

Sustainability Statement

INTRODUCTION / ABOUT THIS REPORT

Sealink International Berhad ("**Sealink**" or the "**Company**") acknowledges the vital role sustainability plays in driving the long-term growth of the Company and its subsidiaries ("**the Group**"). As such, the Board of Directors ("**Board**") is pleased to present its commitment to fostering sustainable value, aiming to meet strategic goals and enhance long-term shareholder value. The Company focuses on developments that are economically, environmentally, and socially beneficial, ensuring a sustainable future aligns with its core business operations. Sealink is pleased to share our dedication and progress in creating meaningful value for Sealink's stakeholders, while maintaining responsible environmental and social practices. When read together with Sealink's financial statements and other sections in this Annual Report, this Sustainability Statement provides stakeholders with a comprehensive view of how the Group balances financial performance with Environmental, Social, and Governance ("**ESG**") considerations.

SCOPE AND BASIS OF SCOPE

This Statement covers the activities of Sealink and its subsidiaries for the financial year ended 31 December 2025 ("**FYE 2025**"). Where relevant and available, comparative historical data has been included to provide context and continuity in our disclosures.

REPORTING FRAMEWORKS AND STANDARDS

This Statement has been prepared in accordance with the Main Market Listing Requirements ("**MMLR**") of Bursa Malaysia Securities Berhad ("**Bursa Malaysia**"), guided by Practice Note 9 of MMLR and the Sustainability Reporting Guide (3rd Edition) ("**SR Guide**") issued by Bursa Malaysia. The Group remains committed to continuous improvement in its sustainability practices, with ongoing enhancements to its reporting framework over time.

LIMITATIONS AND DATA SCOPE

The Group recognises the ongoing challenges in collecting certain sustainability data indicators and is taking steps to improve its data collection and performance monitoring processes. The sustainability data and disclosures presented in this Statement are derived from internal sources and verified by the respective business units or data owners, based on management estimates and the best available information at the time of reporting. As sustainability reporting practices continue to evolve, the Group will progressively strengthen its data collection and analytical capabilities to improve the accuracy and reliability of reported information.

STATEMENT OF ASSURANCE

This Statement has not been subjected to a formal internal audit review, nor has it been independently assured by an external party.

The Board provides ultimate oversight of corporate governance and is collectively accountable for the integration of sustainability across all business segments.

The Board has reviewed the information presented herein and is satisfied that it has been prepared based on management's judgment. The Board has also reviewed and approved this Statement, ensuring that it reflects the Group's sustainability approach and key commitments.

FEEDBACK ON THE STATEMENT

As part of our ongoing commitment to continuous improvement, we aim to enhance the depth, accuracy and transparency of our sustainability reporting. We greatly value the perspective of our stakeholders and welcome any questions, feedback, or suggestions that may contribute to the refinement of our sustainability practices and disclosures. Stakeholders are encouraged to share their input via email at DL-ESG-SIB@asiasealink.com.

Sustainability Statement (cont'd)

OUR APPROACH TO SUSTAINABILITY

SUSTAINABILITY FRAMEWORK

Sealink adopts a structured approach to sustainability by focusing on key ESG areas that are material to its operations.

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

SUSTAINABILITY POLICY

Sealink 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.

The Group is guided by its Sustainability Policy and is available for reference on the Company's website at www.asiasealink.com.

SUSTAINABILITY GOVERNANCE

Sealink's sustainability governance structure is designed to provide clear oversight, strategic direction, and effective implementation of initiatives. Responsibilities are distributed across different levels of the organisations to ensure both long-term priorities and day-to-day practices are addressed.

The Group's sustainability governance structure is outlined below:



The Board holds ultimate responsibilities for the Group's sustainability, including ensuring the strategic plan of the Company supports long-term value creation and includes strategies on economic, environmental and social considerations underpinning sustainability.

The Board has formed a Sustainability Committee ("the SC"), which consists mainly of independent directors, to oversee, discuss, and address matters related to sustainability practices. The SC is set up to assist the Board in fulfilling its oversight duties regarding Sealink's sustainability strategies and initiatives, which encompass environmental, social, and economic aspects, while also integrating sustainability practices into the business. In carrying out its responsibilities, the SC operates under the guidance of its Terms of Reference, which can be accessed on the Company's website at www.asiasealink.com.

Sustainability Statement (cont'd)

SUSTAINABILITY GOVERNANCE (cont'd)

As of the date of this Statement, the SC is structured as follows:

- The Executive Officer (Chairman); and
- 2 Independent Non-Executive Directors.

The SC shall be assisted by the Senior Management to drive sustainability best practices in the Group.

The SC shall also be assisted by the designated personnel to provide dedicated focus to manage sustainability strategically, including the integration of sustainability considerations in the operations of the Group.

In line with sustainability goals, Sealink ensures that sustainability efforts are integrated into the Group's strategic direction by involving all relevant members, including the Senior Management Team, Heads of Department of Sealink, and all departments responsible for implementing the initiatives. The implementation and progress of these initiatives are overseen and managed by the Sustainability Sub-Committee, led by Mr. Andes Hii Toh Heng as the Designated Personnel.

STAKEHOLDER ENGAGEMENT

The Group recognises that continuous engagement with our stakeholder is essential to ensure that our sustainability approach remains relevant and aligned with their needs and expectations, while shaping our focus and strategic direction.

The Group engages with multiple stakeholder groups to ensure effective and meaningful communication. The table below summarises the Group's stakeholders, including the methods and frequency of engagement, as well as the initiatives undertaken for the FYE 2025.

Stakeholders	Methods of Engagement	Frequency	Initiatives
Shareholders	<ul style="list-style-type: none"> • Annual reports • Annual general meeting • Quarterly reports • Company website 	Annual Annual Quarterly Ongoing	<ul style="list-style-type: none"> • Timely financial reporting and updates • Business management and governance
Board of Directors	<ul style="list-style-type: none"> • Board Meeting • Annual general meeting • Company organised events 	Quarterly Annual	<ul style="list-style-type: none"> • Timely financial reporting and update • Business management and governance
Government and Regulators	<ul style="list-style-type: none"> • Participate in training programmes organised by Government bodies and Regulators • Inspection / Inquiries by authorities 	As and when required / invited As and when required	<ul style="list-style-type: none"> • Compliance with regulations, laws and by-laws
Clients (Customers)	<ul style="list-style-type: none"> • Company website • Meetings and discussions • System Audit - HSSE 	Ongoing Ongoing As and when required	<ul style="list-style-type: none"> • Safety and health • Sustaining long-term relationship

Sustainability Statement (cont'd)

STAKEHOLDER ENGAGEMENT (cont'd)

Stakeholders	Methods of Engagement	Frequency	Initiatives
Financiers	<ul style="list-style-type: none"> Institutional briefings, presentations or conference calls Annual Report Bursa announcements Quarterly financial announcement 	As and when required Annual As and when required Quarterly	<ul style="list-style-type: none"> Business performance and updates Financial position Long-term relationship development Procurement of banking facilities at competitive rates
Employees	<ul style="list-style-type: none"> Education and training programmes Employee handbook Whistleblowing policy Health and safety notices and updates Meetings Annual performance appraisal 	Ongoing Ongoing Ongoing Ongoing Ongoing Annual	<ul style="list-style-type: none"> Workplace safety and health Career development and training opportunities Remuneration and benefits Work-life balance Staff recreation
Community	<ul style="list-style-type: none"> Annual Report Jobs Creation 	Annual	<ul style="list-style-type: none"> Promoting social and environmental well-being Job opportunities Industrial trainee engagement

MATERIALITY MATTERS

The Group recognises the importance of identifying ESG issue that are most significant to its business operations and long-term strategy.

In FYE 2025, the Group conducted an Internal Stakeholder materiality assessment to prioritise ESG issues that:

- ✓ Impact business strategy, operations, risk management
- ✓ Of great importance to internal stakeholders
- ✓ To guide sustainability disclosures

Materiality Assessment Process



The process begins with the identification of ESG topics through internal stakeholder engagement, which includes the Board, Senior Management, and Head of Departments of Operations, Finance, Human Resources, and Risk & Compliance. ESG topics are then prioritised using a scoring methodology that focuses on Impact to Business and Stakeholder Concern, using a rating scale of one (1) to five (5) (1 = Very Low Impact; 2 = Low Impact; 3 = Moderate Impact; 4 = High Impact; 5 = Very High Impact). A priority classification guide were also applied to determine prioritisation of ESG topics into three (3) main categories (Score of 4.1 to 5 = High Impact; 3.1 to 3.9 = Medium; and ≤ 3.0= Low Impact).

Sustainability Statement (cont'd)

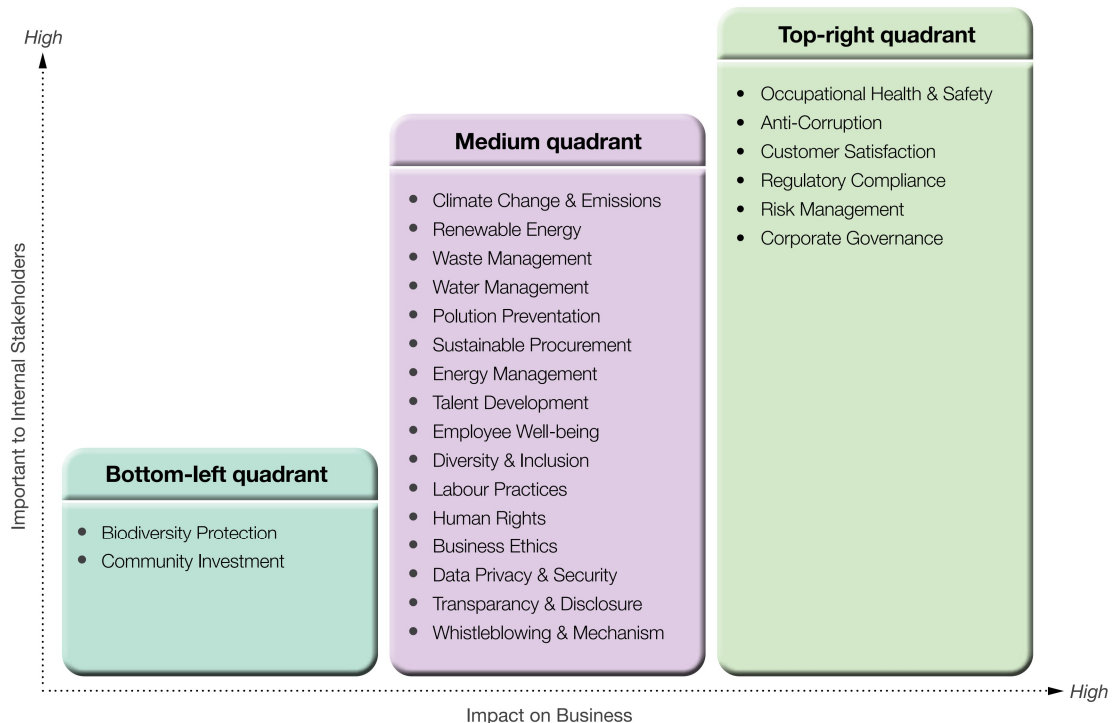
Materiality Assessment Process (cont'd)

Final results of the material ESG topic are summarised as follows:

Category	High	Medium	Low
Environmental	-	<ul style="list-style-type: none"> ✓ Climate Change & Emissions ✓ Renewable Energy ✓ Waste Management ✓ Water Management ✓ Pollution Prevention ✓ Sustainable Procurement ✓ Energy Management 	<ul style="list-style-type: none"> ✓ Biodiversity Profession
Social	<ul style="list-style-type: none"> ✓ Occupational Health & Safety ✓ Customer Satisfaction 	<ul style="list-style-type: none"> ✓ Talent Development ✓ Employee Well-being ✓ Diversity & Inclusion ✓ Labour Practices ✓ Human Rights 	<ul style="list-style-type: none"> ✓ Community Investment
Governance	<ul style="list-style-type: none"> ✓ Anti-Corruption ✓ Regulatory Compliance ✓ Corporate Governance ✓ Risk Management 	<ul style="list-style-type: none"> ✓ Business Ethics ✓ Data Privacy & Cybersecurity ✓ Transparency & Disclosure ✓ Whistleblowing Mechanism 	-

Materiality Matrix

The results were plotted in the following materiality matrix, illustrating the relative importance of ESG issues to internal stakeholders and their impact on the business.



Sustainability Statement (cont'd)

Interpretation:

- 1) Top-right quadrant = Main Focus
- 2) Medium quadrant = Important
- 3) Bottom-left quadrant = Monitor and review periodically

Validation and Governance

The results were reviewed by Senior Management and subsequently validated by the SC and thereafter approved by the Board. The identified material ESG topics support the Group's disclosures and ensure that internal stakeholders' expectations are addressed, while keeping the Group aligned with prevailing regulatory requirements.

Future Plans

- ✓ Broaden the materiality assessment to encompass key external stakeholders.
- ✓ Establish and implement ESG KPIs, with oversight and review by the SC.
- ✓ Ensure alignment with recognised global ESG frameworks, including GRI and TCFD.

COMMON SUSTAINABILITY MATTERS

Anti-Bribery and Corruption

The Group is committed to upholding highest standards of transparency, accountability, and integrity. The Group believes that strong corporate governance is fundamental to achieving long-term success, sustainable growth, and fostering trust among shareholders and stakeholders.

In line with this commitment, the Group has published an Anti-Bribery and Corruption Policy on our website, aligned with Section 17A of the Malaysian Anti-Corruption Commission Act 2009 (Amendment 2018). This policy provides clear guidelines for employees, contractors, and business partners, outlining the Group's stance against any form of corruption. Additionally, a Whistleblowing Policy and a Code of Conduct has been implemented to reinforce ethical business practices, and both are publicly accessible on our website.

These policies promote transparency, establish clear reporting channels for unethical conduct, and apply to all Directors, employees, and associated personnels, ensuring a consistent and unified approach to preventing corruption across the Group. The Group remains committed to fostering a culture of integrity and compliance, supported by ongoing training and resources to enhance employees' understanding of their responsibilities.

These policies have been communicated to all employees through various channels, including our corporate website and intranet, Employee Handbook, internal memoranda, and training sessions.

In FYE 2025, anti-corruption training was delivered across the organisation through a combination of physical briefings and digital learning platforms, enabling employees participation. These initiatives form part of the Group's ongoing efforts to enhance ethical awareness, cultivate a compliance-oriented culture, and equip employees to manage the company's exposure to corruption risks effectively.

The Company's corporate governance practices are also outlined in the Corporate Governance Overview Statement within this Annual Report, and are also available on the Company's website at www.asiasealink.com.

Sustainability Statement (cont'd)

(a) Percentage of employees who have received training on anti-corruption by employee category

	2023	2024	2025
Supervisor	45.83%	64.00%	78.57%
Executive	57.14%	82.35%	100.00%
Managerial	77.27%	95.45%	84.62%

(b) Percentage of operations assessed for corruption-related risks

2023	2024	2025
0.00%	0.00%	0.00%

(c) Confirmed incidents of corruption and action taken

2023	2024	2025
0	0	0

Community / Society**Tree Planting Community Event**

On 25 October 2025, Sealink, in collaboration with Sarawak Forestry Corporation, Bahagian Piasau Miri, organised a Tree Planting Community event at Piasau Nature Reserve, Miri, Sarawak. The event brought together over 50 individuals, including Sealink staffs, client representatives, and members of the Piasau Nature Reserve team. As part of the ESG program, Sealink contributed 100 trees, valued at RM8,000 (Ringgit Malaysia Eight Thousand only), to support environmental conservation and community engagement.



Sustainability Statement (cont'd)

Tree Planting Community Event (cont'd)

The event went beyond planting trees as it symbolised hope for a greener and healthier future. Each tree planted represents our shared responsibilities to protect the environment, reduce carbon footprint, and to leave a positive legacy for future generations. It underscores the importance of understanding our daily actions affect the environment and taking proactive steps to reduce pollution, conserve resources, and preserve biodiversity.



Through this ESG program, Sealink aims to promote awareness of greenhouse gas emission (GHG) biodiversity conservation, encourage environmental responsibility among the employees, and strengthen partnership with our business partner for sustainable development. The theme, “Go Green and Breathe Clean”, captured the spirit of the event, which was met the enthusiasm and active participation, marking a successful step towards a greener future.

Sponsoring the Charity Run for Blood and Organ Vitality 2.0 organised by Malaysia Red Crescent

The Charity Run for Blood and Organ Vitality 2.0 was successfully held on 19 October 2025 at Pusat Dialysis Bulan Sabit Merah Permyjaya, Miri, Sarawak. The event aimed to raise awareness on the importance of blood and organ donation, while promoting a healthy lifestyle within the community.

Sealink contributed RM4,000 (Ringgit Malaysia Four Thousand only) to the Malaysian Red Crescent Society, Miri District Branch, in support of this meaningful community initiative, reflecting the Group’s commitment to social responsibility and community well-being.



Sustainability Statement (cont'd)

Diversity

Diversity is fundamental to a dynamic, innovative, and inclusive workplace. At the Group, diversity encompasses a wide range of attributes, including race, gender, ethnicity, age, religion, cultural beliefs, abilities and backgrounds. By valuing and leveraging the unique strengths and perspectives of our people, the Group fosters a respectful workplace culture that supports sustainable business performance.

The Group is committed to maintaining a workplace free from discrimination and harassment, with equal opportunity principles embedded across all employment practices, including recruitment, remuneration, performance evaluation, careers progression and talent development.

The following table presents the Group's workforce distribution by employment level, age, and gender for the financial year:

a) i) Percentage of employees category by gender

	Gender	2023	2024	2025
Manager/Top Management	Female	26.67%	25.00%	32.35%
	Male	73.33%	75.00%	67.65%
Executive	Female	16.22%	20.74%	61.54%
	Male	83.78%	79.30%	38.46%
Non-Executive	Female	13.14%	12.07%	26.83%
	Male	86.86%	87.93%	73.17%

ii) Percentage of employees category by age group

	Age Group	2023	2024	2025
Manager/Top Management	Age 30 and below	0.00%	0.00%	0.00%
	31-40	13.33%	10.71%	14.70%
	41-50	53.33%	35.71%	38.24%
	51 and above	33.33%	53.57%	47.06%
Executive	Age 30 and below	7.43%	2.00%	9.10%
	31-40	38.51%	36.30%	18.18%
	41-50	32.43%	39.30%	52.27%
	51 and above	21.62%	22.22%	20.45%
Non-Executive	Age 30 and below	36.50%	33.10%	25.00%
	31-40	29.93%	33.10%	22.66%
	41-50	14.96%	15.17%	18.75%
	51 and above	18.61%	18.62%	33.59%

Sustainability Statement (cont'd)

b) i) Percentage of directors by gender

	Gender	2023	2024	2025
Director	Female	20.00%	20.00%	16.67%
	Male	80.00%	80.00%	83.33%

ii) Percentage of directors by age group

	Age Group	2023	2024	2025
Director	Age 30 and below	0.00%	0.00%	0.00%
	31-40	0.00%	0.00%	0.00%
	41-50	0.00%	0.00%	0.00%
	51 and above	100.00%	100.00%	100.00%

Energy Management

The Group's energy consumption is derived from a combination of direct and indirect sources. Direct energy sources include gases and diesel, while electricity represents the main indirect source.

Sealink has implemented the use of shore electricity to power to vessels at its designated wharf, eliminating the need for diesel to operate onboard equipment. This initiative has contributed to a reduction in carbon emissions while vessels are docked.

The Group is committed to reducing energy consumption to support resource conservation, climate protection, and cost efficiency. Measures include ensuring that buildings and equipments are energy efficient and adopting light-emitting diodes (LED) lamps replacing the conventional fluorescent lamps. Additionally, in-house practices promote turning off lights and air conditioning during lunch breaks and non-office hours, as well as powering down other electrical appliances when not in use. Centralised printing has also been optimised to further reduce energy usage.

Total of energy consumption (Megawatt)		
2023	2024	2025
884.85	1,603.65	1,476.77

Health and Safety

In the FYE 2025, Sealink continues to focus on providing a safe and healthy environment for all employees, including ship crews and shore staff, while minimising accidents and health risks both on business premises and onboard vessels. The Group's goal is to achieve a "Goal Zero Incident" workplace, and to be a "value-creating partner" for Sealink's clients, shareholders, and the communities where Sealink operate. To achieve this, Sealink has a Health, Safety, Security, and Environment ("HSSE") Policy approved by the top management and communicated to all employees via the Company intranet, newsletter, and safety briefings. This policy emphasises the importance of safety and to raise awareness.

Sustainability Statement (cont'd)

Health and Safety (cont'd)

Sealink treats health, safety, and environmental concerns as a top priority, aiming for "no harm" to people, assets, and the environment. The Group implements a Safety Management System (SMS) to identify and close gaps in safety procedures, ensuring compliance with the international safety standards, such as the International Safety Management (ISM) Code, Safety of Life At Sea ("SOLAS") & International Convention for the Prevention of Pollution from Ships (Marine Pollution) ("MARPOL") regulations, and others that apply to shipping and maritime safety.

The SMS system ensures that:

- All activities follow the law.
- Health, safety, and environmental issues are treated as essential parts of our business.
- Everyone is responsible for safety, from managers to individual employees.
- Anyone can stop work or take action if they see something unsafe.

Sealink expects all employees to take immediate action whenever they encounter situations that not complied with safety rules. This proactive approach ensures that safety standards are never compromised, reinforcing a culture where everyone shares responsibilities for a safe working environment.

Sealink emphasises the ALARP (As Low As Reasonably Practicable) principle by identifying hazards, applying controls measures, and promoting safety conscious behaviour. Continuous improvement is supported through training, safety meetings, and discussions.

Sealink's employees and contractors are required to wear personal protective equipment (PPE) while working at the shipyard, onboard vessels, or in warehouses to ensure no injuries or fatalities occur. Visitors must also comply with our PPE requirement. Strict procedures for handling flammable materials are also in place.

Employees are encouraged to report incidents, near misses, safety braches, and hazards through the "You See You Act" (UCUX) program. Ongoing training ensures employees are well informed about health and safety standards.

Sealink's Health and Safety Environment (HSE) Department manages safety matters, supported by dedicated personnel. An HSE Committee, led by the Chief Operating Officer and including employee representatives, meets quarterly to review safety performance, set objectives, and resolve issues. The HSE Department collaborates closely with the Operations Department to minimise findings during inspections and ensure timely resolutions. Additionally, the Group works with clients to implement safety measures at worksites, maintaining compliance with all required standards.

a) Number of work-related fatalities

2023	2024	2025
0	0	0

b) Lost time incident rate

2023	2024	2025
0	5.15	0

c) Number of employees trained on health and safety standards

2023	2024	2025
17	66	26

Sustainability Statement (cont'd)

Labour practices and Standards

Sealink is committed to fostering employees development by enhancing skills, knowledge and adaptability. The Company provides on-the-job training as well as access to external courses, enabling employees to stay current with industry practices and grow in their roles. By investing in the personal and professional growth of its workforce, Sealink strengthens overall organisational performance and supports sustainable long term business success.

a) Total hours of training by employee category

Category	2023	2024	2025
Director	38	39	28
Managerial	195	417	180
Executive	188	309	434
Non-Executive	234	350	240

b) Percentage of employees that are contractors or temporary staff

2023	2024	2025
3.50%	6.64%	14.62%

c) Total number of employee turnover by employee category

Category	2023	2024	2025
Managerial	6	2	1
Executive	24	4	6
Non-Executive	40	21	14

Supply Chain Management

Sealink emphasises responsible and sustainable supply chain management by prioritising procurement from suppliers, contractors, and sub-contractors who demonstrate ethical, environmental, and social responsibility. The Company actively seeks to support the local economy by sourcing materials and services locally whenever feasible, benefitting from shorter delivery times, reduced costs, and strengthened community ties. Sealink is committed to fostering long term partnerships with suppliers who share the Group's sustainability values and standard.

Proportion of spending on local supplier			
	2023	2024	2025
Local Spending (RM)	22,370,926.31	40,723,715.45	43,256,315.25
Percentage	91.77%	89.31%	86.10%

Sustainability Statement (cont'd)

Data Privacy and Security

Sealink recognises that data privacy and security are critical for maintaining stakeholder trust and business integrity. The Company implements robust measures to protect personal and sensitive information of customers, employees, and business partners. These measures include secure data storage, access controls, audits, and compliance with applicable regulations. By prioritising data security, Sealink mitigates potential legal, financial, and reputational risks, ensuring that confidential informations are handled responsibly and safeguarded against breaches or misuses.

Number of substantiated complaints concerning breaches of customer privacy and losses of customer data		
2023	2024	2025
0	0	0

Water Usage

Sealink recognises the importance of responsible water management as part of Company's sustainability efforts. The Company relies solely on water supplied by local providers and does not extract from natural sources such as rivers, lakes, ponds, groundwater, or seawater.

As part of its ongoing commitment to sustainability, Sealink has implemented several office based initiatives including promoting responsible water usage among employees, placing reminders and notices to encourage mindful consumption of water. A simple daily action, such as turning off taps when not in use, contribute to the Company's water conservation efforts. Through these efforts, Sealink aims to reduce its environmental footprint and foster a culture of water stewardship across the organisation.

Total volume of water used (Megalitres)		
2023	2024	2025
3,589,512	2,800,837	5,187,334

Sustainability Statement (cont'd)

Sealink International Berhad BMLR Transition Period		Date & Time: 2026-04-2Z17:57:07 FYE 31/12/2025			
Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Anti-Corruption	Employees who have received training on Anti-Corruption (Supervisor)	Percentage	78.57	—	No assurance
Anti-Corruption	Employees who have received training on Anti-Corruption (Executive)	Percentage	100.00	—	No assurance
Anti-Corruption	Employees who have received training on Anti-Corruption (Managerial)	Percentage	84.62	—	No assurance
Anti-Corruption	Operations assessed for corruption-related risks	Percentage	0.00	—	No assurance
Anti-Corruption	Confirmed incidents of corruption and action taken	Number	0	—	No assurance
Community/Society	Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	12,000	—	No assurance
Community/Society	Total number of beneficiaries of the investment in communities	Number	2	—	No assurance
Diversity	Employees category by gender (Non-Executive, Male)	Percentage	7317	—	No assurance
Diversity	Employees category by gender (Non-Executive, Female)	Percentage	2683	—	No assurance
Diversity	Employees category by gender (Executive, Male)	Percentage	38.46	—	No assurance
Diversity	Employees category by gender (Executive, Female)	Percentage	61.54	—	No assurance
Diversity	Employees category by gender (Managerial, Male)	Percentage	6765	—	No assurance

Sustainability Statement (cont'd)

Sealink International Berhad
 BMLR Transition Period

 Date & Time: 2026-04-22T17:57:07
 FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Employees category by gender (Managerial, Female)	Percentage	32.35	—	No assurance
Diversity	Employees category by age group (Non-Executive, 30 and below)	Percentage	25.00	—	No assurance
Diversity	Employees category by age group (Non-Executive, 31-40)	Percentage	22.66	—	No assurance
Diversity	Employees category by age group (Non-Executive, 41-50)	Percentage	18.75	—	No assurance
Diversity	Employees category by age group (Non-Executive, 51 and above)	Percentage	33.59	—	No assurance
Diversity	Employees category by age group (Executive, 30 and below)	Percentage	9.10	—	No assurance
Diversity	Employees category by age group (Executive, 31-40)	Percentage	18.18	—	No assurance
Diversity	Employees category by age group (Executive, 41-50)	Percentage	52.27	—	No assurance
Diversity	Employees category by age group (Executive, 51 and above)	Percentage	20.45	—	No assurance
Diversity	Employees category by age group (Managerial, 30 and below)	Percentage	0.00	—	No assurance
Diversity	Employees category by age group (Managerial, 31-40)	Percentage	14.70	—	No assurance
Diversity	Employees category by age group (Managerial, 41-50)	Percentage	38.24	—	No assurance
Diversity	Employees category by age group (Managerial, 51 and above)	Percentage	4.706	—	No assurance
Diversity	Directors by gender (Male)	Percentage	83.33	—	No assurance

Sustainability Statement (cont'd)

Sealink International Berhad BMLR Transition Period		Date & Time: 2026-04-2Z17:57:07 FYE 31/12/2025			
Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Directors by gender (Female)	Percentage	16.67	—	No assurance
Diversity	Directors by age group (30 and below)	Percentage	0.00	—	No assurance
Diversity	Directors by age group (31-40)	Percentage	0.00	—	No assurance
Diversity	Directors by age group (41-50)	Percentage	* 0.00	—	No assurance
Footnote 2025 Figures for percentage are rounded to two decimal places.					
Diversity	Directors by age group (51 and above)	Percentage	* 100.00	—	No assurance
Footnote 2025 Figures for percentage are rounded to two decimal places.					
Energy Management	Total of energy consumption	Megawatt	1476.77	—	No assurance
Health and safety	Number of work-related fatalities	Number	0	—	No assurance
Health and safety	Lost time incident rate	Rate	0	—	No assurance
Health and safety	Employees trained on health and safety standards	Number	26	—	No assurance
Labour practices and standards	Total hours of training by employee category (Non-Executive)	Hours	240	—	No assurance
Labour practices and standards	Total hours of training by employee category (Executive)	Hours	434	—	No assurance
Labour practices and standards	Total hours of training by employee category (Managerial)	Hours	180	—	No assurance
Labour practices and standards	Total hours of training by employee category (Directors)	Hours	28	—	No assurance
Labour practices and standards	Employees that are contractors or temporary staff	Percentage	14.62	—	No assurance

Sustainability Statement (cont'd)

Sealink International Berhad

BMLR Transition Period

Date & Time: 2026-04-22T17:57:07
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Labour practices and standards	Total number of employee turnover by employee category (Non-Executive)	Number	14	—	No assurance
Labour practices and standards	Total number of employee turnover by employee category (Executive)	Number	6	—	No assurance
Labour practices and standards	Total number of employee turnover by employee category (Managerial)	Number	1	—	No assurance
Labour practices and standards	Number of substantiated complaints concerning human rights violations	Number	0	—	No assurance
Supply chain and management	Proportion of spending on local suppliers	Percentage	86.10	—	No assurance
Data privacy and security	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	—	No assurance
Water	Total volume of water used	Megallitres	5187334	—	No assurance