

# Sustainability Statement

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"). With this in mind, 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 is focused on developments that are economically, environmentally, and socially beneficial, ensuring a sustainable future that aligns with its core business operations. Sealink are excited to share our dedication and progress in creating meaningful value for Sealink's stakeholders while maintaining responsible environmental and social practices. When combined with Sealink's financial statements and other sections in this Annual Report, this Sustainability Statement offers stakeholders a comprehensive view of how the Group balances financial goals with Environmental, Social, and Governance ("ESG") efforts.

This Sustainability Statement has been prepared in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Malaysia") ["MMLR"], using guidance from Practice Note 9 of MMLR and the Sustainability Reporting Guide (3<sup>rd</sup> edition) ("SR Guide") issued by Bursa Malaysia.

The information and data presented in this Statement were gathered from Sealink internal reporting processes, systems, and records, highlighting the Company's progress, accomplishments, and the challenges faced in Sealink sustainability efforts during the financial year ended 31 December 2024 ("FYE 2024"). Currently, Sealink do not seek external assurance for this Statement; however, the Company intends to review this as it continues to enhance its reporting process.

Sealink are dedicated to maintaining accountability and transparency in its sustainability efforts, continually working to enhance the integration of sustainability within its workplace and business practices. Sealink's Sustainability Policy is built upon the following principles:

- to observe and comply with all relevant legislation, regulations and guidelines;
- to consider sustainability issues and integrate these considerations into our business decisions;
- to promote and enable all employees to be aware of, and committed to, implementing sustainability activities taking into consideration the environmental, social and governance factors; and
- to annually report, review and continuously strive to improve our sustainability performance.

The Board has formed a Sustainability Committee ("the SC"), which comprises a majority 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 strategy and initiatives, which encompass environmental, social, and economic aspects, while also integrating sustainability practices into the business. Additionally, the SC is tasked with overseeing and monitoring the management of key sustainability issues, risks, and opportunities identified by Senior Management. It also tracks the progress toward achieving the Group's sustainability goals (key performance indicators). 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](http://www.asiasealink.com).

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

- Chief Executive Officer ("CEO") cum Managing Director (Chairman); and
- Two (2) Independent Non-Executive Directors.

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 at 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.

## Sustainability Statement (cont'd)

### STAKEHOLDERS' ENGAGEMENT

The Company has identified key stakeholders, including clients, employees, shareholders, partners, investors, government and regulatory bodies, the community, and suppliers. Sealink have consistently followed the established list of principal stakeholders and engagement strategy to ensure a streamlined and consistent approach to stakeholder engagement across the organisation.

Stakeholders	Engagement Methods	Frequency	Initiatives
Shareholders	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• Annual General Meeting</li> <li>• Quarterly reports</li> <li>• Company website</li> </ul>	Annual Annual Quarterly Ongoing	<ul style="list-style-type: none"> <li>• Timely financial reporting and updates</li> <li>• Business management and governance</li> </ul>
Government and Regulators	<ul style="list-style-type: none"> <li>• Participate in training programmes organised by Government bodies and Regulators</li> <li>• Inspection / Inquiries by authorities</li> </ul>	As and when required/ invited As and when required	Compliance with regulations, laws and by-laws
Clients (Customers)	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Meetings and discussions</li> <li>• System Audit - HSSE</li> </ul>	Ongoing Ongoing As and when required	<ul style="list-style-type: none"> <li>• Safety and health</li> <li>• Sustaining long-term relationship</li> </ul>
Financiers	<ul style="list-style-type: none"> <li>• Institutional briefings, presentations or conference calls</li> <li>• Annual Report</li> <li>• Bursa announcements</li> <li>• Quarterly financial announcement</li> </ul>	As and when required Annual As and when required Quarterly	<ul style="list-style-type: none"> <li>• Business performance and updates</li> <li>• Financial position</li> <li>• Long-term relationship development</li> <li>• Procurement of banking facilities at competitive rates</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Education and training programmes</li> <li>• Employee Handbook</li> <li>• Whistleblowing Policy</li> <li>• Health and safety notices and updates</li> <li>• Meetings</li> <li>• Annual performance appraisal</li> </ul>	Ongoing Ongoing Ongoing Ongoing Ongoing Annual	<ul style="list-style-type: none"> <li>• Workplace safety and health</li> <li>• Career development and training opportunities</li> <li>• Remuneration and benefits</li> <li>• Work-life balance</li> <li>• Staff recreation</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• Jobs Creation</li> </ul>	Annual	<ul style="list-style-type: none"> <li>• Promoting social and environmental well-being</li> <li>• Job opportunities</li> <li>• Industrial trainee engagement</li> </ul>

## Sustainability Statement (cont'd)

### MATERIALITY MATTER

Sealink conduct materiality assessments annually to ensure that the Company remain focused on sustainability issues that align with the best interests of Sealink's business and stakeholders. This includes considering economic, environmental, and social factors that are relevant to its operations.

#### Materiality Assessment and Review



This report highlights the issues deemed most important by both the Group and Sealink's stakeholders. The materiality assessment will be reviewed annually to ensure any changes in Sealink's business or the external environment are addressed.

To carry out the assessment, the Company first identified its stakeholders and the key sustainability concerns. Stakeholders were then asked to rate these issues based on their perceived importance. The results were plotted on a matrix to provide a clearer, more visual representation. These results were later presented to the Sustainability Committee for their review, approval, and validation.



The diagram above illustrates the results of the Company's materiality assessment. The factors ranked in the upper right-hand section are considered the most significant by both the Group and their stakeholders. Sealink's materiality assessment identified eleven (11) key Economic, Environmental, and Social issues.

The top four (4) priority aspects are Business Profitability, Customer Satisfaction, Occupational Health and Safety, and Employee Welfare which are closely aligned with the core nature of the business.

The Company incorporates Environmental, Social and Governance considerations into aspects of its operations. Sealink are committed to identifying, managing, and minimizing the adverse environmental impacts of its business operations through sustainability initiatives that contribute to a better future for all. Moving forward, Sealink will align their reporting with the guidelines set out in the SR Guide.

The Company is using the sustainability matters recorded in 2024. The following are the common sustainability matters, as outlined in the disclosure guidelines of the SR Guide.

## Sustainability Statement (cont'd)

### COMMON SUSTAINABILITY MATTERS

#### Anti-Bribery and Corruption

Sealink recognises that corruption undermines trust among stakeholders, which negatively impacts investor confidence and inhibits the creation of economic value. As a result, the Company acknowledge the critical need to implement strong anti-corruption measures within its operations to safeguard its reputation and ensure that it acts in the best interest of all stakeholder.

Sealink's Anti-Bribery and Corruption Policy guarantees adherence to Malaysian laws related to bribery and corruption, including Section 17A of the Malaysian Anti-Corruption Commission (MACC) Act (Amendment) 2018.

The Company's policies, procedures, and guidelines are annual basis and communicated to all employees through various channels, including the Corporate's website and intranet, Employee Handbook, internal memos, and training sessions. The company are committed to upholding high standards of transparency, accountability, and integrity. The company believe that strong corporate governance is key to achieving long-term success, sustainable growth, and fostering trust among shareholders and stakeholders.

Currently, Sealink prioritises providing this Anti-Bribery and Corruption Policies and Procedures training to employees, from supervisors to the managerial level. This approach ensures that all employees are well-informed and equipped to effectively manage the company's exposure to various corruption risks.

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

a) % of employee who have received training on anti-corruption by employee category.

	Supervisor	Executive	Managerial
2022	-	-	-
2023	45.83%	57.14%	77.27%
2024	64.00%	82.35%	95.45%

b) % of operations assessed for corruption-related risks.

2022	2023	2024
Nil	Nil	Nil

c) Confirmed incidence of corruption and action taken.

2022	2023	2024
Nil	Nil	Nil

## Sustainability Statement (cont'd)

### Community / Society

On 9 October 2024, Sealink organised a Blood Donation Campaign with the theme 'Be a Donor, Be a Hero', held at Sealink's company premises. All employees, and the Company's clients are encouraged participate in this meaningful initiative. Blood donation is a vital act that directly saves lives, and by promoting regular donations, Sealink's aim to make a lasting, positive impact on individual health and society as a whole. Sealink recognise the crucial importance of blood donation in saving lives and supporting those in need. Every donation makes a difference, and by coming together, Sealink can ensure that hospitals and medical facilities have the necessary blood supply to care for patients. Sealink encourage everyone to join in this effort, contribute, and make a life-saving impact in the communities.



### Diversity

Employee diversity is of utmost importance to the Group, as the Company believe that a diverse workforce promotes mutual respect, fosters an inclusive culture, and enhances creativity and innovation—qualities that are essential for a corporation with a global outlook.

The following outlines the Group's workforce distribution for the financial year:

## Sustainability Statement (cont'd)

### Diversity (cont'd)

Workforce Distribution by Employment Level, Age, and Gender:

#### a) i) % of employee by gender group each employee category

	Gender	2022	2023	2024
Manager	Female	20.59%	26.67%	25.00%
	Male	79.41%	73.33%	75.00%
Executive	Female	44.00%	16.22%	20.74%
	Male	45.00%	83.78%	79.30%
Non-Exec	Female	26.61%	13.14%	12.07%
	Male	73.39%	86.86%	87.93%

#### ii) % of employee by age group

	Age Group	2022	2023	2024
Manager	Age 30 and under	0.00%	0.00%	0.00%
	31 - 40	11.76%	13.33%	10.71%
	41 - 50	50.00%	53.33%	35.71%
	51 and above	38.24%	33.33%	53.57%
Executive	Age 30 and under	27.00%	7.43%	2.00%
	31 - 40	38.98%	38.51%	36.30%
	41 - 50	20.00%	32.43%	39.30%
	51 and above	14.00%	21.62%	22.22%
Non-Exec	Age 30 and under	34.32%	36.50%	33.10%
	31 - 40	35.06%	29.93%	33.10%
	41 - 50	15.13%	14.96%	15.17%
	51 and above	15.50%	18.61%	18.62%

#### b) % of Director by gender and age group

##### i) % of Director by gender

	Gender	2022	2023	2024
Director	Female	16.67%	20.00%	20.00%
	Male	83.33%	80.00%	80.00%

##### ii) % of Director by age group

	Age Group	2022	2023	2024
Director	Age 30 and under	0.00%	0.00%	0.00%
	31 - 40	0.00%	0.00%	0.00%
	41 - 50	12.50%	0.00%	0.00%
	51 and above	87.50%	100.00%	100.00%



## Sustainability Statement (cont'd)

### Energy Management

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

Sealink use shore electricity to supply power to vessels at its designated wharf, eliminating the need for diesel fuel to power ship equipment and activities. This practice has helped reduce carbon emissions from vessels while they are docked.

The Company are committed to reducing the energy consumption for the purposes of resource conservation, climate protection, and cost savings. Sealink continuously ensure that the buildings and equipment are energy-efficient to minimise the environmental footprint. The Company have transitioned from conventional fluorescent lighting to energy-efficient light-emitting diodes (LED) lamps in the office, replacing over 200 lamps where possible. It is in-house practice to switch off all office lights and air conditioning during lunch breaks, non-office hours, and to turn off other electrical appliances in the office and pantry when not in use. Sealink have also optimised centralised printing to reduce energy consumption.

#### a) Total energy consumption (MWh)

2022	2023	2024
649.26	884.85	1,603.65

### Health and Safety

In the FYE 2024, the Company continue to focus on providing a safe and healthy environment for all employees, including both ship crews and shore staff, while minimizing accidents and health risks at the business premises and on ships. Sealink's goal is to create a "Goal Zero Incident" workplace, where no accidents happen, and aim to be a "value-creating partner" for Sealink's clients, shareholders, and the communities where Sealink operate. To achieve this, Sealink have a Health, Safety, Security, and Environment ("HSSE") Policy that has been approved by the top management and shared with all employees through platforms like Company intranet, newsletter, and safety briefing. This is to remind everyone about the importance of safety and to raise awareness.

Sealink treat health, safety, and environmental concerns as a top priority, with the aim of ensuring "no harm" to people, assets, and the environment. Sealink regularly implement the Safety Management System (SMS) and work to fix any gaps in safety procedures to meet required standards. Sealink also ensure that the operations follow international safety rules, 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 makes sure 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.

Everyone is expected to take immediate action to fix any situation that doesn't follow the safety rules. Sealink always make sure that safety standards are not compromised.

Sealink also work to keep a safe environment on board ships by identifying hazards and applying control measures to minimize risks As Low As Reasonably Practicable (ALARP), encouraging safety-minded behaviour, and continuously improving safety skills through training, meetings, and discussions.

## Sustainability Statement (cont'd)

### Health and Safety (cont'd)

Sealink's employees and contractors are required to wear personal protective equipment (PPE) while working at the shipyard, on vessels, or in warehouses to ensure no injuries or fatalities occur. Visitors to Sealink's shipyards and vessels must also wear minimum PPE requirement. Sealink also follow strict procedures for handling flammable materials, especially at the shipyard and on-board vessels.

Every employee must follow safety rules and speak up if they notice anything that could be dangerous. They are responsible for reporting incidents, near misses, safety breaches, and hazards. The Group has a "You See You Act" (UCUX) program where employees can report safety issues. As part of Sealink's commitment to improvement, employees are given ongoing training on health and safety standards.

The Company have a Health and Safety Environment (HSE) Department, supported by dedicated personnel who handle safety and health issues. An HSE Committee, led by the CEO cum Managing Director, meets quarterly with employee representatives to review safety results, set goals, and resolve any safety issues. Sealink also actively work with clients to implement safety measures at worksites and ensure it meet all required safety standards. The HSE Department works closely with the Operations Department to minimise any safety findings during inspections and ensure all issues are resolved on time.

#### a) Number of work-related fatalities

2022	2023	2024
0	0	0

#### b) Lost time incident rate

2022	2023	2024
10.18	1.2	5.15

#### c) Number of employees trained on health and safety standards

2022	2023	2024
3	17	66

### Labour practices and Standards

The Company are committed to developing its employees by enhancing their learning and growth, creating a more skilled and adaptable workforce. To support this, Sealink offer on-the-job training whenever possible and also provide access to external training courses. These programs help employees stay up-to-date and adapt to changes in their roles and responsibilities. The Company believe that the personal growth of employees contributes to better organizational performance and supports long-term business success and sustainability.

#### a) Total hours of training by employee category

Category	2022	2023	2024
Director	1.5	38	39
Managerial	98	195	417
Executive	77.5	188	309
Non Executive	77	234	350



## Sustainability Statement (cont'd)

### Labour practices and Standards (cont'd)

b) % of employees who are contractors or temporary staff

2022	2023	2024
1.82	3.50	6.64

c) Total number of employee turnover by employee category

Category	2022	2023	2024
Managerial	3	6	2
Executive	13	24	4
Non Executive	51	40	21

### Supply Chain Management

Sealink prioritise responsible and sustainable procurement practices. To support the local economy, the Company aim to source materials and services from local suppliers, contractors, and sub-contractors whenever possible. Sourcing locally offers benefits such as shorter delivery times and lower costs. Sealink believe that working with sustainable and responsible suppliers, contractors, and sub-contractors is the best approach going forward.

	Proportion of spending on local supplier		
	2022	2023	2024
Local Spending (RM)	19,849,256.37	22,370,926.31	40,723,715.45
Percentage	90.70%	91.77%	89.31%

### Data Privacy and Security

Data Privacy and Security are essential in today's digital environment, where businesses manage large volumes of sensitive information. Protecting customer data fosters trust, mitigates legal and reputational risks, and ensures compliance with data protection regulations. Failing to manage data privacy and security effectively can lead to breaches that may result in financial losses, legal penalties, and significant damage to stakeholder confidence.

Number of substantiated complaint concerning breaches of customer privacy and losses of customer data		
2022	2023	2024
0	0	0

### Water Usage

The Company operational sites source water from water local supply provider. Sealink do not extract surface water from rivers, lakes, natural ponds, groundwater from wells, quarry water, or seawater.

As part of its ongoing commitment to sustainability, the Company have implemented initiatives to reduce water consumption across the office, encouraging responsible usage and promoting environmental awareness among all employees. To support this, notices have been placed throughout the office to remind staff to be mindful of their water usage. Small changes in daily habits can lend to a significant environmental impact, and together, the Company can help conserve this vital resource.

Total volume water used (megalitre)		
2022	2023	2024
4.552958	3.589512	2.800837

## Sustainability Statement (cont'd)

## PERFORMANCE DATA TABLE FROM ESG REPORTING PLATFORM

Indicator	Measurement Unit	2023	2024
<b>Bursa (Anti-corruption)</b>			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Supervisor	Percentage	45.83	64.00
Executive	Percentage	57.14	82.35
Managerial	Percentage	77.27	95.45
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	0.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
<b>Bursa (Community/Society)</b>			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	0	0
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	0	25
<b>Bursa (Diversity)</b>			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Non-Executive 30 and below	Percentage	36.50	33.10
Non-Executive 31- 40	Percentage	29.93	33.10
Non-Executive 41 - 50	Percentage	14.96	15.17
Non-Executive 51 and above	Percentage	18.61	18.62
Executive 30 and below	Percentage	7.43	2.00
Executive 31- 40	Percentage	38.51	36.30
Executive 41 - 50	Percentage	32.43	39.30
Executive 51 and above	Percentage	21.62	22.22
Managerial 30 and below	Percentage	0.00	0.00
Managerial 31- 40	Percentage	13.33	10.71
Managerial 41 - 50	Percentage	53.33	35.71
Managerial 51 and above	Percentage	33.33	53.57
Gender Group by Employee Category			
Non-Executive Male	Percentage	86.86	87.93
Non-Executive Female	Percentage	13.14	12.07
Executive Male	Percentage	83.78	79.30
Executive Female	Percentage	16.22	20.74
Managerial Male	Percentage	73.33	75.00
Managerial Female	Percentage	26.67	25.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	80.00	80.00*
Female	Percentage	20.00	20.00*
30 and below	Percentage	0.00	0.00
31 - 40	Percentage	0.00	0.00
41 - 50	Percentage	0.00	0.00*
51 and above	Percentage	100.00	100.00*
<b>Bursa (Energy management)</b>			
Bursa C4(a) Total energy consumption	Megawatt	884.85	1,603.65

## Sustainability Statement (cont'd)

### PERFORMANCE DATA TABLE FROM ESG REPORTING PLATFORM (cont'd)

Indicator	Measurement Unit	2023	2024
<b>Bursa (Health and safety)</b>			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	5.15
Bursa C5(c) Number of employees trained on health and safety standards	Number	17	66
<b>Bursa (Labour practices and standards)</b>			
Bursa C6(a) Total hours of training by employee category			
Non-Executive	Hours	234	350
Executive	Hours	188	309
Managerial	Hours	195	417
Director	Hours	38	39
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	3.50	6.64
Bursa C6(c) Total number of employee turnover by employee category			
Non Executive	Number	40	21
Executive	Number	24	4
Managerial	Number	6	2
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
<b>Bursa (Supply chain management)</b>			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	91.77	89.31
<b>Bursa (Data privacy and security)</b>			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
<b>Bursa (Water)</b>			
Bursa C9(a) Total volume of water used	Megalitres	3.589512	2.800837
<b>Bursa (Waste management)</b>			
Bursa C10(a) Total waste generated	Metric tonnes	-	15.57
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	0.00	0.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	16.65	15.57
<b>Bursa (Emissions management)</b>			
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	0.00	0.00
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	0.00	0.00
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (at least for the categories of business travel and employee commuting)	Metric tonnes	0.00	0.00

(\*) Restated