

Sustainability Report

NAVIGATING TOWARDS SUSTAINABLE CHANGE

E.A. Technique's Statement at a Glance

As specialists in various offshore and onshore marine services, E.A. Technique (M) Berhad and our subsidiaries strive to deliver positive contributions as we navigate the challenges of the sector. We are pleased to present our sustainability statement for the fiscal year 2023 ("FY2023"), providing valuable insights into our concerted efforts to integrate environmental, social, and governance ("ESG") considerations into our daily operations.

Progressing into a Sustainable Future

This year, we achieved noteworthy milestones in our sustainability journey with the establishment of our Sustainability Policy that directs our sustainability initiatives across our operations. Concurrently, we embraced climate-related disclosure, enhancing the reliability of our climate-related disclosures and providing stakeholders with a deeper understanding of our strategies.

We expanded our greenhouse gas ("GHG") disclosures to encompass Scope 3 GHG emissions for a more comprehensive emissions reporting. Additionally, we adopted three additional United Nations Sustainability Development Goals ("UN SDGs") which are SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Production and Consumption), and SDG 16 (Peace, Justice and Strong Institutions). The Group also conducted a materiality reassessment to ensure that our reporting accurately reflects the most relevant issues for the current reporting year.

E.A. Technique maintained rigorous compliance to the ISO 45001:2018 Occupational Health and Safety Management Systems standards.



SUSTAINABILITY REPORT

Establishing Reporting Scope and Boundaries

The statement provides an overview of our activities during the period from 1 January 2023 to 31 December 2023. Three financial years of historical data will be presented where applicable to showcase annual trends and our performance.

Our disclosures cover qualitative and quantitative data for all our business operations in Malaysia which are:

1 E.A. echnique (M) Berhad (HQ)

2 Johor Shipyard and Engineering Sdn. Bhd.

3 Libra Perflex Precisions Sdn. Bhd.

The Frameworks We Abide By

E.A. Technique referenced the Bursa Malaysia Securities Main Market Listing Requirements, Bursa Malaysia's Sustainability Reporting Guide (3rd edition) and the recently published Illustrative Reporting Guidelines. We were also guided by the Global Reporting Initiatives ("GRI") Standards and the UN SDGs as a measure of our compliance.



Feedback on Our Statement

As part of our continuous improvement efforts, we strive to enhance our sustainability reporting progressively. We value the input of our stakeholders and welcome any questions, feedback or suggestions you may have. Kindly reach out to us using the contact details provided below.

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Accreditations and Certifications

We have garnered several ISO certifications that highlight our achievements of high-performance standards.

ISO 9001:2015
 Quality Management Systems

Ensures that our processes are streamlined, efficient, and consistent in meeting customer expectations.

ISO 37001:2016
 Anti-Bribery Management Systems

Prevents bribery in all forms and promotes transparency and accountability via the Anti-Bribery Management System.

ISO 14001:2018
 Environmental Management Systems

Effectively manages our environmental impacts and ensures sustainability across our operations.

ISO 45001:2018
 Occupational Health and Safety Management Systems

Ensures our commitment to the health and safety of employees as well as the well-being of our people.

Involvement with Associations and Memberships

Engaging with industry associations fosters valuable networking opportunities with business peers and serves as a platform for staying abreast of current industry policies, regulations and best practices. At present, E.A. Technique is a member of two industry associations and professional bodies within the maritime sector.

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

Assuring Data Accuracy

Our internal assurance functions as an assessment system that ensures all data is validated by data owners. Moving forward, we are considering third-party assessments to further enhance the accuracy of our disclosures.

SUSTAINABILITY ACHIEVEMENTS

At E.A. Technique, we are steadfast in refining our ESG performance, embedding sustainability principles into the core of our onshore and offshore maritime operations. Our dedication yielded noteworthy achievements, underscoring the success of our sustainability journey.



Steering Our Business



Zero
reported incidents of corruption



Zero
whistleblowing cases & grievances reported



RM133.08
million economic value generated



Zero
incidents of industry-related non-compliances reported



Minimising Our Environmental Footprint



Initiated Scope 3
GHG emissions reporting in FY2023



100%
Compliant with the Carbon Intensity Index ("CI") Rating



18 tonnes
waste recycled in FY2023



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4,608
total training hours

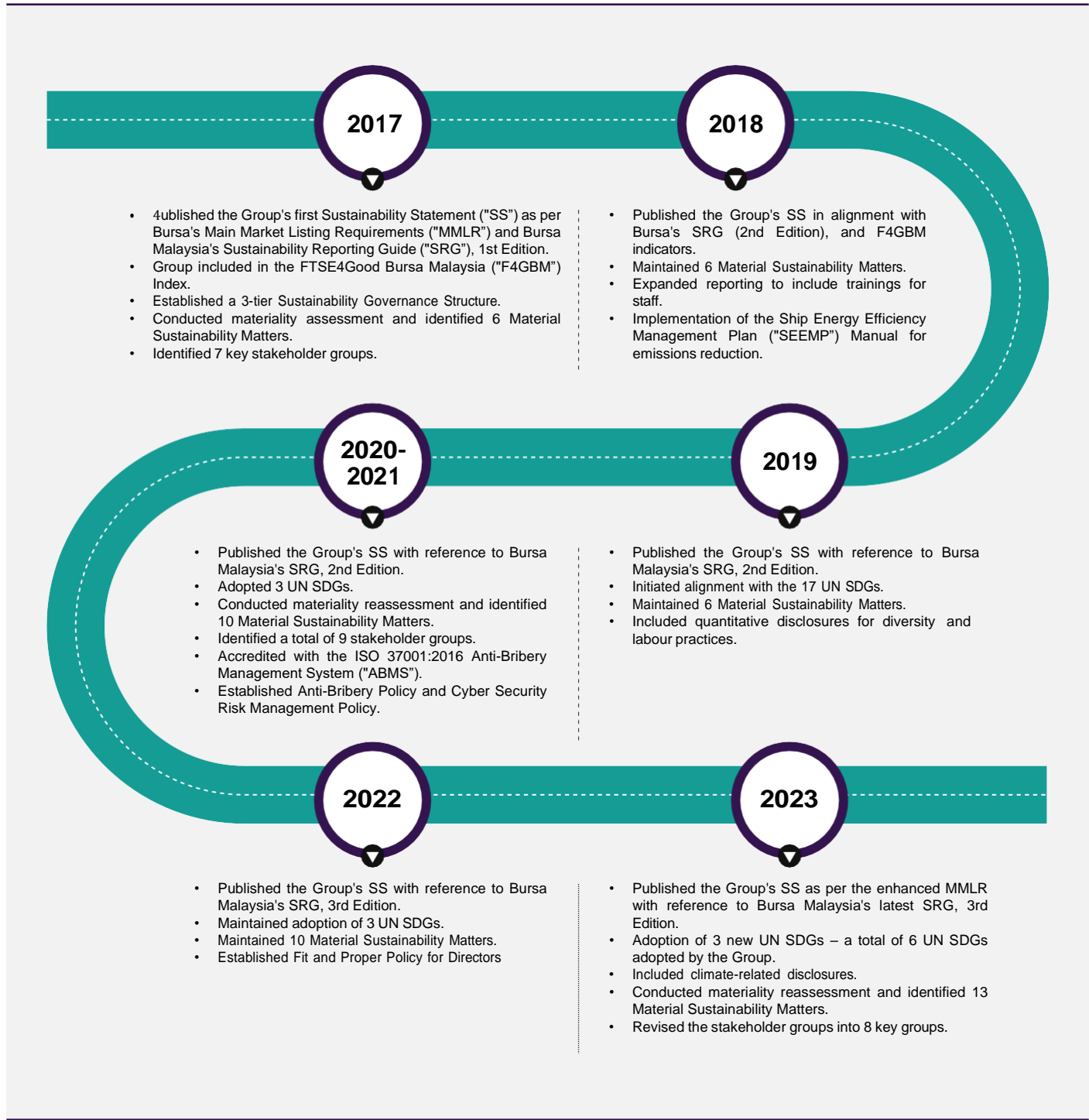


Zero
incidents of human rights violation

SUSTAINABILITY REPORT

CHARTING KEY MILESTONES IN OUR SUSTAINABILITY JOURNEY

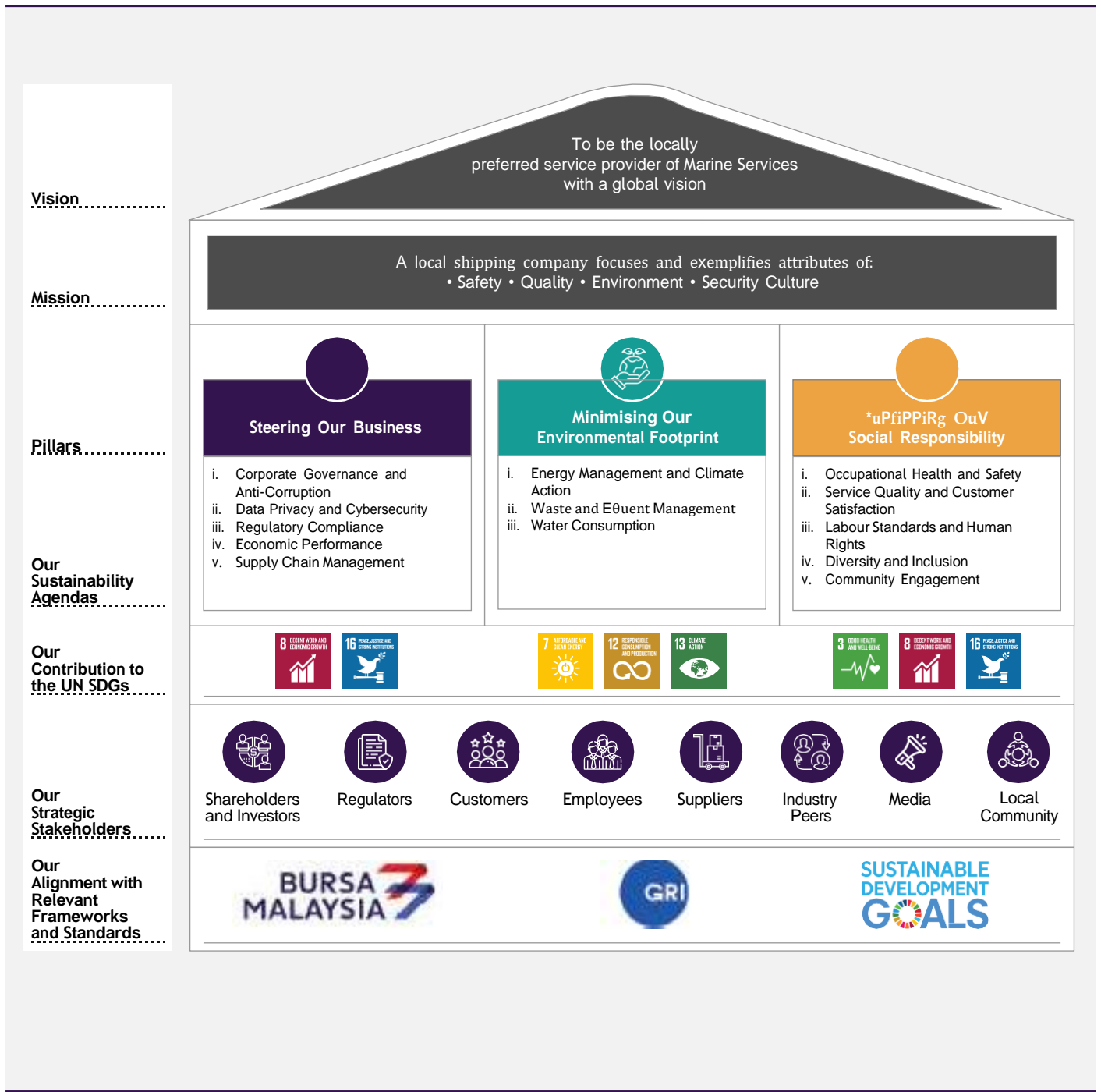
Our illustrated sustainability journey highlights significant events that have shaped our ESG direction. Since FY2017, we have consistently integrated current ESG considerations into our business operations, driving further progression towards attaining our sustainability goals.



STRATEGIC SUSTAINABILITY APPROACH

ESG Framework

We introduced our inaugural ESG framework to streamline the integration of sustainability principles and foster ethical conduct across our diverse maritime operations. Structured around three sustainability pillars and aligned with the UN SDGs, the framework guides our socio-economic development initiatives with consideration to the global sustainability agenda.



SUSTAINABILITY REPORT

E.A. Technique's Sustainability Policy

Underpinning our framework is our newly established Sustainability Policy. Developed in harmony with our suite of ESG-related policies, this document embeds sustainability principles seamlessly into our corporate decision-making processes.



Steering Our Business

- Support local economic growth by prioritising local-based suppliers.
- Comply with regulatory and legal requirements in the market where we operate.
- Protect customer data and privacy against unauthorised access and use.
- Uphold the highest standards of ethical business conduct and act with integrity in all our operations.
- Prevent all forms of bribery and corruption throughout the Group's value chain.
- Uphold the highest standards of service to sustain customer satisfaction and support long-term value creation.



Minimising Our Environmental Footprint

- Continuously improve energy efficiency and actively monitor our carbon footprint across operations.
- Enhance recycling, reduce waste and implement responsible disposal methods to contribute towards a circular economy.
- Prevent pollution in any form for the protection of marine water quality.



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- Foster a safe workplace for our employees, prioritising their well-being.
- Strive to consistently meet customer expectations, thereby fostering customer satisfaction.
- Ensure fair labour practices, treating all employees with dignity and fairness.
- Allocate resources to support employee development and growth.
- Actively engage with and contribute to the communities in which we operate.



Focus on Global Responsibility

The UN SDGs represent a universally embraced blueprint for shaping an equitable future by 2030. At their core lie 17 interconnected objectives, accompanied by specific targets and indicators, embodying a collective humanitarian call to action to address the world's most urgent challenges. Currently, we have adopted the six goals most resonant with our values and where our actions yield the most meaningful impact.



Target 3.9:

By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

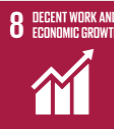
- Protection against pollution via proper handling of fuel and chemicals on board.
- Implemented the Shipboard Oil Pollution Emergency Plan as a contingency measure if pollution occurs.



Target 7.3:

Double the global rate of improvement in energy efficiency

- Implemented the Ship Energy Efficiency Management Plan Manual ("SEEMP") I, II and III to improve the energy efficiency of vessels.



Target 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

- Hazard identification and mitigation plans were put in place as part of occupational health and safety risk management.
- Regular OSH campaigns, audits and inspections were communicated to vessels and OSH-related training was conducted onboard vessels.



Target 12.4:

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks

- Implemented the Garbage Management Plan, Bilge Management Plan, Sewage Management Plan, and Ballast Water Management Plan.
- Uphold strict adherence to The International Convention for the Prevention of Pollution from Ships (MARPOL) guidelines for the segregation and disposal of waste generated by the Group's Marine Operations.



Target 13.2:

Integrate climate change measures into national policies, strategies and planning

- Climate goals aligned to the milestones of the International Maritime Organization's ("IMO") masterplan to cut GHG emissions from shipping by half in 2050.
- Continuously introduced new strategies and action plans to reduce emissions, adopted technologies to improve fuel efficiency.



Target 16.5:

Substantially reduce corruption and bribery in all their forms

- Achieved ISO 37001:2016 Anti Bribery Management Systems accreditation for all operations.
- All Board members received training on Anti-Bribery and Anti-Corruption.
- The Code of Ethics included as a vital component of the New Joiner Induction Programme.

SUSTAINABILITY REPORT

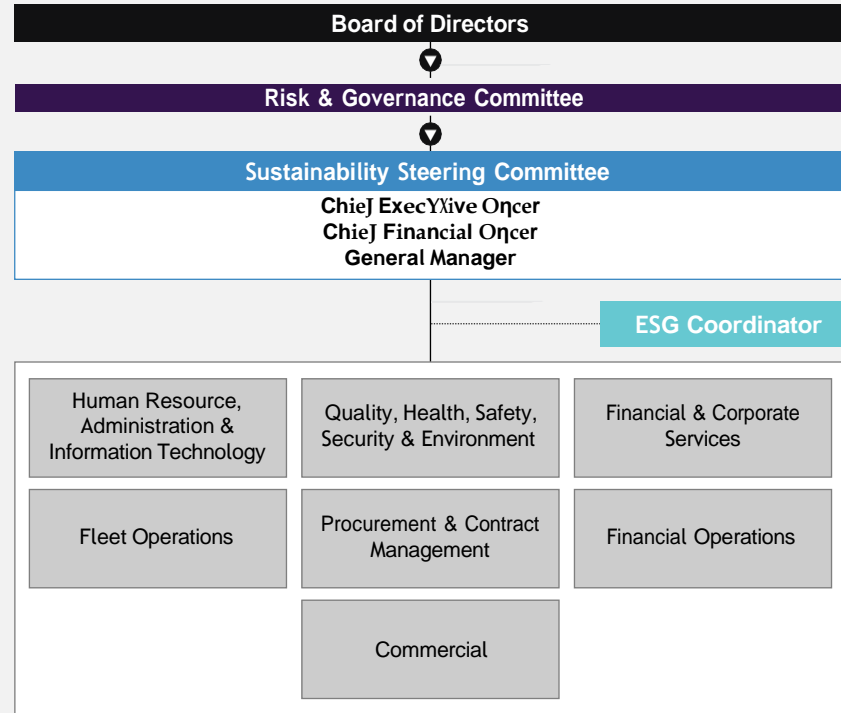
Governance and Leadership

Effective governance forms the foundation of E.A. Technique’s cohesive corporate culture, ensuring successful operations and fostering trust among stakeholders. Committed to upholding integrity in governance, E.A. Technique has instituted a three-tier governance structure that delineates responsibilities across managerial tiers, facilitating the effective integration of sustainability throughout the Group. This structure is headed by the Board of Directors, who provide strategic oversight on sustainability strategies, policies, targets, as well as climate-related risks and opportunities.

The Risk and Governance Committee (“RGC”) oversees the Sustainability Steering Committee (“SSC”) which monitors sustainability initiatives and performance across departments, translating strategic goals into tangible actions. The SSC regularly reports the Group’s sustainability progress to the RGC.



E.A. Technique (M) Berhad Sustainability Governance Structure



Roles	Responsibilities
Board of Directors	<ul style="list-style-type: none"> Provide strategic oversight over the Group’s overall sustainability agenda, practices, strategies, performance and material sustainability matters. Provide strategic oversight over the integration of ESG-related risks and opportunities within the Group’s strategy and risk management, including climate-related risks and opportunities. Approve sustainability policies, strategies, material sustainability matters, and the annual Sustainability Statement proposed by the SSC.
Risk & Governance Committee	<ul style="list-style-type: none"> Ensure strategic management of sustainability, climate-related risks and opportunities, as well as material sustainability matters for the Group. Include sustainability and climate-related risks in the Group’s risk management framework and implementation. Monitor the implementation of sustainability strategies, policies and initiatives.
Sustainability Steering Committee	<ul style="list-style-type: none"> Identify and propose potential changes to sustainability policies, standards and procedures. Develop and recommend sustainability strategies, initiatives and targets to the RGC. Identify and propose material sustainability matters relevant to the Group to the RGC for Board approval. Monitor the Group’s ESG performance and assess the effectiveness of sustainability policies, strategies, targets and initiatives for the Group. Establish a reporting structure or communication channel for department representatives to propose relevant material sustainability matters and to provide updates on ESG-related data to the SSC on a regular basis.

Engaging Stakeholders

E.A. Technique consistently interacts with stakeholders across diverse platforms, facilitating impactful dialogues aimed at nurturing connections, enhancing trust, and promoting the creation of shared value for both stakeholders and the business.

Frequency of Engagement		■ Annually	■ Quarterly	■ Monthly	■ Weekly	■ As required	
 <p>Shareholders and Investors</p>	<h3>Why They Matter</h3> <p>Shareholders and investors are essential in providing financial support to our business operations.</p>						
	<p>Areas of Concern</p> <ul style="list-style-type: none"> • Company financials and performance • Corporate governance, investor briefings • Business operations 	<p>How We Engage</p> <ul style="list-style-type: none"> ■ Annual report ■ Annual general meeting ■ Meetings ■ Financial reports 			<p>Our Response</p> <ul style="list-style-type: none"> • 5 quarterly financial reports • General meeting for shareholders • Publish annual reports, quarterly announcements, and disclosures on Bursa Securities' website and the Group's website 		
	 <p>Regulators</p>	<h3>Why They Matter</h3> <p>Regulators establish and enforce the legal frameworks, ensuring our compliance with laws and regulations.</p>					
		<p>Areas of Concern</p> <ul style="list-style-type: none"> • Corporate governance practices • Compliance on regulations • Transparency, accountability and reporting 	<p>How We Engage</p> <ul style="list-style-type: none"> ■ Meetings ■ Onsite inspection ■ Meetings 			<p>Our Response</p> <ul style="list-style-type: none"> • Full compliance with regulatory requirements • Participation in initiatives and programmes clarification on regulations 	
 <p>Customers</p>		<h3>Why They Matter</h3> <p>Customers drive the demand for E.A. Technique's products or services, influencing our revenue and growth.</p>					
		<p>Areas of Concern</p> <ul style="list-style-type: none"> • Brand presence • Service quality • Networking 	<p>How We Engage</p> <ul style="list-style-type: none"> ■ Meetings ■ Phone Calls ■ Emails 			<p>Our Response</p> <ul style="list-style-type: none"> • Increased brand presence • Feedback on performance • Frequent communication and engagement • Customer satisfaction surveys 	
	 <p>Employees</p>	<h3>Why They Matter</h3> <p>Employees are vital to E.A. Technique's success, contributing skills and expertise that drive our operations.</p>					
		<p>Areas of Concern</p> <ul style="list-style-type: none"> • Business performance • Staff benefits and welfare • Occupational health and safety • Labour standards • Maritime security 	<p>How We Engage</p> <ul style="list-style-type: none"> ■ Townhall sessions ■ Talent management ■ Emails ■ Team building ■ Employee Handbook 			<p>Our Response</p> <ul style="list-style-type: none"> • Updated awareness on the on-goings in the Group • Promote teamwork, inclusiveness and respect • Training on occupational health and safety • Compliance with labour standards and security 	

SUSTAINABILITY REPORT

Frequency of Engagement

■ Annually

■ Quarterly

■ Monthly

■ Weekly

■ As required



Suppliers

Why They Matter

Suppliers play a key role by providing the necessary resources and materials to support E.A. Technique's operations.

Areas of Concern

- Daily operation matters
- Technical and operational requirement discussions
- Quotations negotiations
- Regulations compliance
- Performance evaluation
- After sales service

How We Engage

- Phone calls
- Meetings
- Emails

Our Response

- Familiarising with vendor's capabilities
- Negotiated for competitive rates for materials/ services procured
- Ensure materials/ services are procured at the right quality and delivered to the right location at the right time
- Ensured safety standards were upheld to prevent incidents at work site
- Timely after sales service



Industry Peers

Why They Matter

E.A. Technique collaborates with and benchmarks against industry peers which foster innovation and enhanced overall performance.

Areas of Concern

- Technical, operational and commercial matters
- Operational safety issues
- Market intelligence

How We Engage

- Trade shows and exhibitions
- Workshops
- Meetings

Our Response

- Ensure all clarifications are responded and appropriate actions are undertaken
- Participated in various tradeshow and exhibitions when deemed necessary for marketing
- Branding and recruitment process



Media

Why They Matter

Media provides coverage and perception management which impacts public opinion, influencing the Group's reputation and business relationships.

Areas of Concern

- The Group's economic performance

How We Engage

- Emails

Our Response

- Positive coverage by analysts and media



Local Community

Why They Matter

Communities can be positively influenced by E.A. Technique through responsible and sustainable practices.

Areas of Concern

- Community initiatives
- Career opportunities

How We Engage

- Corporate social responsibility (CSR)
- Internship programme

Our Response

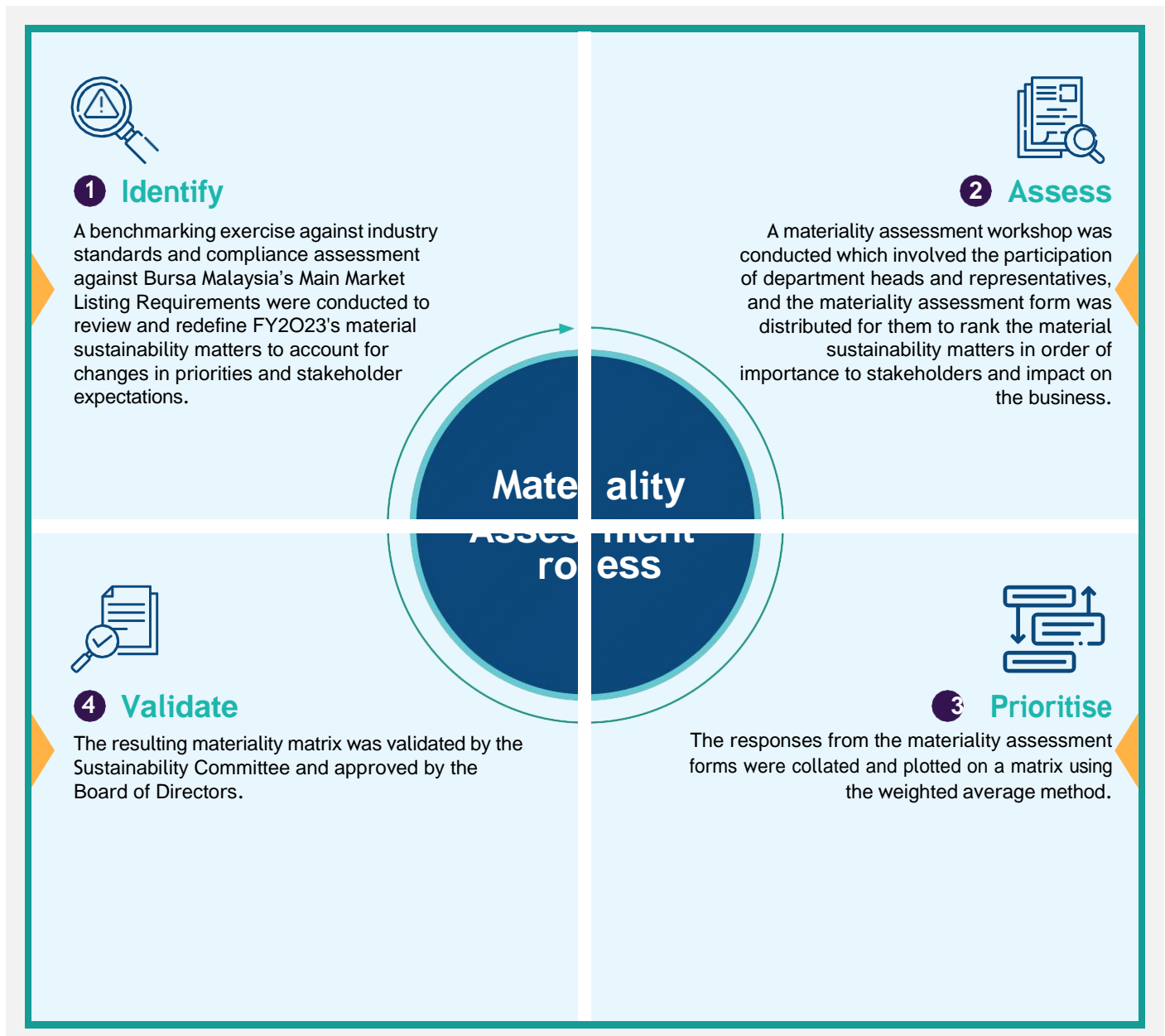
- Contribute to the betterment of the community

NAVIGATING E.A. TECHNIQUE'S MATERIAL MATTERS

Materiality Assessment

Materiality assessments are a strategic tool used to clarify the relative importance of our identified topics, enabling us to concentrate on critical matters that inform decision-making processes. This approach allows us to address the most significant sustainability challenges, fundamentally contributing to value creation within the Group.

In FY2023, we conducted a sustainability reassessment to uphold the continued relevance of our materiality with current sustainability trends. We adhered to Bursa Malaysia's Main Market Listing Requirements and the Sustainability Reporting Guide (3rd Edition) when selecting our material sustainability matters. We took into consideration the evolving marine transportation and logistics industry as well as the oil and gas support services industry. Our material matters inform our Group's strategic decision-making and guide the prioritisation of our sustainability initiatives.



SUSTAINABILITY REPORT

Visualising Our Materiality Matters

After evaluating the results, we generated our materiality matrix to outline the matters deemed most material to the Group across three degrees of significance: high, very high and critical.



Out of the 13 material matters for FY2023, the top five priorities are Occupational Health and Safety, Regulatory Compliance, Data Privacy and Cybersecurity, Corporate Governance and Anti-Corruption, and Service Quality and Customer Satisfaction. These focal points embody our holistic approach to maintaining ethical business operations and prioritising the well-being of our staff while simultaneously delivering exceptional onshore and offshore services.

Mapping of Material Sustainability Matters

Our material matters are categorised under the relevant three pillars, UN SDGs and stakeholder groups. By organising our material matters under this structured framework, we enhance our understanding of their interdependencies and develop targeted actions for a more impactful approach.

LEGEND



Shareholders and Investors



Regulators



Customers



Employees



Suppliers



Industry Peers



Media



Local Community











Material Matters	Our Approach	UN SDGs	Stakeholder Groups
Steering Our Business			
Corporate Governance & Anti-Corruption	Guided by a robust governance structure, we implement policies, codes and procedures that ensure an ethical business process within the Group and for those we engage with.		
Data Privacy and Cybersecurity	Utilising data privacy policies, procedures and industry best practices, we safeguard our customers' data privacy from cybersecurity breaches.		
Compliance	We implement a proactive and adaptive compliance strategy that is crucial to ensuring our Group's adherence to legal requirements.		
Economic Performance	We implement strategic planning and group risk management to ensure robust economic performance and generate long-term value.		
Supply Chain Management	We procure from local suppliers and maintain a local supply base to support the local economy.		
Minimising Our Environmental Footprint			
Energy Management and Climate Action	We mitigate our impact on the environment and tackle climate change by managing our energy consumption to minimise greenhouse gas emissions.		
Waste and Effluent Management	The Group minimises environmental impacts by managing waste disposal and minimising general waste generation. We implement our own wastewater treatment to prevent adverse impacts to surface water and the environment.		
Water Consumption	The Group aims to manage our water consumption efficiently across our operations using adopted measures.		

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Material Matters	Our Approach	UN SDGs	Stakeholder Groups
Fulfilling Our Social Responsibility			
Service Quality and Customer Satisfaction	We ensure the safety and quality of our products via compliance with international quality standards and fair product pricing.		
Occupational Health and Safety	We ensure the health and safety of our employees by maintaining a safe and conducive working environment.	 	
Labour Practices and Human Rights	The Group respects the rights of employees and the community, implementing measures and procedures to safeguard their rights.	 	
Diversity and Inclusion	We advocate equal opportunity and inclusivity in our workforce, regardless of gender and social background.		
Community Engagement	The Group allocates resources to contribute to a range of community initiatives to alleviate the challenges faced by vulnerable groups and communities surrounding our operations.	 	

MEASURING SUSTAINABILITY PERFORMANCE

Key Performance Indicators (“KPIs”) serve as quantifiable metrics providing invaluable insights into our sustainability performance, enabling us to precisely identify potential improvement opportunities. They are also benchmarks that signify our progression over a specified period. In FY2023, we established 10 KPIs categorised under our three sustainability pillars.

Material Matters	KPIs	Performance
STEERING OUR BUSINESS		
Supply Chain Management	To achieve at least 70% of procurement expenditure spent on local suppliers annually	
Corporate Governance and Anti-Corruption	To achieve zero reported incidents of bribery and corruption annually	
	To achieve zero reported grievances or whistle-blowing complaints to the Group annually	
MINIMISING OUR ENVIRONMENTAL FOOTPRINT		
Climate Change and Energy	To monitor and disclose Scope 1 and Scope 2 GHG emissions annually	
	To establish a baseline year for GHG emissions by FY2025	
Waste and Effluent	To recycle at least 20% of waste annually	
FULFILLING OUR SOCIAL RESPONSIBILITY		
Occupational Health and Safety	To achieve zero lost time injuries per 1,000,000 hours worked annually	
	To ensure all workers receive health and safety training annually	
Labour Practices and Standards	To achieve zero complaints of human rights violations	
	Provide an average of 20 training hours per employee annually	

LEGEND



Achieved



In-Progress

ADVANCING CLIMATE ACTION

Climate-related Disclosures

In FY2023, E.A. Technique initiated our climate-related disclosures, enabling us to effectively navigate climate concerns and embed sustainability imperatives into our business strategies. We outlined our climate-related risks across the following core elements: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

The Board governs the Group’s climate-related risks and opportunities. We discuss our approach to assessing and strategically managing the emerging risks and opportunities posed by climate change.

Climate-related roles and responsibilities	
Board	
<ul style="list-style-type: none"> The Board is aware of the potential impacts, risks and opportunities from climate change on E.A. Technique’s operations and includes climate-related considerations in the Group’s governance and risk management. The Board provides strategic oversight of the Group’s sustainability and enterprise risk management, including climate-related risk management The Board provides strategic oversight of the Group’s sustainability initiatives, including climate-related initiatives. 	
Management	
<ul style="list-style-type: none"> The Management monitors climate-related risk and opportunities. The Management manages the Group’s risk management strategy including climate-related strategies The Management ensures the implementation of sustainability initiatives, including climate-related initiatives. 	

Strategy

Climate-related risks encompass two main categories: transition risks and physical risks. Transition risks result from market and regulatory changes associated with the transition to a sustainable economy, while physical risks involve the direct impacts of climate change on operations and assets, including extreme weather events. To best address them, E.A. Technique identified the following risks, their potential impact and the opportunities.

LEGEND

- Short to medium term risks (current to 2030)
- Medium to long term risks (2031 to 2050)

Transition Risks: Climate-related Risks, Impacts and Opportunities

Transition Risk	Impact	Opportunities
Policy and Legal		
● Regulations imposed for regulatory environmental compliance	<ul style="list-style-type: none"> Potential incurred costs from penalties and fines 	<ul style="list-style-type: none"> Adopting long-term best practices to prevent non-compliances
● Future implementation of carbon tax or other carbon pricing mechanism	<ul style="list-style-type: none"> Increased costs incurred from carbon pricing mechanisms 	<ul style="list-style-type: none"> Reduction of E.A. Technique’s reliance on carbon-intensive vessels
Technology		
● Challenges in determining transportation vessels that require less fuel resources to operate	<ul style="list-style-type: none"> Additional costs for research and development 	<ul style="list-style-type: none"> Resource savings upon using vessels that are more resource-efficient and produce less waste
● Challenges in the adoption of new technology at the same level of service delivery	<ul style="list-style-type: none"> Incurred upfront costs from investments in new technology and its implementation 	<ul style="list-style-type: none"> Cost and resource savings upon successful implementation of new technology
Market		
● Increased cost of service provision	<ul style="list-style-type: none"> The rise in fuel and maintenance costs will affect the overall cost and reduce the profit margin 	<ul style="list-style-type: none"> Opportunity to diversify the technology applied and explore utilisation of energy-saving vessel features
Reputation		
● Increased stakeholder concerns and expectations for climate action from the Group where non-action may affect brand reputation	<ul style="list-style-type: none"> Revenue affected by negative stakeholder sentiment which influences product demands 	<ul style="list-style-type: none"> Opportunity to strengthen brand reputation via the supply of more products with eco-based features

SUSTAINABILITY REPORT

Physical Risks: Climate-related Risks, Impacts and Opportunities

Transition Risk	Impact	Opportunities
Acute		
<ul style="list-style-type: none"> ● Occurrence of short-term extreme climate-related events i.e. hurricanes, typhoon, etc. 	<ul style="list-style-type: none"> • Short-term extreme climate-related events may cause workforce disruption and damages to vessels and other assets 	<ul style="list-style-type: none"> • Opportunity to innovate and adopt technological facilities that can anticipate and withstand the impacts of acute climate-related events in advance of industry peers
Chronic		
<ul style="list-style-type: none"> ● Occurrence of long-term effects such as extreme variability in weather patterns, i.e. prolonged high temperatures, intense rain, etc. 	<ul style="list-style-type: none"> • Long-term climate-related impacts may affect the longevity of vessels, which affect the overall operating costs, capital costs and insurance costs to manage impacts 	<ul style="list-style-type: none"> • Opportunity to adopt innovative technology and resilient vessels that withstand long-term climate impacts ahead of industry peers

Risk Management

Our processes for identifying, assessing and managing climate-related risks are integrated into the Group's overall risk management framework.

Risk Management
Identification of Climate-related Risks
<ul style="list-style-type: none"> • Risks, including climate-related risks, are identified through risk identification, risk assessment, risk management approach and continuous monitoring and inclusion at each division. Identified significant risks are escalated to the RGC and the Board. • The Board and other committees convene at least two (2) times a year to discuss and update strategic business matters which include climate-related matters.
Managing Climate-related Risks
<ul style="list-style-type: none"> • The RGC and SSC are responsible for ensuring sustainability and climate risks are managed by monitoring anticipated or reported impacts, including sustainability-related or climate change impacts on the Group's operations. • Both the SSC and RGC are responsible for proposing mitigation actions for the identified sustainability and climate risks and overseeing their implementation.
Integration of Climate-related Risk Management
<ul style="list-style-type: none"> • Climate-related risks are integrated into the Group's Risk Management framework to ensure risks are properly addressed and comprehensive oversight is implemented.

Metrics and Targets

Setting the metrics and targets equips us to navigate our climate-related risks and opportunities. We track GHG emissions and other climate-related organisational targets. Moving forward, our Climate Change targets include:

- To establish a baseline year for GHG emissions by FY2025
- To monitor and disclose Scope 1 and Scope 2 GHG emissions annually





STEERING OUR BUSINESS

In managing our business, robust governance and effective economic performance are imperative. They ensure that our operations are conducted responsibly while fostering sustained growth that generates value for our stakeholders, contributing positively to the industry.

Material Sustainability Matters

- Corporate Governance and Anti-Corruption
- Data Privacy and Cybersecurity
- Regulatory Compliance
- Economic Performance
- Supply Chain Management

Key Highlights

- Zero reported incidents of corruption
- Zero whistleblowing cases and grievances reported
- RM 133.08 million economic value generated
- Zero incidents of industry-related non-compliances reported

Key Stakeholders



Shareholders and Investors



Regulators



Customers



Employees



Local Communities



Suppliers



Media



SUSTAINABILITY REPORT

Corporate Governance and Anti-Corruption

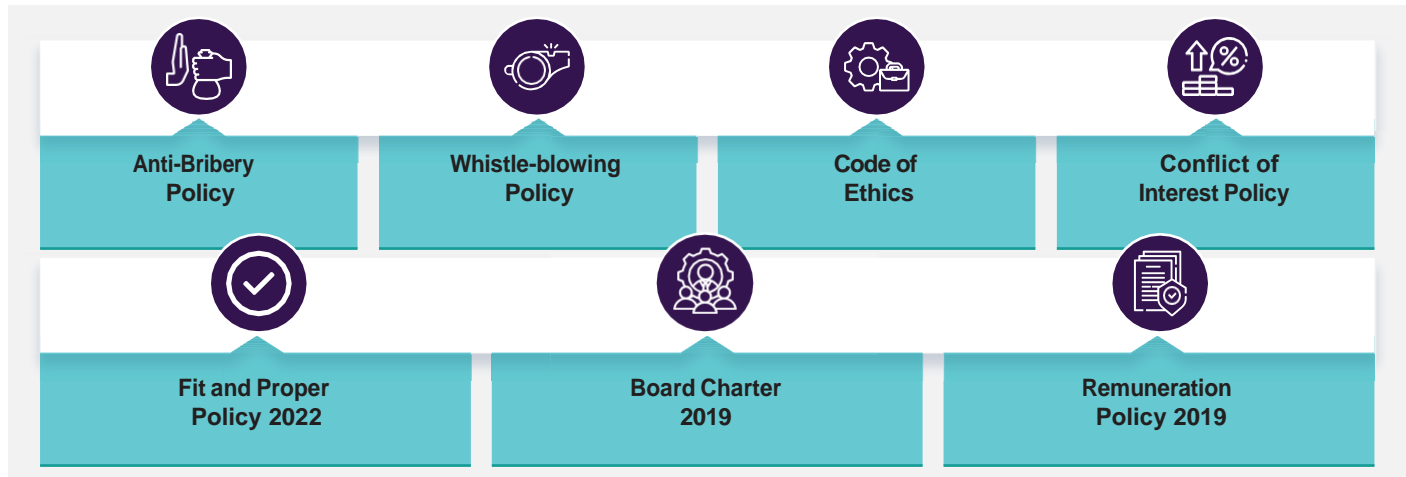
Why it Matters

Robust corporate governance is essential for bolstering the credibility of operations and earning the trust of stakeholders. An effective governance structure fosters a productive working culture, one that upholds high standards of integrity in compliance with applicable laws and regulations, safeguarding our reputation.

E.A. Technique's Approach

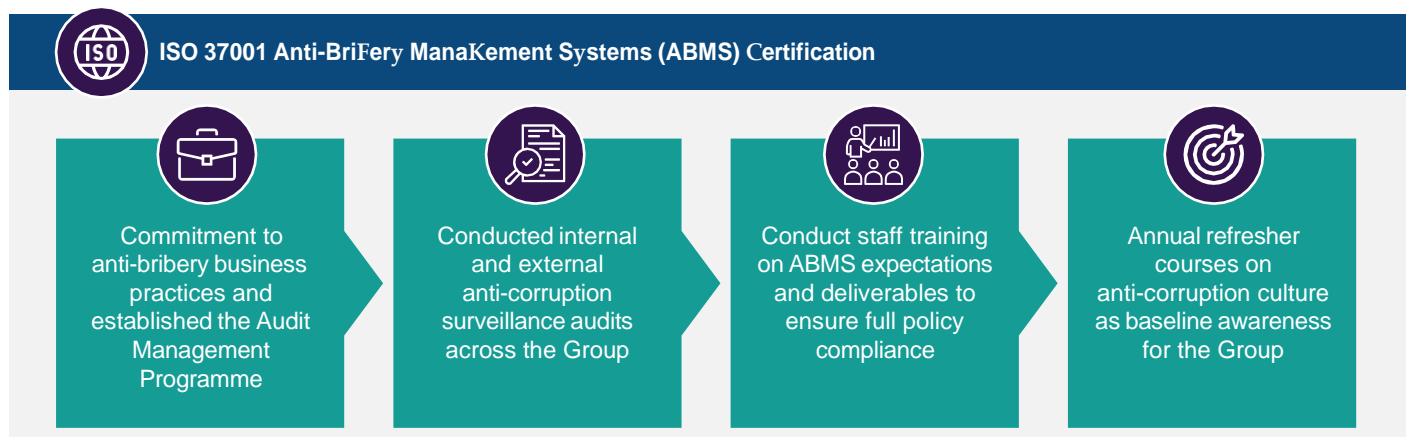
We safeguard the quality of our governance by setting clear strategic direction for the Group from the top. Our Fit and Proper Policy and Board Charter defines the appointment criteria of the Board of Directors, outlining their roles and responsibilities. Through this, we promote a transparent Board selection process that leads to consistent compliance with the latest regulatory requirements and standards.

To sustain our record of zero instances of corruption, we regularly communicate the responsibilities stipulated in our corruption risk management policies to our employees, suppliers and other stakeholders. Our wide range of policies encompass corporate governance and anti-corruption approaches, ensuring strategic risk management throughout our operations.



The Group's Anti-Bribery Policy in specific comprises anti-corruption procedures, compliance requirements and controls. Pursuant to the Malaysian Anti-Corruption Commission ("MACC") Act 2009 and the MACC (Amendment) Act 2018, the Policy offers clear guidance for identifying and addressing bribery and corruption issues. The Board also exercises strategic oversight on the Group's anti-corruption efforts, with support from the Risk and Governance Committee.

To raise the bar for ethical corporate governance, E.A. Technique aligned all our operations with critical anti-bribery business procedures and achieved the ISO 37001 Anti-Bribery Management Systems Certification in 2021.



E.A. Technique’s Performance

In the current year, we intensified our efforts to align with the recommendations of the Malaysian Code on Corporate Governance (“MCCG”) regarding the composition of our Board members and the Board Remuneration Committee (“RC”).

Notably, over half of our Board of Directors are independent members and our Board RC comprises entirely of non-executive Board members, surpassing the recommended practice. However, due to the labour-intensive nature and specialised requirements of our industry, the locally available expertise have a greater representation of male Board candidates.

Board Composition			Board Remuneration Committee
Independence	Diversity (Gender)	Diversity (Age)	Representation
83% independent Board members	17% women Board members	100% Board members aged above 50	100% non-executive Board members

E.A. Technique achieved notable milestones in our anti-corruption control and risk management by consistently conducting Anti-Corruption Risk Assessment and audits across all operations, in line with our ISO 37001: 2016 certification. Additionally, Anti-Corruption training sessions are conducted for employees in all categories. We also ensure the effective communication of policies and codes throughout the workforce alongside relevant third parties associated with or working on behalf of the Group.

Corruption Risk Assessment

	FY2021	FY2022	FY2023
Percentage of operations assessed for corruption risk	100%	100%	100%

Corruption-related Training

Employee Category	FY2021	FY2022	FY2023
Senior Management	33%	33%	100%
Management	33%	20%	22%
Executive	100%	91%	100%
Non-Executive	0%	1%	1%

Corruption Incidents

	FY2021	FY2022	FY2023
Number of confirmed incidents of corruption	0	0	0

Regulatory Compliance

Why it Matters

Compliance with regulatory requirements and standards underpins the effective management of risks and opportunities related to our business, supporting our sustainable growth. As a marine transportation and logistics service provider supporting the oil and gas industry, E.A. Technique’s activities are governed by marine and shipping laws, regulations and guidelines in the various local and international jurisdictions in which we operate.

E.A. Technique’s Approach

We strategically ensure adherence with the Malaysian shipping industry requirements, organisational, geographical and environmental laws and regulations as well as the Bursa Malaysia Main Market Listing Requirements. Our compliance extends to all national and international requirements applicable to our industry. As a standard practice, the Group conducts periodic reviews of all regulatory obligations every two months to uphold complete compliance. The following highlights some major industry-based requirements that E.A. Technique adheres to.

-  International Safety Management Code (ISM Code)
-  International Ship & Port Facility Security Code (ISPS Code)
-  3 International Convention on Load Lines 1966
-  4 International Convention for Safety of Life at Sea 1974 (SOLAS)
-  International Convention for The Prevention of Pollution from Ships 1973/1978 (MARPOL)
-  6 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers 1978 (STCW)

SUSTAINABILITY REPORT

We implemented training programmes to ensure full compliance of applicable laws and regulations, including via new joiners' induction programmes as well as regular compliance updates on board our vessels and offshore.

E.A. Technique's Performance

In FY2023, we achieved zero non-compliances with respect to local and international laws as well as regulations, together with zero grievance cases reported under the whistle-blowing mechanism.

We also aligned 100% of E. A. Technique (M) Berhad alongside Johor Shipyard and Engineering Sdn. Bhd. ("JSE") onshore operations with the ISO 37001:2016 Anti-Bribery Management System. Furthermore, we achieved full alignment of E.A. Technique's service management operations (offshore, including onboard our vessels) with the spectrum of ISO standards accredited to our Group, as outlined below.

ISO 14001:2018
Environmental Management Systems

ISO 45001:2018
Occupational Health and Safety Management Systems

ISO 45001:2018
Occupational Health and Safety Management Systems

In FY2023, we achieved the successful renewal of our Document of Compliance ("DOC") from the Marine Department of Malaysia. This document represents our compliance to the requirements set forth by both the Marine Department and International Safety Management ("ISM") code, enabling us to operate our vessels legally within Malaysian waters. The verification and certification process entailed an audit of our Safety Management System.

Customer Privacy and Data Protection

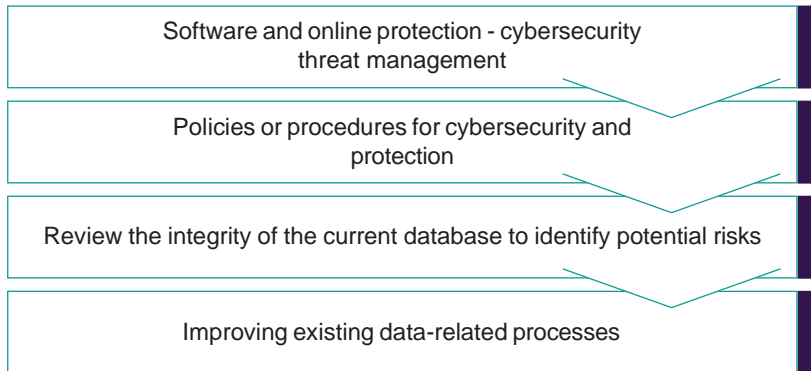
Why it Matters

Advancements in digitalisation have propelled the integration of digital technologies and infrastructure into our service provision processes and stakeholder interactions. We recognise the significance of effective cybersecurity and data breach risk management in

mitigating potential threats. Therefore, we have implemented systems and initiatives designed towards data privacy protection for the Group.

E.A. Technique's Approach

E.A. Technique has set procedures to ensure appropriate management of potential cybersecurity and data privacy risks throughout our operations.



In compliance with the Personal Data Protection Act of 2010 ("PDPA"), the Group ensures that all data collected from stakeholders with their full consent and understanding. The data is protected from third-party involvement unless consent is obtained or if mandated by law or enforcement agencies.

E.A. Technique's Performance

In FY2023, there were zero complaints regarding breaches of customer privacy or losses of customer data. Furthermore, there were zero reported instances of non-compliance with IT and cybersecurity laws as well as regulations over the past three years.



Economic Performance

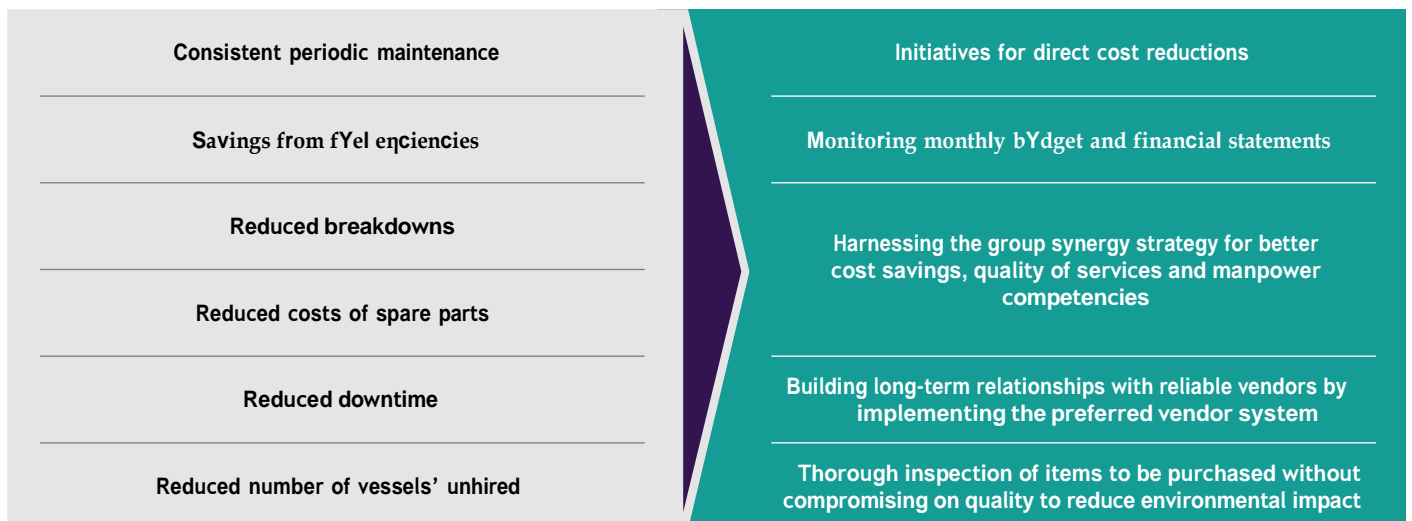
Why it Matters

Our economic performance directly affects employment opportunities, standards of living as well as stakeholder and customer confidence. As such, we support national economic growth objectives through the distribution of economic value via our tax contribution, service provision, job creation, business engagement and our capital and infrastructural investments.

E.A. Technique's Approach

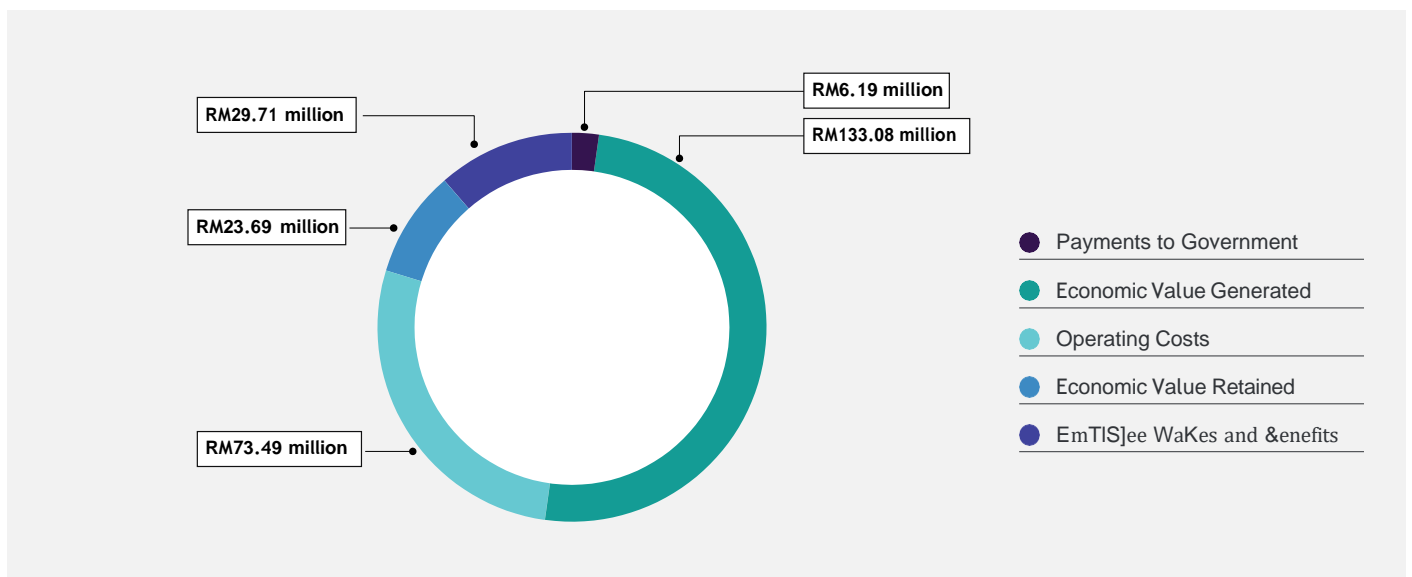
We adhere to the best practices of the marine industry to consistently provide high-quality services in a timely and efficient manner, addressing challenges stemming from market fluctuations.

To uphold service quality, we prioritise regular maintenance and focus on improving the productivity of our vessels. Several strategies as outlined below have been implemented to enhance the Group's economic sustainability.



E.A. Technique's Performance

In FY2023, we focused on strengthening our economic performance to maintain our financial health and enhance shareholder value.



SUSTAINABILITY REPORT

Supply Chain Management

Why it Matters

Efficient supply chain management is instrumental in attaining operational efficiency and securing a competitive edge within our marine transport and logistics service provider operations. Additionally, sourcing from local suppliers bolsters our supply chain resilience and nurtures socio-economic progress in the communities we serve. By prioritising local sourcing, we cultivate mutually beneficial relationships that drive sustainable development and foster long-term prosperity.

E.A. Technique's Approach

We prioritise local procurement and services whenever feasible to positively impact the economy. Vendors and suppliers who can deliver quality supplies and services meeting the required specifications at competitive prices and within stipulated timelines will be prioritised.

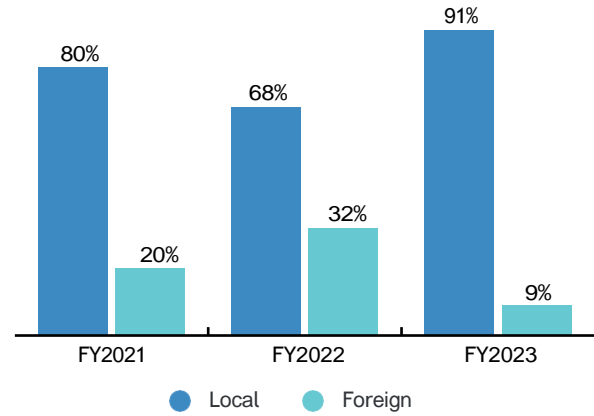
In our procurement process, we also emphasised our Responsible Procurement initiatives.

- | | |
|---|--|
| <p>1 Prioritising services, supplies and/or works that take into account economic, social, labour and environmental considerations in an objective and transparent manner.</p> | <p>2 Reviewed the Group's internal procurement performance and external practices and restructured the Procurement Department to improve productivity.</p> |
| <p>3 Reviewed the integrity of vendor database in terms of its completeness and accuracy and opportunities for improvement.</p> | <p>4 Enhanced the e-procurement process and the vendor registration process and setting a requirement for comprehensive Know Your Client ("KYC") information collection from all vendors.</p> |

E.A. Technique's Performance

We track the value of our expenditure on local suppliers each year. This year, we achieved an increase of 23% of our spending on local suppliers in comparison with the previous year.

Proportion of Spending on Local Suppliers



Note:
Supplier expenditure data only covers operational expenditure.



MINIMISING OUR ENVIRONMENTAL FOOTPRINT

E.A. Technique is conscious of the environmental impacts stemming from our marine service operations. We work towards managing and diminishing our carbon footprint by adhering to high operational standards, both internationally and locally. We strive to be a responsible corporate citizen through the implementation of environmentally-friendly practices.

Material Sustainability Matters

- Energy Management and Climate Action
- Waste and Effluent Management
- Water Consumption

Key Highlights

- Initiated Scope 3 GHG emissions reporting in FY2023
- 100% compliant with the CII Rating
- 18 tonnes of waste recycled

Key Stakeholders



Shareholders and Investors



Regulators



Industry Peers



Customers



Local Communities



SUSTAINABILITY REPORT

Energy Management and Climate Action

Why it Matters

Responsibly managing our energy use and addressing climate change are crucial for us as a marine transportation and offshore storage of O&G company. Implementing efficient energy management practices mitigates environmental impact, enhancing our operational resilience and cost-effectiveness in the face of evolving regulatory and market dynamics.

E.A. Technique's Approach

Our environmental management for all E.A. Technique's operations is ISO 14001: 2015 certified and are embedded in the Quality, Health, Safety and Environment ("QHSE") Policy.



Preventing oil spills and pollution of the ocean.



Creating a safe NOx and SOx emission limit for all fleet vessels.



The CII Rating, developed by the IMO, serves as a standardised measure for assessing a ship's efficiency. Mandated under MARPOL Annex VI, this rating system aims to mitigate GHG emissions arising from commercial ships.

In FY2023, we collected and analysed our vessel data to quantify emissions in terms of grammes of Carbon Dioxide ("CO₂") emitted per cargo-carrying capacity and nautical mile. This data is utilised to determine the CII rating for each ship, ranging from A to E. Our CII rating for this year is C, with the emission rate of 0.35 grams of CO₂ per one tonne of cargo per one mile of travel.

To ensure our ships achieve the required CII Rating for our SEEMP, we initiated vessel travelling speed reductions which entail better fuel consumption. In FY2023, all our vessels comply with MARPOL regulations.

E.A. Technique's Performance

Fuel Consumption

In FY2023, our total fuel consumption includes 57,641L of petrol, 57,949L of diesel, 2,529,993L of low sulphur fuel oil ("LSFO"), 5,055,323L of biodiesel and 11,443MT of marine gas oil ("MGO").

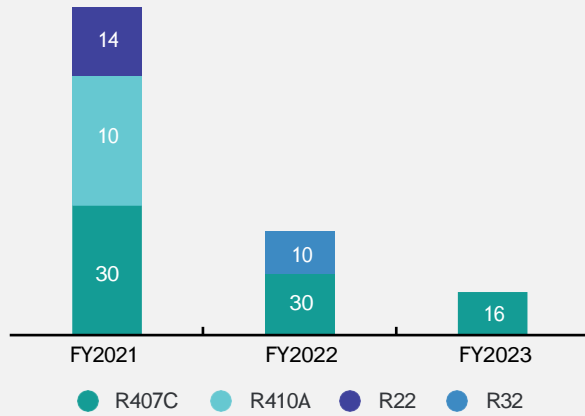
Type of Fuel	Consumption		
	FY2021	FY2022	FY2023
Petrol	25,475 L	35,735 L	57,641 L
Diesel	41,873 L	43,795 L	57,949 L
LSFO	2,105 L	1,934,725 L	2,529,993 L
Biodiesel	2,753,841 L	3,016,790 L	5,055,323 L
MGO	3,382 MT	3,161 MT	11,443 MT

SUSTAINABILITY REPORT

Leaking Refrigerants

In FY2023, E.A. Technique recorded a 46.7% reduction in the amount of refrigerant leakage from our cooling system across all our vessels.

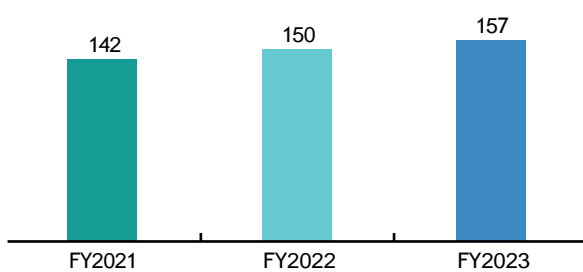
Leaking Refrigerants (kg)



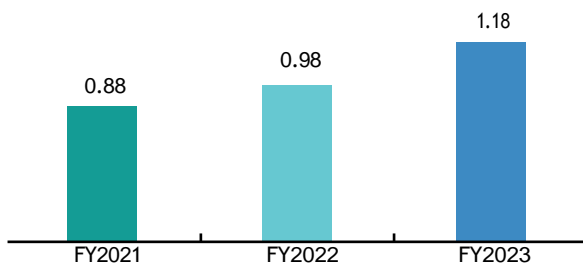
Electricity Consumption and Intensity

Our electricity consumption this fiscal year increased by 4.7% compared to the previous year. This is indicative of the increase in the total headcount of our workforce in FY2023. Electrical intensity stands at 1.18 MWh per RM million of revenue.

Electricity Consumption (MWh)



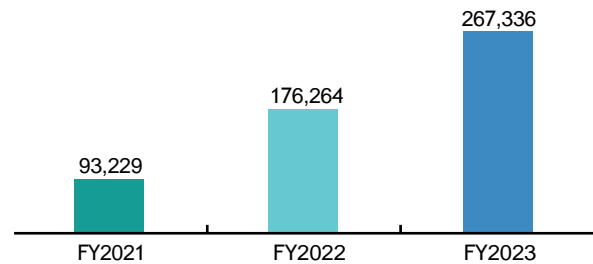
Intensity (MWh/RM million)



Energy Consumption

Our total energy consumption amounted to 267,336 gigajoules (GJ), encompassing the usage of procured electricity from the national grid and total fuels consumed in FY2023. The surge in energy usage correlates with our heightened vessel utilisation rate of 90% during FY2023, a notable increase from the 78% rate observed in FY2022. Moreover, the extended distances covered by our tankers when transporting oil and gas products have further contributed to our energy consumption.

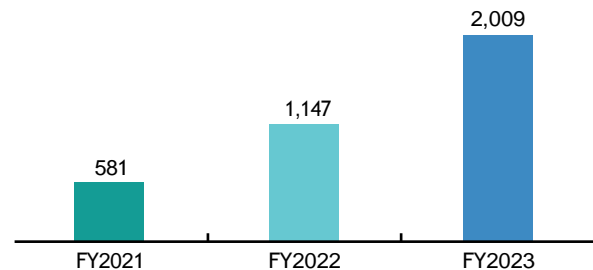
Energy Consumption (GJ)



Note:

Calculation for energy consumption utilises conversion values from The U.S. Energy Information Administration ("EIA").

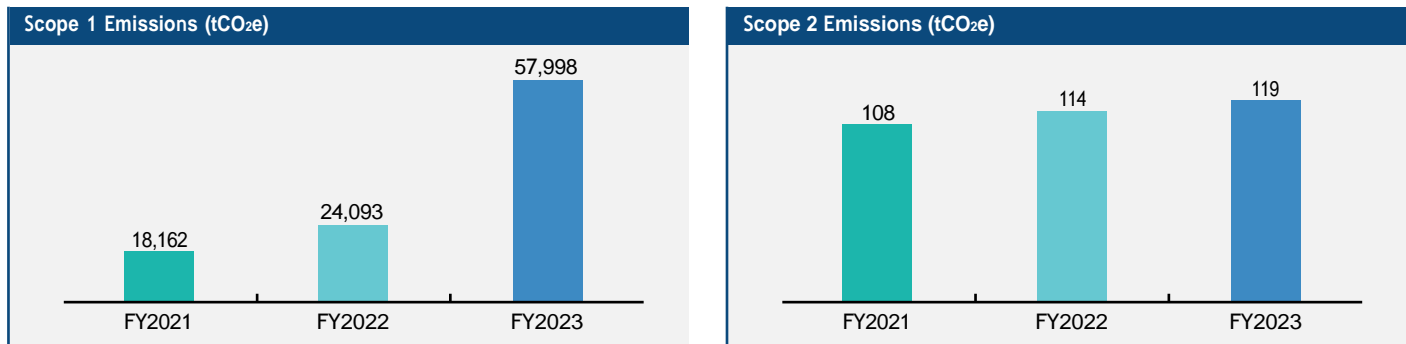
Energy Intensity (GJ/ RM million)



SUSTAINABILITY REPORT

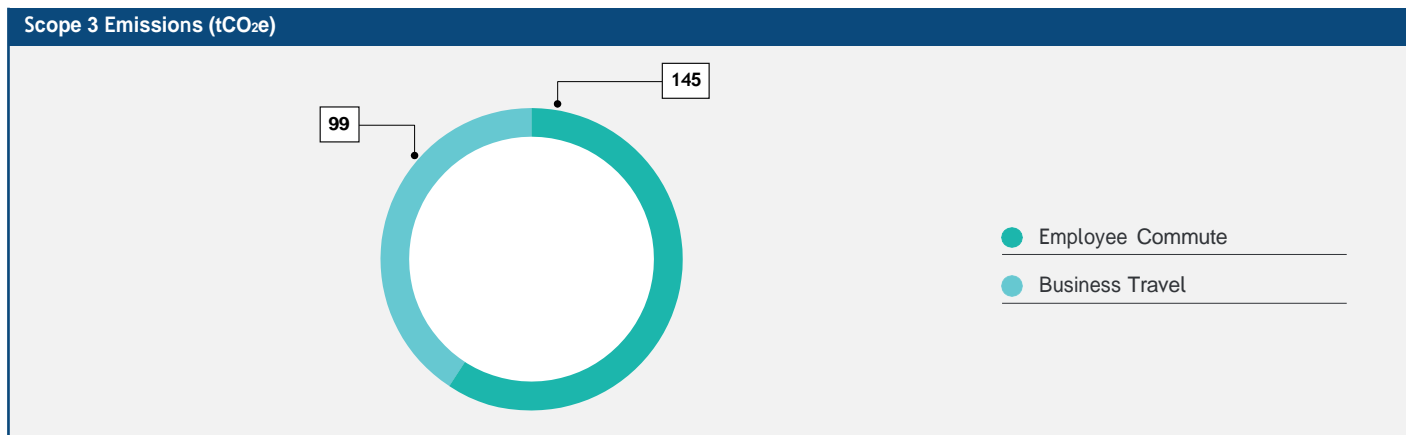
GHG Emissions

In FY2023, the combined emissions from our operations amounted to 58,361 tCO₂e. Of this total, Scope 1 emissions accounted for 57,988 tCO₂e, followed by Scope 2 emissions at 119 tCO₂e and Scope 3 emissions at 244 tCO₂e.



Our Scope 1 emissions increased compared to the previous year, as we expanded our operating capacity post Covid-19 pandemic. Meanwhile, our Scope 2 emissions have consistently increased from FY2021 to FY2023.

In our inaugural Scope 3 emissions tracking, we have measured a total of 244 tCO₂e, with 59% from employee commute and 41% from business travel.



Note:

1. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards.
2. Scope 1 and 3 emissions factors were sourced from the UK Government's GHG Conversion Factor 2023.
3. Scope 2 emissions factor were sourced from the National Energy Commission: Grid Emissions Factor 2021.
4. Scope 3 GHG emissions is calculated for FY2023 only.

Air Quality

We obtained new tankers in FY2022, and as such initiated the tracking of air quality parameters. In FY2023, the sum of Nitrogen Oxide ("NO_x") emitted increased by 15.6% and Sulfur Oxide ("SO_x") increased by 48.8%, reflective of the total distance travelled in the year which increased by 53.0%.

Parameters	FY2022	FY2023
Sum of SO _x (tonnes)	11.24	16.73
Sum of NO _x (tonnes)	208.81	241.48
CH ₄ (tonnes)	1.77	2.05
Distance Travelled (miles)	46,864.10	71,693.00

Waste and Effluent Management

Why it Matters

Effective waste and effluent management are vital for a marine logistics company, ensuring compliance with environmental regulations, minimising operational risks and supporting sustainability goals. Proactive measures in waste management contribute to regulatory adherence, operational efficiency and a positive corporate image. Our vessels primarily discharge bilge water and ballast water, and it is essential that these discharges heed stringent environmental standards.

E.A. Technique's Approach

Waste Management Plan

E.A. Technique has developed a holistic waste management strategy that addresses key facets of waste disposal, treatment and recycling practices.

	Marine Operations	Non-Marine Operations
Schedule and Non-Scheduled Waste	Garbage Management Plan ("GMP") <ul style="list-style-type: none"> Information on the handling, storage and disposal of garbage that is applicable for vessels above 100 gross tonnes and carrying more than 15 persons. If a vessel is above 400 gross tonnes, it is required to have a Garbage Record Book to record all discharge into the sea, waste incineration, and disposal to licensed facilities. 	Chemical and Waste Management Manual <ul style="list-style-type: none"> Methods to control the purchase, handling, storage and disposal of general waste and hazardous waste Disposal of scheduled waste is compliant with the Environmental Quality (Scheduled Wastes) Regulations 2005.
Effluents	<ol style="list-style-type: none"> Bilge Management Plan <ul style="list-style-type: none"> Procedures for handling bilge water, which is processed through oil filtering equipment. All bilge water discharged is recorded in the Oil Record Book. We abide by 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 ("15 ppm"). Sewage Management Plan <ul style="list-style-type: none"> Procedures for handling sewage, which needs to be treated before being released at a distance of at least 12 nautical miles from land. Ballast Water Management Plan <ul style="list-style-type: none"> Developed in accordance with Regulation D1 of the International Convention for the Control and Management of Ship's Ballast Water and Sediments ("BWM"). All ballast water discharged from our vessels is recorded in the Ballast Water Handling Log. 	<ul style="list-style-type: none"> Effluent is managed according to the approved treatment process.
Spills	Shipboard Oil Pollution Emergency Plan <ul style="list-style-type: none"> Provides the necessary course of action when a pollution incident has or will likely occur. 	Chemical and Waste Management Manual <ul style="list-style-type: none"> Provides procedures to control any liquid spillage and leakage in a safe and controlled manner.

SUSTAINABILITY REPORT

Current Initiatives

The Group has on-going efforts for plastic and paper reduction across our marine and non-marine operations. Our Zero Plastic initiative highlights the importance of reducing single-use plastics and encourages alternative packaging.

We prioritise the 3Rs – recycling, repurposing, and reducing as integral practices throughout our operations, actively working to minimise environmental impact and promote resource efficiency.

E.A. Technique's Performance

The total hazardous waste generated from our operations amounted to 34 tonnes in FY2023 which is lower than the waste generated in FY2022. This trend is also seen for non-hazardous waste, whereby a significant decrease is observed in FY2023 compared to previous years. In FY2022, we disposed of tankers that had reached the end of their effective economic service life, which contributed to the decrease in total waste generated in FY2023. The decrease is further attributable to the reduced number of active vessels in FY2023 due to the expiration of contracts for one of our vessels.

Type of Waste	E.A. Technique's Waste Generated (Tonnes)		
	FY2021	FY2022	FY2023
Hazardous Waste	94	45	34
Non-Hazardous Waste	382	278	56

In FY2023, we initiated recycling efforts as a method to divert waste from landfills and began tracking bilge water discharges from our vessels.



18

Tonnes of waste recycled in FY2023



11,629

Litres of Bilge water discharged in FY2023

Water Consumption

Why it Matters

Water consumption is a crucial aspect of our operations such as in the cooling process of onboard equipment as well as kitchen and toilet use. Given the limited water storage capacities on ships, the efficient utilisation of potable and filtered freshwater becomes paramount to ensure smooth daily onboard activities.

E.A. Technique's Approach

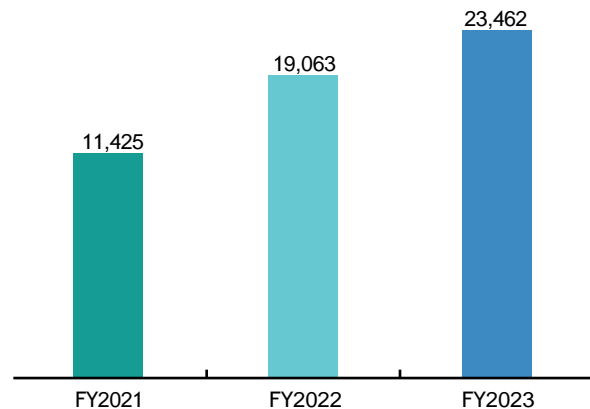
In our onboard operations, we prioritise efficiency and sustainability. For sensitive onboard processes, such as boilers and the engine cooling system, we utilise municipal water to ensure reliability, while fresh potable water is reserved for consumption.

To further enhance sustainability, non-essential processes use seawater to operate machinery while greywater usage is carefully managed across our maritime operations, minimising water consumption.

E.A. Technique's Performance

In FY2023, a total of 23,462 m³ of water was utilised by the Group, a 23.1% increase compared to FY2022. This increase in water consumption correlates with our higher vessel utilisation rate of 90% in FY2023 compared to 78% in FY2022. Additionally, our tankers travelled greater distances to transport oil and gas products, contributing to the rise in water consumption.

E.A. Technique's Water Consumption (m³)





FULFILLING OUR SOCIAL RESPONSIBILITY

E.A. Technique's resilience is built upon fostering a unified organisational culture that enables employees to reach their maximum potential. We invest in our workforce through talent development and communication programmes. These initiatives are designed to fortify our core values while also encouraging norms that align with our organisational objective.

Material Sustainability Matters

- Occupational Health and Safety
- Service Quality and Customer Satisfaction
- Labour Standards and Human Rights
- Diversity and Inclusion
- Community Engagement

Key Highlights

- 4,608 total training hours provided to employees
- Zero incidents of human rights violation

Key Stakeholders



Shareholders and Investors



Regulators



Customers



Employees



Suppliers



Industry Peers



Local Community



SUSTAINABILITY REPORT

Occupational Health and Safety

Why it Matters

Ensuring the well-being of employees in E.A. Technique is paramount, as it directly influences operational continuity and minimises potential hazards related to maritime activities. A focus on safety protects workers and enhances the overall reliability and longevity of the Group's operations.

E.A. Technique's Approach

Our Occupational Health and Safety management system is ISO 45001: 2018 certified, enabling E.A. Technique to systematically assess hazards and implement risk control measures. Effective implementation of this management system leads to reduced workplace injuries, illness and accidents. The Safety Management System ("SMS") encompasses the core elements and is reviewed internally by the Corporate Health, Safety, Security, Environment and Quality ("HSSEQ") Department.

The QHSE Policy comprises the following tenets that guide the implementation of safety protocols in the Group.



As per the E.A. Technique Health, Safety and Environment ("HSE") Plan, a Crew Engagement and Shipboard Senior Officer Forum was conducted. The forum addresses potential safety risks and controls, mapping out all safety hazards along with the corresponding management systems.

E.A. Technique's Performance

All incidents of Health and Safety non-compliances were recorded as per the Group's SMS. In FY2023, the total number of hours worked is 1,042,703 hours.

	FY2021	FY2022	FY2023
Total number of hours worked	1,305,299	1,324,458	1,042,703
Total number of work-related fatalities	0	0	0
Total number of recordable work-related injuries and ill health	0	0	2
Lost Time Incident Rate ("LTIR")	0	0	0.38

*LTIR was calculated based on Bursa Malaysia Sustainability Reporting Guide of per 200,000 hours worked.

Health and Safety Training

In FY2023, total training for health and safety amounted to 496 hours for 111 attendees.

Occupational Health and Safety Training	Number of Attendees	Total Training Hours
Basic Occupational First Aid, Cardiopulmonary Resuscitation ("CPR") and Automatic Electronic Defibrillator ("AED") Training	21	16
SM, International Ship and Port Facility Security ("ISPS") & Maritime Labour Convention ("MLC") Awareness Training regarding the contents of the International Safety Management ("ISM") Code	30	16
ISM, ISPS & MLC Internal Auditor Training	30	24
Compressed Air Emergency Breathing System ("CA-EBS") Initial Deployment Training Offshore Petroleum Industry Training Organisation ("OPITO") Approved	1	8
Tropical Basic Offshore Safety Induction and Emergency Training ("BOSIET") with CA-EBS and travel safely by boat	1	24
Oil and gas safety passport	5	40
OPITO Tropical Further Offshore Emergency Training ("FOET") with CA-EBS & further travel safely by boat	1	8
OPITO Tropical BOSIET with CA-EBS & further travel safely by boat - Code 5509	1	24
First aid, CPR and AED training	21	336

Service Quality and Customer Satisfaction

Why it Matters

Ensuring high standards of service in a shipping company is crucial for building trust and fostering lasting relationships with customers. A focus on meeting and exceeding customer expectations enhances the Group's reputation and promotes customer loyalty, ultimately driving sustained business growth.

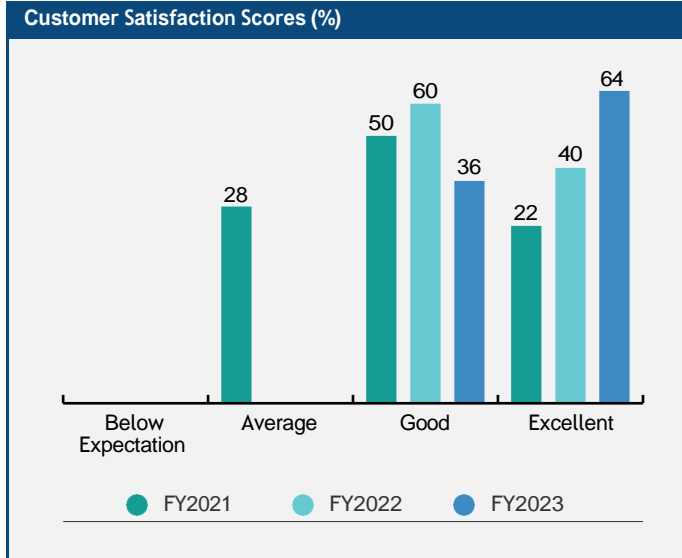
E.A. Technique's Approach

We prioritise building strong customer relationships and adhere to the ISO 9001:2015 Quality Management System standards. As part of our ongoing efforts, we conduct regular surveys to collect invaluable customer feedback which allow us to refine our service quality. This year, we addressed customer concerns and focused on improving our responsiveness to deliver exceptional service.

E.A. Technique's Performance

Our customer satisfaction survey divided the client scoring into four categories: Excellent, Good, Average and Below Expectation. In FY2023, our survey results were positive, with 64% rating us as "Excellent" and 36% as "Good."

SUSTAINABILITY REPORT



Labour Standards and Human Rights

Why it Matters

Upholding fair labour practices and respecting human rights is fundamental for fostering a positive work environment and promoting ethical business conduct. Prioritising the dignity of workers contributes to the long-term sustainability and reputation of the Group.

E.A. Technique's Approach

Our Group's recruitment policy is formulated to attract top talent through a fair hiring process aligned with our organisational values. We provide regular salary increments and performance-based bonuses, fostering a motivated workforce. The policy also facilitates the smooth transition of deserving individuals from contract employment to permanent positions, ensuring job security and career growth.

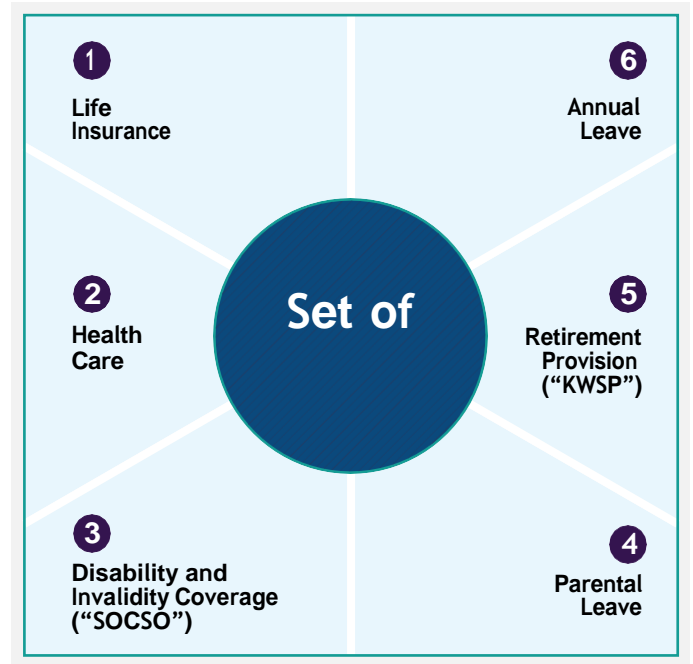
We ensure compliance with both the Malaysia Employment Act and our internal recruitment policies, strictly adhering to them to ensure fair treatment for all employees, including foreign staff recruitment.

In adherence to the Employment (Amendment) Act 2022, we increased maternity leave from 60 to 98 days. Married men among our staff with a minimum one-year tenure are entitled to seven days of paid paternity leave.

To facilitate communication between top management and employees, E.A. Technique conducted quarterly townhall meetings, serving as a platform for open dialogue, feedback and the alignment of organisational visions.

Employee Benefits

At E.A. Technique, we provide various set of benefits to attract and retain top talent.



The Group implemented a structured performance review process that considers an employee's performance, capabilities and potential. The process enables the identification of competency gaps, acknowledgment of performance and the mapping of future career paths.

Conducted annually, these appraisals contribute to the ongoing development of our workforce, ensuring that the quality of our staff aligns with our targets and upholds excellence in service quality.

E.A. Technique's Performance

In FY2023, we are proud to report zero complaints concerning human rights and zero incidents of discrimination.

ZERO
substantiated complaints concerning human rights violation
FY2021 † FY2022 † FY2023

ZERO
Incidents of discrimination
FY2021 † FY2022 † FY2023

SUSTAINABILITY REPORT

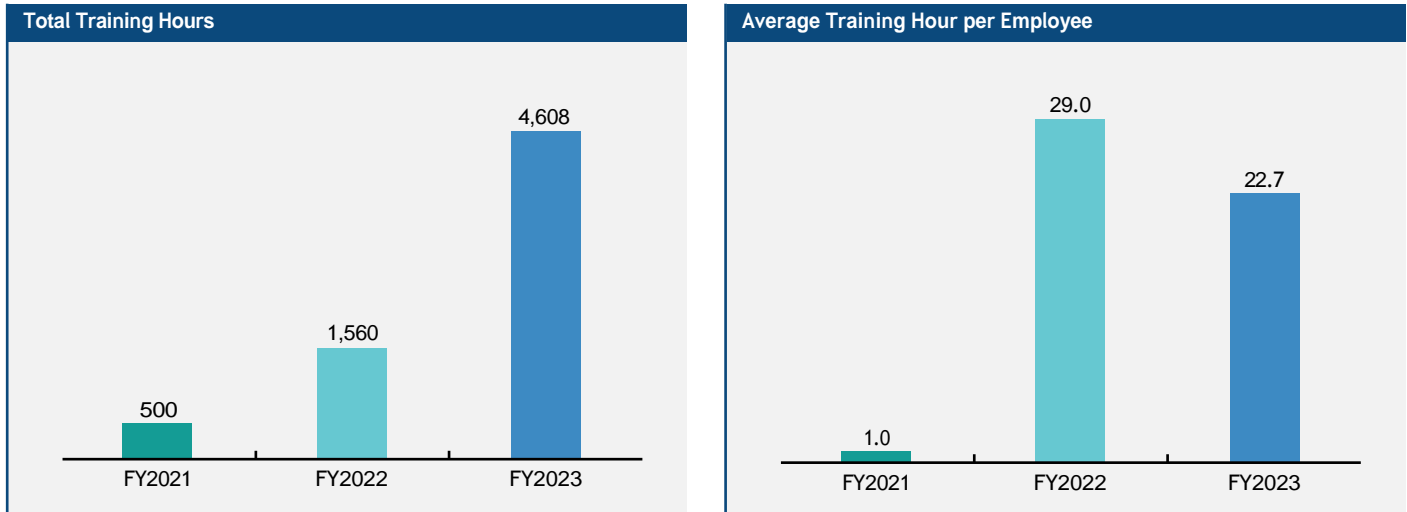
Parental Leave

In FY2023, 11 onboard staff and 2 office-based staff utilised parental leave.

	Gender	Parental Leave	
		Onboard	Office-Based
No. of employees that took parental leave	Men	11	1
	Women	0	1
No. of employees returned from parental leave	Men	11	1
	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	11	1
	Women	0	1

Employee Training Hours

In FY2023, we allocated 4,608 hours of training for a total of 203 employees who attended training, marking a notable 3,048 hours increase from the previous year.



Note:

Average training hour per employee is calculated based on total training hours and total employees attended training in the reporting year.

Employee Category	Total Training Hours		
	FY2021	FY2022	FY2023
Senior Management	16	48	126
Management	80	392	896
Executive	140	808	2,653
Non-Executive	264	312	933

SUSTAINABILITY REPORT

New Hires and Turnover

In FY2023, the Group hired a total of 158 individuals, with 149 men and 9 women joining the workforce. The majority of these new hires fell within the age range of 30 to 50 years, with 60 employees below the age of 30 and 12 individuals above the age of 50.

Additionally, the Group recorded a turnover of 139 individuals across the Management, Executive, and Non-Executive categories.

	FY2021	FY2022	FY2023
Number of New Hires by Gender			
Men	182	180	149
Women	2	20	9
Number of New Hires by Age Group			
<30	71	78	60
30-50	89	91	86
>50	24	31	12
Number of Turnovers by Employee Category			
Senior Management			0
Management			3
Executive			14
Non-Executive			122
Number of Turnovers by Gender			
Men	319	218	133
Women	17	11	6
Number of Turnovers by Age Group			
<30	134	83	48
30-50	160	109	74
>50	42	37	17

Diversity and Inclusion

Why it Matters

Fostering a diverse and inclusive environment enhances creativity, problem-solving as well as adaptability by bringing together a variety of perspectives and experiences. Embracing diversity strengthens our resilience and reflects a commitment to equity, fostering positive relationships with employees and stakeholders alike.

E.A. Technique's Approach

At E.A. Technique, we prioritise a merit-based approach in line with our recruitment policy, emphasising fair hiring processes that prohibit discrimination based on differences in age, gender, race, nationality, or culture. In doing so, we foster a workplace built on fairness, equality and transparent communication. We also notify our employees of operational changes that can affect them a minimum of one day in advance, such as working hours and replacement holidays.

E.A. Technique's Performance

Group Workforce Diversity

Total Employees

Once-&ased



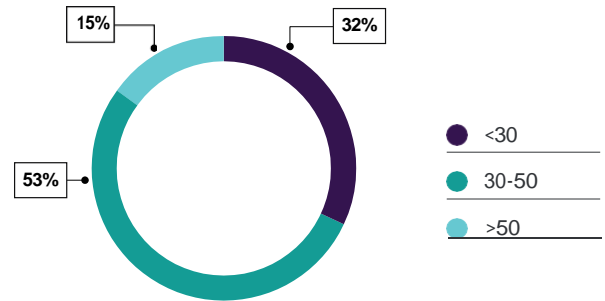
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Onboard

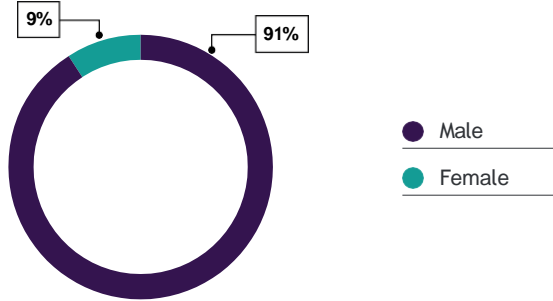


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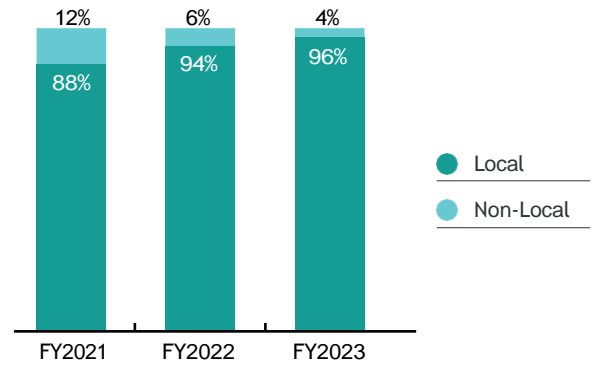
Group Age Diversity (%)



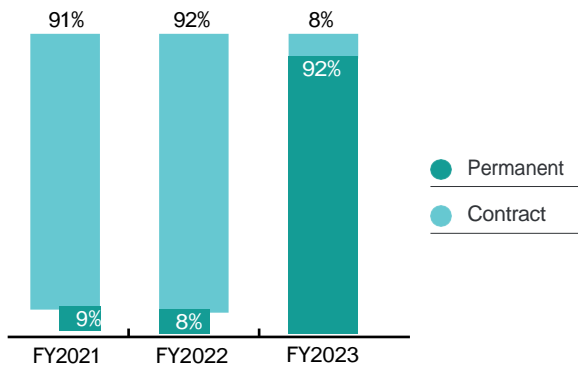
Group Gender Diversity (%)



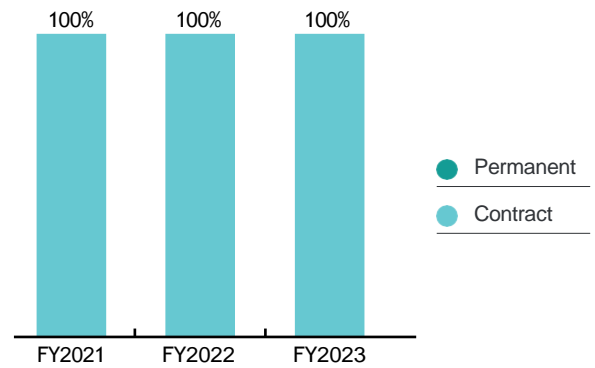
Group Employee Nationality



Employee Composition (Once-&ased)



Employee Composition (Onboard)



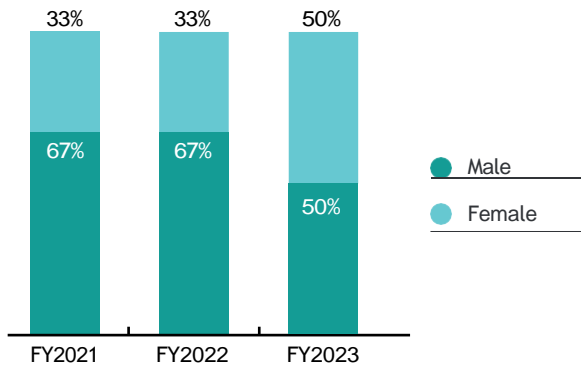
SUSTAINABILITY REPORT

Office-Based Workforce Diversity

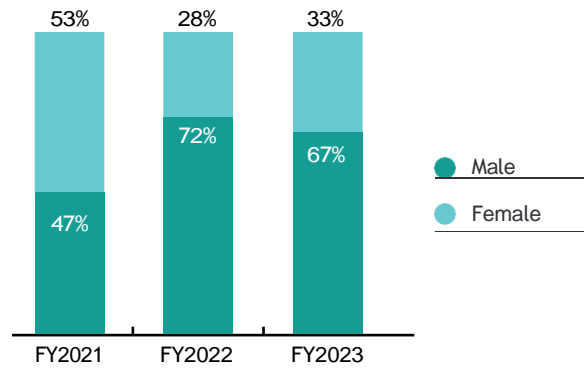
We recorded a total of 119 employees during the reporting period, with an increase of 20% from last year.

Gender Diversity by Employee Category

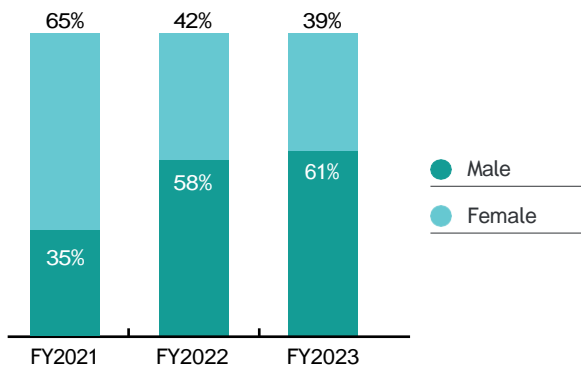
Senior Management



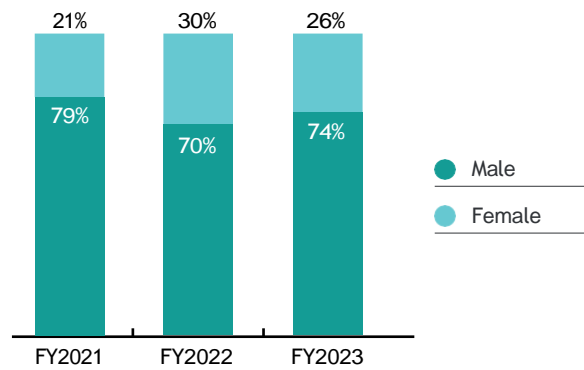
Management



Executive

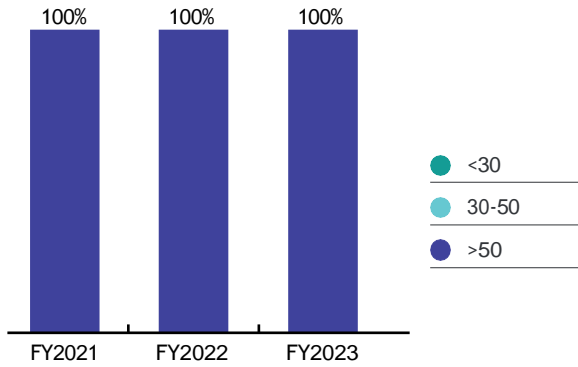


Non-Executive

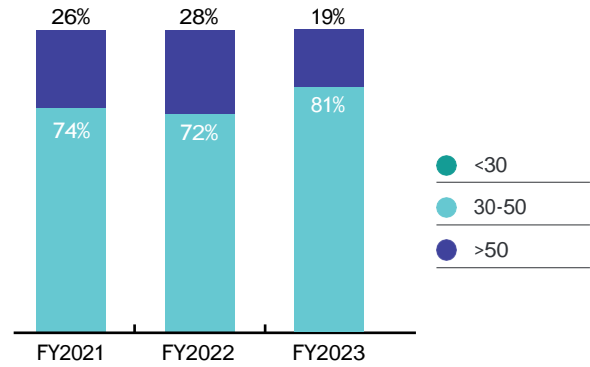


Age Diversity by Employee Category

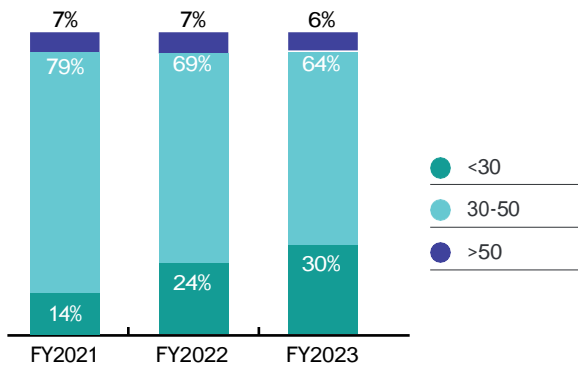
Senior Management



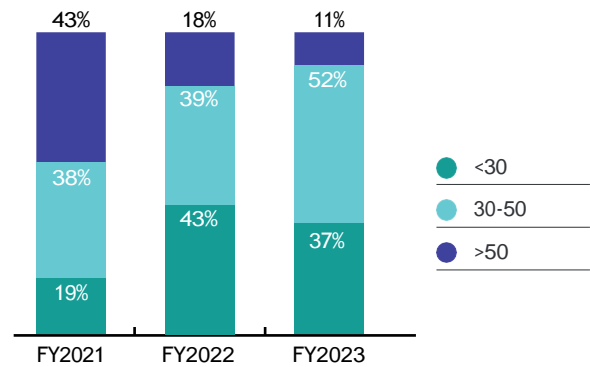
Management



Executive



Non-Executive



Onboard Workforce Diversity

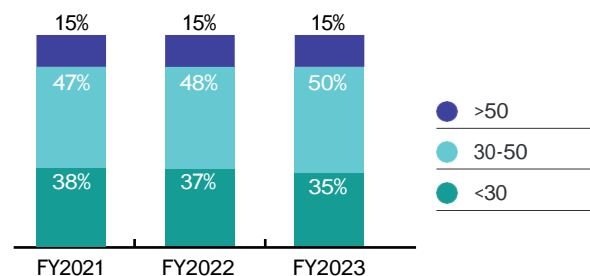
We recorded a total of 356 employees during the reporting period.

Diversity (Onboard)

Gender



Age Diversity



SUSTAINABILITY REPORT

Community Engagement

Why it Matters

Engaging actively with the local community cultivates a symbiotic relationship, fostering mutual support and understanding between our Group and the communities we serve. By being responsive to community needs, we cultivate trust, goodwill and a positive reputation, all of which are integral to our long-term success.

E.A. Technique's Approach

We are driven to make a positive impact on communities through meaningful corporate social responsibility ("CSR") programmes which focuses on three core initiatives for FY2023.

Improving Healthcare

To support the health and well-being of local communities through collaborating with healthcare institutions and equipment contributions.

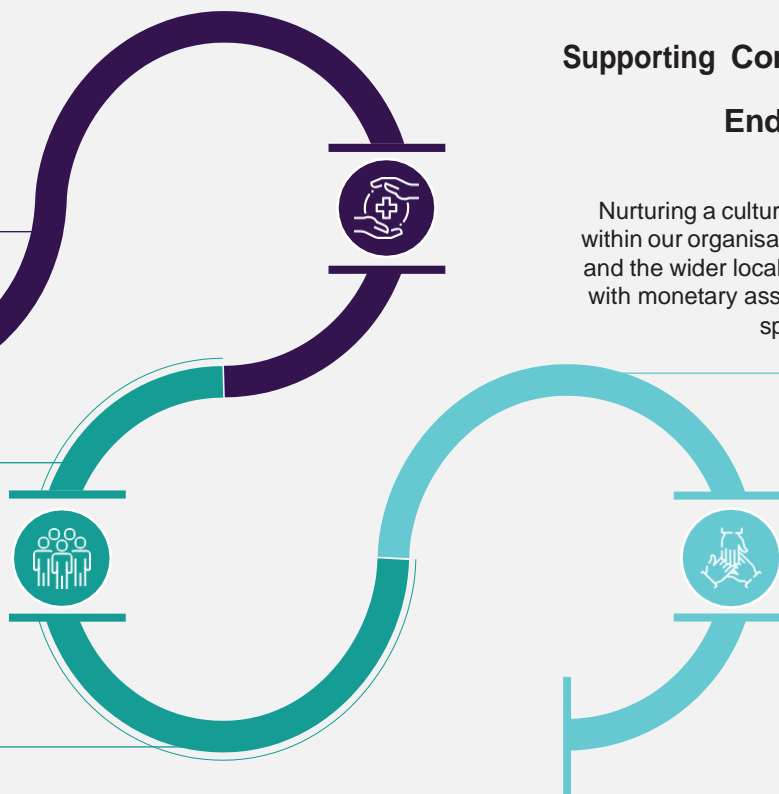
Supporting Community

Endeavours

Nurturing a culture of support within our organisational family and the wider local community with monetary assistance and sponsorships.

Elevating Public Facilities

Efforts focused on raising the standards of living within local communities by enhancing their facilities, fostering a lasting beneficial impact.



E.A. Technique's Performance

In FY2023, E.A. Technique demonstrated our proactive stance towards CSR by actively engaging in six programmes.

Elevating Public Facilities
Cash donation to the Perbadanan Pengurusan Setiawangsa Business Suite ("SBS")'s Management Committee, specifically for the refurbishment of essential facilities like toilets.
Community Support
Provided monetary support to ex-staff.
Facilitated fellow E.A. Technique staff member's participation in the Mt. Everest base camp expedition to foster a culture of care and support within our organisational family.
Supported festive season refreshments to the Association of Malaysia's Maritime Professionals ("IKHMAL").
Improving Healthcare
Donated three sets of portable ophthalmoscopes in support of eye health examinations to Yayasan Tuanku Syed Putra Perlis.
CSR Program collaboration with KPJ Ampang Puteri to organise a health event that provided free medical checkups and talks.

VOYAGING TOWARDS A SUSTAINABLE TOMORROW

As we conclude this statement, we reflect on the impactful milestones achieved throughout our sustainability journey. From maintaining our ISO Certifications for safety, quality management system and environmental standards to empowering communities through social contributions, our steadfast commitment to sustainable practices is embedded into our marine support services.

In steering our course towards a sustainable future, we aim to build on our current achievement and seek opportunities that positively impact the environment, uplift local communities and contribute meaningfully to the broader maritime and O&G industries.

PERFORMANCE DATA TABLE REFERENCE

Governance

Indicator	Location (Page)		
	FY2021	FY2022	FY2023
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
• Senior Management	61	61	61
• Management	61	61	61
• Executive	61	61	61
• Non-Executive	61	61	61
Bursa C1(b) Percentage of operations assessed for corruption related risks	61	61	61
Bursa C1(c) Confirmed incidents of corruption and actions taken	61	61	61
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	62	62	62
Bursa C7(a) Proportion of spending on local suppliers	64	64	64

Environment

Indicator	Location (Page)		
	FY2021	FY2022	FY2023
Bursa C4(a) Total energy consumption	67	67	67
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	68	68	68
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	68	68	68
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (business travel and employee commuting)	68	68	68
Bursa C9(a) Total volume of water used	70	70	70
Bursa C10(a) Total waste generated	70	70	70
Bursa C10(a)(i) Total waste diverted from disposal	70	70	70
Bursa C10(a)(ii) Total waste directed to disposal	70	70	70

Social

Indicator	Location (Page)		
	FY2021	FY2022	FY2023
Bursa C5(a) Number of work-related fatalities	72	72	72
Bursa C5(b) Lost time incident rate ("LTIR")	72	72	72
Bursa C5(c) Number of employees trained on health and safety standards	73	73	73
Bursa C6(d) Number of substantiated complaints concerning human rights violation	74	74	74
Bursa C6(a) Total hours of training by employee category			
• Senior Management	75	75	75
• Management	75	75	75
• Executive	75	75	75
• Non-Executive	75	75	75

PERFORMANCE DATA TABLE REFERENCE

Social

Indicator	Location (Page)		
	FY2021	FY2022	FY2023
Bursa C6(c) Total number of employee turnover by employee category			
• Senior Management	76	76	76
• Management	76	76	76
• Executive	76	76	76
• Non-Executive	76	76	76
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Gender group by employee category			
• Senior Management (Men)	77-79	77-79	77-79
• Senior Management (Women)	77-79	77-79	77-79
• Management (Men)	77-79	77-79	77-79
• Management (Women)	77-79	77-79	77-79
• Executive (Men)	77-79	77-79	77-79
• Executive (Women)	77-79	77-79	77-79
• Non-Executive (Men)	77-79	77-79	77-79
• Non-Executive (Women)	77-79	77-79	77-79
Age group by employee category			
• Senior Management (<30)	77 & 79	77 & 79	77 & 79
• Senior Management (30-50)	77 & 79	77 & 79	77 & 79
• Senior Management (>50)	77 & 79	77 & 79	77 & 79
• Management (<30)	77 & 79	77 & 79	77 & 79
• Management (30-50)	77 & 79	77 & 79	77 & 79
• Management (>50)	77 & 79	77 & 79	77 & 79
• Executive (<30)	77 & 79	77 & 79	77 & 79
• Executive (30-50)	77 & 79	77 & 79	77 & 79
• Executive (>50)	77 & 79	77 & 79	77 & 79
• Non-Executive (<30)	77 & 79	77 & 79	77 & 79
• Non-Executive (30-50)	77 & 79	77 & 79	77 & 79
• Non-Executive (>50)	77 & 79	77 & 79	77 & 79
Bursa C6(b) Percentage of employees that are contractors or temporary staff			
• Permanent	77	77	77
• Contract	77	77	77
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	81	81	81
Bursa C2(b) Total number of beneficiaries of the investment in communities	81	81	81

GRI CONTENT INDEX

Statement of use	E.A. Technique (M) Berhad has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 2: General Disclosures 2021	2-1 Organisational details	42
	2-2 Entities included in the organisation's sustainability reporting	44
	2-3 Reporting period, frequency and contact point	44
	2-5 External assurance	44
	2-7 Employees	51
	2-9 Governance structure and composition	50
	2-11 Chair of the highest governance body	50
	2-12 Role of the highest governance body in overseeing the management of impacts	50
	2-14 Role of the highest governance body in sustainability reporting	50
	2-16 Communication of critical concerns	51-52
	2-23 Policy commitments	60
	2-24 Embedding policy commitments	60
	2-27 Compliance with laws and regulations	61
	2-28 Membership associations	44
2-29 Approach to stakeholder engagement	51-52	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	53
	3-2 List of material topics	54
	3-3 Management of material topics	55-56
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	57-58
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	64
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	61
	205-2 Communication and training about anti-corruption policies and procedures	60-61
	205-3 Confirmed incidents of corruption and actions taken	61
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	67
	302-3 Energy intensity	67
	302-4 Reduction of energy consumption	67
	302-5 Reductions in energy requirements of products and services	67
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	70
	303-2 Management of water discharge-related impacts	69-70
	303-3 Water withdrawal	70
	303-4 Water discharge	70
	303-5 Water consumption	70

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	68
	305-2 Energy indirect (Scope 2) GHG emissions	68
	305-3 Other indirect (Scope 3) GHG emissions	68
	305-5 Reduction of GHG emissions	68
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	69-70
	306-2 Management of significant waste-related impacts	69-70
	306-3 Waste generated	70
	306-4 Waste diverted from disposal	70
	306-5 Waste directed to disposal	70
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	76
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	74
	401-3 Parental leave	75
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	72
	403-2 Hazard identification, risk assessment, and incident investigation	72
	403-3 Occupational health services	72
	403-4 Worker participation, consultation, and communication on occupational health and safety	72
	403-5 Worker training on occupational health and safety	73
	403-9 Work-related injuries	72
	403-10 Work-related ill health	72
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	75
	404-2 Programmes for upgrading employee skills and transition assistance programmes	73
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	77-79
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	74
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	80-81
	413-2 Operations with significant actual and potential negative impacts on local communities	80-81
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	62

IT IS NOT THE
MOUNTAIN WE
CONQUER, BUT
OURSELVES



CALENDAR OF EVENT 2023



**12
JAN**

Signing of Protocol and Acceptance of Nautica Tg. Puteri XXXVIII at Haridass Ho & Partners Advocates & Solicitors, Singapore.



**10-12
MAR**

E.A. Technique (M) Berhad's Teambuilding Program - Group 1 "Melayu Klasik" at Agrotek Garden Resort, Hulu Langat, Selangor.



**13
FEB**

E.A. Technique (M) Berhad's Sungai Udang Port Crew Engagement Day at Puteri Bay Hotel, Melaka.



**17-19
MAR**

E.A. Technique (M) Berhad's Teambuilding Program - Group 2 "Retro" at Agrotek Garden Resort, Hulu Langat, Selangor.



**27
FEB**

E.A. Technique (M) Berhad's "Get Together Dinner 2023" at Tournament Room, West Lobby, Kuala Lumpur Golf Country Club.



**31
MAR**

E.A. Technique (M) Berhad's Seri Melayu Ramadhan Majlis Buka Puasa 2023 at Mewah Junior Ballroom, Flamingo By the Lake Hotel, Kuala Lumpur.

CALENDAR OF EVENT 2023



**13
MAY**

E.A. Technique (M) Berhad's Everest Base Camp Expedition 2023.



**16
JUN**

BFM 89.9 Live Radio Interview with E.A. Technique (M) Berhad's Chief Executive Officer, Nasrul Asni Muhammad Dain at Menara Ken TTDI, Kuala Lumpur.



**20
JUN**

E.A. Technique (M) Berhad's 29th Annual General Meeting at Opero Hotel, Southkey, Johor Bahru.



**24-25
JUN**

E.A. Technique (M) Berhad's exhibition booth during Malaysia Seafarer Carnival at Marina Putrajaya.



**26
JUN**

E.A. Technique (M) Berhad's Northport Crew Engagement Day at Crystal Crown Hotel, Pelabuhan Kelang.



**8
SEP**

Launching of 3-months weight loss program, "Dare To Love Yourself" at E.A. Technique (M) Berhad, Setiawangsa, Kuala Lumpur.

CALENDAR OF EVENT 2023



**11
SEP**

E.A. Technique (M) Berhad's Engagement meeting with Kerteh Port at EQ Hotel, Kuala Lumpur.



**16
SEP**

Protocol of Delivery & Acceptance ("PODA") of Nautica Muar at E.A. Technique (M) Berhad, Setiawangsa, Kuala Lumpur.



**11
SEP**

HSE Shipboard Senior Officer ("SSO") Forum at Holiday Inn Express, Kuala Lumpur.



**22
SEP**

E.A. Technique (M) Berhad's Wellness 360 program at EQ Hotel, Kuala Lumpur.



**21-22
OCT**

E.A. Technique (M) Berhad's Board of Directors and Management Retreat and Strategic Planning Program at Tanjung Jara Beach Resort, Dungun, Terengganu.



**23
OCT**

E.A. Technique (M) Berhad's Board of Directors site visit to Kertih Port, Terengganu.



**7
NOV**

Corporate Social Responsibility ("CSR") Program - Health Checkup & Talk with KPJ Ampang Puteri Hospital at Setiawangsa, Kuala Lumpur.



**8
DEC**

E.A. Technique (M) Berhad's Annual Building Evacuation and Fire Drill at Setiawangsa, Kuala Lumpur.