















PETRON

POWERING PROGRESS WITH VISION

2025 Sustainability Report



POWERING PROGRESS WITH VISION

COVER RATIONALE

The tagline "Powering Progress with Vision" embodies Petron's refreshed and forward-looking vision as a progressive energy company, committed to supporting a sustainable and energy-secure nation. It reflects our aspiration to drive progress beyond energy supply by creating meaningful opportunities and experiences for our stakeholders, while enhancing operational reliability and market competitiveness.

The theme highlights Petron's steadfast commitment to growth, guided by innovation, resilience and responsibility. It reflects our continued journey in shaping Malaysia's energy landscape, advancing sustainable development through disciplined execution, strategic investments and the strength of our integrated downstream operations.

Using a structured grid, the cover achieves a sense of balance, clarity and professionalism, mirroring the stability and integration of our operations. The flowing "P" shape drawn from our logo weaves through the design, symbolising unity and seamless coordination across our refining, distribution and marketing activities. Dynamic visuals of our downstream journey illustrate connectivity across our value chain and the power of collaboration in achieving common goals.

Looking ahead, Petron remains committed to shaping a future powered by cleaner energy, greater efficiency and shared prosperity. The theme celebrates our 2025 accomplishments, honours the spirit of collaboration that underpins our success, and reaffirms our dedication to creating sustainable, long-term value for our people, our shareholders, our communities and the nation.

OUR VISION

As a progressive oil company in Malaysia, we aspire towards a sustainable energy-secured nation where everyone's journey is fuelled by opportunities for meaningful experiences.

OUR MISSION

We will achieve this by:

- Reliably providing premium products and services that exceed customers' expectations.
- Ensuring excellent customer experience enabled by technology and adapted to local communities.
- Developing and strengthening relationships with our stakeholders and partners towards shared growth and success.
- Enhancing our retail, distribution and refining facilities to achieve competitive advantage, sustainable supply chain and long-term viability.
- Managing business and operational risks effectively and reducing our impact on the environment.
- Creating an inclusive, nurturing, and purposeful work environment.

OUR VALUES



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About This Report

This Sustainability Report (SR), covering the financial year ended 31 December 2025, is Petron Malaysia Refining & Marketing Bhd's (PMRMB) ninth standalone annual SR. It sets out our performance on our material sustainability matters and should be read together with the Sustainability Statement (SS) presented in our 2025 Annual Report (AR), both of which are available on our corporate website.

Our sustainability approach seeks to harmonise economic performance with environmental and social considerations across the value chain, from sourcing and operational efficiency to the delivery of reliable products and services. Guided by our ExCITES values of Excellence, Customer Focus, Innovation, Teamwork, Ethics and Safety, we ensure our business remains well-positioned to navigate a changing operating environment as expectations and regulations continue to evolve.

We recognise the environmental and social impacts of our operations, which informs our focus on risk mitigation, operational discipline and targeted improvements. As we look ahead, we remain steadfast in our commitment to shaping a sustainable future where long-term growth is pursued in tandem with responsibility and innovation is embraced.





REPORTING PERIOD, SCOPE AND BOUNDARIES

This report details the sustainability performance of Petron Malaysia Refining & Marketing Bhd (PMRMB) for the financial year spanning 1 January 2025 to 31 December 2025, unless stated otherwise. The primary scope of this report focuses strictly on the listed entity, PMRMB. However, due to the integrated management of business operations and sustainability initiatives as well as shared data systems, certain disclosures encompass our sister companies, Petron Fuel International Sdn. Bhd. (PFISB) and Petron Oil (M) Sdn. Bhd. (POMSB).

To ensure reporting transparency, we apply specific naming conventions throughout this document. References to "PMRMB", "the Company" or "Petron Malaysia" indicate data and activities exclusive to the listed entity, whereas references to "Petron Malaysia Group" or "the Group" indicate aggregated data encompassing all three entities under shared operational control.

The reporting boundary for all subject matters listed above covers Petron Malaysia Group including PMRMB and our sister companies PFISB and POMSB, with the following exception:

- The reporting boundary for Economic covers only PMRMB



About This Report

REPORTING FRAMEWORK

Our 2025 Statement has been prepared with reference to the following reporting standards and frameworks:

- Bursa Malaysia Sustainability Reporting Guide (3rd Edition)
- Bursa Malaysia Main Market Listing Requirements (MMLR)
- Malaysian Code on Corporate Governance (MCCG) of Securities Commission Malaysia 2021
- Global Reporting Initiative (GRI) Standards
- GRI 11: Oil and Gas Sector 2021 Standards
- GHG Protocol
- United Nations Sustainable Development Goals (UN SDGs)
- FTSE Russel ESG Score
- United Nations Global Compact Guiding Principles
- International Sustainability Standards Board (ISSB) Sustainability Accounting Standards Board Disclosures

As Malaysia progresses with the phased implementation of the National Sustainability Reporting Framework (NSRF), the Company is taking proactive steps to align with the International Sustainability Standards Board (ISSB) standards. We are preparing for the adoption of IFRS S1 (General Requirements) and IFRS S2 (Climate-Related Disclosures) from 2026 onwards, with an immediate focus on climate-related disclosures under IFRS S2. This transition is supported by the ongoing strengthening of our internal processes, governance frameworks and data management systems to ensure compliance and transparency.

ASSURANCE

The following environmental data contained in this report was subjected to an independent internal review by Petron Corporation's Internal Audit function:

- Climate Change and Greenhouse Gas Emissions
- Air Emissions and Pollution Management
- Waste and Circular Economy
- Water Management
- Natural Resources
- Biodiversity

Going forward, we will continue to enhance the accuracy and consistency of our data management processes to further strengthen the quality of our disclosures. We also intend to progressively expand the scope of internal reviews by incorporating IFRS S1 and S2 disclosures.

FORWARD-LOOKING STATEMENTS

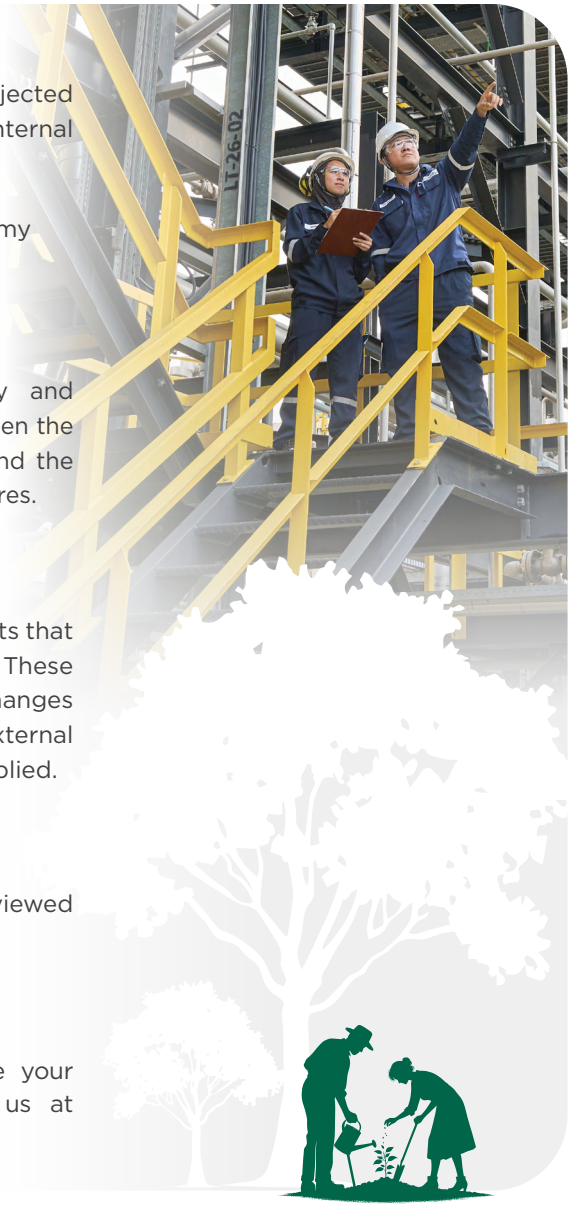
This Sustainability Report may include forward-looking statements that reflect the Group's sustainability priorities and future initiatives. These statements are subject to risks and uncertainties arising from changes in operating conditions, regulatory developments and other external factors. Actual outcomes may differ from those expressed or implied.

BOARD OF DIRECTOR'S APPROVAL

The performance of our sustainability Material Matters was reviewed and approved by the Board of Directors on 18 March 2026.

FEEDBACK

We value the perspectives of our stakeholders and welcome your feedback. For any enquiries or comments, please contact us at corporate.sustainability@petron.com.my.



The Business of Petron

OUR STRUCTURE

Petron Malaysia Group operates as part of the Petron Group in the Philippines under the umbrella of San Miguel Corporation group of companies. Since our entry into the Malaysian market over fourteen years ago, we have developed a strong operating footprint that leverages global strength alongside deep local market understanding. Today, we are proud to serve as Malaysia's third-largest downstream oil and gas provider.

Our structure is defined by an integrated asset network. This includes our headquarters, refinery, Palm Methyl Ester (PME) biodiesel plant and fuel distribution terminals, all of which support a retail network of more than 830 service stations. Together, these assets strengthen the delivery of reliable energy solutions and our country's economic landscape.

Petron Malaysia Refining & Marketing Bhd (PMRMB) is listed on the Main Market of Bursa Malaysia Securities Berhad. Our corporate headquarters is in Damansara Heights, Kuala Lumpur and we operate nationwide, employing 728 personnel.

The structural breakdown and the respective equity interest held by our parent company within the Petron Malaysia Group are detailed below:

Petron Malaysia Refining & Marketing Bhd

73.4%

Petron Fuel International Sdn. Bhd.

100%

Petron Oil (M) Sdn. Bhd.

100%



The Business of Petron

OUR BUSINESS	OUR FACILITIES	OUR PRODUCTS
Refinery	 Port Dickson Refinery, Negeri Sembilan	**Refined Products** » Motor Gasoline 100, 97 RON and 95 RON » Automotive Diesel Oil (ADO) » Liquefied Petroleum Gas (LPG) » Jet Fuel » Naphtha » Low Sulphur Waxy Residue (LSWR)
Biodiesel Plant	 Lumut PME Plant, Perak	**Distribution of our high-quality fuels and LPG** PETRON TURBO DIESEL EURO 5 Turbo Diesel Euro 5 PETRON DIESEL MAX Diesel Max Euro 5 PETRON BLAZE 100 RON EURO 4M Blaze 100RON Euro 4M PETRON BLAZE 97 RON EURO 4M Blaze 97RON Euro 4M PETRON BLAZE 95 RON Blaze 95RON Euro 4M PETRON GASUL Petron Gasul
Terminals	**10 strategically located terminals** » Port Dickson Terminal, Negeri Sembilan » Bagan Luar Terminal, Penang » Kuantan Terminal, Pahang* » Westport Terminal (JV-BHP), Selangor* » KLIA Aviation Depot » Klang Valley Distribution Terminal (JV-Petronas/Shell), Selangor » Pasir Gudang Terminal (JV-Chevron), Johor* » Sepangar Bay Terminal, Sabah* » Sandakan Terminal, Sabah* » Tawau Terminal, Sabah*	

* *PMRMB's sister companies' facilities.*

The Business of Petron

OUR BUSINESS	OUR FACILITIES	OUR PRODUCTS
Retail		» **>830 service stations** nationwide » **78 allied businesses** at retail service stations » **>320 Treats** convenience stores	Our retail offerings provide a rewarding one-stop shop experience to cater to customers' fuel and non-fuel needs. Treats
LPG		» **>220 service stations** offer cash and carry Petron Gasul » **4 Redistribution Centres (RC)** » **16 Stockists** » **80 Authorised dealers**	Petron Gasul provides efficient energy for Malaysian households for cooking, lighting, etc. 
Industrial		» **Supplies fuels** to mini-stations, transportation, power plants, plantations, airlines, lubes workshops	**A high-quality selection of industrial products to fuel the Malaysian economy** » Automotive Diesel Oil (ADO) » Gasoline » Jet Fuel » Bulk LPG » Lubricants » Biodiesel

Message From The Chairman

DEAR VALUED SHAREHOLDERS,

As one of the nation's leading energy providers, Petron Malaysia takes great pride in our role to strengthen fuel security and support Malaysia's economic growth. As we continue to expand our footprint, we remain fully committed to ensure our sustainable growth, consistently conduct reliable and efficient operations, and uphold the highest standards of integrity, transparency and accountability.



Ramon S. Ang

RAMON S. ANG
Chairman

In an evolving and increasingly complex energy landscape, our long-term success requires balancing performance and responsibility. Thus, we are focused on strengthening resilience across our operations and embedding sustainability in our long-term strategy. This strategic focus shapes how we manage our environmental footprint, proactively address business risks and opportunities, and enhance operational reliability to remain competitive and well-positioned for the sustainability of our business.

This commitment is further reaffirmed in our renewed vision and mission, as well as core values of delivering quality products and services exceeding customer expectations, enhancing facilities for long-term viability, and building meaningful and inclusive relationships with our stakeholders.



Message From The Chairman

Driving Environmental Progress Through Operational Discipline

In 2025, our Port Dickson Refinery recorded its highest ever production output since Petron Malaysia commenced operations. To meet growing domestic demand while balancing our sustainability commitments, we continuously made strategic investments at our refinery, distribution terminals and service stations. These efforts ensure stability of our operations, contributing to uninterrupted energy supply for the nation.

Alongside our strong performance in 2025, we remained committed to minimising our environmental impact. The increased production at refinery was also met with initiatives to lower emissions intensity and encourage responsible resource utilisation. These were driven by targeted process enhancements and investments in production stability, including facility upgrades and initiatives to reduce flaring and energy consumption, along with equipment upgrades to further enhance energy efficiency and operational performance.

We also continued to expand our renewable energy portfolio, particularly for biodiesel to help absorb surplus production and support Palm Methyl Ester (PME) plantations. Our Lumut PME Plant remain a reliable supplier of high-quality biofuel, while construction of a second facility in Port Dickson is proceeding as planned, a testament to our sustainability aspirations while preparing us for the upcoming biodiesel regulations.

With the shift in demand toward vehicle electrification, we integrated facilities across our retail network to support clean energy and evolving mobility needs. Moreover, we continue to "green" our stations with solar panels, energy efficient LED lighting, and rainwater harvesting, supplementing their energy and water needs and conserving resources. In 2025, our company-owned Petron Mambau Northbound station achieved GreenRE Gold Certification for meeting strict environmental sustainability standards. All our newly constructed service stations have since adapted their design.

Together with National Green Foundation, we extended our carbon sequestration and biodiversity enrichment programmes to meet the National 100 Million Trees Planting Campaign target. We added 600 forest trees within our Port Dickson Refinery's 400-acre green lung while also planting 1,000 mangrove trees in Perak and Pahang.

These efforts gave Petron Malaysia both Excellent and Notable accolades at the Prime Minister's Hibiscus Award 2024/2025, reaffirming our commitment to environmental excellence and responsible operations.

Creating Enduring Value Through Responsible Operations

Geopolitical conflicts affected Malaysia, particularly in energy prices, trade and exports, and investment sentiment. Despite global headwinds and the introduction of domestic subsidy rationalisation regulations, we delivered a robust financial performance in 2025 without compromising our commitment to responsible operations. We increased our revenue for reinvestment to RM395.7 million, reflecting disciplined capital management.

We stayed prudent in allocating resources towards stronger operational flexibility and reliability, enabling us to remain competitive. For example, our investment in our Diesel Hydrotreater (DHT) facility has significantly enhanced our processing capabilities to produce higher value products while supporting the use of Malaysian crude oil.



Message From The Chairman

Our commitment to the livelihood of Malaysians remained equally strong. In 2025, we invested RM1.1 million in community initiatives that benefitted some 24,000 individuals. Guided by our four strategic pillars — Community Safety, Green Programme, Disaster Relief, and Livelihood & Entrepreneurship — we delivered measurable and lasting impact. Responding to natural disasters, we allocated RM178,000 for flood relief efforts, reaffirming our role as a responsible corporate citizen. Through our Jelajah and Sapot Lokal programmes, we promote entrepreneurship and provide greater market access to small enterprises to advance livelihood of the communities.

With changes from the new government regulations, our domestic demand remained firm despite the BUDI95 subsidy rationalisation, with sales volumes rising 1% to 36.2 million barrels. This reflects sustained consumer confidence in the Petron brand and our ability to navigate policy shifts while maintaining consistent supply for the nation. Supporting this transition, our PASTI OK campaign became our overarching strategy to reinforce customer trust and ensure clarity amidst the uncertainty of BUDI95 execution. The introduction of the Semak, Bayar & Isi guidelines simplified transaction processes at service stations, improving convenience and accessibility. This was further enhanced by integrating the Malaysian Sign Language into our campaign, in support of diversity and inclusion.

Beyond our core operations, we continued to help grow the domestic economy, specifically supporting the Malaysian supply chains with 93% of our procurement sourced locally.



Caring for Our People

Our people remain central to Petron's performance and sustainability. Over the years, we reinforced our workplace practices through employee engagement, capability building programmes and inclusivity, underpinned by a strong culture of safety.

The Group recognises the value of continuously building employee capabilities to improved performance and provide more meaningful contributions to the organisation. Thus, the Company organises training programs for employees, including sustainability-related training via the United Nations Global Compact platform.

In 2025, we launched the Persons with Disabilities (PwD) Trainee Programme, a six-month course where employees gain the chance to experience positions within the company that are well suited to their skills and qualification, which in turn provides a platform to participate in the workforce in the long run.

Petron Malaysia received multiple recognitions, including the Bronze Award for Excellence in Employee Engagement at the HR Excellence Awards 2025, and Second Runner Up in the Energy, Oil and Gas, Utilities category at Malaysia's 100 Leading Graduate Employers Awards 2025. These affirm the quality of our workplace practices and our position as a valued employer.

Safety, a core value in the organisation, was reinforced by 100% completion of our mandatory health and safety training among operations-based employees, ensuring that workforce protection and responsible conduct remain embedded in our culture. This disciplined approach maintained our impeccable safety record of zero Lost Time Injury (LTI) Rate during the year at our refinery and distribution terminals.

These were further highlighted by the 14 awards received at the 43rd Malaysian Society for Occupational Safety and Health (MSOSH) Awards, alongside other local and regional recognitions from the Malaysian Industrial Safety and Health Association (MiSHA). These underscore a workplace culture grounded in safety, wellbeing and continuous improvement.

Message From The Chairman

Reinforcing Governance, Integrity and Accountability

Robust governance and effective risk oversight were central to the Board's stewardship in 2025, underpinned by comprehensive reporting, compliance and internal audits, along with enhancements to our enterprise risk management framework.

These efforts strengthened our ability to safeguard operational integrity, information security and business continuity in an increasingly demanding operating environment.

At the core of our governance framework is a clear and consistent expectation of ethical conduct across our operations and value chain. This was reinforced with the full completion of our Annual Ethical Declaration by employees, alongside strong participation in our Standards of Business Conduct training programme.

Our robust risk management strategy safeguards our operational stability in the face of uncertainties and ensures that we deliver our products with minimal disruption.

Our Business Continuity Plan (BCP) integrates proactive risk management and adaptive response strategies to strengthen organisational agility and resilience. This was evident in November 2025, when our resilience was significantly tested as Tropical Storm Senyar caused structural damage to the Port Dickson marine product jetty facility. While all personnel on site were safely evacuated with no injuries recorded and no oil spill incident, we however temporarily halted our refining operations. We promptly activated our BCP, swiftly, realigning our supply chain arrangements and operational logistics to ensure supply continuity to service stations and LPG customers. As rebuilding efforts continue, our response reflects the resilience of our operations in any circumstance.

Positioning Petron Malaysia for the Next Phase of Sustainable Growth

Moving forward, Petron Malaysia will remain focused on further integrating sustainability into how we manage risks, improve our performance, and create lasting value for our stakeholders. We will continue to improve our core operations and reinforce our institutional resilience to remain responsive in the ever-changing energy landscape.

We remain attentive to the evolving climate-related regulations in Malaysia, including the National Policy on Climate Change 2.0 and the forthcoming Climate Change Act. We have taken steps to improve our internal readiness, including undertaking preliminary gap assessments and advancing Board level discussions. These efforts support our transition in alignment with the National Sustainability Reporting Framework while progressively embedding sustainability considerations into governance and decision making.

This year marks an important continuation of this journey. The global oil and gas market in 2026 continues to be shaped by geopolitical tensions, evolving trade policies, and ongoing uncertainties in global supply chains, heightening market volatility and causing fluctuating energy prices. Building on the stronger foundations established, we are well positioned to advance operational resilience, responsible growth and strong governance, while helping the nation navigate an increasingly complex and dynamic energy landscape.

We value the perspectives of our stakeholders and welcome continued engagement as we carry this work forward.

Thank you for your invaluable support.

RAMON S. ANG
Chairman



Awards and Certifications

Awarding Body	Award Category	Recognition Awarded To
Prime Minister's Hibiscus Award 2024/2025	★ Excellent Achievement	» Pasir Gudang JV Terminal*
	★ Notable Achievement	» Kuantan Terminal* » Bagan Luar Terminal » Port Dickson Terminal » Port Dickson Refinery
HR Excellence Awards 2025	★ Bronze Award for Excellence in Employee Engagement	» PMRMB
Malaysia's 100 Leading Graduate Employers Award 2025	★ Second Runner-Up for Energy, Oil and Gas, Utilities ★ Ranked 21st overall in the Top 100 (23rd in the 2024 list)	» PMRMB
MiSHA Anugerah Kelisa Emas (*Individu Cemerlang KKP*) 2025	★ Individual Award	» Mohd Nizam Mansor, General Manager, Petron Malaysia
MiSHA Asia Excellence Awards on OSH Principle of Prevention (OSHPoP) 2025	★ Platinum Award	» Pasir Gudang JV Terminal* » Kuantan Terminal*
	★ Diamond Award	» Port Dickson Terminal » Port Dickson Refinery
Malaysian Society for Occupational Safety and Health (MSOSH) Awards 2025	★ Grand Award	» Port Dickson Refinery » Port Dickson Terminal » Bagan Luar Terminal » Pasir Gudang JV Terminal* » Sepangar Bay Terminal* » Kuantan Terminal*
	★ Gold Merit Award	» KLIA Aviation Depot » Sandakan Terminal* » Tawau Terminal*
	★ Gold Class 1 Award	» Petron Section 24, Shah Alam, Selangor
	★ Gold Class 2 Award	» Petron Simpang Jln Rozhan, Penang* » Petron Chendering* » Petron Semabok-Duyong, Melaka
	★ Silver Award	» Petron Geliga, Terengganu

* PMRMB's sister companies' stations or facilities.

Sustainability Highlights



Generated
RM13.5 billion
Economic Value

Economic value distributed as community investment
RM1.1 million
(Target: RM0.52 million)

>9,750 jobs
supported across our retail, LPG and supplier network

Maintained
33% female
representation on the Board

Zero
instances of human rights violations

93%
of suppliers
engaged were local

100%
of operations assessed for corruption-related risks

Over
24,000
individuals
benefited from our community investments (Target: 5,507)



Total Group hazardous waste sent to disposal
reduced by 90%

1,600 trees
planted during the year

100%
of employees completed Annual Ethical Declaration

Employment and career opportunities to
728
employees



Zero Fatalities

0 (zero) LTI Rate

152
Sapot Lokal
entrepreneurs supported

Sustainability Framework

Our sustainability framework serves as a roadmap for setting priorities, allocating resources and monitoring performance across Economic, Environmental and Social (EES) pillars. This strategy is built upon three fundamental dimensions, Economic, Environmental and Social, which guide our resource allocation and initiative selection. Integrating our ExCITES core values into this framework ensures that it remains at the heart of our sustainability performance.

OUR VISION

As a progressive oil company in Malaysia, we aspire towards a sustainable energy-secured nation where everyone's journey is fuelled by opportunities for meaningful experiences.

OUR MISSION

We will achieve this by:

- Reliably providing premium products and services that exceed customers' expectations.
- Ensuring excellent customer experience enabled by technology and adapted to local communities.
- Developing and strengthening relationships with our stakeholders and partners towards shared growth and success.
- Enhancing our retail, distribution and refining facilities to achieve competitive advantage, sustainable supply chain and long-term viability.
- Managing business and operational risks effectively and reducing our impact on the environment.
- Creating an inclusive, nurturing and purposeful work environment.

OUR VALUES



OUR FOCUS AREAS

ECONOMIC
Advancing Ethical Business Growth

To stay **CUSTOMER FOCUSED** and promote work **EXCELLENCE** towards **ETHICAL** business growth by giving due regards to sustainability impacts of business activities

ENVIRONMENTAL
Protecting The Environment and Nature

To adopt **INNOVATIONS** that promote operational **EXCELLENCE**, including the responsible use of resources, reducing GHG emissions, minimising adverse environmental impacts, and transitioning to low carbon operations

SOCIAL
Fostering Societal Well-Being

To promote **TEAMWORK** and **SAFETY** at all times whilst creating a balanced co-existence with all stakeholders

The Group's initiatives are also aligned with the United Nations Sustainable Development Goals (UN SDGs), providing an additional reference point for how our priorities connect with broader sustainability objectives.

Sustainability Governance

At Petron Malaysia, sustainability oversight is deeply embedded within the same governance structures that uphold business ethics, regulatory compliance and risk management. Our Sustainability Policy reinforces this foundation through an integrated approach, one that proactively addresses environmental challenges and strengthens stakeholder engagement to ensure resilient economic performance and uncompromising governance standards.

Our Sustainability Governance Structure and its Key Roles and Responsibilities

The Board of Directors (BOD) retains overall responsibility for the Company's sustainability agenda and provides strategic oversight of ethics, anti-corruption, occupational health and safety, talent management and risk governance.

Supporting this mandate, the Board Sustainability Committee (BSC) reports directly to the BOD to review progress, evaluate performance and recommend sustainability-related targets and strategies. Meanwhile, the Sustainability Council (SC) and the Technical Working Group (TWG) facilitate cross-functional coordination and technical follow-through necessary to advance our EES priorities.

Technical Working Group (TWG)

- Conducts up to a maximum of twelve (12) meetings per year and comprises key personnel appointed by the SC.
- Manages the day-to-day operational aspects of sustainability, including data consolidation, KPI tracking and reporting.
- Assists the SC in evaluating and validating material sustainability concerns.
- Provides subject-matter expertise and actively contributes to policy development.

Sustainability Council (SC)

- Meets six (6) times a year and comprises the Company's Key Senior Management.
- Oversees the strategic management of material sustainability matters approved by the BOD.
- Ensures that sustainability factors are considered when formulating business strategies.
- Deliberates on and endorses corporate sustainability plans and programmes before tabling them to the BSC.
- Recommends and reviews sustainability material matters and proposes relevant Key Performance Indicators (KPIs).

Board Sustainability Committee (BSC)

- Meets four (4) times per year on a quarterly basis and includes Independent and Executive Directors (including the Chief Executive Officer) as its members.
- Up to three (3) advisors from Senior Management within our Company or parent company support the BSC as needed.
- Reviews and endorses sustainability strategies, programmes and targets before presenting them to the BOD.
- Ensures the Company's efforts remain aligned with the broader direction of our parent company.
- Submits quarterly updates to the BOD and includes a summary of its work in our Annual Report or Annual Sustainability Report, as appropriate.

Board of Directors (BOD)

- Meets five (5) times per year on a quarterly basis and includes members of Independent and Executive Directors as recommended by the Nominating Committee.
- Maintains overall oversight of sustainability matters, including climate-related risks and opportunities.
- Reviews and approves sustainability strategies, programmes and targets related to material issues.

To ensure the highest standards of oversight, our governance practices underwent an independent board effectiveness evaluation in FY2025. This yielded a strong score of 4.41 out of 5.

Stakeholder Engagement

Stakeholder engagement helps the Group understand how our operations, products and decisions affect key audiences, and how those priorities should be reflected in our strategy and reporting.

Our stakeholders comprise diverse individuals and organisations that both influence and are influenced by our business activities, products, services and strategic direction. In engaging with them, we are guided by a stakeholder framework, which we review periodically to ensure it remains relevant to our business objectives and operating conditions. This includes assessing the nature and significance of each stakeholder relationship and adopting engagement approaches that are suited to the issues raised.

An overview of our stakeholder groups is presented in the table below.

Stakeholder Groups	Stakeholder's Relevant Needs and Expectations	Engagement Methods	Frequency
REGULATORS Regulators comprise the relevant authorities, local governments and ministries that are pertinent to our business. We maintain constructive and ongoing engagement with these bodies to ensure full regulatory compliance and to remain informed of developments within the regulatory environment.	» Compliance with applicable regulatory requirements and directives » Alignment with government policies and national objectives » Responsive and transparent communication and follow-through	» Meetings » Email Communication » Site visits and inspections » Periodic reports » Corporate website www.petron.com.my	Ongoing Ongoing Ongoing Monthly, Quarterly, Annually When Required
CUSTOMERS **Dealers, Distributors, Commercial Entities** Dealers and distributors serve as the primary interface between the Group and our prospective end user, while also acting as a key communication channel for conveying information on our products and services.	» Quality products and services as per product specifications » Fair and competitive product pricing » Timely and responsive communication and actions » Provision of support and guidance » Honouring contractual agreements » Conducive environment to conduct business	» Meetings » Social media such as Instagram, Facebook and LinkedIn » Email/Memo communication » Corporate website www.petron.com.my » Petron Miles Website www.petronmiles.com.my » Petron Miles Customer Service Hotline 1300 888 812 » Instant messaging/Telephone calls	Ongoing Ongoing When Required When Required When Required When Required When Required

Ongoing *Weekly* *Monthly* *Quarterly* *Annually* *When Required*

Stakeholder Engagement

Stakeholder Groups	Stakeholder's Relevant Needs and Expectations	Engagement Methods	Frequency
CUSTOMERS **End Users** End users comprise customers who utilise our products and services. Continuous engagement with this group helps us improve the quality of our products and services as we seek to deliver excellence.	» Quality products and services as per product specifications » Fair and competitive product pricing » Timely and responsive communication and actions - delivering good customer service » Public safety and security » Good housekeeping at service stations	» Meetings » Social media such as Instagram, Facebook and LinkedIn » Email/Memo communication » Corporate website www.petron.com.my » Petron Miles Website www.petronmiles.com.my » Petron Miles Customer Service Hotline 1300 888 812	↻ ↻ ✱ ✱ ✱ ✱
EMPLOYEES Employees form the foundation of our operations. We are committed to meeting their needs and ensuring the provision of a safe, healthy and conducive workplace that enables professional growth and development. This stakeholder group comprises direct hires, permanent and regular employees, third-party contract workers and unions.	» Safety and health at the workplace » Fair and competitive compensation and benefits » Compliance with legal requirements and labour standards » Opportunities for training and education » Comprehensive guidance and support at the workplace » Non-discrimination and equal opportunity » Diversity and representation at the workplace » Employment security » Job satisfaction	» Team meetings » Team building sessions » Individual/Group discussions/Coaching » Formal performance evaluation » Training on Human Resources (HR) Policies » Stakeholder surveys » Workforce resourcing and development » HR business partners	◆ ○ ✱ ✹ ↻ ✹ ↻ ↻ ↻ ↻

↻ *Ongoing* ◆ *Weekly* ○ *Monthly* ◔ *Quarterly* ✹ *Annually* ✱ *When Required*

Stakeholder Engagement

Stakeholder Groups	Stakeholder's Relevant Needs and Expectations	Engagement Methods	Frequency
LOCAL COMMUNITIES Local communities encompass individuals and groups residing in areas where we operate. Engagement with these communities helps us identify local needs, to support the delivery of positive and lasting social impact and reflects the Group's commitment to inclusive development and shared progress.	» No harm to public safety, security and the environment » No disturbance to quality of life » Support for and participation in community programmes » Timely, responsive and transparent communication and actions » Potential business opportunities	» Advocacy programmes such as Go-to-Safety Point, Road Safety Programme, Green Programme and Disaster Relief	Annually
		» Corporate Social Responsibility (CSR) programmes	Annually
		» Fenceline community engagements/ Meetings with community representatives	Quarterly
		» Instant messaging/Telephone calls/ Letters	Ongoing
		» Social Media	Ongoing
INVESTORS/SHAREHOLDERS Shareholders and investors play a critical role in the Group's financial strength and long-term sustainability. Ongoing engagement with our shareholders and investors supports informed decision-making and drives business growth.	» Continued profitability and growth » Product and service innovation to meet changing demands » Compliance to legal and other requirements » The Group's image and reputation to maintain its business and social licence to operate	» Annual General Meeting	Annually
		» Annual Report and Sustainability Report	Annually
		» Announcements	When Required
		» Corporate website www.petron.com.my	When Required
		» Engaging with the local	When Required
		» Treasury/Investor Relations group in Manila	When Required

Ongoing *Weekly* *Monthly* *Quarterly* *Annually* *When Required*

Stakeholder Engagement

Stakeholder Groups	Stakeholder's Relevant Needs and Expectations	Engagement Methods	Frequency
EXTERNAL PROVIDERS External providers comprise contractors, vendors, suppliers and service providers that support our operations. This stakeholder group plays an important role in delivering operational excellence and enabling opportunities for mutual and sustainable growth.	» Clear contract specifications » Clear requirements on compliance with Petron's code of conduct, policies and requirements » Honouring contractual agreements e.g. prompt payment » Fair treatment of workers in accordance with legal requirements and labour standards » Fair procurement practices – non-discrimination and equal opportunity » Timely, responsive and transparent communication and actions » Continued business relationship	» Email/Memo communication » Site visits/Instant messaging/ Telephone calls » Meetings by territory/area	Ongoing Ongoing Monthly, Quarterly, Annually, When Required
FINANCIAL INSTITUTIONS Financial institutions include banks, insurers and other financing partners that support our funding and risk management needs. This stakeholder group plays a key role in providing access to competitive financial terms and offering insights into emerging market trends and opportunities.	» Compliance with banking terms and conditions and legal requirements » Continued financial soundness » Timely, responsive and transparent communication and continued business relationships	» Meetings and telephone calls » Email communication	When Required Ongoing
BUSINESS PARTNERS AND JOINT VENTURES (JV) Petron's business partners include our marketing partners, joint venture entities and other strategic collaborators who work with the Group to pursue mutually beneficial and long-term partnerships.	» Honouring the terms and conditions of agreements » Timely, responsive and transparent communication and actions » Continued business relationship	» Meetings » Email communication » Periodic report	Monthly, Quarterly, Annually, When Required Ongoing Monthly, Quarterly, Annually

Ongoing *Weekly* *Monthly* *Quarterly* *Annually* *When Required*

Materiality Assessment

Material matters define the sustainability topics most relevant to the Group's operations, stakeholders and long-term performance. They provide the basis for priority setting, disclosures and related actions across our EES matters.

We conduct a full-scale materiality assessment every three years. The most recent comprehensive assessment and validation exercise was completed in 2023, and its outcomes continue to inform our sustainability disclosures and strategic focus for this SR2025. Our next materiality assessment is scheduled for FY2026, as part of our preparation for IFRS-aligned disclosures, including the identification of Climate-related Risks and Opportunities (CROs) and Sustainability-related Risks and Opportunities (SROs).

Our assessment process draws on regulatory and recognised external frameworks. Mandatory assessments include Environmental Impact Assessments (EIA) and the International Organization for Standardization (ISO) standards, to support consistent compliance, performance monitoring and accountability across our operations.

Stakeholder engagement informs the assessment by providing input on the issues considered most significant by internal and external parties. This information ensures our material matters remain relevant and reflective of both industry developments and the impacts of our operations. These views are gathered through structured surveys, workshops, focus group discussions and interviews.

The resulting material matters are set out below:

ECONOMIC

- Generating Economic Benefits
- Ethical Business Practices

ENVIRONMENTAL

- Climate Change and GHGs
- Air Emissions and Pollution Management
- Waste and Circular Economy
- Water Management
- Natural Resources
- Biodiversity
- Sustainable Supply Chain

SOCIAL

- Agile, Diverse and Thriving Workforce
- Safety
- Customer Data Protection

Materiality Assessment

Materiality Assessment Process

Petron Malaysia systematically identifies material matters through the Material Assessment Process, that is detailed below:

Step 1:
EES Impact Evaluation

We identify key economic, environmental and social impacts, including human rights considerations, across Petron's value chain, taking into account both positive contributions and potential adverse effects.

Step 2:
Stakeholder Engagement

We obtain input from internal and external stakeholders through our Sustainability Survey and targeted engagement sessions, including face-to-face discussions.

Step 3:
Analysis of Feedback

We consolidate and analyse stakeholder responses to determine the material matters considered most significant by our stakeholders.

Step 4:
EES

We categorise the identified material matters in accordance with Bursa Malaysia's 11 Common Sustainability Matters, the GRI 11: Oil and Gas Sector 2021 Standard, as well as prevailing practices among industry peers and recognised sustainability leaders.

Step 5:
Final Material Matters

The final list of material matters is reviewed by the Sustainability Council and the Board Sustainability Committee, before being presented to the Board of Directors for formal approval.

The Board of Directors, together with the Board Sustainability Committee, has reviewed and retained our current material matters for FY2025, affirming their continued relevance.



Risks and Opportunities

Safeguarding the resilience of our operations remains a priority for Petron Malaysia Group. We systematically inspect our operating environment to identify developments that may pose risks or present opportunities, ensuring that our responses remain timely and informed.

This process is supported by an enterprise-wide risk evaluation process that is applied across the 12 material matters. This helps us identify potential exposures, strengthen organisational preparedness and position the business to respond decisively.

Safeguarding Our Value Creation Capabilities

The table below summarises the principal risks, opportunities and goals associated with each material matter.

Description	Risk	Opportunity	Goal
Generating Economic Benefit			
By generating revenue from our operations, we contribute to the economy through taxes and wages, local procurement and job creation across the supply chain. These contributions support public infrastructure and broader social investment.	» Weak sales or lower profitability may reduce our economic contribution, weaken our market position and diminish our attractiveness to lenders, investors and shareholders, which may result in undervaluation.	» Strengthen the Petron Malaysia brand and build brand equity to support sales and profitability. » Enhance product and service presence to advance organisational value. » Promote transparency to strengthen investor and lender confidence.	» To improve overall sustainability performance and deliver enhanced value to stakeholders.
Ethical Business Practice			
We conduct business with integrity and expect the same standards across our supply chain. Unethical conduct undermines fair economic outcomes and can be linked to wider environmental exploitation and human rights abuses.	» Unethical practices within our operations or supply chain may result in litigation, sanctions and compensation costs. Allegations of misconduct may also erode stakeholder confidence, impact share value and damage brand reputation, affecting our legal and social licence to operate.	» Continue to advocate ethical business practices, including among external goods and services providers, to reinforce stakeholder confidence.	» To conduct business with integrity and uphold Petron Malaysia's core values.

Risks and Opportunities

Description	Risk	Opportunity	Goal
Climate Change and GHGs			
The production and use of our products are associated with greenhouse gas emissions. Climate change creates both transition and physical risks that may affect our operations and supply chain, with implications for business continuity.	» Transition risks: Regulatory requirements, technological shifts, market changes and reputational pressures may increase costs and challenge the viability of existing assets and business models. » Physical risks: Acute events (e.g. storms, floods and droughts) and chronic shifts (e.g. rising temperatures and sea levels) may disrupt supply, damage assets, increase operating costs and affect mobility and logistics.	» Improve production efficiency by identifying opportunities to reduce GHG emissions, including energy efficiency, waste reduction and supply chain optimisation. » Foster stakeholder relations through proactive climate risk management. » Diversify products and services by expanding low-carbon offerings (e.g. electric charging stations and renewable energy solutions). » Integrate climate adaptation and mitigation measures into processes, building standards and supply chain criteria (e.g. solar panels and climate-adaptive design). » Strengthen innovation, data collection and monitoring to support effective climate actions and reliable disclosures.	» To reduce GHG emissions and address climate-related risks through more efficient refining operations. » To continue carbon sequestration programmes within our own available areas and other designated locations.
Air Emissions and Pollution Management			
Our operations and products may release pollutants (other than GHGs) into the air, soil and water, and may also generate excessive noise and light. Effective pollution prevention and management are essential to maintaining our legal and social licence to operate.	» Environmental releases may adversely affect human health and ecosystems, while noise and light pollution may cause nuisance to surrounding communities. » These impacts may lead to legal action, remediation and compensation costs, and reputational damage.	» Reinforce environmental pollution management to differentiate Petron Malaysia as stakeholder expectations for sustainability increase. » Enhance research and development to improve products and processes, reduce pollution and minimise treatment and remediation costs.	» To reduce harmful air emissions and pollution arising from Petron Malaysia's operations.

Risks and Opportunities

Description	Risk	Opportunity	Goal
Waste and Circular Economy			
Linear consumption patterns can drive negative environmental impacts and are not sustainable as resources may be depleted. We manage waste impacts across our operations and supply chain and advance circular economy practices within our processes.	» Weak waste management may lead to lawsuits, financial losses and penalties, alongside reputational harm. Slow adoption of circularity may also result in missed opportunities for cost savings and revenue generation.	» Improve research and development to integrate circularity into products and services and reduce long-term disposal costs, including sustainable packaging and increased scheduled waste recovery.	» To minimise waste and promote circular economy.
Water Management			
Water is vital to our operations and is shared with other members of society. We manage water consumption and wastewater discharge across our operations and supply chain to support responsible water stewardship.	» Potential future water scarcity may affect operational reliability. Discharges and accidental spills/leaks may pollute water bodies, leading to adverse public perception, legal action and remediation costs. Supply disruptions associated with water scarcity may also increase operating costs.	» Implement water technologies for reclamation, recycling, harvesting and treatment to meet needs during disruptions and manage long-term costs. » Collaborate with NGOs, government agencies and communities to share knowledge and collectively address water-related challenges.	» To conserve and protect shared water resources.

Risks and Opportunities

Description	Risk	Opportunity	Goal
Natural Resources			
Our use of natural resources such as crude oil and minerals, may contribute to resource depletion. We manage our reliance on these inputs to minimise impacts on availability while maintaining continuity of products and services.	» Resource scarcity may increase material costs. Substitution or process changes may incur additional costs and disrupt delivery, with adverse financial implications.	» Explore renewable energy as an alternative source of income (e.g. biofuels, wind, solar or hydrogen). » Increase the use of renewable raw materials and adopt technologies that reduce reliance on non-renewables (e.g. solar power, chemical-free processes and recycled or biobased packaging).	» To reduce the use of non-renewable material and increase the use of renewable materials.
Agile, Diverse and Thriving Workforce			
Our people are essential to operational continuity and the achievement of our goals. We support workforce resilience by providing for and empowering workers, ensuring fair treatment and upholding diversity, equity and inclusion (DEI).	» Concerns on compensation and benefits, limited development opportunities, or a lack of belonging may increase turnover and affect productivity. » Inability to maintain an attractive workplace or leverage diversity may also reduce innovation and workforce resilience.	» Establish workforce development programmes that support the skills needed for a low-carbon future.	» To develop an agile and resilient workforce for the future.

Risks and Opportunities

Description	Risk	Opportunity	Goal
Safety			
Given the nature of our operations, products and services, our activities pose safety and health risks. We manage potential impacts on employees, other workers, customers and the public across our operations and supply chain.	» Physical risks include fires, exposure to hazardous chemicals, manual handling and psychosocial risks. » Unmanaged risks may disrupt production and delivery, cause injury or illness and affect our legal and social licence to operate.	» Enhance operations and products to embed a safety culture and minimise risks through innovation and technology. » Participate in national safety and health benchmarking and awards to strengthen our reputation as a safe operator.	» To promote safety at all times as a core value for Petron Malaysia.
Customer Data Protection			
We protect customer privacy and safety by applying best practices for the collection, use and security of personal data, and by preventing data loss and breaches of privacy rights.	» Data breaches may result in loss of trust, legal action and compensation costs, and reputational damage.	» Continue to monitor cyber threats and to strengthen data protection systems to maintain stakeholder confidence.	» To safeguard all rights related to data privacy.

ECONOMIC

Advancing Ethical Business Growth

At Petron Malaysia Group, we grow our business by staying focused on ethical conduct, product reliability and our contribution to the national economy. This approach allows us to create real value while supporting Malaysia's development in line with our core values.

We operate within a defined compliance framework and follow all relevant legal requirements, including the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act (AMLA) 2001. By prioritising integrity and accountability, we build the trust needed to remain a resilient, well-governed company that delivers economic value responsibly.

Our Material Matters

- Generating Economic Benefits
- Ethical Business Practices

UN SDGs







2025 KEY HIGHLIGHTS:

- Generated **RM13.5 billion** in economic value
- Paid **RM32.6 million** in taxes
- **100%** of employees received anti-corruption training
- **93%** of suppliers engaged were local
- **100%** of operations assessed for corruption-related risks

Generating Economic Benefits

At Petron Malaysia, we create economic value through our core business while supporting local employment and procurement across the country. In line with the United Nations Sustainable Development Goal 8 (Decent Work and Economic Growth), we aim to contribute through steady job creation, new business opportunities and careful resource allocation. These efforts are guided by a governance framework that oversees our strategy and risk management, ensuring that our growth is managed in a responsible and sustainable way.

Further details on our approach to economic value creation are set out in our 2025 Annual Report.

2025 KEY HIGHLIGHTS:

- Generated **RM13.5 billion** in economic value
- Invested **RM1.1 million** in local communities
- Over **24,000 individuals** benefitted from our community investments

DRIVING RESILIENT ECONOMIC OUTCOMES

For the financial year ended 31 December 2025, Petron Malaysia generated RM13.5 billion in economic value. This was mainly due to ongoing process improvements, higher utilisation at the Port Dickson Refinery and stronger regional profit margins from our refining activities. Total sales reached 36.2 million barrels during the year, an increase from 35.8 million barrels in FY2024.

The economic value generated during the year was distributed to key stakeholders, including suppliers, employees, shareholders, government authorities and local communities. We maintained a strongly localised procurement strategy, with 93% of our suppliers based in Malaysia and nearly all processed crude oil sourced domestically. This approach supports local economic participation, improves supply security and helps ensure our operations continue without interruption.

To maintain long-term financial health, we retained RM395.7 million for business reinvestment in FY2025, up from RM45.1 million in FY2024. These retained earnings were put towards operating efficiency, asset integrity and strategic initiatives to stay competitive in an ever-changing market.

Despite market volatility and industry challenges, we remain committed to prudent capital management, operational performance and steady value delivery. This disciplined approach allows us to deliver sustainable economic outcomes while contributing to national development and maintaining the confidence of our stakeholders.



Generating Economic Benefits

ECONOMIC IMPACT PERFORMANCE

Economic Value Generated
RM13.5 billion
(2024: RM15.9 billion)

Economic Value Distributed
RM13.1 billion
(2024: RM15.8 billion)

Economic Value Retained
RM395.7 million
(2024: RM45.1 million)

	Unit	2023	2024	2025
» Economic Value Generated				
Revenue	RM billion	17.2	15.8	**13.4**
Other Income	RM million	164.0	50.0	**73.0**
» Economic Value Distributed				
Payment to Suppliers/Business Partners/ Contractors	RM billion	16.8	15.7	**13.0**
Salaries and Benefits for Employees	RM million	53.0	51.0	**58.0**
Dividends Paid to Investors	RM million	67.5	62.1	**27.0**
Tax Paid to Government	RM million	36.0	45.0	**32.6**
» Economic Value Retained for Reinvestment				
	RM million	434.0	45.1	**395.7**

Capital Distribution and Fiscal Responsibilities

The Company allocates capital with regard to shareholder returns, cash flow requirements and ongoing investment needs. In FY2025, we declared a total dividend of RM27.0 million, of which RM25.9 million (96%) was distributed to Malaysian shareholders and RM1.1 million to foreign shareholders. The dividend declaration followed a careful assessment of the Group's financial standing, liquidity needs and operating priorities.

In addition to shareholder returns, we continued to meet our fiscal responsibilities, contributing RM32.6 million in taxes for the financial year ended 31 December 2025. This total includes corporate income tax, sales and service tax, and property-related charges such as quit rent and assessment rates.

As Malaysia's retail fuel market changed with the introduction of the BUDI95 targeted subsidy, we focused on getting our service stations ready. We upgraded our systems to conduct eligibility checks at selected outdoor terminals and refined our payment and dispensing workflows. Beyond the technical side, we worked closely with the Ministry of Domestic Trade and Cost of Living (KPDN) to help customers navigate through the transition, setting up info booths and engaging with drivers at stations nationwide. By clearly communicating the government's 'Semak, Bayar, Isi' process, we were able to minimise service disruptions and keep our customers' confidence.



Generating Economic Benefits

CHAMPIONING CSR FOR ECONOMIC GROWTH

Petron Malaysia's community investment is guided by a Corporate Social Responsibility (CSR) Framework that focuses on socio-economic well-being, safety, disaster response and environmental care. To ensure our programmes are effective and well-directed, we anchor this framework in four strategic pillars:

OUR COMMUNITY ENGAGEMENT FRAMEWORK

1 Improve Livelihood and Entrepreneurship

Objective: Equipping underprivileged or marginalised groups with the right skill set to improve their lives

- Jelajah Ramadan
- Jelajah Aspirasi Malaysia
- PASTI OK
- Sapot Lokal + Supporting Local Industries + Job Opportunities
- Rural Entrepreneurship
- Back to School

2 Community Safety

Objective: Advocating safe practices to create a safe environment within the communities where we operate

- Go-To-Safety-Point (GTSP)
- Road Safety Programme (RSP)
- Fire Safety
- Automated External Defibrillator (AED)

3 Disaster Relief Programme

Objective: Aiding communities to regain their footing during and post disaster

- Flood Relief
  - Corporate Funding
  - Employees and Partners Contributions

4 Green Programme

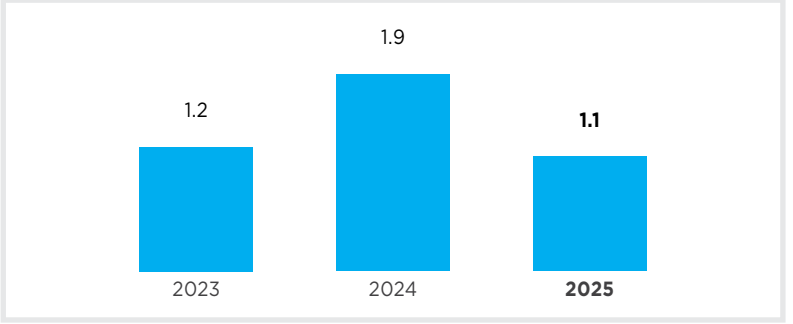
Objective: Planting mangroves and forest trees for carbon sequestration, flood mitigation and coastal restoration of natural habitat

- Earth Hour
- Mangrove tree planting
- PD Green Lung, in partnership with Yayasan Hijau Malaysia and Universiti Putra Malaysia
- Port Dickson Green Programme with fenceline schools
- Beach Cleaning
- Recycling Efforts

We deliver our community programmes through a combination of central initiatives and local efforts. This integrated approach helps us build strong relationships with our stakeholders while ensuring our work stays relevant to the specific needs of each community.

During the year, a total of RM1.1 million was invested in local community initiatives, reaching over 24,000 individuals. This result exceeded the Group's target of achieving a 5% increase over 2022 levels.

Total Amount Invested in Local Communities (RM million)



Note:
- *All figures reflect aggregated data for Petron Malaysia.*



Generating Economic Benefits

Volunteers in Action (VIA)

Volunteerism in Action (VIA) is our employee-led platform for direct community outreach. It is built on the belief that meaningful impact is made most when our people are empowered to engage personally with the communities where we operate. Through this self-funded programme, employees lead practical initiatives in education, social care and environmental stewardship, with the Group providing the necessary organisational support and flexibility. In 2025, VIA activities focused on our broader community priorities, such as Back to School projects, disaster relief and targeted outreach.

In March, our employees led a festive fundraising initiative for the Rufaidah Care Centre. By selling Hari Raya cookies and tote bags, combined with staff donations, the team raised approximately RM12,400. These funds were used to provide essential equipment for elderly residents, including household appliances and hospital-grade bedding.

The programme concluded with a handover ceremony, attended by VIA volunteers and management representatives, which featured a fire safety demonstration by Bomba Malaysia and a Buka Puasa gathering with residents. Further details on VIA's Back to School and Disaster Relief initiatives can be found under Pillar 1 (page 31) and Pillar 3 (page 37) of this section, respectively.

A summary of VIA's FY2025 activities is set out below:

Programme	Funds Raised	Beneficiaries
Back to School	RM55 thousand	273 students in various schools
Disaster Relief	RM9.9 thousand	144 individuals
Rufaidah Care Centre	RM12.4 thousand	49 elderly residents









Generating Economic Benefits

Pillar 1 Improve Livelihood and Entrepreneurship

Jelajah Ramadan

During the holy month of Ramadan, we served as the main sponsor of Jelajah Ramadan RTM Bersama Petron Malaysia 2025, a 20-day outreach programme that reached 14 locations across the country. Working in close partnership with Radio Televisyen Malaysia (RTM), we activated selected service stations along the route to bring the community together.

Under the theme "Kongsikan Keberkatan, Sebarkan Kegembiraan," the programme featured road safety awareness campaigns and interactive activities designed for families and children. These station-level engagements allowed us to better connect with our customers while promoting safety and festive cheer.

The journey concluded with a closing ceremony at Petron Sungai Udang, Melaka, where we hosted a Buka Puasa gathering for autistic children from a local integrated special education school. Petron also collaborated with Lembaga Pertubuhan Peladang at the state level to sell fresh items and groceries at special rates. This event was made impactful by our service station dealers and volunteers, whose contributions funded new learning facilities for the school. Beyond the financial support, the gathering also provided a valuable opportunity for our team to engage directly with the children and their families, marking a meaningful end to the nationwide tour during the holy month.



Jelajah Aspirasi Malaysia

Jelajah Aspirasi Malaysia is our flagship outreach programme, held annually during the National Day and Malaysia Day period. Anchored on a long-standing partnership with RTM, the programme brings together our employees, Retail business service station dealers and Commercial business partners to address social, economic and environmental needs across the country.





Generating Economic Benefits

We renewed our partnership with RTM for the second year in a row to deliver the 2025 Jelajah Campaign, which ran from 16 August to 13 September. This month-long initiative also honours our National Day and Malaysia Day, bringing the celebrations directly to the heart of the community. By hosting site-level activities at our service stations, we were able to share the festive spirit with our customers and neighbours across the country, as detailed in the table below:



Perlis

Kedah



Focus Area
National Launch & Collaboration

Key Initiatives & Outcomes
- Official flag-off at Gua Kelam
- 'Historace' heritage race integrating culture and promoting tourism
- Public–private collaboration between Petron and RTM for this programme

Focus Area
Youth Engagement

Key Initiatives & Outcomes
- Mural-based initiative with City Council and Majlis Keselamatan Negara to improve livelihoods through tourism
- Students' participation in mural painting from eight schools
- Creative collaboration between school students and local artists to learn & hone new skills

Perak



Focus Area
Disaster Relief & Financial Literacy

Key Initiatives & Outcomes
- Aid provided to a fire-affected fishing community within the area
- Education savings accounts opened with SSPN to promote a culture of saving

Sabah



Focus Area
Community Infrastructure & Environment

Key Initiatives & Outcomes
- Rainwater harvesting and solar streetlights installed
- Community hall upgrades and digital learning support
- Plastic recycling awareness initiative to promote greener habits



Focus Area
Inclusion & Special Needs Empowerment

Key Initiatives & Outcomes
- Partnership with Autism Kids Association
- Handicraft workshops to build practical skills and promote entrepreneurship
- Sale of crafts to support the programme and promote entrepreneurship



Melaka

Johor

Focus Area
Local Culture & Micro-Entrepreneurship

Key Initiatives & Outcomes
- Alignment with World Tourism Day initiatives
- Promotion of local crafts and cuisine under Petron's Sapot Lokal initiative

Collectively, Jelajah Aspirasi Malaysia demonstrates how we translate our sustainability commitments into action by mobilising partnerships, resources and our nationwide footprint to invest in communities by strengthening national cohesion.

Generating Economic Benefits

Revitalising Alor Setar: Lawan Seni Mural CSR Programme at Lorong Sempit

As part of the Jelajah Aspirasi Malaysia initiative, our Kedah and Perlis Territory team led the Lawan Seni Mural CSR Programme at Lorong Sempit, Alor Setar, on 18 August 2025. Working alongside Majlis Bandaraya Alor Setar (MBAS), Majlis Keselamatan Negara (MKN) and other government agencies, we helped transform a quiet, underused alley into a lively public space.

The project brought together 80 students from eight local schools to paint murals along alley walls, guided by local mural artists, along the alley walls, creating a new "urban third space" for youth creativity. Petron sponsored four of these murals and contributed approximately RM15,000 in paint and equipment to bring the vision to life.

This transformation has since increased foot traffic and created new opportunities for local vendors, supporting MBAS' broader goals of urban beautification and tourism. In recognition of these efforts, Petron Malaysia and our local retail dealers received a Special CSR Appreciation Award from MBAS at the official launch of Lorong Sempit on 8 January 2026.

The initiative was also commended by the Raja Muda of Kedah, Tengku Sarafudin Badlishah Sultan Sallehuddin, who highlighted its role in promoting local culture ahead of Visit Malaysia Year 2026. By supporting entrepreneurs in the food, clothing and handicrafts sectors,, this restoration is a key part of MBAS' effort to revitalise Alor Setar as a tourist destination while preserving its unique heritage.



PASTI OK

Rooted in our core philosophy of welcoming individuals from all walks of life, Petron Malaysia truly embodies the spirit of your trusted, friendly neighbourhood service station. Guided by this commitment to inclusivity, we launched the PASTI OK campaign in September 2025 to dismantle barriers, make our services accessible and cultivate an equitable environment for every customer who visits our retail network.





A key part of this effort is the integration of the Malaysian Sign Language (BIM) gesture for "PASTI OK," which has been validated by the Malaysian Federation of the Deaf. This initiative aims to foster barrier-free interactions and raise nationwide corporate awareness regarding the accessibility rights of the hearing-impaired community.

To ensure our message of belonging reaches communities across the country, we activated the campaign nationwide through customer-facing roadshows like Jelajah Aspirasi Malaysia, anchored by a flagship launch at Petron Shah Alam Seksyen 24.

This launch was purposefully aligned with the rollout of the Government's BUDI95 fuel subsidy programme, ensuring that vulnerable or transitioning consumer segments received empathetic, practical guidance and reassurance during a period of critical regulatory change. Crucial to this operational readiness was the deep engagement of our frontline employees. Through targeted internal awareness initiatives, station staff were fully equipped to champion these inclusive customer interactions and deliver on-the-ground support with confidence.

Demonstrating that inclusivity can also be vibrant and community-centric, our Jelajah Aspirasi Malaysia incorporated the highly engaging Petron Hypermarket Sweep and PASTI OK Mini Sweep. By bringing people together through shared, joyful experiences, these activities transcended traditional retail interactions, strengthening our deep brand connection and proving that at Petron, everyone has a place at our stations.

Generating Economic Benefits

Championing Local Products, Partners and Talent

Sapot Lokal is our retail-based initiative designed to give rural and small-scale entrepreneurs direct access to customers at our service stations. This programme helps small businesses reach a wider market through our high-traffic locations. While it began as a campaign-based effort, Sapot Lokal is now a permanent feature at selected stations and continues to engage local suppliers through our Jelajah campaigns and other corporate platforms.

In FY2025, the programme supported 152 local entrepreneurs, surpassing our target of 150. Since starting at just six Klang Valley stations in 2021, the initiative has grown to 101 sites nationwide. We currently offer over 10 locally produced items, ranging from traditional cooking pastes and *sambal* to *kerepek* and *keropok*, directly converting our retail footfall into sales for these businesses.

Beyond supporting entrepreneurs, our retail and commercial network is a major source of employment. By focusing on local hiring across our operations, the Group helps sustain livelihoods throughout the value chain. In 2025, our service station network supported over 7,400 jobs, based on average staffing levels across our operational sites, with a steady focus on hiring Malaysian citizens. Our LPG, Lubes and Mini-station businesses supported an additional 1,500 roles through our various partners and clients.



On a larger scale, our procurement policies extend this economic impact by prioritising domestic suppliers for our operational needs. Our network supported 1,050 local businesses, primarily in crude oil, finished products and logistics, ensuring more of our procurement spending stays within the domestic economy.

During the year, local vendors made up 93% of our supplier base. Payments to Malaysian businesses reached RM9 billion, accounting for 69% of our total RM13 billion procurement spend. A significant portion of this involves sourcing crude oil locally, which strengthens the links between Malaysia's upstream and downstream sectors and supports national energy security.

In cases where local alternatives are unavailable, we selectively work with international suppliers for specialised expertise or products. This ensures we maintain the high safety and performance standards required for our operations. Our Group's procurement and sourcing data is provided in the table below:

Proportion of Local to Foreign Suppliers

	Unit	2023	2024	2025
Total Suppliers	Number	1,066	1,073	**1,050**
Local Suppliers		992 (93%)	1,012 (94%)	**972 (93%)**
Foreign Suppliers		74 (7%)	61 (6%)	**78 (7%)**

	Unit	2023	2024	2025
Total Spent	RM billion	16.8	15.7	**13.0**
Payment to Local Vendors		11.6 (69%)	9.9 (63%)	**9.0 (69%)**
Payment to Foreign Vendors		5.3 (31%)	5.8 (37%)	**4.0 (31%)**

Note:
- *All figures reflect aggregated data for Petron Malaysia.*

Generating Economic Benefits

Expanding Rural Access and Entrepreneurship

Petron Malaysia also supports rural entrepreneurship through our Portable Container System (PCS) network. In FY2025, we commissioned six new PCS units, bringing the total to 21 stations and extending regulated fuel access to more underserved communities. Since 2016, the PCS model has allowed rural entrepreneurs to operate service stations with lower upfront capital. This not only improves supply security by reducing dependence on unregulated fuel sources but also ensures full compliance with KPDN requirements through rigorous viability assessments for every site.

In addition to expanding infrastructure, we continued to support micro, small and medium enterprises (MSMEs) through targeted capacity-building. In collaboration with Credit Guarantee Corporation Malaysia, we provided training focused on financial assistance and digital marketing. Our service station dealers also played an active role, contributing to initiatives that helped single mothers strengthen and sustain their own businesses.





Back to School

We support youth development through our long-running Back to School (BTS) initiative. Championed by our employee-led VIA platform, this programme is a key part of our community investment and volunteerism. Each year, the VIA team identifies schools and students from the B40 community to receive support, ensuring our help reaches those who need it most. Working with strategic partners, the programme provides essential school supplies to help students succeed in their education.

Through this year's efforts, our employees raised a total of RM55 thousand through this initiative to provide targeted assistance to 273 students.





Generating Economic Benefits

Pillar 2 Community Safety

Go-To-Safety-Point (GTSP)

The Go-To-Safety-Point (GTSP) programme enables Petron service stations to serve as early points of assistance for the public, in times of need. Delivered through a long-standing partnership with *Polis Diraja Malaysia* (PDRM), the programme integrates clear safety protocols, structured training and active coordination with enforcement authorities.

In FY2025, our stations successfully assisted in 107 GTSP cases reported nationwide. These incidents ranged from safety concerns and assistance for accident victims to various medical emergencies. By serving as an accessible point of contact for those in distress, our retail network continues to play a practical role in supporting public safety and emergency response.

To sustain this level of response, we invested RM40.2 thousand to improve the effectiveness and consistency of GTSP implementation across our network. We focused on better preparing our dealers and station staff through engagement and refresher sessions, ensuring they can apply safety procedures quickly and correctly in emergencies. In the northern region, we have also integrated Automated External Defibrillators (AEDs) at service stations to provide immediate aid during emergencies.

Our training included a major GTSP event in Johor Bahru on 16 October, where 127 participants took part in live emergency simulations in coordination with PDRM. We followed this with refresher sessions in Melaka on 11 November for 29 participants and a regional session in Kedah on 20 November, which drew 195 attendees. These efforts ensure our team remains ready to act as a reliable safety resource for the community.





Road Safety Programme (RSP)

Our Road Safety Programme (RSP) promotes responsible driving habits through partnerships with the Road Transport Department (JPJ) and PDRM. This year, our activities focused heavily on microsleep awareness, highlighting the dangers of driver fatigue and the necessity of taking breaks during long journeys.

The Group invested approximately RM56 thousand in three key road safety programmes during the year. These sessions were held at Petron Bukit Lanjan (Northbound) during the Chinese New Year travel peak period, as well as at Petron Semanggol (Southbound) and Petron MRR2 Selayang ahead of Hari Raya. Together, these engagements reached 252 members of the public, providing them with essential safety knowledge during high-traffic festive seasons.

Generating Economic Benefits

Promoting Hygiene and Safety at Our Service Stations

Grounded in our commitment to public health, safety and community well-being, we uphold strict cleanliness, hygiene and security standards across our retail network through our flagship "Tandas Kita Bersih" initiative. Launched in 2018, this programme ensures all station restrooms remain clean, dry and fully functional. To ensure a secure environment for our customers, particularly during late-night visits, we maintain well-lit restroom facilities and have installed CCTV systems along the surrounding walkways. Our structured maintenance and security frameworks yielded exceptional results during the 2025 Local Council Toilet Ratings, where 644 stations were independently audited.

Demonstrating our widespread compliance with high sanitation and safety standards, 555 stations (86%) achieved 4- and 5-star ratings, comprising 342 5-star and 213 4-star facilities. Beyond baseline compliance, our dedication to excellence was recognised on both national and regional stages in 2025. Notably, Petron Bukit Indah in Johor secured third place nationally in the prestigious KPKT Toilet of the Year Award under the service station category, whilst seven other Petron stations received accolades from various Local Councils in the 2025 Public Toilet Competition.



Pillar 3 Disaster Relief Programme



The Group provides disaster relief through our corporate arm, retail and commercial network, local partnerships and employee volunteer efforts to ensure timely assistance when communities face unforeseen events. This approach allows us to quickly mobilise financial aid, essential supplies and on-the-ground support, with additional help driven by our Volunteerism in Action (VIA) teams.

During the year, we invested RM186 thousand in disaster relief initiatives, benefiting 1,397 people nationwide. Our support was largely focused on flood relief in Sarawak, Sabah, Kelantan, Perak and Johor, where we provided essential aid to fishing and rural communities. By combining financial contributions with logistical support and daily necessities, we ensured that help reached these vulnerable areas when it was needed most.

Generating Economic Benefits

Pillar 4 Green Programme

Our Green Programme uses environmental education to build conservation awareness, entrepreneurial skills and financial literacy among students. By partnering with schools and technical experts, we combine hands-on conservation with experiential learning, equipping students with the practical skills needed to navigate real-world sustainability challenges.

A major focus of the programme is our "fenceline" schools, where we support initiatives that pair ecological education with income-generating activities. Since 2022, we have partnered with Sekolah Menengah Dato' Abdul Samad (SDASA), Sekolah Kebangsaan Port Dickson (SKPD) and Sekolah Tinggi Port Dickson (STPD):

i) SDASA Green Programme (Phase III)

In conjunction with World Earth Day on 30 April, we launched Phase 3 of our green programme at SDASA, where our support enabled students to complete another harvest cycle of sugarcane and rock melons. This initiative empowers the school to independently cultivate crops and utilise the sales revenue to fund internal educational activities, a sustainable outcome highlighted by their commercial success in marketing produce at the Festival Pendidikan Negeri Sembilan on 17 October 2025.

- Focused on sugarcane harvesting, rock melon cultivation and the installation of a new rainwater harvesting system.
- Supported by 40 volunteers and the Departments of Agriculture and Environment, the school completed six harvest cycles.
- Generated roughly RM4,640 in revenue, all of which was reinvested into other school programmes.



ii) SKPD Green Programme

SKPD successfully completed three planting cycles under its fertigation table project. The initiative generated RM612, which was channelled to the *Badan Kebajikan Kelab Guru* to support student-focused programmes. Beyond income generation, the project provided hands-on agricultural experience and strengthened awareness of sustainable cultivation practices.

- Successfully completed three planting cycles through its fertigation table project.
- Provided students with hands-on experience in sustainable farming.
- Raised approximately RM612 for the teachers' welfare club (Badan Kebajikan Kelab Guru) to support students' activities.



iii) STPD Green Programme

In July, RM4,000 was disbursed to support the installation of a rainwater harvesting system at STPD. Relocated to a more suitable site, the system will irrigate the Form 6 garden and enable semi-automated plant watering. The initiative enhances water efficiency, reduces long-term operating costs and deepens students' understanding of resource conservation.

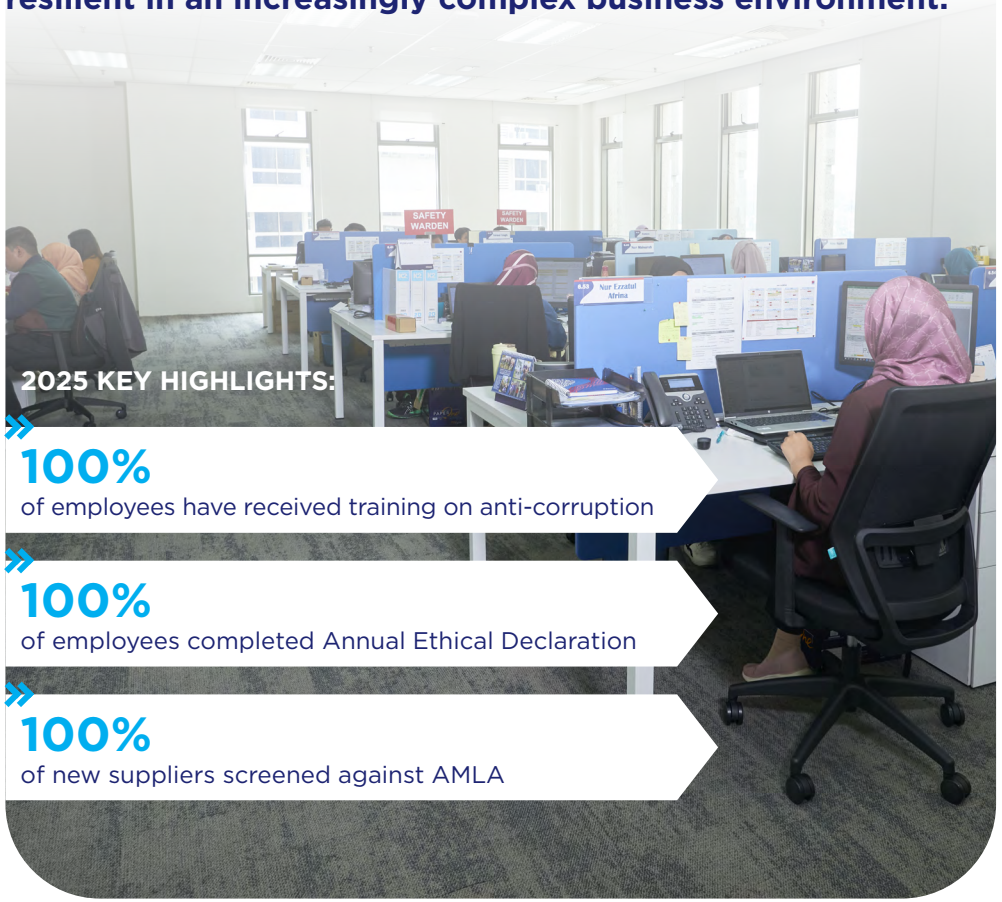
- Provided RM4,000 to install a rainwater harvesting system in July.
- Relocated to a more effective site, the system now irrigates the Form 6 garden via semi-automated watering.
- This project improves water efficiency and lowers costs while teaching students the practical side of resource conservation.
- The *Kelulut* bee initiative, however, was not active in FY2025 following changes in school leadership and a corresponding shift in programme priorities.



Together, these initiatives reflect our commitment to nurturing a generation that is both environmentally conscious and economically empowered through practical, integrated education.

Ethical Business Practices

Ethical business practices are central to our ExCITES core values and supported by clear guidelines at every level of our operations. By maintaining high standards of integrity and transparency, we are better equipped to manage risks and strengthen the confidence of our stakeholders. This commitment ensures that we operate responsibly and stay resilient in an increasingly complex business environment.



2025 KEY HIGHLIGHTS:

100%
of employees have received training on anti-corruption

100%
of employees completed Annual Ethical Declaration

100%
of new suppliers screened against AMLA

ETHICAL BUSINESS MANAGEMENT

Ethics guide how we make decisions, assign responsibilities and engage with our stakeholders. Our policies, oversight and clear lines of accountability ensure that we maintain consistent standards across every part of the business.

The Group maintains a zero-tolerance stance on corruption, bribery and fraud. We apply these expectations for transparency and conduct across our daily operations and our relationships with shareholders, employees, suppliers, customers and the communities where we operate.

Standards of Business Conduct

Our Standards of Business Conduct (SBC) outline the Group's expectations on anti-corruption, anti-bribery, anti-money laundering and the management of workplace conduct and conflicts of interest. The SBC provides a consistent framework for decision-making and accountability, helping us manage legal, regulatory and reputational risks. We review these standards periodically to keep them aligned with changing regulations and industry trends. We are currently updating our SBC to ensure it remains effective in a shifting business environment.

Oversight is provided by a Board of Directors that consists of a majority of Independent Directors, with a clear delineation of roles between the Chairman and the Chief Executive Officer, supporting objective oversight and sound leadership. Internal audits conducted by the intermediate parent Group's Manila-based team, together with independent external audits, provide assurance over the integrity and effectiveness of the Group's operations, internal controls and financial reporting. Audit findings are reported directly to the Board Audit & Risk Management Committee (BAC), which also engages external auditors in private sessions to facilitate independent and transparent discussions.



Ethical Business Practices

Ethical Supply Chain

We apply our business conduct standards to all dealer and supplier relationships, as third-party conduct directly affects our operational continuity and risk profile. In 2025, these partnerships were managed under a clear policy framework, including the Dealers and Suppliers Partnership Policy and the SBC. This is supported by a Whistleblowing Policy, which offers a secure, confidential channel for partners to report suspected misconduct or corruption without fear of retaliation.

Our contracts with dealers and suppliers include specific clauses on business conduct and anti-corruption. To ensure these standards are well understood, we include ethics and integrity training in our dealer induction programmes, followed by refresher sessions every five years. Dealers also have continuous access to these policies through their operational handbooks to support ongoing compliance.

All new suppliers, alongside existing suppliers undergoing contract renewals, undergo due diligence and sanctions screening in line with the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act (AMLA) 2001 (Effective 1 March 2026, AMLA renamed as Anti-Money Laundering, Anti-Terrorism Financing, Anti-Restricted Activity Financing and Proceeds of Unlawful Activities Act (AMLA) 2001). This process involves verifying vendors against audited financial statements and official sanctions lists from the Ministry of Home Affairs, Bank Negara Malaysia and the Office of Foreign Assets Control. Since 2023, 100% of our new suppliers have successfully completed these screenings.

Note:
- *Practice for existing suppliers.*

	Unit	2023	2024	2025
New suppliers that were screened using social criteria	Percentage	100	100	**100**

Anti-corruption Practices

We address corruption risk through a system of internal controls, departmental assessments and formal anti-corruption and anti-money laundering policies. These standards apply to everyone we work with, including employees, dealers, partners and vendors.

Implementation is supported by regular training, ongoing communications through internal platforms and publicly accessible guidance on the Group's corporate website, ensuring that expectations regarding ethical behaviour are clearly understood. This ongoing engagement strengthens awareness and promotes accountability across all levels of the Group.

We also conduct an organisation-wide risk assessment every three years, led by our Compliance team, with oversight from the General Counsel and Compliance Officer. Our latest review cycle began in November 2025 and covered 100% of our operations, with input from every department gathered by December 2025. This consolidated review was finalised by the General Counsel and Compliance Officer in the first quarter of 2026, with low-risk findings in the risk assessment.

Using our Anti-Bribery and Corruption (ABC) Risk Assessment framework, Anti-Corruption Manual and approved AMLA and Anti-Corruption policies, departments evaluate their risk exposure and the effectiveness of current controls. This process results in a clear risk profile that helps us identify key areas for improvement and strengthen our mitigation measures.

During the year, we recorded a low-value corruption incident in which a clerk accepted RM50 from a truck driver to falsify a safety clearance. The misconduct was quickly detected and investigated, leading to the immediate termination of the employee. We subsequently reported the matter to the Malaysian Anti-Corruption Commission (MACC).

Beyond anti-corruption measures, we maintain strict compliance with competition, anti-trust and anti-monopoly regulations. In 2025, the Group recorded no incidents of anti-competitive behaviour or regulatory breaches.

Ethical Business Practices

Anti-corruption Training

We also integrate ethics and compliance into our employee development framework, with SBC training serving as a central component. These initiatives ensure that ethical expectations are clearly understood and consistently applied at all levels of the organisation. In 2025, we achieved 100% attendance among selected employee groups for our biennial SBC refresher training. This session covered critical risk areas, including anti-corruption, whistleblowing, anti-money laundering and the prevention of sexual harassment.

Alongside this training, 100% of our personnel completed the Annual Ethical Declaration. This serves as a yearly commitment from every employee to uphold the Group's ethical standards. Our Board of Directors also participated in dedicated anti-corruption and anti-money laundering training during the year, ensuring our leadership remains aligned with the standards expected across the organisation.

For those joining the Group, ethics training is conducted as part of their induction programme. Our Legal department conducts this programme three times a year to ensure new hires have a clear understanding of our values and our zero-tolerance stance on unethical conduct from the outset.



Compliance Status

During the year in review, our Group recorded no instances of non-compliance or complaints that required formal reporting or escalation. Our reporting criteria apply to matters assessed as material in terms of their legal, regulatory, operational, or reputational impact.

Instances of Significant Non-compliance/Substantiated complaints in 2025	
Air Emissions	0
Wastewater Discharge	0
Regulations/Voluntary Codes on Health and Safety Impacts of Products and Services	0
Regulations/Voluntary Codes on Product and Service Information and Labelling	0
Regulations/Voluntary Codes on Marketing Communication (Advertising, Promotion, Sponsorship)	0
Breach of Customer Privacy and Loss of Customer Data	0
Human Rights Violations	0

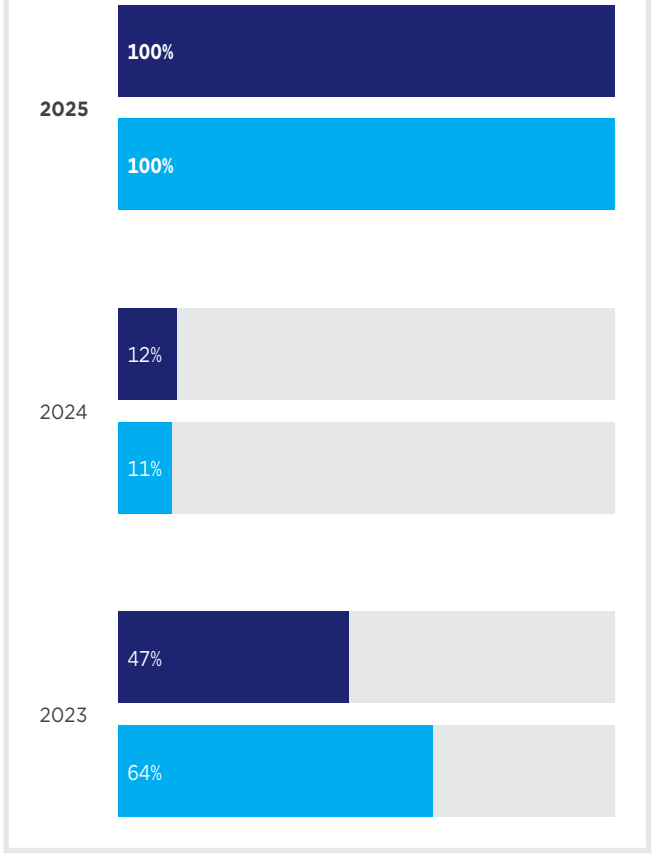
Maintaining this strong compliance record requires continuous engagement, transparency and collaboration with the relevant authorities. These efforts help reinforce awareness and strengthen preventive measures across both our organisation and the wider industry ecosystem.

As part of this commitment, our Port Dickson Terminal (PDT) hosted an engagement session with the Negeri Sembilan Malaysian Anti-Corruption Commission (MACC) on 7 November 2025. Led by the MACC State Director and attended by representatives from the MACC, HR and PDT management, the session included an overview of terminal operations and discussions on heightening anti-corruption awareness. The dialogue focused on advancing industry-wide efforts to address gaps in corruption prevention while strengthening integrity within the local community.

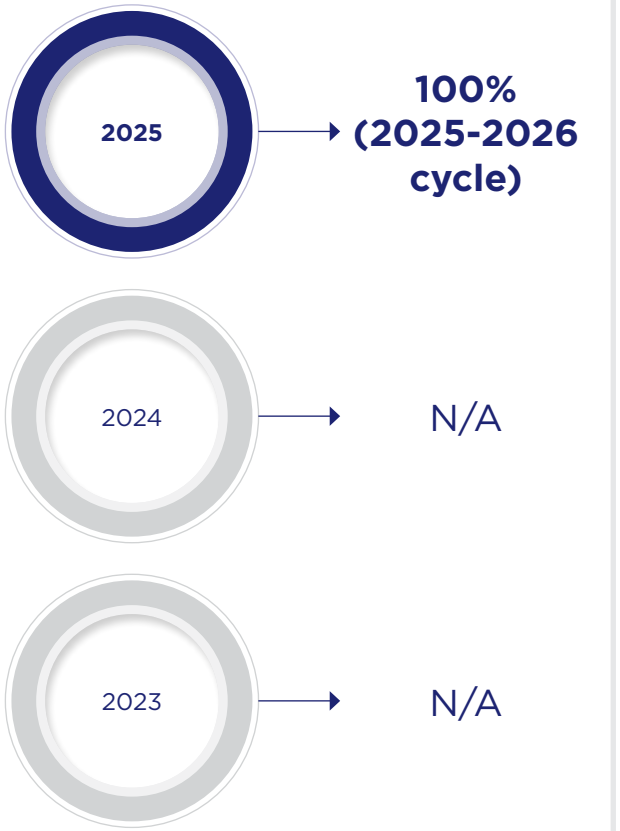
Ethical Business Practices

ETHICAL BUSINESS PERFORMANCE

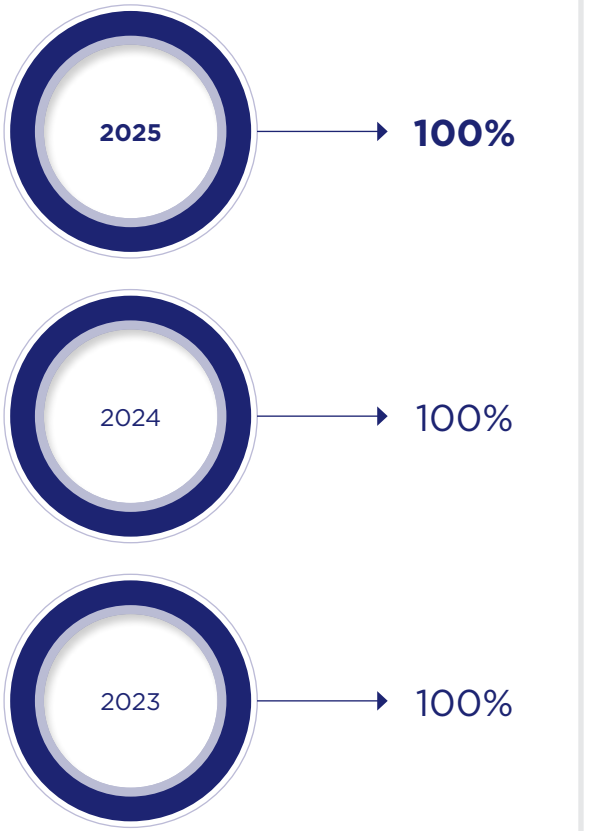
Percentage of employees who have received training on anti-corruption by employee category



Operations assessed for risks related to corruption



Employees who have completed the Annual Ethical Declaration



Management *Non-Management*

Note:

- *The Group defines "Management" as employees in the Management, Professional and Technical (MPT) category, and "Non-management" as employees in the Non-Management, Professional and Technical (Non-MPT) category.*
- *All figures reflect aggregated data for Petron Malaysia.*

ENVIRONMENT

Protecting the Environment and Nature

The Group's core values of Excellence and Innovation represent our commitment to environmental stewardship. This is exemplified by our adoption of new technologies to mitigate our environmental impacts while ensuring stable operating performance. Operating in a sector with inherent environmental challenges, we acknowledge the importance of acting with accountability and foresight. This drives us to embed environmental considerations into our operations and continuously strengthen our practices.



Our Material Matters

- Climate Change and GHGs
- Air Emissions and Pollution Management
- Waste and Circular Economy
- Water Management
- Natural Resources
- Biodiversity
- Sustainable Supply Chain

UN SDGs





2025 KEY HIGHLIGHTS:

- Reduced Scope 1 and 2 emission intensity by **20%** due to Refinery enhancements
- Achieved high hazardous waste recovery rates, with PDR at **100%** and LPP at **99%**
- Planted **1,600 trees** through the National **100** Tree Planting Campaign

Protecting the Environment and Nature

Our Approach to Environmental Governance

Our commitment to environmental management is firmly anchored within our Sustainability Policy and SSHE Policy and is applicable across our three sister companies. Together, these policies define the standards expected across our operations, which include alignment with applicable Government regulations. They establish the governance foundation that shapes our strategic priorities and the management of our environmental impact across our value chain.

A central pillar of this approach is the Integrated Management System (IMS), which consolidates internationally recognised standards for quality, environmental management and occupational health and safety. In 2025, Petron Malaysia Group further cemented IMS requirements across several key facilities for more consistent control over environmental and safety risks. Certifications under ISO 9001: 2015 Quality Management Systems (QMS), ISO 14001: 2015 Environmental Management Systems (EMS) and ISO 45001: 2018 for Occupational Health and Safety Management Systems provide assurance that these risks are systematically identified, managed and reviewed.

The Group's environmental management is guided by the ISO 14001: 2015 EMS standard, which provides a framework for identifying environmental impacts and establishing performance metrics and targets. This framework is operationalised through the Environmental Business Plan (EBP), which sets rolling targets over a five-year horizon. The EBP aligns environmental priorities with business needs and regulatory requirements, while annual reviews help keep actions and targets relevant across the Group's operations.



In 2025, Petron Malaysia Group further cemented IMS requirements across several key facilities for more consistent control over environmental and safety risks.



Protecting the Environment and Nature

Our Environmental Reporting Scope

We apply the operational control approach to establish our organisational boundary for reporting environmental disclosures including GHG emissions. Environmental data disclosed in this report covers operating assets where the Company holds majority ownership and operational control. These include the PMRMB-owned Port Dickson Refinery, Port Dickson Terminal, Bagan Luar Terminal (BLT) and Lumut PME Plant (LPP), as well as our sister companies' terminals in Kuantan (KTN), Sepangar Bay (SBT), Sandakan (SDK) and Tawau (TWU). Group-wide energy consumption and GHG emissions data also encompass our Head Office at Menara I&P, Kuala Lumpur. Port Dickson Refinery and Port Dickson Terminal operate using shared utilities. Environmental data, including GHG emissions, energy consumption, water withdrawal and waste generation, are therefore reported on a combined basis. Use of "the Refinery" refers to Port Dickson Refinery operations only, while mentions of "PDR/PDT" in this section refer to both Port Dickson Refinery and Terminal operations.

The following table details each of the Group's facilities, their scope of operations and their respective certifications:

Facility	Certification	Scope of Operations
Port Dickson Refinery	ISO 45001: 2018 OHSMS ISO 14001: 2015 EMS ISO 9001: 2015 QMS	» Refining of crude oil and supplies high-quality petroleum products to Port Dickson Terminal, marine shipments and Multi-Product Pipeline
Port Dickson Terminal	ISO 45001: 2018 OHSMS ISO 14001: 2015 EMS ISO 9001: 2015 QMS	» Truck loading/bottling and distribution of petroleum products (Fuels/LPG) » Receiving, storing and supplying petroleum products
KLIA Aviation Depot	ISO 9001: 2015 QMS	» Refuelling and defuelling of Jet A1 into or from aircraft
Bagan Luar Terminal, Kuantan Terminal*, Pasir Gudang JV Terminal*, Sepangar Bay Terminal*, Sandakan Terminal*, Tawau Terminal*	ISO 45001: 2018 OHSMS ISO 14001: 2015 EMS ISO 9001: 2015 QMS	» Receiving, storing, truck loading and distribution of petroleum products
Lumut PME Plant	ISO 9001: 2015 QMS	» Manufacturing of Palm Methyl Ester (PME) and Glycerine products

Our approach reflects a commitment to resource conservation, regulatory excellence and sustainable growth, ensuring that we continue to protect the environment while delivering value to our stakeholders and the communities in which we operate. To this end, our Port Dickson Refinery and several of our terminals participated in the Prime Minister's Hibiscus Award (PMHA) 2025/2026 assessment cycle to achieve exceptional distinctions. Further details are provided in the Awards section on page 11 of this report.

Note:

* *PMRMB's sister companies' facilities.*

Climate Change and GHGs

At Petron Malaysia Group, we believe operational excellence and climate progress can advance together. By integrating sustainability considerations into our core business strategy, we strengthen operational efficiency, enhance resilience and create long-term value while supporting the transition towards a lower-carbon future. This approach enables us to improve performance, optimise resource use and respond proactively to evolving market and regulatory expectations.

Climate change is a material consideration for us as the global transition towards net zero accelerates and climate-related impacts intensify. As one of the leading energy providers, we recognise that fossil fuel combustion contributes to greenhouse gas (GHG) emissions, which may affect ecosystems, economies and communities, while also creating operational, regulatory and supply chain risks for our business.

To address these challenges, climate change risks, opportunities and actual GHG emissions continue to receive Board-level oversight and are increasingly integrated into operational decision-making and governance processes. In line with the National Energy Policy 2022–2040, we remain focused on reducing Scope 1 and Scope 2 emissions, strengthening operational resilience and supporting the broader climate ambitions of San Miguel Corporation and Malaysia.

2025 KEY HIGHLIGHTS:

20% reduction in Scope 1 and Scope 2 emission intensity, driven by Refinery operational improvements

GHG Emissions Management

GHG management is centred on improving operational efficiency while addressing emissions at source. We achieve this through refinery optimisation, technology upgrades and the expansion of lower-carbon fuel solutions, supported by structured monitoring controls. Our ongoing efforts place heightened importance on minimising Carbon Dioxide (CO_2) emissions, which constitute most of our output. We also place controls on Methane (CH_4) and Nitrous Oxide (N_2O) emissions derived from combustion processes within the refinery furnace and boilers.

Our GHG inventory is prepared in reference to the GHG Protocol, covering Scope 1, Scope 2 and selected Scope 3 emissions using an operational control approach, ensuring that emissions from operations in which we hold more than 50% ownership are accounted for. Quantification is based on direct measurement and energy consumption data to ensure accuracy and consistency in reporting. The emission factors are sourced from recognised databases such as the American Petroleum Institute (API) Compendium of GHG Emissions Methodologies for the Natural Gas and Oil Industry (2009), the U.S. Environmental Protection Agency (EPA) 2021 and local regulatory guidelines. For Scope 3 emissions, we refer to the U.S. Environmental Protection Agency (EPA) 2024 emission factors.

In FY2025, we began preparations for the forthcoming National Climate Change Bill (Malaysia's Climate Change Bill), which is expected to introduce mandatory GHG reporting for high-emission sectors. During the year, we engaged an independent consultant to review and verify PDR/PDT's GHG inventory for 2023-2024. The review confirmed variances of less than 5%, with no restatements required for FY2025 while providing updated emission factors. This reinforces confidence in the robustness of our emissions data collection and reporting processes.



Climate Change and GHGs

GHG Emissions Across Petron Malaysia Network				
Locations	**Refinery**	**LPP**	**Terminals**	**Groupwide**
Applicable GHGs	**CO_2, CH_4, N_2O**	**CO_2**	**CO_2**	**CO_2, CH_4, N_2O**
Scope 1	• Furnaces • Boiler • Flaring • Genset • Company Vehicles	• Boiler • Forklift	• Pump • Genset • Company Vehicles	-
Source of Emission Factors	• UK Government GHG Conversion Factors for Company Reporting (2024); • API "Compendium Of Greenhouse Gas Emissions Methodologies" 2021; • US EPA Emission Factors for Greenhouse Gas Inventories (2024); • IPCC Sixth Assessment Report		• US EPA Emission Factors for Greenhouse Gas Inventories (2024); • US EPA Emission Factors for Greenhouse Gas Inventories (2021; Light Fuel Oil);	-
Scope 2	Purchased Electricity			-
Source of Emission Factors	Grid Emission Factor Malaysia 2022			-
Scope 3	-			• Business Travel • Employee Commuting
Source of Emission Factors	-			• U.S. Environmental Protection Agency (EPA) 2024

GHG Emissions Performance*

Overall, refinery operations remained the Group's largest source of GHG emissions, accounting for approximately 95% of total emissions in 2025, followed by LPP at 3%, with the remaining emissions generated from activities at our terminals and headquarters. Total GHG emissions increased during the year in line with higher refinery utilisation and production throughput. By emission scope, Scope 1 (direct) emissions decreased by 1.4%, while Scope 2 (indirect) emissions increased by 25% due to higher electricity consumption associated with increased refinery operations. Despite the increase in absolute emissions, improved operational efficiency at the refinery resulted in a 20% reduction in emissions intensity compared with 2024, demonstrating continued progress in energy efficiency and operational optimisation. Scope 3 emissions remained below 1% of total Group emissions and increased slightly during the year, mainly due to longer employee travel distances and higher applicable emissions factors.

Note:

* *During the reporting year, the basis for calculating greenhouse gas (GHG) emissions intensity was updated to improve consistency and data quality. As a result, prior-year GHG intensity figures have been restated where relevant. This change does not affect the Group's absolute GHG emissions.*

Climate Change and GHGs

Our Scope 1 emissions are largely sourced from refinery operations, which contributed 97% of direct emissions in 2025. Emissions were primarily generated from furnaces and boilers, which accounted for 67% of refinery emissions, followed by flaring at 5%, with the remaining emissions from other operational sources. Despite the refinery achieving its highest production throughput since Petron Malaysia assumed operations back in 2012, Scope 1 emissions intensity per barrel processed improved significantly by dropping to a three-year low of 7.9 $kgCO_2e$/BBL, representing a 25% decrease from 2024. The Refinery's enhanced processing capabilities allow for a broader selection of local crudes, including those with higher sulphur content. This is supported by our Diesel Hydrotreater (DHT) and Bio-Sulphur Recovery (BSR) unit, which minimises flaring by recovering sulphurous gases and converting them into fuel for plant operations. This results in a lower-sulphur diesel product aligned with Euro 5 specifications. By optimising these operations, we achieved higher production yield alongside enhanced product quality, driving both efficiency and environmental compliance.

The refinery undertook additional emission reduction efforts during the year, focusing on process optimisation which directly addresses flare reduction. Among the key initiatives undertaken were the replacement of the crude gas compressor, which improved fuel gas recovery and reduced flaring by 1.2%, as well as the installation of a new high-efficiency boiler designed to further optimise fuel gas and electricity consumption, with an emission reduction of 0.8% expected to be seen in 2026. Additional upgrades included the commissioning of new knock-out drums and analysers, which are expected to enhance feed rates and contribute to an estimated 0.2% reduction in GHG emissions.

At the same time, the Refinery is also our primary source of Scope 2 emissions, making up 94% of our electricity needs. There was a rise in total electricity demand in 2025, aligned with increased production. As a result, Scope 2 emission intensity saw a marginal improvement to 3.5 $kgCO_2e$/BBL from 3.6 $kgCO_2e$/BBL, highlighting improved efficiency.

At LPP, Scope 1 emissions are primarily driven by natural gas consumption. In 2025, direct emissions had a marginal increase to 4.3 $ktCO_2e$ from 4.1 $ktCO_2e$, while Scope 2 emissions decreased to 3.0 $ktCO_2e$ from 3.1 $ktCO_2e$ in the year prior. This was driven by intermittent power disruptions resulting in higher energy required for startup. LPP continued to implement operational efficiency initiatives to further reduce emissions. These included boiler cleaning and servicing exercises undertaken as part of the plant efficiency improvement programme.

Within the Terminals group, Scope 2 emissions from purchased electricity remained the primary contributor of emissions, accounting for approximately 1 $ktCO_2e$. Scope 1 emissions from diesel consumption remained minimal. Overall Terminal emissions were relatively stable, reflecting the lower energy needs of terminal operations compared to processing facilities. The Terminals continued to emphasise efficient electricity usage and operational optimisation to manage emissions.





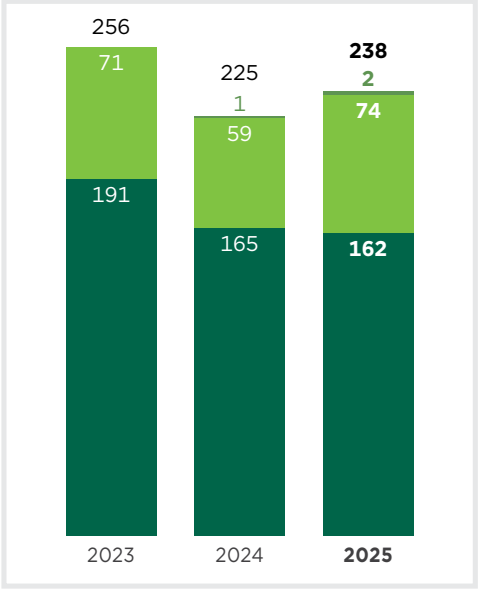
Climate Change and GHGs

Petron Malaysia Group also expanded Scope 3 data collection processes associated with Category 6 (business travel) and Category 7 (employee commuting). These emissions remained low, rising marginally from 1 $ktCO_2e$ to 2.2 $ktCO_2e$ due to an increase in employee commuting and updated emissions factors.

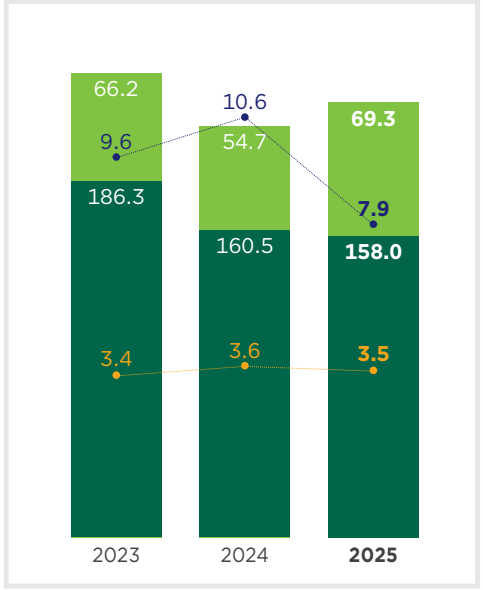
Beyond operational improvements, we continued our forest enrichment efforts through the planting of 600 trees within the 400-acre Port Dickson Green Lung area. Ongoing collaborations with Universiti Putra Malaysia (UPM) and Yayasan Hijau Malaysia (YHM) have resulted in a total of 1,200 trees planted over the past two years to enhance long-term carbon sequestration capacity. We also supported downstream emissions reduction through our role in Malaysia's biodiesel transition to B20/B30 biodiesel blends. The Group is progressing with the construction of a 400 tonnes-per-day PME plant, alongside a 420 tonnes-per-day Refined, Bleached and Deodorised Palm Oil (RBDPO) facility at Port Dickson, targeted for commissioning in 2026. Once operational, the facility is expected to displace approximately 12,000 tonnes of PME per month versus Automotive Diesel Oil (ADO), translating into an estimated reduction of 38,000 tonnes of CO_2.

Our summarised FY2025 GHG emissions performance as below:

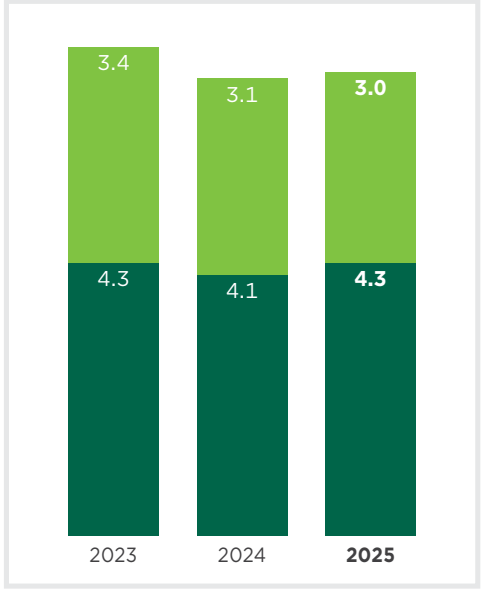
Group GHG Emissions ($ktCO_2e$)



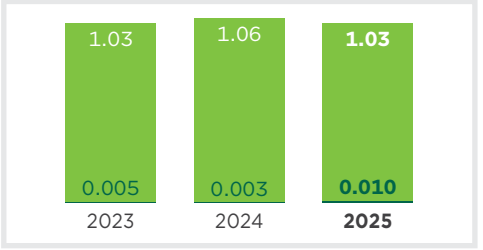
PDR Emissions and Intensity ($ktCO_2e$ and $kgCO_2e$ /BBL)



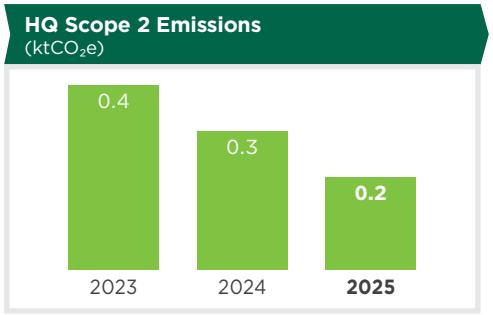
LPP Scope 1 and Scope 2 Emissions ($ktCO_2e$)



Terminals Scope 1 and Scope 2 Emissions (BLT, KTN*, SBT*, SDK*, TWU*) ($ktCO_2e$)



HQ Scope 2 Emissions ($ktCO_2e$)



Note:

- *All figures reflect aggregated data for Petron Malaysia Group.*
- *The global warming potential rates used in the calculation of CO_2e are based on the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) over a 100-year period.*
- *The denominator for Port Dickson Refinery and Terminal GHG Intensity covers the Refinery production volume only. Data for 2023 and 2024 have been restated.*
- *PMRMB's facilities refer to PDR/PDT, LPP and BLT.*
- ** PMRMB's sister companies' facilities.*

Climate Change and GHGs

Efficient Energy Management

Energy management is a key lever in our operational performance, with direct implications on our costs, emissions and supply reliability. Across our operations, fuel gas makes up the largest source of energy, primarily used at the refinery. Additional energy demand is supplemented by electricity, natural gas and other fuels.

In 2025, energy management efforts centred on electricity use, site-level monitoring, lighting upgrades and facility features that reduce demand without affecting operating requirements. In 2026, we will begin the formalisation of our energy management system in line with Malaysia's Energy Efficiency and Conservation Act (EECA). Initiatives underway include the appointment of a Registered Energy Manager and the preparation for periodic energy audits by a Registered Energy Auditor. At PDR/PDT, these initiatives are supported by the adoption of sustainable technologies and ongoing efforts to implement the ISO 50001: 2018 Energy Management System.



Energy Performance

The Refinery accounts for the largest share of our total energy utilisation at 97%. During the year, total energy consumption rose by 37%, driven by higher refinery production. Energy use within Petron Malaysia Group is shaped primarily by the scale and operating requirements of its downstream assets, particularly those involved in refining, processing, storage and distribution. The Group therefore prioritises efficiency improvements across our most energy-intensive operations through monitoring, equipment enhancements and targeted infrastructure upgrades.

Increased refinery production resulted in a 39% increase in energy consumption, from 2.8 million GJ to 3.9 million GJ, with fuel gas remaining the primary energy source, followed by electricity. To improve energy efficiency amid higher production, PDR/PDT implemented process optimisation initiatives, replaced 300 conventional lights with LED lighting in process areas and installed 10 solar-powered streetlights within the refinery and terminal perimeter, contributing to our target of reducing electricity consumption by 1%.

At LPP, a marginal increase in energy consumption of 3% was observed, with natural gas making up a majority of this rise. Energy expenditure at LPP is reliant on grid stability, with higher energy usage observed during power dips or supply interruptions, as operations require energy to recover and stabilise. In addition, LPP had a 21-day turnaround in the third quarter of 2025, contributing further to increased energy use. The installation of digital power meters has improved visibility of electricity use by area. This enhanced monitoring enables more targeted energy savings by identifying high-demand zones and supports upcoming energy audits to drive data-driven improvements.

Terminal and HQ operations rely mainly on electricity for operational processes and contribute minimally to our total energy use. Energy use was consistent at these sites over the past 3 years.

We have expanded renewable energy use across our network. Solar-powered lighting has been deployed across the refinery, LPP, terminals and selected retail stations. To date, 53 service stations are now equipped with solar panels, enabling the use of renewable energy generated on-site. Energy efficiency considerations are increasingly embedded into our retail station design. New stations incorporate natural lighting and ventilation, ENERGY STAR-certified appliances and inverter-based air-conditioning systems to reduce reliance on grid electricity.

Beyond energy efficiency programmes, we also promote energy awareness through participation in initiatives such as Earth Hour, during which non-essential lighting is switched off across our HQ, refinery, terminals, plants and service stations. In 2025, all our operational sites and a total of 666 stations took part, resulting in 2,900 kWh saved during Earth Hour equivalent to 1.9 tonnes of CO_2e avoided. This can be translated to the same emissions of a petrol car driving 8,000 km*.

Note:

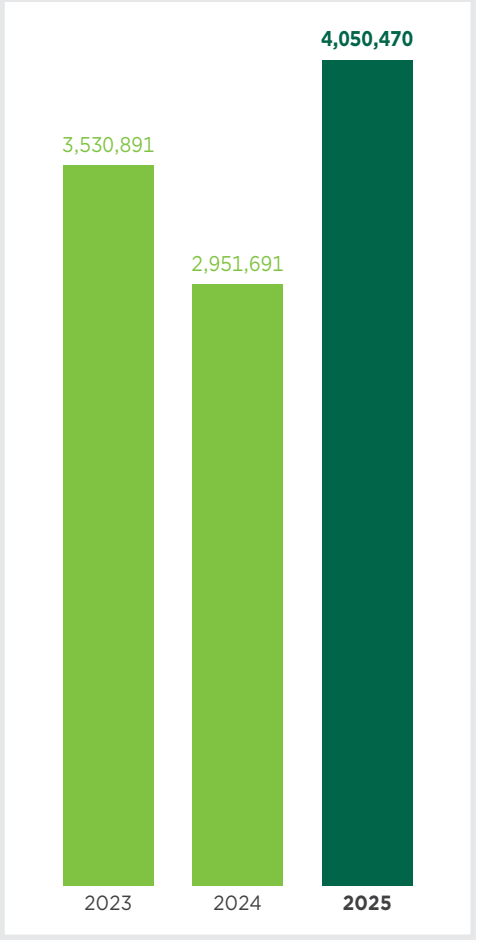
** Source: US EPA Greenhouse Gas Equivalences calculator.*

Climate Change and GHGs

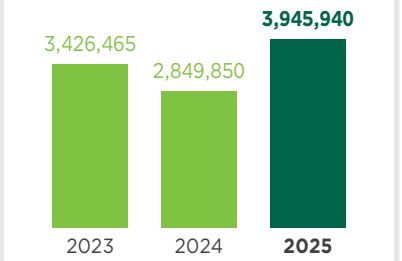
Our summarised Energy performance as below:

Energy Consumption (Gigajoules (GJ))

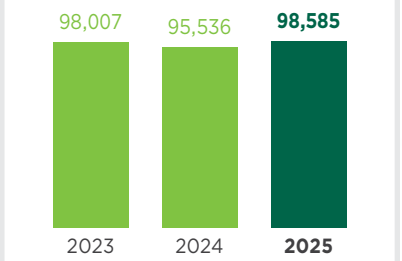
Group



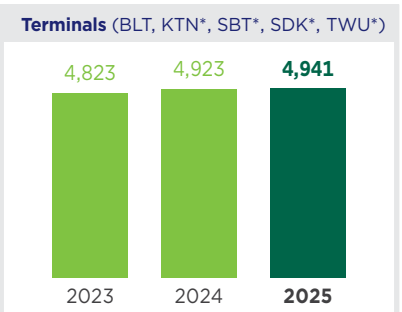
Port Dickson Refinery and Terminal



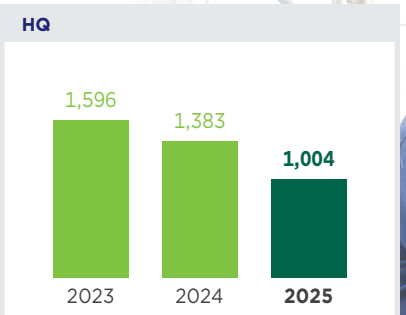
Lumut PME Plant



Terminals (BLT, KTN*, SBT*, SDK*, TWU*)

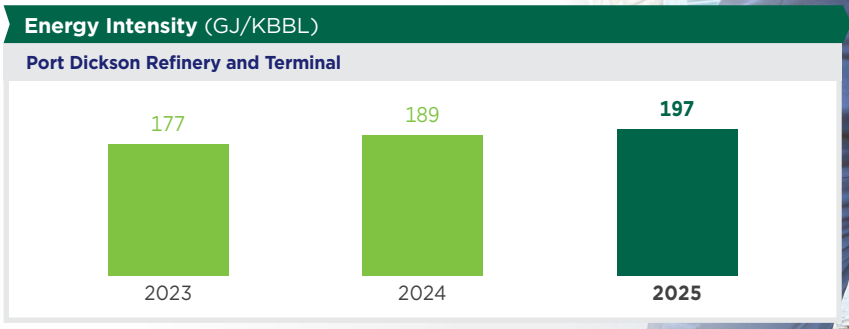


HQ



Energy Intensity (GJ/KBBL)

Port Dickson Refinery and Terminal



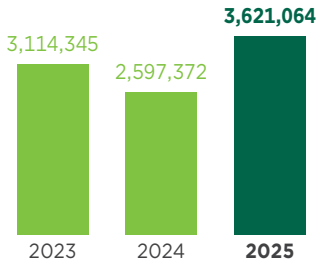
Note:

- *All figures reflect aggregated data for Petron Malaysia Group.*
- *PMRMB's facilities refer to PDR/PDT, LPP and BLT.*
- ** PMRMB's sister companies' facilities.*

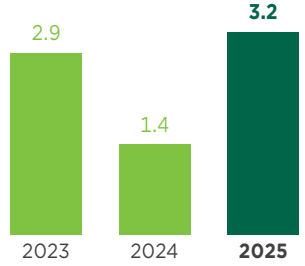
Climate Change and GHGs

Energy Consumption (Gigajoules (GJ))

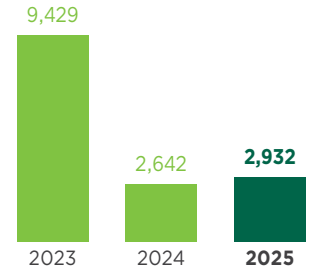
Fuel Gas



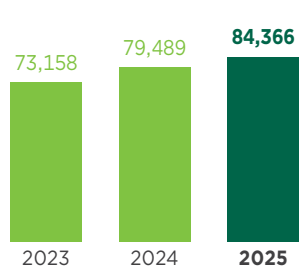
Gasoline



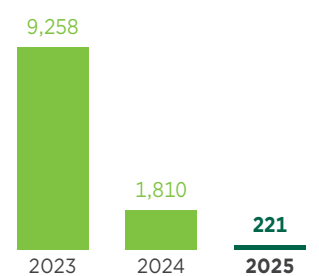
Diesel



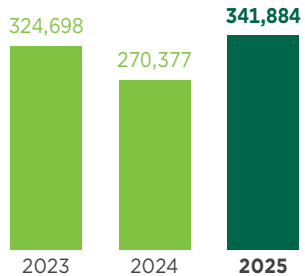
Natural Gas



Light Fuel Oil (LFO)



Electricity



Note:

- *All figures reflect aggregated data for Petron Malaysia Group.*

GreenRE Gold Certification: Advancing Sustainable Service Station Design

Petron Malaysia Group is raising the bar for sustainable service stations with Petron Mambau Northbound earning the prestigious Gold certification from GreenRE, Malaysia's leading green building certification body.

This achievement marks the first service station in the Petron's network to receive the GreenRE certification, underscoring Petron's commitment to environmentally responsible and future-ready infrastructure. The GreenRE certification is awarded based on a rigorous assessment across six categories: energy efficiency, water efficiency, indoor environmental quality, sustainable operation and management, other green features and carbon emission reduction.

The Petron Mambau Northbound service station integrates a range of innovative green features, including:

Energy Efficiency
A solar-ready design complemented by LED lighting as well as ventilated corridors and carpark areas to reduce energy consumption.

Water Efficiency
A rainwater harvesting system and water-saving sanitary facilities that comply with the Water Efficient Product Labelling Scheme standards.

Environmental Protection
The use of sustainable materials and products, supported by environmentally responsible installation and management practices.



Built according to our latest station design, the Petron Mambau Northbound service station successfully met GreenRE's Gold standard requirements. To date, about 30 other service stations share the same sustainable design, with plans to add another 15 by the end of 2026. This reflects our ongoing commitment to building service stations that are energy-efficient, environmentally responsible and designed to enhance the experience of customers and communities.

Air Emissions and Pollution Management

Beyond managing GHG emissions, we recognise that our operations and products may impact air, soil and water quality. Effective pollution management is therefore essential to responsible operations, regulatory compliance and maintaining stakeholder trust. We implement operational controls such as continuous monitoring and preventative measures to manage pollution-related risks across our business.

We continuously strengthen our monitoring and mitigation practices to reduce impacts at source. This includes improving sulphur recovery operations, engaging local communities to enhance accountability and managing effluent discharge quality in line with Standard B requirements listed under the Environmental Quality (Industrial Effluents) Regulations 2009. As a result, there were zero court-imposed fines for environmental non-compliance for the reporting year. This indicates effective monitoring and operational controls across our sites.

2025 KEY HIGHLIGHTS:

- **Zero** reportable spills
- SOx and NOx emission intensities remained well **below** DOE regulatory thresholds
- **Zero** cases of environmental non-compliance



SOx and NOx Emissions Management

We manage air emissions through a combination of operational controls, monitoring systems and continuous improvement initiatives aimed at minimising environmental impacts and maintaining regulatory compliance. Our approach is guided by the Environmental Quality (Amendment) Act 2024 and relevant Department of Environment (DOE) requirements, with emissions management integrated into day-to-day operational oversight across our facilities. Our major air emissions aside from GHGs are Sulphur Oxides (SOx) and Nitrogen Oxides (NOx), which are predominantly generated during high-temperature combustion within refinery furnaces.

At the Refinery, the Predictive Emission Monitoring System (PEMS), integrated with the DOE's iREMOTE platform, enables continuous real-time monitoring of refinery emissions and strengthens regulatory oversight. Emissions are further managed through process optimisation, preventive maintenance and operational reliability measures to reduce impacts at source. Additionally, oxygen (O_2) and carbon monoxide (CO) analysers installed at the DHT furnace help us adjust the air–fuel ratio and limit the formation of SOx and NOx.

During the year, improved stability in the Bio-Sulphur Recovery (BSR) unit helped reduce sulphur oxide gas flaring, while the use of predominantly local crude feedstock with lower sulphur content supported the production of cleaner, low-sulphur fuels aligned with the government's Clean Air Action Plan (CAAP). Through continuous improvements in monitoring and operational performance, we aim to strengthen air quality management and minimise the environmental impacts of our operations.

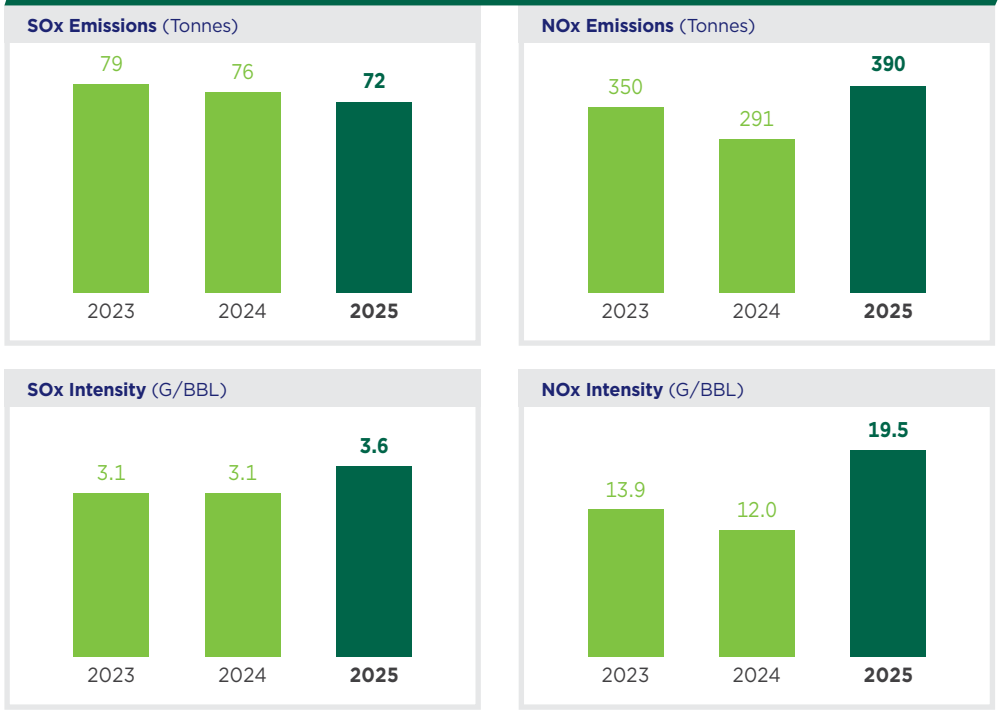
Meanwhile, SOx and NOx emissions are minimal at LPP and Terminals, as combustion sources are mostly limited to standby equipment such as diesel generators and fire water pumps. Routine burner inspections and servicing during normal operations and scheduled shutdowns ensure that combustion equipment operates within design specifications and emissions are kept low.

Air Emissions and Pollution Management

SOx and NOx Emissions Performance

In FY2025, the Refinery's SOx and NOx intensities remained below DOE regulatory thresholds. SOx emissions declined from FY2024, due to improved BSR performance, which enhanced sulphur recovery efficiency and reduced the volume of sulphur-containing gases flared. NOx increased, however, in line with higher processing throughput requiring greater furnace duty, increased fuel gas consumption and additional flaring.

SOx and NOx Emissions (Tonnes) **and Intensity** (G/BBL)



Note:

- *All figures reflect data for Petron Malaysia only.*

Spill/Leaks Management

To mitigate spills, we adopt a preventive, operations specific approach that prioritises equipment integrity, early fault detection and workforce readiness to minimise the likelihood and impact of unplanned releases across its operations. The Petron Malaysia Operations Integrity Management System (POIMS) provides the framework for systematic inspections, preventive maintenance and equipment testing; helping to identify vulnerabilities and reduce the likelihood of spills. Further information on POIMS is available on page 87 of the Safety section of this report.

At PDR/PDT, LPP and our terminals, operational safeguards are reinforced through defined performance thresholds, condition monitoring and regular emergency drills. Employees undergo training and emergency drills to ensure readiness in the event of abnormal situations. Preventive measures are further supported by initiatives such as tank seal upgrades, the installation of vapour monitoring wells and the implementation of an annual Leak Detection and Repair (LDAR) Programme, all of which are designed to reduce the likelihood of leaks before they occur.

In the event of a spill, we activate established response protocols and work closely with relevant authorities and industry partners, including the Petroleum Industry of Malaysia Mutual Aid Group (PIMMAG), to contain and mitigate environmental impact. These response arrangements are accompanied by ongoing risk management measures that address potential disruptions such as power outages and severe weather, supported by routine testing of safety and response equipment.

Across the retail network, service stations are equipped with leak detection systems and dealers are required to perform daily monitoring through oil loss reporting. This includes the use of Tank Pump Reconciliation Reports, Automatic Tank Gauging systems and Critical Safety Devices, providing multiple layers of control to prevent unintended discharges into the environment.



Air Emissions and Pollution Management

Spills Performance
In FY2025, we recorded zero significant (reportable) spill incidents across the Refinery, LPP and Terminals

	Number of Reportable Spills (Other Levels)	Total Estimated Spills Volume (Litres)
Spills on Land	0	0
Spills on Water	0	0
Spills at Offsite	0	0

Note:

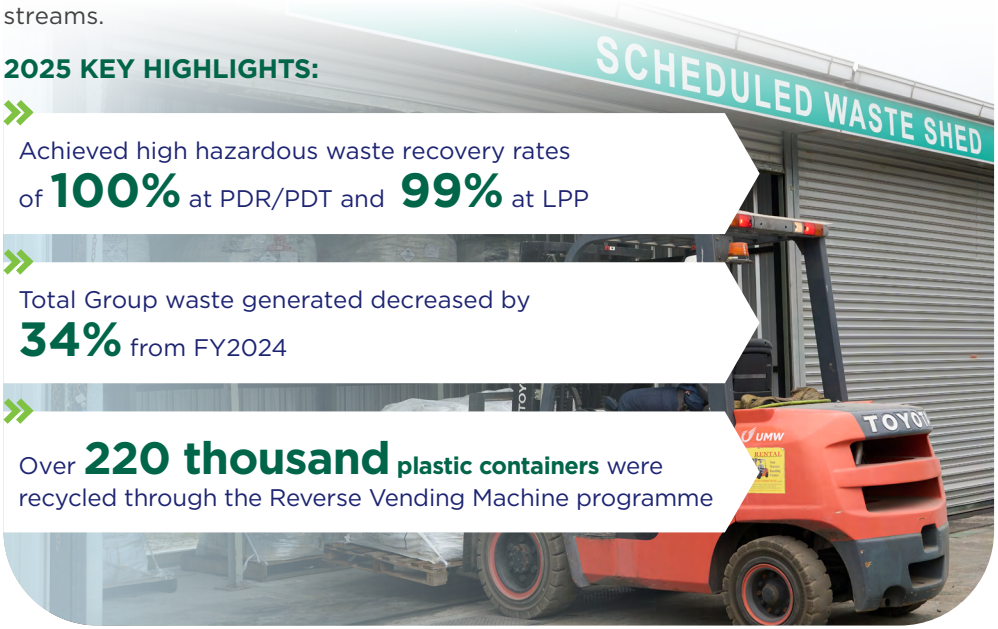
- *The spills performance in FY2025 includes the Refinery, LPP and Terminals.*
- *All figures reflect aggregated data for Petron Malaysia Group.*
- ***Significant (Reportable) spills**, as defined by Petron Malaysia's Work-Related Incidents and Injury (WII) guidelines - Incident Severity Determination, are spills that exceed 10 barrels (bbls) on land or offsite locations, and those above 3 barrels (bbls) on water. This criterion is uniformly applied across all Petron Malaysia Group operations.*
- *Offsites are defined as locations that are physically separate from the main facility, site or operation.*



Waste and Circular Economy

Responsible waste management is essential to reducing environmental impacts, improving operational efficiency and advancing the transition from a linear consumption model to a more circular economy. At Petron Malaysia, we are committed to minimising waste generation at source where feasible while maximising resource recovery and promoting the responsible use of materials across our operations.

We recognise that improper waste handling and disposal may impact ecosystems and fenceline communities. To address these potential operational and reputational risks, we strengthen waste segregation, recovery and disposal practices while ensuring strict compliance with the Environmental Quality (Amendment) Act 2024. Additionally, to mitigate the impacts of waste disposal, we continue to expand partnerships with licensed facilities equipped with advanced waste recovery capabilities to divert waste from landfill and recover value from suitable waste streams.



2025 KEY HIGHLIGHTS:

- Achieved high hazardous waste recovery rates of **100%** at PDR/PDT and **99%** at LPP
- Total Group waste generated decreased by **34%** from FY2024
- Over **220 thousand** **plastic containers** were recycled through the Reverse Vending Machine programme

Waste Management

Waste management is governed through our ISO 14001: 2015 EMS, which establishes a structured approach for identifying, handling, monitoring and mitigating waste-related impacts across our operations. Through our EMS, we monitor waste generation, strengthen operational controls and continuously improve waste handling practices in line with applicable environmental requirements and industry standards.

As we do not operate on-site waste disposal facilities, all waste generated from our operations is managed through Department of Environment (DOE)-approved off-site facilities and authorised contractors. This ensures that waste treatment, recovery and disposal activities are conducted in accordance with applicable regulatory requirements, including the Environmental Quality (Scheduled Wastes) Regulations 2005. Compliance is supported through periodic audits, inspections and operational reviews conducted by both internal and external stakeholders.

Hazardous waste remains our most significant waste stream, primarily arising from periodic tank cleaning and desludging activities at PDR/PDT, LPP and our terminals. Management of hazardous waste is overseen by Petron's Certified Environmental Professionals in Scheduled Waste Management (CePSWaM) to ensure proper classification, storage, transportation and disposal practices. In parallel, we continue to strengthen waste minimisation and recovery efforts by working with licensed waste management providers with advanced recovery capabilities to divert suitable waste streams from disposal wherever feasible.

Main Sources of Hazardous Waste by Facility

Facility	Main Source of Waste
Port Dickson Refinery and Terminal	Lagoon desludging
	Tank cleaning and LPG sphere maintenance
	Rock salt from ADO desludging
LPP	Tank cleaning
	Sludge from Industrial Effluent Treatment System
Terminals	Tank maintenance and cleaning residues

Waste and Circular Economy

Non-hazardous waste generated across our operations consists mainly of recyclable and general waste streams, including metals, plastics, paper and construction materials. These wastes are managed by authorised municipal and recycling contractors, while ongoing improvements in waste segregation practices have enhanced recycling efficiency and supported higher recovery rates for recyclable materials. During the year, we also implemented site-level recycling initiatives aimed at promoting responsible waste management across our operations.

TRANSFORMING WASTE TO RESOURCES THROUGH RECYCLING

Petron Malaysia continues to advance practical circular economy initiatives by transforming everyday waste into meaningful value through recycling programmes that engage both customers and employees.

Plastic Bottle Cap Recycling at Service Stations

Across our retail network, a plastic bottle cap recycling initiative was rolled out to encourage responsible disposal habits at the point of use. In FY2025, a total of 565 out of 786 service stations participated in the programme, achieving a 72% nationwide participation rate. Through these collective efforts, 1,654 bottles filled with recyclable bottle caps were collected, amounting to 2,300 kg of recyclable material.



Petron Malaysia Eco Pledge Programme

Complementing efforts at service stations, the Petron Malaysia Eco Pledge Programme mobilised employees across headquarters and operational facilities to take part in structured recycling activities. A total of 1,096 kg of recyclables was collected, exceeding the initial target of 1,000 kg, with Kuantan Terminal emerging as the top contributor at 350 kg. Beyond collection outcomes, employees were invited to make personal sustainability pledges, reinforcing long-term behavioural change. Proceeds from the recycling effort were channelled to the employee-led Volunteerism in Action programme, extending the impact of the initiative from environmental action to community support.

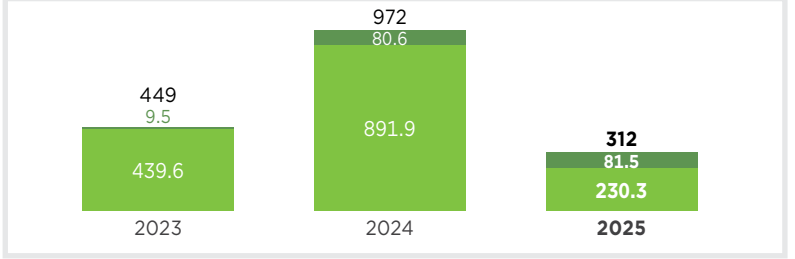


Waste Performance

In FY2025, total waste generation decreased significantly from 972 tonnes to 312 tonnes, reflecting a more normalised operational year at PDR/PDT, LPP and Terminals without major waste-intensive maintenance activities. These periodic activities generate substantial volumes of waste when performed; thus, waste volumes vary depending on maintenance schedules.

Beyond our scheduled maintenance activities, we continued to increase the recovery and treatment of scheduled waste and identify opportunities to repurpose suitable non-scheduled waste streams. These initiatives supported greater diversion of waste from landfill, improved resource recovery outcomes and reduced the overall environmental footprint associated with our waste management practices.

Group Waste Generation (Tonnes)



Note:

- *All figures reflect aggregated data for Petron Malaysia Group.*

Hazardous Waste Performance

In the year in review, we recorded a significant improvement in our waste management performance. Approximately 90% of hazardous waste underwent recovery compared with 67% in the previous year. At the same time, only 10% underwent disposal. We also achieved our target to reduce the intensity of scheduled waste sent for disposal by 2%. This achievement was shaped by site-specific operational activities.

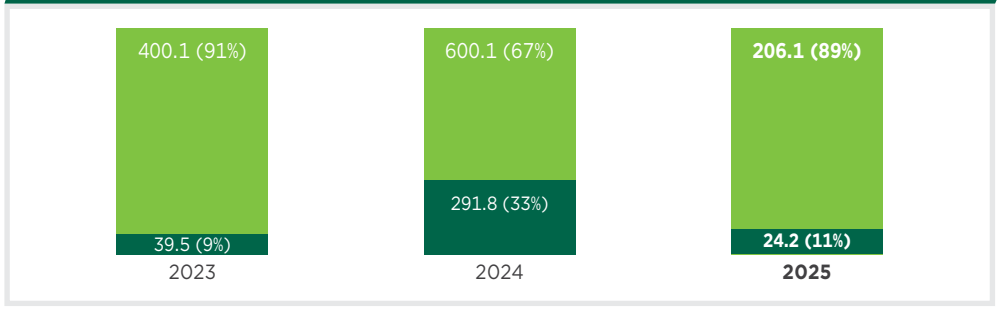
Waste and Circular Economy

19% of the Group's total hazardous waste in the reporting year was generated at PDR. During the year, PDR/PDT further strengthened its waste circularity efforts by enhancing the sourcing and qualification of licensed recovery facilities through technical due diligence and compliance verification processes. These efforts were further supported by daily No Oil to Sewer (NOTS) inspections aimed at minimising hydrocarbon contamination within drainage systems, enabling cleaner waste streams and improved recovery potential. As a result, 100% of PDR/PDT scheduled waste was diverted to recovery streams.

LPP contributed 57% of the Group's total hazardous waste generated in FY2025 due to a scheduled shutdown. Major operational activities during the year, including wastewater treatment plant sludge cleaning and plant capacity expansion projects, contributed to waste generation. Despite the plant turnaround and these waste-intensive activities, LPP maintained a strong waste recovery rate of 99%.

Waste sent for disposal from the terminals primarily consisted of oily sludge from tank maintenance activities and contaminated cleaning materials. Waste generation at the terminals varies year-on-year, depending on the timing and scope of tank maintenance and recertification activities, which influence the scale of cleaning operations required.

Hazardous Waste Generated (Tonnes)



Note:
- *Hazardous waste sent to disposal (incineration with and without energy recovery, landfilling); hazardous waste diverted from disposal (recovery, including preparation for reuse and recycling).*
- *All figures reflect aggregated data for Petron Malaysia Group.*

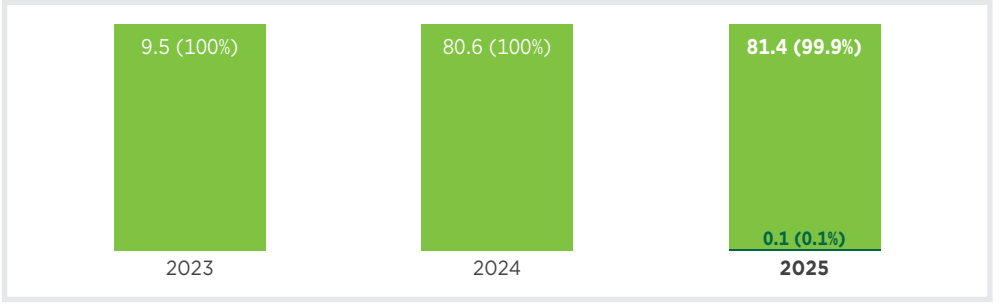
Non-Hazardous Waste Performance

Across the Group, non-hazardous waste continued to be managed through a combination of recovery, reuse and disposal pathways depending on the characteristics and suitability of each waste stream. In FY2025, the Group maintained its focus on strengthening waste circularity by increasing recovery opportunities for suitable materials while ensuring that wastes requiring disposal were managed through authorised contractors in accordance with regulatory requirements.

PDR/PDT accounted for the largest share of the Group's non-hazardous waste generation, at 61% in FY2025. The refinery continued to focus on improving recovery opportunities for its key waste streams, particularly bio-sulphur residue (BSR), which is classified as non-hazardous waste and managed by external parties. During the year, feasibility assessments were undertaken to identify opportunities to further increase recovery and reduce disposal volumes. In parallel, research and development initiatives continued to explore alternative applications for recovered bio-sulphur, including its potential use as a fertiliser additive to support greater resource circularity.

LPP accounted for 29% of the Group's non-hazardous waste generation in FY2025, with efforts focused on maintaining sound waste handling and disposal practices while evaluating opportunities to enhance recovery for suitable waste streams. Across the terminals, selected non-hazardous waste streams were channelled through established recycling programmes, supporting lower disposal volumes and improved material recovery across the network.

Non-Hazardous Waste Generated (Tonnes)



Waste and Circular Economy

At the retail level, responsible waste management continued to be supported through operational controls and customer engagement initiatives. Oil interceptors remained mandatory at service stations to prevent hydrocarbon discharge, with maintenance responsibilities defined between Company-Owned Dealer-Operated (CODO) and Dealer-Owned Dealer-Operated (DODO) sites. The "Merdeka dari Plastik" initiative also progressed during the year, with retail stations discontinuing plastic bag issuance and offering recyclable non-woven bags as alternatives, achieving approximately 88% compliance as at FY2025.

These efforts build on earlier initiatives such as optional receipt printing and the installation of reverse vending machines (RVMs). In FY2025, two additional RVMs were deployed, bringing the total to seven units across the Petron Malaysia network, with more than 220,000 plastic containers successfully recycled to date. Bottle cap and recycled paper collection activities were also conducted at service stations with support from headquarters and operating facilities.

Extending Waste Stewardship into Our Communities

Waste management extends beyond our operational boundaries and into the communities where we operate. In FY2025, we played an active role in community-led coastal clean-up initiatives, reinforcing shared responsibility for environmental protection and public awareness on responsible waste practices.

19 February 2025

KTN* organised a community engagement programme at SMK Pelindung, aimed at promoting environmental responsibility, safety awareness and community bonding. The event brought together students and the local community through a lake clean-up, a fun walk and a hazard hunt. A total of 100 kg of waste was collected from the surrounding lake during the event.

26 August 2025

SDK* participated in the Sabah Port Sandakan HSE Week beach cleaning activity, contributing to local efforts to preserve coastal environments.



20 September 2025

PDR/PDT employees and Petron dealers supported a beach clean-up by SWM Environment in conjunction with World Cleanup Day 2025, removing more than 7,000 cigarette butts and 3,000 plastic fragments from Pantai Saujana, Port Dickson.

7 December 2025

LPP conducted a beach cleaning programme at Pantai Teluk Batik in collaboration with local authorities. The initiative mobilised 34 participants and removed 112 kg of waste along a two-kilometre stretch of coastline.



Collectively, these initiatives extended Petron Malaysia's community waste-related efforts beyond the fence line.

Note:

* *PMRMB's sister companies' facilities.*

Water Management

Water underpins the reliability of our operations, enabling key processes such as cooling, steam generation, tank cleaning and wastewater treatment. As a shared and increasingly constrained resource, we recognise our responsibility to use water efficiently and return it safely to the environment, ensuring alignment with regulatory requirements, including the Environmental Quality (Amendment) Act 2024 and the Environmental Quality (Industrial Effluents) Regulations (IER) 2009.

Our withdrawals and discharges have the potential to affect local water availability and quality, particularly in areas facing resource stress. We therefore prioritise minimising these impacts while addressing risks related to supply variability, stricter discharge standards and heightened stakeholder expectations, through targeted efficiency measures, robust treatment systems and ongoing improvements in water stewardship.

2025 KEY HIGHLIGHTS:

1.3 million litres
water saved through rainwater harvesting systems



Water Withdrawal and Consumption

Across our operations, freshwater is purchased from local water providers and moderated through reuse, rainwater harvesting and robust treatment controls. Key practices include reuse within refinery cooling towers and the use of harvested rainwater for non-potable applications. In LPP, water is mainly used in our processes for washing the product. We also integrate water conservation into operational planning and day-to-day practices to manage withdrawal and consumption responsibly. While our facilities are not located in water-stressed areas[1], efforts are taken to minimise pressure on treated water supplies, such as the use of rainwater and air-conditioning condensate. In FY2025, our rainwater harvesting systems saved over 1.3 million litres of water.

Wastewater and Effluent

Effective wastewater and effluent management remain a core focus, with all treatment processes aligned with the national regulations and internal Sustainability and SSHE policies. In 2025, we maintained full compliance with these requirements, ensuring that all effluent met Standard B parameters prior to discharge[2]. Wastewater generated across our operations is treated before discharge to protect surrounding water bodies and aquatic ecosystems, while effluent water quality is monitored weekly to verify continued compliance with DOE requirements. Planned shutdowns, turnarounds and tighter process water control at major assets also moderated overall water use during the year.

Looking ahead, we are poised to commission a Bleed Water Pre-Treatment Plant at PDR in 2026. This unit is expected to enhance effluent treatment prior to discharge, strengthening compliance with environmental regulations while supporting more sustainable water management within refinery operations. In parallel, we are commissioning a replacement centrifuge at LPP, which will improve treatment capacity and enable higher effluent volumes to be managed more effectively.

Note:

[1] Sourced from the Aqueduct Water Risk Atlas published by the World Resources Institute.

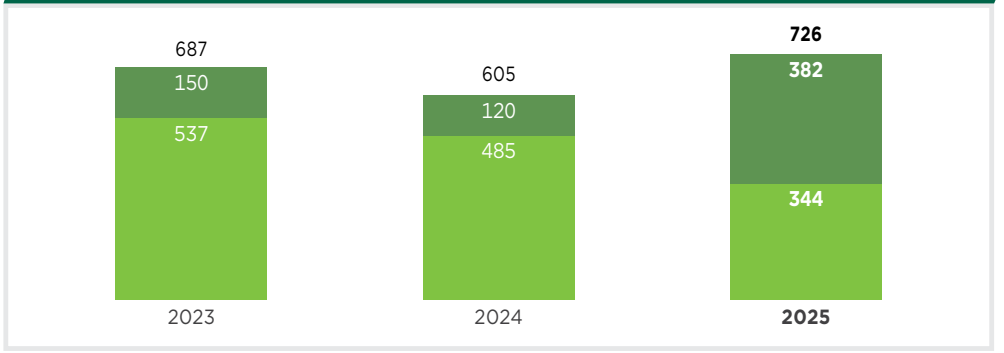
[2] For more information on our effluent management, please refer to the Air Emissions and Pollution Management section on page 53.

Water Management

Water Performance

In FY2025, water consumption increased from FY2024 levels, due to higher activity at key assets, which include planned maintenance programmes at the Refinery and several terminals, as well as liquefied petroleum gas (LPG) sphere cleaning and hydrotesting for recertification. Higher crude processing volumes also raised heat duty and cooling requirements, contributing to greater process water consumption.

Group Water Consumption (ML)



Water Consumption = **Water Withdrawal** − **Water Discharge**

Note:
- *All figures reflect aggregated data for Petron Malaysia Group.*

Rainwater harvesting systems remain in place across the Refinery, LPP, selected terminals and 77 service stations. Across our operations, these systems provide a combined storage capacity of approximately 55,000 litres, saving over 1.3 million litres of water during the year.

RAINWATER HARVESTING CAPACITY

Over 55,000 litres total capacity



Port Dickson Refinery
33,507 litres



LPP
1,000 litres



Terminals
26,200 litres

Note:
- *All figures reflect aggregated data for Petron Malaysia Group.*

Natural Resources

Our business depends on reliable access to natural resources. As a major provider in the Oil and Gas industry, we acknowledge that our activities place pressure on shared resources like water and land, as well as finite materials such as crude oil and steel. This makes responsible resource management critical to our operational continuity and long-term value creation.

We address risks related to resource scarcity and supply disruptions through proactive resource stewardship, covering efficient use, waste reduction, responsible sourcing and continuous performance improvement supported by robust governance.

2025 KEY HIGHLIGHTS:

Processed almost entirely
Malaysian Crude Oil in 2025

53 stations equipped with solar panels

Plastic bag use eliminated at
86% of stations



Natural Resource Management

We manage natural resources through a structured and disciplined approach embedded within our governance and operational practices. Oversight of natural resource use is provided at the Board and senior management levels. Our management approach prioritises resource efficiency while supporting Malaysia's economic development in alignment with SDG 12: Responsible Consumption and Production.

Our operations rely on key resources across the value chain, including resources such as water; finite resources such as crude oil and steel; and renewable feedstocks consisting of RBDPO. We maintain visibility over resource use at key operational sites to identify areas of high dependency and prioritise management efforts where impacts and risks are most significant. This enables a targeted approach to improving efficiency and reducing our environmental footprint.

Natural Resource Performance

Crude oil makes up 97% of our major feedstock in our refinery production line. In 2025, there was a 32% increase in crude oil use by weight, in line with our increased production capacity. Our Diesel Hydrotreater (DHT) facility enabled the Refinery to process a wide range of Malaysian crudes, namely Kimanis and Kikeh. The prioritisation of local crude contributes directly to the Malaysian economy and supports national interests by strengthening domestic value chains. From a risk perspective, these grades support shorter supply routes, reduce dependence on imported feedstocks and limit exposure to foreign currency volatility. Their relatively high API and low sulphur content also support more efficient refining margins and the production of cleaner fuels with lower SOx emissions[1], alongside the Refinery's Bio-Sulphur Recovery system.

A similar emphasis on local sourcing traceability applies at LPP, where all RBDPO purchased was locally sourced and processed in accordance with the Malaysian Sustainable Palm Oil (MSPO) standards. In 2025, LPP attained certification for the MSPO Standard MS2530-4-2: 2022 for palm oil processing facilities. This certification provides independent assurance that our resource management systems incorporate ESG considerations in alignment with the latest MSPO standard, supporting transparent and responsible natural resource management. Further details on the Group's sourcing and procurement practices during the year are set out in the Generating Economic Benefits (Local Suppliers) and Sustainable Supply Chain sections on pages 34 and 66-68 respectively.

Note:

[1] *For more information on our SOx emissions, please refer to the Air Emissions and Pollution Management section page 53.*

Natural Resources

Material efficiency is also applied to product packaging. Since 2022, our lubricant bottles contain an average of 10% recycled plastic, while excess material is recovered and returned to the production cycle.

During the year in review, 43,000 new LPG cylinders, equivalent to 723 tonnes of steel, entered circulation through our network. The lifecycle of our cylinders is actively managed to maximise durability and resource efficiency. In line with Malaysia Standard (MS) 830, cylinders undergo periodic re-qualification on a 10:7:7:5 cycle—beginning with the first inspection 10 years after manufacture, followed by subsequent inspections at seven-year, seven-year and five-year intervals. In addition, our long-standing cylinder exchange programme with other oil companies helps optimise utilisation across the network, minimising the need for continuous cylinder production.

Our service stations also play a major role in reducing our reliance on natural resources across our network. In 2025, 53 service stations have been equipped with solar panels, reducing the burden on the national grid. This is in support of the National Energy Transition Plan 2023. We have continued to encourage the reduction of plastic bag use at our stations through the two-year "Merdeka Dari Plastik" campaign. This programme was successful in eliminating plastic bag use at 88% of our stations[1].

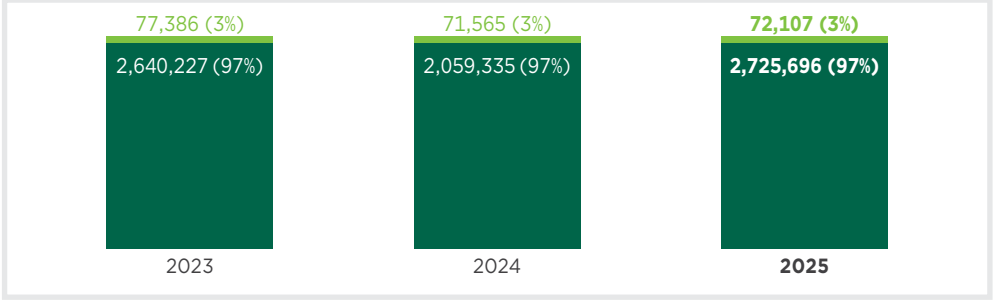
Note:

[1] *For more information on service station initiatives, please refer to the Climate Change and GHGs section on page 52 and Waste section on page 59.*

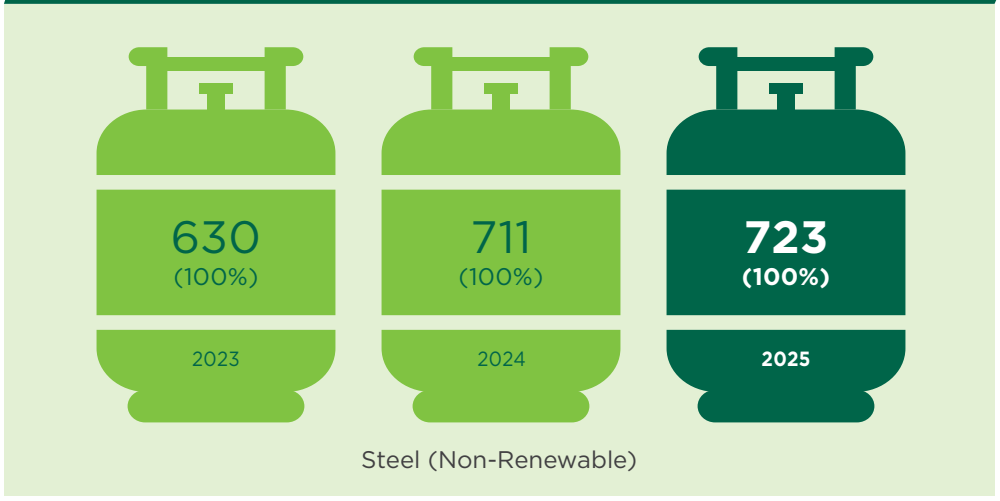


The following table presents a summary of the materials the Group utilised during the year in review:

Materials used to produce primary products and services (Tonnes)



Total weight of materials used to package primary products and services (Tonnes)



Note:

- *All figures reflect aggregated data for Petron Malaysia.*

Biodiversity

We recognise the importance of biodiversity conservation for its role in ensuring ecosystem resilience, community well-being and the long-term sustainability of our operations. As such, we adopt a deliberate and precautionary approach to managing potential impacts from our operations.

2025 KEY HIGHLIGHTS:

Planted 1,600 trees
across 20 forest tree species and 3 mangrove species through our forest enrichment and mangrove restoration initiatives



Environmental considerations are integrated into project planning and asset management, with facilities sited away from ecologically sensitive areas and all new facility developments subject to comprehensive Environmental Impact Assessments (EIA). During the year, an EIA for the Port Dickson PME (PDPME) plant was carried out. To minimise potential impacts on biodiversity and the environment, careful site selection was undertaken. Baseline studies and construction impact assessments were also carried out to assess any potential habitat fragmentation. Owing to the scale and location of the development within the existing Refinery site, the assessment identified minimal biodiversity impact from the construction activities.

Beyond mitigating operational impacts, we actively invest in conservation programmes that emphasise partnerships and collaborations with public universities and government bodies. These initiatives form part of the Group's broader commitment to enhancing natural capital in alignment with national biodiversity initiatives.

Strengthening Ecosystem Resilience Through Collaborative Restoration

In 2025, we continued our Green Lung Programme at PDR/PDT and expanded mangrove restoration in Cherating and Kuala Sepetang. Together, a total of 1,600 trees were planted in support of Malaysia's 100 Million Tree Planting Campaign to enhance habitats, protect coastal ecosystems and contribute to carbon sequestration.

The Green Lung Programme is a long-term conservation effort dedicated to preserving approximately 400 acres of forested land surrounding the Refinery, an area equivalent to more than 300 football fields. Implemented in collaboration with UPM and YHM since 2023, it is intended to improve ecological linkages and strengthen the area's role in carbon sequestration. On 3 July 2025, in conjunction with World Environment Day, a second round of planting was conducted, where 600 trees across 20 species were planted. Several of these species are listed under the International Union for Conservation of Nature (IUCN) Red List, underscoring our commitment to active forest enrichment. The Green Lung area is estimated to sequester up to 68 ktCO_2e, reinforcing its role in advancing our climate and biodiversity commitments.

Biodiversity

The table below lists a sample of the Green Lung area's existing biodiversity baseline prior to forest enrichment activities.

THREATENED AND ENDANGERED SPECIES IDENTIFIED ACCORDING TO THE IUCN RED LIST BY LEVEL OF EXTINCTION RISK:		
EN Endangered	VU Vulnerable	NT Near Threatened

Flora (12 species identified in total out of 21 species)		
Common Name	**Scientific Name**	**IUCN Red List Conservation Status**
Karas	*Aquilaria malaccensis*	EN
Merawan Jantan	*Hopea griffithii*	EN
Cengal	*Neobalanocarpus heimii*	EN
Meranti Temak	*Shorea hypochra*	EN
Mempening	*Lithocarpus curtisii*	VU
Kapur	*Dryobalanops aromatica*	VU
Merawan Bunga	*Hopea pubescens*	VU
Meranti Temak Nipis	*Shorea roxburghii*	VU
Merbau	*Intsia palembanica*	NT
Nyatoh Taban Merah	*Palaquium gutta*	NT
Meranti Tembaga	*Shorea leprosula*	NT
Meranti Bukit	*Shorea platyclados*	NT

In tandem with these efforts, we planted an additional 1,000 mangrove trees nearby our Distribution and Terminal operating facilities. Three native species—Bakau Minyak, Bakau Putih and Bakau Kurap—were planted in Cherating, Pahang and Kuala Sepetang, Perak. Delivered in collaboration with YHM, the programme also involved representatives from the Natural Resources and Environmental Sustainability (NRES) authorities, the Department of Environment and Forestry Department.

Cumulative Biodiversity Outcomes

The plantings in FY2025 are estimated to sequester 70 tCO_2e* per year, which is equivalent to recycling 24.7 tonnes of waste. Since 2022, cumulative plantings have exceeded 3,300 trees, surpassing the Group's 2025 target of 2,000 trees and demonstrating sustained progress in its biodiversity and restoration efforts.

Note:

* *Estimate sourced from the Malaysian Green Technology & Climate Change Corporation.*

Sustainable Supply Chain

Our supply chain is critical to our core operations and business stability. As an energy provider serving customers and communities across Malaysia, our ability to maintain a consistent, reliable fuel supply depends on the resilience of our suppliers across fuel sourcing, logistics, retail operations and support services.

Given the scale of our supply network, we recognise that our supply chain activities may have environmental and social impacts. As such, supplier practices have a direct bearing on our operational integrity, regulatory compliance and sustainability performance. We address these risks by setting clear expectations and integrating sustainability considerations into our procurement practices. These frameworks establish environmental and occupational safety standards, strengthen internal controls and promote consistent risk management across our supply chain. At the same time, it also strengthens local supplier capability, contributing to broader economic and talent development.

2025 KEY HIGHLIGHTS:

100% of new suppliers
were screened against environmental and social criteria

93% of our suppliers were local
receiving 70% of the procurement spend and boosting local businesses



Supply Chain Management
Managing Ethical and Transparent Procurement Practices

Our supply chain is governed by structured procurement processes guided by ISO 20400: 2017 Sustainable Procurement. This approach balances operational requirements with responsible sourcing and accountability. Suppliers of all sizes are provided with transparent and equitable access to tender opportunities, supporting fair competition and reinforcing ethical business conduct.

All procurement activities follow a defined sequence to ensure consistency and accountability:



This structured approach supports sound decision-making and ensures that procurement outcomes align with our operational standards and sustainability expectations.

Empowering Local Suppliers

We practice responsible supply chain management by prioritising local vendors. Our supply network includes more than 1,000 suppliers, of which 93% are local. In 2025, seventy percent of the procurement budget equivalent to RM9.0 billion, was spent on local vendors.

As part of our commitment to deliver reliable fuel supplies, we also prioritise local crude as feedstock. Amid geopolitical tensions, prioritising local value chains supports reliable supply and bolsters the national economy. From a risk perspective, these grades support shorter supply routes, reduce dependence on imported feedstocks and limit exposure to foreign currency volatility.

Sustainable Supply Chain

Building a Culture of Service Station Excellence Through Dealer Training

We actively invest in strengthening the capabilities of our service station dealers through structured training and operational support, as they are our frontline customer-facing partners. Our retail team conducts training in station operations, food handling and service quality, while dealer induction programmes cover the full scope of on-site operations to ensure all new dealers are equipped to uphold Petron's operational and customer service standards. Periodic surprise evaluations are also conducted to reinforce consistency and service excellence across our retail network.

Safety preparedness remains a key priority across our service stations. Oversight is provided by our Asset Management Group and Retail SSHE advisors through regular technical audits covering oil spill response, waste management, emergency preparedness and facilities maintenance. These measures help strengthen compliance with safety requirements, minimise operational risks and ensure a safe environment for customers, employees and surrounding communities.

Our commitment to operational safety is further reflected through industry recognition. During the year, several Petron service stations, namely Petron Section 24 Shah Alam, Petron Simpang Jalan Rozhan, Petron Chendering, Petron Semabok-Duyung and Petron Geliga, were recognised by the Malaysian Society for Occupational Safety and Health for excellence in workplace safety and health practices. Additionally, Petron Jalan Datuk Keramat, Penang is our first service station to win the National Council for Occupational Safety and Health award in the Retail and Wholesale category. These recognitions reinforce our continuous efforts to uphold high safety standards and foster a strong culture of operational discipline across our retail network.





Sustainable Supply Chain

Setting Transparent Expectations and Evaluations

Suppliers, contractors and hauliers are assessed against criteria that include environmental performance, occupational health and safety practices and operational capability. Over the past four years, all newly appointed vendors have undergone formal evaluations, with assessments aligned to relevant management system standards such as ISO 14001: 2015 EMS, ISO 45001: 2018 OHSMS and ISO 9001: 2015 QMS, where applicable.

At our LPP facility, suppliers of RBDPO are subjected to additional MSPO requirements to ensure traceability and adherence to defined environmental and social benchmarks. Meanwhile, across our terminals and other business units, supplier and contractor selection is informed by POIMS, which evaluates safety performance, technical capability and past project delivery.

For retail operations, the Asset Management Group (AMG) oversees contractor readiness and competency, supported by Safety, Security, Health and Environment (SSHE) advisers who conduct audits to assess effectiveness and identify improvement opportunities. Dealer capability across the retail and LPG network was supported through targeted training on oil spill response, scheduled waste management and oil interceptor maintenance, helping to standardise environmental practices at site level.

In 2025, we introduced our Treats Natural Mineral Water through a partnership with an OEM bottling plant, meeting stringent quality and regulatory requirements. This reflects our broader approach to ensuring that all food and beverage vendors across our retail network maintain relevant certifications, including Good Manufacturing Practices (GMP), Hazard Analysis and Critical Control Points (HACCP) and Halal certification.

We uphold clear standards of conduct across our network of vendors, dealers and business partners through ongoing engagement and clear communication. To further strengthen the management of environmental and social risks within our supply chain, we are advancing our supply chain governance with the inclusion of human rights considerations in our Sustainable Supply Chain Policy and a Supplier Code of Conduct by 2026.





SOCIAL Fostering Societal Well-Being

Petron Malaysia places people at the heart of our business. Whether within our organisation or across the communities we serve, we focus on supporting well-being, nurturing potential and ensuring a positive experience for all individuals connected to our operations.

This people-centric approach extends beyond our own workforce to shape how we engage with customers, contractors and local communities. By fostering a culture of care and accountability, we aim to provide reliable service while actively safeguarding lives and livelihoods.

Our Material Matters

- Agile, Diverse and Thriving Workforce
- Safety
- Customer Data Protection

UN SDGs





2025 KEY HIGHLIGHTS:

- **100%** of employees underwent Sustainability Training
- **100%** of employees attended mandatory training on health & safety
- Maintained **33%** female representation on the Board
- **ZERO** instances of human rights violations
- **ZERO** Lost Time Injury
- **ZERO** identified leaks, thefts or losses of customer data

Agile, Diverse and Thriving Workforce

A capable and engaged workforce is fundamental to our long-term performance. We focus on providing fair access to training and career development, offering competitive benefits and maintaining regular engagement through employment practices built on respect and equal opportunity.

2025 KEY HIGHLIGHTS:

- Commenced our flagship **PwD Programme**
- Delivered an **11% increase** in total training hours
- Recognised in the **HR Excellence Awards 2025** and **Malaysia's 100 Leading Graduate Employers**



DRIVING A DIVERSE WORKFORCE

Workplace Culture and Inclusion

Diversity is an integral part of our everyday operations, reinforced by both our corporate policies and workplace practices. Our demographic profile is highly dynamic, with approximately 88% of our personnel under the age of 50. This creates an environment where the drive and adaptability of our emerging professionals blend with the deep institutional expertise and leadership of our more experienced employees, resulting in better ways of working for both new and highly experienced employees. Supported by a predominantly permanent employment framework, we maintain a stable foundation for long-term skills development and organisational stability.

The Group's Equal Employment Opportunity Policy guides employment decisions on the basis of capability and performance, without regard to personal characteristics.

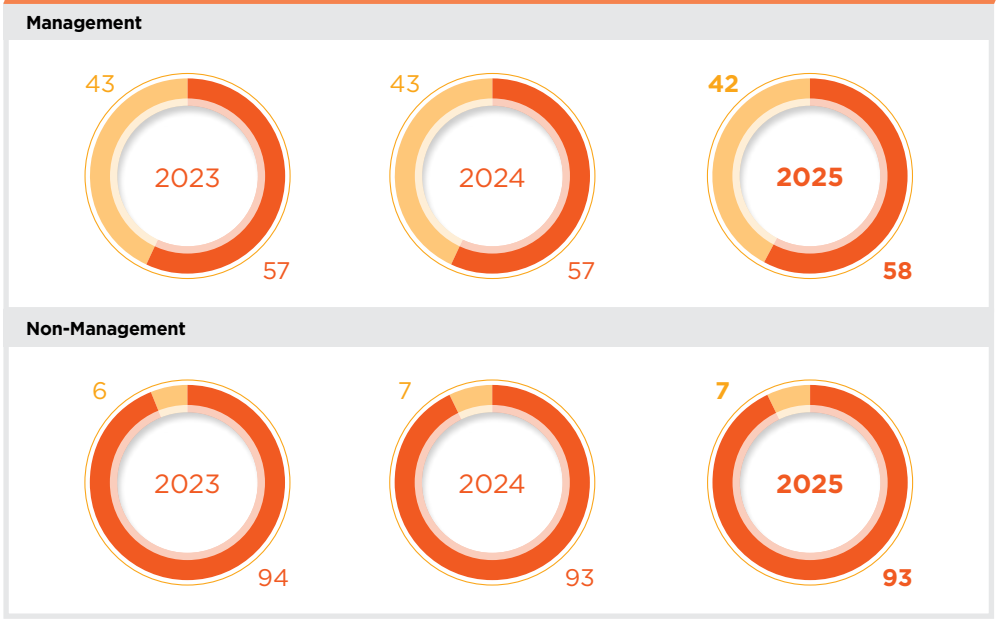
In 2025, our workforce grew to 728 permanent employees, up from 716 in FY2024 and reflected a 66:34 male/female gender balance, a representation profile that aligns closely with the demographic landscape of the broader energy sector. We also seek to improve, particularly in operational and leadership positions, through targeted hiring and development efforts.



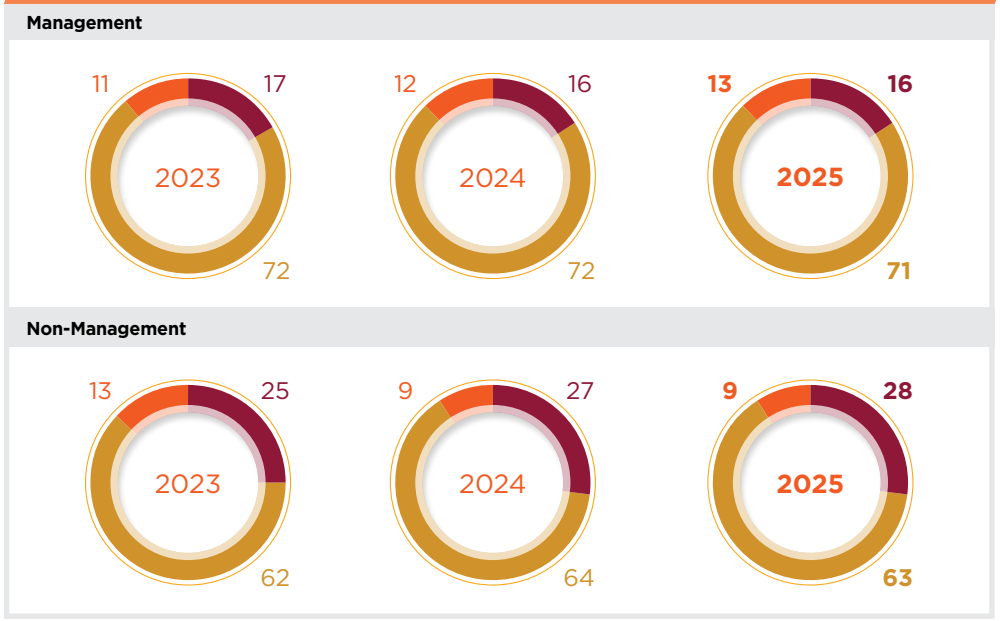
Agile, Diverse and Thriving Workforce

An overview of the Group's employee diversity profile over the past three years is shown in the following table:

Employee Diversity by Employee Category and Gender (%)



Employee Diversity by Employee Category, Age Group (%)



Note:

- *All figures reflect aggregated data for Petron Malaysia Group.*
- *The Group defines "Management" as employees in the Management, Professional and Technical (MPT) category, and "Non-Management" as employees in the Non-Management, Professional and Technical (Non-MPT) category.*



Agile, Diverse and Thriving Workforce

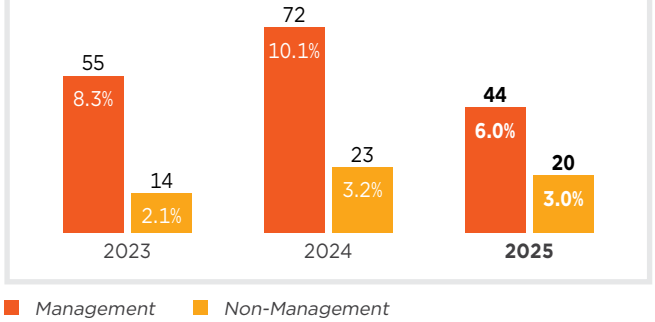
Onboarding & Talent Integration

In line with business growth, we welcomed 64 new permanent employees, bringing our total workforce to 728. Employees under 30 accounted for 37 new hires (5% hire rate), while those aged 30–50 recorded 27 new hires (3.7% hire rate).

While no new permanent appointments were made in the over-50 demographic, we actively engage senior industry expertise through specialised fixed-term contracts and technical professional consulting roles. For a more detailed breakdown of our turnover rates, please refer to the Employee Management section on page 81.

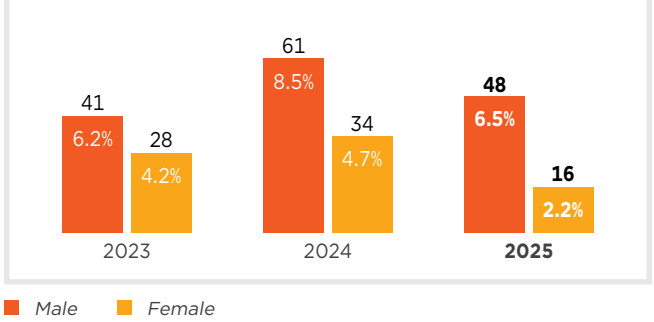
Total Number & Rate of New Hires

Employee Category



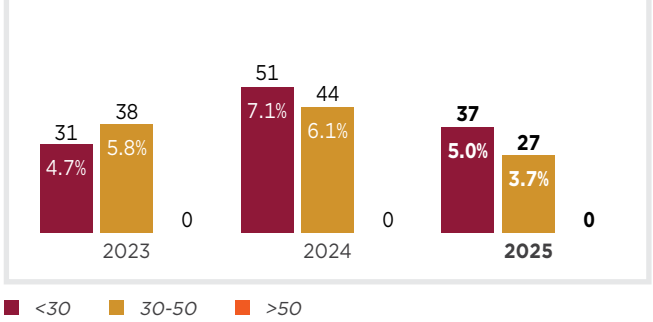
Management *Non-Management*

Gender



Male *Female*

Age Group



<30 *30-50* *>50*

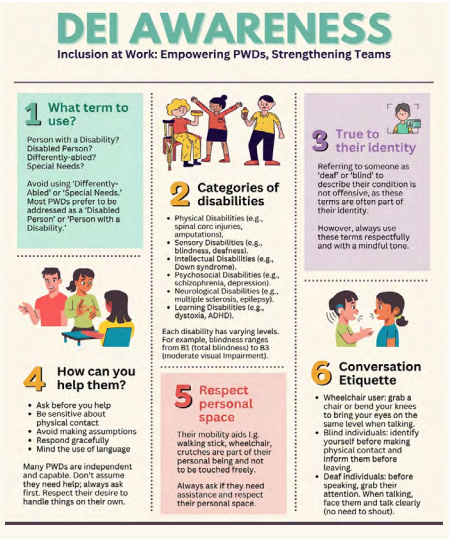
Note:

- *(Number of hires/total employees) *100%*
- *The Group defines "Management" as employees in the MPT category, and "Non-management" as employees in the Non-MPT category.*
- *All figures reflect aggregated data for Petron Malaysia Group.*

Persons with Disability (PwD)

In 2025, we advanced our commitment to Diversity, Equity and Inclusion (DEI) by launching a six-month structured training programme at our headquarters. In collaboration with the Department of Social Welfare (JKM), we placed PwD trainees within our HR and Retail Card Operations departments.

To ensure seamless workplace integration, JKM conducted specialised training to equip both the trainees and their host departments. Two trainees successfully secured roles as contract staff at the Petron HQ office. Building on this success, we plan to expand our inclusive hiring pipeline by onboarding additional PwD employees in 2026.



Agile, Diverse and Thriving Workforce

THRIVING WORKFORCE MANAGEMENT

A thriving workforce is the foundation of our resilience, particularly in a fast-moving and highly regulated industry like ours. Recognising this, the Group upholds the overall well-being of our people as we understand that employees who feel healthy, motivated and connected are better positioned to deliver a strong, consistent performance.

Employee Benefits

Our Group provides competitive employee benefits that exceed statutory requirements and meet the needs of our diverse workforce. Collaborating closely with union representatives allows us to keep these offerings relevant, equitable and supportive of employee well-being. To ensure we remain an employer of choice, all benefits are consistently benchmarked against industry standards.

Our core benefits framework includes, but is not limited to:

- Petron Medical Plan
- Petrol Rebates
- Retirement Benefit
- Social Club Assistance Plan
- Education Refund Plan
- Survivors' Benefits Plan
- Medical Disability Retirement Plan
- Car Allowance



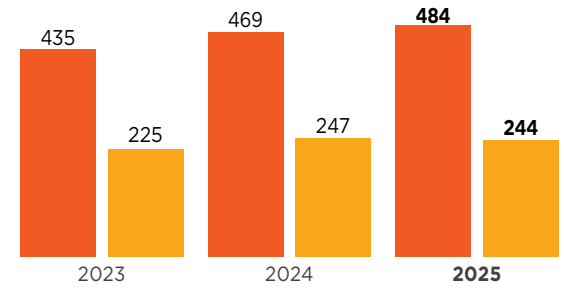
Agile, Diverse and Thriving Workforce

We also support our people through significant life events by providing parental leave that aligns with the Employment Act 1955. In line with our focus on family well-being, mothers are entitled to 98 days of maternity leave, while fathers receive 5 days of paternity leave.

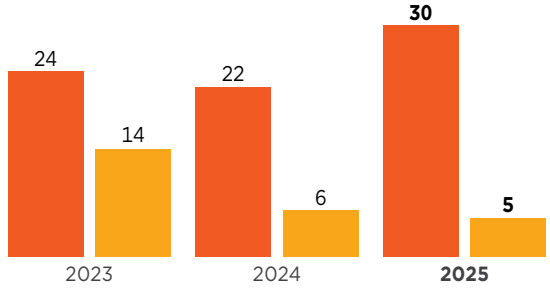
In 2025, all female employees who returned from maternity leave remained employed with the Group for at least 12 months thereafter. This 100% retention rate reflects the effectiveness of our supportive policies and the confidence employees place in us as a workplace where both career and family can thrive.

Parental Leave by Gender

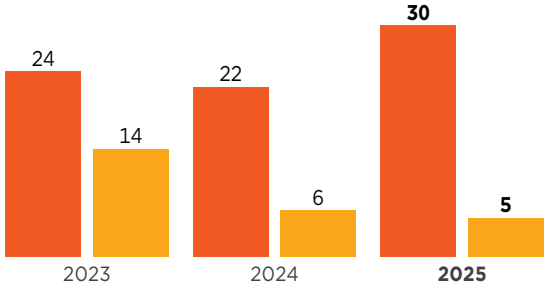
Employees that were entitled to parental leave



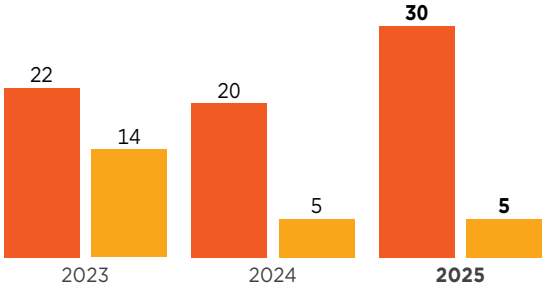
Employees that took parental leave



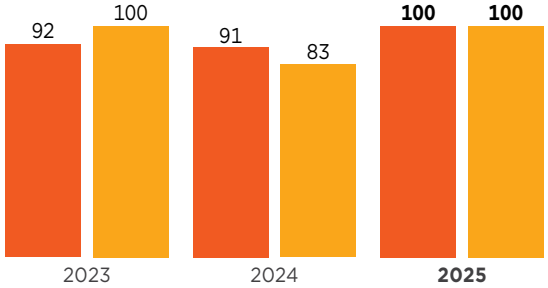
Employees that returned to work in the reporting period after parental leave ended



Employees that returned to work after parental leave ended that were still employed 12 months after their return to work



Retention rate of employees that took parental leave (%)



Male *Female*

Note:
- *All figures reflect aggregated data for Petron Malaysia Group.*

Agile, Diverse and Thriving Workforce

Employee Engagement

Employee well-being is a core strategic priority for our Group. We focus on delivering purposeful, holistic initiatives that foster an inclusive, safe and collaborative workplace culture where every individual feels valued. Driven by cross-functional, employee-led committees, our engagement journey reached a milestone in 2025 with the delivery of 40 distinct employee programmes. This achievement represents a 48% expansion over our 2022 baseline of 27 programmes, significantly outperforming our original 2025 growth target of 23%.

Beyond numbers, our focus remains on creating high-quality, value-driven touchpoints that deepen our workforce's connection to the organisation and build resilience. To better reflect our strategic focus, our initiatives are grouped into five core pillars:

1. Holistic Health & Mental Well-being
2. Occupational Safety & Workplace Readiness
3. Cultural Inclusion & Corporate Traditions
4. Sports & Recreational Activities
5. Knowledge Sharing & Awareness Campaigns



Agile, Diverse and Thriving Workforce

1. Holistic Health & Mental Well-being

To focus on the physical, mental and emotional health of our people to support stress decompression and balanced lifestyles.

a) Our Initiatives:

The Biggest Loser Challenge, high-energy Pound Fitness classes and hands-on wellness workshops, including DIY Tie-Dye Bucket Hat Making, Textured Sand Art, Punch Needle Crafting and a Sushi-Making Masterclass.









b) Programme Highlight:

HR Open Day 2025: Wellness Roadshow

Our annual HR Open Day was rolled out as a three-part regional roadshow, with sessions at our Headquarters (10 July), Sabah (4 September) and Port Dickson (24 September) to engage a total of 487 employees. Themed around personal wellness and practical care, the events featured preventive health talks alongside dedicated advisory booths from statutory bodies such as EPF, Zakat and Amanah Raya. Actively putting our commitment to diversity into practice, the roadshow also integrated professional blind/OKU massage therapists to provide physical relaxation sessions for our staff.





Agile, Diverse and Thriving Workforce

2. Occupational Safety & Workplace Readiness

To cultivate an organisation-wide safety culture by equipping our workforce with critical compliance skills and emergency response capabilities.

a) Our Initiatives:

Emergency Response Training for Safety Wardens, our annual interactive Safety Meme Contest and corporate humanitarian initiatives such as our annual Blood Donation Drive, organised in August, alongside the National Blood Centre *(Pusat Darah Negara)*.





b) Programme Highlight:

Basic Occupational First Aid Training

To ensure our sites remain secure and resilient, we conducted structured competency and certification training throughout the year for our designated workplace first responders. These sessions focused heavily on practical, life-saving skills, successfully equipping our responders with the confidence and technical ability to take immediate action during medical emergencies before professional emergency services arrive on-site.





Agile, Diverse and Thriving Workforce

3. Cultural Inclusion & Corporate Traditions

To celebrate our rich diversity and to nurture a deep sense of belonging and togetherness across the wider Petron community.

a) Our Initiatives:

Annual festive gatherings, including Chinese New Year, Hari Raya and Deepavali celebrations, alongside dedicated workplace appreciation forums such as the New Hires Club (NHC) and Petron International Women's Day.







b) Programme Highlight:

Annual Dinner 2025: The Petron Empire

Hosted on 24 January 2025 at the Grand Hyatt Kuala Lumpur, our Annual Dinner brought together 300 employees under the celebratory theme "The Petron Empire". Organised as a corporate appreciation event, the evening served as a major morale booster, giving teams from different business units a valuable opportunity to decompress and celebrate the year's collective achievements in a relaxed, social setting.



International Men's Day 2025

Marking our first-ever formal Men's Day event, we gathered approximately 90 employees at our head office for a session dedicated to celebrating the contributions and well-being of our male workforce. The highlight of the event was a custom stand-up comedy performance by Douglas Lim, who used humour to create a casual, light-hearted space for stress relief and positive team connection.



Agile, Diverse and Thriving Workforce

4. Sports & Recreational Activities

To promote camaraderie, team cohesion and healthy competition through casual sports and company-wide recreational events.

a) Our Initiatives:

Regular cross-departmental leisure sessions for pickleball, football, futsal, volleyball and badminton.







b) Programme Highlight:



The Petron Olympics Series

The Petron Olympics remains a major anchor for our active lifestyle strategy, delivering a high-engagement, multi-sport competitive series that includes Go-Karting, Laser Tag and Bowling tournaments. This annual initiative gives our staff a healthy competitive outlet to build teamwork, decompress and network with colleagues outside of their immediate operational divisions.

PKLRC Family Day 2025

On 2 August 2025, more than 400 employees and their families gathered at Sunway Lagoon Theme Park for the PKLRC Family Day. The day perfectly balanced fun with corporate safety discipline by kicking off with a mandatory safety briefing and morning aerobics, followed by telematch games and kids' activities that brought our workforce families closer together.



Agile, Diverse and Thriving Workforce

5. Knowledge Sharing & Awareness Campaigns

To drive employee education on critical human resource frameworks, community support systems and environmental stewardship.

a) Our Initiatives:

The digital HR Connect Platform, alongside safety awareness and educational talks organised by POSHCC.

b) Programme Highlight:





b) Programme Highlight:

Green Bag Educational Talks

Our Green Bag Talks continued to serve as a vital platform for casual, lunch-and-learn educational sessions that translate corporate responsibility into personal employee action. On the healthcare and wellness front, we brought in qualified dietitians and medical experts to cover modules on mental health management, national immunisation milestones and healthy eating. On environmental stewardship, the platform drove our corporate *Wee-cycle* initiative, interactive E-Waste Quizzes and recycling drives.



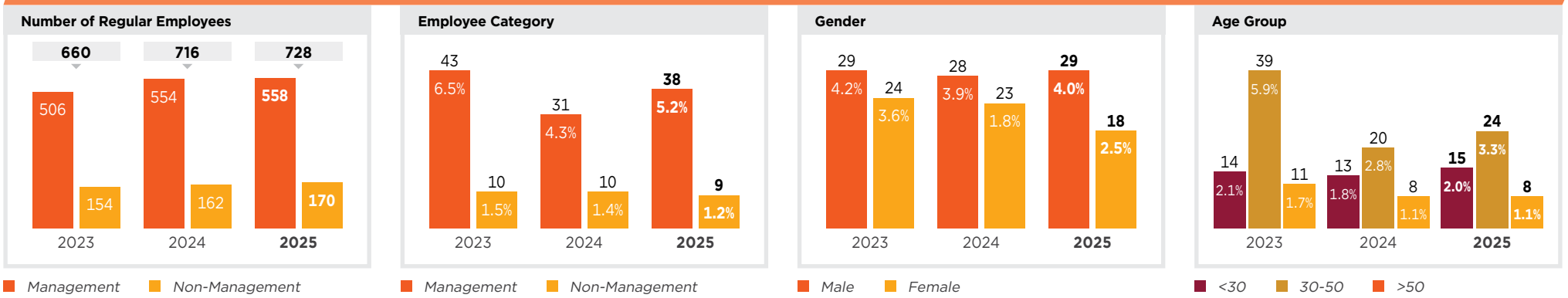
Agile, Diverse and Thriving Workforce

Employee Management

Our employee attrition remained low, with 47 departures recorded in FY2025. This resulted in a turnover rate of 5.2% for management and 1.2% for non-management staff. By age group, the turnover rate was 2.0% for employees under 30, 3.3% for those aged 30–50 and 1.1% for those over 50, reflecting a stable overall workforce.

We maintain this stability through our focus on engagement, learning and career management. This includes structured initiatives such as Management Development Training (MDT), regular performance dialogues and targeted capability-building for our critical functions.

Total Number and Rate of Employee Turnover in 2025



Note:

- *All figures reflect aggregated data for Petron Malaysia Group.*
- *The Group defines "Management" as employees in the MPT category and "Non-management" as employees in the Non-MPT category.*

We uphold labour standards aligned with both national legislation and recognised international practice. We strictly adhere to the Employment Act 1955 and the Children and Young Persons (Employment) Act 1966. These frameworks ensure we prevent forced or child labour while managing working hours, rest periods and overtime responsibly. Recruitment and progression are based solely on merit and role requirements, with employment decisions applied fairly across the workforce. Together, these standards help maintain a fair, well-governed and compliant workplace for all our people.

Fair & Equitable Remuneration Practices

Petron Malaysia Group applies remuneration practices that are intended to be fair and market-aligned for employees, contractors and vendors. We comply with applicable Malaysian labour laws, including the Employment Act 1955, the Minimum Wages Order and relevant wage regulations, while benchmarking our rates against prevailing market rates. This approach supports the well-being of our workforce and our standing as a credible employer.

Freedom of Association & Collective Bargaining

Constructive labour-management relations are vital to maintain workplace stability and employee representation. We provide formal engagement channels with employees at all levels, supported by HR representatives within each department. These representatives act as a bridge between management and employees, helping to address concerns and manage workplace changes effectively.

For any significant operational changes, we provide all employees with a minimum of three weeks' notice. Employees covered by collective bargaining agreements are afforded a three-month consultation period to allow for meaningful dialogue and the fair consideration of their interests.

Agile, Diverse and Thriving Workforce

Union Representation

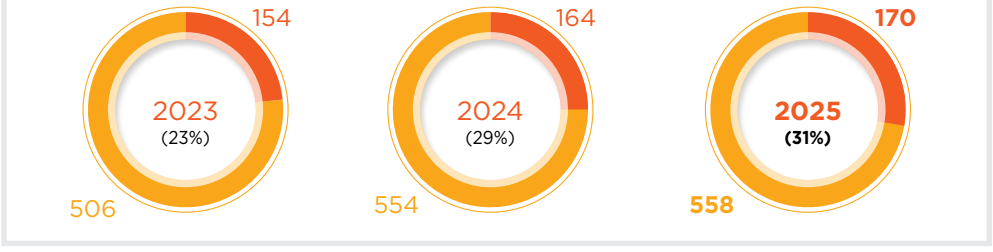
We respect our employees' rights to organise and engage in collective bargaining. Eligible non-management employees may choose to be represented by either the Sabah Petroleum Industry Workers Union or the National Union of Petroleum and Chemical Industry Workers (NUPCIW). This provides formal representation in employment matters. In FY2025, union representation covered 31% of the workforce, largely comprising technicians and plant operators across the refinery and terminal operations.

We also further intensified our efforts to maintain industrial harmony through regular formal Union-Management engagements. These sessions focused on addressing operational policies and employee welfare, while serving as the strategic foundation for our collective bargaining process.

A key milestone for the year was the successful conclusion of the PMRMB, PFISB and NUPCIW 2026–2028 Collective Agreement (CA). The negotiation process was officially launched in November 2025, witnessed by the Director General of Industrial Relations, Ministry of Human Resources, to ensure full alignment with national regulatory standards, with a mutual agreement reached in mid-December 2025. This seamless and efficient process underscored the maturity of our industrial relations framework and our commitment to providing fair and equitable remuneration to our workforce.

Union Members

Union against Total Employees



Note:
- *All figures reflect aggregated data for Petron Malaysia Group.*

Transparent Grievance Process

The Group provides formal channels, such as our anonymous whistleblowing process, for employees, external contractors and vendors to raise concerns and seek guidance without hesitation. These confidential mechanisms are managed by the Legal and HR departments, with dedicated HR Business Partners assigned to each department, serving as the first point of contact for HR-related matters. This structure ensures that every report is handled consistently and that corrective action is taken when required.

Transparent Grievance Process



In addition to formal grievance channels, employee surveys provide a further avenue for employees to share feedback on workplace practices, management effectiveness and development needs. These insights inform policy improvements, leadership practices and talent initiatives. Together, these channels provide management with clearer visibility over workforce concerns and any emerging priorities.



Agile, Diverse and Thriving Workforce

DEVELOPING AN AGILE & DYNAMIC WORKFORCE

Uplifting Local Leadership

We prioritise developing and retaining local leadership talent to support continuity across our Malaysian operations. In FY2025, Malaysians accounted for 98% of Senior Management positions, which include all roles above the supervisory level.

This leadership composition enables the Group to leverage deep local insight and institutional knowledge when navigating Malaysia's economic conditions, regulatory requirements and stakeholder expectations. By building a leadership team with local expertise, we strengthen management continuity and provide clear career pathways into senior roles.

Focusing on this ultimately supports better decision-making and ensures strong local representation at the highest levels of the Group. The relevant data are shown below:

Senior Management in 2025 (%)

Proportion of Malaysians hired as senior management



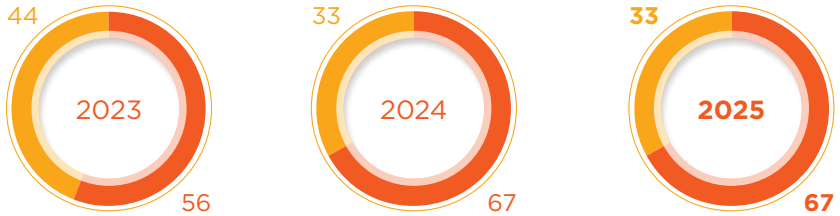
Local Foreign

Note:
- *All figures reflect aggregated data for Petron Malaysia Group.*

The following tables summarise the composition of both Petron's Board of Directors and Senior Management by gender and age group:

Board of Directors Diversity by Gender and Age Group (%)

Gender



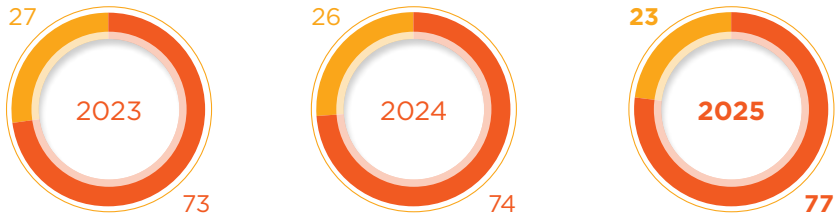
Male Female

Age Group



<30 30-50 >50

Senior Management Diversity by Gender (%)



Male Female

Note:
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Agile, Diverse and Thriving Workforce

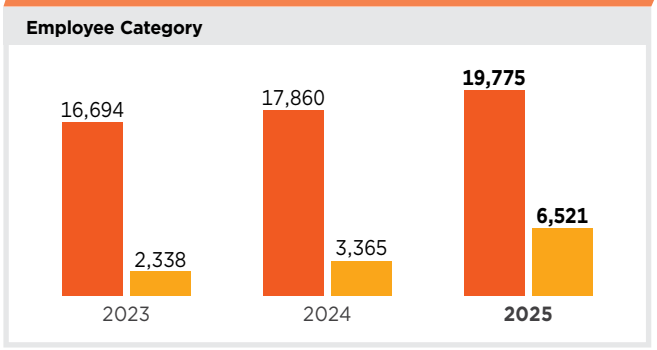
Training & Education

Petron Malaysia Group takes a structured approach to training and education, ensuring our workforce remains adaptable and equipped to deliver operational excellence. Our operations require highly skilled technical capabilities in engineering, safety and asset management, particularly across PDR, LPP and our Terminals.

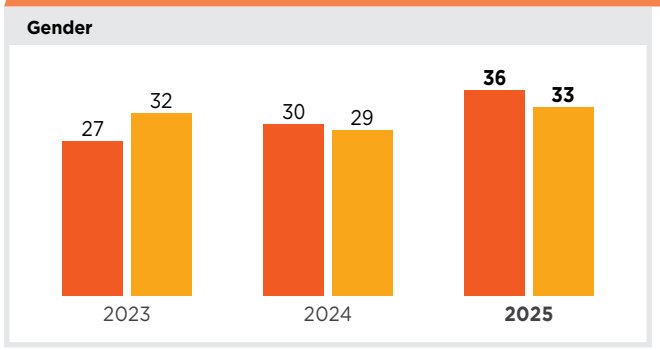
Training programmes cover operational, leadership and professional development areas, including safety-related technical training for operational roles and people-management and leadership development for management employees. These efforts are supported by performance monitoring and succession planning to ensure a sustainable pipeline of capable leaders and specialists.

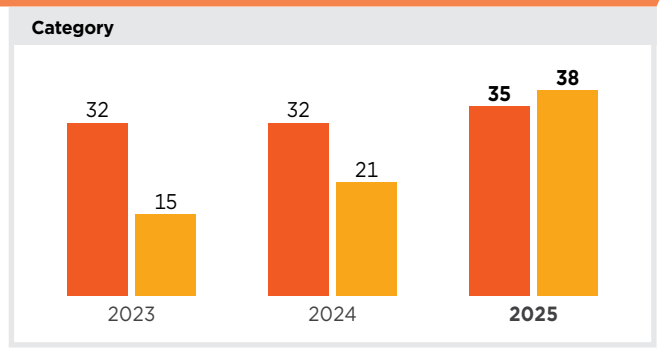
During the year, non-management employees achieved an average of 38 training hours, significantly surpassing the Group's initial target of an average of 15 training hours. Additionally, this increase was partly driven by the inclusion of selected contract staff in training programmes during the year and by broader participation in training events.

Total Training Hours by Employee Category (Hours)



Average Training Hours Per Employee





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Agile, Diverse and Thriving Workforce

Career Progression

Career progression within our Group is built on a talent development process that aligns individual growth with the organisation's needs. Employees are encouraged to take an active role in their development through clear learning opportunities and internal mobility.

These career discussions take place through our Talent Performance Management (TPM) process, which allows employees and supervisors to review performance together, identify areas for improvement and set out targeted training plans.

Beyond the annual TPM exercise, the Group also conducts periodic staffing and development reviews led by Department Heads, Managers and HR to assess succession planning and longer-term talent readiness. These sessions support data-driven career advancement decisions and reinforce a robust internal pipeline for leadership and specialist roles.

Employee transition is also facilitated through training programmes designed to prepare individuals for new or expanded responsibilities. This includes HR-led leadership training to support employees moving into managerial roles, helping them build the capabilities required for effective people management and decision-making. Additionally, employees are given access to a range of elective training programmes based on their interests and development needs, covering both soft skills and technical capabilities such as business writing and data analytics tools.

Our learning programmes are structured around Individual Development Plans (IDP) which ensure training remains targeted and relevant to role-specific and organisational needs. Progress and effectiveness of the IDP are regularly reviewed to support continuous capability building across the workforce. These practices complement our employee engagement programmes, reinforcing a coherent and holistic approach to talent development, recognition and retention.



Safety

We manage safety through formal systems and clear accountability, driving a safety culture through daily discipline. Our goal is simple: to ensure every employee, contractor and community member remains safe and protected from harm.

2025 KEY HIGHLIGHTS:

- **Zero** work-related fatalities
- **Zero** recorded Lost Time Incidents (LTI)
- **17 awards** won, including
  - **6** Grand MSOSH Awards
  - **2** MiSHA Platinum Awards
  - **1** PMHA Excellent Awards, among others



PETRON MALAYSIA'S SAFETY BLUEPRINTS

Petron's Occupational Safety and Health (OSH) practices are governed by the Safety, Security, Health and Environment (SSHE) Policy and the Petron Operations Integrity Management System (POIMS), ensuring compliance with the Occupational Safety and Health (Amendment) Act 2022 and the Environmental Quality (Amendment) Act 2024. As of 2024, our refinery and terminal operations are all certified under ISO 45001: 2018 for Occupational Health and Safety Management Systems (OHSMS) and independently assured by SIRIM, an accredited ISO certification body.

ISO 45001: 2018 Occupational Health and Safety Management System

1. Port Dickson Refinery
2. Pasir Gudang JV Terminal*
3. Port Dickson Terminal
4. Sepangar Bay Terminal*
5. Kuantan Terminal*
6. Sandakan Terminal*
7. Bagan Luar Terminal
8. Tawau Terminal*

Note:
- ** PMRMB's sister companies' facilities.*

With a strong emphasis on prevention and continuous improvement, we work to enhance our SSHE performance and safeguard our People, Environment, Assets and Reputation (P.E.A.R.).

Safety

We rely on the following safety management systems to proactively identify risks, strengthen controls and drive continuous improvement across our operations:

Petron Operations Integrity Management System (POIMS)

The foundation of a safety framework, providing a structured approach to identify, assess and mitigate operational risks and to achieve OSH excellence.

Loss Prevention System (LPS)

A behaviour-based safety process that equips our teams to rectify unsafe actions before they escalate into incidents and to demonstrate better SSHE leadership quality.

Petron Operations Integrity Management System (POIMS)

POIMS is integrated across all operational units and structured around 11 core elements. These elements are designed to reinforce leadership accountability, strengthen risk management and drive continuous improvement. Together, they cover key aspects of our operations, ranging from facility design and personnel training to incident investigation and emergency preparedness.

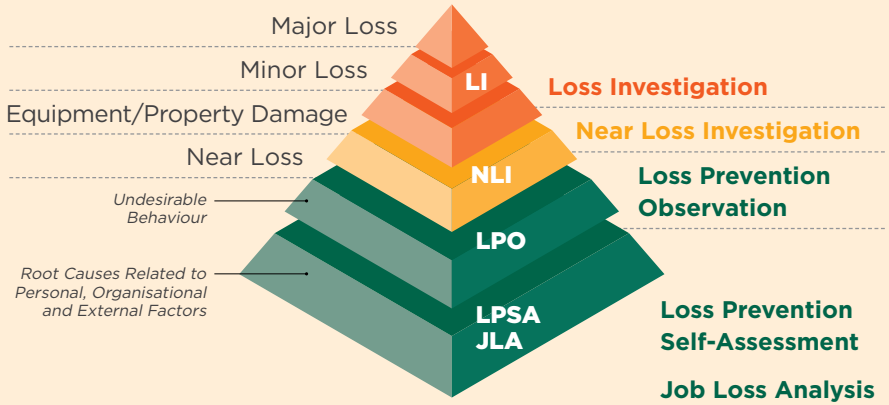
POIMS Core Elements

- Management Leadership, Commitment and Accountability
- Management of Change
- Risk Assessment and Management
- Third-Party Services
- Facilities Design and Construction
- Incident Investigation and Analysis
- Information/Documentation
- Community Awareness and Emergency Preparedness
- Operations Safety Assessment and Improvement
- Personnel and Training
- Operations and Maintenance

Loss Prevention System (LPS)

The Loss Prevention System (LPS) provides our workforce with the tools to proactively manage behavioural safety. Through systematic observations and immediate interventions, we address at-risk behaviours at the source. This integration within POIMS ensures that every employee and contractor maintains the accountability required to make safe decisions in every task.

LPS Pyramid





Safety

SUSTAINING OSH GOVERNANCE

Workplace safety is overseen through a multi-level governance structure that defines and monitors performance, as well as enables timely action on emerging risks.

In FY2025, safety governance across PDR, LPP and our terminal network was reinforced through systematic compliance with industry regulations and national safety standards. Rather than focusing on trailing metrics, our strategy prioritised continuous operational improvement through the following core pillars:

- **Standard Adherence:** Validating our baseline operations through the successful verification and maintenance of major safety certifications.
- **Statutory Liaison:** Engaging regularly with relevant government authorities to ensure swift alignment with updated regulatory directives.
- **Assurance Frameworks:** Implementing a dual-tier internal and external audit methodology to critically evaluate risk controls.
- **Predictive Safety Systems:** Investing in preventative risk-reduction systems to neutralise operational hazards at the source.

As a result, our Distribution and Terminal Operations continued to deliver exemplary performance, recording 40.15 million injury-free manhours and marking 28.85 years without a Lost Time Incident (LTI). These milestones reflect disciplined operational controls and sustained workforce attention to safety.

Group Safety, Security, Health and Environment (SSHE) Governance Structure

The Group's SSHE governance structure establishes clear oversight and accountability for safety performance across all levels of the organisation. Our structure links day-to-day site operations directly to executive and Board-level risk oversight.

At the operational core of this framework is the SSHE Council. Led by the Refinery Manager and supported by SSHE Advisors embedded within individual business units, the Council serves as the primary technical forum for both management and employees to review site safety, monitor risk controls and drive continuous improvement. As the ultimate technical decision-making body for safety matters, the Council plays a central role in ensuring that safety practices are aligned. Insights from incidents and near-misses are shared across the organisation to prevent recurrence.

The core responsibilities of the SSHE Council are as follows:

- **Standardise Operations**: Ensure SSHE practices and initiatives are implemented consistently across our network.
- **Cross-Functional Sharing:** Facilitate the exchange of safety best practices across business divisions.
- **Inter-Departmental Assessments:** Coordinate collaborative, cross-departmental SSHE assessments.
- **Cascade Lessons Learned:** Share critical takeaways from internal incidents, significant near-misses and wider industry case studies.

To maintain robust corporate oversight, the technical evaluations and performance metrics from the SSHE Council are regularly escalated through our senior governance channels. The Risk Management Council (RMC) then conducts quarterly reviews of our comprehensive SSHE KPI Scorecards to track performance trends. Ultimate oversight is maintained by the Board of Directors via the Board Audit & Risk Management Committee (BAC), which reviews core safety KPIs and significant operational risks on an exception basis to ensure full corporate compliance.

In FY2025, the SSHE Council met to review the performance of the Group's occupational health and safety management system. These sessions centred on assessing compliance effectiveness, addressing workplace safety matters and enhancing the POIMS framework.

Safety

Petron Office Safety, Health & Care Committee (POSHCC)

POSHCC leads workplace safety and employee engagement efforts at headquarters, whereas SSHE Council members monitor safety, health and environmental matters across our operational facilities.

POSHCC brings together employee representatives from various departments, supported by a designated Management Sponsor, to drive workplace safety initiatives and ensure continuous compliance with relevant legislation. Beyond physical safety, the committee champions employee well-being through targeted wellness activities, safety briefings and educational campaigns.

Safety Training and Occupational Health Management

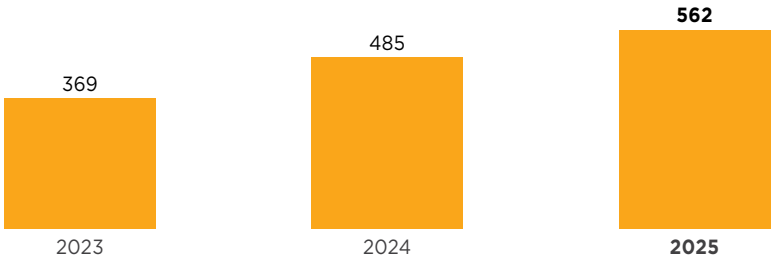
OSH Training among employees

A skilled and risk-aware workforce is essential to safeguarding operational continuity and protecting lives. We prioritise the development of technical competence and behavioural discipline, ensuring that employees and contractors have the expertise they need to operate safely in complex, high-risk environments.

Our OSH training framework covers both foundational and advanced topics for our operations-based employees. Training is delivered through practical instruction, classroom sessions and digital modules covering hazard recognition, critical safety controls and emergency response. Core programmes include Safety Induction, Work Permit Systems, Personal Protective Equipment (PPE) Compliance, Loss Prevention System (LPS) practices and our Safety Awareness E-Learning Training (SALT) modules.

Training delivery is guided by a formal SSHE training matrix, which enables systematic tracking, continuous competency assurance and alignment with legislative requirements. In FY2025, 562 employees underwent specialised OSH training as operational demands and regulatory expectations increased. An overview of this figure and comparative training ratios from prior years is provided in the table below:

Employees Trained on Health and Safety Standards (Number)



Our operational units also implemented tailored training programmes that address the specific risks within the Refinery, LPP and terminals. This targeted approach ensures that 100% of our personnel receive dedicated instruction on security procedures to maintain high levels of vigilance and preparedness across our facilities.

Our safety training is structured into two tiers to ensure that every operations employee, regardless of location, possesses a strong safety foundation, supplemented by site-specific technical skills.

i) Core Mandatory Training

These six foundational modules are standardised for all employees across the Refinery, LPP and Terminals to establish a baseline safety culture:

- Safety Induction
- Loss Prevention System
- Basic Personal Protective Equipment (PPE)
- Work Permit Training
- Safety Awareness E-Learning Training (SALT)
- Emergency Medical Assistance & First Aid

Safety

ii) Tailored Training by Site

This includes technical training that is tailored to the unique risk profiles of each site:

Site	Trainings
Refinery *Focus: Technical Risk & OSH*	• Hazard Identification, Risk Assessment & Risk Control (HIRARC) • Equipment, Vehicle & Machinery Safety • Occupational Safety & Health Governance • Confined Space, Fire Fighting & High-Risk Operations
LPP *Focus: Emergency Readiness & Chemical Response*	• Fire, Chemical & Hazardous Materials Safety • Emergency Response & Incident Preparedness
Terminals *Focus: Comprehensive Incident Preparation & Environmental Stewardship*	• Fire, Chemical & Hazardous Materials Safety • Emergency Response & Incident Preparedness • Hazard Identification, Risk Assessment & Control (HIRARC) • Equipment, Vehicle & Machinery Safety • Occupational Safety & Health Governance • Confined Space, Gas Safety & High-Risk Operations • Environmental Protection & Workplace Health • Systems, Awareness & Continuous Improvement

Upholding Occupational Health Services

A resilient workforce is strengthened not only by safe working conditions but also by holistic support that enables individuals to thrive physically and mentally. In line with this belief, we take a comprehensive approach that balances preventive healthcare, mental wellness and emergency preparedness to ensure employees feel protected and equipped to excel.

We provide extensive medical care for employees and their dependants, complemented by regular health screenings and educational sessions led by HR and POSHCC. These initiatives are part of our employee benefits package and serve to build awareness of critical topics, including mental well-being, ergonomic care and digital safety. Emergency readiness is supported by trained safety wardens on every floor of the Head Office and by 80 employees certified in cardiopulmonary resuscitation (CPR) and Automated External Defibrillation (AED).

To meet occupational health regulatory requirements, registered Occupational Health Doctors oversee medical surveillance for employees and contractors, particularly those working with hazardous chemicals or in confined spaces. Their role extends to early intervention through mental health assessments and referrals to specialist care, where required. In FY2025, we expanded this initiative to ensure comprehensive medical oversight was readily available throughout our operations.

Internal communication platforms such as PETRONews Bites, together with screen savers and workplace posters, were used to promote health, safety and community outreach efforts.



Safety

RISK & INCIDENT MANAGEMENT

Mitigation and Management of Hazards and Risks

Effective hazard and risk control remains essential to mitigate safety incidents. With facilities operating around the clock across the country, the Group manages risk through formal assessment, site-level monitoring and ongoing competency development. The following list details some of the risk mitigation measures that we engage in:

Pre-task Planning
Before critical work begins, Job Safety Analysis (JSA) and Hazard Identification, Risk Assessment and Risk Control/Hazard Identification, Risk Assessment and Determining Control (HIRARC/HIRADC) methods are used to identify hazards and define control measures.

Emergency Preparedness
Targeted assessments across our refinery and terminal distribution network are supported by Emergency Response Plans (ERPs) at all major facilities.

Design Integrity
New installations and facility upgrades undergo Hazard and Operability (HAZOP) reviews to validate design safety and operational readiness.

Systemic Governance
Risk management practices are governed by POIMS, which standardises risk management practices across refinery, terminal, distribution and retail operations.

Empowered Intervention
The You-See-You-Act (UCUX) programme allows employees and contractors to report and stop unsafe acts or conditions immediately. In FY2025, 227 UCUX submissions were recorded, with 83% resolved within the year.

Management of Critical Incidents & Hazardous Situations

We recognise that incidents can escalate quickly if not swiftly contained. To mitigate this risk, we continue to strengthen our management of critical events. These refer to high-impact situations with the potential to cause serious harm to people, disrupt operations, damage assets or result in adverse environmental consequences. In our operating context, such events may include major incidents at the Port Dickson Refinery and terminals, as well as extreme weather events.

The Group's incident management framework requires hazardous occurrences, including leaks, fires, equipment failures or high-risk behaviour, to be recorded and escalated promptly. We maintain multiple confidential reporting channels, including a Whistleblowing Mechanism that protects individuals who raise concerns in good faith. This reinforces a speak-up culture where employees and contractors are empowered to act when safety may be compromised.

The Petron Online Incident Reporting System (POIRS) facilitates real-time submission of Near Loss and Loss Incidents, triggering immediate alerts to operational leaders and SSHE administrators. Access is restricted in line with ISO 27001 Information Security Management System (ISMS) controls to safeguard confidentiality, data integrity and governance. Each reported case activates the following POIMS investigation protocol:

Root Cause Analysis	Standardised Classification	Knowledge Sharing
Root cause analysis is conducted within 21 days, outlining corrective and preventive measures that are systematically tracked to closure.	Severity classification follows established guidelines in the Work-Related Incidents and Injury Guide, ensuring a consistent and transparent approach across all business units.	Insights and lessons learned from all reportable incidents are shared through the SSHE Council and operational briefings to reduce recurrence risk.

This approach supports swift response and continuous learning in incident management.

Safety

Emergency Preparedness & Response

The inherent risks of oil and gas operations demand a constant state of readiness. We maintain a high level of preparedness by ensuring that our people, systems and partners are ready to respond swiftly and decisively to any incident that may impact our workforce, assets or surrounding communities.

Our emergency response framework is grounded in scenario-based drills that simulate real operational risks, including marine spills, fires, logistics-related incidents and aviation refuelling hazards. These exercises test equipment readiness, command structures, communication and coordination between internal teams and external emergency authorities.

This framework was put to a critical real-world test in November 2025, when Tropical Storm Senyar caused structural damage to our marine product jetty at Port Dickson. Upon the structure's partial collapse, our Emergency Response Plan (ERP) was immediately triggered. A total of eight on-site personnel were safely evacuated with zero injuries and our rapid containment protocols ensured there was no oil spill at sea. While refinery operations were temporarily halted by year-end, our Business Continuity Plan (BCP) was promptly activated to re-align supply chain arrangements. This allowed us to maintain a reliable fuel supply to our service stations and customers, keeping disruptions to a minimum through the end of the year.

Routine Safety Testing & Field Drills

At PDR, ERPs undergo regular testing through complex scenario-based drills. These exercises assess the internal emergency response teams, the availability of critical equipment and alignment with regulatory requirements. Our terminals and logistics units actively collaborate with authorities and port operators on drills that reflect their unique operational risks.



Key engagements in FY2025 included:

Pillars	Terminals	Strategic Importance
Environmental Protection	Sandakan (SBT*) Tawau (TWU*)	**Minimising Spill Risks:** Demonstrates proactive maritime risk management and collaboration with port authorities to safeguard coastal ecosystems.
Community & Regulatory	Kuantan (KTN*) Pasir Gudang (PGT*)	**Public Safety & Compliance:** Fulfills DOSH CIMAH requirements; reinforces transparency and community-level disaster preparedness with local neighbours.
Value Chain Safety	KLIA Operations	**Partner & Security Alignment:** Validates operational resilience and joint hazard containment protocols in high-security aviation environments alongside other partners.

These collaborations ensure alignment with the Control of Industrial Major Accident Hazard (CIMAH) Regulations and reinforce shared accountability among Petron, industry peers and regulators.

As we progress through to FY2026, our focus remains on improving risk visibility, closing actions promptly and enhancing our risk management and reporting processes in preparation for IFRS-aligned sustainability disclosures.

Community Engagement on Safety

With facilities located across the country, we manage community safety through operational discipline, transparent communication and joint emergency preparedness with relevant agencies.

Open engagement remains central to strengthening safety assurance beyond our fence line. Through structured outreach channels, including community meetings and feedback touchpoints, residents are encouraged to raise concerns and stay informed about relevant safety matters.

Note:

* *PMRMB's sister companies' facilities.*

Safety

A formal Community Grievance Mechanism, through which safety- and environment-related concerns are recorded, assessed and tracked via POIMS, enables prompt assessment and follow-up on any issues raised. These include those highlighted during CIMAH and the Petroleum Industry of Malaysia Mutual Aid Group (PIMMAG) engagements. For further information on POIMS, please refer to the relevant section under Safety above.

Community Engagement Programme with BOMBA

Sepangar Bay Terminal, Sabah (SBT*)

On 26 November 2025, POMSB conducted the third edition of its Community Engagement Programme (CEP) in collaboration with SK Gantisan Kota Kinabalu and Balai Bomba & Penyelamat (BBP) Kota Kinabalu.

Key activities included:

- Fire extinguisher briefing and demonstration
- Road safety awareness session on vehicle blind spots
- Fire truck tour
- Briefing on disaster preparedness and response

Rapid Emergency Drill (RED) - Product Contaminated & Product Spillage at Station

Tawau Terminal, Sabah (TWU*)

A joint drill was conducted between Majawarisan, the Tawau hauler and the KM6 Jalan Apas service station team to reinforce adherence to the prescribed unloading and product verification process. The exercise centred on a simulated product contamination incident that resulted in a spill during unloading.

Key focus areas included:

- Consequences of non-compliance with the Dealer Driver Controlled Delivery (DDCD) process
- Emergency response coordination
- Spill containment and mitigation measures
- Reinforcement of process discipline and operational readiness

Pelita-X Fire Drill – Joint Fire Drill Together with PDR, ER Mutual Aid Group & Local Authorities

Port Dickson Refinery/Port Dickson Terminal, Negeri Sembilan (PDR/PDT)

PDR conducted a fire drill simulating a tank fire at Tank 3009 in collaboration with PDT, Hengyuan Refining Company (HRC) and local authorities, to evaluate the effectiveness of its emergency response framework.

Key focus areas included:

- Activation of the site's emergency response plan
- Inter-agency coordination and communication
- Large-scale fire management and containment readiness
- Post-drill evaluation to strengthen overall response capability

Note:

* *PMRMB's sister companies' facilities.*

Safety

Joint Drill with BOMBA and Neighbouring Company

Kuantan Terminal, Pahang (KTN*)

On 18 November 2025, KTN* conducted a joint drill with a neighbouring company and the local BOMBA to strengthen coordinated emergency response capabilities.

Key focus areas included:

- Fire incident response procedures
- Confined space rescue operations
- Inter-agency coordination and communication
- Reinforcement of site emergency preparedness

Karamunting Emergency Mutual Aid (KEMA) Joint ERP Drill

Sandakan Terminal, Sabah (SDK*)

On 15 July 2025, SDK* conducted a joint drill with government agencies and petroleum berth port users to enhance multi-agency emergency coordination.

Key focus areas included:

- Fire response and containment
- Oil spill management
- Overboard rescue procedures
- Incident command leadership, with SDK Terminal Manager (TM) acting as Incident Commander
- Deployment of terminal first aiders and Emergency Response Team (ERT) members

Sabah State ERT Competition

Sabah Terminals

On 22 February 2025, POMSB, represented by SBT*, TWU* and SDK* terminals, participated in the State Emergency Response Team (ERT) Competition held at Stadium Likas.

Key highlights included:

- Participation in the annual competition organised by BOMBA Sabah
- Assessment of the efficiency and operational readiness of company ERTs
- Engagement alongside 96 competing teams statewide

Note:
* *PMRMB's sister companies' facilities.*

Safety

AWARDS & RECOGNITION

In 2025, Petron Malaysia garnered several awards in recognition of our preventive safety principles and OSH management across our operations.

A notable highlight was the distinction conferred on Petron Malaysia's General Manager, who received the *MiSHA Anugerah Kelisa Emas (Individu Cemerlang KKP)* 2025 in acknowledgement of his leadership in occupational safety and health. This was accompanied by the Group's strong performance at the MiSHA Asia Excellence Awards on OSH Principle of Prevention (OSHPoP), the MiSHA National Excellence Awards and the MSOSH Awards.

The following table summarises the Group's key occupational safety and health awards and certifications:

Awards and Recognitions for Occupational Safety and Health (OSH) – FY2025

Awarding Body	Award Category	Recognition Awarded To
MiSHA *Anugerah Kelisa Emas (Individu Cemerlang KKP) 2025*	Individual Award	• Mohd Nizam Mansor, General Manager, Petron Malaysia
MiSHA Asia Excellence Awards on OSH Principle of Prevention (OSHPoP) 2025	Platinum Award	• Pasir Gudang JV Terminal* • Kuantan Terminal*
	Diamond Award	• Port Dickson Terminal • Port Dickson Refinery
Malaysian Society for Occupational Safety and Health (MSOSH) Awards 2025	Grand Award	• Port Dickson Refinery • Port Dickson Terminal • Bagan Luar Terminal • Pasir Gudang JV Terminal* • Sepangar Bay Terminal • Kuantan Terminal*
	Gold Merit Award	• KLIA Aviation Depot • Sandakan Terminal* • Tawau Terminal*
	Gold Class 1 Award	• Petron Section 24, Shah Alam, Selangor
	Gold Class 2 Award	• Petron Simpang Jln Rozhan, Penang* • Petron Chendering* • Petron Semabok-Duyong, Melaka
	Silver Award	• Petron Geliga, Terengganu



Note:
- ** PMRMB's sister companies' facilities.*

Safety

SAFETY PERFORMANCE

The following table summarises our occupational safety and health (OSH) performance for FY2025. During the year, one Medical Time Injury (MTI) was recorded involving a contractor at our Refinery. Work was stopped immediately and the worker received the necessary medical treatment. A stand-down session was subsequently conducted with drivers and process technicians to reinforce safe work practices. This incident was the sole OSH case recorded during the year.

	Unit	2023	2024	2025
Work Hours				
Employees	Hours	878,218	850,952	**852,133**
Contractor	Hours	2,351,380	2,462,118	**2,794,787**
Number of Work-related Fatalities				
Employees	Number	0	0	**0**
Contractor		0	0	**0**
Loss Time Injury (LTI)		0	0	**0**
Employees	Number	0	0	**0**
Contractor		0	0	**0**
Loss Time Injury Rate (LTIR)				
Employees	Rate	0	0	**0**
Contractor		0	0	**0**
Number and Rate of high-consequence work-related injuries				
Employees	Number	0	0	**0**
	Rate	0	0	**0**
Contractor	Number	0	0	**0**
	Rate	0	0	**0**

	Unit	2023	2024	2025
Number and Rate of Recordable work-related injuries				
Employees	Number	0	0	**0**
	Rate	0	0	**0**
Contractor	Number	0	4	**1**
	Rate	0	0.4	**0.2**
Number and Rate of Recordable work-related Ill-Health				
Employees	Number	0	0	**0**
	Rate	0	0	**0**
Contractor	Number	0	0	**0**
	Rate	0	0	**0**

Note:

- *LTIR is calculated as a rate by expressing the number of lost time injuries during the reporting period are expressed per the total number of hours worked as at the end of the reporting period, multiplied by a standardised value of 200,000. This value represents the total hours worked by 100 employees, each working 40 hours per week for 50 weeks.*
- *All figures reflect aggregated data for Petron Malaysia Group.*



Customer Data Protection

Digital connectivity is integral to how customers interact with our services, whether through PMiles points, customer support or daily transactions. This makes effective data privacy and cybersecurity controls essential to maintaining customer trust, which we rigorously apply across our digital touchpoints to protect personal information.

2025 KEY HIGHLIGHTS:

- **Zero** instances of complaints concerning breaches of customer privacy and loss of customer data
- **Zero** identified leaks, thefts or losses of customer data



DATA PROTECTION MANAGEMENT

We collect customer information through several engagement channels, including the PMiles mobile application and website, Petron Care hotline channels, business support call centres and official social media platforms. Data collected may include basic personal and identification details, device and transaction data and contact details required to support customer enquiries, loyalty programmes, fleet services and product deliveries. We also record customer calls to support service quality and case management.

We manage all customer data in line with established governance and regulatory requirements. Our Information Security Policy is aligned with ISO 27001: Information Security Management System and the Standards of Business Conduct (SBC). Our practices are informed by the global cybersecurity framework of our parent Group, San Miguel Corporation. This integrated approach supports alignment with recognised international standards while ensuring compliance with Malaysian regulatory requirements, including the Personal Data Protection Act 2010 (PDPA).

Prioritising the Protection of Customer Data

To protect customer information across our digital infrastructure, the Group implements robust technical and administrative controls across all customer touchpoints. These security measures include advanced firewalls, multi-factor authentication and data encryption technologies. Access to personal data is tightly restricted and granted only to authorised personnel on a verified need-to-know basis.

We manage cyber risks through independent cybersecurity assessments, routine vulnerability scanning and regular penetration testing. To strengthen our cybersecurity-aware culture, employees must complete mandatory online training covering phishing, suspicious links, sender verification and internal reporting procedures.

Customer Data Protection

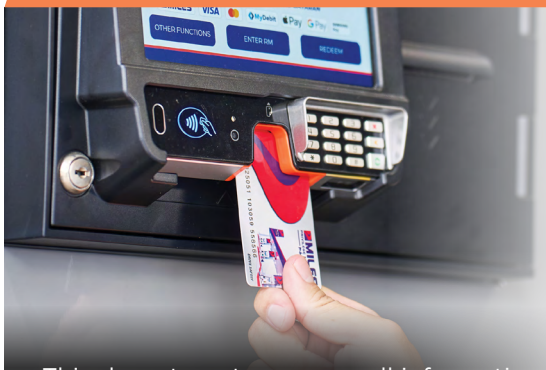
As part of our continuous system enhancements, our new loyalty platform incorporates multiple layers of security to safeguard customer accounts and transactions:

- **Secure Redemptions**: Online transactions are protected by dual-factor authentication, requiring both a member PIN and Mobile OTP verification. Meanwhile, on-site redemptions at stations require the presence of the physical card alongside the member's PIN.
- **Anti-Brute Force Controls:** To mitigate automated attacks, the system enforces a mandatory 30-minute account lockout after three consecutive failed login or PIN reset attempts.
- **Device Fingerprinting:** The loyalty portal uses advanced device fingerprinting to analyse browser characteristics, such as the user-agent, screen resolution and language settings, to flag suspicious activity and block unauthorised access.
- **Domain Validation:** Strict validation mechanisms prevent the use of temporary, disposable or fake email addresses during registration, ensuring high data quality and reducing the risk of fraudulent account creation.

The table below outlines how customer data is collected and protected across the Group's main customer-facing functions:

Data Protection Processes

Card Network & Retail IT



This department manages all information and data collected through the Outdoor Payment Terminal System (card tap payments at petrol pumps) as well as transactions conducted at the cashier counters at our petrol stations.

How Data is Collected

- PMiles transactions
- Credit Card & MyDebit transactions
- Fleet Card transactions
- Subsidy Card transactions (SKDS & SKPS)
- Subsidy-related identification

Type of Data Collected

- PMiles card number
- Card number & expiry date
- Card number
- NRIC/Identification number/Passport number

How We Protect Data

Transaction data is encrypted and sent only to authorised systems; card details are masked where applicable.

Point-of-sale data is stored securely in a centralised cloud managed by an appointed vendor.

All data transfers comply with PCI-DSS requirements, are transmitted via encrypted VPNs and are audited annually by a Qualified Security Assessor.

Customer data is protected with encryption, access controls and vendor reviews.

Sensitive government-required data for subsidies is sent directly to the authorities and not retained by us.

Customer Data Protection

CV Sales



This department handles all information and data collected via Petron's fleet operations.

How Data is Collected

- Petron Fleet Card Application Form via Web Portal
- Hardcopy Applications (Postpaid Fleet Cards)
- Online Application Form (Cash Cards/ SKDS Programme)

Type of Data Collected

- Customer's name
- NRIC/Identification number/Passport number
- Email address
- Mobile number
- SSM documentation

How We Protect Data

Fleet card operations are co-managed with third-party vendors; customer data is used only for billing/account management.

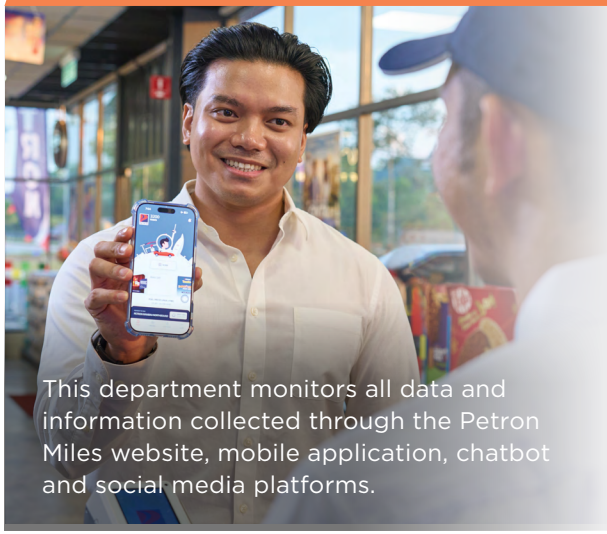
Access to the Customer Card Management System (CCMS) is restricted and periodically audited.

Data protection includes password-encrypted communications, masked card numbers and verification for updates.

Call interactions are recorded; access is limited to supervisors.

Vendors are restricted to defined data maintenance activities under Petron's policies.

Marketing



This department monitors all data and information collected through the Petron Miles website, mobile application, chatbot and social media platforms.

How Data is Collected

- Petron Miles Website
- Petron Miles Mobile App

Type of Data Collected

- Customer's name
- NRIC/Identification number/Passport number
- Email address
- Mobile number
- Usage behaviour, i.e. traffic data, location data and transaction history

How We Protect Data

Customer data is stored on secure Petron servers or approved third-party providers.

Data is used only for loyalty programmes, personalisation and approved analytics, and access is restricted.

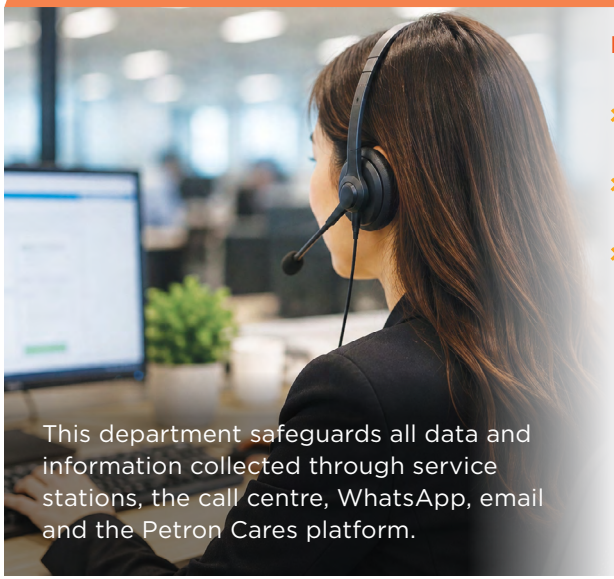
Mobile app data is encrypted and secured via API protections.

Third-party vendors must comply with Petron's privacy and security requirements.

Data is retained for up to five years after account deletion, then permanently deleted.

Customer Data Protection

Business Support (Call Centre)



This department safeguards all data and information collected through service stations, the call centre, WhatsApp, email and the Petron Cares platform.

How Data is Collected

- Calls
- Emails
- Support requests

Type of Data Collected

- Customer's name
- NRIC/Identification number/Passport number
- Email address
- Mobile number
- PMiles Card number/ Fleet Card number/ Subsidy Card number

How We Protect Data

Customers are informed that calls may be recorded; agents clarify when personal data is shared.

Data is used to verify details and support case resolution.

Call recordings are stored securely; access is role-based.

Data sharing is limited internally on a need-to-know basis.

Data is retained only for as long as operational systems are active and escalation procedures exist for handling concerns.

Data Protection Performance

No confirmed cases of data breaches, information loss or regulatory non-compliance were recorded during the year in review. As cyber risks continue to evolve, we will maintain our focus on strengthening digital safeguards, reinforcing system resilience and ensuring that stakeholder information remains protected in every aspect of our operations.

Number of substantiated complaints concerning breaches of customer privacy and losses of customer data (Number)

2023	2024	2025
0	0	**0**

Total number of identified leaks, thefts or losses of customer data (Number)

2023	2024	2025
0	0	**0**

Note:

- *All figures reflect aggregated data for Petron Malaysia Group.*

Membership and Associations

Company	Organisation/Association	Petron Malaysia's Participation
PMRMB/PFISB/POMSB	**Malaysian Society for Occupational Safety and Health (MSOSH)**	**Refinery** Port Dickson **Terminals** Port Dickson, Bagan Luar, KLIA Aviation Depot, Kuantan*, Pasir Gudang JV*, Sepangar Bay*, Sandakan* and Tawau* Lumut PME Plant
PMRMB/PFISB/POMSB	**Petroleum Industry of Malaysia Mutual Aid Group (PIMMAG)** PIMMAG is established to enhance the protection of the environment through the provision of pooled resources to respond to oil spill contingencies arising in Malaysia and Malaysian waters, including the Exclusive Economic Zone. Its major shareholders are the oil companies operating in Malaysia. However, any company with oil-related activities is also eligible to join as a member.	**Members of PIMMAG Advisory Committee (PAC):** • Supply and Distribution SSHE & Training Advisor • PDR Emergency Response Coordinator **Refinery** Port Dickson **Terminals** Port Dickson, Bagan Luar, KLIA Aviation Depot, Kuantan*, Pasir Gudang JV*, Sepangar Bay*, Sandakan* and Tawau* Lumut PME Plant Also covers inland Offshore Self Regulation - Retail Service Stations, Commercial and Fleet.
PMRMB	**Malaysian Biodiesel Association (MBA)**	Lumut PME Plant Operations Manager
PMRMB	**United Nations Global Compact (UNGC)** In 2024, Petron Malaysia became a participant in the UNGC, the world's largest corporate responsibility initiative, with more than 20,000 participants from 160 countries.	Participation as a subsidiary of San Miguel Corporation

Note:

- ** PMRMB's sister companies' facilities.*

Performance Data Table

Indicator	Measurement Unit	2023	2024	2025	Group Target	Remarks
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM million	1.15	1.87	**1.1**	By 2025, increase amount invested in the community by 5% from 2022 (RM 0.64 million)	
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	7,763	28,534	**24,178**	By 2025, increase number of beneficiaries by 5% from 2022 (5,507)	
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category						
Management	Percentage	47.00	11.90	**100**	By 2025, increase number of employees trained on Standards of Business Conduct to 100%	
Non-Management	Percentage	64.00	11.00	**100**		
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	0.00	**100**	By 2025, 100% of operations assessed for corruption-related risks	
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	**1**		
Bursa C7(a) Proportion of spending on local suppliers						
Bursa C7(a) Proportion of spending on local suppliers	Percentage	69	64	**70**		
Bursa C4(a) Total energy consumption	Gigajoules	3,530,891	2,951,692	**4,050,470**		
Bursa C11(a) Scope 1 - Direct emissions	Kilotonnes of carbon dioxide equivalent ($ktCO_2e$)	191	165	**162**	By 2025, reduce GHG emissions intensity by 4% from 2022 (Scope 1&2) (256 $ktCO_2e$)	
Bursa C11(b) Scope 2 - Indirect emissions (Purchased electricity)	Kilotonnes of carbon dioxide equivalent ($ktCO_2e$)	71	59	**74**		Increase in Scope 2 emissions in line with electricity demand driven by greater crude throughput

Performance Data Table

Indicator	Measurement Unit	2023	2024	2025	Group Target	Remarks
Bursa C11(c) Scope 3 - Indirect emissions (Employee commuting and business travel)	Kilotonnes of carbon dioxide equivalent ($ktCO_2e$)	NA	1	**2**		
Bursa C10(a) Total waste generated	Metric tonnes	449	972	**312**		
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	400	600	**206**		
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	49	372	**106**	By 2025, reduce intensity of hazardous waste sent to disposal by 2% from 2022 (132.6 MT)	
Bursa C9(a) Total volume of water used	Megalitres	150	120	**382**	By 2025, reduce water consumption intensity by 2% from 2022 (233.6 ML)	Increase in total water consumption due to scheduled equipment maintenance
Bursa C6(a) Total hours of training by employee category						
Management	Hours	16,694	17,860	**19,775**	By 2025, increase average training hours by employee category	
Non-Management	Hours	2,338	3,365	**6,521**		
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	4.00	3.00	**3.00**		
Bursa C6(c) Total number of employee turnover by employee category						
Management	Number	43	31	**38**		
Non-Management	Number	10	10	**9**		
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	**0**		

Performance Data Table

Indicator	Measurement Unit	2023	2024	2025	Group Target	Remarks
Bursa C3(a) Percentage of employees by gender and age group, for each employee category						
Age Group by Employee Category						
Management Under 30	Percentage	17.00	17.00	**15.60**		
Management Between 30-50	Percentage	73.00	75.00	**71.90**		
Management Above 50	Percentage	11.00	12.00	**12.50**		
Non-Management Under 30	Percentage	25.00	27.00	**28.00**		
Non-Management Between 30-50	Percentage	62.00	63.00	**63.00**		
Non-Management Above 50	Percentage	13.00	9.00	**9.00**		
Gender Group by Employee Category						
Management Male	Percentage	57.00	57.00*	**58.00**		
Management Female	Percentage	43.00	43.00*	**42.00**		
Non-Management Male	Percentage	94.00	93.00*	**93.00**		
Non-Management Female	Percentage	6.00	7.00	**7.00**		
Bursa C3(b) Percentage of directors by gender and age group						
Male	Percentage	56.00	67.00	**67.00**		
Female	Percentage	44.00	33.00	**33.00**		
Under 30	Percentage	0.00	0.00	**0.00**		
Between 30-50	Percentage	11.00	11.00	**11.00**		
Above 50	Percentage	89.00	89.00	**89.00**		
Bursa C5(a) Number of work-related fatalities	Number	0	0	**0**	By 2025, zero work-related fatalities	
Bursa C5(b) Lost time incident rate (LTIR)	Rate	0	0	**0**	By 2025, zero Lost Time Injury Rate	
Bursa C5(c) Number of employees trained on health and safety standards	Number	369	485	**562**	By 2025, 100% of employees (in Operations) attend mandatory training on health & safety	
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	**0**		

* *restated.*

Sustainability Performance Data

ECONOMIC

Material Matters Indicators	Unit	2023	2024	2025
Direct Economic Impact Performance				
Economic Value Generated				
Revenue	RM billion	17.2	15.8	**13.4**
Other Income	RM million	164.0	50.0	**73.0**
Economic Value Distributed				
Payment to Suppliers/Business Partners/Contractors	RM billion	16.8	15.7	**13.0**
Salaries and Benefits for Employees	RM million	53.0	51.0	**58.0**
Dividend paid to Investors		67.5	62.1	**27.0**
Tax paid to Government		36.0	45.0	**32.6**
Total Amount Invested in Local Community		1.2	1.87	**1.1**
Beneficiaries of the investment in communities	Number	7,763	28,534	**24,178**
Economic Value Retained				
Economic Value Retained for Reinvestment	RM million	434.0	45.1	**395.7**
Supporting Local Suppliers and Uplifting Local Leadership				
Percentage of Local Suppliers/Business Partners	%	93	94	**93**
Percentage of procurement budget used on local suppliers		69	64	**70**

ECONOMIC

Material Matters Indicators	Unit	2023	2024	2025
Ethical Business Performance				
Employees who have received training on anti-corruption by employee category				
• Management	%	47	12	**100**
• Non-Management		64	11	**100**
Operations assessed for risks related to corruption	%	N/A	N/A	**100**
Confirmed incidents of corruption and actions taken	Number	0	0	**1**
Legal Actions for anti-Competitive Behaviour, Anti-trust and Monopoly Practices	Number	0	0	**0**
Employees that have completed Annual Ethical Declaration	%	100	100	**100**
Number of substantiated complaints concerning human rights violations	Number	0	0	**0**
New suppliers that were screened using social criteria	%	100	100	**100**

Sustainability Performance Data

ENVIRONMENTAL

Material Matters Indicators	Unit	2023	2024	2025
Group Greenhouse Gas (GHG) Emissions				
Total	KilotonnesCO_2e ($ktCO_2e$)	262	225	**238**
GHG Emissions				
Scope 1	$ktCO_2e$	**191**	**165**	**162.3**
PD Refinery and Terminal		186.3	160.5	**158.0**
Lumut PME Plant		4.30	4.11	**4.3**
Terminals (BLT, KTN*, SBT*, SDK*, TWU*)		0.005	0.003	**0.0**
Scope 2		**71**	**59**	**73.5**
PD Refinery and Terminal		66.2	54.7	**69.3**
Lumut PME Plant		3.37	3.08	**3.0**
Terminals (BLT, KTN*, SBT*, SDK*, TWU*)		1.03	1.06	**1.0**
HQ		0.35	0.30	**0.2**
Scope 3		**-**	**1**	**2.2**
Business Travel		-	0.33	**0.7**
Employee Commuting		-	0.75	**1.6**
GHG Emissions Intensity - PD Refinery and Terminal				
Scope 1	$kgCO_2e$/BBL	9.6	10.6	**7.9**
Scope 2		3.4	3.6	**3.5**
Group Energy Consumption				
Total	Gigajoules (GJ)	3,530,891	2,951,692	**4,050,470.3**
Group Energy Consumption by Sources				
Fuel Gas	GJ	3,114,345	2,597,372	**3,621,064.0**
Gasoline		2.9	1.4	**3.2**
Diesel		9,429	2,642	**2,932.0**
Natural Gas		73,158	79,489	**84,366.0**
LFO		9,258	1,810	**221.2**
Electricity		324,698	270,377	**341,884.0**

Note:
** PMRMB's sister companies' facilities.*

ENVIRONMENTAL

Material Matters Indicators	Unit	2023	2024	2025
Energy Consumption by Facility				
PD Refinery and Terminal	GJ	3,426,465	2,849,850	**3,945,939.9**
Lumut PME Plant		98,007	95,536	**98,585.4**
Terminals (BLT, KTN,* SBT*, SDK*, TWU*)		4,823	4,923	**4,941.4**
HQ		1,596	1,383	**1,004.0**
Energy Intensity				
PD Refinery and Terminal	GJ/KBBL	177	189	**197.0**
Emissions of Sulphur Oxides (SOx) & Nitrogen Oxides (NOx)				
SOx	Tonnes	79	76	**71.6**
NOx		350	291	**389.6**
Emissions of SOx & NOx Intensity				
SOx	G/BBL	3.1	3.1	**3.6**
NOx		13.9	12.0	**19.5**
Group Significant (Reportable) Spills				
Spills on land	Number	0	0	**0**
Spills on water		0	0	**0**
Spills at offsite		0	0	**0**
Group Waste Generation				
Total	Tonnes	449.0	972.0	**312.0**
Group Waste Performance (Hazardous)				
Waste Generated	Tonnes	439.6	891.9	**230.3**
Waste Diverted from Disposal		400.1	600.1	**206.1**
Waste Sent to Disposal		39.5	291.8	**24.2**
Group Waste Performance (Non-Hazardous)				
Waste Generated	Tonnes	9.5	80.6	**81.5**
Waste Diverted from Disposal		-	-	**0.1**
Waste Sent to Disposal		9.5	80.6	**81.4**

Sustainability Performance Data

ENVIRONMENTAL

Material Matters Indicators	Unit	2023	2024	2025
Group Water Performance				
Water Consumption	Megalitres (ML)	150	120	**382.1**
Water Discharge		537	485	**344.4**
Water Withdrawal		687	605	**726.5**
Total Weight of Materials Used to Produce Primary Products and Services				
Renewable Materials	Tonnes	77,386	71,565	**72,107.5**
Non-Renewable Materials		2,640,227	2,059,335	**2,725,696.0**
Total Weight of Materials Used to Package Primary Products and Services				
Non-Renewable Materials	Tonnes	630	711	**723**
Biodiversity				
Total Trees Planted	Number	292	1,400	**1,600**

SOCIAL

Material Matters Indicators	Unit	2023	2024	2025
Agile, Diverse & Thriving Workforce Performance				
Total Number of Employees	Number	660	716	**728**
• Male		436	469	**484**
• Female		222	247	**244**
Percentage of Board Members by:				
Gender				
• Male	%	56	67	**67**
• Female		44	33	**33**
Age Group				
• >50	%	89	89	**89**
• 30-50		11	11	**11**
• <30		0	0	**0**
Employee Diversity (by Employee Category, Gender, Age Group and Employment Contract)				
Management				
• Male	%	57	57	**58**
• Female		43	43	**42**
• <30		17	16	**15.6**
• 30-50		73	72	**71.9**
• >50		11	12	**12.5**
Non-Management				
• Male	%	94	93	**93**
• Female		6	7	**7**
• <30		25	27	**28**
• 30-50		62	64	**63**
• >50		13	9	**9**

Sustainability Performance Data

SOCIAL

Material Matters Indicators	Unit	2023	2024	2025
Percentage of employees that are contractors or temporary staff				
• Permanent	%	96	97	**97**
• Contract		4	3	**3**
New Hires (by Employee Category, Gender and Age Group)				
Employee Category				
• Management	Number	55	71	**44**
• Non-Management		14	23	**20**
Gender				
• Male	Number	41	61	**48**
• Female		28	34	**16**
Age Group				
• <30	Number	31	51	**37**
• 30-50		38	44	**27**
• >50		0	0	**0**
Turnover (by Employee Category, Gender and Age Group)				
Employee Category				
• Management	Number	43	31	**38**
• Non-Management		10	10	**9**
Gender				
• Male	Number	29	28	**29**
• Female		24	13	**18**
Age Group				
• <30	Number	14	13	**15**
• 30-50		39	20	**24**
• >50		0	8	**8**

SOCIAL

Material Matters Indicators	Unit	2023	2024	2025
Employee Training (by Employee Category and Gender)				
Total Training Hours by Employee Category				
• Management	Hours	16,694	17,860	**19,775**
• Non-Management		2,338	3,365	**6,521**
Average Training Hours Per Employee (by Gender)				
• Male	Hours	27	30	**36**
• Female		32	29	**33**
Average Training Hours Per Employee (by Employee Category)				
• Management	Hours	32	32	**35**
• Non-Management		15	21	**38**
Parental Leave (by Gender)				
Employees that were entitled to parental leave				
• Male	Number	435	469	**484**
• Female		225	247	**244**
Employees that took parental leave				
• Male	Number	24	22	**30**
• Female		14	6	**5**
Employees that returned to work in the reporting period after parental leave ended				
• Male	Number	24	22	**30**
• Female		14	6	**5**
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work				
• Male	Number	22	20	**30**
• Female		14	5	**5**
Retention rate of employees that took parental leave				
• Male	%	92	91	**100**
• Female		100	83	**100**

Sustainability Performance Data

SOCIAL

Material Matters Indicators	Unit	2023	2024	2025
Freedom of Association and Collective Bargaining				
Workforce breakdown by Union/Non-Union				
• Union	Number	154	162	**170**
• Non-Union		506	554	**558**
Workforce breakdown by Union/Non-Union				
• Union against Total Employees	%	23	29	**31**
Safety Performance				
Lost Time Injury (LTI)	Number	0	0	**0**
Lost Time Injury Rate (LTIR)	Rate	0	0	**0**
Employees Trained on Health and Safety Standards	Number	369	485	**562**
Number of Work-related Fatalities				
• Employees	Number	0	0	**0**
• Contractor		0	0	**0**
Number of Hours Worked				
• Employees	Hours	878,218	850,952	**852,133**
• Contractor		2,351,380	2,462,118	**2,794,787**
Number and Rate of high-consequence work-related injuries				
• Employees	Number	0	0	**0**
	Rate	0	0	**0**
• Contractor	Number	0	0	**0**
	Rate	0	0	**0**
Number and Rate of Recordable work-related injuries				
• Employees	Number	0	0	**0**
	Rate	0	0	**0**
• Contractor	Number	0	4	**1**
	Rate	0	0.4	**0.2**

SOCIAL

Material Matters Indicators	Unit	2023	2024	2025
Number and Rate of Recordable work-related Ill-Health				
• Employees	Number	0	0	**0**
	Rate	0	0	**0**
• Contractor	Number	0	0	**0**
	Rate	0	0	**0**
Data Protection Performance				
Number of Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Number	0	0	**0**
Total Number of Identified Leaks, Thefts or Losses of Customer Data	Number	0	0	**0**

GRI Content Index

Statement of use	Petron Malaysia Refining & Marketing Bhd has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 11: Oil and Gas Sector 2021

GRI STANDARD	DISCLOSURE		LOCATION (Remarks/Pg. No.)
GRI 2: General Disclosures 2021	2-1	Organisational details	4-6. Refer also to PMRMB's Annual report 2025 page 8-9.
	2-2	Entities included in the organisation's sustainability reporting	2
	2-3	Reporting period, frequency and contact point	2
	2-4	Restatements of information	49, 104
	2-5	External assurance	3. Refer also to PMRMB's Annual report 2025 page 49-53.
	2-6	Activities, value chain and other business relationships	4-6, 66-68
	2-7	Employees	70-71
	2-8	Workers who are not employees	-
	2-9	Governance structure and composition	Refer to PMRMB's Annual report 2025 page 54.
	2-10	Nomination and selection of the highest governance body	Refer to PMRMB's Annual report 2025 page 92-94.
	2-11	Chair of the highest governance body	Refer to PMRMB's Annual report 2025 page 55.
	2-12	Role of the highest governance body in overseeing the management of impacts	14. Refer also to PMRMB's Annual report 2025 page 95-96.
	2-13	Delegation of responsibility for managing impacts	14. Refer also to PMRMB's Annual report 2025 page 95-96.
	2-14	Role of the highest governance body in sustainability reporting	14. Refer also to PMRMB's Annual report 2025 page 95-96.
	2-15	Conflicts of interest	Refer to PMRMB's Annual report 2025 page 64, 69, 73, 82.
	2-16	Communication of critical concerns	-
	2-17	Collective knowledge of the highest governance body	Refer to PMRMB's Annual report 2025 page 79-81.
	2-18	Evaluation of the performance of the highest governance body	14. Refer to PMRMB's Annual report 2025 page 93-94.
	2-19	Remuneration policies	Refer to PMRMB's Annual report 2025 page 69.
	2-20	Process to determine remuneration	Refer to PMRMB's Annual report 2025 page 69.
	2-21	Annual total compensation ratio	Refer to PMRMB's Annual report 2025 page 69.
	2-22	Statement on sustainable development strategy	10
	2-23	Policy commitments	Refer to PMRMB's Annual report 2025 page 83-87 or the Corporate Governance section on our Corporate Website.
	2-24	Embedding policy commitments	Refer to PMRMB's Annual report 2025 page 83-87 or the Corporate Governance section on our Corporate Website.
	2-25	Processes to remediate negative impacts	46, 53, 56, 60, 62, 64, 66, 81-82, 91, 97
	2-26	Mechanisms for seeking advice and raising concerns	81-82
	2-27	Compliance with laws and regulations	26, 41
	2-28	Membership associations	101
	2-29	Approach to stakeholder engagement	15-18
	2-30	Collective bargaining agreements	81-82
GRI 3: Material Topics 2021	3-1	Process to determine material topics	19-20
	3-2	List of material topics	20

GRI Content Index

GRI STANDARD	DISCLOSURE		LOCATION (Remarks/Pg. No.)	GRI SECTOR STANDARD REF. NO.
ADVANCING ETHICAL BUSINESS GROWTH				
Generating Economic Benefits				
GRI 3: Material Topics 2021	3-3	Management of material topics	27-38	11.14.1, 11.15.1
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	28	11.14.2
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	83	11.14.3, 11.11.2
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	29-38	11.14.5
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	34	11.14.6
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	29-38	11.15.2
	413-2	Operations with significant actual and potential negative impacts on local communities	29-38	11.15.3
Ethical Business Practices				
GRI 3: Material Topics 2021	3-3	Management of material topics	39-42	11.19.1; 11.20.1
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	42	11.20.2
	205-2	Communication and training about anti-corruption policies and procedures	41	11.20.3
	205-3	Confirmed incidents of corruption and actions taken	40	11.20.4
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	40	11.10.8
	414-2	Negative social impacts in the supply chain and actions taken	40	11.10.9
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	105	11.19.2
PROTECTING THE ENVIRONMENT AND NATURE				
Climate Change and GHGs				
GRI 3: Material Topics 2021	3-3	Management of material topics	46-52	11.1.1
GRI 302: Energy 2016	302-1	Energy consumption within the organization	51	11.1.2
	302-3	Energy intensity	51	11.1.4
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	49	11.1.5
	305-2	Energy indirect (Scope 2) GHG emissions	49	11.1.6
	305-3	Other indirect (Scope 3) GHG emissions	49	11.1.7
	305-4	GHG emissions intensity	49	11.1.8

GRI Content Index

GRI STANDARD	DISCLOSURE		LOCATION (Remarks/Pg. No.)	GRI SECTOR STANDARD REF. NO.
Air Emissions and Pollution Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	53-55	11.3.1; 11.8.1
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	53-54	11.3.2
GRI 306: Effluents and Waste 2016	306-3	Significant spills	54-55	11.8.2
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	41	-
Waste and Circular Economy				
GRI 3: Material Topics 2021	3-3	Management of material topics	56-59	11.5.1
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	57-58	11.5.2
	306-2	Management of significant waste-related impacts	56-57	11.5.3
	306-3	Waste generated	58	11.5.4
	306-4	Waste diverted from disposal	58	11.5.5
	306-5	Waste directed to disposal	58	11.5.6
Water and its Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	60-61	11.6.1
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	60	11.6.2
	303-2	Management of water discharge-related impacts	60	11.6.3
	303-3	Water withdrawal	61	11.6.4
	303-4	Water discharge	61	11.6.5
	303-5	Water consumption	61	11.6.6
Natural Resources				
GRI 3: Material Topics 2021	3-3	Management of material topics	62-63	-
GRI 301: Materials 2016	301-1	Materials used by weight or volume	63	-
	301-2	Recycled input materials used	63	-
	301-3	Reclaimed products and their packaging materials	63	-

GRI Content Index

GRI STANDARD	DISCLOSURE		LOCATION (Remarks/Pg. No.)	GRI SECTOR STANDARD REF. NO.
Biodiversity				
GRI 3: Material Topics 2021	3-3	Management of material topics	64-65	11.4.1
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	64	11.4.2
	304-2	Significant impacts of activities, products and services on biodiversity	64	11.4.3
	304-3	Habitats protected or restored	64-65	11.4.4
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	64-65	11.4.5
Sustainable Supply Chain				
GRI 3: Material Topics 2021	3-3	Management of material topics	66-68	11.10.1; 11.12.1
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	68	-
	308-2	Negative environmental impacts in the supply chain and actions taken	68	-
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	40, 68	11.10.8; 11.12.3
	414-2	Negative social impacts in the supply chain and actions taken	40	11.10.9
FOSTERING SOCIETAL WELL-BEING				
Agile, Diverse and Thriving Workforce				
GRI 3: Material Topics 2021	3-3	Management of material topics	70-85	11.10.1; 11.11.1; 11.13.1; 11.18.1
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	72, 81	11.10.2
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	73	11.10.3
	401-3	Parental leave	74	11.10.4; 11.11.3
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	81	11.10.5
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	84	11.10.6; 11.11.4
	404-2	Programs for upgrading employee skills and transition assistance programs	85	11.10.7
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	83	11.11.5
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	81	11.13.2

GRI Content Index

GRI STANDARD	DISCLOSURE		LOCATION (Remarks/Pg. No.)	GRI SECTOR STANDARD REF. NO.
Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	86-96	11.9.1; 11.15.1
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	86-87	11.9.2
	403-2	Hazard identification, risk assessment, and incident investigation	91-92	11.9.3
	403-3	Occupational health services	90	11.9.4
	403-4	Worker participation, consultation, and communication on occupational health and safety	92-94	11.9.5
	403-5	Worker training on occupational health and safety	89-90	11.9.6
	403-6	Promotion of worker health	89	11.9.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	86	11.9.8
	403-8	Workers covered by an occupational health and safety management system	86-87	11.9.9
	403-9	Work-related injuries	96	11.9.10
	403-10	Work-related ill health	96	11.9.11
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	89	11.18.2
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	68	-
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	41	-
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	36-37, 92-94	11.15.2
	413-2	Operations with significant actual and potential negative impacts on local communities	36-37, 92-94	11.15.3
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Refer to Corporate Website for product safety data sheets.	-
	417-2	Incidents of non-compliance concerning product and service information and labeling	41	-
	417-3	Incidents of non-compliance concerning marketing communications	41	-
Customer Data Protection				
GRI 3: Material Topics 2021	3-3	Management of material topics	97-100	-
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	100	-

Glossary

Facilities

BLT	- Bagan Luar Terminal
KLIA	- KLIA Aviation Depot (JV-Petronas/Shell)
KTN	- Kuantan Terminal
KVDT	- Klang Valley Distribution Terminal (JV-Petronas/Shell)
LPP	- Lumut PME Plant
PDPME	- Port Dickson PME Plant
PDR	- Port Dickson Refinery
PDT	- Port Dickson Terminal
PGT	- Pasir Gudang Terminal (JV/Chevron)
SBT	- Sepangar Bay Terminal
SDK	- Sandakan Terminal
TWU	- Tawau Terminal
WPT	- Westport Terminal (JV-BHP)
HQ	- Head Office
PRTC	- Petron Retail Training Centre

ACP	- Assistance Commissioner of Police
ADO	- Automotive Diesel Oil
AED	- Automated External Defibrillator
AESP	- Authorised Entrant and Standby Person for Confined Space
AGTES	- Authorised Gas Tester and Entry Supervisor for Confined Space
AGTESR	- Authorised Gas Tester and Entry Supervisor for Confined Space -Refresher
AMG	- Asset Management Group
AMLA	- Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act
API	- American Petroleum Institute
AR5	- Fifth Assessment Report
ARM	- Alternative Raw Material
BAC	- Board Audit & Risk Management Committee
BBL	- Barrel
BOD	- Board of Directors
BOFA	- Basic Occupational First Aid
BOMBA	- Fire and Rescue Department of Malaysia
BSC	- Board Sustainability Committee
BSR	- Bio-Sulphur Recovery Unit
BTS	- Back to School
CAAM	- Civil Aviation Authority Malaysia
CAAP	- Clean Air Action Plan
CePSWaM	- Certified Environmental Professional in Scheduled Waste Management
CGC	- Credit Guarantee Corporation
CH_4	- Methane
CIMAH	- Control of Industrial Major Accident Hazard
CO	- Carbon Monoxide
CO_2	- Carbon Dioxide
CO_2e	- Carbon Dioxide equivalent
CODO	- Company Owned, Dealer Operated
CPR	- Cardiopulmonary Resuscitation
CSR	- Corporate Social Responsibility
D&TO	- Distribution and Terminal Operations
DEI	- Diversity, Equity and Inclusion
DHT	- Diesel Hydrotreater
DODO	- Dealer Owned, Dealer Operated
DOE	- Department of Environment
DOSH	- Department of Occupational Safety and Health
DPM	- Digital Power Meter
EBP	- Environmental Business Plan
ECOMM	- Effective Communication in OSH
EES	- Economic, Environmental and Social
EIA	- Environmental Impact Assessment
EMP	- Environmental Monitoring Programme
EMS	- Environmental Management System
EPA	- Environmental Protection Agency
EPF	- Employees Provident Fund
EQA	- Environmental Quality Act
ER	- Emergency Response
ERP	- Emergency Response Plan
ERT	- Emergency Response Team
ESG	- Environmental, Social and Governance
ESHC	- Effective Safety and Health Committee
ESS	- Employee Self Service
E-Waste	- Electronic Waste
ExCITES	- Excellence, Customer Focus, Innovation, Technology, Teamwork, Ethics, and Safety
GHG	- Greenhouse Gas
GJ	- Gigajoules
GRI	- Global Reporting Initiative
GTSP	- Go-To-Safety-Point
HAZOP	- Hazard and Operability
HI	- Hazard Identification
HIRADC	- Hazard Identification, Risk Assessment and Determining Controls
HIRARC	- Hazard Identification, Risk Assessment and Risk Control
HR	- Human Resources
IDP	- Individual Development Plan
IETS	- Industrial Effluent Treatment System
IMS	- Integrated Management System
IPCC	- Intergovernmental Panel on Climate Change
IRAT	- Incident Reporting and Analysis Technique
IPSOS	- Institut Public de Sondage d'Opinion Secteur
iREMOTE	- Integrated Remote Monitoring Enforcement
ISMS	- Information Security Management System
IUCN	- International Union for Conservation of Nature
JIG	- Joint Inspection Group
JPJ	- Road Transport Department
JPJKK	- Crime Prevention and Community Safety Department
JSA	- Job Safety Analysis
JV	- Joint Venture
KPDN	- Ministry of Domestic Trade and Cost of Living
LDAR	- Leak Detection and Repair
LFO	- Light Fuel Oil
LPG	- Liquified Petroleum Gas
LPS	- Loss Prevention System
LSWR	- Low Sulphur Waxy Residue
LTI	- Loss Time Injury
LVN	- Light Virgin Naphtha

Glossary

MBA	- Malaysian Biodiesel Association
MCCG	- Malaysian Code on Corporate Governance
MDT	- Management Development Training
MIF2	- Marine Import Facility 2
MiSHA	- Malaysian Industrial Safety and Health Association
ML	- Megalitres
MoU	- Memorandum of Understanding
MPA	- MiSHA Prime Award
MPKS	- Kuala Selangor Municipal Council
MS	- Malaysia Standard
MSME	- Micro, Small and Medium Enterprise
MSOSH	- Malaysian Society for Occupational Safety and Health
MSPO	- Malaysian Sustainable Palm Oil
N_2O	- Nitrous Oxide
NHC	- New Hires Club
NOTS	- No Oil to Sewer
NOx	- Nitrogen Oxides
NSRF	- National Sustainability Reporting Framework
O2	- Oxygen
OEM	- Original Equipment Manufacturer
OHSMS	- Occupational Health and Safety Management System
OPT	- Outdoor Payment Terminal
OSH	- Occupational Safety and Health
OSHA	- Occupational Safety and Health Act
OSH	- Occupational Safety and Health Coordinator
OSHE	- OSH & Environmental Management Programme
OSHO	- Occupational Safety and Health in the Office
OSHPoP	- OSH Principle of Prevention
PAC	- PIMMAG Advisory Committee
PCS	- Portable Container System
PD	- Port Dickson
PDPA	- Personal Data Protection Act
PDRM	- Royal Malaysia Police
PEFC	- Programme for the Endorsement of Forest Certification
PEMS	- Predictive Emission Monitor System
PFISB	- Petron Fuel International Sdn. Bhd.
PIMMAG	- Petroleum Industry of Malaysia Mutual Aid Group
PKLRC	- Petron Kuala Lumpur Recreational Club
PME	- Palm Oil Methyl Ester
PMHA	- Prime Minister's Hibiscus Award
PMRMB	- Petron Malaysia Refining & Marketing Bhd
POIMS	- Petron Operations Integrity Management System
POIRS	- Petron Online Incident Reporting System
POMSB	- Petron Oil (M) Sdn. Bhd.
POS	- Point-of-Sale
POSHCC	- Petron Malaysia's Office Safety, Health & Care Committee
PPE	- Personal Protective Equipment
PPT	- Petron Malaysia Peninsular Terminal
PTPTN	- National Higher Education Fund Corporation
PWD	- Persons with Disabilities
QMS	- Quality Management System
RA	- Risk Assessment
RBDPO	- Refined, Bleached & Deodorised Palm Oil
R&D	- Research and Development
RSP	- Road Safety Programme
RTM	- Radio Televisyen Malaysia
RVM	- Reverse Vending Machine
SALT	- Safety Awareness E-Learning Training
SBC	- Standards of Business Conduct
SBRA	- Scenario-based Risk Assessment
SC	- Sustainability Council
SCCS	- Supply Chain Certification Standard
SDASA	- Sekolah Menengah Dato' Abdul Samad
SKDS	- Subsidised Diesel Control System
SKPS	- Subsidised Petrol Control System
SSHE	- Safety, Security, Health and Environment
SKPD	- Sekolah Kebangsaan Port Dickson
SOx	- Sulphur Oxides
SSA	- Site Security Assessment
STPD	- Sekolah Tinggi Port Dickson
TNB	- Tenaga Nasional Berhad
TWG	- Technical Working Group
UCUX	- You-See-You Act
UM	- University of Malaya
UNGC	- United Nations Global Compact
UN SDG	- United Nations Sustainable Development Goals
UPM	- Universiti Putra Malaysia
VFD	- Variable Frequency Drive
VIA	- Volunteerism in Action
WII	- Work-Related Incidents and Injury
YHM	- Yayasan Hijau Malaysia



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