



YINSON HOLDINGS BERHAD (Co. No.: 259147-A)

SUSTAINABILITY POLICY

1. PURPOSE

Yinson Holdings Berhad (“Yinson”) is strongly committed in implementing sustainable initiatives in our business as we acknowledge that our business operations may contribute directly or indirectly, to the economic, environmental and social impacts which may influence the decisions of our stakeholders. Therefore, a clear focus on sustainable development is required in the way we do business, in balancing Yinson’s objective as a profit-making organisation and not detrimental to our stakeholders.

The purpose of this Sustainability Policy (“Policy”) is to establish clear sustainable development objectives and guidelines for Yinson in every aspect of our business, from strategic decisions being made down to our day-to-day operations in the respective regions. The Policy is also intended to be in line with, among others, the Sustainability Reporting Guide by Bursa Malaysia, the Global Reporting Initiative (“GRI”) standards on sustainability reporting and the United Nations Sustainable Development Goals.

2. VISION

Our vision is to enhance long-term shareholders’ value with due regard to the environmental, economic, social and governance aspects by being a reliable and adaptable partner to our stakeholders.

3. SCOPE

The Policy is intended to apply to Yinson and all its subsidiaries, including Yinson-controlled entities (“Group”). The Policy may be supplemented by other relevant policies developed at each operating unit to cater to specific sustainability issues at the particular region. However, if there are any inconsistencies between such supplemental policies and the Policy, the Policy shall prevail. If the Policy is in conflict with the applicable laws and regulations of a host country, the Group shall comply with the said laws or regulations.

4. POLICY STATEMENT

Yinson shall drive its sustainability initiatives based on the following principles:

- i. Fostering a sustainability culture throughout the Group and our supply chain to create business value for the Group;
- ii. Conducting our business responsibly and conforming to the highest ethical standards and applicable laws;
- iii. Zero harm to people and the environment;



- iv. Creating positive social impacts through education; and
- v. Empowering a diverse workforce by building an inclusive workplace.

5. STRATEGIES

Yinson is committed to integrate sustainability strategies with our business strategies, creating a meaningful synergy between both areas, which are equally important to Yinson. As part of our commitment, Yinson looks to implement the following sustainability strategies:

A. Code of Conduct

- a. **Combating bribery, corruption and unethical behaviour:** through effective implementation plans to prevent, detect and monitor bribery, corruption or breaches of compliance in our business;
- b. **Governance and decision-making:** ensuring our corporate governance and decision-making process includes due consideration on the economic, environmental and social impacts directly and indirectly attributed by our business activities;
- c. **Encouraging sustainable procurement:** through active engagement with our suppliers and contractors on sustainability-related concerns and encouraging participation of qualified local suppliers and contractors in our projects without prejudice to Yinson's interest.

B. Developing Human Capital

- a. **Human Resource (HR) Development Plan:** ensure continuous training and staff development while ensuring the welfare of our employees are taken care of;
- b. **Building an inclusive workplace:** Creating and fostering a "Yinson" culture in our diverse workforce through sports, team-building activities, community building and other company events;

C. Promoting Health and Safety

- a. **Safe working environment:** ensuring that our employees are provided with a safe and healthy working environment through continuous occupational health and safety awareness and training sessions;
- b. **Instilling safety culture:** fostering the safety culture as one of Yinson's core culture and encouraging our contractors to adopt the same culture through periodical engagement with our Health Safety and Environment (HSE) Department;
- c. **Promoting healthy lifestyle and well-being:** encouraging all Yinson employees to adopt and maintain healthy lifestyles and promoting well-being through sustainable HR initiatives.



D. Investing in Local Communities

- a. **Transforming Corporate Social Responsibility (CSR) into Creating Shared Value (CSV):** ensuring that our community investment activities are not short-term initiatives but creates shared value on long-term basis, leaving legacies in communities which can be leveraged upon by generations to come;
- b. **Improving educational institutions:** providing support and resources in improving schools and technical/vocational institutes through infrastructure investment;
- c. **Employee volunteering:** encouraging our employees to inspire the next generation through mentoring and sharing of their skills and experience;
- d. **Developing future workforce:** through partnerships with local educational institutions, we aspire to develop workers with relevant skills in the FPSO industry and to provide them with employment opportunities upon completion of their education with their respective institutions.

E. Protecting the Environment

- a. **Minimising carbon footprint:** monitoring and controlling our activities contributing to an increase in GHG emissions with the target to decreasing our carbon footprint by 1% annually;
- b. **Sustainable waste management:** ensuring hazardous and non-hazardous waste generated by our operational activities are at minimal and well-managed.

6. GOVERNANCE AND ADMINISTRATION

Functions and Roles

The main governance and monitoring body shall be the Sustainability Committee (“Committee”). It reports directly to the Yinson Board of Directors (“Board”) and oversees the implementation of the sustainability strategies of the Group.

The main functions of the Committee are set out as follows:

- oversee the administration of the Policy and the sustainability strategies and integration of such strategies with the business strategies of the Group;
- endorse sustainability strategies and initiatives and monitor the execution of such strategies and initiatives across the Group;
- guide the overall implementation of the Policy and the execution of approved sustainability strategies;
- prioritise and approve projects related to the execution of the Group’s approved sustainability strategies, which are in line with the Group’s business strategies;
- report to the Board on bi-annual basis on the implementation progress of the approved sustainability strategies throughout the Group.



The Committee may delegate implementation tasks to any Yinson employees which are dedicated for the execution and monitoring of all sustainability initiatives of the Group.



Composition

To refer to Yinson's Sustainability Committee Terms of Reference.

7. ISSUANCE AND AMENDMENT

The Board is responsible for approving and issuing the Policy. The Policy is reviewed periodically by the Committee to determine whether revisions are required due to changes in law or regulations, or changes in our business or the business environment. The Board must approve any changes to the Policy.

Group Corporate Secretary department is the custodian of the Policy and is responsible to ensure that the Policy is disseminated and made accessible to all Directors, employees of the Group and relevant external stakeholders through the Company's corporate website and other channels, where appropriate.