*ENGINEERED
FOR RESILIENCE,*
**DESIGNED FOR
GROWTH**

UZMA

**ANNUAL
REPORT
2025**

SECTION

04

Our Sustainability Journey

About This Statement

This Sustainability Statement ("Statement") highlights the ongoing strategies, initiatives, and performance of Uzma Berhad and its group of companies (collectively referred to as "Uzma" or "Group").") in managing and mitigating key sustainability risks and opportunities.

Scope and Boundaries

This Statement covers the financial year end of 30 June 2025 ("FY 2025," "the year," and "reporting period"). The Environmental section excludes disclosures from international subsidiaries, while all other sections present Group-wide information.

Where relevant, we also present data from previous years to track progress and provide additional context. The Statement highlights our approach to addressing key sustainability issues that affect our business and our ability to create value for all stakeholders.

Reporting Framework and Standards

This Statement has been prepared with reference to Bursa Malaysia's latest listing requirements and relevant sustainability reporting guidance, including the National Sustainability Reporting Framework ("NSRF"), which incorporates elements of IFRS S1 and S2, and is also guided by the Global Reporting Initiative ("GRI") Standards, FTSE4Good Bursa Malaysia Index, and the United Nations Sustainable Development Goals ("UNSDGs"), which collectively serve as the foundation for the reporting framework.

Our disclosures are guided by these requirements and reflect our commitment to transparency and accountability. While sustainability reporting practices continue to evolve, we have adopted a best-effort approach in this reporting cycle.

Statement of Assurance

The information presented in this Statement has not been subjected to assurance by our internal audit function or any external independent assurance provider.

While the non-financial data within this statement has yet to be externally assured, Uzma is considering obtaining external assurance for future reporting.

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 For Resilient Growth

Dear Stakeholders,

At Uzma, sustainability is not just a responsibility, it is a strategic enabler of long-term value creation. In FY 2025, we deepened our commitment to global sustainability goals, achieving meaningful progress while maintaining resilient financial and operational outcomes.

This year, we advanced our commitment to sustainability across all four pillars; Economic, Environmental, Social, and Governance ("EESG"). We achieved a robust 21% year-on-year revenue growth and expanded our diversification efforts, with milestones including the energisation of our 50MWac solar plant, the successful launch of UzmaSAT-1, and the continued strength of our Liquid Natural Gas ("LNG") trading business. These accomplishments reflect our focus on building a future-ready, innovation-driven business.

We are also proud of our environmental stewardship efforts. We expanded our emissions tracking and broadened disclosure to include more of our operating sites. As we strengthen our climate resilience, we remain committed to supporting Malaysia's energy transition through our solar Engineering, Procurement, Construction, and Commissioning ("EPCC") services and the advancement of clean technologies.

Equally, we are deeply committed to creating a safe, inclusive, and empowering work environment. This includes investing in workforce development, upholding human rights across our value chain, and reinforcing a culture grounded in safety and integrity. We recorded over 2.9 million LTI-free manhours and significantly increased investments in training to prepare our people for the future of work. In line with United Nation Sustainable Development Goal 4: Quality Education, we also continue to support learning and capacity-building initiatives, providing opportunities for upskilling, knowledge transfer, and meaningful youth engagement through internships and industry partnerships.

Sustainability at Uzma is governed with discipline and guided by accountability. We have embedded sustainability into our risk management approach and maintain a governance structure that ensures continuous oversight from our Board, the Board Sustainability and Risk Management Committee, and our senior leadership. This robust governance foundation enables us to act with confidence in a world of constant change.

Looking ahead, our journey continues with greater urgency. As global challenges evolve from climate change and resource scarcity to stakeholder expectations, we remain steadfast in our vision to be a responsible, adaptive, and forward-thinking company. We will continue to engage with our stakeholders, strengthen partnerships, and innovate to unlock shared value across the communities and ecosystems we serve.

Thank you for your continued trust and support.

Dato' Kamarul Redzuan B. Muhamed
Managing Director/Group Chief Executive Officer ("MD/GCEO")

Highlights of Sustainability Performance in FY 2025

Economic

RM 716.7 MILLION REVENUE

RM 245 MILLION TOTAL PROCUREMENT VALUE

Environmetal

9,378 MW TOTAL ENERGY CONSUMPTION

4,176 tCO_2e TOTAL EMISSION

Social

846 PEOPLE TOTAL EMPLOYEES

WOMEN EMPLOYEE 22%

MALAYSIAN EMPLOYEE 73%

2.9 MILLION HOURS MANHOURS WITH ZERO LOST TIME INJURY ("LTI").

RM 1.83 MILLION AMOUNT INVESTED IN TRAINING

23,798 HOURS EMPLOYEE TRAINING

Governance

0
- BRIBERY AND CORRUPTION CASE REPORTED
- BREACH OF CONDUCT
- INCIDENCE OF CUSTOMER DATA BREACHES

9 UNSDGS ADOPTED

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

7 AFFORDABLE AND CLEAN ENERGY

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Introduction

Uzma's vision is to become a sustainable energy and technology company. Fostering shared economic value within our culture is paramount to us. Our objective is to contribute to meeting the world's energy demands and addressing contemporary global challenges, including climate change, while simultaneously creating value for all stakeholders.

Below is the Uzma's sustainability framework:

SUSTAINABILITY VISION

Achieving long-term business and value creation with responsible environmental practices, ethical social conduct, and strong governance.

SUSTAINABILITY MISSION

ECONOMIC	ENVIRONMENTAL	SOCIAL	GOVERNANCE
Resilient Growth and Long-Term Business Goals	**Environmental Stewardship and Sustainable Practices**	**Social Responsibility and Community Engagement**	**Ethical Business Conduct and Transparency**
Driving sustainable economic growth by creating long-term value for our stakeholders through innovation, cultural of excellence, and responsible financial performance	Minimise environmental impact and maximise resource efficiency in all operations	Enhance social well-being and empower communities through responsible business practices	Uphold the highest ethical standards and strong corporate governance practices

SUSTAINABILITY THEMES & VALUE PROPOSITION

Emphasising resilience, efficiency, and responsible financial stewardship	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 partnerships

IDENTIFIED MATERIAL TOPICS

|			
Economic Performance Supply Chain Management Technology & Innovation	Energy Management Emissions Management Waste Management Water Management Pollution Management Climate Change Biodiversity	Occupational Safety and Health Labour Practices and Human Rights Diversity, Equity, and Inclusion Employee Management Corporate Social Responsibility	Ethical Business and Practices Data Privacy and Cyber Security

UzmaWAY VALUES

Sustainability Across Our Operations

Uzma is dedicated to delivering sustainable value for all stakeholders in a safe, secure, and socially responsible manner. This commitment is achieved by:

- Generating social and economic benefits for individuals connected to our business operations, in alignment with Uzma's shared values; and
- Minimising the environmental footprint throughout the lifecycle of our projects.

We integrate our sustainability journey across the business on three distinct levels:
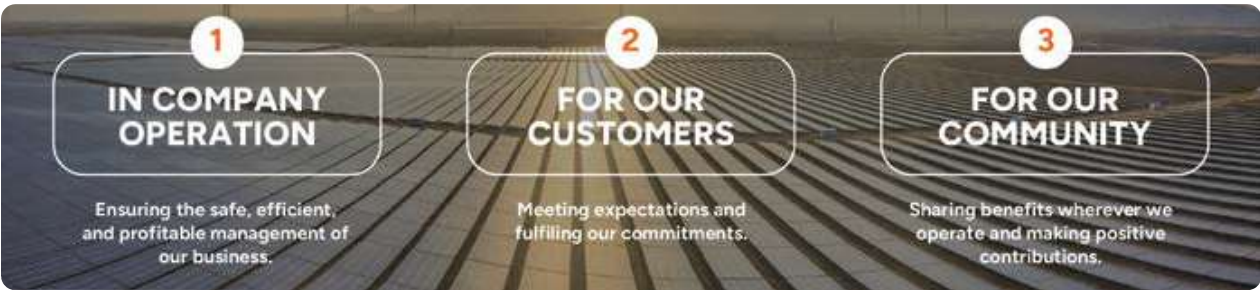
Sustainability Governance

Uzma maintains a structured governance framework to oversee sustainability and climate-related risks and opportunities. The Board of Directors holds ultimate responsibility, supported by dedicated committees and management teams to drive execution and performance across the Group.

An overview of the Group's sustainability governance structure is provided below:

The roles and responsibilities within Uzma's sustainability governance framework are designed to ensure transparency, accountability and ongoing enhancement of the Group's sustainability initiatives. Below are the roles and responsibilities in Group's sustainability governance.

Board Oversight

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 Group's overall sustainability performance.
> - Establish clear accountability for sustainability within the organisation.
> - Engage with stakeholders on sustainability issues.
> - Is supported by the Board Sustainability and Risk Management Committee ("SRMC").

Board Sustainability and Risk Management Committee ("SRMC")

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

Management Oversight

Oversight Committee

> ***Strategy Development and Implementation***
>
> - Senior Management-level committee, chaired by the MD/GCEO.
> - Develop, coordinate, and implement Uzma's sustainability strategy.
> - Embed sustainability into all facets of the organization'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.

Integrating Sustainability Considerations into Risk Management Practices

Integration into Overall Risk Management Process

The Group continues to consider all risk exposures, including sustainability and climate issues, by identifying, assessing, prioritising, and monitoring them within our regular risk management processes as outlined below. This ensures these risks are evaluated alongside financial and operational risks for a holistic risk view.

By incorporating sustainability into strategic decisions, we strengthen resilience and long-term value creation. Scenario analysis and stakeholder engagements help us adapt to evolving conditions.

Risk Identification

The Group identifies sustainability and climate-related risks and opportunities, along with other risks through an understanding of its operations and value chain, considering critical resource inputs, stakeholder relationships, and interdependencies.

Internal and external sources are also reviewed, including:
- Stakeholder engagements
- Regulatory review and relevant standards
- Peers benchmarking
- Monitoring emerging risks
- Consultations with independent sustainability advisors (where necessary)

The management applies judgement to determine which sustainability-related risks and opportunities could reasonably be expected to affect Uzma's prospects. This includes assessing the relevance of SASB metrics and deciding what constitutes material information that may influence decision-making by primary users.

Assessment and Prioritisation

The materiality assessment considers the likelihood and potential impact on economic, environment, and social prospects including a range of outcomes for uncertain events. Past occurrences increase the likelihood rating.

The impact significance and likelihood are evaluated. No definitive thresholds were applied but, typically, those with a higher impact are disclosed.

- The SRMC supports the Board in overseeing the prioritisation of material sustainability and climate-related risks.
- The Oversight Committee supports the prioritisation of identified sustainability-related opportunities and ensures alignment across business functions.

Monitoring and Reporting

Continuous monitoring is important to track the effectiveness of our risk management strategies. Our performance is tracked through relevant metrics and disclosed annually in our sustainability report.

Stakeholder Engagement

Uzma aims to maintain a trustworthy and responsible business by building a long-lasting relationship, and to actively seek feedback from our stakeholders on material issues through consistent two-way communications to promote transparency and honesty.

The table below provides a concise overview of key stakeholder categories and Uzma's approach to stakeholder engagement.
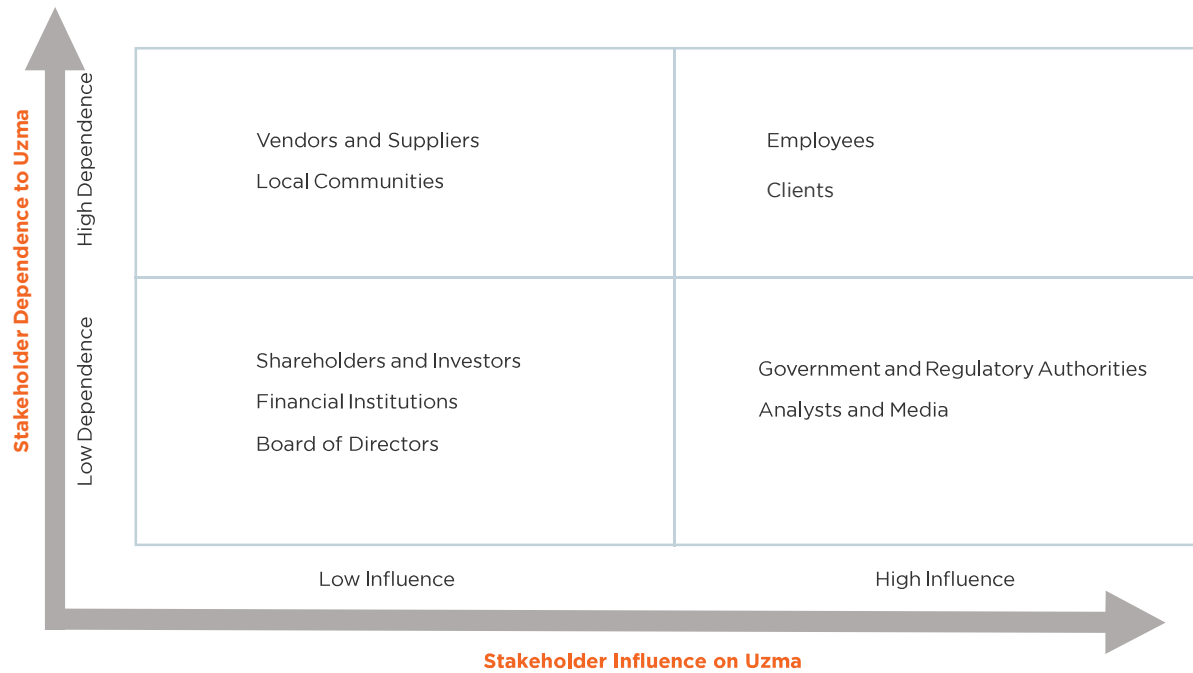
Stakeholder Groups	Our Commitment	Method of Engagement	Areas of Interest
Investors & Shareholders	We are committed to delivering value to our investors and shareholders through consistent growth and financial performance. We prioritise transparency, accountability, and adherence to corporate governance standards. We aim to provide timely and accurate financial information.v	• 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	• 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 behaviour

Stakeholder Groups	Our Commitment	Method of Engagement	Areas of Interest
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.	• Employee onboarding programme • Regular staff meetings and feedback mechanisms • Employee surveys to gauge satisfaction and identify areas for improvement • Training and development programmes • 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	• 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
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.	• 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, Health, Safety and Environment certification audits • Regulatory site visits and audits	• Business growth • Project delivery, quality and efficiency • Timely and responsive customer service • Innovative solutions and technology • Health, Safety, and Environmental prioritisation • 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.	• 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	• 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	• Regular communication through meetings, emails, and calls. • Collaboration on joint initiatives, innovation, and problem solving • Vendor performance assessments and feedback sessions. • Compliance with Uzma's Code of Conduct and Business Ethics ("COBE") for Business Associates and ethical sourcing practices • Participating in industry-specific events and forums. • Providing timely payments and ensuring a fair and transparent procurement process	• Quality and reliability of products and services • Adherence to Uzma's sustainability and ethical standard • 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.	• CSR initiatives • Addressing specific community needs	• 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.	• 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	• 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.	• 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	• 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
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.	• Annual and quarterly financial reports • AGM • Discussions and consultations with financial institutions to address financial matters	• Financial agreements • Financial compliance to regulations, standards and requirements • Financial stability

Uzma uses a stakeholder prioritisation matrix to identify and rank stakeholders based on their level of influence on our operations and the impact of our activities on them. This approach ensures that our strategies remain aligned with the needs and expectations of each stakeholder group.

The following illustrates Uzma's stakeholder prioritisation matrix:

Stakeholder Dependence to Uzma (vertical axis)

	Low Influence	High Influence
High Dependence	Vendors and Suppliers Local Communities	Employees Clients
Low Dependence	Shareholders and Investors Financial Institutions Board of Directors	Government and Regulatory Authorities Analysts and Media

Stakeholder Influence on Uzma (horizontal axis)

Uzma's Active Engagement in
Industry Associations and Collaborative Initiatives

Uzma has active memberships in a wide range of associations, professional bodies, universities and trade events within the energy and technology industry. This reflects our commitment to staying up to date on industry developments and contribute to key conversations and initiatives.

Our goal is to address emerging challenges and advanced sustainability standards, which are vital in building resilient and forward-thinking industry.

The following is Uzma's participation and contributions with industry associations:

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. We have two representatives in the MOGSC's Energy Transition and Environmental, Social, and Governance ("ESG") working group.

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 recognize the significance of MPRC's contributions and actively engage in the corporation's events and workshops, with our Managing Director and Group CEO 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. With our Managing Director and Group CEO serving as a member of MIGHT's Board, Uzma actively participates in MIGHT's events and formal collaborations, contributing to 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 Director for Special Project 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.

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.

Malaysian Photovoltaic and Sustainable Energy Industry Association ("MPSEA")

Uzma is proud to be a member of MPSEA, an association that has advocated on raising awareness about solar photovoltaic ("PV") technology in Malaysia for the past two decades. As a member, Uzma is actively supporting the mission and vision carried by MPSEA by expanding solar PV projects, providing expertise and resources and collaborating on research and development. Over the years, MPSEA's mission and vision have played a crucial role in advancing solar PV awareness and its adoption among the nation's people.

Material Matters

Uzma identifies material sustainability topics through internal assessments and stakeholder input, guided by global best practices. These matters reflect the most relevant sustainability issues impacting our operations, strategy, and long-term value.

The following table shows sustainability matters and their significance to Uzma:

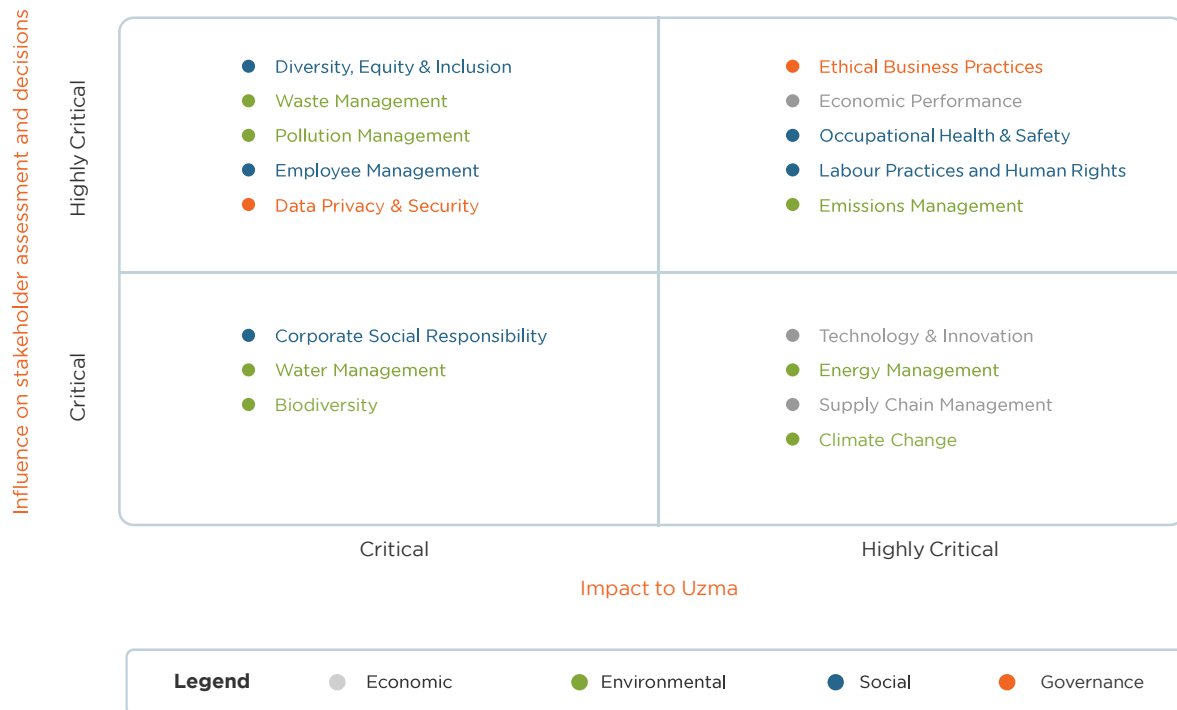| Sustainability Matters	Economic	Environmental	Social	Governance
Commitment	Optimising our profitability to support long-term growth, innovation, and value creation. We focus on fostering economic stability by prioritising sound financial practices, ensuring the well-being of our employees, and generating 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 ecofriendly 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 wellbeing. 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	• Economic Performance • Supply Chain Management • Technology & Innovation	• Energy Management • Emissions Management • Waste Management • Water Management • Pollution Management • Climate Change • Biodiversity	• Occupational Safety and Health • Labour Practices and Human Rights • Diversity, Equity & Inclusion • Employee Management • Corporate Social Responsibility	• Ethical Business Practices • Data Privacy and Cyber Security

Materiality Matrix

The materiality matrix below highlights how we prioritise key sustainability issues identified during the reporting year. The horizontal axis reflects the significance of each issue to our business, considering economic, environmental, social, and governance impacts, while the vertical axis indicates the level of stakeholder influence, based on how these issues affect their assessments and decisions.

In FY 2025 we updated materiality matrix which was originally developed in FY 2020.

1. To enhance the clarity and effectiveness of our sustainability disclosures, we have refined our material matters. The Water and Effluent Management topic has been separated into two distinct matters: Water Management and Pollution Management, allowing for more focused reporting and better transparency on each area. Additionally, Employment Opportunities and Training & Development have been consolidated under a single material matter: Employee Management, to reflect a more holistic approach to workforce development.

2. Three new material matters have been identified, assessed, reviewed, and approved by the Oversight Committee for inclusion in our sustainability reporting.

   • Under the Economic pillar, Technology & Innovation has been introduced as a key enabler of Uzma's economic resilience and long-term growth.

   • Within the Environmental pillar, two new matters have been added:

     ○ Climate Change, reflecting the increasing importance of transitioning to a low-carbon economy and responding to tightening climate-related regulations across our value chain.

     ○ Biodiversity, which highlights the need to address the impact of our diversified energy solutions on natural habitats and ecosystems.

The following illustrate the updated materiality matrix:

Influence on stakeholder assessment and decisions

Highly Critical
- Diversity, Equity & Inclusion
- Waste Management
- Pollution Management
- Employee Management
- Data Privacy & Security

- Ethical Business Practices
- Economic Performance
- Occupational Health & Safety
- Labour Practices and Human Rights
- Emissions Management

Critical
- Corporate Social Responsibility
- Water Management
- Biodiversity

- Technology & Innovation
- Energy Management
- Supply Chain Management
- Climate Change

Critical   Highly Critical

Impact to Uzma

Legend   ● Economic   ● Environmental   ● Social   ● Governance

Alignment with United Nations

Sustainable Development Goal ("UNSDGs")

Uzma is firmly aligned with the United Nations Sustainable Development Goals ("UNSDGs") and has included Quality Education as an additional goal in FY 2025. With this, there are nine (9) UNSDGs that significantly impact our sustainability strategy, where we believe our contributions can make the most significant impact in these areas.

The Group also encourages its business partners to also collaborate in achieving these goals.

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.

Ensure that all learners have access to knowledge and skills

Commitment:

- Commit to provide opportunities for youth and adults to have relevant skills for employment.
- Support educational institutions and human resource initiatives in sustainable talent development.

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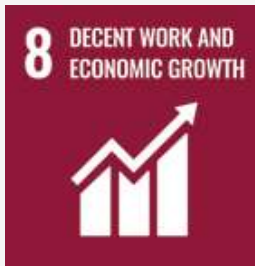
Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

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.

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.

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.

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.

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
Economic Performance

Related UNSDGs

Why It Matters?

Economic performance is crucial to Uzma, as it underpins the Group's long-term viability and its capacity to deliver value to shareholders, employees, customers, and communities. It enables continued investment in innovation, operational excellence, and sustainability initiatives, while also contributing to national economic development through taxes, local procurement, and job creation.

Our Approach

Driving Resilient Growth through Diversification and Responsible Growth

Our strategy for economic performance is centred on building long-term business resilience through diversification, value-driven investments, and responsible growth. We focus on:

- Diversifying revenue streams, including Renewable Energy, Energy Trading, and Digital Solutions to reduce dependency on any single market or activity.

- Investing in innovation and technology to enhance service offerings, stay competitive, and respond to emerging market needs.

- Strengthening operational capabilities to deliver projects safely, reliably, and cost-effectively.

- Aligning financial planning with sustainability priorities, such as low-carbon solutions and digitalisation, to create shared value and long-term impact.
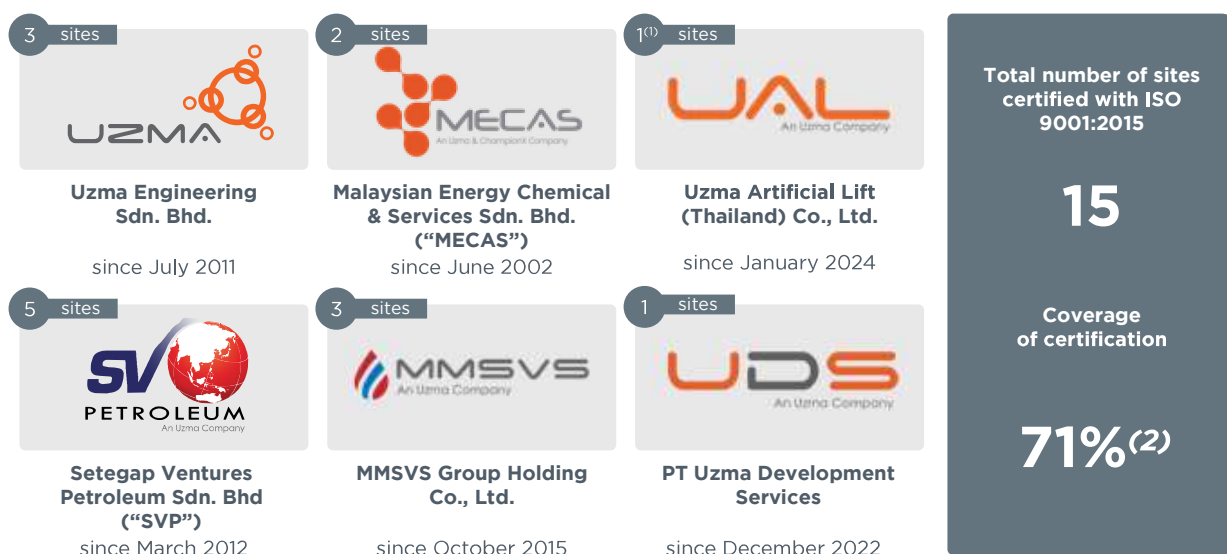
In addition to oil and gas services as our core revenue stream, the successful Commercial Operation Date ("COD") of Uzma Kuala Muda Sdn Bhd's 50MWac large-scale solar plant in 25 September 2024, the launch of our UzmaSAT-1 satellite in 15 January 2025, and the strong performance of our liquefied natural gas (LNG) trading business reflect our unwavering commitment to delivering value to stakeholders and securing a sustainable and promising future for Uzma and the industries we serve.

Ensuring Service Quality

Delivering high-quality services is essential to client trust, operational reliability, and financial performance. We recognise that consistent delivery and technical excellence minimise downtime, prevent rework, and support sustainable growth. To drive this, we set clear quality targets to measure and maintain performance standards.

As of FY 2025, fifteen of our twenty-one operating sites (71%) are certified under the ISO 9001:2015 Quality Management System. These standards ensure our work processes are consistent, efficient, and meet customer expectations.

Number of sites certified with ISO 9001:2015

3 sites	2 sites	1[(1)] sites
UZMA	**MECAS** *An Uzma & Champion Company*	**UAL** *An Uzma Company*
Uzma Engineering Sdn. Bhd.	**Malaysian Energy Chemical & Services Sdn. Bhd. ("MECAS")**	**Uzma Artificial Lift (Thailand) Co., Ltd.**
since July 2011	since June 2002	since January 2024

5 sites	3 sites	1 sites
SV PETROLEUM *An Uzma Company*	**MMSVS** *An Uzma Company*	**UDS** *An Uzma Company*
Setegap Ventures Petroleum Sdn. Bhd ("SVP")	**MMSVS Group Holding Co., Ltd.**	**PT Uzma Development Services**
since March 2012	since October 2015	since December 2022

Total number of sites certified with ISO 9001:2015

15

Coverage of certification

71%[(2)]

---

(1)   *Site certified with ISO 9001:2015 Quality Management System and API Spec Q1 Quality Management System Requirements for Organizations Providing Products for the Petroleum and Natural Gas Industry.*

(2)   *The 29% of sites without ISO 9001 certification, which include transit and office locations, follow the Uzma Integrated Management System ("IMS") practices and apply appropriate quality control and assurance consistent with certified sites. These sites remain under the Corporate QHSE governance framework.*

We ensure clear communication within our teams and with stakeholders to enhance clarity, trust, and uphold the reliable delivery of quality outcomes.

Field activities are closely monitored to ensure adherence to scope, technical requirements, safety protocols, and seamless project delivery. For technical projects such as solar installations or specialised field services, we manage regulatory and engineering aspects to minimise operational disruption.

We monitor service performance to identify gaps, drive improvements, and uphold accountability across project execution. This is supported by tools such as the Customer Delivery Survey ("CDS") and Service Quality Incident ("SQI") tracking.

Our Performance

Financial Performance

Uzma demonstrated remarkable financial performance in the past financial year, achieving a robust revenue growth of 19% year-on-year, totalling RM 716 million. The table below provides a summary of our economic value generated and distributed.

Economic Indicator		FY 2023	FY 2024	FY 2025
Economic Value Generated	Revenue	RM 474 million	RM 600 million	RM 716 million
Sustainability Aspects	Procurement Spent	RM 94 million	RM 225 million	RM 245 million
	Employee Remuneration and Benefits	RM 51 million	RM 65.4 million	RM 86.5 million
	Payment to providers of capital *(i.e. dividend to investors, financing cost)*	RM 18 million	RM 20 million	RM 34 million
	Payment to government *(i.e., tax, permits)*	RM 5 million	RM 5 million	RM 6 million

For a more detailed discussion on our business strategy and performance, please refer to the Management Discussion and Analysis section of the Annual Report.

Quality Performance

During the reporting period, we are continually to meet our quality performance targets, reflecting our commitment to consistent service delivery and client satisfaction.

Quality Indicator	Target	FY 2023	FY 2024	FY 2025
Customer Delivery Survey ("CDS") Rating	Average score for whole project >= 85%	87.4%	86.8%	90.5%
Service Quality Incident Tracking	100% closure of Service Quality Incidents	N/A	100% Closure	100% Closure

Related UNSDGs

Supply Chain Management

Why It Matters?

Supply chain management is fundamental to Uzma's long-term success and sustainability commitment. We recognise the crucial role of our contractors and vendors, collectively known as Business Associates in delivering projects and services that meet the highest standards of quality, safety, and environmental responsibility. By integrating ESG principles in our procurement operations, we create value that extends beyond financial returns to encompass environmental protection, social progress, and economic prosperity for all stakeholders.

Our Approach

Responsible Sourcing

We maintain an unwavering commitment to responsible procurement practices that uphold human rights, ensure fair labour conditions, promote safe working environments, and protect our environment across the entire supply chain. Our comprehensive approach is governed by our Group Supply Chain Management Policy, which aligns with ISO 9001:2015 and API Q2 Quality Management System requirements.

All vendors, contractors, and service providers must adhere to our Code of Conduct and Business Ethics ("COBE") for Business Associates, which establishes clear expectations for ethical business conduct. This COBE should be read together with our Human Rights Policy, Quality, Health, Safety and Environmental ("QHSE") Policy, and Anti-Bribery Policy, all accessible through our corporate website.

Our zero-tolerance approach encompasses:

- Prohibition of forced, bonded, or involuntary labour
- Elimination of child labour and exploitation
- Prevention of human trafficking in any form
- Protection against discriminatory practices
- Mandatory environmental and safety compliance

To ensure transparency and accountability, all purchases exceeding RM 250,000 undergo independent review by our Procurement Tender Committee ("PTC") where the Chairman is not part of the Group Supply Chain management ("GSCM"). All of the PTC members are required to declare Conflict of Interest ("COI") form. Additionally, our GSCM processes are subjected to regular ISO compliance audits by certification bodies and process audit by internal auditors from external consultants.

Terms and Conditions Updated with ESG Commitments

The Group updated its Purchase Order ("PO") Terms and Conditions, effective 25 March 2025, to include an ESG clause aligned with internal policies. Vendors must comply with ESG, Anti-Bribery, Conflict of Interest ("COI"), QHSE, and Whistleblowing requirements as a mandatory part of their engagement. These updates reinforce the Group's commitment to ethical, sustainable, and responsible business practices, promoting accountability throughout the supply chain.

We have actively communicated these standards to all vendors and business partners, emphasising that adherence is integral to their relationship with us. Vendors are encouraged to align their operations accordingly.

This approach strengthens accountability within our supply chain and supports our goal of fostering sustainable, responsible, and transparent business.

Strengthening Environmental and Social Due Diligence in Our Supply Chain

We are enhancing our approach to environmental and social risk oversight within our supply chain by embedding sustainability considerations into procurement practices, to drive accountability and alignment with our values.

Our approach includes the following initiatives:

- Enhance communication with vendors on environmental and social risks, by improving awareness of Uzma's expectations through continuous engagement, open communication, and visibility of grievance mechanisms such as our whistleblowing platform.

- Assessment on environmental and social risks during vendor pre-qualification process.

- A more detailed assessment which includes reviewing health, safety, and environmental policy is conducted before inclusion into Approved Vendor List ("AVL").

We recognise there are areas for improvement. Moving forward, we will continue to review and enhance our vendor selection process by assessing environmental and social risks, and enhancing training for our staff on sustainable procurement and risk evaluation.

Environmental COBE for Business Associates to adhere

- Business Associates shall undertake measures to reduce energy use and carbon emissions.
- Business Associates are required to manage water resources responsibly by minimising usage, preventing pollution, and safeguarding water availability.
- Business Associates must implement measures to mitigate the negative impacts of their operations on ecosystem and taking proactive steps to prevent deforestation, habitat destruction, and biodiversity loss.
- Business Associates must establish comprehensive waste reduction practices that emphasise recycling, reuse, and responsible disposal both hazardous and non-hazardous waste.
- Business Associates shall adopt sustainable sourcing practices that prioritise materials obtained through responsible mean.

Vendor Survey

Understanding ESG Capabilities and Practices

We conducted ESG survey with vendor on 17 November 2024 to measure their understanding and adoption of sustainability topic. 40 vendors responded.

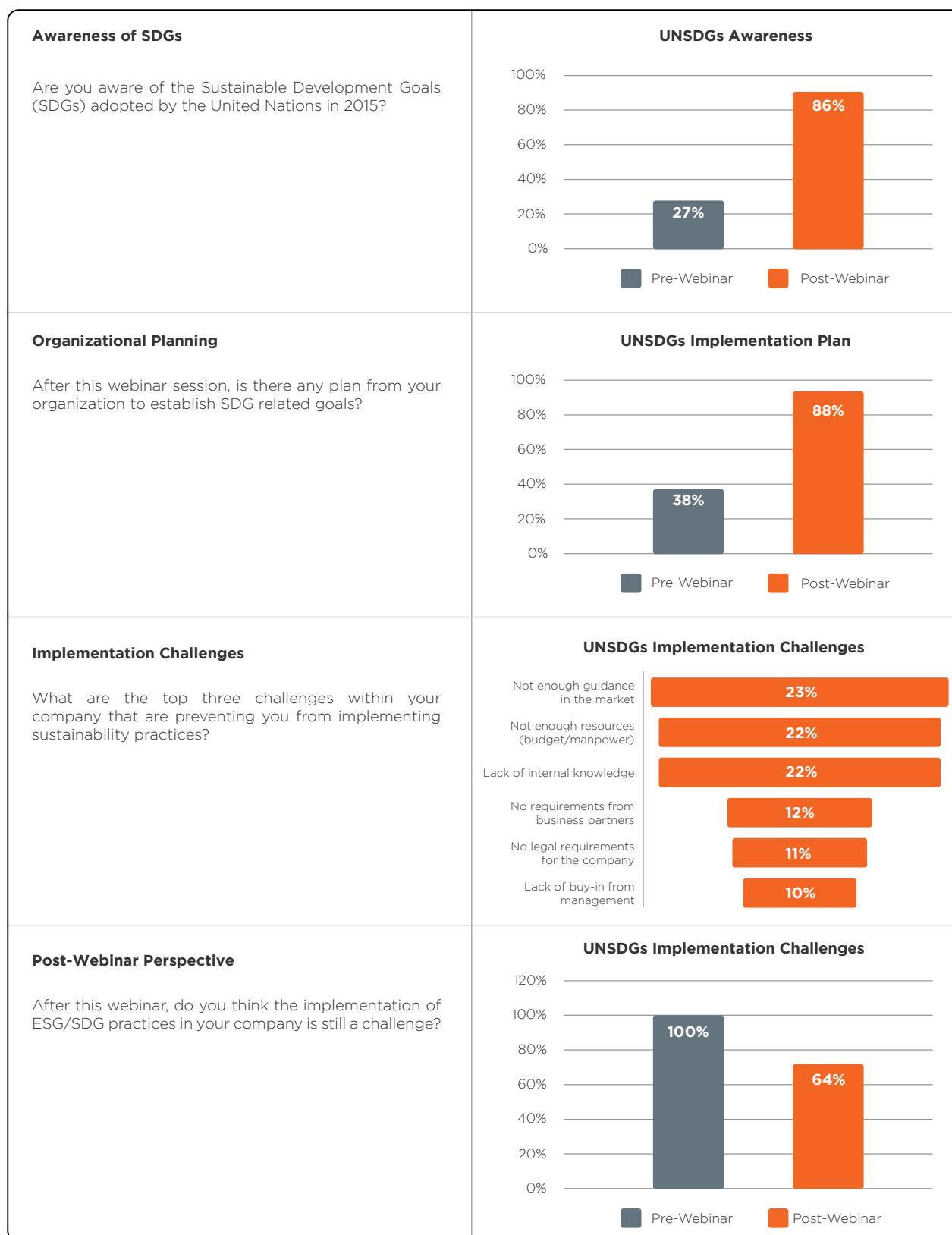Assessing Sustainability and Risk Across Our Supply Chain

Vendor Engagement

Sustainable Supply Chain (Awareness for A Responsible Future)

We organised sustainability awareness webinar on 10 April 2025 with total of 158 attendees to share awareness, knowledges and policies on environmental, social and governance topics.

A webinar was conducted to engage vendors on the implementation of the United Nations Sustainable Development Goals ("UNSDGs"). As part of the session, participants completed a pre- and post-webinar questionnaire to evaluate their awareness, understanding, and perceived challenges related to UNSDGs implementation.

The following questions were included in the survey:

Awareness of SDGs

Are you aware of the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015?

UNSDGs Awareness

- Pre-Webinar: 27%
- Post-Webinar: 86%

Organizational Planning

After this webinar session, is there any plan from your organization to establish SDG related goals?

UNSDGs Implementation Plan

- Pre-Webinar: 38%
- Post-Webinar: 88%

Implementation Challenges

What are the top three challenges within your company that are preventing you from implementing sustainability practices?

UNSDGs Implementation Challenges

- Not enough guidance in the market: 23%
- Not enough resources (budget/manpower): 22%
- Lack of internal knowledge: 22%
- No requirements from business partners: 12%
- No legal requirements for the company: 11%
- Lack of buy-in from management: 10%

Post-Webinar Perspective

After this webinar, do you think the implementation of ESG/SDG practices in your company is still a challenge?

UNSDGs Implementation Challenges

- Pre-Webinar: 100%
- Post-Webinar: 64%

We recognise the significant role transportation plays in our overall environmental impact. As part of our commitment to sustainable practices under our ESG framework, we actively monitor, measure, and manage carbon emissions related to transportation activities across our operations.

Carbon Emission Monitoring in Logistics Operations

Through our Logistics Team, we are strategically positioned to influence emission outcomes by making informed, data-driven decisions. Each logistics arrangement is assessed for its carbon impact, with CO_2 emissions data made visible to end users before selecting the mode of transport.

By embedding emissions information directly into shipment planning and execution workflows, we empower our operations teams to consider environmental impact alongside cost, efficiency, and service to support more sustainable logistics decisions.

Key areas where we drive emissions reduction include:

- **Mode of Transport Selection**
  Encouraging more sustainable alternatives by making the emissions trade-offs (e.g., air vs. sea) visible and actionable.

- **Load Consolidation**
  Promoting efficient container and truck utilisation to reduce per-unit CO_2 emissions.

- **Route Optimization**
  Leveraging intelligent planning to minimise fuel consumption and carbon output.

By integrating CO_2 visibility into every step of the logistics process, we enable proactive emissions management and reinforce our commitment to ESG principles. Our approach turns carbon accountability into a measurable and practical outcome to help us build a more sustainable, transparent, and responsible supply chain.

Asset Preservation & Scheduled Waste Handling

Effective asset preservation and responsible scheduled waste handling in our supply chain are essential components of our operational integrity, environmental compliance, and sustainability strategy. These practices help prolong the lifecycle of critical infrastructure, reduce operational risks, and ensure adherence to regulatory requirements, particularly under the Environmental Quality (Scheduled Wastes) Regulations 2005.

Local Sourcing

As part of our commitment to maintaining a reliable supply chain and supporting the Malaysian economy, we continue to prioritise local suppliers who meet our standards for quality, pricing, performance, and ethical practices. This approach aligns with our sustainability values and reflects our dedication to enhancing the economic well-being of local businesses. Having said that, we also conduct a total price comparison i.e. by taking logistics, taxes, and foreign currency cost to decide on the best option.

By prioritising local procurement, we strengthen Uzma's corporate reputation, improve supply chain efficiency, reduce operational costs, and gain greater control over procurement activities. More importantly, this strategy contributes to job creation in local communities, alleviates poverty, stimulates domestic industries, and encourages collaboration with vendors to reduce environmental impacts.

We define local procurement as the sourcing of goods and services from vendors operating within Malaysia. As an appointed anchor company under Malaysia's Vendor Development Programme ("VDP"), we actively develop local capabilities across our operations.

Vendor Performance Monitoring

Our procurement processes embed sustainability elements throughout, starting from the registration stage up to the annual vendor performance assessment. Prior to forming any partnerships, we conduct a thorough evaluation involves a review of economic, legal, and financial factors. For annual Vendor Performance Evaluation ("VPE"), we categorise our vendors based on their criticality, conduct annual performance review, and develop internal risk mitigation, and work with our vendors in embracing sustainable sourcing principles over a stipulated timeframe.

Additionally, we conducted annual Vendor Site Assessment ("VSA") visits to the selected major/ and critical vendors' operational sites to assess their environmental and social impacts, in line with ISO 14001 and ISO 45001 requirements. The assessment focused on health and safety, environmental protection practices and commitments, as well as the quality of products and services.

Vendors that do not meet our standards are formally notified and required to implement corrective actions. Continued non-compliance or failure to improve may result in suspension or disqualification from the Approved Vendor List ("AVL").

Supply Chain Continuity

We recognise the importance of maintaining a resilient supply chain to support uninterrupted operations. To manage potential risks, including those from climate or geopolitical events, we have adopted contingency measures such as supplier diversification, strategic sourcing, and inventory buffers at key locations.

As part of our ongoing risk management efforts, our Group Supply Chain Management team also actively participated in the Global Supply Chain Risk Workshop. The workshop covered key topics including:

- Weather and climate change as natural disruptors to supply chains

- The current state of global trade and the increasing uncertainty as a constant factor

- Emerging realities in the high-tech value chain

- The evolving decarbonisation ecosystem

This engagement underscores our proactive approach to identifying, understanding, and responding to evolving global supply chain risk.

Our Performance

Proportion of Spending on Local Vendors

Our commitment to local procurement is demonstrated through consistent prioritisation of Malaysian vendors. In FY 2025, we achieved significant milestones in supporting local economic development.

Procurement Indicator	FY 2023	FY 2024	FY 2025
Proportion of spending on local vendors	60%	43%	81%
Total procurement spent on local vendors	RM 56.9 million	RM 96.7 million	RM 198.3 million
Total procurement spent	RM 94.4 million	RM 224.9 million	RM 245.0 million

The temporary decrease in FY 2024 local spending proportion was due to specific requirements for advanced technology and original equipment manufacturer specifications. In FY 2025, we successfully increased local sourcing while maintaining quality standards.

Vendor Compliance with Social and Environmental Standards

We maintain robust monitoring systems to ensure vendor compliance with our social and environmental standards. To the best of our knowledge, no instances of vendor non-compliance with critical standards have been reported over the past three years. This includes adherence to prohibition of forced and child labour, fair wages and working hours, health and safety requirements, freedom of association, and proper waste management and pollution control.

Number of identified or reports of any potential violations by suppliers on social and environmental standards for FY 2023, 2024 and 2025:	None Reported

Vendor Performance Evaluation

Our comprehensive vendor evaluation program continues to expand coverage and depth. In FY 2025, we significantly increased both the number and quality of assessments conducted. By FY 2026, we aim to include sustainability elements into our VPE.

Vendor Performance Evaluation ("VPE")	FY 2023	FY 2024	FY 2025
Excellent	2.2%	11.8%	12.9%
Good	69.3%	58.6%	59.2%
Fair	27.3%	29.1%	27.6%
Poor	27.3%	0.5%	0.3%
Total Number of Vendors Evaluated	**88**	**244**	**294**

Vendor Site Assessment

As part of our ongoing vendor qualification and risk management efforts, a Vendor Site Assessment ("VSA") was conducted physically at vendors facilities to evaluate their suitability for supporting operations. The assessment aimed to verify the vendor's capability to meet project requirements in terms of safety performance, quality management system, healthy management system, and regulatory compliance. In FY 2025, we completed all of the 4 planned Vendor Site Assessments.

Vendor Site Assessment ("VSA")	FY 2023	FY 2024	FY 2025
Excellent	100.0%	16.7%	0.0%
Good	0.0%	33.3%	100.0%
Fair	0.0%	33.3%	0.0%
Poor	0.0%	16.7%	0.0%
Total Number of Vendors Assessed	**3**	**6**	**4**

Related UNSDGs

Technology & Innovation

Why It Matters?

Technology and innovation are key enablers of Uzma's economic resilience and sustainability leadership. Through our satellite capabilities and advanced geospatial analytics, we deliver practical solutions that address climate risks, land use pressures, infrastructure challenges, and environmental management across multiple sectors.

Our Approach

Driving Impact Through Satellite-Based Geospatial Solutions

Through our satellite, UzmaSAT-1 and geospatial data services such as the Land Use Change Analysis ("LUCA"), we leverage high-resolution imagery and analytics to support sustainability outcomes across key sectors.

Key applications include:

Sector	Description	Environmental & Social Impact
Agriculture	Combine satellite imagery, geospatial analytics, and predictive modelling to monitor crop health, soil condition, irrigation, and weather. Detect disease and manage fertiliser use in real-time.	Increases crop yield, reduces overuse of inputs, and lowers environmental footprint.
Plantation	Use high-resolution imagery for precision mapping of aging plantations, replanting tracking, and monitoring compliance with sustainability practices.	Enhances long-term productivity, supports traceability, and prevents plantation encroachment on sensitive ecosystems (e.g. peatland, riparian areas).
Urban Planning & Development	Leverage object-based image analysis, spatial modelling, and remote sensing to monitor urban sprawl, green spaces, and heat islands. Support infrastructure, transport, and zoning planning.	Promotes low-carbon, green city planning. Improves land use efficiency, disaster readiness, and access to basic services.
Environmental Monitoring	Detect GHGs (CH_4, CO_2) using satellite imaging. Monitor emissions, and environmental risks over wide areas with high temporal resolution.	Supports ESG reporting, climate action, pollution tracking, and policy decisions. Helps reduce industrial impact on the environment.
Ground Movement Monitoring	Use Synthetic Aperture Radar data to detect millimetre-level ground movement, sinkholes, subsidence, or slope instability regardless of weather or light.	Protects infrastructure, prevents failures, and improves early warning for disasters. Aids safe road, pipeline, and facility development.
Defence & Maritime	Provide satellite-based surveillance, border monitoring, and maritime domain awareness using optical and Synthetic Aperture Radar ("SAR") imaging. Track vessel activity and detect environmental threats.	Enhances national security, oil spill response, and coastal protection. Helps prevent illegal fishing, encroachment, and marine pollution.

Oil and Gas Production Enhancement Solutions

Our water injection solution boosts well production without the need for drilling new wells. By optimising reservoir pressure, it enhances oil recovery rates while minimising environmental impact.

Uzma's rod-less pump technology offers a low CO_2 footprint by replacing traditional engine-driven or motor-driven pumps with a system powered by available platform gas. This provides the market with a sustainable and energy-efficient pumping solution.

Our Performance

Geospatial Solutions

Our satellite and geospatial solutions have enabled large-scale environmental assessments, government partnerships, and industry collaborations that reflect our expanding role in sustainable development.

As of FY 2025, we are proud to announce the following achievements:

Achievement	Description	Value & Impact
RSPO LUCA Assessments	Conducted for Roundtable on Sustainable Palm Oil ("RSPO") under the Remediation and Compensation Procedures ("RaCP") to assess land use and guide restoration of cleared high conservation value areas.	As of the reporting period, LUCA evaluations covered more than 120,000 hectares across six countries: Malaysia, Indonesia, Thailand, Colombia, Ecuador, and Peru.
National High Resolution Earth Observation Satellite Project (Pembangunan Satelit Penderiaan Jauh Negara, "PSPJN").	Announced as the winning bidder for 8 years Public-Private Partnership Project with Government of Malaysia.	Developing and operating Malaysia's national remote sensing capability for agriculture, disaster management, and environmental monitoring.
Strategic Collaboration with Infrasel Sdn Bhd.	Memorandum of Understanding ("MoU") signed to explore satellite-enabled slope and infrastructure monitoring in Selangor.	Strengthens disaster preparedness and public safety infrastructure.

Oil and Gas Production Enhancement Solutions

Our water injection solutions have been successfully operating at Temana, D18, and Sepat field for 12, 9, and 4 years respectively. With this strong track record, we are now constructing a new Water Injection Facility for another major client in Malaysia to help enhance their production performance. This solution enables our clients to meet production demands without the need to drill additional wells.

Environmental

Energy Management

Related UNSDGs

Why It Matters?

Energy management is critical to both our operational efficiency and environmental responsibility. As energy use directly influences our emissions and operating costs, effective energy management supports emissions reduction and aligns with national low-carbon and energy transition goals.

Additionally, through our solar Engineering, Procurement, Construction, and Commissioning ("EPCC") services, we play a key role in supporting Malaysia's clean energy transition. By helping clients reduce reliance on fossil fuels, we contribute to national energy diversification and long-term energy security.

Our Approach

Our energy management strategy focuses on two key pillars: optimising our internal energy use and enabling broader renewable energy adoption, with the aim of reducing emissions and strengthening energy security.

Optimising Internal Energy Use

We are committed to improving energy efficiency across our operations without compromising service delivery. Our initiatives include:

- Maintaining mechanical and electrical systems to reduce energy loss.
- Employees awareness on the importance of energy saving and its positive impact to the environment.
- Monitoring and reporting of electricity consumption.

Supporting the Clean Energy Transition

As a solar energy generator and EPCC service provider, we help commercial and industrial clients generate renewable electricity under government-backed schemes such as LSS, NEM, and FiT. Our contributions include:

- Enabling clients to reduce Scope 2 emissions by offsetting grid electricity with clean solar power.
- Helping clients manage and reduce long-term energy costs.
- Facilitating the contribution of clean energy to the national grid.
- Supporting Malaysia's energy transition and climate targets.
- Enhancing national energy security through renewable diversification.

Our Performance

We are progressively improving our energy data collection and tracking capabilities to support informed decision-making and emissions reduction. Compared to the previous year, our current energy reporting scope has expanded to cover more operations across Malaysia, comprising 15 combined offices and operational sites. For the next reporting cycle, we will expand coverage to include international operations.

The following table summarises our energy consumption for the reporting year.

Electricity Consumption

Energy Source	Location	Unit	FY 2023	FY 2024	FY 2025
Electricity consumption – from electricity grid	HQ and Office – Peninsular Malaysia	Megawatt	329.7	347.9	651.9
	Office – East Malaysia	Megawatt	n/a	n/a	34.4
	Operating sites – Peninsular Malaysia	Megawatt	n/a	n/a	678.9
	Operating sites – East Malaysia	Megawatt	58.6	68.2	269.2
Total electricity consumption		**Megawatt**	**388.3**	**416.1**	**1,634.4**

- Electricity consumption data for FY 2023 and 2024 are only covering headquarter and one of operation site. For FY 2025, our reporting covers all 15 combined offices and operational sites in Malaysia

Fuel Consumption

Uzma sources fuel from commercial suppliers in accordance with national regulations that mandate the inclusion of renewable biodiesel content in commercially available diesel.

The following table summarises our energy consumption for the reporting year.

Fuel Consumption	Usage	Unit	FY 2023	FY 2024	FY 2025
Diesel	On-road	GJ, %	n/a	n/a	126, 0.5%
	Off-road	GJ, %	3,370, 100%	13,371, 100%	27,752, 99.5%
Subtotal		**GJ**	**3,370**	**13,371**	**27,878**
Petrol	On-road	GJ, %	n/a	n/a	n/a
	On-road	GJ, %	n/a	n/a	n/a
Subtotal		**GJ**	**0**	**0**	**0**
Total fuel consumption		**GJ**	**3,370**	**13,371**	**27,878**
		Megawatt	**934**	**3,704**	**7,744**

- On road refers to mobile equipment and company-owned on-road vehicles (cars, vans, trucks). On-Road (%) = On-Road GJ 100%. This initial disclosure in FY 2025 only covers two sites in Malaysia.

- Off-road equipment refers to stationary rigs, generators, forklifts. Off-Road (%) = Off-Road GJ / Total GJ 100%

- The scope of disclosure includes combustion sources owned and/or controlled by Uzma.

- The fuel unit is calculated using Net Calorific Value ("NCV") properties from UK DEFRA 2024.

Total Energy Consumption

Energy Consumption	Unit	FY 2023	FY 2024	FY 2025
Electricity Consumption	Megawatt	388	416	1,634
Fuel Consumption	Megawatt	934	3,704	7,744
Total energy consumption	**Megawatt**	**1,322**	**4,120**	**9,378**

- Data coverage: The reporting includes energy consumed from diesel, petrol, and electricity used in 15 combined offices and operational sites.
- Consolidation Method: Energy data is consolidated based on operational control and actual usage per entity and facility.

Solar Generation and EPCC Projects

In FY 2025, our completed solar projects have reached total solar energy generation of 84,240 MW and total installed solar capacity of 11.88 MW.

Energy Generation	Unit	FY 2023	FY 2024	FY 2025
Large Scale Solar ("LSS")	Megawatt	0	0	82,565
Net Energy Metering ("NEM")	Megawatt	0	630	1,675
Feed-in Tariff ("FiT")	Megawatt	0.61	0.36	0.37
Total solar energy generation	**Megawatt**	**1**	**630**	**84,240**

Solar Capacity Installation via EPCC	Unit	FY 2023	FY 2024	FY 2025
Large Scale Solar ("LSS")	Megawatt	0	73.30	0
Net Energy Metering ("NEM")	Megawatt	0.99	0.76	1.88
Feed-in Tariff ("FiT")	Megawatt	0	0.42	0
Corporate Green Power Programme ("CGPP")	Megawatt	0	0	10.00
Total solar capacity installation	**Megawatt**	**0.99**	**74.48**	**11.88**

Related UNSDGs

Emission Management

Why It Matters?

Climate change, driven by greenhouse gas ("GHG") emissions, presents growing physical risks, such as extreme weather, and transition risks from shifting policies and market expectations leading to higher costs and operational pressure.

By managing emissions across our operations, we aim to reduce our climate impact, support national climate goals, and strengthen the long-term sustainability of the industrial ecosystem we operate in.

Our Approach

We adopt a multi-pronged strategy to reduce greenhouse gas emissions across our operations and value chain. This includes reducing direct and indirect emissions (Scope 1 and 2), scaling renewable energy, ensuring responsible land use, and improving emissions intensity through better data and credible targets.

In FY 2025, our emissions disclosure cover all operational sites in Malaysia. Beginning in FY 2026, we will expand our emissions tracking to include all operations under the Uzma, including our international businesses. With this comprehensive data, we will be able to establish our first emissions baseline, set reduction targets, and in race to attain the net zero carbon emissions by 2050 ("NZCE 2050").

Reporting Scope 1 and 2 Emissions

We focus on emissions we can directly control, primarily Scope 1 (direct fuel use) and Scope 2 (purchased electricity). This includes:

- Improving fuel and energy efficiency, optimising equipment performance.

- Continue to adopt energy-efficient systems and operational best practices to reduce emissions at source.

### *Scaling Low-Carbon and Renewable Energy Solutions*

We are expanding our renewable energy portfolio as part of our diversification strategy, which also supports the transition to a low-carbon economy.

- Deploy solar PV systems through our New Energy segment for both commercial and utility-scale applications, contributing to GHG emissions reduction by displacing fossil-based electricity.

- Support national clean energy goals while enabling clients to lower their carbon footprints.

Minimising Land-Use Emissions in Solar Expansion

We adopt responsible land siting practices to ensure our solar projects deliver meaningful environmental and climate benefits.

- Prioritise previously developed, low-impact, rooftop, or industrial sites for solar installation.

- Avoid ecologically sensitive or high-carbon-storage areas to protect carbon sinks.

- Optimise site selection to maximise energy output and emissions displacement per hectare.
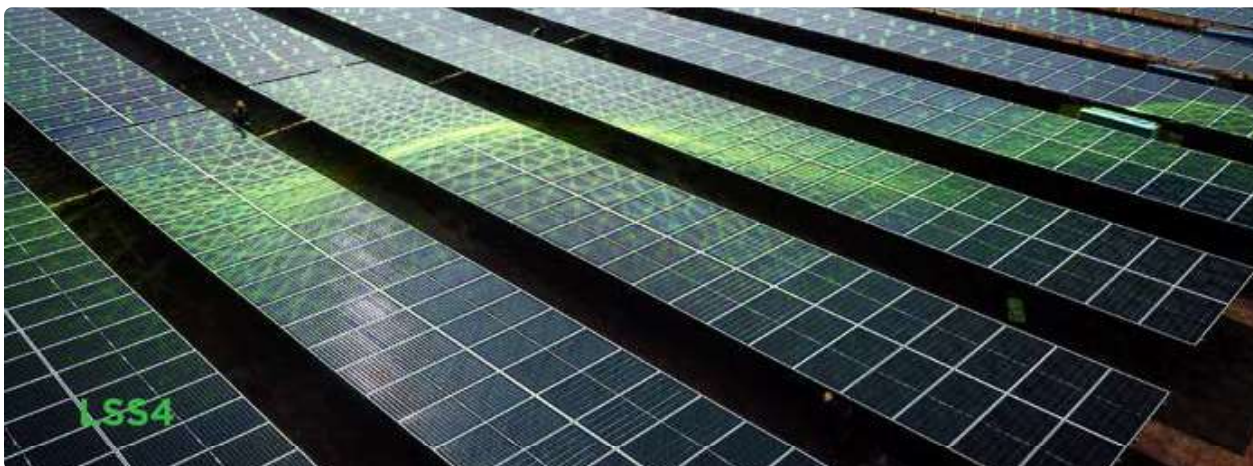
Our Performance

We continue to monitor our carbon emissions using the operational control approach, covering direct (Scope 1), indirect (Scope 2), and selected value chain (Scope 3) sources.

Scope 1: Direct GHG emissions are generated from off-road equipment (e.g. stationary rigs, generators, forklifts) and on road company-owned vehicle.

Scope 2: Indirect GHG emissions result from electricity purchased from local energy providers in Peninsular and East Malaysia.

Scope 3: Value chain emissions represent indirect emissions that occur outside Uzma's direct operations, across our value chain. In line with Bursa requirements, our current disclosure focuses on Category 6: Business Travel and Category 7: Employee Commuting, based on available internal data. To strengthen our decarbonisation journey, we have also conducted a preliminary assessment to identify and prioritise additional Scope 3 categories and material hotspots. Moving forward, we will embark on a structured materiality assessment to guide the progressive expansion of Scope 3 disclosures, ensuring that future reporting covers categories most relevant to our operations, stakeholders, and data readiness.

The following is a summary of our emissions profile. The significant increase in total reported emissions for FY 2025 compared to the previous year is primarily attributed to the expanded coverage of Scope 1 emissions from our service-related activities and Scope 2 emissions from a broader range of operational sites in Malaysia. The initial disclosure of the two Scope 3 emission categories covers only the operational sites in Malaysia. Looking ahead, management will expand the Scope 3 disclosures and explore the adoption of emission intensity-based targets for Scope 1 and Scope 2 to provide a more meaningful benchmark for performance tracking.

GHG Emissions	FY 2023 (tCO2e)	FY 2024 (tCO2e)	FY 2025 (tCO2e)
Direct Emissions (Scope 1)[1]	258	1,024	2,076
Indirect Emissions (Scope 2)[2]	303	325	1,185
Total Scope 1 & 2 Emissions	561	1,349	3,261
Business Travel (Scope 3)[3]	n/a	n/a	106
Employee Commuting (Scope 3)[4]	n/a	n/a	809
Total Scope 3 Emissions	n/a	n/a	915
Total Scope 1, 2 & 3 Emissions	**561**	**1,349**	**4,176**

(1)   *Scope 1, direct CO2 emissions: CO2 emissions come from the consumption of diesel for generators, company car, and forklifts controlled or owned by the Group, calculated based on the reported fuel quantities for operating sites and premises in Malaysia. The emissions data of energy (in MWh) of diesel is calculated using conversion factor from UK DEFRA 2024.*

(2)   *Scope 2, indirect CO2 emissions: Electricity that we consumed for our operating sites and premises in Malaysia It is primarily used for machinery and equipment from assembly to testing, lighting, office equipment, ventilation and air conditioning ("VAC") systems and production machine, are derived from reported energy quantities. The FY 2025 emissions conversion factor used from the Grid Emission Factor (GEF) year 2022 at MyEnergyStats by Energy Commission (ST) of Malaysia. For FY 2024 and FY 2023, the emission conversation factor used from Malaysian Green Technology and Climate Change Centre*

(3)   *Scope 3, limited to business land and air travel of our employees: We initiated the collection of Scope 3 emissions in FY 2025. The emission data for business air travel come mainly from business-related air travel, where the emission data is calculated using the using conversion factor from UK DEFRA 2024 and self-research on flight emission factor kgCO2e / MYR.*

(4)   *Scope 3, employee commuting in Malaysia: We initiated the collection of Scope 3 emissions for Employee Commuting in FY 2025. The emission data was gathered through a survey, where employees declared their primary mode of commuting and estimated the distance between their homes and primary work offices five days per week. The survey received about a 92% response rate.*

We are committed to improving our emissions data coverage and continue to monitor regulatory developments and industry practices to support the responsible management of emissions from our offices and equipment.

Related UNSDGs

Waste Management

Why It Matters?

We recognise our responsibility to manage waste responsibly across all our operations. Effective waste handling helps us minimise environmental impact, ensure regulatory compliance, and uphold stakeholder trust.

Improper waste management can pose significant environmental, legal, and reputational risks. Uncontrolled disposal may result in pollution, health hazards, and non-compliance with regulatory requirements potentially leading to increased operational costs and damage to our reputation.

Our Approach

Uzma remains committed to waste minimisation by optimising raw material usage, improving production efficiency, and promoting awareness campaigns to encourage environmentally friendly practices among employees. We ensure compliance with all relevant regulations, while prioritising on reducing waste at the source, managing it responsibly throughout its lifecycle, and promoting circularity wherever feasible.

Ensuring Regulatory Compliance to Scheduled Waste Disposal

We manage all operational waste in full compliance with the Environmental Quality Act 1974, the Environmental Quality (Scheduled Wastes) Regulations 2007, and other applicable laws. Licensed contractors approved by the Department of Environment ("DOE") collect and transport waste to authorised landfills or incineration facilities. At each operational sites, the hazardous waste is overseen by our in-house Certified Environmental Professional in Scheduled Wastes Management ("CePSWaM") recognised by the Department of Environment.

Reducing Waste at Source Through Operational Efficiency

At Uzma, we reduce waste at source by preventing it at the point of generation through smart planning, efficient use of resources, and operational discipline. Key practices include:

- Avoiding over-ordering of materials by practising demand-based procurement to prevent stockpiling and reduce waste from expired or excess inventory.
- Designing processes to minimise waste with paperless process through the digitalisation technology in procurement, financial, and operations.
- Extending the life of equipment and materials through regular maintenance, parts replacement, and repurposing where feasible.

Promoting Waste Segregation, Reuse, Recycling, and Resource Recovery

We adopt responsible land siting practices to ensure our solar projects deliver meaningful environmental and climate benefits.

- We promote internal waste segregation, reuse and recycling practices across operations to reduce landfill dependency
- Where materials cannot be reused internally, we engage licensed recycling providers for resource recovery.

Our Performance

We are pleased to report zero fines, warnings, or penalties for non-compliance related to scheduled waste regulations for the FY 2025. We also carried out a Clean & Cheer program at our Klang Valley offices, successfully sending of 5.12 metric tons of wastepaper, including packaging materials, cardboard boxes, scrap paper, old magazines, and outdated documents which were sent to a recycling centre. The table below illustrates the summary of our waste generated during the reporting period. There were no reported incidents of non-compliance or waste related.

Waste Indicator	FY2023 (Tonnes)	FY 2024 (Tonnes)	FY 2025 (Tonnes)
Waste directed to disposal			
• Hazardous waste	30.3	43.2	102.4
• Non-Hazardous waste	n/a	n/a	n/a
Waste diverted from disposal			
• Hazardous waste	n/a	n/a	57.2
• Non-Hazardous waste	n/a	n/a	5.1
Total waste generated	30.3	43.2	164.7

•   *Scope/coverage: Currently, our reporting only covers operations in Malaysia.*

Water Management

Why It Matters?

Water plays a supporting yet essential role in Uzma's operations, particularly in offshore well services, chemical handling, and day-to-day operational needs across sites. Although our geographical footprint includes regions facing high to extremely high-water stress, our water consumption is relatively modest and limited to municipal potable water.

Effective water management helps us reduce environmental impact, ensure regulatory compliance, and maintain continuity in water-sensitive locations.

Our Approach

We continue to track water usage, understanding site-specific water availability, and improving efficiency in how water is used across our operations. While our water consumption is relatively low, we are committed to managing it responsibly particularly in high-risk, water-stressed areas.

Our water management approach focuses on the following areas:

Low-Impact Operational Water Use

- We primarily rely on municipal potable water for domestic and operational needs at our headquarters and field offices.

- We operate three water injection facilities in the South China Sea. The facilities extract seawater and then process it to be injected into the reservoir below the seabed.

Water Efficiency and Conservation Initiatives

We also prioritise proactive water management, conducting monthly monitoring and daily troubleshooting to ensure efficient water usage and swiftly address any issues.

- Encourage staff to report leaks or inefficiencies via the Hazard Identification Report ("HIR") system for timely corrective action.

- We continue to promote a culture of water conservation through ongoing awareness across operations.

- We conduct periodic inspections and preventive maintenance, and replace or repair equipment promptly to avoid leaks, wastage, or quality issues.

- We are exploring the use of rainwater harvesting at our Base in Labuan and Kemaman for non-potable needs to reduce dependence on municipal water supplies.

- As our operations involve limited process water use, we do not undertake water recycling initiatives.

Assessing Water Stress Exposure

In FY 2025, we assessed site-specific water-related risks using the World Resource Institute ("WRI") Aqueduct Water Risk Atlas. The following table outlines our operations located in water-stressed regions.

No.	Operation sites	Business Activity	Region (Country)	Rating
1	Uzma Artificial Lift (Thailand) Co., Ltd.	Operation	Rayong (Thailand)	Extremely High
2	MMSVS Group Holding Co., Ltd. (Bangkok)	Regional Office	Bangkok (Thailand)	Extremely High
3	MMSVS Group Holding Co., Ltd. (Lan Krabue)	Operation	Kamphaeng Phet (Thailand)	Extremely High
4	MMSVS Group Holding Co., Ltd. (Songkhla)	Operation	Songkhla (Thailand)	High
5	PT Uzma Development Services	Regional Office	Banten (Indonesia)	High
6	Uzma Engineering Limited Philippines	Regional Office, Operation	Cavite (Phillipines)	Medium – High
7	Six operation locations in Malaysia	Headquarter, Offices, and Operations	Petaling, Kemaman, Kuala Muda, Labuan, Kota Kinabalu, Miri (Malaysia)	Low – Medium

Despite 6 out of 12 (50%) of our sites being situated in high to extremely high water-stressed region, our overall impact is minimal as water use is limited to domestic purposes such as drinking, sanitation, and basic operational support which is obtained from municipal portable water system i.e. we do not extract water from water stressed area.

To enhance our understanding of site-specific water risks, we plan to begin tracking water consumptions for each site in the next reporting year. This will help us better assess local impacts and support targeted efficiency improvements.

Our Performance

In FY 2025, we have expanded our municipal potable water consumption tracking from our all our offices and operation sites in Malaysia allowing for a comprehensive approach to water management across all facilities.

This reflects our ongoing efforts to monitor and optimize water usage, reducing our impact on local water resources and promoting sustainable water management.

Total Water Withdrawal, by Source:	FY 2023 (ML)	FY 2024 (ML)	FY 2025 (ML)
Surface water from rivers, lakes and natural ponds	O	O	O
Groundwater from wells, boreholes	O	O	O
Used quarry water collected in the quarry	O	O	O
Municipal potable water [1]	2.4	2.4	12.3
External wastewater	O	O	O
Sea water, water extracted from the sea or the ocean [2]	1,435.0	1,386.0	1,854.8
Total Water withdrawal or used	**1,437.4**	**1,388.4**	**1,867.1**

(1)   *Municipal potable water data for FY 2023 and 2024 are only covering headquarter and one of operation site. For FY 2025, our reporting covers all operation sites in Malaysia.*

(2)   *Sea water data for FY 2023 and 2024 are only covering one WIF operation unit. For FY 2025, we included another two operation units operate in open ocean of South China Sea.*

Related UNSDGs

Pollution Management

Why It Matters?

Our oil & gas services and chemical handling activities present potential risks of air and water pollution, chemical spills, and noise exposure. Without proper control, these impacts can compromise environmental quality, endanger workforce health, and lead to regulatory penalties ultimately affecting operational continuity and stakeholder confidence.

Our Approach

At Uzma, we aim to prevent, control, and monitor all forms of pollution. Our commitment is rooted in compliance, but we also strive to go beyond by embedding environmental responsibility into our operations meeting both regulatory and client expectations, especially in high-scrutiny sectors like oil and gas.

Preventive measures are key to preventing pollution and environmental hazards, and equipment maintenance plays a vital role in minimising hazardous discharges. All equipment maintenance is carried out according to regulatory standards, integrating environmental responsibility and safety into our operational practices.

Our key practices include:

Effluent & Water Discharge Management

Uzma's operations do not generate process effluent from onshore activities, and seawater discharged from offshore facilities as part of operational processes is managed responsibly to prevent adverse environmental impacts. Uzma remains committed to upholding the highest standards of environmental protection through diligent and responsible water management across all areas of operation.

- Operational activities are planned and executed with controls to prevent accidental discharge of fluids, chemicals, or waste into the environment.

- Equipment and containment systems are maintained and regularly inspected to help minimise the risk of leaks or spills.

- In offshore and environmentally sensitive areas, additional precautions such as secondary containment, controlled transfer procedure and Permit to Work system are taken to prevent contamination of marine ecosystems.

- Our operational sites (Malaysia Operations) are equipped with bunded areas and containment pits for to prevent potential chemical runoff, with baseline discharge monitoring providing assurance that water leaving our sites are within parameter limits and does not affect local drains, demonstrating a precautionary approach and commitment to water stewardship.

- In the event of any unintentional release, immediate response measures are in place to contain and mitigate the impact, in compliance with the Environmental Quality Act 1974 ("EQA") and other relevant regulations.

Spill Prevention & Chemical Handling

Uzma's operations do not generate process effluent from onshore activities, we implement robust chemical handling protocols, including bunded storage, secondary containment systems, Safety Data Sheet ("SDS"), adherence, and spill drills and staff training are conducted to ensure effective response.

Noise Management

Noise pollution is a potential environmental impact associated with industrial operations, particularly in areas with high equipment usage or proximity to communities and sensitive environments.

Uzma adopts a preventive approach by integrating noise management considerations into equipment design, layout, and maintenance practices. Our efforts to reduce environmental noise include:

- Maintaining equipment in good operating condition to prevent excessive mechanical noise
- Designing site layouts and operational plans to limit prolonged or high-impact noise in any one area
- Scheduling high-noise activities thoughtfully, where feasible, to minimise disturbance to surrounding environments
- Using noise-dampening features such as enclosed systems in applicable operations – pressure test bay.

These practices help us manage potential environmental noise emissions responsibly as part of our broader environmental stewardship.

Our Environmental Stewardship Programme

We are committed to protecting the environment through proactive monitoring, preparedness, and compliance initiatives, including:

- Chemical spillage (Hazmat) drills and routine spill response drills
- Environmental performance monitoring committee meetings
- Regular inspections of chemical storage, spill kits, and hazardous material preservation
- Scheduled waste inventory updates and safe disposal practices
- Routine maintenance and inspection of oil separator pits
- Periodical water discharge and stack air emission monitoring

Upholding Environmental Management System ("EMS") Certifications

ISO 14001 certification reflects our commitment to effective environmental management, continuous improvement, and meeting global sustainability standards. As of FY 2025, fourteen of twenty-one our operating sites companies (67%) globally are certified under the ISO 14001:2015 Environmental Management System.

Year of Certification	Organisation	Number of sites certified with ISO 14001: 2015
April 2006	Malaysian Energy Chemical & Services Sdn. Bhd. ("MECAS")	1 site
March 2012	Setegap Ventures Petroleum Sdn. Bhd. ("SVP")	5 sites
October 2015	MMSVS Group Holding Co., Ltd.	3 sites
December 2022	PT Uzma Development Services	1 site
July 2023	Uzma Engineering Sdn. Bhd.	3 sites
January 2024	Uzma Artificial Lift (Thailand) Co., Ltd.	1 site
Total number of sites certified with ISO 14001: 2015		14 sites
Coverage of certification		67%[1]

(1)   *The 33% of sites without ISO 14001 certification, which include transit and office locations, follow the Uzma Integrated Management System ("IMS") practices and apply appropriate environmental controls consistent with certified sites. These sites remain under the Corporate QHSE governance framework.*

Our Performance

Effluent Discharge

We manage effluent discharge with applicable discharge limits. We are pleased to report zero fines, warnings, or penalties for non-compliance related to wastewater discharge regulations for the FY 2025.

We manage effluent discharge with applicable discharge limits. We are pleased to report zero fines, warnings, or penalties for non-compliance related to wastewater discharge regulations for the FY 2025.	None

Spill Management

We maintained strict spill prevention procedure, supported by regular training and response drills. In FY 2025, two minor spill incidents were recorded within the bunded area of our warehouse facilities. Both incidents were promptly contained, cleaned, and managed in full compliance with regulatory requirements and our internal procedures. The spills remained fully confined within the company premises, with no environmental impact.

Following these incidents, we conducted a root cause analysis and implemented targeted improvements, including refresher training for personnel, reinforcement of good storage practices, and stricter housekeeping inspections. Lessons learned were documented and shared across Uzma subsidiaries to strengthen awareness and prevent recurrence, reinforcing our commitment to continuous improvement and responsible chemical management.

Spill Indicator	FY 2023	FY 2024	FY 2025
Number of reportable spills	1	1	2
Number of spill response drills planned	10	10	10
Percentage of spill response drills conducted [(1)]	100%	100%	100%

Note: The execution of chemical spill response drills is governed by the annual HSE plan, with coverage extended to both onshore and offshore operations. Drill completion is closely monitored for compliance and readiness.

(1)   The percentage represents the number of spill drills conducted compared to the number planned spill drill for the reporting period.

Noise Pollution

During the reporting period, no incidents of non-compliance with occupational health and environmental noise limits or complaints related to noise pollution were recorded across our operations.

Number of non-compliance incidents with occupational health and environmental noise limits, or complaints related to noise pollution, for FY 2023, 2024, and 2025:	None

Related UNSDGs

Climate Change

Why It Important?

We recognise that the intensifying climate crisis has far-reaching implications not only for the environment but also for our people, communities, and business continuity.

Physical climate risks such as extreme weather events, rising temperatures, and flooding can directly impact our field operations, increase safety concerns, and escalate operational and maintenance costs. Meanwhile, the global shift towards low-carbon economies and tightening climate regulations presents both challenges and opportunities across our value chain from oil and gas support services to our growing investments in renewable energy and digital technologies.

Our Approach

We have structured our climate change response to address both physical and transition risks while leveraging opportunities to build resilience and maintain competitiveness.

Our Performance

While climate-related risks have long been part of our broader risk management framework, FY 2025 marks our first dedicated disclosure aligned with IFRS S2 and evolving reporting standards. Our Climate Report details our governance structure, risk management, adaptive strategies, and the emerging opportunities we can seize. For further disclosure, please refer to the Climate Report section appended at the end of this Sustainability Statement.

Biodiversity

Why It Matters?

As a diversified energy solutions provider, Uzma's operations can have both direct and indirect impacts on biodiversity and ecosystems. Activities such as site mobilisation, infrastructure works, project development (solar), and chemical handling may contribute to habitat disturbance, land use change, and pollution risks if not responsibly managed.

Our Approach

We recognise that biodiversity is interconnected with broader environmental issues such as pollution, water, as well as climate resilience. Our commitment is to avoid and minimise adverse impacts on the environment, especially in ecologically sensitive areas, by integrating biodiversity considerations into planning and operations across all business divisions, while identifying opportunities to enhance local ecosystems..

O&G Upstream Services: Supporting Biodiversity in Client- Led Operations

We work with reputable clients who uphold high environmental and biodiversity standards, and we align with their requirements and expectations.

Chemicals & Trading: Preventing Ecosystem Exposure through Safe Chemical Management

Our main approach is to prevent pollution and the risk of environmental contamination by ensuring safe handling, transport, and storage of chemicals that could affect biodiversity. We implement this through the following measures:

- Ensure all chemical handling and logistics comply with applicable environmental regulations and HSE standards.

- Work with reputable suppliers and responsible logistics partners to reduce the risk of leaks or accidental chemical discharge.

- Install appropriate containment systems and conducting regular inspections.

- Maintain up-to-date spill response protocols to quickly address any incidents that may threaten nearby ecosystems.

Renewable Energy: Minimising Land Impact and Protecting Sensitive Ecosystems

We design and develop renewable energy projects in a way that avoids ecologically sensitive areas and minimises habitat disturbance throughout the project lifecycle. While plantations represent a monoculture system with limited biodiversity, their conversion into solar farms can provide new opportunities for ecological rehabilitation. By reducing dependency on agrochemicals such as pesticides and fertilisers, solar projects enable the land to recover its natural balance, creating a more resilient environment over time. We also consider community and ecological risks as part of responsible project development, especially in areas with biodiversity or land-use sensitivities. This is supported by the following actions:

- Avoiding ecologically sensitive areas during site selection and design.

- Conducting Environmental Impact Studies ("EIS") and due diligence even when projects are not classified as a "Prescribed Activity" under Malaysia's Environmental Quality Act 1974 ("EQA") and therefore do not legally require a full Environmental Impact Assessment ("EIA").

- Engaging communities and stakeholders early to understand local ecological concerns and address them proactively.

- Prioritising low-impact land use by selecting previously developed, industrial, or rooftop sites, as well as degraded plantation land, instead of untouched natural habitats.

Digitalisation & Technology: Enabling Biodiversity Monitoring and Protection

We contribute to biodiversity protection through our digital and geospatial solutions by supporting clients in making informed, data-driven decisions. This is achieved by providing geospatial technology to assess, monitor, and reduce biodiversity impacts such as deforestation, illegal land use, and encroachment in real time. Further details on the environmental monitoring projects we support are available in the Technology & Innovation section of this report.

Our Performance

No environmental harm was recorded during the year, with zero reported incidents that resulted in biodiversity damage, habitat disruption, and land disturbance..

Number of environmental harm incidents recorded during the reporting period that resulted in biodiversity damage, habitat disruption, and land disturbance.	None

Chemicals & Trading

We maintained full compliance with applicable chemical handling regulations, engaged only reputable suppliers for logistics and storage, and recorded zero environmental incidents.

Spill Indicator	FY 2023	FY 2024	FY 2025
Number of reported spills or chemical incidents impacting environment	0	0	0

Renewable Energy

During the reporting year, none of our solar projects were in ecologically sensitive areas. While not legally mandated to undergo an EIA, each project nevertheless underwent rigorous Environmental Impact Studies and due diligence to uphold our commitment to responsible development. Importantly, no project delays were recorded due to biodiversity, EIA-related issues, or ecological community concerns. The table below presents the outcomes of assessments conducted for both existing and upcoming developments.

Existing and new developments	Biodiversity Impact Assessment	Rationale
50MW Large Scale Solar at Kuala Muda	Non-critical	The Development Proposal Report confirmed no adverse effects on the local environment, community, or biodiversity. Environmental Impact Studies ("EIS") further supported this by concluding no significant negative impacts. The project also avoided extensive land clearing and preserved existing ground contours, aligning with sustainable land use practices.

No project delays were recorded due to ecological impacts, including EIA-related issues, biodiversity concerns, or community resistance.

Ecological Indicator	FY 2023	FY 2024	FY 2025
Number and duration of project delays related to ecological impacts (e.g., EIA issues, biodiversity conflicts, community resistance)	None	None	None

Social
Occupational Safety & Health

Related UNSDGs

Why It Matters?

At Uzma, we are committed to upholding safe and healthy working environments as a core responsibility across all our operations. This commitment applies to not only our employees but also to contractors, service providers, and any third parties engaged in our activities. We place strong emphasis on ensuring every individual under our operational scope works in a safe environment and returns home in good health.

Our Approach

At Uzma, our safety commitment extends to all individuals involved in our activities, including employees, contractors, and third parties across both office and site operations. We prioritise a strong safety culture to prevent incidents, protect well-being, and ensure everyone returns home safely, while striving to maintain zero fatal incidents.

Our occupational health and safety practices are guided by a suite of internal policies, procedures and initiatives that define our expectations, responsibilities, and standards across all levels of the organisation. We embed this mindset through the UzmaWAY, our 12 Orange Safety Rules, and comprehensive QHSE policies and procedures. This commitment goes beyond compliance; it reflects our responsibility to deliver safe, high-quality operations that protect people, partners, and the environment. Employees are actively encouraged to participate in safety through feedback loops, representation in HSE committees, incident reviews, hazard reporting, and QHSE engagements.

The 12 Orange Safety Rules and Safety Culture

The 12 Orange Safety Rules guide daily operations and were developed with input from frontline workers, safety committees, and incident learnings. Employees are encouraged to review and validate these rules through structured HSE workshops, Toolbox Talks and post-incident reviews. Non-compliance with safety rules results in disciplinary actions in line with Uzma's Code of Conduct.

Uzma 12 Orange Safety Rules	Brief Description
Permit to Work	Work with a valid permit when required.
Adhere Safety Control	Obtain authorisation before overriding or disabling safety controls.
Line of Fire	Keep yourself and others out of the line of fire.
Safe Lifting Process	Plan lifting operations and control the area.
Working at Height	Protect yourself against a fall when working at a height.
Energy Isolation	Verify isolation and zero energy before work begins.
Confined Space	Obtain authorisation before entering a confined space.
Journey Management	Follow safe driving rules.
Risk Assessment	Conduct and review risk assessment.
Hot Work	Control flammables and ignition sources.
Safe Chemical Handling	Ensure the right Personal Protective Equipment ("PPE") and proper control when handling hazardous chemicals.
Incident Reporting	All incidents and accidents are to be reported promptly.

In FY 2025, we deepened our commitment to building a proactive and engaged QHSE culture by launching several strategic initiatives under the theme "Cultivating a Culture Towards QHSE Excellence – Continuous Improvement." Below are the initiatives that reflect our dedication to embedding safety, quality, and environmental responsibility into every level of the organisation.

QHSE Digitalisation Initiative – uzmaSAFE Portal	We launched the UzmaSAFE portal (SAFE: System Automation for Enhancement) to drive digital transformation in QHSE. This platform replaces manual processes with automated workflows, improves data accuracy, and provides real-time insights to support informed decision-making and operational efficiency.
Digital Learning with STEP	Through our STEP e-Learning module, we provided on-demand QHSE training accessible across all locations. This digital platform supports remote learning, onboarding, and continuous upskilling, ensuring consistent knowledge sharing company-wide.
QHSE Engagement Programs	We maintained regular employee engagement through toolbox talks, safety stand-downs, HSE moments, and participation-driven activities. These engagements kept safety top-of-mind and encouraged a sense of ownership among staff at all levels.
QHSE Awards and Recognition	To reinforce positive behaviours, we recognised active participants, safety champions, and contributors to improvement efforts. Open feedback channels were also promoted to encourage hazard reporting and safety suggestions.
Leadership Involvement	Senior leaders played an active role in reinforcing safety culture through management walkabouts, QHSE events, and consistent visible leadership demonstrating a strong "lead by example" approach.
Speak-Up Culture and Safety Leadership Training	As part of our psychological safety initiative, we introduced Speak-Up channels and conducted Safety Leadership Training to encourage open communication, empower employees at all levels, and foster a work environment where concerns can be raised without fear.
Vendor Site Assessments ("VSA")	Through systematic contractor and vendor assessments, we enhanced compliance, increased operational transparency, and reduced risk contributing to safer, more reliable project delivery.
e-HIR (Electronic Hazard Identification Report)	We introduced e-HIR to promote early detection of hazards and streamline reporting. This has led to improved safety responsiveness and a stronger reporting culture across the organization.
Client Engagements and Assurance Audit	We actively participated in client-driven HSE engagements, assessments, and forums, which reinforced alignment with client requirements and expectations. These included I-Care visits, safety validation inspections, and partnership events led by PETRONAS, Shell, and other operators. Our involvement demonstrated transparency, strengthened trust, and ensured our operations met client HSE standards.
Campaign HSE Readiness & Premobilisation	We strengthened start-up readiness through premob checks, briefings, and campaign kick-offs to ensure controls were in place before field execution.
Thematic Safety Campaigns & Awareness	Targeted campaigns addressed critical exposures and decision-making quality at the frontline, with particular emphasis on Line of Fire hazards and alignment to Malaysian Petroleum Management's WiiNTEC HSE Complacency Pillars.

These initiatives have collectively contributed to a safer, more engaged, and quality-driven work environment positioning us on a clear path toward QHSE excellence.

Occupational Health and Safety Management Certification

ISO 45001 certification reflects our commitment to effective occupational health and safety management, continuous improvement, and meeting our stakeholder requirements. We conduct regular audits and inspections to ensure compliance to the system requirements, fostering a generative safety culture and safety excellence. In addition, we maintain full compliance with applicable legal requirements and client specifications, reaffirming our commitment to outstanding health and safety performance.

As of FY 2025, fourteen of twenty-one our operating sites companies (67%) are certified under the ISO 45001:2018 Occupational Health and Safety ("OH&S") Management System.

Year of Certification	Organisation	Number of sites certified with ISO 45001:2018
April 2006	Malaysian Energy Chemical & Services Sdn. Bhd. ("MECAS")	1 site
March 2012	Setegap Ventures Petroleum Sdn. Bhd. ("SVP")	5 sites
October 2015	MMSVS Group Holding Co., Ltd.	3 sites
March 2020	Uzma Engineering Sdn. Bhd.	3 sites
December 2022	PT Uzma Development Services	1 site
	Uzma Artificial Lift (Thailand) Co., Ltd.	1 site
Total number of sites certified with ISO 45001:2018		**14 sites**
Coverage of certification		**67%**[1]

(1)   *The 33% of sites without ISO 45001 certification, which include transit and office locations, follow the Uzma Integrated Management System ("IMS") practices and apply appropriate OH&S risk management measures consistent with certified sites. These sites remain under the Corporate QHSE governance framework.*

To uphold compliance and continuously improve our performance, we conduct annual internal and external audits. We also maintain a comprehensive legal register and carry out annual evaluations of compliance with both national legislation and client-specific OH&S requirements.

Our structured assurance program includes:

• First-party audits (internal)

• Second-party audits (client-led)

• Third-party audits (certification bodies)

We extend these high standards to our third-party contractors, who are formally inducted into our **Integrated Management System ("IMS")** requirements before commencing work. They are regularly audited and monitored to ensure alignment with our safety, quality, and environmental expectations, and are required to comply with all applicable standards and site-specific procedures.

Health, Safety and Environment ("HSE") Committee

Our HSE governance framework ensures continuous risk monitoring across operations. The HSE Committee is chaired by Group Chief QHSE Officer, a member of Oversight Committee, who is also reporting directly to the MD/ GCEO. The HSE committee play a key role in ensuring compliance and improving workplace safety. Comprising both employer and employee representatives, the committee meet quarterly to review performance, review challenges, and drive initiatives to enhance health and safety standard. The active participation from all members will ensures diverse perspectives are valued during meetings. Additionally, the establishment of the HSE Committee is in line with regulatory requirements outlined in the Occupational Safety and Health Act ("OSHA") 1994, underscoring our dedication to compliance and continuous improvement in health and safety practices.

Our MD/ GCEO, who also serves as a member of the Board and chair of the Oversight Committee, represents the Health, Safety, and Environment (HSE) Committee at the Board level. The Board regularly reviews HSE performance statistics, certification statuses, and key challenges during its meetings. This continuous engagement underscores our commitment to upholding the highest standards of health and safety across the organisation and reflects the Board's active role in steering and supporting the achievement of our HSE objectives and targets.

Implementing Health and Safety Risk Assessment

We conduct comprehensive health and safety risk assessments across all operations to systematically identify, evaluate, and control potential work-related hazards, in alignment with legal and ISO 45001:2018 standard requirements. These assessments include:

- Hazard Identification, Risk Assessment and Risk Control ("HIRARC")
- Job Hazard Analysis **("JHA")**
- Project Risk Assessments **("PRA")**
- Health Risk Assessments **("HRA")**
- Chemical Health Risk Assessments **("CHRA")**
- Noise Risk Assessment **("NRA")**
- Initial and Advanced Ergonomic Assessments
- Random Drug and Alcohol Testing

Our primary focus is on preventing high-consequence injuries and fatality risks, especially in high-risk activities such as working at heights, handling high-pressure activities, and exposure to explosive, flammable, toxic, or otherwise hazardous substances. These risk assessments are applied to both ongoing operations and upcoming projects to ensure a proactive approach to occupational risk management.

All third-party contractors operating within our premises are required to undergo mandatory HSE inductions and briefings, and must conduct site-specific risk assessments prior to commencing work. Contractor compliance is closely monitored through regular supervision, inspections, and performance audits.

To reinforce a strong safety culture, we uphold a Stop-Work Policy that empowers all personnel including contractors and visitors to immediately halt any unsafe activity without fear of reprisal. In addition, we have introduced a "Speak-Up" channel as part of our grievance mechanism, providing a confidential and accessible platform for individuals to raise concerns related to any work-related activities, safety issues, or potential risks.

As part of our continuous improvement efforts, we are implementing a compliance monitoring program to ensure alignment with legal, client requirements, and international standards. We conduct regular HSE training and awareness sessions to build safety competencies, and carry out routine risk assessments to proactively manage potential hazards. This also includes the introduction of a digital risk assessment and permit-to-work system through our new uzmaSAFE portal.

Emergency Preparedness and Response Programme

We maintain a robust Emergency Preparedness and Response Programme to safeguard the health and safety of our employees, contractors, and stakeholders during unforeseen events. This program is designed to ensure prompt and effective action in the event of emergencies such as fires, chemical spills, natural disasters, medical incidents, or security threats.

In FY 2025, we continued to strengthen our readiness through the following key initiatives:

- Site-Specific Emergency Response Plans ("ERP"): Each operational site maintains a tailored ERP aligned with regulatory and client requirements, covering potential emergency scenarios and response protocols.

- Emergency Drills and Simulations: We conducted emergency drills including fire evacuations, chemical spill response, and rescue operations to test preparedness and improve response times.

- Training: Targeted training was provided for Emergency Response Teams ("ERTs"), first aiders, and fire marshals to ensure personnel are equipped with the skills and knowledge to respond effectively.

- Resource Readiness: Emergency equipment, signage, muster points, and communication systems were inspected and maintained to ensure operational readiness.

- Post-Incident Evaluation: All drills and actual emergency responses are followed by structured debriefings to identify improvement areas and refine our response strategies.

We evaluated preparedness effectiveness through post-drill assessments and stakeholder feedback. In FY 2025, ERP drills were conducted at 100% as planned.

Incident Investigation and Reporting

Our Incident Investigation and Reporting Procedure serves as the guiding framework in the occurrence of reported incidents or accidents, especially relating to injuries or fatalities. This structured approach includes initiating a safety stand-down, escalating the matter to relevant management levels and customers, conducting a thorough incident investigation, communicating and reporting findings to customers and management, and issuing an internal health and safety alert.

The investigation is a collaborative effort involving customers, casual workers, and employees, with the primary goal of understanding the root cause of the incident. The insights gained from these investigations play a pivotal role in fortifying safety measures, emphasising the importance of compliance before commencing work and refining overarching safety processes.

The outcomes of the investigation and the subsequent actions taken are communicated and reported to key stakeholders, including the HSE Committee, and the Board.

Training on Health & Safety Standards

As part of our preparedness efforts, we conduct regular health and safety training to ensure our workforce and contractors are equipped with the knowledge and skills to operate safely and respond effectively in high-risk situations.

The training and learning sessions conducted in FY 2025 included:

- Induction training tailored for new employees including permanent, temporary and casual workers by our QHSE representatives

- Regular health and safety briefings, awareness training, bulletins, and meetings, including toolbox and pre-and-post briefings, which are conducted to ensure continuous improvement in safety standards and practices.

- Other safety initiatives involving staff engagement including Speak Up & Safety Leadership Training, BOFA, ERP, etc.

- Utilisation of HSE e-learning modules for remote and field personnel.

Prioritising Holistic Employee Wellbeing

We are committed to supporting our employees' overall health and well-being, extending our efforts beyond workplace safety to foster a balanced and healthy lifestyle. Acknowledging the importance of mental health concerns among employees, we prioritise the health and well-being of our employees. We have conducted:

- Mindfulness, Managing Stress & Anxiety in the Office Talk – Practical tools and techniques to better manage stress and anxiety, fostering a more mindful approach to daily changes.

- Health and Safety Programmes – Extending beyond physical well-being to encompass mental health learning awareness.

- Wellness campaigns (Inbody Assessment, Sole Assessment)

In addition, we closely monitor occupational illnesses, including noise-induced hearing loss, ergonomic-related strain, and respiratory exposure. In FY 2025, no occupational illness cases were reported across Uzma's operations. Illness trends are tracked through a combination of medical surveillance programs, periodic reporting in compliance with legal requirements, and employee wellness declarations, ensuring early detection and proactive intervention where necessary.

Diseases such as dengue are managed through general workplace health protocols. Preventive outreach based on Ministry of Health requirement includes regular site inspection, larviciding, and etc.

All health information is managed with strict confidentiality in line with the Occupational Safety and Health Act 1994 and Personal Data Protection Act **("PDPA").**

Our guest speaker Amirul Ramli, a psychologist and digital content creator, delivered a focused session on Mental Health and Resilience. He shared how brain health and stress management influence workplace behaviour and safety, reminding us that wellbeing is key to sustaining performance and protecting lives.

Full-scale Emergency Drill was conducted at Uzma Tower on 12 June 2025.

Our Performance

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 FY 2025, our dedication yielded impressive results, including 2.9 million manhours with zero Lost Time Injury ("LTI"). This milestone contributed to our cumulative record of 12.5 million LTI-free man hours and 2,067 days without LTI incidents, marking a significant achievement in our safety commitment and meeting with industry best practices. Below is a summary of our operational safety performance across key indicators, covering all employees and contractors across our business operations in both Malaysia and international regions.

Health and Safety Indicator		Unit	FY 2023	FY 2024	FY 2025
Total Employee and Contractor Hours Worked		Hours	1,419,852	2,355,514	2,959,174
Total Hours Worked	**Employee**	Hours	1,318,756	1,991,611	2,735,106
	Contractor	Hours	101,096	363,903	224,068
Number of Work-Related Fatalities	**Employee**	Number	0	0	0
	Contractor	Number	0	0	0
Number of Lost Time Injuries ("LTI") [1]	**Employee**	Number	0	0	0
	Contractor	Number	0	0	0
Lost Time Incident Rate ("LTIR") [2]	**Employee**	Rate	0.00	0.00	0.00
	Contractor	Rate	0.00	0.00	0.00

(1)   *Lost Time Injury ("LTI") definition 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 workdays due to the injury, but it does not include situations where the employee is assigned restricted duties.*

(2)   *Loss Time Incident Rate ("LTIR") calculation based on the total number of lost time incidents per 1,000,000 manhours worked.*

The following is the total number of employees who participated in our health and safety training as at the end of the financial year, along with the average training hours:

Health and Safety Training Indicator		Unit	FY 2023	FY 2024	FY 2025
Number of employees who are trained in health and safety standards		Number	136	143	353
Average health and safety training hours	**Employees**	Hours	18.5	16.1	12.5
	Contractors	Hours	n/a	12.4	14.1

Training covers general health and safety standards, including regulatory compliance, safe work procedures, hazard awareness, and emergency preparedness relevant to our business operations.

Uzma received numerous recognitions in health and safety from various organisations. Please refer to the Uzma's Year in Brief - Achievement section in this annual report.

As we look to the future, we remain committed to upholding and enhancing our QHSE standards. The wellbeing 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.

Related UNSDGs

Labour Practices and Human Rights

Why It Matters?

Human rights and fair labour practices are essential to responsible business. We are committed to protecting these rights across our operations, ensuring workforce well-being and compliance, reinforcing trust with clients and partners.

Our Approach

Our dedication to ethical labour practices and human rights is deeply embedded in our organisational 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.

Policy Commitment

Uzma adopts a zero-tolerance policy toward any form of forced labour, child labour, discrimination, or abuse of labour rights. We believe every individual involved in our value chain whether directly employed or contracted, deserves to work in safe, fair, and respectful conditions.

Our commitment is embedded in our internal policies on human rights and labour standards which establish clear for fair and lawful employment practices within our own operations. While this forms our baseline expectation, we acknowledge the need to strengthen alignment and implementation across our operations.

To support this, we are progressively enhancing policy communication, stakeholder engagement, and are integrating awareness and training programmes into our workforce and contractor management practices. This reflects our intention to strengthen the identification and management of potential labour and human rights risks as part of our ethical sourcing approach.

An overview of key human rights practices is as follows.

Our practices	Description
Compliance with Labour Laws	TSE-Labour Std, SLS07, SLS08, 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 and Conducive Working Conditions	We uphold the highest health and safety standards across all our worksites and throughout our supply chain. We expect all workers within our value chain to be provided with adequate housing, at a minimum meeting the standards set by Malaysia's Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990.
Compliance with Labour Laws	We ensure compliance with laws on working hours and rest periods to support a conducive and safe work environment.
Safe and Conducive Working Conditions	We promote diversity, inclusion, and zero tolerance for discrimination.
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	We foster a respectful workplace where everyone is valued.
Employee Wellness and Mental Health	We support mental health and wellness through a safe, supportive environment.

Harassment-Free and Violence Free Workplace	Harassment is treated as misconduct. We maintain a respectful workplace with clear grievance mechanisms..
Prohibition of Retaliation	We strictly forbid any form of retaliation or disciplinary action, physical or psychological, against our employees.
Cultural Respect	We respect cultural and religious diversity and individual rights.
Children's Rights and Child Labour	Child labour is unequivocally forbidden; we do not employ anyone below the legal minimum working age, and suppliers must acknowledge these expectations before engagement.
Forced Labour, Debt Bondage, Human Trafficking and Modern Slavery	We do not tolerate forced labour, debt bondage, human trafficking, or modern slavery across our operations. We follow Malaysia's "No Recruitment Fee" policy to prevent debt-related exploitation in our supply chain.
Freedom of Association	Uzma respects and champions our employees' rights to the freedom of association, fostering an environment where their voices are valued and their rights upheld.
Equal Pay for Equal Work	We ensure fair, merit-based compensation free from bias.
Passport policy	We strictly prohibit the withholding of foreign workers' passports at our premises and project sites, in accordance with local laws.
Minimum Wages Compliance	We comply with minimum wage regulations to ensure fair and lawful compensation for all workers.

In July 2024, our General Manager of People served as a speaker at the Total Rewards Summit 2024, hosted by Human Resources Online. He led an engaging session focused on impactful wellness initiatives and the need to re-evaluate traditional total rewards strategies. Emphasising that total rewards extend far beyond annual salary increments, he underscored the importance of clear communication and seamless integration within the broader talent management ecosystem. He also highlighted the pivotal role of data analytics and digital platforms in driving informed, strategic human resource decisions.

Governance and Oversight

Uzma's Board of Directors holds ultimate accountability for upholding human rights, with implementation oversight by the MD/ GCEO.

Day-to-day management is delegated to the Group People Division, which oversees issues such as forced labour, child labour, and other violations. The division also implements relevant policies and ensures compliance with labour regulations and standards.

Vendor and Contractor Expectations

We prioritise working with clients, contractors, and suppliers that demonstrate ethical conduct, robust internal controls, and a clear commitment to responsible practices.

This approach supports alignment with international expectations and helps us manage social risks across our operations and partnerships.

Access to Grievance and Whistleblowing Mechanisms

We provide a secure, independent whistleblowing channel that allows employees, contractors, and stakeholders to report concerns confidentially and without fear of retaliation.

We encourage employees to first raise any concerns directly with their supervisors or the People Division, in line with our internal grievance procedures. Contractors and suppliers are similarly expected to address issues through their own internal mechanisms wherever possible.

Where these avenues are not appropriate or effective, our whistleblowing channel remains open and accessible to all. This ensures that any potential misconduct, including violations of human rights or labour standards, can be escalated and addressed transparently and responsibly.

Our Performance

During the reporting period, there were no reported incidents or complaints related to labour standards, noncompliance to labour laws or human rights violations, such as child labour or forced labour, within the Group or our supply chain.

Number of substantiated complaints pertaining to labour standards and human rights violations received in FY 2023, 2024 and 2025	None Reported

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 prioritised.

Related UNSDGs

Diversity, Equity, and Inclusion

Why It Matters?

Uzma is strongly committed to promoting diversity and equal opportunities, which are central to our organisational 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.

Our Approach

We foster a workplace built on merit, where recruitment and advancement are free from discrimination. We value gender diversity for the perspectives it brings and its contribution to a more inclusive and dynamic culture. By promoting fair access to opportunities, we ensure that career growth and leadership roles are based on capability, performance, and potential.

Board Diversity

We recognise that board diversity enhances the quality of decision-making, strengthens governance, and builds stakeholder trust.

While gender is one of several important considerations, our focus is on maintaining a balanced mix of perspectives and competencies. This helps ensure the Board remains effective in providing strategic oversight and guidance for the Company's long-term success.

At the same time, we remain committed to appointing directors based on merit, relevant expertise, and experience.

Employee Diversity

Our workforce comprises individuals of varied gender, age groups, nationalities, and ethnic backgrounds, reflecting the diverse communities in which we operate.

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 prioritising local talent when they meet job requirements.

Prioritising local talent and embracing employee diversity are central to Uzma's sustainable growth. A diverse workforce enhances our understanding of the Malaysian market and contributes to a more balanced, inclusive society. At the end of the reporting period in FY 2025, our team of 846 employees exemplified this commitment, representing a broad spectrum of genders, ages, ethnicities, and cultural backgrounds. This diversity fuels innovation, strengthens collaboration, and drives meaningful economic, environmental, and social impact across our operations.

In line with our values of equity and inclusivity, the People Division launched the Women Empowerment Program in March 2025, themed "Our Story: Shattering Limits, Shaping Tomorrow – Empowering Women in Uzma Group to Inspire Change."

This initiative aims to break systemic barriers and champion women's leadership within the workplace, the community, and the environment. Through the programme, we reinforce our belief that diverse and empowered employees are key agents of sustainable transformation. The program is anchored on three pillars:

- **Workplace Empowerment:** Equipping Uzma women with essential skills, confidence, and leadership opportunities.

- **Community Engagement:** Promoting an inclusive culture that enables Uzma women to drive positive change in society.

- **Environmental Stewardship:** Encouraging responsible actions and sustainable practices for a healthier planet.

By fostering diversity, equity, and empowerment, Uzma is shaping a future where every voice matters and every individual has the opportunity to lead and thrive.

Uzma celebrates International Women's Day and officially launched Women Empowerment Programme reaffirmation of our commitment to uplifting the incredible women at Uzma and across our industry.

Respectful Work Environment

We provide an inclusive and accessible workplace that supports the diverse needs of our employees. Our facilities are equipped with disabled-friendly features such as accessible toilets and ramps, ensuring comfort and mobility for all.

In FY 2025, we further enhanced our workplace experience through the renovation of our Tower lobby area, transforming it into a welcoming, cozy space with environmentally conscious design elements. This upgraded space serves as a vibrant first impression of Uzma, reflecting not only our commitment to employee wellbeing and inclusivity, but also our alignment with sustainable and modern design trends.

These efforts are part of our broader journey to create a workplace where every employee feels valued, respected, and empowered from the moment they enter our doors.

Our recruitment process is firmly grounded in non-discriminatory principles, where every candidate is assessed fairly based on their skills, qualifications, and potential, without bias related to race, gender and religion.

To support work-life balance, we offer flexible working arrangements and paternity leave, enabling employees to manage their personal and professional responsibilities effectively.

Our Performance

The table below provides an overview of the diversity within our Board of Directors, broken down by gender and age group, for the past three financial years.

Board Gender Diversity

Gender Diversity of Director	FY 2023		FY 2024		FY 2025	
	Number	Percentage	Number	Percentage	Number	Percentage
Female	2	22%	3	30%	3	30%
Male	7	78%	7	70%	7	70%
Total Number of Director	**9**		**10**		**10**	

Board Age Diversity

Age Diversity of Director	FY 2023		FY 2024		FY 2025	
	Number	Percentage	Number	Percentage	Number	Percentage
Aged < 30	0	0%	0	0%	0	0%
Aged 31 - 50	1	11%	1	10%	1	10%
Aged 51 - 65	5	56%	7	70%	7	70%
Aged > 65	3	33%	2	20%	2	20%
Total Number of Director	**9**		**10**		**10**	

Employee Gender Diversity

Gender Diversity by Employee Category	FY 2023		FY 2024		FY 2025	
	Male	Female	Male	Female	Male	Female
Senior Management	15%	19%	4%	1%	4%	1%
Management			10%	19%	13%	20%
Executive	16%	50%	18%	51%	20%	51%
Non-Executive	69%	31%	68%	29%	63%	28%
Total Number of Employee	**600**	**171**	**699**	**186**	**658**	**188**

Employee Age Diversity

Age Diversity by Employee Category	FY 2023				FY 2024				FY 2025			
	< 30 years	31 to 50 years	51 to 60 years	> 61 years	< 30 years	31 to 50 years	51 to 60 years	> 61 years	< 30 years	31 to 50 years	51 to 60 years	> 61 years
Senior Management	0%	20%	34%	0%	1%	21%	29%	0%	0%	2%	14%	0%
Management									2%	19%	15%	0%
Executive	36%	21%	3%	0%	38%	22%	5%	0%	48%	23%	5%	0%
Non-Executive	64%	58%	63%	100%	61%	57%	66%	0%	50%	56%	66%	0%
Total Number of Employee	222	472	73	4	225	529	101	0	202	551	93	0

Employee Ethnicity Diversity

Diversity in Ethnicity	FY2023	FY2024	FY2025
Malay	59%	57%	56%
Chinese	2%	2%	2%
Indian	<1%	<1%	<1%
Bumiputera Sabah & Sarawak [1]	17%	16%	16%
Others [2]	22%	24%	26%
Total Number of Employee	**771**	**885**	**846**

(1) *Represent ethnic groups such as Iban, Dayak, Kadazan, and Bidayuh*
(2) *Non-Malaysian*

Employee Nationality Diversity

Diversity in Nationality	FY2023	FY2024	FY2025
Malaysia	78%	76%	73%
Indonesia	2%	2%	2%
Thailand	19%	19%	21%
Philippines	1%	3%	3%
Others	1%	1%	1%
Total Number of Employee	**771**	**885**	**846**

Related UNSDGs

Employee Management

Why It Matters?

Our people are the foundation of Uzma's success. Fair employment, continuous development, and an inclusive culture are key to attracting and retaining talent. As the industry evolves, an engaged and adaptable workforce is vital to driving innovation and sustaining long-term growth.

Our Approach

Our approach to employee management is shaped by our commitment to fairness, opportunity, and ongoing development for all employees.

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. At Uzma, we are committed to cultivating a workforce that is adaptable, skilled, and future-ready. We continue to prioritise continuous professional development across all employee levels from executives and management to non-executive staff through a wide range of targeted training programme.

In FY 2025, our training initiatives resulted in a total of 23,798 training hours, with an average of 23 training hours and 2.9 training days per employee. We invested RM1.83 million in learning and development, reflecting our ongoing commitment to employee capability-building, despite a moderate decrease from FY 2024.

Our programme covered a broad spectrum of topics, including soft skills, operational compliance, corporate responsibility, sustainability, and health and safety. These efforts reflect our belief that empowering employees with relevant knowledge and skills is essential for driving sustainable performance and long-term success. 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 programmes 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 Corp fund ("HRDC"), demonstrating our dedication to the growth and advancement of our employees.

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 organisational practices, engagement channels, and Uzma's culture, providing them with the support needed to adapt smoothly to their new work environment.

In a fast-evolving industry, talent development is key to Uzma's competitiveness and adaptability. We equip our people with the technical expertise, agility, and mindset needed to meet future demands across the energy, technology, and sustainability landscape.

Our learning approach combines mandatory training covering operational, corporate responsibility, and compliance topics with upskilling in future-critical areas such as data analytics, automation, and digital platforms. Programmes are delivered through digital modules, blended formats, and project-based learning to maximise impact.

We also prioritise soft skills development, including leadership, collaboration, innovation, and communication, which are essential for cross-functional teamwork and navigating change.

To support mobility and knowledge sharing, employees are encouraged to take on roles across business segments for example, technical personnel transitioning into solar PV or analysts applying insights across multiple domains.

Leadership development at Uzma is deeply embedded in our culture, supported through structured mentorship, innovation-led projects, and proactive succession planning. In FY 2025, the UzmaHIP RISE and ELITE programme continued to play a critical role in preparing high-potential talent for expanded responsibilities and future leadership roles.

The programme is strategically crafted based on job position proficiency levels and is closely aligned with the Uzma Leadership Competency Model, ensuring that development efforts are both targeted and impactful. Through this approach, we equip our emerging leaders with the skills, mindset, and strategic outlook necessary to lead transformation and contribute meaningfully to Uzma's sustainable growth.

Employment Types and Fair Treatment

At Uzma, we maintain a balanced mix of permanent and contract or temporary employees to meet operational demands across our diverse business segments. This workforce structure supports flexibility, responsiveness, and efficiency, particularly in project-based and specialised roles.

The following table shows the trend in our employment staff.

Employment	FY 2023	FY 2024	FY 2025
Total Number of Group Workforce	711	885	846
Percentage of Permanent Employee	74%	68%	73%
Percentage of Contract or Temporary Staff	26%	32%	27%
Percentage of Group Staff with a Disability	0%	0%	0%

- *Contract/Temporary staff are staff with definite/fixed contract period (i.e. non-permanent employee)*
- *Contract/Temporary staff is excluded the freelance and consultants*

We are committed to upholding fair treatment for all employees, regardless of employment type. This includes equitable wages, clear terms of engagement, and safe, respectful working conditions in full compliance with applicable labour laws and industry standards.

Employee Compensation & 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 Key Performance Indicators ("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.

To attract and retain top talent, we offer competitive compensation and benefits packages benchmarked against industry standards. 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. Our remuneration exceeds minimum wage, considering skillset, experience, expertise, and potential.

In FY 2025, we took a further step in enhancing our employee value proposition through the harmonization of benefits for Full-Time Employees ("FTE"), covering both permanent and contract staff. This alignment promotes equity, clarity, and consistency across our workforce.

Additionally, we introduced the Recharge Leave initiative, a wellness-driven measure that allows employees to take time off to rest and rejuvenate, reinforcing our belief that a healthy work-life balance is essential for sustained performance and engagement.

Our key benefits include the following:

Types of Benefits	Description
Leaves	Annual, Replacement, Recharge, Offshore, Medical, Prolonged illness, Marriage, Maternity & Paternity, Examination, Hajj, Compassionate, Special, Unpaid.
Allowances	Telecommunication, Transportation, Project, Hardship, Onshore/Offshore, Acting, Vacation, Marriage gift, Newborn gift, Bereavement fund, Calamity assistance.
Business Travelling Entitlements	Mileage claims, Toll & parking claims, Subsistence allowance, Accommodation allowance, Laundry expenses claim, Telecommunication & internet access claims.
Medical, Hospitalization & Insurance	Group outpatient general treatment, Group hospitalisation & surgical, Group personal accident, Group term life.
Others	Professional membership, Transfer/relocation benefits, Gym membership subsidy.

These benefits are available to permanent employees only.

We offer equitable parental leave in accordance with local employment laws, supporting career continuity for our employees. During the reporting period, the Group maintained a 100% return-to-work and retention rate for employees who took parental leave.

Performance, Recognition, and Engagement

At Uzma, performance management and employee engagement go hand in hand to drive a high-performing and motivated workforce. Our Personal Performance Appraisal ("PPA") system supports talent development by setting clear expectations, providing continuous feedback, and identifying high performers for advancement. Performance outcomes guide fair and transparent rewards, including promotions and bonuses.

We foster a culture of recognition through initiatives like UzmaGRIT, which celebrates employees who embody perseverance, initiative, and positive values. This reinforces desired behaviours and highlights role models across the organisation.

To strengthen connection, engagement, and morale within the organisation, we continue to foster a positive and inclusive workplace culture through regular engagement activities such as town halls, team-building events, festive celebrations, and open feedback sessions all designed to encourage collaboration, transparency, and a shared sense of purpose.

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.

In FY 2025, our commitment to employee engagement extended beyond internal initiatives to include giving back to the broader community. Members of the People Division were invited to share their expertise at key platforms, including as speakers at the Total Rewards Asia Summit 2024 and as panelists for the Faculty of Mass Communication, UiTM, during an industry pitch event. These reinforce our role as a thought leader in people development.

We also celebrated Uzma's 25th anniversary with a special Raya celebration – "Raya Bergaya di Panggung", further enhancing our culture of appreciation and belonging. Other engagement highlights include the Clear and Cheer programme, which promotes workplace cleanliness and unity, as well as continued investment in employee voice and digitisation efforts.

To empower real-time employee feedback, we launched the "SpeakUp" platform, a dedicated channel for staff to share concerns and suggestions related to People Division and Admin matters. In addition, we rolled out several digital HR enhancements, including:

- The new HRMS system (BrioHR) for streamlined people operations

- The E-Conflict of Interest declaration system

- The Uzma I-PPA (Integrated Performance Planning and Appraisal) tool for performance data and alignment

- The Progressive Discipline Management ("PDM") system to ensure transparent and structured people governance

These initiatives reflect our ongoing journey to create a more connected, transparent, and responsive workplace where employees feel heard, supported, and inspired to grow together with Uzma.

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 programme. 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 programme effectively bridges this gap.

Uzma supports future talent and community growth through a practical internship programme that bridges academia and the workplace. In FY 2025, 53 students interned with Uzma through various university programmes and Khazanah Nasional Berhad's youth employability initiative, gaining valuable hands-on experience and exposure to professional development opportunities. This programme strengthens both student careers and Uzma's talent pipeline.

Our internship programme continues to be a key pillar in Uzma's talent development and community engagement strategy. It benefits not only the students by offering valuable industry exposure but also allowing Uzma to identify and engage with potential future talents who align with our vision, values, and long-term goals.

In FY 2025, the programme was further enriched through a meaningful collaboration with IGBS School, which went beyond conventional internships. This initiative was more than just early industry exposure and it became a true two-way learning experience. The students brought with them fresh perspectives, digital fluency, and a genuine eagerness to learn, reinvigorating our teams with new energy and ideas.

Their presence reminded us of how quickly the next generation can adapt, absorb knowledge, and grow when given the right platform. At the same time, we take pride in providing them with structured opportunities to gain hands-on experience, expand their capabilities, and potentially start their professional journey with us.

Through these next generation talent programmes, Uzma remains committed to nurturing a future-ready workforce while strengthening ties with the academic community.

Hosted bright young minds from IGB International School for a 1 – 2 week internship immersion

Our new joiners to the Uzma Group, consist of talents from K-Youth Development Program and project students from Kolej Tuanku Ja'afar.

Our Performance

The summary below presents training and development data for the past three reporting years.

Training and Development Data	Unit	FY 2023	FY 2024	FY 2025
Average training hours per employee	Hours	29.0	31.0	23.0
Average training days per employee	Day	3.59	3.91	2.9
Total training hours Groupwide	Hours	21,444	28,048	23,798
Total amount spent on Groupwide training	MYR	RM 1.92 million	RM 2 million	RM 1.83 million

The summary below presents training and development data for the past three reporting years.

Hours of Training	Unit	FY 2023	FY 2024	FY 2025
Senior Management	Hours	1,084*	3,271*	374
Management	Hours			2,360
Total training hours Groupwide	Hours	1,712*	3,477*	7,367
Non-Executive	Hours	2,676*	3,508*	13,697
Total Hours of Training	**Hours**	**5,472**	**6,779**	**23,798**

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.

Employee Turnover and New Hire

Employee turnover is a key factor in organizational stability and growth. In FY 2025, our turnover rate was 10.15%, reflecting our focus on retaining skilled professionals. 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.

Our approach to talent attraction and retention is reflected in our turnover rate. While a zero-turnover rate may seem ideal, we focus on maintaining a healthy turnover rate that promotes organisational efficiency and allows for the recruitment of new talent with advanced skill sets.

The following is a breakdown of employee turnover and employee new hire at the end of the reporting period:

Number of Employee Turnover	FY 2023	FY 2024	FY 2025
Average training hours per employee	2	0	2
Average training days per employee	24	15	15
Total training hours Groupwide	54	25	33
Total amount spent on Groupwide training	38	46	38
Total New Hire	**118**	**86**	**88**
Turnover rate [1]	14.78%	10.50%	10.15%

(1) Total Number of Turnover / Annual Average Headcount

Number of New Hire Employment		FY 2023	FY 2024	FY 2025
By Gender	Male	110	170	77
	Female	51	45	34
by Age Group	Aged < 30	n/a	103	50
	Aged 31 - 50	n/a	90	59
	Aged 51 - 65	n/a	22	2
	Aged > 65	n/a	0	0
Total New Hire		**161**	**215**	**111**

Related UNSDGs

Corporate Social Responsibilities

Why It Matters?

Uzma is committed to creating long-term value not just for shareholders, but also for the communities and environments we operate in. We recognise that through meaningful Corporate Social Responsibilities ("CSR") efforts, we can build stakeholder trust, enhance community well-being, and contribute to sustainable development.

Our Approach

Key elements of our CSR approach include:

- Focusing on local relevance by considering the social and environmental needs of the communities and regions where we have a presence.

- Supporting education, upskilling, and digital access, especially in underserved communities.

- Promoting environmental stewardship, including biodiversity protection, conservation efforts, and awareness around waste and water management.

- Encouraging employee volunteerism through Uzma Recreational Club ("URC") to deepen community engagement.

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.

World Clean Up Day 2024

Location:
- At Zoo Kemaman
- At Batu Manikar Beach, Labuan
- At Piasau Reserve Park, Miri
- At Pantai Pengkalan Balak, Malacca

September 2024

In conjunction with World Clean-Up Day, MECAS partnered with ChampionX to organise a joint environmental initiative across Kemaman, Labuan, and Miri. Staff volunteers took part in meaningful clean-up activities aimed at promoting environmental sustainability. In Kemaman, the team cleaned the grounds of Zoo Kemaman and donated recycling bins to support better waste management. In Labuan, employees, families, and local beach cleaners joined forces at Batu Manikar Beach, collecting 80kg of trash to help protect the coastal ecosystem. In Miri, more than 50 participants came together at Piasau Reserve Park for a clean-up and tree planting activity, reinforcing our commitment to preserving natural habitats.

Amount invested: RM 20,366

Tolumis Centre and Wallace Sheltered Relief, Kota Kinabalu

Location:
- Tolumis Centre
- Wallace Sheltered Centre

October 2024

During the Business Partner Engagement & Collaboration ("BPEC") event, we participated in the CRS joint-programme and successfully raised a total of RM 37,775. The contributions were made by Setegap Venture Petroleum, Elsa, Dimension Bid, Thundercranes, Solar Alert, Impressive, and PCSB-Sabah Asset.

Amount invested: RM 7,590
Beneficiaries: 49 individuals

University Students' Visit Organized by Society of Petroleum Engineers ("SPE")

Location:
- Uzma Kemaman Base

January 2025

Total of 42 students from various universities and international students visited our Uzma Kemaman base which organised by SPE. They learned about our asset and operations in delivering services in oil & gas sector. It was remarkable session and a lot of positive feedback received from students the benefit from the visit.

Amount invested: RM 700
Beneficiaries: 42 students

National Children's Day in Thailand

Location:
- Angthong Special Education Centre at Bangkok
- Watpratoo Chai School at Songkhla
- Ban Prue Phan Thai School at Lan Krabue

January 2025

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
Beneficiaries: 200 students

Sponsorship For One World Muslimah (Malaysia) and Indonesia Syiar Network (Indonesia) – The Power of the Inner Strength

Location:
- Kuala Lumpur

February 2025

We truly value the objectives of the event, particularly its focus on nurturing spiritual and emotional resilience, fostering unity, and leaving a legacy of shared faith and vision. The integration of Islamic teachings and modern psychology through the insights of esteemed speakers is indeed a commendable approach to empowering individuals and communities.

Amount invested: RM 5,000 (Platinum Tier 3)
Beneficiaries: 200 delegates

Bubur Lambuk Rewang and Tazkirah & Tadarus Al-Quran Perdana

Location:
- Masjid An-Nur Temasya Glenmarie

March 2025

In conjunction with the holy month of Ramadhan, around 40 Uzmarians, through the Uzma Recreational Club, joined hands to prepare and distribute four large pots of bubur lambuk for the local community. More than 1,600 servings were packed and shared, embodying the spirit of generosity and strengthening bonds with the community during this blessed month.

We also hosted a Tazkirah & Tadarus Al-Quran Perdana, uniting Uzma leaders with 20 visually impaired participants from the Malaysian Islamic Association for the Visually Impaired ("PERTIS"), who beautifully recited the Quran using Braille. The event was further enriched by an inspiring Tazkirah titled "Santapan Jiwa, Berkongsi Rezeki", delivered by Ustaz Nabil Ashraf from Innovative University College.

Amount invested: RM 16,673
Beneficiaries: 550 people

Van Donation to Masjid Anugerah Tanah Merah, Kelantan

Location:
- Masjid Anugerah Tanah Merah, Kelantan

March 2025

One of our restored vans, now complete with fresh upholstery and a new coat of paint, was donated to Masjid Anugerah Tanah Merah in Kelantan. We hope this small gesture makes a meaningful difference and helps ease their transportation needs.

Amount invested: RM 12,100
Beneficiaries: 10 mosque committee members

Universiti Malaysia Pahang Students' Visit

Location:
- Uzma Kemaman Base @ KSB

May 2025

We welcomed a group of students from Universiti Malaysia Pahang (UMP) for an educational visit to our Kemaman facilities at the KSB base. During the visit, the students had the opportunity to tour the site, gain insights into our operations and equipment, and learn about the roles and responsibilities of the base and support teams that drive our day-to-day activities.

Amount invested: RM 701
Beneficiaries: 36 students

Uzma Coastal Clean-Up & Tree Planting Event

Location:
- Kemaman

June 2025

As part of our ongoing environmental stewardship efforts, Uzma organised a Coastal Clean-Up and Tree Planting initiative in Kemaman, in collaboration with over 60 volunteers comprising staff families, Kelab Belia Teluk Kalong, and representatives from the Ministry of Youth and Sports. The event successfully resulted in the collection of more than 20 bags of waste and the planting of 30 rhu trees, reinforcing our commitment to coastal conservation and community engagement.

Amount invested: RM 3,135

Our Performance

The summary below presents training and development data for the past three reporting years.

Community Investment Indicator	FY2023	FY2024	FY2025
Total amount invested	RM 51,000	RM 40,800	RM 68,865
Number of beneficiaries of community investment [1]	12[2]	15[2]	1,087[3]

(1)   The data for number of beneficiaries is based on our best estimate, given the difficulty in tracking the exact number of beneficiaries for some of our initiatives.

(2)   The number of beneficiaries of community investment in FY 2023 and 2024 indicates the total number of programs.

(3)   The number of beneficiaries of community investment in FY 2025 indicates the total number of the individuals benefitting from the programmes

Governance

Ethical Business Practices

Why It Matters?

We uphold strong ethical standards across our business to maintain stakeholder trust, protect our reputation, and support long-term growth. We adopt the highest standard of personal and professional integrity in executing our business activities, internally and externally. We also committed to ethical business practices and good corporate governance to be an exemplary corporate citizen.

Our Approach

Uzma is steadfast in its commitment to the highest standards of corporate governance, focusing on creating sustainable value for all stakeholders. The Group upholds a zero-tolerance stance on fraud, corruption, and unethical behaviour across all operations, including our value chain and partnerships. The Group also maintains its stance as an apolitical organization, with no political donations or contributions made during FY 2025.

This is supported by anti-bribery policies, corruption risk assessments, and whistleblower mechanisms, and is further reinforced by our presence in countries with relatively stronger anti-corruption frameworks, none of which are ranked among the 20 lowest in Transparency International's Corruption Perception Index.

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.

For more information on our corporate governance practices, including details on our governance structure and policies, please refer to the Corporate Governance section in this Annual Report and our corporate website at **www.uzmagroup.com**.

Policies and Procedures

Uzma's Anti-Bribery Policy, embedded in our Code of Conduct and Business Ethics ("COBE") outlines clear expectations for ethical conduct across all roles and locations. The Board, as the highest governing body, has oversight of all anti-bribery and corruption matters, with periodic reviews to reflect any legislative updates. In FY 2025, we conducted Corruption Risk Assessments ("CRA") for headquarter office to identify exposure to bribery and other unethical practices.

	FY 2023	FY 2024	FY 2025
Percentage of operations assessed for corruption-related risks	0%	0%	16%

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

Board Composition

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.

Our current Board is composed of professionals with diverse expertise, including chartered accountants and members of engineering associations. Notably, six out of ten members are independent directors, underscoring our dedication to leadership integrity. To maintain the Board's effectiveness, we conduct annual evaluations. Starting of FY 2024, women represent 30% of our Board, and all members are proud to be Malaysians - meeting Bursa's requirement.

Anti-Corruption Training and Awareness

To promote ongoing compliance with our anti-bribery and anti-corruption policies, we implement training and engagement programs for all employees to reinforce the integrity of our control environment. We conduct formal, comprehensive training for key staff once every three years, or when there are significant changes to the compliance landscape with more frequent sessions for senior management due to their critical role in overseeing and driving compliance.

Additionally, new employees receive mandatory Anti Bribery and Corruption and Code of Conduct and Business Ethics ("COBE") for Uzmarian briefings during onboarding, while continuous awareness is reinforced through internal communications, employee handbooks, and the company website.

We also continued to conduct organization-wide training sessions for senior management personnel and employees in FY 2025 on anti-bribery and corruption, comprehensively on the Section 17A of the Malaysian Anti-Corruption Commission Act 2009. It covers framework of TRUST principles, Uzma Group Anti Bribery Policy, policy on gift, entertainment, hospitality, donation, and sponsorship.

Annual Pledge on Integrity

Starting FY 2025, we started to put compulsory for all employee to submit annual pledge on conflict-of-interest declaration.

Whistleblowing Channel

An essential part of our anti-corruption framework is a secure, independent, and trusted whistleblowing channel. It serves as a vital safeguard for detecting potential fraud, corruption, or other misconduct, and supports the effectiveness of our broader risk management and internal control environment.

All employees, business associates, and relevant stakeholders are encouraged to report suspected misconduct, breaches of law, or unethical behaviour, including corruption-related matters, through our whistleblowing channel with confidence that their concerns will be handled confidentially and without retaliation.

All Disclosures, whether in writing, or via email, should be directed to the Audit Committee Chairman at whistleblowing@uzmagroup.com. Full reporting procedures and contact details are available in Uzma's Whistleblowing Policy on our corporate website at **www.uzmagroup.com**.

Our Performance

Incidents of Corruption and Remedial Actions

We are pleased to report no incidents of corruption involving our employees or counterparties in relation to their employment with us during the reporting period.

Number of confirmed incidents of corruption and action taken for FY 2023, 2024 and 2025	None
Cost of fines, penalties, or settlements in relation to corruption	RM 0

Attendance on Anti-Corruption Training and Awareness

We are pleased to report the significant improvement on the annual anti-corruption and bribery training completion from our employees during the reporting period.

Percentage of employees by category who attended formal anti-corruption training	FY2023	FY2024	FY2025
Senior Management	58%	57%	78%
Management	43%	24%	72%
Total training hours Groupwide	45%	28%	72%
Non-Executive	5%	2%	48%

Whistleblowing or Grievance Cases

Over the past three reporting periods, no whistleblowing or grievance cases were reported.

Number of whistleblowing or grievance cases reported for FY 2023, 2024 and 2025	None Reported

Related UNSDGs

Data Privacy and Cyber Security

Why It Matters?

In today's digital economy, cybersecurity and data privacy are critical pillars in maintaining stakeholder trust and protecting business continuity. At Uzma, we recognize our responsibility to safeguard sensitive information, mitigate cyber threats, and ensure the integrity of our digital infrastructure. Proactive management of cyber risks supports our broader commitment to operational resilience and sustainable governance.

Our Approach

Compliance and Information Security Controls

We implement a comprehensive approach to data privacy and cybersecurity, grounded in compliance, governance, and continuous improvement. Our strategy integrates people, processes, and technologies to minimise risks and uphold regulatory obligations.

The following is our key measures and controls:

Areas	Key measures
Governance and Oversight	• Cyber risks overseen by the Board Sustainability and Risk Management Committee • Information Security Committee manages policies and monitors implementation
Standards and Compliance	• We are aligned with ISO 27001:2022, the Personal Data Protection Act 2010 (Malaysia), and applicable data protection laws in jurisdictions where we operate. • Continuous review ensures our policies meet evolving regulatory and threat landscapes.
Technical Controls	• Deployment of Multifactor Authentication ("MFA") and Endpoint Detection and Response ("EDR") tools to secure access and endpoints. • Ongoing penetration testing and vulnerability assessments to identify and remediate threats.
Third Party and Cloud Security	• All key vendors and cloud platforms undergo security assessments and compliance checks to ensure alignment with Uzma's security posture.
Awareness and Training	• Mandatory data privacy and cybersecurity training, including phishing simulations and onboarding briefings, to enhance staff awareness and vigilance.
Disaster Recovery Plan	• Robust backup systems, redundancies, and a tested Disaster Recovery Plan ("DRP") to ensure continuity of critical operations in the event of a cyber incident or system failure.

Our Performance

During the reporting period, there were no substantiated complaints from any regulatory or official bodies regarding breaches of customer privacy or losses of customer data. This outcome underscores our ongoing commitment to cybersecurity maturity and stakeholder trust.

Substantiated complaints concerning breaches of customer privacy and losses of customer data for FY 2023, 2024 and 2025	None Reported

Bursa Sustainability Reporting Data

Bursa Sustainability Indicators

Indicators	Measurement Unit	2023	2024	2025
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	60.00	49.00*	81.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	388.00	416.00*	9,378
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	-	-	2,076
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	-	-	1,185
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	-	915
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	-	-	164.70
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	-	62.30
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	-	102.40
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	2.420000	2.401000*	12.330000
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	136	143*	353
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Senior Management	Hours	188	888*	374
Middle Management	Hours	896	2,383*	2,360
Executive	Hours	1,712	3,477*	7,367
Non-executive	Hours	2,676	3,508*	13,697
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	26.00	32.00*	27.00
Bursa C6(c) Total number of employee turnover by employee category				
Senior Management	Number	2	0	2
Middle Management	Number	24	15*	15
Executive	Number	54	25*	33
Non-executive	Number	38	46*	38
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0

Internal assurance   External assurance   No assurance   (*)Restated

Indicators	Measurement Unit	2023	2024	2025
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Senior Management Aged 30 and below	Percentage	0.00	0.00	0.00
Senior Management Aged 31 – 50	Percentage	46.00	50.00*	48.00
Senior Management Aged 51 - 65	Percentage	54.00	50.00*	52.00
Senior Management Aged 65 and above	Percentage	0.00	0.00	0.00
Middle Management Aged 30 and below	Percentage	0.00	3.00*	2.00
Middle Management Aged 31 – 50	Percentage	88.00	84.00*	87.00
Middle Management Aged 51 - 65	Percentage	12.00	13.00*	11.00
Middle Management Aged 65 and above	Percentage	0.00	0.00	0.00
Executive Aged 30 and below	Percentage	44.00	45.00*	43.00
Executive Aged 31 - 50	Percentage	41.00	53.00*	55.00
Executive Aged 51 - 65	Percentage	15.00	2.00*	2.00
Executive Aged 65 - above	Percentage	0.00	0.00	0.00
Non-executive Aged 30 and below	Percentage	30.00	30.00*	22.00
Non-executive Aged 31 and 50	Percentage	59.00	58.00*	65.00
Non-executive Aged 51 and 65	Percentage	11.00	12.00*	13.00
Non-executive Aged 61 and above	Percentage	0.00	0.00	0.00
Gender Group by Employee Category				
Senior Management Male	Percentage	92.00	93.00*	93.00
Senior Management Female	Percentage	8.00	7.00*	7.00
Middle Management Male	Percentage	68.00	66.00*	69.00
Middle Management Female	Percentage	32.00	34.00*	31.00
Executive Male	Percentage	53.00	57.00*	58.00
Executive Female	Percentage	47.00	43.00*	42.00
Non-executive Male	Percentage	89.00	90.00*	89.00
Non-executive Female	Percentage	11.00	10.00 *	11.00
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	78.00	70.00*	70.00
Female	Percentage	22.00	30.00*	30.00
Aged 30 and below	Percentage	0.00	0.00	0.00
Aged 31 - 50	Percentage	11.00	10.00*	10.00
Aged 51 - 65	Percentage	56.00	70.00*	70.00
Aged 65 and above	Percentage	33.00	20.00*	20.00
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	51,000.00	40,800.00*	68,865.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	12	15*	1,087

Internal assurance   External assurance   No assurance   (*)Restated

Indicators	Measurement Unit	2023	2024	2025
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anticorruption by employee category				
Senior Management	Percentage	58.00	57.00*	78.00
Middle Management	Percentage	43.00	24.00*	72.00
Executive	Percentage	45.00	28.00*	72.00
Non-executive	Percentage	5.00	2.00*	48.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	0.00	16.67
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
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 Content Index

GRI Standard	Code	Disclosure	Location	Page
GRI 2: General Disclosures 2021	2-1	Organisational details	Overview of Uzma - Corporate Information	32
	2-2	Entities included in the organisation's sustainability reporting	About This Statement - Scope and Boundaries	90
	2-3	Reporting period, frequency and contact point	About This Statement	90
	2-4	Restatements of information	N/A	
	2-5	External assurance	Statement of Assurance	90
	2-6	Activities, value chain and other business relationships	Overview of Uzma - What We Do | Supply Chain Management	10 / 108
	2-7	Employees	Employee Management - Employment Types and Fair Treatment	148
	2-8	Workers who are not employees	Employee Management - Employment Types and Fair Treatment	148
	2-9	Governance structure and composition	Corporate Governance Overview Statement	176
	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	94
	2-15	Conflicts of interest	Corporate Governance Overview Statement | Ethical Business Practices	176 / 159
	2-16	Commitment of critical concerns	Material Matters	102
	2-17	Collective knowledge of the highest governance body	Corporate Governance Overview Statement – Continuous training and development	179
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Overview Statement – Board Annual Evaluation on Effectiveness	185
	2-19	Remuneration policies	TOR of Board Nomination and Remuneration Committee at www.uzmagroup.com	
	2-20	Process to determine remuneration		
	2-21	Annual total compensation ratio	N/A	
	2-22	Statement on sustainable development strategy	A Message from the MD/Group CEO	91

GRI Standard	Code	Disclosure	Location	Page
GRI 2: General Disclosures 2021	2-23	Policy commitments	Ethical Business Practices - Policies and Procedures	159
	2-24	Embedding policy commitments		
	2-25	Processes to remediate negative impacts	Whistleblowing Channel	161
	2-26	Mechanisms for seeking advice and raising concerns	Whistleblowing Channel	161
	2-27	Compliance with laws and regulations	Ethical Business Practices – Incidents of Corruption and Remedial Actions	161
	2-28	Membership associations	Uzma's Active Engagement in Industry Associations and Collaborative Initiatives	100
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	96
	2-30	Collective bargaining agreements	Labour Practices and Human Rights	139
GRI 3: Material Topics	3-1	Process to determine material topics	Material Matters	102
	3-2	List of material topics		
	3-3	Management of material topics	Management of all material topics are provided in the respective EESG sections in this Statement	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic - Financial Performance	107
	201-2	Financial implications and other risks and opportunities due to climate change	Climate Change | Climate Report	130 171
	201-3	Defined benefit plan obligations and other retirement plans	Employee Management – Employee Compensation & Benefits	149
	201-4	Financial assistance received from government	N/A	-
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	143
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Economic Performance	106
	203-2	Significant indirect economic impacts	Technology and Innovation	114
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain Management - Proportion of Spending on Local Vendors	112

GRI Standard	Code	Disclosure	Location	Page
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Ethical Business Practices	159
	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	Ethical Business Practices - Incidents of Corruption and Remedial Actions	161
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management	116
	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 Management | Pollution - Effluent & Water Discharge Management	123 126
	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	Biodiversity	131
	304-2	Significant impacts of activities, products, and services on biodiversity		
	304-3	Habitats protected or restored	N/A	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions Management	119
	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 Standard	Code	Disclosure	Location	Page
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management	121
	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	Supply Chain Management - Strengthening Environmental and Social Due Diligence in Our Supply Chain	108
	308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Employee Management - Employee Turnover and New Hire	Employee Compensation & Benefits	152
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		149
	401-3	Parental leave		
GRI 402: Labor / Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Labour Practices and Human Rights	139
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Safety & Health	133
	403-2	Hazard identification, risk assessment, and incident investigations		
	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 404: Training and Education 2016	404-1	Average hours of training per year per employee	Employee Management – Training Hour and Development Data	Training and Development	152
	404-2	Programs for upgrading employee skills and transition assistance programs		147
	404-2	Percentage of employees receiving regular performance and career development reviews		

GRI Standard	Code	Disclosure	Location	Page
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion – Board and Employee	143
	405-2	Ratio of basic salary and remuneration of women to men	N/A	
GRI 406: Non-discrimination 2016		Incidents of discrimination and corrective actions taken	Labour Practices and Human Rights	139
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	139
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Labour Practices and Human Rights	139
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	139
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Labour Practices and Human Rights	139
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Labour Practices and Human Rights	139
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	CSR - Community Investment | Biodiversity	158 131
	413-2	Operations with significant actual and potential negative impacts on local communities		
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain Management – Responsible Sourcing	108
	414-2	Negative social impacts in the supply chain and actions taken		
GRI 415: Public Policy 2016	415-1	Political contributions	Ethical Business Practices	159
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity	162

Climate Report

This year marks Uzma's first climate report, prepared with reference to the International Financial Reporting Standards Sustainability Disclosure Standards ("IFRS"), namely IFRS S1 and IFRS S2, which have been incorporated into Bursa Malaysia's sustainability reporting requirements under the National Sustainability Reporting Framework ("NSRF").

While we are not yet fully aligned with all IFRS S1 and S2 requirements, this report serves as an important first step toward establishing a more systematic and transparent approach to climate-related disclosures.

The IFRS S1 and S2 standards offer a globally recognised foundation for identifying, evaluating, and reporting climate-related risks and opportunities across four key pillars: governance, strategy, risk management, and metrics and targets. At this stage, our disclosures are preliminary, with several components, such as scenario analysis, financial quantification, emissions baselining, and target setting, still in progress.

We acknowledge that there is room to grow. Our current disclosures are made on a best-effort basis, grounded in relevance to our operations and the maturity of available data.

In line with the phased and capacity-building approach encouraged by the NSRF, we are committed to strengthening our internal processes and progressively enhancing our reporting practices in accordance with IFRS S1 and S2 expectations.

An overview of how we address climate-related risks and opportunities, structured around the four IFRS S2 pillars, is provided in the sections that follow.

Governance

Uzma recognises that climate change is closely linked with key sustainability areas such as economic performance, health and safety, energy use, and emissions. Effective governance is essential to manage these risks and opportunities.

The Board oversees climate-related matters, ensuring they are integrated into strategic and operational decisions. Management is responsible for implementation, supported by relevant functions in tracking, compliance, and continuous improvement.

For more information, please refer to the Governance section of this Sustainability report.

Strategy

While this is our first formal disclosure, we have been continuously assessing how climate-related risks and opportunities could influence Uzma's business strategy, operations, and financial planning. This report is prepared in line with the Strategy pillar of the IFRS S1 and S2 standards, which require organisations to evaluate both the actual and potential impacts of climate change across short, medium, and long-term horizons.

While we have not yet undertaken a detailed quantification of financial impacts, we acknowledge the relevance of both physical climate risks (such as extreme weather and flooding) and transition climate risks (such as regulatory shifts and rising expectations for low-carbon practices) to our business, particularly as an energy and technology company.

We categorise climate-related risks into two main types: **physical risks** and **transition risks**.

Climate-related Risks and Opportunities

Our climate-related risks fall into two main categories:

Physical Climate Risks Direct impacts of climate change on field and offshore operations	**Transition Risks** Arising from the global shift to a low-carbon economy
• **Acute risks:** Short-term, event-driven events such as floods or extreme heat that disrupt site access, damage infrastructure, or delay services. • **Chronic risks:** Long-term shifts like rising temperatures or water stress that affect operational efficiency, resource availability, and asset lifespan.	• Includes potential regulatory changes (e.g., carbon pricing), evolving investor and client expectations, and the need to innovate particularly in renewables and low-emission technologies.

We define climate risk time horizons aligned with strategic planning:

- **Short term:** 0 - 12 months
- **Medium term:** 1 – 5 years
- **Long term:** Beyond 5 years

Scenario Analysis

Scenario analysis is a key component of our physical and transition climate risk assessment. It enables us to evaluate how these risks may evolve over time and assess the resilience of our operations under a range of possible climate conditions.

We are committed to disclosure the detailed scenario analysis for physical risk and transition risk in future.

Risk Management

We continue to embed climate-related risks into our overall risk management processes to ensure they are identified, assessed, and managed in line with other business risks.

Metrics & Targets

To effectively manage climate-related risks and opportunities, we recognise the need to establish a strong foundation for measuring and disclosing key climate metrics. These metrics help us assess our exposure to climate impacts, monitor adaptation and mitigation progress, and support informed, data-driven decisions across our operations.

As this is our first climate report, disclosures remain at an early stage. We are focused on building internal capabilities and aligning with regulatory expectations, including those under IFRS S1 and S2.

Currently, our targets are a mix of qualitative and quantitative indicators. An overview of our climate risk performance management is outlined below.

Area	Metrics	Targets and Performance
Health and Safety Extreme weather events and the increase in mean temperature represent a threat to the health and safety of our people	Loss Time Injury Rate and Number of Fatalities	We are pleased to report that we continue to achieve zero fatalities and loss time injury. We intend to ensure that all employees and contractors, especially at our construction sites, remain safe and secure, despite the heightened exposure to weather elements and increase in mean temperature.
Operational Greenhouse Gas ("GHG") Emissions	Scope 1 and Scope 2 GHG Emissions	Our target is to reduce Scope 1 and Scope 2 GHG emissions by optimising energy consumption and by ensuring greater efficiency in our business processes. However, we acknowledge that there is always room for improvement and remain committed to continuous progress.
Renewable & Low Carbon Services	Solar EPC Capacity Installed (MWh)	We aim to expand our solar EPC delivery, particularly for industrial and commercial clients. As of reporting year, 11.88 MW installed across commercial and industrial projects. Our solar business is expected to contribute increasingly to our project pipeline in the coming years.
	Non-Oil and Gas Revenue Share (%)	We aim to gradually grow our revenue contribution from non-oil and gas segments, such as renewables, digital, and geospatial services, in line with our broader diversification efforts. Currently, non-oil and gas business segment has contributed to 30% of total revenue.
Climate Intelligence	Geospatial Risk Contracts	We deliver satellite-based risk mapping for clients in agriculture, and infrastructure. We plan to grow this segment as part of our strategy to support climate resilience and environmental compliance. As of FY 2025, our Land Use Change Analysis ("LUCA") services had covered over 120,000 hectares across the oil palm sector, supporting more sustainable land management practices.
Operating costs that are significantly impacted by climate-related risks include, but are not limited to: • Increased insurance premiums due to climate-related events • Higher medical claims from employees affected by climate-related health issues • Rising raw material and logistics costs driven by energy price fluctuations or disruptions to business operations	Climate-related increase in operating cost	Our target is to avoid any unexpected and significant increase in operating costs, due to poor climate risk management. For the reporting period, we are pleased to report that there has been no material or adverse financial impact on our operating costs and profitability, which can be directly attributable to poor management of climate-related risks.