

SUSTAINABILITY STATEMENT FYE 2025

CHARTING KEYFIELD'S PATH TO SUSTAINABILITY

Our Journey at a Glance

Keyfield is proud to present our sustainability statement for FYE 2025 ("Statement"), offering a detailed account of our ongoing environmental, social and governance ("ESG") initiatives, progress and commitments as we continue advancing our sustainability journey.

Building upon the strong foundation and our ESG Strategy established in 2024, anchored on three core sustainability pillars, the Group remains committed to executing and enhancing these strategic priorities and focus areas. Our Sustainability Policy continues to guide our ESG objectives and commitments, ensuring alignment with our long-term vision, goals and responsible business practices.

Our Sustainability Governance Structure remains integral in driving accountability, with clearly delineated roles, responsibilities and decision-making processes. Together, our ESG Strategy, Sustainability Policy and Governance Structure continue to form the foundation of our commitment to responsible business practices and long-term value creation.

We have embraced 11 United Nations Sustainable Development Goals ("UN SDGs") to align with global objectives. Building on the materiality assessment conducted previously, we continue to focus on the sustainability matters most significant to our business and stakeholders. This year, we further strengthened our sustainability efforts through continued monitoring and enhancement of Scope 1, 2 and 3 greenhouse gas ("GHG") emissions, enabling a more comprehensive understanding of our carbon footprint. Keyfield's commitment to sustainable practices is further exemplified by the installation of the most solar panels with battery storage onboard our largest vessel, Keyfield Wisdom, a milestone certified by the Malaysia Book of Records.

Reporting Scope and Boundaries

The scope of our Statement covers the Financial Year Ended ("FYE") 2025, encompassing activities from 1 January 2025 to 31 December 2025, and is published annually. Our disclosures, including quantitative data, represent the Group's business operations in Malaysia. Governance, environmental and social data from the past three years, where available, have been included to facilitate trend analysis.

Keyfield International Berhad	Keyfield Resolute Sdn. Bhd.
Keyfield Offshore Sdn. Bhd.	Keyfield Serenity Sdn. Bhd.
Keyfield Marine Sdn. Bhd.	Keyfield Endeavour Sdn. Bhd.
Keyfield Ventures (Labuan) Ltd.	

Reporting Frameworks and Standards

This Statement has been prepared to meet the requirements of Bursa Securities' Main Market Listing Requirements ("MMLR") and Bursa Securities' Sustainability Reporting Guide (3rd Edition). Our climate-related disclosures are prepared with reference to the International Financial Reporting Standards ("IFRS") S1 and S2, the Global Reporting Initiative ("GRI") Standards, and the UN SDGs.

Data Validation and Assurance

This Statement has not been subjected to external assurance. All information and performance data presented in this Statement have been verified for accuracy using internal sources. This Statement was approved by the Board of Directors ("Board" or "BOD") on 13 April 2026.

Responding To Our Statement

Feedback, insights and suggestions from stakeholders are essential to improving the quality and accuracy of our reporting. Please direct any comments or questions to the contact details provided below.



Sustainability & Governance, Risk and Compliance ("GRC")

Tel: +603-7972 9118

Email: sustainability@keyfieldoffshore.com

OUR ACCOLADES, MEMBERSHIPS AND ACCREDITATIONS

Awards and Recognitions

Keyfield has received several awards and recognitions in FYE 2025, further affirming our commitment to excellence and sustainable practices across all aspects of our operations.



Malaysia Book of Records

Most solar panels with battery storage onboard an offshore vessel



CGC Awards 2024

30th Edition Merdeka Awards



SHELL BEST ACT Award 2025



RAM Blueprint Award 2024

AA3 Bond Rating Achievement



HESS 2024

Logistics EHS LTI Free & Operational Excellence Award



Safety Award

Finalist Upstream Category from Shell Malaysia

Maritime Associations and Memberships

Keyfield holds memberships with the following maritime industry associations to stay informed on current trends, best practices, and the latest developments within the industry.

- Malaysian OSV Owners' Association ("MOSVA")
- Malaysia Shipowner's Association ("MASA")

Certifications

The International Organization for Standardization ("ISO") certifications we have received reflect our adherence to international standards.

ISO 9001:2015 Quality Management Systems

Ensures that our processes are optimised, effective, and aligned with customer expectations.

ISO 14001:2015 Environmental Management Systems

Addresses our environmental impacts and reinforces sustainable practices across our operations.

ISO 45001:2018 Occupational Health and Safety Management Systems

Reaffirms our dedication to employee health and safety as well as overall well-being.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SUSTAINABILITY ACHIEVEMENTS

In FYE 2025, we continued to advance our ESG journey, building on the strong foundation established in FYE 2024 and further integrating responsible practices across our onshore and offshore maritime operations. Leveraging our strengths, experience, and proven track record, we enhanced our sustainability initiatives, delivered consistent services, and achieved our sustainability goals.

Our Sustainability Highlights

ETHICAL GOVERNANCE



100%

Senior Management attended anti-corruption training



Zero

substantiated incidents of corruption



Zero

substantiated complaints concerning breaches of customer privacy and loss of customer data

ENVIRONMENTAL STEWARDSHIP



121.2 kWp

solar power generation system installed onboard Keyfield Wisdom



Hybrid diesel-electric
engine installed in Keyfield Falcon



FTSE4Good

3-Star ESG
Grading Band

FTSE rating achieved in FYE 2025

SOCIAL RESPONSIBILITY



1,685

total training hours provided across the entire workforce



RM369,574

total amount invested in Corporate Social Responsibility ("CSR") programmes



21.1

average hours of Training per Employee



ZERO

lost-time injuries ("LTIs") across 1,801,428 hours worked

KEYFIELD'S APPROACH TO SUSTAINABILITY

Establishing Our Strategy

Guided by our vision and mission, our Sustainability Strategy highlights our commitment to the three core sustainability pillars in alignment with our adopted UN SDGs. By embracing this integrated approach, we effectively embed our sustainability principles into our corporate strategies, policies, and procedures.

Vision	To be the leading provider of offshore vessels in Malaysia and internationally, recognised for our integrity, professionalism and commitment to excellence. We strive to deliver quality offshore accommodation and catering services for offshore personnel.		
Mission	To support the industry by upholding our commitments to our customers, providing a comprehensive range of quality offshore vessels and services while adhering to the industry's standards for health, safety, and environmental responsibility. With our experienced team, we work hand in hand to overcome challenges together and consistently deliver the best service to our valued customers.		
Strategic Thrusts	Promote transparent, ethical governance practices and ensure compliance with evolving legal requirements to strengthen long-term financial stability.	Drive energy efficiency improvements and waste reduction across operations to minimise environmental impact and combat climate change.	Foster a safe, inclusive workplace, and empower employees through continuous development while supporting community growth through targeted initiatives.
Sustainability Pillars	<p>Ethical Governance</p> <ul style="list-style-type: none"> Regulatory Compliance Corporate Governance and Anti-Corruption Data Privacy and Security Supply Chain Management 	<p>Environmental Stewardship</p> <ul style="list-style-type: none"> Energy Management and Climate Action Waste and Pollution Management Water Management 	<p>Social Responsibility</p> <ul style="list-style-type: none"> Health and Safety Quality and Customer Satisfaction Labour Practices and Standards Diversity, Equity and Inclusion Community Engagement
UN SDGs			
Stakeholders			

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

KEYFIELD'S APPROACH TO SUSTAINABILITY (CONT'D)

Our Guiding Policy

The Group's Sustainability Policy establishes clear ESG objectives that guide and streamline our sustainability efforts across all our operations, ensuring ethical operations that enable us to manage risks, minimise our environmental impacts and encourage sustainable growth.

Ethical Governance

- Promoting corporate governance best practices as outlined in the latest Malaysian Code on Corporate Governance ("MCCG")
- Adhering strictly to laws, regulations and industry standards relevant to our operations by regularly assessing our compliance mechanisms and updating policies as needed to meet evolving legal requirements
- Sustaining transparent and open communication with our stakeholders to ensure the disclosure of accurate information regarding our sustainability practices, performance and goals
- Upholding the highest level of ethical business practices and operating with integrity
- Prioritising procurement from local suppliers to support regional economic growth and enhance supply chain resilience



Environmental Stewardship

- Continuously improving energy efficiency to reduce our carbon footprint across operations, as well as actively monitor and disclose our carbon emissions
- Monitoring and controlling air and water pollution throughout our operations
- Enhancing recycling initiatives, minimising waste, and adopting responsible disposal practices
- Promoting water conservation practices throughout the Group



Social Responsibility

- Prioritising the health, safety and well-being of our employees by implementing stringent safety guidelines and protocols in line with occupational health and safety laws, regulations and standards
- Conducting regular health and safety training to foster a safe and healthy work environment
- Encouraging employee growth and development through training programmes, career advancement opportunities and performance recognition
- Fostering a culture of diversity and inclusion by implementing fair labour practices that promote equal opportunities and eliminate discrimination
- Engaging in community development initiatives tailored to positively impact selected communities



KEYFIELD'S APPROACH TO SUSTAINABILITY (CONT'D)

Advancing Global Goals

The UN SDGs provide a globally-recognised agenda for achieving a sustainable and equitable future by 2030. Keyfield's sustainability priorities are inspired by the following UN SDGs, reflecting the areas where the Group believes it can make the most meaningful contributions.



2
ZERO
HUNGER

2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round

Keyfield supports food security and basic well-being for vulnerable communities through welfare-oriented outreach and community assistance programmes. These efforts are directed towards improving access to essential food support for individuals and families facing hardship, particularly during periods of increased social need, and reflect the Group's broader commitment to helping underserved communities meet basic living needs with dignity.



3
GOOD HEALTH
AND WELL-BEING

3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all

Keyfield contributes to community health and well-being by supporting initiatives that improve access to essential care, medical assistance, and practical support for individuals facing health-related challenges. The Group's approach under this target is centred on easing hardship, promoting well-being, and extending compassionate support to beneficiaries whose health circumstances may require additional community assistance.



4
QUALITY
EDUCATION

4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes

Keyfield views education as an important enabler of long-term social progress and community resilience. Through its education and empowerment initiatives, the Group supports access to learning opportunities, educational resources, and community-based programmes that help children and young people build knowledge, confidence, and a stronger foundation for the future.



7
AFFORDABLE AND
CLEAN ENERGY

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix

In support of SDG 7.2, Keyfield has taken steps to incorporate renewable energy into its operations through the installation of a 121.2 kWp solar power generation system onboard Keyfield Wisdom. This initiative reflects the Group's commitment to improving energy efficiency and increasing the adoption of cleaner energy solutions in its operating environment.



8
DECENT WORK AND
ECONOMIC GROWTH

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Keyfield remains committed to protecting labour rights and maintaining a safe, secure and supportive working environment for its workforce. The Group has established policies on health and safety, whistleblowing, and human rights to promote fair treatment, safeguard employee welfare, and uphold responsible workplace practices. In addition, Hazard Identification, Risk Assessment, and Determining Control ("HIRADC") processes are in place to identify workplace hazards, assess risks, and implement the necessary control measures to support a safe working environment. Collectively, these measures reflect the Group's ongoing commitment to promoting decent work, protecting workers' rights, and strengthening workplace safety across its operations.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

Advancing Global Goals (Cont'd)



10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

Under its Community Support and Welfare focus area, Keyfield seeks to uplift underprivileged and underserved groups through inclusive programmes that respond to practical social needs. These initiatives are intended to foster dignity, ease day-to-day hardship, and strengthen social inclusion by extending meaningful support to communities requiring assistance.



12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Keyfield supports responsible waste management through operational measures and capacity-building initiatives aimed at reducing waste generation and ensuring proper waste handling practices. The Group has implemented the Shipboard Garbage Management Plan to ensure proper waste segregation, handling and disposal onboard its vessels. In addition, training was carried out on waste management practices and procedures covering both hazardous and non-hazardous waste, strengthening employees' awareness and compliance with established waste management requirements. Through these efforts, Keyfield contributes to broader initiatives to prevent and reduce waste generation while promoting more responsible resource use and environmental stewardship.



13.2 Integrate climate change measures into national policies, strategies and planning

Keyfield supports climate action by integrating climate-related considerations into its business strategies, risk management processes and operational planning. The Group's approach under this target is focused on strengthening climate resilience, improving energy efficiency, monitoring GHG emissions, and preparing for the potential impacts of evolving climate-related regulations and market expectations. Through climate-related governance oversight, emissions monitoring, scenario analysis, and the adoption of lower-emission technologies, Keyfield seeks to embed climate considerations into decision-making and advance a more sustainable and resilient business model.



14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution

Keyfield supports marine environmental protection through community-based initiatives that help reduce marine debris, promote cleaner coastal environments, and strengthen public awareness of ocean conservation. In FYE 2025, the Group participated as a sponsor of a coastal and marine conservation programme led by MOSVA at Bagan Lalang Beach, which included a coastal clean-up, species release, and a marine-themed mural aimed at encouraging responsible environmental stewardship. Through such initiatives, Keyfield contributes to broader efforts to prevent and reduce marine pollution while fostering greater community participation in protecting marine ecosystems.



16.5 Substantially reduce corruption and bribery in all their forms

Keyfield supports the prevention of corruption and bribery through the implementation of an Anti-Bribery and Corruption Policy, a Code of Conduct and Business Ethics Policy, and an Anti-Money Laundering and Countering Financing of Terrorism Policy. These policies are complemented by the external assessment of the Group's Anti-Bribery Management System ("ABMS") to strengthen compliance and effectiveness. In FYE 2025, no whistleblowing reports were received, reflecting the Group's continued emphasis on ethical conduct and sound governance.



17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships

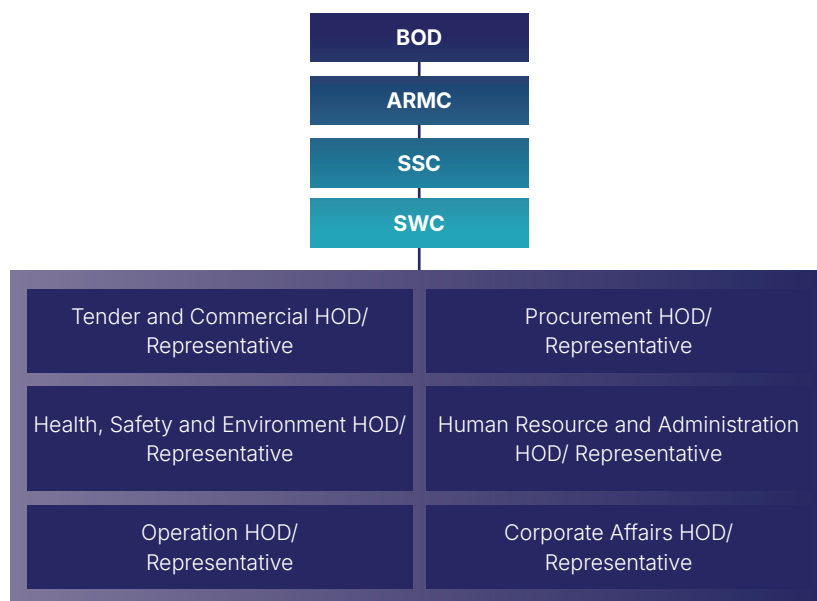
Keyfield recognises that meaningful community impact is often strengthened through collaboration. Through partnerships with civil society organisations, community groups and programme partners, including selected sports- and outreach-based initiatives, the Group seeks to broaden reach, encourage participation, and deliver more inclusive and sustainable community outcomes.

KEYFIELD'S APPROACH TO SUSTAINABILITY (CONT'D)

Sustainability Governance Structure

At the helm of Keyfield's sustainability governance structure is the BOD, responsible for providing strategic oversight of our sustainability governance. Supporting the Board is the Audit and Risk Management Committee ("ARMC") which supervises the Sustainability Steering Committee ("SSC").

Our Sustainability Working Committee ("SWC"), comprising Heads of Department ("HODs"), operates under the guidance of the SSC to execute strategies, manage data collection, and monitor sustainability initiatives.



Roles	Responsibilities
BOD	<ul style="list-style-type: none"> Oversees sustainability governance, including climate strategies, policies, targets, and key sustainability issues Provides strategic direction on the integration of sustainability and climate-related risks into business strategy and risk management Approves material sustainability matters and disclosures of the Sustainability Statement
ARMC	<ul style="list-style-type: none"> Maintains a robust risk management and sustainability framework while monitoring the Group's risk profile Identifies and assesses emerging sustainability and climate-related risks, in collaboration with SSC, and evaluates mitigation measures Monitors and enhances the effectiveness of risk management and sustainability processes
SSC	<ul style="list-style-type: none"> Assists ARMC in managing sustainability and climate-related risks and opportunities Identifies material issues and recommends sustainability strategies and initiatives to the ARMC Proposes updates to sustainability policies, standards, and procedures for Board reporting Reports on the progress of sustainability initiatives to ARMC for Board review Monitors and compiles sustainability performance data for tracking and reporting
SWC	<ul style="list-style-type: none"> Executes sustainability policies, strategies, and initiatives approved by the SSC Collects and analyses sustainability data to measure progress and support informed decision-making Collaborates with various departments to align their activities with sustainability targets Engages with clients, suppliers, and local communities to advance sustainability efforts



























SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

KEYFIELD'S APPROACH TO SUSTAINABILITY (CONT'D)

Stakeholder Engagement

Our ability to create shared value relies on understanding stakeholder concerns and priorities. Through active engagement, we gather feedback and respond effectively to meet expectations and drive quality, nurturing strong collaborative relationships.

Legend  As required  Annually  Quarterly  Bi-annually  Throughout

Area of Concern	Engagement Channel	Keyfield's Response
 Regulatory Authorities		
<ul style="list-style-type: none"> Regulatory standards Ethical practices in preventing bribery and corruption Strengthening corporate governance frameworks 	<ul style="list-style-type: none">  Engagements with regulators, legal advisors, and consultants  Audits  Policies  Legal register 	<ul style="list-style-type: none"> Ensure compliance with relevant laws and regulations Regularly update legal registers Ensure transparent and integrity-driven stakeholder engagement
 Shareholders and Investors		
<ul style="list-style-type: none"> Company performance Dividend distribution Strategic business planning 	<ul style="list-style-type: none">  Annual report  Financial report  Investor briefings  Websites 	<ul style="list-style-type: none"> Maintain transparent financial reporting Ensure accountability for sustainable practices by producing ESG performance reports
 Customers		
<ul style="list-style-type: none"> Customer satisfaction and experience Quality services 	<ul style="list-style-type: none">  Direct engagements  Emails  Customer feedback surveys 	<ul style="list-style-type: none"> Conduct customer surveys to obtain feedback and assess satisfaction
 Financial Institutions		
<ul style="list-style-type: none"> Compliance with financial covenants and regulations Investment performance and portfolio management 	<ul style="list-style-type: none">  Meetings and financial statements  Compliance reports and audits 	<ul style="list-style-type: none"> Review and optimise investment strategies to enhance returns and manage risks Ensure adherence to covenants and regulatory standards
 Employees		
<ul style="list-style-type: none"> Career growth Labour practices Health and safety Talent development Diversity and inclusion 	<ul style="list-style-type: none">  Training and development programmes  Employee satisfaction survey  Policies and Employee Handbook 	<ul style="list-style-type: none"> Provide training programmes for career development, personal growth, and teamwork excellence Provide comprehensive benefits to employees Implement ISO 45001:2018 for Occupational Health and Safety Adhere to Labour Standards and Protocols
 Suppliers		
<ul style="list-style-type: none"> Ethical supply chain management Quality service Regulation compliance Quotations negotiations 	<ul style="list-style-type: none">  Phone calls  Meetings  Emails  Supplier performance evaluation 	<ul style="list-style-type: none"> Establish a structured supplier assessment process Conduct evaluation and screening of vendors Enhance our supplier evaluation process by including environmental and social criteria

KEYFIELD'S APPROACH TO SUSTAINABILITY (CONT'D)

Stakeholder Engagement (Cont'd)

Area of Concern	Engagement Channel	Keyfield's Response
Local Communities		
<ul style="list-style-type: none"> Contribution made to surrounding communities Local economic impact 	<ul style="list-style-type: none"> Ad CSR programmes Tr Social media 	<ul style="list-style-type: none"> Organise CSR activities within the vicinities of our operations to build better communities and help those in need

EVALUATING MATERIAL MATTERS

The Assessment Process

Materiality assessments are essential for prioritising key areas, allowing us to focus on matters critical to our business and stakeholders. This process informs our Group's strategic decision-making and enables us to address the most significant sustainability challenges in a systematic and effective way.

Identify: We identified 12 material sustainability matters in compliance with Bursa Securities' MMLR, aligning with industry best practices and informed by a benchmarking exercise against industry peers.



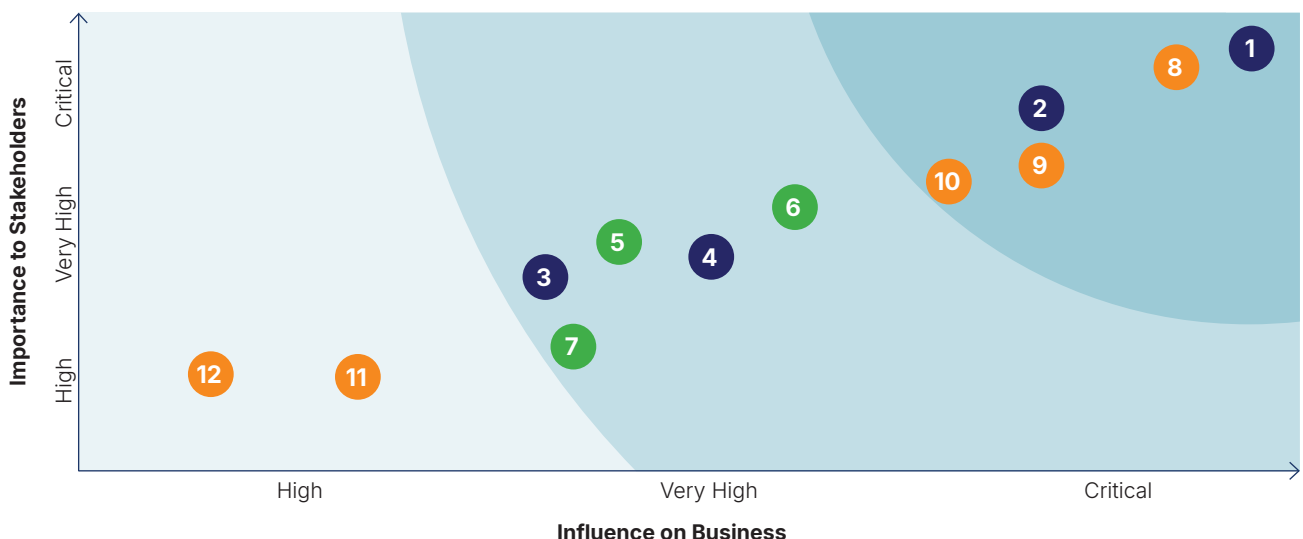
Assess: Internal stakeholders completed an online Google survey form to rank the material matters in order of importance to the business and stakeholders.

Validate: The resulting materiality matrix was validated by the SSC and approved by the Board.

Prioritise: To visually represent and rank key material matters, responses from the assessment were compiled and plotted on a matrix using the weighted-average method.

Envisioning Our Materiality Matrix

Following the analysis, we developed a materiality matrix to highlight the issues most significant to our business and stakeholders. The top five material matters are Regulatory Compliance, Health and Safety, Corporate Governance and Anti-Corruption, Quality and Customer Satisfaction, and Labour Practices and Standards. These reflect our commitment to upholding ethical business practices, prioritising the well-being of our staff, and consistently delivering exceptional offshore vessel chartering services.



SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

EVALUATING MATERIAL MATTERS (CONT'D)

Envisioning Our Materiality Matrix (Cont'd)

Ethical Governance	Environmental Stewardship	Social Responsibility
01 Regulatory Compliance	05 Energy Management and Climate Action	08 Health and Safety
02 Corporate Governance and Anti-Corruption	06 Waste and Pollution Management	09 Quality and Customer Satisfaction
03 Data Privacy and Security	07 Water Management	10 Labour Practices and Standards
04 Supply Chain Management		11 Diversity, Equity and Inclusion
		12 Community Engagement

Organising Our Material Matters

The chart below categorises our material matters in alignment with stakeholders’ interests and relevant UN SDGs, enabling us to tailor our approach to impactful and measurable ESG initiatives that harmonise with the global sustainability agenda.

Material Matters	Our Approach	UN SDGs	Stakeholder Groups
Ethical Governance			
Regulatory Compliance	The Group adheres to Bursa Securities’ MMLR, alongside all relevant national and international laws and regulations applicable to our sector.	 	  
Corporate Governance and Anti-Corruption	In line with the principles set forth in the MCCG 2021, the Group has established policies to ensure transparency, accountability, and ethical conduct. We uphold a strict zero-tolerance policy towards bribery, corruption, and any form of unethical behaviour.	 	     
Data Privacy and Security	To protect the privacy of our customers and employees, we uphold the highest standards of integrity through our Code of Conduct and Business Ethics Policy. Access to all proprietary and confidential data is strictly limited to authorised personnel.		  
Supply Chain Management	As part of our commitment to sustainability and ethical business practices, we are actively working on integrating environmental and social criteria into our supplier assessment process.	  	 
Environmental Stewardship			
Energy Management and Climate Action	Keyfield’s vessels comply with Annex VI of the International Convention for the Prevention of Pollution from Ships (“MARPOL”), using Ship Energy Efficiency Management Plan (“SEEMP”) to boost energy efficiency and reduce costs. We also adhere to MARPOL hull cleaning procedures to reduce biofouling and GHG emissions.	  	   

EVALUATING MATERIAL MATTERS (CONT'D)

Organising Our Material Matters (Cont'd)

Material Matters	Our Approach	UN SDGs	Stakeholder Groups
Waste and Pollution Management	We are committed to ensuring regulatory compliance with the Environmental Quality (Scheduled Wastes) Regulations 2005 and the Shipboard Garbage Management Plan, while actively working to minimise our environmental impact and mitigate potential effects on the surrounding community.		
Water Management	We implement water-efficient practices and technologies aboard our vessels to minimise usage, reduce wastage, and preserve water resources.		
Social Responsibility			
Health and Safety	Our approach to health and safety reflects our commitment to maintaining the highest standards in vessel chartering operations. We prioritise the well-being of all personnel involved through rigorous risk assessments, compliance with international maritime safety regulations, and proactive hazard management.		
Quality and Customer Satisfaction	Our commitment to quality and customer satisfaction is fully aligned with our ISO-certified quality management system.		
Labour Practices and Standards	We are committed to fostering a fair and respectful work environment that prioritises the well-being and professional growth of our employees. To support these goals, the Group has developed a comprehensive Employee Handbook and Human Rights Policy.		
Diversity, Equity and Inclusion	We strive to build a diverse, equitable, and inclusive workplace where every individual is treated with respect and fairness. Our human resources practices are guided by a merit-based approach.		
Community Engagement	The Group is dedicated to delivering long-term community benefits through a range of development programmes, supporting schools, orphanages, and care homes for individuals with disabilities.		

Legend



Regulatory Authorities



Shareholders and Investors



Customers



Financial Institutions



Employees



Suppliers



Local Community

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

MEASURING SUSTAINABILITY PERFORMANCE

The Group has established 13 key performance indicators (“KPIs”) across our three sustainability pillars to provide measurable insights into our sustainability initiatives. These metrics serve as benchmarks to track our progress over time, enabling us to identify areas for improvement.

Material Matters	Our Targets	Progress
Ethical Governance		
Corporate Governance and Anti-Corruption	Conduct annual anti-corruption and bribery training for 100% of employees across all employee categories by 2026.	Achieved
	Assess 100% of operations for corruption-related risks by 2026.	Achieved
Board Governance and Diversity	Maintain at least 30% women representation on the Board annually.	Achieved
Data Privacy and Security	Establish a complaint form for reporting customer data losses and privacy breaches by 2025.	Achieved
Supply Chain Management	Screen 100% of new suppliers for environmental and social criteria by 2026.	In-Progress
	Assess 100% of major suppliers for environmental and social impacts by 2027.	In-Progress
Environmental Stewardship		
Energy Management and Climate Action	Reduce emissions intensity by 3% in 2027, compared to the baseline year 2026.	In-Progress
	Reduce energy intensity by 3% in 2027, compared to the baseline year 2026.	In-Progress
Waste and Pollution Management	Maintain zero oil spills from operational activities annually.	Achieved
Social Responsibility		
Health and Safety	Maintain zero LTIs throughout the reporting period.	Achieved
	Achieve 100% participation in Occupational Safety and Health (“OSH”) training across all employee levels by 2026.	In-Progress
Labour Practices and Standards	Achieve minimum average employee satisfaction score of 60%.	Achieved
Quality and Customer Satisfaction	Achieve minimum average customer satisfaction score of 4.0 out of 5.	Achieved

CLIMATE ACTION INITIATIVES

Climate-related Disclosures

Our climate-related disclosures provide insights into the potential impacts of climate risks and opportunities on our business operations. We identified climate-related risks across four key areas: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

Recognising the potential impact of climate change on our operations, the Group actively incorporates climate-related risks and opportunities into the responsibilities of the Board and the SSC. The Terms of Reference which integrates climate-related roles and responsibilities for the Board and Management serves as a guideline for the development and implementation of effective climate-related strategies, supporting the Group's ongoing efforts to strengthen climate resilience and governance.

Climate-related roles and responsibilities
<p style="text-align: center;">Board</p> <ul style="list-style-type: none"> Includes climate-related considerations in the Group's governance and risk management to address potential climate change impacts, risks and opportunities on Keyfield's operations Provides strategic oversight of the Group's sustainability and enterprise risk management, including climate-related risk management Provides strategic oversight of the Group's sustainability initiatives, including climate-related initiatives
<p style="text-align: center;">SSC</p> <ul style="list-style-type: none"> Assists ARMC in managing sustainability and climate-related risks and opportunities Manages the Group's risk management strategy, including climate-related strategies Ensures the implementation of sustainability initiatives, including climate-related initiatives

Strategy

Based on the Network for Greening the Financial System ("NGFS") Phase IV scenario analysis, the Group assessed how increasing carbon prices and changes in financing conditions may influence its operating cost structure, investment decisions, and strategic planning over time. The quantitative scenario analysis for FYE 2025 focused primarily on transition-related variables, namely carbon pricing and interest rates. Accordingly, the identification of climate-related risks and opportunities was undertaken using a combination of scenario-informed interpretation for transition risks and qualitative assessment for physical risks, taking into account the Group's offshore and marine operating context.

The analysis indicates that transition risks are likely to emerge progressively, with more pronounced impacts under the Net Zero 2050 pathway due to the substantially higher carbon price trajectory. In the near term, the Group may be exposed to rising fuel-related operating costs, evolving climate-related regulatory expectations, and increasing stakeholder scrutiny. In the longer term, higher carbon prices, tighter regulatory requirements, and broader market and technology shifts may have a greater influence on asset competitiveness, capital expenditure planning, and business resilience.

To assess the potential financial implications of climate change on its operations, Keyfield conducted a climate-related scenario analysis based on the NGFS Phase IV scenarios using the REMIND-MAGPIE model. The analysis considers two transition pathways relevant to the Group's operating environment in Malaysia:

- Net Zero 2050 scenario, representing an orderly transition aligned with limiting global warming to 1.5°C through immediate and ambitious decarbonisation policies.
- Below 2°C scenario, where climate policies are implemented later and more abruptly, resulting in stronger policy shocks and market adjustments.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

CLIMATE ACTION INITIATIVES (CONT'D)

Climate-related Disclosures (Cont'd)

The analysis evaluates key macroeconomic drivers including carbon pricing and interest rates, over the period 2025–2050, which may influence operating costs, capital investments, and financing conditions for the Group.

Below 2°C Scenario

The Delayed Transition scenario assumes that climate policies are implemented more gradually in the near term, with stronger measures introduced later to limit warming to below 2°C. Under this pathway, the NGFS dataset indicates that the carbon price increases from approximately USD 16 per tCO₂ in 2025 to nearly USD 1,189 per tCO₂ by 2050.

Compared to the Net Zero scenario, the slower initial policy response may result in lower immediate transition costs, allowing industries more time to adapt to regulatory changes. However, the eventual policy tightening could lead to more abrupt market adjustments, potentially increasing regulatory and operational risks for carbon-intensive sectors.

For Keyfield, the delayed transition pathway may result in:

- gradual increases in fuel and operational costs;
- evolving regulatory requirements related to emissions reporting and reduction;
- potential volatility in energy demand as the global energy transition accelerates later in the timeframe.

Interest rates under this scenario are projected to increase modestly from -0.17% in 2025 to approximately 0.23% by 2050, indicating relatively stable financing conditions compared to the Net Zero pathway.

While the delayed transition scenario reduces short-term policy pressure, it may expose the Group to greater long-term market disruption as accelerated decarbonisation measures are implemented later by governments and industries.

Net Zero 2050 Scenario

Under the Net Zero 2050 scenario, strong global climate policies are implemented early to accelerate decarbonisation and achieve carbon neutrality by 2050. As projected in the NGFS dataset for Malaysia, the carbon price is expected to rise significantly from approximately USD 218 per tCO₂ in 2025 to over USD 6,700 per tCO₂ by 2050.

This rapid escalation in carbon pricing reflects the stringent policy environment required to drive large-scale emission reductions across energy systems and industrial sectors. For Keyfield, which operates within the offshore oil and gas support services sector, such policies may result in:

- increased operating costs for fuel and energy consumption;
- higher compliance costs related to emissions regulations;
- greater demand for low-carbon operational practices and energy efficiency.

However, the scenario also presents opportunities for the Group to support the energy transition, particularly through offshore services linked to renewable energy infrastructure, offshore wind development, and low-carbon marine solutions.

The scenario also indicates a moderate increase in central bank policy interest rates, rising gradually to approximately 0.73% by 2050. This may affect financing conditions and capital expenditure planning, particularly for asset-intensive marine operations.

Overall, while the Net Zero scenario presents higher transition risks in the short to medium term, it also creates strategic opportunities for diversification into energy transition activities, enabling the Group to enhance long-term resilience.

CLIMATE ACTION INITIATIVES (CONT'D)

Climate-related Disclosures (Cont'd)

Based on the NGFS scenario analysis, the Group evaluated how potential climate transition pathways may influence its operations across different time horizons. The analysis indicates that carbon pricing policies are expected to increase progressively under both scenarios, although the pace and magnitude vary between the Net Zero 2050 and Below 2°C Scenario pathways.

Time Horizon	Definition	Description
Short-term	Up to 2030	Reflects the Group's current planning horizon, during which emerging carbon pricing developments, early regulatory changes, fuel cost exposure and initial investment decisions may begin to affect operations and financial planning.
Long-term	2031–2050	Considers longer-term climate transition and physical risks aligned with global net-zero pathways and long-term climate scenarios.

In the short term (up to 2030), carbon prices are expected to gradually increase as governments introduce or strengthen climate policies to encourage emission reductions. For Keyfield, this may result in moderate increases in fuel costs and operational expenditures, particularly for vessels reliant on fossil fuels such as Marine Gas Oil ("MGO"). During this period, the Group will focus on improving operational efficiency and exploring lower-emission technologies to mitigate potential cost impacts.

To translate the NGFS scenario analysis into business implications, the Group assessed how the selected carbon price pathways could affect operating costs, investment planning and strategic positioning across the short and long term. As the FYE 2025 quantitative scenario analysis focused primarily on carbon pricing and interest rate pathways, the Group used the scenario outputs mainly to inform its assessment of transition risks, while physical risks were identified qualitatively based on the Group's offshore and marine operating environment and supported by relevant Malaysian climate and disaster data.

For this assessment, the Group adopted the following time horizons: short-term (2025–2030), which reflects the current business planning horizon during which emerging carbon-pricing policies, evolving disclosure expectations and early technology decisions may begin to affect the Group's operations; and long-term (2031–2050), which reflects the period over which carbon costs, regulatory expectations, market shifts and physical climate pressures may become more pronounced. Malaysia has signalled the introduction of a carbon tax from 2026, while the Ministry of National Resources and Environmental Sustainability ("NRES") has stated that the emissions trading system ("ETS") implementation is set out under the 13th Malaysia Plan period of 2026 to 2030, supported by facility-level emissions reporting. For the purpose of this assessment, the Group has applied two time horizons: short-term (2025–2030) and long-term (2031–2050). These horizons reflect how Management currently assesses climate-related matters in line with the Group's business planning cycle, operational decision-making and the longer-dated nature of climate-related risks and opportunities.

To assess the potential financial implications of climate transition risks, the Group used selected NGFS carbon-price pathways as a scenario-based sensitivity analysis. Based on the Group's FYE 2025 Scope 1 emissions of 11,378 tCO₂e, the analysis indicates that, if comparable carbon-cost exposure was applied to the Group's emissions profile, indicative cost exposure would be approximately USD0.19 million in 2025 and USD0.79 million in 2030 under the Below 2°C pathway, compared with approximately USD2.49 million in 2025 and USD6.51 million in 2030 under the Net Zero 2050 pathway. These figures are presented as illustrative transition-risk sensitivities to support Management's understanding of potential exposure under different climate pathways and should not be interpreted as forecasts or confirmed tax liabilities. Against this backdrop, the Group identified climate-related risks and opportunities across transition and physical risk categories. In the short term, transition risks are expected to emerge mainly through higher operating costs, evolving customer and stakeholder expectations, and growing pressure to improve emissions performance. Over the longer term, the Group may face higher compliance costs, increased capital investment requirements, potential asset competitiveness risks, and new opportunities arising from the energy transition.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

CLIMATE ACTION INITIATIVES (CONT'D)

Climate-related Disclosures (Cont'd)

Transitional Risks

Based on the scenario analysis and an internal assessment of operational exposure, the Group identified potential climate-related risks and opportunities across transition and physical risk categories. Transition risks were primarily informed by the NGFS carbon pricing and interest rate pathways, while physical risks were identified qualitatively based on the Group's offshore and marine operating environment. The Group assesses climate-related risks and opportunities across defined time horizons to better understand their potential impact on its operations, strategy and financial planning. The time horizons adopted for this assessment are outlined below and are aligned with the Group's business.

Transition Risk	Impact	Opportunities
Policy and Legal		
<ul style="list-style-type: none"> Short-term: Malaysia has signalled the introduction of a carbon tax from 2026, and NRES has stated that ETS implementation is set out under the 13th Malaysia Plan period from 2026 to 2030, together with facility-level GHG reporting to support carbon-pricing mechanisms. While the Group has not currently identified in the initial carbon-tax focus sectors, these developments may still affect the Group indirectly through fuel, supplier and customer pass-through costs, as well as tighter climate-related expectations in contracts and disclosures. Long-term: Under a more ambitious transition pathway, broader carbon-pricing mechanisms, stricter emissions-related regulation and more comprehensive reporting requirements may increase the cost of operating carbon-intensive assets and raise the compliance burden across the value chain. 	<ul style="list-style-type: none"> Short-term: The clearest near-term financial implication for the Group is higher operating-cost sensitivity linked to emissions. Based on FYE 2025 Scope 1 emissions, the indicative carbon-cost sensitivity is approximately USD0.19 million in 2025 and USD0.79 million in 2030 under the Below 2°C pathway, compared with approximately USD2.49 million in 2025 and USD6.51 million in 2030 under the Net Zero 2050 pathway. Long-term: If carbon costs increase materially over time, the Group may face sustained pressure on fuel-related operating expenditure, margin compression, and rising compliance, monitoring and reporting costs, particularly for higher-emitting operations. 	<ul style="list-style-type: none"> Short-term: The policy environment creates an incentive for the Group to strengthen fuel monitoring, energy-efficiency measures and emissions management. Long-term: Lower-emission operations could help reduce long-term carbon-cost exposure and improve resilience as the policy environment tightens.
Technology		
<ul style="list-style-type: none"> Short-term: Marine decarbonisation technologies remain at varying stages of maturity. The International Maritime Organization ("IMO")'s 2023 GHG Strategy targets at least a 40% reduction in carbon intensity by 2030 and at least 5%, striving for 10%, uptake of zero- or near-zero-GHG emission technologies, fuels and/or energy sources by 2030, while Ministry of Energy Transition and Water Transformation ("PETRA") has noted that hydrogen and electric propulsion technologies are still in early development with uncertain timelines for widespread adoption. Long-term: As customer expectations and sector standards rise, vessels or support assets that are not progressively improved may face increasing competitiveness and retrofit risk. 	<ul style="list-style-type: none"> Short-term: The Group may incur upfront costs to evaluate, pilot and deploy technologies that can improve fuel efficiency and emissions performance. There may also be execution risk if new technologies are not yet commercially mature or operationally suitable for the Group's fleet profile. Long-term: Technology transition could require additional capital expenditure for retrofits, equipment upgrades, digital monitoring systems, and asset replacement, while delayed adoption may increase the risk of asset obsolescence. 	<ul style="list-style-type: none"> Short-term: The Group has already begun to build practical transition capability through the hybrid diesel-electric engine installed on Keyfield Falcon and the 121.2 kWp solar hybrid system with a battery energy storage system, which reduces Keyfield Wisdom's reliance on onboard generators, cutting fuel consumption and carbon emissions. Long-term: Malaysia is also advancing transition technologies through PETRONAS-led Carbon Capture and Storage ("CCS") in Sarawak and the Hydrogen Economy and Technology Roadmap, which targets RM12.1 billion in hydrogen-related revenue and three green hydrogen production plants by 2027. These developments could create adjacent service opportunities for offshore and marine support players over time.

CLIMATE ACTION INITIATIVES (CONT'D)

Climate-related Disclosures (Cont'd)

Transitional Risks (cont'd)

Transition Risk	Impact	Opportunities
Market		
<ul style="list-style-type: none"> Short-term: Customers, financiers and business partners may increasingly consider emissions performance, fuel efficiency and climate readiness when evaluating suppliers. Long-term: Malaysia's National Energy Transition Roadmap ("NETR") is designed to shift the energy system toward cleaner alternatives, with renewable-energy share targets of 31% by 2025, 40% by 2035 and 70% by 2050. Over time, this may influence customer spending patterns and reduce the relative attractiveness of higher-emission operating models. 	<ul style="list-style-type: none"> Short-term: The Group may face pressure to demonstrate cost efficiency, emissions management and readiness to support lower-carbon operating requirements in tenders and customer engagements. Long-term: As capital is increasingly allocated to renewable energy, hydrogen, Carbon Capture, Utilisation and Storage ("CCUS") and other transition-related infrastructure, market demand may gradually rebalance toward services that support lower-carbon energy systems. This could affect fleet utilisation patterns, service mix and long-term competitive positioning. This is an inference based on official NETR investment priorities and market direction. 	<ul style="list-style-type: none"> Short-term: The Group can strengthen its market position by demonstrating fuel-efficiency measures, emissions monitoring, and practical low-carbon operating initiatives already undertaken within its fleet. Long-term: NETR implementation is expected to support significant green investment and job creation. Malaysian Investment Development Authority ("MIDA") reports initial NETR flagship projects were expected to attract more than RM25 billion and 23,000 jobs, while later Ministry of Economy estimates cited by MIDA raised this to RM60.7 billion and 84,544 job opportunities. This suggests longer-term opportunity for the Group to support offshore and marine activities linked to energy-transition projects, including logistics, accommodation and other marine support services.
Reputation		
<ul style="list-style-type: none"> Short-term: Climate-related disclosure expectations in Malaysia are increasing. The Securities Commission's National Sustainability Reporting Framework adopts IFRS S1 and IFRS S2 as the baseline sustainability disclosure standards and applies a climate-first approach. Long-term: A perceived slow response to climate-related risks, weak disclosure quality or limited evidence of transition planning may reduce stakeholder confidence among investors, customers, financiers and regulators over time. 	<ul style="list-style-type: none"> Short-term: The Group may face increasing expectations to provide clearer climate governance, better-quality emissions data, stronger scenario analysis, and more decision-useful climate-related disclosures. Long-term: Weak disclosure readiness or insufficient evidence of climate response may affect market perception, investor confidence, and potentially access to commercial opportunities and financing support over time. 	<ul style="list-style-type: none"> Short-term: The Group has already established a sustainability governance structure, initiated Scope 1, 2 and 3 emissions reporting, and undertaken climate-related scenario analysis. These actions support stronger disclosure readiness and demonstrate early progress in climate governance and risk management. Long-term: By continuing to strengthen governance, data quality, emissions management, and climate-related strategy, the Group may enhance stakeholder trust, improve investor confidence, and reinforce its long-term reputation as a responsible offshore marine service provider.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

CLIMATE ACTION INITIATIVES (CONT'D)

Climate-related Disclosures (Cont'd)

Physical Risks

Physical Risks	Impact	Opportunities
Acute		
<ul style="list-style-type: none"> Short-term: The Group's offshore and marine operations may be exposed to acute weather-related events such as storms, heavy rainfall, rough sea conditions and flood-related logistics disruptions. Department of Statistics Malaysia ("DOSM") reported that Malaysia recorded RM933.4 million in flood-related losses in 2024, while Malaysian Meteorological Department ("METMalaysia") states that climate change is associated with increasing extreme weather events and rainfall intensity. Long-term: If severe weather events become more frequent or more disruptive over time, the Group may face growing exposure to vessel scheduling delays, mobilisation disruptions, crew-transfer difficulties and damage to assets or supporting infrastructure. 	<ul style="list-style-type: none"> Short-term: Potential impacts include operational downtime, delayed offshore activities, interruption to logistics and workforce deployment, higher repair and maintenance costs, and increased health and safety precautions during adverse weather conditions. Long-term: Repeated weather-related disruptions may result in higher insurance costs, increased contingency planning needs, more frequent maintenance cycles and greater operational uncertainty. 	<ul style="list-style-type: none"> Short-term: The Group may strengthen resilience through enhanced weather monitoring, voyage planning, emergency preparedness and operational response procedures to reduce weather-related disruptions. Long-term: Continued improvement in forecasting, business continuity planning and operational flexibility may help minimise downtime, improve service reliability and strengthen climate resilience across offshore operations.
Chronic		
<ul style="list-style-type: none"> Short-term: Malaysia is already experiencing measurable climate trends. METMalaysia reports that average temperature increased by 0.24°C per decade in Peninsular Malaysia, 0.14°C per decade in Sabah and 0.13°C per decade in Sarawak over 1969–2023, with a slight increase in annual rainfall also observed. These trends may gradually affect marine operating conditions, maintenance requirements and vessel performance. Long-term: National Hydraulic Research Institute of Malaysia ("NAHRIM") reports projected sea-level rise along the Sandakan coast of about 0.25 m by 2040 and 0.5 m by 2060, indicating increasing long-term coastal and offshore exposure relevant to marine and support operations in East Malaysia. 	<ul style="list-style-type: none"> Short-term: Potential impacts include higher cooling demand, changes in operating efficiency under hotter conditions, incremental wear and tear on machinery and equipment, and more demanding maintenance requirements. Long-term: Over time, rising temperatures, humidity, salinity and coastal exposure may contribute to faster corrosion, increased maintenance frequency, shorter asset life and higher operating, insurance and capital costs. This is an inference based on METMalaysia's warming trend data and NAHRIM's sea-level-rise projection. 	<ul style="list-style-type: none"> Short-term: The Group may strengthen resilience by improving condition monitoring, corrosion management and preventive maintenance practices. Long-term: Climate-adaptive asset planning, predictive maintenance and more resilient operating specifications for vessels and related infrastructure may help reduce long-term repair and replacement costs while strengthening business continuity.

CLIMATE ACTION INITIATIVES (CONT'D)

Climate-related Disclosures (Cont'd)

Risk Management

The processes for identifying, assessing, and managing climate-related risks are integrated within the Group's Enterprise Risk Management ("ERM") procedure.

Risk Management

Identification of Climate-related Risks

- The Group's ERM framework is aligned with ISO 31000:2018, which guides the identification, analysis, evaluation and monitoring of risks, including climate-related risks and opportunities.
- Climate-related risks are identified through the Group's risk identification, risk analysis and evaluation processes, taking into account the Group's offshore and marine operating environment.
- In FYE 2025, the Group identified climate-related risks across transition and physical risk categories.
- Transition risks were assessed with reference to the Group's climate-related scenario analysis based on the NGFS Phase IV scenarios, particularly in relation to carbon pricing pathways and the potential implications for operating costs, investment planning and business strategy.
- Physical risks were identified qualitatively based on the Group's exposure to acute weather events and longer-term climate trends that may affect offshore operations, asset condition and operational continuity.
- These climate-related risks were assessed across the Group's defined short-term (2025–2030) and long-term (2031–2050) time horizons and prioritised based on their likelihood, potential impact and alignment with the Group's risk appetite.



SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

CLIMATE ACTION INITIATIVES (CONT'D)

Climate-related Disclosures (Cont'd)

Managing Climate-related Risks

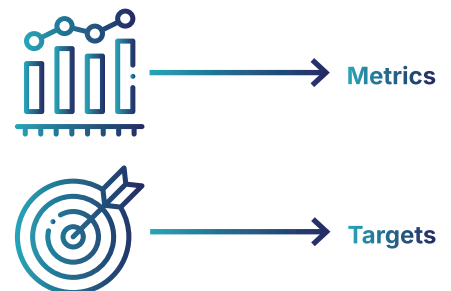
- The Group's ERM procedures outline the processes for managing, monitoring and reporting key risks, including climate-related risks.
- Risk owners are responsible for identifying, assessing and managing climate-related risks within their respective areas of responsibility, and for implementing appropriate mitigation and monitoring measures.
- Where relevant, mitigation actions may include improving fuel efficiency, enhancing emissions monitoring, strengthening compliance tracking, evaluating lower-emission technologies, and improving preparedness for weather-related operational disruptions.
- Climate-related risks are reviewed based on their potential financial, operational and strategic implications, including impacts on fuel and operating costs, capital expenditure requirements, operational resilience, asset performance and stakeholder expectations.
- Material climate-related matters are escalated to the GRC function, the SSC, and the ARMC for further review and oversight.

Integration of Climate-related Risk Management

- Climate-related risks are integrated into the Group's broader ERM processes to ensure they are identified, assessed and managed alongside other principal business risks.
- The ARMC oversees the effectiveness of the Group's risk management framework, including climate-related risks, while the SSC supports the identification, monitoring and reporting of climate-related risks and opportunities.
- Climate-related considerations are incorporated into the Group's business planning and sustainability governance processes to support informed decision-making over the short and long term.
- The Group will continue to strengthen the integration of climate-related risk management by monitoring relevant developments in carbon pricing, climate-related regulations, fuel efficiency, emissions performance, weather-related disruptions and asset resilience.
- ISO 14001 certification maintained by the Group supports the effective management of environmental aspects and forms part of the Group's broader climate-related risk management approach.

Metrics and Targets

The Group has initiated the measurement and monitoring of its GHG emissions, while also identifying business activities that may incur transition-related costs in moving towards more sustainable practices and assets. This provides a basis for assessing the financial implications of such changes, planning future investments, and prioritising initiatives in a strategic manner. These efforts support informed decision-making, enhance risk management, and demonstrate the Group's commitment to its long-term sustainability objectives and climate action agenda. Further information is provided in the respective metrics and targets under the relevant material sustainability matters.



As some metrics are in their first or second year of reporting, full three-year historical data may not be available. Comparative data will be progressively disclosed in subsequent reporting periods.



ETHICAL GOVERNANCE

At Keyfield, we uphold strong corporate governance, compliance and ethics to ensure business sustainability. We align with stakeholder interests, build trust with customers and the public, and adhere to industry laws and regulations through robust compliance and responsible conduct.

Material Sustainability Matters

- Regulatory Compliance
- Corporate Governance and Anti-Corruption
- Data Privacy and Security
- Supply Chain Management

Key Stakeholder Groups



Key Highlights

- 100% Senior Management attended anti-corruption training
- Zero substantiated incidents of corruption
- Zero substantiated complaints concerning breaches of customer privacy and losses of customer data

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

FIRST

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

ETHICAL GOVERNANCE

Regulatory Compliance

Ensuring compliance with regulatory requirements and standards is essential for effectively navigating risks and capitalising on opportunities across our operations. As a provider of offshore support vessel services for the oil and gas industry, we adhere to maritime law and shipping regulations across the various local and international jurisdictions in which we operate.

The Group adheres to Bursa Securities' MMLR, alongside all relevant national and international laws and regulations applicable to our sector. The following highlights key industry-based requirements that the Group complies with.

Environmental Quality Act ("EQA") 1974	International Ship and Port Facility Security ("ISPS") Code
International Convention for the Prevention of Pollution from Ships ("MARPOL")	Merchant Shipping Ordinance ("MSO") 1952
International Convention for the Safety of Life at Sea ("SOLAS")	Occupational Safety and Health (Amendment) Act 2022

Our established ERM Framework is aligned with ISO 31000:2018 standard and strengthen our ability to meet legal and regulatory compliance requirements. The framework remains instrumental in identifying, assessing, and mitigating risks that could impact regulatory compliance. To support this, we maintain and enhance business and operational risk registers, along with internal controls and measurements, to ensure relevant risks are mitigated. Our Management also regularly attends seminars and training programmes to stay abreast of the latest regulatory developments and ensure ongoing compliance.

Corporate Governance and Anti-Corruption

Effective corporate governance is essential for operational stability and for building stakeholder trust at Keyfield. Our policies underscore the Group's commitment to transparency, defining the roles and responsibilities of the Board. We reinforce our governance with a zero-tolerance policy on bribery while promoting a culture of merit, diversity and integrity.



ZERO
incidents

of non-compliance with local and international laws and regulations were reported in FYE 2025

(FYE 2025: 0) (FYE 2024: 0) (FYE 2023: 0)

ETHICAL GOVERNANCE (CONT'D)

Corporate Governance and Anti-Corruption (Cont'd)

Corporate Governance

In line with the principles set forth in the MCCG 2021, the Group has established the following policies to ensure transparency, accountability, and ethical conduct throughout our operations.

Corporate Disclosure Policy	Board Charter Policy	Audit Policy and Procedures
<p>Forms the Group's commitment to ensuring transparency, accuracy, and timeliness in disclosing information</p>	<p>Delineates the roles, responsibilities, and governance practices of the Board, ensuring effective governance and shareholder</p>	<p>Outlines the Group's approach for the appointment, independence and oversight of the external auditor to support transparent, objective and high-integrity financial reporting</p>
Director's Fit and Proper Policy	Board Diversity Policy	Code of Conduct and Business Ethics Policy
<p>Defines criteria for Director appointments and re-elections, focusing on merit, diversity, integrity and competence</p>	<p>Outlines the commitment to a diverse Board that enhances decision-making, fosters inclusion, and aligns with corporate goals</p>	<p>Safeguards our reputation through ethical practices, integrity, and accountability</p>
Remuneration Policy	Related Party Transactions Policy	Conflict of Interests Policy
<p>Outlines the structure for determining the remuneration of Directors and Senior Management based on their performance, skills, and the Company's objectives</p>	<p>Ensures that transactions with related parties are conducted at arm's length and on terms that are fair to the Company and its shareholders</p>	<p>Sets out how actual or potential conflicts of interest are identified, disclosed and managed to support integrity and objective decision-making</p>
Enterprise Risk Management Policy and Procedures	Sustainability Policy	Information Technology ("IT") Policy
<p>Provides a structured framework for identifying, assessing, monitoring and managing risks across the Group to support resilience and informed decision-making</p>	<p>Outlines the Group's sustainability commitments and governance approach for integrating ESG considerations into operations and business decisions</p>	<p>Establishes guidelines for the secure, appropriate and effective use of IT systems, devices, data and digital resources across the Group</p>
Human Rights Policy		
<p>Affirms the Group's commitment to respecting human rights by promoting dignity, fairness, non-discrimination and responsible conduct across its operations</p>		

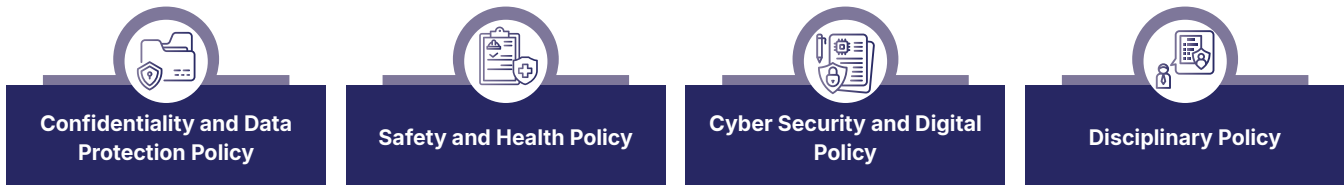
SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

ETHICAL GOVERNANCE (CONT'D)

Corporate Governance and Anti-Corruption (Cont'd)

Corporate Governance (cont'd)

Our Employee Handbook outlines specific governance policies to guide the conduct of all employees within the Group, ensuring adherence to ethical standards. These policies include:



To ensure the Board and employees are informed of their responsibilities, these policies and the Employee Handbook are communicated through induction briefings, our corporate website, and the Group's Local Area Network ("LAN"). All employees and the Board are required to sign the Acknowledgement of Handbook & Group Policies Form during onboarding to affirm their commitment to the Company's policies and ethical standards.

Anti-Corruption

The Group maintains a zero-tolerance policy towards bribery, corruption, and unethical conduct. We have implemented the ABMS, with clear guidelines, policies and a whistleblowing channel accessible on our website. The ABMS undergoes internal audits to ensure effectiveness, and the audit report is reviewed by the ARMC and the Board on a biennial basis. The following policies align with the Malaysian Anti-Corruption Commission ("MACC") Amendment Act 2018 and are integrated into our ABMS.



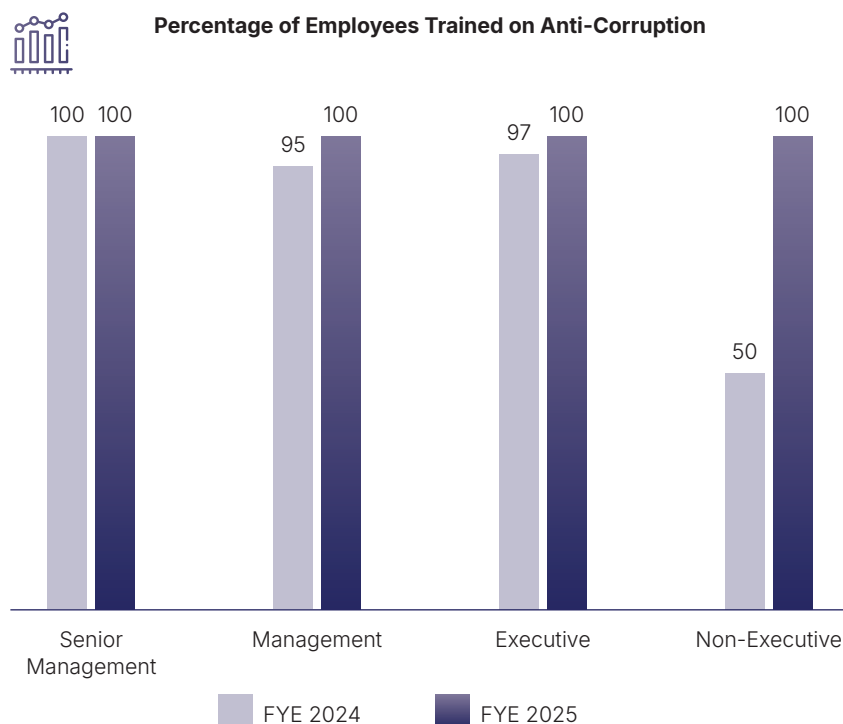
Keyfield's corporate governance policies can be accessed at:
<https://keyfieldoffshore.com/corporate-governance/>

In FYE 2025, we further strengthened our anti-corruption measures by implementing training across all employee categories, achieving 100% employee participation. Additionally, we reviewed and updated anti-corruption risk assessments covering 100% of our operations with the outcomes duly incorporated into our risk registers. Over the past three years, the Group recorded zero substantiated incidents of corruption and no whistleblowing reports.

ETHICAL GOVERNANCE (CONT'D)

Corporate Governance and Anti-Corruption (Cont'd)

Anti-Corruption (cont'd)



ZERO
substantiated **incidents** of corruption and **bribery**
(FYE 2025: 0) (FYE 2024: 0)
(FYE 2023: 0)

ZERO
reported **whistleblowing** incidents
(FYE 2025: 0) (FYE 2024: 0)
(FYE 2023: 0)

TARGET



- Maintain annual anti-corruption and bribery training for 100% of employees across all employee categories.
- Maintain 100% of operations assessed for corruption-related risks.

Moving Forward

The Group will continue to strengthen its anti-corruption framework by maintaining 100% annual anti-bribery and anti-corruption training coverage across all employee categories. In parallel, the Group will seek to ensure that 100% of its operations are assessed for corruption-related risks to support ongoing risk identification, mitigation and compliance with its ABMS and ethical business standards.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

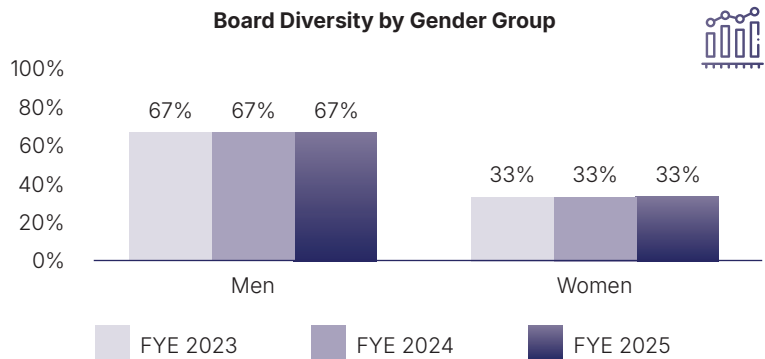
ETHICAL GOVERNANCE (CONT'D)

Board Governance and Diversity

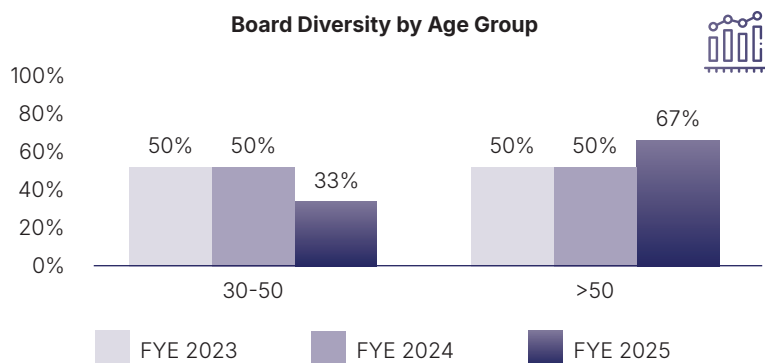
The Board plays a crucial role in ensuring effective corporate governance, overseeing anti-corruption measures and ensuring comprehensive risk management across the Group. Supporting these efforts are the following Board Committees, each responsible for specific areas of governance with roles defined by their Terms of Reference.

Audit and Risk Management Committee	Remuneration Committee	Nominating Committee
Oversees the integrity of financial reporting, internal controls, risk management, audit processes, and sustainability matters	Responsible for reviewing and recommending the remuneration packages of Executive Directors and Senior Management	Oversees the selection, recruitment, performance evaluation, and succession planning for Board members

For the past three years, women have consistently represented 33% of the Board, exceeding the minimum 30% recommendation set by the MCCG. The Board composition has remained unchanged over this period, with directors spanning a range of age groups, including those between 30 and 50 and those above 50, providing a balanced mix of perspectives and experience. The Board also continues to reflect a balanced representation of Malay and Chinese directors.



The Board remains guided by its Board Charter, which emphasises diversity in gender, age, ethnicity, as well as professional and socio-economic backgrounds, to ensure a broad range of perspectives in effective decision-making.



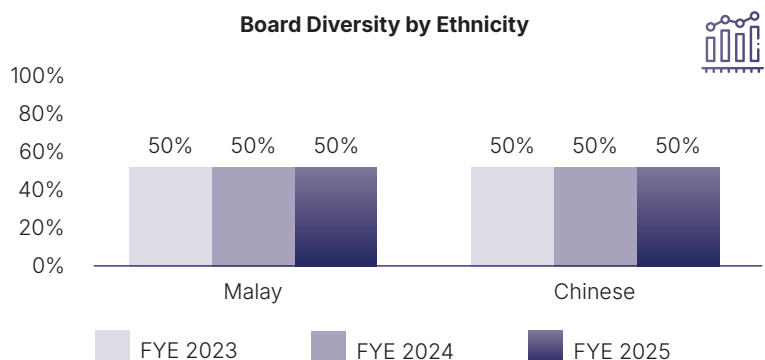
TARGET



- Maintain at least 30% women representation on the Board annually.

Moving Forward

The Group remains committed to fostering diversity at the leadership level and will continue to maintain at least 30% women representation on the Board.



ETHICAL GOVERNANCE (CONT'D)

Data Privacy and Security

Digitalising our operations is a strategic necessity in the current technologically-driven landscape. Adhering to data protection laws is essential to safeguard sensitive information, ensuring seamless business continuity and fostering stakeholder trust.

The Group protects customer and employee privacy by limiting data access to authorised personnel and securing it with strong password protection and firewall security. We comply with the Personal Data Protection (Amendment) Act 2024 ("PDPA") and have developed a Personal Data Protection Act Handbook to guide our employees in data privacy protocols.

A complaint form for reporting any data privacy breaches has been established and is accessible through the Group's whistleblowing channel. For the past three years, the Group has not received any substantiated complaints regarding breaches of customer privacy or losses of customer data.

Moving Forward

To reinforce its commitment to data protection and responsible information management, the Group intends to publish the steps for lodging data privacy-related complaints on its corporate website to improve accessibility and transparency. The Group also plans to conduct annual refresher training on the Standard Operating Procedures ("SOPs") for handling customer data and privacy, ensuring that employees remain aware of their roles and responsibilities in protecting sensitive information.

Supply Chain Management

Efficient supply chain management at Keyfield is crucial to our sustainability efforts. We ensure high standards of quality and cost-effectiveness by upholding ethical practices and integrity. Leveraging local suppliers reduces our environmental impact and uplifts the local economy. Our vendor evaluation process includes assessments prior to their registration in our Vendor Management List ("VML").

Moving Forward

The Group aims to progressively strengthen the integration of ESG considerations into its procurement processes by expanding vendor evaluations to cover 100% of new vendors against ESG criteria by 2026. In addition, the Group plans to extend ESG-based assessments to 100% of major vendors by 2027, enabling more systematic oversight of sustainability-related risks and performance across its supply chain.



ZERO

substantiated **complaints** concerning breaches of **customer privacy and losses of customer data**

(FYE 2025: 0) (FYE 2024: 0)
(FYE 2023: 0)



>60%

Proportion **Spent on Local Suppliers** over 3 years

(FYE 2025: 70%) (FYE 2024: 77%)
(FYE 2023: 82%)

TARGET



- Screen 100% of new suppliers for environmental and social criteria by 2026.
- Assess 100% of major suppliers for environmental and social impacts by 2027.



ENVIRONMENTAL STEWARDSHIP

Keyfield is committed to mitigating our environmental impact by implementing effective waste and effluent management practices, as well as monitoring emissions. We leverage renewable energy solutions and employ hybrid engine technology in select vessels to improve energy efficiency, ensuring more environmentally responsible operations.

Material Sustainability Matters

- Energy Management and Climate Action
- Waste and Pollution Management
- Water Management

Key Stakeholder Groups



Key Highlights

- 121.2 kWp solar hybrid system with a battery energy storage system installed onboard Keyfield Wisdom
- Hybrid diesel-electric engine installed in Keyfield Falcon



ENVIRONMENTAL STEWARDSHIP

Energy Management and Climate Action

As the oil and gas industry continues to adopt more environmentally conscious practices, prioritising energy efficiency not only supports sector-wide decarbonisation efforts but also contributes to long-term cost savings. The Group continues to implement energy management solutions, with hybrid engine technology and solar power installed across two vessels. While still in its early stages, these initiatives represent ongoing steps towards managing GHG emissions, enhancing operational resilience, and building readiness for potential carbon pricing and climate regulations.

Energy

In compliance with Annex VI of MARPOL, our vessels are equipped with the SEEMP. The SEEMP serves as a framework to enhance our vessel's energy efficiency while minimising operational costs. The framework guides us to explore innovative technologies and adopt best practices at every stage. Out of 14 vessels owned by Keyfield, 13 are utilising the SEEMP, with the exception of Keyfield Wisdom, a non-propelled accommodation work barge to which the SEEMP is not applicable.

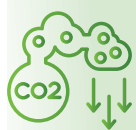
As stipulated by MARPOL, we follow SOPs to ensure thorough cleaning of the hull and appurtenances during dry docking once every 5 years. This practice enhances energy efficiency and reduces GHG emissions of our vessels by minimising the drag caused by biofouling, such as the accumulation of barnacles and algae.



Keyfield Falcon is equipped with a hybrid diesel-electric engine, significantly enhancing fuel efficiency and reducing GHG emissions by balancing energy loads and optimising engine performance. Additionally, hybrid systems provide operational flexibility, allowing vessels to manoeuvre using battery power, thereby cutting fuel consumption, particularly in ports. This provides a competitive edge by attracting clients focused on sustainability and cost efficiency.



Keyfield Wisdom completed the installation of a solar photovoltaic system that generates up to 121.2 kWp to support the vessel's electricity needs in January 2025. This system will reduce fuel consumption and emissions, providing operational cost savings while enhancing the vessel's appeal to environmentally-conscious clients seeking sustainable solutions.



Keyfield is committed to maintaining high standards of environmental protection across its fleet and facilities. The Group's vessels comply with MARPOL Annex VI through the use of MGO to reduce sulphur emissions and particulates, while the Shipboard Oil Pollution Emergency Plans ("SOPEP") and Ballast Water Treatment Systems support spill response and marine ecosystem protection. Regular dry dock hull cleaning and maintenance are also carried out to improve vessel efficiency and reduce fuel consumption.

Total energy consumption in FYE 2025 presented in megawatt-hours ("MWh") and gigajoules ("GJ"), amounted to 41,541 MWh (equivalent to 149,549 GJ), compared to 19,594 MWh (equivalent to 70,538 GJ) in FYE 2024. The increase is mainly driven by a higher number of vessel off-hire days. Energy consumption was attributable to our vessels' operations during transit and idle periods. Despite the rise in total energy consumption, energy consumption intensity improved to 74 GJ per total off-hire day in FYE 2025 compared to 85 GJ per total off-hire day in FYE 2024.



Total **Energy Consumption** Increased to

41,541 MWh
(equivalent to 149,549 GJ)

in FYE 2025 from 19,594 MWh (equivalent to
70,538 GJ) in FYE 2024

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

ENVIRONMENTAL STEWARDSHIP (CONT'D)

Energy Management and Climate Action (Cont'd)

GHG Emissions

The Group discloses its Scope 1, Scope 2 and Scope 3 GHG emissions, presented in tonnes of carbon dioxide equivalent ("tCO₂e"), within its operational control, with Scope 3 emissions presently limited to business travel and employee commuting. In FYE 2025, the Group's total GHG emissions amounted to 11,552 tCO₂e, an increase from 5,525 tCO₂e in FYE 2024 mainly attributable to higher vessel off-hire days. Scope 1 emissions represented the largest share of the Group's emissions profile, contributing 98% of total GHG emissions in FYE 2025, compared to 97% in FYE 2024. Despite the increase in absolute emissions, GHG emissions intensity improved from 6.7 tCO₂e per total off-hire day in FYE 2024 to 5.7 tCO₂e per total off-hire day in FYE 2025. The Group remains committed to tracking emissions performance to better understand trends and drive continuous improvement in its emissions management practices.

Scope 1

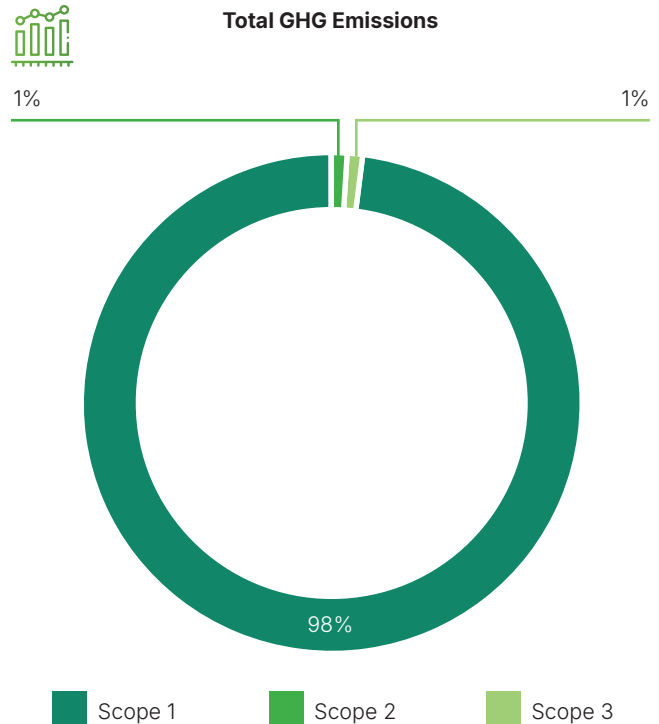
The Group's principal sources of Scope 1 GHG emissions comprise MGO consumed by its vessels and diesel fuel used by its company-owned vehicles. In FYE 2025, the Group recorded total Scope 1 GHG emissions of 11,378 tCO₂e, compared with 5,358 tCO₂e in FYE 2024.

Diesel consumption for the Group's two company-owned vehicles amounted to 6,893 litres ("L") in FYE 2025, compared to 5,755 litres in FYE 2024. These vehicles were mainly utilised for operational activities such as site visits, client engagements and logistical support for project-related matters.

In addition, the Group maintains close monitoring, analysis, verification and reporting of GHG emissions associated with MGO consumed by its vessels during transit and idle periods. Total MGO consumption increased from 1,928,098 litres in FYE 2024 to 4,097,593 litres in FYE 2025 mainly due to higher vessel off-hire days.

Scope 2

Scope 2 emissions for the Group are attributable to purchased electricity consumed at our headquarters in Kuala Lumpur. In FYE 2025, electricity consumption totalled 76 MWh, generating 59 tCO₂e of Scope 2 emissions, compared with 67 MWh and 52 tCO₂e, respectively, in FYE 2024.



11,378 tCO₂e

Scope 1 GHG emitted in FYE 2025

(FYE 2024: 5,358 tCO₂e)

4,097,593 L

Total MGO consumed by vessels during off-hire periods in FYE 2025

(FYE 2024: 1,928,098 L)

6,893 L

Total diesel consumed by company-owned vehicles in FYE 2025

(FYE 2024: 5,755 L)

76 MWh

purchased electricity

in FYE 2025

(FYE 2024: 67 MWh)

59 tCO₂e

Scope 2 GHG emitted

in FYE 2025

(FYE 2024: 52 tCO₂e)

ENVIRONMENTAL STEWARDSHIP (CONT'D)

Energy Management and Climate Action (Cont'd)

Scope 3

In FYE 2025, Keyfield continued to monitor Scope 3 GHG emissions from business travel and employee commuting as part of the Group's broader emissions management efforts. Total Scope 3 emissions recorded for the year were 115 tCO₂e, unchanged from FYE 2024.

Of this total, employee commuting accounted for the largest share at 75 tCO₂e, followed by business travel by air at 34 tCO₂e and business travel by land at 6 tCO₂e. This reflects the continued impact of employee and business travel on the Group's indirect emissions profile and supports ongoing efforts to better understand and manage emissions across its value chain.

The Group's climate-related disclosures are prepared using the same reporting boundaries, assumptions and underlying environmental performance data applied under this material sustainability matter, in order to support consistency across narrative discussion, metrics and scenario-based analysis.

Moving Forward

To enhance operational efficiency and support its climate-related commitments, the Group plans to undertake detailed energy and emissions audits on selected vessels to identify operational inefficiencies and potential improvement areas. In addition, the Group will consider the incorporation of additional portable generators across its existing vessels as a more energy-efficient alternative to running higher-capacity main generators for low electricity demand operations, and will continue to evaluate the potential use of solar renewable energy solutions or diesel electric with battery pack to improve energy efficiency and reduce reliance on conventional fuel sources.

Note:

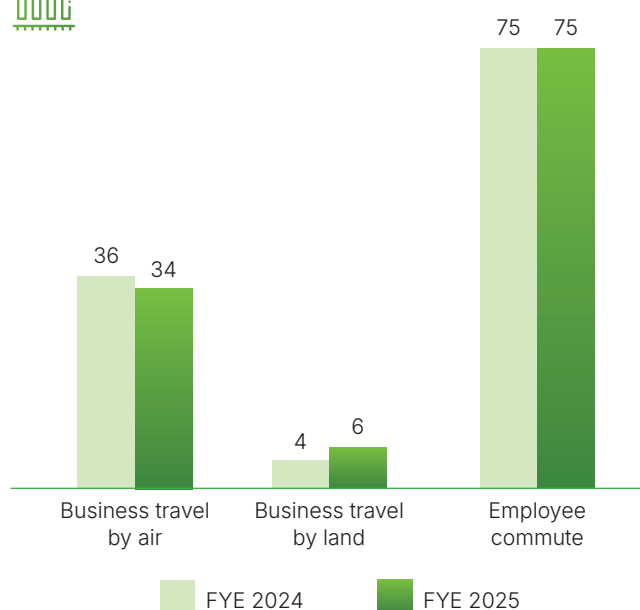
GHG emissions were calculated using the UK Government GHG Conversion Factors 2022-2024. For energy conversion, the Group applied the net calorific value ("Net CV") in kWh/litre, which reflects the energy content of the fuel excluding latent heat of water.

TARGET

- Reduce energy intensity by 3% in 2027, compared to the baseline year 2026.



Scope 3 Emission (tCO₂e)



TARGET

- Reduce emissions intensity by 3% in 2027, compared to baseline year 2026.

Waste and Pollution Management

We optimise waste and effluent management to ensure regulatory compliance, mitigate operational risk and advance sustainability in our vessel chartering operations. By adhering to stringent standards for discharges such as bilge and ballast water, we enhance our efficiency while safeguarding ecosystems and communities.

Waste and Effluent Management

Keyfield's waste management practices comply with the MARPOL 73/78 – Annex V Prevention of Pollution by Garbage from Ships and the Environmental Quality (Scheduled Wastes) Regulations 2005. We are committed to full regulatory compliance through our holistic waste management practices, which encompass waste disposal, treatment, and recycling initiatives.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

ENVIRONMENTAL STEWARDSHIP (CONT'D)

Waste and Pollution Management

Waste and Effluent Disposal at our Marine Operations	
Scheduled and Non-Scheduled Waste	<p>Shipboard Garbage Management Plan</p> <ul style="list-style-type: none"> Define SOPs for managing scheduled and non-scheduled waste Ensure that at least one personnel responsible for handling scheduled wastes have completed the Course for Certified Environmental Professional in Scheduled Wastes Management ("CePSWaM") for Competent Person training Provide additional training and awareness programme to all crews onboard on waste management practices and procedures for hazardous and non-hazardous waste Update the usage of the Department of Environment ("DOE") system to track monthly inventory and consignment notes Engage licensed contractors to dispose both scheduled and non-scheduled waste
Effluents	<p>Bilge Management Plan</p> <ul style="list-style-type: none"> Ensure the discharge of dirty oil to shore facilities in compliance with MARPOL requirements Record all bilge discharge in the Oil Record Book Adhere to the MARPOL convention, which mandates that the permissible level of oil in bilge water for lawful discharge into the ocean remains below 15 Parts Per Million ("ppm") Manage effluent according to the approved treatment process <p>Sewage Management Plan</p> <ul style="list-style-type: none"> Establish procedures for handling sewage, ensuring it is treated before being released at a minimum distance of 12 nautical miles from land

Following the implementation of measures to track the bilge effluent discharged from vessels in December 2024, the Group will continue to strengthen its monitoring processes, with disclosure to be provided in due course.

Our non-marine operations at our headquarters located in Kuala Lumpur incorporate paperless initiatives to reduce waste production.

- We adopt the principles of 3R in our waste management, Reduce, Reuse and Recycle
- In collaboration with the management of the office tower in waste recycling
- Switching off the air conditioning and lights during lunchtime and periods where there are no staff in the office to conserve energy

The Group plans to continue its e-waste recycling initiatives in collaboration with licensed e-waste collector Electronic Recycling Through Heroes ("ERTH"), ensuring the responsible management and recycling of electronic waste in the year ahead.

Keyfield manages waste arising from its offshore marine operations through structured waste segregation, monitoring and disposal practices aimed at ensuring regulatory compliance and minimising environmental impact. Waste disclosed for FYE 2025, presented in metric tonnes ("MT"), comprises both scheduled waste and general waste generated from vessel operations and onboard activities. For disclosure purposes, scheduled waste was measured based on actual quantities disposed, while general waste was estimated using volume-to-weight conversion factors applied consistently across the Group's FYE 2025 waste records to support a standardised and comparable basis of reporting.



Our vessel, Keyfield Wisdom is equipped with a food composting system that efficiently converts food waste into compost. This system significantly reduces waste disposal and minimises the vessel's environmental impact, supporting sustainable practices and reinforcing Keyfield's commitment to eco-friendly operations.

TARGET



- Maintain zero oil spills from operational activities annually.

ENVIRONMENTAL STEWARDSHIP (CONT'D)

Waste and Pollution Management (Cont'd)

Based on the FYE 2025 waste records, the Group directed a total of 394.807 MT of waste to disposal during the financial year comprising 142.325 MT of scheduled waste and 252.482 MT of general waste. The largest waste streams recorded were scheduled waste (142.325 MT), food waste (138.327 MT) and domestic waste (84.046 MT).

Waste-related impacts

Waste generation and significant waste-related impacts

Waste-related impacts arise primarily from vessel operations, including the generation of oil-based scheduled wastes, contaminated materials and general waste such as food waste, plastics and domestic waste. If not properly segregated, stored and disposed of, these waste streams may result in pollution, regulatory non-compliance and inefficiencies in waste handling.

For Keyfield, the most significant waste-related impacts during FYE 2025 relate to:

- oil-based scheduled wastes generated from maintenance and vessel operations;
- substantial quantities of food waste, plastics and domestic wastes arising from activities onboard vessel; and
- the need to maintain consistent waste categorisation and reliable volume-to-weight conversion practices for reporting purposes.

Management of significant waste-related impacts

Keyfield manages waste-related impacts by maintaining waste records for scheduled and general wastes, segregating wastes by category, and monitoring quantities generated and disposed across its fleet. Scheduled waste is tracked by waste code, while general waste is recorded by waste stream and converted into metric tonnes using internally applied conversion factors and selected published proxies.

The Group's waste management approach focuses on:

- segregation of waste by categories;
- tracking of scheduled waste quantities by waste code;
- monitoring of general waste streams such as food waste, plastics and domestic waste; and
- ongoing improvement of waste data quality, including refinement of conversion factors used for volume-based waste records.

Waste generated

The Group tracked the quantity and composition of waste directed to disposal during FYE 2025. However, the currently available records do not provide a complete breakdown by disposal method, and the Group intends to strengthen tracking of final treatment routes in future reporting periods.

Waste stream		FYE 2025 (MT)
Scheduled waste		142.325
SW305	Spent lubricating oil	63.235
SW306	Spent hydraulic oil	6.000
SW307	Spent mineral oil-water emulsion	13.009
SW309	Oil-water mixture such as ballast water	3.013
SW311	Waste oil or oily sludge	54.080
SW409	Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or scheduled wastes	2.988
General waste		252.482
Food waste		138.327
Domestic waste		84.046
Plastics		17.896
Operational waste		2.874
Cooking oil		5.197
Incinerator ashes		3.883
Animal carcasses		0.165
E-waste		0.094
Total waste recorded		394.807

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

ENVIRONMENTAL STEWARDSHIP (CONT'D)


Waste and Pollution Management (Cont'd)

Waste diverted from disposal

For FYE 2025, the Group did not record any waste diverted from disposal through reuse, recycling or other recovery operations. Accordingly, there is no reportable data for waste diverted from disposal for the financial year. Moving forward, the Group will continue to enhance its waste management monitoring and identify suitable opportunities to improve waste diversion practices where feasible.

Waste directed to disposal

The table below summarises the waste directed to disposal recorded by the Group during FYE 2025.

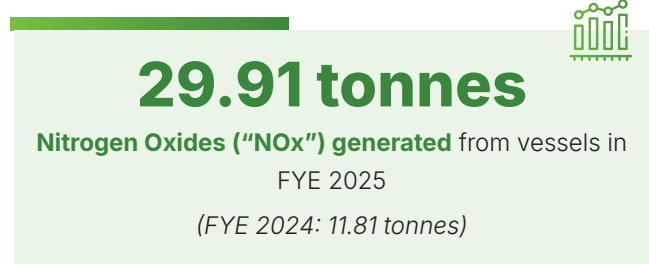
 Waste directed to disposal	FYE 2025 (MT)
Hazardous waste / scheduled waste	142.325
Non-hazardous / general waste	252.482
Total waste directed to disposal	394.807

Oil Spills Management

Keyfield adheres to local and international spill prevention regulations and implements industry best practices to prevent accidental leaks or spills. Our vessels are equipped with a comprehensive SOPEP as per the MARPOL Annex I to ensure rapid and effective management of potential spills. This manual provides the necessary course of action when a spill has occurred or is likely to occur.

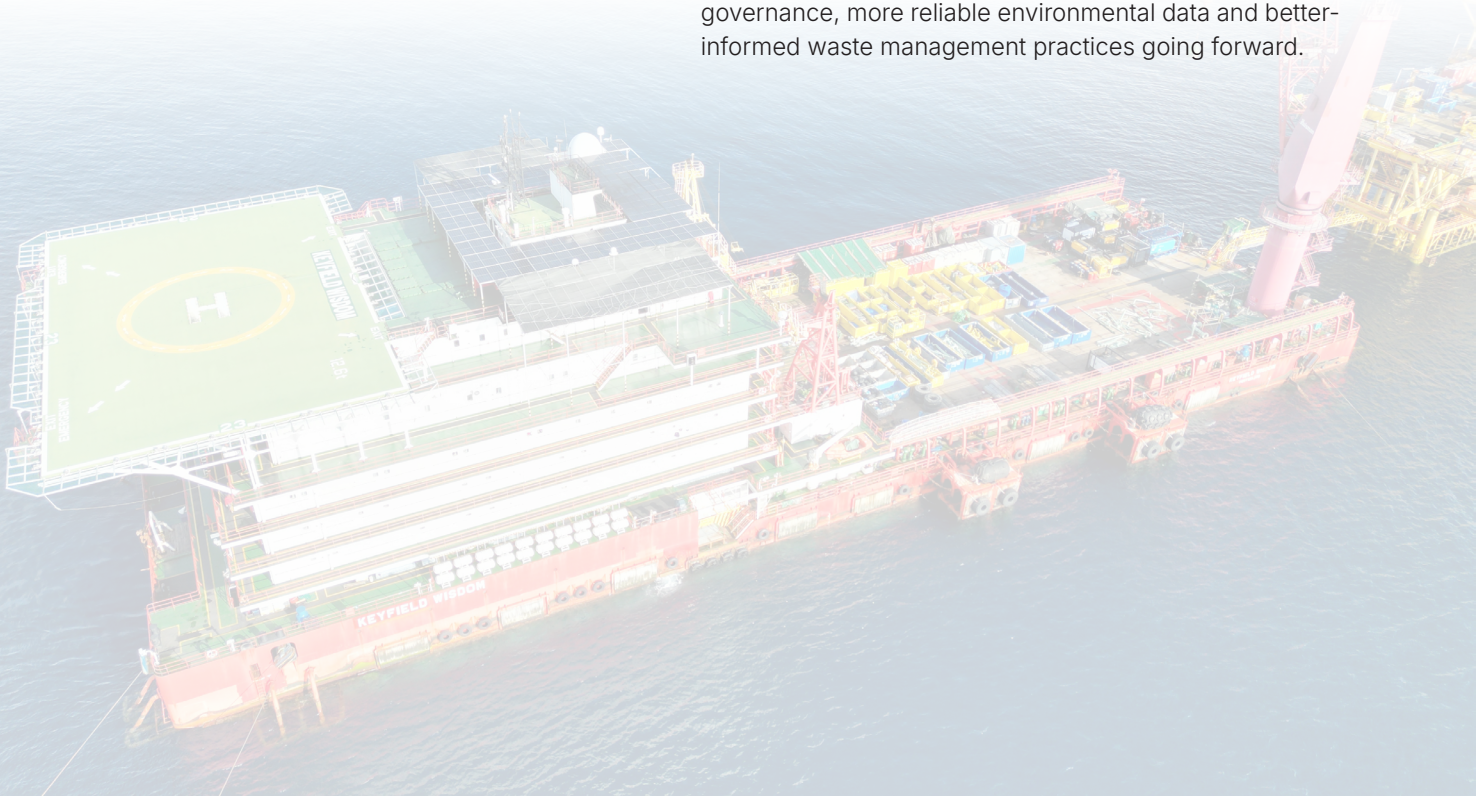
Air Pollution Management

The Group strictly complies with MARPOL Annex VI Prevention of Air Pollution from Ships and diligently monitors and evaluates air emissions aboard our vessels to mitigate air pollution. The data provided for Keyfield covers only transit and idle periods.



Moving Forward

The Group remains committed to maintaining zero oil spills from operational activities on an annual basis. To reinforce this objective, the Group will continue to strengthen oil spill prevention measures, operational controls and monitoring practices across its marine operations, while maintaining compliance with applicable environmental and maritime requirements. The Group also aims to enhance the precision and traceability of its waste data through improved internal record-keeping and closer collaboration with waste management partners, with a view to obtaining clearer visibility over the downstream movement, treatment and final disposal of waste. These efforts are expected to support stronger waste governance, more reliable environmental data and better-informed waste management practices going forward.




ENVIRONMENTAL STEWARDSHIP (CONT'D)

Water Management

Efficient management of freshwater is essential to support daily vessel operations. Freshwater for crew consumption, including food catering and laundry, is primarily sourced from third-party suppliers. Where operationally feasible, the Group supplements these supplies using onboard watermakers, which are typically operated in deeper waters where seawater is expected to have lower levels of contamination. Water produced through this process is mainly utilised for machinery cooling and domestic flushing, contributing to improved overall water efficiency across vessel operations.

Water consumption, withdrawal and discharge levels may fluctuate depending on the nature and scheduling of operational activities during vessel off-hire periods. Water consumption levels were influenced by vessel activities, deployment schedules, maintenance requirements and off-hire duration. The Group applies water consumption, withdrawal, and discharge intensities per off-hire day as internal management metrics to assess overall efficiency of water management during vessel off-hire periods. To provide greater visibility into the Group's water management performance during FYE 2025, the following tables present key water management metrics such as water consumption, withdrawal, discharge, and their respective intensities.

 Water Management Metrics	FYE 2024 (Restated)		FYE 2025	
	Volume (ML)	Intensity (ML/ off-hire day)	Volume (ML)	Intensity (ML/ off-hire day)
Total water consumption	5.398	0.007	13.675	0.007
Water withdrawal from sea for fresh water maker*	-	-	0.284	Negligible
Water withdrawal from third party*	-	-	13.353	0.007
Water discharged into the sea*	-	-	2.124	0.001

*Note: Data from the previous year is unavailable, as data collection commenced in 2025.

Total water consumption for FYE 2025 is predominantly driven by vessel operations, with only a minor contribution from office operations. Water consumption intensity is calculated by dividing total water consumption in megalitres ("ML") by the total number of off-hire days recorded during the financial year. Water loaded and discharged during off-hire days are presented as supplementary internal operational indicators to provide a broader view of water management across the Group's fleet.

Moving forward

The Group remains committed to strengthening the consistency and reliability of its water data monitoring processes. This includes improving internal tracking and enhancing vessel-level oversight to support more effective water management practices across its operations.



13.675 ML

total **water consumption** from vessels in FYE 2025

(FYE 2024: 5.398 ML (Restated))

Restatement: The 2024 figure has been restated following corrections to the conversion factor applied



SOCIAL RESPONSIBILITY

Keyfield's success is rooted in the synergy between our dedicated workforce, industry partners, and the communities we serve. We equip our teams with industry compliant safety and training programmes and encourage them to give back to society via CSR programmes. By investing in human capital and fostering a culture of inclusivity and integrity, we strengthen our foundation for long-term success and positive social impact.

Material Sustainability Matters

- Health and Safety
- Quality and Customer Satisfaction
- Labour Practices and Standards
- Diversity, Equity and Inclusion
- Community Engagement

Key Stakeholder Groups



Key Highlights

- 1,685 total training hours provided
- RM369,574 invested in CSR programmes
- 62 employees trained on health and safety standards
- Zero LTIs across 1,801,428 hours worked

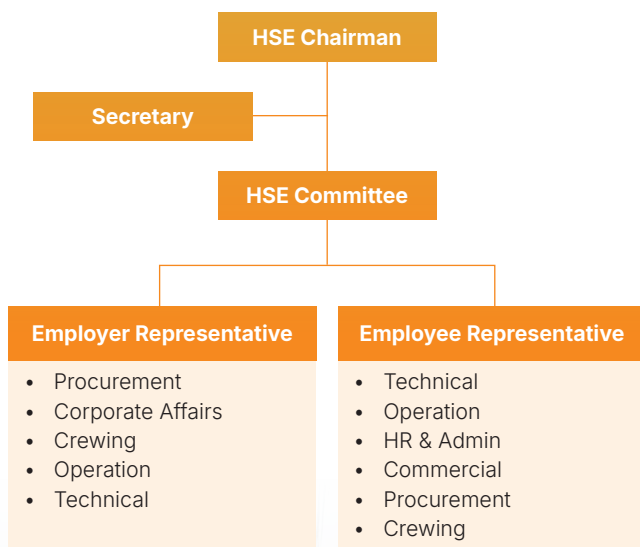


SOCIAL RESPONSIBILITY

Health and Safety

The Group places a strong emphasis on health and safety, cultivating a robust safety culture that promotes a secure working environment and minimises occupational hazards for all employees. We ensure our vessels meet the highest industry safety standards by collaborating with operators who prioritise robust safety protocols and compliance with international regulations.

We conduct rigorous risk assessments, adhere to international maritime safety regulations, and engage in proactive hazard management. Our Health, Safety, and Environment (“HSE”) Committee, led by Senior Management and supported by department representatives, regularly reviews and refines safety protocols to align with industry standards and foster a culture of continuous improvement.



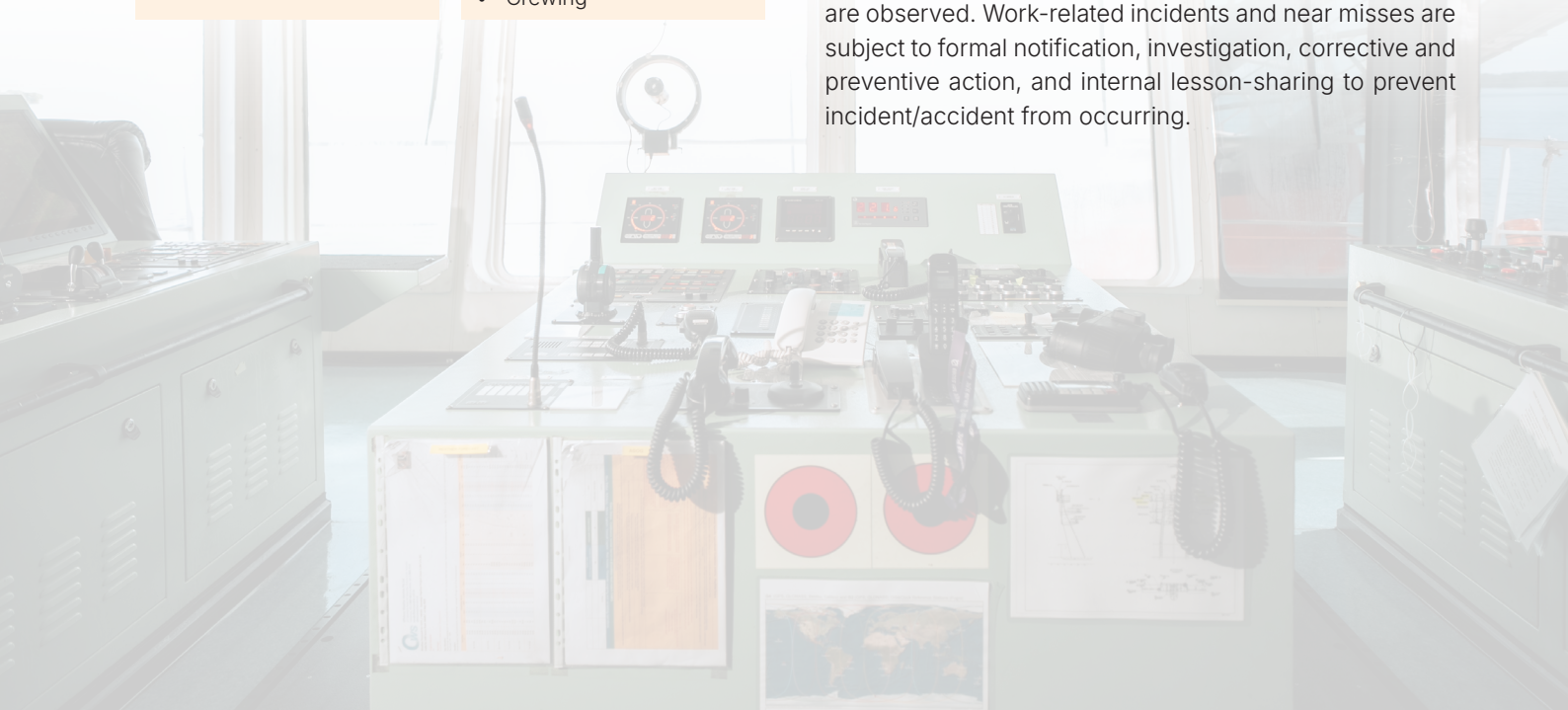
Our Environmental Aspect and Impact Assessments (“EAIA”) enable the Group to identify hazards and develop methods to control their associated risks, encompassing activities from vessel operations, technical maintenance and food handling, in alignment with ISO 14001 and ISO 45001. To further enhance safety awareness and competency, we conduct regular training programmes, safety drills, and inspections.

Occupational Health and Safety Management System

Keyfield has implemented an occupational health and safety management system that supports the management of health and safety risks across its significant workplaces. The system is referenced to ISO 45001 and is supported by the Group’s Integrated Management System framework and applicable legal requirements, including the Occupational Safety and Health (Amendment) Act 2022. The scope of coverage extends to the Group’s maritime activities, shore-based facilities, offices and vessel operations.

Hazard Identification, Risk Assessment and Incident Investigation

The Group applies formal processes to identify work-related hazards, assess risks and implement control measures for both routine and non-routine activities. These processes include HIRADC, routine shipboard inspections, monthly shipboard health and safety committee meetings, permit-to-work and lock out tag out controls, and reporting channels for unsafe acts and unsafe conditions. Workers are empowered to exercise stop-work intervention where unsafe conditions or behaviours are observed. Work-related incidents and near misses are subject to formal notification, investigation, corrective and preventive action, and internal lesson-sharing to prevent incident/accident from occurring.



SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SOCIAL RESPONSIBILITY (CONT'D)

Health and Safety Training

In FYE 2025, Keyfield continued to strengthen employee health, well-being and emergency preparedness through targeted health and safety training initiatives, including a Mental Health Talk by Ministry of Health Malaysia ("KKM"), a Diabetic Talk by Mr. Yeong, a Medical Science Liaison ("MSL") Manager from Novo Nordisk Pharma (M) Sdn. Bhd., First Aid Training and Marine Incident Investigation Training by OMT Standard Sdn. Bhd for our Emergency Response Team ("ERT"). In addition to enhancing awareness of mental health and chronic health risks, these programmes also equipped personnel with practical first-aid skills and enhanced their preparedness in responding to marine incidents. Collectively, these initiatives supported the Group's ongoing efforts to promote a safe, healthy and responsive work environment.

Occupational Health Services

Keyfield facilitates access to occupational health services through onboard and operational health arrangements designed to support the identification of hazards, minimise work-related risks, and provide timely medical attention. These measures include the designation of a medical officer onboard during vessel on-hire, maintaining adequate and functional medical equipment and supplies onboard, and ensuring convenient access to first-aid kits onboard vessels. Where practicable, personnel are also allowed to obtain medical treatment without delay at ports of call.

Keyfield is pleased to report zero fatalities and no recorded LTIs, maintaining our exemplary safety record over the past three years.



HSE Trainings attended by
62 Keyfield
employees
(FYE 2024: 65)



352 hours
HSE Training Hours in FYE 2025
(FYE 2024: 246 hours (Restated))
Restatement: The 2024 figure has been restated after a review and reclassification of activities under a health training programme conducted in 2024



TARGET


- Maintain zero LTIs throughout the reporting period.
- Achieve 100% participation in OSH training across all employee levels by 2026.



SOCIAL RESPONSIBILITY (CONT'D)

Health and Safety Training (Cont'd)

Occupational Health Services (Cont'd)

	FYE 2023	FYE 2024	FYE 2025
Total number of hours worked	1,770,128	1,842,428	1,801,428
Number of lost-time injuries	0	0	0
Number of fatalities as a result of work-related injuries or ill health	0	0	0
Lost Time Incident Rate ("LTIR")	0	0	0

Health, Safety, Security and Environment ("HSSE") Policies

Policy	Description
Quality, Health, Safety and Environmental Policy	Sets out the Group's commitment to safe and healthy operations, environmental protection, regulatory compliance and continuous improvement.
Drug and Alcohol Policy	Establishes a zero-tolerance approach to drugs and alcohol to ensure employees remain fit for duty and to maintain a safe working environment.
Personal Protective Equipment Policy	Defines the minimum personal protective equipment requirements for employees and contractors to reduce exposure to workplace hazards and support safe operations.
Smoking Policy	Provides rules on workplace smoking by restricting it to designated areas in order to promote a safer, cleaner and healthier environment.
Stop Work Policy	Empowers employees to stop work that poses an immediate risk to health, safety or the environment, reinforcing accountability for safe operations.
Security Policy	Outlines measures to protect employees, assets, vessels and facilities against security threats, unlawful acts and operational disruptions.
Anti-Bullying and Sexual Harassment Policy	Establishes zero tolerance for sexual harassment, bullying, intimidation, retaliation, and any abusive behaviour, ensuring all employees, contractors, visitors, and third parties are treated with dignity and respect in both offshore and onshore workplaces.
Navigation Policy	Sets out the Group's commitment to safe, reliable and efficient navigation, with priority placed on the safety of life, vessels and the environment.
Cyber Security Policy	Sets out the Group's commitment in managing cyber risks as part of its overall safety management approach for its marine operations. It focuses on identifying, protecting against, detecting, and recovering from cyber threats to ensure the security of personnel, assets, and operations, while maintaining business continuity and minimising potential disruptions.

Moving Forward

The Group will continue to strengthen its health and safety practices by reviewing and enhancing its existing HSSE Policies based on findings from occupational safety and health compliance audits and in line with the Occupational Safety and Health (Amendment) Act 2022. In addition, the Group remains committed to maintaining its relevant HSE-related ISO certifications as part of its continuous efforts to uphold robust health, safety and environmental management standards.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SOCIAL RESPONSIBILITY (CONT'D)

Quality and Customer Satisfaction

Maintaining high service standards in the provision of offshore vessels is essential to building customer trust, strengthening long-term relationships and supporting sustainable business growth.

The Group's commitment to quality and customer satisfaction is guided by its ISO-certified quality management system. Customer complaints are addressed through a structured process involving prompt issue identification, investigation, corrective action and follow-up monitoring to ensure effective resolution. In addition, the Group's Risk Register for Tender and Commercial activities supports the management of customer-related risks and the continuous improvement of service quality. To better understand customer needs and expectations, the Group conducts a customer satisfaction survey annually.

Labour Practices and Standards

A thriving and sustainable work environment is dependent on positive labour practices. By providing comprehensive benefits, training and development opportunities, we aim to cultivate a team of qualified and skilled professionals focused on delivering superior vessel chartering, accommodation and offshore services to our clients.

Keyfield is committed to upholding human rights by fostering a safe, fair, and inclusive workplace. Guided by our Human Rights Policy, Employee Handbook, and supporting workplace policies, the Group promotes dignity, non-discrimination, and responsible conduct in all operations. Grievance procedures and reporting channels are in place to support employees in voicing their concerns in a safe and confidential manner. In FYE 2025, the Group recorded zero substantiated complaints regarding human rights violations.

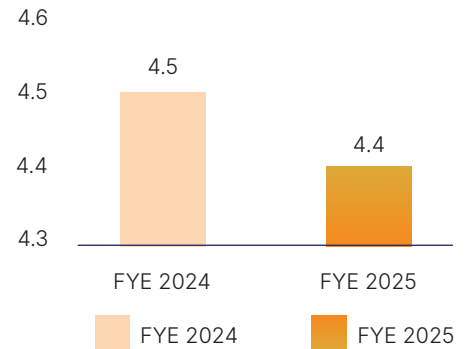
Our Employee Handbook, in line with International Labour Organization ("ILO") standards, includes grievance procedures and is provided to all employees upon induction. In accordance with the Employment (Amendment) Act 2022, we have extended maternity leave to 98 days and provide seven days of paid paternity leave to married male employees with at least one year of service.

Employee Benefit

Our competitive benefits package is designed to attract and retain top talent, fostering a supportive work environment that enhances employee satisfaction and well-being.



Average Customer Satisfaction Survey Score



TARGET

- Achieve minimum average customer satisfaction score of 4.0 out of 5.

ZERO

Number of **substantiated complaints** concerning **Human Rights Violations**

(FYE 2025: 0) (FYE 2024: 0)
(FYE 2023: 0)



SOCIAL RESPONSIBILITY (CONT'D)

Labour Practices and Standards (Cont'd)

Performance Appraisal

Performance appraisals at Keyfield serve to evaluate our employees' capabilities in fulfilling their responsibilities, identify opportunities for professional growth and align individual performance with organisational goals. Insights from these appraisals are instrumental in driving talent development and improving workforce effectiveness.

	FYE 2023	FYE 2024	FYE 2025
No. of employees received appraisal	47	55	71

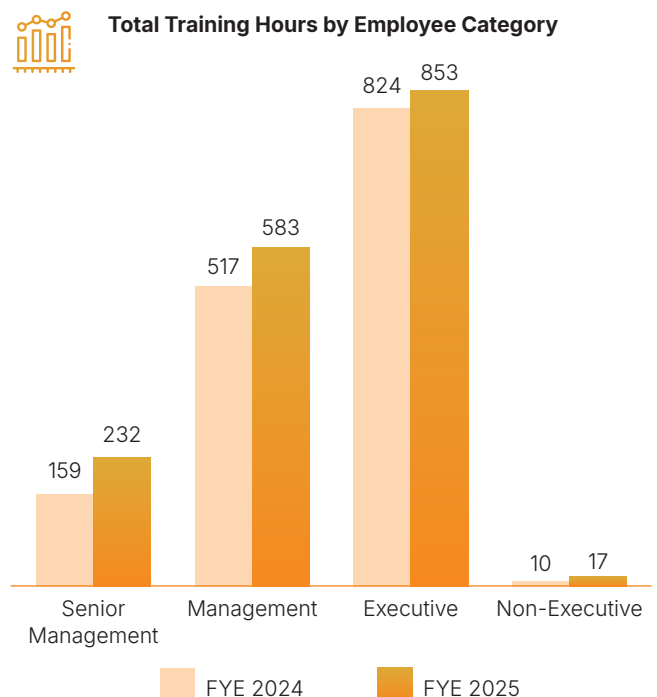
Parental Leave

In FYE 2025, a total of one employee utilised parental leave and subsequently returned to work, while two employees who had returned from parental leave in FYE 2024 remained employed 12 months after their return to work.

	Gender	FYE 2024	FYE 2025
Total number of employees that were entitled to parental leave	Men	33	45
	Women	35	35
No. of employees that took parental leave	Men	2	0
	Women	0	1
No. of employees returned from parental leave	Men	2	0
	Women	0	1
No. of employees return to work after parental leave ended that were still employed 12 months after their return to work	Men	0	2
	Women	0	0

Employee Training Hours

In FYE 2025, we offered a wide range of training programmes designed to enhance our employees' skills across various areas.



SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SOCIAL RESPONSIBILITY (CONT'D)

Labour Practices and Standards (Cont'd)

New Hires and Turnover

In FYE 2025, the Group onboarded 25 new hires, comprising 18 men and 7 women. Additionally, we recorded a turnover of 9 employees across Management and Executive categories during the same period.

 Total Number of Full Time Employee New Hires	FYE 2023	FYE 2024	FYE 2025
By Employee Category			
Senior Management	0	4	2
Management	6	9	9
Executive	16	10	14
Non-Executive	0	0	0
By Gender			
Men	11	13	18
Women	11	10	7
By Age			
Below 30 years	9	7	7
30-50 years	12	14	16
Above 50 years	1	2	2

 Total Number of Full Time Employee Turnover	FYE 2023	FYE 2024	FYE 2025
By Employee Category			
Senior Management	0	1	0
Management	6	4	6
Executive	7	8	3
Non-Executive	1	0	0
By Gender			
Men	8	4	6
Women	6	9	3
By Age			
Below 30 years	4	5	1
30-50 years	7	8	7
Above 50 years	3	0	1

Moving Forward

Recognising the importance of talent development in sustaining long-term business performance, the Group plans to implement a structured training plan focused on skills development and career progression. This intends to support employee growth, enhance workforce capability and strengthen the Group's ability to attract, develop and retain talent.

SOCIAL RESPONSIBILITY (CONT'D)

Labour Practices and Standards (Cont'd)

Ratio of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage

Keyfield monitors its entry-level wages against the applicable local minimum wage as part of its remuneration approach. In line with Malaysia's minimum wage of RM1,700, implemented in 2025, the Group's standard entry-level monthly wage for employees (executives and non-executives), expressed as a ratio against the minimum wage, is shown below:

	Gender	Ratio to minimum wage
	Men	1.5
	Women	1.6

Employee Engagement

In FYE 2025, we conducted eight employee engagement programmes aimed at strengthening employee bonds and fostering a positive work environment.



Chinese New Year Lunch Gathering | 4 February 2025

Keyfield welcomed the Chinese New Year with a festive lunch gathering that brought employees together in a spirit of appreciation, cultural celebration and camaraderie. The programme provided a meaningful opportunity for colleagues to connect beyond day-to-day responsibilities, reinforcing workplace relationships and a shared sense of belonging across the organisation.

Number of staff attended: 59



Majlis Berbuka Puasa | 11 March 2025

Held during the holy month of Ramadan, the Majlis Berbuka Puasa brought employees together in the spirit of unity, reflection and gratitude. The gathering fostered inclusiveness and mutual respect by creating a shared space for employees to connect, strengthen relationships and appreciate the values of togetherness within the workplace.

Number of staff attended: 59

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SOCIAL RESPONSIBILITY (CONT'D)

Labour Practices and Standards (Cont'd)

Employee Engagement (Cont'd)



Hari Raya Celebration | 24 April 2025

The Hari Raya Celebration provided employees with an opportunity to celebrate a significant cultural occasion in a warm and inclusive setting. Through festive interactions, shared refreshments and light-hearted activities, the programme helped strengthen team cohesion, promote cross-cultural appreciation and cultivate a positive workplace atmosphere.

Number of staff attended: 55



Lunch Gathering | 8 May 2025

The lunch gathering was organised to celebrate key corporate milestones while recognising the collective contributions of employees. By bringing staff together in an informal setting, the programme encouraged appreciation, strengthened interpersonal connections and reinforced a sense of pride in the Group's shared achievement.

Number of staff attended: 59



Health Campaign | 10-11 July 2025

The Health Campaign underscored Keyfield's commitment to employee well-being through awareness sessions on mental health and diabetes, complemented by personalised health screening and consultations. By equipping employees with practical knowledge and encouraging preventive care, the programme supported a healthier workforce and reinforced the importance of physical and mental wellness in the workplace.

Number of staff attended: 69



Merdeka Celebration | 28 August 2025

Keyfield organised a Merdeka Day celebration that focused on fostering team spirit and cultural appreciation. The programme included a traditional costume contest and several interactive activities. The event successfully encouraged participation across departments and added a festive atmosphere to the workplace.

Number of staff attended: 60

SOCIAL RESPONSIBILITY (CONT'D)

Labour Practices and Standards (Cont'd)

Employee Engagement (Cont'd)



Company Trip | 15-17 November 2025

The company trip provided employees with a valuable opportunity to unwind, build stronger interpersonal bonds and reconnect outside the usual work environment. By encouraging informal interaction and shared experiences, the programme supported employee morale, enhanced team cohesion and contributed to a more connected workplace culture.

Number of staff attended: 37



Townhall | 19 December 2025

The year-end townhall and celebration served as an important platform for Management to engage with employees, reflect on the year's progress and recognise individual and team contributions. Combined with appreciation activities and festive interaction, the programme reinforced transparency, recognition and a shared sense of purpose across the organisation.

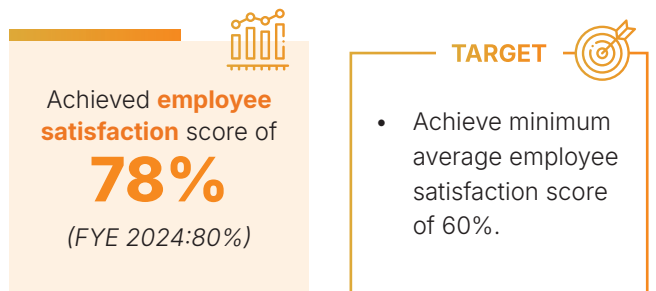
Number of staff attended: 66

Employee Satisfaction Survey

In FYE 2025, the Group conducted an employee satisfaction survey to evaluate key aspects of work experience, career development, and the working environment. The findings provide valuable insights that will inform workplace improvement initiatives and support targeted development programmes aimed at enhancing employee retention.

Diversity, Equity and Inclusion

Employees are a key human capital of the Group. We believe that a diverse, equitable and inclusive workplace strengthens our organisation by encouraging creativity, innovation and adaptability through the contribution of varied perspectives and experiences. We are committed to fostering a fair and respectful work environment where all employees are treated with dignity, provided with equal opportunities, and supported to realise their full potential. In doing so, we aim to cultivate an inclusive organisational culture that enhances employee engagement, productivity and job satisfaction. The Group adopts a merit-based approach across all human resources practices, including recruitment, promotion, performance appraisal and professional development. This ensures that employment-related decisions are made fairly and based on individual performance, capability and qualifications. Our Recruitment Procedures set out clear role requirements and involve multiple interviewers in the candidate evaluation process, while our structured performance appraisal system supports career progression based on merit and demonstrated performance.



SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SOCIAL RESPONSIBILITY (CONT'D)

Diversity, Equity and Inclusion (Cont'd)

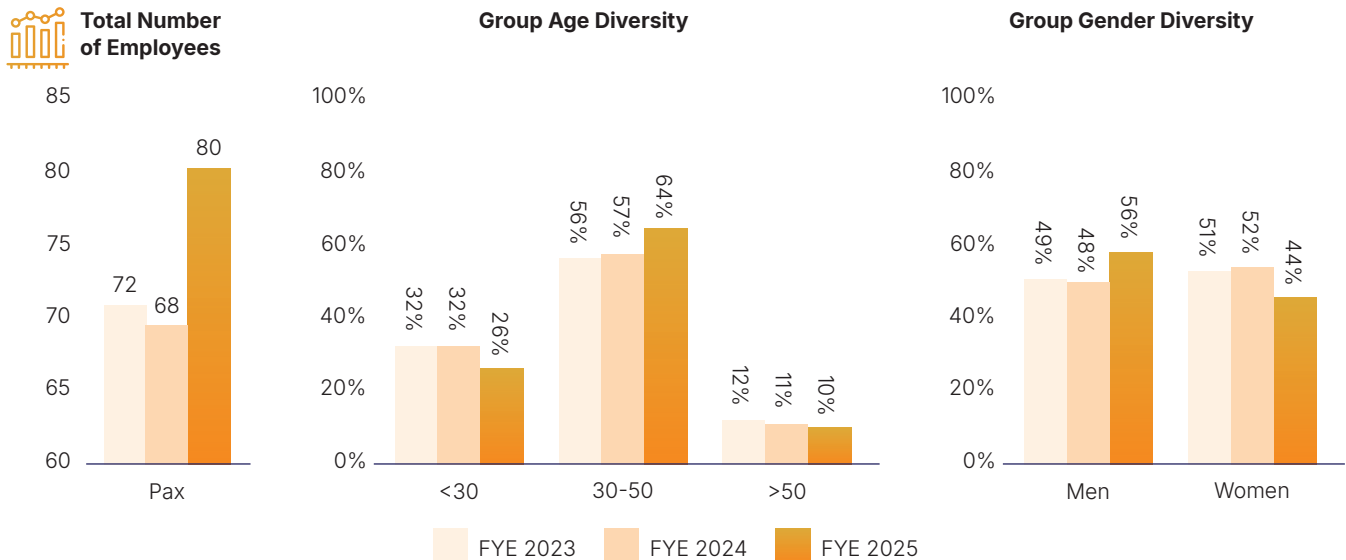
To strengthen our talent pipeline and attract young talent, the Group actively engages with universities through job advertisements and career fairs. These initiatives provide students and fresh graduates with opportunities to gain practical exposure and explore potential career paths within the organisation. In FYE 2025, the Group accepted a total of 19 internship placements as part of its ongoing efforts to support talent development and workforce renewal.

To provide a clearer view of the Group's workforce composition, office-based employees and contract-based crew are presented separately. Office-based employees include both permanent and contract staff engaged in administrative, managerial, and support roles, while contract-based crew are employed to support vessel operations. Employee sustainability-related data are reported only for office-based employees, as this is a more meaningful representation given that contract-based crew typically rotate every three months.

In FYE 2025, the Group maintained an average of 454 contract-based crews. This was calculated based on the 12 months average of contract-based crews. The inclusion of contract-based crew provides a more meaningful presentation of the Group's overall workforce composition during the financial year and reflects the operational manpower required to support project delivery.

FYE 2025	
Average contract-based crews	454

The charts below illustrate the Group's employee composition by age group and gender for FYE 2025.



Employee Nationality

100%
Local Employees in FYE 2025
FYE 2024: 100% | FYE 2023: 100%

Type of Employment

Contract vs Permanent

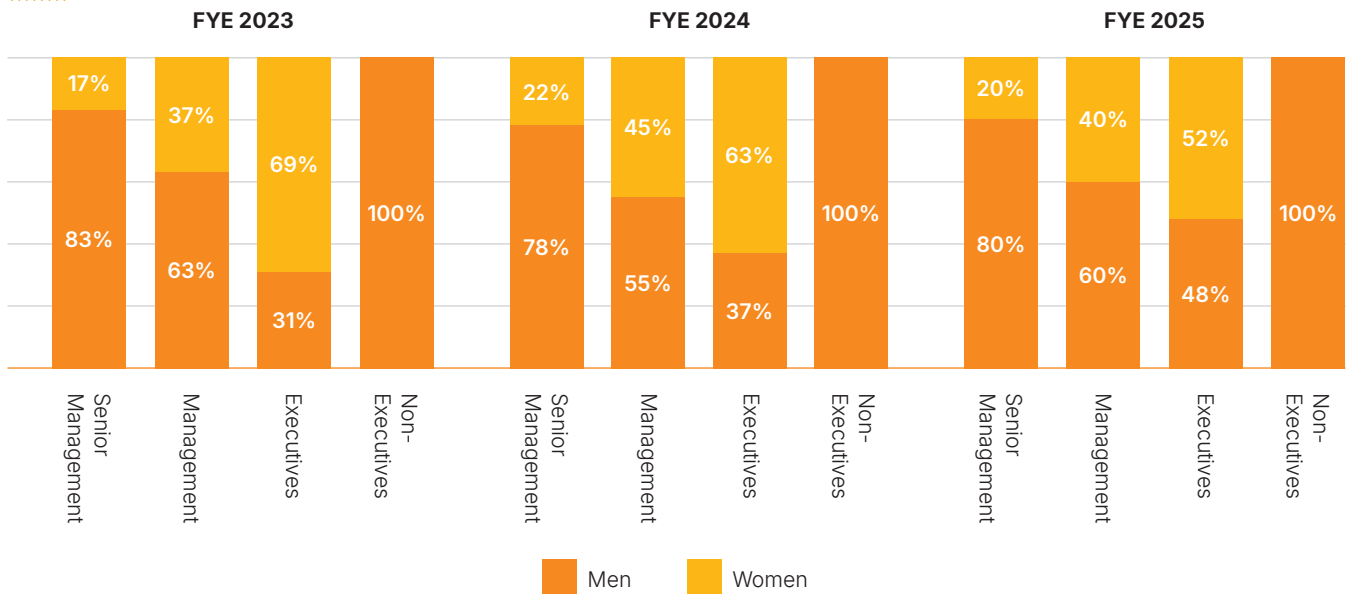
Year	Contract	Permanent
FYE 2025	12%	88%
FYE 2024	16%	84%
FYE 2023	18%	82%

SOCIAL RESPONSIBILITY (CONT'D)

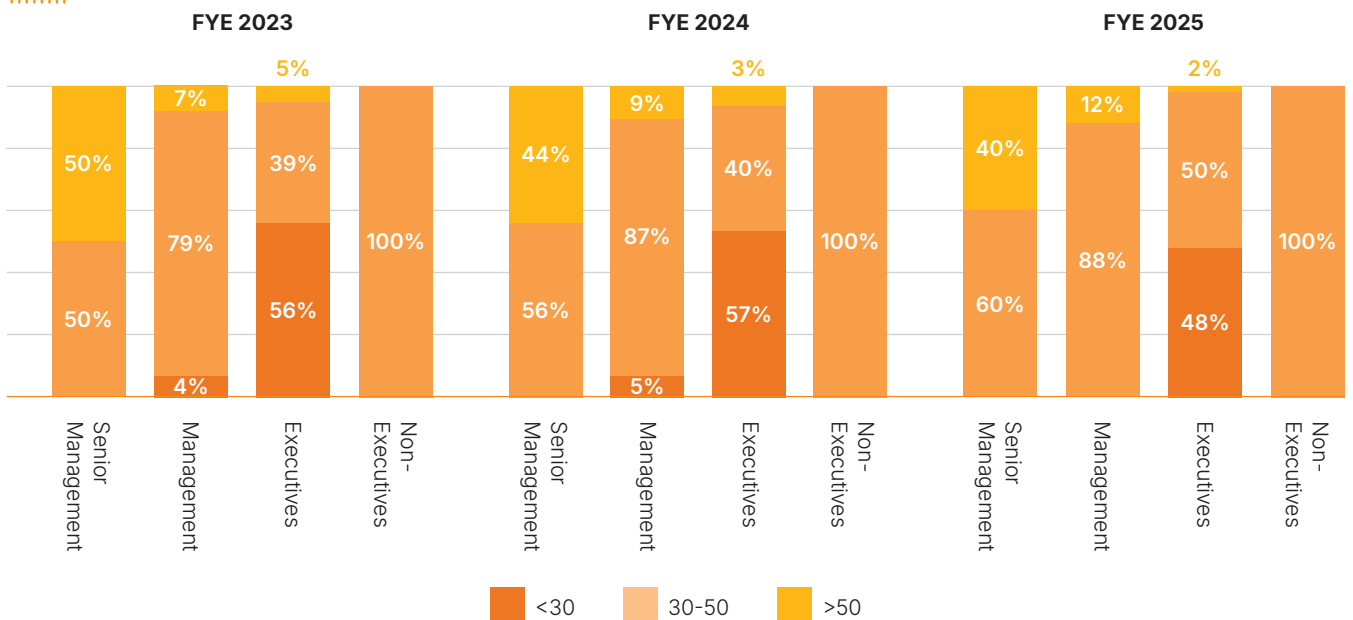
Diversity, Equity and Inclusion (Cont'd)



Gender Diversity by Employee Category



Age Diversity by Employee Category



Moving Forward

To support a stronger pipeline of women in leadership, the Group plans to develop training and leadership development initiatives to nurture potential female talent for senior management roles, thereby strengthening diversity across its management structure over time.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SOCIAL RESPONSIBILITY (CONT'D)

Community Engagement

Keyfield believes in giving back to society and supporting those in need through meaningful CSR initiatives and community engagement efforts. CSR programmes and donations are funded through an annual budget, with planned and ad hoc initiatives reviewed and approved by Management. The Group also conducts due diligence on charitable organisations to ensure authenticity and transparency.

Community Support and Welfare



Chinese New Year Donation to Orphanage & Old Folks Home

In the spirit of togetherness and giving, we celebrated Chinese New Year by bringing smiles and support to our community in Klang Valley. We visited Amitabha Foundation Elder Home and Angel Home, where we delivered daily necessities, festive goodies, and red packets to brighten their celebrations and share festive joy.

Additionally, we had the privilege of sponsoring the Chinese New Year luncheon for V.S.O.P (Very Strong Old People) Club of Rumah Charis, creating a warm and memorable celebration for everyone involved.



Buka Puasa with Anak Yatim & Asnaf

During the Ramadan month, we had the privilege of hosting our Majlis Berbuka Puasa, a meaningful evening where we gathered with our esteemed clients, guests, and, most importantly, around 150 wonderful children from five orphanages, namely:

- Pertubuhan Kebajikan Amal Sirih
- Pertubuhan Kebajikan & Pendidikan Raudhatul Nurr Jannah
- Rumah Anak Yatim Baitun Nurrawdhah
- Pusat Jagaan Kasih Murni
- Pertubuhan Kebajikan dan Perlindungan Al Haq Malaysia



Sri Kelantan Flats in Sentul

Embracing the values of generosity and community, Keyfield extended our support to the residents of Sri Kelantan flats in Sentul, Kuala Lumpur. Essential supplies and festive cash were distributed to 300 residents, reinforcing our commitment to uplifting communities through our CSR values of R.I.C.H. (Respect, Integrity, Contentment, and Humanity).

SOCIAL RESPONSIBILITY (CONT'D)

Community Engagement (Cont'd)



Ramadan in Langkawi, Kota Kinabalu & Labuan

During the month of Ramadan, we had the privilege of spreading joy and support across different communities through a series of meaningful ESG initiatives as follows:

- Langkawi – At Namgril Kuah, we gathered with 70 orphans for a “buka puasa” buffet, where the warmth of togetherness was felt in every shared meal. Everyone received festive cash and essential goodies bag, ensuring they could embrace the festive season with joy and dignity.
- Kota Kinabalu – At Emadira Shop, we sought to make Ramadan even more special for 36 orphans from Asnaf As Sakinah (aged 9 to 19) by gifting them festive clothings, allowing them to celebrate Hari Raya with a renewed sense of happiness and belonging.
- Labuan – At Dewan Taman Mutiara, in collaboration with Rossa Bumi, we extended our support to 40 residents from Asnaf & Mualaf, providing them with daily essentials and festive cash, easing their burdens and brightening their celebrations.

Through these initiatives, we hope to also spread the essence of Ramadan with compassion and unwavering support for one another.



Kit Sinar Kasih Ramadan Programme

Keyfield is proud to be one of the main sponsors of the Kit Sinar Kasih Ramadan programme, alongside other dedicated partners. This event gathered over 100 volunteers and delivered 130 food and groceries kits to underprivileged groups, including patients with chronic illnesses, asnaf, orphans, and those in need.



Majlis Lambaian Kasih

As Ramadan is a time of reflection and giving, we had the honor of participating in Majlis Lambaian Kasih in Bukit Beruntung, where the essence of compassion and unity truly came to life. We distributed festive cash, essential food supplies and goodie bags to 300 families, ensuring they had the necessities to celebrate the holy month with comfort and joy. The evening was made even more special as we came together for “buka puasa”, while strengthening the bonds of community and gratitude.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SOCIAL RESPONSIBILITY (CONT'D)

Community Engagement (Cont'd)



Ramadan Meal for the Underprivileged

Throughout the holy month of Ramadan, we collaborated with Dara Burger to provide approximately 2,500 burgers for "Sahur", ensuring that underprivileged children and orphans across multiple homes had a nourishing start to their day.

Among the many institutions that received these heartfelt donations were:

- Rumah Yatim Nur Qaseh
- Rumah Bakti Nur Syaheera
- Asrama Darul Falah (ASDAF)
- Rumah Penyayang Nur Iman
- Rumah Kasih Nurul Hasanah



Miri Methodist Children's Home Visit

Keyfield remains committed to community investment and engagement through meaningful outreach initiatives that support vulnerable groups and strengthen social well-being. During the Christmas season, we extended assistance to children at Miri Methodist Children's Home in Sarawak where we provided meals, presented Christmas gifts and contributed daily necessities to 11 children. These efforts reflect Keyfield's dedication to creating a positive social impact and supporting the needs of local communities through compassionate and purposeful engagement.



Faith Hope Love Hospice Care

Keyfield supported Faith Hope Love Hospice Care in Selangor with essential medical equipment, including two oxygen concentrators and two blood pressure monitoring devices. This initiative aims to aid ongoing care of palliative patients at this hospice centre.

SOCIAL RESPONSIBILITY (CONT'D)

Community Engagement (Cont'd)

Education and Empowerment



Back to School in Terengganu

We partnered with Dakwah Unlimited and held a 'Back to School' programme in Bandar Chukai, Terengganu. As part of this initiative, we provided essential school supplies to 45 children from Anak Asnaf Chukai, helping them start the new school year with confidence and excitement.

Keyfield believes that education is the key to a brighter future, and every child deserves the right tools to succeed. We are honoured to support these young learners on their growth journey.



Encouragement for students in Kuala Penyu

Education grows best in a positive and encouraging environment. To support and inspire young students, we partnered with Rossa Bumi to install motivational tablecloths at SK Kilugus, Kuala Penyu, Sabah. These tablecloths remind students to stay strong, dream big, and keep learning every day. We believe even small efforts can make a big difference in helping young minds grow with confidence and determination.



Pulau Sebatik Project

As part of our enduring commitment to education and community development, we have provided laptops and various electronic devices to SMK Wallace Bay and SK Mentadak, laying the foundation for digital learning and supporting them with sustainable initiatives that empower future generations.

During a recent visit to Pulau Sebatik in Tawau, Sabah, our representatives attended the launch of SMK Wallace Bay and Surau Al-Aziziya, where we further strengthened our commitment by making a monetary donation to Surau Al-Aziziya to sponsor members of the community to perform Umrah. By investing in education and infrastructure, we strive to create a lasting impact, ensuring a brighter future for Pulau Sebatik.



Online English Lesson for students in SK Mentadak

As part of our continuous commitment to quality education, the students of SK Mentadak recently completed their first online English lesson with a certified teacher, Ms. Fiona, using electronic gadgets contributed by Keyfield through the Pulau Sebatik Project. Keyfield fully sponsored these classes to support learning and empower students, demonstrating our dedication to education and the development of the younger generation.

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

SOCIAL RESPONSIBILITY (CONT'D)

Community Engagement (Cont'd)



Ongoing Contribution for PEKASIH

Keyfield continued its support for Pertubuhan Kebajikan Amal Sirih ("PEKASIH"), a learning centre in Kayu Ara that provides free tuition to children from low-income families. Through this ongoing initiative, the Group continues to fund the centre's monthly rental expenses, reflecting its continued belief that access to education should not be limited by socio-economic background. This sustained contribution forms part of Keyfield's longer-term commitment to educational inclusion and community uplift.

Supporting Community Engagement Through Sports



Charity Fun Run Event

Keyfield was proud to support the PTTEP 40th Anniversary Charity Fun Run by contributing through a combination of donation and sending our enthusiastic representatives to participate in the run. Together, we helped raise funds for three meaningful non-governmental organisations ("NGOs") that play a vital role in serving vulnerable communities. These NGOs are:

- The Lighthouse
- Happy Cure
- Kechara Soup Kitchen

Water Relief and Community Development



Coastal and Marine Conservation Programme

On 27 July 2025, Keyfield participated in a coastal and marine conservation programme led by MOSVA at Bagan Lalang Beach, Sepang. The programme brought together 160 participants and their families from the offshore support vessel community to support environmental conservation and community well-being. Activities included coastal clean-up, release of marine and freshwater species into nearby waters, and creation of a marine-themed mural to promote awareness of ocean conservation.

Keyfield also supported the programme as one of the corporate sponsors, contributing to a collective industry effort to protect marine ecosystems.

Invested
RM369,574
for a total of
33
beneficiaries



Moving Forward

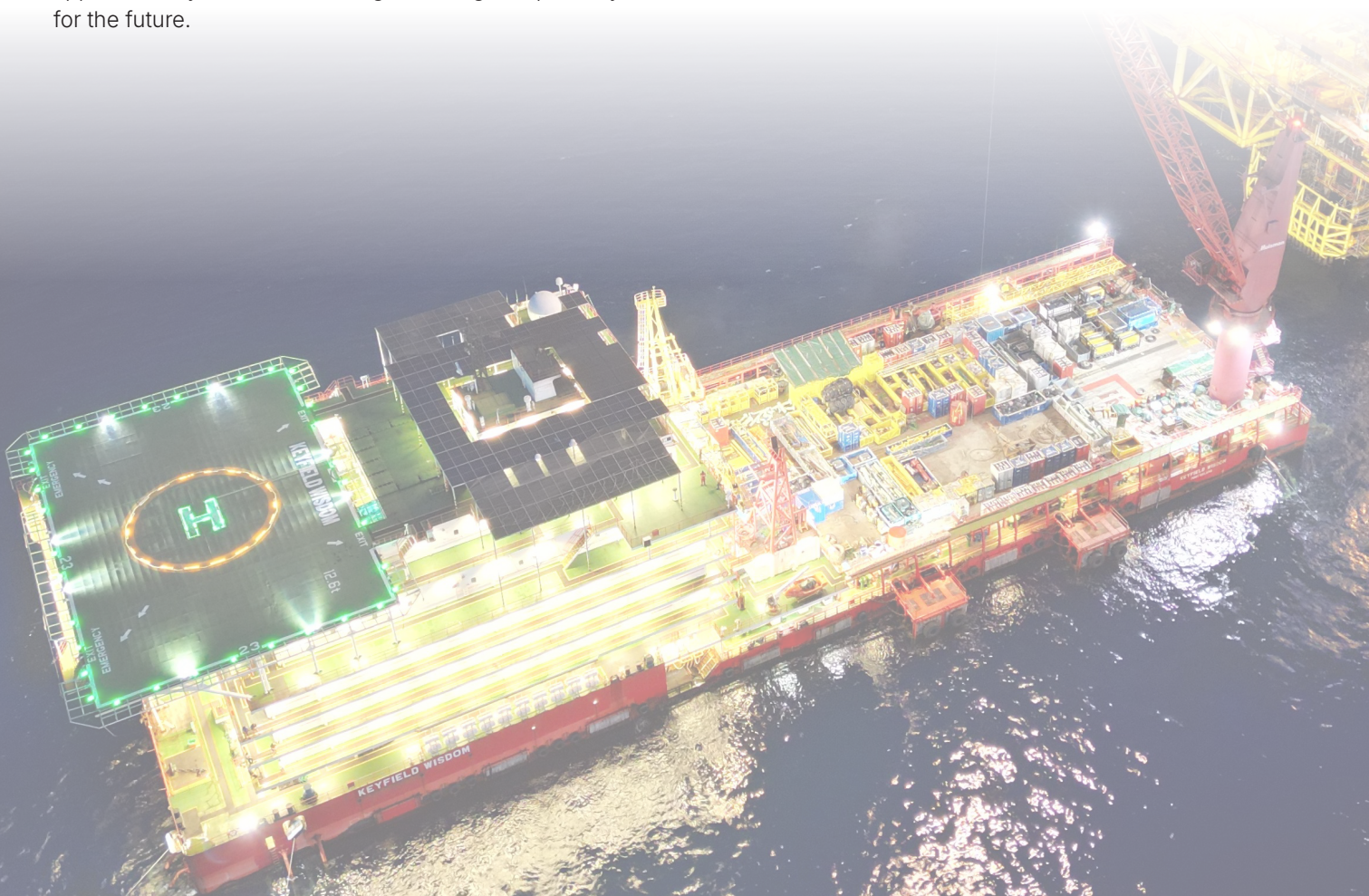
The Group aims to enhance the impact of its community investment efforts by exploring opportunities to collaborate with NGOs on both environmental and social initiatives. Through such partnerships, the Group seeks to broaden the reach and effectiveness of its programmes while creating more meaningful and lasting value for the communities it serves.

NAVIGATING TOWARDS SUSTAINABILITY

Sustainability remains an important part of how Keyfield positions itself for long-term resilience and responsible growth. As the Group continues to operate in a dynamic offshore and marine environment, we recognise the need to balance operational reliability with environmental responsibility, workforce well-being, sound governance and meaningful community contribution.

The progress made in FYE 2025 reflects a continued effort to strengthen this foundation. From enhancing governance frameworks and disclosures to advancing selected environmental, social and safety-related initiatives, the Group is taking measured steps to integrate sustainability considerations more consistently into its business practices and decision-making processes.

As we move forward, the Group will continue to build on this momentum by improving disclosure maturity, strengthening accountability and pursuing initiatives that are practical, relevant and value-accretive over the longer term. Through this approach, Keyfield aims to navigate change responsibly, reinforce stakeholder confidence and create sustainable value for the future.



SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

PRESCRIBED TABLE VIA CENTRALISED SUSTAINABILITY INTELLIGENCE (CSI) REPORTING PLATFORM

Keyfield International Berhad BMLR Transition Period		Date & Time: 2026-04-21_17:12:51 FYE 31/12/2025			
Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
(Bursa) Anti-Corruption	Bursa C1 (a) Percentage of employees who have received training on anti-corruption by employee category: Senior Management	Percentage	100	100	No assurance
(Bursa) Anti-Corruption	Bursa C1 (a) Percentage of employees who have received training on anti-corruption by employee category: Management	Percentage	100	100	No assurance
(Bursa) Anti-Corruption	Bursa C1 (a) Percentage of employees who have received training on anti-corruption by employee category: Executive	Percentage	100	100	No assurance
(Bursa) Anti-Corruption	Bursa C1 (a) Percentage of employees who have received training on anti-corruption by employee category: Non-Executive	Percentage	100	100	No assurance
(Bursa) Anti-Corruption	Bursa C1 (b) Percentage of operations assessed for corruption-related risks	Percentage	100	100	No assurance
(Bursa) Anti-Corruption	Bursa C1 (c) Confirmed incidents of corruption and action taken	Number of confirmed incidents	0	-	No assurance
(Bursa) Community/Society	Bursa C2 (a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	369,574	-	No assurance
(Bursa) Community/Society	Bursa C2 (b) Total number of beneficiaries of the investment in communities	Number of beneficiaries	33	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by gender group: Senior Management - Male	Percentage	80	-	No assurance

PRESCRIBED TABLE VIA CENTRALISED SUSTAINABILITY INTELLIGENCE (CSI) REPORTING PLATFORM (CONT'D)

Keyfield International Berhad

BMLR Transition Period

Date & Time: 2026-04-21 17:12:51
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by gender group: Senior Management - Female	Percentage	20	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by gender group: Management - Male	Percentage	60	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by gender group: Management - Female	Percentage	40	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by gender group: Executive - Male	Percentage	48	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by gender group: Executive - Female	Percentage	52	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by gender group: Non-Executive - Male	Percentage	100	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by gender group: Non-Executive - Female	Percentage	0	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Senior Management - under 30	Percentage	0	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Senior Management - between 30 to 50	Percentage	60	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Senior Management - above 50	Percentage	40	-	No assurance

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

PRESCRIBED TABLE VIA CENTRALISED SUSTAINABILITY INTELLIGENCE (CSI) REPORTING PLATFORM
(CONT'D)

Keyfield International Berhad
BMLR Transition Period

Date & Time: 2026-04-21_17:12:51
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Management - under 30	Percentage	0	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Management - between 30 to 50	Percentage	88	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Management - above 50	Percentage	12	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Executive - under 30	Percentage	48	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Executive - between 30 to 50	Percentage	50	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Executives - above 50	Percentage	2	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Non-Executive - under 30	Percentage	0	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Non-Executive - between 30 to 50	Percentage	100	-	No assurance
(Bursa) Diversity	Bursa C3 (a) Percentage of employees by age group: Non-Executive - above 50	Percentage	0	-	No assurance
(Bursa) Diversity	Bursa C3 (b) Percentaga of Directors by gender group: Male	Percentage	67	-	No assurance
(Bursa) Diversity	Bursa C3 (b) Percentage of Directors by gender group: Female	Percentage	33	>30	No assurance

PREScribed TABLE VIA CENTRALISED SUSTAINABILITY INTELLIGENCE (CSI) REPORTING PLATFORM (CONT'D)

Keyfield International Berhad

BMLR Transition Period

Date & Time: 2026-04-21 17:12:51
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
(Bursa) Diversity	Bursa C3 (b) Percentage of directors by age group: Under 30	Percentage	0	-	No assurance
(Bursa) Diversity	Bursa C3 (b) Percentage of directors by age group: Between 30 to 50	Percentage	33	-	No assurance
(Bursa) Diversity	Bursa C3 (b) Percentage of directors by age group: Above 50	Percentage	67	-	No assurance
(Bursa) Energy management	Bursa C4 (a) Total Energy Consumption	Gigajoules	149,549	-	No assurance
(Bursa) Health and safety	Bursa C5 (a) Number of work-related fatalities	Number of fatalities	0	0	No assurance
(Bursa) Health and safety	Bursa C5 (b) Lost time incident rate	Rate	0	0	No assurance
(Bursa) Health and safety	Bursa C5 (c) Number of employees trained on health and safety standards	Number of employees	62 (78% of total employees)	100% of total employees	No assurance
(Bursa) Labour practices and standards	Bursa C6 (a) Total hours of training by employee category: Senior Management	Number of training hours	232	-	No assurance
(Bursa) Labour practices and standards	Bursa C6 (a) Total hours of training by employee category: Management	Number of training hours	583	-	No assurance
(Bursa) Labour practices and standards	Bursa C6 (a) Total hours of training by employee category: Executive	Number of training hours	853	-	No assurance
(Bursa) Labour practices and standards	Bursa C6 (a) Total hours of training by employee category: Non-Executive	Number of training hours	17	-	No assurance

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

PRESCRIBED TABLE VIA CENTRALISED SUSTAINABILITY INTELLIGENCE (CSI) REPORTING PLATFORM
(CONT'D)

Keyfield International Berhad BMLR Transition Period		Date & Time: 2026-04-21_17:12:51 FYE 31/12/2025			
Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
(Bursa) Labour practices and standards	Bursa C6 (b) Percentage of employees that are contractors or temporary staff	Percentage	12	-	No assurance
(Bursa) Labour practices and standards	Bursa C6 (c) Total number of employee turnover by employee category: Senior Management	Number of employee turnover	0	-	No assurance
(Bursa) Labour practices and standards	Bursa C6 (c) Total number of employee turnover by employee category: Management	Number of employee turnover	6	-	No assurance
(Bursa) Labour practices and standards	Bursa C6 (c) Total number of employee turnover by employee category: Executive	Number of employee turnover	3	-	No assurance
(Bursa) Labour practices and standards	Bursa C6 (c) Total number of employee turnover by employee category: Non-Executive	Number of employee turnover	0	-	No assurance
(Bursa) Labour practices and standards	Bursa C6 (d) Number of substantiated complaints concerning human rights violations	Number of substantiated complaints	0	-	No assurance
(Bursa) Supply chain management	Bursa C7 (a) Proportion of spending on local suppliers	Percentage	70	-	No assurance
(Bursa) Data privacy and security	Bursa C8 (a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number of substantiated complaints	0	-	No assurance
(Bursa) Water	Bursa C9 (a) Total volume of water used	Megalitres	13.675	-	No assurance
(Bursa) Waste management	Bursa C10 (a) Total waste generated	Metric tonnes	394.807	-	No assurance

PREScribed TABLE VIA CENTRALISED SUSTAINABILITY INTELLIGENCE (CSI) REPORTING PLATFORM
(CONT'D)

Keyfield International Berhad

BMLR Transition Period

Date & Time: 2026-04-21_17:12:51
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
(Bursa) Waste management	Bursa C10 (a)(i) Total waste diverted from disposal	Metric tonnes	0	-	No assurance
(Bursa) Waste management	Bursa C10 (a)(ii) Total waste directed to disposal	Metric tonnes	394,807	-	No assurance
(Bursa) Emissions management	Bursa C11 (a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes of carbon dioxide equivalent (tCO ₂ e)	11,378	-	No assurance
(Bursa) Emissions management	Bursa C11 (b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes of carbon dioxide equivalent (tCO ₂ e)	59	-	No assurance
(Bursa) Emissions management	Bursa C11 (c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes of carbon dioxide equivalent (tCO ₂ e)	115	-	No assurance

SUSTAINABILITY STATEMENT FYE 2025 (CONT'D)

GRI CONTENT INDEX

Statement of use	Keyfield International Berhad has reported in reference with the GRI Standards for the period 1 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE REFERENCE
GRI 2: General Disclosures 2021	2-1 Organizational details	AR 2025 > Corporate Structure and Corporate Information, pages 8-9; Business Overview, page 24
	2-2 Entities included in the organization's sustainability reporting	AR 2025 > Reporting Scope and Boundaries, page 34
	2-3 Reporting period, frequency and contact point	AR 2025 > Reporting Scope and Boundaries, page 34
	2-4 Restatements of information	AR 2025 > Water Management, page 69; Health and Safety Training, page 72
	2-5 External assurance	AR 2025 > Data Validation and Assurance, page 34
	2-9 Governance structure and composition	AR 2025> Corporate Information, page 9; Sustainability Governance Structure, page 41; Board Governance and Diversity, page 60; Board of Directors, pages 98-104; Board Responsibilities and Composition, pages 112-120
	2-10 Nomination and selection of the highest governance body	AR 2025 > Board Diversity, pages 117-118; Board Composition, page 120
	2-11 Chair of the highest governance body	AR 2025 > Board Responsibilities, page 113
	2-12 Role of the highest governance body in overseeing the management of impacts	AR 2025 > Sustainability Governance Structure, page 41; Climate Action Initiatives-Climate-related Disclosures, page 47
	2-13 Delegation of responsibility for managing impacts	AR 2025 > Sustainability Governance Structure, page 41; Risk Management System, pages 133-135
	2-14 Role of the highest governance body in sustainability reporting	AR 2025 > Sustainability Governance Structure, page 41
	2-15 Conflicts of interest	AR 2025 > Corporate Governance, page 57; Conflict of Interest ("COI") and/or Potential COI, page 130
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