



Yinson is committed to achieving our  
30 most impactful ESG targets by 2030



# Our collective journey together towards a better horizon

Since setting sustainability at the core of our decision-making and business strategy in 2018, Yinson has endeavoured to progressively improve on the identification, monitoring and reporting of our ESG impacts, even as the understanding of sustainability itself matures against a rapidly evolving business and economic landscape.

In line with our purpose to provide reliable and sustainable energy infrastructure that empower communities, drive economic growth and protect the environment for current and future generations, we are setting 30 targets we aim to achieve by 2030.

30 by 30 marks a significant milestone in Yinson's ongoing sustainability journey, as it culminates all our learnings, commitments and aspirations together into a single declarative set of our most material targets that we are committed to measuring and reporting against.

As a leader in the sustainability space within our industry and as a business whose operations tangibly impact our environment and the lives of so many people, we embrace this responsibility and will do everything possible to meet them. But this is not something we can do alone.

To keep ourselves relevant and on track, we realise that it's critical to maintain deep understanding, engagement and collaboration with you – our valued stakeholders – as we journey towards 2030 and beyond. We hope that you will partner with us on our 30 by 30 journey.

Sustainability is not an end to itself, it is a shared journey. We need each other to make our collective aspiration of developing a sustainable and equitable future a reality for everyone.



## About our targets

The targets are specific, measurable, accurate, reliable and timely – and most importantly, their attainment will contribute significantly to our aim of creating a long-term and sustainable economy that is fair and equitable to all. The selection of our targets is based on the following frameworks:

- Bursa Malaysia’s Common Sustainability Indicator requirements as per the enhanced sustainability reporting framework
- United Nations Global Compact (UNGC) Principles
- Selected Sustainable Development Goals (SDGs)

The targets are also closely mapped to the three Sustainability Principles outlined within Yinson’s Sustainability Policy across 11 focus areas.



To start, we commit to updating our progress against our targets yearly, with the aim of increasing the frequency of our reporting in time to come. New targets may be adopted as we grow in our ambitions and new material areas emerge. Some are yearly targets to be maintained, such as zero spills and zero fatalities, while others are targets to be achieved by 2030, such as EV chargers installed and investments into green businesses.

For a detailed explanation of the targets, including how they are measured, please contact us at [sustainability@yinson.com](mailto:sustainability@yinson.com)

### Legend



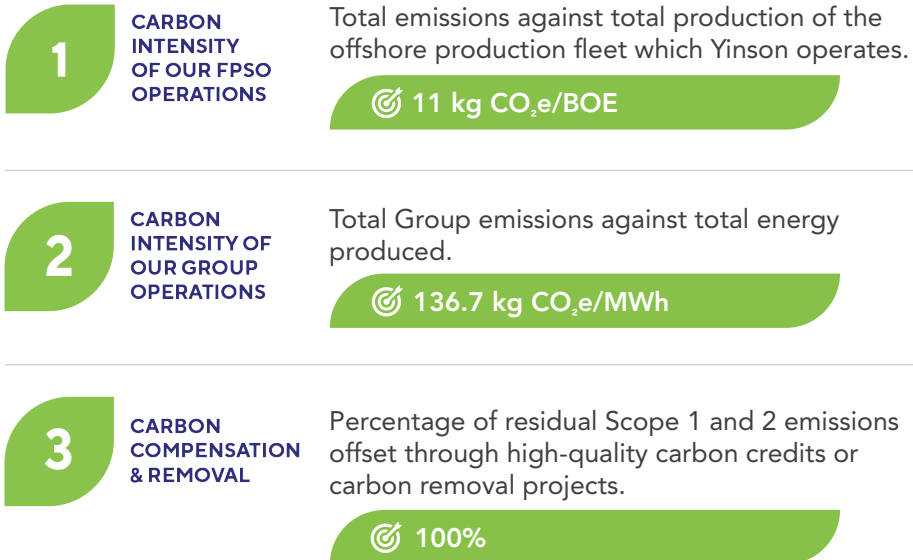
shows the targets we aim to achieve through 30 by 30.



## CLIMATE CHANGE

We aspire to be part of the solution towards solving the global climate issue and are determined to do our part in the global movement towards a low-carbon, climate resilient environment. As part of this objective, Yinson has made climate action a core component of our overall strategic development, and is operationalising it extensively through our business units.

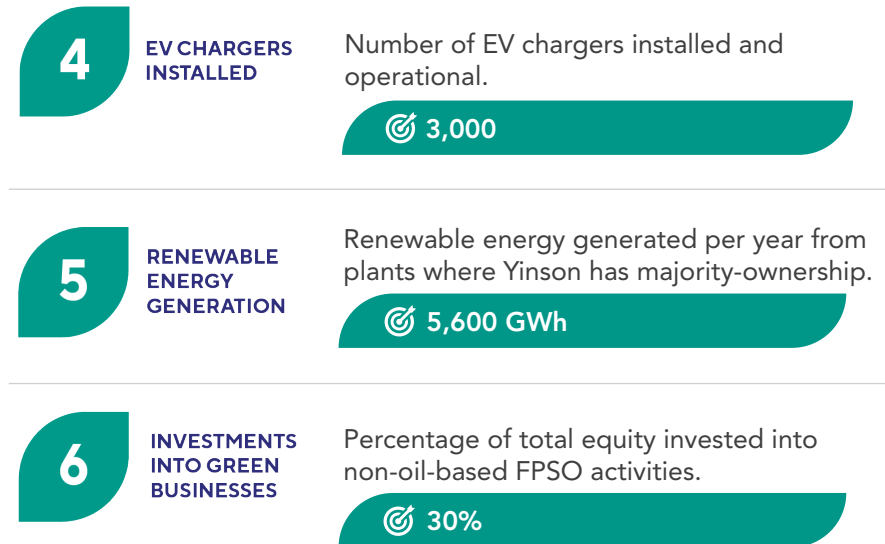
The first two targets relate to our carbon intensity, which is the amount of greenhouse gas we emit against our oil production (Target 1) and against our renewable energy generation (Target 2). In line with our Climate Goal of achieving carbon neutrality by 2030, we aim to offset all our residual Scope 1 and 2 emissions through high quality carbon credits or carbon removal projects (Target 3).



## CLEAN ENERGY

The development of a technologically advanced ecosystem that runs on clean energy, where access to these new solutions is affordable and accessible to all, is an important part of how we aim to contribute to the world's transition to net zero in a fair and equitable way.

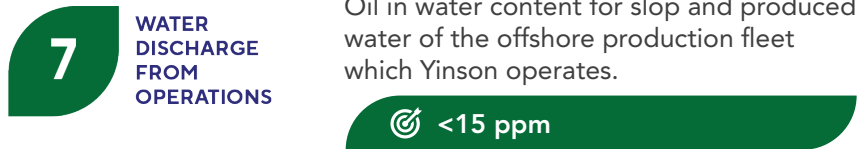
In line with our business activities, we have set targets that revolve around the expansion of our electric vehicle (EV) infrastructure (Target 4), increasing the contribution of renewable energy generated (Target 5) and pledging an ambitious investment amount into our green businesses (Target 6).





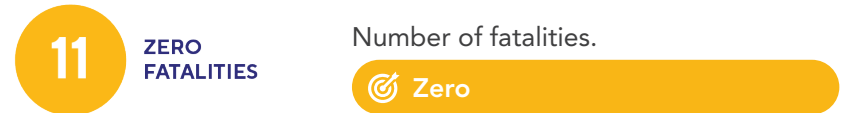
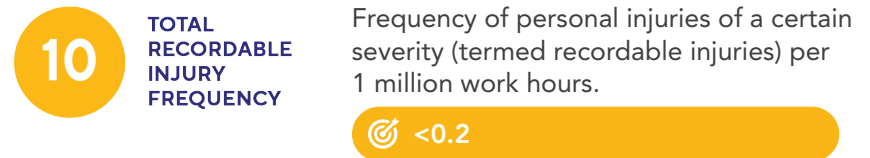
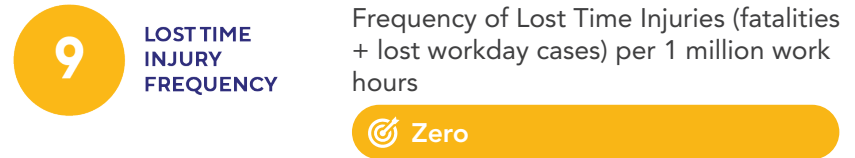
Prevention of all kinds of marine pollution as well as the sustainable protection of marine and coastal ecosystems are of material importance to us, as maintaining the natural ecosystem where we operate facilitates the smooth running of our operations and supply chain.

Our two most material targets in the area of water relate to the quality of water discharge (Target 7) and the prevention of oil spills (Target 8).



Our people are our most valuable asset. As a player in the offshore production industry, Occupational Health & Safety is a key topic of concern, as any major safety incidents on our assets could result in injury or loss of life, asset or environmental damage or financial and reputational impact.

Our most material health & safety matters relate to the safety performance on our offshore production assets: The frequency of injuries that causes a crew member to be unable to work (Target 9), the frequency of personal injuries of a certain severity (Target 10) and fatalities on board (Target 11). All three targets are accepted as the industry standard for safety performance.





## DIVERSITY, EQUALITY & INCLUSION

We believe that our diversity is our strength, and it helps us to excel on a global playing field. We aim to provide an open and all-inclusive working environment where our people can feel safe and celebrate their uniqueness without fear of discrimination, and where everyone has equal opportunity to be recognised and succeed.

Gender equality is where we see the greatest opportunities for improvement, as Yinson historically started out in a generally male-dominated industry. The targets that have been identified as having the most material impacts are gender representation at top level management (Target 12) and in onshore roles (Target 13).

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### GENDER EQUALITY AT BOARD

Percentage of female board of directors.

🎯 50%

13

### GENDER EQUALITY ONSHORE

Percentage of female onshore permanent employees.

🎯 30%



## HUMAN CAPITAL DEVELOPMENT

Significant changes to the labour market have caused big shifts in workforce dynamics, with employees placing increasing importance on factors such as workplace flexibility, benefits, working environment, company culture and sustainability performance. Additionally, global skilled labour shortages, including in the energy industry, is causing a fierce competition for talent.

Yinson needs to actively work to maintain our standing as an employer of choice in order to continuously attract and retain top level talent. How well we retain our workforce (Target 14), remunerate our employees (Target 15) and invest in their learning & development (Target 16) are key drivers to a happy and productive workforce.

14

### EMPLOYEE TURNOVER

Voluntary employee turnover divided by average headcount.

🎯 <10%

15

### EMPLOYEE REMUNERATION

Percentage of employees earning above minimum wage.

🎯 100%

16

### EMPLOYEE TRAINING HOURS

Average number of training hours per employee per year.

🎯 120





## COMMUNITY ENGAGEMENT

Community engagement is vital to foster long-term trust and growth. Through empowerment and proactive contribution to our host communities, we aim to help develop a skilled local workforce, maintain our social license to operate, build a stronger local economy, and keep the natural environment healthy. All of these factors contribute to the sustainability of our operating environment.

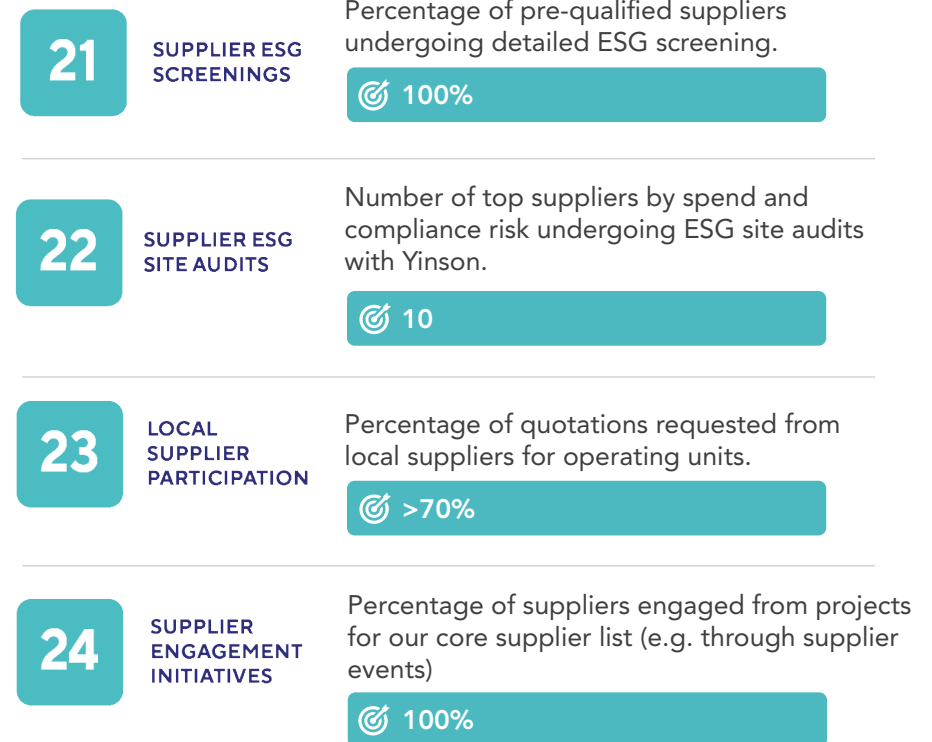
Our targets relating to community engagement relate to the number of lives impacted (Target 17), number of employee volunteering hours (Target 18), amount directed to Corporate Social Responsibility (CSR) projects (Target 19) and number of communities impacted (Target 20).



## SUSTAINABLE SUPPLY CHAIN

The sustainability performance of our vendors and suppliers are important considerations during vendor selection, as we firmly believe that this indicates their ability to remain resilient amid changing circumstances. Developing our supply chain's understanding and capabilities in ESG is a significant way to enhance business productivity and improve sustainability, and sets a firm foundation on which collaborations can be built.

FPSOs are capex-heavy projects, therefore a significant amount of capital goes towards the building, operations and maintenance of our FPSOs. Thus, our targets in the area of sustainable supply chain relate to ESG performance of pre-qualified suppliers (Target 21), in depth engagement via site audits for our top suppliers (Target 22), our commitment to local suppliers (Target 23) and our engagement with suppliers (Target 24).





## DATA PRIVACY & SECURITY

As Yinson continues to enhance our systems and processes through digitalisation and technology, we become increasingly reliant on data, much of which is proprietary and confidential, and which is being stored and processed in electronic formats. On the data privacy side, Personal Data Protection is deemed as an increasingly important aspect of governance in the modern business world, with governments and economies striving to implement stricter regulations and enforce harsher penalties on personal data breaches. Any intrusion into Yinson's digital systems could affect our business activities and potentially result in financial losses, theft of information, loss of competitiveness, business interruptions and reputational damage.

We aim to satisfactorily resolve all personal and confidential data breaches in accordance to the highest governance standards (Targets 25 and 26).

25

ZERO UNRESOLVED PRIVACY BREACHES

Percentage of substantiated complaints concerning breaches of customer privacy and losses of customer data resolved.



26

ZERO UNRESOLVED CONFIDENTIAL DATA BREACHES

Percentage of substantiated complaints concerning breaches of confidential data resolved.



## ESG RATINGS & ASSURANCE

Receiving independent external assurances on our ESG performance ensures the validity, accuracy and dependability of our data and operations, and allows us to identify areas of improvement. Such assurances provide our stakeholders with increased confidence on the quality and integrity of our data, making it more likely that the data will be relied upon for informed decision-making. A strong, verified ESG performance opens doors to business opportunities whilst safeguarding against penalties.

Yinson aims to assure the Sustainability Statement in our Annual Report every year (Target 27) and achieve good ESG ratings by top ESG rating agencies (Target 28).

27

SUSTAINABILITY STATEMENT ASSURANCE

Independent assurance on our Sustainability Statement every year.



28

ESG RATINGS

Achievement of good ESG ratings by top ESG rating agencies







## ANTI-BRIBERY & ANTI-CORRUPTION

At Yinson, compliance and ethical conduct is established at the highest level. In line with our Anti-Bribery and Anti-Corruption (ABAC) Policy, we practice ZERO tolerance for bribery and corruption. Robust anti-bribery compliance procedures are essential to ensuring that we are well placed to prevent, detect, and respond to bribery in international business.

In this area, we measure our effectiveness through employee ABAC training (Target 29) and the satisfactory resolution of incidents of corruption in accordance to the highest governance standard (Target 30).

29

ABAC TRAINING

Percentage of employees completing basic ABAC training.



30

ZERO INCIDENTS OF CORRUPTION

Percentage of substantiated incidents of corruption resolved.



## Disclaimer

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A more comprehensive discussion of the risk factors that may impact Yinson’s business can be found in Yinson’s latest Annual Report, a copy of which can be found on Yinson’s corporate website, [www.yinson.com](http://www.yinson.com).



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