and long-term planning • Financial performance and accountability • Regulatory compliance and governance • Risk management and mitigation • Transparency in reporting and communication • Strategic objectives and goals • Stakeholder engagement and relationships • Sustainable and ethical business practices
Analysts & Media	We are committed to providing accurate, timely, and transparent information to analysts and media professionals. We aim to facilitate a clear understanding of our business, strategies, and performance. We recognise the importance of a positive and constructive relationship with analysts and media to enhance our reputation.	<ul style="list-style-type: none"> • Regular briefings, interviews, and meetings with industry analysts • Distribution of press releases, corporate updates, and relevant reports • Active engagement through social media platforms and official website • Responding to media inquiries and providing access to key spokespersons 	<ul style="list-style-type: none"> • Financial performance and results analysis • Business strategy, market positioning, and growth prospects • Operational updates, including project developments and milestones • Industry insights, trends, and competitive analysis • ESG and sustainability initiatives and performance • Regulatory compliance and corporate governance practices • Technology innovations and research and development • Corporate social responsibility and community involvement

Stakeholder Groups	Our Commitment	Method of Engagement	Areas Of Interest
Financial Institutions	We are dedicated to maintaining financial integrity and transparency in all our operations with financial institutions. We commit to fulfilling financial obligations and responsibilities diligently.	<ul style="list-style-type: none">• Annual and quarterly financial reports• AGM• Discussions and consultations with financial institutions to address financial matters	<ul style="list-style-type: none">• Financial agreements• Financial compliance to regulations, standards and requirements• Financial stability

TABLE 2: UZMA’S STAKEHOLDER ENGAGEMENT OVERVIEW

STAKEHOLDER PRIORITISATION MATRIX

At Uzma, our Stakeholder Prioritisation Matrix is a critical tool designed to guide and optimise our engagement with various stakeholder groups. This matrix allows us to systematically assess and rank stakeholders based on their level of influence, the impact of our operations on them, and the significance of their concerns to our business. By prioritising stakeholders in this manner, we ensure that our engagement efforts are both strategic and responsive, addressing the most pertinent issues and fostering meaningful relationships. This structured approach helps us align our strategies with stakeholder expectations, enhance collaboration, and drive mutual value creation. The matrix remains a cornerstone of our commitment to transparent and effective stakeholder engagement, supporting our ongoing dedication to sustainable and responsible business practices.

While our stakeholder prioritisation matrix has remained consistent, Uzma has made significant strides in enhancing its engagement efforts in FY2024. This has led to strengthened collaborations and deeper partnerships. Our continued focus on advancing stakeholder engagement reflects our unwavering commitment to sustainable business practices, further reinforcing our dedication to creating lasting value for all stakeholders.

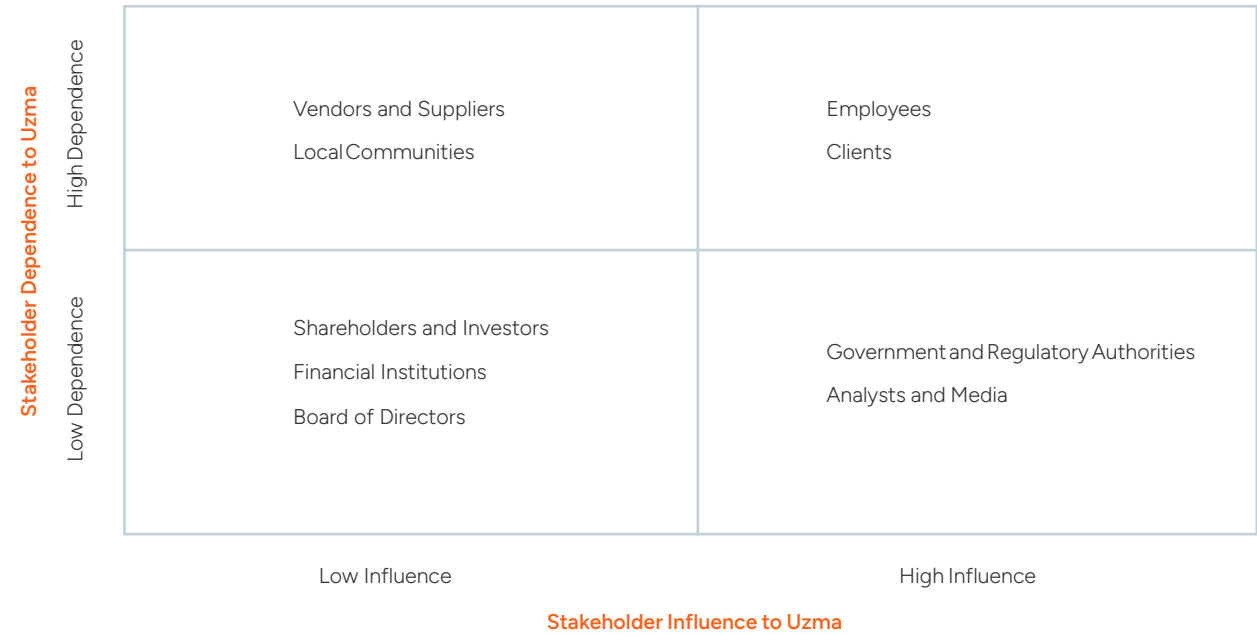


Figure 5: Uzma’s Stakeholder Prioritisation Matrix

UZMA'S ACTIVE ENGAGEMENT IN INDUSTRY ASSOCIATIONS AND COLLABORATIVE INITIATIVES

Uzma has been actively participating in various industry associations, universities, and trade events in the energy and technology sector. Our involvement keeps us informed on industry developments, participates in discussions and contribute our expertise in shaping the future of the industry, as highlighted in the following table.



The Malaysian Oil & Gas Services Council ("MOGSC")

Uzma proudly holds membership in MOGSC, an instrumental and unifying force dedicated to advancing the growth, competitiveness, and sustainability of the Malaysian oil and gas services sector. Actively engaged in MOGSC's initiatives, Uzma consistently participates in the council's diverse range of events and activities.



Malaysia Petroleum Resources Corporation ("MPRC")

MPRC holds a central position in driving the expansion and progression of Malaysia's oil and gas services and equipment ("OGSE") industry. At Uzma, we recognise the significance of MPRC's contributions and actively engage in the corporation's events and workshops, with our MD/GCEO playing a dynamic role in these initiatives.



Malaysian Industry-Government Group for High Technology ("MIGHT")

MIGHT's paramount objective is to establish Malaysia as a leading high-technology hub, nurturing economic growth, enhancing competitiveness, and driving innovation across diverse sectors. The organisation serves as a dynamic catalyst, propelling the development and widespread adoption of state-of-the-art technologies and solutions. This, in turn, significantly contributes to Malaysia's technological progress and bolsters the nation's global competitiveness. Uzma, in alignment with this vision, enthusiastically engages in MIGHT's events and multiple formal collaborations, actively participating in initiatives that shape the future of high technology in the country.



Malaysian Gas Association ("MGA")

Uzma is proudly holds membership in MGA, a key organisation at the heart of Malaysia's natural gas industry. MGA assumes a central role in championing the growth of the sector, overseeing safety and compliance standards, promoting sustainability, and facilitating valuable collaboration and knowledge exchange among industry stakeholders.



Universiti Teknologi Petronas ("UTP")

Uzma has established a strategic partnership with UTP to collaboratively engage in cutting-edge research and development initiatives. At times, our MD/GCEO advises the university, offering valuable insights and expertise. Our Chief Business Improvements Officer is a member of the Industrial Advisory Panel for the Mechanical Engineering Department. Furthermore, Uzma is dedicated to supporting UTP's various events and student-driven initiatives, reinforcing our commitment to fostering a dynamic and mutually beneficial relationship with this esteemed institution. In FY2024, Uzma sponsored one of the academic awards for the final year students.



Universiti Malaysia Terengganu ("UMT")

Since 2017, Uzma has forged a collaborative partnership with UMT on a remarkable underwater archaeological research project. This collaborative effort is driven by our shared commitment to preserving history and uncovering the past. Notably, the project has yielded significant discoveries, including the recovery and preservation of ceramic artifacts from a shipwreck site located off the shores of Pulau Bidong, Terengganu. This invaluable endeavours not only safeguards our historical heritage but also sheds light on the maritime history of the region, bridging the gap between the past and the present.



Malaysian Space Industry Consortium ("MASiC")

MASiC endeavours to promote the development of the Malaysian space industry and create a thriving space industry ecosystem that attracts investment, talent, and partnerships from around the world, contributing to the nation's socio-economic progress. Our MD/ GCEO serves as the President of the Protem Committee of MASiC.

TABLE 3: UZMA'S PARTICIPATION AND CONTRIBUTION WITH INDUSTRY ASSOCIATIONS

MATERIAL MATTERS

Uzma’s approach to materiality is shaped by both domestic and international best practices, as well as insights from internal perspectives and key stakeholders gathered through various engagement initiatives. We integrate our sustainability agenda across all business operations by considering ESG factors. These considerations guide the development and execution of our sustainability programs, ensuring that our initiatives address the issues of greatest significance to our stakeholders.

SUSTAINABILITY MATTERS	ECONOMIC	ENVIRONMENTAL	SOCIAL	GOVERNANCE
WHAT IT MEANS TO US	Optimising our profitability to support long-term growth, innovation, and value creation. We focus on fostering economic stability by prioritising sound financial practices, ensuring the well-being of our employees, and generating returns for our shareholders. Economic sustainability empowers us to invest in the future and continue delivering quality solutions to our clients and partners.	Minimising our ecological footprint by adopting eco-friendly practices, reducing emissions, conserving resources, and implementing sustainable technologies. We work to preserve natural habitats, reduce waste, and promote biodiversity. Our aim is to mitigate environmental impact and promote a harmonious coexistence between our operations and the ecosystems we interact with.	Fostering inclusive workplaces, promoting diversity, and prioritising employee health and well-being. We actively engage with the communities where we operate, supporting social development initiatives and philanthropic efforts. Our commitment to social sustainability extends to safety, ethics, and ensuring our stakeholders feel valued and respected.	Upholding the highest standards of integrity, transparency, and accountability. We ensure that our operations adhere to laws, regulations, and best practices. Governance sustainability is pivotal to fostering trust, both within our organisation and among our stakeholders, and we continually strive to enhance our governance processes and practices.
SUSTAINABILITY ASPECTS	<ul style="list-style-type: none">• Economic Performance• Supply Chain Management	<ul style="list-style-type: none">• Emissions Management• Energy Management• Waste Management• Water and Effluent Management	<ul style="list-style-type: none">• Employment Opportunities• Occupational Safety and Health• Labour Practices and Human Rights• Corporate Social Responsibility• Diversity and Equal Opportunities• Training and Development	<ul style="list-style-type: none">• Ethical Business Practices• Data Privacy and Security

TABLE 4: SUSTAINABILITY MATTERS AND THEIR SIGNIFICANCE TO UZMA

MATERIALITY MATRIX

Uzma's Materiality Matrix is a detailed framework that assesses sustainability issues based on their significance to our organisation and their impact on stakeholder evaluations and decisions. The matrix is organised around four core pillars: Economic, Environmental, Social, and Governance. By examining these material issues on a scale from low to high impact on Uzma and from low to high influence on stakeholders, we can clearly identify which aspects are most crucial for both our operations and our stakeholders. This approach helps us prioritise our sustainability efforts, focusing on the areas that are most relevant to our business and community. It allows us to proactively address challenges and seize opportunities in these key areas.

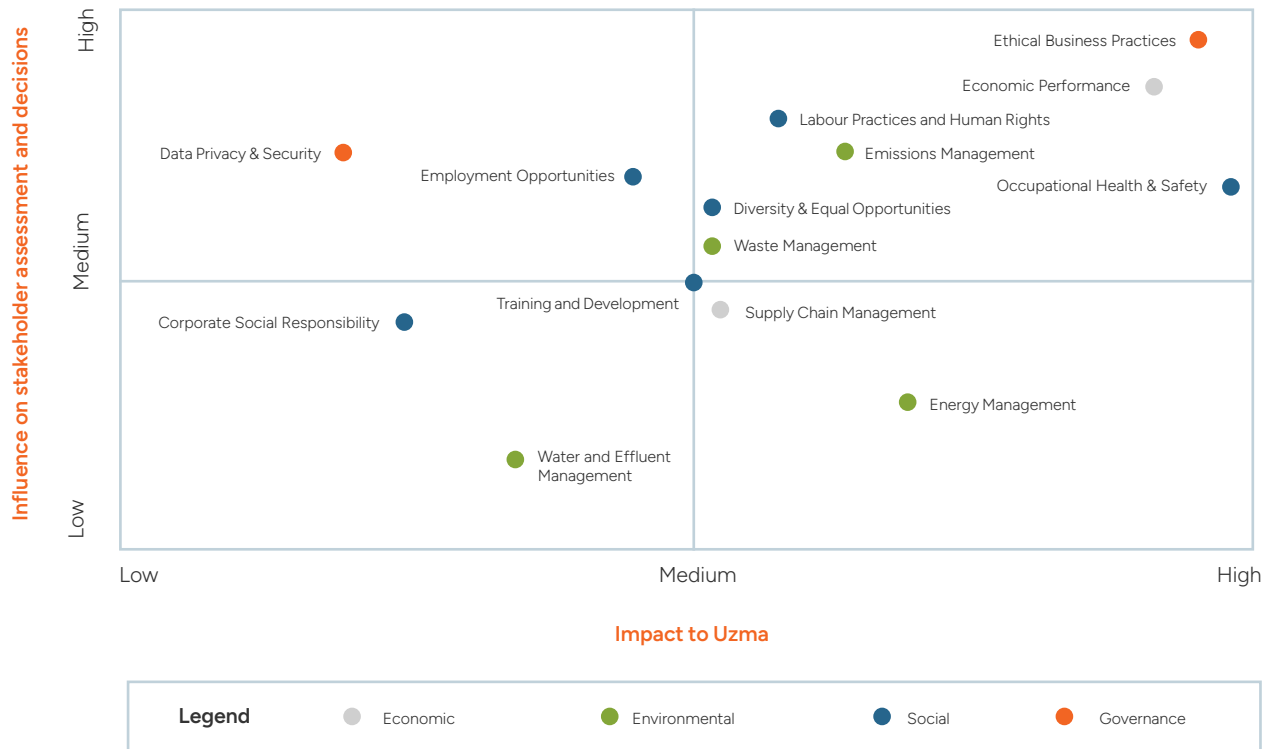


FIGURE 6: UZMA'S MATERIALITY MATRIX



ALIGNMENT WITH UNITED NATIONS

SUSTAINABLE DEVELOPMENT

GOAL (“UNSDGs”)

The 17 United Nations Sustainable Development Goals (“UNSDGs”) aim to end poverty, reduce inequality and injustice, and combat climate change. These goals form the basis of the 2030 Agenda for Sustainable Development. Uzma is committed to contributing to these initiatives and has identified eight key UNSDGs that significantly impact our sustainability strategy. We will continue to review the UNSDGs and will add more goals as the business progresses.

TABLE 5: UZMA’S COMMITMENT IN ALIGNMENT WITH THE UNSDGs



Ensure health lives and promote well-being for all at all ages

Commitment:

- Commit to reducing our greenhouse gas emissions and mitigating climate change impacts.
- Promote health and well-being initiatives among our employees and their families.
- Support healthcare access and initiatives in the communities where we operate.



Achieve gender equality and empower all women and girls

Commitment:

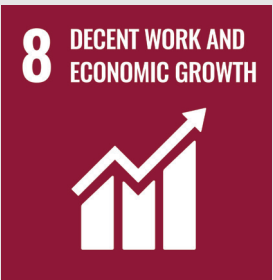
- Commit to gender diversity and equality in our workforce.
- Implement policies and practices that support women’s empowerment and leadership within the company.
- Support women’s empowerment initiatives in the communities we serve.



Ensure access to affordable, reliable, sustainable, and modern energy for all

Commitment:

- Commit to increasing energy efficiency within our operations.
- Invest in and promote the use of renewable and clean energy sources.
- Collaborate with partners to improve access to affordable and clean energy in underserved communities.



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Commitment:

- Commit to creating employment opportunities and providing decent work conditions.
- Support skills development and training for our employees.
- Contribute to local economic growth through our business operations.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation

Commitment:

- Commit to adopting innovative and sustainable technologies in our operations.
- Support research and development to enhance our industry's sustainability.
- Invest in infrastructure development that benefits both our business and the communities where we operate in.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns

Commitment:

- Commit to reducing waste and improving resource efficiency.
- Promote responsible consumption practices among our employees and customers.
- Consider product life cycles and environmental impact in our product development.

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts

Commitment:

- Commit to reducing our greenhouse gas emissions and mitigating climate change impacts.
- Promote climate resilience in our operations and communities.
- Advocate for climate action and collaborate with partners to address climate-related challenges.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels

Commitment:

- Commit to ethical and transparent business practices.
- Promote the rule of law, justice, and strong governance in the communities where we operate.

ECONOMIC

The Economic pillar of Uzma’s Sustainability Framework reflects our commitment to driving long-term growth, innovation, and value creation by optimising profitability. We focus on implementing sound financial practices, ensuring employee well-being, and delivering strong returns for our shareholders. By maintaining economic stability, we position ourselves to invest in future opportunities and consistently provide high-quality solutions to our clients and partners. Our economic sustainability initiatives are designed to promote sustainable growth and financial success, all while adhering to our core values and maintaining the highest ethical standards.

ECONOMIC PERFORMANCE

At Uzma, we recognise our responsibility to strengthen local and regional economies. As a key player in the global energy and technology sectors, we are committed to making clean, affordable, and accessible energy solutions available to communities worldwide. Uzma demonstrated remarkable financial performance in the past financial year, achieving a robust revenue growth of 27% year-on-year, totaling RM600 million. Our dedication to financial excellence is further evidenced by an impressive RM54 million in Profit After Tax (“PAT”), marking a remarkable 42% year-on-year increase. This success is complemented by RM137 million in Adjusted EBITDA, underscoring our commitment to sustainable profitability.

Additionally, our financial strength is reflected in the growth of our Total Assets and Total Equity, which increased by 18% and 15% year-on-year, respectively. These results underscore the solid financial foundation of Uzma and our commitment to long-term value creation and stability. Our focus on financial performance is further highlighted with a 20% year-on-year increase in Basic Earnings Per Ordinary Share, reaching an exceptional 11.16 sen. These achievements showcase Uzma’s dedication to delivering outstanding financial results while advancing our mission to support sustainable economic development.

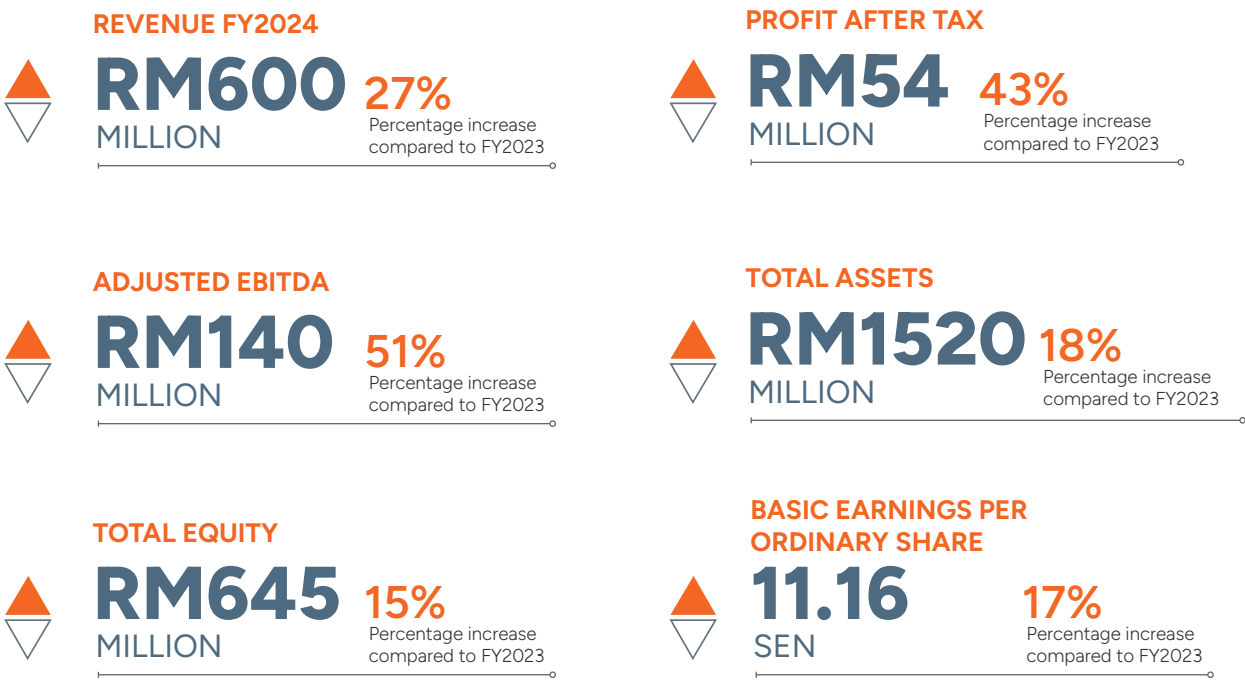


Figure 7: Financial Performance Highlights

Despite external challenges such as geopolitical tensions in Europe, ongoing conflict in the Middle East, global oil price instability, and persistent inflation, Uzma’s economic performance remained strong. This resilience is largely attributed to our strategic diversification into the New Energy, Digital Earth and Energy Trading divisions, which saw the successful energisation of Uzma Kuala Muda Sdn Bhd’s 50MWac large scale solar plant in Bukit Selambau, Sungai Petani Kedah, the development of satellite services technology and the success of our marketing, and distribution of liquified natural gas (“LNG”), petrochemicals, and related products, which will provide consistent long-term revenue. Additionally, our expansion into long-term projects like WIF2.0, already under construction, further strengthens our foundation for sustainable growth. These efforts underscore our unwavering commitment to delivering value to stakeholders and securing a bright future for Uzma and the industries we serve.

SUPPLY CHAIN MANAGEMENT

GROUP SUPPLY CHAIN MANAGEMENT POLICY

Uzma's comprehensive Group Supply Chain Management Policy, serves as the guiding framework for all supply chain and logistics activities across our organisation. From processing procurement requests to bidder selection, bidding, evaluation, inventory management, and warehouse oversight, we adhere to the highest standards and principles of procurement practice in pursuit of excellence. Our dedication to quality is reflected in our strict adherence to ISO 9001:2015 and API Q2 Quality Management System requirements, ensuring that our supply chain operations are both efficient and compliant with industry best practices and standards. Additionally cost control and contract management department plays a crucial role in developing and implementing strategic plans for both pre-contract and post-contract stages, enhancing cost management, and ensuring the smooth execution of contracts. Through these initiatives, we reinforce our commitment to maintaining the highest standards and strengthen the reliability and effectiveness of our supply chain management.

SUSTAINABLE PROCUREMENT PRACTICES

At Uzma, we are deeply committed to advancing sustainable procurement practices that align with our strategic goals of growth, risk management, and cost reduction. Our approach is designed to enhance efficiency, ensure compliance, and foster innovation while contributing to our broader sustainability objectives.

A key element of our FY2024 strategy for growth is the transition to end-to-end paperless procurement processes. By eliminating paper-based procedures, we not only increase operational efficiency but also reduce our environmental footprint. Our procurement systems are continuously evolving to enhance efficiency. This includes improvements in budget management, costing, and purchase order ("PO") closure monitoring, which collectively foster a more streamlined and effective procurement process.

Effective risk management and compliance are central to our procurement practices. We have implemented the Code of Conduct and Business Ethics ("COBE") across all vendors and business partners to ensure that ethical standards are upheld throughout our supply chain. The COBE are sent to all active vendors on a quarterly basis. Additionally, every issuance of PO by Uzma, HSE policies are included in standard Uzma Terms & Conditions to ensure suppliers adhere to health and safety standards. We actively promote awareness among our vendors and partners on our Anti-Bribery Policy. This proactive approach helps to prevent unethical practices and reinforces our commitment to integrity.

To uphold our stringent standards, we continuously review and update our procurement procedures to ensure alignment with ISO standards and full compliance with relevant regulations. As part of these enhancements, the procurement process now mandates that all purchases exceeding RM250,000 be reviewed and endorsed by the Procurement Tender Committee. Our commitment to transparency is further demonstrated through frequent audits of procurement transactions. These audits help us identify potential issues and maintain high standards of compliance. We also continuously assess and manage procurement-related risks through a dedicated risk register, which allows us to address potential challenges before they impact our operations.

Proper handling of hazardous materials is another critical aspect of our risk management strategy. We ensure that these materials are stored and disposed of properly, mitigating environmental risks and supporting our sustainability goals.

In our pursuit of cost reduction, we focus on developing and establishing framework agreements and signing Master Service Agreements ("MSA") with strategic vendors. These agreements streamline procurement processes and enable us to negotiate better terms, ultimately reducing costs. We meticulously track cost savings and cost avoidance to measure the effectiveness of our procurement strategies and ensure that our financial objectives are met.

Transparency and fairness are cornerstones of our bidding process. By maintaining a transparent and fair procurement practice, we ensure that all vendors are evaluated on merit, contributing to our supply chain's overall integrity. In this regard, we also prioritize issuing purchase orders to reputable vendors, which not only ensures the quality of the goods and services we procure but also strengthens our relationships with reliable suppliers.

Uzma's sustainable procurement practices are designed to support our strategic goals while promoting ethical behaviour, efficiency, and cost effective. By continuously enhancing our procurement processes, managing risks diligently, and focusing on cost reduction, we are committed to building a resilient and sustainable supply chain that contributes to our long-term success and supports our broader sustainability objectives.

Uzma's vendor qualifying process and vendor performance evaluations cover on quality, health, safety, and environment. In a recent contract with a shipyard, Uzma added a clause requiring the vessel to be free from asbestos. For FY2025, we will expand this further to ensure suppliers are committed to protecting the environment and preventing pollution.



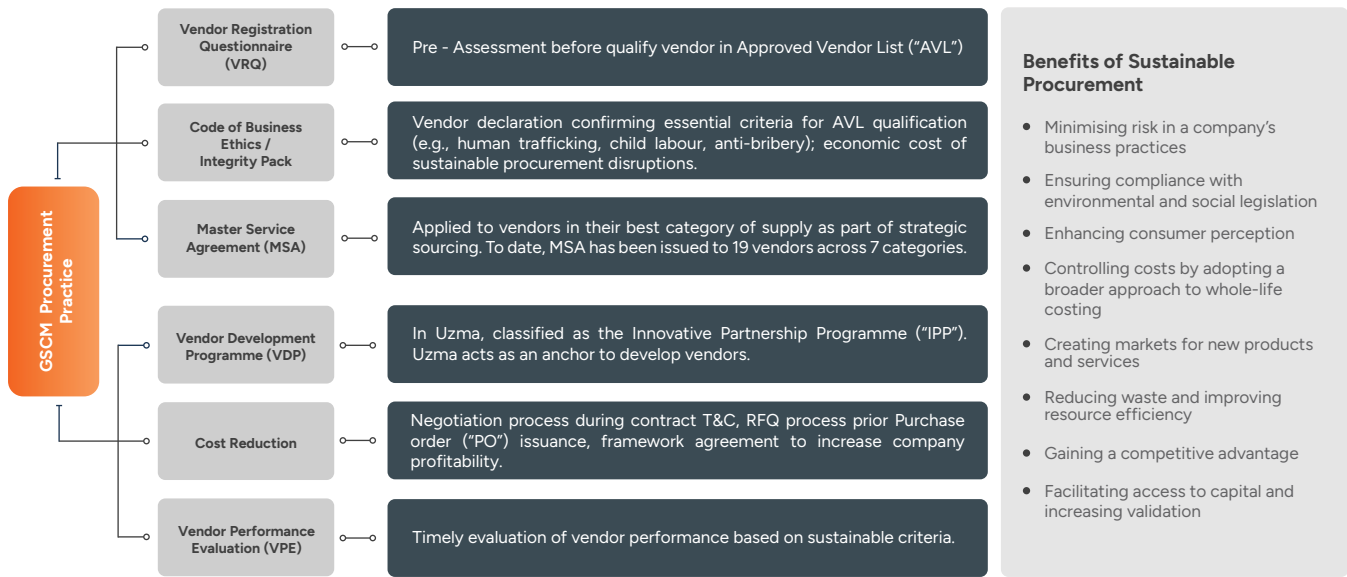


FIGURE 8: UZMA'S GROUP SUPPLY CHAIN MANAGEMENT PROCUREMENT PROCESS

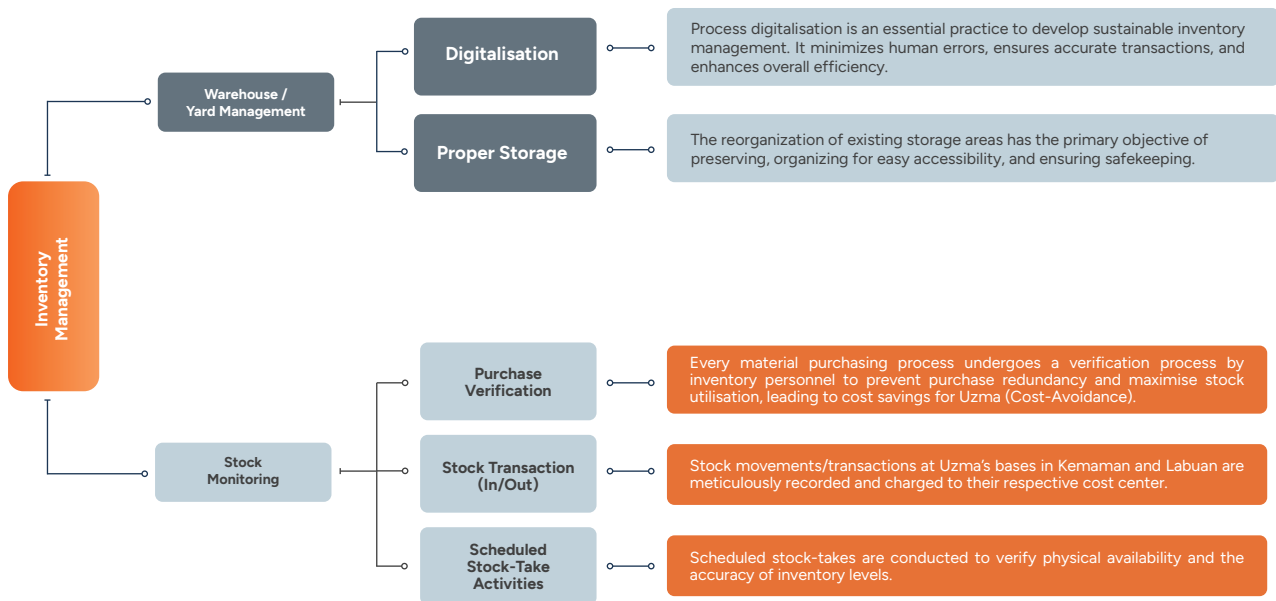


FIGURE 9: UZMA'S GROUP SUPPLY CHAIN MANAGEMENT INVENTORY MANAGEMENT PRACTICES

SUPPORTING LOCAL SUPPLIERS

At Uzma, our commitment to responsible sourcing is deeply intertwined with our dedication to strengthening local economies. In FY2024, we engaged with 367 suppliers, showcasing the strength and diversity of our procurement network. During this period, our total procurement expenditure reached RM225 million, significantly contributing to the supply chain. Notably, RM97 million was allocated to local suppliers, reflecting our strong commitment to fostering local partnerships and supporting businesses within the communities where we operate.

This approach is closely aligned with our sustainability values, underscoring our resolve to enhance the economic well-being of local suppliers. By prioritising local procurement, we not only reinforce Uzma's corporate image and reputation but also streamline supply chain processes, reduce costs, and gain greater control over procurement activities. More importantly, it drives job creation within local communities, reduces poverty, stimulates local industries, and fosters collaborative efforts with suppliers to mitigate pollution levels. We define local procurement as sourcing goods and services from suppliers within the local region.

In support of this commitment, Uzma has been appointed as an anchor company under the Ministry of Entrepreneur and Cooperatives Development's Vendor Development Programme ("VDP") to develop local vendors and also collaborated with Petronas for their VDPx program to further develop capabilities within the oil and gas industry while creating multiplier effects that benefits the industry and economy, furthering our efforts to empower local businesses within regions such as Sabah, Sarawak, and Terengganu. We actively support local suppliers by providing quarterly updates to the Ministry of Investment, Trade and Industry on our spending with local vendors and sharing detailed information on procurement activities. Another key initiative is to prioritise overseas shipments through local forwarders, ensuring that our procurement practices continue to support local economies.

Uzma remains steadfast in its contributions to strengthening the local supply chain and advancing the national agenda for economic prosperity.

BREAKDOWN OF SUPPLIER MIX (%)

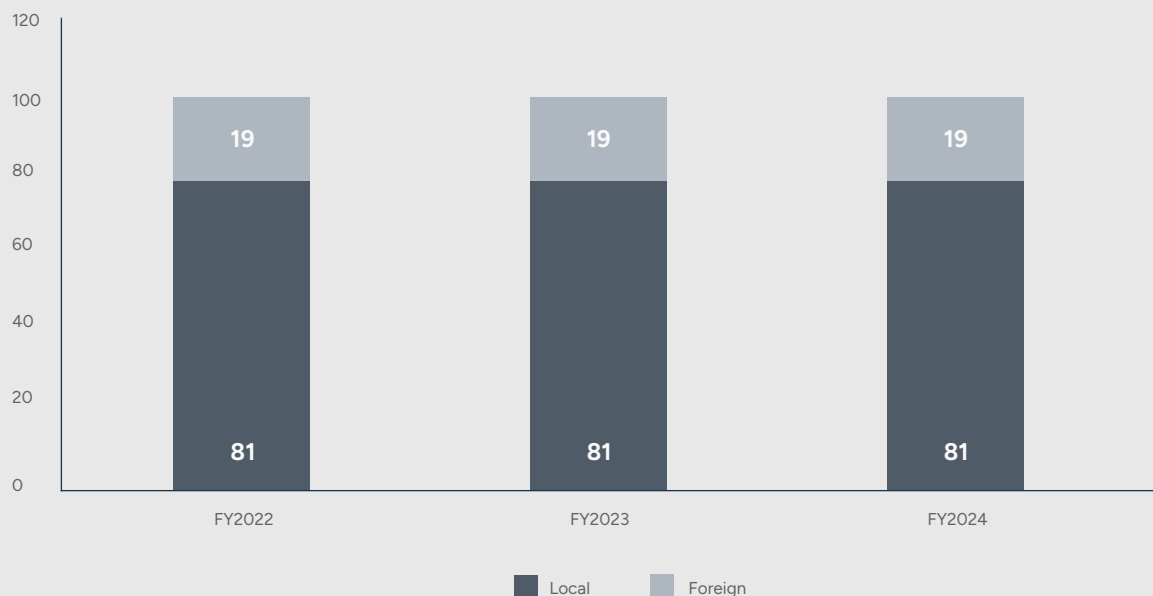


Figure 10: Supplier Mix Breakdown: Local vs. Foreign (Percentage) from FY2022 to FY2024

BREAKDOWN OF PROPORTION OF PROCUREMENT SPENDING (%)

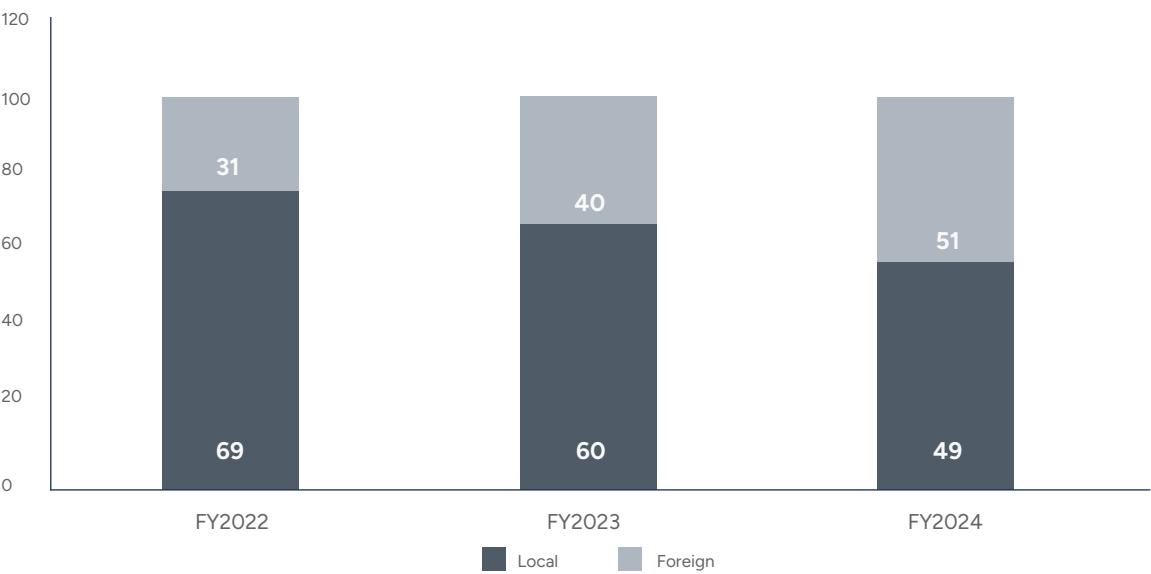


Figure 11: Proportion of Procurement Spending: Local vs. Foreign (Percentage) from FY2022 to FY2024

Strategic Vendor	Vendor Count			Purchase Order Count			Purchase Order Value		
	FY2022	FY2023	FY2024	FY2022	FY2023	FY2024	FY2022	FY2023	FY2024
Local	1,353	1,480	1,549	1,140	872	1,195	RM86.4 Million	RM56.9 Million	RM96.7 Million
Foreign	311	346	369	135	115	190	RM39.7 Million	RM37.5 Million	RM128.2 Million
TOTAL	1,664	1,826	1,918	1,275	987	1,385	RM126.1 Million	RM94.4 Million	RM224.9 Million

Table 6: Vendor and Procurement Metrics: Local vs Foreign from FY2022 to FY2024

In conjunction with Uzma’s dedication in supporting local vendors, there are significant increases in the number of PO issued to local vendors, demonstrating our commitment to supporting the local economy and strengthening community ties. For FY2024, despite the increase in number of PO awarded to local companies, the value of the purchase order awarded to foreign companies was higher due to requirement for product and services with advanced technology and requirement to purchase from the original equipment manufacturers.

COST REDUCTION EFFORTS

At the core of our responsible procurement practices is a steadfast commitment to cost reduction. We consistently assess and apply cost-saving strategies to boost the efficiency and sustainability of our operations. Our initiatives span several key areas:

- Lowering operational costs through strategic efficiencies and cost control.
- Aligning our workforce with projected workloads to enhance productivity.
- Selling or reallocating underutilised equipment to maximise resource use.
- Divesting from non-core businesses to focus resources on strategic priorities.
- Seeking government incentives and grants to support our key initiatives.
- Improving trade receivable collections and dispute resolution to bolster financial stability and operational resilience.
- Implementing an MSA with a 10% average rate reduction compared to current rates within the established framework agreement.
- Utilising third-party inspection companies for overseas inspections, reducing the need to deploy our own resources and reducing carbon footprints.
- Enforcing budget limits on individual line items within the project cost control system to prevent multiple purchase orders for the same items and ensure tighter budget management.

These cost-reduction initiatives demonstrate our commitment to upholding a financially responsible and sustainable business strategy.

PROJECT EXECUTION AND DELIVERY MANAGEMENT

Uzma prioritises delivering high-quality services and ensuring customer satisfaction. Understanding the critical role customer satisfaction plays in a competitive market, we focus our efforts on not just meeting but exceeding customer expectations. Satisfied customers become valuable advocates for our brand, driving its sustainability and long-term growth. Our dedication to quality and customer satisfaction is also integral to providing fair compensation and welfare support for our employees, in line with global ESG compliance standards.

We have developed robust management policies, procedures, and practices that go beyond meeting customer requirements. Our closed-loop system thoroughly examines every aspect of service delivery, constantly looking for ways to improve. Additionally, we maintain regular engagement with customers through mandatory quarterly meetings to review our performance and gather feedback.

In executing and delivering projects, we strictly adhere to the highest safety standards, following all relevant legal and other requirements. These include the Occupational Safety & Health Act 1994 (Act 514), Factories and Machinery Act 1967 (Act 139), Environmental Quality Act 1974 (Act 127), ISO 45001:2018, ISO 9001:2015, and ISO 14001:2015. By upholding these rigorous standards, we ensure the safety and satisfaction of all stakeholders, including employees, vendors, suppliers, and partners.

RESPONSIBLE DELIVERY OF PRODUCTS AND SERVICES

At Uzma, we uphold the highest standards for the responsible delivery of our products and services, driven by a deep understanding of our customers' needs and expectations. We continuously monitor these factors to ensure that we not only meet but exceed their requirements.

Our service execution strategy follows a two-fold approach. First, we are dedicated to minimising Non-Productive Time ("NPT"), a crucial efficiency metric in our industry. This focus optimises resource utilisation while enhancing customer satisfaction, creating a win-win scenario for all stakeholders. Second, we emphasize the meticulous execution of our Service Delivery process. Each step is carefully planned, monitored, and validated to ensure seamless and responsible delivery of products and services to our valued customers.

In line with our commitment to quality, all overseas suppliers are required to quote on Ex-Works. This allows Uzma to maintain full control over the delivery process, from the overseas point of origin to the final destination, ensuring that products arrive in optimal condition and according to our standards.

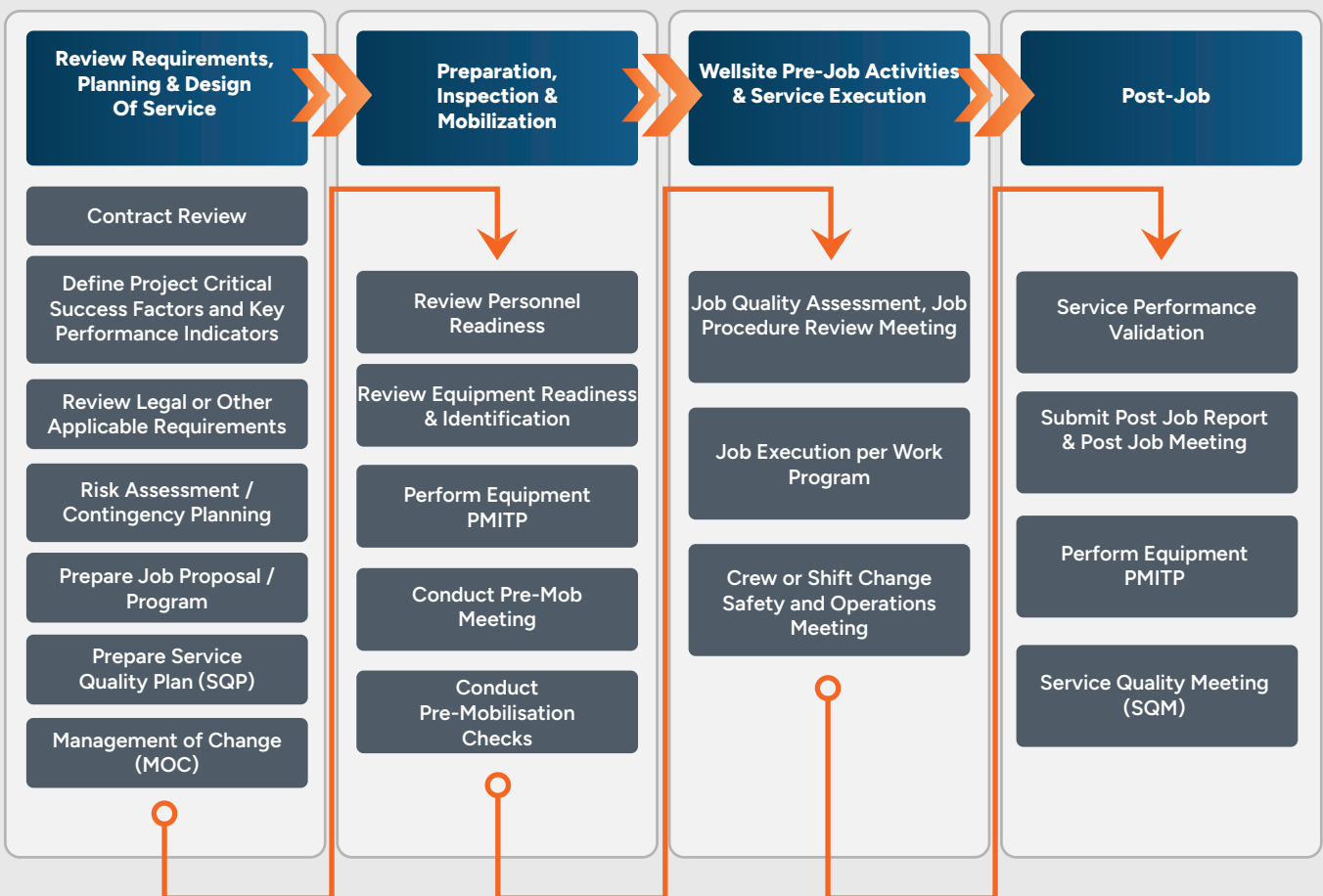


FIGURE 12: CONTROL OF SERVICE EXECUTION PROCESS FLOW

In our commitment to responsible product and service delivery, we recognise that attention to detail is crucial at every stage of the project cycle. To ensure this, we have implemented a robust control system that governs every aspect of Service Execution. This system is comprehensively outlined in our Service Quality Plan, reflecting our rigorous approach to quality management.

Our Service Quality Plan is designed to ensure that each phase of Service Execution is fully aligned with our established Service Quality Elements. These elements, outlined in the table below, form the foundation of our commitment to delivering reliable, high-quality products and services, consistently surpassing industry standards and client expectations.

No.	Elements	Descriptions
1	Required Activities & Documentations	<ul style="list-style-type: none"> Activities and documentation (proof) of compliance with both customer and legal requirements. Identification of the responsible function for each activity, including external parties. Identification of the relevant revision for each procedure, specification, or other document referenced or used in each activity.
2	Key Essential Personnel	<ul style="list-style-type: none"> List all responsible personnel/functions for the project, including any external parties.
3	Critical Supplier and Sub-Contractor	<ul style="list-style-type: none"> Involvement of sub-contractors or suppliers in providing a service or equipment used for the service.
4	Hold & Witness Point	<ul style="list-style-type: none"> Acceptance inspection by both Uzma and the customer or a third party to ensure that the customer receives service and equipment that perform to expectations.
5	Service Equipment & Testing Measurement Detection ("TMD") Devices Inventory	<ul style="list-style-type: none"> Preventive Maintenance and Inspection Test Plans ("PMITP") for equipment as well as monitoring devices ("TMDE") with serial numbers, so the PMITP records can be identifiable and traceable to the equipment.
6	Risk Management & HIRADC	<ul style="list-style-type: none"> Risks directly associated with the service and equipment, as well as controls to manage/mitigate those risks.
7	Contingency Planning	<ul style="list-style-type: none"> Measures for preventing and mitigating incidents and disruptions to minimise the likelihood or duration of the disruption of execution and service.
8	Management of Change ("MOC")	<ul style="list-style-type: none"> When things go wrong or something unplanned occurs, proceed with the contingency plan, which is still part of the planning. However, when the changes fall outside the scope of the contingency plan, MOC is required.
9	Service Performance Evaluation	<ul style="list-style-type: none"> Ensure that the results of the service evaluation are received and reviewed to validate the service performance.
10	Customer Complaint, Non-conformance & Malfunction	<ul style="list-style-type: none"> Service quality incidents, non-conformities, or undesired events that result in the failure of a product/equipment, project delivery, non-productive time ("NPT"), etc.

TABLE 7: SERVICE QUALITY ELEMENTS

ENVIRONMENT



Together with our Board and the Oversight Committee, Uzma recognises the responsibility in of overseeing and managing key environmental topics critical to the sustainability of our operations and the well-being of the planet. This includes addressing climate change and emissions, optimising energy consumption, managing waste and effluents, and safeguarding biodiversity. By integrating these material issues into our business strategy, we are committed to minimising our environmental impact and ensuring responsible stewardship of natural resources for future generations.

Uzma's Sustainability Framework emphasize a strong commitment to environmental stewardship through its Environment pillar. This pillar reflects our dedication to reducing our ecological footprint and fostering eco-conscious practices across our operations. We prioritize adopting green technologies, minimising emissions, conserving resources, and preserving natural habitats to promote biodiversity. Sustainability, for us, is both a responsibility and an opportunity to contribute positively to the planet's well-being, guiding our actions toward harmonious interaction with ecosystems. As a responsible provider of energy and technology solutions, Uzma acknowledges the environmental impact of our operations, especially in relation to climate change. While oil and gas development will continue to play a role in the global energy transition, we are committed to a precautionary approach aimed at lowering emissions, reducing our environmental footprint, and mitigating any potential harm from our business activities. During the year, we continued efforts to enhance our environmental performance by expanding the indicators we track and disclose in our Sustainability Statement, which include incorporating best practices and alignment with leading sustainability frameworks - GRI, TCFD, UNSDGs, as well as regulatory requirements from Bursa Malaysia, further demonstrating our commitment to transparent and responsible environmental stewardship.

As part of this effort, we have begun disclosing environmental data for our Uzma Engineering-Labuan site and will benchmark our climate-related disclosures against Bursa Malaysia's Enhanced Sustainability Reporting Guide 3rd Edition. Furthermore, we are in the midst of expanding environmental disclosures for other sites in order to improve our consolidated tracking and traceability efforts. These efforts are critical in driving continuous improvements in Uzma's environmental performance and supporting the development of a climate-resilient business model. Our goals include achieving regulatory compliance, maintaining asset and site certifications, enhancing resource efficiency to reduce costs, and safeguarding our brand's reputation and stakeholder trust.

ADOPTING A RESPONSIBLE APPROACH TO CLIMATE CHANGE

Uzma is fully committed to addressing climate change responsibly. We understand the urgency of climate action and are dedicated to contributing to a sustainable future. Our efforts include exploring energy-harvesting opportunities to support the transition to a low-carbon economy and assessing climate-related risks to make informed business decisions. In FY2024, we took proactive steps by aligning with global and national initiatives and exploring renewable energy alternatives, such as solar power, to reduce greenhouse gas emissions. While the path ahead is challenging, we remain dedicated to protecting the planet for future generations.

Uzma's Board and the Oversight Committee also recognise the importance of ESG risks, including climate change, and will incorporate these considerations into future investments and technology adoption to ensure resilience and responsibility in a rapidly changing world.

We have established a Group Technology & Innovation team to advance technologies that promote greener and more efficient operations. Currently, we are exploring and implementing solutions that meet Technology Readiness Level ("TRL") 6 and above, focusing on Production Solutions, Well Solutions, New Energy, and Digital Earth. These initiatives leverage cutting-edge technologies such as the Internet of Things ("IoT"), Machine Learning, and Green Hydrogen ("H2"), alongside other innovative approaches that reduce our environmental impact and drive sustainable growth across our operations.

We plan to implement more energy and emissions management initiatives to further reduce our operations' environmental impact in the upcoming financial year, FY2025.

COMMITMENT TO ENVIRONMENTAL COMPLIANCE

Environmental compliance is the core priority in our operations, and we are committed to upholding the highest standards to meet strict environmental regulations. At Uzma, we take a proactive approach to preserving the environment, viewing it as both a responsibility and an obligation. To support this, we hold regular Quality, Health, Safety, and Environment ("QHSE") meetings where environmental awareness is a key focus. Our employees receive targeted training in areas like Scheduled Waste Management, Chemical Management, Environmental Aspect and Impact Assessment ("EAI") and ISO 14001:2015 Environmental Management System standards. We also distribute QHSE bulletins to maintain ongoing environmental awareness and fostering a culture of environmental responsibility. Ensuring environmental compliance, a total of 5 operating companies have already been certified with ISO 14001. Through these continuous compliance, education and awareness, we aim to protect the environment and reduce our ecological footprint.

Certified with ISO 14001 Environmental Management System



**Uzma Engineering
Sdn. Bhd.**
since July 2023



**Malaysian Energy Chemical &
Services Sdn. Bhd. ("MECAS")**
since April 2006



**Uzma Artificial Lift
(Thailand) Co., Ltd.**
since January 2024



**Setegap Ventures
Petroleum Sdn. Bhd. ("SVP")**
since March 2012



**MMSVS Group Holding
Co., Ltd.**
since October 2015

In addition to sharing our QHSE performance statistics during monthly internal meeting sessions, we ensure that the Board is kept fully informed through continual updates. Our MD/GCEO provides QHSE leadership at the board level. This ongoing communication underscores our dedication to maintaining the highest standards of QHSE across the organisation and reflects the Board's integral role in guiding and upholding our QHSE objectives and targets.

Uzma is dedicated to coexisting with and preserving the environment, striving to minimise our ecological footprint and protect the rights of both current and future generations to enjoy a clean and safe environment. A prime example of this commitment is the successful energisation of our 50MWac large-scale solar plant in Bukit Selambau, Sungai Petani, Kedah. Before construction, the project underwent a thorough risk assessment that considered both environmental and social impacts. During the permitting phase, the Development Proposal Report confirmed that there would be no adverse effects on the local environment, community, or biodiversity. The Environmental Impact Studies ("EIS") further reinforced this by concluding that the project would not result in significant negative effects on the surrounding area. Moreover, the project design effectively minimises extensive land clearing and preserves existing ground contours, embodying a sustainable approach to energy production.



EMISSION MANAGEMENT

Uzma is deeply committed to environmental responsibility and sustainability. As part of our efforts to reduce our carbon footprint and contribute to a greener future, we have started emissions reporting journey in FY2024 by tracking Scope 1 and Scope 2 emissions, highlighting our commitment to understanding and reducing both direct and indirect greenhouse gas emissions. We will expand this disclosure to more locations in FY2025. We are utilising emission factors of 2.3228 kgCO₂e per litre for petrol, 2.7325 kgCO₂e per litre for diesel, and 0.78 kgCO₂e per kWh for electricity, as defined by Malaysian Green Technology and Climate Change Centre ("MGTC"). This initiative will provide a comprehensive view of our environmental impact and serve as a foundation for developing effective strategies to minimise emissions. In addition to emissions tracking, we are focused on improving operational efficiency to reduce our carbon footprint. For instance, we have been implementing the use of online meeting platforms to minimise physical travel between offices and operational sites, reserving in-person meetings for when absolutely necessary. This helps reduce emissions from travel, aligning with our commitment to sustainability.

A key source of emissions within the Group comes from diesel fuel consumption at Uzma's Marsya WIF in the D18 field. The combustion of this fuel for power generation releases greenhouse gases, including carbon dioxide and methane, as well as particulate matter. In FY2023, our efforts to reduce our carbon footprint by reducing the usage of diesel was a success, with a notable 83% reduction in diesel usage compared to FY2022. However, in FY2024, diesel consumption increased due to a breakdown in one of our primary equipment, which required the activation of a backup unit. Unlike the primary unit, which runs on gas, the backup unit relies on diesel for power. Despite this setback, we are proud of our swift response and corrective actions to address the issue promptly, ensuring that diesel consumption and emissions are at a minimum. Addressing these emissions is a crucial part of our sustainability mission, and we are continuously exploring ways to enhance our practices, further reinforcing our position as a responsible, environmentally conscious organisation.

Diesel Consumption	Units	FY2021	FY2022	FY2023	FY2024
MARSYA Water Injection Facility ("WIF")	Liters	454,404	549,172	94,439	374,744
	Emissions metric ton CO ₂ equivalent	1,242	1,501	258	1,024

TABLE 8: DIESEL CONSUMPTION FROM FY2021 TO FY2024

	Units	FY2022	FY2023	FY2024
Scope 1 emission (fuel)	TCO ₂ e	1,501	258	1,024
Scope 2 emission (electricity)	TCO ₂ e	297	303	325
Total emission metric ton CO ₂ equivalent	TCO ₂ e	1,798	561	1,349

TABLE 9: EMISSION FROM FY2022 TO FY2024



ENERGY MANAGEMENT

Uzma’s commitment to sustainability encompasses responsible energy management practices. Recognizing the critical role of energy efficiency in reducing our environmental impact, we are continuously implementing initiatives to improve our energy usage. All employees are aware of the importance of energy saving and its positive impact to the environment. Each of them is making impactful actions, such as turning off air-conditioning and lights during breaks and using stairs instead of elevators.

A significant step forward was our transition from traditional fluorescent lighting to energy-efficient LED lighting, which has reduced electricity consumption by 25% to 80% while extending the lifespan of our lighting systems by three to five times. Notably, energy consumption at Uzma Tower in FY2024 was higher compared to FY2023 due to the return of full-time office operations, highlighting the need for continuous improvement in our energy efficiency practices as we adapt to evolving work patterns.

Energy Consumption (kWh)	FY2022	FY2023	FY2024
Uzma Tower	313,168	329,787	347,954
Uzma Engineering-Labuan	67,659	58,620	68,201
Total (kWh)	380,827	388,407	416,155
Total Emissions Metric ton CO2 equivalent	297	303	325

TABLE 10: ENERGY CONSUMPTION IN UZMA LOCATIONS FROM FY2022 TO FY2024

Our efforts are ongoing, with a focus on identifying new opportunities for responsible energy use and increasing awareness among employees about the importance of energy conservation. To strengthen our energy management strategy, we are taking a comprehensive approach that includes dedicated personnel at each site for monitoring electricity and water consumption to pinpoint areas for improvement and increasing our reliance on renewable energy sources.

For FY2024, we have expanded our energy consumption disclosures to include additional locations, reflecting our commitment to transparency and comprehensive reporting. As part of our ongoing sustainability initiatives, we are actively implementing a range of emissions reduction efforts, including enhancing energy efficiency, lowering overall consumption, and further engaging our workforce in these practices. These actions are central to our dedication to building a more sustainable and environmentally responsible future.

WASTE MANAGEMENT

A scheduled waste is the waste listed in the First Schedule of Environmental Quality (Scheduled Waste) Regulation 2005. A waste that is listed in the schedule is classified as a toxic and hazardous waste with properties that make it dangerous or potentially harmful to human health or the environment. These wastes can be liquid, solid or sludge.

At Uzma, the Scheduled Waste Disposal Process is a critical component of our environmental responsibility, meticulously managed by qualified personnel to ensure proper execution. Each operational site is now overseen by a fully qualified individual with a Certified Environmental Professionals in Scheduled Wastes Management (“CePSWaM”). This ensures a higher level of oversight and expertise in managing waste at every location.

Regular updates are conducted to accurately monitor and manage inventory levels, reinforcing our dedication to environmental safety and compliance. This comprehensive approach to scheduled waste ensures that hazardous waste are handled, stored, and disposed of with the highest level of care, minimizing potential environmental risks and demonstrating our ongoing commitment to sustainable practices.

Scheduled Waste (MT)	FY2022	FY2023	FY2024
Uzma Engineering - Kemaman & Labuan Yard	17.55	30.3	43.18

TABLE 11: SCHEDULED WASTE IN UZMA LOCATIONS FROM FY2022 TO FY2024

We received a compound notice due to shortcomings in managing scheduled waste at one of our sites. We have since, taken all corrective actions and improvements have since been implemented and fully verified by the local environmental authority.

Moving forward to FY2025, Uzma remains committed to waste minimization by optimizing raw material usage, improving production efficiency, and promoting awareness campaigns to encourage environmentally friendly practices among employees. We are also actively exploring opportunities to reuse products or materials rather than disposing of them and are seeking alternative disposal methods that align with a life cycle perspective. This approach emphasizes minimizing waste, reducing environmental impact, and maximizing resource efficiency throughout the entire product life cycle. such as sending used engine oil to recycling agencies. These efforts reinforce our dedication to reducing waste and fostering a more sustainable future.

WATER AND EFFLUENT MANAGEMENT

At Uzma, we understand the crucial role of responsible water and effluent management in protecting the environment, making it a core part of our sustainability strategy. In FY2024, Uzma Tower's water consumption was recorded at 1.36 megaliters ("ML"), an 8% improvement from the previous year. This reflects our ongoing efforts to monitor and optimize water usage, reducing our impact on local water resources and promoting sustainable water management.

In our offshore operations, in delivering our contractual service to clients, our Water Injection Facility (WIF) withdrew 1,386 megaliters of seawater in FY2024 for water injection operation and onboard consumption. To meet standards for crew onboard consumption, the seawater undergoes filtration through reverse osmosis.

To address water leakages, we implemented a streamlined process that allows employees to report incidents through the Hazard Identification Report ("HIR") online portal or by directly contacting the maintenance department. These reports are centralized and responded to within four hours, ensuring quick action to minimize environmental risks. We also prioritize proactive water management, conducting monthly monitoring and daily troubleshooting to ensure efficient water usage and swiftly address any issues. Our water consumption data for Uzma Tower over the last three fiscal years highlights our commitment to managing resources effectively.

Preventive measures are key to preventing pollution and environmental hazards, and equipment maintenance plays a vital role in minimizing hazardous discharges. All equipment maintenance is carried out according to regulatory standards, integrating environmental responsibility and safety into our operational practices. We have also expanded our water consumption tracking to include additional Uzma locations, as shown in the table, allowing for a comprehensive approach to water management across all facilities.

One of Uzma's primary water-related concerns is the responsible disposal of wastewater. We are fully committed to preventing any accidental discharge of untreated effluents into the inland water and sea. We are committed to ensuring that all our operational activities have a minimal environmental impact. To achieve this, we conduct final discharge point monitoring at all locations where water is discharged into inland or Malaysian waters. We take all necessary measures to ensure that the results of these analyses remain within the effluent limits of Standard B. In FY2024, the total cost related to wastewater analysis was RM4,000. To further reinforce this commitment, we have incorporated rigorous environmental incident monitoring into our monthly QHSE performance reports, with a goal of achieving zero major spills each year. This includes evaluating environmental risks, conducting impact assessments, and ensuring compliance through continuous monitoring. In FY2024, our operational sites continued to conduct final discharge monitoring in line with the Environmental Quality Act 1974 ("EQA") requirements. For our international facilities, we ensure full compliance with respective country's regulations.

For FY2025, we plan to enhance our environmental management by integrating a chemical handling awareness campaign with our water and effluent management initiatives. This combined effort will further improve environmental performance, ensure safer chemical handling, and enhance the efficiency of our water and effluent management systems.

Water Consumption (megaliters)	FY2022	FY2023	FY2024
Uzma Tower	0.839	1.48	1.364
Uzma Engineering-Labuan	0.829	0.94	1.037
Total	1.668	2.420	2.401
MARSYA Water Injection Facility, offshore (extracted from seawater)	1,543	1,435	1,386
Total (extracted from seawater)	1,543	1,435	1,386

TABLE 12: WATER CONSUMPTION FROM FY2022 TO FY2024

We are pleased to report zero fines, warnings, or penalties for non-compliance related to wastewater discharge regulations for the FY2024. We have also continued to ensure that none of our water consumption depends on water extracted from water stressed areas. These achievements demonstrate our dedication to environmental stewardship and responsible water management.

In FY2024, despite our efforts to prevent spillage, we recorded one minor spillage in a bunded area of our designated warehouse. Immediate actions were taken to collect and contain the residual, control spread of liquid and dispose the waste in conformance with regulations and our policies and procedures. As such, the spillage was confined within the area of the release and within the company site.

	FY2022	FY2023	FY2024
Number of major spills	0	0	0
Number of minor spills	2	1	1

TABLE 13: NUMBER OF MAJOR/MINOR SPILLS FROM FY2022 TO FY2024

SOCIAL

Uzma's Social pillar in our Sustainability Framework underscores our deep commitment to the well-being of our employees, the communities we serve, and our broader network of stakeholders. We understand that our success is closely tied to our social responsibilities, and we actively promote a safe, healthy, and diverse workplace while fostering an inclusive and ethical corporate environment. Our engagement with local communities goes beyond business, focusing on social development and philanthropic initiatives. By upholding the highest ethical standards, we ensure that every stakeholder feels valued and respected. This pillar represents our dedication to positively impacting lives both within and beyond our organization, working together toward a sustainable and prosperous future.

Ensuring health and safety compliance, a total of 5 operating companies have already been certified with ISO 45001. Through this continuous compliance, we aim to conduct our operation in a safe manner.

Certified with ISO 45001 Occupational Health and Safety Management Systems



**Uzma Engineering
Sdn. Bhd.**
since March 2020



**Malaysian Energy Chemical &
Services Sdn. Bhd. ("MECAS")**
since April 2006



**Uzma Artificial Lift
(Thailand) Co., Ltd.**
since January 2024



**Setegap Ventures
Petroleum Sdn. Bhd. ("SVP")**
since March 2012



**MMSVS Group Holding
Co., Ltd.**
since October 2015

DIVERSITY, EQUITY, AND INCLUSION

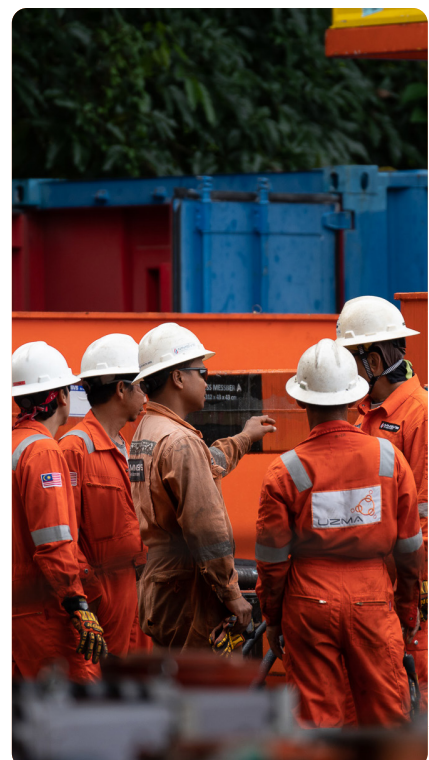
Uzma is strongly committed to promoting diversity and equal opportunities, which are central to our organizational culture and success. Our workforce is a blend of various backgrounds and ethnicities, bringing together a wide range of expertise and experiences. This diversity drives innovation and enhances our decision-making by offering different perspectives.

We ensure an inclusive workplace by strictly prohibiting any discrimination based on race, gender, religion, or other socio-cultural factors. All employees and candidates are evaluated based on merit—qualifications, experience, and contributions—while prioritizing local talent when they meet job requirements.

At Uzma, we value diversity and equal opportunity as key to our dynamic and thriving culture. We go beyond tolerance, embracing the unique backgrounds and skills that shape our collective identity. Prioritizing local talent strengthens our understanding of the Malaysian market and contributes to a more balanced society. In FY2024, our 885-strong workforce reflected this diversity, with a gender balance and a mix of ages, ethnicities, and cultures working together to create lasting economic, environmental, and social impacts.

We are enhancing our efforts to track hiring across gender and age groups to ensure balanced representation within our workforce. Furthermore, we offer disabled-friendly facilities, including accessible toilets and ramps, notwithstanding that we do not have any differently-abled persons in our workforce. In addition, we uphold an inclusive, non-discriminatory approach in all recruitment activities. We are also implementing policies to support work-life balance, offering flexible working arrangements and making paternity leave available after six months of employment. These initiatives underscore our commitment to fostering an inclusive, supportive, and empowering environment, which are essential to our long-term sustainability journey and a brighter, more inclusive future.

Uzma promotes an inclusive culture that respects the diverse beliefs, cultures, and perspectives of our employees. We recognize how these differences impact employee experiences and contribute to our success in attracting and retaining talent. We ensure that all employees can freely practice their cultures and religions without fear of discrimination.



Employee Breakdown, by Gender and Employment Category	FY2022		FY2023		FY2024	
	Male	Female	Male	Female	Male	Female
Management	90	40	88	33	98	38
Executive	97	81	96	85	127	95
Non-Executive	395	45	416	53	474	53
GROUP TOTAL	582	166	600	171	699	186

TABLE 14: EMPLOYEE BREAKDOWN BY GENDER AND EMPLOYMENT CATEGORY

Employee Breakdown, by Age Group and Employment Category	FY2022			FY2023			FY2024		
	Management	Executive	Non-Executive	Management	Executive	Non-Executive	Management	Executive	Non-Executive
Aged 30 and below	0	66	134	0	79	143	3	97	155
Aged 31-50	106	108	259	96	100	276	113	114	302
Aged 51-60	22	3	44	25	2	46	29	5	67
Aged 61 and above	2	1	3	0	0	4	0	0	0
GROUP TOTAL	130	178	440	121	181	469	145	216	524

TABLE 15: EMPLOYEE BREAKDOWN BY AGE GROUP AND EMPLOYMENT CATEGORY

Employee Breakdown, by Ethnicity	FY2022	FY2023	FY2024
Malay	451	457	506
Chinese	13	13	16
Indian	7	3	3
Sabahan & Sarawakian	116	128	146
Others (Non-Malaysians)	164	170	214
GROUP TOTAL	748	771	885

TABLE 16: EMPLOYEE BREAKDOWN BY ETHNICITY



Employee Breakdown, by Nationality	FY2022	FY2023	FY2024
Malaysia	584	601	671
Indonesia	20	17	18
Thailand	133	143	168
Philippines	4	5	23
Others	7	5	5
GROUP TOTAL	748	771	885

TABLE 17: EMPLOYEE BREAKDOWN BY NATIONALITY

Employee Breakdown, by Category	FY2022	FY2023	FY2024
Permanent Employees	493	571	603
Contract Employees	255	200	282
TOTAL	748	771	885
Freelance (Consultants)	168	132	103
GROUP TOTAL	916	903	988

TABLE 18: EMPLOYEE BREAKDOWN BY EMPLOYMENT TYPE

SUPPORTING GENDER EQUALITY

Uzma is fully committed to promoting gender equality and upholding the rights of all employees, regardless of gender. We ensure that both men and women have equal opportunities to apply for job positions and access training. Recognition, pay, and rewards are based on individual merit, free from gender-based discrimination. This commitment is embedded in all aspects of our human resources practices, from hiring and training to promotions and pay. We follow a merit-based approach, ensuring that every qualified candidate has equal access to employment benefits and opportunities at all levels of the organization.

At Uzma, we actively challenge gender biases and stereotypes, working to remove barriers and align all employees with our policy objectives. While we don't set specific gender diversity targets, we prioritize a fair recruitment process where all qualified candidates, regardless of gender, have equal chances to apply for jobs. In FY2024, the representation of women in management roles is at 28% (38 of 136). This demonstrates our ongoing commitment to promoting diversity and equal opportunity. To reinforce this, we educate our managers on the importance of these principles for the Group's success. We also continuously monitor gender composition across the Group, including the current workforce and new hires, to ensure balanced representation, with hiring, promotions, and career development opportunities based on merit, free from gender bias.



LABOUR PRACTICES AND HUMAN RIGHTS

Uzma is committed to upholding fundamental human rights and adheres fully to all relevant Malaysian labour laws, including the Malaysian Employment Act of 1995, as well as applicable laws in other regions where we operate. Our dedication to ethical labor practices and human rights is deeply embedded in our organizational culture. We integrate these commitments into our practices and communicate them thoroughly to all stakeholders through employee onboarding, the People Handbook, the COBE, Anti-Bribery Policy, Whistleblowing Policy and the uzmaWAY. These resources are accessible on our website and intranet, ensuring that our standards for human rights and ethical labour practices are well understood and consistently upheld.

In addition, we ensure there are no human rights violations on matters including but not limited to issues of child labour, human trafficking or forced labour. Our commitment further extends to ensuring there are no breaches related to the rights of indigenous people in areas where we serve.

For FY2024, we are pleased to report there were no incidents of labour standards, non-compliance to labour laws or human rights violations. This reaffirms our unwavering commitment to ethical labor practices and the protection of human rights, aligning with the United Nations Sustainable Development Goal 8: Decent Work and Economic Growth. There have also been no incidents of violations involving the rights of indigenous people.

We believe every individual deserves respect, dignity, and fairness. These values are integral to our culture, guiding our actions and decisions as we strive to create a workplace where everyone's rights are protected and their well-being is prioritized.

Compliance with Labour Laws	We diligently comply with the Minimum Wage Order of 2022 and all regulations governing working hours and equitable compensation, safeguarding our employees' rights and well-being. We ensure that our employees' working hours are not more than 45 working hours per week, including any hours worked beyond their normal schedules and adhere with Malaysian Employment Act 1955.
Safe Working Conditions	The right to safe working conditions is at the core of our operations. We are unwavering in our commitment to providing a safe and secure work environment for all.
Equal Opportunity and Non-Discrimination	We rigorously ensure equal opportunities for all, upholding a workplace where discrimination based on race, religion, gender, age, or marital status is entirely prohibited.
Collective Bargaining	We wholeheartedly respect our workers' right to engage in collective bargaining, valuing their input in shaping the conditions of their employment.
Dignity at Work	The dignity of our workforce is paramount to us. We guarantee their right to dignity at work, fostering an environment where respect and integrity are core principles.
Employee Wellness and Mental Health	Uzma is committed to the well-being of our employees, respecting their rights to wellness and mental health support.
Harassment-Free and Violence-Free Workplace	We are dedicated to maintaining a workplace that is entirely free from harassment and violence, ensuring the safety and dignity of every individual.
Prohibition of Retaliation	We absolutely prohibit any form of retaliation or disciplinary practice, whether physical or mental, against our employees.
Cultural Respect	Uzma wholeheartedly respects each person's right to their own culture, the practice of their religion, and the use of their language, fostering an inclusive and diverse workplace.
Children's Rights and Child Labour	We recognize and prioritize the rights of children, unequivocally prohibiting and actively preventing any form of child labour within our operations.
Forced Labour, Debt Bondage, Human Trafficking, and Modern Slavery	Uzma takes an unequivocal stand against forced labour, debt bondage, human trafficking, and all forms of modern slavery, actively preventing their occurrence.
Freedom of Association	Uzma respects and champion our employees' rights to the freedom of association, fostering an environment where their voices are valued and their rights upheld.

TABLE 19: KEY SOCIAL RESPONSIBILITY COMMITMENTS

FOSTERING A RESPECTFUL WORKPLACE

At Uzma, we are dedicated to creating a safe and respectful working environment for all our employees. Our commitment to this principle is unwavering. We ensure that employees can perform their duties without fear of harassment, whether from within the company or external sources. Harassment of any kind is a serious violation of our core values and undermines the trust and respect that define our workplace. We treat harassment as a significant misconduct and a breach of company rules. To address and prevent harassment, we have established a comprehensive policy outlined in our COBE. This policy promotes a culture of respect and helps maintain a work environment free from inappropriate behaviour. As mentioned in the previous year, we launched a Sexual Harassment Campaign to increase awareness and prevention efforts. To further strengthen this, this awareness on of sexual harassment is part of onboarding module. In FY2024, there were no harassment cases reported, highlighting our commitment to maintaining a respectful workplace.

In response to our initiative for a respectful workforce, we have introduced Ideation Day, where employees can share their ideas with management, demonstrating our openness to feedback. Additionally, we also introduced employee grievance procedures in People Division standard operating procedure, which was updated on 1 March 2024 to address concerns, promote fairness and also transparency. We also encourage team-building activities across all business units and departments to promote teamwork, understanding, and respect among employees.

Our team will develop more strategic plans for FY2025 to strengthen our organizational culture as well as improving job satisfaction. We remain steadfast in our mission to ensure zero tolerance for harassment and to foster a workplace culture that values and protects every employee.

A COMMITMENT TO EMPLOYEE WELL-BEING

At Uzma, health and safety, one of the five core pillars of uzmaWAY, are central to our operational excellence and are deeply embedded in the uzmaWAY. To foster a culture where every staff member values health and safety, we take proactive measures to introduce the uzmaWAY to new employees during the induction session as soon as they join the organization. Furthermore, they will become familiarized with uzmaSAFE, which includes all our Corporate Safety Rules.

At Uzma, the Health, Safety, and Environment ("HSE") Committee plays a vital role in safeguarding our employees' well-being, protecting the environment, and upholding the highest safety standards across all operations. Chaired by a member of senior management, the committee provides strong leadership, fosters active participation from all members, and ensures that diverse perspectives are valued during meetings. Comprising both employer and employee representatives, the committee reflects our commitment to a collaborative approach in addressing and discussing HSE-related issues. Additionally, the establishment of the HSE Committee is in line with regulatory requirements outlined in the Occupational Safety and Health Act 1994, underscoring our dedication to compliance and continuous improvement in health and safety practices.

The committee actively participates in assessing the effectiveness of HSE policies, procedures, and initiatives. It meets quarterly to provide a structured environment for open communication between management and employees. These meetings are solely focused on HSE issues, ensuring that all stakeholders' concerns are heard and addressed promptly.

Furthermore, Uzma has made significant investments to improve the competence of our HSE Committee members. Effective HSE committee training is provided to ensure that members have the most up-to-date knowledge, skills, and best practices for dealing with emerging HSE challenges. This training ensures that all members are fully capable of carrying out their roles and responsibilities to the highest level.



GENERATIVE QHSE CULTURE



In our ongoing commitment to cultivating a Generative QHSE Culture, we recognize the vital role of psychological, behavioral, and situational factors in proactively addressing Quality, Health, Safety, and Environment (“QHSE”) challenges. By nurturing a psychologically safe environment where every employee feels valued and heard, we can inspire behaviors that prioritize QHSE practices across all levels. Our adaptability to changing circumstances ensures that our workforce remains responsive and resilient, empowering every team member to contribute meaningfully to our shared QHSE objectives. This cultural transformation is driven by three foundational pillars—People, Knowledge, and Systems—that align with our core values and guide us in building a strong, sustainable, and generative QHSE framework.

A. People

At Uzma, we view QHSE principles as essential to our workplace. Our steadfast commitment ensures that our workforce consistently upholds these principles in their daily practices. Our people:

- Wholeheartedly believe in QHSE Principles.
- Embrace a culture of continuous learning and knowledge-sharing.
- Take ownership of HSE responsibilities and remain accountable for their actions.

B. Knowledge

Uzma is committed to equipping our employees with the tools they need to thrive in their current roles and adapt to emerging challenges. We believe in the power of knowledge, which is founded upon:

- A foundation of factual and theoretical QHSE components.
- Ongoing training and competency development.
- Easy access to relevant information and resources.

C. System

To ensure our operations are effective and comply with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 Integrated Management System (“IMS”) requirements, a systematic documentation and control system is essential. This system must cover our services and business activities within the region and be defined by:

- A well-defined QHSE framework.
- Thoughtfully structured processes.
- Enhanced efficiency that minimizes risks.

By nurturing the three pillars of People, Knowledge, and System, we aim to cultivate a robust QHSE culture that empowers our employees and reinforces our dedication to health, safety, and environmental excellence.

As part of our company’s QHSE assurance program, we engage a globally recognized certification body to independently verify our QHSE data and practices. This third-party audit provides our stakeholders with added confidence that our practices not only comply with international standards but are implemented with the utmost precision and accountability across all certified locations. This process reinforces the integrity and credibility of our management system, ensuring we consistently uphold the highest levels of QHSE performance.

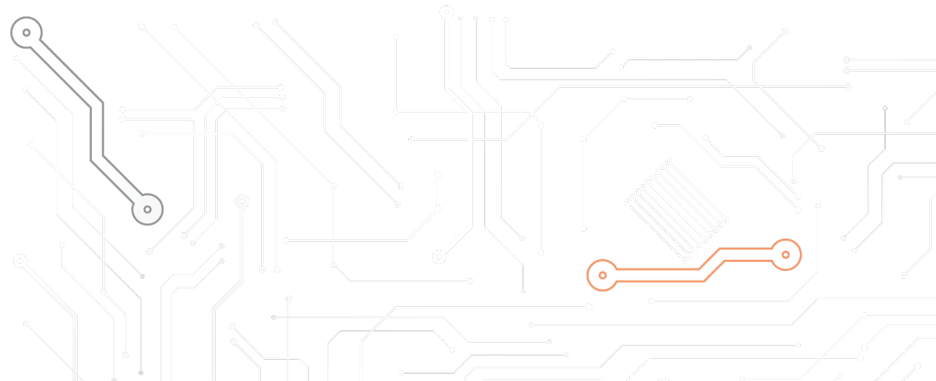
UZMA 12 ORANGE RULES

The 12 Orange Rules were developed as a complement to the uzmaWAY's Health and Safety element. They establish clear "Do's" and "Don'ts" that all employees and contractors must adhere to at all times.

No.	Elements	Description
1	Permit to Work <i>Work with a valid permit when required</i>	Permit to Work ("PTW") is a systematic process used to authorize controlled work in non-standard and/or, potentially hazardous conditions. The objective of the PTW is to: <ul style="list-style-type: none"> - Control access to plant and equipment; - Minimize the risk of injury to personnel; and - Minimize the risk of damage to plant.
2	Adhere Safety Control <i>Obtain authorization before overriding or disabling safety controls</i>	Safety critical control equipment includes any device that prevents incidents and ensures effective control of the incident for the systems. Examples include: Pressure relieving devices, detectors, alarms, emergency release systems, critical electrical equipment, fire protection equipment, and critical security devices. Procedures that, if not performed correctly or at the right time, could result in a fatality or other major accident.
3	Line of Fire <i>Keep yourself and others out of the line of fire</i>	"Line of Fire" refers to those work situations where workers could be struck by something that suddenly starts to move or releases its energy unexpectedly. For every job, there is a potential that something could hit, spray, pinch, or crush. The first priority should be to eliminate these hazards entirely, if possible, but if not, we want people to focus on moving them out of the "Line of Fire".
4	Safe Lifting Process <i>Plan lifting operations and control the area</i>	Lifting operations need to be planned and performed by competent personnel using certified equipment. Correct lifting methods can move large objects safely and efficiently while eliminating other hazards, e.g. manual handling operations. Incorrect methods, however, can also introduce hazards and lead to major accidents and fatalities.
5	Working at Height <i>Protect yourself against a fall when working at a height</i>	Use fall protection equipment when working at a height of two (2) meters or higher above the ground outside protective equipment. Protective equipment includes approved scaffolding, stairs with handrails, and man lifts. Adequate protective arrangements shall be put in place where there is a risk of injury from falling.
6	Energy Isolation <i>Verify isolation and zero energy before work begins</i>	Energy isolation separates people from hazards such as electricity, pressure, and energized equipment. Verification of energy isolation should be done by the workers doing the work. Types of energy that need to be isolated include mechanical, electrical, hydraulic, thermal, chemical, pneumatic, ionizing, and radiation. Energy isolation is verified by locking, tagging, and testing the system for zero energy.
7	Confined Space <i>Obtain authorization before entering a confined space</i>	Confined space is large enough for personnel to enter, has limited or restricted means of entry, and is not designed for normal or continuous occupancy. Examples of confined spaces include vessels, tanks, pipes, cellars, or areas with energy releases, lack of oxygen, exposure to hazardous chemicals, hazards that can fall on you or crush you, or areas you can fall into. Authorized access keeps you safe.
8	Journey Management <i>Follow safe driving rules</i>	The driver and passengers should take responsibility for each other's safety, including ensuring all occupants wear a seatbelt. Speeding or using your phone while driving increases the risk of losing control of your vehicle. Fitness for duty means ensuring an individual can complete a task safely and without acceptable risk to themselves or others. This includes not being under the influence of drugs and alcohol.
9	Risk Assessment <i>Conduct and review risk assessment</i>	Conducting and reviewing all risks associated with activities to ensure that control measures for hazards and risks are identified and mitigated. By conducting the risk assessment, it will avoid the chances of incidents related to people, the environment, assets, and the company's reputation.

No.	Elements	Description
10	Hot Work <i>Control flammables and ignition sources</i>	Hot work includes any work that creates an ignition source performed in an area that potentially contains hydrocarbons or flammable materials. Ignition sources are open flames in the work area, such as welding, grinding, smoking, torching, loading/unloading of hazardous materials, internal combustion engines, chemical reactions, batteries, etc.
11	Safe Chemical Handling <i>Ensure the right PPE and proper control when handling hazardous chemicals</i>	Handling of hazardous chemicals includes operations of receiving, storing, discharging, transporting, and disposing of chemicals, including while working on process equipment containing chemicals or hydrocarbons. The correct Personal Protective Equipment ("PPE") to wear when handling hazardous chemicals is specified in the risk assessment or PTW for the job, e.g. chemical apron, chemical aspirator, chemical-resistant gloves, face shield, etc.
12	Incident Reporting <i>All incidents and accidents are to be reported promptly</i>	All incidents shall be escalated immediately to ensure that correction and corrective actions are properly and promptly addressed. Continuous improvements are to be implemented based on lessons learned from incidents to avoid future recurrence.

TABLE 20: ELEMENTS IN UZMA'S 12 ORANGE RULES



I PLEDGE TO COMMIT AND COMPLY TO THE UZMA 12 ORANGE RULES BY OBEYING THESE RULES WHILE ENSURING THE SAFETY OF MYSELF AND OTHERS



QHSE PERFORMANCE IN FY2024

Health and safety are fundamental to our corporate responsibility, and we strive to foster a culture where every employee is empowered to take ownership of health and safety at all levels. In FY2024, our dedication yielded impressive results, including 1.8 million manhours with zero Lost Time Injury ("LTI"). A LTI refers to a work-related injury or illness that prevents an employee from performing their regular duties on the day after the incident. It encompasses serious incidents such as fatalities, permanent total disabilities, and cases where the worker misses one or more work days due to the injury, but it does not include situations where the employee is assigned restricted duties. It is used as a key metric to measure workplace safety and the severity of injuries in an organization. This milestone contributed to our cumulative record of 8.9 million LTI-free man hours and 1,702 days without LTI incidents, marking a significant achievement in our safety commitment and meeting with industry best practices.

To maintain engagement and alignment with our QHSE goals, monthly employee engagement sessions were held throughout FY2024. These sessions provided a platform to discuss QHSE performance, updates, and developments. Furthermore, the QHSE engagement sessions are also included in the onboarding sessions for new hires. A total of 47 Uzma personnel attended the onboarding session in FY2024.



FY2024

1.8

MILLION
manhours without LTI



OVERALL GROUP RECORD

8.9

MILLION
LTI Free Manhours

1,702

DAYS
Without
Lost Time Injury ("LTI") Incidents

QHSE Awards and Recognitions

AUGUST 2023

Petronas Carigali Sdn Bhd ("PCSB")

- SVP has been recognized as one of the top three vendors for Safety Excellence and HSE Best Practices at the event organized by SKA QEM in Miri.
- Uzma and SVP have also received the 3 Million Man-Hours Without LTI Award in recognition of their dedication to accident prevention in SKA QEM operations.

FEBRUARY 2024

Petronas Carigali Sdn Bhd ("PCSB")

- Uzma and MECAS have been recognized for their dedication in pursuing PCSB's objective of achieving zero incidents, which contributed to the accomplishment of 2 million man-hours.

OCTOBER 2023

SEA Hibiscus Sdn Bhd ("SEAH")

- SVP has received appreciation for its outstanding accomplishments and services during the SEAH Integrated Wells Campaign 2023.

Valeura Energy

- MMSVS has achieved excellent safety performance for over three years without any recordable injury cases, along with outstanding accomplishments in delivering operational excellence.

APRIL 2024

PTTEP

- MMSVS has received the CEO SSHE Excellence Award for achieving SSHE performance excellence for four or more consecutive years.

JUNE 2024

Petronas Carigali Sdn Bhd ("PCSB")

- MECAS has received a Certificate of HSE Excellence from PCSB SKA for its unwavering commitment to HSE excellence in the first and second quarters of 2024.
- UAL has been honored with an Appreciation Award for its exceptional commitment to the Contractor Materials Management Appreciation initiative.
- Uzma Engineering has received certificate of HSE Excellence for its commitment on consistently prioritized HSE in daily operations throughout first and second quarter of year 2024.

NOVEMBER 2023

Hibiscus Oil & Gas Malaysia Limited ("HML")

- SVP has received recognition for its contribution to HML's outstanding HSE performance, achieving 13 years without Lost Time Injuries and 7 years without Total Recordable Injuries in Wells operations.

Moving forward, we will implement a comprehensive compliance monitoring program to ensure adherence to applicable HSE legal and other requirements. We will also provide regular employee training to enhance awareness and promote best practices. Routine HSE risk assessments will help us proactively identify potential hazards and vulnerabilities.

As we look to the future, we remain committed to upholding and enhancing our QHSE standards. The well-being of our employees remains our top priority, and we are dedicated to continuing our efforts to create a safe and secure working environment for all.

Health And Safety Statistics	FY2021	FY2022	FY2023	FY2024
Total Man-hours Worked	2,258,434	1,807,990	1,419,852	1,831,543
No. of Lost Workdays	0	0	0	0
No. of Fatality	0	0	0	0
No. of Lost Time Injury ("LTI")	0	0	0	0
Lost Time Injury Frequency ("LTIF")	0.00	0.00	0.00	0.00
No. of Restricted Work Cases ("RWC")	1	1	2	0
No. of Medical Treatment Case ("MTC")	1	0	0	1
No. of First Aid Case ("FAC")	2	2	2	2
No. of Near Miss ("NM")	7	3	0	2
No. of Occupational Illness ("OI")	0	0	0	0
No. of Major Fire / Explosion	0	0	0	0
No. of Minor Fire	2	1	0	0
No. of Property Damage ("PD") / Property Lost ("PL")	3	1	0	2
No. of Motor Vehicle Accident ("MVA")	0	1	0	0
No. of Major / Minor Spill ("LOPC")	2	2	1	1
No. of Environmental Pollution	0	0	0	0
Fatal Accident Rate ("FAR")	0.00	0.00	0.00	0.00
Severity Rate	0.00	0.00	0.00	0.00
Total Recordable Case Frequency ("TRCF")	0.88	0.55	1.41	0.55
Total Recordable Occupational Illness Frequency ("TROIF")	0.00	0.00	0.00	0.00

TABLE 21: UZMA GROUP (ALL SITES) HSE STATISTICS FROM FY2021 TO FY2024

QHSE KEY PERFORMANCE INDICATORS (OBJECTIVES AND TARGETS)

For FY2024, Uzma emphasized the critical importance of developing Corporate QHSE Key Performance Indicators ("KPIs") that reflect both internal and external factors affecting the organization. These KPIs were crafted using the SMART (Specific, Measurable, Achievable, Relevant, Time-bound) criteria to ensure clarity and attainability. We closely monitored and analyzed these KPIs through the QHSE Dashboard, which provided real-time insights into our performance across various QHSE areas. The Oversight Committee conducted regular monthly reviews of these performance against its set targets, underscoring our commitment to continuous improvement and accountability. This proactive approach reinforced our dedication to QHSE excellence and supported our ongoing efforts to deliver safe, high-quality, and environmentally responsible services. The overall KPI results showed slight improvements for FY 2024, compared to FY2023.

Objectives	Key Results (Metrics)	FY2024 Target	Frequency	Result
Ensure Quality Delivery to Customers	1.1 Customer Delivery Survey ("CDS") Rating	Average score for whole project $\geq 90\%$	Monthly	FY24 Result: 86.8% FY23 Result: 87.4%
	1.2 Project Delivery Self-Assessment ("PDSA")	All projects score ≥ 4 STAR	Long Term Contract (>6 month) – every 6 month Short Term Contract (<6 month) – once per campaign	FY24 Result: 4 STAR = 100% FY23 Result: 4 STAR = 80% 3 STAR = 20%
	1.3 Service Quality Incident Tracking	100% closure of Service Quality Incidents	Monthly	FY24 Result [NEW]: 100% closure
Provide Safe & Secure Environment	2.1 QHSE Performance	Zero Lost Time Incident & Zero Major Spill	Monthly	FY24 Result: 0 LTI 0 Major Spill FY23 Result: 0 LTI, 0 Major Spill
	2.2 Evaluation of Compliance Result	100% compliance on applicable QHSE Legal and Other Requirements	Quarterly	FY24 Result: 99.0% compliance FY23 Result: 98.5% compliance

TABLE 22: QHSE KEY PERFORMANCE INDICATORS IN FY2024



QHSE PROGRAMMES CONDUCTED IN FY2024

Uzma meticulously carried out a range of comprehensive QHSE programs across all our subsidiaries, divisions, and departments throughout FY2024. These programs were carefully crafted and strategically implemented to improve our QHSE practices, promote a culture of safety and environmental stewardship, and continually enhance our services. These efforts highlight our steadfast commitment to upholding the highest standards of QHSE excellence, safeguarding the well-being of our employees, and reducing our environmental impact.

Date	Programme
SVP KLHO : 17 & 19 October 2023	<p>SIT Workshop Objectives</p> <ul style="list-style-type: none"> To foster collaboration and alignment in creating a robust SIT procedure. Standardized SIT ensures efficient integration, optimal performance, and reduced operational risks in Coiled tubing, Downhole Tool, Pumping, Nitrogen, and Desander Equipment. To support the Company's FY24 KPI & Objective – “Objective 2: Enhance Verification and Validation Process for Service Execution” Key Result: Establish system Integration Test (SIT) procedure for CTU, Pumping, Wireline & HWU. The target is to achieve 100% closure of critical equipment testing processes and acceptance procedures.
Uzma HQ: 27 October, 2023	<p>Launched QHSE e-learning modules</p> <ul style="list-style-type: none"> The STEP Portal is SVP's online platform for accessing various e-learning modules, including those on QHSE-related topics. Centralized access to QHSE e-learning modules. QHSE e-learning modules are designed to enhance staff knowledge and compliance with QHSE standards. Currently offer about 21 modules, with more being added regularly (FY2025)
Uzma Tower : 27 October 2023	Mental Health Talk by Dr Syahirah
Kemaman Base : 4 – 5 Dec 2023	First Aid Training
Kemaman Base : 4 Jan 2024 Labuan Base : 28 June 2024	Behavioural Based Safety (“BBS”)
Labuan Base : 31 Jan 2024	“Line of Fire” Campaign
Kemaman Base : 6 – 16 Feb 2024 Labuan Base : 5 - 6 June 2024	Effective HSE Committee & Incident Investigation Training
Annually : 20 Feb 2024	IMS Management Review Meeting
Labuan Base : 12 June 2024 Kemaman Base : 4 June 2024 Uzma Tower : 13 Jan 2024 Uzma Lab : 26 June 2024	Chemical Spills & First Aid Drill
Kemaman Base : 13 June 2024	Commute with Care & 8 Million Safe Manhours without LTI celebration
Annually – at all locations	Health Screening
Monthly – UT & SVP KLHO, KSB, Labuan base	QHSE Engagement
Quarterly - UT , SVP KLHO, KSB, Labuan base	HSE Committee
On-going	Vendor Site Assessment

TABLE 23: QHSE PROGRAMMES CONDUCTED IN FY2024

FY2024 QHSE PROGRAM

MENTAL HEALTH TALK BY DR SYAHIRAH



Uzma Tower : 27 October 2023



FIRST AID TRAINING



Uzma Tower : 27 October 2023



BEHAVIOURAL BASED SAFETY (BBS)



Kemaman Base : 4 January 2024
Labuan Base : 28 June 2024

"LINE OF FIRE" CAMPAIGN



Labuan Base : 31 January 2024



EFFECTIVE HSE COMMITTEE & INCIDENT INVESTIGATION TRAINING



Kemaman Base : 6 - 16 February 2024
Labuan Base : 5 - 6 June 2024




COMMUTE WITH CARE & 8 MILLION SAFE MANHOURS WITHOUT LTI CELEBRATION





Kemaman Base : 13 June 2024

FY2024 QHSE PROGRAM

CHEMICAL SPILLS & FIRST AID DRILL




Labuan Base : 12 June 2024
Kemaman Base : 4 June 2024





Uzma Tower : 13 January 2024
Uzma Lab : 26 June 2024

QHSE ENGAGEMENT







Labuan Base : 12 June 2024
Kemaman Base : 4 June 2024

HEALTH SCREENING



Annually - at all locations

HSE COMMITTEE



Quarterly - at all locations

VENDOR SITE ASSESSMENT



Continuously - Total 13 VSA Conducted Continuously

QHSE STANDARDS & CERTIFICATIONS

Uzma benchmarks its performance against leading industry standards, including ISO 9001 for quality management, ISO 14001 for environmental management, and ISO 45001 for occupational health and safety. This alignment with international best practices ensures that our processes promote continuous improvement and excellence in QHSE performance. To demonstrate our commitment, we undergo regular assessments and certifications by recognized classification societies, adhering to stringent international standards. The Group has certification with the following international assurance standards :-

- **ISO 9001:2015** - Quality Management System ("QMS")
- **ISO 14001:2015** - Environmental Management System ("EMS")
- **ISO 45001:2018** - Occupational Health and Safety Management System ("OH&S")
- **API Spec Q1** - Quality Management System Requirements for Organizations Providing Products for the Petroleum and Natural Gas Industry

Note: The above applies to certain subsidiaries within Uzma that have obtained and maintained these standards.

These certifications cover our Quality Management System, Occupational Health & Safety Management System, and Environmental Management System for our key operational sites, including our Headquarters, Kemaman and Labuan Base. Aligning our business with these international standards not only demonstrates our capabilities but also builds economic confidence among our stakeholders. Additionally, we ensure complete compliance with legal requirements and client specifications, reinforcing our commitment to delivering exceptional QHSE performance.

COMPREHENSIVE EMPLOYEE COMPENSATION AND BENEFITS

Uzma is dedicated to ensuring equal pay for equal work, fully compliant with all relevant local laws such as the Minimum Wage Order 2022 with salary benchmarking to ensure our total remuneration remains competitive in the market. Our remuneration approach, including bonuses and salary increases, is based on merit. Additionally, we consider the cost of living as a key factor in determining the rate of our annual salary increases. We carefully evaluate employees' performance and their achievements in meeting personal KPIs, as well as their skills and qualifications. Additionally, we also continuously benchmark and review our compensation and benefits structure to ensure it remains competitive and affordable.

Our goal is to create a fair and competitive compensation framework that values employees' contributions and supports their professional growth. Uzma offers a comprehensive range of benefits to our full-time employees, including mandatory benefits under Malaysia's Employment Act of 1955 and additional benefits at our discretion. This ensures our remuneration package is attractive, helping us to recruit and retain top talent.

In addition, we also employ individuals from various nationalities while ensuring full compliance with the Employment Restriction Act 1968. Our operations span several countries, including Malaysia, Thailand, the Philippines, and Indonesia.

LEAVES	ALLOWANCES	BUSINESS TRAVELLING ENTITLEMENTS	MEDICAL, HOSPITALIZATION & INSURANCE	OTHERS
<ul style="list-style-type: none"> • Annual • Replacement • Offshore • Medical • Prolonged Illness • Marriage • Maternity & Paternity • Examination • Hajj • Compassionate • Special • Unpaid 	<ul style="list-style-type: none"> • Telecommunication • Transportation • Project • Hardship • Onshore & Offshore • Acting • Vacation • Marriage Gift • Newborn Gift • Bereavement Fund • Calamity Assistance 	<ul style="list-style-type: none"> • Mileage Claims • Toll & Parking Claims • Subsistence Allowance • Accommodation Allowance • Laundry Expenses Claim • Telecommunication & Internet Access Claims 	<ul style="list-style-type: none"> • Group Outpatient General Treatment • Group Hospitalization & Surgical • Group Personal Accident • Group Term Life 	<ul style="list-style-type: none"> • Professional Membership • Transfer / Relocation Benefits • Gym Membership Subsidy

TABLE 24: EMPLOYEE LEAVE, ALLOWANCES, ENTITLEMENTS, MEDICAL AND INSURANCE, AND OTHER BENEFITS

We are committed to providing our employees with competitive salaries and benefits that enhance their overall well-being. Our compensation and rewards system is regularly reviewed to ensure alignment with local market standards and equity principles. This comprehensive approach not only fosters a culture of fairness but also promotes employees' financial stability and quality of life, reflecting our dedication to creating a thriving, equitable, and harmonious workplace.

EMPOWER OUR WORKFORCE THROUGH HUMAN CAPITAL DEVELOPMENT

TRAINING AND DEVELOPMENT

At Uzma, we are committed to fostering a workforce that is adaptable, skilled, and ready to tackle new challenges. We emphasize the importance of continuous professional development and offer a wide range of training programs for all levels, from management to executives and non-executive staff. In FY2024, our dedication to training and development led to a total of 28,032 training hours (up from 21,444 hours in FY2023) and an investment of RM2 million (compared to RM1.92 million in FY2023). Our training programs cover a broad range of topics, including soft skills, mandatory operational courses, corporate responsibility, sustainability, and health and safety. The average training hours per employee increased to 31 hours in FY2024 from 29 hours in FY2023, demonstrating our commitment to enhancing our employees’ knowledge and skills.

Categories	FY2022	FY2023	FY2024
Total training hours Groupwide	2,120	21,444	28,032
Total training spend Groupwide	RM 0.25* million	RM 1.92 million	RM 2 million
Average training hours per employee	6.4* hours	29.0 hours	31.0 hours
Average training days per employee	0.95* days	3.59 days	3.91 days

Note: (*) Applies to employees from Uzma Berhad, Uzma Engineering Sdn. Bhd., Premier Enterprise Corporation (M) Sdn. Bhd., Uzma Environergy Sdn. Bhd., Geospatial AI Sdn. Bhd., Uzma LNG Sdn. Bhd., and Uzma Artificial Lift Sdn. Bhd. only.

TABLE 25: TRAINING AND DEVELOPMENT DATA FROM FY2022 TO FY2024

Total Training Hours by Employment Category	FY2022	FY2023	FY2024
Management	80*	1,084*	3,271*
Executive	330	1,712*	3,477*
Non-Executive	1,710	2,676*	3,508*

Note: (*) Applies to employees from Uzma Berhad, Uzma Engineering Sdn. Bhd., Premier Enterprise Corporation (M) Sdn. Bhd., Uzma Environergy Sdn. Bhd., Geospatial AI Sdn. Bhd., Uzma LNG Sdn. Bhd., and Uzma Artificial Lift Sdn. Bhd. only.

TABLE 26: BREAKDOWN OF TOTAL TRAINING HOURS BY EMPLOYMENT CATEGORY FROM FY2022 TO FY2024

Uzma’s training approach addresses various needs, including bridging performance or skills gaps, serving as a reward, boosting employee morale, retaining key staff, and developing future leaders to support succession planning. These programs not only provide essential competencies but also promote a culture of continuous learning, positioning Uzma as a top employer and leader in talent development within our industry. We actively invest in training through contributions to the Human Resource Development Fund, demonstrating our dedication to the growth and advancement of our employees.



TALENT ATTRACTION AND RETENTION

At Uzma, we understand that retaining and developing talent is crucial for our ongoing success. Our talent management strategy focuses on offering continuous learning and development, clear career progression, competitive compensation and benefits, and a supportive, inclusive work environment. We are committed to investing in our employees to foster a culture of excellence and innovation that drives our business forward.

Aligned with our values of equal opportunity and merit, Uzma ensures non-discrimination in recruitment, regardless of race, gender, age, marital status, or other demographic factors. We prioritize local talent while also considering international applicants for all positions. New hires receive comprehensive contracts detailing their roles, responsibilities, and compensation to ensure fairness and clarity.

Categories	FY2022	FY2023	FY2024
New hires	90	161	215
Male	60	110	170
Female	30	51	45
Turnover rate	17.43%	14.78%	10.5%

TABLE 27: NEW HIRES AND TURNOVER RATE

Our employees are central to our success, contributing their skills and enthusiasm to drive our growth. In FY2024, we welcomed 215 new team members, each adding value to our diverse workforce and reinforcing our dedication to nurturing fresh talent.

Employee turnover is a key factor in organizational stability and growth. In FY2024, our turnover rate was 10.5%, reflecting our focus on retaining skilled professionals. By fostering an environment that supports both personal and professional growth, we enhance our ability to keep the talented individuals who make Uzma a dynamic and innovative company. Our commitment to talent attraction and retention is integral to our strategic goals and long-term sustainability. A satisfied and engaged workforce is vital for our continued success, and we remain dedicated to attracting, developing, and retaining exceptional talent in the future.

ONBOARDING FOR NEW HIRES

In Uzma, new hires experience a thorough onboarding process designed to familiarize them with their rights and entitlements as outlined by national laws and the Group's policies. This process covers key areas such as human rights, anti-corruption measures, and ethical conduct, in line with good governance practices. Additionally, the induction helps new employees acclimate to organizational practices, engagement channels, and Uzma's culture, providing them with the support needed to adapt smoothly to their new work environment.

PREPARATION OF NEXT GENERATION OF LEADERSHIP

Uzma is deeply committed to developing future leaders and succession planning, exemplified by the launch of the High Individual Performance Program ("uzmaHIP") in FY2023. Since then, the program has identified many high-potential individuals, who are currently being prepared for key roles within the organization. Our dedication extends to performance management through the Personal Performance Appraisal ("PPA") System, which assesses employees based on set goals and frequent discussions with managers. This system informs our reward structure, including annual increments and promotions, and encourages a transparent, two-way appraisal process. By continuously integrating succession planning into our overall talent management strategy, Uzma not only secures a pipeline of capable leaders but also reinforces our commitment to sustained excellence and resilience in an ever-evolving business landscape.



EMPLOYEE PERFORMANCE MANAGEMENT

At Uzma, we are dedicated to nurturing our talented workforce and helping them reach their full potential. We strive to create a performance-driven environment where individuals passionate about excellence can thrive. To achieve this, we utilize the PPA which focuses on several key objectives:

- Goal Setting and Assessment**
Employee performance is evaluated based on goals set within Key Results Areas and Work Objectives during the PPA process. Regular performance discussions between line managers and their team members ensure ongoing feedback and improvement.
- Talent Development**
This comprehensive approach helps identify high-performing employees and potential leaders for future roles, facilitating targeted talent development.
- Reward and Recognition**
The results from annual PPAs form the basis for our reward system. Increments, promotions, and performance bonuses are determined based on individual PPA ratings from the previous financial year.
- Fair and Transparent Process**
Our appraisal system is a constructive, two-way process where employees can share their views on their performance. Employees have the right to accept or contest their appraisal scores, with an established grievance mechanism to address any concerns, ensuring fairness and transparency.

EMPLOYEE RECOGNITION PROGRAM

We recognize that the Employee Recognition Program is crucial for the social aspect of ESG as it enhances employee engagement and satisfaction, fosters a positive work environment, and supports diversity and inclusion. By providing fair and transparent recognition, it motivates employees, improves retention, and aligns with ESG goals by demonstrating a commitment to employee well-being and ethical practices. This program drives performance and innovation, contributing to a more dynamic and inclusive workplace.

Additionally, we invested approximately RM900K to support various engagement initiatives, including town halls, team-building activities, festival celebrations, regular staff meetings, and feedback mechanisms. We remain dedicated to fostering an engaging work environment where employees are motivated to thrive.

The employee recognition program initiative, called UzmaGRIT, was launched in early FY2020 to acknowledge and celebrate employees' efforts and achievements. The term "G.R.I.T." symbolizes an individual's perseverance and passion for success.

The primary objectives of UzmaGRIT are:

- To encourage repetition of the desired behaviors and
- To identify role models for Uzma employees



GO BEYOND

I stretch my limits to deliver extraordinary results.

OWN IT

I hold myself accountable to achieve the results and do not blame others.

OUT OF THE BOX

I am innovative in providing solutions that add value to Uzma and its customers.

WIN TOGETHER

I collaborate with others for the greater good of Uzma.

BETTER EVERYDAY

I continuously improve myself and my team (including learning from my mistakes).

CARE FOR ALL

I care about the well-being of myself and my team members. I am committed to ensuring that we work in a safe, secure, and healthy environment.

TABLE 28: UzmaGRIT CHARACTERISTICS

NURTURING TOMORROW'S TALENT

At Uzma, we are dedicated to fostering the next generation of talent and giving back to society through our robust internship program. This initiative is designed to provide students from local universities and colleges with a meaningful starting point in their professional careers. Understanding the challenges of transitioning from academics to the workplace, our program effectively bridges this gap.

Interns with us gain more than just work experience—they immerse themselves in Uzma's dynamic environment, benefiting from knowledge sharing and hands-on experience in their chosen field. Beyond technical skills, we focus on developing soft skills, building character, and nurturing potential future leaders.

In FY2024, we welcomed 22 students, which comprised 17 with degree qualifications and 5 with diploma qualifications to the Uzma family, as part of a youth employability initiative by Khazanah Nasional Berhad ("Khazanah") that aims to develop Malaysia's future talents. Their fresh perspectives and enthusiasm were met with guidance and support, helping them thrive professionally. Our internship program benefits both the students and Uzma by identifying and engaging with potential future employees, aligning with our vision and goals. Internship programs are important for community engagement as well as building our talent pipeline. We take pride in this program and remain committed to providing students with valuable opportunities to learn, grow, and potentially start their careers with us.

ENGAGEMENT WITH LOCAL COMMUNITIES

At Uzma, we recognize the importance of community engagement and our responsibility to contribute to the well-being of those around us. Our commitment to social responsibility is demonstrated through a range of initiatives and activities that embody our core values while driving positive, meaningful change. Below is an overview of our efforts and investment to engage with local communities in education, healthcare, infrastructure, and livelihood:

Green Garden Glow, SKA QEM - QEB HSE Event

Location: Sekolah Kebangsaan Tudan, Miri

Date: 26 August 2023

The HSE team collaborates with PCSB to organize various activities aimed at enhancing the school environment. These activities include with cleaning the school premises, repainting damaged walls, and engaging in gardening to create a pleasant and conducive learning atmosphere for the students.

Amount invested: RM7,500

World Clean Up Day 2023

Location:

Monica Bay Beach and Park at Terengganu
Shah Alam Lake Park at Selangor
Botanical Garden at Labuan

Date: 18, 22, 23 September 2023

Uzma conducted the World Clean Up Day 2023 event, which involved cleaning three areas. Our team collected a total of 257.5 kg of trash, ensuring a cleaner and safer area for all.

Amount invested: RM 2,500

Contribution to PIBG Sekolah Kebangsaan Anchi, Miri

Location: Sekolah Kebangsaan Anchi, Miri

Date: 19 September 2023

Financial support was provided to the PIBG of Sekolah Kebangsaan Anchi, Miri, to enhance school facilities and resources.

Amount invested: RM3,000

Sponsorship For Capstone and Best Academic Awards 2023

Location: Universiti Teknologi PETRONAS

Date: 3 October 2023

Sponsorship for the Capstone & Best Academic Awards 2023. The ceremony is to award the high achiever students in the field of engineering, is organized in conjunction with the 23rd Universiti Teknologi PETRONAS Convocation Ceremony.

Amount invested: RM1,000

Financial Contribution and Dormitory Supplies to Asrama Perkaya Marang, Terengganu

Location: Asrama Perkaya Marang, Terengganu

Date: 28 November 2023

Donation of funds and essential dormitory supplies to support the students residing at Asrama Perkaya Marang, Terengganu.

Amount invested: RM3,000

National Children's Day in Thailand

Location:

Angthong Special Education Center at Bangkok,
Watpratoo Chai School at Songkhla,
Ban Prue Phan Thai School at Lan Krabue

Date: 12 January 2024

We invested THB 20,000 to more than 200 students in supporting the daily consumable items, meals and cash contribution during the National Children's Day in Thailand.

Amount invested: RM 2,600



Beach Clean Up

Location: Pantai Remis, Kuala Selangor

Date: 17 February 2024

Contributed to a beach cleanup to promote environmental conservation and community involvement.

Amount invested: RM 5,000

Zoo Negara Green Project

Location: Zoo Negara Malaysia

Date: 2 March 2024

Uzma conducted a Green Project offered by Zoo Negara to create awareness regarding wildlife and indicate how the process keeps the animals active by stimulating their senses. Uzma also contributed a versatile 3in1 stroller for parents' convenience in carrying their children to Zoo Negara.

Amount invested: RM 6,200

Iftar with Pertubuhan Kebajikan Islam (Mahabbah)

Location: Pantai Mak Nik, Kemaman, Terengganu

Date: 3 April 2024

Uzma collaborated with a joint endeavor involving SPE Terengganu, PCSB PMA, DB, Welltec, Archer, and Essem. Uzma facilitated the purchasing of one washing machine, four ceiling fans, two stand fans, along with hampers and dry food provisions.

Amount invested: RM 5,000

Oasis of Love Program

Location: Griya Yatim & Dhuafa Institution, Jakarta.

Date: 21 February 2024

Uzma visited orphans in Griya Yatim & Dhuafa institution to support the community and provided financial aids aid aiming to improve the quality of life for the children living there.

Amount invested: RM 2,000

Bubur Lambuk Distribution Ramadan 2024

Location: Masjid Al-Bukhary, Jalan Hang Tuah

Date: 14 March 2024

Distributed 900 packs of Bubur Lambuk to the community at Masjid Al-Bukhary, Jalan Hang Tuah, to encourage a sense of togetherness and highlight the importance of giving and unity during Ramadan.

Amount invested: RM3,000

These initiatives reflect our unwavering commitment to creating a lasting, positive impact on local communities. At Uzma, we believe that collective efforts pave the way for a brighter, more prosperous future for all. In line with this belief, the number of activities for community engagement increased for FY2024 compared to FY2023, further reinforcing our dedication to driving meaningful change.

	FY2022	FY2023	FY2024
Total Amount invested in the community	RM 13,000	RM 51,000	RM 40,800
Number of community engagement activities	4	12	15



GOVERNANCE

The Governance pillar of Uzma's Sustainability Framework underpins our unwavering commitment to integrity, transparency, and accountability. It ensures that all our operations comply with legal standards, regulations, and industry best practices. By emphasizing ethical leadership, rigorous compliance, and effective risk management, we aim to build and maintain trust both within our organization and with our stakeholders. Our ongoing efforts to enhance governance practices are essential for long-term success and for upholding the confidence of all those we serve.



ETHICAL BUSINESS PRACTICES

CORPORATE GOVERNANCE AND POLICIES

Uzma is steadfast in its commitment to the highest standards of corporate governance, focusing on creating sustainable value for all stakeholders. The Board plays a crucial role in defining the Group's strategic direction and implementing policies that strengthen our governance practices. Our governance framework is supported by a robust array of organizational policies, codes, charters, and Terms of References, which include, but are not limited to:

- Board Charter
- Terms of Reference for
 - Audit Committee
 - Nomination and Remuneration Committee
 - Sustainability and Risk Management Committee
- Code of Conduct and Business Ethics
- Limits of Authority
- Anti-Bribery Policy
- Directors' Fit and Proper Policy
- QHSE Policy
- Whistleblowing Policy
- Conflict of Interest Policy
- People Handbook
- Human Rights Policy

For more information on our corporate governance practices, including details on our governance structure and policies, please refer to the Corporate Governance Overview Statement in this Annual Report and the Corporate Governance Report available on Uzma's website at www.uzmagroup.com. These resources further demonstrate our dedication to transparency and accountability.

BOARD COMPOSITION DIVERSITY

Our Board is fundamental to the long-term success of the Group, driving sustainable value creation while serving the best interests of our stakeholders. To strengthen our decision-making processes, we have carefully structured the Board with individuals who bring diverse professional backgrounds and expertise. This diversity enhances our strategic insights, fostering more comprehensive and well-informed governance.

When evaluating potential Board members for appointment, we take into account a range of criteria, including:

BOARD GENDER BREAKDOWN

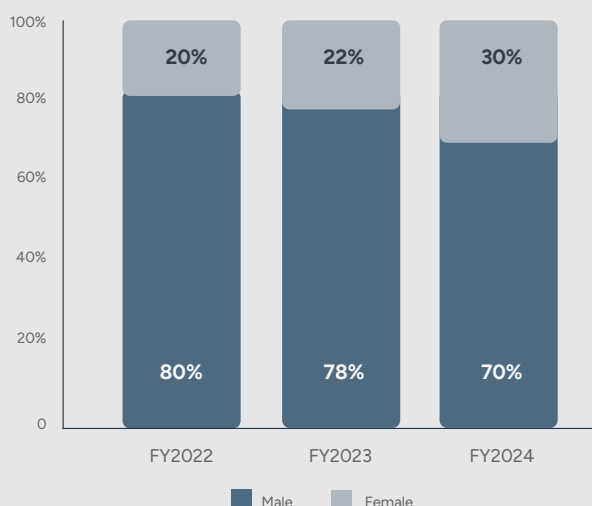


FIGURE 13: BREAKDOWN OF BOARD COMPOSITION BY GENDER FROM FY2022 TO FY2024

BOARD AGE BREAKDOWN

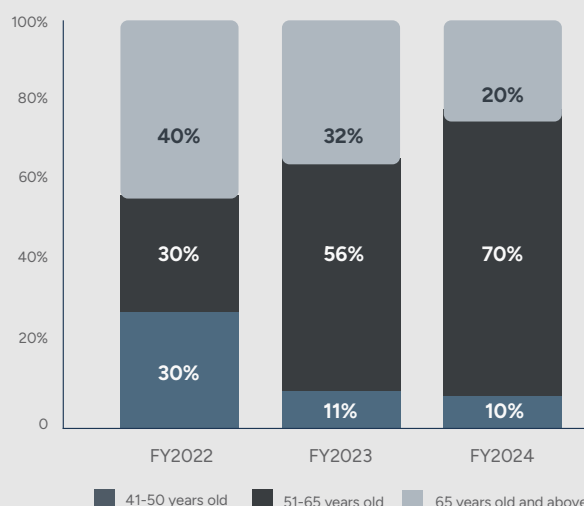


FIGURE 14: BREAKDOWN OF BOARD COMPOSITION BY AGE GROUP FROM FY2022 TO FY2024

Categories		FY2022	FY2023	FY2024
Gender	Male	8	7	7
	Female	2	2	3
Age	41 – 50	3	1	1
	51 – 65	3	5	7
	Aged > 65	4	3	2
Nationality	Malaysian	10	9	10
	Non-Malaysian	0	0	0

TABLE 28: BREAKDOWN OF BOARD COMPOSITION FROM FY2022 TO FY2024

Our current Board is composed of professionals with diverse expertise, including chartered accountants and members of engineering associations. Notably, seven out of nine members are independent directors, underscoring our dedication to leadership integrity. To maintain the Board's effectiveness, we conduct annual evaluations. In alignment with Bursa Securities' goal of achieving 30% women representation on boards, gender diversity is also a key consideration when assessing potential candidates. As of FY2024, we are happy to announce that women represent 30% of our Board, and all members are proud to be Malaysians - meeting Bursa's requirement.

Name of Directors	Auditing / Taxation	Civil Service	General Management / Business / Sales & Marketing	Human Resources	Oil & Gas / Engineering	Banking / Financial Services	Legal
Datuk Abdullah Bin Karim <i>Independent Non-Executive Chairman</i>			✓		✓		
Dato' Kamarul Redzuan Bin Muhamed <i>Managing Director / Group Chief Executive Officer</i>			✓		✓		
Dato' Che Nazahatuhisamudin Bin Che Haron <i>Executive Director</i>			✓		✓		
Encik Yahya Bin Razali* <i>Independent Non-Executive Director</i>	✓	✓	✓			✓	
Datuk Seri Dr. Zurainah Binti Musa <i>Independent Non-Executive Director</i>		✓	✓	✓			
Encik Ikhlas Bin Abdul Rahman <i>Independent Non-Executive Director</i>			✓		✓		
YM Tengku Ezuan Ismara Bin Tengku Nun Ahmad <i>Independent Non-Executive Director</i>	✓		✓	✓		✓	✓
Datuk Farisha Binti Pawan Teh <i>Independent Non-Executive Director</i>		✓	✓	✓			
Encik Mazli Zakuan Bin Mohd Noor <i>Independent Non-Executive Director</i>		✓	✓		✓	✓	

TABLE 29: BREAKDOWN OF BOARD QUALIFICATION AND SKILLS

Name of Directors	Auditing / Taxation	Civil Service	General Management / Business / Sales & Marketing	Human Resources	Oil & Gas / Engineering	Banking / Financial Services	Legal
Dato' Nasri Bin Nasrun** Non-Independent Non-Executive Director	✓		✓			✓	
Datin Rozita Binti Mat Shah @Hassan*** Executive Director			✓	✓	✓		

Notes:

(*) Encik Yahya Bin Razali retired on 30 November 2023

(**) Dato' Nasri Bin Nasrun was appointed to the Board on 20 February 2024

(***) Datin Rozita Binti Mat Shah @ Hassan was appointed to the Board on 1 June 2024

ROBUST ANTI-BRIBERY AND CORRUPTION STANCE

At Uzma, we are deeply committed to delivering value to our customers, employees, and stakeholders by upholding the highest standards of integrity and QHSE. We are dedicated to enforcing systems that prevent all forms of corruption and bribery, with a focus on achieving superior financial and operational results while maintaining exemplary business conduct. Uzma adopts a strict zero-tolerance policy against bribery and corruption, not only within the Group but also across our entire value chain and in relationships with business partners. Our unwavering commitment to ethical conduct is reflected in mandatory induction sessions for new employees, which include anti-bribery and corruption briefings, alongside familiarization with established company policies, COBE and the Anti-Bribery Policy. Anti-corruption awareness is continuously reinforced through various channels, including the Group's website, email notifications, and the People Handbook. The Anti-Bribery Policy explicitly outlines the conduct expected regarding the giving or receiving of business courtesies, such as gifts, meals, or entertainment. Employees are strictly prohibited from offering or accepting monetary gifts, loans, or other financial incentives. Business courtesies are only permissible if they are reasonable, appropriate, and do not create an appearance of improper bias.

Uzma's commitment to combating bribery and corruption is further strengthened by its membership in TRACE International, Inc., a globally recognized anti-bribery business association. Additionally, the Group maintains its stance as an apolitical organization, with no political donations or contributions made during FY2024, though it may participate in nation-building events organized by the government. Notably, there were zero confirmed incidents of corruption or violations of the Anti-Bribery Policy during FY2024. To reinforce this commitment, Uzma conducted 4 organization-wide training sessions in FY2024 on anti-bribery and corruption, specifically on the applicability of Section 17A of the Malaysian Anti-Corruption Commission Act 2009, attended by employees across the Group. Our Anti-Bribery Policy, approved by the Board in May 2020, provides comprehensive guidelines for internal and external parties and ensures full compliance with Malaysia's anti-corruption regulations. The Board, as the highest governing body, has oversight of all anti-bribery and corruption matters, with periodic reviews to reflect any legislative updates.

The full Anti-Bribery Policy is available on Uzma's website and applies to all individuals working for any company within the Group, including the Board, senior management, and employees.

WHISTLEBLOWING AND GRIEVANCE MECHANISM

Uzma Berhad's Whistleblowing Policy, established by the Board of Directors, is a cornerstone of the Group's commitment to eradicating fraud, corruption, and unethical conduct. This Policy applies to all Directors, employees, stakeholders, and the general public in every country where Uzma operates. It fosters a safe environment where individuals can report serious misconduct, illegal acts, or unethical business practices without fear of retaliation. This includes issues such as fraud, corruption, financial irregularities, dishonesty, criminal activities, personal misconduct, and significant breaches of internal policies. The Policy is not intended for personal grievances, frivolous complaints, or matters already subject to legal proceedings. Uzma adheres to several guiding principles in executing the Policy, such as actively encouraging employees to report unlawful or unethical situations, ensuring that all reports are handled discreetly, promptly, and confidentially, protecting whistleblowers from retaliation, and ensuring fair treatment for all parties involved. These principles reflect Uzma's dedication to maintaining a culture of integrity and responsibility across the organization. The Whistleblowing Policy clearly outlines the process for reporting wrongdoings, offering the option for anonymous disclosures, and providing contact details for designated recipients within the company. It specifies the steps for handling reports—from documentation and assessment to determining corrective actions. Additionally, the Policy stresses the importance of keeping whistleblowers informed about the progress of their disclosures while safeguarding their identities throughout the process.

Periodic reviews ensure the Policy remains relevant and effective, with all disclosures being reported to the Board. To further reinforce the importance of this Policy, Uzma plans to continuously conduct training sessions to educate employees on how to properly report concerns. In FY2024, no whistleblowing or grievance cases were reported, reflecting the effectiveness of the existing governance mechanisms.

All Disclosures, whether in writing, or via email, should be directed to the Audit Committee Chairman at whistleblowing@uzmagroup.com. A Disclosure shall, where possible, include the following particulars:

- the Whistleblower's name, whether he/she is an Employee of Uzma Group or the organisation he/ she belongs with;
- the basis or reasons for his/her concerns, including as many details as reasonably possible, in relation to the Wrongdoing;
- particulars of witnesses, if any; and
- particulars of documentary information or evidences, if any.

CODE OF CONDUCT AND BUSINESS ETHICS (“COBE”)

Uzma stands firm in its commitment to maintaining the highest standards of integrity and ethical conduct, both within the organization and in its dealings with external stakeholders. This commitment extends to all parties, including directors, employees, clients, shareholders, and the broader community. To reinforce this dedication, Uzma has established its COBE, a comprehensive policy designed to guide employees and directors in performing their duties with the highest level of personal and corporate integrity. COBE applies to all interactions within the Group and with external stakeholders, serving as a framework to ensure that every employee and director operates in full compliance with applicable laws, regulations, and the company's policies and procedures. Beyond legal and procedural adherence, COBE acts as a moral guide, ensuring that individual behavior is aligned with Uzma's corporate values, as outlined in the uzmaWAY. Employees are expected to uphold the following key principles, fostering a culture of trust, responsibility, and ethical business practices across all levels of the organization:

- Conduct themselves with propriety and decorum at all times, reflecting the Company's good standing.
- Support the Company's policies, procedures, and practices.
- Fulfill the responsibilities assigned by the Company and its related entities within the Group while consistently promoting and advancing the Company's interests.
- Devote their professional efforts exclusively to the Company, refraining from direct or indirect engagement in other forms of employment or service.

The Group upholds the highest standards of ethical business conduct and operates in full compliance with all applicable laws and regulations. During the reporting period, there were no legal actions initiated against the company related to anti-competitive behavior, anti-trust, or monopoly practices. This reflects our commitment to fair competition and responsible market conduct in alignment with our sustainability principles.

SUPPLY CHAIN GOVERNANCE AND PROCESSES

Supply Chain Governance and Processes are essential for ESG performance, contributing to long-term value creation, risk mitigation, and ensuring compliance and transparency. Uzma understands the importance and is committed to promoting strong and fair supply chain governance by adhering to the highest ethical standards. Responsible sourcing at Uzma involves procuring products and services in a way that is aligned with ethical, sustainable, and socially responsible practices. At the core of this commitment is the Uzma COBE, which integrates anti-corruption measures and action plans that are critical in fostering ethical practices and supporting the national anti-corruption agenda within the Group's supply chain. Furthermore, our procurement team goes through proper training regarding COBE during onboarding and knowledge sharing sessions. Uzma sets high standards for its business partners in combating bribery and corruption, requiring strict adherence to the principles outlined in the Anti-Bribery Policy.

Employees engaging third-party partners on behalf of Uzma are responsible for conducting thorough due diligence. Additionally, all suppliers and vendors are required to acknowledge and confirm their understanding of the Uzma COBE, Anti-Bribery Policy, and other relevant policies as a condition for doing business with the Group. The COBE addresses human rights, modern slavery, child labor, anti-discrimination, and other related business ethics matters.

EVALUATING SUPPLY CHAIN INTEGRITY

Uzma diligently updates its vendor and supplier list and places significant emphasis on the due diligence process for all third-party engagements. Prior to forming any partnerships, we conduct a thorough evaluation to ensure that we collaborate only with those who meet our high standards of business integrity. This due diligence involves a detailed review of economic, legal, fiscal, and financial factors. Vendors must complete the Vendor Registration Form and provide key documents, including their company profile, financial reports, and relevant health and safety policies. A comprehensive review is then carried out for all potential new suppliers during the registration process, but they will initially be placed on the Potential Vendor List. Additionally, suppliers are also required to sign and acknowledge the COBE which include code for prevention of child labour, modern slavery and anti-discrimination. This rigorous approach ensures that our partners maintain robust governance and uphold ESG standards within their own operations.

RESPONSIBLE SOURCING STRATEGIES

At Uzma, responsible procurement and purchasing are guided by the Standard Operating Procedure (“SOP”) for Procurement and Payables. This SOP ensures that our acquisitions meet the highest standards of quality, value, quantity, timeliness, and location, while prioritizing positive environmental impact. We are committed to working with vendors who adhere to sustainable practices, thus fostering a marketplace that supports environmental stewardship. Our procurement processes are designed to be efficient and transparent, upholding professional best practices and ethical standards. By carefully monitoring and optimizing vendor contracts, we aim to maximize both operational effectiveness and our positive environmental footprint.

VENDOR PERFORMANCE ASSESSMENT AND AUDITS

To uphold the highest standards of supply chain integrity and its positive environmental and social impact, Uzma rigorously evaluates vendor performance through comprehensive processes. This includes conducting Vendor Performance Evaluation (“VPE”), Vendor Site Assessment (“VSA”) and annual performance assessments for all suppliers whereby results are always shared with management. In FY2024, 244 vendors were evaluated to ensure they meet Uzma's stringent supply chain integrity standards. Additionally, we conducted 13 VSA activities in FY2024. We place a strong emphasis on assessing both local and international vendors to ensure reliability and the smooth operation of our supply chain. Should there be any vendors that are non-compliance or with low results based on their VPE/VSA, a Notice of Concern and/or Reminder letter will be submitted to vendors. Additionally, they will be registered as an Inactive Vendor in AVL should there be no improvement in their performance. This evaluation process not only ensures adherence to our ethical and operational standards but also supports our ESG goals by fostering responsible and sustainable practices among our partners. The assessments are facilitated through Uzma's internal vendor evaluation tool, which assigns grading scores to ensure continuous improvement and alignment with our ESG objectives.

CATEGORIES	FY2022	FY2023	FY2024
Excellent (>90%)	1	2	29
Good (70% - 89%)	7	61	143
Fair (50% - 69%)	1	24	71
Poor (<49%)	0	1	1
TOTAL VENDORS ASSESSED	9	88	244

TABLE 30: VENDOR ASSESSMENT SUMMARY OVER THREE FINANCIAL YEARS

The Head of Supply Chain at Uzma is responsible for reviewing and endorsing the evaluation forms for all vendors. If a vendor receives a rating below average in the evaluation, they will be called to a meeting with the Group to address performance issues. Should the vendor's performance fail to improve, Uzma will issue a warning letter. Persistent poor performance despite these warnings will lead to the vendor's termination. Starting mid-FY2024, Uzma's Group Supply Chain Management department will enhance the vendor screening process by incorporating more rigorous and explicit ESG criteria. This expanded screening will address employment practices, including human rights, child labor, and forced or compulsory labor, as well as health and safety standards. Additionally, our QHSE policies are also communicated to vendors during evaluation. This proactive enhancement reflects Uzma's steadfast commitment to fostering sustainable and responsible supply chain practices. For FY2025, Uzma is committed to expanding and enhancing its initiatives related to supply chain governance and ESG criteria. Building on the improvements made in FY2024, we will introduce additional measures to further strengthen our vendor evaluation and screening processes - aligning with our high standards of integrity and sustainability goals.

REGULATORY COMPLIANCE

Uzma prioritizes regulatory compliance as a fundamental pillar of our operational sustainability. Ensuring adherence to regulations is crucial to maintaining our license to operate and mitigating risks related to corruption, pollution, modern slavery, and data privacy. We are committed to meeting regulatory requirements by publishing our financial performance and corporate announcements on a timely basis, and providing governance-related disclosures on our website, in line with Uzma's listing obligations. Additionally, we are dedicated to upholding fair competition principles and avoiding any anti-competitive practices or misuse of our market position. Our policies strictly prohibit collusion, price-fixing, bid coordination, and other forms of market manipulation. To maintain rigorous regulatory compliance, we continuously monitor regulatory changes and integrate this process into our comprehensive Risk Management and Internal Control framework, ensuring that we adhere to all relevant laws and industry standards.

DATA PRIVACY AND CYBER SECURITY

At Uzma, safeguarding data privacy and cybersecurity is central to our commitment to business continuity. Given the extensive and sensitive data we manage across our operations, supply chain, and customer interactions, maintaining the highest levels of data confidentiality is essential. We rigorously comply with the Personal Data Protection Act 2010 and implement robust internal security measures for our core applications to ensure high availability and resilience. For FY2024, Uzma appointed a third-party consultant to conduct a gap analysis of our data privacy and cybersecurity processes, using ISO 27001 as the benchmark. Following this, we established an Information Security Committee in February 2024 to further enhance our security framework. Our comprehensive IT security system is designed to detect and prevent both known and emerging cyber threats. In FY2024, our strong data protection protocols were validated by the absence of any substantiated complaints regarding customer privacy breaches or data losses, and no instances of data breaches or regulatory non-compliance occurred. This track record highlights our unwavering dedication to maintaining stringent data protection standards.



OUR ESG PERFORMANCE DATA

ECONOMICS PERFORMANCE

DISCLOSURES	UNIT	FY2022	FY2023	FY2024
SUPPLY CHAIN MANAGEMENT				
Total procurement spend	RM mil	126.1	94.4	225.1
Total procurement spend on local suppliers	RM mil	86.4	56.9	111.2
Total procurement spend on foreign suppliers	RM mil	39.7	37.5	113.9
Proportion of spending on local suppliers	%	69	60	49
Total number of registered active vendors	Number	1,664	1,826	1,918
Number of registered local vendors	Number	1,353	1,480	1,549
Number of registered foreign vendors	Number	311	346	369
Percentage of registered local vendors	%	81	81	81

ENVIRONMENTAL PERFORMANCE

DISCLOSURES	UNIT	FY2022	FY2023	FY2024
Environmental fines and penalties incident	Number	0	1	1
ENERGY				
Total fuel consumption (diesel)	Liters	549,172	94,439	374,744
Total electricity consumption	kWh	380,827	388,407	416,155
EMISSIONS				
Scope 1 emission (fuel)	TCO ₂ e	1,501	258	1,024
Scope 2 emission (electricity)	TCO ₂ e	297	303	324
Scope 2 emission (electricity)	TCO ₂ e	1,790	552	1,339
WATER CONSUMPTION				
Total volume of water use (municipal water supply)	megaliter	1.7	2.4	2.4
Total volume of water use (extracted from seawater)	megaliter	1,543	1,435	1,386
WASTE AND EFFLUENT				
Scheduled Waste	MT	17.55	30.3	43.18
Number of minor environmental spills	Number	2	1	1
Number of major environmental spills	Number	0	0	0

(1) Non-compliance resulting in paid fines or penalty

(NIL) Data unavailable or undisclosed in the previous year or incompatible with reporting format

SOCIAL PERFORMANCE

DISCLOSURES	UNIT	FY2022	FY2023	FY2024
HSE PERFORMANCE				
Total manhours worked	Hours	1,807,990	1,419,852	1,831,543
Number of work-related fatalities	Number	0	0	0
Fatality rate	Rate	0.00	0.00	0.00
Number of Lost Time Injury ("LTI")	Number	0	0	0
Lost Time Incident Rate ("LTIR")	Rate	0.00	0.00	0.00
Number of Restricted Work Case ("RWC")	Number	1	2	0
Number of Medical Treatment Case ("MTC")	Number	0	0	1
Number of First Aid Case ("FAC")	Number	2	2	2
Number of Near Miss ("NM")	Number	3	0	2
Number of Occupational Illness ("OI")	Number	0	0	0
Number of Major Fire / Explosion	Number	0	0	0
Number of Minor Fire	Number	1	0	0
Number of Property Damage ("PD") / Property Lost ("PL")	Number	1	0	2
Number of Motor Vehicle Accident ("MVA")	Number	1	0	0
Number of Major / Minor Spill ("LOPC")	Number	2	1	1
Number of Environmental Pollution	Number	0	0	0

DISCLOSURES	UNIT	FY2022	FY2023	FY2024
WORKFORCE DIVERSITY				
Total workforce	Number	748	771	885
Breakdown of employees, by nationality				
• Malaysian employees	%	78	78	76
• Non-Malaysian employees	%	22	22	24
Breakdown of employees, by employment category				
• Permanent employees	%	66	74	68
• Contract employees	%	34	26	32
Managerial employees:				
• Male	%	12	12	12
• Female	%	5	4	5
• Aged 30 and below	%	0	0	0
• Aged 31 – 50	%	14	12	12
• Aged 51 – 60	%	3	3	3
• Aged 61 years and above	%	0	0	0
• Malay	%	13	13	12
• Chinese	%	0	1	1
• Indian	%	0	0	0
• Other ethnicities	%	3	2	4
• Number (percentage) of disabled employee	Number (%)	0 (0%)	0 (0%)	0 (0%)

DISCLOSURES

UNIT

FY2022

FY2023

FY2024

Executive employees:

• Male	%	13	12	14
• Female	%	11	11	11
• Aged 30 and below	%	9	10	11
• Aged 31 – 50	%	14	13	13
• Aged 51 – 60	%	1	0	1
• Aged 61 years and above	%	0	0	0
• Malay	%	17	17	17
• Chinese	%	1	1	0
• Indian	%	0	0	0
• Other ethnicities	%	6	5	7
• Number (percentage) of disabled employee	Number (%)	0 (0%)	0 (0%)	0 (0%)

Non-executive employees:

• Male	%	53	54	52
• Female	%	6	7	6
• Aged 30 and below	%	18	19	18
• Aged 31 – 50	%	35	35	34
• Aged 51 – 60	%	6	6	8
• Aged 61 years and above	%	1	1	0
• Malay	%	30	30	28
• Chinese	%	1	1	1
• Indian	%	0	0	0
• Other ethnicities	%	28	31	30
• Number (percentage) of disabled employee	Number (%)	0 (0%)	0 (0%)	0 (0%)

HIRING AND ATTRITION

Total new hires	Number	90	161	215
New hires (male)	%	67	68	79
New hires (female)	%	33	32	21
New hires aged 30 and below	%	-	-	48
New hires aged 31 – 50	%	-	-	42
New hires aged 51 – 65	%	-	-	10
New hires aged 65 and above	%	-	-	0
New hires with disabilities, or from underprivileged groups	%	-	-	0

DISCLOSURES

UNIT

FY2022

FY2023

FY2024

TRAINING AND DEVELOPMENT

Total training spend Groupwide	RM mil	0.25*	1.92	2
Total training hours Groupwide	Hours	2,120*	21,444	28,048
Average training hours per employee	Hours	6.4*	29	31
Average training days per employee	Days	0.95*	3.59	3.91

Total training hours by employment category:

• Management	Hours	80*	1,084*	3,271*
• Executives	Hours	330*	1,712*	3,477*
• Non-executives	Hours	1,711*	2,676*	3,508*

Total average training hours by employment category:

• Management	Hours	4.44*	34.82*	30
• Executives	Hours	3.83*	18.21*	22.88
• Non-executives	Hours	10.56*	23.27*	9.46

(*) Applies to employees from Uzma Berhad, Uzma Engineering Sdn. Bhd., Premier Enterprise Corporation (M) Sdn. Bhd., Uzma Environergy Sdn. Bhd., Geospatial AI Sdn. Bhd., Uzma LNG Sdn. Bhd., and Uzma Artificial Lift Sdn. Bhd.

EMPLOYEE BENEFITS AND REMUNERATION

Total payments to employees in terms of salaries, bonuses, and benefits	RM mil	63	51	65.4
Statutory payments made for employees' retirement benefits ("EPF")	RM mil	11.5	11.8	5.1
Total SOCSO payment made for employees' medical insurance	RM mil	0.70	0.77	0.58
Number of employees entitled for maternity and paternity leave	Number	747	767	561
Number of employees who took paternity leave	Number	18	17	20
Number of employees who took maternity leave	Number	14	14	15
Male employees return to work rates (return to work after parental leave period)	%	100	100	100
Female employees return to work rates (return to work after parental leave period)	%	100	100	100
Male employee's retention rates (remain with the organisation for 12 months or more post parental leave)	%	100	100	100
Female employee's retention rates (remain with the organisation for 12 months or more post parental leave)	%	100	100	100

EMPLOYEE ENGAGEMENT

Employee satisfaction level	%	-	-	79
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DISCLOSURES	UNIT	FY2022	FY2023	FY2024
COMMUNITY ENGAGEMENT				
Total amount invested in the community	RM	13,000	51,000	40,800
Number of community engagement activities	Number	4	12	15

GOVERNANCE PERFORMANCE

DISCLOSURES	UNIT	FY2022	FY2023	FY2024
CORPORATE GOVERNANCE				
Total number of Directors	Number	10	9	10
Total number and percentage of Directors by gender:				
• Male	Number (%)	8 (80%)	7 (78%)	7 (70%)
• Female	Number (%)	2 (20%)	2 (22%)	3 (30%)
Number and percentage of independent directors	Number (%)	8 (80%)	7 (77%)	5 (50%)
Total number and percentage of Directors by age group:				
• Aged < 30	Number (%)	0 (0%)	0 (0%)	0 (0%)
• Aged 31 - 50	Number (%)	3 (30%)	1 (11%)	1 (10%)
• Aged 51 - 65	Number (%)	3 (30%)	5 (56%)	7 (70%)
• Aged > 65	Number (%)	4 (40%)	3 (33%)	2 (20%)
Total number and percentage of Directors by ethnicity:				
• Malay	Number (%)	10 (100%)	9 (100%)	10 (100%)
• Others	Number (%)	0 (0%)	0 (0%)	0 (0%)
Total number and percentage of Directors by nationality:				
• Malaysian	Number (%)	10 (100%)	9 (100%)	10 (100%)
• Foreign	Number (%)	0 (0%)	0 (0%)	0 (0%)
Number/percentage of Directors with disabilities	Number / %	0 (0%)	0 (0%)	0 (0%)

ANTI-CORRUPTION

Number of Directors and employees who have received training on anti-corruption by employee category:

• Directors	Number	2	0	2
• Employees	Number	0	144	113
Confirmed incidents of corruption	Number	0	0	0
• Cost of fines, penalties, or settlements in relation to corruption	RM	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number	0	0	0
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	Number	0	0	0

DATA PRIVACY AND SECURITY

Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	Number	0	0	0
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BURSA MANDATORY ESG REPORTING

SUSTAINABILITY PERFORMANCE REPORT

INDICATORS	UNIT	2022	2023	2024
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	69.00	60.00	49.00 *
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	380.00	388.00	416.00 *
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	1.668000	2.420000	2.401000 *
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Senior Management Aged 30 and below	Percentage	0.00	0.00	0.00
Senior Management Aged 31 - 50	Percentage	38.00	46.00	50.00 *
Senior Management Aged 51 - 65	Percentage	62.00	54.00	50.00 *
Senior Management Aged 65 and above	Percentage	0.00	0.00	0.00
Middle Management Aged 30 and below	Percentage	0.00	0.00	3.00 *
Middle Management Aged 31 - 50	Percentage	92.00	88.00	84.00 *
Middle Management Aged 51 - 65	Percentage	8.00	12.00	13.00 *
Middle Management Aged 65 and above	Percentage	0.00	0.00	0.00
Executive Aged 30 and below	Percentage	37.00	44.00	45.00 *
Executive Aged 31 - 50	Percentage	61.00	41.00	53.00 *
Executive Aged 51 - 65	Percentage	2.00	15.00	2.00 *
Executive Aged 65 - above	Percentage	0.00	0.00	0.00
Non-executive Aged 30 and below	Percentage	30.00	30.00	30.00 *
Non-executive Aged 31 and 50	Percentage	59.00	59.00	58.00 *
Non-executive Aged 51 and 65	Percentage	11.00	11.00	12.00 *
Non-executive Aged 61 and above	Percentage	0.00	0.00	0.00
Gender Group by Employee Category				
Senior Management Male	Percentage	83.00	92.00	93.00 *
Senior Management Female	Percentage	17.00	8.00	7.00 *
Middle Management Male	Percentage	66.00	68.00	66.00 *
Middle Management Female	Percentage	34.00	32.00	34.00 *
Executive Male	Percentage	54.00	53.00	57.00 *
Executive Female	Percentage	56.00	47.00	43.00 *
Non-executive Male	Percentage	90.00	89.00	90.00 *
Non-executive Female	Percentage	10.00	11.00	10.00 *
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	80.00	78.00	70.00 *
Female	Percentage	20.00	22.00	30.00 *
Aged 30 and below	Percentage	0.00	0.00	0.00
Aged 31 - 50	Percentage	30.00	11.00	10.00 *
Aged 51 - 65	Percentage	30.00	56.00	70.00 *
Aged 61 and above	Percentage	40.00	33.00	20.00 *

Internal assurance

External assurance

No assurance

(*)Restated

INDICATORS	UNIT	2022	2023	2024
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	0.00	0.00	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	110	136	143 *
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Senior Management	Hours	61	188	888 *
Middle Management	Hours	19	896	2,383 *
Executive	Hours	330	1,712	3,477 *
Non-executive	Hours	1,711	2,676	3,508 *
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	34.00	26.00	32.00 *
Bursa C6(c) Total number of employee turnover by employee category Senior Management				
Senior Management	Number	1	2	0
Middle Management	Number	17	24	15 *
Executive	Number	48	54	25 *
Non-executive	Number	79	38	46 *
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	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	MYR	13,000.00	51,000.00	40,800.00 *
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	4	12	15 *
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anticorruption by employee category				
Senior Management	Percentage	0.00	58.00	57.00*
Middle Management	Percentage	0.00	43.00	24.00*
Executive	Percentage	0.00	45.00	28.00*
Non-executive	Percentage	0.00	5.00	2.00*
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	0.00	0.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0.00	0.00	0.00
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0

Internal assurance

External assurance

No assurance

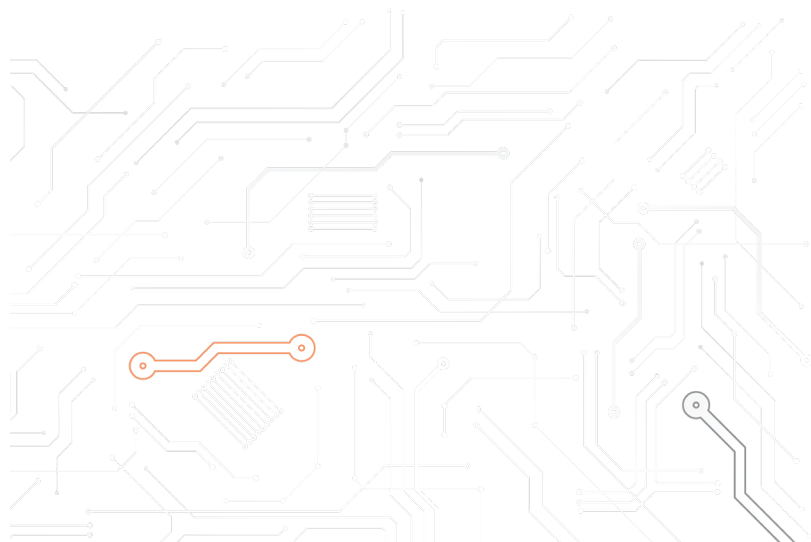
(*)Restated

GRI STANDARDS

2021 CONTENT INDEX

GRI STANDARD	CODE	DISCLOSURE	LOCATION	PAGE
GRI 2: General Disclosures 2021	2-1	Organisational details	Corporate Information	30
	2-2	Entities included in the organisation's sustainability reporting	Corporate Structure	32
			About This Statement	84
	2-3	Reporting period, frequency and contact point	About This Statement	84
	2-4	Restatements of information	N/A	-
	2-5	External assurance	Statement of Assurance	85
	2-6	Activities, value chain and other business relationships	Who We Are	10
			What We Do	12
			Our Asset	14
	2-7	Employees	Breakdown of employees, by employment category	139
	2-8	Workers who are not employees	Employee Breakdown by Employment Type	114
	2-9	Governance structure and composition	Corporate Governance Overview Statement	154
	2-10	Nomination and selection of the highest governance body		
	2-11	Chair of the highest governance body		
	2-12	Role of the highest governance body in overseeing the management of impacts		
	2-13	Delegation of responsibility for managing impacts		
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	89
	2-15	Conflicts of interest	Corporate Governance Overview Statement	154
			Additional Compliance Information	184
			Analysis of Shareholdings	
	2-16	Commitment of critical concerns	Material Matters	96
	2-17	Collective knowledge of the highest governance body	Board Qualification and Skills	134
	2-18	Evaluation of the performance of the highest governance body	Board Annual Evaluation on Effectiveness	163
	2-19	Remuneration policies	TOR of Board Nomination and Remuneration Committee at www.uzmagroup.com	
	2-20	Process to determine remuneration		

GRI STANDARD	CODE	DISCLOSURE	LOCATION	PAGE
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	N/A	
	2-22	Statement on sustainable development strategy	A Message from the MD/Group CEO	86
	2-23	Policy commitments	Ethical Business Practices	133
	2-24	Embedding policy commitments		
	2-25	Processes to remediate negative impacts	Whistleblowing and Grievance Mechanism	135
	2-26	Mechanisms for seeking advice and raising concerns	Whistleblowing and Grievance	135
	2-27	Compliance with laws and regulations	Regulatory Compliance	137
	2-28	Membership associations	Uzma's Active Engagement in Industry Associations and Collaborative Initiatives	95
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	91
	2-30	Collective bargaining agreements	Labour Practices and Human Rights Supply Chain Management	115 101
GRI 3: Material Topics	3-1	Process to determine material topics	Material Matters	96
	3-2	List of material topics		
	3-3	Management of material topics	Management of all material topics are provided in the respective topical disclosures within this report	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Performance	100
	201-2	Financial implications and other risks and opportunities due to climate change	N/A	-
	201-3	Defined benefit plan obligations and other retirement plans	Comprehensive Employee Compensation and Benefits	127
	201-4	Financial assistance received from government		-



GRI STANDARD	CODE	DISCLOSURE	LOCATION	PAGE
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	N/A	-
	202-2	Proportion of senior management hired from the local community	Diversity, Equity and Inclusion	113
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Economic Performance	100
	203-2	Significant indirect economic impacts	Engagement with Local Communities	131
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supporting Local Suppliers	103
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Ethical Business Practices	133
	205-2	Communication and training about anti-corruption policies and procedures		
	205-3	Confirmed incidents of corruption and actions taken		
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Conduct and Business Ethics	136
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management	110, 138
	302-2	Energy consumption outside of the organization		
	302-3	Energy intensity		
	302-4	Reduction of energy consumption		
	302-5	Reductions in energy requirements of products and services		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water and Effluent Management	111, 138
	303-2	Management of water discharge-related impacts		
	303-3	Water withdrawal		
	303-4	Water discharge		
	303-4	Water consumption		
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Commitment To Environmental Compliance	108
	304-2	Significant impacts of activities, products, and services on biodiversity		

GRI STANDARD	CODE	DISCLOSURE	LOCATION	PAGE
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions Management	109, 138
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity		
	305-5	Reduction of GHG emissions		
	305-6	Emissions of ozone-depleting substances (ODS)		
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management	110, 138
	306-2	Management of significant waste-related impacts		
	306-3	Waste generated		
	306-4	Waste diverted from disposal		
	306-5	Waste directed to disposal		
GRI 308: Supplier Environmental Awareness 2016	308-1	New suppliers that were screened using environmental criteria	Sustainable Procurement Practices	101
	308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Talent Attraction and Retention	129
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Comprehensive Employee Compensation and Benefits	127
	401-3	Parental leave	Employee Benefits and Remuneration Data	141
GRI 402: Labor / Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Labour Practices and Human Rights	115
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	A Commitment to Employee Well-being	116
	403-2	Hazard identification, risk assessment, and incident investigations	HSE Performance Data	120, 139
	403-3	Occupational health services		
	403-4	Worker participation, consultation, and communication on occupational health and safety		
	403-5	Worker training on occupational health and safety		
	403-6	Promotion of worker health		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8	Workers covered by an occupational health and safety management system		
	403-9	Work-related injuries		
	403-10	Work-related ill health		

GRI STANDARD	CODE	DISCLOSURE	LOCATION	PAGE
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Training and Development	128, 141
	404-2	Programs for upgrading employee skills and transition assistance programs		
	404-2	Percentage of employees receiving regular performance and career development reviews		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion	112, 139
	405-2	Ratio of basic salary and remuneration of women to men	N/A	-
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Labour Practices and Human Rights	115
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Labour Practices and Human Rights	115
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Labour Practices and Human Rights	115
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labour Practices and Human Rights	115
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Labour Practices and Human Rights	115
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Labour Practices and Human Rights	115
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Engagement with Local Communities	131
	413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement Data	141
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Sustainable Procurement Practices	101
	414-2	Negative social impacts in the supply chain and actions taken		
GRI 415: Public Policy 2016	415-1	Political contributions	Robust Anti-Corruption and Corruption Stance	135
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity	137

FTSE4GOOD DISCLOSURE INDEX

PILLAR	CODE	LOCATION	DISCLOSURE	PAGE
Environmental	EBD	Biodiversity	Commitment To Environmental Compliance	108
	ECC	Climate Change	Adopting a Responsible Approach to Climate Change	107
			Commitment to Environmental Compliance	108
			Energy Consumption Data	110,138
	EPR	Pollution & Resources	Waste Management	110
	ESC	Supply Chain (Environment)	Sustainable Procurement Practices Vendor Performance Assessment and Audits	101 136
	EWT	Water Security	Water Consumption Performance Data	111, 138
Social	SCR	Customer Responsibility	N/A	-
	SHS	Health & Safety	A Commitment to Employee Well-being	116
			HSE Performance Data	139
	SHR	Human Rights & Community	Labour Practices and Human Rights	115
			Talent Retention and Development	129
			Engagement with Local Communities	131
			Ethical Business Practices	133
			Community Engagement Performance Data	131, 142
	SLS	Labour Standards	Labour Practices and Human Rights	115
			Talent Attraction and Retention	129
			Ethical Business Practices	133
			Diversity, Equity and Inclusion	112
			Hiring and Attrition	140
			Training and Development	128, 141
			Employee Compensation and Benefits	127, 141
	SSC	Supply Chain (Social)	Labour Practices and Human Rights	115
			Talent Attraction and Retention	129
			Supply Chain Management	101
			Embedding Sustainability into Risk Management Practices	90
			Supply Chain Management Performance Data	138

PILLAR	CODE	LOCATION	DISCLOSURE	PAGE
Governance	GAC	Anti-Corruption	Ethical Business Practices	133
			Anti-Corruption Performance	135, 142
	GCG	Corporate Governance	Sustainability Governance	89
			Corporate Governance Overview Statement	154
	GRM	Risk Management	Embedding Sustainability into Risk Management Practices	90
			Regulatory Compliance	137
			Statement on Risk Management & Internal Control	168
	GTX	Tax Transparency	N/A	-





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