

# **SUSTAINABILITY POLICY**



## **SEALINK INTERNATIONAL BERHAD**

**REGISTRATION No. 200701042948 (800981-X)**

**Revised on  
15 April 2026**

## **Objective of Policy**

Sealink International Berhad (“Sealink” or “the Company”) is committed to integrating sustainability into its business operations and decision-making processes to create long-term value for its stakeholders.

This Sustainability Policy serves as a statement of intent to communicate the Company’s commitment to responsible and sustainable business practices to employees, customers, vendors and other stakeholders.

Sealink is committed to:

- Complying with all applicable laws, regulations and guidelines;
- Integrating environmental, social and governance (“ESG”) considerations into its business strategies and operations;
- Promoting awareness and accountability for sustainability across the organisation;
- Enhancing long-term stakeholder value; and
- Continuously improving sustainability performance through regular monitoring, review and reporting.

## **Sustainability Approach**

The Company adopts a structured approach to sustainability by focusing on key ESG areas that are material to its operations. These focus areas are identified through internal assessments and engagement with relevant stakeholders.

Sealink remains committed to strengthening its sustainability practices through continuous improvement, transparency and alignment with evolving regulatory expectations and industry standards.

## **Economic**

We aim to enhance long-term economic value for all stakeholders by constantly review our business practices, ensuring sustainable growth, and enhancing the overall performance of our business segments.

## **Environment**

Sealink is committed to managing and minimising the environmental impact of its operations. Key initiatives include:

- Ensuring that operations are conducted safely and responsibly, with due consideration for environmental protection;

- Improving fuel efficiency and energy performance across the vessel fleet to reduce greenhouse gas emissions intensity;
- Managing waste responsibly through reduction, reuse and proper disposal practices to protect marine biodiversity and surrounding ecosystems;
- Implementing practical and cost-effective measures to mitigate environmental impact arising from operations; and
- Maintaining open and transparent communication with stakeholders on environmental matters where appropriate.

## **Social**

Sealink is committed to providing a safe, inclusive and supportive work environment, while contributing positively to the communities in which it operates. The Company shall:

- Promote a workplace culture that is free from discrimination, harassment and unfair treatment, where all employees are treated with dignity and respect;
- Foster diversity and inclusion, enabling employees to reach their full potential;
- Prioritise health, safety and well-being, with a target of achieving zero lost time injury and maintaining high safety standards across operations;
- Provide training and development opportunities to equip employees with the necessary skills to support business objectives; and
- Engage with local communities to create positive social and economic impact while managing any potential adverse effects of its operations.

## **Governance**

Sealink upholds high standards of corporate governance and ethical conduct in all aspects of its business. The Company shall:

- Comply with all applicable laws, regulations, standards and guidelines;
- Promote integrity, accountability and transparency through adherence to its Code of Conduct and Ethics;
- Implement robust internal controls and management systems to ensure the integrity of operations and financial reporting;
- having in place robust policies and procedures to ensure the adequacy and integrity of the Company's internal control system and management information systems, including systems for compliance with applicable laws, regulations, rules, directives and guidelines;

- Maintain an effective enterprise-wide risk management framework to identify, assess and manage key risks; and
- Facilitate transparent communication with stakeholders through effective investor relations and timely disclosures.

### **Measurable Objectives and Reporting**

This Policy is embedded into our business practices through a Senior Management Team, comprising the Heads of Department of Sealink (“Heads of Department”) and led by Mr Andes Hii as the Designated Personnel. This team, headed by the Executive Director shall be accountable for the implementation and monitoring of this Policy.

On an annual basis, the Sustainability Sub-Committee shall discuss with the Executive Director the measurable objectives and its progress towards achieving business sustainability for subsequent endorsement by the Board of Sealink. The Board is at liberty to seek to improve one or more aspects of its sustainability and measure progress accordingly.

### **Disclosure**

The Company will report on its sustainability efforts in the Corporate Governance Statement and Sustainability Report contained in its yearly Annual Report , and in the accompanying Corporate Governance Report in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and Malaysian Code on Corporate Governance (as applicable).

### **Policy Governance**

This Policy shall be reviewed periodically to ensure its relevance and alignment with regulatory requirements, industry practices and the Company’s strategic direction.

Any amendments to this Policy shall be recommended by Executive Director and approved by the Board. The Policy shall be made available on the Company’s corporate website.

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