

UNITED ASIAPAC ENERGY BERHAD

[Registration No.: 202401042682 (1588527-T)]
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

1. Objective

- 1.1. UNITED ASIAPAC ENERGY BERHAD (“**United AsiaPac**”) and its subsidiaries, (referred to as “**United AsiaPac Group**” or “**Group**”) are committed to incorporating sustainable practices within the Group’s operations and collectively improving our sustainability performance.
- 1.2. United Asiapac strived to be the service partner of choice for all of our potential customers, and become renowned as a forward-thinking, progressive organisation, operating in line with the best interests of our clients and employees. By incorporating sustainability reporting into our operations, we enhance our ability to transparently track and communicate our environmental, social, and governance performance. This practice not only strengthens our commitment to responsible business practices but also fosters greater stakeholder trust and supports informed decision-making, ultimately driving long-term value and sustainability.
- 1.3. United AsiaPac’s Sustainability Policy (hereinafter referred to as the “**Policy**”) serves as a guideline in implementing sustainability initiatives across the Group in line with global and national efforts, as well as industry best practices.
- 1.4. The Group’s commitment to sustainability is outlined in United AsiaPac’s Principle of Sustainability that integrates United AsiaPac’s strategic thrusts, core values and pillars of sustainability in realising the Group’s vision and mission as prescribed in Appendix 1.
- 1.5. The Policy sets out the operating standards required in order to achieve sustainable development of the Group.
- 1.6. United AsiaPac is committed to contributing towards the achievement of the United Nations Sustainable Development Goals which are applicable to the oil and gas sector through sustainability practices across the Group’s operations as prescribed in Appendix 2.

2. Scope

- 2.1. All Companies under United AsiaPac Group are covered by this Policy and any other policies, standards, guidelines, procedures and mechanisms as prescribed from time to time.
- 2.2. The tenets of this Policy provide the foundation for the development of other supporting policies, guidelines, procedures and mechanisms, as prescribed from time to time where sustainability practices are embedded.
- 2.3. The Policy focuses on improving sustainability across the Group under each of United AsiaPac’s pillars of sustainability:

- 2.3.1. Environmental Stewardship
- 2.3.2. Social Responsibility
- 2.3.3. Governance & Value Creation

3. Policy Statement

- 3.1. In upholding sustainability, United AsiaPac is committed to conducting its business in an ethical and socially responsible manner. United AsiaPac's guiding principle is to ensure that its actions have a positive impact on the environment, society and its stakeholders.

4. Sustainability Governance Structure

- 4.1.1. The direction, implementation and execution of the Sustainability Policy shall fall under the responsibility of the Group's sustainability governance structure as prescribed in Appendix 3.
- 4.1.2. The United AsiaPac Board of Directors ("**the Board**") and Audit and Risk Management Committee ("**ARMC**") is collectively responsible for:
 - 4.1.2.1. Steering the Group's overall sustainability direction;
 - 4.1.2.2. Establishing accountability and oversight for sustainability matters, including the assignment of sustainability-related responsibilities;
 - 4.1.2.3. Approving and monitoring the effectiveness of economic, environmental and social related ("**EES**") policies;
 - 4.1.2.4. Approving sustainability initiatives and overseeing that the approved initiatives are implemented and measured across United AsiaPac's business operations;
 - 4.1.2.5. Overseeing the achievement and performance of sustainability management across the Group; and
 - 4.1.2.6. Providing the final approval on United AsiaPac Group's annual sustainability report.
- 4.1.3. The Sustainability Working Group ("**SWG**") is responsible for:
 - 4.1.3.1. Ensuring that the Group's commitment to sustainability is a core value and priority across United AsiaPac's operations;
 - 4.1.3.2. Identifying the Group's material sustainability risks and opportunities;

- 4.1.3.3. Supporting value creation across the Group by integrating EES responsibilities into daily business operations;
- 4.1.3.4. Identifying corrective actions for existing sustainability initiatives, processes and systems; and
- 4.1.3.5. Ensuring policies, processes, systems and persons required to meet the relevant international sustainability standards while upholding the Group's sustainability commitments.
- 4.1.4. The Group Chief Executive Officer ("**CEO**") and/or Managing Director ("**MD**") is responsible for:
 - 4.1.4.1. Ensuring that the SWG comprises relevant personnel to ensure that the Policy is implemented accordingly across the Group; and
 - 4.1.4.2. Updating the Board on sustainability initiatives implemented under the purview of the Sustainability Policy.
- 4.1.5. The Sustainability Representative ("**SReps**") of the subsidiaries, shall be responsible for:
 - 4.1.5.1. Managing potential EES risks and opportunities in their respective markets;
 - 4.1.5.2. Implementing and executing initiatives, processes and systems developed under the Policy by the SWG and collaborators; and
 - 4.1.5.3. Conducting necessary corrective actions in order to meet United AsiaPac's sustainability objectives, goals and targets.

4.2. Policy Documentation Control

- 4.2.1. The Policy shall be reviewed on an annual basis, or as and when required.
- 4.2.2. Any revision made to the Policy shall be reviewed and approved by the Board prior to implementation.

4.3. Sustainability Reporting

- 4.3.1. The accuracy and transparency of the records of United AsiaPac Group's business dealings are vital for the sustainability disclosure and statement.
- 4.3.2. The statement shall be prepared in a balanced, comparable and meaningful

manner.

5. Sustainability Strategy

5.1. The Group's Sustainability Strategy aims to support the implementation of this Policy:

5.1.1. Environmental Stewardship

- 5.1.1.1. Reduce emissions and improve waste management practices continuously;
- 5.1.1.2. Conserve energy and minimise environmental footprint;
- 5.1.1.3. Comply with applicable environmental laws and regulations; and
- 5.1.1.4. Implement strategies that prioritise the preservation of natural resources.

5.1.2. Social Responsibility

- 5.1.2.1. Promote fair labour practices;
- 5.1.2.2. Support community engagement and social contribution;
- 5.1.2.3. Ensure employee well-being, safety and professional development.

5.1.3. Governance and Value Creation

- 5.1.3.1. Maintain robust corporate governance and compliance standards;
- 5.1.3.2. Strengthen accountability and transparency across the organisation;
- 5.1.3.3. Enhance stakeholder confidence through responsible decision-making.

5.2 The Group is dedicated to continuously enhancing its sustainability and ESG reporting by improving accuracy, transparency and relevance. By adopting industry-leading practices and incorporating feedback, the Group seeks to provide meaningful and insightful sustainability reporting aligned with stakeholder expectations.

6. References

- Bursa Malaysia's ACE Market Listing Requirements
- Bursa Malaysia's Sustainability Reporting Guide (2nd Edition)
- Global Reporting Initiative (GRI) Standards

7. Appendices

Appendix 1: United AsiaPac's Principle of Sustainability

Appendix 2: Alignment of the Policy with the United Nations Sustainable Development Goals

Appendix 3: Sustainability Governance Structure

8. Review and Revision of the Code

7.1 This Code will be reviewed periodically or as and when required by the Board.

7.2 Document history is as tabulated:-

Version	Date of Board Approval	Implementation Date	Description
1	24 November 2025	24 November 2025	1 st version of Policy

Appendix 1: United AsiaPac’s Principle of Sustainability



ENVIRONMENTAL STEWARDSHIP

Our sustainability commitment prioritises environmental stewardship by actively addressing and mitigating the impact of our operations on natural resources. We implement strategies to reduce emissions, minimise waste, and conserve energy, ensuring that our business practices contribute to the preservation of the environment.

SOCIAL RESPONSIBILITY

We are dedicated to promoting fair labour practices, supporting community engagement, and ensuring the well-being and development of our employees.



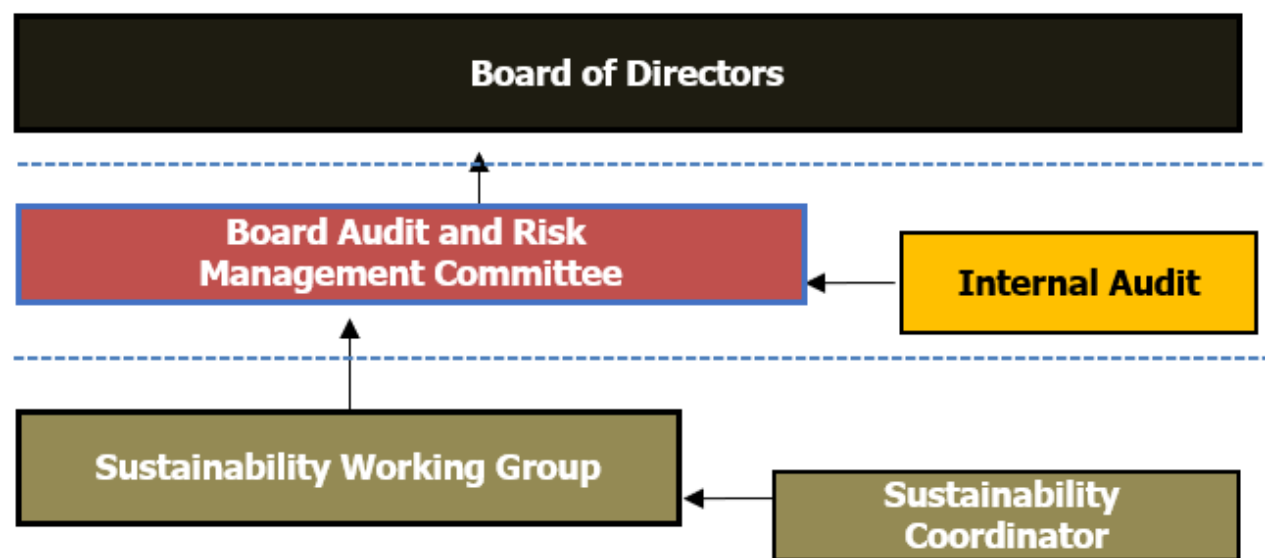
GOVERNANCE AND VALUE CREATION

We maintain robust corporate governance by adhering to strict compliance standards, fostering accountability, and ensuring transparent oversight from our Board of Directors. By focusing on these governance principles, we aim to enhance stakeholder confidence and cultivate enduring integrity and trust within our organisation.

Appendix 2: Alignment of the Policy with the United Nations Sustainable Development Goals

Key Pillars	Environmental Stewardship	Social Responsibility	Governance and Value Creation
Material ESG Matters	- Environmental Compliance - Waste & Effluent Management - Energy Management	- Occupational Safety and Health - Talent Development - Communities Engagement	- Ethical Business Conduct - Product Safety and Quality Service - Cybersecurity and Data Privacy
Our contribution to UNSDG	3GOOD HEALTH AND WELL-BEING Reduce OHS issues, through training, workshops and drills	8DECENT WORK AND ECONOMIC GROWTH Protect labour rights and promote safe working environments	12RESPONSIBLE CONSUMPTION AND PRODUCTION Minimise waste generation through reduction, recycling and reuse 16PEACE, JUSTICE AND STRONG INSTITUTIONS Reduce corruption and bribery in all their forms

Appendix 3: Sustainability Governance Structure



Consist of the following HODs

