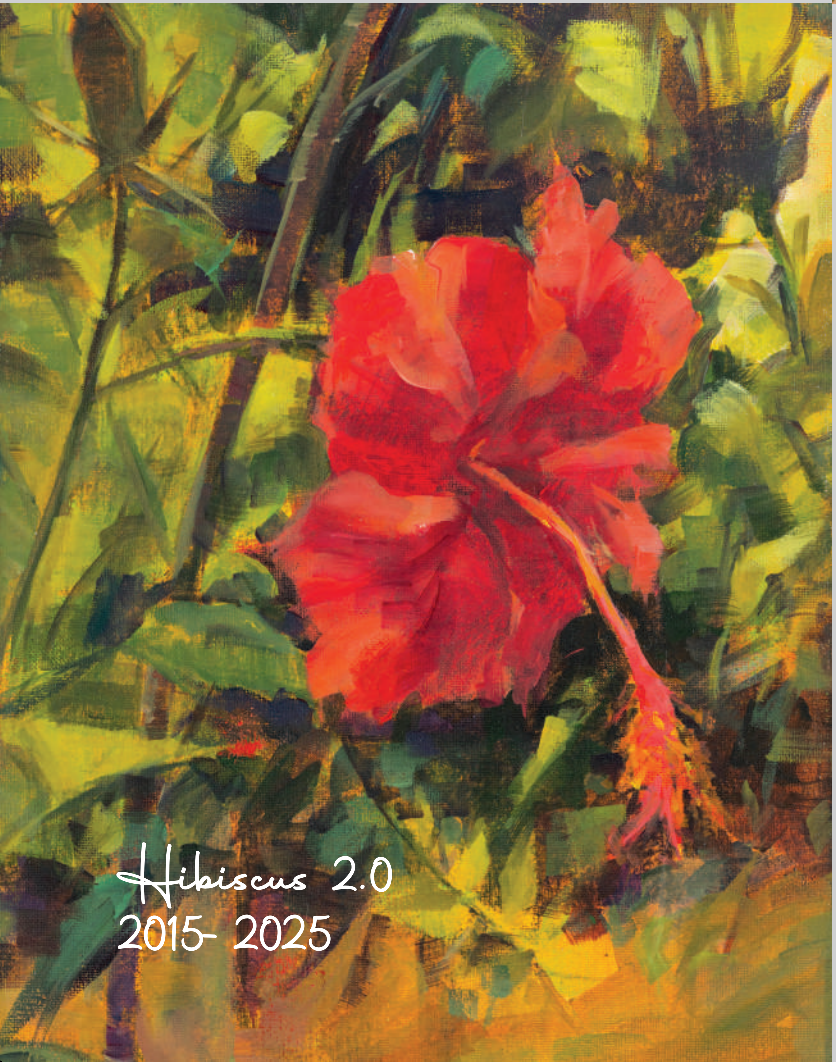
HIBISCUS PETROLEUM BERHAD
Registration Number: 200701040290 (798322-P)

PURSUING GROWTH AND SUSTAINABLE HORIZONS

ANNUAL REPORT
2024/2025



Hibiscus 3.0

INSIDE THIS REPORT

Pursuing Growth and Sustainable Horizons

This year's cover features two paintings of the hibiscus flower - from a small bud to bloom, together with the Hibiscus 3.0 petal visual which personifies the Hibiscus Petroleum Berhad logo. As Malaysia's national emblem, the hibiscus embodies the nation's rich cultural heritage and reflects Hibiscus Petroleum Berhad's deep-rooted connection to the country. These visual elements narrate the Company's journey over the years.

The small bud represents Hibiscus 1.0 (2011 to 2015), reflecting our early-stage focus on exploration, while the bloom represents Hibiscus 2.0 (2015 to 2025), a period during which we expanded through the acquisition of producing assets.

Our targeted next stage of growth, Hibiscus 3.0 (2025 onwards), places emphasis on continued growth of our core business and entry into energy transition related activities, delivering long-term value creation and responsible progress. As Malaysia's first listed independent oil and gas exploration and production company, Mission 2030 reflects our vision to be a respected, valuable and responsible energy company. Towards this end, we aim to advance sustainable energy ventures as part of efforts to achieve Net Zero by 2050. We remain steadfast in delivering value to our shareholders whilst being mindful of our impact to surrounding communities and the environment.

Our tagline, ***'Pursuing Growth and Sustainable Horizons,'*** encapsulates this vision which shall be undertaken amidst a strong governance culture by a high-performance team with entrepreneurial spirit.

For more information, visit:
www.hibiscuspetroleum.com

INTRODUCTION

PERFORMANCE REVIEW

CORPORATE OVERVIEW

15TH ANNUAL GENERAL MEETING

The 15th AGM of the Company will be conducted **on Wednesday, 3 December 2025 at 9.30 a.m.** in a hybrid mode, providing shareholders with the option to participate either:

(a) Physically at the meeting venue at **Nexus, Connexion Conference & Event Centre, Grand Nexus Ballroom (Level 3A), Bangsar South City, No. 7, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia**; or

(b) Virtually via Remote Participation and Voting (RPV) facilities through The Portal (at **https://srmy.vistra.com**).

Cover Painting by:
Lina Tan

Title:
Hibiscus Series 2 & 3

Year of Painting:
2025

Artist Biography

Lina Tan is a passionate painter based in Petaling Jaya, Malaysia. She graduated with a diploma in Graphic Design, and her artistic journey began with an interest in illustration and digital art before evolving into traditional painting in her mid-20s.

Lina works primarily in acrylic, focusing on figurative subjects using loose, expressive brushstrokes and colour play to convey emotion and mood. Most of her figurative paintings reflect her personal state of mind or the situations she finds herself in. It is her way of expressing things she finds hard to say out loud. Lately, her current obsessions are plants and flowers. It is a part of a slow roadmap towards merging them with figures in future work.

LEADERSHIP

GOVERNANCE

CORPORATE DISCLOSURES

15TH ANNUAL GENERAL MEETING

Date:
Wednesday,
3 December 2025

Time:
9.30 a.m.

Shareholders are advised to refer to the Administrative Guide available on the Company's website for instructions on registration, participation and online voting.

ABOUT US

Hibiscus Petroleum Berhad (Hibiscus Petroleum) is Malaysia's first listed independent oil and gas exploration and production company headquartered in Kuala Lumpur. Our key activities are focused on monetising producing oil and gas fields and growing our portfolio of exploration, development and production assets in areas of our geographical focus: Malaysia, Vietnam, Brunei, countries in Asia Pacific and the United Kingdom (UK).

As an operator of offshore oil and gas producing fields, our efforts are focused on safely enhancing value from the assets in which we have economic interests.

Our growth strategy in the current oil and gas market is to leverage on opportunities that are present within our portfolio of existing assets and make quality acquisitions on a selective basis, thus delivering sustainable returns to our shareholders. We also bid for new licences, specifically if they cover areas in close proximity to the infrastructure that we operate.

We are committed towards upholding high standards of safety and environmental management. We also prioritise corporate governance and transparency, whilst expanding our business on strong technical and commercial foundations.

Hibiscus Petroleum securities are listed on the Main Market of Bursa Malaysia Securities Berhad. Hibiscus Petroleum is a constituent of the FTSE4Good Bursa Malaysia Index as well as the FTSE4Good Bursa Malaysia Shariah Index. Our securities have been classified as being Shariah-compliant by the Shariah Advisory Council of the Securities Commission Malaysia.

FY2025 Group Highlights

MARKET CAPITALISATION[1]:
RM1.15 billion
FY2024:
RM1.86 billion
▼38.2%

REVENUE:
RM2.33 billion
FY2024:
RM2.72 billion
▼14.3%

NET ASSETS[1]:
RM2.71 billion
FY2024:
RM3.10 billion
▼12.6%

CASH[1]:
RM642.0 million
FY2024:
RM962.4 million
▼33.3%

CAPITAL EXPENDITURE:
RM1,249.3 million
FY2024:
RM743.7 million
▲68.0%

DEBT[1]:
RM761.3 million
FY2024:
RM371.5 million
▲104.9%

EBITDA:
RM1.01 billion
FY2024:
RM1.32 billion
▼23.5%

PROFIT AFTER TAXATION:
RM117.5 million
FY2024:
RM467.1 million
▼74.8%

NET PRODUCTION RATE[4]:
26,462 boe/day
FY2024:
20,912 boe/day
▲26.5%

NET 2P RESERVES[2]:
87.6 MMboe
FY2024:
57.4 MMboe
▲52.6%

NET 2C RESOURCES[2]:
110.4 MMboe
FY2024:
114.3 MMboe
▼3.4%

NET UNIT PRODUCTION COSTS[3]:
USD22/boe
FY2024:
USD27/boe
▼20.1%

Notes:

1 As at 30 June 2025 for FY2025, as at 30 June 2024 for FY2024.

2 As at 1 July 2025 for FY2025, as at 1 July 2024 for FY2024.

3 Weighted average production volume and operating expenditure based on net entitlement/working interest in the PM3 CAA PSC, the North Sabah PSC, the Kinabalu Oil PSC, the Block 46 Cai Nuoc PSC and the Anasuria Cluster for the period from 1 July 2024 to 30 June 2025 and Block B MLJ for the period from 14 October 2024 to 30 June 2025.

4 Combined average daily net production rate (post validation by the regulator) is the sum of the average daily net production rate of the PM3 CAA PSC, the Kinabalu Oil PSC, the Block 46 Cai Nuoc PSC, the North Sabah PSC and the Anasuria Cluster for the period from 1 July 2024 to 30 June 2025 and Block B MLJ for the period from 14 October 2024 to 30 June 2025.

Key:

- FY2025 – Financial year ended 30 June 2025.
- FY2024 – Financial year ended 30 June 2024.
- EBITDA – Earnings Before Interest, Taxes, Depreciation and Amortisation.
- 2P Reserves – Proven and probable oil reserves.
- 2C Resources – Best estimate contingent oil resources.
- MMboe – Million barrels of oil equivalent.
- MMbbl – Million barrels.
- boe – Barrels of oil equivalent.
- RM – Ringgit Malaysia.
- USD – United States Dollar.
- PSC – Production Sharing Contract.

Hibiscus Petroleum Group, comprising Hibiscus Petroleum and its subsidiaries (Group) operates or jointly operates Production Sharing Contracts (PSCs) or concessions in Malaysia, Vietnam, Brunei, the UK and Australia. Our portfolio consists of production, development and exploration assets. We are also investing selectively in non-operated opportunities with reputable operating partners.

MALAYSIA

Our journey in Malaysia commenced with the 2011 North Sabah Enhanced Oil Recovery (North Sabah) PSC. SEA Hibiscus Sdn Bhd (SEA Hibiscus) took on the role of operator for the North Sabah PSC on 31 March 2018. During our tenure as operator, we have effectively overseen the implementation of a range of production enhancement initiatives, leading to a significant increase in gross oil production sales.

In January 2022, we achieved a significant milestone by finalising the acquisition of interests in three Malaysian PSCs from Repsol Exploración, S.A. (Repsol). This move marked a substantial expansion of our presence and operations within the Malaysian oil and gas sector.

We secured interest and operatorship in the PKNB Cluster (PKNB) PSC by Petroliam Nasional Berhad (PETRONAS) in July 2024, our first direct PSC award. This was followed by the completion of a farm-in agreement in July 2024 with PETRONAS Carigali Sdn Bhd (PETRONAS Carigali) for interest in the PM327 PSC, one of the largest exploration blocks offshore Peninsular Malaysia.

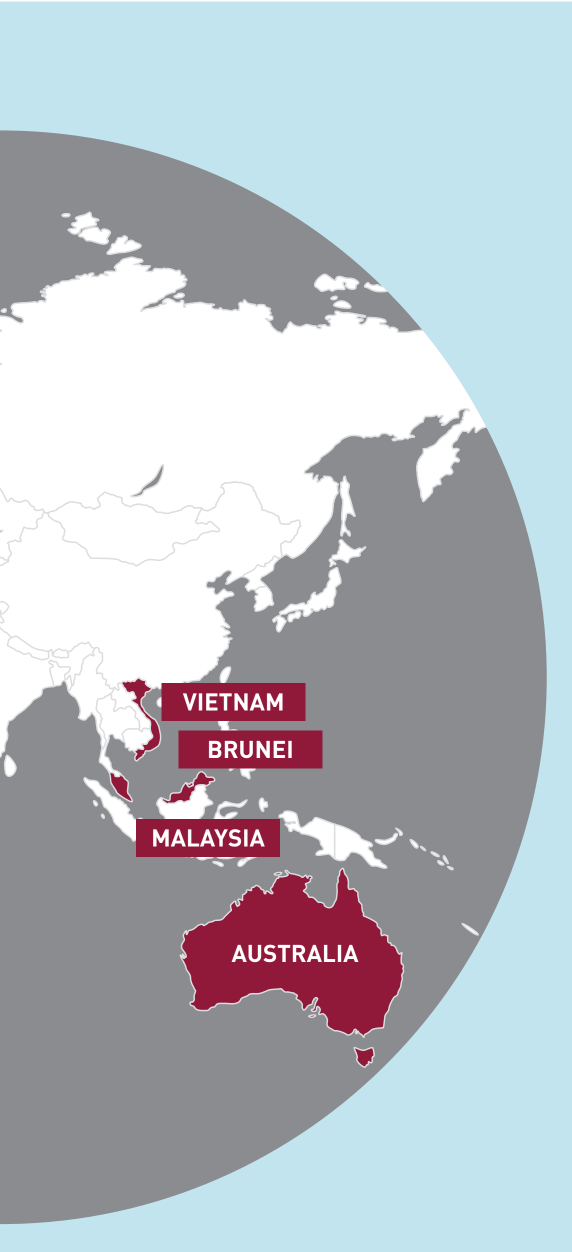
Looking ahead, our vision includes the diligent execution of activities on additional prospects that we have identified. These endeavours, including the South Furious (SF) 30 Waterflood Phase 2 Project, are designed to counteract the natural decline of our production and sustain the upward growth trajectory of our oil and gas production. Of particular significance is that both the Kinabalu Oil PSC and the North Sabah PSC contribute their crude oil to the Labuan Crude Oil Terminal, a facility managed and operated by SEA Hibiscus. This seamless synergy across our assets further solidifies our prominent position in the Malaysian oil and gas landscape.

MALAYSIA-VIETNAM COMMERCIAL ARRANGEMENT AREA

Acquisition of the PM3 Commercial Arrangement Area (PM3 CAA) PSC from Repsol was completed in January 2022 and lies within the CAA established between Malaysia and Vietnam. It is our largest source of gas production, with gas being piped to Malaysia and Vietnam. Production enhancement projects, including the longest well drilled in Malaysia and two successful exploration discoveries, have been instrumental in improving production.

VIETNAM

We completed the acquisition of the Block 46 Cai Nuoc PSC (Block 46) from Repsol in January 2022 as part of the same acquisition which included three Malaysian PSCs and the PM3 CAA PSC. It lies adjacent to PM3 CAA PSC and oil produced from Block 46 is processed at the PM3 CAA facilities.



BRUNEI DARUSSALAM

In October 2024, we completed the acquisition of the entire equity interest in TotalEnergies EP (Brunei) B.V., now renamed as Hibiscus EP (Brunei) B.V. (Hibiscus Brunei). Through this acquisition, we assumed operatorship and now hold a 37.5% interest in the Block B Maharajalela Jamalulalam (Block B MLJ) gas field in Brunei Darussalam – a mature, producing asset situated in a highly prolific hydrocarbon-bearing region. Discovered in 1989, the field has been producing gas and condensate since 1999.

Our joint venture partners in Block B MLJ are Shell Deepwater Borneo B.V. and Brunei Energy Exploration Sdn Bhd. This strategic acquisition enhances the Group's portfolio by increasing the gas component of our total production to nearly 50%, advancing our objective of building a more balanced and resilient reserves and resources mix.

THE UNITED KINGDOM

On 10 March 2016, Hibiscus Petroleum completed the acquisition of its first producing asset – the Anasuria Cluster (Anasuria), located in the North Sea, UK. This asset comprises geographically focused producing oilfields, namely Guillemot A, Teal, Teal South and Cook, all tied back to the Anasuria Floating, Production, Storage and Offloading Vessel (FPSO). The addition of the Teal West field, awarded to Hibiscus Petroleum as part of the UK Continental Shelf (UKCS) 32nd Licensing Round, signifies a positive development and is expected to contribute to an increased production from Anasuria by mid-CY2026. In addition, Hibiscus Petroleum also has interests in the Fyne field and is evaluating a potential tie-back development of this field to the Anasuria FPSO.

Expanding our footprint in the North Sea, Hibiscus Petroleum is also looking to progress the Greater Marigold Area Development (GMAD) which consists of Marigold West, Marigold East, Sunflower, Kildrummy, Crown and Cross.

AUSTRALIA

In the Bass Strait, we operate the VIC/RL17 petroleum retention lease (previously known as the VIC/L31 production licence). We also have indirect interests in four other licences through our interest in 3D Energi Limited.

MALAYSIA AT A GLANCE

On 31 March 2018, SEA Hibiscus Sdn Bhd (SEA Hibiscus) successfully assumed the role of operator of the 2011 North Sabah Enhanced Oil Recovery (North Sabah) Production Sharing Contract (PSC) from Shell. As operator, SEA Hibiscus is responsible for the day-to-day operations, maintenance and conduct of production enhancement activities carried out on the asset.

The North Sabah PSC is our second producing asset, providing us with a further revenue stream after the Anasuria Cluster (Anasuria).

Through execution of production enhancement projects since the acquisition, we have been realising the considerable potential within the fields of the North Sabah PSC.

On 24 January 2022, we completed the acquisition and transfer of operatorship of three PSCs: Kinabalu Oil, PM305 and PM314. Together with the PM3 Commercial Arrangement Area (PM3 CAA) PSC and Block 46 Cai Nuoc PSC acquired in the same transaction, these assets brought about a step change to our oil and gas production volumes.

In July 2024, we were directly awarded interest in a PSC by Petroliam Nasional Berhad (PETRONAS), with 65% participating interest and operatorship in the PKNB Cluster (PKNB) PSC (PKNB PSC) containing four discovered gas fields. Further, we completed a farm-in agreement with PETRONAS Carigali Sdn Bhd (PETRONAS Carigali) for 30% participating interest in the PM327 PSC, one of the largest exploration blocks offshore Peninsular Malaysia. Both the PKNB and PM327 PSCs offer tie-back opportunities to the PM3 CAA facilities, presenting significant production growth potential and operational and cost efficiencies in the future.

NORTH SABAH PSC: OFFSHORE AND ONSHORE FACILITIES

St Joseph

South Furious (SF)

Barton

HIGHLIGHTS

	NORTH SABAH	KINABALU OIL	PKNB[4]
AVERAGE UPTIME[1]	**92%**	**81%**	**N/A**
AVERAGE NET DAILY PRODUCTION RATE[1]	**4,725 bbl/day**	**2,802 bbl/day**	**N/A**
AVERAGE UNIT PRODUCTION COST[1]	**USD20.66/bbl**	**USD16.07/bbl**	**N/A**
LTIR[1,3]	**0**	**0**	**N/A**
2P OIL RESERVES[2]	**14.5 MMstb**	**5.9 MMstb**	**–**
2C OIL RESOURCES[2]	**2.4 MMstb**	**0.8 MMstb**	**0.7 MMstb**
2C GAS RESOURCES[2]	**–**	**–**	**232.8 Bscf**

Notes:

1 For the financial year ended 30 June 2025.
2 As at 1 July 2025, based on internal estimates.
3 LTIR represents the frequency of lost time injuries (LTI) which include fatalities, permanent disabilities or workhours lost due to workplace incidents per 200,000 hours worked by both employees and contractors.
4 The PKNB PSC is currently not a producing asset.
5 The PM327 PSC is not included in the table above due to the asset being only at the exploration stage.

Key:

- 2P Oil Reserves – Proven and probable oil reserves.
- 2C Oil Resources – Best estimate contingent oil resources.
- 2C Gas Resources – Best estimate contingent gas resources.
- bbl – Barrels.
- MMstb – Million stock tank barrels.
- Bscf – Billion standard cubic feet.
- LTIR – Lost Time Injury Rate.
- USD – United States Dollar.
- N/A – Not Applicable.

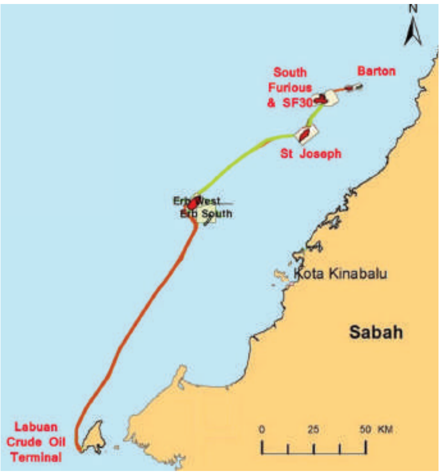
SF 30

SF 30 - New Wellhead Platform as part of SF 30 Water Injection Project


Labuan Crude Oil Terminal (LCOT)

Malaysia At A Glance (continued)

NORTH SABAH PSC



Asset Name:
North Sabah PSC

Licence:
2011 North Sabah Enhanced Oil Recovery PSC

Hibiscus Petroleum's Interest:
50%

Operator:
SEA Hibiscus

Non-operating Partner:
PETRONAS Carigali

Asset Location:
33km from Kota Kinabalu, Malaysia

Water Depth:
18-60m

Field Life Cycle:
Production

Producing Fields:
St Joseph, SF, SF 30, Barton

Development Type:
Fixed platforms with dry trees, inter-field pipelines and a trunk line to LCOT

Acquisition Date:
31 March 2018

Office Locations:
Kuala Lumpur, Kota Kinabalu, Labuan

Awards:

(i) PETRONAS Focused Recognition Award – Awarded in December 2023 to SEA Hibiscus' Chief Executive Officer and Chief Operating Officer respectively for effectively contributing to being an excellent partner to PETRONAS Carigali.

(ii) PETRONAS Focused Recognition Award – Awarded in May 2024 for effectively closing audit gaps in the 2021 Tier-2 Integrated Operational Asset Integrity Assurance (IOAIA) audit, leading to continuous improvement in Asset Integrity and Reliability for North Sabah facilities.

(iii) PETRONAS Focused Recognition Award – Awarded in November 2024 for successfully completing the Production Enhancement and Idle Well Reactivation for the SF campaign.

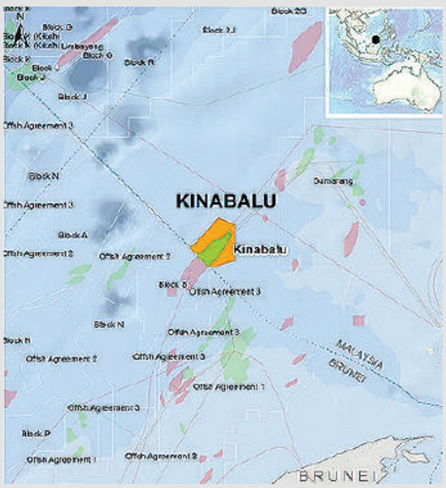
(iv) PETRONAS Focused Recognition – received in March 2023 for:

- LCOT demonstrating good collaboration with lifting parties to optimise market value of cargoes and secure reputation of Malaysia as a reliable crude exporter; and
- Excellent HSSE performance in calendar year 2022, with no major incidents and accidents.

(v) Received awards at PETRONAS's Offshore Self-Regulation (OSR) Conference in December 2024 for:

- Overall OSR Excellence;
- Zero Overdue Compliance; and
- Assurance Excellence.

KINABALU OIL PSC



Asset Name:
Kinabalu Oil PSC

Licence:
2012 Kinabalu Oil PSC

Hibiscus Petroleum's Interest:
60%

Operator:
Hibiscus Oil & Gas Malaysia Limited

Non-operating Partner:
PETRONAS Carigali

Asset Location:
Offshore Sabah

Water Depth:
56m

Field Life Cycle:
Production

Producing Fields:
Kinabalu Main, Kinabalu East, Kinabalu Far East

Development Type:
Fixed platforms with oil pipeline to LCOT and gas pipeline to Samarang Platform

Acquisition Date:
24 January 2022

Office Locations:
Kuala Lumpur, Kota Kinabalu

Awards:

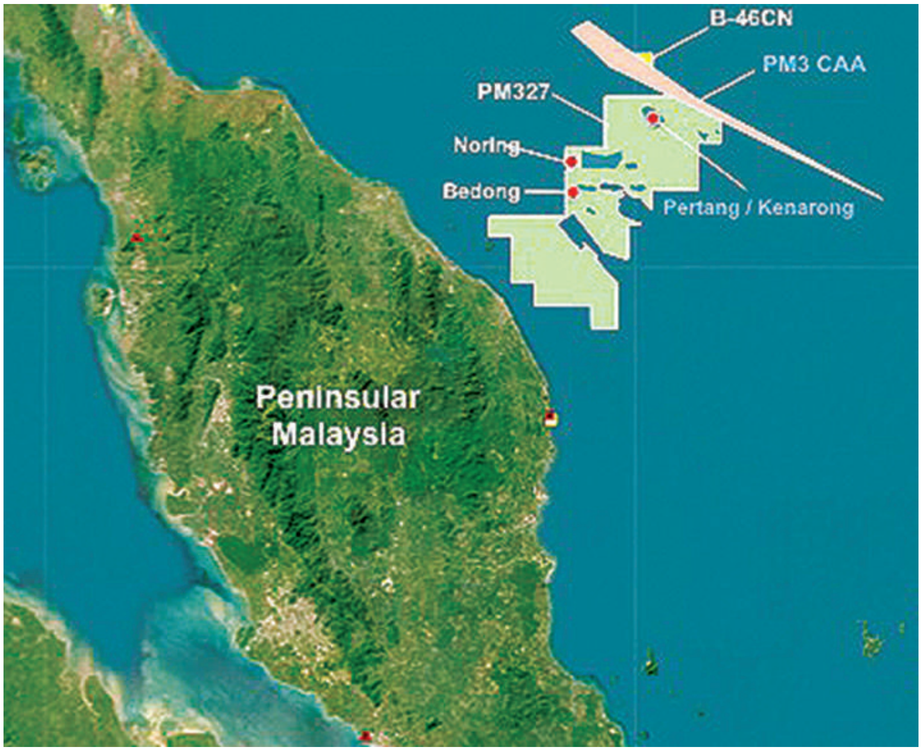
(i) PETRONAS Focused Recognition Award – Awarded in March 2024 for outstanding performance in the Kinabalu Redevelopment Phase 3, including the pioneering use of Autonomous Inflow Control Valves (AICV) in Malaysia.

(ii) Malaysia Petroleum Management (MPM) Wells Appreciation Townhall – Received awards in March 2024 for achieving the lowest drilling cost per foot for a development well in Malaysia; delivering the country's longest well; and for Malaysia's first AICV installation.

(iii) PETRONAS Malaysia Upstream Awards 2024: Awarded Wells Excellence – GOLD award and for Project Delivery Excellence – GOLD award.

(iv) PETRONAS Focused Recognition Award – Awarded in May 2024 for the successful completion of the Logistics Sharing Agreement between PETRONAS Carigali and Hibiscus Oil & Gas Malaysia Limited.

PKNB CLUSTER PSC



Asset Name:
PKNB Cluster PSC

Licence:
PKNB Cluster PSC

Hibiscus Petroleum's Interest:
65%

Operator:
Hibiscus Oil & Gas Malaysia Limited

Joint Venture Partner:
PETRONAS Carigali

Asset Location:
Offshore Peninsular Malaysia

Water Depth:
65–75m

Field Life Cycle:
Development

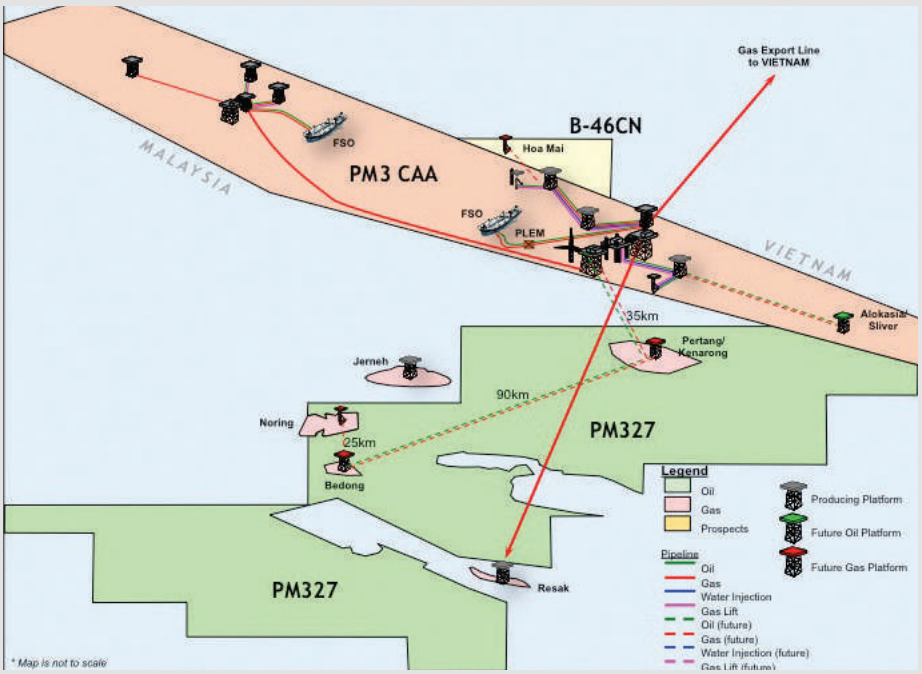
Discovered Fields:
Pertang, Kenarong, Noring, Bedong

Development Type:
Future tie-backs to PM3 CAA facilities

Effective Date:
1 July 2024

Office Location:
Kuala Lumpur

PM327 PSC



Asset Name:
PM327 PSC

Licence:
PM327 PSC

Hibiscus Petroleum's Interest:
30%

Operator:
PETRONAS Carigali

Asset Location:
Offshore Peninsular Malaysia

Water Depth:
20–75m

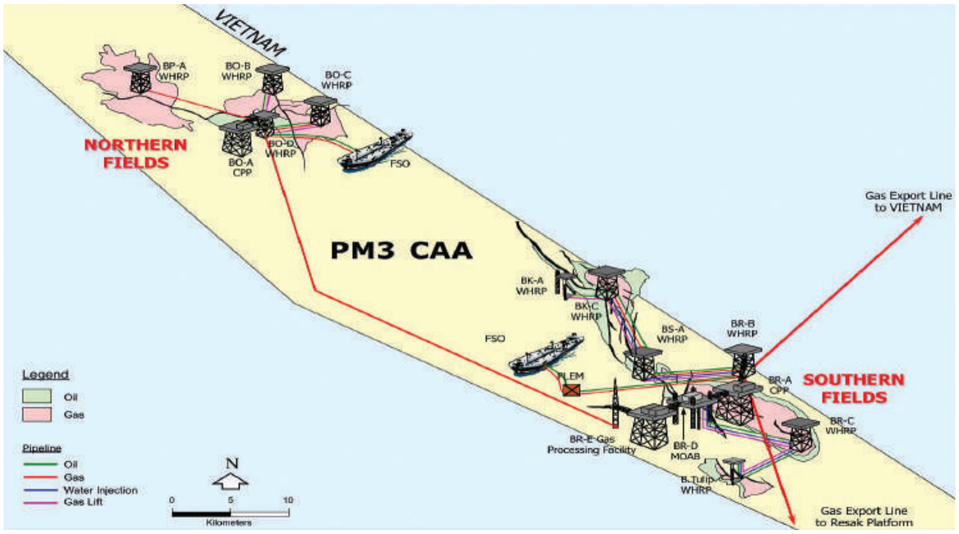
Field Life Cycle:
Exploration

Development Type:
Potential future tie-backs to PM3 CAA facilities

Farm-In Date:
5 July 2024

Office Locations:
Kuala Lumpur, Kemaman

MALAYSIA-VIETNAM COMMERCIAL ARRANGEMENT AREA AT A GLANCE



On 24 January 2022, we completed the acquisition and transfer of operatorship in the PM3 CAA PSC as part of the same acquisition which included the three Malaysian PSCs and one Vietnamese PSC. The PM3 CAA PSC has allowed us to diversify our production to include gas.

Production enhancement projects under our operatorship, including the longest well drilled in Malaysia, have unlocked higher oil and gas production, while our gas exploration wells have also proved successful.

In April 2025, we secured a 20-year PSC extension for PM3 CAA. The extended PSC underpins the viability of the PM3 CAA PSC Master Hub Plan - a strategic development framework centred around the existing gas processing facilities within the PM3 CAA cluster. This extension enables Hibiscus Petroleum to economically pursue new well developments within PM3 CAA and enables tie-ins from nearby gas assets, including at PKNB (awarded in July 2024) and PM327 (farmed-in July 2024), maximising existing infrastructure.

HIGHLIGHTS

AVERAGE UPTIME[1]	**93%**
AVERAGE NET DAILY PRODUCTION RATE[1]	**10,631 boe/day**
AVERAGE UNIT PRODUCTION COST[1]	**USD13.88/boe**
LTIR[1,3]	**0.06**
2P OIL RESERVES[2]	**6.8 MMstb**
2P GAS RESERVES[2]	**92.8 Bscf**
2C OIL RESOURCES[2]	**5.1 MMstb**
2C GAS RESOURCES[2]	**47.8 Bscf**
IMPORTANT SOURCE OF GAS FOR MALAYSIA AND VIETNAM	

Notes:
1 For the financial year ended 30 June 2025.
2 As at 1 July 2025, based on internal estimates.
3 LTIR represents the frequency of lost time injuries (LTI) which include fatalities, permanent disabilities or workhours lost due to workplace incidents per 200,000 hours worked by both employees and contractors.

Key:
- 2P Oil or Gas Reserves – Proven and probable oil or gas reserves.
- 2C Oil or Gas Resources – Best estimate contingent oil or gas resources.
- boe – Barrels of oil equivalent.
- MMstb – Million stock tank barrels.
- Bscf – Billions of standard cubic feet of gas.
- LTIR – Lost Time Injury Rate.
- USD – United States Dollar.
- FSO – Floating Storage and Offloading.
- kbd – Thousand barrels per day.
- MMscfd – Million standard cubic feet per day.
- GHG – Greenhouse gas.

PM3 CAA PSC

Asset Name:
PM3 CAA PSC

Licence:
PM3 Commercial Arrangement Area PSC

Hibiscus Petroleum's Interest:
35%

Operator:
Hibiscus Oil & Gas Malaysia Limited

Non-operating Partners:
PETRONAS Carigali, PetroVietnam Exploration Production Corporation Limited (PVEP)

Asset Location:
CAA between Malaysia and Vietnam

Water Depth:
56m

Field Life Cycle:
Production

Producing Fields:
Bunga Orkid, Bunga Pakma, Bunga Raya, Bunga Seroja, Bunga Kekwa, Bunga Tulip, Bunga Lavatera, Bunga Aster

Development Type:
Fixed platforms with gas pipelines to Peninsular Malaysia and Vietnam, oil export via FSO Orkid and FSO PM3 CAA

Acquisition Date:
24 January 2022

Office Locations:
Kuala Lumpur, Kota Bharu, Kemaman

Awards:

(i) PETRONAS Focused Recognition Award – Awarded in March 2025 for:
- Optimising Northern Field production and sustaining the production at Southern Fields; Achieved PM3 CAA total crude and condensate production higher than target by 18%, 18.4 kbd vs 15.7 kbd;
- Proactively converting High Pressure gas to Low Pressure system for Production Optimisation; Delivered Gas Sales of 194.4 MMscfd higher than 2024 Annual Gas Delivery Program of 194 MMscfd; and
- PM3 CAA total GHG emissions for 2024 lower than approved target and completion of Energy Landscape Assessment.

(ii) PETRONAS Carigali Focused Recognition Award – Awarded in February 2025 for exceeding PM3 CAA 2024's work plan and budget production target by 16% in a cost-optimised manner and achieved significant overall unplanned production deferment/planned deferment improvement through a well-executed production surveillance strategy.

(iii) Awards from MPM for 2024 Turnaround Campaign
- Malaysia Turnaround Appreciation Award; and
- Special Award (Best Small-Scale Turnaround).

(iv) Certificate of Merit from PVEP – Awarded in January 2024 in recognition of our excellence in operating and managing petroleum operations in Vietnam 2023.

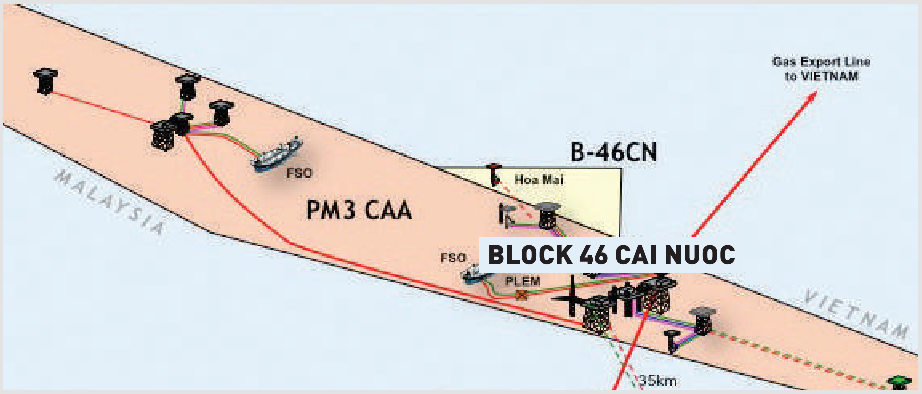
(v) PETRONAS Focused Recognition Award – Awarded in March 2024 for successfully delivering the 2023 PM3 projects on time and within budget, while meeting target volumes.

(vi) PETRONAS Focused Recognition Award – Awarded in November 2024 from PETRONAS MPM Wells Management for continuous achievement of 14 years with Zero Lost Time Injury.

Bunga Orkid A Platform

VIETNAM AT A GLANCE

BLOCK 46 CAI NUOC PSC



We acquired Block 46 Cai Nuoc PSC from Repsol on 24 January 2022 as part of the same acquisition which included three Malaysian PSCs and the PM3 CAA PSC. It lies adjacent to PM3 CAA and oil produced from Block 46 Cai Nuoc PSC flows into the PM3 CAA facilities.

HIGHLIGHTS

AVERAGE UPTIME[1]	**93%**
AVERAGE NET DAILY PRODUCTION RATE[1]	**126 bbl/day**
AVERAGE UNIT PRODUCTION COST[1]	**USD38.30/bbl**
LTIR[1,3]	**0**
2P OIL RESERVES[2]	**0.1 MMstb**

Notes:
1 For the financial year ended 30 June 2025.
2 As at 1 July 2025, based on internal estimates.
3 LTIR represents the frequency of lost time injuries (LTI) which include fatalities, permanent disabilities or workhours lost due to workplace incidents per 200,000 hours worked by both employees and contractors.

Key:
- 2P Oil Reserves – Proven and probable oil reserves.
- bbl – Barrels.
- MMstb – Million stock tank barrels.
- LTIR – Lost Time Injury Rate.
- USD – United States Dollar.

Asset Name:
Block 46 Cai Nuoc PSC

Licence:
Block 46 Cai Nuoc PSC

Hibiscus Petroleum's Interest:
70%

Operator:
Talisman Vietnam Limited*

Non-operating Partners:
PetroVietnam Exploration Production Corporation Limited

Asset Location:
Offshore Vietnam

Water Depth:
56m

Field Life Cycle:
Production

Producing Field:
Cai Nuoc

Development Type:
Tie-back to PM3 CAA facilities

Acquisition Date:
24 January 2022

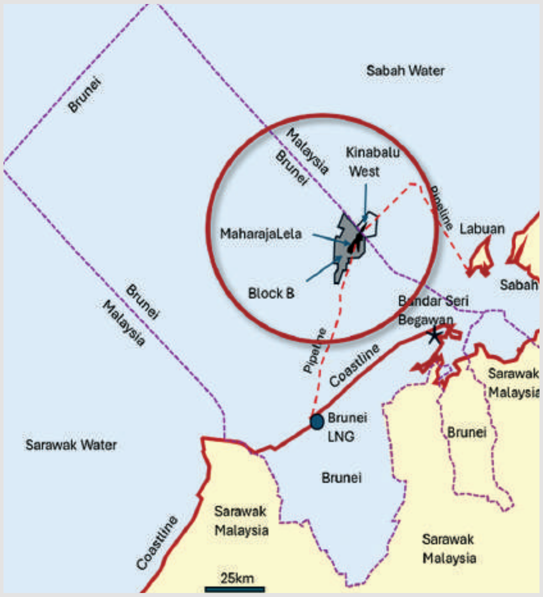
Office Location:
Kuala Lumpur

Note:
* Talisman Vietnam Limited is undergoing a name change. The legal entity is currently part of Hibiscus Petroleum pending the name change.

BRUNEI DARUSSALAM AT A GLANCE

BLOCK B

In October 2024, Hibiscus Petroleum, through its subsidiary Simpor Hibiscus Sdn Bhd, successfully completed the acquisition of a 37.5% operated interest in the Block B Concession, containing the Maharajalela Jamalulalam (MLJ) field offshore Brunei Darussalam. The MLJ field, a producing gas asset located in a prolific hydrocarbon region, adds a significant gas component to our portfolio and supports our strategic focus on energy transition. This acquisition has boosted the Group's production volumes and reserves while enhancing our technical and operational capabilities.



HIGHLIGHTS

AVERAGE UPTIME[1]	**91%**
AVERAGE NET DAILY PRODUCTION RATE[1]	**6,400 boe/day**
AVERAGE UNIT PRODUCTION COST[1]	**USD6.67/boe**
LTIR[1,3]	**0**
2P OIL RESERVES[2]	**3.1 MMstb**
2P GAS RESERVES[2]	**152.4 Bscf**
2C OIL RESOURCES[2]	**0.2 MMstb**
2C GAS RESOURCES[2]	**12.0 Bscf**

Notes:

1 For the period from 14 October 2024 to 30 June 2025.

2 As at 1 July 2025, Block B 2P Reserves and 2C Contingent Resources are net to Hibiscus EP (Brunei) B.V. (Hibiscus Brunei) interest, based on RPS Energy's report issued in May 2025 which has the figures up to 1 January 2025, and adjusted for actual production in the 6 months ended 30 June 2025.

3 LTIR represents the number of lost time injuries (LTI) which include fatalities, permanent disabilities or workhours lost due to workplace incidents per 200,000 hours worked by both employees and contractors.

Key:
- 2P Oil or Gas Reserves – Proven and probable oil or gas reserves.
- 2C Oil or Gas Resources – Best estimate contingent oil or gas resources.
- boe – Barrels of oil equivalent.
- MMstb – Million stock tank barrels.
- Bscf – Billions of standard cubic feet of gas.
- LTIR – Lost Time Injury Rate.
- USD – United States Dollar.
- RPS Energy – Tetra Tech RPS Energy Limited.

Asset Name:
Block B

Licence:
Block B Concession

Hibiscus Petroleum's Interest:
37.5%

Operator:
Hibiscus Brunei

Non-operating Partners:
Brunei Energy Exploration Sdn Bhd,
Shell Deepwater Borneo BV

Asset Location:
85km offshore Brunei

Water Depth:
Shallow water (<100m)

Field Life Cycle:
Production

Producing Field:
MLJ

Development Type:
Fixed platforms with pipeline to Onshore Processing Plant

Acquisition Date:
14 October 2024

Office Location:
Bandar Seri Begawan and Lumut, Brunei Darussalam

THE UNITED KINGDOM AT A GLANCE

On 10 March 2016, Hibiscus Petroleum completed the acquisition of its first producing asset – the Anasuria Cluster (Anasuria), located in the North Sea, United Kingdom (UK). This asset comprises geographically focused producing oilfields, namely Guillemot A, Teal, Teal South and Cook, all tied back to the Anasuria FPSO. Anasuria delivers production that generates positive cashflow while also presenting opportunities for future infield development and exploration upside.

The addition of the Teal West field, awarded to Hibiscus Petroleum as part of the UK Continental Shelf (UKCS) 32nd Licensing Round, signifies a positive development and is expected to contribute to an increased production from Anasuria by mid-CY2026.

Expanding our footprint in the North Sea, Hibiscus Petroleum acquired the discovered Marigold West and Sunflower oilfields on 16 October 2018. This shallow-water development asset will deliver a step change in production volumes and revenue-generating capacity.

Additionally, in line with our efforts to aggregate 2C oil resources at a competitive unit cost per barrel as part of an area-wide development, Hibiscus Petroleum applied for and was awarded the Kildrummy field through the UKCS 32nd and 33rd Licensing Rounds. Kildrummy is located in close proximity to the Marigold West field. In the 33rd Licensing Round, we were also awarded the Crown field, the Cross prospect and the Marigold extension lead.

In 2023, Hibiscus Petroleum and Ping Petroleum UK PLC (Ping Petroleum) farmed into the Fyne field, which was initially held by Rapid Oil Production Ltd (Rapid Oil). In late August 2025, we completed the acquisition of the Marigold East field from Ithaca Energy, which now gives us full ownership of the Marigold Field. This further strengthens our presence and development potential in the region.

We have now established two strategic production hubs in the UK. The first is the Anasuria Cluster, an existing and producing asset that includes Teal West field, and potentially the Fyne field. The second is the Greater Marigold Area Development (GMAD), which encompasses Marigold, Sunflower, Kildrummy, Crown and Cross prospect fields.

Our optimised, area-wide development for the UK Quad 15 area through GMAD positions it as a second key production hub. This approach is fully aligned with the UK government's strategy to maximise economic recovery from the UKCS while reducing the carbon intensity of the host assets.

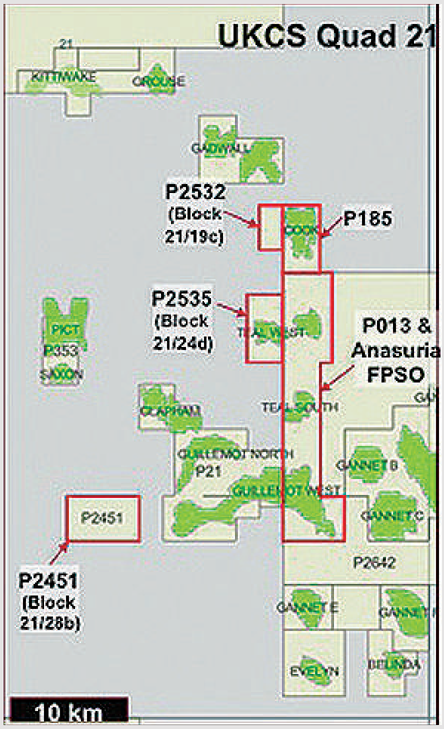
HIGHLIGHTS

ANASURIA AVERAGE UPTIME[1]	**76%**
AVERAGE NET DAILY PRODUCTION RATE[1]	**1,778 boe/day**
AVERAGE UNIT PRODUCTION COST[1]	**USD41.61/boe**
LTIR[1,3]	**0**
2P OIL RESERVES[2]	**14.5 MMstb**
2P GAS RESERVES[2]	**10.8 Bscf**
2C OIL RESOURCES[2]	**52.4 MMstb**

Notes:
1 For the financial year ended 30 June 2025.
2 As at 1 July 2025, based on internal estimates, extracted from RPS Energy's report dated December 2024 and August 2025.
3 LTIR represents the frequency of lost time injuries (LTI) which include fatalities, permanent disabilities or workhours lost due to workplace incidents per 200,000 hours worked by both employees and contractors.

Key:
- 2P Oil or Gas Reserves – Proven and probable oil or gas reserves.
- 2C Oil or Gas Resources – Best estimate contingent oil or gas resources.
- boe – Barrels of oil equivalent.
- MMstb – Million stock tank barrels.
- Bscf – Billions of standard cubic feet of gas.
- LTIR – Lost Time Injury Rate.
- USD – United States Dollar.
- ROSPA – Royal Society for the Prevention of Accidents.
- FPSO – Floating, Production, Storage and Offloading Vessel.
- RPS Energy – Tetra Tech RPS Energy Limited.
- CY – Calendar year.

ANASURIA CLUSTER



Asset Name:
Anasuria Cluster

Licences:
P013, P185, P2535, P2451, P2532

Asset Location:
UK Central North Sea, ~175km east of Aberdeen

Water Depth:
~94m

Acquisition/Award Date:
Anasuria: 10 March 2016
P2535 and P2532: 1 December 2020
P2451: 21 November 2023

Office Locations:
Kuala Lumpur, Aberdeen

Awards:
Safety
(i) Offshore Energies UK Offshore Safety Awards 2024 – Awards for Maritime Safety and Sharing and Learning.
(ii) Gold Award – Awarded by ROSPA for CY2025 health and safety performance of the FPSO facility.
(iii) Patron's Award – Awarded by ROSPA for 26 consecutive Gold Awards.

1) P013 (Blocks 21/25a and 21/30a) and Anasuria FPSO

Hibiscus Petroleum's Interest:
50%

Operator:
Anasuria Operating Company Limited, jointly owned by Anasuria Hibiscus UK Limited (Anasuria Hibiscus) and Ping Petroleum

Field Life Cycle:
Production

Producing Fields:
Teal, Teal South, Guillemot A

Development Type:
Subsea tie-back to Anasuria FPSO

2) P185 (Block 21/20a)

Hibiscus Petroleum's Interest:
19.3%

Operator:
Ithaca Energy (UK) Limited (Ithaca Energy)

Field Life Cycle:
Production

Producing Field:
Cook

Development Type:
Subsea tie-back to Anasuria FPSO

3) P2535 (Block 21/24d)

Hibiscus Petroleum's Interest:
100%

Operator:
Anasuria Hibiscus

Field Life Cycle:
Development

Discovered Field:
Teal West

4) P2451 (Block 21/28b)

Hibiscus Petroleum's Interest:
42.5%

Operator:
Anasuria Hibiscus

Joint Venture Partners:
Ping Petroleum, Rapid Oil

Field Life Cycle:
Development

Discovered Field:
Fyne

5) P2532 (Block 21/19c)

Hibiscus Petroleum's Interest:
19.3%

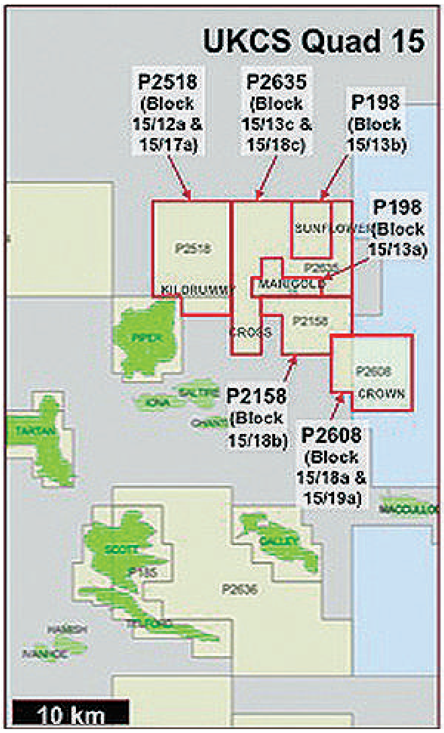
Operator:
Ithaca Energy

Field Life Cycle:
Exploration

Prospects:
Cook West as potential extension of the current Cook Field

The United Kingdom at a Glance (continued)

GREATER MARIGOLD AREA DEVELOPMENT



P198, Blocks 15/13a and 15/13b
P2518, Blocks 15/12a and 15/17a
P2608, Blocks 15/18a and 15/19a
P2635, Blocks 15/13c and 15/18c
P2158, Block 15/18b

Asset Location:
UK Central North Sea, ~250km northeast of Aberdeen

Water Depth:
~140m

Office Locations:
Kuala Lumpur, Aberdeen

1) **P198 (Blocks 15/13a and 15/13b)**

Hibiscus Petroleum's Interest:
87.5%

Operator:
Anasuria Hibiscus

Joint Venture Partner:
Caldera Petroleum

Field Life Cycle:
Development

Discovered Fields:
Marigold West and Sunflower

Acquisition Date:
16 October 2018

2) **P2518 (Blocks 15/12a and 15/17a)**

Hibiscus Petroleum's Interest:
100%

Operator:
Anasuria Hibiscus

Field Life Cycle:
Development

Discovered Field:
Kildrummy

Award Date:
30 October 2020 (southern part of Kildrummy) and 29 October 2023 (northern part of Kildrummy)

3) **P2608 (Blocks 15/18a and 15/19a)**

Hibiscus Petroleum's Interest:
100%

Operator:
Anasuria Hibiscus

Field Life Cycle:
Development

Discovered Field:
Crown

Award Date:
29 October 2023

4) **P2635 (Blocks 15/13c and 15/18c)**

Hibiscus Petroleum's Interest:
100%

Field Life Cycle:
Development

Prospect:
Cross

Award Date:
31 January 2024

5) **P2158 (Block 15/18b)**

Hibiscus Petroleum's Interest:
100%

Field Life Cycle:
Development

Discovered Field:
Marigold East

Acquisition Date:
29 August 2025

AUSTRALIA AT A GLANCE

Hibiscus Petroleum, through our indirect wholly-owned subsidiary Carnarvon Hibiscus Pty Ltd (Carnarvon Hibiscus) has interests in one licence located in the prolific oil and gas producing province of the Bass Strait of Australia.

We also have a 7.43% interest in the listed shares of 3D Energi Limited (3D Energi), a company listed on the Australian Stock Exchange. Through 3D Energi, we have indirect exposure to four additional exploration licences.

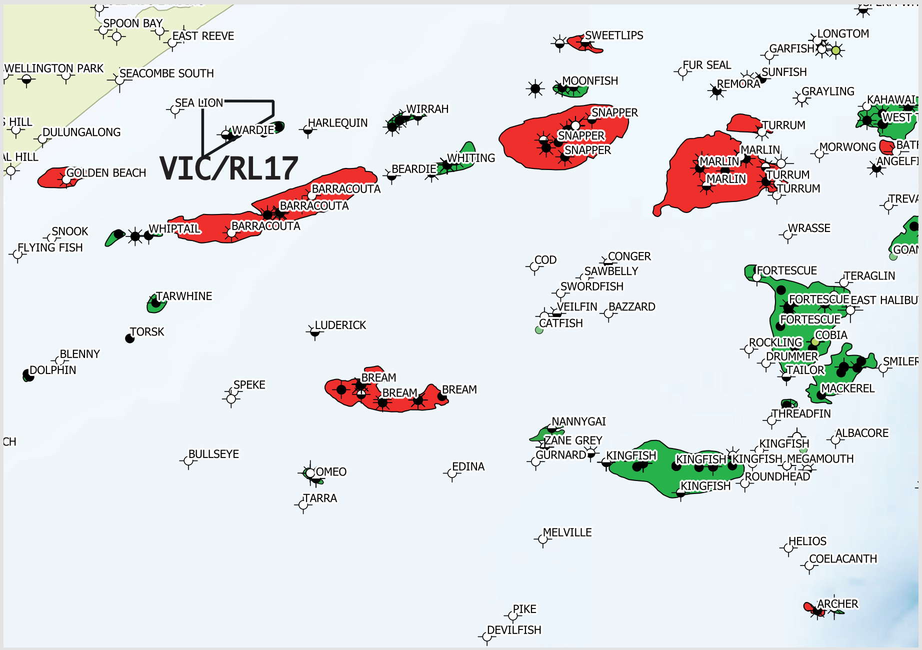
HIGHLIGHTS

NUMBER OF LICENCES[1]	1
WELL DRILLED[1]	**1 exploration well**

Note:

[1] Based on Hibiscus Petroleum's direct interest in VIC/RL17.

GIPPSLAND BASIN



1) VIC/RL17 Petroleum Retention Lease (previously known as VIC/L31)

Hibiscus Petroleum's Interest:
100%

Operator:
Carnarvon Hibiscus

Asset Location:
Gippsland Basin, Offshore Victoria

Water Depth:
50m

Field Life Cycle:
Development

Discovered Field:
West Seahorse

2) Investments:

3D Energi, a company listed on the Australian Stock Exchange is an associate company of Hibiscus Petroleum. As of 13 October 2025, Hibiscus Petroleum holds 7.43% indirect interest in 3D Energi. 3D Energi holds interests in four licences:

A. T/49P
20%

Location:
Otway Basin, adjacent to the Thylacine and Geographe gas fields

B. WA-527-P
100%

Location:
Bedout sub-basin, adjacent to the recent significant oil discovery at Dorado field

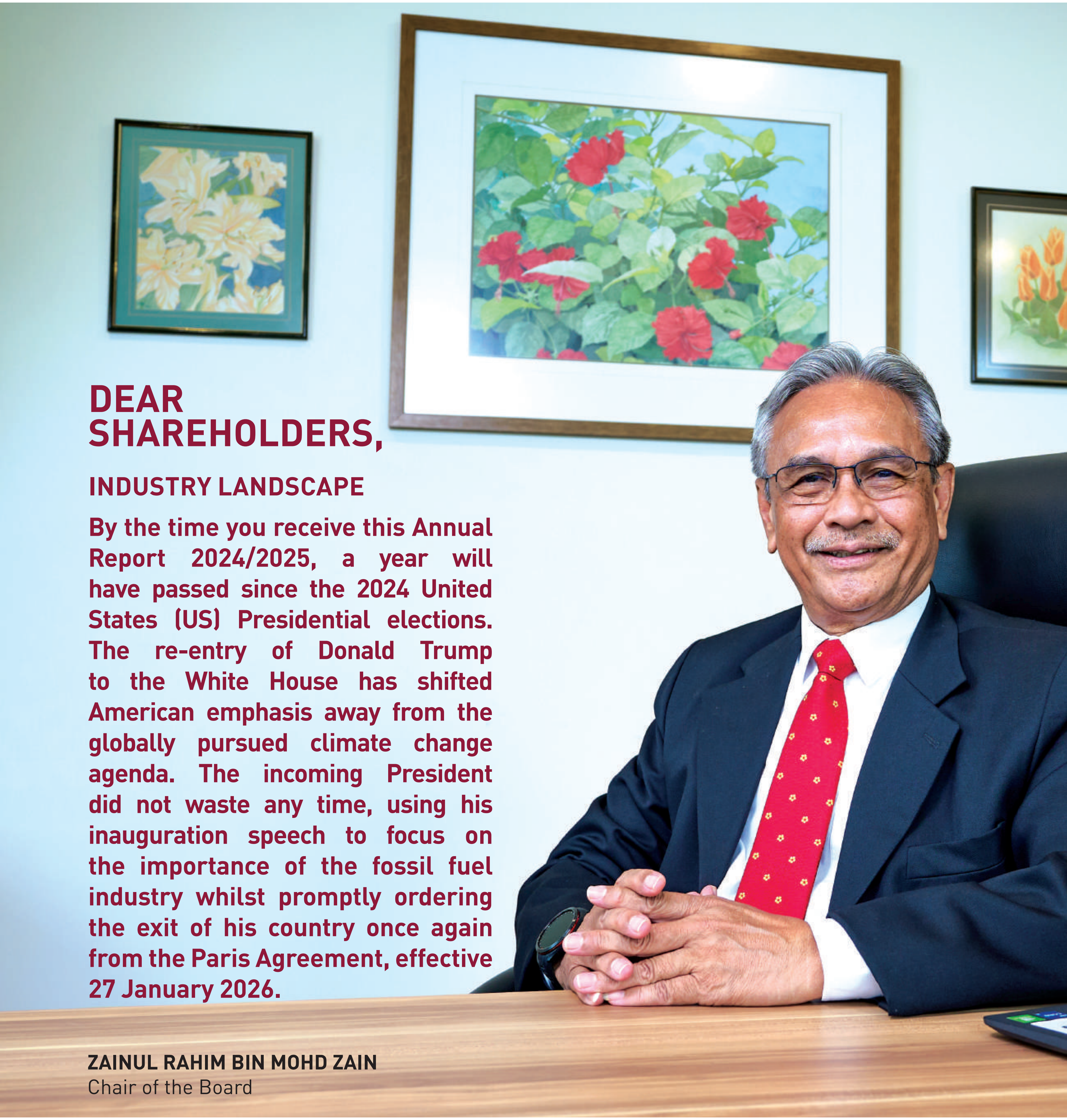
C. VIC/P79
20%

Location:
Otway Basin, adjacent to the Thylacine and Geographe gas fields

D. GSEL 759
100%

Location:
20km Southeast of Mount Gambier and proximal to the Southeast Pipeline System

CHAIRMAN'S STATEMENT



DEAR SHAREHOLDERS,

INDUSTRY LANDSCAPE

By the time you receive this Annual Report 2024/2025, a year will have passed since the 2024 United States (US) Presidential elections. The re-entry of Donald Trump to the White House has shifted American emphasis away from the globally pursued climate change agenda. The incoming President did not waste any time, using his inauguration speech to focus on the importance of the fossil fuel industry whilst promptly ordering the exit of his country once again from the Paris Agreement, effective 27 January 2026.

ZAINUL RAHIM BIN MOHD ZAIN
Chair of the Board

Hibiscus Petroleum remains committed to being a responsible energy producer, with our 2025-2030 Mission focused on reliable base load energy and growing a material free cashflow stream.

The initial excitement around the election of a pro-business American leader and the specific narrative around the "drill baby drill" sound byte, drove crude oil prices higher. Our share price also strengthened in tandem, gaining further momentum, when on 9 April 2025, we informed shareholders that the PM3 Commercial Arrangement Area (PM3 CAA) licence had been extended for 20 years, i.e. from 1 January 2028 to 31 December 2047.

However, as part of Trump's "Make America Great Again" strategy, on 2 April 2025, the US announced wide ranging tariffs on all countries exporting products to America - the day was infamously hailed as Liberation Day by Trump. Crude oil prices reacted negatively, as did our share price. Global economic uncertainty, underpinned by trade tariffs and wars in northern Europe and in the Middle East, has dampened business sentiment and a corresponding demand for energy.

On a positive note, the proliferation of Artificial Intelligence (AI) in multiple forms is driving both productivity and propelling energy demand. It is projected that AI will shift many social and economic paradigms in the near future.

CLIMATE

Whilst the climate change agenda is an important objective, we have noted that in Europe, sentiment is in a state of flux – policy makers are attempting to keep the green flag flying but citizens are tired of escalating clean energy costs and addressing its inflationary effects. In addition, elected representatives from the various European green parties are being voted out of office and their voices are becoming increasingly isolated. In China, coal and renewables seem to be in competition and the former is seen to be winning. The Chinese energy paradox is concurrently as fascinating as it is strategic. Coal-fired power plants are being commissioned at an aggressive rate across the country, and it is the cheap power from these environmentally unfriendly giant energy plants that is enabling electric vehicles and photovoltaic panels (solar panels) to be manufactured in large numbers at internationally competitive prices.

But that is not all. In New Zealand, a country currently claiming above 80% renewable energy supply, changes in regulations are being implemented to once again promote oil and gas related activities. This indicates a U-turn, as in 2018 the government of then Prime Minister, Ms Jacinda Ardern, banned further oil and gas exploration activities. A reduction in investment in the oil and gas sector ensued, resulting in recent domestic gas shortages, with subsequent electricity blackouts, economically hurting citizens and industry. In fact, over the past two years, emergency supplies of coal have had to be imported in large quantities as weather patterns became less predictable and green energy sources like hydro-electricity and wind did not deliver the expected levels of energy supply.

Chairman's Statement (continued)

"Our Hibiscus 3.0: 2030 Mission commits the Group to delivering scale with resilience and sustainability - targeting ~70,000 boe/day of net production and ~150 MMboe of net 2P reserves by 2030."

In the finance world, we have also noticed the re-entry of financial institutions into our sector. On 19 February 2025, Reuters reported that Europe's largest bank, HSBC was "ditching its target of reaching net zero carbon emissions across its business by 2030 because of slow change in the economy", compounding fears from clean energy campaigners that the world's biggest lenders are dialling back on climate pledges. HSBC is reported to have said it was now aiming to reach its net zero target by 2050, 20 years later than previously planned.

In our own line of business, we see various large oil majors resetting climate related goals. In 2021, Shell unveiled its "Powering Progress" strategy, aimed at transforming the company into a net zero emissions energy business by 2050. By 2024, Shell adjusted its energy transition strategy in response to evolving market conditions and internal assessments. The company revised its 2030 net carbon intensity reduction target to a range of 15% to 20%, slightly lowering the previous 20% goal. Notably, Shell also abandoned its 2035 target of a 45% reduction, citing uncertainties in the global energy transition's pace and the lack of a standardised system for tracking carbon emissions. Despite these changes, the overarching goal of achieving net zero emissions by 2050 has remained central to Shell's strategy.

Oil major BP also reviewed its strategy recently. In 2021, under Chief Executive Officer (CEO) Bernard Looney, BP unveiled an ambitious energy transition plan to transform the company into a net zero emissions entity by 2050. This plan included a commitment to reduce oil and gas production from 2019 levels and significantly increase investments in renewable energy sectors. By 2024, under the leadership of CEO Murray Auchincloss, BP reassessed its approach in response to evolving market dynamics and investor expectations. The company abandoned its previous target of cutting oil and gas production by 40% before 2030, opting instead to focus on new investments in fossil fuel projects.

Notwithstanding the above, Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) remains committed towards our vision of being a responsible energy producer. Our 2025–2030 Mission reflects certain objectives in this direction. Data centres, AI workloads and electrification require reliable baseload energy and flexible molecules and electrons, and we hope to grow material free cashflow streams in both areas.

For Southeast Asia—and Malaysia in particular—these realities intersect with national development priorities and the region's industrial ambitions. In this context, well-run independents with brownfield expertise play an important role: we extend field life safely, invest in enhanced recovery and emissions abatement and deliver hydrocarbons (oil and gas) at competitive unit costs. That is where Hibiscus Petroleum is focused.

2025-2030 MISSION

Our new **Hibiscus 3.0: 2030 Mission** commits the Group to delivering scale with resilience and sustainability. The Board of Directors (Board) has approved clear targets to **reach ~70,000 barrel of oil equivalent (boe)/day of net production and ~150 million barrels of oil equivalent (MMboe) of net 2P reserves by 2030**, supported by disciplined capital allocation and operational excellence. These targets are grounded in the opportunity set within our current portfolio and the pipeline of organic and inorganic growth options across Malaysia and the broader Asia Pacific.

The pathway is anchored on five execution pillars:

1. **Operational excellence and Health, Safety, Security and Environment (HSSE) leadership**. We will continue to enhance recovery and uptime in all our operating assets, deliver development projects safely and reliably and maintain robust integrity management regimes. Safety remains our non-negotiable foundation and underpins our licence to operate and stakeholder trust.

2. **Portfolio depth and longevity.** We intend to extend the economic life of quality brownfields through targeted infill drilling, workovers and facilities optimisation; mature United Kingdom (UK) projects selectively based on economics; and pursue accretive, cash-generative opportunities in our core geography where we bring operating expertise. Where regulatory milestones extend our tenure—such as the PM3 CAA continuation—we will invest judiciously to unlock further value.

3. **Balanced growth with returns.** Our capital framework prioritises projects with robust break-evens and paybacks, underpinned by risk-managed offtake strategy and strong marketing relationships. As balance sheet capacity expands, we will balance reinvestment with sustainable shareholder returns, consistent with the direction communicated in recent investor engagements.

4. **Pragmatic energy transition initiatives.** We will pursue value-accretive emissions-reduction projects (for example, flare minimisation and gas handling improvements) and evaluate adjacent opportunities where our subsurface, project and commercial skills are relevant. The objective is to enhance income stability and resilience—not to chase novelty—so that dividends over the cycle become more predictable.

5. **Partnerships and financing.** We will continue building strong relationships with host governments and regulators, national oil companies, joint-venture partners, trading counterparties and banking partners—relationships that have been instrumental to our progress and will remain central as we scale to 2030. Recent financing initiatives in our region, including Islamic facilities, underscore the breadth of support for credible growth plans.

The 2030 Mission is ambitious but carefully staged to ensure affordability without over-extending borrowings. It builds on our focus on people and talent development, as well as the integration momentum detailed in our financial year ended (FY) 30 June 2024 (FY2024) report; it recognises the premium that markets place on cash flow reliability, governance and safety; and it positions Hibiscus Petroleum to serve Asia's evolving energy needs—from industry to data and digital—responsibly and profitably. As always, we will proceed with discipline, transparency and a keen focus on value per share.

AWARDS

Whilst we have been honoured with several awards over the course of FY2025, I would like to specifically mention the following:

- At PETRONAS' Emerald Awards 2025 (formerly known as the Malaysia Upstream Awards), we received three awards:
  - Gold Award – Talent Development Excellence;
  - Silver Award – Exploration Excellence; and
  - Bronze Award – Wells Excellence.

  These awards benchmark our performance against that of all exploration and production companies operating in Malaysia.

- In the UK, our team conducting Anasuria operations was awarded a Gold Award and the Patron's Award for CY2024 health and safety performance by the Royal Society for the Prevention of Accidents (ROSPA).

SAFETY PERFORMANCE

Our safety performance for FY2025, reflects a performance comparable with the top-tier operators in the industry:

	Sabah Operations[2]	Peninsular Operations[2]	Brunei Operations[3]	Anasuria Cluster[2]
Fatality	0	0	0	0
LTIR[1]	0	0.06	0	0

Notes:

[1] LTIR represents the frequency of lost time injuries (LTI), which include fatalities, permanent disabilities or work hours lost due to workplace incidents, per 200,000 hours worked by both employees and contractors.

[2] For the period from 1 July 2024 to 30 June 2025.

[3] For the period from 14 October 2024 to 30 June 2025.

Chairman's Statement (continued)

RECOGNITION BY FORBES ASIA: "BEST UNDER A BILLION"

Following our inclusion in the Fortune Southeast Asia 500 list for the second year in a row, we are proud that Hibiscus Petroleum has been recognised by **Forbes Asia** in their **"Best Under A Billion"** list for **2025**—a curated list of **200** top-performing small and mid-sized listed companies in Asia-Pacific with **annual sales under USD1 billion**. From a universe of ~19,000 companies, the list blends quantitative screens (size, growth, profitability and balance sheet measures) with qualitative assessments. Hibiscus Petroleum is **one of nine Malaysian companies** recognised this year. We view this as validation of our consistent strategy, capital discipline and governance, delivered by an outstanding team across offshore and onshore operations.

LABUAN CRUDE OIL TERMINAL (LCOT) PARTICIPATION IN PRIME MINISTER'S HIBISCUS AWARD (PMHA)

LCOT marks 50 years of operations this year and participated in the PMHA. Following the successful completion of Stage 1 (Questionnaire and Document Review) in January 2025, LCOT was shortlisted for Stage 2 (On-site Assessment). The site assessment was carried out in June 2025, with positive feedback from the appointed assessors regarding the implementation and alignment of our environmental management practices. Final results will be announced at the award ceremony, which is expected to be held in December 2025.

DIVIDEND GUIDANCE FOR FY2026

Backed by strong cashflows, the Company has recommended a fifth interim single-tier dividend of 0.5 sen per share and a final dividend of 0.5 sen per share for FY2025 (subject to shareholders' approval at the Company's forthcoming Annual General Meeting (AGM)). This brings the total dividends for FY2025 to 9.0 sen per share, surpassing the Company's minimum dividend guidance of 8.0 sen per share, and translating to a dividend yield of ~6%.

Looking ahead, the Company maintains its FY2026 dividend guidance at lower oil price thresholds: 8.0 sen per share (at average oil prices of between USD65/barrel (bbl) and USD75/bbl) and 10.0 sen per share if oil prices exceed USD75/bbl, reflecting Management's confidence in sustaining shareholder returns.

> **This brings the total dividends for FY2025 to 9.0 sen per share (of which 0.5 sen per share is subject to shareholders' approval at the forthcoming AGM), surpassing the Company's minimum dividend guidance of 8.0 sen per share, and translating to a dividend yield of ~6%.**

> **Hibiscus Petroleum has been recognised by Forbes Asia in their "Best Under A Billion" list for 2025 - one of only nine Malaysian companies selected from ~19,000 across Asia-Pacific.**

APPRECIATION

On behalf of the Board, I would like to extend our gratitude to our **host-country regulators and partners in Malaysia, Vietnam, Brunei, the UK and Australia**, whose guidance and collaboration enable safe and efficient operations.

We thank our **joint-venture partners and co-venturers** for their support and cooperation, and acknowledge the role played by our **offtake and trading partners** in helping us reach commercial and operational milestones.

We are grateful to our **banking partners**, whose confidence in Hibiscus Petroleum has deepened over the years and whose facilities have supported our growth plans.

To our **contractors and service providers**, thank you for your commitment to our safety goals and quality standards.

To our **Management and employees**, thank you for your professionalism, unwavering support and commitment which drive our continued progress.

And to our **shareholders**, thank you for your enduring trust and patience as we execute our 2030 Mission.

Last but not least, I would like to thank my fellow **Board members** for your dedication and perseverance throughout the past year.

THANK YOU EVERYONE.

Our upcoming AGM will be conducted in a hybrid format. I look forward to meaningful exchanges with many of you at the AGM, as we reflect on our achievements and chart the next stage of Hibiscus Petroleum's journey together.

Once again, thank you for your continued support.

ZAINUL RAHIM BIN MOHD ZAIN
Chair of the Board
1 October 2025

MANAGEMENT DISCUSSION AND ANALYSIS

> **Financially, over FY2025, the Group delivered strong cashflows, returned capital by way of dividends declared (above prior guidance) and executed share buy-backs, while preserving balance sheet flexibility to fund sanctioned projects.**

YBHG DATO' DR KENNETH GERARD PEREIRA
Managing Director

1. OVERVIEW OF OUR BUSINESS AND OPERATIONS

A. Our Business

Hibiscus Petroleum Berhad (the Company or Hibiscus Petroleum and together with its subsidiaries, the Group) is a Malaysia-headquartered, independent upstream company focused on safe, disciplined and value-accretive oil and gas production, near-field development and exploration opportunities across Southeast Asia and the United Kingdom (UK) Continental Shelf (UKCS). Our portfolio comprises exploration, development, appraisal and producing assets in:

- Malaysia: North Sabah Production Sharing Contract (PSC); Kinabalu Oil PSC; Pertang, Kenarong, Noring, Bedong (PKNB) Cluster PSC (PKNB PSC) and PM327 exploration licence;
- Malaysia - Vietnam: PM3 Commercial Arrangement Area (PM3 CAA);
- Vietnam: Block 46 Cai Nuoc PSC;
- UKCS: Anasuria Cluster with the Teal West field tie-back and the Fyne oilfield development opportunity, the Greater Marigold Area Development (GMAD) project; and
- Brunei Darussalam: Block B Maharajalela Jamalulalam (MLJ) concession.

Our assets are located in offshore areas. For completeness, we also have interest in an offshore licence located in the Bass Strait of Australia which is in the process of being relinquished to the local regulatory authorities.

For the period under review, i.e. from 1 July 2024 to 30 June 2025 (FY2025), we executed a series of portfolio related corporate actions and pursued organic production enhancement opportunities that advanced the Group's business and shifted our resource base mix further towards gas. Key activities include (but are not limited to) the following:

- In July 2024, Petroliam Nasional Berhad (PETRONAS) awarded Hibiscus Petroleum a 65% operated interest in the PKNB PSC. The initial two-year work programme prioritises field development planning (FDP), a review of integration and optimisation opportunities with nearby infrastructure (including PM3 CAA) and a phased approach to resource monetisation.
- In July 2024, we farmed into PM327 licence for a 30% participating interest, expanding our exploration optionality offshore Peninsular Malaysia and reinforcing the Company's subsurface footprint around an existing production hub.
- On 14 October 2024, we completed the acquisition of a 37.5% interest (with operatorship) in Block B MLJ. The MLJ gas-condensate field has been onstream since 1999 with established onshore processing facilities and Liquified Natural Gas (LNG) offtake through Brunei LNG (BLNG).
- In April 2025, the PM3 CAA partners secured a 20-year extension of the PM3 CAA licence (to 2047), unlocking additional 2P reserves and 2C resources and providing a longer monetisation window for recent discoveries (e.g. Bunga Aster). PM3 CAA's hub status is central to our gas-led growth plan and will support third-party tie-ins over time.
- In the UKCS, First Oil from Teal West well # 1 (a subsea tie-back to the Anasuria floating production storage and offloading vessel (FPSO)) has been rescheduled to mid-2026. Facilities modifications implemented during the August 2024 Anasuria FPSO shutdown, enables future well hookup without an additional shutdown being required. For GMAD, the process to seek a partner through a "farm-out" process was initiated but given potential positive changes to the UK fiscal regime, our process has been halted.

During FY2025, the PM3 CAA licence, which is primarily a gas producing asset, was extended until 2047. This PSC extension added considerable 2P and 2C reserves and resources to our base.

For the Fyne opportunity, the North Sea Transition Authority (NSTA) issued us a written "No Objection" document to our Concept Select submission and extended the licence to September 2026, enabling us to progress technical and commercial work towards our next internal decision gates.

Financially, over FY2025, the Group delivered strong cashflows, returned capital by way of dividends declared (above prior guidance) and executed share buy-backs, while preserving balance sheet flexibility to fund sanctioned projects.

Management Discussion and Analysis (continued)

B. Macro Trends Impacting Our Business Sector

The Fragmentation of a Unified Global Leadership

The world today finds itself in the grip of multiple prolonged conflicts that seem immune to resolution. The wars in Ukraine and in the Middle East are not simply regional disputes - they are reflections of a deeper global problem: the absence of a strong, unifying leadership capable of shaping peace. In past eras, crises often summoned leaders with the authority and determination to bring adversaries to the table. Today, no single leader - or coalition - appears willing or able to play this role.

The Russia - Ukraine war illustrates this vacuum. Despite sanctions and aid, Western powers cannot compel compromise, and the conflict has dragged on. Similarly, in the Middle East, repeated flare-ups reveal the absence of a trusted mediator.

This failure of leadership extends beyond the military arena and has extended into the global economy. International cooperation has weakened on trade, climate and energy security. Instead of consistent, long-term globally oriented objectives, nations are defaulting to short-term, protectionist strategies. Energy markets have been fluctuating violently, supply chains remain vulnerable and inflationary shocks ripple worldwide. Investment that might otherwise flow into climate action, digital infrastructure, or global health is being diverted into defence budgets.

For emerging economies, the instability has translated into rising debt burdens and widening inequality, as they face higher borrowing costs without visible relief. The lack of shared priorities has weakened institutions such as the United Nations (UN), Group of Twenty and the World Trade Organization (WTO), leaving the world economy hostage to geopolitical disputes rather than guided by collective strategy.

The result is a fractured global order. Today, force often outweighs diplomacy and opportunism trumps shared prosperity. Until leaders unite with the courage to break this cycle of war and economic stagnation, progress will remain less a tragedy of necessity than a business model of convenience and this macro trend is overall a threat to the global economy. For the oil and gas sector, this uncertainty is generally bearish for oil prices and dampens investor sentiment.

Make America Great Again (MAGA)-Related Developments

Drilling down to the period under review, this time horizon has been characterised by two distinct phases. The period from July 2024 to November 2024 represents the months leading up to the outcome of the American presidential election. Once it was confirmed that Donald Trump would take seat as the 47th President of the United States (US), the world entered the MAGA era.

For the oil and gas exploration and production (E&P) sector, our operating environment in the MAGA era has been characterised by a complex set of macro dynamics. As almost a first order of presidential business, the US withdrew from the Paris Agreement for the second time since 2015, triggering an "energy transition reset". Today, the European Union (EU) is leading in environmental policy development, while China is driving implementation of emissions-reducing initiatives on the ground. In the US, the climate change agenda of the Biden Administration has been de-prioritised, with cheap domestic energy prices elevated as an important objective.

Figure 1: Crude Oil (WTI) Prices in USD for the Period February to September 2025.

Source: Trading Economics.

On 2 April 2025, a date called "Liberation Day", President Trump imposed trade tariffs on nearly every country exporting products into the US. Oil prices drastically fell (see Figure 1) given the anticipated negative impact on the global economy. Spikes in crude oil prices have since been observed but these have been in response to military-related activities in the Middle East. Every tariff affected country has been, in various forms, seeking allowances and waivers from the US ("making deals" as described by President Trump). An example, and of interest to the oil and gas E&P sector has been the nature of negotiations between the US and the EU in respect of tariffs.

In mid-2025, as part of broader trade tariff negotiations, the EU pledged to increase purchases of US energy LNG, oil and nuclear fuel) to the value of approximately USD750 billion, as one way to narrow the trade deficit with the US and act as a counter-balance to tariffs.

The Extended Russia-Ukraine Conflict and Threats of its Escalation

The EU imposed a number of sanctions on Russia in response to its incursion into Ukraine. With oil and gas import and export restrictions from Russia invoked, the EU and the UK were forced to seek alternative sources of primary energy. Energy prices thus increased. At this point, shortfalls in Europe and the UK are being met through LNG deliveries from the US and the Middle East.

It is also interesting to note that on 21 September 2025, the serious British print media carried detailed reports of imminent, upcoming changes to the British fiscal regime covering the oil and gas industry that promises to create a climate of investment in the British sector of the North Sea. To date, these claims have been denied by the sitting UK government.

Overall, it appears that the Russia-Ukraine war will persist as various stakeholders continue to benefit from the uncertainties and disruptions caused by this war. Defence industries are thriving and resource exporters are also benefitting. In summary, maps of the global supply chains are being redrawn, and commercial opportunities are being exploited.

This Russian-Ukraine war is causing energy shortages in the EU and the UK. The macro trend of large-scale LNG importation into Europe is also not supportive of the climate change agenda. We believe that the economic and emissions impact of this scenario will sooner (rather than later) result in the fiscal regime covering oil and gas projects in the UK North Sea to be improved, thereby positively impacting our area of business.

The Reducing Significance of the Climate Change Agenda

It is becoming clear that the MAGA leadership is not prioritising the climate change agenda. Whilst global clean energy investment continued to rise to new records, exceeding USD2 trillion in 2024, this figure remains below the USD4 to 5 trillion per year needed to align with Paris Agreement-consistent pathways.

The Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Synthesis Report (AR6 SYR) issued on 20 March 2023 brought together the findings of three Working Group reports and three Special Reports released between 2018 and 2022, providing the most comprehensive assessment of climate change at that time. AR6 SYR delivered the following conclusion:

- In essence, nearly eight years after the Paris Agreement was signed, the AR6 Synthesis Report stresses that we are not on track to meet the Paris Agreement's 1.5°C target. There is a gap between the goal and what is being achieved.

A shortfall in clean energy investment will likely result in a slower than expected energy transition. This factor, coupled with a decade of under-investment in the oil and gas E&P sector and more recently, the impact of the above-mentioned Russia-Ukraine conflict, have collectively signalled the world's leading oil and gas E&P companies to take cue from President Trump's instruction to "drill baby drill". E&P companies are currently stepping up their hunt for new reserves as they bet that the stage has been set for stronger fossil fuel demand in the decades to come.

For Hibiscus Petroleum, we need to remain focused on our core cash generating business, but we also note developments taking place in the clean energy sector and the Group is reacting accordingly to specific opportunities.

The Impact of Artificial Intelligence (AI)

AI refers to computer systems designed to perform tasks that typically require human intelligence. These systems leverage algorithms, data and computational power to recognise patterns, make decisions and learn from experiences. AI adoption has moved from hype to habit. Consumer uptake set records - ChatGPT hit 100 million users in two months (see Figure 2).

Management Discussion and Analysis (continued)

Agentic AI is an AI system capable of independently planning and executing complex, multi-step tasks. Built on foundation models, these agents can autonomously perform actions, communicate with one another and adapt to new information. Significant advancements have emerged, from general agent platforms to specialised agents designed for deep research.

Associated with the proliferation of AI and Agentic AI systems are a suite of evolving technologies covering advanced digital connectivity and communication networks coupled with cloud-based and edge computing systems which distribute workloads across locations, from hyperscale remote data centres to regional hubs and local nodes.

- **The Benefits of AI**

  Industries in every country are seeking the benefits of AI, Agentic AI and associated technologies. AI accelerates productivity, accuracy and discovery by automating routine work, amplifying human judgement and surfacing patterns in data. It improves safety (fraud detection, predictive maintenance), optimises energy and supply chains, personalises healthcare and learning and expands access through translation and assistive tools. Agentic AI goes further, being goal-directed systems that plan, call tools, coordinate across apps and act autonomously with guardrails. They handle multi-step workflows (such as research, drafting, data cleanup), monitor for changes and iterate for better results. Together, AI and Agentic AI cut costs, reduce errors, unlock innovation and free people to focus on creative, strategic and relationship-driven work worldwide.

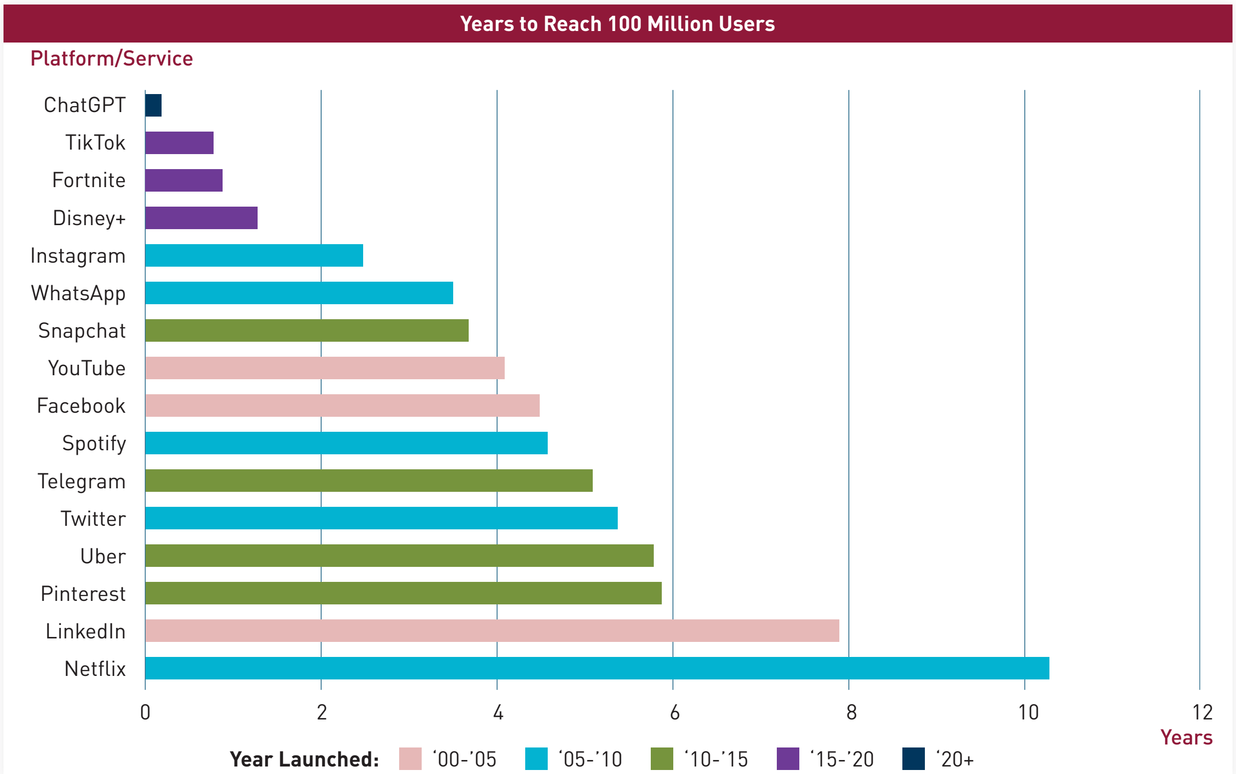


Figure 2: Time for New Technologies to Achieve 100 million Users.

Source: Bond Capital.

- **AI Impacting the Energy Sector**

  AI is rewiring the value chain of the energy sector. In oil and gas, subsurface imaging, drilling automation and predictive maintenance are cutting costs and downtime. In power, AI is improving unit commitment, dispatch and outage planning whilst on the customer demand side it enables detailed forecasting, demand response and loss detection. For renewables, improved wind and solar forecasts are tightening balancing needs.

- **AI Related Electricity Demand**

  Estimates vary by scenario, but all point to an upward increase of electricity demand. The International Energy Agency (IEA)'s 2025 report entitled "Energy and AI" projects data-centre electricity demand roughly doubling to around 945 TWh by 2030, with AI-optimised centres more than quadrupling and becoming the dominant growth driver. A complementary IEA Outlook frames the requirement as rising from circa 460 TWh in 2024 to over 1,000 TWh by 2030 and circa 1,300 TWh by 2035, i.e. an additional 550 TWh by 2030 and 840 TWh by 2035 versus 2024 levels. In the US, the Environmental Impact Assessment (EIA) expects record national power use in 2025 to 2026, with data centres cited as a key contributor to load growth.

  In summary, AI has quickly become simultaneously a new source of demand (hyperscale training and inference capabilities of Large and Small Language Models) and a universal efficiency lever (from plant controls to market operations). Implementors of AI-related systems are prioritising clean energy sources and consequently AI-related energy demand may be a catalyst of energy transition goals. For Hibiscus Petroleum, AI represents two opportunities:

  - How can it be used to optimise our processes?
  - AI requires more (preferably clean) energy sources.

  As a Group, we need to capitalise on both fronts.

<u>**Organization of the Petroleum Exporting Countries (OPEC+) and Oil Supply Considerations**</u>

Against the above-mentioned global landscape, the IEA noted the following highlights in its August 2025 Oil Market Report:

- Oil markets are being pulled in several directions by a range of forces, with the potential for supply losses stemming from new sanctions on Russia and Iran coming against a backdrop of higher OPEC+ supply and the prospect of increasingly bloated oil balances.
- Global oil supply inched up in August 2025 to a record 106.9 million barrels (bbl) per day (mb/d) as OPEC+ continued unwinding output cuts and non-OPEC+ supply hovered near all-time highs. World oil production is now projected to rise by 2.7 mb/d to 105.8 mb/d this year and 2.1 mb/d to 107.9 mb/d next year with the prospect of looming oversupply dampening any positive price impetus, as investor sentiment towards oil remained strongly bearish.

OPEC+ has been unwinding previously imposed crude oil supply cuts more aggressively than expected. However, oil prices have been little changed after OPEC+ agreed on 7 September 2025 to start unwinding its second tranche of supply cuts (equivalent to 1.65 mb/d), in place since April 2023. The Group of Eight OPEC+ countries now plan to raise its output target by 137 thousand bbl per day in October 2025. If continued at this pace, lifting the full 1.65 mb/d tranche of cuts would take 12 months, leaving the 22-member alliance with a notional 2 mb/d of supply cuts still in place. According to the estimates of the IEA, the actual supply boost in October will be less than the target increase, as Iraq, the United Arab Emirates, Kuwait and Kazakhstan already pump 1.1 mb/d above their quotas, while others, including Russia, are facing capacity constraints.

	Total Energy Supply (EJ)			Growth Rate	
	2022	2023	2024	2022-2023	2023-2024
Total Energy Supply	**622**	**634**	**648**	**1.8%**	**2.2%**
Renewables	89	92	97	3.1%	5.8%
Nuclear	29	30	31	2.2%	3.7%
Natural gas	144	145	149	0.7%	2.7%
Oil	188	192	193	1.9%	0.8%
Coal	172	175	177	2.0%	1.2%

Figure 3: Growth in Energy Supplied from 2022 to 2024.

Management Discussion and Analysis (continued)

It is also possible that there are other supply-related factors at play. Oilfields naturally decline and it is likely that the "unwinding" of previously OPEC+ self-imposed supply cuts is only replacing naturally declining production rates. As a validation of this hypothesis, as of September 2025, OPEC+ will have ramped up actual crude output by 1.5 mb/d since Q1 2025, well below the publicly announced target of 2.5 mb/d.

Overall energy supply has been increasing (see Figure 3 for data over the past three years). Crude oil remains the largest component of the primary energy mix even though its growth rate has been falling. Those sources of primary energy supply that are relatively small show the highest growth rates, particularly if they are clean. From the trends which are emerging, it appears that renewables, natural gas and nuclear are the primary sources of energy which are becoming significant components of a future global energy mix.

<u>Electric Transportation Systems</u>

The IEA has reported that electric vehicle (EV) adoption is accelerating rapidly, and it is having a knock-on effect for oil demand. Global EV stock reached nearly 58 million units by the end of 2024 (about 4% of the global passenger car fleet) and more than triple the level in 2021. In China, EV sales grew almost 40% year-on-year in 2024 and by mid-2024, EVs overtook conventional cars in monthly sales. In fact, in China, almost half of new car sales for the full year were electric.

Furthermore, according to the IEA, EVs displaced over 1.3 mb/d of oil consumption in 2024, and that displacement is projected to grow to over 5 mb/d by 2030 under current policy and technology trajectories. Similarly, the marine sector is also beginning to pivot: electric and hybrid-electric ships, especially ferries, short-sea cargo and coastal vessels, are gaining traction. Electric ship adoption reduces bunker fuel demand (marine diesel/heavy fuel oil), though transition is slower in deep-sea shipping due to energy density, range and infrastructure constraints. Over the long-term, the use of EVs will dominate the road transportation industry and eventually, depending on the source of primary energy used to fuel electricity generation, this trend may pose a threat to our industry.

<u>Shifting Banking Support Patterns</u>

It should be recalled that the Net Zero Banking Alliance (NZBA), a part of the Glasgow Financial Alliance for Net Zero (GFANZ), a coalition of financial institutions, was launched in April 2021 ahead of COP26 in Glasgow, chaired by the UN climate envoy Mark Carney. It convened under the UN Environment Programme Finance Initiative. It began with more than 130 banks as participants whilst GFANZ focused on the entire financial sector. By November 2021, membership of GFANZ had expanded to more than 450 financial institutions with assets under management (AUM) of circa USD130 trillion.

Its early strategy aligned members with the UN Race to Zero criteria i.e. set near-term targets and phase out the development, financing and facilitation of new unabated fossil-fuel assets, whilst insisting on transparent progress reporting. Financial institutions dismantled their specialist teams supporting the fossil-fuel industry and starved the industry of much needed investment dollars. Thus, investment in renewables was easily able to outpace much need financial capital commitments required for the oil and gas industry.

In a post-Trump world, policy has shifted and support for the GFANZ and the NZBA has significantly waned. Whilst most banks still commit to net zero goals, 2030 targets have been diluted. Banks are now rebuilding their specialist teams and are returning to fund opportunities in the oil and gas energy space.

<u>The Malaysian Situation</u>

The Group has been listed on the Main Market of Bursa Malaysia Securities Berhad (Bursa Securities) since July 2011. Our market capitalisation over that period is shown in Figure 4. It is also interesting to note the performance of our stock exchange in general (Figure 5). In an interview with The Edge, Permodalan Nasional Berhad President and Group Chief Executive Officer (CEO), Datuk Abdul Rahman Ahmad, referred to the last ten years as "Malaysia's lost decade", noting that the share price returns of the FTSE Bursa Malaysia Kuala Lumpur Composite Index (FBM KLCI) on three-, five- and ten-year bases up to end-2023 had been flat to negative.

The Edge reported the following comments, "This period was marked by foreign outflows, a ringgit on the back foot amid political uncertainty and a stock market bellwether still dominated by old-economy stalwarts that paid steady dividends but faced challenges in expansion".

Abdul Rahman noted that "From a total return (price plus dividends) perspective, the KLCI barely showed any gains over the period, while price returns alone were negative". He added that "A simple fixed deposit likely would have outperformed".

Notwithstanding the above perceptions, we have to continue to visit Fund Managers to update them on the positive elements of our Company.

Figure 4: Hibiscus Petroleum Market Capitalisation from July 2011 to September 2025.

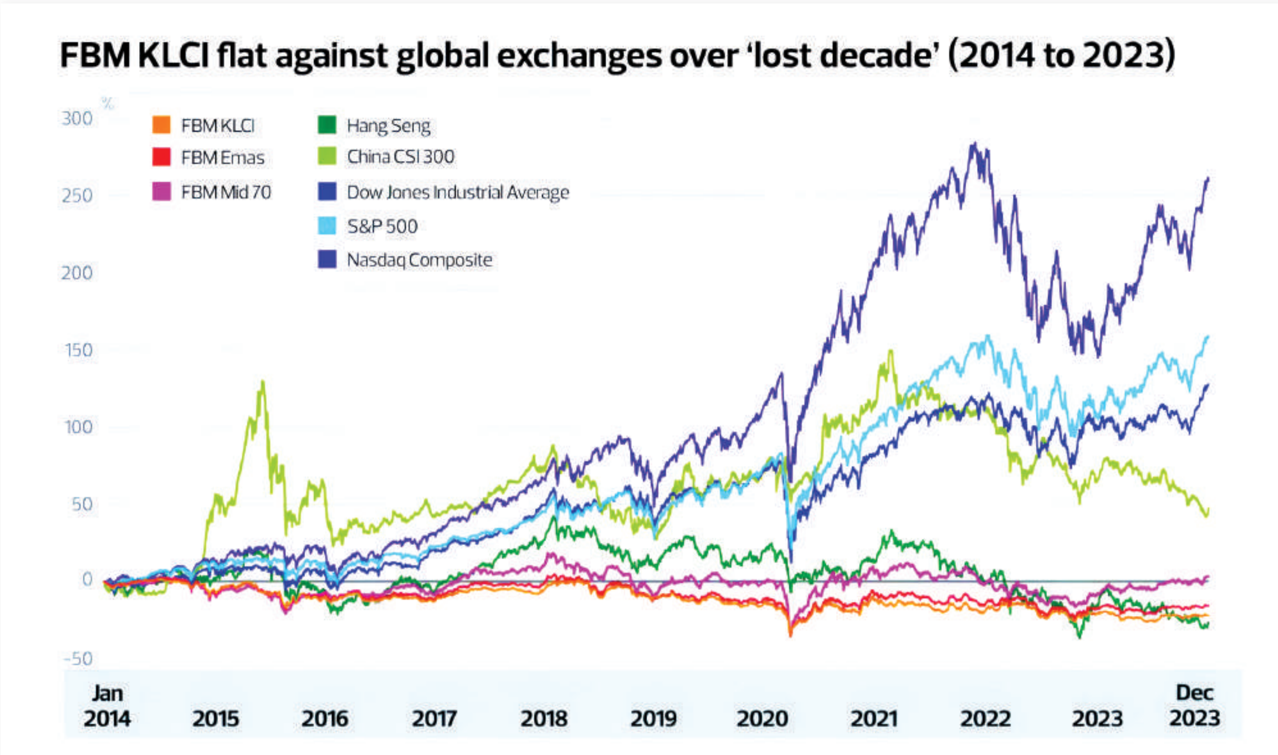


Figure 5: FBM KLCI Performance Against Global Exchanges Over the "Lost Decade".

Management Discussion and Analysis (continued)

As the only oil and gas E&P company on the Bursa Securities, there is a small pool of oil and gas analysts covering Hibiscus Petroleum. As of the date of this report, we are covered by the following analysts with their corresponding target prices:

Institution	Rating	Current Target Price
BIMB Securities Sdn Bhd	Buy	RM2.10
CGS International Securities Sdn Bhd	Add	RM2.93
Public Investment Bank Berhad	Outperform	RM2.30
Hong Leong Investment Bank Berhad	Hold	RM1.56
AmInvestment Bank Berhad	Buy	RM3.30
	Consensus Target Price	**RM2.44**

Figure 6: Analyst Coverage of Hibiscus Petroleum.

C. Our Positioning

The Group has been listed on the Main Market of Bursa Securities since July 2011. Our core business to date covers the generation of free cashflows through the execution of the following activities:

- Mid-life asset (brownfield) production enhancement;
- New developments;
- Near-field exploration related activities; and
- Portfolio management (mergers and acquisitions (M&A) and divestments).

Through the successful implementation of our business strategy, we have delivered the following financial metrics from our producing assets:

	Anasuria Cluster	North Sabah	Peninsula Hibiscus
			
Internal Rate of Return (IRR)	**689%**	**298%**	**100%**
Payback Period	**< 1 year**	**< 1 year**	**3 year**
Licence Tenure	**2035**	**2040**	Kinabalu Oil PSC: **2032** PM3 CCA PSC: **2047** Block 46 Cai Nuoc PSC: **2027**
	IRR and payback period are computed based on Brent Futures as of 4 August 2025. 2025: USD71/bbl, 2026:USD67/bbl, 2027: USD66/bbl, 2028: USD66/bbl.		

Figure 7: Financial Metrics – Recent Acquisitions (Brunei excluded due to its recency).

In addition to the above portfolio of producing assets, the Group has also acquired valuable development opportunities, itemised in detail in Section A of this Management Discussion and Analysis (MD&A).

Currently more than 85% of our net production originates from Southeast Asia. Furthermore, as of 1 July 2025, more than 81% of our proven and probable reserves are located in the same geography. Thus, we position ourselves as one of the main indigenous independent E&P operating companies in Southeast Asia, maintaining trusted relationships with regional regulators and associated government agencies.

In 2021, the Group disclosed its 2026 Mission. With achievement of the key 2026 targets already reasonably visible, it was timely to look ahead to 2030. On 4 August 2025, subsequent to the conclusion of the Group's annual Strategic Planning Conference, we disclosed that the Board of Directors approved a new 2030 Mission: to achieve a net production rate of 70,000 barrels of oil equivalent (boe)/day whilst targeting an increase in net proven and probable reserves of 150 million boe (MMboe). In addition, in response to macro trends already discussed in this MD&A, the Company will also be pursuing certain value enhancement initiatives in the Energy Transition space.

Figure 8: The Group's 2030 Mission.

D. Environmental, Social and Governance Considerations

The Global Climate Change Movement is at an important crossroads. On the one hand, the widely publicised science indicates that global warming is a significant threat and as earlier mentioned in Section B of this MD&A, important targets are not being met. On the other hand, in his address to the UN on 23 September 2025, US President Trump branded climate change-related activities as the "biggest green scam" in history, dismissing scientific consensus as exaggerated fearmongering. He also argued renewable energy pushes nations towards bankruptcy, while fossil fuels remain vital for prosperity. President Trump warned governments that blindly following the climate agenda puts countries at risk of economic collapse, weakened competitiveness and loss of sovereignty.

Notwithstanding these macro trends, our Company has continued on the pathway documented within our Climate Change Framework. Our progress is documented in detail in the Sustainability Report as included in this Annual Report 2024/2025.

Management Discussion and Analysis (continued)

E. Our Assets

Jurisdiction	Malaysia				Malaysia-Vietnam Commercial Arrangement Area (CAA)	Vietnam	Brunei
Fiscal System	PSC				PSC	PSC	Concession
Licence Name	North Sabah PSC 2011 North Sabah Enhanced Oil Recovery PSC	Kinabalu Oil PSC 2012 Kinabalu Oil PSC	PKNB PSC	PM327 PSC	PM3 CAA PSC	Block 46 Cai Nuoc PSC	Block B 1989 Block B PMA
Fields	Producing: St Joseph, South Furious (SF), SF 30, Barton	Producing: Kinabalu Main, Kinabalu East, Kinabalu Far East	Discovered: Pertang, Kenarong, Noring, Bedong	–	Producing: Bunga Orkid, Bunga Pakma, Bunga Raya, Bunga Seroja, Bunga Kekwa, Bunga Tulip, Bunga Lavatera, Bunga Aster Exploration: Greater Central Area, Greater Sliver Area	Producing: Cai Nuoc Discovered: Hoa Mai	Producing: Maharajalela Jamalulalam
Licence Tenure	2040	2032	2048	2051	2047	2027	2039
Direct Interest	50.0%	60.0%	65.0%	30.0%	35.0%	70.0%	37.5%
Operatorship	Operated	Operated	Operated	Non-operated	Operated	Operated	Operated
Asset Type	Production	Production	Development	Exploration	Production	Production	Production
Facilities/ Infrastructure	21 Platforms/ Structures[1], 144 Wells[1], 1 Crude Oil Terminal	2 Platforms[1], 36 Wells[1]	–	–	14 Platforms/ Structures[1], 163 Wells[1], 2 FSOs[1]	24 Wells[1]	3 Platforms[1], 22 Wells[1]
Net Oil Reserves and Resources (MMbbl)	2P Reserves: 14.5[2] 2C Resources: 2.4[2]	2P Reserves: 5.9[2] 2C Resources: 0.8[2]	2C Resources: 0.7[2]	–	2P Reserves: 6.8[2] 2C Resources: 5.1[2]	2P Reserves: 0.1[2]	2P Reserves: 3.1[3] 2C Resources: 0.2[3]
Net Gas Reserves and Resources (Bscf)	–	–	2C Resources: 232.8[2]	–	2P Reserves: 92.8[2] 2C Resources: 47.8[2]	–	2P Reserves: 152.4[3] 2C Resources: 12.0[3]

Notes:

1 As of July 2025.

2 As of 1 July 2025, based on internal estimates.

3 As of 1 July 2025, based on Hibiscus EP (Brunei) B.V. (Hibiscus Brunei)'s interest, derived from RPS Energy's report in May 2025 which has the figures up to January 2025, and adjusted for actual production in the 6 months ended 30 June 2025.

4 As of 1 July 2025, based on the participating interest of Anasuria Hibiscus UK Limited (Anasuria Hibiscus), derived from RPS Energy's reports dated December 2024 and August 2025.

5 SPA for the acquisition of Ithaca's entire equity in P2158 Block 15/18b and its entire 30% unit participation under the Unitisation and Unit Operating Agreement (UUOA) was executed on 27 March 2025 and completed on 29 August 2025.

	United Kingdom										Australia
	Concession										Concession
	Anasuria Cluster (Anasuria)					Greater Marigold Area Development (GMAD)					Bass Strait Cluster
	P013 – Blocks 21/25a and 21/30a	P185 – Block 21/20a	P2535 – Block 21/24d	P2451 – Block 21/28b	P2532 – Block 21/19c	P198 – Block 15/13a, P2158 – Block 15/18b	P198 – Block 15/13b	P2518 – Blocks 15/17a & 15/12a	P2608 – Blocks 15/18a & 15/19a	P2635 – Blocks 15/13c & 15/18c	VIC/RL17
	Producing: Teal, Teal South, Guillemot A	Producing: Cook	Discovered: Teal West	Discovered: Fyne	Prospects: Cook West as potential extension of the current Cook field	Discovered: Marigold	Discovered: Sunflower	Discovered: Kildrummy	Discovered: Crown	Prospect: Cross Lead: Hydrocarbon northwest of the Marigold field	Discovered: West Seahorse
	Life of Field	Life of Field	Life of Field	2026	2026	2028	2028	2027	2026	2029	2026
	50.0%	19.3%	100.0%	42.5%	19.3%	91.25%[5]	87.5%	100%	100%	100%	100%
	Jointly-operated	Non-operated	Operated	Operated	Non-operated	Operated	Operated	Operated	Operated	Operated	Operated
	Production	Production	Development	Development	Exploration	Development	Development	Development	Development	Development	Development
	13 Subsea Wells[1], 1 FPSO[1]		–	–	–	–	–	–	–	–	–
	2P Reserves: 14.5[4]			2C Resources: 4.0[2]	–	2C Resources: 37.6[2]	2C Resources: 4.1[2]	2C Resources: 3.4[2]	2C Resources: 3.3[2]	–	–
	2P Reserves: 10.8[4]			–	–	–	–	–	–	–	–

Key:

- FPSO - Floating Production, Storage and Offloading vessel.
- FSO - Floating Storage and Offloading vessel.
- 2P Reserves - Proven and probable reserves.
- 2C Resources - Best estimate contingent resources.
- MMbbl - Million barrels.
- Bscf - Billion standard cubic feet.
- RPS Energy - Tetra Tech RPS Energy Ltd.

Management Discussion and Analysis (continued)

F. Our Sales and Customers

In FY2025, we sold a total of circa 4.66 million barrels (MMbbl) of oil and condensate and 4.26 million barrels of oil equivalent (MMboe) of gas. Of those volumes, 5.02 MMboe originated from assets under the Peninsula Hibiscus Group, 1.83 MMbbl from North Sabah, 1.45 MMboe from the Block B MLJ asset and 0.62 MMboe was sold from the Anasuria Cluster.

For the assets under the Peninsula Hibiscus Group, oil and condensate are mainly sold through an offtake arrangement with PETCO Trading Labuan Company Ltd, a subsidiary of PETRONAS, whilst gas is sold to PETRONAS and the Vietnam Oil and Gas Group (PetroVietnam). Gas produced from the PM3 CAA asset is an important energy source for both Malaysia and Vietnam.

In North Sabah, oil is lifted from the Labuan Crude Oil Terminal (LCOT) and is sold directly to Trafigura Pte Ltd (Trafigura), a large global commodities trader.

In Brunei, gas is sold to BLNG whilst condensate is lifted by TOTSA TotalEnergies Trading SA.

For the Anasuria Cluster, we have appointed BP Oil International Limited (BPOI) to lift our cargoes and market our oil to refineries in Europe. The parent organisation of BPOI is BP p.l.c., a global energy company. To date, BPOI has successfully marketed all our cargoes at competitive prices.

Excess produced gas from the Anasuria Cluster is exported through the Fulmar Gas Line, which is part of the Shell Esso Gas and Associated Liquids (SEGAL) system, to the St Fergus gas terminal. Sales gas deliveries from the St Fergus gas terminal are an important component of the UK daily gas requirements.

We are pleased with our oil and gas trading arrangements for our producing assets. Our direct counterparties are financially strong and have a large pool of reputable clients. Working with major global players also ensures transparency and has allowed us to gradually develop business relationships with some of the largest global oil trading organisations.

G. Financial Performance

In FY2025, Company revenue reached a record of RM2.3 billion for the full financial year. On the back of these revenue levels, the Group achieved an earnings before interest, taxes, depreciation and amortisation (EBITDA) and a profit after tax (PAT) of RM1.01 billion and RM117 million, respectively for FY2025. Adjusting for the impact of non-cash, Deferred Tax Liability adjustments made to our financials, a "normalised" PAT of RM291 million was achieved.

Our Company upholds a strong dividend distribution policy, rewarding shareholders whilst also receiving funds to ensure sustainable growth. For FY2025, interim dividends amounting to 8.5 sen per ordinary share have been declared. In addition, a final dividend of 0.5 sen per share has also been recommended which is subject to shareholders' approval at the 15th Annual General Meeting. Assuming that this final dividend distribution is approved by shareholders, total dividends declared for FY2025 will be 9.0 sen per ordinary share.

Looking ahead, the Group has provided the following dividend guidance for FY2026:

- 8.0 sen to 10.0 sen per share if the Brent crude oil benchmark trades between USD65/bbl to USD75/bbl.

Prudent cashflow management, loyal shareholders and careful sequencing of investments into opportunities and projects have continued to be key in ensuring that we maintain a degree of financial independence. Whilst profits are extremely important, Management's focus remains on delivering strong and sustainable EBITDA levels as long-term business continuity is of the highest priority. The delivery of a robust free cashflow profile will drive growth and enhancement of shareholder returns as long as we honour the principles of our Capital Allocation Framework as described in Section 5 of this MD&A.

H. Share Performance

Figure 9 tabulates the share price performance of the Company over the past five years. As of the date of this MD&A (3 October 2025), our share price is at RM1.57 per ordinary share and our market capitalisation is approximately RM1.158 billion.

Financial Year End	Unit	30 June 2025	30 June 2024	30 June 2023	30 June 2022	30 June 2021
Year High	RM	2.46	2.87	1.160	1.490	0.735
Year Low	RM	1.37	2.15*	0.815	0.605	0.445
Year Close	RM	1.56	2.33	0.865	1.000	0.685
Trading Volume	Mil	913	1,143	3,675	7,164	6,616
Market Capitalisation (As at the Year End)	RM Mil	1,150	1,861	1,741	2,012	1,370
Oil Price at Year Close	USD/bbl	68	86	75	115	75

Figure 9: Hibiscus Petroleum's share price performance over the last five financial years.

Note:
*Adjusted to reflect the effect of the share consolidation of every five shares into two consolidated shares, which was completed on 20 October 2023.

Over much of the FY2025, our shares were subject to short-selling. Figure 10 below shows the trading pattern of our stock. Since March 2025, this phenomenon has halted, and we now see a situation where our share price responds to demand created by:

- Price movements of the Brent crude oil benchmark;
- Material movements in foreign exchange rates;
- Disclosure of dividends;
- Operational performance newsflow;
- M&A and general corporate finance activities; and
- Global geopolitical events.

Management is continuously undertaking investor related activities with the objective of keeping shareholders apprised of disclosed developments taking place within the Group.

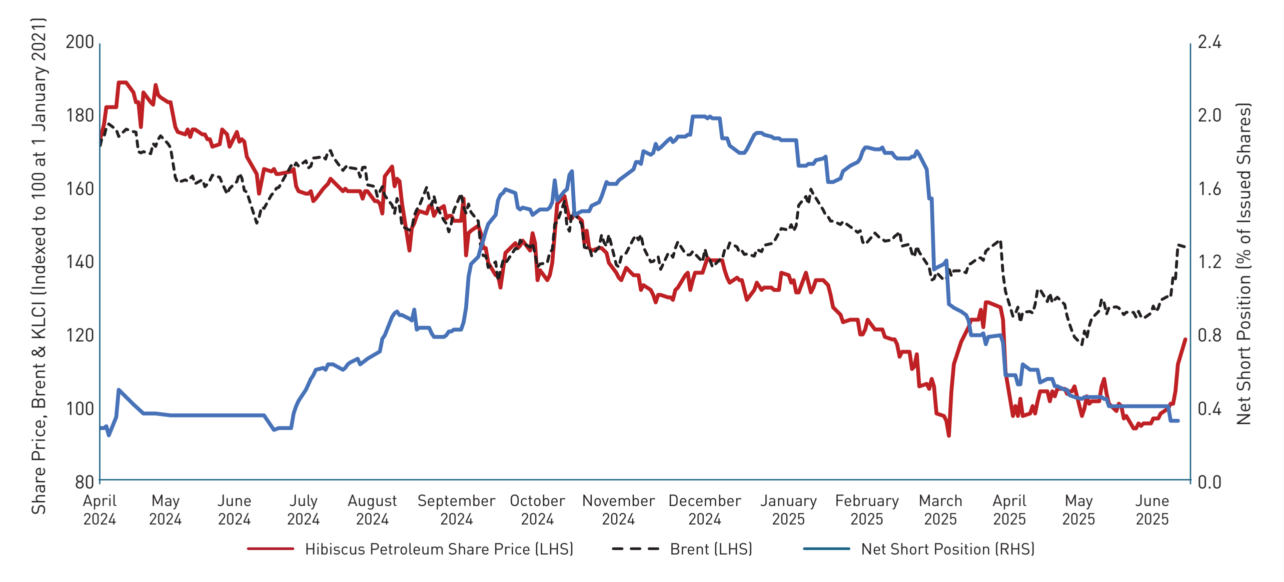


Figure 10: Hibiscus Petroleum's share price versus Brent and net short position.

Management Discussion and Analysis (continued)

2. REVIEW OF OPERATING ACTIVITIES

A. Group Operational Performance

Group Operational Performance is summarised in Figure 11 below:

	Unit	PM3 CAA	North Sabah	Kinabalu Oil	Block B MLJ[3]	Anasuria Cluster	Block 46 Cai Nuoc	Total or Average
Average uptime	%	93	92	81	91	76	93	-
Average gross oil & condensate production	bbl/day	17,542	12,771	6,679	2,087	4,859	296	44,234
Average net oil & condensate production	**bbl/day**	**3,112**	**4,725**	**2,802**	**782**	**1,650**	**126**	**13,197**
Average gross gas export rate[@]	boe/day	31,795	-	-	14,979	626	-	47,400
Average net gas export rate[@]	**boe/day**	**7,519**	**-**	**-**	**5,617**	**128**	**-**	**13,264**
Average net oil, condensate and gas production rate	**boe/day**	**10,631**	**4,725**	**2,802**	**6,400**	**1,778**	**126**	**26,462**
Total oil & condensate sold	bbl	1,218,715	1,826,156	919,864	-	572,636	117,889	4,655,260
Total gas sold	MMscf	16,565	-	-	8,729	280	-	25,574
	boe	2,760,892	-	-	1,454,852	46,591	-	4,262,335
Total oil, condensate & gas sold	**boe**	**3,979,607**	**1,826,156**	**919,864**	**1,454,852**	**619,227**	**117,889**	**8,917,595**
Average realised oil & condensate price	USD/bbl	78.19	78.29	76.91	-	73.85	77.79	77.43
Average gas price	USD/Mscf	5.50	-	-	4.51	12.13	-	-
Average realised oil, condensate and gas price	USD/boe	46.82	78.29	76.91	27.06	73.77	77.79	55.42
Average production operational expenditure ("**OPEX**") per boe[1]	USD/boe	13.88	20.66	16.07	6.67	41.61	38.30	-
Average net OPEX per boe[2]	USD/boe	23.05	29.08	24.24	6.67	41.61	63.20	-

Figure 11: Group Operational Performance for FY2025.

Notes to Figure 11:

1 This is computed based on gross production OPEX divided by gross oil, condensate and gas production.

2 This is computed as follows:

$$\frac{\textit{Net production + net development OPEX (based on working interest)}}{\textit{Net oil, condensate and gas production (based on net entitlement)}}$$

3 FY2025 Block B MLJ operational metrics are for the period 14 October 2024 to 30 June 2025.

4 Figures are subject to rounding.

@ Conversion rate of 6,000 standard cubic feet (scf) per boe.

Key:
boe – bbl of oil equivalent.
Mscf – thousand scf.
MMscf – million scf.

Large Capital Projects

As far as material large capital projects are concerned, the Group undertook in FY2025 or is currently undertaking, the following projects:

Project Name	Description of Project	Status
North Sabah SF 30 Waterflood Project.	Construction and installation of a wellhead platform. Drilling of oil producers and water injection wells on SF 30 Field with water injection being sourced from a leased Water Injection Facility.	Wellhead platform constructed and installed. Wells drilled and oil wells producing. Awaiting contracted Water Injection Facility.
Block B MLJ Low Pressure Compressor (LPC) Project.	Installation of a LPC onshore within the Onshore Production Plant to provide a greater pressure drawdown for offshore gas wells, thereby increasing production.	Expected project completion in Q1, 2026.

Project Name	Description of Project	Status
Teal West Tie-back to Anasuria FPSO, in the UK North Sea.	Drilling of a single offshore subsea well on the Teal West field, laying of subsea infrastructure to the Anasuria FPSO with modifications to the topsides of the Anasuria FPSO.	Well currently being drilled. Expecting First Oil in Q2, 2026.
Drilling of various wells in PM3 CAA.	Drilling of the Bunga Pakma Nose target.	Well successfully drilled, delivering up to 57 MMscf/d of gross gas production.
	Drilling of Bunga Aster-2 appraisal well, building on the discovery of the Bunga Aster field in 2024.	Preliminary evaluation of the Bunga Aster-2 results show that the Bunga Aster field could potentially hold the single largest oil reservoir discovered to-date within the PM3 CAA PSC area. The estimated Stock-tank Oil Initially In Place (STOIIP) ranges from 48 MMbbls to 84 MMbbls.
PKNB PSC.	Preparation of FDP.	FDP and Final Investment Decision expected in mid-2026.

Planned Maintenance Activities

In addition to the execution of large capital projects, planned maintenance activities coupled with shutdowns were carried out during the first quarter of FY2025.

- PM3 CAA PSC;
- Kinabalu Oil PSC;
- North Sabah PSC; and
- Anasuria FPSO.

On the Block B MLJ asset, well intervention work resulted in interim shutdowns of production from the offshore production platforms.

Health, Safety, Security and Environment (HSSE)

Information in relation to Group HSSE performance is covered in the Sustainability Report section of this Annual Report 2024/2025.

Awards

Over the course of FY2025, Hibiscus Malaysia received several Focused Recognition awards from various Business Units in PETRONAS. Each of these awards have been detailed in the Quarterly Corporate Business Updates, issued over the course of the financial year.

In December 2024, we received three awards at PETRONAS' Offshore Self-Regulation (OSR) Conference for Overall OSR Excellence, Zero Overdue Compliances and Assurance Excellence.

At the PETRONAS Emerald Awards ceremony, held in May 2025, the Group secured a Gold Award for "Talent Development Excellence".

In the UK, in July 2024, Anasuria Operating Company Limited (AOCL) secured two prestigious awards in the categories of Maritime Safety and Sharing and Learning, highlighting our leadership in maintaining and advancing safety performance. These awards were presented by Offshore Energies UK.

In June 2025, AOCL also received two awards from the Royal Society for the Prevention of Accidents:

- Gold Award – for health and safety performance of the Anasuria FPSO facility – the 26th consecutive Gold award; and
- The Patron's Award for 26 consecutive Gold awards.

In addition to these operational related awards, we were accorded the following:

- As detailed in the Chairman's Statement of this Annual Report 2024/2025, the Group has been included in the 2025 *Forbes Asia* "Best Under A Billion" list. From a universe of circa 19,000 companies, Hibiscus Petroleum is one of nine Malaysian companies recognised this year. We view this as validation of our consistent strategy, capital discipline and governance, delivered by an outstanding team across offshore and onshore operations.

Forbes Asia BEST UNDER A BILLION 2025

- In September 2025, we also received an award for delivering the "Highest Return on Equity Over Three Years" for the Energy Sector as part of The Edge Billion Ringgit Club 2025 awards.

Management Discussion and Analysis (continued)

We believe that the recognition we have received is a testimony of the overall performance of our people.

Hibiscus Malaysia received a Gold Award for Talent Development Excellence at the PETRONAS Emerald Awards.

The Patron's Award for 26 consecutive Gold awards for AOCL.

Hibiscus Petroleum received an award for delivering the "Highest Return on Equity Over Three Years" for the Energy Sector as part of The Edge Billion Ringgit Club 2025 awards.

Reserves

As part of the Group's regular review of our reserves and resources, we undertook an independent assessment of the reserves of Block B MLJ and Anasuria with the engagement of Tetra Tech RPS Energy Limited (RPS Energy). Figure 12 below depicts our updated net entitlement to oil, condensate and gas reserves and resources, as at 1 July 2025, within the licences in which we have interests.

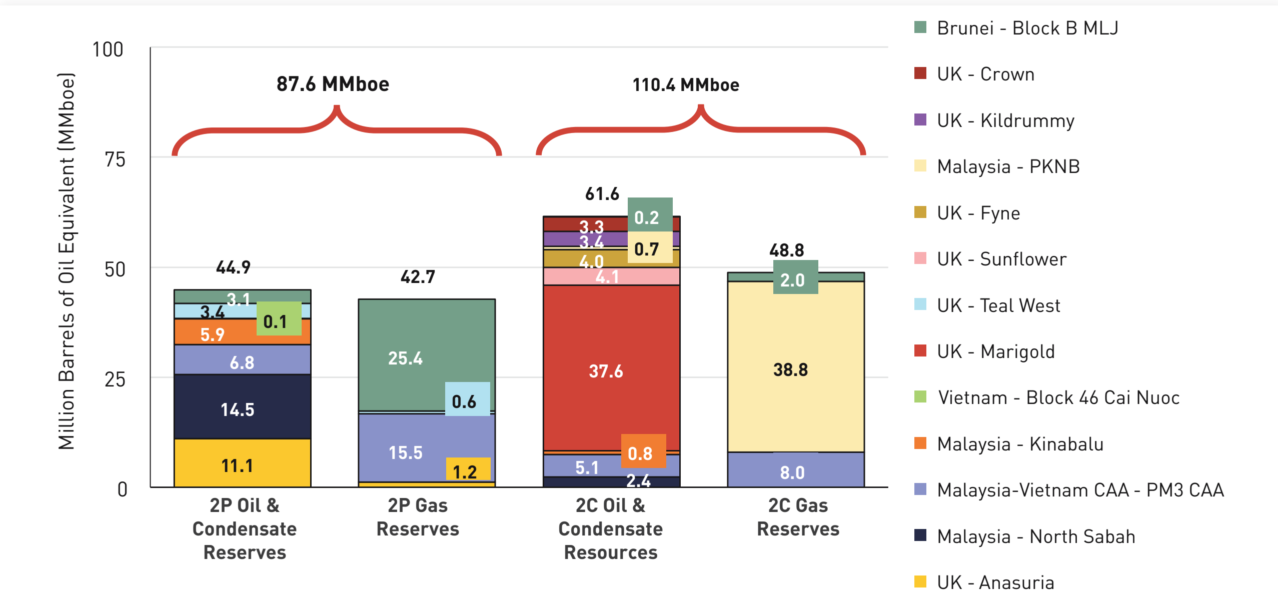


Figure 12: Net Entitlement to Oil, Condensate and Gas Reserves and Resources, as at 1 July 2025.

Notes to Figure 12:

1 Reserves and resources are as of 1 July 2025.
2 PM3 CAA, Kinabalu Oil, North Sabah, Teal West and Block 46 Cai Nuoc 2P Reserves are based on internal estimates.
3 Anasuria 2P Reserves are based on Anasuria Hibiscus' interest, based on RPS Energy's report in August 2025.
4 Block B MLJ 2P Reserves and 2C Contingent Resources are based on Hibiscus Brunei's interest, based on RPS Energy's report issued in May 2025 which has the figures up to January 2025, and adjusted for actual production in the 6 months ended 30 June 2025.
5 Marigold, Sunflower, PKNB, Fyne, Kildrummy and Crown 2C Contingent Resources are based on internal estimates.
6 Totals may vary slightly from the sum of individual items due to rounding adjustments.

Management Discussion and Analysis (continued)

Decommissioning

The Group has the obligation to complete the abandonment of the wells and facilities per the PSC terms of PM305. All well abandonment obligations required to be carried out were completed in August 2022. The remaining abandonment obligations of the South Angsi-A facility have materially been executed with some minor works estimated to be completed by December 2025. This project resulted in substantial parts of the facility being reefed in-situ with the topsides being scrapped in a responsible manner.

We are also in the process of executing our abandonment obligations in our Bass Strait asset, VIC/RL17 Petroleum Retention Lease. We are targeting to have this work completed during FY2026.

3. REVIEW OF FINANCIAL RESULTS AND FINANCIAL POSITION

A. Statements of Profit or Loss

Total revenue recorded by the Group in FY2025 (from 1 July 2024 to 30 June 2025) amounted to RM2,332.9 million. This meant that the Group's revenue exceeded the RM2 billion mark for a third consecutive financial year. The Group's oil and gas sales volumes in FY2025 hit 8.92 MMboe (4.66 MMbbl of oil and 4.26 MMboe of gas), a 14% increase over the 7.85 MMboe (5.17 MMbbl of oil and 2.68 MMboe of gas) achieved in FY2024 (from 1 July 2023 to 30 June 2024).

EBITDA attained in FY2025 amounted to RM1,007.3 million. This signified a fourth consecutive financial year that the Group's EBITDA exceeded the RM1 billion mark and emphasises the Group's financial resilience by maintaining a strong and consistent profitability level despite an often changing and unpredictable macro environment.

The Group completed its acquisition of the entire equity interest in TotalEnergies EP (Brunei) B.V. (TotalEnergies EP Brunei) during FY2025 on 14 October 2024. The acquisition resulted in the Group owning a 37.5% operated interest in and assuming operatorship of the Block B MLJ field in Brunei. This marks the expansion of the Group's geographic footprint into Brunei and solidifies our position as an independent E&P company in the ASEAN region.

From 15 October 2024 to 30 June 2025, the new Brunei segment contributed RM303.1 million, RM175.0 million and RM56.0 million in revenue, EBITDA and PAT respectively to the Group.

The Group reported a PAT of RM117.5 million in FY2025, which was lower when compared to FY2024's PAT of RM467.1 million. This decrease in PAT levels was mainly caused by a significant one-off non-cash deferred tax liability charge of RM173.1 million in FY2025 brought about by legislative changes introduced to the Energy Profits Levy (EPL) in the UK during this financial year. In addition, the Group experienced softer average oil and gas selling prices and a weaker USD in FY2025.

The financial results of each of the Group's operating segments are detailed below:

OPERATING SEGMENTS	FY2025	FY2024	Variance	
	RM'000	RM'000	RM'000	%
Peninsular Malaysia				
Revenue	817,551	986,308	(168,757)	(17)
EBITDA	449,083	607,092	(158,009)	(26)
PAT	140,852	253,533	(112,681)	(44)
Sabah Malaysia				
Revenue	934,867	1,367,564	(432,697)	(32)
EBITDA	396,693	551,972	(155,279)	(28)
PAT	152,099	231,943	(79,844)	(34)
United Kingdom				
Revenue	205,448	342,501	(137,053)	(40)
EBITDA	29,470	209,840	(180,370)	(86)
(LAT)/PAT	(118,643)	74,857	-	-
Brunei				
Revenue	303,138	N/A	N/A	N/A
EBITDA	175,039	N/A	N/A	N/A
PAT	56,037	N/A	N/A	N/A
Vietnam				
Revenue	56,506	-	56,506	100
EBITDA/ (LBITDA)	25,755	(1,159)	-	-
PAT/(LAT)	9,776	(3,309)	-	-
Others				
Revenue	15,372	19,361	(3,989)	(21)
LBITDA	(68,748)	(46,647)	(22,101)	(47)
LAT	(122,624)	(89,900)	(32,724)	(36)
Group				
Revenue	2,332,882	2,715,734	(382,852)	(14)
EBITDA	1,007,292	1,321,098	(313,806)	(24)
PAT	117,497	467,124	(349,627)	(75)

Figure 13: Analysis of the Group's financial performance by operating segments.

Notes to Figure 13:

EBITDA - Earnings before interest, taxes, depreciation and amortisation.
LBITDA - Loss before interest, taxes, depreciation and amortisation.
PAT - Profit after taxation.
LAT - Loss after taxation.
N/A - Not applicable, as the acquisition of TotalEnergies EP Brunei was completed on 14 October 2024.

Management Discussion and Analysis (continued)

1. Peninsular Malaysia

	FY2025					FY2024				
	PM3 CAA PSC	PM305 and PM314 PSCs	PKNB PSC	PM327 PSC	Total	PM3 CAA PSC	PM305 and PM314 PSCs	PKNB PSC	PM327 PSC	Total
	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000
Revenue	809,706	7,845	-	-	817,551	974,893	11,415	N/A	N/A	986,308
EBITDA/ (LBITDA)	465,539	10,022	(7,685)	(18,793)	449,083	600,627	6,465	N/A	N/A	607,092
PAT/(LAT)	152,085	12,484	(4,924)	(18,793)	140,852	247,705	5,828	N/A	N/A	253,533

	Variance									
	PM3 CAA PSC	PM305 and PM314 PSCs	PKNB PSC	PM327 PSC	Total	PM3 CAA PSC	PM305 and PM314 PSCs	PKNB PSC	PM327 PSC	Total
	RM'000	RM'000	RM'000	RM'000	RM'000	%	%	%	%	%
Revenue	(165,187)	(3,570)	N/A	N/A	(168,757)	(17)	(31)	N/A	N/A	(17)
EBITDA/ (LBITDA)	(135,088)	3,557	N/A	N/A	(131,531)	(22)	55	N/A	N/A	(26)
PAT/(LAT)	(95,620)	6,656	N/A	N/A	(88,964)	(39)	114	N/A	N/A	(44)

Note:
N/A - Not applicable, as the Group (i) was awarded a 65% participating interest and operatorship in the PKNB PSC on 1 July 2024, and (ii) acquired a 30% participating interest in the PM327 PSC on 5 July 2024.

1.1 PM3 CAA PSC

The Group has 35% participating interest in the PM3 CAA PSC, located within the Commercial Arrangement Area between Malaysia and Vietnam. The investment includes the management of the operations relating to the production of petroleum from eight oil and gas fields (namely Bunga Orkid, Bunga Pakma, Bunga Lavatera, Bunga Kekwa, Bunga Raya, Bunga Seroja, Bunga Tulip and Bunga Aster).

PM3 CAA achieved a gross profit of RM470.4 million in FY2025. The resulting gross profit margin attained of 58.1% was fairly consistent with the 60.9% recorded in FY2024. The relatively high gross profit margin in FY2025 was achieved despite lower average realised prices secured for the sale of both crude oil and gas due to healthy production levels and lower OPEX incurred.

The total revenue generated by PM3 CAA in FY2025 of RM809.7 million was RM165.2 million lower than the revenue in FY2024 of RM974.9 million. The breakdown of revenue for both financial years are:

- FY2025 – Total revenue of RM809.7 million comprised the following:
  - Crude oil – RM411.5 million (1,218,715 bbls at an average realised oil price of USD78.19 per bbl); and
  - Gas – RM398.2 million (16,565 MMscf at an average realised price of USD5.50 per Mscf).
- FY2024 – Total revenue of RM974.9 million comprised the following:
  - Crude oil – RM541.5 million (1,272,926 bbls at an average realised oil price of USD90.64 per bbl); and
  - Gas – RM433.4 million (15,608 MMscf at an average realised price of USD5.92 per Mscf).

The OPEX per boe in FY2025 of USD13.88 was consistent with that recorded in FY2024 of USD13.84.

The PSC's healthy production levels in FY2025 were due to the following key factors:

- Sustained oil production experienced from the H4 reservoirs through optimised water injection activities and careful monitoring of water-cut trends;
- High facilities uptime recorded, which was made possible through rigorous maintenance activities executed on the PM3 assets; and
- On the PM3 South platform, water injection capacity was restored to the planned level resulting in strong well performance and pressure maintenance was effectively maintained.

They were partly offset by costs associated with planned maintenance activities, shutdown related work and some unplanned additional scopes completed in FY2025.

In FY2024, PM3 CAA's operational performance was boosted by the following events:

- First oil achieved from the Bunga Aster well in May 2024;
- Sustained oil production from the H4 reservoirs through optimised water injection;
- Stable gas lift operations and successful well work activities in the PM3 Southern field; and
- First gas produced from the gas producer well BPA-7.

OPEX incurred in FY2025 was lower mainly due to the non-occurrence of a one-off scope executed in FY2024 for the Bunga Kekwa - (A) to Bunga Kekwa - (C) 10-inch oil pipeline repair and lower charges related to project management, coating and insulation service as well as membrane and mercury removal units change out work.

The lower EBITDA reported for FY2025 was consistent with the lower revenue achieved. In addition, there were lower reversals of tax penalties previously provided for in FY2025 by RM9.8 million upon the conclusion of the Malaysian Inland Revenue Board (IRB)'s audits on the PSC's prior Year of Assessments (YA) tax returns in relation to the Petroleum (Income Tax) Act 1967 (PITA) in the respective financial years.

The segment's FY2025 profit before tax (PBT) was arrived at after deducting the following non-cash items from EBITDA:

- Amortisation of intangible assets and depreciation of oil and gas assets of RM195.0 million;
- Depreciation of right-of-use assets of RM40.9 million; and
- Unwinding of discount on provision for decommissioning costs of RM14.1 million.

<u>Taxation</u>

The tax regime under which Malaysian oil and gas activities are governed is PITA, and is thus applicable to PM3 CAA.

This PSC is also subject to income tax obligations in Barbados (at 1.0%) and Corporate (Income Tax) Act 1967 (CITA) (at 24.0%).

RM'000	PITA	CITA	Barbados Tax	Total
Total	(41,607)	(10,629)	(2,445)	(54,681)
Income tax	(54,505)	(10,629)	(2,565)	(67,669)
- Provision	(64,868)	(10,813)	(2,438)	(78,119)
- Net reversal of overprovisions/ (underprovisions) in prior YAs	12,276	184	(127)	12,333
- True-up for a prior YA	(1,913)	-	-	(1,913)
Deferred tax	12,898	-	120	13,018
- Deferred tax liabilities	(117,660)	-	-	(117,660)
- Recognition	(112,446)	-	-	(112,446)
- True-up for a prior YA	(5,214)	-	-	(5,214)
- Deferred tax assets	130,558	-	120	130,678

Management Discussion and Analysis (continued)

During FY2025, the PSC recognised a net tax expense of RM54.7 million, delivering an effective tax rate (ETR) over the PBT of 26.4%.

The following adjustments were made in FY2025:

- PITA YA 2019 to YA 2021 – Reversal of overprovision of taxes of RM3.1 million upon conclusion of tax audits;
- PITA YA 2022 and YA 2023 and CITA YA 2019 and YA 2024 – Reversal of overprovision of taxes of RM9.1 million and RM0.2 million respectively upon the reassessment of the provisions in the respective YAs; and
- PITA YA 2024 – Additional provision of tax of RM7.1 million upon updating the assessment of the actual tax position for YA 2024. The deadline to file the YA 2024 tax return to the IRB was 31 August 2025.

Omitting the impact of the abovementioned adjustments would result in a "normalised" net tax expense of RM60.0 million in FY2025, delivering a "normalised" ETR over the PBT of 29.0%. The "normalised" ETR was lower than the PITA rate mainly due to unrealised foreign exchange gains of RM8.7 million being non-taxable and overhead income that is not taxable under PITA (as it is taxed in Barbados at the lower rate of 1.0%).

1.2 PM305 and PM314 PSCs

The Group relinquished its participating interests in both PSCs in prior periods. Despite that, a PBT of RM10.0 million was reported for FY2025. The PBT was arrived at after having incorporated the financial impact of the following items:

- Revenue recognised amounting to RM7.8 million. This recognition followed the finalisation of a cash settlement exercise for underlift crude balances in the PSCs upon receipt of a written approval from the host government; and
- Net foreign exchange gains of RM6.5 million in FY2025 which arose from the period-end retranslation performed on external third-party balances denominated in RM. The USD, being the PSC's functional currency, had depreciated against the RM.

In FY2024, these PSCs reported a gross profit of RM7.0 million, on the back of RM11.4 million in revenue. This revenue was from PM305 via crude oil produced from the Murai oil field, which is situated in a non-operated unitised area of the Angsi Southern Channel Unit under the UUOA between the PM305 PSC contractors and the Gas PSC contractors. This segment's high gross profit margin in FY2024 of 61.3% was largely driven by the high average realised oil price achieved.

The Group has the obligation to complete the abandonment of the wells and facilities per the PSC terms of PM305. All well abandonment obligations required to be carried out were completed in August 2022. The remaining abandonment obligations of the South Angsi-A facility are estimated to be completed by December 2025. The Group is also in the progress of finalising the cash settlement exercise in relation to underlift crude balances.

From a tax perspective, a net tax credit of RM2.4 million was recognised in FY2025. The credit was mainly due to the reversal of deferred tax liabilities amounting to RM3.0 million upon the finalisation of the tax return for the final YA that was applicable to Hibiscus Oil & Gas Malaysia Limited (for information, Hibiscus Oil & Gas Malaysia Limited ceased its participating interest in PM305 and PM314).

1.3 PKNB PSC

The Group was awarded a 65% participating interest and operatorship in the PKNB PSC by PETRONAS on 1 July 2024. The remaining participating interest is held by PETRONAS Carigali Sdn Bhd (PETRONAS Carigali).

The effective date of the PSC is 1 July 2024, with a contract duration of 24 years.

The investment includes the management of operations relating to the four discovered resource opportunities (gas fields), namely the Pertang, Kenarong, Noring and Bedong fields.

Included in the loss before taxation (LBT) for FY2025 were RM3.3 million payroll-related costs, a RM2.1 million consultancy fee for subsurface studies and geophysical interpretation, a RM0.7 million one-off fee paid to PETRONAS upon the award of the PKNB PSC, and RM1.8 million incurred for operational and administrative expenses.

The PSC recorded a tax credit of RM2.9 million. The resulting ETR of 37.0% closely correlated to the PITA rate of 38.0%.

1.4 PM327 PSC

The Group signed a farm-in agreement to acquire a 30% participating interest in the PM327 PSC, an exploration block located to the south of the PM3 CAA PSC. The effective date of the farm-in agreement was 5 July 2024. The farm-in was completed on 30 September 2024.

PETRONAS Carigali is the operator of the PM327 PSC.

The tenure of the PSC is 28 years, commencing in February 2023.

During FY2025, the Rosebay-1 exploration well, being a commitment well in Block PM327 was drilled by the operator, PETRONAS Carigali. The well was drilled on 3 December 2024 and reached its final depth on 28 December 2024. The operator has classified the Rosebay-1 well as a technical success as two minor gas sands in the H-45 and I-45 reservoirs were encountered. The results of this well have provided a better understanding of the subsurface prospectivity of the area and the learnings will be applied to enhance the chance of success for future exploration wells in Block PM327. Whilst the data obtained from this well may contribute to future discoveries and developments in the PM327 area, the Group wrote off its share of the exploration costs incurred of RM17.0 million.

A deferred tax asset has not been recognised on the amount written off per the provisions of MFRS 112 Income Taxes. In accordance with MFRS 112 Income Taxes, a deferred tax asset can be recognised when it is probable that future taxable profits will be available to utilise against such deferred tax asset recognised. The anticipated future taxable profits from PM327 does not meet the required criteria at this time as the PSC is currently in the exploration phase.

2. Sabah Malaysia

	FY2025			FY2024		
	North Sabah PSC	Kinabalu Oil PSC	Total	North Sabah PSC	Kinabalu Oil PSC	Total
	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000
Revenue	625,392	309,475	934,867	807,555	560,009	1,367,564
EBITDA	254,001	142,692	396,693	325,129	226,843	551,972
PAT	107,050	45,049	152,099	134,273	97,670	231,943

	Variance					
	North Sabah PSC	Kinabalu Oil PSC	Total	North Sabah PSC	Kinabalu Oil PSC	Total
	RM'000	RM'000	RM'000	%	%	%
Revenue	(182,163)	(250,534)	(432,697)	(23)	(45)	(32)
EBITDA	(71,128)	(84,151)	(155,279)	(22)	(37)	(28)
PAT	(27,223)	(52,621)	(79,844)	(20)	(54)	(34)

Management Discussion and Analysis (continued)

2.1 North Sabah PSC

The Group holds a 50% participating interest in the North Sabah PSC, located off the coast of Sabah, Malaysia.

The investment includes the management of the operations relating to the production of petroleum from four existing oil fields (namely St Joseph, SF, SF 30 and Barton), existing pipeline infrastructure, LCOT and all other equipment and assets relating to the PSC.

Compared to FY2024, the North Sabah PSC recorded a lower revenue in FY2025 by RM182.2 million. This was due to lower average realised oil prices attained for crude oil sold in FY2025. The average price per bbl in FY2025 was USD78.29, which is 17% lower when compared to FY2024's average price of USD94.83.

Despite this, the gross profit margin in FY2025 dropped slightly only to 62.4% from the 64.7% recorded in FY2024. This was due to its strong operational performance in FY2025.

North Sabah's production was boosted by additional production from the SF 30 new infill wells, with first oil being achieved on 31 October 2024.

The PSC's key operational metrices in FY2025 were however impacted by the following events:

- The unavailability of a compressor at the St Joseph field since June 2024 for which rectification work was completed in October 2024;
- Shutdown of production from several wells in September 2024 for eight days caused by the delay of a drilling rig entry into the SF 30 field due to unfavourable weather conditions; and
- Multiple compressor integrity issues at the SF field.

OPEX incurred included costs associated with the following:

- Routine and preventive maintenance activities which cover various work categories including electrical, static, rotating, instrument and field maintenance; and
- Sub-surface routine and non-routine production enhancement and slickline activities which are part of the well intervention campaign activities.

In FY2024, the PSC's operational metrices included the impact of the annual planned major maintenance campaign for calendar year (CY) 2024 (commenced in March 2024 and was completed in July 2024), the major maintenance campaign for CY2023 that took place from April 2023 to August 2023, and several well intervention and underwater pipeline inspection campaigns that were executed.

The impact of the abovementioned events on North Sabah's production rate in FY2024 was partly mitigated by the enhanced performance of the wells at both the Barton and SF 30 fields.

In October 2023, the Group commenced an exploration drilling campaign to evaluate prospective Near Field exploration targets within the boundaries of the North Sabah permit. Three wells were drilled, namely SF Ungu, SF Ungu ST and SF Merah. All costs associated with the campaign have been included in the PSC's cost recovery pool. The assessments based on the data and samples collected for SF Ungu ST and SF Merah were completed in FY2024, while the assessment for SF Ungu was completed in FY2025.

In FY2024, the Group wrote off its share of the costs incurred for SF Ungu ST and SF Merah amounting to RM82.6 million (net after taxation impact was RM51.2 million) as assessments concluded that their respective hydrocarbon volumes would not result in developments that could achieve commercial viability. The lab analysis and follow up studies conducted on the data collected at SF Ungu's location were completed in FY2025 also did not support the likelihood of commercial viability of the resources discovered. Accordingly, RM47.1 million in exploration costs incurred which had been previously capitalised, was written off to profit or loss during FY2025 (net after taxation impact was RM29.2 million).

The EBITDA of RM254.0 million in FY2025 was delivered after sales tax imposed by the Sabah State Government (SbST) on crude oil sold in FY2025 of RM34.1 million and charging a supplemental payment of RM26.9 million, payable to PETRONAS.

North Sabah's PBT in FY2025 was RM174.3 million. It was derived mainly after deducting the following items from EBITDA, all of which are non-cash in nature:

- Amortisation of intangible assets and depreciation of oil and gas assets of RM57.8 million;
- Depreciation of right-of-use assets of RM5.1 million; and
- Unwinding of discount on provision for decommissioning costs of RM5.4 million.

The PSC is governed under PITA, at the rate of 38.0%. Total net tax expense in FY2025 amounted to RM67.2 million. The ETR over PBT of 38.6% was consistent with the PITA rate.

2.2 Kinabalu Oil PSC

The Group has a 60% participating interest in the Kinabalu Oil PSC, located off the coast of Sabah, Malaysia. The investment includes the management of the operations relating to the production of petroleum from three existing oil fields (namely Kinabalu Main, Kinabalu East and Kinabalu Far East).

During FY2025, this PSC contributed RM309.5 million to our Group's revenue from the sale of crude oil. This was 45% lower than the revenue attained in FY2024 due to a lower average realised oil price obtained and lower volume of crude oil sold in FY2025 when compared to FY2024.

In FY2025, 919,864 bbls of crude oil were sold at an average realised oil price of USD76.91 per bbl when compared to 1,296,685 bbls of crude oil sold at an average realised oil price of USD92.03 per bbl in FY2024.

The Group's Kinabalu Oil PSC maintained a strong gross profit margin of 64.2% in FY2025 despite lower prices, mainly due to lower OPEX incurred.

The OPEX per bbl recorded for FY2025 of USD16.07 was the lowest when compared to USD17.53 and USD17.39 reported for FY2024 and FY2023, respectively.

The performance of the PSC was partly impacted by the following events:

- Spillover of CY2024's maintenance campaign from financial quarter ended 30 June 2024 by five days;
- Reduced production from the KNDW-D18 well caused by higher sand and water production since June 2024. This caused a shut-in of the well due to difficulties handling high amounts of sand at surface;
- Start-up related operational issues post the annual planned major maintenance campaign for CY2024 in July 2024 lasting twelve days;
- Shut-in of the KN-116 (from 29 September 2024) and KN-114 (8 October 2024 to 17 December 2024) wells to facilitate installation of electrical submersible pumps (ESP). The KN-116 well is currently flowing using gas lift instead of ESP, at a lower rate. The ESP assembly replacement for KN-116 is scheduled in October 2025; and
- Reduced production from the KNDW-D08ST1 well due to water encroachment.

The PSC's net oil production rate in FY2025 was as a result lower by 15% at 2,802 bbls per day compared to an average of 3,286 bbls per day in FY2024.

In comparison, the high production rate achieved in FY2024 was mainly the result of the following activities/initiatives being achieved/delivered:

- First oil from the KNDW-D18 and KNDW-D08ST1 infill wells in August 2023 and October 2023 respectively, which added to the PSC's production;
- Improved production as a result of a successful gas lift optimisation plan being executed in prior periods; and
- Successful rectification in July 2023, of the issues encountered with a high pressure gas compressor that had led to insufficient gas lift supply (since January 2023) to the oil wells.

Management Discussion and Analysis (continued)

In FY2024, the Group also had, as part of an annual process, assessed the recoverable amounts of its oil and gas assets included in the Group's non-current assets. Following the assessments, the Group recognised a provision for impairment in relation to the Kinabalu Oil PSC amounting to RM61.0 million (pre-tax). The impact to the segment's results after taxation (after omitting the related tax impact) was RM37.2 million. There was no similar provision for impairment in FY2025.

The reported EBITDA for FY2025 was RM142.7 million after charging supplemental payment (payable to PETRONAS) and SbST of RM33.3 million and RM18.0 million respectively.

The following non-cash items were deducted from EBITDA to derive a PBT of RM59.5 million:

- Amortisation of intangible assets and depreciation of oil and gas assets of RM81.7 million;
- Unwinding of discount on provision for decommissioning costs of RM1.0 million; and
- Depreciation of right-of-use assets of RM0.5 million.

The Kinabalu Oil PSC is governed under PITA, at the rate of 38.0%. This PSC is also subject to income tax obligations in Barbados (at 1.0%) and CITA (computed on interest income received on inter-company advances and from bank deposits, at 24.0%).

The PSC recognised a net tax expense of RM14.4 million in FY2025, which resulted in an ETR of 24.2%. The net tax expense included additional tax provided for YA 2024 in FY2025 amounting to RM8.7 million. The amount was ascertained after further assessment performed on the actual tax position for YA 2024 prior to filing the tax return to the IRB by the due date of 31 August 2025. Omitting the impact of the abovementioned adjustment resulted in a "normalised" net tax expense of RM5.7 million, delivering a "normalised" ETR over PBT of 9.6%. This was lower than the 38.0% PITA rate due to unrealised foreign exchange gains being non-taxable and overhead income not being taxable under PITA (as it is taxed in Barbados at the lower rate of 1.0%), coupled with a lower income tax rate (24.0%) on interest income earned.

3. UK

The UK segment's operational performance in FY2025 was adversely impacted by a planned 2024 Offshore Turnaround which took place from 3 August 2024 to 10 September 2024 for a period of 38 days. This led to shut down of the Anasuria FPSO for a planned maintenance to improve the reliability and integrity of the Anasuria FPSO in addition to ensuring a safe offshore working environment. Turnarounds typically occur every two years. The costs incurred formed part of FY2025's cost of sales.

Production at the Anasuria Cluster was brought back online on 10 September 2024. However, wells supported by gas lift were not returned to production until two further operational issues were resolved:

- Leaking gasket on a gas scrubber; and
- Oil contamination event in the gas compression system.

These technical issues were resolved by late October 2024, and full production then resumed.

As a result of the abovementioned events, both the average uptime and average daily oil equivalent production rate recorded for FY2025 were relatively low, at 76% and 1,778 boe per day respectively. By comparison, in FY2024, the average uptime was 86% and the average daily oil equivalent production rate was 2,141 boe per day.

The average OPEX per boe for FY2025 was USD41.61, compared to USD29.36 in FY2024.

The segment's lower revenue was largely caused by the significantly lower sales volume for crude oil and lower average selling price as well. Revenue generated from the sale of crude oil in FY2025 amounted to RM190.5 million when compared to RM318.3 million attained in FY2024.

As a direct consequence of the lower average selling price for crude oil and weak operational performance, the profits reported by the segment in FY2025 were lower. Gross profit attained was RM106.1 million (51.6% margin over revenue). This was 55% lower than the gross profit in FY2024 of RM237.7 million (69.4% margin over revenue).

In comparison, in FY2024, the segment's production was adversely impacted by the following events:

- A short, planned outage to extend the life of the Anasuria FPSO in August 2023, which involved the replacement of three mooring chains (which were approaching the end of their safe service utilisation), a turret winch wire and shipside valves;
- Shut-in of the GUA-P5 well between May 2023 and July 2024, caused by a hydraulic oil supply issue to the subsurface safety valve;
- Shutdown of the Anasuria FPSO for 15 days in October 2023 to execute planned maintenance, which was successfully completed; and
- Shut-in of the oil producer well in the Cook field in late April 2024 and May 2024 due to blockages of the corrosion inhibitor chemical injection line in the umbilical.

There was also additional OPEX incurred during FY2024 for health and safety related activities. Some of the costs were for additional pre-scheduled inspection activities carried out by the regulators, in addition to a routine annual inspection by the Offshore Petroleum Regulator for Environment and Decommissioning. A part of the inspection scope coincided with AOCL having assumed the role as the duty holder of the Anasuria FPSO (since the second half of CY2022). Such inspections by the regulators are expected to return to a normal cadence (i.e. annual offshore inspection per year and minor onshore inspections as required) in due course.

Included in the UK segment's FY2025 EBITDA is an impairment of RM39.3 million relating to the Teal West project. The project was intended to mobilise in July 2025 and deliver first oil by second half of CY2025. Due to an apparently major incident on a well being drilled by another operator in the drilling sequence prior to the Teal West well, Anasuria Hibiscus had to defer the drilling of our well and the installation of the subsea infrastructure connecting the Teal West well to the Anasuria FPSO. This unexpected event on another prior project by another operator has resulted in the first oil date for the Teal West project being deferred to mid CY2026. As a result of this deferment, the company is taking a prudent view and is providing for the impairment.

LBT recorded for the segment of RM67.0 million was arrived at mainly after deducting the following non-cash items from EBITDA:

- Amortisation of intangible assets and depreciation of oil and gas assets of RM60.3 million; and
- Unwinding of discount on provision for decommissioning costs and contingent consideration of RM27.8 million and RM2.3 million respectively.

Taxation

RM'000	Ring fenced		Non-ring fenced	Total
	RFCT and SC	EPL		
Total	47,056	(92,556)	(6,188)	(51,688)
Income tax	834	2,235	(6,188)	(3,119)
Deferred tax	46,222	(94,791)	-	(48,569)
- Deferred tax liabilities	(22,675)	(137,057)	-	(159,732)
- Recognition (EPL - One-off)	-	(175,125)	-	(175,125)
- Recognition (EPL - Recurring)	-	(36,719)	-	(36,719)
- Recognition (RFCT + SC)	(46,833)	-	-	(46,833)
- Reversal	24,158	74,787	-	98,945
- Deferred tax assets	68,897	42,266	-	111,163
- Recognition (EPL - One-off)	-	2,036	-	2,036
- Recognition (EPL - Recurring)	68,897	40,230	-	109,127

Management Discussion and Analysis (continued)

(i) Ring fenced

The tax regime which applies to the exploration for, and production of, oil and gas in the UK, and is thus applicable to Anasuria Hibiscus, currently comprises of ring fence corporation tax (RFCT), supplementary charge (SC) and EPL.

- RFCT and SC

  The current rates for RFCT and SC are set at 30.0% and 10.0%, respectively.

  Anasuria Hibiscus was not liable to any taxes under the RFCT and SC regimes in FY2025 as there were sufficient allowances generated from capital expenditure (CAPEX) investments to completely offset the taxable income.

  A reversal of an overprovision of tax of RM0.8 million relating to FY2024 was adjusted in FY2025 after having completed the assessment of the actual tax position upon filing the tax return.

  The segment recorded a net tax credit in FY2025 amounting to RM47.1 million.

  The resulting ETR of 70.3% arising on the LBT was higher than the statutory rates of 40.0%. This was primarily due to non-taxable unrealised foreign exchange gains arising from the retranslation of restricted cash placed in a trust account for decommissioning obligations related to the Anasuria Cluster. In addition, an element of CAPEX incurred qualifies for additional allowances as provided under the SC regime further contributing to the higher ETR.

- EPL

  The EPL regime took effect from 26 May 2022.

  As of 31 October 2024, an additional levy of 35.0% had been imposed on UK oil and gas profits in addition to the RFCT and the SC. The regime included a 29.0% uplift available for certain categories of CAPEX which resulted in a 129.0% offset against taxable income while decarbonisation expenditures qualified for uplift at the rate of 180.0%.

The following changes were introduced to the EPL regime post 31 October 2024:

- With effect from 1 November 2024:
  - The levy rate was increased from 35.0% to 38.0%. A one-off non-cash charge in the form of deferred tax liabilities of RM7.2 million was taken; and
  - The 29.0% uplift available for certain categories of CAPEX was removed. Hence, the relief is now restricted to 100.0% only. Decarbonisation expenditures will continue to qualify for uplift but at a rate of 166.0%, reduced from the previous rate of 180.0%. These changes did not have any impact to profit or loss upon them being implemented on 1 November 2024.

- With effect from 3 March 2025:
  - An extension of the period during which the EPL regime applies, i.e. from 31 March 2028 to 31 March 2030. A one-off non-cash charge in the form of deferred tax liabilities of RM165.9 million was taken. It was computed based on the carrying values of the intangible assets and oil and gas assets as at 3 March 2025, representing additional taxable temporary differences expected to be reversed during the window for which the EPL regime applies, i.e. 31 March 2030.

These one-off charges were partly offset by the availability of unutilised additional allowances generated from CAPEX investments that are expected to be offset against future taxable income and the reversal of deferred tax liabilities previously recognised on taxable temporary differences which are expected to be reversed during the window for which the EPL regime applies.

There was no EPL payable by Anasuria Hibiscus in FY2025 as there were sufficient allowances generated from CAPEX investments to completely offset income chargeable to EPL.

In addition, upon a re-assessment of EPL obligations previously taken up in FY2024, a reversal of an overprovision of tax of RM2.2 million was recognised in FY2025. The reversal meant there was also no EPL payable for FY2024.

The Group's intention remains to phase our UK CAPEX programme such that we optimise the incentives offered by UK Government for decarbonisation initiatives within the UK oil and gas sector, and this encourages us to identify further opportunities that will reduce our overall carbon footprint.

For information, the Energy Security Investment Mechanism (ESIM), which was legislated on 24 May 2024, provides that the EPL will be permanently disapplied if average oil and gas prices are both at, or below, the ESIM price threshold for two consecutive quarters. These threshold prices are indexed annually from 1 April 2024 using the preceding December's Consumer Prices Index in the UK. For the UK Government's financial year 2025/2026 commencing 1 April 2025, the prices are USD76.12 per bbl of oil and GBP0.59 per therm of gas. The UK Government is required to make regulations to change the law such that the current end date for EPL of 31 March 2030 will be replaced with the last day of the month in which the ESIM is triggered. The details of such an administrative process by which a new end date will be passed into law are unknown, however any change will have a retrospective effect.

(ii) Non-ring fenced

Non-ring fenced taxation in the UK applies to income generated that does not arise from the exploration and production of oil and gas. In Anasuria Hibiscus, the main element of income within this category is the interest income earned from restricted cash that was placed in trust for its obligations for decommissioning the facilities of the Anasuria Cluster. Such interest income is subject to tax at 45.0%. The segment recorded a net tax charge of RM6.2 million in FY2025.

4. Brunei

As previously mentioned, the Group completed the acquisition of TotalEnergies EP Brunei on 14 October 2024.

Accordingly, the financial performance of the segment for FY2025 covered 15 October 2024 to 30 June 2025.

During FY2025, the segment contributed RM303.1 million to the Group's revenue mainly from the sale of gas of RM195.2 million and from processing services of RM107.3 million.

The average net oil equivalent production rate and OPEX per boe recorded in FY2025 were 6,400 boe per day and USD6.67 per boe respectively.

The segment's operational performance in FY2025 was impacted by a stoppage of gas export experienced from 19 November 2024 to 27 November 2024 due to an unplanned shutdown of the customer, the BLNG plant at Lumut.

In addition to costs associated with routine maintenance activities, OPEX incurred in FY2025 included costs for the CY2025 and CY2024 well intervention campaigns. The CY2025 campaign commenced in April 2025 and was completed at the end of July 2025. One out of the three planned wells was completed by 30 June 2025 while the remaining two wells were completed in July 2025. The CY2024 campaign took place from early August 2024 to end October 2024, and costs incurred in the second half of October 2024 were included the post-acquisition profit or loss of this segment.

The segment's PBT was RM93.8 million after deducting the following non-cash items from the EBITDA:

- Depreciation of oil and gas assets of RM72.1 million;
- Depreciation of right-of-use assets of RM2.3 million; and
- Unwinding of discount on provision for decommissioning costs of RM5.7 million.

The tax expense comprised of tax charges from petroleum operations and non-petroleum operations at the rate of 55.0% and 18.5%, respectively. Total net tax expense in FY2025 was RM37.7 million. The resulting ETR over the PBT was 40.2%, being the weighted average tax rate for both tax regimes mentioned above.

Management Discussion and Analysis (continued)

5. Vietnam

The Vietnam operating segment consists of the Group's investment in its 70% interest in Block 46, a tie-back asset to PM3 CAA located in Vietnamese waters, which was acquired as part of the Fortuna International Acquisition. Block 46 contains the producing Cai Nuoc field and the undeveloped Hoa Mai field. PetroVietnam Exploration Production Corporation Limited (a wholly-owned subsidiary of Vietnam Oil and Gas Group) holds the remaining participating interest in Block 46.

Block 46 conducted its first crude oil offtake since October 2022 in January 2025. A net total of 117,889 bbls of crude oil were sold at an average realised oil priced of USD80.55 per bbl.

Gross profit and gross profit margin achieved in FY2025 amounted to RM27.2 million and 48.1% respectively.

The PBT of RM23.2 million was arrived at after deducting depreciation of oil and gas assets and unwinding of discount on the provision for decommissioning costs of RM2.1 million and RM0.5 million, respectively.

In FY2024, the Vietnam segment recorded a loss after taxation (LAT) of RM3.3 million. No crude oil was sold in FY2024. Expenses reflected in profit or loss mainly comprised of the depreciation of oil and gas assets and the unwinding of discount on the provision for decommissioning costs.

For Block 46, Vietnam income tax of 50.0% is paid by the PSC.

The net tax expense recognised in FY2025 of RM13.4 million comprised RM14.3 million tax imposed on revenue earned during FY2025, partly offset by RM0.9 million net deferred tax credit. This credit arose from the reversal of deferred tax liabilities related to depreciation of oil and gas properties and recognition of deferred tax assets for decommissioning activities.

6. Others

This segment recorded a LAT of RM122.6 million in FY2025. This was RM32.7 million higher the LAT of RM89.9 million incurred in FY2024.

In FY2025, the segment recorded unfavourable net foreign exchange differences of RM18.9 million while in FY2024, net foreign exchange gains of RM3.1 million were recognised. The RM had appreciated against the USD as at 30 June 2025 when compared to 30 June 2024. A significant portion of the foreign exchange differences arose from quarter-end revaluation of inter-company balances, and as a result, there was no adverse impact to the Group.

Total interest expenses incurred in FY2025 amounted to RM50.1 million, mainly comprising of (i) RM25.7 million incurred on term loans drawn down, (ii) RM19.8 million incurred in relation to a prepayment facility utilised, and (iii) RM4.5 million incurred on revolving credit facilities. The prepayment facility was utilised to part finance the purchase consideration for the acquisition of TotalEnergies EP Brunei. In FY2024, such interest expenses were lower, which amounted to RM39.5 million, incurred on a term loan drawn down.

For the Group's operations in Australia, an additional provision was made in FY2025 of RM5.7 million for decommissioning costs. The decommissioning costs are associated with two historical exploration wells, namely West Seahorse-3 and Wardie-1, in the undeveloped West Seahorse field of the VIC/RL17 permit. In the financial year ended 30 June 2023, the Group had assessed that it was not economically feasible to develop the West Seahorse field and is therefore required to fully decommission these two temporarily abandoned exploration wells. The full decommissioning work involves removing the West Seahorse-3 wellhead and the Wardie-1 conductor which is protruding above the mudline at the seafloor. The estimated cost for the full decommissioning work has been updated based on latest available information.

Major components of other expenses during FY2025 were corporate overheads, professional and consultancy fees, business development activities and depreciation expense.

In FY2025, the segment reported a tax expense of RM1.9 million, charged on interest income earned.

B. Statements of Financial Position

The Group's total assets and shareholders' funds as at 30 June 2025 amounted to RM7,433.3 million and RM2,708.2 million respectively. Included in shareholders' funds as at 30 June 2025 are retained earnings of RM2,531.7 million.

1. Non-current Assets

The Group's non-current assets as at 30 June 2025 amounted to RM5,847.4 million. That represents an increase of RM1,578.2 million from the balance as at 30 June 2024 of RM4,269.2 million.

The increase was mainly driven by the inclusion of the amount attributable to the fair value of identifiable non-current assets of the acquired TotalEnergies EP Brunei of RM1,119.0 million and goodwill which arose from applying the provisions of MFRS 3 Business Combinations for this transaction of RM265.2 million.

Subsequent to the completion of the acquisition of TotalEnergies EP Brunei, CAPEX invested on the Block B MLJ field amounted to RM138.0 million mainly for the ongoing LPC project and jacket repairs diving activities.

The Group's CAPEX additions in the Sabah Malaysia segment during FY2025 were:

- North Sabah – RM233.1 million was invested mainly for the SF 30 Waterflood project; and
- Kinabalu Oil – RM101.9 million was invested mainly for the installation of downhole pumps, a redevelopment project involving a development drilling campaign and debottlenecking activities, a canned installed pumping system project and a gas turbine generator fire and gas system project.

For the PM3 CAA PSC, notable additions to its non-current assets were as follows:

- On 10 March 2025, the Group signed a Key Principles Agreement with PETRONAS and Vietnam National Industry - Energy Group (formerly known as Vietnam Oil and Gas Group) to extend the PM3 CAA PSC and the Upstream Gas Sales Agreement (UGSA) for an additional 20 years. Consequently, the number of wells that the Group is obliged to decommission in PM3 CAA have increased. The extension shifts the abandonment timeline from 2027 to 2047, encompassing additional existing wells that will reach end-of-life during the extended contract period. The present value of the decommissioning costs related to these additional wells amounting to RM392.8 million has been taken up as a provision for decommissioning costs, which forms part of the Group's non-current liabilities balance, as at 30 June 2025. The corresponding accounting double entry is to capitalise the same amount to oil and gas assets under non-current assets; and
- RM120.6 million was invested mainly for the H4 development drilling campaign, the turbine engine replacement exercise and well workover activities.

In the UK, CAPEX invested in FY2025 for the Teal West project, the Anasuria Cluster, the Marigold and Sunflower fields and the Fyne discovery amounted to RM104.7 million, RM31.2 million, RM6.4 million and RM1.9 million, respectively.

On 30 September 2024, the Group completed a farm-in for 30% participating interest into the PM327 PSC (with an effective date of 5 July 2024). The cost to purchase the farm-in interest amounting to RM50.7 million (equivalent to USD11.6 million) has been capitalised as non-current intangible assets at the end of FY2025.

The restricted cash and bank balances maintained by Anasuria Hibiscus for decommissioning activities in the Anasuria Cluster increased by RM51.1 million due to additional monies being deposited into the designated trust over FY2025.

Right-of-use assets of the Group have also increased by RM13.5 million.

The additions to non-current assets highlighted above were partly offset by total depreciation and amortisation of equipment and intangible assets recognised in FY2025 amounting to RM469.9 million.

As at 30 June 2025, subsequent to the revaluation of the non-current assets balances of subsidiaries of which their functional currencies were not denominated in RM, the Group recorded unfavourable foreign exchange differences amounting to RM505.5 million. This resulted in a decrease in the Group's non-current assets balances. This was mainly caused by the depreciation of the USD against the RM as at 30 June 2025 when compared to 30 June 2024. As a point of clarification, the corresponding double entry in the Group's financial statements was

Management Discussion and Analysis (continued)

to other reserves (in the Statement of Financial Position), thus, there has been no impact on profit or loss.

In FY2025, RM47.1 million in exploration costs incurred relating to an exploration well, SF Ungu was written off. The write off decision followed the conclusion of lab analysis and follow up studies conducted on the data collected at SF Ungu's location that were completed. The results did not support the likelihood of commercial viability of the discovered resources in the near to mid-term.

In addition, an impairment of equipment amounting to RM28.1 million was made relating to the Teal West project in FY2025.

2. Current Assets

Current assets of the Group decreased from RM2,335.2 million as at 30 June 2024 to RM1,585.9 million as at 30 June 2025.

The lower current assets balance of the Group as at 30 June 2025 (when compared to 30 June 2024) was mainly due to lower cash and bank balances by RM379.4 million, lower other receivables, deposits and prepayments balances by RM348.6 million and lower trade receivables balance by RM252.8 million.

Cash and bank balances as at 30 June 2025 have reduced when compared to the balances as at 30 June 2024 despite the Group continuing to be profitable in FY2025 as a portion of the final purchase consideration for the acquisition of TotalEnergies EP Brunei paid upon completion of the transaction on 14 October 2024 was part financed by internally generated funds.

The lower other receivables, deposits and prepayments balance as at 30 June 2025 was mainly attributable to the reversal of the deposit paid for the acquisition of TotalEnergies EP Brunei of RM231.3 million upon completion of the transaction. In addition, there were lower amounts to be reimbursed by the joint venture partner of PM3 CAA and North Sabah of RM58.5 million and RM39.3 million respectively.

Finally, trade receivable balances were also lower when compared to the corresponding balances as at 30 June 2024. The balances at the end of the respective reporting periods were impacted by the timing of receipts of proceeds from crude oil offtakes and the sale of gas from the Group's producing assets.

The above transactions, that decreased the Group's current assets balance, were partly offset by the inclusion of the current assets of Hibiscus Brunei on completion of the acquisition of TotalEnergies EP Brunei on 14 October 2024. Balances related to Hibiscus Brunei as at 30 June 2025 amounted to RM239.5 million. These balances did not exist as at 30 June 2024.

3. Total Liabilities

The Group's total liabilities amounted to RM4,725.1 million as at 30 June 2025, an increase of RM1,221.2 million from RM3,503.9 million as at 30 June 2024.

The total liabilities balance of Hibiscus Brunei as at 30 June 2025 amounted to RM728.3 million. These balances did not exist as at 30 June 2024.

As at 30 June 2025, the outstanding balances relating to the following financing facilities which were drawn down during FY2025 did not exist as at 30 June 2024:

- RM275.3 million relating to revolving credit facilities and RM235.4 million for a term loan – the Group drew down credit facilities to finance the Group's working capital requirements; and
- RM122.3 million relating to a prepayment facility – the Group drew down the prepayment facility to part finance the purchase consideration for the acquisition of TotalEnergies EP Brunei.

The provision for decommissioning costs balance at the end of FY2025 increased mainly due to an additional provision of RM392.8 million made for the PM3 CAA PSC as a result of the extension of the PM3 CAA and UGSA for an additional 20 years.

The abovementioned increase in the Group's total liabilities balance was partly offset by the following:

- Lower outstanding balances for the term loan and lease liabilities by RM177.6 million mainly due to repayments made;
- Lower operations-related payables and accruals balances in North Sabah and Anasuria Hibiscus by RM127.6 million in total;
- Reduction in provision for taxation by RM107.6 million mainly due to payments made to the respective tax authorities offset by provision made during the year; and
- A RM28.0 million decrease in deferred revenue in PM3 CAA.

4. Total Equity

Total equity amounted to RM2,708.2 million as at 30 June 2025, a decrease of RM392.2 million from RM3,100.4 million as at 30 June 2024.

The Group is required to revalue the assets and liabilities of subsidiaries that have functional currencies which are denominated in currencies other than the RM at each reporting date. The resulting unrealised foreign exchange differences are required to be posted to other reserves. As at 30 June 2025, the Group recognised unrealised unfavourable foreign exchange differences from this revaluation exercise amounting to RM312.3 million due to the depreciation of the USD against the RM when compared to 30 June 2024.

During FY2025, the Company repurchased 61,186,900 of its issued ordinary shares from the open market of Bursa Securities. The cost of repurchasing these shares amounted to RM118.4 million. The repurchased shares were initially held as treasury shares. A total of 67,572,100 of the treasury shares repurchased, together with 6,385,200 shares purchased in FY2024, were fully cancelled during FY2025.

In addition, the Company declared a total of RM78.9 million in dividends during FY2025. This amount consisted of the fourth interim and final single-tier dividends in respect of FY2024, which amounted to RM11.7 million and RM7.6 million respectively and four interim single-tier dividends declared in respect of FY2025, amounting to RM59.6 million in total.

The decrease in total equity was partly offset by the net earnings generated by the producing oil and gas assets of the Group.

C. Statements of Cash Flows

Cash flows remained robust with operating cash flows increasing by 7.1% year-on-year from RM810.4 million (excluding lease liabilities payments of RM168.2 million) to RM867.6 million (excluding lease liabilities payments of RM141.5 million).

1. Cash flows from operating activities

The Group's net cash generated from operating activities amounted to RM1,009.1 million.

It comprised mainly the aggregate of funds received from operations at the Group's producing oil and gas assets in Malaysia, the UK and Brunei, partly offset by Group-wide OPEX, payment of taxation obligations and payment of decommissioning liabilities.

In addition, it also includes a net drawdown of a prepayment facility which amounted to RM126.9 million.

2. Cash flows used in investing activities

Net cash utilised by the Group for its investing activities during FY2025 amounted to RM1,298.1 million.

The final purchase consideration (after taking into account various adjustments and deposit paid in FY2024) to complete the acquisition of TotalEnergies EP Brunei amounted to USD124.7 million (equivalent to RM514.9 million).

Subsequent to the completion of the acquisition of TotalEnergies EP Brunei, CAPEX amounting to RM138.0 million was mainly incurred for the LPC project and jacket repairs diving activities in Brunei.

Amounts invested in various CAPEX programmes mainly by North Sabah, Anasuria Hibiscus, PM3 CAA and Kinabalu Oil amounted to RM233.1 million, RM144.2 million, RM120.6 million and RM101.9 million, respectively.

In addition, RM70.5 million was incurred in connection with the farm-in of 30% participating interest into the PM327 PSC.

3. Cash flows from financing activities

The cash flows generated from the Group's financing activities amounted to RM60.2 million during FY2025.

The Group drew down revolving credit and term loan facilities amounting to RM293.8 million and RM242.8 million respectively to finance the Group's working capital requirements.

During FY2025, RM118.4 million was utilised to repurchase 61,186,900 of its issued ordinary shares. In addition, the Company paid RM87.5 million in dividends.

In addition, the Group made payments for its lease liabilities, term loan facility (both principal and interest) and revolving credit facilities (both principal and interest) amounting to RM141.5 million, RM114.7 million and RM14.2 million, respectively.

Management Discussion and Analysis (continued)

4. KEY RISKS AND MITIGATIONS

At Hibiscus Petroleum, effective risk management underpins the sustainability and long-term success of our business. Our industry operates within a dynamic and often volatile environment, shaped by geopolitical events, regulatory shifts, market fluctuations and heightened environmental scrutiny. Consequently, our operations face a variety of risks, spanning operational, financial, regulatory, safety and environmental in nature.

To address these challenges, our Executive Risk Management Committee (ERMC), operating within a Board-approved risk management framework, regularly evaluates the risk landscape and implements strategies to mitigate potential threats. While risks cannot be entirely eliminated, we remain committed to minimising their impact through rigorous monitoring, strong internal controls and disciplined execution.

Outlined below, in no order of priority, are the key risks we face and the mitigation strategies we employ:

Key Risks	Mitigation Strategies
Price Volatility and Market Dynamics in the Global Oil and Gas Industry	• Employ real-time analytics to track oil and gas price trends for forecasting and operational planning, including deferment of non-critical CAPEX and maintenance, while locking in prices during favourable market conditions. • Streamline processes and optimise resource allocation using Capital Allocation Framework. • Apply conservative price projections when evaluating new investments to ensure resilience across varying market conditions. • Closely monitor the financial standing of key suppliers and contractors to safeguard operational performance and continuity.
Share Price Volatility and Market Confidence	• Deliver consistent performance across key metrics to strengthen investor confidence and contribute to share price stability, even in the midst of broader market volatility. • Conduct regular and proactive investor engagement and transparent disclosure practices to bolster market confidence.
Liquidity Constraints and Access to Funding	In addition to the mitigation strategies highlighted under the risk of price volatility and evolving dynamics in the global oil and gas industry: • Conduct holistic annual business planning, establishing realistic and well-balanced budgets that are rigorously monitored through well–defined accountability frameworks to ensure robust financial discipline across our organisation. • Maintain rigorous oversight of Group-wide cashflows, ensuring the availability of adequate resources, while remaining vigilant about potential foreign exchange risks. We place strong emphasis on financial and capital discipline management to support sustainable growth whilst maintaining relatively low gearing levels. • Foster strong relationships with established financial institutions and oil offtakers to secure reliable access to funding.
HSSE Risks	• Ensure strict compliance with HSSE standards and management systems, supported by thorough risk assessments, audits and inspections. • Reinforce HSSE awareness through regular training and awareness programmes. • Actively engage with our key stakeholders, including oil and gas regulators, partners, local authorities and communities to address environmental commitments such as climate action, waste management and protection of biodiversity. • Ensure operational readiness through robust emergency response and business continuity planning, aligned with government and industry directives. • Prioritise asset integrity through preventative and planned maintenance, predictive monitoring and adherence to stringent industry standards. • Monitor and prepare for the physical impacts of climate change, including extreme weather events that may disrupt offshore and onshore operations.

Key Risks	Mitigation Strategies
Cybersecurity Threats and Data Breaches	• Adopt a zero-trust approach to cybersecurity, supported by continuous upgrades of our information technology (IT) security systems and infrastructure to increase system resilience. • Conduct regular audits, both internally and by external authorities to ensure best practices are employed in both process and governance. • Deliver cybersecurity awareness programmes to equip employees with the knowledge to identify and respond to emerging threats. • Extend cyber protection to Operational Technology (OT) environments and IT/OT convergence, particularly on offshore platforms, in compliance to regulatory requirements in the jurisdictions that the Group operates in, that is consistent with evolving industry practice.
Planning and Execution Risks of Major Capital Projects	• Strengthen project delivery by incorporating robust uncertainty modelling and aligning forecasts with historical production data. • Build in-house technical capabilities to support execution excellence and reduce reliance on external resources. • Stringent screening and selection of contractor and vendors, to ensure their capabilities technically and financially. • Putting more focus on front end work including Front End Engineering Design to ensure minimal changes and interruptions to project execution and contractual terms at later stages. • Mobilising a strong project team with experienced team members and ensure continuity in manning throughout the project. • Stringent peer review and decision-making process, including the utilisation of external experts for large capital investment projects.
Breach of Business Integrity and Compliance Standards	• Uphold a zero-tolerance policy on bribery and corruption, reinforced by ongoing training on our *Code of Conduct and Ethics* (*Code*) and *Anti-Corruption & Anti-Bribery Policy*. • Conduct regular internal audits as part of efforts to ensure adherence to governance standards across all business segments. • Provide confidential channels for stakeholders to report any allegations of suspected improper activities/misconduct as specified in the *Whistle Blower Policy*.
Regulatory Changes Related to GHG Emissions and Climate Change Compliance	• Remain committed to Net Zero emissions by 2050, with an interim target of reducing Scopes 1 and 2 emissions by 50% by 2030. • Drive decarbonisation initiatives through a dedicated division focused on reducing carbon footprint, pursuing low-carbon opportunities and strengthening governance. • Prioritise alignment of emissions reduction efforts with the evolving regulations and stakeholder expectations. • Closely monitor fiscal policy changes that may impact project economics.
Human Capital Management and Talent Retention	• Conduct regular remuneration reviews to ensure competitiveness and equitable compensation, aligned with market benchmarks. • Strengthen succession planning to safeguard critical roles and develop future-ready talent. • Foster an engaging, inclusive and collaborative work environment, with emphasis on employee well-being, work-life balance and mental health. • Maintain transparent communication channels and regular performance reviews to align employee aspirations with organisational goals. • Recognise that regulatory and local content pressures may intensify competition for local technical talent, necessitating stronger retention incentives.

5. OUR FUTURE: OBJECTIVES AND STRATEGIES FOR CREATING VALUE

There is a great deal of uncertainty in the world today. Firstly, there are security concerns. Secondly, technology is fast reshaping the way we live and work. More roles, previously undertaken by humans, are now being automated. In the mid- to long-term, new digital tools which drive efficiency and unemployment up could concurrently lead to social issues. In parallel, there are parties advocating an accelerated Energy Transition whilst others use powerful political platforms to promote the use of more hydrocarbons.

Management Discussion and Analysis (continued)

Our view is that whilst the global energy delivery system is under-going transition, driven by countries that do not have access to hydrocarbons, oil and gas will remain central to the global energy mix. Energy demand will continue to grow, and energy security will become an even more a vital consideration in an increasingly uncertain world.

Against this backdrop, our Company will continue invoking business principles and strategies that have held us in good stead over many years. Specifically, we will:

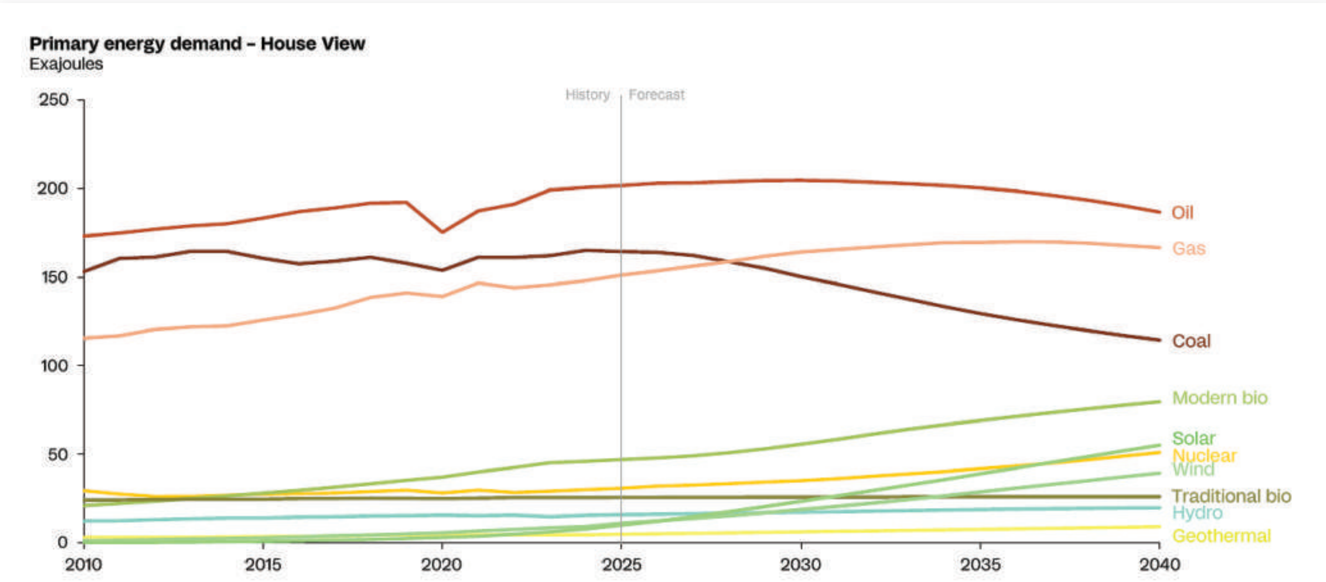
- focus on our core business so that we maintain a business platform that delivers strong operational metrics and robust, positive operating cashflows;
- continue to build scale in the area of our core business on the back of our growing reputation as a respected and responsible operator of mid-life assets in the Southeast Asia region and elsewhere;
- commence, through our Mission 2030 initiatives, investing in certain clean energy delivery systems to contribute to the Energy Transition;
- manage our business units demonstrating agility, best practice corporate governance principles and elements of entrepreneurship in the way we do things;
- operate our business consistent with our capital allocation framework which includes a commitment to prioritise returns to loyal shareholders; and
- be a responsible corporate citizen.

We have consolidated the above objectives into our Mission 2030.

6. CONCLUDING REMARKS

The world in the future is going to be markedly different. It is forecasted that global primary energy demand will rise by 15% by 2040 with global population increasing from 8.12 billion in 2024 to an estimated 9.15 billion in 2040. Oil and gas, in particular gas, will continue to play an important role in the future global energy mix but under-investment this past decade will have a price impact. Companies such as Hibiscus Petroleum will play an increasingly important role as more assets mature in every basin.

Companies with the competence to sweat aging assets efficiently will become the natural owners of these mature assets so access to capital, a strong shareholding structure and specific decommissioning and well abandonment skills will be favourable differentiators.



Source: Rystad Energy House View dashboard.

In conclusion, we believe that the Company is on a strong business foundation. However, we remain continuously aware of our responsibility to operate safely, with great care for the environment. We have good visibility of how we will achieve our 2026 Mission and we now have in place a 2030 target. We also believe that we are gradually becoming the prominent Independent Oil and Gas Company for the Southeast Asia region and we will continue to work diligently to meet the expectations of all our stakeholders.

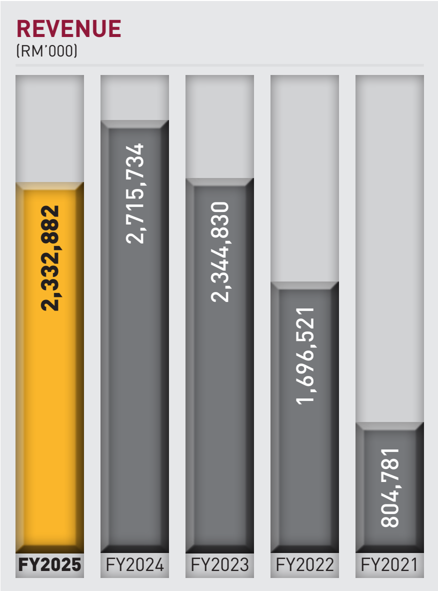
Thank you for your support.

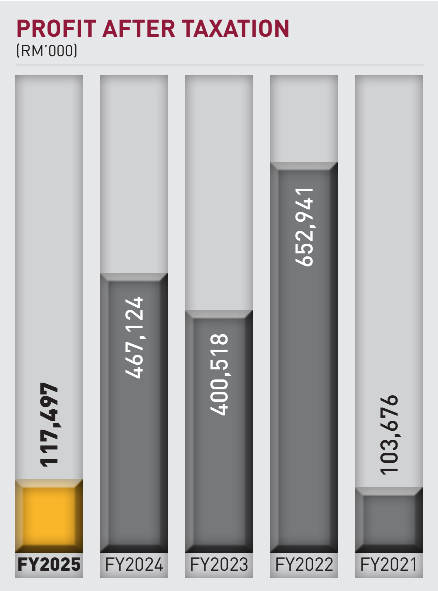
YBHG DATO' DR KENNETH GERARD PEREIRA
Managing Director
3 October 2025

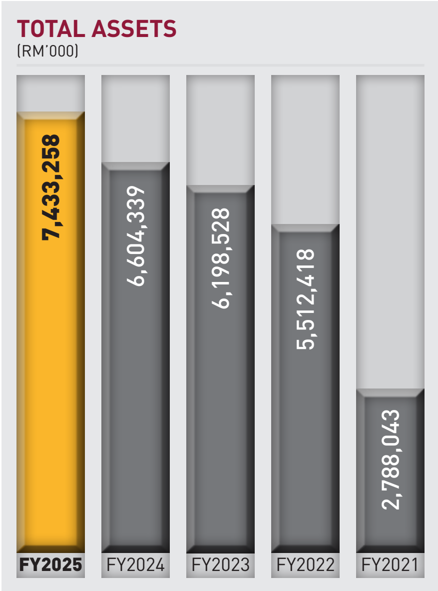
FINANCIAL HIGHLIGHTS

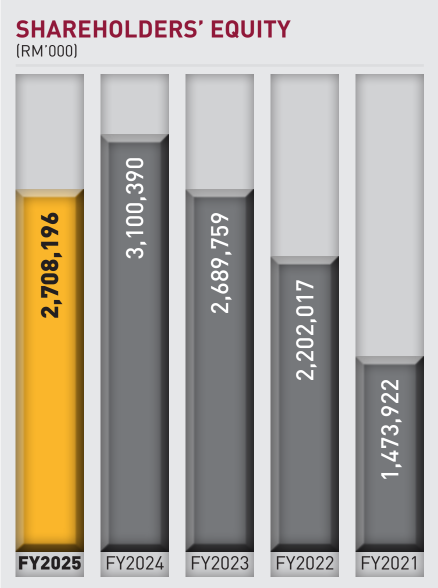
FINANCIAL YEAR ENDED (FY)	30.06.2025 RM'000	30.06.2024 RM'000	30.06.2023 RM'000	30.06.2022 RM'000	30.06.2021 RM'000
Revenue	**2,332,882**	2,715,734	2,344,830	1,696,521	804,781
Profit after taxation	**117,497**	467,124	400,518	652,941	103,676
Total assets	**7,433,258**	6,604,339	6,198,528	5,512,418	2,788,043
Shareholders' equity	**2,708,196**	3,100,390	2,689,759	2,202,017	1,473,922
Net assets per share	**RM3.67**	RM3.88	RM3.34*	RM2.74*	RM1.84*
Basic earnings per share	**15.39 sen**	58.22 sen	49.76 sen*	81.27 sen*	14.77 sen*

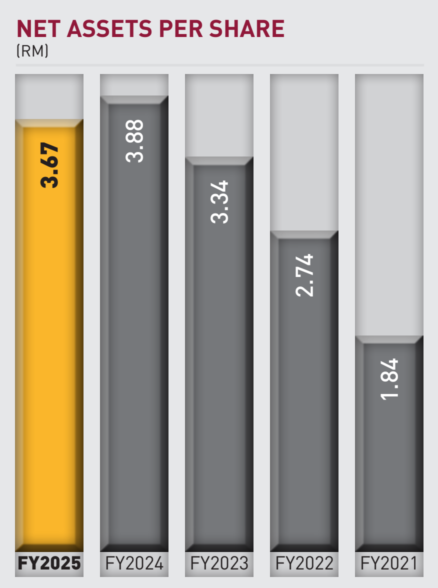
* *For comparative purpose, the net assets per share and the basic earnings per share for certain prior financial years had been adjusted to reflect the effect of the share consolidation of every five shares into two consolidated shares completed on 20 October 2023.*

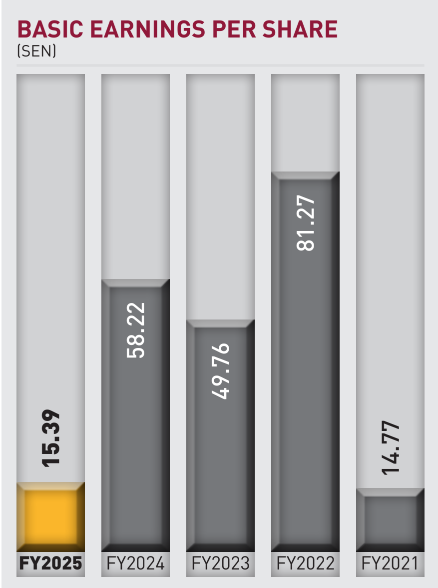












CALENDAR OF EVENTS

14 OCTOBER 2024

Brunei Operations:
Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) announced that its indirect wholly-owned subsidiary, Simpor Hibiscus Sdn Bhd (Simpor Hibiscus), had successfully completed the acquisition of the entire equity interest in TotalEnergies EP (Brunei) B.V. (now renamed as Hibiscus EP (Brunei) B.V. (Hibiscus Brunei)). The Hibiscus Petroleum Group became the operator and owner of a 37.5% interest in a well-established gas producing asset, Block B Maharajalela Jamalulalam (Block B MLJ) field, in Brunei Darussalam. Its joint venture partners are Shell Deepwater Borneo B.V. (35.0%) and Brunei Energy Exploration Sdn Bhd (27.5%).

12 DECEMBER 2024

Greater Marigold Area Development (GMAD) Operations:
The North Sea Transition Authority (NSTA) consented to a new extension date of 30 June 2027 for Licence P198 (Marigold and Sunflower Pre-Producing Areas) and for the submission of the development consent application.

19 NOVEMBER 2024

Hibiscus Malaysia:
- First Oil from South Furious 30 Waterflood Phase 2 Project safely achieved on 31 October 2024; and
- Received a Focused Recognition Award from Petroliam Nasional Berhad (PETRONAS) for successfully completing the Production Enhancement and Idle Well Reactivation for the South Furious campaign, achieving 1.8 thousand barrels (kbbl) per day in actual versus planned 1.2 kbbl per day production with zero Health, Safety and Environment (HSE) incidents.

25 FEBRUARY 2025

Hibiscus Malaysia:
Received the following awards from PETRONAS to highlight our achievements for safety and production operations in Malaysia:
- Overall Offshore Self-Regulation (OSR) Excellence, Zero Overdue Compliance and Assurance Excellence at PETRONAS' OSR Conference in December 2024; and
- Focused Recognition from PETRONAS Malaysian Petroleum Management (MPM) Wells Management awarded to our Wells Intervention and Wells Integrity group for achieving 14 years with Zero Lost Time Injury (LTI) in November 2024.

9 APRIL 2025

Hibiscus Malaysia:
Hibiscus Petroleum announced that its indirect wholly-owned subsidiaries, Hibiscus Oil & Gas Malaysia Limited (HML) and Hibiscus Oil & Gas Malaysia (PM3) Limited (HML PM3), signed a Key Principles Agreement with PETRONAS through Malaysia Petroleum Management (MPM), and Vietnam Oil and Gas Group for the continuation of the PM3 Commercial Arrangement Area (PM3 CAA) Production Sharing Contract (PSC) and Upstream Gas Sales Agreement (UGSA) for 20 years commencing 1 January 2028 with an expiry date of 31 December 2047, under enhanced PSC and UGSA terms respectively. HML would continue as the Operator of PM3 CAA PSC during the continuation period with the same equity interest of 35% jointly held with HML PM3, while PetroVietnam Exploration Production Corporation Limited (PVEP) would hold 30% of the equity, with the remaining 35% held by PETRONAS Carigali Sdn Bhd (PETRONAS Carigali).

10 APRIL 2025

Hibiscus Malaysia:
The following awards from MPM were received from PETRONAS MPM in April 2025 for 2024 Turnaround campaign:
- Malaysia Turnaround Appreciation Award – PM3 CAA;
- Malaysia Turnaround Appreciation Award – Kinabalu Oil; and
- Special Award (Best Small-Scale Turnaround) – PM3 CAA (For Petroleum Arrangement Contract (PAC)).

17 APRIL 2025

Brunei Operations:
The Group's indirect wholly-owned subsidiary, Simpor Hibiscus (holding company of Hibiscus Brunei) entered into a long-term USD100 million Syndicated Islamic Financing Facilities Agreement with Bank Islam Brunei Darussalam and Baiduri Bank.

23 MAY 2025

Hibiscus Malaysia:
The following PETRONAS Focused Recognitions awards were received from PETRONAS MPM:
- Optimising Northern Field production and sustaining the production at Southern Fields; Achieved PM3 CAA total crude and condensate production higher than target by 18%, 18.4 kbbl (thousand bbl) per day versus 15.7 kbbl per day;
- Proactively converting High Pressure gas to Low Pressure system for Production Optimisation; Delivering Gas Sales of 194.4 million standard cubic feet per day (MMscfd), higher than 2024 Annual Gas Delivery Programme of 194 MMscfd; and
- PM3 CAA total greenhouse gas emissions for 2024 lower than approved target and completion of Energy Landscape Assessment.

Hibiscus Malaysia also received PETRONAS' Emerald Awards (formerly known as the Malaysia Upstream Awards):
- Gold Award – Talent Development Excellence;
- Silver Award – Exploration Excellence; and
- Bronze Award – Wells Excellence.

10 JUNE 2025

Anasuria Operations:
The following were awarded by the Royal Society for the Prevention of Accidents::
- Gold Award – for Calendar Year (CY) 2025 health and safety performance of the Anasuria Floating Production Storage and Offloading facility – 26th consecutive annual award; and
- Patron's Award – for 26 consecutive Gold Awards.

Calendar of Events (continued)

4 AUGUST 2025

Corporate:
Hibiscus Petroleum unveils 2030 Mission: Powering Growth and Sustainability, underscored by the following commitments:
- Net Production of 70,000 barrels of oil equivalent (boe) per day and net 2P Reserves of 150 million barrels of oil equivalent (MMboe) by 2030; and
- Invest in Energy Transition Ventures to Enhance Cashflow Stability, Improving Dividend Predictability.

Hibiscus Petroleum was named to Forbes Asia's "Best Under A Billion 2025", one of only 200 companies selected from more than 19,000 publicly traded firms across Asia-Pacific. The list recognises businesses with annual sales between USD10 million and USD1 billion that demonstrate sustained growth, profitability, return on equity and strong governance.

22 AUGUST 2025

Hibiscus Malaysia:
Hibiscus Petroleum announced that its indirect wholly-owned subsidiary, HML has signed a Heads of Agreement with PVEP, for the tie-in of Block 46/13 PSC production to the PM3 CAA PSC Facilities. This collaboration supports the Company, through HML, together with its partners PETRONAS Carigali and PVEP, in progressing the PM3 CAA PSC Master Hub Strategy, which seeks to sustain the economic life of PM3 CAA through cost sharing and optimisation of shared infrastructure. The arrangement also reinforces cross-border collaboration between Malaysia and Vietnam, with Hibiscus Petroleum and PVEP working closely under the guidance of PETRONAS and PVEP.

29 AUGUST 2025

Corporate:
- Recommended a fifth interim single-tier dividend of 0.5 sen per share and a final dividend of 0.5 sen per ordinary share for the financial year ended 30 June 2025 (FY2025), subject to shareholders' approval at the Company's forthcoming Annual General Meeting bringing the total declaration made to date to 9.0 sen per share, surpassing the minimum dividend guidance of 8.0 sen per share for FY2025. The Company offered dividend guidance for FY2026 at 8.0 sen, at average oil prices between USD65 per bbl and USD75 per bbl and 10.0 sen per share if prices exceed USD75 per bbl.

17 SEPTEMBER 2025

Anasuria Operations:
Hibiscus Petroleum's indirect wholly-owned subsidiary, Anasuria Hibiscus UK Limited announced the commencement of drilling at Teal West development. Subsea installation activities are scheduled to take place in early Q2 CY2026, with First Oil expected by mid-CY2026.

23 SEPTEMBER 2025

Corporate:
At The Edge Billion Ringgit Club 2025, Hibiscus Petroleum received the award for *Highest Return on Equity over Three Years* in the Energy category.

CORPORATE INFORMATION

BOARD OF DIRECTORS

Zainul Rahim bin Mohd Zain
- Non-Independent Non-Executive Chair

YBhg Dato' Dr Kenneth Gerard Pereira
- Managing Director

YBhg Dato' Sri Roushan Arumugam
- Non-Independent Non-Executive Director

Thomas Michael Taylor
- Senior Independent Non-Executive Director

YBhg Dato' Dr Zaha Rina Zahari
- Independent Non-Executive Director

Emeliana Dallan Rice-Oxley
- Independent Non-Executive Director

Zaidah binti Ibrahim
- Independent Non-Executive Director

AUDIT AND RISK MANAGEMENT COMMITTEE

Thomas Michael Taylor
- Chair

YBhg Dato' Dr Zaha Rina Zahari
- Member

YBhg Dato' Sri Roushan Arumugam
- Member

NOMINATING COMMITTEE

YBhg Dato' Dr Zaha Rina Zahari
- Chair

YBhg Dato' Sri Roushan Arumugam
- Member

Thomas Michael Taylor
- Member

Emeliana Dallan Rice-Oxley
- Member

Zaidah binti Ibrahim
- Member

REMUNERATION COMMITTEE

YBhg Dato' Sri Roushan Arumugam
- Chair

Thomas Michael Taylor
- Member

Emeliana Dallan Rice-Oxley
- Member

Zaidah binti Ibrahim
- Member

COMPANY SECRETARIES

Khoo Ming Siang (MAICSA 7034037)
(SSM PC No. 202208000150)

Law Wei Leng (MAICSA 7064862)
(SSM PC No. 202108000506)

REGISTERED OFFICE

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47400 Petaling Jaya
Selangor Darul Ehsan
Tel : +603 7732 0792
Email : cosec@aquilla.com.my

PRINCIPAL PLACE OF BUSINESS

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Syed Kechik Foundation Building
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59100 Kuala Lumpur
Tel : +603 2092 1300
Fax : +603 2092 1301
Website : www.hibiscuspetroleum.com

AUDITORS

PricewaterhouseCoopers PLT
(LLP0014401-LCA & AF 1146)
Level 10, Menara TH 1 Sentral
Jalan Rakyat
Kuala Lumpur Sentral
P.O. Box 10192
50706 Kuala Lumpur
Tel : +603 2173 1188
Fax : +603 2173 1288

STOCK EXCHANGE LISTING

The Main Market of Bursa Malaysia
Securities Berhad
Stock Name : HIBISCS
Stock Code : 5199
Sector : Energy
Sub-sector : Oil and Gas Producers

SHARE REGISTRAR

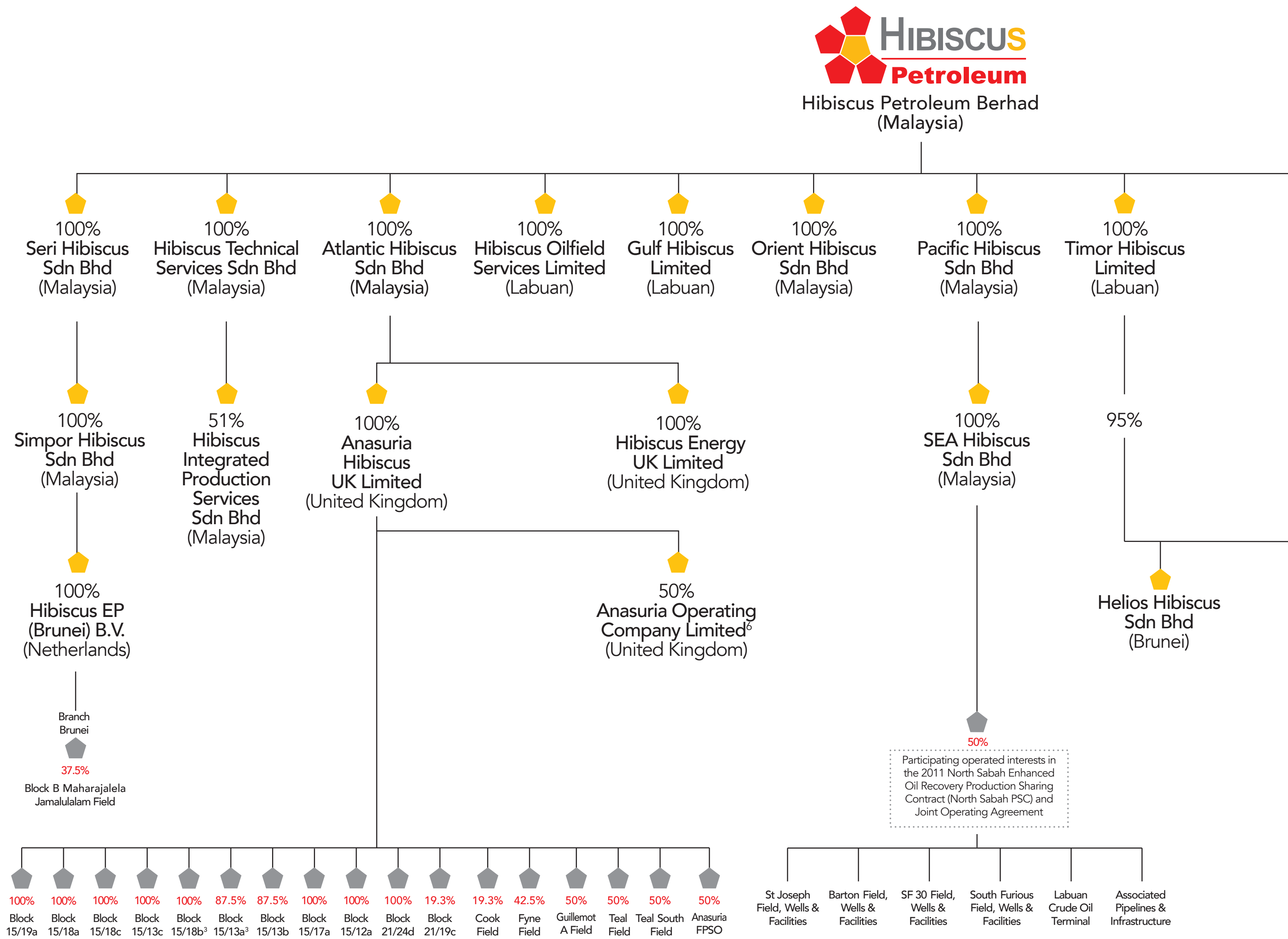
Tricor Investor & Issuing House Services Sdn Bhd
Unit 32-01, Level 32, Tower A
Vertical Business Suite
Avenue 3, Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur
Tel : +603 2783 9299
Email : is.enquiry@vistra.com

PRINCIPAL BANKERS

HSBC Bank Malaysia Berhad
HSBC Amanah Malaysia Berhad
Industrial and Commercial Bank of China (Malaysia) Berhad
Bank of China (Malaysia) Berhad
Bank Islam Malaysia Berhad
Bank Islam Brunei Darussalam Berhad
Baiduri Bank Sendirian Berhad

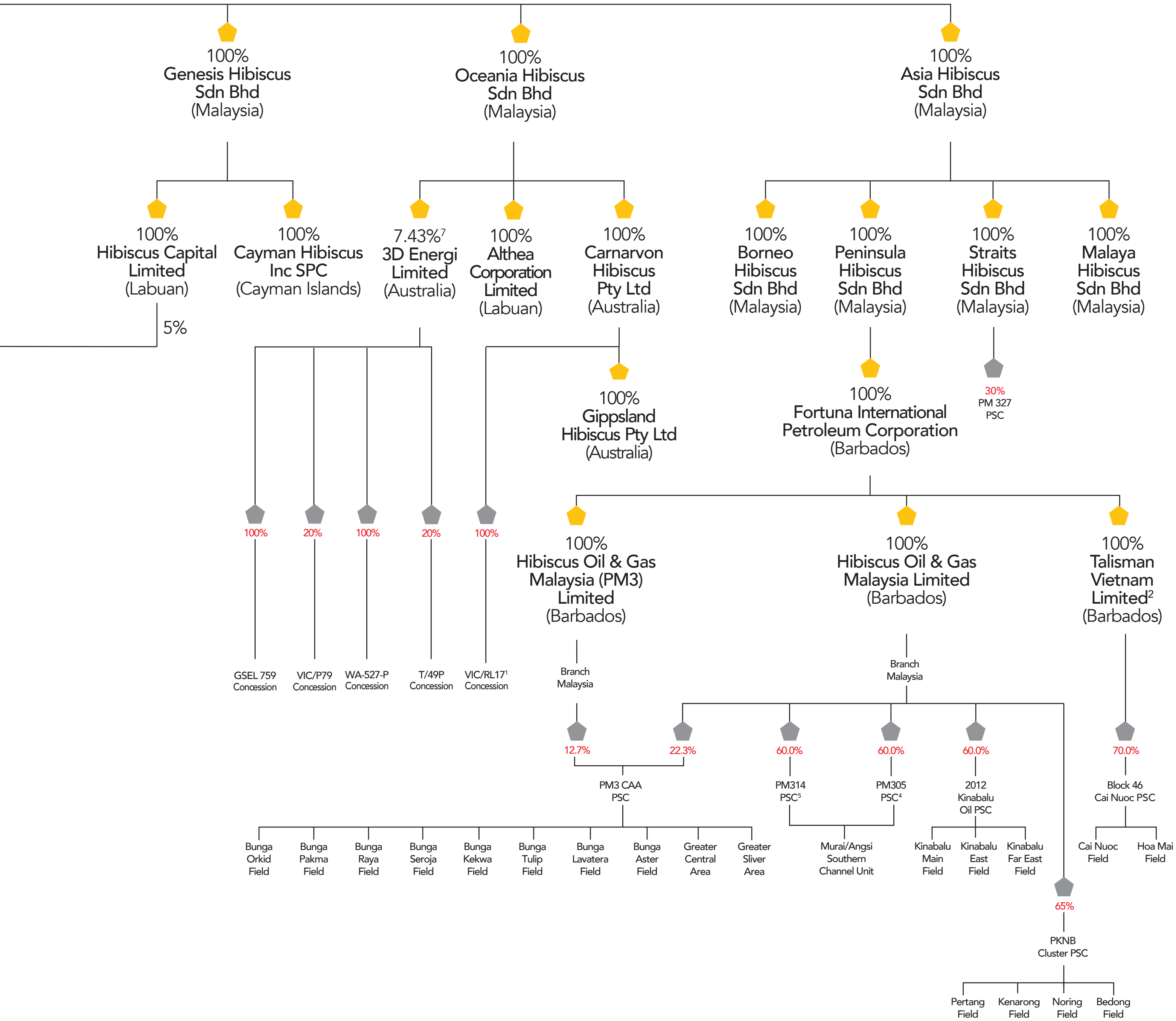
CORPORATE STRUCTURE

(As at 13 October 2025)



Notes:

1. Previously known as the VIC/L31 production licence.
2. Entity to be renamed.
3. Hibiscus Petroleum Berhad held a participating interest of 87.5% through Anasuria Hibiscus UK Limited (Anasuria Hibiscus). On 15 September 2023, a Unitisation and Unit Operating Agreement (UUOA) was executed between Anasuria Hibiscus, Caldera Petroleum (UK) Limited and Ithaca Oil and Gas Limited (Ithaca). Under the UUOA, Anasuria Hibiscus' unit participation interest in the Marigold Unit was 61.25%. Following the completion of the acquisition of Ithaca's entire interest in P2158 Block 15/18b and the UUOA on 29 August 2025, this unit participation interest increased to 91.25%.
4. The Group's participating interest in PM305 ceased on 17 March 2024. The Group is obliged to complete the abandonment obligations for wells and facilities per the Production Sharing Contract (PSC) terms of PM305. All well abandonment obligations required to be carried out were completed in August 2022. The offshore decommissioning works for South Angsi-A facility were completed in July 2025, while the onshore dismantling works are targeted for completion by December 2025.
5. The Group's participating interest in PM314 ceased on 5 September 2020 and all abandonment obligations required to be carried out per the PSC terms of PM314 were completed in August 2022.
6. Anasuria Operating Company Limited performs the following functions:
   - Duty holder for the Anasuria FPSO.
   - Operator for the Teal, Teal South and Guillemot A fields.
7. Dilution pursuant to the issuance of new shares by 3D Energi Limited (3D Energi). The number of shares held by Oceania Hibiscus Sdn Bhd in 3D Energi remains unchanged.


100%
Genesis Hibiscus Sdn Bhd
(Malaysia)
100%
Oceania Hibiscus Sdn Bhd
(Malaysia)
100%
Asia Hibiscus Sdn Bhd
(Malaysia)
100%
Hibiscus Capital Limited
(Labuan)
5%
100%
Cayman Hibiscus Inc SPC
(Cayman Islands)
7.43%[7]
3D Energi Limited
(Australia)
100%
Althea Corporation Limited
(Labuan)
100%
Carnarvon Hibiscus Pty Ltd
(Australia)
100%
Borneo Hibiscus Sdn Bhd
(Malaysia)
100%
Peninsula Hibiscus Sdn Bhd
(Malaysia)
100%
Straits Hibiscus Sdn Bhd
(Malaysia)
100%
Malaya Hibiscus Sdn Bhd
(Malaysia)
100%
Gippsland Hibiscus Pty Ltd
(Australia)
100%
Fortuna International Petroleum Corporation
(Barbados)
30%
PM 327 PSC
100%
20%
100%
20%
100%
GSEL 759 Concession
VIC/P79 Concession
WA-527-P Concession
T/49P Concession
VIC/RL17[1] Concession
100%
Hibiscus Oil & Gas Malaysia (PM3) Limited
(Barbados)
100%
Hibiscus Oil & Gas Malaysia Limited
(Barbados)
100%
Talisman Vietnam Limited[2]
(Barbados)
Branch Malaysia
Branch Malaysia
12.7%
22.3%
60.0%
60.0%
60.0%
70.0%
PM3 CAA PSC
PM314 PSC[5]
PM305 PSC[4]
2012 Kinabalu Oil PSC
Block 46 Cai Nuoc PSC
Bunga Orkid Field
Bunga Pakma Field
Bunga Raya Field
Bunga Seroja Field
Bunga Kekwa Field
Bunga Tulip Field
Bunga Lavatera Field
Bunga Aster Field
Greater Central Area
Greater Sliver Area
Murai/Angsi Southern Channel Unit
Kinabalu Main Field
Kinabalu East Field
Kinabalu Far East Field
Cai Nuoc Field
Hoa Mai Field
65%
PKNB Cluster PSC
Pertang Field
Kenarong Field
Noring Field
Bedong Field

BOARD OF DIRECTORS
(As at 1 October 2025)

ZAINUL RAHIM BIN MOHD ZAIN
Non-Independent Non-Executive Chair

Malaysian | 72 Age | Male

DATE APPOINTED TO THE BOARD
14 December 2010

DATE OF LAST RE-ELECTION
27 November 2024

YBHG DATO' DR KENNETH GERARD PEREIRA
Managing Director

Malaysian | 67 Age | Male

DATE APPOINTED TO THE BOARD
13 September 2010

DATE OF LAST RE-ELECTION
5 December 2023

ACADEMIC/PROFESSIONAL QUALIFICATION(S):
B. Eng majoring in Mechanical Engineering, University of Western Australia, Australia

PRESENT DIRECTORSHIP(S) IN OTHER COMPANIES:

Listed Entity:
Nil

Other Public Companies:
- Non-Executive Director, Standard Chartered Saadiq Berhad

WORK EXPERIENCE AND/OR PAST DIRECTORSHIP(S) AND/OR APPOINTMENT(S):
- 47 years of experience in the oil and gas exploration and production (E&P) industry
- Chair, Cenergi SEA Berhad
- Director, redT Energy PLC
- Director, PETRONAS Carigali Sdn Bhd
- Director, Bank Pembangunan Malaysia Berhad
- Director, UKM Holdings Sdn Bhd
- Adviser, Sime Darby Energy & Utilities Division
- Chairman, Shell companies in Egypt
- Managing Director, Shell Egypt N.V.
- Deputy Chairman, Shell Malaysia
- Chair, Malaysian Dutch Business Council
- Director, EUROCHAM Malaysia

ACADEMIC/PROFESSIONAL QUALIFICATION(S):
- Doctorate in Business Administration, University of South Australia, Australia
- Masters in Business Administration (MBA), Cranfield University, United Kingdom
- B.Sc (Honours) in Engineering, Bath University, United Kingdom

PRESENT DIRECTORSHIP(S) IN OTHER COMPANIES:

Listed Entity:
Nil

Other Public Companies:
Nil

WORK EXPERIENCE AND/OR PAST DIRECTORSHIP(S) AND/OR APPOINTMENT(S):
- 37 years of experience in the oil and gas industry (both in services and E&P)
- Founded Hibiscus Petroleum Berhad in 2010 and was appointed to the Board in September 2010 as Managing Director
- Managing Director, Interlink Petroleum Ltd, an oil and gas E&P company listed on the BSE (formerly known as Bombay Stock Exchange)
- Chief Operating Officer (COO), SapuraCrest Petroleum Berhad (part of Sapura Energy Berhad Group (now known as Vantris Energy Berhad Group))
- Vice President, Energy Sector Projects of Sapura Energy Sdn Bhd
- Various positions at Sapura Group of companies
- Previously worked for Schlumberger Overseas (as a Field Engineer in North Africa, Asia and Europe)

Board of Directors (continued)

(As at 1 October 2025)

YBHG DATO' SRI ROUSHAN ARUMUGAM

Non-Independent Non-Executive Director

Malaysian | 53 Age | Male

DATE APPOINTED TO THE BOARD
25 July 2011

DATE OF LAST RE-ELECTION
5 December 2023

THOMAS MICHAEL TAYLOR

Senior Independent Non-Executive Director

British | 69 Age | Male

DATE APPOINTED TO THE BOARD
1 August 2016

DATE OF LAST RE-ELECTION
1 December 2022

ACADEMIC/PROFESSIONAL QUALIFICATION(S):
- MBA, Imperial College Business School, Imperial College, London, United Kingdom
- MA in Law, University of Bristol, United Kingdom
- MA in English Language and Literature, St. Catherine's College, Oxford University, United Kingdom

MEMBERSHIP ON THE BOARD COMMITTEES:
- Chair, Remuneration Committee
- Member, Nominating Committee
- Member, Audit and Risk Management Committee

PRESENT DIRECTORSHIP(S) IN OTHER COMPANIES:

Listed Entity:
Nil

Other Public Companies:
- Director, South Pickenham Estate Company Ltd

OTHER PRESENT APPOINTMENT(S):
- Director, Sri Inderajaya Holdings Sdn Bhd
- Member of the Advisory Board of Oakhouse Partners

WORK EXPERIENCE AND/OR PAST DIRECTORSHIP(S) AND/OR APPOINTMENT(S):
- 26 years of experience in the financial services industry
- Investment Banker, Nomura Advisory Services, Malaysia
- Investment Banker, Deutsche Bank, London, United Kingdom
- Analyst, Emerging Markets Equity Research, Caspian Securities Ltd, London, United Kingdom
- Consultant, Price Waterhouse, London, United Kingdom
- Domus Fellow, St. Catherine's College, Oxford University, United Kingdom
- Trustee, East West Trust, St. Catherine's College, United Kingdom

ACADEMIC/PROFESSIONAL QUALIFICATION(S):
- MA, Engineering, University of Cambridge, United Kingdom
- Member of the Chartered Institute of Management Accountants

MEMBERSHIP ON THE BOARD COMMITTEES:
- Chair, Audit and Risk Management Committee
- Member, Nominating Committee
- Member, Remuneration Committee

PRESENT DIRECTORSHIP(S) IN OTHER COMPANIES:

Listed Entity:
Nil

Other Public Companies:
Nil

OTHER PRESENT APPOINTMENT(S):
Nil

WORK EXPERIENCE AND/OR PAST DIRECTORSHIP(S) AND/OR APPOINTMENT(S):
- 41 years of oil and gas industry experience
- Finance Director, Sakhalin Energy Investment Company
- Finance Director, Shell Malaysia
- Finance Director, Brunei Shell Petroleum
- Held board memberships in oil and gas companies, in all sectors of the industry in Malaysia, Brunei, Russia, Hungary and France

Board of Directors (continued)

(As at 1 October 2025)

YBHG DATO' DR ZAHA RINA ZAHARI

Independent Non-Executive Director

Malaysian | 63 Age | Female

DATE APPOINTED TO THE BOARD
15 September 2017

DATE OF LAST RE-ELECTION
5 December 2023

ACADEMIC/PROFESSIONAL QUALIFICATION(S):

- Doctorate in Business Administration, Hull University, United Kingdom, focusing on capital markets research and specialising in derivatives
- MBA, Hull University, United Kingdom
- BA (Hons) Accounting and Finance, Leeds, United Kingdom
- Global Leadership Development Programme, International Centre Leadership in Finance (ICLIF)

MEMBERSHIP ON THE BOARD COMMITTEES:

- Chair, Nominating Committee
- Member, Audit and Risk Management Committee

EMELIANA DALLAN RICE-OXLEY

Independent Non-Executive Director

Malaysian | 62 Age | Female

DATE APPOINTED TO THE BOARD
5 October 2022

DATE OF LAST RE-ELECTION
27 November 2024

PRESENT DIRECTORSHIP(S) IN OTHER COMPANIES:

Listed Entities:
- Chair, Manulife Holdings Berhad
- Chair, Pacific & Orient Berhad
- Director, IGB Berhad
- Director, Keck Seng (Malaysia) Berhad

Other Public Companies:
- Chair, Manulife Investment Management (M) Berhad
- Chair, Pacific & Orient Insurance Co Bhd
- Director, Mizuho Bank (Malaysia) Berhad
- Director, Pacific & Orient Properties Limited
- Director, Kuala Lumpur Business Club

OTHER PRESENT APPOINTMENT(S):
- Member, Appeals Committee of Bursa Malaysia Berhad
- Director, Sage 3 Sdn Bhd
- Director, L'Oreal Malaysia Sdn Bhd
- Director, Sri Communications Sdn Bhd
- Director, Tepuk-Tepuk Technology Services Sdn Bhd

WORK EXPERIENCE AND/OR PAST DIRECTORSHIP(S) AND/OR APPOINTMENT(S):
- More than 36 years of experience in financial (including Islamic), commodities and securities industry and the developing of the Malaysian Financial Market, mergers and acquisitions (M&A) in insurance and Takaful companies
- More than 16 years of experience as an Independent Board member of listed financial institutions as well as companies in the oil and gas and property industries
- Licensed by Securities Commission of Malaysia for corporate advisory services
- Chief Executive Officer, RHB Securities Sdn Bhd
- COO, Kuala Lumpur Options and Financial Futures Exchange
- Head of Exchanges, KLSE, MESDAQ, MDEX, Labuan Offshore Financial Exchange
- Consultant, Financial Technologies Middle East based in Bahrain (BFX)
- SV President, Royal Bank of Scotland Group, Singapore
- Member, Global Board of Adviser for XBRL Board Member, Commodity and Monetary Exchange of Malaysia
- Director, Hong Leong Industries Berhad
- Director, Tanah Makmur Berhad
- Director, MyCreative Ventures Sdn Bhd
- Director, Zurich Insurance Malaysia Berhad
- Director, MIMB Investment Bank Berhad
- Director, EON Capital Berhad
- Director, EON Bank Berhad
- Director, MAA Takaful Berhad
- Director, Malaysian Assurance Alliance Berhad
- Director, MAA Holdings Berhad
- Director, MAA International Assurance Ltd
- Director, FWU Malaysia Sdn Bhd
- Board Member, Trustee for Malaysia AIDS Foundation
- Market Participants Committee (MPC) of Bursa Malaysia Berhad

ACADEMIC/PROFESSIONAL QUALIFICATION(S):
- Advanced Management Program, Harvard Business School, United States of America
- Professional Certification in Decision Quality and Risk Management, Stanford University, Stanford, California, United States of America
- B.Sc in Geology, University of South Carolina, United States of America

MEMBERSHIP ON THE BOARD COMMITTEES:
- Member, Nominating Committee
- Member, Remuneration Committee

PRESENT DIRECTORSHIP(S) IN OTHER COMPANIES:

Listed Entity:
- Director, TGS ASA
- Director, Affin Bank Berhad

Other Public Companies:
Nil

OTHER PRESENT APPOINTMENT(S):
Nil

WORK EXPERIENCE AND/OR PAST DIRECTORSHIP(S) AND/OR APPOINTMENT(S):
- 38 years of experience in the oil and gas E&P industry
- Distinguished Achievement Award for Individuals (Offshore Technology Conference Asia 2022)
- 2019 Female Executive of the Year, Asia Pacific Energy Assembly
- Vice President, Exploration, Upstream, PETRONAS
- Vice President, Exploration Malaysia, PETRONAS
- Senior General Manager, Exploration Malaysia, PETRONAS
- Exploration Portfolio and Planning Manager for Asia Pacific region for Shell
- Held various technical and managerial roles for Shell in Malaysia, United Kingdom, Brazil, United States of America and Latin America
- Director, PGS ASA
- Director, PETRONAS Management Training Sdn Bhd
- Director, PETRONAS Gas Berhad
- Director, PETRONAS E&P Overseas Ventures Sdn Bhd and various PETRONAS Carigali overseas' private limited companies

Board of Directors (continued)

(As at 1 October 2025)

ZAIDAH BINTI IBRAHIM

Independent Non-Executive Director

Malaysian | Age | Female

DATE APPOINTED TO THE BOARD
1 January 2023

DATE OF LAST RE-ELECTION
5 December 2023

Declarations:

1. **Family Relationship with Director and/or Major Shareholder**
   None of the Directors has any family relationship with any Director and/or major shareholder of Hibiscus Petroleum Berhad (Hibiscus Petroleum).

2. **Conflict of Interest**
   None of the Directors has any conflict of interest or potential conflict of interest, including interest in any competing business with Hibiscus Petroleum or its subsidiaries during the financial year ended 30 June 2025 (FY2025) which is material pursuant to the Main Market Listing Requirements and Companies Act 2016.

3. **Conviction of Offences**
   None of the Directors has been convicted for offences within the past 5 years other than traffic offences, if any.

4. **Public Sanction/Penalty**
   None of the Directors has any public sanction or penalty imposed on them by any regulatory body* during FY2025.

5. **Attendance at Board Meetings**
   The details of attendance of each Director at Board Meetings are set out on page 92 of this Annual Report 2024/2025.

Note:

* Regulatory bodies refer to any regulator that regulates Hibiscus Petroleum or its subsidiaries or any authority or organisation which regulates the business activity of Hibiscus Petroleum or its subsidiaries. This includes Bursa Malaysia Securities Berhad, the Securities Commission of Malaysia, Bank Negara Malaysia, the Companies Commission of Malaysia, the Employees Provident Fund, the Inland Revenue Board, the Department of Environment and the local municipal councils, amongst others.

ACADEMIC/PROFESSIONAL QUALIFICATION(S):
- B.Eng. in Electrical & Electronics Engineering, University of Wales, Institute of Science & Technology, United Kingdom
- Global Leader Forum, Executive Education of Columbia University in the City of New York
- New Leader Program, Executive Education of Thunderbird School of Global Management

MEMBERSHIP ON THE BOARD COMMITTEES:
- Member, Nominating Committee
- Member, Remuneration Committee

PRESENT DIRECTORSHIP(S) IN OTHER COMPANIES:

Listed Entity:
Nil

Other Public Companies:
Nil

WORK EXPERIENCE AND/OR PAST DIRECTORSHIP(S) AND/OR APPOINTMENT(S):
- 34 years of experience in the oil and gas industry, predominantly in ExxonMobil global businesses in North America, Europe, West Africa, Middle East and Asia Pacific
- Director, Imperial Oil Resources and Manager, Production, Upstream, Imperial Oil Ltd, Calgary, Canada
- Manager, Management of Change, Transformation Initiative, Upstream, Imperial Oil Ltd, Calgary, Canada
- Member, Alberta Executive Committee of Canadian Association of Petroleum Producers (CAPP)
- Manager, Planning & Business Analysis, ExxonMobil Global Production Company, Houston, United States of America
- Manager, Global Operations, ExxonMobil Global Production Company, Houston, United States of America
- Manager, Operations, ExxonMobil Canada Ltd, Halifax & St John's, Canada
- Manager, Production & Operations Technical, Esso Australia Ltd, Melbourne, Australia
- Manager, (Special Projects, Operations, Operations Technical, Asset Leader), ExxonMobil Exploration & Production Malaysia Inc, Kuala Lumpur, Malaysia

LEADERSHIP TEAM, MANAGEMENT TEAM AND TECHNICAL EXPERTS

Leadership Team (As at 1 October 2025)

1 **YBhg Dato' Dr Kenneth Gerard Pereira**
Managing Director

2 **Yip Chee Yeong**
Chief Financial Officer

3 **Dr Pascal Josephus Petronella Hos**
Country Head, Malaysia and Vietnam

4 **Joyce Theresa Sunita Vasudevan**
Head, Corporate Finance

5 **Deepak Kumar Thakur, CFA**
Vice President,
Economics and Business Planning

6 **Lai Wai Peng**
Vice President,
International Assets Oversight

7 **Chong Chee Seong**
Vice President, Strategic Ventures

8 **Mohammed Farroukh Abdul Aziz**
Country Head, Brunei

9 **Lim Kock Hooi**
Group General Counsel

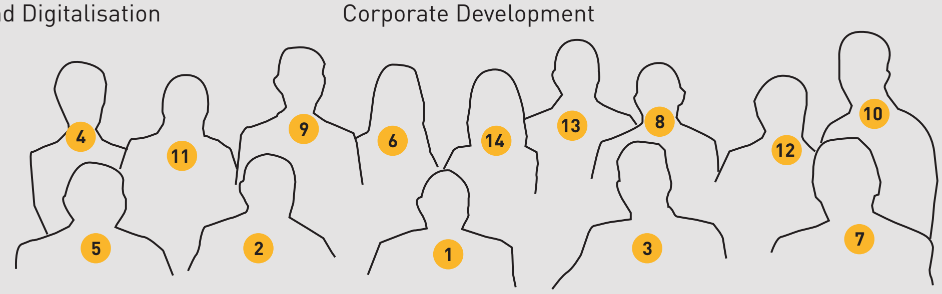
10 **Stewart Wayne McMickle**
Vice President, New Ventures

11 **Syarifah Aliza Syed Azauddin**
Vice President,
Corporate Governance and
Sustainability Reporting

12 **Noor Ashiah Yang**
Vice President,
Group Human Capital

13 **Dr Ambrose Gerard Corray**
Vice President,
InfoTech and Digitalisation

14 **Lily Ling Leong Shuang**
Vice President,
Corporate Development



YBHG DATO' DR KENNETH GERARD PEREIRA

Managing Director

67

Malaysian Age Male

Please refer to pages 68 and 69 of this Annual Report 2024/2025.

YIP CHEE YEONG

Chief Financial Officer (CFO)

51

Malaysian Age Male

DATE APPOINTED TO CURRENT DESIGNATION:
1 June 2019

QUALIFICATION(S):

- Member of the Malaysian Institute of Accountants, Malaysia and Fellow Member of the Association of Chartered Certified Accountants, United Kingdom
- Yale Global Executive Leadership Program, Yale School of Management, United States of America
- B.A (Honours) in Accounting and Finance, Middlesex University, United Kingdom

WORKING EXPERIENCE:

- Joined Hibiscus Petroleum Berhad (Hibiscus Petroleum or Company) in November 2013 and held the position of Vice President, Finance and Group Controller before his appointment as CFO.
- Has over 31 years of accounting and finance experience in various industries, namely oil and gas, manufacturing, technology, services, risk consulting, audit and taxation.
- Was previously CFO at Microsoft Malaysia, responsible for company-wide financial management and was a key member of the senior management team.

DR PASCAL JOSEPHUS PETRONELLA HOS

Country Head, Malaysia and Vietnam

54

Dutch Age Male

DATE APPOINTED TO CURRENT DESIGNATION:
1 January 2024

QUALIFICATION(S):

- Doctorate in Mechanical Engineering, Rice University, Texas, United States of America
- B.Sc in Mechanical Engineering, Rice University, Texas, United States of America

WORKING EXPERIENCE:

- Joined Hibiscus Petroleum in February 2011 as Head of Petroleum Engineering and a co-founder. Redesignated as Chief Operating Officer (COO) of HiRex Petroleum Sdn Bhd in October 2014.
- Subsequently re-designated as Vice President, New Ventures in May 2016 before being appointed as the Chief Executive Officer (CEO), SEA Hibiscus Sdn Bhd in September 2017, followed by Senior Vice President of New Ventures in March 2021 prior to commencing current role.
- Has over 25 years of experience in general management, field development, reservoir engineering, production technology and rock mechanics in major local and foreign companies. Includes experience in project management, field development planning, development project execution, well and reservoir management and reserves reporting.
- Previously worked at Schlumberger Sugar Land Technology Center, NASA Johnson Space Center, Shell International EP and Sarawak Shell Berhad.

Leadership Team, Management Team and Technical Experts (continued)

Leadership Team (As at 1 October 2025)

JOYCE THERESA SUNITA VASUDEVAN

Head, Corporate Finance

Malaysian | 57 Age | Female

DATE APPOINTED TO CURRENT DESIGNATION:
2 September 2020

QUALIFICATION(S):
- B.Economics, majoring in Accounting, La Trobe University, Melbourne, Australia

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum on 1 January 2011 as co-founder and CFO. Re-designated as Vice President, Strategy Development in 2015 and is currently Head, Corporate Finance.
- Has more than 34 years of experience in audit, corporate finance, finance, business planning, operations planning, debt and equity fund raising, investor relations, media relations and strategy development.
- Worked in the Corporate Finance departments at Malaysian International Merchant Bankers Berhad and RHB Sakura Merchant Bankers Berhad and was involved in numerous projects including acquisitions, corporate restructurings, equity issuances and valuation exercises.
- Set up and headed the new Business Analysis & Planning Department at Carlsberg Brewery Malaysia Berhad and was tasked to drive business plans, formulate sales, marketing, production and competitive business models and evaluate prospective investments.
- Headed the Strategic & Operations Planning Unit of the COO's Office at SapuraCrest Petroleum Berhad (now part of Sapura Energy Group) and was responsible for co-driving a group-wide reorganisation of all its business units.

OTHERS:
- Sits on the Board of Women's Fund Asia, a non-profit organisation with headquarters in Sri Lanka and Australia.

DEEPAK KUMAR THAKUR, CFA

Vice President, Economics and Business Planning

Indian | 42 Age | Male

DATE APPOINTED TO CURRENT DESIGNATION:
1 February 2020

QUALIFICATION(S):
- Chartered Financial Analyst (CFA), CFA Institute, Charlottesville, Virginia, United States of America
- Advanced Management Program, Harvard Business School, United States of America
- MBA (Major in Finance), Indian Institute of Management, Bangalore, India
- B. Tech in Petroleum Engineering, Indian Institute of Technology, Dhanbad, India

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum in March 2012.
- Over 18 years of experience in the oil and gas industry in a career dedicated to developing financial models and cashflows, performing valuation, debt funding, mergers and acquisitions (M&A), corporate planning, corporate strategy, financial due diligence and petroleum engineering.
- Previously worked with Essar Group - Business Leadership Programme, Morgan Stanley and Prize Petroleum Ltd in India on multiple oil and gas opportunities based in Southeast Asia, the United Kingdom, Australia, Africa and India.

LAI WAI PENG

Vice President, International Assets Oversight

Malaysian | 48 Age | Female

DATE APPOINTED TO CURRENT DESIGNATION:
1 January 2025

QUALIFICATION(S):
- B.Sc in Chemical Engineering, National University Malaysia
- Advanced Management Program, Harvard Business School, United States of America

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum in March 2023.
- Over 24 years' experience in the oil and gas industry with proven track record of establishing, creating value and monetising successful operated upstream oil and gas company.
- Worked in diverse roles across commercial, M&A, corporate finance, economics, strategy and planning, business development and Head of Business Unit in Malaysia, the United Kingdom and Australia.
- Spent her career working in Accenture, Shell UK, Woodside Energy and Ping Petroleum.

CHONG CHEE SEONG

Vice President, Strategic Ventures

Malaysian | 48 Age | Male

DATE APPOINTED TO CURRENT DESIGNATION:
1 January 2024

QUALIFICATION(S):
- Master of Mechanical Engineering, University of Cambridge, United Kingdom
- MA in Engineering, University of Cambridge, United Kingdom

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum Group in December 2017 as the COO of SEA Hibiscus and appointed CEO in March 2021, prior to assuming current role in January 2024.
- Has over 24 years' work experience in the oil and gas industry.
- Joined ExxonMobil Exploration & Production Malaysia Inc in 2001 in the Development Projects Department as a Mechanical Engineer and subsequently transitioned through various technical and leadership roles, including assignments in Reservoir Engineering, Production Planning, Operations and Integrity Management.
- Previously worked at Newfield Malaysia (later acquired by Sapura Energy) initially as Business Planning Manager, subsequently assuming technical and operations responsibilities for the company's crude oil Production Sharing Contracts as its Oil Assets Manager.

MOHAMMED FARROUKH ABDUL AZIZ

Country Head, Brunei

Malaysian | 53 Age | Male

DATE APPOINTED TO CURRENT DESIGNATION:
1 August 2024

QUALIFICATION(S):
- M.Sc in International Management, King's College London, United Kingdom
- B.Eng (Honours) in Mechanical Engineering, University of Warwick, United Kingdom

WORKING EXPERIENCE:
- Joined SEA Hibiscus in January 2023.
- Over 27 years of experience in the oil and gas industry in general management, strategic planning, asset management, development and production operations, financial performance management, risk mitigation and HSSE management, procurement and stakeholder management.
- Previously worked in ExxonMobil, PETRONAS Carigali, Murphy Oil and SapuraOMV Malaysia.
- Recent roles in Hibiscus Petroleum were as the COO for SEA Hibiscus where he was managing and supporting business activities in exploration, development and production operations of the North Sabah fields and as the Head of Contracts & Procurement for Hibiscus Malaysia managing all contracting activities for Malaysia operations.

LIM KOCK HOOI

Group General Counsel

Malaysian | 68 Age | Male

DATE APPOINTED TO CURRENT DESIGNATION:
7 March 2017

QUALIFICATION(S):
- LLB (Honours), University of London, United Kingdom
- B.Sc (Honours) in Applied Geology, University of Malaya, Malaysia
- Fellow of the Chartered Institute of Arbitrators, United Kingdom

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum in October 2014.
- A petroleum geologist for nine years prior to retraining as a lawyer. Over 35 years of experience in oil and gas law practice, with 16 years as an external legal counsel and 19 years as an in-house legal counsel in a senior leadership team role.
- Member of the management team of Caelus Energy Asia, as the Senior Vice President for Legal for the Asia-Pacific region prior to joining Hibiscus Petroleum.

Leadership Team, Management Team and Technical Experts (continued)

Leadership Team (As at 1 October 2025)

STEWART WAYNE MCMICKLE

Vice President, New Ventures

American | 59 Age | Male

DATE APPOINTED TO CURRENT DESIGNATION:
1 June 2023

QUALIFICATION(S):
- MBA (Finance), Tulane University, United States of America
- B.Sc in Mechanical Engineering, Louisiana Tech University, United States of America

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum in March 2023.
- Over 34 years' experience in the oil and gas industry involving upstream business analysis, LNG and gas marketing, business development and acquisition/divestment of oil and gas properties. Early career spent in project engineering and maintenance engineering assignments in oil refineries.
- Worked in diverse roles including Marketing Manager for RasGas in Qatar, Divestment Manager accountable for sale of late life producing properties onshore US and offshore Gulf of Mexico, Middle East Business Development Executive focused on UAE, Iraq and Oman and Project Executive for international divestment campaigns.
- Previously worked in Chevron, Mobil and ExxonMobil.

SYARIFAH ALIZA SYED AZAUDDIN

Vice President, Corporate Governance and Sustainability Reporting

Malaysian | 50 Age | Female

DATE APPOINTED TO CURRENT DESIGNATION:
1 August 2024

QUALIFICATION(S):
- MBA, International Islamic University, Malaysia
- B.A (Honours) in Accountancy and Finance, Lancaster University, United Kingdom

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum in September 2011. Initially held the position of Senior General Manager, Corporate Finance, Secretarial and Regulatory Compliance. Currently, she is Vice President, Corporate Governance and Sustainability Reporting.
- Has over 29 years of experience in various areas of corporate finance, corporate governance, corporate sustainability, sustainability reporting, corporate strategy including Environmental, Social and Governance (ESG), private equity, asset management, audit, risk, investor relations and general management encompassing production of Annual Report.
- Recognised the importance of sustainability early on and in 2017, mobilised the Hibiscus Petroleum team to embrace the practical changes needed which has resulted in several recognitions for ESG performance obtained for the Company.
- Previously the Deputy Head, Alternative Investment Group at KFH Asset Management Sdn Bhd, a subsidiary of Kuwait Finance House (Malaysia) Berhad (KFHMB) and also worked with the International Business Team of KFHMB.
- Prior to that, she served at Artisan Encipta (M) Sdn Bhd (the venture capital arm of MIMOS Berhad).
- Career commenced in the Renong Berhad Group of companies, where she was instrumental in the Commercial & Marketing Department's efforts in its transportation unit, after having an initial stint in internal audit.

NOOR ASHIAH YANG

Vice President, Group Human Capital

Malaysian | 57 Age | Female

DATE APPOINTED TO CURRENT DESIGNATION:
1 February 2023

QUALIFICATION(S):
- B.A in Economics (Honours), Laurentienne University, Sudbury, Canada

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum in February 2023.
- Over 27 years' experience in various areas of human capital namely organisational development, talent management, reward and compensation, employee engagement/industrial relations, corporate governance and ESG.
- Previously worked at Velesto Energy Berhad as Vice President of Human Resources and headed human capital functions for various oil and gas and energy companies including Bumi Armada, SapuraCrest, Petra Energy, Dialog, Eden Group and Renong Group.

DR AMBROSE GERARD CORRAY

Vice President, InfoTech and Digitalisation

Malaysian | 68 Age | Male

DATE APPOINTED TO CURRENT DESIGNATION:
1 August 2023

QUALIFICATION(S):
- Doctorate in Business Administration (DBA), Southern Cross University, Australia
- MBA, Southern Cross University, Australia
- B.Sc (Honours) in Mechanical Engineering, King's College London, United Kingdom

WORKING EXPERIENCE:
- Leader of InfoTech and Digitalisation for Hibiscus Group. Developed and deploying Hibiscus Malaysia digital transformation roadmap.
- Accountable for InfoTech infrastructure, cybersecurity, enterprise resource planning (ERP) domains and ensuring the confidentiality, availability and integrity of information assets.
- Held several leadership roles in Hibiscus Petroleum since 2018 including Integration Manager for North Sabah acquisition from Shell and management roles in Human Capital, Corporate Services, Business Development and InfoTech and Digitalisation functions.
- 42 years of oil and gas industry global experience. Previously worked in leadership roles with Schlumberger, GE Oil & Gas; and in oil companies as Vice President, E&P/COO at Interlink Petroleum (BSE-listed) and CEO of Loyz Energy (Singapore, Catalist-listed); Director, Loyz Australia. Led USA drilling activities in Colorado and North Dakota as Joint Venture leader of US, Singapore and European exploration companies.
- Domain experience in various oilfield disciplines including exploration, well construction design, well intervention and production enhancement.
- Managed Schlumberger digital businesses (Omnes, Network Solutions and Sema) for Southeast Asia/Australia providing services in the telecommunications, oil and gas and banking sectors.
- Started career as field engineer progressing to senior management and director roles, over a 20-year span with SLB. Experience in all Europe, Middle East, North Africa and Asia Pacific. Subsequent role as Regional Manager (Asia Pacific with General Electric, GE).
- Founded Petrosearch Pte Ltd, a Singapore-based company providing consulting, human capital, training, digital and other services to the oil and gas businesses.
- University academic supervisor to Doctoral researchers in the oil and gas and management sectors with doctoral researchers from Australia, UAE and Malaysia.

LILY LING LEONG SHUANG

Vice President, Corporate Development

Malaysian | 42 Age | Female

DATE APPOINTED TO CURRENT DESIGNATION:
1 May 2023

QUALIFICATION(S):
- Fellow Member of the Association of Chartered Certified Accountants, United Kingdom
- B.A (Honours) in Accounting, University of Hertfordshire, United Kingdom

WORKING EXPERIENCE:
- Joined Hibiscus Petroleum in January 2020.
- Has 22 years of diversified experience in investment banking, corporate finance, investor relations, corporate strategy, media relations, corporate communications, advisory and investment consulting, corporate social responsibility, finance and audit.
- Was with Sapura Energy Berhad prior to joining Hibiscus Petroleum, working on corporate finance and investor relations and led the RM4 billion rights issue exercise in 2019.
- Previously a Director of Corporate Finance at CIMB Investment Bank, involved in the structuring, planning and execution of corporate finance transactions for eight years, covering M&A, debt and equity capital markets, including two major initial public offerings with combined transaction value of RM19.1 billion.
- Career commenced at Ernst & Young, leading the audit of companies in various industries.

Declarations:

1. **Family Relationship with Director and/or Major Shareholder**
   None of the Leadership Team has any family relationship with any Director and/or major shareholder of Hibiscus Petroleum.

2. **Conflict of Interest**
   None of the Leadership Team has any conflict of interest or potential conflict of interest with Hibiscus Petroleum or its subsidiaries during the financial year ended 30 June 2025 (FY2025) which is material pursuant to the Main Market Listing Requirements and Companies Act 2016.

3. **Conviction of Offences**
   None of the Leadership Team has been convicted for offences within the past 5 years other than traffic offences, if any.

4. **Public Sanction/Penalty**
   None of the Leadership Team has any public sanction or penalty imposed on them by any regulatory body* during FY2025.

5. **Directorship in Public Companies and Listed Issuers**
   None of the Leadership Team has any directorship in other public companies or listed issuers.

Note:

* Regulatory body refers to any regulator that regulates Hibiscus Petroleum or its subsidiaries or any authority or organisation which regulates the business activity of Hibiscus Petroleum or its subsidiaries. This includes Bursa Malaysia Securities Berhad, the Securities Commission Malaysia, Bank Negara Malaysia, the Companies Commission of Malaysia, the Employees Provident Fund, the Inland Revenue Board, the Department of Environment and the local municipal councils, amongst others.

Leadership Team, Management Team and Technical Experts (continued)

Corporate Management Team (As at 1 October 2025)

1 **Lim Lung Fui, Jack**
Group Internal Auditor

2 **Vivian Phang Mun Yee**
Senior General Manager, Human Capital

3 **Kumari Meera Surin Derpall**
Senior General Manager, Contracts and Procurement

4 **Toh Mi Chele**
Assistant General Counsel

5 **Liew Shau Teng**
Group Financial Controller

6 **Poh Phei Ling**
Deputy General Manager, Corporate Secretarial

7 **Doreen Hong Swee Leng**
Senior Manager, Corporate Finance

8 **Ho Wei Han, Shaun**
Senior Manager, Corporate Finance

9 **Julian Goh Hong Jun**
Senior Manager, Corporate Finance

10 **Chong Yew Por**
Senior Manager, New Ventures

11 **Chan Sine Yee**
Senior Manager, Finance

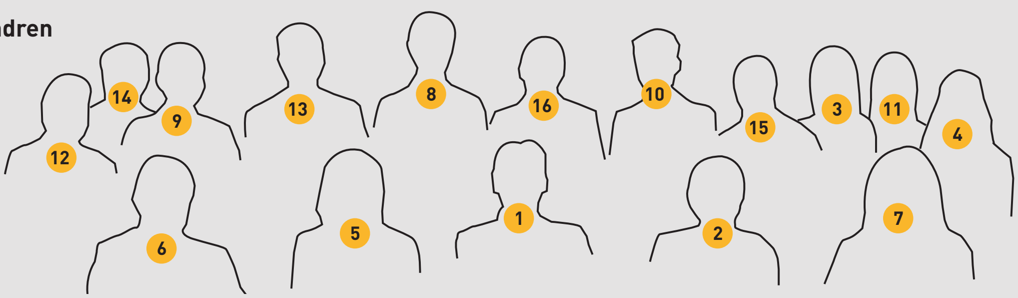
12 **Ee Soon Phang**
Senior Manager, Finance

13 **Loh Wai Mun, Calbert**
Senior Manager, Group Treasury

14 **Sheng Kian Kong, Joel**
Information Techology Manager and System Administrator

15 **Chetan Sooryanarayan Udupa**
Operations Solution Architect, InfoTech and Digitalisation

16 **Shiva Kumar Maheendren**
Cost Controller



Leadership Team, Management Team and Technical Experts (continued)

Hibiscus Malaysia - Senior Management Team (As at 1 October 2025)

1 **Dr Pascal Josephus Petronella Hos**
Country Head, Malaysia and Vietnam

2 **Michael Anthony Fox**
Head, Operated Asset - Peninsular

3 **Edmund Ang**
Head, Operated Asset - Sabah

4 **Mohammad Hatta Rizal Mansor**
Acting Head, HSSE Malaysia

5 **Devarajan Indran**
Head, Technical Services

6 **Suresh Vasudevan**
Head, Planning and Commercial

7 **Risnawati Yassin**
Head, Contract and Procurement

8 **Vincent Jacob Lee Nam Sang**
Head, Finance

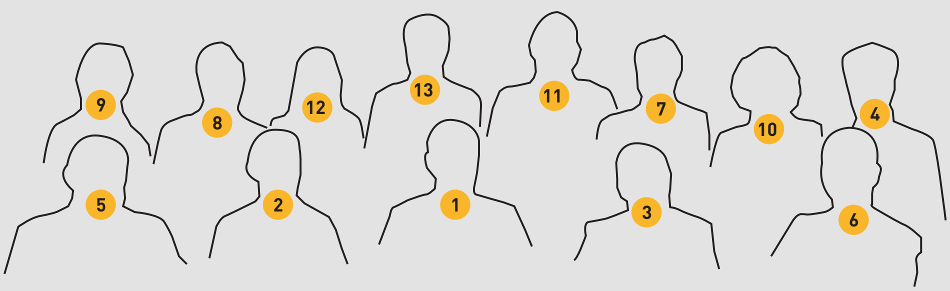
9 **Nurzalina Jamaluddin**
Head, Decarbonisation

10 **Bhavani Manickam**
Head, Legal

11 **Thevindran Thevaraj**
Head, Infotech

12 **Kalavathy Mahintheran**
Head, Human Capital

13 **Wan Amri Wan Ahmad**
Head, Large Capital Projects



Leadership Team, Management Team and Technical Experts (continued)

Hibiscus Brunei Team (As at 1 October 2025)

1 **Lai Wai Peng**
Vice President,
International Assets Oversight

2 **Mohammed Farroukh Abdul Aziz**
Country Head, Brunei

3 **Ir Dr Ngiam Shi Song**
Technical Manager

4 **Harina Ramlee**
Corporate Services
and Ethics Manager

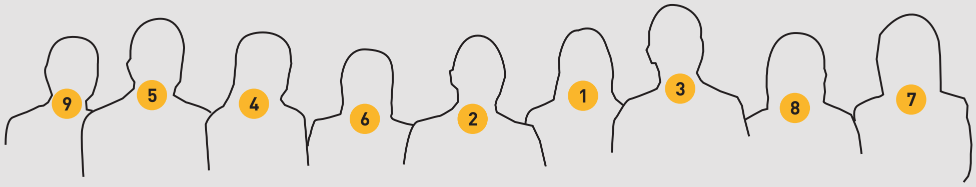
5 **Mohamad Seruddin Salleh**
Exploration Manager

6 **Norashikin Mohamed**
Finance and Compliance Manager

7 **Ho Kae Shin**
Commercial and Business
Development Manager

8 **Hjh Salawati Kassim**
Health, Safety and Environment
Manager

9 **Firdaus Gou Abdullah, Patrick**
Head, Subsurface



Leadership Team, Management Team and Technical Experts (continued)

Production/Development Projects - Anasuria Cluster and Greater Marigold Area Development Team (As at 1 October 2025)

1 **Lai Wai Peng**
Vice President,
International Assets Oversight

2 **Thomas Wylie Reeve**
UK General Manager

3 **Kumari Meera Surin Derpall**
Senior General Manager,
Contracts and Procurement

4 **Tioe Hak Jing, Eric**
Development Manager

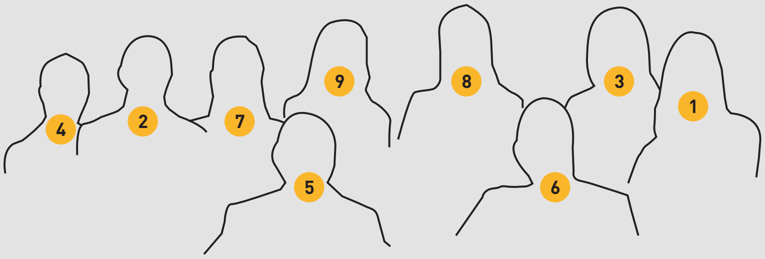
5 **Firdaus Gou Abdullah, Patrick**
Head, Subsurface

6 **Mohd Fadzil Harun**
Senior Reservoir Engineer

7 **Chan Sine Yee**
Senior Manager, Finance

8 **Golokavasini Ravi Pillai**
Manager,
Commercial and Economics

9 **Yee Shen Yann**
Asset Coordinator



CORPORATE GOVERNANCE OVERVIEW STATEMENT

At Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company), our Board of Directors (Board) is entrusted with the responsibility of safeguarding the resources of the Company and its subsidiaries (Group) in the best interests of its shareholders. This involves exercising due diligence and reasonable care in its oversight of the Group. In alignment with our Hibiscus 3.0 growth phase (2025 onwards), our Board is committed to steering the Group towards our 2030 Mission targets of achieving daily production of 70,000 barrels of oil equivalent per day (boe/day), 2P reserves (Proved plus Probable reserves) of 150 million barrels of oil equivalent (MMboe) and advancing energy transition initiatives.

This Statement provides a concise summary of how our Group has implemented the principles and practices of Corporate Governance (CG) outlined in the Malaysian Code on Corporate Governance 2021 (MCCG).

We have achieved this through the application of the following three key MCCG principles and practices:

(i) *Board Leadership and Effectiveness*: Strong emphasis is placed on the ability of our Board to discharge its fiduciary duties and leadership functions with good governance and efficacy. The Company supports this fundamental role of the Board by providing the necessary tools including relevant training to ensure that our Directors are aided, as necessary, to provide strategic direction to the Group and incorporate sustainability considerations in their decision-making.

(ii) *Effective Audit and Risk Management*: We prioritise the implementation of robust internal controls and risk management practices within our organisation to facilitate the identification, assessment and management of risks effectively. In doing so, we believe the Group's assets are better protected to safeguard our shareholders' interests.

(iii) *Integrity in Corporate Reporting and Meaningful Relationship with Stakeholders*: We maintain a high level of integrity in our corporate reporting processes. We strive to provide accurate and timely information to our stakeholders, to maintain their trust and confidence in the Group's Leadership Team. Furthermore, we prioritise forging meaningful relationships with our stakeholders, and as far as practicable, we consider their perspectives and concerns in deciding a course of action.

By adhering to these three key principles and practices, we demonstrate our commitment to upholding strong CG standards at Hibiscus Petroleum.

In the June 2025 review, Hibiscus Petroleum retained its place on the FTSE4Good Bursa Malaysia (F4GBM) Index, a recognition we have held since December 2020 of our Environmental, Social and Governance (ESG) performance. We also remain listed on the F4GBM Shariah Index. These results reaffirm our sustained commitment to responsible and ethical practices across all aspects of our operations. We continue to maintain the Green Lane Policy (GLP) status granted by Bursa Malaysia Securities Berhad (Bursa Securities) in December 2019. The GLP status confers certain privileges, including the ability to issue 'non-complex' circulars without prior vetting by Bursa Securities and expedited processing for 'complex' circulars not covered by exemptions. This facilitates more efficient stakeholder engagement and reinforces our alignment with regulatory requirements.

This Statement is prepared in compliance with Bursa Securities' Main Market Listing Requirements (MMLR)[1]. It is intended to be read alongside Hibiscus Petroleum's CG Report 2025 (CG Report), which can be accessed on our corporate website at https://www.hibiscuspetroleum.com. The CG Report provides comprehensive information on how the Company has implemented the recommendations of the MCCG during the financial year ended 30 June 2025 (FY2025). It includes details of any alternative measures taken to achieve the desired outcomes as prescribed by the MCCG.

We encourage stakeholders to access comprehensive information about our governance practices and performance by referring to the following reports:

(1) Statement on Risk Management and Internal Control, found on pages 230 to 237 of this Annual Report 2024/2025.

(2) Reports from the following Board Committees:
  (i) Audit and Risk Management Committee (ARMC) on pages 226 to 229 of this Annual Report 2024/2025;
  (ii) Nominating Committee (NC) on pages 217 to 221 of this Annual Report 2024/2025; and
  (iii) Remuneration Committee (RC) on pages 222 to 225 of this Annual Report 2024/2025.

(3) Sustainability Report, pages 102 to 216 of this Annual Report 2024/2025.

These documents, collectively referred to as the 'Reports', provide further insights into Hibiscus Petroleum's governance and sustainability initiatives.

Explanations for Departures from the MCCG Practices

Our Company upholds the principles outlined in the MCCG to maintain high standards of CG. While we largely adhere to the recommended practices, we have made justified departures in two specific areas which we believe serve the best interests of the Company and its stakeholders.

(i) Practice 1.4: Chairman's Participation in Board Committees

The MCCG recommends that the Chairman of the Board should not be a member of, nor attend, any of the Board Committees to ensure independence and impartiality in decision-making. However, we depart from this practice by allowing the Chair of the Board to sit in all Board Committee meetings by invitation.

We believe that our Chair's extensive experience, deep understanding of our Company's strategic direction and valuable insights significantly enhance the effectiveness of our Board Committees. The Chair's participation is limited to hearing deliberations to understand the rationale behind recommendations, without having the same points repeated at Board meetings. This approach facilitates more efficient Board discussions, without compromising the independence and objectivity of Committee recommendations.

(ii) Practice 8.2: Non-Disclosure of Top 5 Senior Management's Remuneration Components

The MCCG encourages disclosure of the top 5 Senior Management's remuneration components, including salary, bonus, benefits in-kind, and other emoluments, within specified salary bands of RM50,000. However, we choose not to disclose this information on a named basis due to strategic considerations aimed at maintaining a competitive edge in attracting and retaining top talent.

Additionally, we prioritise the personal security and privacy of our Senior Management personnel. Public disclosure of specific compensation details could potentially expose them to security risks and breaches of privacy.

Despite not disclosing individual figures, our compensation structure remains robust, transparent, competitive and aligned with industry standards. Governance processes ensure that remuneration decisions uphold fairness and accountability.

In both instances, our decisions reflect careful consideration of what best serves our Company and stakeholders. We remain committed to transparency and accountability, reinforcing our dedication to responsible CG practices through these disclosures.

This Statement, together with our CG Report and the aforementioned Reports, reaffirms our commitment to responsible business practices.

Note:

[1] Compliance with Paragraphs 15.08A(3) and 15.25 as well as Practice Note 9 of the MMLR on the preparation of the NC Report and disclosure of CG related information.

Corporate Governance Overview Statement (continued)

PRINCIPLE A: BOARD LEADERSHIP AND EFFECTIVENESS

(I) BOARD LEADERSHIP AND COMPANY PURPOSE

Our Board is committed to enhancing the Group's performance and sustainable value, ensuring transparency and accountability to our stakeholders. We achieve this by meticulously aligning our strategic plans and budgets to foster long-term value creation, incorporating economic, environmental and social considerations essential for sustainability. The Board defines clear targets, objectives, values and strategies, allocating resources effectively to prioritise our strategic initiatives.

Throughout FY2025, our Group has navigated challenges including the fluctuations in oil prices influenced by geopolitical tensions and heightened regulatory scrutiny on emissions. We have also integrated operations within our Malaysia and Vietnam business units to maintain progress and success in a dynamic global landscape. Our focus on business agility and the welfare of our people has been instrumental in sustaining growth, refining operational practices and consistently delivering value to our stakeholders.

Our CG Framework

Our commitment to good governance is fundamental to our operations. At Hibiscus Petroleum, we have established a robust CG framework and adhere strictly to a defined set of values. This framework ensures compliance with all applicable laws and regulations while mitigating risks and fostering ethical behaviour throughout our organisation. We are dedicated to upholding high standards of business integrity, ethics and professionalism.

Central to our corporate culture are our core values: Tenaciousness, Environmentally Responsible, a People Focused approach, Agility and Trustworthiness (TEPAT). These values guide every decision and action we take, exemplified first by our Board. They embody these principles, setting a standard for ethical leadership and responsible corporate citizenship within our industry.

TENACIOUS
Hibiscus succeeds because our people take ownership and are relentless in pursuit of our goals.

ENVIRONMENTALLY RESPONSIBLE
Our decision-making and actions shall safeguard the environment as far as reasonably practicable.

PEOPLE FOCUSED
We can only succeed when everyone works as one, with common objectives in a safe, secure and respectful work environment.

AGILE
Our uniqueness lies in our readiness to act and our ability to be flexible, balanced and adaptive to change.

TRUSTWORTHY
We believe that trust and integrity are fundamental prerequisites to being a respected and valuable company.

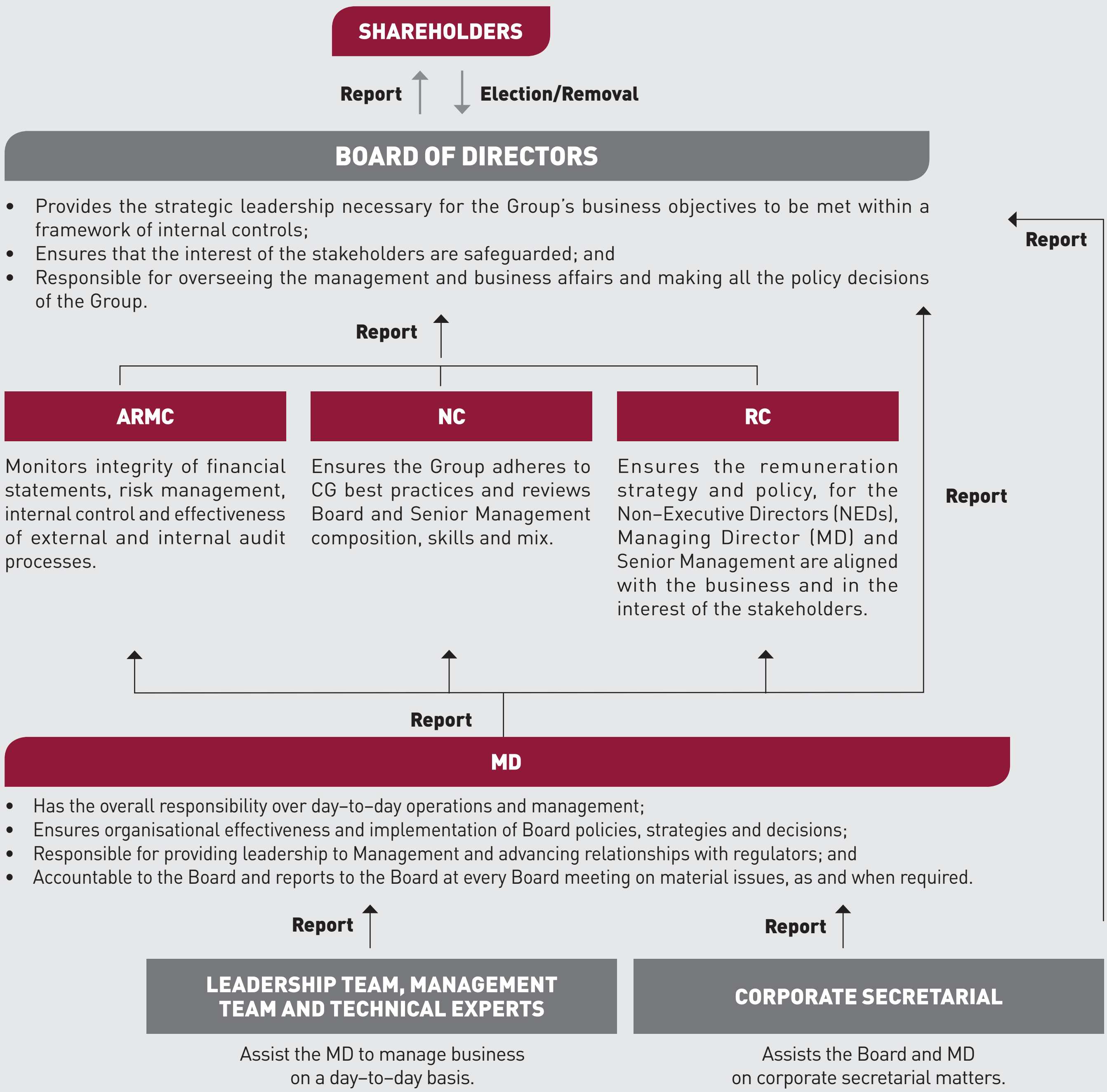
Our Board operates within a well-defined governance framework that includes established procedures, clear lines of responsibility and delegated authorities. This framework ensures the effective implementation of the approved strategy and the assessment and mitigation of key risks.

Within this governance framework, our Board exercises its oversight function, ensuring that the approved strategy is executed efficiently and that risks are identified, evaluated and effectively managed. The procedures and lines of responsibility within the framework provide clarity and guidance to the Management Team and employees, facilitating the smooth implementation of strategic initiatives. By maintaining a strong governance framework, our Board demonstrates its commitment to accountability, transparency and the pursuit of sustainable value creation for the Group.

Furthermore, our Board values engagement with the Group's stakeholders and ensures that there are sufficient channels for stakeholder input in order for their perspectives to be taken into consideration during decision-making processes. This commitment to stakeholder engagement fosters a more inclusive approach and facilitates informed decisions that align closer with the interests and expectations of various stakeholders.

Our CG structure is as depicted below:

CG STRUCTURE



Corporate Governance Overview Statement (continued)

Division of Responsibilities

The roles and responsibilities within our Board are clearly outlined to ensure effective leadership and governance. The Chair leads the Board, ensuring its proper effectiveness. The MD oversees the Group's operations, implements strategic initiatives and works closely with both the Board and the Leadership Team to drive business performance.

To ensure independent oversight, the Senior Independent Director is selected from among the NEDs. This individual acts as an alternative contact for stakeholders and provides additional support to the Chair. The Senior Independent Director is chosen based on their independence and integrity.

The Board delegates authority to the MD through a *Limits of Authority (LOA)* framework, which establishes clear decision-making responsibilities across the Group. This enables the MD to delegate authority to Senior Management, ensuring operational efficiency while aligning with the Group's objectives.

In May 2025, the Board approved a single *LOA* for Hibiscus Malaysia. Hibiscus Malaysia is the collective name for the Group which oversees upstream oil and gas operations in Malaysia and its surrounding region. This unified *LOA* replaces the previous separate individual company *LOAs*, thus improving consistency, governance and operational efficiency. It sets out standardised decision-making processes and authority thresholds for entities such as Peninsula Hibiscus Sdn Bhd and its subsidiaries, Fortuna International Petroleum Corporation, Hibiscus Oil & Gas Malaysia Limited, Hibiscus Oil & Gas Malaysia (PM3) Limited and Talisman Vietnam Limited. It also prescribes uniformed frameworks for SEA Hibiscus Sdn Bhd, Straits Hibiscus Sdn Bhd and Malaya Hibiscus Sdn Bhd within Hibiscus Malaysia's purview.

In August 2025, a revised *LOA* was approved for Anasuria Hibiscus UK Limited (Anasuria Hibiscus), covering development projects. This *LOA* supersedes the previous Marigold-Sunflower and Mid-Sized Assets *LOAs*, thereby consolidating authority limits into a single framework. The revision provides clearer governance with Hibiscus Petroleum's Board approvals and outlines improved delegations of procurement and financial decision-making within Anasuria Hibiscus projects.

The Group's *LOAs* are reviewed and updated regularly to ensure continued relevance and alignment with evolving business needs. Recent updates include:

- Corporate *LOA* revisions to further strengthen governance and accountability in April 2025.
- Joint operating entities, such as Anasuria Operating Company Limited (AOCL), continue to operate under tailored *LOA* framework suited to the joint venture arrangement, enabling effective collaboration and decision-making among partners.

In line with this approach, all key subsidiaries and projects, including Hibiscus EP (Brunei) B.V., Anasuria Hibiscus, Hibiscus Integrated Production Services Sdn Bhd, Helios Hibiscus Sdn Bhd, Carnarvon Hibiscus Pty Ltd and AOCL, adhere to the *LOA* frameworks customised to meet the specific operational, legal and regulatory requirements of their respective jurisdictions.

The following policies were updated in May 2025 (save for the *Whistle Blower Policy* which was refined in November 2024) to align with the MCCG and the MMLR of Bursa Securities, and reflect the Group's ongoing commitment to transparent, ethical and robust governance standards:

- *Code of Conduct and Ethics (Code)*
- *Anti-Corruption and Anti-Bribery Policy (ACAB)*
- *Anti-Modern Slavery Policy*
- *Dividend Policy*
- *Sustainability Policy*
- *Diversity Policy*
- *Corporate Disclosure Policies and Procedures*
- *ARMC Terms of Reference (TOR)*
- *NC TOR*
- *Directors' Assessment Policy*
- *Independent Directors' Self-Assessment Checklist*
- *RC TOR*
- *Whistle Blower Policy*

Strategic Planning and Implementation

As part of our strategic planning and implementation, our Board conducted a review of the matters reserved for its decision-making and examined the criteria outlined in the MMLR and the MCCG to gauge whether additional self-regulation measures should be employed to complement market regulation.

To ensure effective governance, the Board has delegated specific responsibilities to three Board Committees: the ARMC, the NC and the RC. The Board is confident that these committees have adequate resources and time to carry out their duties effectively. The *TOR* for each committee undergoes periodic review, revision and approval by the Board. The Chairs of each committee regularly report on their activities to the Board, with detailed *TORs* accessible on our corporate website.

The powers of the Board are governed by our Company's *Constitution*, which outlines the decision-making processes of the Board and the rights of shareholders to attend and vote at general meetings. Directors have access to our Management Team and as necessary, are able to seek advice from independent advisors to discharge their responsibilities.

Board Administration

Our Board is supported by two company secretaries who are responsible for providing essential policies, processes, information and resources to ensure the effective and efficient functioning of the Board. They oversee compliance with all Board procedures and offer advisory support to Directors as needed, serving as secretaries to the ARMC, NC and RC. This includes maintaining direct communication with the Chairs of these committees to facilitate seamless operations between the Board and Management.

Discharging Board Responsibilities

Throughout FY2025, the Board held 12 scheduled meetings, including one dedicated to a comprehensive review of the Group's long-term business strategy. Aligned with the 2025 Business Plan, the Board-approved business initiatives in February 2025 is aimed at strengthening Hibiscus Petroleum as a resilient, responsible and value-driven energy company. These initiatives focused on portfolio enhancement, organisational capability development and regional expansion.

A key milestone was the successful acquisition of TotalEnergies EP (Brunei) B.V. (now renamed as Hibiscus EP (Brunei) B.V. or Hibiscus Brunei) on 14 October 2024, marking the Group's strategic entry into Brunei to increase gas-weighted exposure and diversify our production geographical footprint in Southeast Asia. In April 2025, the Board oversaw the successful execution of a USD100 million syndicated Islamic financing facility through Simpor Hibiscus Sdn Bhd, securing long-term funding to support growth in Brunei. During the same month, two companies within Hibiscus Malaysia signed a Key Principles Agreement with PETRONAS and PetroVietnam Exploration Production Corporation Limited for a 20-year extension of the PM3 Commercial Arrangement Area Production Sharing Contract (PM3 CAA PSC) (effective 1 January 2028), extending operational presence offshore Malaysia and Vietnam.

All Board members participated in the strategic planning conference held in mid-2025. At this conference, held over two days, the proposed transition to the Hibiscus 3.0 phase was discussed. This conference enabled in-depth dialogue between Directors and Senior Management on long-term plans, emerging trends and actionable strategic priorities. Other key initiatives overseen by the Board include advancing the Teal West development in the United Kingdom (UK), securing North Sea licence extensions and progressing assets in Southeast Asia. Notably, the North Sea Transition Authority approved the extension of Licence P198 (Marigold and Sunflower) to June 2028, enabling long-term commitment to UK assets.

The Board remains committed to ESG goals, striving to achieve net zero by 2050 and a 50% reduction in Scopes 1 and 2 emissions by 2030 (against FY2020 levels). Decarbonisation efforts include transitioning to renewable power sources, upgrading hydrocarbon recovery technology, reusing decommissioned infrastructure, reducing flaring and exploring carbon storage options. Hibiscus Petroleum maintains its Shariah-compliant status as reaffirmed in May 2025 and continues to be included in the F4GBM and F4GBM Shariah Indices, highlighting sustained ESG efforts.

With the launch of Hibiscus 3.0, the Company is pursuing earnings stability and sustainability objectives in addition to its current core cashflow-generating businesses. This strategic direction supports Hibiscus Petroleum's position as a responsible energy company with clear targets for the next five years.

Dividends

For FY2025, the Board declared five interim single-tier dividends totalling 8.5 sen per ordinary share. This payout represents a dividend yield of approximately 5.5%, based on the closing share price of RM1.55 as of 1 October 2025. These dividends exceed the Group's minimum FY2025 dividend guidance of 8.0 sen per ordinary share and are within the overall guidance range of 8.0 sen to 10.0 sen per ordinary share, assuming average Brent crude prices above USD70 and USD80 per barrel, respectively.

Final Dividend Recommendation

In line with the Group's commitment to delivering sustainable shareholder returns, the Board has recommended a final single-tier dividend of 0.5 sen per ordinary share for FY2025. The proposed final dividend is subject to the Company's shareholders' approval at the forthcoming Annual General Meeting (AGM) in December 2025.

If approved, this would bring the total dividends for FY2025 to 9.0 sen per ordinary share.

Ongoing Board Oversight

Throughout the year, the Board provided oversight on operational streamlining, efficiency optimisation and capital discipline, ensuring asset development projects remained on schedule and within budget. The Board also guided Management in implementing high-value opportunities across existing licences and in evaluating new acquisitions for strategic fit and value creation.

In support of the Group's 2030 Mission, the Board endorsed key growth and optimisation initiatives, including the strategic acquisition of Hibiscus Brunei in October 2024 and the 20-year extension of the PM3 CAA PSC, effective 1 January 2028. In the UK, the Board supported initiatives to enhance recovery at the Anasuria Cluster and progressing the Greater Marigold Area Development project.

The Board continued to support the Group's commitment to sustainability by advancing emissions reduction initiatives and exploring carbon capture and storage (CCS) opportunities, in line with the Group's target of Net Zero by 2050.

Hibiscus Petroleum has scheduled a '*Hibiscus Safety Day 2025*' across its Malaysia and Brunei operations on 30 October 2025. The event shall involve the Board, Senior Leadership and staff, reinforcing Group's commitment to fostering a strong safety culture and engaging employees in proactive Health, Safety, Security and Environment (HSSE) initiatives across all asset locations.

To support consistent performance management, the Board approved Group-wide key performance indicators (KPIs) that guide business performance reviews across all organisational levels.

Corporate Governance Overview Statement (continued)

Board and Board Committee Meetings and Attendance

During FY2025, the Directors showed exceptional commitment with the majority maintaining perfect attendance at both our Board and Board Committee meetings, actively participating in deliberations on presented agendas.

The attendance of Directors at Board and Board Committee meetings for FY2025 is summarised below:

Director	Board	ARMC	NC	RC
Zainul Rahim bin Mohd Zain	100% (12/12)	n/a	n/a	n/a
YBhg Dato' Dr Kenneth Gerard Pereira	100% (12/12)	n/a	n/a	n/a
YBhg Dato' Sri Roushan Arumugam	91.67% (11/12)	88.89% (8/9)	83.33% (5/6)	80% (4/5)
Thomas Michael Taylor	100% (12/12)	100% (9/9)	100% (6/6)	100% (5/5)
YBhg Dato' Dr Zaha Rina Zahari	100% (12/12)	100% (9/9)	100% (6/6)	n/a
Emeliana Dallan Rice-Oxley	100% (12/12)	n/a	100% (6/6)	100% (5/5)
Zaidah binti Ibrahim	100% (12/12)	n/a	100% (6/6)	100% (5/5)

Notes:
n/a Denotes 'not applicable' as the Director is not a member of the Board Committee (as applicable) during FY2025.
% The figures represent the percentage of meeting attendance for each Director at the respective meetings held during FY2025.

The Directors' dedication to fulfilling their responsibilities are integral to maintaining effective governance and oversight, reflecting their commitment to upholding the highest standards of corporate ethics and responsibility.

Promoting Good Business Conduct

Hibiscus Petroleum maintains stringent ethical standards through our updated *Code*, revised in May 2025, to enhance *Conflict of Interest (COI)* disclosures as per the amended MMLR. This ensures transparent and diligent management of any arising conflict, preserving the impartiality of our decision-making processes.

We uphold a zero-tolerance stance on corruption with our *ACAB Policy*, reinforced through regular training sessions that cover the latest corporate liability provisions under Section 17A of the Malaysian Anti-Corruption Commission Act 2009 (amended 2018). Annual refresher ACAB training sessions were conducted on 20 November 2024 and 14 May 2025 with assessment quizzes achieving a 99.53% compliance rate as at 31 August 2025.

Ethical standards are evident in our contracts with contractors, joint venture partners and stakeholders, affirming our commitment to integrity. Hibiscus Petroleum maintains a *Whistle Blower Policy*, updated in November 2024, enabling employees and stakeholders to confidentially report any improper conduct or known organisational practice(s)/wrongdoing(s) for investigation by the Group Internal Auditor. An update of any findings is then provided to the ARMC and the Board.

Aligned with global human rights and labour norms, our updated *Anti-Modern Slavery Policy* in May 2025, underscores our pledge to combat modern slavery. This policy can be viewed on our corporate website.

To prevent insider trading, our Directors and employees, including Principal Officers, are reminded of their obligation to refrain from trading in Hibiscus Petroleum's securities when in possession of price-sensitive information, governed by our robust *Policy with Regard to Insider Trading*. The refresher training was conducted by our Legal Department in May 2025.

In maintaining the highest standards of Directorship, Hibiscus Petroleum adheres to a *Fit and Proper Policy for the Appointment and Re-election of Directors*, ensuring appointees demonstrate the requisite qualities, integrity, competence and dedication to effectively fulfil their roles.

Driving Sustainability through Strategic Partnerships

At Hibiscus Petroleum, sustainability is central to our vision for a resilient future. We are committed to integrating partnership strategies and fostering trusted long-term relationships to meet global energy demands responsibly. Our commitment extends beyond compliance to encompass safe, efficient and socially and environmentally responsible practices.

A key focus of our strategy is building strong relationships in the countries where we operate, namely Malaysia, Vietnam, Brunei, the UK and Australia. We actively engage local stakeholders to align our operations with national development priorities, promote economic growth and create opportunities for local businesses and investments. We also support the enhancement of local skills and capabilities, contributing to community development and empowerment.

Our sustainability framework is integrated into our CG standards and practices. Guided by our Directors and the Business Sustainability Management Committee, we ensure that sustainability considerations are embedded throughout our operations. This approach aligns with global frameworks such as the United Nations' Sustainable Development Goals (SDGs), addressing challenges including climate change, environmental stewardship and social equity.

Transparency and open communication are fundamental to our approach. Our *Sustainability Policy* (updated in May 2025) and *Climate Change Framework* provide clear guidelines for our sustainable practices, underscoring our commitment to positive change. These documents are publicly available on our corporate website, promoting accountability and understanding among stakeholders.

An Integrated Approach to Sustainability

At Hibiscus Petroleum, sustainability is not just a concept but a practical guide for our actions. We continuously innovate to minimise our environmental footprint, enhance social well-being and pursue the creation of long-term value for all stakeholders. By embracing sustainability as an overarching principle, we advance towards a shared future of prosperity and resilience.

Additionally, our *Environment Policy* focuses on optimising energy and resource usage, supported by proactive crisis management and sustainable action plans. Such efforts reflect our dedication to balancing shareholder objectives with environmental stewardship and ethical responsibilities to our broader community.

Board Oversight and Sustainability Reporting

Our Board actively reviews and approves material sustainability matters that impact our business, ensuring robust ESG practices. For detailed insights into our sustainability performance, please refer to our Sustainability Report in this Annual Report 2024/2025.

(II) BOARD COMPOSITION, SUCCESSION AND EVALUATION

Our Board is committed to maintaining a highly skilled and experienced Leadership Team that drives the success of our Group. The NC plays a crucial role in overseeing the appointment and succession planning of Directors and Senior Management. We prioritise diversity and inclusivity, as underscored by our *Diversity Policy* (updated in May 2025) which values individuals from diverse backgrounds, skills and experiences. Board appointments are merit-based, focusing on the potential value each candidate brings to our Group. Our *Fit and Proper Policy for the Appointment and Re-election of Directors* guides our selection process, ensuring we select the most qualified individuals for Board positions.

Hibiscus Petroleum takes pride in its diverse and inclusive Board. Comprising individuals from various age groups, ethnicities and professional fields, including oil and gas, business administration, finance, engineering, accounting, audit and law, our Board leverages diverse perspectives, knowledge and skills to effectively steward and manage the Company.

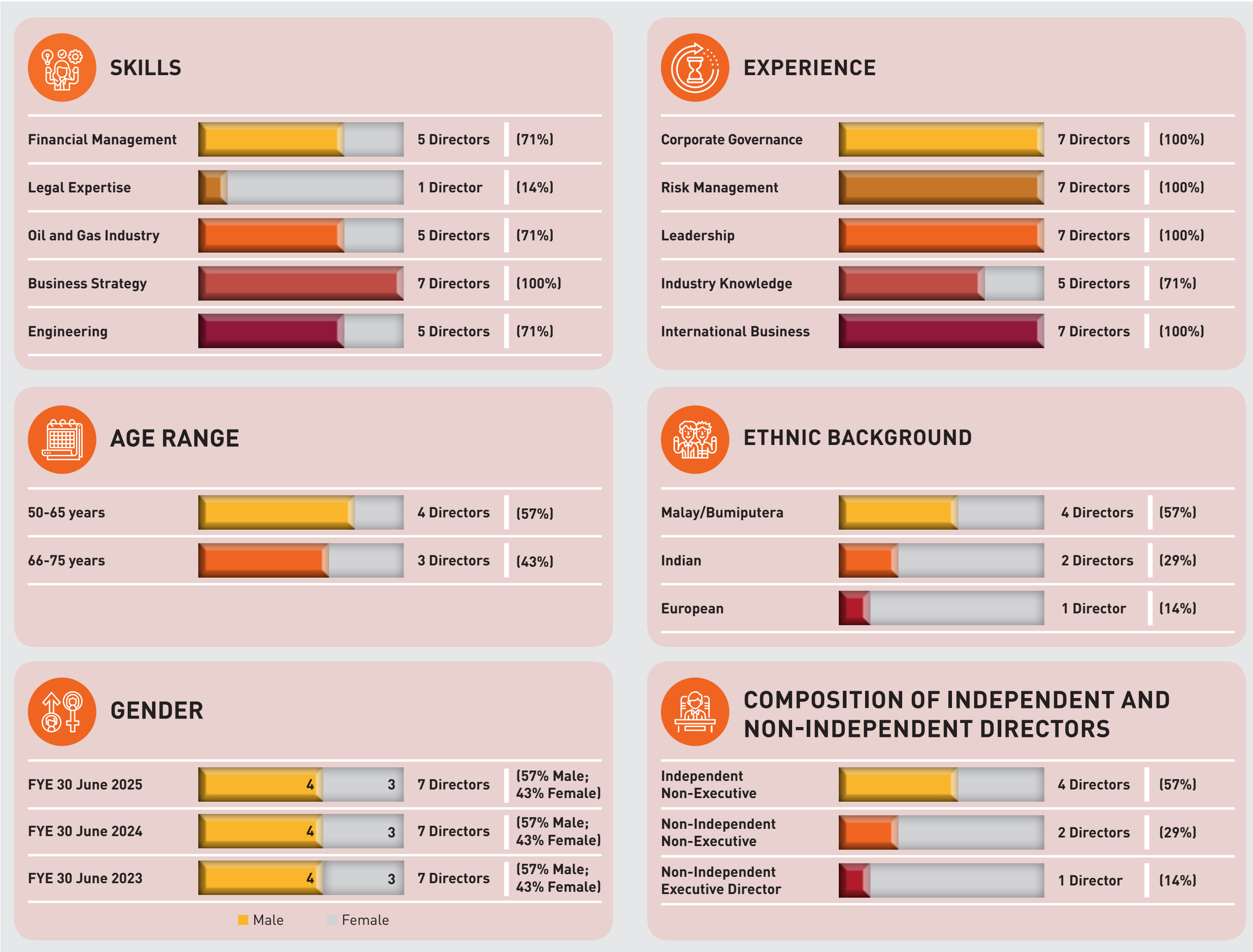
Recognising the inherent value of diversity, our Board believes that embracing different perspectives and experiences fosters a culture of innovation, creativity and critical thinking. This enables us to adapt to stakeholder needs and dynamic business environments, enhancing company performance and providing Hibiscus Petroleum with a competitive advantage. Our inclusive approach ensures that all Board members' voices are heard, respected and valued, fostering open dialogue, collaboration and the consideration of new ideas and solutions which ultimately enhance our Group's overall performance.

In our ongoing commitment to diversity and expertise on the Board, we have achieved a balanced representation, including a 43% presence of female directors. Among our seven directors, four are Independent NEDs (INEDs), comprising 57% of our Board, while the remaining three are Non-Independent Directors, including our Non-Executive Chair. This composition aligns with established governance frameworks, ensuring a diverse and inclusive leadership at Hibiscus Petroleum.

Further information about the backgrounds and qualifications of our Directors, please refer to pages 68 to 75 of our Annual Report 2024/2025.

Corporate Governance Overview Statement (continued)

The charts below provide a visual representation of the diversity and composition within our current Board, showcasing the range of skills, experience, age, ethnicity (cultural background), gender and independence represented:



Strengthening Governance

In accordance with the MCCG, which recommends a tenure limit of nine years for Independent Directors, Mr Thomas Michael Taylor (Mr Taylor) has exceeded his nine-year term on 1 August 2025. Shareholder approval for his continued tenure until the next AGM as an Independent Director was obtained at the AGM held on 27 November 2024.

Similarly, YBhg Dato' Dr Zaha Rina Zahari (YBhg Dato' Dr Zaha Rina) will complete her nine-year tenure on 14 September 2026, following her Board appointment on 15 September 2017.

To enable both Mr Taylor and YBhg Dato' Dr Zaha Rina to continue serving beyond their respective tenure periods as Independent Directors, shareholders' approval will be sought at the upcoming AGM in 2025, accompanied by comprehensive justifications for their continued appointments.

The NC has reviewed the performance of both Mr Taylor and YBhg Dato' Dr Zaha Rina, recommending their continued retention in their respective roles.

(i) Mr Taylor

As Chair of the ARMC, Mr Taylor's extensive experience in the oil and gas industry has been invaluable. His guidance on financial matters, governance practices and strategic insights into acquisitions and operations continues to significantly benefit the Board and Management. Mr Taylor has also useful and significant business relationships in Brunei, a country we have recently entered.

(ii) YBhg Dato' Dr Zaha Rina

YBhg Dato' Dr Zaha Rina, who serves as Chair of the NC and is also a member of the ARMC, brings over 36 years of experience in the financial and securities industries. Her leadership in CG and strategic oversight has been vital in driving the Company's long-term objectives.

The leadership displayed by both Mr Taylor and YBhg Dato' Dr Zaha Rina are instrumental to the Company's ongoing growth and development, and their retention is strongly recommended.

Re-election Recommendations for Directors at the 15th AGM

As part of the agenda for the upcoming 15th AGM, the Board sets out its recommendation concerning the re-election of Directors retiring by rotation. In line with the Company's commitment to good governance, the Board has conducted its annual performance assessment for all Directors, including those subject to retirement by rotation at this AGM.

The NC has reviewed the performance and suitability of the retiring Directors. Following their recommendation, the Board has approved and recommends to shareholders the re-election of Mr Taylor and YBhg Dato' Sri Roushan Arumugam (YBhg Dato' Sri Roushan), both of whom are retiring by rotation and have offered themselves for re-election.

YBhg Dato' Sri Roushan's experience in the investment banking and venture capital industries enables him to provide the Board with a diverse set of experience, expertise, skills and competence. Combined with his years of service with the Company, he understands its business operations and participates actively during deliberations and discussions, including at the NC and the ARMC (as a member), the RC (as the Chair) and at the Board meetings.

The Board is satisfied that both Mr Taylor and YBhg Dato' Sri Roushan continue to meet the required standards of competence, character and integrity. They have also completed the necessary *Fit and Proper* declarations.

They have demonstrated strong commitment to the Group's success and have played key roles in advancing its strategic priorities. Their expertise and insights have enhanced the Board's decision-making and oversight responsibilities.

The Board firmly believes that the re-election of Mr Taylor and YBhg Dato' Sri Roushan is in the best interest of the shareholders and the Group as a whole. Their ongoing dedication, industry knowledge, relevant business relationships and expertise will continue to enhance governance practices and contribute to the long-term sustainability and growth of the Group.

The recommendations for their re-election are subject to the approval of shareholders at the 15th AGM. We encourage all shareholders to exercise their voting rights and support their re-election, as their continued presence on the Board will ensure continuity of effective leadership and stewardship for the benefit of all stakeholders.

Board Effectiveness and Performance Assessment for FY2025

To maintain and enhance Board effectiveness, we conduct regular performance reviews for all Directors, ensuring their contributions are in line with the Group's strategic objectives. In FY2025, we carried out an internal evaluation to assess the performance of our Board. This involved Directors completing detailed questionnaires that examined both individual and collective performance, with the process facilitated by the company secretaries.

The evaluation revealed a positive diversity of perspectives, skills and experiences within the Board, fostering a constructive environment where arising matters and challenges are effectively addressed. It also included an assessment of our Directors' skills and contributions to business sustainability, reinforcing our commitment to creating long-term value, taking into account economic, environmental and social factors. The assessment further highlighted areas for improvement, including advancing our succession planning strategy.

We value the dedication and expertise of our Directors, whose guidance is crucial in steering the Group towards sustainable growth and long-term success.

Directors' Continuing Education Programme

At Hibiscus Petroleum, our commitment to continuous learning and development is reflected in the proactive engagement of our Board members in various training programmes throughout FY2025. These included seminars, conferences and webinars, all designed to provide our Directors with valuable insights and knowledge.

This dedication to ongoing education is crucial in enhancing our Board's decision-making capabilities and guiding the Company effectively. Our Corporate Secretarial team ensures that Directors are informed about relevant external training opportunities, and the annual Board assessment process assists in identifying areas where additional training could be beneficial.

All our Directors have successfully completed the Mandatory Accreditation Programme (MAP) as required by Bursa Securities. In FY2025, they further enhanced their leadership capabilities by completing MAP Part II: Leading for Impact, an initiative by the Securities Commission Malaysia designed to strengthen board leadership in sustainability. This programme equips Directors with the skills to navigate evolving sustainability risks and opportunities, enhancing their ability to contribute strategically to the Group's long-term value creation.

By participating in MAP and MAP Part II, our Directors reaffirm their commitment to continuous professional development, upholding industry best practices and maintaining the highest standards of CG at Hibiscus Petroleum.

Beyond formal training, our Directors actively participate in industry forums and frequently serve as speakers, panellists or moderators on various related topics. They also receive regular briefings from the MD, the Leadership Team, external auditors and consultants on market trends, the competitive landscape and updates to accounting and regulatory standards. These efforts help ensure the Board remain informed and well-equipped to make sound, well-considered decisions.

Corporate Governance Overview Statement (continued)

During the year, our Directors remained actively engaged in guiding the Company's strategic direction and stakeholder engagement. In February 2025, they participated in the 2025 Group Business Plan session, contributing to forward-looking discussions with Management. In April 2025, the Board visited our Brunei operations and officiated the signing ceremony for the Group's USD100 million financing agreement. All Board members participated in the mid-year strategic planning conference held in 2025, where they discussed the Group's transition to the Hibiscus 3.0 phase. The conference facilitated in-depth dialogue between Directors and Senior Management on long-term plans, emerging trends and strategic priorities across the Group's global operations.

Recognising the growing importance of sustainability in our business and operations, we organised focused training sessions for both the Board and Management. These initiatives ensure our leadership remains informed of current developments and challenges in the sustainability landscape, enabling them to address emerging concerns and make decisions aligned with our environmental and social responsibility goals.

Directors' Remuneration Framework

The RC is responsible for determining the remuneration of NEDs, Executive Director and Senior Management at Hibiscus Petroleum. The RC reviews the *Directors' Remuneration Policy* and the remuneration policies for Senior Management to ensure that rewards align with the successful delivery of the Group's Scorecard and KPIs.

In line with the Company's policy, Hibiscus Petroleum Group personnel appointed to the Boards of associate and subsidiary companies are required to surrender any remuneration, fees, expenses or benefits received from those entities to Hibiscus Petroleum, provided that the individuals are adequately protected and indemnified from claims and liabilities incurred while discharging their duties lawfully in the best interest of the Company.

NEDs' remuneration is structured around fixed fees based on their roles on the Board and its Committees. In addition, NEDs receive meeting allowances and are reimbursed for reasonable expenses, such as travel and accommodation, incurred while discharging their duties. The Company has a process in place for reimbursing these expenses.

The RC conducts an annual review of the Board's remuneration to ensure competitiveness. This review considers remuneration benchmarks from comparable companies in the oil and gas sector, as well as factors such as the Group's complexity, performance, individual responsibilities, contributions and the nature of their duties. The proposed remuneration is subject to approval by shareholders at the AGM.

Individual Directors do not participate in discussions or decisions regarding their own remuneration. The RC's review, including market comparisons and fee structures, guides the Board's recommendations.

For the period from the day after the 15th AGM in December 2025 until the next AGM in 2026, the Board has reviewed and proposed adjustments to the remuneration fees for the Chairman and NEDs, in line with our *Directors' Remuneration Policy*, ensuring fairness, transparency and alignment with the Group's ongoing performance and growth.

The proposed adjustment to the remuneration structure reflects the scope of governance responsibilities, which have expanded due to the following key factors:

(1) *Business Growth Achievements and Strategic Advancements:* Under the Board's oversight, the Group has recorded significant progress in its growth trajectory. The acquisition of TotalEnergies EP (Brunei) B.V., has strengthened the Group's upstream portfolio and positioned it for improved financial performance. This was complemented by the successful integration of operations in Malaysia, including the North Sabah asset and the assets acquired from Repsol Exploración, S.A. by Peninsula Hibiscus. Collectively referred to as Hibiscus Malaysia, these business units have significantly expanded the Group's resource base and operational footprint in the region.

    The Group also achieved a record-high net production of 26,956 boe per day in Q3 FY2025, reflecting stable operations and high facility uptime across core assets. Projects such as the SF 30 Waterflood Phase 2 and ongoing development at the Bunga Aster and Bunga Lavatera fields are expected to support long-term growth and asset value enhancement. These initiatives are part of the Group's Mission 2025-2030, targeting a daily production of 70,000 boe/day and 2P reserves of 150 MMboe by 2030, supported by the PM3 CAA Master Hub Plan and growth opportunities in Brunei.

    The Group is also on track to achieve a 17% increase in offtake volumes for FY2025 compared to FY2024, driven by steady execution and strong sales performance. Ongoing operational efforts, together with investments in decentralised power generation and solar projects, are expected to improve efficiency, lower operating costs and help maintain steady dividends. These outcomes highlight the NEDs' strategic contributions, particularly in shaping the Company's direction, guiding Management and upholding governance standards amid increasing business complexity.

(2) *Expanded Technical Oversight Requirements:* Given the growth in the business footprint, the Board is required to evaluate technically complex opportunities and provide more granular oversight, with each new opportunity introducing further technical complexities requiring very detailed review and oversight.

(3) *Operational Expansion and Governance Scope:* The operational expansion and initiatives have increased the responsibilities of the NEDs, particularly in the context of overseeing multiple business units and cross-border operations, supporting the need for adjustments to their remuneration.

(4) *Sustained Financial and Operational Performance; Governance and Risk Management:* Strong financial performance and successful production and exploration results underscore the Board's effective oversight. The NEDs have also played an active role in overseeing corporate actions, while maintaining high standards of governance, compliance and risk management.

(5) *Retention and Continuity of Board Leadership:* A competitive remuneration structure is critical to retaining experienced and capable NEDs, ensuring continuity of leadership and enabling the Board to meet rising expectations in terms of regulatory compliance and strategic oversight.

In addition, at the 14th AGM, shareholders approved medical coverage for NEDs. The continued provision of this benefit supports the well-being of our NEDs, which is important for their continued effectiveness and commitment in their roles.

The proposed remuneration structure, including medical coverage will be presented for shareholders' approval at the 15th AGM. Subject to shareholders' approval, the fixed fees and meeting allowances will be paid quarterly in arrears for the period following the 15th AGM until the next AGM in 2026.

Type of Fees/Meeting Allowances/Other Benefits	Existing Rate	Proposed Rate for the period from the day after the 15th AGM on 3 December 2025 until the date of the next AGM in the year 2026	Increase (%)
Non-Executive Chair's Annual Fee	RM375,000	RM412,500	10%
NEDs' Annual Fees (excluding the Chair of the Board)	RM200,000	RM230,000	15%
Meeting Allowances for the Chair For each meeting of the Board and the Board Committee attended by a NED serving as the Chair of the meeting	RM4,500 per meeting	No change proposed	Not applicable
Meeting Allowances for a Member For each meeting of the Board and the Board Committee attended by a NED serving as a member of the meeting	RM3,500 per meeting	No change proposed	Not applicable
Specific Meeting Allowances For each specific meeting attended by a NED, which involves interactions with third parties on behalf of the Company, in addition to the regular Board and Board Committee meetings or attendance at meetings with the Group's personnel at the specific request of the Chair of the Board	RM3,500 per meeting	No change proposed	Not applicable
Other benefits for NEDs Total limit for medical coverage * The coverage will be provided through either company-secured insurance and/or directly by the Company up to the total specified capped limit	RM500,000 limit*	No change proposed	Not applicable

Please note that the actual remuneration figures for FY2025 are disclosed in the relevant financial statements and CG Report for FY2025.

Corporate Governance Overview Statement (continued)

MD's Remuneration

The remuneration of our MD is determined in line with the terms outlined in his employment contract, which was approved by our Board. The package is designed to align with the MD's responsibilities and contributions to the Company, as well as his qualifications, experience, strategic targets and the Group's overall performance.

For a detailed breakdown of the MD's remuneration, please refer to the Audited Financial Statements on pages 323 to 324 of this Annual Report 2024/2025.

PRINCIPLE B: EFFECTIVE AUDIT AND RISK MANAGEMENT

Internal Control and Risk Management

Our Board recognises the critical importance of implementing and maintaining a robust system of internal controls. These controls are meticulously designed to protect the Company's assets, mitigate risks, ensure compliance with regulatory requirements and uphold sound governance practices. The Board is actively involved in the development and enforcement of policies, procedures and frameworks that underpin our internal control environment.

The ARMC plays a pivotal role in overseeing the effectiveness of our internal controls. The ARMC monitors both the external audit of reserves and resources and the internal audit programme. By conducting thorough reviews of financial reporting, risk management practices and internal audit processes, the ARMC ensures that risks are promptly identified, managed and communicated.

To further bolster the capabilities of the ARMC, the Executive Risk Management Committee (ERMC), comprising Senior Management members, supports the ARMC by taking on specific responsibilities related to risk oversight. Through regular meetings and collaborative discussions, the ERMC contributes to the identification, assessment and management of risks, and aids in developing robust risk management frameworks and effective mitigation strategies.

Our internal control systems undergo comprehensive annual assessments to ensure they address evolving risks effectively. Continuous improvements are made as needed, reflecting our Board's commitment to responsible governance. By maintaining and enhancing our internal control systems, Hibiscus Petroleum reinforces its ability to manage risks, protect shareholder interests and achieve its business objectives in a responsible and transparent manner.

Business Sustainability Management Committee

Our Board has entrusted the Business Sustainability Management Committee with the oversight and responsibility for environmental stewardship, occupational and process safety, asset security and overall governance. This committee is tasked with reviewing and shaping our sustainability strategies, priorities and key initiatives, as well as overseeing related policies and programmes. It also plays a crucial role in monitoring progress and fostering responsible practices throughout our operations. By steering our sustainability efforts, the committee is integral to the achievement of our aspiration to become a net zero emissions producer by 2050.

PRINCIPLE C: INTEGRITY IN CORPORATE REPORTING AND MEANINGFUL RELATIONSHIP WITH STAKEHOLDERS

Our Board places great importance in maintaining transparent and timely communication with our stakeholders. We are committed to providing adequate and timely disclosure of relevant information, including financial, organisational, governance and transaction-related updates. To ensure consistency and adherence to best practices, our Group has established comprehensive *Corporate Disclosure Policies and Procedures*. Our Group's spokespersons strictly adhere to these policies, ensuring that all communications align with our disclosure guidelines.

We understand the importance of shareholder engagement and recognise it as part of our fiduciary duties to our shareholders. Leveraging the power of information technology, we employ various channels to disseminate information to our stakeholders. Through various platforms, such as our website, investor portals, webcasts and digital communication tools, we provide access to a wealth of information, including our annual reports, quarterly reports, corporate and business updates, notices of general meetings, investor briefing slides, press releases, public announcements and responses to frequently asked questions.

We have further improved the accessibility and transparency of our disclosures by dedicating specific sections on our corporate website to financial results and CG. These sections serve as centralised resources for stakeholders to access key information related to our financial performance, governance practices and risk management initiatives. By consolidating this information in a user-friendly format, we aim to enhance stakeholders' understanding of our Group's operations, strategies and progress.

Furthermore, we recognise the importance of ongoing engagement with our stakeholders. Through proactive and open communication, we encourage feedback, questions and constructive dialogue from shareholders, analysts, investors, customers, employees and other relevant stakeholders. We are committed to addressing their enquiries and concerns in a timely and transparent manner, strengthening our relationships and building trust.

By maintaining clear and consistent communication practices, we strive to provide stakeholders with the information they need to make well-informed decisions about our Group. We believe that effective communication not only enables stakeholders to assess our activities but also fosters a deeper understanding of our business, values and commitment to sustainable growth. As we continue to engage with our stakeholders, we remain dedicated to transparency, accountability and responsible CG practices.

Conduct of General Meetings

General meetings are a key platform for engaging with our shareholders. Both our Extraordinary General Meeting (EGM) and 14th AGM were conducted virtually on 10 October 2024 and 27 November 2024 respectively. This format leveraged technology for effective engagement, enabling shareholders to actively participate and contribute to the decision-making processes, regardless of their location.

Online voting facilities provided a secure and convenient method for shareholders to cast their votes for both the EGM and 14th AGM. The virtual format supported the submission of shareholder questions both in advance and during the meetings, fostering interactive and informative sessions.

The proceedings were managed with transparency and enabled communication and engagement with our shareholders. Conducting these meetings virtually proved to be highly effective, allowing shareholders to interact with the Board and Management from remote locations conveniently. This approach aligned with the Securities Commission Malaysia's guidance, which encourages the use of technology for general meetings, and conforms to the Malaysian Government's directives. Through virtual meetings, we successfully convened the EGM and 14th AGM to obtain the necessary approvals from our shareholders for the proposed resolutions tabled.

We remain dedicated to keeping our shareholders informed through regular updates, financial reports and other pertinent information via various digital channels. We encourage all shareholders and stakeholders to stay connected and utilise these platforms to engage with us, ensuring transparent and effective communication.

In line with prevailing regulations and guidelines, we will be holding our 15th AGM in a hybrid format, encouraging both physical and virtual shareholder participation. With approximately 18,300 shareholders as of 30 September 2025, we remain cognisant of the ethical responsibility to enable increased participation by our investors.

Enhanced Shareholder Engagement

To ensure thorough preparation and participation, we issued the Notice of the EGM 14 days in advance and the Notice of the 14th AGM more than 28 days prior to the respective meetings. This provided shareholders ample time to plan their attendance and submit proxy forms, if needed. The virtual format of both the EGM and the 14th AGM expanded our reach, enabling shareholders from outside the Klang Valley to engage and vote.

Shareholders were invited to submit questions ahead of and during the meetings, promoting interactive and informative sessions that fostered meaningful dialogue between shareholders and the Board.

Engaging and Productive EGM and 14th AGM: Insights, Discussions and Shareholder Participation

On 10 October 2024, the Company convened an EGM to seek shareholders' approval for the acquisition by Simpor Hibiscus Sdn Bhd, an indirect wholly-owned subsidiary of Hibiscus Petroleum Berhad, of the entire equity interest in TotalEnergies EP (Brunei) B.V. for a total cash consideration of approximately USD259.4 million (equivalent to approximately RM1,087.8 million), subject to adjustments as set out in the Circular to Shareholders. The transaction marked an important step in the Group's expansion into Brunei's upstream oil and gas sector, through the acquisition of a 37.5% operated interest in a producing gas asset.

The EGM was held virtually, allowing for effective shareholder participation and decision-making through a remote electronic voting system. During the meeting, the Board and Management presented a detailed overview of the acquisition, covering the valuation, rationale, risks and expected benefits, while also addressing questions raised by shareholders.

The engagement and feedback from shareholders reflected confidence in the Group's direction and a strong endorsement of its efforts to enhance long-term value. The approval of the acquisition at the EGM represented a key milestone under the oversight of the Board and continued support from the shareholder base.

The virtual EGM held on 10 October 2024 saw active participation from over 200 shareholders and proxies, representing 52.43% of the Company's issued share capital. This strong turnout highlighted shareholders' support and interest in the Company's performance and strategic initiatives.

At the 14th AGM, our MD delivered a comprehensive presentation on the Group's financial results and significant accomplishments. The virtual nature of the meeting proved successful, as it attracted a significant level of engagement. Approximately 300 shareholders and proxies, representing 52.89% of our Company's issued share capital, actively participated in the virtual gathering.

The entire Board, including the MD and Leadership Team, attended the 14th AGM, either physically at the Broadcast venue or online, demonstrating their commitment to engaging with shareholders. They responded to enquiries pertaining to the Group's performance, financials, business operations and CG, ensuring transparency and accountability. The question-and-answer session was effectively moderated by Deloitte Business Advisory Sdn Bhd, an independent moderator appointed for the AGM, further facilitating constructive discussions between shareholders and the Board.

Corporate Governance Overview Statement (continued)

The notable turnout at both the EGM and 14th AGM highlighted the strong support and interest of our shareholders in the Company's performance.

The effective use of the virtual format for both meetings enabled broader shareholder participation, regardless of location and enhanced engagement and transparency. We value and appreciate our shareholders' active involvement and their valuable contributions during these meetings.

Smooth and Secure E-Polling Process at the EGM and 14th AGM

The voting process at both the EGM and 14th AGM was conducted effectively and securely through e-polling. Tricor Investor & Issuing House Services Sdn Bhd, our share registrar, managed the electronic voting process and ensured its accuracy. To uphold transparency and the integrity of the results, Deloitte Business Advisory Sdn Bhd was appointed as the scrutineer to independently verify the poll outcomes.

Availability of AGM Minutes for Stakeholder Access

As part of our commitment to transparency and accountability, the minutes of our AGM is made available on our corporate website to provide a valuable resource for shareholders and other interested parties to peruse the presentation delivered and the outcome of resolutions put forth for shareholders' approval at such meetings.

Engagement and Communication with Stakeholders

Furthermore, our Board actively invites stakeholders to engage with us and share any queries or concerns they may have. Shareholders and other stakeholders are encouraged to contact the Chair of the Board, Encik Zainul Rahim bin Mohd Zain or our Senior INED, Mr Taylor, for any inquiries or issues.

For convenience, the contact details for both individuals are provided below. We are committed to maintaining open lines of communication, fostering strong relationships with our stakeholders and ensuring that their voices are effectively heard and addressed.

Contact Information

Encik Zainul Rahim bin Mohd Zain
(Chair of the Board)
Email : zainulrahim@hibiscuspetroleum.com
Tel : +603 2092 1300
Fax : +603 2092 1301

Mr Thomas Michael Taylor
(Senior INED)
Email : tmiketaylor@hibiscuspetroleum.com
Tel : +603 2092 1300
Fax : +603 2092 1301

Shareholder Information – 15th AGM

We are pleased to announce that the 15th AGM of our Company is scheduled to take place at 9.30 a.m. on Wednesday, 3 December 2025. The Notice of the 15th AGM, containing the agenda and proposed resolutions, can be found on pages 353 to 359 of this Annual Report 2024/2025.

The Notice of the 15th AGM will be sent to our shareholders on Friday, 31 October 2025. In addition, this notice together with the Form of Proxy, Administrative Guide, Annual Report 2024/2025 and the CG Report can be downloaded from our Company website (https://www.hibiscuspetroleum.com). This digital access ensures the immediate availability of essential documents and promotes efficiency in communication.

In ensuring the AGM-related documents are issued on 31 October 2025, we provide more than the required 21-day notice period and exceed the 28-day recommendation by the MCCG in order to allow our shareholders ample time to review the proposed resolutions, make necessary arrangements to attend the AGM, or appoint proxies as they deem appropriate. Our shareholders' active participation and engagement in the 15th AGM are highly valued.

In accordance with our commitment to environmental sustainability and in line with the evolving global landscape, we strongly encourage all shareholders to opt for electronic communications for the receipt of these important documents. Embracing electronic delivery not only reduces paper consumption but also aligns with the recommendations set forth by the MCCG to encourage digital engagement.

To complement this initiative, we have adopted a "print-on-request" approach for this Annual Report 2024/2025, reducing resource costs and minimising our carbon footprint. Thus, physical copy will only be provided to shareholders who request for the Annual Report 2024/2025.

To align with best governance practices and enhance shareholder engagement, we will be holding our 15th AGM in a hybrid format in December 2025.

This will be our first hybrid AGM, allowing shareholders to participate either in person at Nexus, Connexion Conference & Event Centre, Grand Nexus Ballroom (Level 3A), Bangsar South City, No. 7, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia or remotely via live streaming and online voting. This format ensures greater accessibility and flexibility, enabling shareholders to engage in the meeting according to their preference.

CG Priorities: Strengthening Practices and Processes for the Future

At Hibiscus Petroleum, CG is integral to ensuring transparency, accountability and sustainable growth. We are committed to enhancing our governance practices through a comprehensive roadmap of short-term (1 to 2 years) and long-term (3 to 5 years) initiatives, including the following:

Short-Term Goals (1 to 2 Years):

- *Reviewing CG Policies:* We will assess and refine our CG policies to ensure they meet current best practices.
- *Targeted Training:* Providing focused training for our Board and Management to enhance their effectiveness.
- *Enhancing Stakeholder Communication:* Strengthening how we engage with stakeholders to ensure effective and meaningful interactions.
- *Sustainability Integration:* Embedding sustainability considerations further into our strategic planning.

Long-Term Objectives (3 to 5 Years):

- *Technological Advancements:* Leveraging new technologies to stay competitive in a rapidly evolving business environment.
- *Continuous Evaluation:* Establishing a framework for ongoing assessment and enhancement of governance practices.

Our firm commitment to these priorities will reinforce our reputation as a responsible and sustainable organisation. By upholding strong governance principles and fostering a culture of integrity, we aim to deliver enduring value for our shareholders, stakeholders and the wider community.

We are pleased to confirm that the Group remains dedicated to a robust governance framework, maintaining transparency, integrity and high standards across all levels of our organisation. This commitment strengthens trust, builds confidence and protects the interests of our valued shareholders and stakeholders.

The Board's approval of this CG Overview Statement on 1 October 2025 underscores our dedication to upholding transparent and responsible CG practices.

SUSTAINABILITY REPORT

Our vision is to be a Respected, Valuable and Responsible Energy Company. In pursuit of our vision, we remain committed to conducting our business efficiently, responsibly and ethically.

1. INTRODUCTION/EXECUTIVE SUMMARY

This Sustainability Report (Report) narrates the continuous efforts of Hibiscus Petroleum Berhad (Hibiscus Petroleum or Company) and its subsidiaries (Group) to Environmental, Social and Governance (ESG) practices for the period from 1 July 2024 to 30 June 2025 (FY2025), unless stated otherwise. As an integral component of our FY2025 corporate reporting, this Report highlights our strategies, initiatives and performance in managing our business efficiently, responsibly and ethically, in line with our vision to be a Respected, Valuable and Responsible Energy Company.

The Group is cognisant of the relevance of sustainability-related matters, both in terms of how they impact our ability to create business value and how our operations may affect the economy, climate, environment and people. We are committed to addressing these effects and understanding evolving stakeholder expectations, to achieve an equitable balance between delivering value to our shareholders, attaining economic success, protecting the environment and fulfilling our ethical obligations towards the communities in locations where the Group is present.

Pursuant to the latest assessment conducted in June 2025, Hibiscus Petroleum continues to maintain its constituency on the FTSE4Good Bursa Malaysia (F4GBM) Index. Since its inclusion in December 2020, the Group has been assessed to demonstrate good ESG practices. Hibiscus Petroleum has also preserved its position on the F4GBM Shariah Index.

We regularly provide timely updates of our operations, aligning our business practices with the United Nations' (UN) Sustainable Development Goals (SDG) and addressing the expectations of our stakeholders. Where possible, we strive to provide both quantitative as well as qualitative data to support our responses on sustainability matters.

This Report should be read together with the other reports included in this Annual Report 2024/2025 which cover aspects of sustainability, namely our Management Discussion and Analysis (MD&A), our Corporate Governance (CG) Overview Statement, CG Report and the Statement on Risk Management and Internal Control (SORMIC).

Scope and Basis of Scope

The Group is committed to being transparent about its reporting boundaries which focus on areas where we have operational control and active operations. For all these areas which are itemised below, corruption-related risk assessments have been conducted (100%) over the last three financial years (FY2023, FY2024 and FY2025):

- The 2011 North Sabah Enhanced Oil Recovery Production Sharing Contract (PSC), located in Malaysia (North Sabah PSC), which includes our Labuan Crude Oil Terminal (LCOT);
- PM3 Commercial Arrangement Area (PM3 CAA) PSC in Malaysia;
- Block 46 Cai Nuoc (Block 46) PSC located in Vietnamese waters;
- 2012 Kinabalu Oil PSC in Malaysia;
- The Anasuria Cluster in the North Sea, the United Kingdom (UK) (Anasuria Cluster), which includes the operation of Anasuria Floating Production Storage and Offloading (FPSO) facility;
- The Greater Marigold Area Development (GMAD) and Teal West Projects located in the UK Continental Shelf (UKCS) overseen by Anasuria Hibiscus UK Limited (Anasuria Hibiscus); and
- Corporate Headquarters in Kuala Lumpur, Malaysia.

For clarity, corruption-related risk assessment has not been conducted for the Block B Maharajalela Jamalulalam (Block B MLJ) asset in Brunei Darussalam post completion of its acquisition on 14 October 2024, as the transition process to the Hibiscus Risk Management Framework is still ongoing.

For clarity, Block 46 PSC is accounted for under the PM3 CAA PSC as the Block 46 production wells are tied-back to the PM3 CAA's facilities. In addition, there is no reportable data for PM314 and PM305 PSCs as PM314 is no longer operating, while the abandonment obligations for PM305 have been largely completed.

The Group also has operations in the UKCS vide Anasuria Hibiscus and Anasuria Operating Company Limited (AOCL). AOCL is supported by Petrofac Facilities Management Limited (Petrofac) as the Integrated Service Provider (ISP). Petrofac was previously the Duty Holder of the offshore facility from 2016, prior to AOCL's successful transition to the role on 10 June 2022.

AOCL is equally owned by the Anasuria concessionaires i.e. Anasuria Hibiscus and Ping Petroleum UK PLC (Ping Petroleum).

Sustainability Report (continued)

Framework and Standards

This Report has been prepared in accordance with Bursa Malaysia Securities Berhad (Bursa Securities)' Main Market Listing Requirements (MMLR) with reference to its Sustainability Reporting Guide and Toolkit (3rd Edition), including the Common Sustainability Matters and Indicators prescribed.

In addition, this Report adopted applicable guidance from, or is aligned to, the following:

- ESG themes and indicators utilised by the FTSE4Good Index;
- UN SDGs;
- Our Environmental Management System (EMS) which is certified based on ISO 14001:2015;
- GHG Protocol Corporate Accounting and Reporting Standards; and
- Global Warming Potential (GWP) factors, premised on the Intergovernmental Panel on Climate Change (IPCC)'s 4th Assessment Report.

Our GHG accounting reports Scopes 1, 2 and 3 emissions within our operational control guided by each local regulatory framework in the relevant country of operations. In addition, an independent third-party annual audit report was conducted on Anasuria Cluster's GHG emissions data as part of a mandatory requirement for the UK Emissions Trading Scheme (ETS) reporting process.

Performance Data Table from ESG Reporting Platform

The following performance data table has been downloaded from the ESG Reporting Platform, and highlights indicators which are pertinent to the Group's material business sustainability matters.

Indicator	Measurement Unit	2023	2024	2025
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Senior Management	Percentage	100.00	100.00	92.30
Middle Management	Percentage	98.65	98.68	99.60
Executive	Percentage	99.78	99.58	99.80
Non-Executive	Percentage	100.00	98.69	99.30
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,162,148.00	1,410,741.00	1,316,648.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	98,093	46,556	56,642
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Senior Management Between 19 to 29	Percentage	0.00	0.00	0.00

Internal assurance External assurance No assurance (*)Restated

Indicator	Measurement Unit	2023	2024	2025
Senior Management Between 30 to 39	Percentage	0.00	0.00	0.00
Senior Management Between 40 to 49	Percentage	50.00	50.00	31.00
Senior Management Between 50 to 59	Percentage	29.00	33.00	54.00
Senior Management 60 and above	Percentage	21.00	17.00	15.00
Middle Management Between 19 to 29	Percentage	0.00	0.00	0.00
Middle Management Between 30 to 39	Percentage	14.00	11.00	9.00
Middle Management Between 40 to 49	Percentage	44.00	45.00	50.00
Middle Management Between 50 to 59	Percentage	34.00	33.00	31.00
Middle Management 60 and above	Percentage	8.00	11.00	10.00
Executive Between 19 to 29	Percentage	10.00	9.00	11.00
Executive Between 30 to 39	Percentage	47.00	42.00	37.00
Executive Between 40 to 49	Percentage	29.00	36.00	39.00
Executive Between 50 to 59	Percentage	12.00	11.00	12.00
Executive 60 and above	Percentage	2.00	2.00	1.00
Non-Executive Between 19 to 29	Percentage	16.00	14.00	13.00
Non-Executive Between 30 to 39	Percentage	47.00	42.00	34.00
Non-Executive Between 40 to 49	Percentage	24.00	31.00	38.00
Non-Executive Between 50 to 59	Percentage	12.00	12.00	14.00
Non-Executive 60 and above	Percentage	1.00	1.00	1.00
Gender Group by Employee Category				
Senior Management Male	Percentage	57.00	58.00	62.00
Senior Management Female	Percentage	43.00	42.00	38.00
Middle Management Male	Percentage	80.00	81.00	77.00
Middle Management Female	Percentage	20.00	19.00	23.00
Executive Male	Percentage	62.00	64.00	64.00
Executive Female	Percentage	38.00	36.00	36.00
Non-Executive Male	Percentage	91.00	96.00	94.00
Non-Executive Female	Percentage	9.00	4.00	6.00
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	57.00	57.00	57.00
Female	Percentage	43.00	43.00	43.00
Between 50 to 65	Percentage	71.00	71.00	57.00
Between 66 to 75	Percentage	29.00	29.00	43.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	419,283.00 *	6,580,080.00 *	5,866,962.00

Internal assurance | External assurance | No assurance | (*)Restated

Sustainability Report (continued)

Indicator	Measurement Unit	2023	2024	2025
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.02	0.03
Bursa C5(c) Number of employees trained on health and safety standards	Number	572	721	495
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Senior Management	Hours	295	440	598
Middle Management	Hours	7,136	8,834	7,446
Executive	Hours	21,787	19,870	15,337
Non-Executive	Hours	11,692	8,908	14,551
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	9.00	21.00	21.00
Bursa C6(c) Total number of employee turnover by employee category				
Senior Management	Number	2	2	0
Middle Management	Number	7	22	15
Executive	Number	63	65	67
Non-Executive	Number	5	6	7
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	73.00	83.00	63.90
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	41.760000	76.190000	106.040000
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	2,617.23 *	3,400.16 *	2,498.33
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	409.47 *	2,322.06 *	1,055.71
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	2,207.75 *	1,078.10 *	1,442.62
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	7,247,516.00 *	6,766,328.00 *	4,643,102.00
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	2,104.00 *	2,275.00 *	9,201.00
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	50,092.00 *	60,361.00 *	54,468.00

Internal assurance External assurance No assurance (*)Restated

Notes:

1 The performance data table has been downloaded from Bursa Securities' ESG Reporting Platform. In last year's Report, minor edits were made in the formatting presentation of the table which did not change the material contents of the table.
2 The figures in this table have been internally assured for FY2023, FY2024 and FY2025.
3 For FY2025, the figure at C1(b) does not include our Brunei operations as the transition process to the Hibiscus Risk Management Framework is still ongoing.
4 For FY2025, the figure at C5(c) does not include the Technical Assistant Services (TAS) comprising contracted personnel for Hibiscus Brunei secured through a Purchase Order for short-term services or through a Call Off Order/Release Order via a Frame Agreement for long-term services.
5 The data for FY2023 and FY2024 for Energy Management, Waste Management and GHG Emissions Management have been restated due to the reasons detailed at Section 6 of this Report (pages 156,157, 163, 164, 166, 169).
6 The figures at C8(a) were deemed not to be relevant as Hibiscus Petroleum operates in the upstream segment of the energy industry and does not store any personal identifiable information of customers.
7 The figures at C11(c) only include data for business travel for the Anasuria Cluster and upstream transportation and distribution for North Sabah as the requirement for Scope 3 disclosure is not mandatory under Bursa Securities' MMLR at this time for the Company. In addition, the FY2023 figure is the same as last year's Report (the asterisk is auto-generated from Bursa Securities' ESG Reporting Platform).
8 Further details on the above indicators can be found at the relevant sections of this Report.

Statement of Assurance from Internal Audit:

In strengthening the credibility of the Report, selected aspects of this Report have been subjected to an internal review by the Group's Internal Audit function and endorsed by the Audit and Risk Management Committee (ARMC).

Subject Matter:

The subject matters covered by the internal review include the following 22 indicators prescribed by Bursa Securities:

COMMON SUSTAINABILITY MATTERS

C1. Anti-corruption	**C2. Community/ Society**	**C3. Diversity**	**C4. Energy Management**	**C5. Health and Safety**	**C6. Labour Practices and Standards**	**C7. Supply Chain Management**	***C8. Data Privacy and Security**	**C9. Water**	**C10. Waste Management**	**C11. Emissions Management**
COMMON SUSTAINABILITY INDICATORS										
C1(a): Percentage of employees who have received training on anti-corruption by employee category **C1(b):** Percentage of operations assessed for corruption-related risks **C1(c):** Confirmed incidents of corruption and action taken	**C2(a):** Total amount invested in the community where the target beneficiaries are external to the listed issuer **C2(b):** Total number of beneficiaries of the investment in communities	**C3(a):** Percentage of employees by gender and age group, for each employee category **C3(b):** Percentage of directors by gender and age group	**C4(a):** Total energy consumption	**C5(a):** Number of work-related fatalities **C5(b):** Lost time incident rate **C5(c):** Number of employees trained on health and safety standards	**C6(a):** Total hours of training by employee category **C6(b):** Percentage of employees that are contractors or temporary staff **C6(c):** Total number of employee turnover by employee category **C6(d):** Number of substantiated complaints concerning human rights violations	**C7(a):** Proportion of spending on local suppliers	***C8(a):** Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	**C9(a):** Total volume of water used	**C10(a):** Total waste generated	**C11(a):** Scope 1 emissions (CO_2e tonnes) **C11(b):** Scope 2 emissions (CO_2e tonnes) **C11(c):** Scope 3 emissions (CO_2e tonnes) - business travel and upstream transportation and distribution

Note:
**As Hibiscus Petroleum operates in the upstream segment of the energy industry, the C8(a) prescribed indicator was deemed not to be relevant.*

Sustainability Report (continued)

Scope:

The boundary of the internal review was aligned with the Group's reporting boundaries, which cover areas where the Group has operational control and were actively operating as of 30 June 2025.

Within this scope, the audit provided limited assurance that the sustainability data presented in the Report is consistent with internal records as the information source and is not materially misstated. In addition, opportunities for continuous improvement have been identified and communicated to Management for implementation.

2.0 OUR APPROACH TO SUSTAINABILITY

Sustainability Governance

Board of Directors (Board) through Managing Director (MD)

- Oversees direction and development of sustainability strategies and plans
- Charts the development and implementation of sustainability plans and initiatives
- Approves execution timelines

Business Sustainability Management Committee (BSMC)

- CG and Sustainability Reporting
- Legal
- Human Capital
- Corporate Development
- Finance
- Risk and Compliance
- Commercial and Strategic Relations
- Decarbonisation
- Engineering and Asset Management
- Health, Safety, Security and Environment (HSSE)
- Operations

- Reviews sustainability strategies and priorities
- Assesses key initiatives, policies and programmes

Business Units

- Manages business unit's sustainability matters
- Executes action plans specific to the business unit
- Monitors and reports to the BSMC

Underpinned by corporate core values

- Tenacious
- Environmentally responsible
- People focused
- Agile
- Trustworthy

Notes:
- boe/d - Barrels of oil equivalent per day.
- MMboe - Million barrels of oil equivalent.
- 2P Reserves - Proven and probable oil or gas reserve.
- 2C Resources - Best estimate contingent oil or gas resources.

Hibiscus Petroleum's Sustainability Governance Structure.

The Group's sustainability oversight and reporting are implemented through a formal governance framework, anchored by Hibiscus Petroleum's core values. Strategic direction on managing sustainability is provided by the Board and MD. Our BSMC meets monthly and is composed of senior representatives from major business units and departments, ensuring structured management and reporting of sustainability-related matters.

Our actions are governed by the Group's Vision and Mission and further supported by the *Sustainability Policy*[1] and *Environment Policy*[2]. Through these, we reiterate our commitment to integrate ESG considerations, inclusive of tax governance, into our business operations and outline our position on sustainability matters.

Notes:

[1] https://ir2.chartnexus.com/hibiscuspetroleum/docs/sustainability/Sustainability-Policy.pdf.

[2] https://ir2.chartnexus.com/hibiscuspetroleum/docs/sustainability/Environment-Policy.pdf.

Materiality Review

In FY2025, an annual materiality review was conducted to identify and assess the most significant sustainability topics that influence our business strategy, targets and reporting. Our material sustainability matters are those over which the Group has operational influence, are of importance to stakeholders and have material implications to our risk profile. These include potential liabilities, maintaining our licence to operate, reputation and access to capital.

1 Identification of Business Sustainability Matters
- Conducted review of:
  - Internal and external sources of information
  - Feedback and input from stakeholders obtained through regular interactions

2 Prioritisation of Material Business Sustainability Matters
- Determined relative importance and materiality of business sustainability matters through impact assessment

3 Review and Validation of Material Business Sustainability Matters
- List of material business sustainability matters were reviewed and approved by the Board

Materiality Review Process.

Identification of Business Sustainability Matters

To determine relevant business sustainability issues, the Group reviewed the following during the past financial year:

- Current business strategy;
- Risk registers from the risk management framework; and
- Sustainability themes reported by industry peers in oil and gas exploration and production.

Stakeholder engagement is integral to this process and the input received from continuous engagement with them is duly considered during our materiality review process.

Our Key Stakeholders	
• Board and Management • Employees • Joint Venture Partners • Contractors	• Suppliers • Shareholders and Investment Community • Governments and Regulators • Communities

3.0 PRIORITISATION AND VALIDATION OF MATERIAL BUSINESS SUSTAINABILITY MATTERS

After initial identification of material sustainability issues, internal reviews were performed with Senior Management and the Board to shortlist and finalise key material themes, initiatives currently being implemented (and those planned for action), as well as related qualitative and quantitative indicators to measure our performance.

Criteria used for our impact assessment included how issues could affect our stakeholders and our Group's business, through the lenses of legislation, reputational damage, employee turnover, licence to operate and stakeholder relationships. These were then considered in terms of how they could affect our business strategy, financial or operational performance. Whilst all the above considerations are critical to the conduct of a sustainable business, particular emphasis was placed on safety principles and business ethics.

Sustainability Report (continued)

The Group prioritises ESG factors in our strategic decision-making and takes a holistic approach to sustainability in support of the identified material indicators within each ESG pillar.

Framework	**Governance** Ensure the Company operates in a transparent, accountable and ethical manner			
Strategy and Targets	**Environment** Minimise the environmental impact where we operate and build resilience for the Energy Transition		**Social** Uplift the living standards in areas where we operate	
	Portfolio Resilience Increasing Natural Gas Reserves	**Decarbonisation** • Net Zero by 2050 • 50% Reduction by 2030	**Safety** • Zero Fatality • Zero Lost Time Injury Frequency (LTIF)	**Community** Valuing Social Capital
UN SDGs	**Demonstrates our commitment to the UN SDGs and our response to their call for a Decade of Action**			

Towards this objective, we apply a structured materiality assessment process to target the most impactful business sustainability matters material to the Group which incorporates input from stakeholder engagement and an ESG-focused framework to leverage data analysis in our practised methodology of developing a clear prioritisation matrix. The final assessment undergoes a thorough validation evaluation, including review by Senior Management and an internal assurance process, to ensure accuracy and effectiveness.

Our material business sustainability matters of high importance were subsequently approved by the Board.

4.0 OUR MATERIAL SUSTAINABILITY MATTERS

The list of material business sustainability matters, together with our progress in addressing the risks and opportunities related to each of these matters and their links to UN SDGs are summarised below:

Material Matters	Highlights for FY2025	Related UN SDGs	Detailed Discussion Location
Business Ethics	• Updated the *Anti-Corruption and Anti-Bribery (ACAB) Policy, Code of Conduct and Ethics (Code), Whistle Blower Policy* and *Anti-Modern Slavery Policy*[3] in May 2025 to align with the latest Bursa Securities' MMLR and the best practices outlined in the Malaysian Code on Corporate Governance 2021 and as part of our periodic review process; • Annual refresher ACAB trainings were conducted on 20 November 2024 and 14 May 2025; • 99.53% of employees have completed the *ACAB Policy* quiz as at 31 August 2025; and • There were no incidents of bribery nor corruption in FY2025.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	CG Overview Statement (pages 86 to 101) and SORMIC (pages 230 to 237) sections and CG Report on our corporate website.

Note:
[3] https://www.hibiscuspetroleum.com/corporate-governance/.

Material Matters	Highlights for FY2025	Related UN SDGs	Detailed Discussion Location
Health and Safety	Occupational • Continued strict enforcement of our *HSSE Policy*[4] as well as the *Drug and Alcohol Policy* introduced in January 2020; • Maintained zero work-related fatality record in FY2025; • Achieved Integrated Management System (IMS) certification obtained on 18 January 2024 for the implementation of ISO 45001:2018 Occupational Health and Safety (OH&S) Management System; • Hibiscus EP (Brunei) B.V. (Hibiscus Brunei) hosted an event on *'Critical Barriers and Managing Safety Barriers'* with key stakeholders and local authorities, reinforcing the importance of collaborative safety leadership within the oil and gas industry in Brunei; • Anasuria FY2025 Health, Safety and Environment (HSE) Campaigns within the workforce: Heart Health, Mental Health, Men's Health, Liver Health, Sun Awareness, World Hearing Day and Seasonal Affected Disorder (SAD) Wellness; • Anasuria: Risk assessments were carried out specifically on health and safety aspects prior to commencement of new and ongoing operations or projects; and • AOCL developed a new web-based Compliance Obligation Register to support HSE legislation. Process Safety and Asset Integrity • Adopted Process Safety Framework in managing asset integrity across our value chain and continued efforts to improve our process safety culture; • North Sabah PSC assets were awarded IMS certification, recognising the implementation of ISO 14001:2015 EMS standards under the scope of petroleum storage and exploration; and • Application of Major Risk and Technical Integrity (MRTI) Management by Hibiscus Brunei which ensures critical equipment and systems remain fit for their intended purpose across the entire asset lifecycle. Crisis and Emergency Preparedness • Continued implementation of robust emergency preparedness and response systems across the Group; • Maintained action plans capable of responding to any arising emergency, as contained in the Group's *Crisis Management Plan*; • Performed annual emergency response and preparedness exercises, including training and drills to ensure employee competence; • Anasuria: Following chemical management and storage improvements offshore, chemical management awareness training for all crew and visiting third-parties were conducted covering UKCS Environmental Legislation, ISO 14001:2015 requirements, Anasuria chemical permit, chemical spills and chemical permit non-compliances and offshore best practice; • In preparation for the AOCL Tier-3 Environmental Emergency Response Exercise, participants refreshed their Offshore Oil Pollution and Emergency Plan (OPEP) Level 2 Training certification with some members of the HSE team undertaking OPEP Level 3 Training. In addition, Oil Spill Response Limited (OSRL) visited AOCL's offices in Q3 2024 to provide an overview of the different services and options available to AOCL in the event of an oil spill to sea; • AOCL commenced incident investigation training in support of conducting high quality investigations of any loss events which occur in the business; and • Contracts were placed for Medical Emergency Response (MER) support coverage covering international medical assistance, healthcare, occupational health regulatory compliance consultation and medical evacuation support services.	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	OH&S (pages 124 to 132), Process Safety and Asset Integrity (pages 133 to 138) and Emergency Crisis Preparedness and Security (pages 139 to 149) sections.

Note:

[4] https://ir2.chartnexus.com/hibiscuspetroleum/docs/sustainability/HSSE-Policy.pdf.

Sustainability Report (continued)

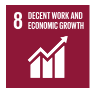
Material Matters	Highlights for FY2025	Related UN SDGs	Detailed Discussion Location
Climate Change and GHG Emissions	• Remain committed to our aspirational target of becoming a Net Zero Producer by 2050 as outlined in the Group's *Climate Change Framework (CCF)*[5], with an interim target to reduce 50% of our Scopes 1 and 2 emissions by 2030, against FY2020 baseline; • Completion of the Advance Membrane Installation Phase 2 at PM3 CAA PSC following successful implementation of Phase 1 trials to recover hydrocarbons from the Acid Gas Removal Unit (AGRU), with an emission reduction of 700,000 tonnes of CO_2e per annum; • Phase 2 (detailed subsurface studies) of our Carbon Capture Storage (CCS) project is being completed with a plan to commence facilities studies in Q3 2025; • Ongoing implementation to upgrade low-pressure and high-pressure compressors in Kinabalu Complex which will allow more production gas to be sent to the Samarang platform thus reducing flaring; • The EMS for Sabah, UK and Brunei operations are ISO 14001:2015 certified; • GHG audits for the Group's Malaysia assets will commence from Q4 2025 onwards; • Exploring Zero Routine Flaring (ZRF) and Zero Routine Venting (ZRV) studies to identify flaring and venting sources and opportunities to achieve ZRF and ZRV; and • In CY2025, Anasuria undertook its second aerial methane survey at the FPSO, in order to gain real-time methane emissions data associated with FPSO operations and to support the development of the Anasuria Methane Action Plan which forms part of the Anasuria Emission Reduction Action Plan (ERAP). Another survey is planned in Q2/Q3 CY2026.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 13 CLIMATE ACTION	Climate Change Management and GHG Emissions Management (pages 157 to 164) sections.
Energy Use	• Implemented a fuel switching initiative from diesel gensets to a hybrid of solar photovoltaic (PV) panels and/or small wind turbines in unmanned platforms at North Sabah, PM3 CAA and Kinabalu Oil PSCs; • Equipment upgrades were carried out at Anasuria to increase energy efficiency; • Collaborated with Petroliam Nasional Berhad (PETRONAS) on Energy Landscape to identify energy efficiency improvements and emission reduction opportunities at PM3 CAA; • Exploring different sources of fuel for power generation such as fuel cells; and • AOCL has been active in support of energy security for the UK. AOCL's Chief Executive Officer (CEO) has accompanied trade union and industry leaders offshore as well as participating as a speaker and panelist at the Offshore Energies UK (OEUK) conference in June 2025.	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Energy Management (pages 164 to 166) section.

Note:

[5] https://ir2.chartnexus.com/hibiscuspetroleum/docs/sustainability/Climate-Change-Framework.pdf.

Material Matters	Highlights for FY2025	Related UN SDGs	Detailed Discussion Location
Effluents and Waste	• Managed hazardous waste as per the Environmental Quality (Scheduled Wastes) Regulations, 2005 and the Group's Waste Management Procedure; • Conducted initiatives to promote circularity including a Reuse and Recycling (R&R) Campaign. Established a R&R Temporary Storage Area in LCOT, and formalised a contract for recovery of scheduled waste by Peninsula Hibiscus Sdn Bhd (Peninsula Hibiscus); • Conducted monitoring of seawater for our Malaysian and Bruneian offshore assets, and monitoring of groundwater quality at our Brunei Onshore Processing Plant (OPP); • Food waste decomposition initiative at LCOT using three food decomposers, transforming food scraps into nutrient-rich fertiliser for gardening; • Conducted a waste minimisation campaign by using reusable containers and bottles, implementing plastic bottle segregation and recycling initiatives with an appointed contractor; • In Brunei, awareness training on waste management and oil spill response equipment (OSRE) were conducted in FY2025; • Anasuria: Evaluation of alternative gas evacuation routes to prevent high flaring of gas if the Shell Esso Gas and Associated Liquids (SEGAL) pipeline experiences capacity constraints between 2021 to 2025; and • In July 2024, a faulty subsea hydraulic fluid hose was successfully replaced. In addition, the Anasuria field hydraulic fluid (used in subsea closed systems) was substituted with a more environmentally friendly product.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER	Waste Management (pages 166 to 169) and Water Management (pages 169 to 172) sections.
Water Security	• Decreased freshwater dependency at Kinabalu Oil PSC by recycling water condensed from air-conditioning units where it is collected and reused for cleaning and sanitary use; • Collaborated with authorities to look into new ways to utilise the produced water from our oil and gas production; and • Anasuria: Produced water is cleaned, filtered and then discharged into the marine environment. Produced water samples are obtained on a regular basis and analysed for inorganic/organic matters, radiology, oil in water levels and chemical residuals.	6 CLEAN WATER AND SANITATION	Water Management (pages 169 to 172) section.
Biodiversity	• Performed marine environment monitoring on a yearly basis (Sabah assets) or five-yearly basis (Peninsular assets) and conducted Marine Risk Assessment (MRA); • Continuing the South Angsi-A (SAA) rig-to-reef (R2R) programme. The first SAA R2R was completed in September 2024 at Pulau Tenggol, with the remaining R2R in-situ at SAA location currently ongoing with expected completion in October 2025; • A seagrass planting study to assess the potential for seagrass transplantation at LCOT is ongoing. The concept paper on the proposed preliminary feasibility study was completed in November 2024; and • In FY2025, Biodiversity and Ecosystem Services Risk Assessment (BESRA) and Biodiversity Action Plans (BAPs) for LCOT and Brunei production sites were completed. The implementation of actions recommended in the BAPs are ongoing.	14 LIFE BELOW WATER 15 LIFE ON LAND	Biodiversity (pages 172 to 175) section.

Sustainability Report (continued)

Material Matters	Highlights for FY2025	Related UN SDGs	Detailed Discussion Location
Supply Chain Management - Economic Value Generation	• Awarded contracts to indigenous contractors within the state where viable, generating job opportunities within local communities in Sabah, Sarawak and Terengganu; and • Distributed value in the form of: o payment of taxes and royalties totalling approximately RM298.8 million in FY2025 to host governments; o compensation to local service providers and suppliers for their expertise and resources amounting to approximately RM1,639.7 million; and o remuneration to our employees, totalling approximately RM200.3 million.		Supply Chain Management -Economic Value Generation and Distribution (page 198) section.
Human Capital Initiatives	<u>Workforce Diversity and Inclusivity</u> • Established our *Diversity Policy* to ensure inclusiveness and the *Group Recruitment Policy* to promote merit-based recruitment; • Achieved 43% of women representation on the Board, surpassing the 30% target set; • 33% female representation in the Senior Leadership Team; and • AOCL recognised International Women in Engineering Day on 23 June 2024 which AOCL shared publicly on LinkedIn. <u>Equal Pay for Equal Work</u> • Applied merit-based performance appraisal and incentives framework; • Committed towards exceeding regulatory minimum wage requirements; and • Extended a cost-of-living allowance to all employees to ensure their financial sustainability. <u>Employee Management and Engagement</u> • Adhered to our *Employee Handbook* and our *Code* in the management of employees; and • Continued regular employee engagement initiatives through townhall sessions, weekly and monthly meetings, management visits and festive celebrations. <u>Talent Development</u> • Continued our talent development programmes in FY2025 which comprise amongst others on-the-job training, mentoring and participation in relevant workshops, conferences and seminars; and • Expended a total of 37,932 hours for training as a Group. <u>Training Initiatives</u> • Provided on-the-job guidance and exposure to a total of 36 interns from local and foreign universities.		Workforce Diversity and Inclusivity (pages 181 to 182), Performance and Rewards (page 182), Employee Management and Engagement (page 184), Talent Development: Building Future-Ready Leaders (pages 182 to 183), Employment and Training Initiatives (pages 185 to 186) sections.

Material Matters	Highlights for FY2025	Related UN SDGs	Detailed Discussion Location
Community Investment and Engagement	• Adhered to our Corporate Social Responsibility (CSR) selection criteria in evaluating and approving all CSR initiatives; • Spent a total of RM1,316,648 in FY2025 for CSR initiatives reaching 56,642 beneficiaries; and • Sponsored CSR initiatives in the areas of education, capacity building, community improvements, environment and health, including: ◦ Partnered with National Science Centre (Pusat Sains Negara (PSN)) to ensure quality science, technology, engineering and mathematics (STEM) education is provided to children in remote locations through the Kembara Sains Borneo programme and the Robot Tempur programme which served as a platform for technical skills development in robotics; ◦ Together with several local universities in Malaysia and Brunei, we have committed to fund deserving undergraduates as well as schoolchildren from underprivileged backgrounds; ◦ Provided breakfast every school day to 200 underprivileged school children as part of the Super Sarapan Programme; ◦ Continued our Safety Awareness Programme in schools in Tok Bali and Kota Belud; ◦ Sustained our capacity building initiatives through the Tok Bali Fish Cracker Production Programme and Kercut Handicraft Revival Programme in Kuala Terengganu, and carried out new initiatives such as the iUsahawan Youth Entrepreneurship Programme and Youth Leadership programme in support of the Wawasan Brunei 2035 Vision; ◦ Collaboratively undertook infrastructure restoration at Forest Research Institute Malaysia (FRIM); ◦ Continued the Human Papilomavirus (HPV) screening and vaccination programmes in Sabah, Kelantan and Terengganu at a combined committed cost; and ◦ Maintained the Program Generasi Sihat support to improve childhood nutrition and promote healthy habits.	2 ZERO HUNGER 3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER 15 LIFE ON LAND 17 PARTNERSHIPS FOR THE GOALS	Community Investment and Engagement (pages 186 to 197) section.
Human Rights	• Adhered to our *Anti-Modern Slavery Policy* (recently updated in May 2025) whilst supporting freedom of association and collective bargaining; and • Achieved full compliance with labour regulations of countries we are in. No labour standards or human rights violations were recorded during FY2025.	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Our Society – Human Rights (pages 197 to 198) section.
Public Policy and Government Relations	• Continued active participation in committees and workshops organised by government agencies and regulatory bodies aimed at advancing safety, security and environmental matters; • Continued fostering of relationships with the tax authorities to ensure due compliance with applicable tax laws and reduce occurrence of disputes without compromising the Group's interests; and • There have been no political contributions or donations made in FY2025.	17 PARTNERSHIPS FOR THE GOALS	Emergency Crisis Preparedness and Security (pages 139 to 149), Environmental Management (pages 156 to 180) and Tax Corporate Governance (pages 200 to 201) sections.
Cybersecurity	• Implemented continuous enhancements of cybersecurity systems, guided by our *Infotech Security Policy*.	17 PARTNERSHIPS FOR THE GOALS	Information Technology, Digitalisation and Cybersecurity (pages 198 to 200) section.

Sustainability Report (continued)

5.0 HSS

Leadership Commitment

At Hibiscus Petroleum, safeguarding the HSS of our workforce, contractors and surrounding communities is fundamental to sustainable operations. Our HSS approach reflects our unwavering commitment to sustainable and responsible operations. We uphold a Group-wide *"I Care for Your Safety"* culture, empowering individuals at all levels to take ownership of safety and fostering collective accountability. Leadership plays a critical role in setting expectations, modelling safe behaviours and ensuring that robust systems and controls are in place.

Our HSE Framework is designed to ensure that every individual working with us is protected, empowered and supported in maintaining a safe and healthy work environment. We are committed to upholding the highest standards of occupational health and hygiene and we actively promote a safety-first culture across all levels of the organisation. This includes strict adherence to national and international regulations, as well as full compliance to the International Association of Oil & Gas Producers' (IOGP) '*Life Saving Rules*', which guide our daily operations and decision-making.

In addition, under the UK regulations (Statutory Instrument No. 971), safety representatives are elected to represent the different worker groups offshore. On the Anasuria FPSO, regular meetings are held, chaired by the Offshore Installation Manager, with the minutes of such meetings posted on the FPSO's notice board. Furthermore, industry alerts are regularly discussed to benefit from lessons learnt from other locations. In addition, for the Anasuria FPSO, annual Health, Safety, Environment and Quality (HSEQ) targets are set annually, using upper quartile industry performance as a benchmark. Actual performance is monitored and discussed at monthly review meetings.

FY2025 Performance Highlights

In FY2025, HSS performance continued to reflect the organisation's commitment to safety and operational integrity, collectively driving safety leadership, enhancing frontline engagement and strengthening preventive measures. We fortify our HSS practices through proactive risk assessments, comprehensive training programmes and transparent incident reporting. Every incident, near-miss, or anomaly is thoroughly investigated, with corrective and preventive actions implemented and shared across the organisation. We conducted regular visits, Permit to Work (PTW) audits and inspections to ensure compliance and foster continuous improvement. Our teams are trained and empowered to stop any activity that poses a risk to health or safety, reinforcing our commitment to a zero-harm workplace.

On board the Anasuria FPSO, we work alongside third-party contractors who deliver proprietary products and specialist technical skills and services. Where third-party contractors work alongside our employees, we attempt to ensure that these members of the supply chain also subscribe to our systems and processes to assure a safe working environment for all. Thus, our selection of business partners and suppliers requires an assessment of their organisational safety performance. We are only interested in working with those who are non-compromising in their attitude towards safety performance.

Indicators[1]	FY2023	FY2024	FY2025
Number of work-related fatalities			
Sabah operations[10]	0	0	0
Peninsular operations[10]	0	0	0
Brunei operations[2]	Not applicable	Not applicable	0
Anasuria Cluster	0	0	0
LTIR[3]			
Sabah operations[10]	0.00	0.05	0.00
Peninsular operations[10]	0.00	0.00	0.06
Brunei operations[2]	Not applicable	Not applicable	0.00
Anasuria Cluster	0.00	0.00	0.00

Indicators[1]	FY2023	FY2024	FY2025
Number of staff trained in health and safety basic standards			
Sabah operations[10]	248	224	206
Peninsular operations[10]	306	482	246
Brunei operations[2]	Not applicable	Not applicable	97[4]
Anasuria Cluster[5]	18	15	29
Total manhours			
Sabah operations[10]	2,674,372	4,302,653	2,870,146
Peninsular operations[10]	5,233,855	5,152,387	3,515,681
Brunei operations[2]	Not applicable	Not applicable	1,228,776
Anasuria Cluster	237,432	245,040	252,480
Total Recordable Injury Rate (TRIR)[6]			
Sabah operations[10]	0.07	0.05	0.00
Peninsular operations[10]	0.04	0.16	0.06
Brunei operations[2]	Not applicable	Not applicable	0.16
Anasuria Cluster	1.70	0.00	2.38
Incident free days (including lost time injuries (LTI), major spills, medical treatment case (MTC), major loss of process containment)			
Sabah operations[7,10]	87	336	131
Peninsular operations[8,10]	149	36	129
Brunei operations[2,9]	Not applicable	Not applicable	61
Anasuria Cluster	363	366	362

Notes:
1 FY2023, FY2024 and FY2025 data shown in the table above are as of 30 June 2023, 30 June 2024 and 30 June 2025, respectively.
2 Data shown for FY2025 are from 14 October 2024 until 30 June 2025 (post-acquisition into the Hibiscus Group).
3 LTIR is calculated based on the number of LTI (injuries/illness) (Fatality + Permanent Partial Disability (PPD) + Permanent Total Disability (PTD) + Lost Workdays Case (LWC)) per 200,000 hours worked by both employees and contractors.
4 Includes only Hibiscus Brunei employees and TAS.
5 Includes only the AOCL workforce.
6 TRIR is calculated based on the number of Recordable Case (injuries/illness) (Fatality + PPD + PTD + LWC + Restricted Work Case (RWC) + MTC) per 200,000 hours worked by both employees and contractors.
7 Incident free days for FY2025 are from the last major Loss of Primary Containment (LOPC) incident on 19 February 2025. The incident was related to a tank overfill incident which occurred in the LCOT. An investigation was carried out and lessons learnt were communicated to reduce the probability of any future recurrences.
8 Incident free days for FY2025 are from the last LTI on 21 February 2025. The incident was related to a leg injury during preparation for lifting operation at Bunga Raya E (BRE) platform. An investigation was carried out and lessons learnt were communicated to reduce the probability of any future recurrences.
9 Incident free days for FY2025 is from the last MTC on 30 April 2025. The injured person sustained laceration on the finger during the dismantling of spreader bar, utilised to handle heavy or awkward loads. An investigation was carried out and the lessons learnt were communicated to reduce the probability of any future recurrences.
10 Sabah operations include North Sabah PSC and Kinabalu Oil PSC while Peninsular operations refer to PM3 CAA PSC.

Meanwhile at Anasuria, three recordable cases were reported during the period resulting in a TRIR of 2.38 (based on 200,000 worked hours). The events were as follows:

Date	Classification	Circumstances	Learnings
17 September 2024	RWC	An individual dropped the edge of a pallet on the foot resulting in bruising and swelling.	Learnings from this event included work planning and housekeeping practises.
21 November 2024	RWC	An individual suffered inversion injury to ankle at stairs whilst walking to the worksite.	Footwear and stairs were found to be in good order. Lessons were shared with the crews in hazards relating to transiting to the worksite.
1 May 2025	RWC	An individual suffered recurrence of historical back pain following cable pulling task.	Review crew selection and task planning.

Sustainability Report (continued)

In the case of all incidents reported on the asset, full investigations were conducted, root causes identified and actions are tracked to closure in the AOCL Action Tracking Management System (ATMS).

FY2025 Highlights	
Sabah	**Peninsular Malaysia**
• Achieved zero incidents across the following key safety indicators including TRIR, LTIR, Fatal Accident Rate (FAR), Major Fire incidents and Major Oil Spills. • No regulatory summons or compounds were issued during the reporting period, underscoring strong compliance with statutory requirements and robust safety governance across all operational levels.	• FY2025 LTIR and TRIR remained low at 0.06 despite one recordable incident, with corrective actions effectively implemented. • No regulatory summons or compounds during the reporting period highlights the organisation's strong compliance with legal obligations and the consistent enforcement of safety governance throughout its operations.
Brunei	**The UK**
• Achieved zero incidents across all key safety indicators, including LTIR, FAR, Major LOPC, Major Fire incidents and Major Oil Spills. • Block B MLJ attained 26 years without LTI with the commitment and support of all stakeholders and a strong safety culture. Prior to our acquisition, Block B which contains the MLJ field had been operated by TotalEnergies EP (Brunei) B.V. (TotalEnergies Brunei).	• Achieved nil LTIR in FY2025. • Attained the Gold Award for 26 consecutive years for health and safety performance from the Royal Society for the Prevention of Accidents (ROSPA), upholding the safety performance of the Anasuria asset from the previous operator. • AOCL has won six OEUK and Step Change in Safety Awards in the last three years, the only operator in the North Sea to do so.

Overall, we are grateful to be able to report that the Group did not record any fatalities across its operations.

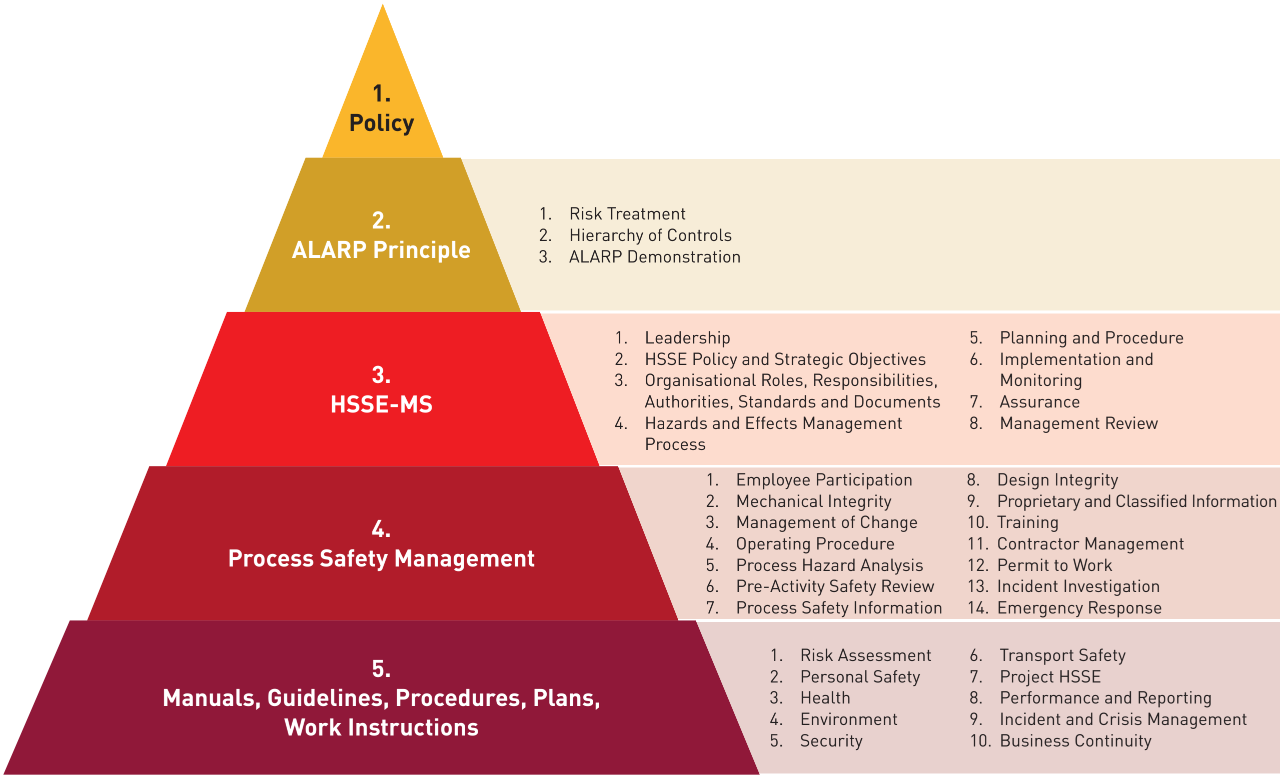
<u>Governance and HSS Framework</u>

- HSSE Management System (HSSE-MS)

  Following the integration of Management Teams operating the PSCs under the Peninsula Hibiscus Group and SEA Hibiscus Sdn Bhd on 1 April 2024, a unified management structure, referred to as Hibiscus Malaysia, was established to oversee operations across Malaysia, Vietnam and Malaysia-Vietnam Commercial Arrangement Area.

  At Hibiscus Malaysia, effective governance is anchored in a comprehensive HSSE-MS that drives operational integrity, regulatory compliance and sustainable performance. Our integrated HSSE framework is implemented consistently across both Peninsular Malaysia and Sabah operations, ensuring a unified approach to managing HSSE risks. The system is fully aligned with ISO 45001, supporting our commitment to the best international practices in OH&S.

  The HSSE Risk Control Framework provides a structured and prescriptive methodology to manage significant HSSE risks, including technical and operational risks. It is built on a five-tiered structure beginning with a clear policy commitment, followed by the application of the '*As Low As Reasonably Practicable*' (ALARP) principle to minimise risk through effective control measures. This is supported by our HSSE-MS which outlines the organisational strategy, leadership commitment, defined roles and responsibilities, risk management processes, assurance mechanisms and regular performance reviews. Process safety management elements further reinforce operational controls including asset integrity, contractor safety, emergency preparedness and incident investigation. These are underpinned by manuals, procedures and work instructions that guide a safe and consistent execution of tasks.



HSSE Risk Control Framework.

Our HSSE-MS is anchored on eight (8) integrated elements that collectively ensure effective governance and support our long-term commitment to health, safety, security and sustainable development.

HSSE-MS.

Sustainability Report (continued)

No.	HSSE-MS Elements	
1	Leadership	Visible commitment from all levels to foster a strong HSSE culture.
2	HSSE Policy and Strategic Objectives	Foundation for setting clear goals aligned with regulatory obligations and stakeholder expectations.
3	Organisational Roles, Responsibilities, Authorities, Standards and Documents	Accountabilities are well-defined and embedded across the organisation, including contractors.
4	Hazards and Effects Management Process (HEMP)	Risks are proactively identified, assessed and controlled to safeguard people and the environment.
5	Planning and Procedure	All operations, from routine to emergency scenarios, are supported by adequate documentation and preparedness.
6	Implementation and Monitoring	HSSE performance is tracked through robust indicators and transparent reporting.
7	Assurance	Audits and reviews are carried out to strengthen trust by validating compliance.
8	Management Review	A continuous improvement mechanism that allows top management to assess effectiveness and steer enhancements.

In addition, at Hibiscus Brunei, our Health-Hygiene, Safety, Security, Sustainable Development (Societal), Environment, Energy and Quality (H3S2EQ) principle is central to how we operate. Our approach to health and hygiene extends beyond compliance—it is about creating a workplace where people feel safe and cared for. We ensure that all personnel are medically fit, well-informed and equipped to perform their duties safely. Hygiene protocols are rigorously maintained, especially in high-risk operational areas, to prevent illness and promote well-being. By embedding these principles into our daily operations, we continue to build a resilient and responsible workforce that drives our success. By embedding H3S2EQ principles into every level of Hibiscus Brunei, we continue to build a safe, secure and high-performing workplace for all.

- Leadership Oversight

Strong and consistent leadership oversight remains critical to embedding a resilient HSSE culture across all levels of the organisation. Through structured engagement at both strategic and operational fronts, Senior Management play a central role in shaping performance, strengthening accountability and integrating safety into day-to-day operations. Our key attributes are tabulated below:

Strategic	Operational
HSSE Bi-Monthly Committee Meetings	**Management Operation Visits (MOVs)**
• Platform for the Leadership Team to oversee execution of the HSSE agenda. • Focused governance on key risks, compliance and performance. • Used leading and lagging indicators to guide data-driven decision-making. • Supports organisational resilience against business risks and strategic-to-operational alignment. • Reviews include performance metrics, assurance findings and HSSE plan progress.	• Conducted across key sites in FY2025. • Reinforces leadership visibility and workforce engagement. • Assesses implementation of the HSSE-MS. • Reviews Safety Critical Elements (SCEs) and promotes open dialogues. • Visits followed a structured approach with pre-planning, HSSE walkabouts, discussions and follow-ups. • Aims to drive continuous improvement and uphold operational integrity.

- Back-to-Basics Programme

Hibiscus Malaysia continues to strengthen its HSSE performance through the implementation of the Back-to-Basics programme, which has played a pivotal role in fostering a strong safety culture and reducing workplace incidents.

The programme focuses on the key areas that support operational excellence and sustainability:

Key Areas	Execution Strategies
HSSE-MS Interface and Integration	• The HSSE-MS is continuously reviewed and enhanced to ensure it remains updated, standardised, harmonised and fit-for-purpose. This includes the alignment of HSSE documentation, procedures and practices to meet current regulatory and operational requirements.
Knowledge Management	• Structured communication plans, targeted engagement activities and training programmes ensure that expectations, requirements and processes within the HSSE-MS are effectively disseminated across the organisation.
Risk Management Processes	• Emphasis is placed on increasing awareness and application of risk management principles, including the ALARP philosophy. • Enhances the ability of the workforce to identify, assess and manage operational risks proactively.
HSSE Assurance	• A Tier-1 HSSE assurance programme has been established, focusing on 21 critical risk areas. • The risk-based assurance approach ensures systematic verification of HSSE-MS implementation and ongoing compliance with safety standards.
Risk-Based Approach to Contractor Management	• Contractor performance is managed using a band classification system, aiming for zero red-band contractors (those not meeting minimum HSSE requirements) and increasing the number of green-band contractors (those with no gaps in their management systems). • It is supported by proactive identification and mentoring of yellow-band contractors to enhance overall contractor safety performance.
Environmental and Sustainable Development	• A scheduled waste reduction programme is implemented for recovery of waste. • Supports waste minimisation and advances the organisation's broader sustainability objectives.

During FY2025, AOCL held monthly campaigns to inculcate safety awareness within the workforce. The following awareness campaigns were carried out onboard the Anasuria FPSO during asset safety meetings within the period:

- Mercury Awareness
- Life Saving Rules
- 20 Second Scan
- Suicide Awareness
- Donut Escape Training
- Leak Testing
- Safety Culture
- Menopause
- *'It's Time To Talk'*
- Process Safety Fundamentals
- Stress Awareness
- Mental Health
- Flu Vaccine
- World Sleep Day
- Heat Safety Awareness
- Liver Health
- Know Your Numbers
- Dry January

Sustainability Report (continued)

Proactive Risk Management

At Hibiscus Malaysia, proactive risk management is a cornerstone of our operational philosophy, integral to ensuring the safety and well-being of our personnel, integrity of our assets and protection of the environment. We employ a rigorous, multi-layered approach to systematically identify, assess and mitigate potential hazards before they escalate. This commitment extends across all facets of our operations, from initial project conceptualisation to daily execution, thereby fostering a resilient and secure working environment.

Establishing a comprehensive understanding of potential risks is the critical first step in this proactive strategy. Through systematic workshops and detailed analyses, we meticulously uncover potential hazards and operational deviations. The following diagram illustrates our structured approach, detailing the progression from initial hazard identification (HAZID) to in-depth process hazard analysis:

RISK IDENTIFICATION

HAZID
(HAZARD IDENTIFICATION)

Initial screening to identify potential hazards.

HAZOP
(HAZARD AND OPERABILITY STUDY)

Detailed, systematic examination of a process to identify and evaluate potential problems.

PHA WORKSHOP
(PROCESS HAZARD ANALYSIS)

Broader analysis to identify, evaluate and control hazards associated with processing and handling.

Building upon this robust foundation of risk identification, we implement a series of strategic initiatives designed to enhance our safety barriers, elevate contractor performance and cultivate a deeply ingrained safety culture. These efforts are systematically executed to ensure continuous improvement and sustain operational excellence, as detailed in the table below:

Initiatives	Asset(s)	Description
HSSE Compliance	Peninsular Assets	• A Tier-1 HSSE assurance programme was implemented to verify compliance across 21 critical risk areas through a structured, risk-based approach aligned with HSSE-MS standards.
Risk-Based Approach to Contractor Management	Peninsular Assets	• Contractor performance is monitored using a band classification system, aiming to eliminate red-band contractors while promoting and mentoring yellow-band ones to achieve green-band status and strengthen safety maturity.

Notes:
1. HSSE assurance for Sabah operations is based on the IMS requirement.
2. For clarity, red-band contractors are those who do not meet the minimum requirements while green-band contractors have not recorded any gaps in the management system of controls.

- Risk Assessment Matrix (RAM) and ALARP Principles

To proactively manage sustainability-related risks, we apply a structured RAM that enables subject matter experts to systematically evaluate potential impacts on key areas such as reputation, finances, operations, the environment and social well-being. This disciplined approach provides a consistent framework for prioritising risks and informs sound risk-based decision-making that aligns with our organisational tolerance thresholds.

In line with our commitment to safety and operational excellence, all identified risks are managed to ALARP levels. This principle ensures that mitigation measures are implemented in a balanced and cost-effective manner, minimising risk while supporting sustainable business performance. Together, the RAM and ALARP principles remain fundamental to our risk management process, embedding safety, resilience and accountability into day-to-day operations across the organisation.

<u>Our Approach to HSSE</u>

Sustainability Report (continued)

5.1 OH&S

At Hibiscus Malaysia, OH&S is a core pillar of our commitment to protecting lives, promoting well-being and driving operational excellence. We recognise that a strong, proactive safety culture is vital to safeguarding our workforce and stakeholders while enabling long-term sustainable performance. Our approach to OH&S is anchored in a structured framework of five (5) strategic pillars that foster risk prevention, strong governance, resilience and behavioural ownership across all Malaysian operations.

During the reporting period, we implemented a range of initiatives that emphasised both preventive action and behavioural reinforcement—focusing on safety culture cultivation, mental and physical wellness, emergency preparedness and individual accountability at every level of the organisation. The table below highlights the key initiatives that supported our OH&S objectives.

Initiatives	Asset(s)	Description
Empowering "Stop Work" Culture	Malaysian Assets	• All personnel are empowered to stop work immediately when faced with or observing unsafe conditions or acts. • Applies to any risk to people, environment, or assets. • Promotes proactive prevention and individual accountability.
Full Compliance to the IOGP's *'Life Saving Rules'*	Malaysian Assets	• A culture of shared responsibility is fostered, where vigilance and care for one another's safety are continuously encouraged across the workforce. • Full compliance with the IOGP's '*Life-Saving Rules*' is enforced, and any breach is addressed through fair consequences to ensure timely intervention and strengthen overall safety culture.
Workplace Resilience and Psychological Well-being	Malaysian Assets	**i. Resilience at the Workplace Programme** • To equip employees with strategies to manage stress and build emotional strength through flexible-access webinars, promoting a supportive and safer work culture. **ii. Depression Anxiety Stress Scale (DASS) Screening** • To assess mental well-being levels across the workforce, enabling early identification of psychological stressors and supporting targeted health interventions.
Lifestyle Modification Programme	Malaysian Assets	• Implemented a Lifestyle Modification Programme for 322 offshore and onshore personnel (including contractors across Kinabalu Oil, PM3 South, PM3 North and Menara Citibank) to address rising health-related work restrictions stemming from non-communicable diseases, identified through comprehensive health screenings. • Parallel health awareness activities, including a Ramadhan Weekly Wellness Programme and health talks for 294 participants, were conducted to reinforce healthier lifestyle choices and promote overall well-being.
HSSE Programmes	Malaysian Assets	**i. HSSE Campaign** • Conducted across all offshore and onshore sites. • Focused on four high-risk themes: Line of Fire, Dropped Object, Protect Your Hand and Lifting Safety. • Combined hands-on learning, real-case scenarios, targeted communications, visual aids and site leadership engagement to reinforce operational discipline and hazard awareness. • Championed by site leaders, HSSE coordinators and line supervisors, reinforcing visible leadership and embedding a safety-first mindset throughout operational teams. **ii. HSSE Day 2024** • Themed *'Leaders of A Sustainable Future: Your Action Matters'*. • Featured interactive sessions, sustainability pledges, Piper Alpha documentary screening and a compelling Safety Talk by Piper Alpha survivor, Steve Rae—uniting all sites in a shared commitment to safety leadership, risk awareness and sustainable workplace practices.

<table>
<tr><th>Initiatives</th><th>Asset(s)</th><th>Description</th></tr>
<tr><td>HSSE Programmes (continued)</td><td>Brunei Asset</td><td>

i. Life Saving Rules Onboarding Programme

- In October 2024, post-integration into the Hibiscus Group, Hibiscus Brunei rolled out a comprehensive onboarding programme centred on the IOGP's '*Life Saving Rules*' at the Lumut Onshore Process Plant (OPP Lumut) and office-based teams, ensuring that all personnel—regardless of role or location—are aligned with the critical behaviours that prevent serious incidents and save lives. By embedding these rules into our daily operations, we continue to reinforce individual accountability and collective responsibility for safety across the organisation.

ii. 5x5 RAM Engagement

5x5 RAM Awareness.

- In January 2025, Hibiscus Brunei adopted the Hibiscus Group's 5x5 RAM to enhance the consistency and clarity of hazard evaluation across our operations, in support of more informed decision-making, improved communication of risk levels and alignment with industry best practices. To ensure effective implementation, a briefing session was conducted for personnel across various departments at OPP Lumut.

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Sustainability Report (continued)

Initiatives	Asset(s)	Description
HSSE Programmes (continued)	Brunei Asset	**iii. Integrated Emergency Response Committee (IERC) Meeting at Brunei Fertilizer Industries (BFI)**  IERC Meeting at BFI. • On 27 February 2025, Hibiscus Brunei, together with the Brunei Economic Development Board (industrial land administrator) and other Major Accident Hazard (MAH) operators within the Lumut-Liang Industrial Area, were invited to participate in a collaborative safety engagement session. Hibiscus Brunei shared insights on ongoing and upcoming activities at OPP Lumut, particularly in relation to the Low Pressure Compression (LPC) construction works, and the planned shutdown campaign in September 2025. • A presentation was also made on the outcome of Hibiscus Brunei's newly completed Integrated Quantitative Risk Assessment (i-QRA) for the LPC Project which highlighted the updated risk contours across the operations area and their implications for the Lumut-Liang Industrial Area neighbouring facilities and surrounding communities. This initiative reflects our commitment to transparent risk communication and proactive engagement with industrial stakeholders to ensure collective safety-related preparedness.

<table>
<tr><th>Initiatives</th><th>Asset(s)</th><th>Description</th></tr>
<tr><td>HSSE Programmes (continued)</td><td>Brunei Asset</td><td>iv. World Day for Safety 2025
• In conjunction with World Day for Safety 2025, Hibiscus Brunei hosted a high-impact event under the theme 'Critical Barriers and Managing Safety Barriers' on 28 May 2025. The event brought together key stakeholders which included regulatory authorities Petroleum Authority of Brunei Darussalam and the Safety, Health and Environment National Authority (SHENA), in addition to joint venture partners, business partners and industry peers, to reaffirm our shared commitment to safety excellence.
• The event provided a first-hand view of our operational safety practices and SCE systems, and included an internal Safety Awards session, recognising outstanding contributions from individuals and teams who demonstrated exemplary safety behaviour and initiative throughout the year. This event reinforced our internal safety culture and strengthened our partnerships with external stakeholders in our collective pursuit of a safer, more resilient industry.


World Day for Safety and OPP Lumut site tour held on 28 May 2025.</td></tr>
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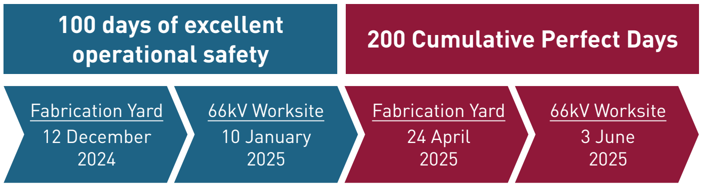
Sustainability Report (continued)

Initiatives	Asset(s)	Description
HSSE Programmes (continued)	Brunei Asset	**v. Safety Time-Out Session** • In alignment with our commitment to continuous safety vigilance, a Safety Time-Out was initiated on-site at OPP Lumut on 20 May 2025, to serve as a critical pause to reflect on operational risks and reinforce our shared responsibility for safety. Key learnings from past incidents were addressed together with emerging hazard trends relevant to our operations. The session provided a platform for open dialogue, encouraging teams to reassess their work environments, challenge assumptions and identify potential blind spots in daily routines. This Safety Time-Out served as a timely reminder that safety is not just a procedure, but also a mindset that must be actively practiced and continuously strengthened at every level of the organisation.  Safety Time-Out session carried out for OPP Lumut personnel. **vi. Field Operations in OPP Lumut – HSE Monthly Meeting** • At Hibiscus Brunei, fostering a strong safety culture remains a top priority, reinforced through our monthly HSE meetings at OPP Lumut. These sessions serve as a vital platform for engagement, knowledge sharing and continuous improvement on health and safety practices across all departments. Presentations covering HSE-related topics such as significant events, Perfect Days achievements (days without any safety, environmental or process incidents - previously introduced by TotalEnergies Brunei) and downgraded situations (whereby Safety Environmental Critical Elements (SECEs) are not fully functional) requiring focused attention. Additionally, a comprehensive review of Observation Cards and PTW audits by the OPP Lumut HSE team offers valuable data on trends and opportunities for improvement. These meetings also provide a forum in ensuring alignment with Group-level safety objectives and strategies. Monthly HSE Awards are held to recognise HSE-related contributions. An interactive HSE quiz is held at the end of meetings to reinforce critical safety concepts. These structured engagements not only enhance operational safety but also promote collaboration, accountability and a shared commitment to achieving excellence in HSE performance.  Hibiscus Brunei HSE monthly meetings.

Initiatives	Asset(s)	Description
HSSE Programmes (continued)	Brunei Asset	**vii. Safety Culture Programme and HSE Site Tours** • In line with Hibiscus Group's core values, safety continues to be fundamental to our organisation. Achieving 26 years without a LTI in Brunei would not be possible without the commitment and support of all stakeholders and a strong safety culture. Prior to October 2024, Block B MLJ had been operated by TotalEnergies Brunei before acquisition by Hibiscus Petroleum through its indirect wholly-owned subsidiary, Hibiscus Brunei. • As part of our organisation's safety culture programme and to adapt to new rules and HSE references, a series of campaigns and activities have been organised. Topics include the IOGP's '*Life Saving Rules*', Start Work Checks, Process Safety and Psychological Safety. Safety tours are also routinely conducted (weekly at operational level and bi-weekly at Management level) to demonstrate the safety commitment of the Management and site leadership team.   Management Site Tour at the OPP Lumut Process Area.

Sustainability Report (continued)

Initiatives	Asset(s)	Description
HSSE Programmes (continued)	Brunei Asset	**viii. LPC Project Perfect Days Celebration** • Hibiscus Brunei implemented a Perfect Days programme with HSE objectives and criteria aimed to improve and maintain our safety record. Our teams at the Fabrication Yard and the 66 kiloVolt (kV) worksite demonstrated exceptional dedication to workplace safety, achieving several significant milestones as part of our Cumulative Perfect Days initiative between December 2024 and June 2025:  Perfect Days milestone timeline. These sequential milestones were marked with mini-celebrations to recognise the collective effort and reinforce our commitment to creating a zero-harm environment. The back-to-back success underscores the consistency of safe practices being applied across project sites and reflects a proactive safety culture, rigorous training and daily commitment of personnel across all levels. It also highlights the team's sustained focus on hazard mitigation, adherence to worksite protocols and continuous improvement.  LPC Perfect Days Safety Workshop with LPC Management Team and Project Contractors.

Initiatives	Asset(s)	Description
HSSE Programmes (continued)	Brunei Asset	**ix. 500K Safe Manhours LTI Free HSE Milestone for LPC Project** • On 5 December 2024, Hibiscus Brunei marked a significant LPC Project milestone, celebrating 500,000 manhours without a LTI at OPP Lumut. The event was organised to recognise and commend the exemplary safety behaviours demonstrated by the contractors involved in the project.   Hibiscus Brunei Country Head at the 500K Safe Manhours Free LTI Event.
PETRONAS Malaysia Petroleum Management (MPM) PowerStep Campaign	Malaysian assets	• The initiative encouraged physical activity, healthy habits and mental well-being through team-based challenges using BookDoc, a health and wellness step-tracking application used during the MPM Powerstep campaign. • Hibiscus Malaysia team were placed 1st and 6th among all Petroleum Arrangement Contractors (PACs), reflecting strong participation and a commitment to workplace wellness.

Sustainability Report (continued)

Initiatives	Asset(s)	Description
Occupational Health Assurance and Programmes	Sabah assets	**i. The Urine Drug and Alcohol Test (UDAT)** • All locations achieved 100% negative results, reinforcing a zero-tolerance policy and ensuring a fit-for-duty workforce.  Random testing of UDAT at LCOT. **ii. The Influenza Vaccination Programme** • Promoted immunisation and reduced illness-related absenteeism, supporting overall workforce resilience.  An employee receiving a vaccine shot. **iii. Designated First Aider (DFA) Skill Maintenance** • Refresher sessions were conducted for over 70 DFAs to strengthen emergency response readiness and lifesaving proficiency. **iv. Respirator Fit Test** • Conducted regularly to verify that respirators fit correctly and forms an effective seal for personnel potentially exposed to hazardous dust, gases, chemicals, or other airborne contaminants. • Completed for 154 personnel to ensure effective respiratory protection and compliance with occupational health standards in high-risk environments.

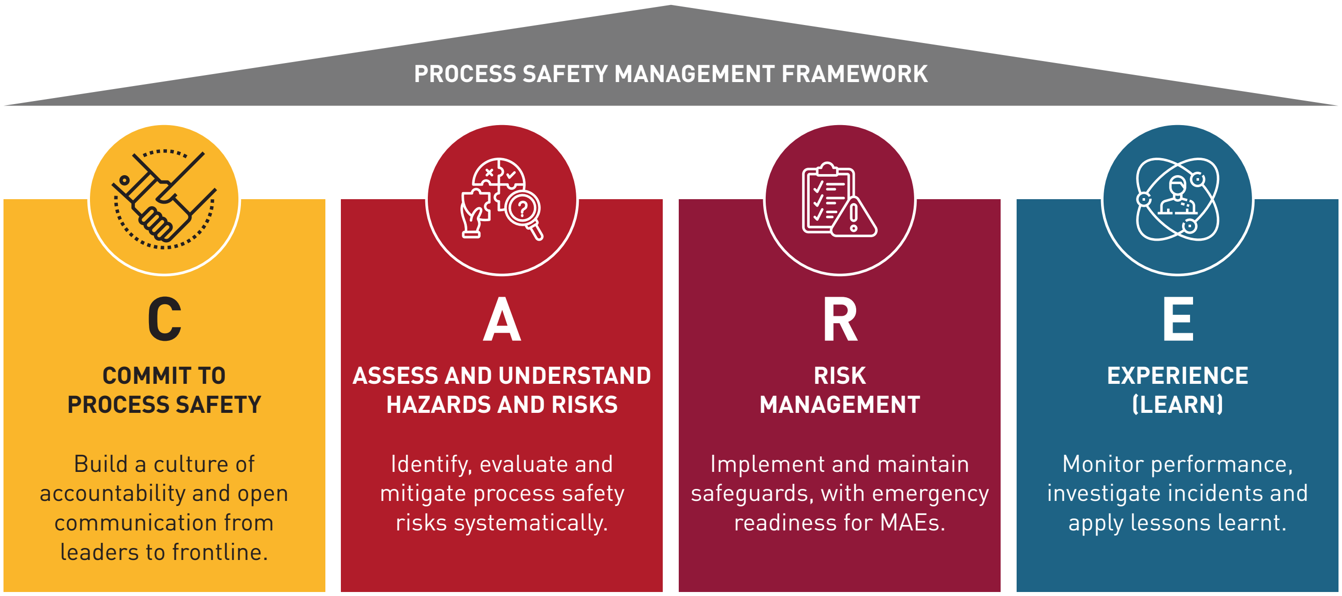
5.2 Process Safety and Asset Integrity

Process safety is another core aspect of safety which Hibiscus Petroleum places great emphasis on. It is a discipline of safety that focuses on preventing low frequency, high consequence catastrophic events such as fires, explosions, loss of containment, structural collapse, etc. These catastrophic events are more commonly termed as Major Accident Events (MAE), which are realised when a MAH is not controlled. Hence, process safety management contributes to our licence to operate and our duty of care to our workforce, the surrounding community and the environment.

<u>Process Safety Management</u>

The Hibiscus Malaysia Process Safety Management (PSM) Framework, implemented in 2024, was developed based on the Centre of Chemical Process Safety's (CCPS) Risk-Based PSM framework, which consists of four (4) main pillars, subdivided into 21 elements.

The four main pillars are:



<u>Process Safety Progress and Implementation Highlights</u>

To strengthen process safety practices and promote operational discipline, a series of key initiatives were implemented across Hibiscus Petroleum assets during the reporting period. These initiatives focused on enhancing risk awareness, improving barrier management and ensuring compliance with regulatory and internal safety standards.

Initiatives	Asset(s)	Description
MPM LOPC Management Framework Enhancement	Malaysian assets	• Contributed to MPM's enhancement of its LOPC Management Framework, with updated guidelines rolled out in December 2024. • Gap assessments conducted at Hibiscus Malaysia facilities to identify and plan for necessary improvements.
PetroVietnam Exploration Production (PVEP) HAZID, Hazard and Operability analysis (HAZOP) and Safety Integrity Level (SIL) Workshops	Peninsular assets	• Participated in PVEP's HAZID, HAZOP and SIL workshops for the Khanh My–Dam Doi field development, contributing technical insights during the Front-End-Engineering-Design (FEED) stage at a third-party consultant office in March 2025.

Sustainability Report (continued)

Initiatives	Asset(s)	Description
MPM 4th Joint Process Safety Work Group (JPSWG)	Peninsular Assets	• A quarterly engagement session was held between MPM and Petroleum Arrangement Contractors (PACs) to discuss performance, updates and knowledge sharing with regards to process safety.
Firewater System Deluge Dry Test	Peninsular Assets	• The Firewater System Deluge Dry Test was introduced as an alternative to traditional wet testing, facilitating the verification of system functionality while minimising corrosion risks on offshore platforms. • A demonstration of the dry deluge testing technology was conducted by a third-party in Johor Bahru using a mock-up firewater system to validate its effectiveness in supporting asset integrity.
Regulatory Compliance and Operational Assurance	Peninsular Assets	• Completed the Department of Occupational Safety and Health Malaysia (DOSH) Tier-3 Audit at PM3 North in October 2024, with no major findings and recognition for five best practices. • Offshore Management Visit with Operated Asset was conducted alongside Senior Onshore Management to carry out assurance activities, verify adherence to process safety requirements and ensure safe operational practices are upheld.
	Sabah Assets	• Successfully conducted site assurance activities across worksites to verify safety barriers, including checks on safety critical equipment, Management of Change (MoC) implementation and process safety information — with improvement areas highlighted to site teams and are currently being addressed. • Successfully awarded IMS certification on 18 January 2024 for Sabah assets, recognising the implementation of ISO 45001:2018 standards. Audits at LCOT and St Joseph platform were completed without any non-conformities identified, demonstrating full regulatory compliance.
Bi-monthly PSM Committee Meeting	Sabah Assets	• A bi-monthly platform conducted virtually for Senior Management and key personnel. • Review process safety performance including leading and lagging key performance indicators (KPIs), key activities and emerging issues, fostering cross-functional engagement and shared accountability in driving process safety performance.
Development of Chemical Reactivity Compatibility Matrix (CRCM)	Sabah Assets	• CRCM was developed collaboratively by the Process Safety and Production Chemistry teams to enhance awareness and understanding of chemical hazards at site level. • This initiative supports safe chemical handling by clearly identifying incompatible substances and promoting hazard recognition across operations.
HAZID and Bow-Tie Workshop for SHENA Requirement	Brunei Asset	• As part of the ongoing activities for the five-yearly Regulatory Safety Case renewal of OPP Lumut, Hibiscus Brunei undertook a comprehensive HAZID and Bow-Tie Analysis (to visually represent and manage risks associated with MAHs) for the facility on 7 and 8 January 2025. The scope of the analysis included the integration of the LPC and LifeX Project Integration to extend the facility lifespan, ensuring that all foreseeable risks are identified, assessed and effectively managed. The outcomes of the HAZID and Bow-Tie Analysis inform future risk mitigation strategies and enhance the overall resilience of the OPP Lumut facility.  HAZID and Bow-Tie Workshop held on 7 and 8 January 2025.

Initiatives	Asset(s)	Description
MRTI Management	Brunei Asset	• MRTI Management encompasses both Process Safety and Asset Integrity which plays a pivotal role in Hibiscus Brunei's Major Risk Management strategy. This integrated approach is focused on minimising risks to people, the environment, physical assets and the company's reputation. Through a structured and systematic framework, MRTI ensures that critical equipment and systems remain fit for their intended purpose across the entire asset lifecycle. Specifically, the MRTI function is responsible for managing the availability and reliability of SECE barriers that are essential to protecting life and preventing major incidents. • We are fully committed to the following practices: ◦ Ensuring up-to-date and comprehensive asset registers are established and maintained for all operational assets. These registers are actively used in inspection and maintenance planning. ◦ Implementing Inspection, Testing and Preventive Maintenance (ITPM) regimes based on risk-based or time-based methodologies, tailored to the criticality of equipment. ◦ Aligning ITPM activities with performance standards to support both asset integrity assurance and the ongoing compliance SECEs. ◦ Developing and executing integrated inspection and maintenance plans, coordinated across departments to minimise operational disruptions. ◦ Deploying qualified and competent personnel to plan, supervise and execute all ITPM activities effectively. ◦ Prioritising and tracking follow-up actions arising from ITPM findings, including corrective maintenance and improvement recommendations. ◦ Subjecting any deferrals or downgrades from the ITPM schedule to formal review and approval by appropriate levels of authority. ◦ Periodically reviewing ITPM regimes to incorporate operational feedback, equipment performance trends and industry best practices. MRTI Technical Team Engagement Meeting • On 22 May 2025, our technical integrity team conducted a thorough review of SECEs across multiple assets. Key integrity areas such as wells, pipelines, structures, tanks and High Integrity Pressure Protection Systems (HIPS) were evaluated, with significant discussions around compliance status, integrity threats and ongoing mitigation strategies to be considered. These insights informed forward action plans to enhance asset reliability and longevity. Looking ahead, we remain dedicated to strengthening technical integrity through continuous monitoring, risk assessments and collaborative engagements. MRTI Management Integrity Tour • Hibiscus Brunei conducted a focused Management Integrity Tour on 6 May 2025 to verify the systematic implementation of integrity activities across its assets, including inspections and tests to ensure that all critical equipment remains fit for its intended application throughout its lifecycle. The Management Integrity Tour included site-specific reviews across key operational locations; OPP Lumut, MLJ1, MLJ2, MLJ3 and associated crew boat facilities. It was well-supported by a multi-disciplinary leadership and technical team and attended by 11 participants, reflecting the cross-functional importance of asset integrity. Key technical specialists such as the Safety Engineer, Integrity Lead Engineers, SECE Guardians and the Operations Site Manager contributed their expertise and on-the-ground insights. This initiative not only facilitated the validation of existing processes but also fostered stronger alignment between technical teams, operations and leadership in driving continuous integrity excellence.

Sustainability Report (continued)

During the reporting period, Peninsular Malaysia assets recorded zero major and minor process safety incidents, marking a significant improvement from the previous period where two minor incidents were reported and subsequently addressed. This achievement underscores the effectiveness of ongoing risk control measures and the strong emphasis on process safety discipline across operations.

Process Safety Masterclass Session in Kuala Lumpur.

Process Safety Site Assurance at Kinabalu (KNB).

CRCM roll-out for North Sabah in July 2024.

CRCM roll-out for LCOT in August 2024.

LCOT Safety Case Refresher–2.

Furthermore, Anasuria established a Process Safety Framework based on the Energy Institute's published process safety framework guidance. The framework drives Process Safety improvements in line with the Process Safety Improvement Plan. Areas progressed include engaging the organisation on the fundamentals of process safety and principles of process safety leadership. Ten (10) pre-mobilisation training sessions have been completed involving both the onshore and offshore teams. Significant work has been undertaken in updating procedures, including the Performance Standards and Operations Manuals to reflect good practice.

Process Safety Framework.

Contractor HSSE Management at Anasuria Cluster

As a practice, pre-contract HSEQ reviews are carried out on all non-routine offshore projects, such as a scale inhibitor squeeze, diving and well intervention campaigns. AOCL subscribed to the SEQual Supply Chain database during FY2025 which allows access to current information and assurance provided by more of our suppliers and validated by the SEQual team.

In addition, combined operations HAZID/risk assessment workshops are also held, bridging documents prepared and emergency response arrangements tested through exercises and drills. With respect to planned shutdowns, several planning meetings are held and the work packs prepared are subject to detailed risk assessments.

A requirement of the Safety Case Regulations 2015 is that a 'thorough review' of the installation Safety Case must be carried out every five years, and a report of the findings submitted to the Health & Safety Executive (HSEx). The purpose of this review is to demonstrate, through a systematic examination, that the Safety Case remains sound, information is current and accurate, and areas for improvement are identified and addressed. The review looks at design parameters, ageing processes and changes in operating conditions that may limit the life of the installation, or impact the effectiveness of its SCEs.

During the course of Calendar Year 2020 when Petrofac was the Duty Holder, a Safety Case thorough review was conducted, and the required report was submitted to the HSEx in 2020. As AOCL successfully transitioned to the role of the Anasuria FPSO Duty Holder on 10 June 2022, the responsibility to address open action items transferred from Petrofac to AOCL. Subsequently, work has commenced on the legally required 2025 Thorough Review which is due for completion in October 2025.

Since transition, a series of HSEx inspections have taken place. The following table shows the inspection focus areas and status of items raised during the inspection. AOCL is engaging with the HSEx on these items and they are tracked in AOCL's ATMS system to closure.

Sustainability Report (continued)

AOCL's Inspection Focus Areas and Status

Inspection Title	Month & Year	Onshore	Offshore	Items Raised	Item Status
Petrofac Pre-Duty Holder Letter Items	-	-	-	12	11 Closed, 1 Open
Post-Duty Holder Letter Items Up to July 2024	-	-	-	22	16 Closed, 6 Commitments
Tank Inspection Status	August 2024	Yes	No	0	0
Major Hazard Leadership Review	November 2024	Yes	No	0	0
HSEx Offshore Inspection	November 2024	Yes	Yes	4	2 Commitments, 2 Open
Industrial Hygiene Inspection	February 2025	Yes	No	0	0
HSEx Inspection/Annual Diving Review	February 2025	Yes	No	0	0
Maintenance Data	March 2025	Yes	No	0	0
Marine Late Life Inspection	June 2025	Yes	No	0	0

As a part of the environmental compliance process (with the UK Regulations), annual environmental inspections are undertaken by the Offshore Petroleum Regulator for Environment and Decommissioning (OPRED). The last inspection took place in November 2024.

AOCL received the 2024 OPRED Inspection Letters on 10 June 2025. OPRED reported a total of 13 findings/areas for improvement following the 2024 inspection, of which 12 have been addressed. The remaining area of improvement identified includes the need to update the Anasuria Performance Standard – Hazardous Open Drains to encompass the specific actions needed to ensure the scuppers remain open during normal operations.

All findings/areas for improvement in relation to the 2023 OPRED Inspection Letters have been addressed and an update has been provided to the AOCL OPRED Inspector at the AOCL/OPRED Quarterly Engagement on 27 August 2025, confirming closure of all 2023 Inspection Letter Findings. The next engagement with OPRED is being planned for mid-2026.

During the reporting period, the Anasuria asset achieved a Patron's Award for 26 consecutive Gold Awards for health and safety performance from the ROSPA. AOCL has also won six OEUK and Step Change in Safety Awards in the last three years, the only operator in the North Sea to do so. AOCL has been asked by OEUK and the HSE to share our process safety journey with other operators and AOCL has been featured in the OEUK magazine on this topic. These initiatives have not only stabilised the organisation but have also fostered a robust safety culture, significantly enhancing the company's operational efficiency, reputation and employee morale.

Together with our partner Ping Petroleum, Anasuria Hibiscus and AOCL, the Duty Holder of the Anasuria FPSO, we are proud to have been able to continue to uphold the safety performance of the Anasuria asset.

5.3 Emergency Crisis Preparedness and Security

Emergency Crisis Preparedness

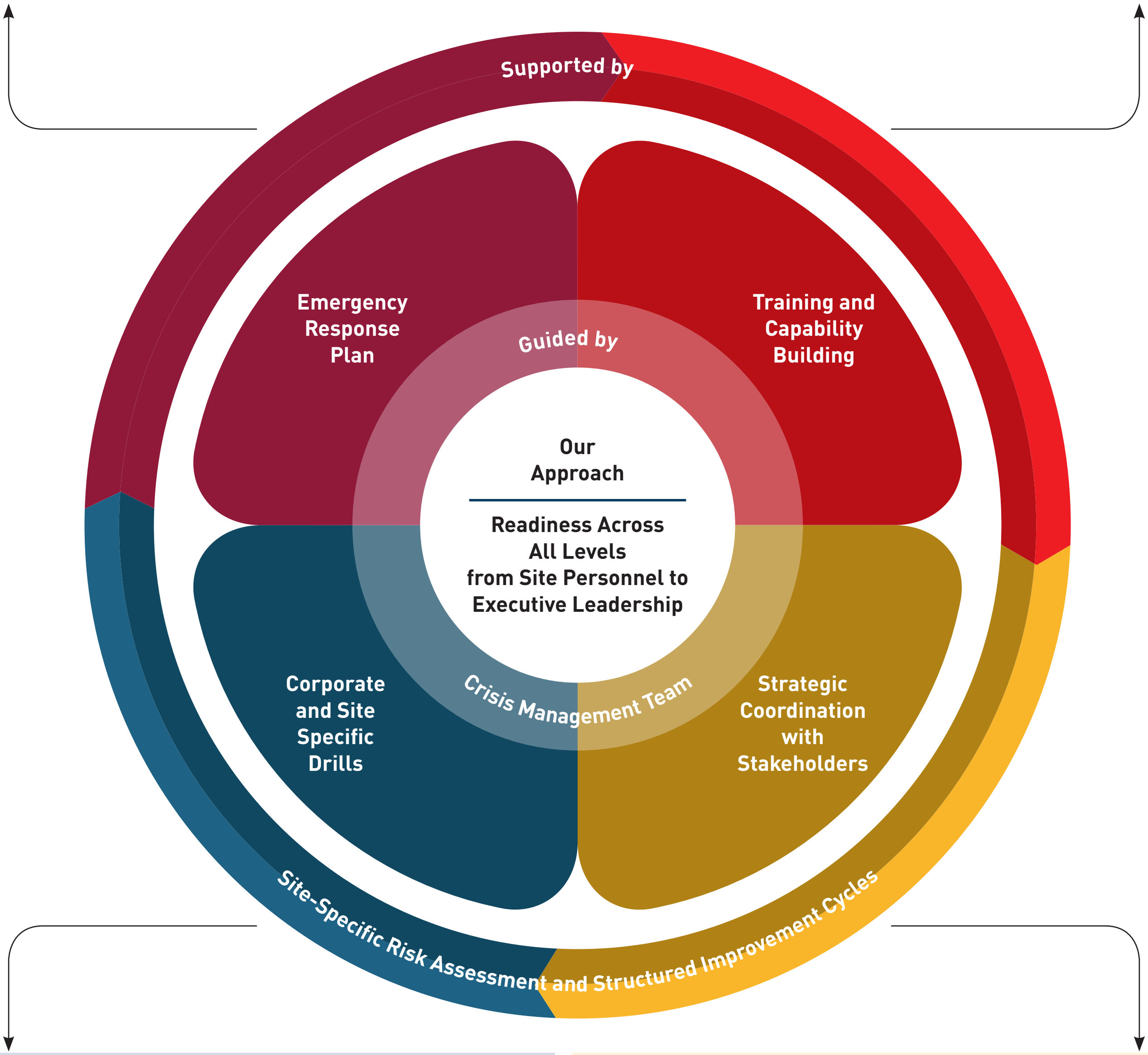
We have robust emergency preparedness and response systems which we constantly test for continuous monitoring and improvement. This is to enable us to promptly resume normal operations and business activities in the unlikely event of an incident, to reduce the occurrence of any adverse impact to productivity and profitability. We partner proactively with local first responders, emergency management groups as well as state and federal agencies.

These efforts are guided by our Crisis Management Team (CMT) and supported by site-specific risk assessments and structured improvement cycles. Our CMT, located at our headquarters in Kuala Lumpur, is responsible for the overall strategic management of critical events which require corporate support.

Sustainability Report (continued)

- Plans in place at the project, country, regional and global levels to address events caused by natural disasters, major fires, spills or social unrest.
- Tailored to business unit operations and site-specific risks.
- Covers all levels of the organisations and can be activated immediately.

- Employees and direct contractors are trained according to site and designated emergency roles.
  - Shoreline oil spill protection and clean-up strategies for onshore operations staff.
  - Facility emergency shutdown and offshore containment or dispersion strategies for marine and offshore operations staff.



- Emergency Response (ER) drills and exercises are embedded in annual HSSE activity plans.
- Both corporate-wide and site-specific simulations are conducted to test the effectiveness of ER plans.
- Drills are monitored by the HSSE Department to identify areas for improvement and ensure readiness.

- Regular engagement with local first responders and regulatory bodies ensures aligned expectations and seamless coordination.
- Emergency management programmes are periodically reviewed to integrate stakeholder feedback and regulatory updates.

Crisis Management Framework.

In our continuous pursuit to achieve desired readiness, between July 2024 until June 2025, various trainings, workshops and exercises were organised by Hibiscus Malaysia to exercise the Command, Control, Coordination and Communication (4Cs) principle between various facilities and the Incident Management Team (IMT) and CMT.

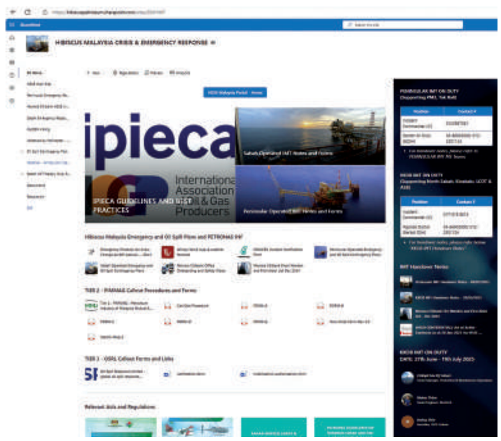
Meanwhile, Hibiscus Brunei remains focused on enhancing its emergency preparedness capabilities to ensure the safety of its people, protection of the environment and continuity of operations in the face of potential major incidents both onshore and offshore. Its Crisis and Emergency Management (CEM) framework is designed to anticipate, plan for and respond to a wide range of scenarios, from onshore and offshore emergencies and major equipment failures to severe weather events and security threats. In line with this, we continued to strengthen our site-specific emergency response plans, conduct regular drills and simulations and ensure coordination across key stakeholders, including the emergency response units and external agencies. Through a risk-based and performance-driven approach, we maintain a high level of vigilance and capability across our operations. These efforts are guided by our commitment to ensuring that every individual is equipped, every system is tested and every response is deliberate and effective.

The following table outlines key activities and initiatives carried out that supported emergency preparedness management across our assets:

Initiatives	Asset(s)	Description
Tier-3 Simulations	Malaysian and Anasuria Cluster Assets	**i. Exercise Kiamsam 02/2024 (October 2024)** • Major fire emergency simulation at LCOT. • Conducted with participation from local authorities to assess multi-agency coordination and 4C readiness. **ii. Exercise SIMEX (December 2024)** • Tier-3 strategic crisis simulation organised by Anasuria Hibiscus. Hibiscus Malaysia and Corporate HQ provided support, contributing to global crisis coordination and strategic decision-making validation. **iii. Exercise Bunga Timur 01/2025 (April 2025)** • Medical emergency scenario aboard Accommodation Work Boat Eastern WB400 during voyage. • Focused on medical evacuation (medevac) coordination and response at sea. **iv. Exercise Furious 01/2025 (May 2025)** • Full-scale emergency drill for North Sabah assets. • Tested on-site emergency response capability and integration with IMT and CMT.  Exercise Furious 01/2025.

Sustainability Report (continued)

Initiatives	Asset(s)	Description
Tier-3 Simulations (continued)	Malaysian and Anasuria Cluster Assets	**v. Exercise Lost Marlin 01/2025 (June 2025)** • Simulated vessel capsizing enroute to KNB platform. • Tested offshore emergency procedures and inter-agency response coordination. **vi. Exercise Lost Marlin 02/2025 (July 2025)** • Second vessel capsizing scenario, this time enroute to PM3. • Assessed improvements in offshore search and rescue (SAR) coordination since prior Lost Marlin simulation.  Exercise Lost Marlin 02/2025.
Tiers 1-3 Simulations	Anasuria Cluster	• As joint operator of the Anasuria Cluster and through our ownership of AOCL, we partly rely on the provisions of the Management System Standards of our Duty Holder (AOCL), which is also the owner of the Safety Case, to demonstrate that AOCL has the ability to operate the Anasuria facility safely and be responsible for the day-to-day management of the Anasuria FPSO and pipelines. • We have identified all foreseeable major accident scenarios related to work under our direct control and have implemented emergency response plans, facilities and procedures to ensure an effective and efficient response by an empowered organisation. Emergency Response plans are regularly tested through drills and exercises, and employees and contractors receive Emergency Response training appropriate to their roles and responsibilities. • We also have the capability to respond to Tiers 2 and 3 environmental events. Emergency Response procedures are available which detail the processes in place to maintain a constant state of preparedness and to enable the proactive mobilisation of resources when responding to an emergency. The Emergency Response provision functions through an on-call Duty Manager with onshore incident management support located within the Petrofac Emergency Response Centre at Blaikies Quay, Aberdeen Harbour. • The Anasuria Offshore OPEP details the offshore Tiers 1-3 Emergency Response arrangements for the installation and subsea infrastructure, and is supported by the Onshore AOCL OPEP. Additional Temporary Operation OPEPs and Communication and Interface Plans (CIPs) are developed and implemented where required.

Initiatives	Asset(s)	Description
Tiers 1-3 Simulations (continued)	Anasuria Cluster	• Training and exercising plans are in place to ensure all personnel required for response to an emergency are competent. Duty Managers are trained to OPEP level 2 and HSEQ team members are trained to OPEP level 3. Both groups participate regularly in exercises organised by the Emergency Response Team (ERT) which they are a part of. On 1 October 2024, AOCL participated in their first Tier-3 Environmental Emergency Response assessed exercise to demonstrate implementation of the AOCL Onshore OPEP and test the interface arrangements between AOCL and various National Contingency Plan Cells. The exercise scenario, whereby loss of well control occurred, tested various aspects of AOCL's ability to deal with multiple areas of response; counter pollution at sea, source control and stakeholder engagement through mobilisation of UK Government cells. The OPRED Exercise Evaluator supported AOCL's performance and positive feedback was received by external participants and stakeholders. AOCL successfully passed the Tier-3 Exercise with the next assessed exercise planned for 2027.
Integrated Emergency Response Web Platform and 4C System Activation	Malaysian Assets	• Hibiscus Malaysia's Crisis & Emergency Response Webpage functions as a centralised one-stop hub providing access to emergency and crisis management plans, duty rosters, training schedules, ER tools and key resources. It supports streamlined coordination and communication during emergencies through integrated platforms such as Microsoft Teams and MyOSH.  Hibiscus Malaysia's Crisis & Emergency Response Webpage – A One-Stop Centre for immediate source of emergency response protocols, guidelines and training aids. • 4C activation ensures structured and effective emergency response by clearly defining leadership roles, streamlining decision-making, aligning interdepartmental efforts and maintaining seamless communication flow across all response levels.
Integrated Maritime Security Operations	Peninsular Assets	• Security briefings, Automatic Identification System (AIS)/Global Data Solutions (GDS) vessel tracking and deployment of marine security representatives were carried out in high-risk zones near international maritime borders. • Supported by joint patrols with Malaysian Maritime Enforcement Agency (MMEA) and Royal Malaysian Navy (RMN) and structured under a tiered emergency response framework.

Sustainability Report (continued)

Initiatives	Asset(s)	Description
Strategic Regulatory Engagement with Authorities	Peninsular Assets	• Maintained close collaboration with Polis DiRaja Malaysia (PDRM), MMEA, Department of Environment (DOE), DOSH, Atomic Energy Licensing Board (AELB) and other key agencies through joint drills, workshops and national security exercises. • Actively participated in PETRONAS-led initiatives such as Joint Emergency Response Working Group (JERWG), Joint Security Working Group and *Sahabat Maritim*. • Contributed to strategic discussions at the Offshore Security Strategy Workshop and Zero Incident Zero Accident (ZIZA) Monsoon Campaign. • Engaged with Chief Government Security Officer Malaysia (CGSO), Malaysia National Security Council (MKN), Marine Department Malaysia (MARDEP), Ministry of Health (MOH) and Fire & Rescue Department Malaysia (BOMBA) to enhance multi-agency emergency preparedness and critical asset protection.
	Brunei Asset	• On 24 May 2025, Hibiscus Brunei hosted the firefighters and officers from the Brunei Kuala Belait Fire Fighting and Search & Rescue Department (BFRD) at OPP Lumut. This provided a valuable platform to strengthen emergency response capabilities and foster collaborative engagement between our safety protocols and BFRD's expertise in crisis management. • An insight into OPP Lumut's operational landscape was provided, highlighting its commitment to emergency preparedness, followed by a review of key site incidents, highlighting scenarios where BFRD's specialised support could play a pivotal role in risk mitigation. As part of the engagement, the visiting officers participated in a structured familiarisation tour of the site, an introduction to our ERT and a live mustering drill. These activities demonstrated our proactive approach to emergency readiness, reinforcing our dedication to safety excellence and operational resilience.  Familiarisation tour with the ERT and BFRD personnel.

<table>
<tr><th>Initiatives</th><th>Asset(s)</th><th>Description</th></tr>
<tr><td>Strategic Regulatory Engagement with Authorities (continued)</td><td>Brunei Asset</td><td>

- In line with our proactive approach to Crisis and Emergency Preparedness, Hibiscus Brunei successfully executed a comprehensive schedule of emergency response drills and real-time incident evaluations. These activities were aimed at strengthening on-site readiness, validating emergency protocols and ensuring seamless coordination among ERTs, Operations and support functions. Multiple exercises and simulations were conducted, including:

<table>
<tr><th>Key Drills</th><th>High-Risk Scenario Simulations</th></tr>
<tr><td>Mustering drill with BOMBA on 24 May 2025</td><td>Fire at the condensate pump on 3 January 2025</td></tr>
<tr><td>Rescue at Height simulation involving LPC and OPP Lumut ERTs on 12 May 2025</td><td>Gas cloud and jet fire on 5 April 2025</td></tr>
<tr><td>Internal Confined Space Entry drill on 2 February 2025</td><td>Chemical shelter fire triggering sprinkler activation on 2 March 2025</td></tr>
<tr><td>Other response exercises involving unconscious or injured personnel at height, within trenches and in operational zones</td><td></td></tr>
</table>

ERT members in attendance at OPP Lumut for the emergency response drills.

- These drills and exercises tested our response capabilities across a wide range of credible scenarios, from fires and hazardous leaks to rescue missions and medical emergencies, and served to reinforce team competencies, decision-making under pressure and real-time communication. The consistency and variety of these preparedness efforts reflect our unwavering commitment to maintaining a resilient emergency management culture across all OPP and offshore platforms.

</td></tr>
<tr><td>Strategic Emergency Support Partnerships</td><td>Peninsular Assets</td><td>

i. **MER Contract**
  - Secured a contract with an integrated medical services provider offering 24/7 support, medical evacuation, international medical assistance and regulatory compliance consultation, integrated into our MER Plan.

ii. **Global Oil Spill Contingency Plan Support**
  - Partnered with a global specialist Oil Spill Removal Organization (OSRO) for access to international oil spill response expertise and rapid equipment mobilisation (e.g. dispersant aircraft in Johor and logistics base in Singapore).

</td></tr>
</table>

Sustainability Report (continued)

Initiatives	Asset(s)	Description
Strategic Emergency Support Partnerships (continued)	Peninsular Assets	**iii. Local Oil Spill Contingency Plan Support** • Maintained partnership with a local OSRO, contributing to national oil spill preparedness and capacity building. A Hibiscus Malaysia representative has served on its Advisory Committee since 2022.  August 2024 – Local OSRO Advisory Committee Members' Meeting.  October 2024 – Local OSRO Advisory Committee Members' Meeting.  April 2025 – Local OSRO Members' Annual General Meeting (AGM). **iv. Vietnam Response Network Development** • Initiated collaboration with Vietnam's OSRO in 2024, including participation as observers in the national oil spill exercise held in November 2024.  June 2024 – Hibiscus Malaysia visit to Vietnam OSRO Warehouse, VungTau Vietnam.  June 2024 – Hibiscus Malaysia visit to Vietnam OSRO Warehouse, VungTau Vietnam.  November 2024 – Hibiscus Malaysia attended the Vietnam National Oil Spill Exercise, VungTau Vietnam.  November 2024 – Hibiscus Malaysia attended the Vietnam National Oil Spill Exercise, VungTau Vietnam.

Initiatives	Asset(s)	Description
Strategic Emergency Support Partnerships (continued)	Peninsular Assets	**v. Regional OSRO Engagement** • Attended the Regional Industry Technical Advisory Group (RITAG) Conference hosted by Indonesia OSRO in September 2024, presenting Hibiscus Malaysia's profile to foster strategic partnerships and share emergency response resources.  June 2024 – Hibiscus Malaysia attended the IPIECA conference and Global OSRO AGM in Singapore.  September 2024 – Hibiscus Malaysia attended the RITAG conference in Indonesia.  September 2024 – Hibiscus Malaysia attended the RITAG conference in Indonesia.  September 2024 – Hibiscus Malaysia attended the RITAG conference in Indonesia.

July 2024 – Hibiscus Malaysia sent site ERT for Fire Team Member training.

Hibiscus Malaysia has conducted eight (8) oil spill response training sessions with maritime crew between August 2024 and April 2025.

August 2024 – Hibiscus Malaysia sent three (3) IMT members to attend PETRONAS sponsored Oil Spill Response Masterclass Training.

July 2024 – Hibiscus Malaysia visited the emergency services contractor in Miri, Sarawak.

July 2024 – Hibiscus Malaysia conducted a site visit and inspection of local OSRO equipment stockpile at Kemaman, Terengganu.

July 2024 – Hibiscus Malaysia hosted an engagement session with State of Kelantan Disaster Management Committee.

Sustainability Report (continued)

October 2024 – Hibiscus Malaysia hosted an engagement session with State of WP Labuan Disaster Management Committee and State ER Agencies.

May 2025 – DOE-led Workshop on development of State of WP Labuan Marine Oil Spill Contingency Plan (MoSCOP) and revision on state Shoreline Response Plan.

June 2025 – DOE-led Workshop covering development of Oil Spill Response Capability Assurance Guideline for Oil & Gas and Shipping Industry.

November 2024 – DOE and PETRONAS Roll-out of 'Request of Government Assistance Guideline'.

November 2024 – Hibiscus Malaysia hosted a meeting on Tier-3 emergency escalation focused on Government to Government (G2G) activation mechanism with Ministry of Foreign Affairs, DOE, National Disaster Management Agency (NADMA), MKN and Local OSRO.

To support our oil spill response plans and capabilities, we are an associate member of a specialist organisation which works to assist operators to respond effectively to oil spills. Apart from access to their global network of OSRE and expertise, we also have access to the UK's Oil Spill Prevention and Response Advisory Group's (OSPRAG) well capping device. The well capping device is a vital piece of equipment which, if in the unlikely event must be called upon, would be deployed to seal off oil leaking from an uncontrolled subsea oil well and minimise damage to the marine environment. The AOCL Duty Managers have the authority to mobilise these resources in response to an incident. In relation to a well-related incident, an appointed Well Operator has been provided the authority to mobilise these resources when they have primacy of the well during well activities. AOCL and the appointed Well Operators are also members of the Offshore Pollution Liability Association (OPOL). In addition, AOCL became a member of the OSRL UK Mutual Aid Framework Agreement (MAFA) in October 2024, which aims to facilitate mutual aid of personnel between UK Operators in the event of a sustained incident response.

We also contract with an established integrated medical services provider which provides us with international medical assistance, healthcare and security services. The Coastguard SAR helicopter can also be called upon to provide emergency evacuation of casualties or those with serious illness.

Security Management

Hibiscus Malaysia's security strategy ensures the safety of personnel and operations and creates long-term value by minimising disruptions, strengthening regulatory confidence and preserving corporate reputation. The alignment with national security agencies and regulatory bodies demonstrates the company's leadership in responsible offshore development and commitment to upholding the highest standards in security and operational integrity.

Security played a central role in securing critical approvals from MKN and the Jawatankuasa Zon Ekonomi Eksklusif (JKZEE) for projects within sensitive offshore zones, including:

- Bunga Aster-2 Appraisal Drilling;
- South Angsi-A Decommissioning (EPRD); and
- Bunga Saffron Site Surveys and Soil Boring.

Given the proximity to international maritime borders, each project involved comprehensive planning to mitigate risks such as foreign surveillance and illegal fishing. Measures implemented included mandatory security briefings, real-time vessel tracking via AIS and GDS systems, joint patrols with MMEA and RMN and deployment of dedicated marine security representatives. Emergency response protocols were structured across tiers to ensure immediate and escalated crisis response capabilities.

Meeting with JKZEE for Open Water Drilling Bunga Aster-2.

Meanwhile, Hibiscus Brunei is a member of the Offshore Platform Security Taskforce (Taskforce), formed under the Brunei Darussalam Prime Minister's Office with the objective of creating awareness and ensuring the safety and security of offshore platforms. The Taskforce members comprise various government agencies, regulators and other oil and gas operators, including the Brunei Internal Security Department, Royal Brunei Police Force, Royal Brunei Armed Forces, Maritime Port Authority of Brunei Darussalam, Petroleum Authority of Brunei Darussalam, Department of Fisheries and Brunei National Maritime Coordination Centre.

Initiatives carried out by Hibiscus Group include:

Initiatives	Asset(s)	Description
Partnership with PDRM	Malaysian Assets	• Strengthened longstanding partnership with PDRM, particularly through collaborative efforts with Ibu Pejabat Polis Kontinjen (IPK) Sabah and Pusat Latihan Polis Kota Kinabalu (PULAPOL KK). • Participated in the Majlis Perbarisan Tamat Latihan Kursus Asas Polis Bantuan (KAPB) Bil.1 Siri 7/2024, held on 13 December 2024 at Dataran Kawad IPK Sabah. • Demonstrated commitment to the professional development of Auxiliary Police (AP) and shared responsibility with PDRM to protect critical infrastructure and national interests.
Offshore Security Strategy Workshop	Malaysian Assets	• On 15 April 2025, Hibiscus Malaysia actively contributed to the Offshore Security Strategy Workshop hosted by PETRONAS, themed *'Collaboration Fuels Success and Innovation'*. • Convened PACs to address growing offshore security risks, promote knowledge exchange and underscore industry-wide readiness to manage security threats collaboratively. • Played a leading role in strategic breakout discussions covering radar placement, vessel coordination, physical security hardening and drone integration.
	Brunei Asset	• Under the Brunei Darussalam Merchant Shipping (Safety Zones) amendment Order, 2013, safety zones are established around all offshore installations extending to a distance of 500 meters from each point of the edge of the installations. Security incidents or encroachment into the offshore platforms' restricted zones are reported to the National Maritime Coordination Centre, the focal agency for such incidences. • Quarterly meetings are also organised by the Taskforce to discuss matters related to offshore platform security as well as organising awareness roadshows, engaging the local communities to create awareness on offshore platform restricted zones and communicating related laws and regulations. • Furthermore, Hibiscus Brunei also organises stakeholder and community engagement sessions at least twice a year to raise awareness and highlight the number of reported encroachments into our offshore facility restricted zones, while reminding the local community to abide by laws and regulations for their own safety, as well as the safety and security—including cyber security—of our assets, both onshore and offshore.

Sustainability Report (continued)

5.4 Stakeholder Engagement and Capability Building

Stakeholder engagement and capability building are integral to our sustainability strategy and operational excellence. We recognise that fostering strong, transparent and collaborative relationships with our stakeholders is essential to delivering long-term value and achieving our HSSE and broader sustainability objectives. Both engagement and capability development are not standalone efforts but are integrated into the way we operate, enabling us to respond proactively to challenges, drive innovation and advance our collective progress towards a more sustainable future.

Stakeholder Engagement

Stakeholder	Engagement Session
PETRONAS MPM	• JERWG. • Joint Security Working Group. • *Sahabat Maritim* initiative for fishermen engagement on security risks. • Radar Surveillance (RS3). • Tier-3 oil spill exercise planning for PM3.
PETRONAS and Kebabangan Petroleum Operating Company (KPOC)	• Co-hosted the ZIZA Monsoon Campaign, a large-scale engagement with state agencies, emergency responders and contractors.  2024 ZIZA Monsoon Campaign – Borneo Edition – PETRONAS moderated a programme during the ZIZA Monsoon Campaign.  2024 ZIZA Monsoon Campaign – Borneo Edition – Hibiscus Malaysia was the Moderator of the Plenary Dialog during the ZIZA Monsoon Campaign.
DOE	• Oil Spill Seminars and Workshops. • Drills and exercises.  DOE and PETRONAS Roll-out of "Request of Government Assistance Guideline".  DOE-led Workshop on development of State of WP Labuan MoSCOP and revision on state Shoreline Response Plan.  DOE-led Workshop on development of Oil Spill Response Capability Assurance Guideline for Oil & Gas and Shipping Industry.
MKN	• Drills and exercises (including with Malaysia's National Cyber Security Agency (NACSA)).

Stakeholder	Engagement Session
CGSO	• Emergency Response Plan Review. • Key Point Installation Assessment. • Drills and exercises.
MOH	• Joint Health Emergency Drills and Planning.
Labuan Emergency Mutual Aid Group (LEMA)	• LEMA Joint Working Group meetings. • Drills and exercises.
MMEA	• *Sahabat Maritim*. • Conducted joint offshore patrols for projects operating within sensitive maritime zones to mitigate security risks.
PDRM	• *Sahabat Maritim*. • AP Annual Meeting Joint Security Working Group (Sabah). • AP Graduation Ceremony (Sabah).
Malaysia AELB	• Drills and exercises.
DOSH	• DOSH Tier-3 Audit.
MARDEP	• Drills and exercises. • International Ship and Port Security (ISPS)-related engagement and national drills.

Sustainability Report (continued)

Capability Building

Initiatives	Asset(s)	Description
PSM Masterclass	Malaysian Assets	• A series of four (4) sessions of PSM Masterclasses for Senior Management and line managers. • Objective: To instil knowledge on PSM framework and leadership elements for management and to create sustainable process safety culture in the workforce including process safety tools such as Bow-Tie risk assessment and pre-activity safety review. • First session was conducted on 16 to 17 June 2025 in Kuala Lumpur.
HSSE Awareness Training and Programme	Malaysian Assets	**i. Safe Chemical Handling Training** • Conducted at key sites including LCOT, ASB and Tok Bali to strengthen chemical safety awareness and competency among high-risk personnel. • Focused on Safety Data Sheet (SDS) interpretation, HAZID and standardised labelling practices in alignment with Occupational Safety and Health Administration and Use and Standard of Exposure to Chemicals Hazardous to Health (USECHH) Regulations.  Safe Chemical Handling Training at ASB. **ii. Internal Auditor Training aligned with ISO 14001 and ISO 45001** • Selected HSSE personnel completed training to strengthen self-verification capabilities, ensure audit-readiness and enhance alignment with international management system standards. **iii. Tripod Beta Investigation Method Training** • Equipped investigation team members with a structured root cause analysis approach, strengthening incident understanding and promoting a proactive, prevention-focused safety culture. **iv. Hearts & Minds/Behavioural Safety Programme** • Integrates human factors, HSE culture, rule adherence and incident learnings through Energy Institute modules and internal coaching. • All levels of the organisation — from leadership to frontline — were actively engaged to enhance accountability, cultural maturity and sustained performance excellence.
	Peninsular Assets	• A virtual Health Risks of Mercury Awareness training was conducted to enhance understanding of mercury exposure hazards, regulatory requirements, safe handling practices and emergency response procedures among PM3 operations personnel.

<table>
<tr><th>Initiatives</th><th>Asset(s)</th><th>Description</th></tr>
<tr><td>HSSE Awareness Training and Programme (continued)</td><td>Sabah Assets</td><td>

i. Breath Alcohol Testing Competency Training

- Conducted for 27 AP personnel across Kota Kinabalu Operations Base (KKOB) and LCOT in April 2025.
- This training equipped them to accurately conduct tests, reinforcing workplace safety and a drug and alcohol-free environment.


Training on breath alcohol testing at KKOB and LCOT.

ii. Hearing Conservation Programme (HCP)

- Conducted at St Joseph platform and LCOT in July and August 2024 to raise awareness on noise-related health risks, promote proper hearing protection practices and ensure compliance with audiometry requirements to over 120 personnel.

HCP training to all employees and contractors.

iii. Safety Case Cascading and Refresher

- Tailored sessions were conducted to enhance site personnel's understanding of their asset's Safety Case, including SCEs, MAHs, risk exposures and mitigation measures—reinforcing a sustainable process safety culture.

iv. Barrier Management Training

- Barrier management concepts were embedded into Safety Case discussions to strengthen awareness of preventive and mitigative controls essential for sustaining process safety performance at worksites.

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Sustainability Report (continued)

5.5 Assurance

Robust assurance processes are fundamental to validating the effectiveness of our safety management systems and control measures.

At Hibiscus Malaysia, our assurance framework is designed to provide confidence that our operations consistently meet or exceed established HSE standards, regulatory requirements and internal policies. This systematic verification is crucial for identifying areas of strength and opportunities for improvement (OFIs), underpinning our commitment to continuous safety excellence.

In addition, in Brunei, the last Maestro (HSE) audit was performed in June 2022, with all findings satisfactorily addressed by TotalEnergies Group. The next HSE audit is planned for December 2025. It should be noted that the Operations and Safety Audit was last performed in December 2022, covering operations, inspections and logistics. Both audits are performed cyclically every 3 to 4 years. Moreover, an Internal Control Review audit was performed by TotalEnergies Group in April 2024 which covered HSSE topics across various processes and themes, including Carbon Footprint Reduction (CFR). In summary, the conclusions from these audits were that the level of HSE management and oversight is good with no further recommendations at this stage.

Furthermore, monthly site HSE meetings are held with appointed contractors as an added effort to weekly LPC project HSE forums. Site management operation visits are conducted weekly with affiliate management HSE site visits held bi-weekly. Prior to the shutdown campaign in September 2025, a HSE integration and onboarding event was held on 25 August 2025.

In the UK, in support of our commitment to HSE excellence, a robust assurance programme was conducted throughout the reporting period, which included:

- Over 370 Active Monitoring (AM) processes, including monitoring of Control of Substances Hazardous to Health (COSHH), Operational Risk Assessment (ORA) Management, Toolbox Talks and Life Saving Rules, ensuring continuous oversight and proactive identification of potential risks across operations on the FPSO.
- Two (2) HSSE engagement sessions were organised with key contractors which focused on process safety leadership.
- 10 AOCL leadership site visits, where senior leaders actively engaged with the offshore workforce and facilitated open dialogue through townhall sessions, reinforcing AOCL's safety culture and values.
- Six (6) HSE audits and studies, including Occupational Health and Human Factors, providing independent verification of compliance, and driving continuous improvement in our HSE performance. Planning and readiness review meetings were also held pre-planned shutdown in 2024 which included the necessary assessments.
- Safety representative committee meetings held bi-weekly offshore in addition to onshore senior leadership committee discussions.

These activities continue to reflect our dedication to maintaining a safe and sustainable working environment, while fostering transparency, accountability and workforce engagement.

Activity	Asset(s)	Description
Operational Site Assurance	Malaysian Assets	**i. MOV with Operated Asset** • Structured management visits were conducted across LCOT, ASB, KKOB, KNB, North Sabah and PM3 (North and South) in 2024 to strengthen visible HSSE leadership, verify SCEs and reinforce frontline alignment with HSSE-MS.

Activity	Asset(s)	Description
Operational Site Assurance (continued)	Malaysian Assets	**ii. Site Assurance** • Site assurance activities were conducted at KNB to validate critical safety barriers, review implementation of MoC and assess process safety documentation, with findings and improvements communicated to site teams.  Process Safety Site Assurance at KNB.
External Assurance	North Sabah	• The IMS Surveillance 1 audit for North Sabah, conducted by NIOSH Certification Sdn Bhd (NCSB) from 4 to 7 November 2024, confirmed full compliance with ISO 14001:2015 and ISO 45001:2018 standards. • Recorded zero non-conformities, acknowledged three positive observations, and identified five OFIs.  IMS Surveillance 1 Audit by NCSB.
	Peninsular Assets	• A Tier-3 external audit by DOSH was conducted at the PM3 North offshore facility in October 2024. The audit concluded with a strong outcome, recording no high or medium-risk findings, one low-risk finding, opportunity for improvement, all of which have been addressed, and five best practices recognised.

Sustainability Report (continued)

6.0 ENVIRONMENTAL MANAGEMENT

As the regulatory landscape governing the global energy sector continues to evolve, adapting to shifting market demands and sentiment, Hibiscus Petroleum recognises the increasing importance of environmental responsibility in shaping resilient, future-focused operations. Thus, we are committed to integrating sustainability into our upstream oil and gas activities.

This section details our environmental management approach, highlighting our efforts to reduce GHG emissions, improve resource efficiency and explore advanced solutions such as methane abatement, carbon capture technologies and energy efficiency initiatives. Guided by our *Environment Policy* and *Sustainability Policy*, these initiatives reflect our commitment to operational excellence, regulatory compliance and continuous improvement.

Looking ahead, we are focused on integrating environmental stewardship into the core of our business. By investing in innovation, engaging with stakeholders and applying best practices, we aim to deliver long-term value while supporting a more resilient and sustainable future for all. Our summarised Environmental Management performance data table is shown below:

Indicator	Unit	FY2023	FY2024	FY2025
Climate Change and GHG Emissions				
Total Operational GHG Emissions	**tonnes CO_2e**	**7,249,620**	**6,768,604**	**4,652,303**
Scope 1	tonnes CO_2e	7,247,516	6,766,328	4,643,102
Scope 2	tonnes CO_2e	2,104	2,275	9,201
Payment to UK ETS	RM mil	25.0	25.3	18.1
Net GHG Emissions (Scope 1 and Scope 2) – Operational Control	tonnes CO_2e	7,176,498	6,691,389	4,558,050
Net GHG Emissions (Scope 1 and Scope 2) – Equity Control	tonnes CO_2e	2,611,076	2,439,681	1,684,698
Aggregate Net Emissions Intensity	tonnes CO_2e/ kboe	231.49	207.66	119.83
Total Scope 3 GHG Emissions (Categories 4 and 6)[1]	tonnes CO_2e	50,092	60,361[7]	54,468
Energy Management				
Total Energy Consumption[5]	**MWh**	**419,283**	**6,580,080**	**5,866,962**
Energy Intensity	**MWh/kboe**	**143**	**204**	**154**
Waste Management[8]				
Total Waste Generated	**tonnes**	**2,617.23**	**3,400.16**	**2,498.33**
Hazardous Waste	tonnes	1,323.14	819.31	1,076.92
Non-Hazardous Waste	tonnes	1,294.09	2,580.85	1,421.41
Total Waste Generated by Type of Treatment				
Recycled	tonnes	409.47	2,322.06[2]	1,055.71
Non-recycled	tonnes	2,207.75	1,078.10	1,442.62
Environmental Fines and Penalties (Waste-related)	**RM**	**0**	**0**	**0**
Oil Spill	**kg**	**1,380**	**4,876**	**355**
Water Management				
Total Produced Water[3,4]	**megalitre**	**10,539**	**11,060**	**11,018**
Total Water Used	**megalitre**	**41.76**	**76.19**	**106.04**
Freshwater purchased from third-party	megalitre	1.36	43.92	72.93
Non-freshwater withdrawal	megalitre	39.67	31.55	32.38
Re-used water	megalitre	0.73	0.73	0.73
Total Water (Effluent) Discharge by Operation	**megalitre**	**10,581**	**11,136**	**11,124**
Environmental Fines and Penalties (Water-related)	**RM**	**0**	**0**	**0**

Indicator	Unit	FY2023	FY2024	FY2025
Air Emissions (Anasuria Cluster only)[6]				
Nitrogen oxides (NO_x) emissions	tonnes	276	264	252
Sulphur oxides (SO_x) emissions	tonnes	4	4	6
Volatile organic compounds (VOC) emissions	tonnes	400	390	440

Notes:
1 For Scope 3 emissions, the Group discloses Category 4 (Upstream Transportation and Distribution) and Category 6 (Business Travel).
2 The increase in the recycled non-hazardous waste from FY2023 to FY2024 is due to scrap metal recycling from PM3 CAA and Kinabalu Oil PSCs.
3 There is no produced water discharge from Brunei Block B MLJ operations as all produced water generated is sent to Seria Crude Oil Terminal (SCOT) for treatment and disposal.
4 For produced water, FY2024 figures have been revised from previously reported data in Annual Report 2023/2024 due to reverification of data received from site for North Sabah PSC.
5 For energy consumption, measurement unit change from GJ to MWh has been applied to all figures. There have been updates to the figures previously reported for FY2023 and FY2024 in the Annual Report 2023/2024 due to reverification of historical data for Anasuria and revision of conversion factors for Diesel Consumption.
6 For air emissions, figures for FY2023 have been revised from previously reported data in Annual Report 2023/2024 due to reverification of Anasuria historical data.
7 For Scope 3 emissions, figures for FY2024 have been revised from previously reported data in Annual Report 2023/2024 due to reverification of North Sabah historical data.
8 For waste management, revision of FY2023 and FY2024 figures from previously reported data in Annual Report 2023/2024 is due to reverification of data received from all sites.

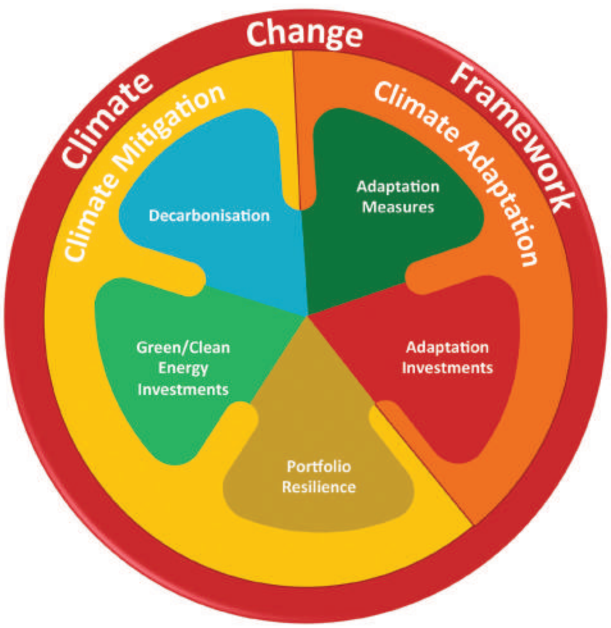
6.1 Climate Change Management

Our Approach

We recognise the significant challenges climate change presents, especially for our industry. Our approach is premised on the belief that climate risks must be addressed in tandem with the need to provide affordable, reliable energy, supporting a just and balanced transition.

Our climate response is informed by the principles of Common but Differentiated Responsibilities (CBDR), as established under the United Nations Framework Convention on Climate Change (UNFCCC).

Our CCF[6] sets out our position and guiding policy principles, providing a comprehensive strategy that integrates both mitigation and adaptation.



Note:
6 Further details on our CCF can be found at: https://ir2.chartnexus.com/hibiscuspetroleum/docs/sustainability/Climate-Change-Framework.pdf.

Sustainability Report (continued)

Climate Risk Assessment

As part of our ongoing commitment to climate action, we have updated the climate-related risks outlined in our CCF, in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations (recently disapplied but continues to have relevance to the International Financial Reporting Standards (IFRS) S1 and S2 mooted by the National Sustainability Reporting Framework). This internal assessment has helped us better understand the transition risks which could impact our operations over the short-term, medium-term and long-term.

In 2025, we are progressing to integrate these climate-related risks into our Enterprise Risk Management (ERM) system. This will ensure that climate considerations are embedded into our wider business risk processes and long-term planning.

The table below outlines the key climate-related risks identified and highlights existing mitigation measures in addressing them and opportunities for future exploration.

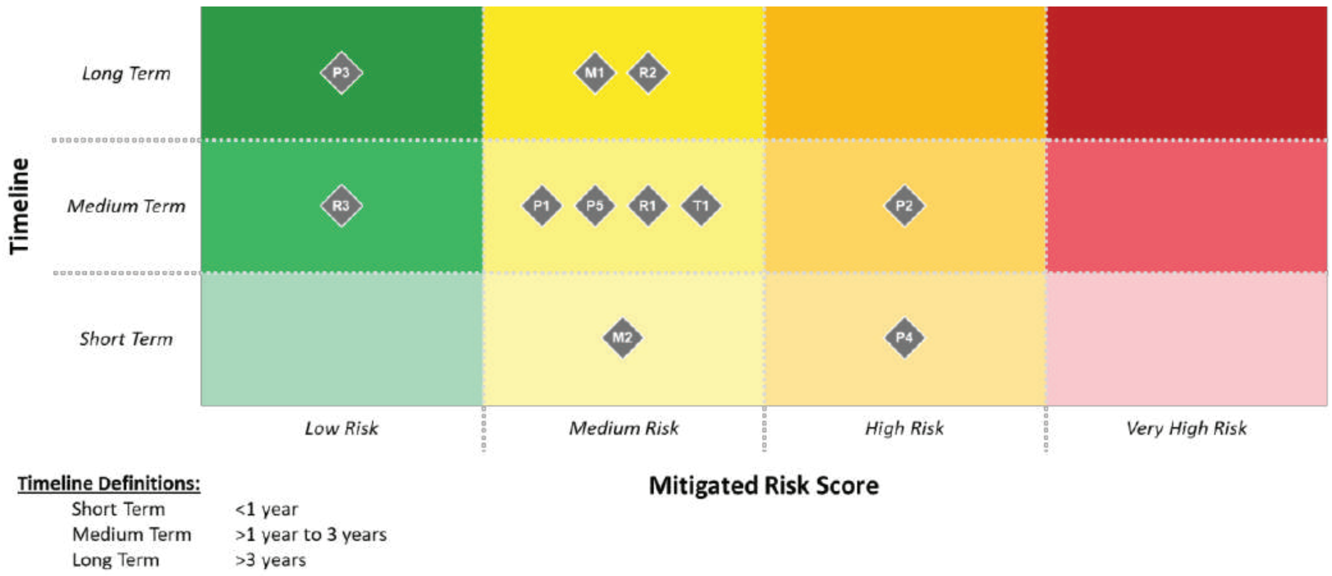
	Risk Category	Impacts	Mitigations and Opportunities
	Policy and Regulatory		
P1	Stricter emission regulations which require modifications to processes and assets.	• Increase in operational costs. • Production cut back impacting financial cash flows. • Reduction in funding streams. • Reputational impact due to high GHG emission.	• Alignment of measurement, monitoring and reporting of emissions from material sources to achieve the respective Oil and Gas Methane Partnership (OGMP) level requirements for each asset. • Studies to identify flaring and venting sources and opportunities to achieve ZRF and ZRV. • Formation of Decarbonisation Joint Working Group comprising Operations, Engineering and HSSE. • Establishment of GHG Reduction Roadmap. • Equipment reliability improvement plans. • Process control optimisation. • Proactive surveillance and maintenance programme. • Exploration of new and innovative technologies in the market to increase gas processing reliability and flare reduction. • Development of carbon offset projects or investments in CCS technologies to mitigate emissions.
P2	Introduction of Carbon Pricing Mechanisms that will impose a carbon price on existing assets.	• Increase in financial burden from high emission assets. • Reduction in profitability due to mitigation cost.	• Engagements with regulators to stay updated with the latest developments on the carbon market. • Internal carbon pricing inclusion in financial considerations as preparation for future carbon tax scenario. • Development of carbon offset projects or investments in CCS technologies to mitigate emissions. • Exploration of initiatives to reduce emissions.
P3	Reduced demand for oil and gas due to policy changes.	• Stranded assets. • Market shifts from oil and gas to renewables.	• Diversification of revenue by investing in renewable energy projects, clean technology ventures, or different business streams.
P4	Difficulty in securing capital for oil and gas.	• Reduced supply of oil and gas. • Stranded assets. • Market shifts from oil and gas to renewables.	• Exploration of wider funding options from different financial institutions. • Development of robust climate action plans.
P5	Increasingly stringent disclosure requirements for information and data as a public listed company.	• Management cost for data tracking and third-party verification. • Impact on Company ratings which affect our reputation and ability to secure funding.	• Engagements with policymakers and regulators for latest updates on disclosure requirements and to advocate for market-based solutions. • GHG and climate-related reporting data assurance through third-party audit. • Investment in a Centralised Sustainability Intelligence (CSI) solution for data analytics, computation and reporting.

	Risk Category	Impacts	Mitigations and Opportunities
	Market		
M1	Reduced demand for oil and gas due to rapid adoption of renewable energy sources.	• Stranded assets. • Market shifts from oil and gas to renewables.	• Create a resilient portfolio with increasing gas production as a bridging fuel in energy transition. • Diversification of revenue by investing in renewable energy projects, clean technology ventures, or different business streams. • Hedge against commodity price volatility through financial instruments or long-term contracts. • Investment in research and development to enhance the efficiency of existing operations and reduce production costs.
M2	Volatile oil and gas pricing.	• Cash flow uncertainties. • Margin compression if prices go too low.	• Build the business plan based on conservative estimate for oil and gas pricing. • Explore options to improve liquidity. • Prioritisation of funds.
	Reputation		
R1	Stigmatisation of the oil and gas sector.	• Damage to brand reputation. • Loss of licence to operate. • Potential impact on fund raising (debt and equity).	• Highlight importance of oil and gas in the National Energy Transition Roadmap and overall global energy mix. • Highlight Energy Transition Strategy in engagements with stakeholders to demonstrate our commitment to sustainability goals. • Maintain sustainability index constituency by meeting the increased threshold for climate change indicator requirements. • Implementation of robust ESG practices to improve transparency and accountability.
R2	Unable to recruit new graduates/loss of experience.	• Difficulties attracting and developing talent.	• Collaborate on projects and invest in sponsorships with universities or transition leaders. • Workforce development via internal upskilling programmes. • Share knowledge and experience through regional collaborations.
R3	Climate litigation and legal exposure.	• Damage to brand reputation and investors' confidence. • Legal costs.	• Ensure all reporting meet Bursa requirements and maintain FTSE4Good constituency. • Third-party audit assurance.
	Technology		
T1	Internal capability gap to execute decarbonisation plans and adopt new technologies.	• Failure to meet climate targets. • Higher consulting and outsourcing costs. • Reduced credibility and stakeholder confidence.	• Engage technical experts or consultants to address the knowledge gaps in CCS well integrity and CCS subsurface modelling.

As part of the recent update to our climate risk assessment, we evaluated the potential impact and time horizon of each identified transition risk. Risk scores were determined based on the likelihood and severity of each risk as per the Group's RAM, along with an assessment of the effectiveness of mitigation measures.

The following chart depicts the relationship between the expected timeline for the risk events to materialise and their corresponding mitigated risk scores, providing a snapshot of the manner in which we are prioritising and managing key transition risks in alignment with our CCF.

Sustainability Report (continued)



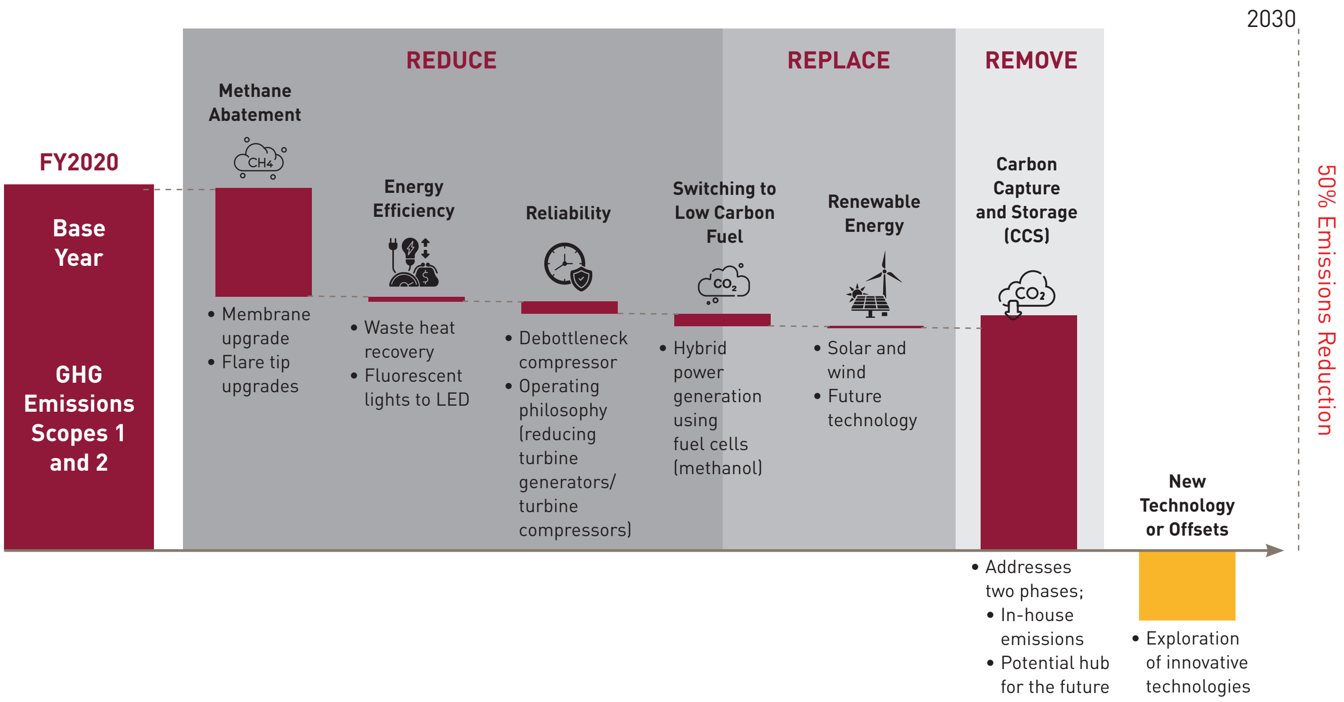
Risk Scores and Timelines for Evaluated Risk Events.

We also recognise that physical risks from climate change—both acute events such as extreme weather and chronic shifts in climate patterns—can potentially disrupt our operations and affect the value of our hydrocarbon assets. We remain committed to regularly evaluating these risks and implementing appropriate climate adaptation measures to strengthen our resilience.

6.2 GHG Emissions Management

Our Strategy

Reducing GHG emissions from our upstream operations remains a key pillar of Hibiscus Petroleum's climate strategy and broader risk management approach. Guided by our Energy Transition Strategy, we are committed to reducing our emissions through our Decarbonisation Roadmap which has been built around the principles of Reduce, Replace and Remove.



Our 2025-2030 Decarbonisation Roadmap.

Our Approach

Managing emissions from mid-to-late life oil assets presents unique challenges, as emissions intensity has the propensity to increase during the production decline phase. To address these challenges, we continue to implement practical operational improvements and targeted emissions reduction initiatives. Our approach in meeting our decarbonisation objectives reflects a pragmatic balance between pursuing environmental responsibility and maintaining safe and reliable operations.

Paris Agreement's objective to limit the global temperature increase to well below 2 degrees Celsius and the broader goal of achieving net zero emissions by 2025.

The Malaysian Government's target to achieve carbon neutrality as early as 2050.

Hibiscus' Mission Statement

Aspiration to become Net Zero Emissions Producer by 2050

The UK and Scottish Governments' commitments to:

- Achieve net zero emissions by 2050 (with Scotland targeting 2045).
- Achieve ZRF and ZRV by 2030 (as mandated by the North Sea Transition Authority (NSTA)).
- Reduce methane emissions by 50% by 2030.

PETRONAS' goal of reaching net zero carbon emissions by 2050.

Alignment of the Group's Aspirations with Global and National Targets.

To support the achievement of our GHG emission reduction targets, the Group established the Decarbonisation Joint Working Group in April 2024. This cross-functional team is tasked with developing a dynamic and actionable roadmap by systematically evaluating emission reduction ideas and initiatives from across the organisation, irrespective of their stage of maturity.

For the Anasuria asset, AOCL has developed the Anasuria FPSO ERAP in alignment with the NSTA's Net Zero Stewardship Expectation 11. Building on AOCL's broader Net Zero Strategy, the ERAP outlines a structured set of proposed actions, projects and potential investments aimed at reducing emissions associated with Anasuria operations. AOCL has made a commitment to NSTA to update the ERAP on a bi-annual basis, with the latest version of the ERAP issued to NSTA in January 2025. In June 2025, AOCL conducted its 2nd emission reduction focused Partner Workshop with management, technical leads, shareholders and NSTA representatives, to assess emissions reduction opportunities and model scenarios aligned with North Sea Transition Deal milestones for 2025, 2027 and 2030. Key outputs from this workshop will be presented in the next ERAP update due for submission to NSTA in October 2025. During 2024/2025, a total of four (4) potential emission reduction opportunities which were identified in the ERAP were implemented that resulted in efficiency gains, though no direct emission reductions were recorded.

Our Key Initiatives

The current progress updates for our GHG reduction initiatives as of FY2025 are detailed in the following table:

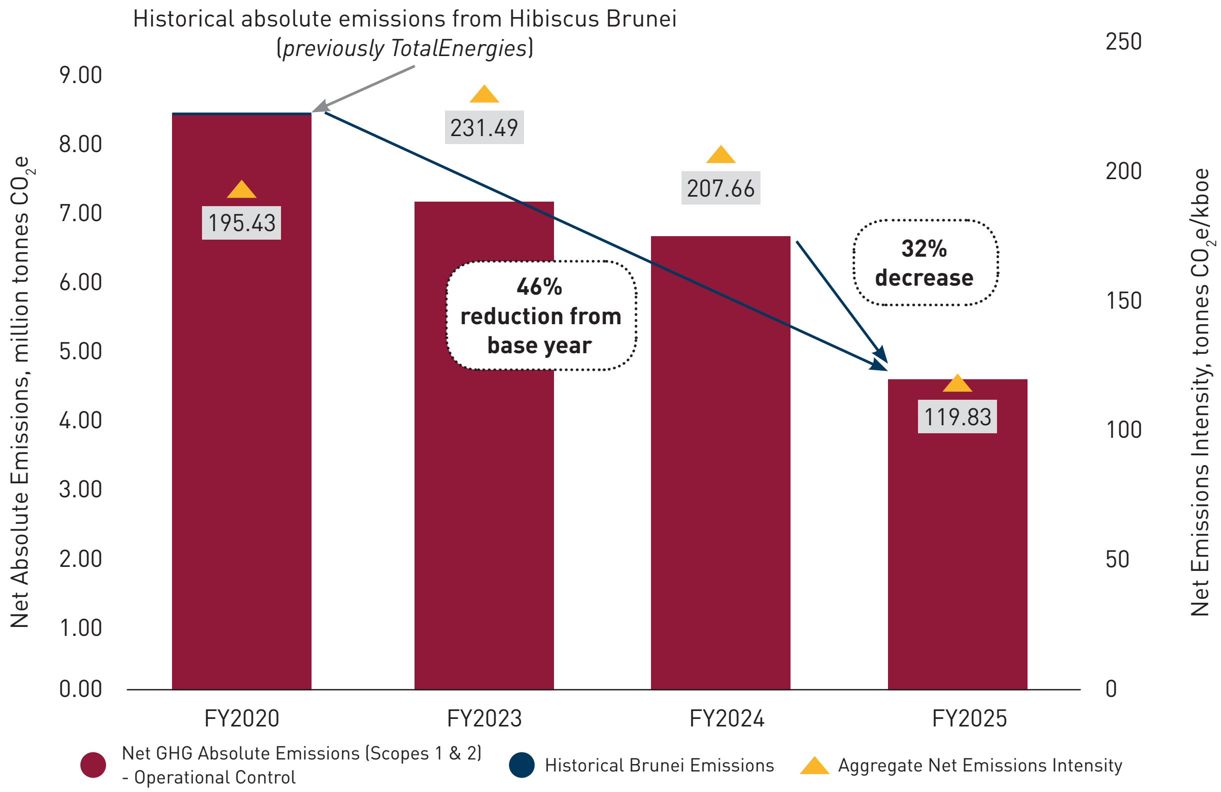
Initiatives	Asset(s)	Status
Leak Detection and Repair (LDAR)	All Assets	• LDAR programmes for all our PSCs and LCOT facility have been developed. • Completed annual LDAR programme for North Sabah and PM3 in October 2024 and April 2025, respectively. • Planned Quantification, Leak Detection and Repair (QLDAR) for Brunei asset before 2025 Full Field Shutdown (FFSD).
Oil and Gas Decarbonisation Benchmark Survey	All Assets	• Participated in Boston Consulting Group's Global Oil and Gas Decarbonisation Benchmark Survey 2024 as a founding member. • The report was completed in December 2024, with insights on our decarbonisation performance in comparison to peers and recommendations for improvement provided.
GHG Audit	Malaysian Assets	• Plan to initiate yearly GHG Audits. For 2025, the audit is scheduled in Q4 2025.

Sustainability Report (continued)

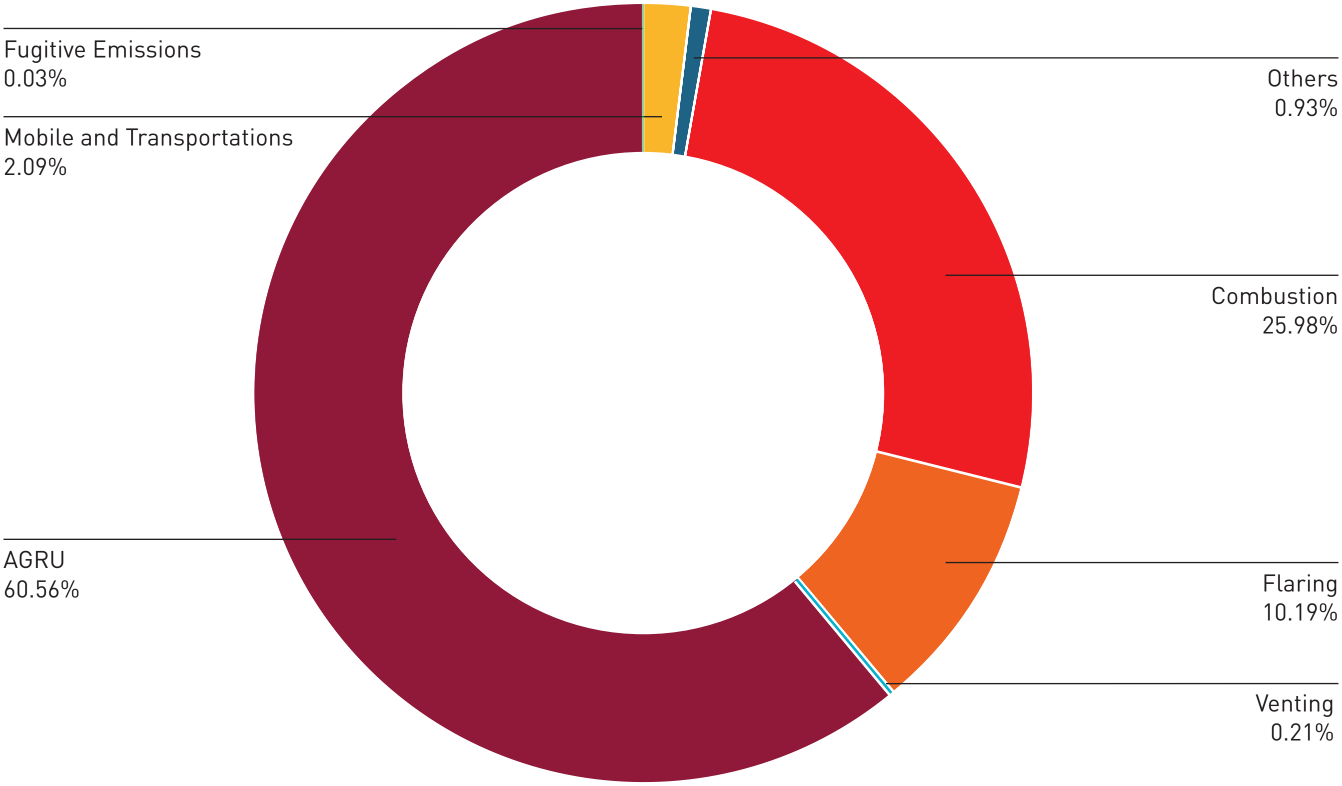
Initiatives	Asset(s)	Status
Hydrocarbon Recovery via Advanced Membrane Installation	PM3 CAA	• Recovery of HCs previously vented from the AGRU and transformation into saleable gas. • Completed Phase 1 trials in December 2023 – 232,000 tonnes CO_2e per annum emission reduction. • Completed Phase 2 in October 2024 – 700,000 tonnes CO_2e per annum emissions reduction. • Achieved higher vent purity, HC recovery and GHG reduction.
CCS Study	PM3 CAA	• To assess the feasibility of injecting CO_2-rich gas into depleted PM3 CAA gas reservoirs. • The studies will focus on subsurface and topsides of the CCS project. • To-date, Phase 1 of the subsurface study has been completed. Plan to complete Phase 2 of the subsurface study and commence facilities studies in Q3 2025.
Flaring Reduction Initiatives	Kinabalu Oil	• Enhance efficiency of low-pressure and high-pressure compressors. • Allow more gas to be transported to Samarang instead of flaring the gas. • Work commenced in March 2022 and is expected to extend until 2026.
Aerial Methane Survey	Anasuria	• To gain real-time methane emissions data associated with FPSO operations and to support with the development of the Anasuria Methane Action Plan. • In 2025, Anasuria undertook its second aerial Methane survey at the FPSO. Another survey is planned in Q2/Q3 2026.

Our Performance

As of FY2025, the Group recorded a 46% decline in net absolute emissions and a 39% reduction in net emissions intensity from its FY2020 baseline, driven largely by sustained efforts across multiple carbon reduction initiatives.



Group Net GHG Emissions Performance.



Breakdown of Total GHG Emissions by Source for FY2025.

Below are the consolidated indicators of the Group's GHG emissions. For the period FY2023 to FY2024, GHG emission figures have been restated upon reverification of Anasuria Cluster's GHG emissions data.

Scope 1 Emissions				
Emissions by source	**Unit**	**FY2023**	**FY2024**	**FY2025**
Combustion	tonnes CO_2e	1,373,198	1,344,798	1,206,380
Flaring	tonnes CO_2e	374,478	346,450	473,248
Venting	tonnes CO_2e	55,897	54,784	9,912
AGRU	tonnes CO_2e	5,266,850	4,831,194	2,812,062[8]
Fugitive Emissions	tonnes CO_2e	2,148	1,435	1,322
Mobile and Transportations	tonnes CO_2e	111,129	123,841	97,022
Others	tonnes CO_2e	63,817	63,826	43,156
Total[1]	**tonnes CO_2e**	**7,247,516**	**6,766,328**	**4,643,102**
Emissions by type of gas	**Unit**	**FY2023**	**FY2024**	**FY2025**
Carbon dioxide	tonnes	4,801,489	4,529,012	3,690,034
Methane	tonnes	96,942	88,548	37,330
Nitrous oxide	tonnes	72	79	66
HFCs	tonnes	-	0.01	0.02

Scope 2 Emissions[2]				
Emissions by source	**Unit**	**FY2023**	**FY2024**	**FY2025**
Purchased Electricity	tonnes CO_2e	2,104	2,275	9,201

Sustainability Report (continued)

Total GHG Emissions (Scopes 1 and 2)				
Indicator	**Unit**	**FY2023**	**FY2024**	**FY2025**
Total Operational GHG Emissions	**tonnes CO_2e**	**7,249,620**	**6,768,604**	**4,652,303**

Scope 3 Emissions				
Category	**Unit**	**FY2023**	**FY2024**	**FY2025**
Upstream Transportation and Distribution	tonnes CO_2e	50,092	60,361[7]	54,468
Business Travel[3]	tonnes CO_2e	0	0	0
Total	**tonnes CO_2e**	**50,092**	**60,361**	**54,468**
UK ETS Payment	RM mil	25.0	25.3	18.1
Net GHG Emissions (Scopes 1 & 2) – Operational Control[4]	**tonnes CO_2e**	**7,176,498**	**6,691,389**	**4,558,050**
Net GHG Emissions (Scopes 1 & 2) – Working Interest[5]	**tonnes CO_2e**	**2,611,076**	**2,439,681**	**1,684,698**
Aggregate Net Emission Intensity[6]	**tonnes CO_2e/ kboe**	**231.49**	**207.66**	**119.83**

Notes:

1 Totals may not add up due to rounding.
2 Scope 2 Emissions include corporate building emissions.
3 Scope 3 – Business Travel GHG emissions are reported for AOCL only and are zero as there are no vehicles that are owned or rented by AOCL, or where AOCL is responsible for purchasing fuel for the purposes of business travel. GHG emissions from air travel, helicopters and supply vessels have not been accounted for. This category of Scope 3 is included in fulfilment of UK Government's Streamlined Energy and Carbon Reporting (SECR) requirements.
4 Net GHG Emissions – Operational Control refers to net emissions after payment to UK ETS. The UK ETS allocation has been updated following the latest amendments to operators allowances due to Activity Level Changes as of June 2025.
5 Net GHG Emissions – Working Interest refers to the net emissions based on our equity share.
6 Aggregate Net Emission Intensity – Previously GHG Emissions Intensity was presented as a Gross Emissions Intensity. This has been updated to a Net GHG Emission Intensity.
7 For Scope 3 Emissions, figures for FY2024 have been revised from previously reported data in Annual Report 2023/2024 due to reverification of North Sabah historical data.
8 The decrease in AGRU figures in FY2025 is mainly due to improved separation efficiency with Advanced Membrane installation, lower CO_2 in feed gas and better methane recovery from BRE vent system for PM3 CAA.
9 Emissions figures from 1 January 2024 to 31 December 2024 are final.
10 Emissions figures from 1 January 2025 to 30 June 2025 are provisional.

Carbon Credit Policy

The Group recognises the crucial role of carbon credits in achieving net zero emissions. However, our priority remains on directly reducing emissions wherever possible, using carbon credits to bridge any remaining gaps or meet compliance obligations. These carbon offsets must be of high quality, ensuring environmental integrity, additionality, permanence and adherence to reputable standards.

AOCL actively participates in the UK ETS, acquiring carbon credits when emissions at the Anasuria Cluster exceed permitted allowances. The UK ETS, which replaced the EU ETS in 2021, has been integrated into AOCL's annual planning and budgeting since we assumed operatorship in March 2016. Our planning uses the current ETS carbon prices at USD71.50 per tonne.

The Group is committed to transparently reporting on the use of purchased carbon credits for both compliance and voluntary carbon markets in our annual Sustainability Report.

6.3 Energy Management

Our Strategy

We aim to transition towards cleaner power sources to further reduce our carbon footprint wherever feasible. In parallel, we continue to explore a range of technologies and solutions to enhance our energy efficiency. Each initiative is carefully evaluated for its technical and economic feasibility before implementation, ensuring that our efforts are both impactful and sustainable.

Our Approach

We are committed to using energy and natural resources efficiently across our operations. Responsible energy use not only supports our environmental objectives but also contributes to operational excellence and cost efficiency.

Our Key Initiatives

An overview of our energy management initiatives and their current status as of FY2025 are presented in the table below.

Initiatives	Asset(s)	Status
Utilisation of Renewable Energy Sources	Malaysian and Brunei Assets	• Installation of offshore hybrid solar PV and wind turbine systems as alternative power supply. • Completed installations (Solar PV): ○ St Joseph: SJJT-A, SJJT-B, SJJT-F and SJV-A ○ South Furious: SFJT-B and SFV-A ○ Barton: BTJT-A and BTV-A • Completed installations (Wind Turbine): ○ St Joseph: SJJT-F ○ Barton: BTJT-A • Future plans to install offshore hybrid solar PV at other platforms. • The Group is also exploring and evaluating a 12 MW solar installation for captive use on an onshore site in Brunei.
Replacement of Existing Power Systems with Fuel Cells	Malaysian Assets	• Feasibility study on usage of fuel cells as a replacement for existing power systems is being explored.
Energy Landscape (PETRONAS collaboration)	PM3 CAA	• An Energy Landscape Assessment was undertaken, led by PETRONAS at PM3 CAA. • The study aimed to identify potential energy efficiency improvements and emissions reduction opportunities from April 2024 to January 2025. • Several promising initiatives have been identified, and we will continue to evaluate the potential feasibility of each initiative to determine which of these can be implemented to support our broader decarbonisation strategy.
Energy Efficiency Upgrades	Anasuria	• Upgrade of G-8030 turbine controls package and Power Management System (PMS) to address poor operational efficiency. The upgrade will include electric control actuators for fuel changeovers which could improve package reliability. This project is expected to start in Q4 CY2025. • Upgrade of Waste Heat Recovery Unit (WHRU) to increase efficiency and operability of the existing G-8010/20 WHRU system. Detailed engineering phase is ongoing with completion targeted for Q1 CY2026.


Wind Turbine Solar Hybrid Installation at SFJT-F (2 units).


Wind Turbine at BTJT-A.

Sustainability Report (continued)

Our Performance

The energy management disclosure is shown below:

Indicator	Unit	FY2023[4]	FY2024[4]	FY2025
Natural Gas	MWh	395,337	6,514,335	5,769,060
Diesel	MWh	23,946	61,139	84,886
Grid Electricity	MWh	-	4,606	13,016
Total Energy Consumption[1]	**MWh**	**419,283**	**6,580,080**	**5,866,962**
Energy Intensity[2]	**MWh/kboe**	**143[3]**	**204**	**154**

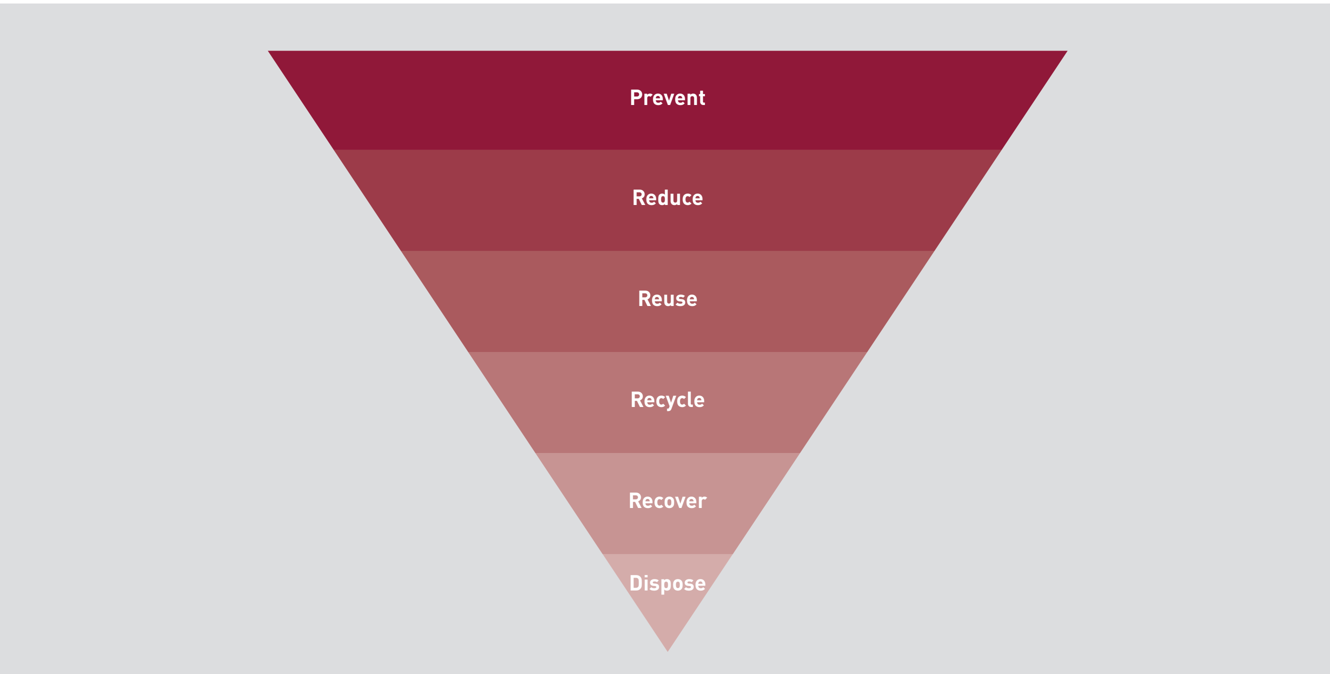
Notes:

1. Total Energy Consumption consists of natural gas, diesel and electricity consumed from our operations and office buildings based on operational control including the corporate office building's energy consumption.
2. Energy Intensity is calculated based on total energy consumption over the amount of total production based on operational control.
3. Energy Intensity for FY2023 is calculated based on Anasuria's FPSO energy consumption only.
4. There have been updates to the figures previously reported for FY2023 and FY2024 in the Annual Report 2023/2024 due to reverification of historical data for Anasuria and revision of conversion factors for Diesel Consumption.
5. Energy Consumption figures from 1 January 2024 to 31 December 2024 are final.
6. Energy Consumption figures from 1 January 2025 to 30 June 2025 are provisional.
7. Measurement unit change from GJ to MWh has been applied to all figures.

6.4 Waste Management

Our Strategy

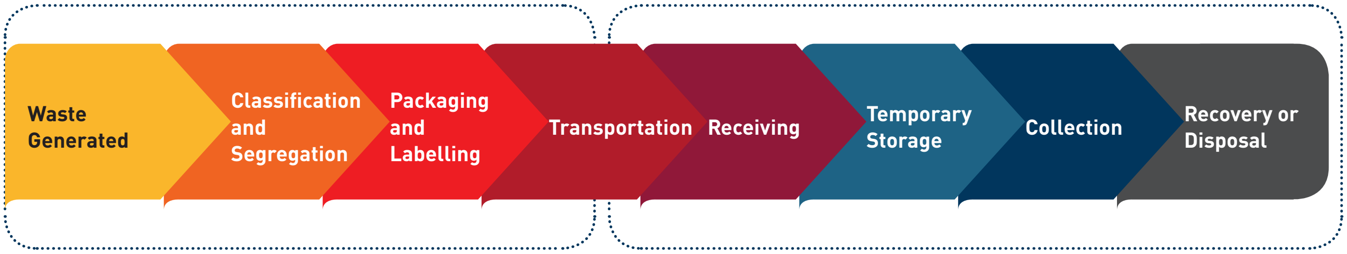
Guided by the Waste Management Hierarchy, we focus on avoiding waste at its source, optimising the 3Rs – reduce, reuse and recycling, and responsibly managing any residual waste in full compliance with regulations. To further safeguard the environment, we maintain comprehensive pollution contingency plans and are equipped to respond swiftly and effectively to emergencies, ensuring any incidents may be managed with minimal impact.



Waste Management Hierarchy.

Our Approach

Across all our operations, we have established robust Waste Management Procedures and Waste Management Plans that align with the regulatory requirements of Malaysia, the UK and Brunei. In Malaysia, our practices are guided by the Environmental Quality (Scheduled Wastes) Regulations (2005), as well as PETRONAS' Exploration and Production (E&P) Minimum Environmental Specifications (MES) and Exploration & Production Minimum Expectation on Scheduled Wastes Management for Offshore Operators (2019). We ensure proper segregation, disposal and tracking of waste—supported by qualified personnel and a structured, auditable system that closely monitors all hazardous waste transferred ashore to ensure safe and compliant handling.



General Waste Management Flow for Offshore Locations.

In Malaysia, the waste management process is overseen by Certified Environmental Professionals in Scheduled Waste Management (CePSWAM)-certified personnel, authorised by the DOE. These professionals conduct monthly scheduled waste inspections and report hazardous waste inventory via the DOE's Electronic Scheduled Waste Information System (E-SWIS). All scheduled and non-scheduled waste is transported by licensed carriers to government-approved disposal centres or PETRONAS-authorised recovery facilities.

The Group endeavours to comply with the annual 3R Scheduled Waste (SW) limits set by PETRONAS for each asset. The specified limits for CY2025 are outlined below.

3R for SW limits for CY2025.

We also reinforce hazardous waste management best practices through training and refresher programmes for all staff and contractors at our offshore and onshore sites. These sessions cover waste identification and classification, safe handling and storage, emergency response and compliance with both regulatory and company-specific procedures.


On-the-job SW awareness training conducted by CePSWAM at LCOT.

Sustainability Report (continued)

Our Key Initiatives

Initiatives	Asset(s)	Status
Oil Spill Contingency Plan (OSCP)	All Assets	• Updated Brunei's OSCP in September 2024. Planned an exercise deployment to test the updated OSCP.
Waste Minimisation Campaign	LCOT and North Sabah	• Aims to eliminate reliance on disposable plastics and move towards circularity. • Focuses on significantly reducing single-use plastics within workplaces.
Waste Acceptance Criteria (WAC) Review	LCOT	• Determines the characteristics and composition of waste for submission to DOE. • Total Threshold Limit Concentration (TTLC) analysis of oily sludge (SW 310) generated by crude oil storage tanks at LCOT planned for 2026.
Waste Recovery Site Survey	LCOT	• Identification and site visit to potential recovery premises for other waste codes planned in Q4 2025.
Recycling Programme	Anasuria	• Enables 100% recycling of items such as coveralls, towels and sheets on Anasuria FPSO. • Significantly reduces the waste AOC sends to landfills with support by an appointed third-party.
Waste Management Awareness Training	Brunei and LCOT	• Waste Management Awareness Training was conducted at OPP in November 2024 with third-party consultant. • SW Awareness Training was completed at LCOT in November 2024.
OSRE Awareness	Brunei	• Maintenance and Awareness sessions on OSRE are held bi-annually with a local oil spill consultant company.
Development of Oil Spill Handbook	Brunei	• Created an oil spill handbook which is convenient to be used at site.

OSRE Awareness Training.

Our Performance

Group Waste Generation

Indicator	Unit	FY2023	FY2024	FY2025
Hazardous waste	**tonnes**	**1,323.14**	**819.31**	**1,076.92**
Non-recycled waste	tonnes	1,003.60	433.77	544.56
Recycled waste	tonnes	319.54	385.55	532.35
Non-Hazardous waste	**tonnes**	**1,294.09**	**2,580.85**	**1,421.41**
Non-recycled waste	tonnes	1,204.15	644.33	898.05
Recycled waste	tonnes	89.94	1,936.52[2]	523.36
Total Waste	**tonnes**	**2,617.23**	**3,400.16**	**2,498.33**
Environmental fines and penalties	RM	0	0	0

Notes:
1 Revision of FY2023 and FY2024 figures from previously reported data in Annual Report 2023/2024 is due to reverification of data received from all sites.
2 The increase in the recycled non-hazardous waste from FY2023 to FY2024 is due to scrap metal recycling from PM3 CAA PSC and Kinabalu Oil PSC.
3 Waste figures from 1 January 2024 to 31 December 2024 are final.
4 Waste figures from 1 January 2025 to 30 June 2025 are provisional.
5 Waste generation data by each operation is detailed in the Appendix.

Group Oil Spill

Indicator	Unit	FY2023	FY2024[1]	FY2025
North Sabah PSC	kg	0	0	0
PM3 CAA PSC	kg	0	0	10[3]
Kinabalu Oil PSC	kg	0	5[2]	0
Anasuria Cluster	kg	1,380[5]	4,871[5]	345[5]
Brunei Block B MLJ[4]	kg	-	-	0
Total	**kg**	**1,380**	**4,876**	**355**

Notes:
1 FY2024 figures have been updated to reflect the actual data on financial year basis.
2 There was a minor oil spill recorded on the Kinabalu Oil PSC due to a spill at ASB which was caused by a faulty crane's hydraulic oil hose. The issue has been resolved and reported to the Labuan DOE. For clarity, this did not occur offshore.
3 Oil spill recorded at PM3 CAA PSC in February 2025 due to residual hydrocarbon escaped into the sea at FSO Orkid during activation of marine breakaway coupling (MBC) caused by bad weather. Incident has been reported to DOE and MPM.
4 For Brunei Block B MLJ, data is from 14 October 2024 onwards (after completion of the acquisition).
5 There have been updates to the figures previously reported figures for Anasuria Cluster in FY2023 and FY2024 in the Annual Report 2023/2024 due to inclusion of a Petroleum Operations Notice 1 (PON1) hydraulic oil release incident from an intermittent leak at the Teal umbilical termination unit. This incident spanned from September 2022 to July 2024 and was continuously assessed by OPRED until the faulty hose had been replaced and the leak had stopped. In July 2024, the total quantity for the leak was confirmed and the PON1 for this incident has been closed by OPRED.

6.5 Water Management

Our Strategy

As an upstream oil and gas operator, we are mindful of our impact on water resources and aim to minimise usage through robust practices and fit-for-purpose solutions. Where possible, produced water management and disposal strategies are integrated into facility and production design. These may include re-injection for reservoir pressure maintenance, offshore disposal via dedicated wells, or export to shore for treatment and reuse. If offshore discharge is the only feasible option, the Group evaluates potential impacts to the marine environment and establishes appropriate mitigation measures.

Sustainability Report (continued)

Our Approach

Although the Group does not operate in water-stressed regions, we remain committed to responsible water stewardship across all our operations. Our water management is guided by a comprehensive framework focused on regulatory compliance, ongoing monitoring and preventive measures. We ensure that all discharges—including produced water, slops and bilge water—meet applicable environmental standards in Malaysia, the UK and Brunei. Given its higher environmental risk, produced water is managed with particular care through site-specific procedures that address both regulatory requirements and our broader sustainability objectives.

PETRONAS E&P MES (2023)			*Offshore Petroleum Activities OPPC Regulations (2005)*
⩽30 mg/l	Malaysia	UK	⩽30 mg/l

Oil limits for produced water discharge according to regulatory bodies for each region.

Region	Approach
Malaysia	• Produced water is treated at Effluent Treatment Plants (ETP) before being safely discharged into the sea. • Oil and grease in effluent discharge is monitored daily, with measurements taken every eight hours and results submitted monthly to the DOE. • System oversight is provided by two Certified Environmental Professional in the Operation of Industrial Effluent Treatment Systems (CePIETSO)–certified professionals. • Additional monitoring performed includes parameters such as temperature, pH, biological oxygen demand (BOD) and chemical oxygen demand (COD).
UK	• Produced water is treated on the Anasuria FPSO before being safely discharged to sea. • Residual oil in water concentrations are monitored in compliance with the Offshore Petroleum Activities (Oil Pollution Prevention and Control (OPPC)) Regulations (2005). Any monthly average above the legal threshold is reported to OPRED. • Produced water is also sampled bi-annually and analysed for inorganic and organic constituents, radiology and chemical residues.
Brunei	• Produced water is transferred for treatment and disposal to a third-party facility, SCOT, operated by Brunei Shell Petroleum.

Our Key Initiatives

These initiatives underscore our commitment to sustainable water management, reflecting our dedication to environmental stewardship and operational efficiency.

Initiatives	Asset(s)	Status
Monitoring of seawater quality	Malaysian and Brunei Assets	• In Malaysia, seawater quality is part of marine environmental monitoring. Analytical results are compared against parameters and limits in the Malaysia Marine Water Quality Criteria and Standards (MWQCS). ○ For Sabah assets, monitoring is conducted annually. Monitoring for St Joseph and South Furious was completed in July 2024 and all results were within limits. Further sampling for Sabah assets was in August 2025, with results expected by October 2025. ○ For Peninsular assets, monitoring is done every five (5) years. Completed field work at PM3 in February 2025 and results are pending finalisation (generally within stipulated limits with no significant impact to the environment). • In Brunei, seawater monitoring is part of the Offshore Environmental Monitoring Survey (EMoS) done every three (3) to five (5) years. ○ The most recent EMoS around the MLJ platforms was completed in February 2025 and results indicated that marine quality is stable with no adverse environmental impacts.

Initiatives	Asset(s)	Status
Monitoring of groundwater quality	Malaysian and Brunei Assets	• Annual groundwater monitoring is conducted at LCOT and supply bases in Malaysia and the OPP in Brunei. • The objectives are to measure groundwater levels, analyse water quality and assess potential risks on identified receptors to support contamination management.
Recycling of water from air conditioning units	Kinabalu Oil	• As the Kinabalu Complex lacks a seawater desalination unit, it depends on freshwater delivered by support vessels. • To reduce the reliance on shore-supplied water, a system to recover and reuse condensation from air conditioning units was introduced, providing a sustainable freshwater source for general washing and sanitation.
Replacement of Hydraulic Fluid Hose	Anasuria	• In July 2024, a faulty subsea hydraulic fluid hose was successfully replaced. The faulty hose had been leading to intermittent releases of hydraulic fluid to sea during valve actuation activity. • AOCL also changed out the Anasuria field hydraulic fluid (used in subsea closed systems) to a substitution-free and more environmentally friendly product.
Utilisation of produced water	All assets	• Exploring opportunities to treat and repurpose produced water from our operations as an alternative water source, supporting long-term water resource conservation.

Groundwater Quality Monitoring at Brunei OPP.

Marine Quality Monitoring.

Sustainability Report (continued)

Our Performance

The following summary presents the Group's water management indicators:

Water Produced

Indicator	Unit	FY2023	FY2024	FY2025
Produced water[1, 2]	**mega litre**	**10,539**	**11,060[4]**	**11,018**
Environmental fines and penalties	**RM**	**0**	**0**	**0**

Notes:

1 Produced water is water generated from our production and it is discharged back into the sea after treatment.
2 There is no produced water discharge from Brunei Block B MLJ operations as all produced water generated is sent to SCOT for treatment and disposal.
3 There has been three OPPC Non-Compliance Notifications (November and December 2024, and May 2025) for slop tank Produced Water average oil in water which exceeded the regulatory limit of 30 mg/l. In Q4 CY2024, under-dosing of biocide in Anasuria's slop tank is believed to have caused microbial growth and water quality issues. AOCL plans to install a temporary filtration unit in H2 CY2025 that will remove potential solids from Anasuria's slops produced water. As of August 2025, planning for the temporary installation of the unit is ongoing.
4 Revision of FY2024 figures from previously reported data in Annual Report 2023/2024 is due to reverification of data received from site.

Water Usage and Discharge

Indicator	Unit	FY2023	FY2024	FY2025
Freshwater purchased from third-party[1]	mega litre	1.36	43.92[6]	72.93
Non-freshwater withdrawal[2]	mega litre	39.67	31.55	32.38
Re-used water[3]	mega litre	0.73	0.73	0.73
Total water used[4]	**mega litre**	**41.76**	**76.19**	**106.04**
Total water (effluent) discharge[5]	**mega litre**	**10,581**	**11,136[7]**	**11,124**

Notes:

1 Freshwater purchased is potable water used for consumption.
2 Non-freshwater withdrawal is withdrawal of seawater for desalination – used for sanitation and general washing. The reported data is for PM3 CAA PSC only.
3 Re-used water is water (condensate) from air conditioners. The reported data is for Kinabalu Oil PSC only.
4 Total water use includes freshwater purchased from third-party, non-fresh water withdrawn and re-used water. The reported data does not include Anasuria Cluster.
5 Total water discharge includes water used and produced water discharge.
6 There was an increase in freshwater purchased from a third-party due to freshwater bunkering at supply bases by vessels for wells, drilling and production.
7 Revision of FY2024 figures from previously reported data in Annual Report 2023/2024 is due to reverification of data received from site.
8 Water management data (inclusive of oil in water concentrations of the produced water discharged) by each operation is detailed in the Appendix.

6.6 Biodiversity

Our Strategy

The Group recognises the vital role biodiversity plays in maintaining ecosystem resilience and ecological balance. We endeavour to preserve natural habitats and minimise our environmental footprint. Our biodiversity strategy is grounded in proactive impact assessments, scientific research and feasibility studies that guide responsible, informed decision-making throughout our operations.

Stakeholder Engagement and Site Environmental and Biodiversity Data Gathering.

Our Approach

In line with our goal to minimise potential environmental impact, we conduct Environmental Impact Assessments (EIAs) before the commencement of new projects, ensuring biodiversity considerations are integrated from the planning stage. The findings are used to formulate site-specific Environmental Management Plans (EMPs) which are implemented throughout the project duration.

For projects located in Key Biodiversity Areas, BAPs are developed following the BESRA methodology. The process involves a desktop review, followed by site visits and interviews to gain contextual insights. The significance of risks to biodiversity and ecosystem services are systematically analysed and mitigation strategies are incorporated into a tailored BAP. The implementation of these measures is carried out on-site, with continuous monitoring and evaluation to ensure effectiveness.

Our Key Initiatives

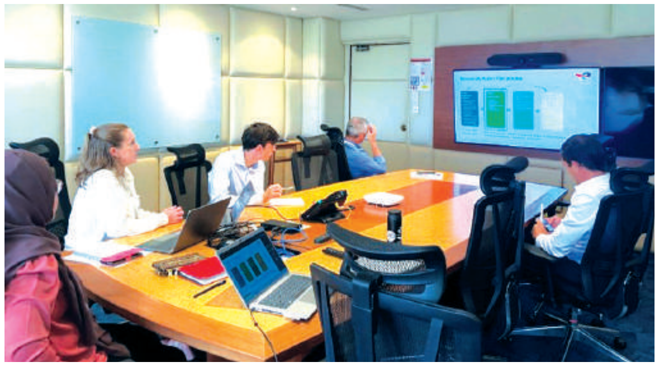
The following initiatives highlight our ongoing efforts to protect biodiversity within our operational areas, with a particular focus on LCOT which is classified as a high-risk site due to its proximity to the ecologically sensitive Labuan Marine Park and Pulau Kuraman.

Initiatives	Asset(s)	Status
Benthic and Sediment Studies	Malaysian and Brunei Assets	• In Malaysia, benthic and sediment monitoring is part of marine environmental monitoring. ◦ Conducted at Kinabalu yearly. Plan to commence monitoring at SF 30 in August 2025. ◦ For Peninsular assets, monitoring is done every five (5) years. Completed field work at PM3 in February 2025 and results are pending finalisation. • In Brunei, macrobenthos and sediment monitoring is part of the Offshore EMoS done every three (3) to five (5) years. ◦ The most recent EMoS around the MLJ platforms was completed in February 2025 and results indicated that marine quality is stable with no adverse environmental impacts.
BESRA and BAP	Malaysian and Brunei Assets	• For LCOT, relevant mitigation measures based on the BAP were developed following BESRA. The final report was presented and submitted to MPM in Q3 2024. Implementation of the actions recommended in the BAP is ongoing. • For Brunei production sites, the biodiversity diagnosis and BAP design stages have been completed as of December 2024. Implementation of the actions recommended in the BAP is ongoing.
In-situ R2R	SAA platform	• The SAA platform will be decommissioned and repurposed as an artificial reef to promote biodiversity and cost-effective decommissioning. • Four major sections of the substructure will be laid in-situ creating the largest reefing substructure in the region. • A smaller portion of the substructure has been reefed in Pulau Tenggol, Terengganu in September 2024. Plan to complete field work for larger portion at SAA location by October 2025.
Seagrass Planting Study	LCOT	• Collaboration with UMS to assess the potential for seagrass transplantation at the intertidal coastal area of the LCOT operation site. • Aims to provide key environmental data, recommend locally adapted transplantation methods and foster collaboration with Labuan Gas Terminal and other stakeholders in future coastal restoration efforts. • The concept paper on the proposed preliminary feasibility study was completed in November 2024. • Currently on Phase 1 (Site Assessment) and Phase 2 (Seagrass Species and Method Evaluation) of the study.
Sludge Farm Treated Soil Study	LCOT	• A preliminary feasibility study was conducted from July to December 2024 to identify the potential alternative uses of treated soil from the LCOT sludge farm by local industries. • Seven (7) potential alternative uses of treated soil were proposed for future consideration.

Sustainability Report (continued)

Initiatives	Asset(s)	Status
Onsite Validation and Vulnerability Assessment (Climate-Related Physical Risk)	LCOT	• Conducted in May 2025 in collaboration with PETRONAS. • Identified key physical climate risks (e.g. pluvial flooding, extreme precipitation, lightning, heatwaves and heat stress) and evaluated LCOT's exposure, sensitivity and adaptive capacity. • Findings will support the development of targeted mitigation and adaptation strategies to enhance LCOT's resilience to climate impacts.
Shore Protection Project	LCOT	• Shore protection at LCOT using rock revetment to restore shoreline to original condition in zones with medium to high severity of beach damage. • Engineering design completed in May 2025 and undergoing review from relevant authorities for approval. • Presented proposal to DOE Labuan in June 2025 to confirm environmental assessment requirements. Environmental monitoring to be conducted during construction phase by a DOE-approved consultant.

Macrobenthos Study Report Presentation.



Design of Brunei BAP.

Feasibility Study on Seagrass Planting at LCOT Shore.

Launch of SAA 'Rig-to-Reef' Initiative at Pulau Tenggol, Terengganu.

Sustainability Report (continued)

LCOT in Focus: Strategic Operations with a Sustainable Outlook

As one of Malaysia's crude oil terminal operators, the Group operates in LCOT, which plays a key role in regional crude handling, contributing to both energy security and economic growth. LCOT operates in full compliance with DOE regulations, while actively integrating sustainable practices through innovation and continuous improvement.



LCOT facilities and personnel.

In alignment with the DOE's Guided Self-Regulation (GSR) framework, LCOT has adopted Environmental Mainstreaming (EM) tools and established the Environmental Regulatory Compliance Monitoring Committee (ERCMC), which convenes annually to review environmental updates, issues encountered, budget requirements and continuous improvement measures.

Further demonstrating our sustainability commitment, LCOT participated in the Prime Minister's Hibiscus Award (PMHA). Following successful completion of Stage 1 (Questionnaire and Document Review) in January 2025, LCOT was shortlisted for Stage 2 (On-site Assessment). The site assessment was carried out in June 2025, with positive feedback from the appointed assessors regarding the implementation and alignment of our environmental management practices. Final results will be announced at the award ceremony expected in December 2025.

Focus Area	Description
Sludge Farm	• **Exclusive Licence:** Only oil and gas company in Malaysia licenced to operate a sludge farm for hazardous waste management. • **Regulatory Conditions:** The licence includes 55 stringent conditions. • **Sources of Sludge:** Various crude oil production facilities, including the emulsion and wax treatment plant (EWTP), crude storage tanks, ETP, Free Water Knockout (FWKO) vessels and maintenance activities like pigging operations. • **Treatment Process:** Treatment via bacteria and nutrients through tilting, ploughing and water spraying. • **Duration:** Five (5) to eight (8) years. • **Disposal:** Designated landfill with necessary approvals from the DOE and AELB. • **Regulation and Monitoring:** Operations are regulated by DOE under the Environmental Quality Regulations 2006. TENORM monitoring is conducted to manage radioactive material levels in the sludge. • **Initiatives:** Exploring ways to reuse treated soil from the oil sludge for other purposes.
Air Quality	• Conduct annual dark smoke observations on all fuel-burning equipment (FBE) to reduce air pollution, following Environmental Quality (Clean Air) Regulations 2014. • Monitor dust particulate levels from three furnaces and two generator sets to meet regulatory standards. • Performed annual FBE Efficiency Assessment upon completion of gaseous emissions monitoring in November 2024, achieved outcomes well within recommended limits. • Ambient air monitoring compliance was conducted at three designated stations surrounding LCOT between October 2024 to November 2024; all parameters complied with the Malaysia Ambient Air Quality Standard, 2020. • Submit Emission Declaration to DOE annually for transparency and regulatory compliance.
Soil Quality	• Annual sampling and submission of report to DOE Labuan. • Total of eight (8) sampling points with 10 parameters for each sampling point to comply as per standard requirement of Contaminated Land Management and Guidelines No.1: Malaysian Recommended Site Screening Levels (SSLs) for Contaminated Land.
Boundary Noise	• Conduct annual noise level monitoring with compliance to applicable regulatory requirements. • Within limits in Schedule 2 of the Recommended Permissible Sound Level (L_{aeq}) by Receiving Land Use of Existing Built up Areas (Industrial Zones) prescribed under Guidelines of Environmental Noise Limits & Control by DOE.

6.7 Environmental Audit and Certification

In line with Section 33A of the Malaysian Environmental Quality Act (EQA) 1974 (Amendment 1996), we undergo independent Environmental Audits by DOE-registered auditors annually.

Our most recent DOE third-party Environmental Audits were conducted at LCOT and Kinabalu platform on 27 November 2024 and 26 May 2025, respectively. For both audits, no non-conformance reports (NCRs) or OFIs were recorded, with several good practices highlighted – reflecting the strength and effectiveness of our EMS.

The Role of Environmental Audits in Driving Continuous Improvement Across Our Operations

Productivity Enhancement

Optimising operational efficiency while minimising environmental impact.

Cost Reduction

Identifying opportunities to streamline operations while achieving environmental compliance.

Environmental Protection

Upholding the highest environmental standards and proactively mitigating potential risks.

The EMS for Sabah, the UK and Brunei are ISO 14001:2015 certified, providing a systematic approach to managing environmental aspects through the Plan-Do-Check-Act (PDCA) model with a focus on continual improvement.

- In Sabah, the IMS Surveillance Audit was completed in November 2024 and September 2025.
- In the UK, the first and second surveillance audits took place in February 2024 and February 2025, respectively.
- In Brunei, the first surveillance audit was conducted in February 2025, with the second audit planned in February 2026.

Sustainability Report (continued)

6.8 Stakeholder Engagement

At Hibiscus Petroleum, constructive and professional stakeholder engagement is integral to our sustainability strategy. We actively engage internal teams through targeted initiatives that promote awareness and reinforce our commitment to responsible practices. Externally, we collaborate through key industry platforms, exchanging best practices and driving innovation. We also maintain strong working relationships with regulators such as the DOE and PETRONAS to ensure continued compliance and alignment with evolving environmental standards.

Our Key Partnerships and Memberships

Malaysian Gas Association (MGA)	MICCI PPSC Decarbonisation	International Gas Union (IGU)	OEUK
MALAYSIAN Gas ASSOCIATION	MICCI FOUNDED 1837 Malaysian International Chamber of Commerce And Industry	IGU INTERNATIONAL GAS UNION	OEUK
We recognise that natural gas plays a critical role in enabling a smoother shift towards lower-carbon alternatives through participation in the MGA.	Hibiscus represented and led the newly formed Decarbonisation Subcommittee under the MICCI Petroleum Production Sharing Contractors.	Hibiscus is a member of the 2022-2025 IGU's Sustainability Committee and we actively contribute to the Study Group for Methane Emission Reduction.	AOCL is a member of OEUK and is committed to collaborating with OEUK towards achieving the aims of its Roadmap 2035: A Blueprint for Net Zero.

Our Key Events

September 2024

Familiarisation Meeting with DOE Labuan

- Facilitated a familiarisation session of the LCOT facilities and operations for newly appointed DOE Labuan officers.
- Shared updates on LCOT's environmental performance and outstanding environmental matters.

December 2024

Malaysia Upstream Production Excellence (MUPEX)

- Promoting awareness in GHG issues and future advancements through Showcase of Practices and Resourceful Knowledge (SPARK) and Sustainable Upstream Reduction of GHG Emissions (SURGE) initiatives.
- Presented our decarbonisation efforts through case studies.

April 2025

Earth Day Celebration with Brunei Borneo Sustainability Summit

- Attended Earth Day panel on the theme "Our Power, Our Planet", with insights on collective action to protect the planet and advance sustainability.
- The summit successfully produced a first draft outline of the Borneo Assessment Report.

May 2025

ASEAN Energy Transition Meeting: Fostering Regional Cooperation

- Participated in roundtable discussions related to Energy Transition in ASEAN.
- Event co-organized by World Economic Forum and MyDigital.

May 2025

Ocean Week Brunei 2025

- Themed "Beneath the Waves: Careers & Creativity in the Deep".
- Organised by Poni Divers, in partnership with the Ministry of Primary Resources and Tourism (MPRT), and in collaboration with the Department of Fisheries and the Forestry Department.

June 2025

8th ASEAN Energy Sector Methane Roundtable (Energy Asia)

- Focused on capturing opportunities and bridging the gap to near-zero methane emissions by 2030.
- Discussed alignment of Southeast Asia's oil and gas value chain with expectations outlined in the Global Methane Pledge 2030.

June 2025

ASEAN Methane Leadership Forum (MLP 2.0) Technical Workshop

- Presented a case study on decarbonisation through membrane AGRU system upgrades.
- Presentations from other industry peers on methane monitoring, including OGMP 2.0 initiatives.

June 2025

Biodiversity Conference: Forest To Reef

- Connects policymakers, academics and stakeholders with global biodiversity leaders.
- Promotes blue and green economic growth while enhancing capacity building and networking in biodiversity conservation, climate adaptation, and disaster risk reduction.

June 2025

Environmental Protection and Management Act (EPMA) Awareness

- Attended awareness session on EPMA by the Department of Environment, Parks and Recreation (DEPR) in collaboration with the Petroleum Authority of Brunei Darussalam

June 2025

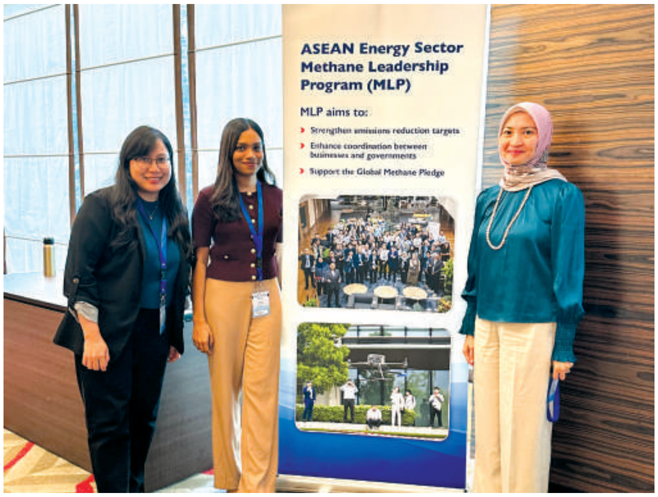
OEUK Conference: The Future of Our North Sea

- Platform for discussions on government policy decisions shaping the North Sea's future and the UK's energy supply chain, and core issues challenging the business landscape.
- Richard Beattie, CEO of AOCL, participated as a speaker and panelist.

Sustainability Report (continued)

8th ASEAN Energy Sector Methane Roundtable.

MUPEX 2024.



ASEAN Energy Sector MLP 2.0.

Brunei Earth Day Celebration.

Familiarisation Meeting with DOE Labuan.

Biodiversity Conference: Forest to Reef.

7.0 OUR PEOPLE

At Hibiscus Petroleum, our people are at the centre of our operations and growth. Across our assets in multiple geographies, it is our employees who deliver safe, responsible and sustainable growth. Our values, encapsulated by the acronym TEPAT — Tenacious, Environmentally Responsible, People Focused, Agile and Trustworthy, guide how we work, support one another and create impact in the communities we serve.

In FY2025, we focused on strengthening our workforce through practical initiatives such as expanding leadership development and aligning individual goals with the Company's strategic priorities. These efforts support the continued growth of a capable and resilient organisation, ready to navigate the evolving energy landscape.

7.1 Workforce Diversity and Inclusivity

We are committed to creating a workplace that supports equitable access to opportunities, recognising that individuals may require different forms of support to succeed. Our *Diversity Policy* guides how we approach recruitment, promotion, training and remuneration, ensuring these decisions are based on performance, potential and organisational needs, rather than personal background or characteristics. The focus remains on placing the right people in the right roles, while enabling a diverse workforce to contribute meaningfully to the Group's objectives.

In FY2025, our workforce of 1,075 employees include permanent and fixed-term employees which continues to reflect a rich mix of nationalities, educational backgrounds, ages and technical capabilities. Our team is internationally diverse, with employees representing eight nationalities: Malaysian, Bruneian, Dutch, American, British, Indian, Thai and Indonesian. The average age of our employees is between 30 to 49 years.

Detailed figures on gender diversity, employment type and employee age distribution are shown below:

Group Employee Gender Diversity by Employee Category

Employee Category		FY2023			FY2024			FY2025		
		No. of Employees	Male %	Female %	No. of Employees	Male %	Female %	No. of Employees	Male %	Female %
Level	Senior Management	14	57%	43%	12	58%	42%	13	62%	38%
	Middle Management	223	80%	20%	227	81%	19%	251	77%	23%
	Executive	461	62%	38%	474	64%	36%	539	64%	36%
	Non-Executive	126	91%	9%	229	96%	4%	272	94%	6%
Grand Total		**824**	**71%**	**29%**	**942**	**76%**	**24%**	**1,075**	**75%**	**25%**
Function	Technical	473	87%	13%	572	90%	10%	664	89%	11%
	Non-Technical	351	50%	50%	370	54%	46%	411	52%	48%
Grand Total		**824**	**71%**	**29%**	**942**	**76%**	**24%**	**1,075**	**75%**	**25%**

Group Employee Composition by Employment Type

Employee Type	FY2023		FY2024		FY2025	
	No. of Employees	%	No. of Employees	%	No. of Employees	%
Permanent	749	91%	743	79%	852	79%
Contract	75	9%	199	21%	223	21%
Grand Total	**824**	**100%**	**942**	**100%**	**1,075**	**100%**

Sustainability Report (continued)

Group Employee Age Diversity by Employee Category

Employee Category		FY2023							FY2024						FY2025					
		Total No.	>60 %	50-59 %	40-49 %	30-39 %	20-29 %	<19 %	Total No.	>60 %	50-59 %	40-49 %	30-39 %	20-29 %	Total No.	>60 %	50-59 %	40-49 %	30-39 %	20-29 %
Level	Senior Management	14	21%	29%	50%	0%	0%	0%	12	17%	33%	50%	0%	0%	13	15%	54%	31%	0%	0%
	Middle Management	223	8%	34%	44%	14%	0%	0%	227	11%	33%	45%	11%	0%	251	10%	31%	50%	9%	0%
	Executive	461	2%	12%	29%	47%	10%	0%	474	2%	11%	36%	42%	9%	539	1%	12%	39%	37%	11%
	Non-Executive	126	1%	12%	24%	47%	15%	1%	229	1%	12%	31%	42%	14%	272	1%	14%	38%	34%	13%
Grand Total		**824**	**4%**	**18%**	**33%**	**37%**	**8%**	**0%**	**942**	**4%**	**17%**	**37%**	**34%**	**8%**	**1,075**	**3%**	**17%**	**41%**	**29%**	**9%**
Function	Technical	473	4%	19%	34%	38%	5%	0%	572	5%	17%	39%	32%	7%	664	4%	17%	42%	29%	9%
	Non-Technical	351	2%	18%	32%	36%	12%	0%	370	3%	17%	35%	36%	9%	411	3%	19%	39%	30%	9%
Grand Total		**824**	**4%**	**18%**	**33%**	**37%**	**8%**	**0%**	**942**	**4%**	**17%**	**37%**	**34%**	**8%**	**1,075**	**3%**	**17%**	**41%**	**29%**	**9%**

7.2 Performance and Rewards

Our performance management approach is designed to support business priorities while fostering individual accountability and growth. Employees participate in structured performance reviews twice a year, with discussions focused on goal setting, development planning and progress tracking.

In CY2025, the Group enhanced its Performance Management System by introducing a five-point rating scale and a more structured assessment framework for the middle to senior levels. This four-dimensional evaluation now covers operational, financial, strategic and qualitative contributions. The KPI-setting process was also strengthened, with clearer Specific, Measurable, Attainable, Relevant and Time-bound (SMART) criteria and improved alignment to business objectives. These enhancements aim to drive fairer and more consistent evaluations, enable clearer performance differentiation and reinforce accountability at all levels.

We continue to maintain a competitive and market-aligned approach to compensation, exceeding regulatory minimum wage requirements and regularly benchmarking our practices against industry peers to ensure we attract and retain high-performing talent. While monetary rewards remain a key element, we recognise that a meaningful total rewards experience goes beyond salary alone. Our approach includes recognition for outstanding performance and contributions, a supportive and inclusive work environment and a range of benefits that promote well-being and professional development.

7.3 Talent Development: Building Future-Ready Leaders

Developing future-ready talent remains fundamental to delivering our strategic growth ambitions and sustaining long-term business performance. Our learning and development strategy is focused on equipping employees with the right skills, strengthening leadership capabilities and supporting career growth across all levels of the organisation.

We are committed to building the right mix of functional expertise and leadership competencies to drive innovation, adaptability and high performance in a dynamic energy landscape. Our talent development efforts combine technical training, leadership programmes, cross-functional exposure, with knowledge-sharing initiatives and are aimed at developing a resilient and agile workforce.

<u>Strategic Talent Management Framework</u>

Our Talent Management Blueprint (Blueprint) provides a structured and integrated approach to identifying, developing and retaining key talent across the Group. Central to this strategy is the Hibiscus Talent Council, a governance platform that focuses on identifying future leaders and high-potential individuals in critical roles and overseeing their ongoing development.

The Blueprint is tailored to support distinct talent segments:

- Established Leaders – enhancing the strategic capabilities of seasoned leaders;
- Key Talent – preparing high performers for future growth; and
- Contributors – equipping early-career and experienced employees for capability development.

Our initiatives are guided by an 80:20 development framework, where:

- 80% of learning focuses on real-world application through skills development (on-the-job assignments, cross-asset exposure) and behavioural development (feedback, coaching and mentoring); and
- 20% is delivered through formal knowledge-based learning (classroom-based or online training).

This approach ensures a balanced and experience-based development journey that supports sustained professional growth.

20%	80%	
KNOWLEDGE (Formal Training)	**SKILLS** (Assignments, Exposure and Experiences)	**BEHAVIOUR** (Feedback and Coaching)
• Internal and external training programme. • Professional certification. • Formal education (MBA/ Degree/Executive Education). • Mentoring. • Hibiscus Future Frontline (HRE Special Development Programme).	• On-the-job training with stretch goals. • Job enrichment and expansion. • High-impact projects (single or cross-functional, growth-focused). • Transition into a new role. • Shadow training. • Job rotation. • Coaching.	• Self-awareness through psychometrics tools. • Structured feedback. • Personal coaching. • Talent Assessment Centre.

As part of our initiatives, a blended approach has been adopted to support a balanced and experience-driven learning journey that contributes to sustained professional growth across the organisation. To complement these efforts, several internal programmes including *Leading High-Performing Teams, Driving Organisational Change, Lean Six Sigma* and *Improving Productivity and Achieving an Optimal Organisational Structure* have been introduced to strengthen leadership effectiveness, enhance team performance and drive organisational transformation. In Brunei, these learning initiatives are further reinforced through the Hibiscus Bloom Programme, a structured learning platform focused on building employee capability and fostering continuous development.

Employee Training Performance

Employee Training Hours		**FY2023**	**FY2024**	**FY2025**
		No. of Hours	**No. of Hours**	**No. of Hours**
Total Training Hours		40,910	38,052	37,932
Employee Category		**FY2023**	**FY2024**	**FY2025**
		No. of Hours	**No. of Hours**	**No. of Hours**
Level	Senior Management	295	440	598
	Middle Management	7,136	8,834	7,446
	Executive	21,787	19,870	15,337
	Non-Executive	11,692	8,908	14,551
Grand Total		**40,910**	**38,052**	**37,932**
Function	Technical	30,068	29,094	29,135
	Non-Technical	10,842	8,958	8,797
Grand Total		**40,910**	**38,052**	**37,932**

Sustainability Report (continued)

7.4 Employee Management and Engagement

Our policies form the foundation of ethical behaviour and accountability across the Group.

As at 31 August 2025, 99.53% of employees completed the annual ACAB refresher training which comprised a new set of quiz questions to strengthen understanding and support practical application, for enhanced comprehension and reinforcement of key concepts.

2025 ACAB Completion Rate

Employee Category	Senior Management	Middle Management	Executive	Non-Executive
Non-Technical	91.67%	98.94%	100.00%	100.00%
Technical	100.00%	100.00%	99.65%	99.10%

2024 ACAB Completion Rate

Employee Category	Senior Management	Middle Management	Executive	Non-Executive
Technical	100.00%	99.36%	99.14%	98.35%
Non-Technical	100.00%	97.20%	99.00%	100.00%

2023 ACAB Completion Rate

Employee Category	Senior Management	Middle Management	Executive	Non-Executive
Technical	100.00%	98.80%	99.60%	100.00%
Non-Technical	100.00%	98.40%	99.00%	100.00%

Furthermore, we continue to prioritise open communication, with regular town halls, business updates and leadership site visits to foster transparency and employee connection. Our grievance process remains confidential and impartial, ensuring that concerns are addressed respectfully and in accordance with Group policies. During the year, our full-time employee attrition rate reduced to approximately 8.57% compared to previous year.

Group Employee Attrition Rate

		FY2023	FY2024	FY2025
Turnover Number		77	95	89
Attrition Rate		9.58%	11.12%	8.57%
Employee Category		**No. of Employees**	**No. of Employees**	**No. of Employees**
Level	Senior Management	2	2	0
	Middle Management	7	22	15
	Executive	63	65	67
	Non-Executive	5	6	7
Grand Total		**77**	**95**	**89**
Function	Technical	37	44	41
	Non-Technical	40	51	48
Grand Total		**77**	**95**	**89**

7.5 Employment and Training Initiatives

We remain committed to developing local talent in the regions where we operate, with a focus on appointing suitably qualified individuals and equipping them with the skills and exposure needed to grow within the industry. This commitment is supported through a combination of structured on-the-job learning and targeted external training.

In FY2025, we hosted a total of 36 interns from various academic backgrounds, including petroleum engineering, chemical engineering, civil engineering, mechanical engineering, computer science and technology management, psychology and business administration. These interns were embedded within our Asset and Project Teams or placed at our Corporate Headquarters, where they received direct mentorship, project exposure and hands-on experience in real work settings. In addition to technical and professional development, all interns were provided with a monthly allowance throughout their placement to support their practical learning journey. This initiative forms part of our broader efforts to nurture early-career talent and build a pipeline of future-ready professionals for the industry.

Intern Placement	Degree/Diploma Major
Corporate Headquarters	Bachelor of Computer Science (Hons), Sunway University
	Bachelor of Information Systems (Hons) (Data Analytics), Sunway University
	Bachelor of Psychology with Human Resources Development (Hons), Universiti Teknologi Malaysia (UTM)
	Bachelor of Social Administration, University Malaya (UM)
	Bachelor of Business Administration (Hons), Universiti Putra Malaysia (UPM)
	Bachelor of Science in Business Administration (Hons), INTI International College
	Master of Science Management, Warwick Business School
Hibiscus Oil & Gas Malaysia Limited	Bachelor of Petroleum Engineering, UTM
	Bachelor of Petroleum Engineering, UTM
	Bachelor of Petroleum Engineering, UTM
	Bachelor of Petroleum Engineering, UTM
	Bachelor of Mechanical Engineering, UM
	Master of Petroleum Geoscience, UM
	Bachelor in International Relations, The London School of Economics and Political Science
	Master of Engineering in Materials Science, Corpus Christi College, University of Oxford
	Bachelor of Chemical Engineering, Universiti Kuala Lumpur (UniKL) Malaysia Institute of Chemical and Bio-Engineering Technology
	Bachelor of Chemical with Environmental Engineering, University of Nottingham, Malaysia Campus
	Bachelor of Science with Honours (Environmental Science), Universiti Kebangsaan Malaysia (UKM)
	Bachelor in Business Management, Universiti Teknologi PETRONAS (UTP)
	Bachelor Degree in Mechanical Engineering, UTP
	Bachelor of Information Systems, UTP
	Bachelor of Science (Hons) Petroleum Geoscience, UTP
	Bachelor of Business and Commerce, Monash University, Malaysia Campus
	Bachelor in Computer Engineering, UTP
	Advanced Diploma Business and Technology Education Council (BTEC) Customised Programme in Engineering Operations for Oil & Gas Facilities - Level 2 Electrical, TAS Institute of Oil & Gas
	Advanced Diploma BTEC Customised Programme in Engineering Operations for Oil & Gas Facilities - Level 2 Electrical, TAS Institute of Oil & Gas
	Bachelor of Civil Engineering Technology (Building Services), Universiti Tun Hussein Onn Malaysia
	Bachelor of Automotive Engineering Technology (Maintenance), UniKL-Malaysia France Institute

Sustainability Report (continued)

Intern Placement	Degree/Diploma Major
Hibiscus Oil & Gas Malaysia Limited (continued)	Bachelor of Petroleum Engineering Technology (Operation and Safety), UniKL
	Bachelor of Computer Science (Database Management), Universiti Teknikal Malaysia Melaka
	Bachelor of Computer Science, MILA University
	Bachelor of Computer Science (Software Engineering), Universiti Malaysia Sabah (UMS)
	Bachelor of Science (Hons) Mathematics, Universiti Teknologi Mara
	Bachelor of Petroleum Engineering, UTP
	Bachelor of Petroleum Engineering, UTP
Hibiscus EP (Brunei) B.V.	Diploma in Petroleum Engineering, Politeknik Brunei

We continue to prioritise local employment and vendor development, particularly in the regions where we operate.

In Malaysia, we support and comply with PETRONAS' requirement for affirmative action with respect to the award of supply and service contracts to companies from the Malaysian states that produce oil and gas (Terengganu, Sabah and Sarawak). As we conduct operations in Sabah, where viable, we unbundle scopes of integrated contracts, carve out minor works for tender and award these to indigenous contractors from within the state. This practice directly generates job opportunities within local communities in Sabah, where we operate.

In Brunei, we are equally committed to local employment and in this regard, 91% of the workforce are Bruneians. We also support the Brunei national workforce development scheme by nurturing local talent through structured learning programmes and strategic partnerships. This contributes to the national objectives under Brunei's Wawasan 2035.

8.0 OUR COMMUNITY

We are dedicated to operating in a manner that respects the rights of those impacted by our activities, particularly our local communities. Our presence in these areas gives us the opportunity to understand and positively influence the communities that support us.

We also recognise the importance of cultivating positive relationships with these communities and aim to provide lasting socio-economic benefits. By implementing inclusive initiatives, we not only build trust with local communities, but also establish strong partnerships with regulatory bodies and stakeholders. Through collaborations with organisations that share our core values, we strive to generate a lasting positive impact within our areas of operation.

8.1 Community Investment and Engagement

The Group has a set of comprehensive CSR selection criteria and review processes to evaluate and approve all CSR initiatives on a Group-wide basis. CSR proposals are assessed by the CSR Review Panel of the BSMC, utilising a set of criteria that covers, amongst others, relevance to business operations, social and environmental reach, cost effectiveness, risks and programme sustainability. This is performed under the direction of the Group's MD, who is the Committee Chair. Separate specific working committees are formed to undertake additional research and groundwork (e.g. site recces) for shortlisted projects. A presentation is then prepared to the CSR Review Panel who is tasked to evaluate these selected projects. Such initiatives which meet the required pre-determined conditions are then forwarded to the relevant Company authorised leader in accordance with Hibiscus Petroleum's *Limits of Authority*. Throughout this process, the Board is apprised of the activities conducted/recommended by the BSMC on a continuous basis for its input.

We are pleased to report that our CSR initiatives are aligned with and support the UN SDGs, particularly Goals 2, 3, 4, 7, 8, 10, 11, 12 and 15, with Goal 17 – Partnerships for the Goals underpinning all the initiatives. This alignment ensures that our CSR efforts contribute to global sustainability targets while addressing local community needs effectively. We continually strive to create lasting positive impacts through strategic partnerships and targeted programmes that foster long-term development and well-being.

A summary of our contributions and the number of beneficiaries who have been the recipients of our CSR efforts for FY2025 are shown in the table for Group CSR Spending and Reach below:

Group CSR Spending and Reach

	FY2023	FY2024	FY2025
Total Spend (RM)	1,162,148	1,410,741	1,316,648
Beneficiaries	98,093	46,556	56,642

Note:
The total spend for FY2025 includes miscellaneous expenses such as travel, site recces and communication collaterals.

<u>Education</u>

As part of our '*Fuelling Future Lives*' CSR Strategy, we are proud to deepen our commitment to STEM education through a strategic partnership with PSN. In FY2025, we collaborated with PSN on the following two initiatives:

- Kembara Sains Borneo in Sabah

  The Kembara Sains Borneo 2024 programme is a flagship initiative under PSN's SciTech4U outreach series, led by the Ministry of Science, Technology and Innovation (MOSTI) with collaboration from Sabah's Ministry of Science, Technology and Innovation (KSTI). This programme seeks to spark interest in STEM among students and underserved communities across rural Sabah and Sarawak who might otherwise have limited access to such opportunities.

  We contributed RM180,000 towards this initiative, helping to deliver an inclusive, high-quality STEM learning experience to 18,054 participants – including students, teachers and members of local communities across 15 schools. Programme highlights included interactive science exhibitions, STEM challenges, hands-on experiments, a mobile planetarium and knowledge-sharing sessions with Malaysian scientists. This initiative supports our commitment towards empowering future generations and aligns with UN SDG 4 (Quality Education), UN SDG 10 (Reduced Inequalities) and UN SDG 17 (Partnerships for the Goals).

Encik Zainul, the Group's Chairman, at Dewan Sri Perdana, Lahad Datu to kick-off Kembara Sains Borneo.

Hibiscus Petroleum's representatives at the exhibition booth at Dewan Sri Perdana, Lahad Datu.

Sustainability Report (continued)

Group photo with Dr Pascal Hos, Country Head, Malaysia and Vietnam, taken at one of the participating schools.

Hibiscus Petroleum's representatives with YB Dato' Haji Mohammad Yusof bin Apdal, Deputy Minister of MOSTI and YBrs En Mohammad Fuad Rahman, Director of National Science Centre Malaysia in front of the PSN Trooper Bus.

Programme representatives inside the PSN Trooper Bus.

- Robot Tempur Competition

  The Robot Tempur competition is a national event centred around the design and battle of combat robots organised by MOSTI. The event serves as a vibrant platform to spark interest in STEM among young Malaysians.

  The competition took place from 14 to 19 September 2024 at PSN in Kuala Lumpur, attracting a total of 28,030 visitors. A total of 28 teams, comprising 116 students from universities and institutions across the country, participated in the event. The final round was held on 19 September 2025. Representatives from Tunku Abdul Rahman University of Management and Technology were part of the team which secured first place.

  Hibiscus Petroleum supported the initiative with a contribution of RM50,000 which covered winners' prizes, event collaterals and our role as an honorary jury member. This effort underscores our dedication to advancing education and fostering technological talent among Malaysian youth, while aligning with UN SDG 4 (Quality Education), UN SDG 9 (Industry, Innovation and Infrastructure) and UN SDG 17 (Partnerships for the Goals).

Winners of the Robot Tempur competition receiving their prize and trophy on stage from YB Dato' Haji Mohammad Yusof bin Apdal, Deputy Minister of MOSTI and Chong Chee Seong, Vice President, Strategic Ventures.

Winning participants receiving their prizes after the finale.

A participating team fixing their robot between battles.

Robots preparing for battle.

- Hibiscus Scholarship Programme in Malaysia and Brunei

  In FY2025, we continued our partnerships with five (5) local universities, namely UM, Universiti Sains Malaysia (USM), UTM, Universiti Malaysia Terengganu (UMT) and UMS in the field of engineering, environment, finance and information technology.

  Since the inception of the programme in Malaysia, a total of 29 scholars have been supported. As of the end of FY2024, 20 scholars had successfully completed their studies. In FY2025, we continued to sponsor the remaining nine (9) scholars, with a total contribution of RM88,400 towards their tertiary education. All nine (9) scholars graduated during the year, including students from UMT (marine biology), from UTM (chemical and energy engineering) and from UM (geology).

  Furthermore, we offer scholarships in Brunei through our '*Bright Future*' programme that supports both primary and tertiary education. This reflects our ongoing commitment to national development goals aligned with Brunei's Wawasan 2035 in building a highly educated and skilled nation with high quality of life and sustainable economy. For the tertiary education level, the programme is in collaboration with Universiti Brunei Darussalam (UBD) and Universiti Teknologi Brunei (UTB) which will commence in FY2026. Our scholarship programme in Brunei extends to a younger segment of school students. Through our partnership with Kompleks Rumah Kebajikan, we are supporting three young students from underprivileged backgrounds in their early education journey, starting from kindergarten. This initiative has Hibiscus Petroleum committing RM193,000 (BND58,000) from 2025 to 2028. A total amount of RM9,562 was incurred in FY2025 for one student with plans to add on in due course.

  The Hibiscus Scholarship programme reflects our ongoing commitment to inclusive and impactful education, aligning with UN SDG 4 (Quality Education), while also contributing meaningfully to UN SDG 8 (Decent Work and Economic Growth) and UN SDG 17 (Partnerships for the Goals).

- Start Safe: Super Sarapan Programme

  The programme provides a breakfast meal every school day to underprivileged children in five schools adopted by Hibiscus Petroleum with the goal of reducing food insecurity and to increase their school attendance. For FY2025, the programme incurred a total amount of RM243,050 that benefitted 200 school children in Kelantan and Sabah including Sekolah Kebangsaan (SK) Tok Bali, SK Dalam Rhu, Sekolah Menengah Kebangsaan (SMK) Cherang Ruku, SMK Usukan and SK Tamau.

  The programme was conducted with the collaborative effort of Yayasan Generasi Gemilang, the State Education Department, Hibiscus Petroleum's volunteers, teachers, canteen and administration staff from the respective schools. The Group plans to continue this programme up to 2027, gradually adopting more schools and feeding more children in other states such as Sabah and Labuan that are also within our areas of operations. This programme aligns with UN SDG 2 (Zero Hunger), UN SDG 3 (Good Health and Well-being), UN SDG 4 (Quality Education) and UN SDG 17 (Partnerships for the Goals).

- Safety Awareness Programme

  A safe and conducive school environment is essential for effective learning. Recognising this, Hibiscus Petroleum continued its '*Let's Be Safe*' Safety Awareness Programme in FY2025 with a particular focus on secondary school students. The aims of this programme are to prevent bullying in schools and raise awareness of online safety. The programme seeks to instil early mindfulness on personal safety, road safety and responsible social media use from a young age.

  The half-day '*Let's Be Safe*' programme was conducted in a hybrid format – combining on-ground engagement and online participation – and reached:

  - 505 secondary school students from seven (7) schools in Tok Bali; and
  - 500 secondary school students from nine (9) schools in Kota Belud.

Sustainability Report (continued)

The programme was organised in collaboration with the State Education Department, PDRM, BOMBA, MOH, National Anti-Drugs Agency and the Civil Defence Agency. These partnerships ensured that students enjoyed a fun, engaging and impactful learning experience throughout the programme.

The Hibiscus Petroleum *'Let's Be Safe'* programme incurred a total amount of RM98,394 in FY2025 and contributes to UN SDG 4 (Quality Education) and UN SDG 17 (Partnerships for the Goals).

Students being taught the proper way to do cardiopulmonary resuscitation (CPR).

A live safety demonstration on proper motorcycle handling techniques.

Capacity Building

We are committed to capacity building programmes aimed at promoting sustainable socio-economic development. These programmes are well planned and involve active engagement with local communities and collaborations with local agencies or non-governmental associations (NGOs).

Through these initiatives, skills training and cultivation of entrepreneurial capacity are provided to women in rural communities, fishermen and marginalised groups. Our programmes are aimed at improving the socio-economic standing of these beneficiaries and thus, facilitate the generation of an alternative source of income on a sustained basis for their families.

- Tailoring Skills Programme in Sabah

  The Tailoring Skills Programme was launched in September 2024 to empower and uplift the living standards of 20 rural women from bottom 40th percentile of household income (B40) families in the Kota Marudu and Kudat districts of Sabah.

  This one-year collaborative initiative conducted together with Sedcovest Holdings Sdn Bhd, which is fully owned by the Sabah Economic Development Corporation (an agency under the Ministry of Industrial Development and Entrepreneurship Sabah), seeks to build participants' tailoring capabilities as a home-based enterprise, creating sustainable alternative income streams for their families. A five-day training covering tailoring techniques, basic bookkeeping, digital marketing and business planning was held. Since then, 13 participants (65%) have achieved average monthly sales exceeding RM200, with the highest income recorded at RM2,000 a month. On average, each participant receives 10 sewing orders per month, demonstrating steady demand for their products.

  Looking ahead, the women have expressed interest in further upskilling through courses such as Bead Embroidery, Baby Mattress Making, Men's Clothing, Curtains and Traditional Attire, as well as Business Management and Digital Marketing, ensuring continuous growth and long-term sustainability for their ventures.

  The project incurred cost of RM80,000 and contributes to UN SDG 4 (Quality Education), UN SDG 8 (Decent Work and Economic Growth) and UN SDG 17 (Partnerships for the Goals).

A participant showcasing her tailoring products, pursuant to her newly acquired skills.

A participant highlighting the details and quality of her work.

- Tok Bali Fish Cracker Production Programme

  Tok Bali, a vibrant coastal town in Kelantan, Malaysia, is renowned for its rich fishing heritage and bustling markets. To uplift the community, we conducted a capacity building programme to empower local entrepreneurs and boost their livelihoods. In collaboration with Pusat Pemikiran Keamanan dan Kesejahteraan Insan (PEMIKIR), and Universiti Malaysia Kelantan (UMK), the programme aimed to harness the community's skills in their local fish cracker manufacturing industry, enhance their production methods and support the creation of new revenue streams. Ultimately, the project provides the local community with enduring socio-economic benefits to fulfil nationwide demand for their products.

  The programme, launched in 2023, supported fish cracker manufacturers from the community. Participants of the programme received training in business management, financial planning, food handling and digital marketing to help grow their businesses and access wider markets. The initiative also connected them with government agencies for funding and market opportunities, while establishing a monitoring system for production and sales.

  In FY2025, 22 participants completed the first two workshops with the remaining modules on Good Manufacturing Practice, Human Resource and Operational Management and Advanced Digital Marketing Strategies (TikTok) to be concluded by end November 2025.

  The Tok Bali Fish Cracker Production programme incurred costs of RM35,500 in FY2025 and contributes to UN SDG 4 (Quality Education), UN SDG 8 (Decent Work and Economic Growth) and UN SDG 17 (Partnerships for the Goals).

Participants joining the Product Innovation and Branding training as part of the Tok Bali Fish Cracker Production programme.

- Kercut Handicraft Revival Programme in Kuala Terengganu

  The Handicraft Revival Programme was first launched in 2022, with the aim of preserving traditional crafts, while providing sustainable economic opportunities for the local community. For this programme, we collaborated with the Sultan Mizan Royal Foundation, Terengganu State Parks and Kraftangan Malaysia to revive handicrafts using 'Kercut' (*Lepironia Articulata*), a wild sedge that grows in and near 'Gelam' (*Melaleuca Forest*) swamps and 'Lidi' (sticks) sourced from 'Nipah' trees (*Nypa Fruticans*). The programme enhanced weaving skills and boosts income through tourism-related souvenirs.

  In 2025, Universiti Sultan Zainal Abidin (UniSZA) which leads the programme, welcomed 16 participants comprising students and alumni from the Faculty of Bioresources & Food Industry. The Group successfully completed modules on Habitat Replanting and Monitoring, Development and SOP for Kercut Leaf Processing and Development of the Kercut Weaving Training. In May 2025, they took part in the Sultan Mizan Royal Foundation's "*2 Decade Carnival*" which attracted entrepreneurs from across Terengganu.

  The programme contributes to UN SDG 4 (Quality Education), UN SDG 8 (Decent Work and Economic Growth) and UN SDG 17 (Partnerships for the Goals).

Sustainability Report (continued)

CSR team with participants for the Kercut Weaving Skills Module.

A participant being trained on weaving techniques.

Training Centre in UniSZA for Kercut Handicraft Revival Programme.

- iUsahawan Youth Entrepreneurship Development Programme

  The iUsahawan Youth Entrepreneurship Development Programme, led by Brunei's Department of Energy, aims to empower young Bruneians to start and grow their own businesses by securing their first ring-fenced contracts with the Government, Government-linked companies, or statutory bodies. As part of our In-Country Value commitment, Hibiscus Petroleum currently supports two iUsahawan vendors—BeSHY, and Amber Management—through active contracts and structured mentoring.

The programme targets Bruneian youth aged 18 to 35 from the seven indigenous groups, with no prior Government-linked contracts and supports them in the process of incorporating their business as Sdn Bhd companies.

Currently, Hibiscus Petroleum has been mentoring one iUsahawan company, Amber Management, through Neuro-Linguistic Programming (NLP) Coaching to help its founders to gain clarity, confidence and strategic direction in their business journey. This coaching approach focuses on enhancing the mindset and communication patterns of the founders, enabling them to overcome limiting beliefs, set compelling goals and build resilience in the face of entrepreneurial challenges.

In addition to NLP, the coaching programme incorporates a holistic business development framework, which includes:

- **Goal Setting and Vision Alignment**: Helping the founders articulate a clear business vision and align their personal values with organisational goals.
- **Strategic Planning**: Guiding the team through structured planning sessions to define short- and long-term strategies, including market positioning, customer segmentation and competitive analysis.
- **Performance Coaching**: Using NLP tools to improve decision-making, leadership skills and team dynamics, ensuring the founders can lead with confidence and clarity.
- **Financial Literacy and Business Modelling**: Providing support in understanding financial statements, budgeting and creating sustainable business models.
- **Marketing and Branding Guidance**: Assisting in the development of a strong brand identity and effective marketing strategies tailored to their target audience.
- **Progress Monitoring and Accountability**: Conducting regular check-ins to track progress, celebrate wins and recalibrate strategies as needed.

The programme is set to be further enhanced to include other Small Medium Enterprises (SMEs) participating in the iUsahawan initiative across the country. Through this integrated coaching approach, Hibiscus Petroleum aims to empower SMEs to not only survive but thrive in the competitive SME landscape, fostering a culture of continuous learning, innovation and growth. This initiative aligns with UN SDG 4 (Quality Education), UN SDG 8 (Decent Work and Economic Growth), UN SDG 10 (Reduced Inequalities) and UN SDG 17 (Partnerships for the Goals).

- Youth Leadership Programme

  Hibiscus Petroleum is proud to support the Youth Leadership Programme, delivered in collaboration with Curious Mind Enterprise's Future Leaders Academy and endorsed by Brunei's Ministry of Education as part of its Youth Inclusion and Education pillar. The programme has benefitted 106 participants and aims to equip 300 students from six institutions with 21st century skills through interactive workshops, summits and leadership activities: UBD, UTB, the Institute for Business and Technical Education, Duli Pengiran Muda Al-Muhtadee Billah College and Politeknik Brunei. Hibiscus Petroleum has committed funds of RM50,000 (which will be disbursed by end 2025) to facilitate the successful delivery of the programme.

The PowerStyx Team, mentored by Hibiscus Petroleum, won both the Best Booth award and the Seed Grant at the Innovation Festival 2025 held at UBD.

Together, these efforts reflect our long-term commitment to Brunei's Wawasan 2035 and aligns with UN SDG 4 (Quality Education), UN SDG 8 (Decent Work and Economic Growth), UN SDG 10 (Reduced Inequalities) and UN SDG 17 (Partnerships for the Goals), reinforcing our role in shaping a sustainable and inclusive future for Brunei.

Community Improvements

- Lighting Up the Community of Sungai Sepi, Sabah

  Following our initial commitment in FY2024, Hibiscus Petroleum, in collaboration with Light Up Borneo, has successfully installed a total of 100 solar panels for 100 homes with 500 residents in Sungai Sepi, Kampung Paus and Kampung Doromomol in Ranau, Sabah, with the support of over 30 volunteers. Work is currently ongoing for the installation of micro-hydro systems to ensure that they are connected to the generator.

A solar panel installed at one of the houses in Kampung Paus.

Power from solar system used to charge phones.

This improved access to electricity has positively transformed daily life – enabling the safe use of household electronics, mobile device charging and creating a brighter, safer study environment for children by eliminating the need for oil lamps at night. This initiative reflects our commitment to inclusive development and supports UN SDG 7 (Affordable and Clean Energy), UN SDG 11 (Sustainable Cities and Communities), UN SDG 12 (Responsible Consumption and Production) and UN SDG 17 (Partnerships for the Goals).

Sustainability Report (continued)

Environment

- Infrastructure Restoration at FRIM

  FRIM, established in 1926, is a renowned centre for forestry research, conservation and sustainable forest management. Spanning 545 hectares in Kepong, FRIM features key facilities including a herbarium, arboretum, research laboratories and ecotourism attractions. It is internationally recognised for its contributions to tropical forest science and ecosystem conservation.

  In support of FRIM's efforts, Hibiscus Petroleum has contributed RM96,000 towards the restoration of the wooden bridge at Sungai Kroh, the upkeep of a nature trail within the grounds, new information and interpretive panels as well as the installation of wooden benches around the Arboretum Borneo – a botanical garden dedicated to tree species from Borneo. Since then, the sites have welcomed 1,460 visitors by the end of FY2025. This initiative aligns with UN SDG 13 (Climate Action), UN SDG 15 (Life on Land) and UN SDG 17 (Partnerships for the Goals).

Joyce Vasudevan, Head of Corporate Finance, at the launch ceremony.


Hibiscus Petroleum's representatives and YBhg Dato' Dr Ismail Hj. Parlan, Director General of FRIM, at the wooden suspension bridge in Sungai Kroh.


Hibiscus Petroleum's representatives alongside FRIM's representatives at the newly installed information panels.

Health

- Drug-Free Living and Hygiene Programme in Kelantan

  Recognising Kelantan as one of our key operating areas and as it recorded the highest number of drug-related criminal cases in Malaysia in 2022, Hibiscus Petroleum is supporting a comprehensive 12-month Drug-Free Living and Hygiene Programme in Pasir Puteh. This initiative aims to raise awareness on the dangers of drug use, promote healthy lifestyles and build resilience among youths and communities.

  Implemented in collaboration with UMK, the Ministry of Education, the State Education Department and the National Anti-Drugs Agency, the programme includes prevention campaigns, counselling sessions and support initiatives for families affected by substance abuse. Youth Ambassadors are being trained to lead peer initiatives and promote drug-free living and hygiene in their schools and communities.

Participants will also benefit from community clean-up and recycling events, recreational sports activities and skill-building workshops focused on nutrition, personal hygiene and life skills. The programme has incurred a total amount of RM85,400 in FY2025 with the target to reach over 500 beneficiaries from diverse backgrounds, including the youth, heads of households, marginalised groups from the local community and students from three Hibiscus Petroleum-adopted schools in the state from our Start Safe programme by end of 2025. This initiative supports our commitment to sustainable and inclusive development and aligns with UN SDG 3 (Good Health and Well-being), UN SDG 4 (Quality Education), UN SDG 10 (Reduced Inequalities) and UN SDG 17 (Partnerships for the Goals).

- HPV Screening Programme in Sabah

  Sabah has one of the highest cervical cancer rates in Malaysia, primarily due to inaccessibility, lack of awareness and financial limitations, leading to low HPV screening rates. Since 2021, we have been offering free HPV screenings to women aged 20 to 65 years old in the B40 and M40 income groups in Sabah.

  In collaboration with the Sabah State Health Department, general practitioners, Hospital Universiti Malaysia Sabah (HUMS) and civil societies like the Malaysia Medical Association (MMA) as well as the Obstetrical and Gynaecological Society of Malaysia (OGSM), we are committed to early HPV detection. In 2021, we pledged approximately RM2.5 million over five (5) years to this cause, and a total of 1,513 women have been screened with 119 HPV cases detected. For FY2025, 1,468 women have been screened, resulting in 45 new HPV cases being detected for the year. Those detected with HPV have been advised on their next medical course of action.

  The HPV Screening Programme incurred costs of RM159,460 in FY2025 and supports UN SDG 3 (Good Health and Well-Being) and UN SDG 17 (Partnerships for the Goals).

- HPV Vaccination Programme in Sabah, Kelantan and Terengganu

  In line with our efforts to raise awareness on HPV, we have taken the additional step in providing support for National Cancer Society Malaysia's (NCSM) HPV vaccination programme. NCSM's '*Leaving No One Behind: Eliminating Cervical Cancer in Malaysia*' programme is targeted at 13 to 20 year-old girls from underserved and rural communities who have yet to be immunised against the virus.

  Our participation in the programme began in May 2024 and continued into 2025. We have successfully administered a total of 6,000 HPV vaccines in 35 locations within our areas of operations, namely Sabah, Kelantan and Terengganu. As of the end of FY2024, 735 girls had been vaccinated, and by the end of FY2025, this number had increased to 5,265.

  Last year, we have pledged RM103,500 and continued to donate the same amount to the programme in 2025. Similar to our HPV Screening Programme, this HPV Vaccination Programme supports UN SDG 3 (Good Health and Well-Being) and UN SDG 17 (Partnerships for the Goals).

- Program Generasi Sihat (PGS)

  In FY2025, Hibiscus Petroleum continued to support PGS, a 32-week pilot initiative focused on improving childhood nutrition and promoting healthy habits across three public kindergartens in Petaling Jaya (PJ). Delivered in partnership with Martabat PJ, the programme was supported by the Paediatrics Department of University Malaya, a local *Klinik Kesihatan* nutritionist and the Community Development Department (*Jabatan Kemajuan Masyarakat* (KEMAS)) under the Ministry of Rural and Regional Development. The initiative was in response to alarming child nutrition statistics reported in the National Health Morbidity Survey 2022, including high rates of iron deficiency and stunting among children under five.

  PGS empowered communities through practical nutrition education, centred on the '*Quarter-Quarter-Half*' plate concept. Activities included food preparation session, gardening, nutritionist talks, a Farm Fresh excursion, food basket distributions and menu and kitchen upgrades.

Sustainability Report (continued)

A total of 203 beneficiaries including children, teachers and assistants participated in the programme, which was completed in FY2025. This initiative is aligned with UN SDG 2 (Zero Hunger), UN SDG 3 (Good Health and Well-being), UN SDG 4 (Quality Education), and UN SDG 17 (Partnerships for the Goals).

Teaching demonstration of the "Quarter-Quarter-Half" concept.

PGS' assistants.

- Healthy Lifestyle Programme in Partnership with Brunei's MOH

  In support of national public health efforts, Hibiscus Petroleum is partnering with Brunei's MOH, the Health Promotion Centre, Jerudong Park Medical Centre and Jab Gym to facilitate the Healthy Lifestyle Programme. This initiative promotes health education, physical activity and mental well-being across marginalised communities in Brunei.

  For 2025, we have committed RM33,100 to support programme activities aimed at fostering healthier communities. This initiative aligns with our corporate values and contributes to UN SDG 3 (Good Health and Well-Being), UN SDG 10 (Reduced Inequalities) and UN SDG 17 (Partnerships for the Goals).

<u>Other Community Services</u>

Under the Group's Social Sustainability section of our Sustainability Policy, we have recognised the importance of community engagements via the following assertion made i.e. "*The Group places importance on CSR Programmes and actively encourages our employees to participate in CSR activities/programmes in our locations of operations. Such engagements with local communities and other stakeholders play an important part in our maintaining a social licence to operate*."

- Support of Make-A-Wish Malaysia (MAWM)

  MAWM is a non-profit organisation dedicated to granting the wishes of children diagnosed with critical illnesses. In doing so, they aim to enrich the human experience with hope and joy for the children and their families.

  In FY2024, Hibiscus Petroleum contributed RM60,000 to support this initiative. The wish-granting activities, funded by our contribution, extended into FY2025 and successfully benefitted 10 children. This initiative is aligned with UN SDG 3 (Good Health and Well-Being) and UN SDG 17 (Partnerships for the Goals).

- Rubik's Cube Workshop with Shelter Home for Children

  Hibiscus Petroleum, in collaboration with the Malaysia Cube Sports Association (MYCSA), organised an interactive Rubik's Cube workshop for children from Shelter Home for Children, a NGO that provides shelter, care and emotional support for children who have experienced abuse, neglect or abandonment. The organisation is dedicated to Restorative Care, offering a safe and nurturing environment that helps children rebuild their confidence, self-worth and emotional well-being.

  Over a half-day session, four MYCSA facilitators guided 24 participants (aged 13 to 18) through a Pyramid Cube demonstration and team-based challenge, fostering critical thinking, teamwork, resilience and a sense of achievement. This initiative reflects our ongoing commitment to making a meaningful impact in the communities we serve, particularly among vulnerable groups. It supports UN SDG 3 (Good Health and Well-Being), UN SDG 4 (Quality Education) and UN SDG 17 (Partnerships for the Goals).

A MYCSA representative guiding a child through a Rubik's Cube demonstration.

- Small Scale Contributions

  We are committed to uplifting and enriching the lives of the communities within our operational areas, addressing their needs as they arise. The cost for Small Scale Contributions was below RM30,000 in a single disbursement. We provide our support to various small-scale CSR initiatives, providing both time and financial assistance to charities, NGOs and government bodies such as Pemulihan Dalam Komuniti Mutiara Wilayah Persekutuan Labuan, Jabatan Penerangan Sabah and UM, among others. In total, we donated RM27,144 in FY2025 to these small-scale initiatives.

9.0 OUR SOCIETY – HUMAN RIGHTS

We are committed to upholding the rights of all individuals, from our employees to the communities in which we operate and those within our supply chain. This aligns with globally recognised human rights and labour standards, such as the UN Guiding Principles on Business and Human Rights (2011) and the UN International Covenant on Economic, Social and Cultural Rights which guide businesses on how to effectively respect human rights, which improve both workplace standards and employee well-being. To demonstrate our ongoing dedication to human rights, we have implemented the following policies:

Anti-Modern Slavery Policy

The *Anti-Modern Slavery Policy* emphasises the prevention of the use of forced, bonded, or underage labour and ensuring that no form of slavery exists within our operations and supply chain. It extends to our Group, contractors, joint venture partners and all other parties working with us. We continuously assess the potential risk of non-compliance with international labour standards across our operations, mindful of the varying regulatory environments in each region we operate.

The ARMC serves as the designated Board Committee for receiving complaints or information and overseeing the follow-up actions taken by the Group Internal Auditor, who is responsible for any further investigation. We continuously assess the risks of modern slavery and human trafficking in our operations, taking reasonable steps to ensure these practices are not present within our Group or supply chain. Going forward, we will further reinforce our message to suppliers, emphasising our commitment to eliminating modern slavery in our business.

The *Anti-Modern Slavery Policy* was recently reviewed and updated in May 2025 to reflect current legal and regulatory requirements.

Code of Conduct and Ethics (Code)

Along with our commitment to the *Anti-Modern Slavery Policy*, we also adhere to the Group's *Code* which highlights the importance of respecting internationally recognised human rights and labour standards. We also conduct due diligence on suppliers and contractors to ensure alignment with our ethical standards.

As part of our commitment to governance and compliance, the *Code* was most recently revised in May 2025, with periodic reviews conducted to align with regulatory developments.

Diversity Policy

Our *Diversity Policy* ensures that inclusivity is at the core of everything we do, from recruitment to talent development and our mentoring and coaching programmes. We value the range of ideas that stem from diverse perspectives and the different ways people tackle challenges, which in turn enhances the quality of our decision-making process.

The *Diversity Policy* was updated in May 2025 to reflect our ongoing commitment to fostering an inclusive workplace.

Sustainability Report (continued)

Whistle Blower Policy

Our *Whistle Blower Policy* extends to external parties, as part of our commitment to our stakeholders, including the communities in which we operate. We encourage all our stakeholders to report any non-compliance or breach of human rights arising from our business activities to our confidential and anonymous whistleblowing channel detailed in the *Whistle Blower Policy*.

As part of our dedication to transparency and accountability, the *Whistle Blower Policy* undergoes regular review, with the latest revision approved in November 2024.

Drug and Alcohol Policy

We acknowledge that safeguarding the health and safety of our employees, contractors and all those involved in our operations is essential to our overall business performance. This policy was introduced in January 2020 to demonstrate the Group's commitment to providing a safe and healthy work environment for all.

Right to Collective Bargaining and Freedom of Association

Additionally, we respect our employees' right to freedom of association and collective bargaining, in line with Malaysian labour laws. We also ensure full compliance with the labour regulations of the countries in which we operate. Across our operations, we maintain strict compliance with local labour regulations and uphold ethical labour practices. As such, no instances of non-compliance with labour standards or human rights violations were reported during the financial years under review, including FY2023 and FY2024.

10.0 SUPPLY CHAIN MANAGEMENT – ECONOMIC VALUE GENERATION AND DISTRIBUTION

We aim to make a positive contribution by delivering long-term tangible benefits to our key stakeholders. We generated and distributed value in the following manner during FY2025:

- Payment of taxes and royalties totalling approximately RM298.8 million to the host governments, which grant us our licences to operate;
- Payment of remuneration of approximately RM200.3 million to our employees; and
- Use of contractors and suppliers located in our host countries, when they possess the necessary expertise and utilise a high level of localised resources. In this regard, we have compensated local service providers and suppliers approximately RM1,639.7 million.

Proportion of Spending on Malaysian Suppliers

Indicator	FY2023	FY2024	FY2025
Total Spending on All Suppliers	RM1,336.9 million	RM1,739.5 million	RM1,792.0 million
Percentage of Spending on Malaysian Suppliers	73.0%	83.0%	63.9%

11.0 INFORMATION TECHNOLOGY, DIGITALISATION AND CYBERSECURITY

In FY2024, the InfoTech and Digitalisation department focused its efforts on several strategic priorities. These included the transition of the newly acquired asset in Brunei Darussalam from TotalEnergies Brunei, the consolidation of information technology infrastructure across operations in Sabah and Peninsular Malaysia and advancing the core elements of our digitalisation strategy. This latter point encompassed the integration of cloud technologies and the deployment of advanced analytics solutions.

Cybersecurity remains a critical area of focus, with continuous efforts to strengthen the Group's technology support ecosystem and improve its overall security posture.

FY2025 Priorities

In FY2025, the primary objectives included the completion of the Brunei asset information technology integration project and further advancement of the digitalisation strategy. The Group places significant emphasis on enhancing its cybersecurity infrastructure to ensure compliance with the Malaysia Cybersecurity Act 2024 (Act 854) and its Information Technology (IT)/Operational Technology (OT) convergence plan. This will also support the Group's broader integration efforts, building upon the foundations initiated in FY2024.

With rapid advancements in digital technology reshaping organisational performance, it is imperative for Hibiscus Petroleum to adapt and seize digital opportunities. While the scale and complexity of these opportunities vary, the department remains committed to identifying, planning and executing projects in alignment with each asset's Work Programme and Budget.

In tandem with integration and simplification, the Group is making concerted efforts to streamline resources and achieve operational efficiency. Focus will be placed on the efficient storage, dissemination and access to knowledge assets. Innovative approaches to improve internal processes and enhance competitiveness against industry peers are also being pursued.

To support the Group's ongoing pursuit of profitable growth, the InfoTech and Digitalisation department will invest in digital and cybersecurity upskilling and cross training its workforce. The aim is to build a dependable, agile and multi-skilled team capable of navigating the evolving energy landscape.

Our vision is to foster a data-driven organisational culture, enhance resilience, accelerate cloud adoption and improve collaboration internally and with other stakeholders.

Key Strategic Initiatives and Expected Benefits

i. Transition to a Data-Driven Organisation

This initiative aims to provide secure, role-based access to information through granular access controls, ensuring data is protected while enabling greater visibility across the organisation. Improved information retrieval capabilities will allow efficient searching, collation and transformation of unstructured data into structured datasets, leveraging machine learning to automate the cataloguing of well and seismic data. This, in turn, allows technical experts to focus on higher-value tasks. Additionally, a central data hub will be established to consolidate real-time information from multiple systems, offering key decision-makers an integrated view of the organisation's performance.

ii. Knowledge Hub and eLearning Platform

To facilitate cross-functional knowledge sharing, relevant content is regularly populated in the central repository. The Knowledge Hub will continue to be developed and made accessible to relevant stakeholders for improved organisational performance. This will function as a secure and efficient mechanism for making business, technical and ERP-related data available, while simplifying the exchange and retrieval of data across platforms. Concurrently, the Hi-Tech platform will continue to provide tracked learning and compliance modules, ensuring users regularly upgrade their skills. This allows the organisation to monitor competencies and effectively address skill gaps for different user groups.

iii. Electronic Document Management System (EDMS) Implementation

The rollout of a comprehensive Group-wide document management system will improve operational efficiency by streamlining data access and retrieval. Intelligent search tools will enhance the speed of access and retrieval of relevant information.

The EDMS will enhance our ability to manage technical documentation, safety records and environmental reports with greater accuracy and security. The system also supports remote collaboration across field sites and corporate offices, contributing to more agile and efficient workflows.

By transitioning to digital records and automating document workflows, security will be strengthened. This will also lead to improved accessibility and a significant reduction in paper usage. This shift directly supports our CFR efforts by enabling the same operational efficiency with fewer physical resources. The EDMS plays a vital role in our broader sustainability strategy by encouraging responsible resource management and driving a culture of digital innovation.

iv. Data Centre Consolidation and Cloud Adoption

We have advanced our digital sustainability strategy by consolidating legacy data centres and accelerating cloud adoption across our global operations. By migrating critical workloads to energy-efficient cloud platforms, resource utilisation is optimised, scalability improved and data security enhanced. The consolidation effort also reduced hardware waste and minimised cooling requirements, contributing to our broader environmental goals. These digital initiatives not only support our operational resilience but also align with our commitment to reducing the environmental impact of our infrastructure and carbon footprint while saving costs.

v. Predictive Maintenance

Predictive analytic technologies enable us to anticipate equipment failures, optimise maintenance schedules and enhance asset performance, thereby reducing unplanned downtime and minimising environmental risks. By leveraging machine learning and real-time data modelling, we will improve decision-making and resource allocation, contributing to more efficient energy use and lower emissions. This initiative reflects our commitment to integrating intelligent technologies that drive both operational excellence and environmental responsibility.

A proof-of-concept evaluation was conducted on an Asset Performance Monitoring (APM) predictive analytics solution using historical data from rotating equipment operated by Hibiscus Petroleum. The results were promising, demonstrating that advanced software technologies can detect premature failure signatures.

Sustainability Report (continued)

Ongoing Cybersecurity Enhancements and Future Outlook

Over the past year, InfoTech and Digitalisation has made significant strides in advancing its cybersecurity posture across the Group. We have successfully established robust testing environments, ensuring that all new applications are deployed with stringent adherence to external auditors' Information Technology General Compliance (ITGC) requirements. Our commitment to securing collaborative platforms is demonstrated by the continuous enhancement of security features for collaborative applications, supported by regular audits that consistently maintain our security scores above the industry average.

Furthermore, endpoint security has been strengthened through the deployment of advanced security controls and sophisticated management tools, including a significant upgrade to our Endpoint Detection and Response (EDR) capabilities, with Managed Detection and Response (MDR) currently being implemented. Privileged access to critical infrastructure is granted by enhanced, Group-wide security technical controls, reflecting a mature approach to internal security. Office365 applications security score is enhanced and monitored periodically to ensure it is above industry average.

In a proactive effort to align with evolving regulatory landscapes and best practices, we have completed a comprehensive refresh of our *InfoTech Security Policy*. Concurrently, to demonstrate compliance with the recently implemented Malaysia Cybersecurity Act 2024, we are actively developing a dedicated OT Security Policy. A recently conducted OT audit provided valuable insights to further strengthen our industrial control systems' security.

Beyond technological fortifications, we have intensified our efforts to cultivate a resilient security culture through the ongoing rollout of comprehensive cyber awareness programmes, including targeted anti-phishing training and broader capacity-building initiatives designed to empower all employees. Our incident management framework has also undergone significant enhancements, consolidating service desk operations, managed service providers, and security response protocols at a unified Group level.

To proactively mitigate data leakage risks and gain granular visibility into data usage, we are implementing an advanced electronic Data Management solution. This involves systematically identifying and integrating both structured and unstructured data sources into a central data lake, from which access permissions are precisely assigned based on specific business requirements, thereby enabling more secure and targeted data utilisation.

In our continuous effort to enhance network security and access, we are implementing secure access solutions for seamless access to applications and data, ensuring a zero-trust approach. Additionally, a Centralised Log Management system is being established to provide comprehensive visibility and enable proactive threat detection across our entire infrastructure. To strengthen the security of our mobile devices and safeguard the Group's information, we are deploying mobile device management solutions, ensuring secure configuration and comprehensive management of mobile devices.

InfoTech and Digitalisation remains steadfast in its mission to enable sustainable business growth through the strategic application of technology and innovation. By prioritising operational efficiency, robust cybersecurity and transformative digitalisation, InfoTech and Digitalisation is dynamically positioning the company for enduring success in an evolving digital landscape. Our continued investment in people, innovative platforms and strategic partnerships underscores our unwavering commitment to providing a stable, connected, secure and dynamic digital environment that seamlessly evolves in lockstep with the Group's expanding needs and future aspirations.

Note:
Disclosure on substantial complaints concerning breaches of customer privacy and losses of customer data: Hibiscus Petroleum does not store any personal identifiable information for consumers, hence it is not applicable to the Company.

12.0 OUR COMMITMENT TO TAX CORPORATE GOVERNANCE

The Group practises strong governance when managing its tax affairs.

We are committed to manage our tax affairs by complying in good faith with all applicable tax laws and regulations of the countries in which we operate, paying taxes in a responsible and efficient manner and maintaining cooperative working relationships with tax authorities.

The Group conducts its tax affairs based on the following key principles:

- Ensuring compliance with applicable tax laws and regulations, both in terms of the letter and the spirit of these laws and regulations;
- Developing and maintaining professional and cooperative relationships with tax authorities;
- Managing tax risks in line with the Group's risk management framework, including embedding adequate monitoring and mitigating procedures and ensuring tax positions taken are well supported and defendable; and
- Seeking out and applying available tax benefits appropriately. Tax planning will be undertaken only where there are business operations with genuine commercial presence and economic substance.

The Group also observes its core values when managing tax matters. The five core values are (i) Tenacious, (ii) Environmentally Responsible, (iii) People Focused, (iv) Agile and (v) Trustworthy.

The Group's *Tax Policy* was approved by the Board on 17 September 2025. It lists out our approach towards tax corporate governance, premised on the following key areas – tax compliance, tax governance, control and risk management, tax planning and relationships with tax authorities.

We are committed to continuously reviewing and enhancing our *Tax Policy*, processes and procedures so as to strengthen our tax corporate governance and bring value to our stakeholders.

The Group's *Tax Policy* is available on our corporate website.

THE WAY FORWARD

This Report provides an overview of the initiatives undertaken throughout FY2025 and those we intend to pursue in the future, aimed at addressing material sustainability issues within our Group and those impacting our stakeholders. The dedication of our people is one of the key drivers to our progress as a business. Hibiscus Petroleum's core corporate values lay the foundation for our Business Sustainability Principles. With these values guiding us, we are confident that we can meet our commercial goals of achieving profit and growth while responsibly tapping the planet's resources and ensuring the safety and well-being of our employees.

As we continue to strengthen our presence in the oil and gas sector, we are focused on becoming a sustainable, long-term player. Our longevity as a commercial organisation depends on our ability to act responsibly today and into the future. We strive to make sustainability a core element of our operations, being cognisant that this is essential for sensibly delivering shareholder value in an ever-changing business environment. We assure our stakeholders that the Board and Management are fully committed to these goals.

This Report has been approved by the Board of Hibiscus Petroleum Berhad on 1 October 2025.

Sustainability Report (continued)

APPENDIX - DETAILED ENVIRONMENTAL MANAGEMENT PERFORMANCE INDICATORS BY ASSETS

GHG Emission Management

North Sabah PSC

Scope 1 Emissions

Emissions by source	Unit	FY2023	FY2024	FY2025
Combustion	tonnes CO_2e	166,828	148,137	143,081
Flaring	tonnes CO_2e	135,412	163,013	233,072[1]
Venting	tonnes CO_2e	55,746	54,643	-[2]
Fugitive Emissions	tonnes CO_2e	2,064	1,359	1,053
Mobile and Transportations	tonnes CO_2e	33	32	3,958[3]
Total	**tonnes CO_2e**	**360,083**	**367,185**	**381,164**

Emissions by type of gas	Unit	FY2023	FY2024	FY2025
Carbon dioxide	tonnes	283,415	288,845	347,864
Methane	tonnes	2,982	3,063	1,233
Nitrous oxide	tonnes	3.93	5.94	8.32

Scope 2 Emissions

Emissions by source	Unit	FY2023	FY2024	FY2025
Purchased Electricity	tonnes CO_2e	1,421	1,650	1,557

Total GHG Emissions (Scopes 1 and 2)

Indicator	Unit	FY2023	FY2024	FY2025
Total Operational GHG Emissions	**tonnes CO_2e**	**361,504**	**368,835**	**382,721**

Total GHG Emissions (Scope 3)

Category	Unit	FY2023	FY2024	FY2025[5]
Upstream Transportation and Distribution	tonnes CO_2e	50,092	60,361[4]	54,468[5]

Notes:
1 The increase in flaring figures in FY2025 is due to an unplanned shutdown of K-2400 at St Joseph triggered by excessive vibration, resulting in elevated flaring.
2 No venting in FY2025 due to good reliability of auto-ignitor at flare stack.
3 The increase in Mobile and Transportation figures in FY2025 is due to inclusion of diesel usage from vessels supporting Sabah assets from June 2025.
4 Revision of FY2024 figures from previously reported data in Annual Report 2023/2024 due to reverification of historical data.
5 Scope 3: Upstream Transportation and Distribution has been re-categorised to Scope 1: Mobile and Transportation as of June 2025 since it is under our operational control.

PM3 CAA PSC

Scope 1 Emissions

Emissions by source	Unit	FY2023	FY2024	FY2025
Combustion	tonnes CO_2e	1,081,811	1,071,897	958,549
Flaring	tonnes CO_2e	102,627	75,154	102,931
AGRU[1]	tonnes CO_2e	5,266,850	4,831,194	2,811,028[3]
Fugitive Emissions	tonnes CO_2e	83	52	236
Mobile and Transportations	tonnes CO_2e	89,683	87,236	77,040
Others[2]	tonnes CO_2e	62,680	62,682	7,336[4]
Total	**tonnes CO_2e**	**6,603,734**	**6,128,214**	**3,957,119**

Emissions by type of gas	Unit	FY2023	FY2024	FY2025
Carbon dioxide	tonnes	4,242,806	3,979,486	3,102,044
Methane	tonnes	93,834	85,345	33,649
Nitrous oxide	tonnes	51	51	46

Scope 2 Emissions

Emissions by source	Unit	FY2023	FY2024	FY2025
Purchased Electricity	tonnes CO_2e	458	396	462

Total GHG Emissions (Scopes 1 and 2)

Indicator	Unit	FY2023	FY2024	FY2025
Total Operational GHG Emissions	**tonnes CO_2e**	**6,604,192**	**6,128,611**	**3,957,581**

Notes:
1 Acid Gas Removal Unit (AGRU).
2 Others include compressors, pneumatic controls and pumps and LOPC.
3 The decrease in AGRU figures in FY2025 is due to improved separation efficiency with Advanced Membrane installation, lower CO_2 in feed gas and better methane recovery from BRE vent system.
4 The decrease in Others figures in FY2025 is due to updated emission calculation method. In CY2022 and CY2023, the "Others" figures for 1) pneumatic control and pumps and 2) compressors were initially calculated based on design basis and worst-case scenarios. In CY2024, there was a verification process with MPM, after which the calculation method was revised following MPM recommendations.

Kinabalu Oil PSC

Scope 1 Emissions

Emissions by source	Unit	FY2023	FY2024	FY2025
Combustion	tonnes CO_2e	39,483	44,951	30,705
Flaring	tonnes CO_2e	123,230	90,767	85,677
Venting	tonnes CO_2e	0	0	0
Fugitive Emissions	tonnes CO_2e	1.03	0.35	2.72
Mobile and Transportations	tonnes CO_2e	21,412	36,574	8,388[2]
Others[1]	tonnes CO_2e	1,137	1,144	359[4]
Total	**tonnes CO_2e**	**185,263**	**173,436**	**125,132**

Sustainability Report (continued)

Kinabalu Oil PSC (continued)

Emissions by type of gas	Unit	FY2023	FY2024	FY2025
Carbon dioxide	tonnes	180,777	167,408	114,374
Methane	tonnes	51	52	372
Nitrous oxide	tonnes	11	16	5

Scope 2 Emissions

Emissions by source	Unit	FY2023	FY2024	FY2025
Purchased Electricity	tonnes CO_2e	174	174	88[3]

Total GHG Emissions (Scopes 1 and 2)

Indicator	Unit	FY2023	FY2024	FY2025
Total Operational GHG Emissions	**tonnes CO_2e**	**185,437**	**173,610**	**125,221**

Notes:

1 Others include compressors, pneumatic controls and pumps and LOPC.
2 The decrease in Mobile and Transportations figures in FY2025 is due to activity at Kinabalu Oil platform (multiple vessels, AWB) for campaign.
3 The decrease in Purchased Electricity figures in FY2025 is due to data being reported from a single location (ASB WH7) only from FY2025 onwards.
4 The decrease in 'Others' figures in FY2025 is due to updated emission calculation method. In CY2022 and CY2023, the 'Others' figures for 1) pneumatic control and pumps and 2) compressors were initially calculated based on design basis and worst-case scenarios. In CY2024, there was a verification process with MPM, after which the calculation method was revised following MPM recommendations.

Anasuria Cluster

Scope 1 Emissions

Emissions by source	Unit	FY2023[6]	FY2024[6,7]	FY2025[7,8]
Combustion	tonnes CO_2e	85,077	79,813	69,147
Flaring	tonnes CO_2e	13,208	17,515	46,553
Venting	tonnes CO_2e	151	140	119
Fugitive Emissions	tonnes CO_2e	-	24	30
Total	**tonnes CO_2e**	**98,436**	**97,493**	**115,848**

Emissions by type of gas	Unit	FY2023[6]	FY2024[6,7]	FY2025[7,8]
Carbon dioxide	tonnes	94,491	93,273	109,267
Methane	tonnes	75	88	183
Nitrous oxide	tonnes	7	7	7
HFCs[2]	tonnes	-	0.01	0.02

Scope 2 Emissions[3]

Emissions by source	Unit	FY2023[6]	FY2024[6,7]	FY2025[7,8]
Indirect Emissions	tonnes CO_2e	0	0	0

Total GHG Emissions (Scopes 1 and 2)

Indicator	Unit	FY2023[6]	FY2024[6,7]	FY2025[7,8]
Total Operational GHG Emissions	**tonnes CO_2e**	**98,436**	**97,493**	**115,848**

Anasuria Cluster (continued)

Total GHG Emissions (Scope 3)

Category	Unit	FY2023[6]	FY2024[6,7]	FY2025[7,8]
Business Travel[4]	tonnes CO_2e	0	0	0
UK ETS Payment[5]	**RM mil**	**25.0**	**25.3**	**18.1**

Notes:
1 GHG emissions comprise of carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulphur hexafluoride and nitrogen trifluoride. The GWP factors used are in accordance with the UK Government's guidance for reporting of GHG emissions.
2 HFCs or Hydrofluorocarbons are included in the reporting.
3 Scope 2 GHG emissions are zero as there is no purchased electricity for the Anasuria FPSO operations, as all activities are conducted offshore. Office use of electricity is not measured separately as this is included in the office rent.
4 Scope 3 – Business Travel GHG emissions are zero as there are no vehicles that are owned or rented by AOCL, or where AOCL is responsible for purchasing fuel for the purposes of business travel. GHG emissions from air travel, helicopters and supply vessels have not been accounted for. This category of Scope 3 is included in fulfilment of the UK Government's SECR requirements.
5 Payments for UK ETS are on a gross basis.
6 There have been updates to the figures previously reported for FY2023 and FY2024 in the Annual Report 2023/2024 due to reverification of historical data.
7 Emissions figures from 1 January 2024 to 31 December 2024 are final.
8 Emissions figures from 1 January 2025 to 30 June 2025 are provisional.

Brunei Block B MLJ

Scope 1 Emissions

Emissions by source	Unit	FY2023	FY2024	FY2025
Combustion	tonnes CO_2e	-	-	4,899
Flaring	tonnes CO_2e	-	-	5,015
Venting	tonnes CO_2e	-	-	9,793
AGRU[1]	tonnes CO_2e	-	-	1,033
Fugitive Emissions	tonnes CO_2e	-	-	-
Mobile and Transportations	tonnes CO_2e	-	-	7,637
Others[2]	tonnes CO_2e	-	-	35,461
Total	**tonnes CO_2e**	**-**	**-**	**63,838**

Emissions by type of gas	Unit	FY2023	FY2024	FY2025
Carbon dioxide	tonnes	-	-	16,484
Methane	tonnes	-	-	1,894
Nitrous oxide	tonnes	-	-	-

Scope 2 Emissions

Emissions by source	Unit	FY2023	FY2024	FY2025
Purchased Electricity	tonnes CO_2e	-	-	7,023

Total GHG Emissions (Scopes 1 and 2)

Indicator	Unit	FY2023	FY2024	FY2025
Total Operational GHG Emissions	**tonnes CO_2e**	**-**	**-**	**70,861**

Notes:
1 Acid Gas Removal Unit (AGRU).
2 Others include process CO_2 emissions.
3 For FY2023 and FY2024, we have not disclosed any GHG emission data for Brunei Block B MLJ assets.
4 For FY2025, all GHG emissions data covers the full reporting year (1 July 2024 to 30 June 2025) to provide a common basis for comparison with the base year which has incorporated the full year emissions of the newly acquired assets for FY2020 (this is permitted under the GHG Protocol Corporate Accounting and Reporting Standard). For all other Environmental data (Energy Management, Water Management and Waste Management), only data post-acquisition from 14 October 2024 was included.

Sustainability Report (continued)

ENERGY MANAGEMENT

North Sabah PSC

Indicator	Unit	FY2023	FY2024[3]	FY2025
Natural Gas	MWh	-	704,724	658,365
Diesel	MWh	-	10,481	7,955
Grid Electricity	MWh	-	3,458	2,939
Total Energy Consumption[2]	**MWh**	**-**	**718,663**	**669,258**

Notes:

1 For FY2023, we have not disclosed any energy consumption data for North Sabah assets.
2 Total Energy Consumption consists of natural gas, diesel and electricity consumed from our operations and office buildings based on operational control including the corporate office building's energy consumption.
3 There have been updates to the figures previously reported for FY2024 in the Annual Report 2023/2024 due to revision of conversion factors for Diesel Consumption.
4 Measurement unit change from GJ to MWh has been applied to all figures.

PM3 CAA PSC

Indicator	Unit	FY2023	FY2024[3]	FY2025
Natural Gas	MWh	-	5,252,121	4,665,820
Diesel	MWh	-	23,481	21,052
Grid Electricity	MWh	-	538	533
Total Energy Consumption[2]	**MWh**	**-**	**5,276,140**	**4,687,405**

Notes:

1 For FY2023, we have not disclosed any energy consumption data for PM3 CAA assets.
2 Total Energy Consumption consists of natural gas, diesel and electricity consumed from our operations and office buildings based on operational control including the corporate office building's energy consumption.
3 There have been updates to the figures previously reported for FY2024 in the Annual Report 2023/2024 due to revision of conversion factors for Diesel Consumption.
4 Measurement unit change from GJ to MWh has been applied to all figures.

Kinabalu Oil PSC

Indicator	Unit	FY2023	FY2024[3]	FY2025
Natural Gas	MWh	-	187,412	127,151
Diesel	MWh	-	2,678	668[3]
Grid Electricity	MWh	-	538	533
Total Energy Consumption[2]	**MWh**	**-**	**190,628**	**128,353**

Notes:

1 For FY2023, we have not disclosed any energy consumption data for Kinabalu Oil assets.
2 Total Energy Consumption consists of natural gas, diesel and electricity consumed from our operations and office buildings based on operational control including the corporate office building's energy consumption.
3 The decrease in Diesel Consumption figures in FY2025 is due to lower platform activity.
4 There have been updates to the figures previously reported for FY2024 in the Annual Report 2023/2024 due to revision of conversion factors for Diesel Consumption.
5 Measurement unit change from GJ to MWh has been applied to all figures.

Anasuria Cluster

Indicator	Unit	FY2023[2]	FY2024[4]	FY2025[4,5]
Natural Gas	MWh	395,337	370,079	302,697
Diesel	MWh	23,946	24,499	37,384
Grid Electricity	MWh	-	-	-
Total Energy Consumption[1]	**MWh**	**419,283**	**394,578**	**340,081**

Notes:
1 Total Energy Consumption consists of natural gas, diesel and electricity consumed from our operations and office buildings based on operational control including the corporate office building's energy consumption.
2 There have been updates to the figures previously reported for FY2023 and FY2024 in the Annual Report 2023/2024 due to reverification of historical data and revision of conversion factors for Diesel Consumption.
3 Measurement unit change from GJ to MWh has been applied to all figures.
4 Energy consumption figures from 1 January 2024 to 31 December 2024 are final.
5 Energy consumption figures from 1 January 2025 to 30 June 2025 are provisional.

Brunei Block B MLJ

Indicator	Unit	FY2023	FY2024	FY2025[3]
Natural Gas	MWh	-	-	15,027
Diesel	MWh	-	-	17,826
Grid Electricity	MWh	-	-	8,919
Total Energy Consumption[2]	**MWh**	**-**	**-**	**41,772**

Notes:
1 For FY2023 and FY2024, we have not disclosed any energy consumption data for Brunei Block B MLJ assets.
2 Total Energy Consumption consists of natural gas, diesel and electricity consumed from our operations and office buildings based on operational control including the corporate office building's energy consumption.
3 All data is from 14 October 2024 onwards (post-acquisition completion).

WATER MANAGEMENT

North Sabah PSC

Water Produced

Indicator	Unit	FY2023	FY2024[2]	FY2025
Produced water[1]	**mega litre**	**3,668**	**4,400**	**4,609**
Environmental fines and penalties	**RM**	**0**	**0**	**0**
Oil in Water Concentration of Produced Water Discharge	**mg/l**	**19.84**	**20.26**	**18.90**

Notes:
1 Produced water is water generated from our production and it is discharged back into the sea after treatment.
2 Revision of FY2024 figures from previously reported data in Annual Report 2023/2024 is due to reverification of data received from site.

Water Usage and Discharge

Indicator	Unit	FY2023	FY2024	FY2025
Freshwater purchased from third-party[1]	mega litre	-	-	33.74[4]
Total water used[2]	**mega litre**	**-**	**-**	**33.74**
Total water (effluent) discharge[3]	**mega litre**	**3,668**	**4,400**	**4,643**

Notes:
1 Freshwater purchased is potable water used for consumption.
2 Total water used includes freshwater purchased from third-party only.
3 Total water discharge includes water used and produced water discharge.
4 The increase in freshwater figures in FY2025 is due to inclusion of freshwater bunkering data by vessels for North Sabah.

Sustainability Report (continued)

PM3 CAA PSC

Water Produced

Indicator	Unit	FY2023	FY2024	FY2025
Produced water[1]	**mega litre**	**4,697**	**4,588**	**4,496**
Environmental fines and penalties	**RM**	**0**	**0**	**0**
Oil in Water Concentration of Produced Water Discharge	**mg/l**	**17.86**	**18.60**	**18.91**

Note:
1 Produced water is water generated from our production and it is discharged back into the sea after treatment.

Water Usage and Discharge

Indicator	Unit	FY2023	FY2024	FY2025
Freshwater purchased from third-party[1]	mega litre	0.15	36.02[5]	28.73
Non-freshwater withdrawal[2]	mega litre	39.67	31.55	32.38
Total water used[3]	**mega litre**	**39.82**	**67.56**	**61.11**
Total water (effluent) discharge[4]	**mega litre**	**4,737**	**4,656**	**4,557**

Notes:
1 Freshwater purchased is potable water used for consumption.
2 Withdrawal of seawater for desalination – used for sanitation and general washing.
3 Total water used includes freshwater purchased from third-party and non-fresh water withdrawn.
4 Total water discharge includes water used and produced water discharge.
5 There was an increase in freshwater purchased from a third-party due to freshwater bunkering at supply bases by vessels for wells, drilling and production.

Kinabalu Oil PSC

Water Produced

Indicator	Unit	FY2023	FY2024	FY2025
Produced water[1]	**mega litre**	**842**	**1,020**	**913**
Environmental fines and penalties	**RM**	**0**	**0**	**0**
Oil in Water Concentration of Produced Water Discharge	**mg/l**	**21.76**	**23.89**	**17.81**

Note:
1 Produced water is water generated from our production and it is discharged back into the sea after treatment.

Water Usage and Discharge

Indicator	Unit	FY2023	FY2024	FY2025
Freshwater purchased from third-party[1]	mega litre	1.21	7.90	0.85
Re-used water[2]	mega litre	0.73	0.73	0.73
Total water used[3]	**mega litre**	**1.94**	**8.63**	**1.58**
Total water (effluent) discharge[4]	**mega litre**	**844**	**1,029**	**915**

Notes:
1 Freshwater purchased is potable water used for consumption.
2 Re-used water is water (condensate) from air conditioners.
3 Total water used includes freshwater purchased from third-party and re-used water.
4 Total water discharge includes water used and produced water discharge.

Anasuria Cluster

Water Produced

Indicator	Unit	FY2023	FY2024	FY2025
Produced water[1]	**mega litre**	**1,331**	**1,052**	**1,000**
Environmental fines and penalties	**RM**	**0**	**0**	**0**
Oil in Water Concentration of Produced Water Discharge	**mg/l**	**13.50**	**16.08**	**15.90**

Note:

1 Produced water is water generated from our production and it is discharged back into the sea after treatment.

Water Usage and Discharge

Indicator	Unit	FY2023	FY2024	FY2025
Total water (effluent) discharge[1]	**mega litre**	**1,331**	**1,052**	**1,000**

Note:

1 Total water discharge includes produced water discharge only.

Brunei Block B MLJ

Water Usage and Discharge

Indicator	Unit	FY2023	FY2024	FY2025[4]
Freshwater purchased from third-party[1]	mega litre	-	-	9.61
Total water used[2]	**mega litre**	**-**	**-**	**9.61**
Total water (effluent) discharge[3]	**mega litre**	**-**	**-**	**9.61**

Notes:

1 Freshwater purchased includes routine water, demineralised water and service water.
2 Total water use includes freshwater purchased from third-party only.
3 Total water discharge includes water used only. There is no produced water discharge from Brunei Block B MLJ operations as all produced water generated is sent to SCOT for treatment and disposal.
4 All data is from 14 October 2024 onwards (post-acquisition completion).
5 For FY2023 and FY2024, we have not disclosed any water data for Brunei Block B MLJ assets.

WASTE MANAGEMENT

North Sabah PSC

Indicator	Unit	FY2023[1]	FY2024	FY2025
Hazardous waste	**tonnes**	**68.88**	**154.12**	**214.58**
Non-recycled waste	tonnes	59.49	50.35	14.52
Recycled waste	tonnes	9.39	103.77	200.06
Non-Hazardous waste	**tonnes**	**-**	**18.85**	**496.18**
Non-recycled waste	tonnes	-	18.85	256.33
Recycled waste	tonnes	-	-	239.85[2]
Total Waste	**tonnes**	**68.88**	**172.96**	**710.76**
Environmental fines and penalties	RM	0	0	0

Notes:

1 Revision of FY2023 figures from previously reported data in Annual Report 2023/2024 is due to reverification of data received from site.
2 The increase in non-hazardous recycled waste from FY2024 to FY2025 is due to inclusion of scrap waste data.

Sustainability Report (continued)

PM3 CAA PSC

Indicator	Unit	FY2023[2]	FY2024[2]	FY2025
Hazardous waste	**tonnes**	**1,223.50**	**360.20**	**721.44**
Non-recycled waste	tonnes	932.70	264.78	448.72
Recycled waste	tonnes	290.80	95.42	272.73
Non-Hazardous waste	**tonnes**	**941.22**	**2,170.66[3]**	**284.00**
Non-recycled waste	tonnes	941.22	385.40	284.00
Recycled waste	tonnes	-	1,785.26	-
Total Waste	**tonnes**	**2,164.72**	**2,530.86**	**1,005.44**
Environmental fines and penalties	RM	0	0	0

Notes:
1 Inclusive of waste from PM305.
2 Revision of FY2023 and FY2024 figures from previously reported data in Annual Report 2023/2024 is due to reverification of data received from site.
3 The increase in Non-Hazardous waste from FY2023 to FY2024 is due to scrap metal disposal resulted from higher offshore activities.

Kinabalu Oil PSC

Indicator	Unit	FY2023[1]	FY2024[1]	FY2025
Hazardous waste	**tonnes**	**18.06**	**265.60**	**27.13**
Non-recycled waste	tonnes	8.93	88.45	8.57
Recycled waste	tonnes	9.13	177.15	18.56
Non-Hazardous waste	**tonnes**	**230.88**	**299.31**	**466.61**
Non-recycled waste	tonnes	230.88	229.44	279.00
Recycled waste	tonnes	-	69.87	187.61
Total Waste	**tonnes**	**248.94**	**564.90**	**493.74**
Environmental fines and penalties	RM	0	0	0

Note:
1 Revision of FY2023 and FY2024 figures from previously reported data in Annual Report 2023/2024 is due to reverification of data received from site.

Anasuria Cluster

Indicator	Unit	FY2023	FY2024[2]	FY2025[2,3]
Hazardous waste	**tonnes**	**12.70**	**39.41**	**35.29**
Non-recycled waste	tonnes	2.48	30.19	21.63
Recycled waste	tonnes	10.22	9.22	13.66
Non-Hazardous waste	**tonnes**	**121.99**	**92.03**	**77.55**
Non-recycled waste	tonnes	32.05	10.65	0.54
Recycled waste	tonnes	89.94	81.39	77.01
Total Waste	**tonnes**	**134.69**	**131.44**	**112.84**
Environmental fines and penalties	RM	0	0	0

Notes:
1 Totals may not add up due to rounding.
2 Waste figures from 1 January 2024 to 31 December 2024 are final.
3 Waste figures from 1 January 2025 to 30 June 2025 are provisional.

Brunei Block B MLJ

Indicator	Unit	FY2023	FY2024	FY2025[1]
Hazardous waste	**tonnes**	**-**	**-**	**78.47**
Non-recycled waste	tonnes	-	-	51.12
Recycled waste	tonnes	-	-	27.35
Non-Hazardous waste	**tonnes**	**-**	**-**	**97.08**
Non-recycled waste	tonnes	-	-	78.19
Recycled waste	tonnes	-	-	18.89
Total Waste	**tonnes**	**-**	**-**	**175.55**
Environmental fines and penalties	RM	-	-	0

Notes:

1 All data is from 14 October 2024 onwards (post-acquisition completion).

2 For FY2023 and FY2024, we have not disclosed any waste data for Brunei Block B MLJ assets.

Sustainability Report (continued)

GLOSSARY FOR THE SUSTAINABILITY REPORT

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3Rs - Reduce, Reuse and Recycling
4Cs - Command, Control, Coordination and Communication

A

AC - Air Conditioning
ACAB - Anti-Corruption and Anti-Bribery
AELB - Atomic Energy Licensing Board
AGM - Annual General Meeting
AGRU - Acid Gas Removal Unit
AIS - Automatic Identification System
ALARP - As Low As Reasonably Practicable
AM - Active Monitoring
Anasuria - Anasuria Cluster
Anasuria Hibiscus - Anasuria Hibiscus UK Limited
AOCL - Anasuria Operating Company Limited
AP - Auxiliary Police
APM - Asset Performance Monitoring
ARMC - Audit and Risk Management Committee
ASEAN - Association of Southeast Asian Nations
ASB - Asian Supply Base
ATMS - Action Tracking Management System

B

B40 - Bottom 40^{th} percentile of household income
BAP - Biodiversity Action Plan
BESRA - Biodiversity and Ecosystem Services Risk Assessment
BFI - Brunei Fertilizer Industries
BFRD - Brunei Kuala Belait Fire Fighting and Search & Rescue Department
Block 46 PSC - Block 46 Cai Nuoc Production Sharing Contract
Block B MLJ - Block B Maharajalela Jamalulalam
BOD - Biological Oxygen Demand
BOMBA - Fire and Rescue Department
BRE - Bunga Raya E platform
BSMC - Business Sustainability Management Committee
BT - Barton
Bursa Securities - Bursa Malaysia Securities Berhad

C

CA-EBS - Compressed Air Emergency Breathing System
CAA - Commercial Arrangement Area
CBDR - Common but Differentiated Responsibilities
CCF - Climate Change Framework
CCPS - Centre of Chemical Process Safety
CCS - Carbon Capture and Storage
CEM - Crisis and Emergency Management
CEO - Chief Executive Officer
CePIETSO - Certified Environmental Professional in The Operation of Industrial Effluent Treatment Systems
CePSWAM - Certified Environmental Professional in Scheduled Waste Management
CFR - Carbon Footprint Reduction
CG - Corporate Governance
CGSO - Chief Government Security Officer, Malaysia
CIPs - Communication and Interface Plans
CMT - Crisis Management Team
CO_2 - Carbon dioxide
CO_2e - Carbon dioxide equivalent
COD - Chemical Oxygen Demand
Code - Code of Conduct and Ethics
COSHH - Control of Substances Hazardous to Health
CPR - Cardiopulmonary resuscitation
CRCM - Chemical Reactivity Compatibility Matrix
CSI - Centralised Sustainability Intelligence
CSR - Corporate Social Responsibility
CY - Calendar Year

D

DASS - Depression Anxiety Stress Scale
DEPR - Department of Environment, Parks and Recreation
DFA - Designated First Aider
DOE - Department of Environment, Malaysia
DOSH - Department of Occupational Safety and Health, Malaysia

E

EDMS	-	Electronic Document Management System
EIA	-	Environment Impact Assessment
EM	-	Environmental Mainstreaming
EMP	-	Environmental Management Plan
EMS	-	Environmental Management System
EMoS	-	Environmental Monitoring Survey
E&P	-	Exploration and Production
EPMA	-	Environmental Protection and Management Act
EPRD	-	South Angsi-A Decommissioning
EQA	-	Environmental Quality Act
ER	-	Emergency Response
ERAP	-	Emissions Reduction Action Plan
ERM	-	Enterprise Risk Management
ERP	-	Enterprise Resource Planning
ERT	-	Emergency Response Team
ERCMC	-	Environment Regulatory Compliance Monitoring Committee
ESG	-	Environmental, Social and Governance
E-SWIS	-	Electronic Scheduled Waste Information System
ETP	-	Effluent Treatment Plant
ETS	-	Emissions Trading Scheme
EWTP	-	Emulsion and Wax Treatment Plant

F

F4GBM	-	FTSE4Good Bursa Malaysia
FAR	-	Fatality Accident Rate
FBE	-	Fuel Burning Equipment
FEED	-	Front-End-Engineering-Design
FFSD	-	Full Field Shutdown
FPSO	-	Floating Production Storage and Offloading
FRIM	-	Forest Research Institute Malaysia
FSO	-	Floating Storage and Offloading
FTSE	-	Financial Times Stock Exchange
FWKO	-	Free Water Knock-out Vessels
FY	-	Financial Year

G

G2G	-	Government to Government
GDS	-	Global Data Solutions
GHG	-	Greenhouse gas
GMAD	-	Greater Marigold Area Development
Group	-	Hibiscus Petroleum Berhad Group
GSR	-	Guided Self-Regulation
GWP	-	Global Warming Potential

H

H3S2EQ	-	Health-Hygiene, Safety, Security, Sustainable Development (Societal), Environment, Energy and Quality
HAZID	-	Hazard Identification
HAZOP	-	Hazard and Operability analysis
HC	-	Hydrocarbon
HCP	-	Hearing Conservation Programme
HEMP	-	Hazards and Effects Management Process
HFC	-	Hydrofluorocarbon
Hibiscus Brunei	-	Hibiscus EP (Brunei) B.V.
Hibiscus Petroleum	-	Hibiscus Petroleum Berhad
HIPS	-	High Integrity Pressure Protection Systems
HPV	-	Human Papillomavirus
HRE	-	Hibiscus Retention Enhancement
HSE	-	Health, Safety and Environment
HSEQ	-	Health, Safety, Environment and Quality
HSEx	-	Health & Safety Executive
HSS	-	Health, Safety and Security
HSSE	-	Health, Security, Safety and Environment
HSSE-MS	-	Health, Security, Safety and Environment Management System
HUMS	-	Hospital Universiti Malaysia Sabah

I

IBTE	-	Institute of Brunei Technical Education
i-QRA	-	Integrated Quantitative Risk Assessment
IERC	-	Integrated Emergency Response Committee
IFRS	-	International Financial Reporting Standards
IGU	-	International Gas Union
IMS	-	Integrated Management System
IMT	-	Incident Management Team

Sustainability Report (continued)

IOGP	-	International Association of Oil & Gas Producers
IPCC	-	Intergovernmental Panel on Climate Change
IPK	-	Ibu Pejabat Polis Kontinjen
ISP	-	Integrated Service Provider
ISPS	-	International Ship and Port Security
IT	-	Information Technology
ITGC	-	Information Technology General Compliance
ITPM	-	Inspection, Testing, and Preventive Maintenance

J

JERWG	-	Joint Emergency Response Working Group
JKZEE	-	Jawatankuasa Zon Ekonomi Eksklusif
JPSWG	-	Joint Process Safety Work Group
JT-A, -B, -D, -F	-	Jacket A, B, D, F

K

KAPB	-	Kursus Asas Polis Bantuan
KEMAS	-	Jabatan Kemajuan Masyarakat
Kinabalu Oil PSC	-	2012 Kinabalu Oil Production Sharing Contract
KKOB	-	Kota Kinabalu Operations Base
KNB	-	Kinabalu
KPIs	-	Key Performance Indicators
KPOC	-	Kebabangan Petroleum Operating Company Sdn Bhd
KSTI	-	Sabah's Ministry of Science, Technology and Innovation
kV	-	kiloVolt

L

LCOT	-	Labuan Crude Oil Terminal
LDAR	-	Leak Detection and Repair
LED	-	Light Emitting Diode
LEMA	-	Labuan Emergency Mutual Aid Group
LOPC	-	Loss of Primary Containment
LPC	-	Low Pressure Compression
LTI	-	Lost Time Injury
LTIR	-	Lost Time Injury Rate
LWC	-	Lost Workday Case

M

M40	-	Middle 40th percentile of household income
MAE	-	Major Accident Event
MAFA	-	Mutual Aid Framework Agreement
MAH	-	Major Accident Hazard
MARDEP	-	Marine Department, Malaysia
MAWM	-	Make-A-Wish Malaysia
MBA	-	Master of Business Administration
MBC	-	Marine Breakaway Coupling
MD	-	Managing Director
MDR	-	Managed Detection and Response
MER	-	Medical Emergency Response
MES	-	Minimum Environment Specification
MGA	-	Malaysian Gas Association
MICCI PPSC	-	Malaysian International Chamber of Commerce and Industry Petroleum Production Sharing Contractors
MKN	-	Malaysian National Security Council
MLJ	-	Maharajalela Jamalulalam
MLP	-	Methane Leadership Forum
MMA	-	Malaysia Medical Association
MMEA	-	Malaysian Maritime Enforcement Agency
MMLR	-	Main Market Listing Requirements
MoC	-	Management of Change
MOH	-	Ministry of Health
MoSCOP	-	Marine Oil Spill Contingency Plan
MOSTI	-	Ministry of Science, Technology and Innovation
MOV	-	Management Operation Visit
MPM	-	Malaysia Petroleum Management
MPRT	-	Ministry of Primary Resources and Tourism
MRA	-	Marine Risk Assessment
MRTI	-	Major Risk and Technical Integrity
MTC	-	Medical Treatment Case
MUPEX	-	Malaysia Upstream Production Excellence
MWQCS	-	Marine Water Quality Criteria and Standards
MYCSA	-	Malaysia Cube Sports Association

N

NACSA	-	National Cyber Security Agency
NADMA	-	National Disaster Management Agency
NCR	-	Non-conformance reports
NCSB	-	NIOSH Certification Sdn Bhd
NCSM	-	National Cancer Society Malaysia
NGO	-	Non-Governmental Associations
NLP	-	Neuro-Linguistic Programming
North Sabah PSC	-	2011 North Sabah Enhanced Oil Recovery Production Sharing Contract
NO_x	-	Nitrogen oxides
NSTA	-	North Sea Transition Authority, UK

O

OEUK	-	Offshore Energies UK
OGMP	-	Oil and Gas Methane Partnership
OGSM	-	Obstetrical and Gynaecological Society of Malaysia
OFI	-	Opportunity for Improvement
OH&S	-	Occupational Health and Safety
OPEP	-	Oil Pollution and Emergency Plan
OPOL	-	Offshore Pollution Liability Association
OPRED	-	Offshore Petroleum Regulator for Environment and Decommissioning, UK
OPP	-	Onshore Processing Plant
OPPC	-	Oil Pollution Prevention and Control
ORA	-	Operational Risk Assessment Management
OSCP	-	Oil Spill Contingency Plan
OSPRAG	-	Oil Spill Prevention and Response Advisory Group
OSRE	-	Oil Spill Response Equipment
OSRO	-	Oil Spill Removal Organization
OSRL	-	Oil Spill Response Limited
OT	-	Operational Technology

P

PAC	-	Petroleum Arrangement Contractor
PEMIKIR	-	Pusat Kajian Pemikiran dan Peradaban Ummah
PETRONAS Carigali	-	PETRONAS Carigali Sdn Bhd
PDCA	-	Plan-Do-Check-Act
PDRM	-	Polis DiRaja Malaysia
Petrofac	-	Petrofac Facilities Management Limited
PETRONAS	-	Petroliam Nasional Berhad
PGS	-	Program Generasi Sihat
PHA	-	Process Hazard Analysis
PJ	-	Petaling Jaya
PM3 CAA PSC	-	PM3 Commercial Arrangement Area Production Sharing Contract
PMHA	-	Prime Minister's Hibiscus Award
PMS	-	Power Management System
PPD	-	Permanent Partial Disability
Ping Petroleum	-	Ping Petroleum UK PLC
PSC	-	Production Sharing Contract
PSM	-	Process Safety Management
PSN	-	National Science Centre (Pusat Sains Negara)
PON1	-	Petroleum Operations Notice 1
PTD	-	Permanent Total Disability
PTW	-	Permit to Work
PULAPOL	-	Pusat Latihan Polis
PV	-	Photovoltaic
PVEP	-	PetroVietnam Exploration Production

Q

QLDAR	-	Quantification, Leak Detection and Repair

R

R2R	-	Rig-to-Reef
R&R	-	Reuse and Recycling
RAM	-	Risk Assessment Matrix
RITAG	-	Regional Industry Technical Advisory Group
RMN	-	Royal Malaysian Navy
ROSPA	-	Royal Society for the Prevention of Accidents
RS3	-	Radar Surveillance
RWC	-	Restricted Work Case

S

SAA	-	South Angsi-A
SAD	-	Seasonal Affected Disorder
SAR	-	Search and Rescue
SCE	-	Safety Critical Elements
SCOT	-	Seria Crude Oil Terminal
SDG	-	Sustainable Development Goals
SDS	-	Safety Data Sheet
SECEs	-	Safety Environmental Critical Elements
SECR	-	Streamlined Energy and Carbon Reporting
SEGAL	-	Shell Esso Gas and Associated Liquids

Sustainability Report (continued)

SF	-	South Furious
SHENA	-	Safety, Health and Environment National Authority, Brunei
SIL	-	Safety Integrity Level
SJ	-	St Joseph
SK	-	Sekolah Kebangsaan
SMART	-	Specific, Measurable, Attainable, Relevant, and Time-bound
SMEs	-	Small and Medium-sized Enterprises
SMK	-	Sekolah Menengah Kebangsaan
SORMIC	-	Statement on Risk Management and Internal Control
SO_x	-	Sulphur Oxides
SPARK	-	Showcase of Practices and Resourceful Knowledge
SSLs	-	Site Screening Levels
STEM	-	Science, technology, engineering and mathematics education
SURGE	-	Sustainable Upstream Reduction of GHG Emissions
SW	-	Scheduled Waste

T

TAS	-	Technical Assistant Services
TCFD	-	Task Force on Climate-related Financial Disclosures
TENORM	-	Technologically Enhanced Naturally Occurring Radioactive Material
TEPAT	-	Tenacious, Environmentally Responsible, People Focused, Agile, and Trustworthy
TotalEnergies Brunei	-	TotalEnergies EP (Brunei) B.V.
TRIR	-	Total Recordable Injury Rates
TTLC	-	Total Threshold Limit Concentration

U

UBD	-	Universiti Brunei Darussalam
UDAT	-	Urine Drug and Alcohol Test
UK	-	United Kingdom
UKCS	-	United Kingdom Continental Shelf
UK ETS	-	UK Emissions Trading Scheme
UM	-	Universiti Malaya
UMK	-	Universiti Malaysia Kelantan
UMS	-	Universiti Malaysia Sabah
UMT	-	Universiti Malaysia Terengganu
UN	-	United Nations
UniKL	-	Universiti Kuala Lumpur
UniSZA	-	Universiti Sultan Zainal Abidin
UN SDGs	-	United Nations' Sustainable Development Goals
UNFCCC	-	United Nations' Framework Convention on Climate Change
USD	-	United States Dollar
USECHH	-	Use and Standard of Exposure of Chemicals Hazardous to Health
USM	-	Universiti Sains Malaysia
UTB	-	Universiti Teknologi Brunei
UTM	-	Universiti Teknologi Malaysia
UTP	-	Universiti Teknologi PETRONAS

V

VOC	-	Volatile Organic Compounds

W

WAC	-	Waste Acceptance Criteria
WHRU	-	Waste Heat Recovery Unit

Z

ZIZA	-	Zero Incident Zero Accident
ZRF	-	Zero Routine Flaring
ZRV	-	Zero Routine Venting

NOMINATING COMMITTEE REPORT

YBHG DATO' DR ZAHA RINA ZAHARI
Chair of the Nominating Committee

This report has been prepared in compliance with Paragraph 15.08A(3) of the Main Market Listing Requirements (MMLR). It provides an overview of the activities undertaken by our Nominating Committee (NC) during the financial year ended 30 June 2025 (FY2025).

The NC has reviewed this report and it has been subsequently approved by the Board of Directors (Board) of Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) for inclusion in the Annual Report 2024/2025.

Composition

The establishment of the NC was sanctioned by our Board on 26 February 2011. The composition of our NC complies with Paragraph 15.08A of the MMLR of Bursa Malaysia Securities Berhad (Bursa Securities). According to the MMLR, the NC must comprise solely of Non-Executive Directors (NEDs), with a majority of them being independent.

YBhg Dato' Dr Zaha Rina Zahari (YBhg Dato' Dr Zaha Rina), an Independent Non-Executive Director (INED), chairs the NC. This appointment aligns with Practice 5.8 of the Malaysian Code on Corporate Governance 2021 (MCCG), which advises that the NC be chaired by an Independent Director or the Senior Independent Director. There have been no changes to the NC composition during FY2025.

The NC is pleased to announce that Hibiscus Petroleum has achieved a notable 43% representation of female directors on our Board, surpassing the recommended 30% female composition outlined in Practice 5.9 of the MCCG. Nevertheless, we emphasise that our criteria for selecting Board members remain focused on appointing highly qualified individuals based on merit and their ability to contribute to the Company's success.

The NC is structured to uphold exemplary Corporate Governance (CG) standards, ensuring it includes individuals with the requisite skills, expertise and independence to fulfil their roles effectively. We recognise the importance of diversity, including gender diversity, within the NC and are committed to maintaining a balanced and inclusive representation.

Meeting Attendance

The NC plans its meetings in advance, adhering to a minimum quorum of two members as specified in the NC's *Terms of Reference (TOR)*. Throughout FY2025, a total of six (6) meetings were conducted, providing a platform for substantive discussions and decision-making. Our company secretaries fulfil the role of Secretary to our NC.

The current composition of the NC adheres to Practice 1.4 of the MCCG, which discourages the Chair of the Board from serving on Board Committees to maintain impartiality in Committee's discussions. This practice supports objective deliberations during the main Board meetings. Although the Chair of the Board is not a member of any Board Committee, he is invited to attend all Board Committee meetings as we believe that this approach makes effective use of all our NEDs' valuable time whilst ensuring the independence and objectivity of the Board Committees' recommendations remain intact. Such a process also ensures that the Chair of the Board is well-informed of the recommendations made, whilst avoiding unnecessary repetition of Committee discussions at the Board level, facilitating timely decision-making while preserving the independence and objectivity of the Board Committees.

The Managing Director (MD) participates in NC meetings, contributing to discussions on proposals presented, except when matters directly related to him are under consideration. This approach ensures a thorough consideration of proposals and a comprehensive decision-making process.

The NC Chair diligently reports the key discussions and recommendations from Management to the Board, seeking approvals as needed. This process facilitates in ensuring alignment with the Company's strategic direction.

Nominating Committee Report (continued)

For an overview of the proposals discussed and recommended by the NC to the Board for approval in FY2025, please refer to the Summary of Key Activities section on pages 220 and 221 of this Annual Report 2024/2025.

The members of our NC and their attendance at the NC meetings held during FY2025 are as follows:

Name of NC Member	Appointment Date	Designation	Attendance at NC Meetings[1]
YBhg Dato' Dr Zaha Rina Zahari	30 May 2018	Chair, INED	100% (6/6)
Thomas Michael Taylor	15 August 2016	Member, Senior INED	100% (6/6)
YBhg Dato' Sri Roushan Arumugam	28 March 2013	Member, Non-INED	83.33% (5/6)
Emeliana Dallan Rice-Oxley	1 January 2023	Member, INED	100% (6/6)
Zaidah binti Ibrahim	1 January 2023	Member, INED	100% (6/6)

Note:

[1] The percentage figures represent the percentage of meeting attendance of each Director who is a member of the NC during FY2025.

Key Responsibilities of the NC

The NC plays an important role in ensuring that the Board, its Committees and the Senior Management Team have the necessary skills, expertise and commitment to support the Group's operations and strategic goals effectively.

In appointing new NEDs, the NC considers recommendations from current Board members, industry contacts and independent sources to identify potential candidates, creating a shortlist for further assessment.

Beyond NED recruitment, the NC also provides guidance to Management to facilitate the recruitment of a strong and diverse workforce, in addition to employing the necessary practices which encourage their development and retention. This overarching process includes steps to ensure that identified recruitment candidates are well-suited for roles and display behaviours which are aligned with the Company's core values. The NC also reviews succession plans for the smooth transition of middle management staff to assume more senior roles.

To ensure continued effectiveness, the NC periodically reviews its *TOR*, which outlines its roles, responsibilities and procedures. The *TOR* was last updated in May 2025. The latest version is available on the Company's corporate website at: https://ir2.chartnexus.com/hibiscuspetroleum/docs/sustainability/NC-TOR.pdf.

In fulfilling these responsibilities, the NC supports the Company's governance framework and contributes to its long-term success. This includes overseeing the criteria for appointing and re-electing Directors and guiding Management in selecting senior leaders, ensuring alignment with the Company's goals and governance standards.

(1) Directors' Appointments and Re-election

The NC is responsible for the selection and nomination process of new Board members. This process adheres to our *Diversity Policy* and the *Fit and Proper Policy for the Appointment and Re-election of Directors*. These policies are designed to ensure that our Directors possess the necessary qualities, experience, integrity, competence and can commit their time to the appointed role.

Directors are expected to demonstrate the following attributes:

(i) Proven leadership and experience in areas relevant to Hibiscus Petroleum's strategies and business plan.

(ii) Character and Integrity:

- (a) *Probity*: Compliance with legal and regulatory requirements, as well as professional standards.
- (b) *Personal Integrity*: Demonstrated honesty and a clean record without any abuses of position that contradict principles of good CG.
- (c) *Financial Integrity*: Prudent management of financial obligations.
- (d) *Reputation*: An untarnished reputation for integrity and sound business judgement.

(iii) Experience and Competence:

- (a) Qualifications, training and skills.
- (b) Relevant past and current experience and expertise, including a commendable performance record in driving, leading and implementing business performance, operations and CG.

(iv) Time and Commitment:

- (a) Ability to dedicate sufficient time to fulfil responsibilities as a Board member and any appointed Board Committee(s).
- (b) Openness and objectivity to consider diverse perspectives, make independent and informed judgements, demonstrate passion for the role and participate in the Group's activities or events outside of boardroom meetings.

Our *Board Skills Matrix* and *Diversity Policy* guide the identification of the required knowledge, skills and competencies to meet the Group's strategic needs.

The chart below outlines the process for Board appointments:

1. **Nomination by existing Directors, industry contacts and independent sources.**
2. **Assessment of candidates based on the *Board Selection Criteria*, *Diversity Policy*, *Fit and Proper criteria*, *Board Skills Matrix* and reference checks.**
3. **Interviews conducted by Directors, where possible and recommendations made to the Board.**
4. **Board approval followed by an announcement to Bursa Securities.**

(2) Re-election of Directors at the 15th Annual General Meeting (AGM)

For the 15th AGM, the re-election of Directors is a significant aspect of the process, demonstrating our commitment to maintaining a strong and capable Board.

YBhg Dato' Sri Roushan Arumugam was recommended for re-election based on his continued contribution and dedication to the growth of Hibiscus Petroleum. He brings extensive experience in investment banking and venture capital. His qualifications include a Master of Business Administration from Imperial College Business School, London, United Kingdom; a Master of Arts in Law from the University of Bristol, United Kingdom; and a Master of Arts in English Language and Literature from St. Catherine's College, Oxford University, United Kingdom. He serves as Chair of the Remuneration Committee (RC) and as a member of both the NC and the Audit and Risk Management Committee (ARMC). His prior roles in financial services and advisory positions provide the Board with diverse expertise and he actively participates in all Board deliberations.

Mr Thomas Michael Taylor (Mr Taylor), Senior INED, was recommended for re-election in recognition of his extensive industry and governance experience. He holds Master of Arts in Engineering from the University of Cambridge, United Kingdom and is a member of the Chartered Institute of Management Accountants. Mr Taylor serves as Chair of the ARMC and as a member of the NC and RC. With over 41 years of experience in the oil and gas industry, including senior finance positions in Shell Malaysia, Brunei Shell Petroleum and Sakhalin Energy Investment Company, he brings valuable insight and experience to the Board.

The re-election process followed the same thorough assessment as the initial appointments to ensure each Director continues to meet our governance standards. The re-elections of both Directors will be proposed at the upcoming 15th AGM, where shareholders will have the opportunity to express support for their re-election.

(3) Retention of Mr Thomas Michael Taylor and YBhg Dato' Dr Zaha Rina Zahari as INEDs

The NC has undertaken its annual review of the performance and independence of Mr Taylor and YBhg Dato' Dr Zaha Rina, both of whom are subject to the nine-year tenure limit for Independent Directors, as recommended by the MCCG.

Mr Taylor's tenure as a Senior Independent Director of the Company has exceeded the nine-year limit as of 31 July 2025. YBhg Dato' Dr Zaha Rina, who was appointed to the Board on 15 September 2017, will complete her nine-year tenure on 14 September 2026. In accordance with the MCCG, both Directors will be subject to annual shareholders' approval should they continue to serve as Independent Directors.

The NC has evaluated Mr Taylor's continued contribution to the Board and has recommended his retention as an Independent Director. Mr Taylor continues to meet the independence criteria set out in the MMLR of Bursa Securities and demonstrates the ability to exercise independent and objective judgement in all Board deliberations. With more than four (4) decades of experience in the oil and gas sector, including senior roles at Sakhalin Energy Investment Company, Shell Malaysia and Brunei Shell Petroleum, Mr Taylor offers significant depth of expertise to the Board. His commercial and strategic insights have proven particularly valuable in matters relating to acquisitions, operations and financial oversight.

Having served the Company for more than nine (9) years, Mr Taylor possesses a deep understanding of its operations. His leadership as Chair of the ARMC is crucial in overseeing the accuracy of financial documents and the appropriateness of policies and governance practices. His experience supports high standards of transparency and effective risk management. In particular, his prior roles have provided invaluable guidance on the management of assets such as the Anasuria Cluster, North Sabah Production Sharing Contract (PSC), Kinabalu Oil PSC, PM3 CAA PSC (with its 20-year extension from 2028), Block 46 Cai Nuoc PSC, Greater Marigold Area Development, Pertang, Kenarong, Noring and Bedong Cluster (PKNB) PSC, PM327 PSC and the acquisition of TotalEnergies EP (Brunei) B.V. which was completed in

Nominating Committee Report (continued)

October 2024 including contributing to the management of the Block B Maharajalela Jamalulalam field. He has consistently demonstrated his dedication through active participation in Board and Committee meetings, offering independent perspectives and guidance. His contributions are essential to balanced and well-informed decision-making processes.

YBhg Dato' Dr Zaha Rina meets the criteria of an Independent Director as stipulated in the MMLR of Bursa Securities, ensuring her ability to provide independent and objective judgements to the Board. With over 36 years in the financial, commodities and securities industries and in the development of the Malaysian Capital Market, she brings a wealth of experience, expertise and skills to the Board. Her insights and guidance are invaluable in strengthening our overall decision-making at Hibiscus Petroleum.

She has been with the Company for more than eight (8) years and therefore understands the Company's business operations, enabling her to participate actively and contribute during deliberations and discussions, including at the NC (as the Chair of the Committee), ARMC (as a member) and at Board meetings.

YBhg Dato' Dr Zaha Rina has devoted sufficient time and effort to attending the RC meetings (as an invitee), in addition to participating in the NC, ARMC and Board meetings, thereby contributing to informed and balanced decision-making.

The NC and the Board are satisfied that both Mr Taylor and YBhg Dato' Dr Zaha Rina continue to perform their roles effectively and independently and their retention will ensure continuity, preserve institutional knowledge and maintain high standards of CG. As such, the Board will seek shareholders' approval at the upcoming 15th AGM for their continued appointments as Independent Directors, in line with MCCG guidelines.

(4) Board Effectiveness Evaluation and Continuous Improvement

Besides managing the selection and appointment process, our NC plays a crucial role in conducting an annual assessment of the effectiveness of our Board. This evaluation serves as a valuable tool to gauge the performance of the Board, its Committees and individual Directors. The insights gained from the assessment inform recommendations for the re-election of Directors and help identify potential candidates for future appointments.

The evaluation process involves a thorough analysis of both the Board as a collective entity and each Board Committee, assessing factors such as their composition and fulfilment of responsibilities. Feedback is gathered through a blend of self-assessment and peer evaluation to offer a comprehensive review of Directors' performance, contributions and overall qualities.

As part of this evaluation, particular attention is given to INEDs to ensure their ability to act independently in fulfilling their roles and responsibilities.

Following the evaluation, our NC conducts a detailed review of strengths and identifies areas for improvement. Based on these findings, an action plan is devised to address these gaps and bolster the Board's effectiveness. Subsequently, the findings and action plans are presented to the Board for discussion and implementation.

Our commitment to continuous evaluation and improvement underscores our aim to sustain a high-performing and effective Board, marked by integrity, transparency and accountability. Through regular assessments and proactive measures to address areas for enhancement, we uphold stringent CG standards. This approach ensures our Board is well-prepared to fulfil its fiduciary responsibilities and drive our organisation's enduring success.

Summary of Key Activities in FY2025

During FY2025, the NC's key activities included the following:

(1) Board Effectiveness Evaluation

(a) Reviewed the annual assessment of the Board's effectiveness, including skills, experience and performance.
(b) Evaluated the MD's qualifications and overall character, integrity and competence and identified training needs for Directors.
(c) Reviewed the effectiveness of Board Committees and individual Directors, including their ability to commit sufficient time.
(d) Recommended including the NC Report in the Company's Annual Report 2023/2024.

(2) Organisational Structure and Leadership Performance Reviews

(a) Discussed and recommended extending the MD's contract.
(b) Reviewed the performance of Senior Management and recommended adjustments to the identified person's compensation and contracts.
(c) Conducted performance appraisals for individual Directors and Board Committee members.
(d) Considered proposals related to Board composition and leadership structure.
(e) Reviewed and discussed the Leadership Team's performance for Calendar Year 2024.

(3) Board Size and Composition

(a) Recommended the re-election of identified Directors for shareholders' approval at the 14th AGM on 27 November 2024.
(b) Evaluated the independence of Independent Directors.
(c) Considered and recommended the retention of INEDs beyond the nine-year tenure, in accordance with the MCCG.

(4) Staff Job Group Harmonisation

(a) Oversaw the integration of staff following the Fortuna International Petroleum Corporation acquisition, ensuring minimal disruption and stabilising the new structure. This led to a 44% improvement in voluntary attrition, from 0.9% (January to March 2024) to 0.5% (April to December 2024).
(b) Made recommendations for new appointments and proposed changes to reward structures.

(5) Talent Management and Integration Initiatives

The NC guided Management on succession planning, job evaluations and performance management. It also supported employee integration in Brunei through structured engagement and onboarding sessions.

Additionally, the Committee oversaw enhancements to recruitment and human resources (HR) processes:

(a) Supported the development of a behavioural interviewing framework to strengthen talent evaluation, with rollout planned for 2025.
(b) Oversaw the review and standardisation of Group HR policies, including updates to the *Employee Handbook* and new guidelines for promotion, salary adjustments and career progression.
(c) Reviewed the feasibility of implementing a LinkedIn-based recruitment system, with the project deferred pending broader system readiness.

In 2025, Hibiscus Petroleum Group was recognised at PETRONAS' Emerald Awards for operational and talent excellence, receiving the following:

- Gold Award for Talent Development Excellence;
- Silver Award for Exploration Excellence; and
- Bronze Award for Wells Excellence.

These awards reaffirm the effectiveness of the NC's initiatives in nurturing talent, building capabilities and applying technical rigour across the organisation. They highlight the commitment of the Company's workforce to continuous improvement, disciplined execution and alignment with its TEPAT (Tenacious, Environmentally Responsible, People Focused, Agile and Trustworthy) values.

Through these activities, the NC has facilitated the effectiveness and diversity of Hibiscus Petroleum's Board and Senior Management. The NC's efforts have contributed to the organisation's ongoing success, underlining the effectiveness of the policies that it promotes for Board approval and executive implementation, reflecting its commitment to CG and transparency.

The NC intends to continue applying this structured and transparent approach in executing its responsibilities in the year ahead.

This Report is dated 1 October 2025.

REMUNERATION COMMITTEE REPORT

YBHG DATO' SRI ROUSHAN ARUMUGAM
Chair of the Remuneration Committee

This report has been reviewed by the Remuneration Committee (RC) and subsequently approved by the Board of Directors (Board) of Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) for inclusion in this Annual Report 2024/2025.

Composition

Our RC, established on 26 February 2011, is made up entirely of Non-Executive Directors (NEDs), with a majority being Independent Directors, consistent with Guidance 7.2 of the Malaysian Code on Corporate Governance 2021 (MCCG). YBhg Dato' Sri Roushan Arumugam, as Non-Independent Non-Executive Director (NINED) chairs the RC. There have been no changes to the RC composition during the financial year ended 30 June 2025 (FY2025).

The RC benefits from a diverse group of experienced and Independent Directors, which supports its effectiveness in providing advice and insights on remuneration matters at Hibiscus Petroleum.

The RC plays a key role in guiding and recommending effective remuneration frameworks and policies that align with the Company's objectives and uphold sound corporate governance.

Meeting Attendance

Our RC meetings are scheduled annually in advance. Per the RC's *Terms of Reference (TOR)*, a minimum of two members must be present to constitute quorum.

During FY2025, the RC held five meetings, achieving a high attendance rate. This strong participation reflects the members' active engagement and commitment to fulfilling the RC's responsibilities effectively.

Company secretaries provide administrative support to the RC to ensure smooth meeting proceedings. The Managing Director (MD) attends RC meetings, except when matters concerning his own remuneration are discussed. His participation contributes to productive deliberations.

The RC Chair reports key discussions and recommendations to the Board, with all proposals subject to Board approval. Shareholders also approve NED fees and meeting allowances at the Annual General Meeting (AGM), based on recommendations from the RC and the Board, thereby reinforcing transparency and accountability.

The attendance of the RC members at the RC meetings held during FY2025 is as follows:

Name of RC Member	Appointment Date	Designation	Attendance at RC Meetings[1]
YBhg Dato' Sri Roushan Arumugam	28 March 2013	Chair, NINED	80% (4/5)
Thomas Michael Taylor	15 August 2016	Member, Senior Independent NED	100% (5/5)
Emeliana Dallan Rice-Oxley	1 January 2023	Member, Independent NED	100% (5/5)
Zaidah binti Ibrahim	1 January 2023	Member, Independent NED	100% (5/5)

Note:
[1] Attendance figures represent the percentage of meeting attendance for each Director who served on the RC during FY2025.

Key Responsibilities of the RC

The RC oversees remuneration matters at Hibiscus Petroleum, holding several key responsibilities, including:

(1) Remuneration of the MD and the Leadership Team

The RC ensures that the MD and the Leadership Team are fairly rewarded for meeting the Group's Key Performance Indicators (KPIs), aligning incentives with the Company's long-term sustainability and strategic goals. Performance assessment and market benchmarking guide the RC in maintaining competitive remuneration packages.

(2) Monitoring Remuneration Policies

The RC reviews remuneration policies for the entire workforce, ensuring alignment with corporate objectives, competitiveness, fairness and compliance with applicable regulations and best practices.

(3) Directors' Remuneration Policy and RC's TOR

Periodic reviews of the *Directors' Remuneration Policy* and the RC's *TOR* ensure these remain relevant and support transparent, fair and accountable remuneration decisions. These documents are available on the Company's corporate website.

(4) NEDs' Remuneration

The RC assists the Board in establishing the remuneration packages for NEDs that reflect their roles and contributions. NEDs receive a fixed fee and meeting allowance, in addition to being reimbursed for reasonable expenses incurred in the course of carrying out their duties. This structure supports their effective participation while providing fair compensation.

(5) Share and Pension Schemes

NEDs do not participate in share or pension schemes and the Company currently does not offer such schemes for NEDs or employees.

Proposed NEDs' Remuneration for Approval at the 15th AGM

To attract and retain capable Board members, Hibiscus Petroleum maintains a *Directors' Remuneration Policy* which emphasises fairness, transparency and alignment with the Company's performance.

Following a review, the Board proposes adjustments to NEDs' remuneration effective from the day after the 15th AGM in December 2025 until the next AGM in 2026, reflecting their evolving scope of responsibilities:

Type of Fee	Existing Rate	Proposed Rate	% Increase
Non-Executive Chair	RM375,000	RM412,500	10%
Other NEDs	RM200,000	RM230,000	15%

Remuneration Committee Report (continued)

Meeting allowances remain unchanged, as follows:

- RM4,500 per meeting for NEDs chairing Board or Committee meetings
- RM3,500 per meeting for NEDs attending as members
- RM3,500 per meeting for specific third-party or internal meetings requested by the Chair

The current rates are deemed appropriate and continue to reflect the value and contribution of NEDs to the Group.

Medical coverage for NEDs, previously approved at the 14th AGM, is proposed to be renewed for another year with the same RM500,000 cap, provided through company-secured insurance and/or direct reimbursement.

These proposals will be tabled for shareholders' approval at the 15th AGM.

Note:
The specific details of the proposed resolutions are provided in the Notice of the 15th AGM section of this Annual Report 2024/2025.

Rationale for Adjustments to NEDs' Remuneration

The proposed adjustments consider the following:

(1) Key Achievements

- Successfully guided the acquisition of TotalEnergies EP (Brunei) B.V., strengthening the Group's upstream portfolio and positioning it for enhanced operational and financial performance. This milestone, combined with the successful integration of the North Sabah business unit and the assets acquired from Repsol Exploración, S.A. by Peninsula Hibiscus Sdn Bhd, collectively referred to as Hibiscus Malaysia, has significantly expanded the Group's resource base and operational footprint in the region.

- Achieved a record-high net production of 28,138 barrels of oil equivalent (boe) per day, reflecting stable operations and high facility uptime across core assets. Key projects such as the South Furious 30 Waterflood Phase 2 and the commercial developments at the Bunga Aster and Bunga Lavatera fields have advanced successfully, supporting the Group's sustained growth and long-term value creation. These initiatives form part of the Group's Hibiscus 3.0 strategic phase (2025 onwards), targeting a daily production of 70,000 boe/day and 2P reserves of 150 million barrels of oil equivalent (MMboe) by 2030.

- The Group is on track to achieve a 17% increase in FY2025 offtake volumes compared to FY2024, driven by steady execution and strong sales performance. These operational successes, together with investments in decentralised power generation and solar projects, are expected to improve efficiency, reduce operating costs and help sustain steady dividends.

- Awarded a 65% interest and operatorship in the Pertang, Kenarong, Noring and Bedong Cluster (PKNB) Production Sharing Contract (PSC) by Petroliam Nasional Berhad (PETRONAS), marking the Group's first PSC award in Malaysia and focusing on optimising resource use.

- Delivered strong financial performance in challenging market conditions, including:

  - Profit After Tax: RM117.5 million
  - Revenue: RM2.3 billion
  - Earnings Before Interest, Taxes, Depreciation and Amortisation (EBITDA): RM1.01 billion

  This marks the fourth consecutive year the Group has exceeded RM1 billion in EBITDA and the third consecutive year surpassing RM2 billion in revenue.

- During FY2025, the Board declared five interim single-tier dividends totalling 8.5 sen per ordinary share. This payout is consistent with the Group's dividend guidance of a minimum 8.0 sen per share, if an average oil crude price exceeds USD70 per barrel or 10.0 sen per share if oil price exceeds USD80 per barrel. Notably, the third interim dividend of 2.0 sen, paid on 2 May 2025, was declared in conjunction with a positive development relating to the extension of one of the Group's PSCs, with details announced to Bursa Malaysia Securities Berhad (Bursa Securities).

  A final single-tier dividend of 0.5 sen is proposed for shareholder approval at the 15th AGM in December 2025. If approved, this would bring the total dividend for FY2025 to 9.0 sen per ordinary share, reflecting the Group's ongoing commitment to delivering sustainable returns amidst an evolving market environment.

- Hibiscus Petroleum received Focused Recognition from PETRONAS Malaysia Petroleum Management (MPM) Wells Management in Calendar Year 2024 for achieving 14 years with Zero Lost Time Injury (LTI) in Wells Intervention and Wells Integrity, reflecting the Group's strong and consistent health, safety and environment (HSE) culture. Zero fatalities across all operations were also maintained with a Lost Time Injury Rate (LTIR) of 0.06 pursuant to an incident in February 2025. Furthermore, continued recognition through Royal Society for the Prevention of Accidents (ROSPA) Gold and Patron's Awards for health and safety performance at the UK Anasuria operations was achieved.

- Additional recognition at PETRONAS Emerald Awards 2025, where Hibiscus Malaysia received:

  - Gold Award for Talent Development Excellence;
  - Silver Award for Exploration Excellence; and
  - Bronze Award for Wells Excellence.

  These awards reaffirm the Group's commitment to operational and talent excellence, highlighting the dedication of Hibiscus Petroleum's employees, and reflect alignment with the Company's TEPAT (Tenacious, Environmentally Responsible, People Focused, Agile and Trustworthy) values. They underscore the effectiveness of initiatives in capability building, technical rigour and disciplined execution across the organisation.

(2) Expanded Responsibilities

As the Company expands its operations and explores new opportunities, the responsibilities of the Board, particularly those of the Chair of the Board and NEDs, are expected to increase. Competitive remuneration is essential to attract and retain skilled NEDs who can effectively guide the Company through the complexities of the oil and gas sector. In light of the evolving demands on the NEDs, including support for new initiatives and the commitment to uphold high governance standards, we propose an adjustment to their remuneration for consideration.

(3) Financial and Operational Performance

The proposed increase in remuneration for the Chair of the Board and NEDs reflects Hibiscus Petroleum's recognition of their contributions to the Company's strong financial performance and successful exploration and production results. This adjustment is intended to acknowledge their efforts and support continued motivation and engagement.

(4) Governance and Risk Management

The NEDs' oversight of risk management and compliance with regulatory standards is vital for safeguarding shareholder interests and maintaining high governance standards, thus reinforcing the rationale for adjusting their remuneration.

Summary of Key Activities in FY2025

During FY2025, the RC undertook the following:

(1) Review of Executive Compensation and Bonus Allocations

- Assessed and recommended the Group Bonus Pool for Calendar Year 2024 based on overall business performance and financial outcomes.

- Reviewed the bonus allocations to various employee groups, guided by the achievement of KPIs set out in the Annual Performance Scorecard (APS) for Calendar Year 2024.

- Considered and recommended bonus payouts for the Leadership Team in recognition of their contributions towards the Group's operational and strategic targets.

- Reviewed the proposed bonus allocation for the Group Internal Auditor, taking into account performance and scope of responsibilities.

- Evaluated and recommended the MD's bonus for Calendar Year 2024, ensuring alignment with the Group's corporate achievements and remuneration framework.

(2) Review of RC Report for Annual Report 2023/2024

The RC reviewed the RC Report and recommended the inclusion of the report in the Company's Annual Report 2023/2024.

The RC is committed to maintaining transparency and responsible remuneration practices, ensuring fair compensation to attract and retain talent and ensure accountability.

This Report is dated 1 October 2025.

AUDIT AND RISK MANAGEMENT COMMITTEE REPORT

THOMAS MICHAEL TAYLOR
Chair of the Audit and Risk Management Committee

This report has been prepared in compliance with Paragraph 15.15 of the Main Market Listing Requirements (MMLR) of Bursa Malaysia Securities Berhad (Bursa Securities). It provides an overview of the activities undertaken by the Audit and Risk Management Committee (ARMC) during the financial year ended 30 June 2025 (FY2025).

The ARMC has reviewed this report, and it has been approved by the Board of Directors (Board) of Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) for inclusion in this Annual Report 2024/2025.

Composition of ARMC and Attendance

The establishment of the ARMC was sanctioned by the Board on 26 February 2011. The composition of our ARMC complies with Paragraph 15.09(1)(b) of the MMLR of Bursa Securities, which requires the ARMC to be composed solely of Non-Executive Directors, with a majority being Independent Directors.

Mr Thomas Michael Taylor, our Senior Independent Non-Executive Director (INED), chairs the ARMC. This appointment is consistent with Practice 9.1 of the Malaysian Code on Corporate Governance 2021 (MCCG), which recommends that the ARMC Chair not be the Chairman of the Board. There were no changes to the ARMC's composition during FY2025.

In line with Paragraph 15.09(1)(c) of the MMLR, the ARMC includes a member with requisite financial qualifications and experience. Mr Thomas Michael Taylor satisfies this requirement as a member of the Chartered Institute of Management Accountants. He has more than four decades of experience in the oil and gas industry, having served in senior finance roles in Shell Malaysia, Brunei Shell Petroleum and Sakhalin Energy Investment Company. His background provides the ARMC with the appropriate financial oversight capability in discharging its responsibilities.

The ARMC is structured to ensure effective oversight of financial reporting, internal controls, risk management and audit processes, with members possessing the relevant experience, independence and competencies to discharge their responsibilities effectively. The Board, through the Nominating Committee, conducted the annual performance assessment of the ARMC and its members in FY2025, as required under Paragraph 15.20 of the MMLR. The assessment was conducted internally to ensure the ARMC discharged its functions in accordance with its *Terms of Reference (TOR)*, which is available on the Company's website at https://www.hibiscuspetroleum.com. As part of the periodic review process, the ARMC *TOR* was updated in May 2025 to adhere to the latest regulatory updates and align with recommended practices which correspond with our internal policies.

The ARMC comprises of the following members listed below. Their attendance at the ARMC meetings held during FY2025, is set out below:

Name of ARMC Member	Appointment Date	Directorship	Attendance at ARMC Meetings[1]
Thomas Michael Taylor	1 August 2016	Chair, Senior INED	100% (9/9)
YBhg Dato' Dr Zaha Rina Zahari	17 October 2017	Member, INED	100% (9/9)
YBhg Dato' Sri Roushan Arumugam	1 January 2023	Member, Non-INED	88.89% (8/9)

Note:
1 The minimum number of ARMC meetings required in a financial year is four (4) meetings. Additional meetings may be convened at the discretion of the ARMC Chair.

Summary of the ARMC Activities for FY2025

The ARMC carried out the following activities in discharging its functions and duties during FY2025:

(i) Financial Reporting

- Reviewed the draft audited financial statements of the Group and of the Company for the financial year ended 30 June 2024 (FY2024) (annual results), together with the Directors' and Auditors' Reports thereon prior to submission to the Board of Hibiscus Petroleum for consideration and approval; and

- Reviewed the unaudited quarterly financial reports (including Corporate and Business Updates) for FY2024 prior to submission to the Board for consideration and approval.

(ii) External Audit

- Reviewed and discussed with Management and the external auditors the key audit areas connected to the review of the annual results and actions to be taken to address such matters, focusing primarily on:

    - significant matters highlighted by Management, including financial reporting issues, significant judgements made by Management, significant and unusual events or transactions and how these matters were addressed;
    - compliance with accounting standards and other legal or regulatory requirements to ensure that the financial statements give a true and fair view of the state of affairs of the Group and of the Company;
    - financial results and cashflows of the Group and of the Company;
    - changes or implementation of accounting policies and standards; and
    - compliance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and provisions of the Companies Act 2016 as well as the MMLR;

- Reviewed and discussed with the external auditors the nature and scope of their audit and ensured that the audit covered the key risk areas affecting financial reporting;

- Reviewed the external auditors' audit plan and the audit fee of the Group for FY2025;

- Considered the findings by the external auditors during the review of the annual results and Management's response thereto;

- Discussed new developments in financial reporting and standards with the external auditors in relation to future financial years/periods;

- Reviewed the performance and effectiveness of the external auditors in the provision of statutory audit services;

- Reviewed the external auditors' internal control recommendations and Management's response;

- Ensured appropriate actions were taken to ensure the effectiveness of the internal control systems based on feedback received from the external auditors;

- Reviewed the fees and type of non-audit services provided by the external auditors;

Audit and Risk Management Committee Report (continued)

- Assessed the independence of the external auditors by obtaining a written confirmation and as set out in the Group's *External Auditor Independence Policy*, evaluated the quality and rigour of the audit performed, the quality of service provided, the audit firm's reputation, the compliance to the engagement partners' rotation period in accordance with the terms of all relevant professional and regulatory requirements, and the suitability, objectivity, performance and independence of the external auditors;

- Recommended the re-appointment of the external auditors to the Board, subject to shareholders' approval at the Company's Annual General Meeting; and

- Conducted meetings with the external auditors without Management being present.

(iii) Internal Audit

- Reviewed and approved the internal audit plan for FY2025;

- Monitored the effectiveness of the internal audit function and assessed the performance of the Group Internal Auditor;

- Reviewed and noted the annual declaration made by the Group Internal Auditor confirming the independence and objectivity of the internal audit function for FY2025, in accordance with the Group's *Internal Audit Charter*;

- Reviewed and discussed the internal audit reports which incorporated findings, recommendations and Management responses for the Group. Key areas covered during FY2025 were:

    - SEA Hibiscus Sdn Bhd's key business processes and compliance in the following areas:

        - South Furious 30 Waterflood project in relation to project management and procurement readiness; and
        - Selected contracts and procurement activities focused on pre-tendering activities, vendor selection process and adherence to internal procedures.

    - Peninsula Hibiscus Sdn Bhd and its subsidiaries' cybersecurity processes and compliance at a selected site, which covered reviews on critical operational technology (OT) systems and alignment with relevant international standards and OT-specific cybersecurity best practices; and

    - Sustainability disclosures review for FY2024, including the Statement of Assurance and Common Sustainability Matters, to assess accuracy, completeness, reliability and compliance with Bursa Securities' Sustainability Reporting Guide and internal policies.

- Reviewed with the Group Internal Auditor the results of the audit progress reports and whether appropriate actions were being taken on the recommendations of the internal audit function; and

- Conducted meetings with the Group Internal Auditor without Management being present.

(iv) Related Party Transactions (RPTs)

- Reviewed RPTs on a quarterly basis. During FY2025, there were no RPTs that triggered the disclosure threshold under the MMLR and required shareholders' approval.

(v) Conflict of Interest (COI)

- Reviewed actual or potential COI matters disclosed and/or submitted to the ARMC and assessed the measures taken to resolve, eliminate or mitigate such conflicts at the ARMC meetings. At Group level, there were 53 new potential COIs identified arising from declarants' interests. These new potential COIs arose mainly from the enlargement of the Group pursuant to a major acquisition completed in October 2024 and mainly pertain to close personal relations employees or their family members have in the counter-parties dealing with or likely to deal with the Group. Such potential COIs will be monitored by the ARMC and necessary actions have been taken or will be taken, as and when required. The Board was informed of these matters; and

- Discussed challenges and pre-emptive methods of managing potential fraud opportunities, emphasising strong controls, prompt and effective actions through a structured and timely investigation process and organisation of multidisciplinary internal and external support for the process.

(vi) Risk Management and Internal Control

- Reviewed the adequacy and effectiveness of the Group's risk management framework and the appropriateness of the Executive Risk Management Committee (ERMC)'s responses to key risk areas; and

- Recommended the ARMC Report and Statement on Risk Management and Internal Control for inclusion in the Company's Annual Report 2023/2024 for FY2024 to the Board for consideration and approval.

(vii) Other Matters

- Reviewed the Group's key risks (including corruption-related risks) and mitigation plans adopted or to be adopted by the Management to control and mitigate such risks based on the recommendations of the ERMC;

- Reviewed the Reserves and Contingent Resources report of Tetra Tech RPS Energy Limited, for the PM3 Commercial Arrangement Area PSC, and recommended the same to the Board for consideration and approval;

- Considered revisions to the ARMC *TOR* and related governance policies for Board consideration and approval; and

- Reviewed and discussed the convergence of OT and Information Technology (IT), including OT cybersecurity controls at selected sites and endorsed next steps to enhance the Group's OT cybersecurity strategy.

Internal Audit Function

The Group's internal audit function supports the ARMC and the Board in discharging its duties and responsibilities by providing independent and objective assessment on the adequacy and effectiveness of internal control and governance processes/framework of the Group. The Group's internal audit function is guided by the Group's *Internal Audit Charter*, which sets out the purpose, authority, scope, independence and responsibilities of the Group's internal audit function.

The Group's internal audit function is led by the in-house Group Internal Auditor, who is a member of the Malaysian Institute of Accountants and possesses a Master's Degree in Business Administration. To ensure independence from Management and operations, the in-house Group Internal Auditor reports directly to the ARMC, which reviews the annual internal audit plan and scope of work for the Group as well as the performance of the Group Internal Auditor in undertaking the internal audit function.

As of 30 June 2025, the Group's internal audit function consists of five (5) members (inclusive of the Group Internal Auditor). All members have confirmed and declared that they are free from relationships and COI situations that could impair their objectivity and independence when performing internal audit assignments.

Through the internal audit function, the Group conducts regular and structured reviews of the system of internal controls so as to provide reasonable assurance that these controls continue to operate satisfactorily and effectively. The system of internal controls offers reasonable but not absolute assurance against material misstatements or losses. The Group proactively and continuously improves and enhances the system of internal controls through collaboration among all lines of defence. By maintaining constant engagement, the Group not only enables the prompt identification of potential issues and builds in preventive controls but also ensures the timely implementation of effective remedial actions through robust corrective controls.

During the financial year under review, the Group's internal audit function conducted various engagements in accordance with the approved risk-based internal audit plan. The internal audit plan was meticulously developed based on the information provided by Management through enterprise risk assessments conducted by the ERMC, as well as areas of concern deemed important by the ARMC and/or Management.

Details of the internal audit activities carried out by the Group's internal audit function for FY2025 are as follows:

(i) Established and presented risk-based annual internal audit plans for FY2025, which included the internal audit strategy and key focus areas taking into consideration the Group's business strategic plans, regulatory requirements and Management inputs for the ARMC's deliberation and approval;

(ii) Conducted audit reviews based on the approved audit plan, as follows:

   - Evaluated and appraised the soundness, adequacy and application of accounting, financial and other controls towards promoting effective governance within the Group;
   - Appraised the level of operational and business compliance with established policies and procedures; and
   - Identified and recommended opportunities for improvements to the existing system of internal controls and processes in the Group;

(iii) Undertook ad hoc assignments on areas that required urgent and in-depth assessments outside the scope of the approved internal audit plan for FY2025; and

(iv) Reported results of internal audit reviews to the ARMC on a regular basis.

The sum of RM1,959,065 was incurred by the Group for the internal audit function for FY2025.

This statement is made in accordance with the resolution of the Board dated 1 October 2025.

STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

The Board of Directors (Board) of Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) affirms its commitment towards maintaining a sound framework of risk management and internal control in Hibiscus Petroleum Group (Group) and is pleased to provide the following statement. This statement outlines the nature and scope of risk management and internal control as managed within the Group during the financial year ended 30 June 2025 (FY2025) and it further applies up to the date of this statement.

BOARD RESPONSIBILITY

The Board is responsible and accountable for the Group's risk management framework and system of internal control. This responsibility and accountability include the establishment of an appropriate risk management framework and control environment, as well as reviewing its effectiveness, adequacy and integrity. The system of internal control encompasses governance, financial, organisational, operational and compliance controls. Due to the limitations inherent in any system of internal control, this system is designed to manage, rather than eliminate, the risk of failure to achieve the Group's desired objectives. Accordingly, it can only provide reasonable, rather than absolute, assurance against material misstatement or loss.

Management has applied judgement in assessing the risks faced by the Group, identifying the Group's ability to reduce the incidence and impact of risks and, ensuring that the benefits outweigh the costs of operating the controls. The Board, through the Audit and Risk Management Committee (ARMC), ensures that measures are taken in areas that are identified for improvement, as part of Management's continued efforts to strengthen the Group's system of internal control.

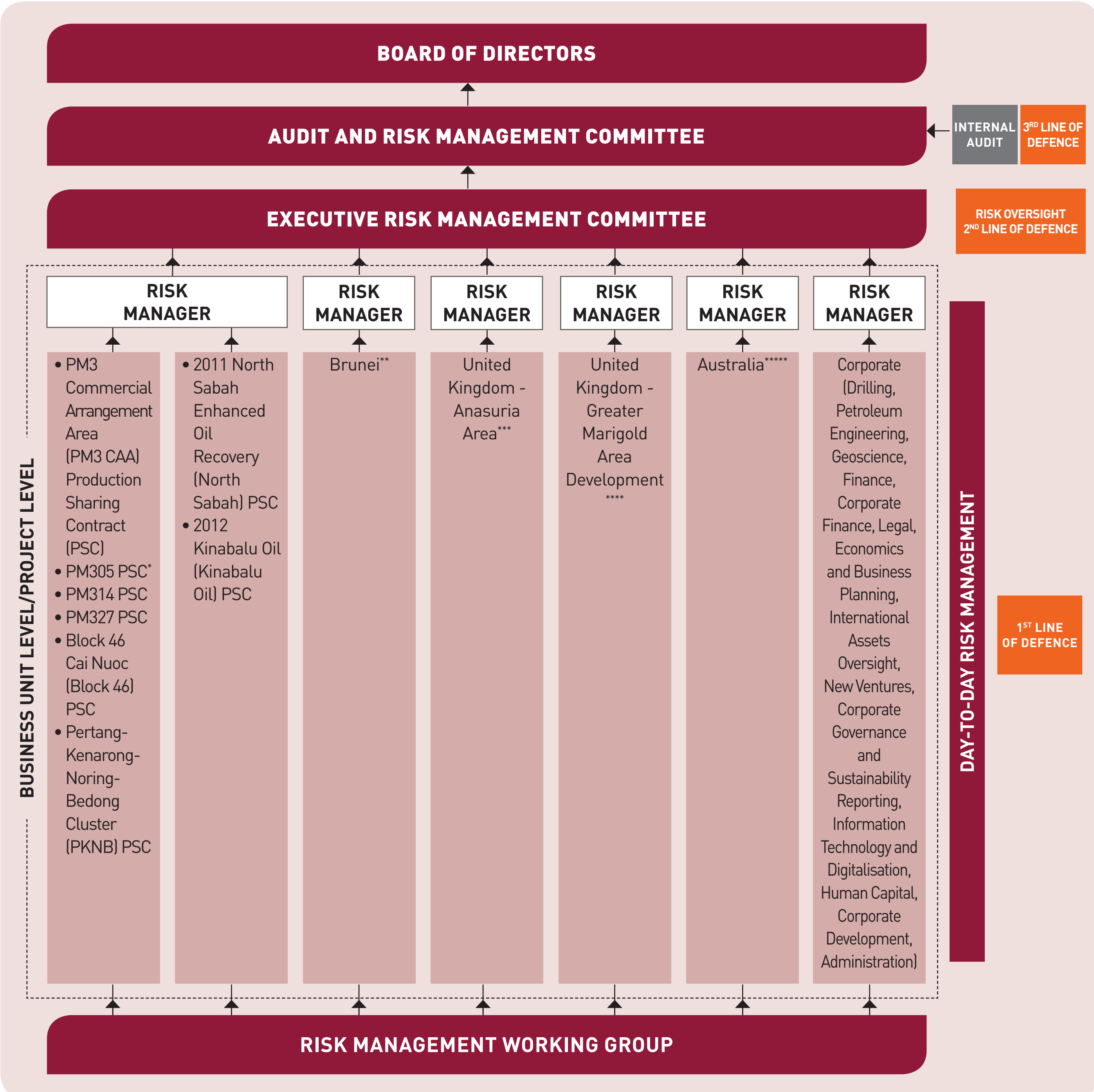
REVIEW OF RISK MANAGEMENT AND INTERNAL CONTROL EFFECTIVENESS

Risk Management Framework

Risk management is firmly embedded in the Group's system of internal control as it is regarded by the Board as being integral to our operations. The management of risk is a collective responsibility and is therefore integrated into the Group's governance, business processes and operations. It is a reiterative process, consisting of steps which enable continuous improvement in decision-making.

To this end, the Group has established a comprehensive risk management framework that encompasses processes for identifying, evaluating and managing significant risks, including corruption-related risks, faced by the Group. Risk assessment and evaluation are integral to the Group's strategic planning and day-to-day operations. A detailed risk management process has been instituted, culminating in a Board review, which identifies the key risks facing the Group at business unit or project level. This information is reviewed by Management as part of the strategic review and periodical business performance process. Pursuant to a periodic assessment of our risk management framework, the necessary refinements are made progressively to accommodate our growing business and address changes to our operating environment and to ensure that the internal control systems in place remain comprehensive and holistic. In the event of any identified breaches in our system of internal control, immediate actions are taken to notify the appropriate stakeholders and prompt remedial measures are implemented to address such breaches effectively.

Risk Management Structure



Notes:

* PM305 has ongoing decommissioning obligations and is therefore included for assessment as part of the Group's risk management process.

** Block B Maharajalela Jamalulalam field.

*** Guillemot A, Teal, Teal South (Licence P013 (Blocks 21/25a and 21/30a)) and Cook (Licence P185 (Block 21/20a)) fields, Teal West field (Licence P2535 (Block 21/24d)), Cook West field (Licence P2532 (Block 21/19c)) and Fyne discovery (Licence P2451 (Block 21/28b)).

**** Marigold West (Licence P198 (Block 15/13a)), Marigold East (Licence P2158 (Block 15/18b)) and Sunflower (Licence P198 (Block 15/13b)) fields, Kildrummy discovery (Licence P2518 (Blocks 15/12a and 15/17a)), Crown discovery (Licence P2608 (Blocks 15/18a and 15/19a)), Cross prospect and hydrocarbon lead northwest of the Marigold field (Licence P2635 (Blocks 15/13c and 15/18c)).

***** The VIC/RL17 Petroleum Retention Lease.

Statement on Risk Management and Internal Control (continued)

- **Management**

  Management acknowledges that they are responsible for implementing the processes for identifying, evaluating, monitoring and reporting risks and for taking appropriate and timely corrective or mitigating actions as needed. Management has further assured the Executive Risk Management Committee (ERMC) and the Board that the Group's risk management framework and internal control systems are operating adequately and effectively in all material aspects.

  The risk profile of the Group has been established based on the principles of enterprise risk management. Through this approach, significant risks are identified, and assessments of key risks indicators and risk mitigation plans are conducted regularly.

  Management has implemented the necessary processes to:

  (a) identify risks that are pertinent to the Group's business and align mitigation plans with its objectives and strategies;
  (b) design, implement and continuously monitor the risk management framework in accordance with the Group's strategic vision and overall risk appetite; and
  (c) identify any changes to existing risks or emerging risks, taking appropriate mitigating actions as appropriate and promptly informing the Board of such developments.

  These efforts underscore Management's commitment towards fostering a proactive risk management culture and ensuring that the Group's operations are safeguarded against potential uncertainties.

  Under the risk management framework, responsibilities are allocated in the following manner:

  Business Unit level and Project level

  Detailed risk assessments and mitigation plans of each business unit and project are led by the relevant Risk Manager involving health, safety, security and environment (HSSE) specialists, geologists, petroleum engineers, facilities/project engineers, primary contractors and joint venture representatives. The scope of these assessments encompasses critical areas such as resources and reserves, production and cost, HSSE, planning and execution, legal, political and regulatory, financial and capital, human capital, reputation, commercial and business continuity.

  The designated Risk Managers identify key risks in their respective business units and projects. They assume the responsibility for evaluating the likelihood and impact of these risks while overseeing the implementation of risk mitigation plans.

  Company level

  The respective Risk Managers report key risks regularly to the ERMC for monitoring and review. The ERMC, led by the Chair of the ERMC, comprises key management personnel from various technical, commercial, operational and financial disciplines, appointed by the ARMC. The ERMC is accountable for ensuring effective risk governance and implementation within the Group. It convenes at least once every quarter to review and update the risk events, procedures and mitigating measures, proposing new mitigation measures to address persistent risks. The Chair of the ERMC provides regular updates to the ARMC based on these reviews.

  The key risk profiles at the business unit level and the project level are also regularly discussed at the management level to ensure risks and controls are designed to meet the agreed business objectives.

  Corruption risk assessments are an integral part of the risk identification, assessment, mitigation and management process at both the business unit and project levels, as well as at the corporate level. This is in response to the introduction and implementation of corporate liability provisions under Section 17A of the Malaysian Anti-Corruption Commission's (MACC) Act 2009 (amended 2018).

  Furthermore, measures have been taken to reinforce the adequacy of existing procedures to minimise potential risks, including the tightening of existing processes and the introduction of new ones (where deemed necessary), as elaborated further in subsequent sections of this Report.

- **Internal Audit**

  Internal audit complements the role of the ERMC by independently reviewing the adequacy and effectiveness of the controls implemented based on identified risk profiles and risk management strategies relevant to the audit engagement.

  The Group Internal Auditor assists in the assessment of the quality of the Group's risk management and internal control systems, and reports to the ARMC on the status of specific areas identified for improvement based on its audit plan.

- **Board**

  In evaluating the effectiveness of the risk oversight and internal control activities of the Group, the Board considers whether business risks have impacted or are likely to impact the Group's achievement of its objectives and strategies. The Board also assesses the effectiveness of the risk management and internal control systems in managing those risks.

The ERMC Chair meets with the ARMC regularly to highlight and discuss the key risks as well as the status of mitigation plans.

The ARMC, on behalf of the Board:

(a) reviews the adequacy of the Group's risk management framework;
(b) through the internal audit process, reviews the effectiveness of the internal control systems deployed by Management to address those risks;
(c) reviews and recommends corrective measures to be undertaken to remedy any failings and/or weaknesses;
(d) reviews status updates from internal audit on recommended corrective actions;
(e) reviews and undertakes monitoring of principal risks which may affect the Group directly or indirectly, and if deemed necessary, recommends additional courses of action to mitigate such risks;
(f) monitors and communicates the risk assessment results to the Board;
(g) reviews the actual and potential impact of any failure or weakness of the internal controls in place, particularly those related to financial performance or conditions affecting the Group; and
(h) reviews any conflict of interest situation that arose, persists or may arise within the Group, including any transaction, procedure or course of conduct that raises questions of Management's integrity, a framework to monitor any conflict of interest situation that may arise within the Group and measures taken to resolve, eliminate or mitigate such conflicts and report the same to the Board.

The responsibilities of the Board for the governance of risk and related issues and the institution of controls include:

(a) approving the Group's risk philosophy/policy;
(b) approving the Group's risk portfolio and determining the Group's risk tolerance and risk appetite;
(c) assessing and monitoring key business risks to safeguard shareholders' investments and the Group's assets;
(d) providing effective oversight on assessment of principal risks and the appropriate systems to manage these risks; and
(e) reviewing the adequacy and integrity of the Group's internal control systems to safeguard shareholders' investments and the Group's assets.

Throughout FY2025 and up to the date of this statement, the Board has considered all key issues that have been highlighted, and how these had been addressed. The Board has also sought any additional information deemed necessary to ensure it had taken into account all significant aspects of risk factors and internal controls of the Group. Among the matters considered were:

(a) changes in the nature and the extent of significant risk factors since the previous assessment and how the Group has responded to changes in its business and the external environment;
(b) the effectiveness of the Group's risk management and internal control systems;
(c) the work of its internal audit, risk management team and other assurance providers, including the external auditors and Competent Persons;
(d) the extent and adequacy of the communication of the results from the monitoring to the Board;
(e) the incidence of any control failure or weakness that was identified at any time during FY2025 and its impact on the Group's performance or financial, business or operational conditions;
(f) events that had not been anticipated by Management which impacted the achievement of the Group's objectives; and
(g) the adequacy and effectiveness of the risk management and internal control policies as a whole.

INTERNAL CONTROL FRAMEWORK AND ASSESSMENT

The Group's internal control framework and assessment are segregated into two inter-related components, as follows:

(i) Control Environment

The control environment is the organisational structure and culture created by Management and employees to sustain organisational support for effective internal control. It is the foundation for all the other components of internal control, providing discipline and structure. Management's commitment to establishing and maintaining effective internal control is cascaded downwards and permeates the Group's control environment, aiding in the successful implementation of internal control.

Key elements include:

Organisation Structure

The Group has a well-defined organisation structure that is aligned to its business requirements and ensures check and balance through a segregation of duties. Clear reporting lines and authority limits govern the approval processes, driven by the *Limits of Authority (LOA)* framework set by the Board.

All key strategic, business and investment plans are approved and monitored by the Board. Comprehensive Board papers, which include both financial and non-financial matters such as cashflow forecasts, business strategies, business opportunities, corporate exercises and any other key matter to be considered for the Group, are escalated to the Board for deliberation and approval.

Statement on Risk Management and Internal Control (continued)

LOA

The Board's approving authority is in part delegated to Management through a clear and formally defined *LOA* framework which deals with areas of corporate, financial, operational, human capital and work plans and budgets. The *LOA* framework is the primary instrument that governs and manages the Group's business decision process. Whilst the objective of the *LOA* framework is to empower Management, the key principle adhered to in its formulation is to ensure that a system of internal control of checks and balances are incorporated therein. The *LOA* framework is periodically reviewed and updated to ensure its relevance to the Group's business. *LOAs* are implemented at corporate level, including at operating subsidiary level (in the integrated Hibiscus Malaysia organisation that covers Peninsula Hibiscus Sdn Bhd and its subsidiaries, SEA Hibiscus Sdn Bhd, Straits Hibiscus Sdn Bhd and Malaya Hibiscus Sdn Bhd), in Hibiscus Integrated Production Services Sdn Bhd, in Helios Hibiscus Sdn Bhd and in Hibiscus EP (Brunei) B.V. (Hibiscus Brunei), at project level (in Anasuria Hibiscus UK Limited (Anasuria Hibiscus) and in Carnarvon Hibiscus Pty Ltd (Carnarvon Hibiscus)), as well as at the joint operating entity level (Anasuria Operating Company Limited (AOCL)).

Board and Management Committees

The various Board Committees, namely the ARMC, Nominating Committee and Remuneration Committee are all governed by clearly defined *Terms of Reference (TOR)*.

The *TOR* of the ARMC was updated in May 2025 as part of a periodic review to ensure alignment with the latest amendments to the Main Market Listing Requirements (MMLR) of Bursa Malaysia Securities Berhad (Bursa Securities), the Malaysian Code on Corporate Governance and internal policies. These amendments require the ARMC to review any conflict of interest situation that arose, persists or may arise within the Group, including any transaction, procedure or course of conduct that raises questions of Management's integrity. The ARMC is also tasked with overseeing a framework to monitor any conflict of interest situation that may arise within the Group and measures taken to resolve, eliminate or mitigate them and report these matters to the Board.

The Group has also established internal controls and risk management measures within the Board and Management Committees. These controls are regularly monitored and reviewed to ensure their effectiveness and alignment with the Group's governance framework.

The ARMC comprises a majority of Independent Directors with wide-ranging in-depth experience from different backgrounds, knowledge and expertise. Its members meet regularly and have had full and unimpeded access to both the internal and external auditors during the financial year.

Human Capital Policies and Procedures

The Group's Human Capital policies and procedures serve to govern all key aspects of human capital management, including talent acquisition, learning and development, performance management, employee relations and cessation of employment. These policies and procedures are reviewed periodically and serve to ensure that employees are competent, appropriately compensated and adequately trained to carry out their duties and responsibilities.

Code of Conduct and Ethics (Code)

Directors and employees are required to read, understand and adhere to the *Code*.

The *Code* was updated in May 2025 to provide further clarification to employees on what constitutes a conflict of interest situation and steps to be taken in the event such a situation occurs. More information on the *Code* is available on the Company's website.

There were a few instances where adherence to the *Code* was not fully observed during FY2025, all of which were promptly addressed with appropriate action taken.

HSSE Policy

The Group continues to inculcate awareness and build commitment on HSSE throughout the whole organisation. The goal is zero injuries, with the safe delivery of projects being a critical success factor.

Whistle Blower Policy

The policy covers all parties including external stakeholders and members of the public (where relevant). This policy outlines the reporting process when there are occurrences of known and/or suspected malpractices or wrongdoings.

Anti-Modern Slavery Policy

The policy, which supports the *Code*, reiterates the Group's stand to respect internationally recognised human rights and labour standards, and extends to external third-parties working with the Group.

Anti-Corruption and Anti-Bribery Policy

The policy illustrates the Group's zero tolerance policy against all forms of corruption and bribery.

Consistent recurrent training, including quizzes to gauge employees' understanding of the policy, have been carried out to ensure full compliance with the policy.

All contracts with third-parties entered by the Group impose *Anti-Corruption and Anti-Bribery Policy* compliance requirements on such third-parties.

Drug and Alcohol Policy

The Group recognises that the protection of the health and safety of our employees, contractors and others involved in the Group's operations is an integral part of business performance. This policy demonstrates the Group's commitment and seriousness in ensuring a safe and healthy work environment for all parties.

Sustainability Policy

The Group acknowledges the importance of sustainability and its increasing impact to the business. This policy, is aligned with the United Nations' Sustainable Development Goals and their call to a Decade of Action, which supports our commitment to use energy and natural resources wisely and efficiently, and to ensure our environmental management system continually assesses the impact of our operations to the surrounding environment, while maintaining action plans capable to respond to any arising emergency. In support of this policy, the Group also adopted a *Climate Change Framework* to define our position and our adaptation and mitigation principles related to climate change.

Other Policies

Key policies and procedures covering *Related Party Transactions, Information Technology (IT), Accounting, Contracting and Procurement, Information Management, Risk Management, Corporate Disclosure, Succession Planning, Insider Trading, External Auditor Independence, Environment* and *Diversity* are available via the Group's SharePoint facility. These are revised periodically to meet changing business, operational and statutory reporting needs.

(ii) Monitoring

Monitoring the effectiveness of internal controls is embedded in the normal course of the business. Periodic assessments are integral to the Management's continuous monitoring, upgrading and tightening of internal controls to reflect the Group's operations.

The Group's overall strategic business plan which maps out its objectives, business direction and highlights project risks (with particular focus on its oil and gas assets in Malaysia, Vietnam, Brunei, the United Kingdom and Australia), were presented by Management to the Board for their deliberation and approval. Subsequent to alignment between the Board and Management on the business objectives to be pursued, overall performance and the potential of the crystallisation of potential, identified risks were continuously monitored during the execution phase of the plan.

The Group operates the following PSCs in Malaysia – the Kinabalu Oil PSC, the PM3 CAA PSC, the Block 46 PSC, the PKNB PSC and the North Sabah PSC through an integrated organisation that is known as Hibiscus Malaysia.

The management team of Hibiscus Malaysia has established a structure for the monitoring of internal controls, which is in compliance with processes and procedures established by the Malaysian and Vietnamese regulators (where applicable) and which reports regularly to the Company and to the Board. Any key management decisions related to the Hibiscus Malaysia organisation are deliberated with the Company's key management personnel, including the Managing Director (MD), before being presented to the Board for approval, if such an approval is required under the Group's *LOA*.

On 14 October 2024, the Company, via its indirect wholly-owned subsidiary, Simpor Hibiscus Sdn Bhd, completed the acquisition of the entire equity interest in TotalEnergies EP (Brunei) B.V. (TotalEnergies EP Brunei) from TotalEnergies Holdings International B.V., and resulted in the Group assuming operatorship of the Block B Maharajalela Jamalulalam field. On the same date, TotalEnergies EP Brunei changed its name to Hibiscus EP (Brunei) B.V.. The ARMC and ERMC assessed any risks associated with the acquisition and reported their findings to the Board for deliberation. The Board was satisfied that key risks had been materially and appropriately addressed or mitigated. In addition, the Group, via a new management team set up at Hibiscus Brunei, has put in place the necessary measures to ensure the smooth transition of the newly acquired entity into the Group.

Hibiscus Brunei's management team has established their own structure for the monitoring of internal controls, which is in compliance with processes and procedures established by the Bruneian regulators (where applicable), and which reports regularly to the Company and to the Board. Any key management decisions are deliberated with the Company's key management personnel, including the MD, before being presented to the Board for approval, if such an approval is required under the Group's *LOA*.

The Company, together with Ping Petroleum UK PLC has established the joint operating company, AOCL as the Licence Operator for the Anasuria Cluster. The Company, through a specific team, monitors the progress of work plans of the Anasuria Cluster via AOCL and provides the Board with regular updates.

Statement on Risk Management and Internal Control (continued)

For non-operated assets like the Cook field, the Cook West field and the PM327 PSC, the Company has instituted the following best practices as a non-operator:

(a) understanding the terms of the respective joint operating agreements;
(b) engaging in regular communication with the operator;
(c) reviewing operator's reports and documentation;
(d) monitoring operator's performance metrics;
(e) participating in decision-making processes as far as practicable;
(f) ensuring operator's compliance with regulations;
(g) monitoring operator's financial reports and assess cost overruns, if any;
(h) leveraging technical expertise by, if possible, bringing in internal or external technical experts to provide independent assessments of operational performance and strategic decisions;
(i) addressing disputes and issues with proper assessments and documentation; and
(j) building strong relationships with the operator and other joint venture parties on a transparent basis.

The Company's indirect wholly-owned subsidiary company, Anasuria Hibiscus is the operator of the Marigold West (Licence P198 (Block 15/13a)), Marigold East (Licence P2158 (Block 15/18b)) and Sunflower (Licence P198 (Block 15/13b)) fields, the Teal West field (Licence P2535 (Block 21/24d)), the Kildrummy discovery (Licence P2518 (Blocks 15/12a and 15/17a)), the Fyne discovery (Licence P2451 (Block 21/28b)), the Crown discovery (Licence P2608 (Blocks 15/18a and 15/19a)), the Cross prospect and hydrocarbon lead northwest of the Marigold field (Licence P2635 (Blocks 15/13c and 15/18c)). The Anasuria Hibiscus project team deliberates key management decisions with the Company and the Board, where required. The Board regularly receives status updates on the progress of the various projects.

In addition, progress in the VIC/RL17 Petroleum Retention Lease work plans by the Company's indirect wholly-owned subsidiary company, Carnarvon Hibiscus as operator of the concessions, is presented and discussed with the Board by Management. Management, together with the Board, regularly reviews issues covering, but not limited to, strategy, risks, performance, resources and future business opportunities.

Significant changes in the business and the external environment, and strategic plans to address these changes are reported by Management to the Board on an ongoing basis.

Quarterly financial results and other information are provided to the ARMC and the Board to enable the Board to monitor and evaluate the business and financial performance.

Management and Board Meetings

The Board meets regularly with a set agenda of matters, which are required to be brought to its attention for discussion, thus ensuring that it maintains full and effective supervision over appropriate controls. The MD and key management personnel lead the presentation of Board papers and explain pertinent issues. In arriving at any decision, on recommendation by Management, a thorough deliberation and discussion by the Board is a prerequisite.

Internal Audit

The internal audit function is undertaken in-house led by the Group Internal Auditor. The internal audit role is to validate the adequacy and effectiveness of internal controls, and to provide an independent and objective assurance to add value and improve the internal controls of the Group. The internal audit function achieves its objectives by bringing a systematic, risk-based approach to evaluate the Group's governance, risk management and internal controls. The Group Internal Auditor assists both the Board and the ARMC by conducting ongoing reviews of risks and internal controls to ensure that key financial, operational, system and compliance controls established by the Board and Management are operating effectively.

To ensure independence from Management, the Group Internal Auditor reports directly to the ARMC.

The internal audit plans are approved by the ARMC on an annual basis. However, it may be revised at the request of the ARMC to accommodate emerging priorities which may arise during the financial year. The ARMC also monitors major internal audit findings to ensure they are promptly addressed and resolved. Significant findings and recommendations for improvements are highlighted to Management and the ARMC, with follow-up and reviews of action plans.

Joint Ventures and Associate

The Group's system of internal control does not apply to its associate company, which falls within the control of its majority shareholders. The Group's internal control systems described in this statement applies for joint ventures where the Group is the Operator and has the ability to participate in the key decision-making process of the joint ventures. For non-operated joint ventures with minority stakes, the Group participates in an operations committee or in board meetings and reviews the management accounts received. These provide the Board with performance-related information to enable informed and timely decision-making on the Group's investments in such companies.

Penalties and Fines

There have been no material unresolved penalties or fines which may adversely affect the Group for the financial year under review and up to the date of this statement.

REVIEW OF THE STATEMENT BY THE BOARD OF DIRECTORS

This Statement on Risk Management and Internal Control has been prepared in compliance with the MMLR of Bursa Securities and in accordance with the Statement on Risk Management and Internal Control – Guidelines for Directors of Listed Issuers. In making the statement, the Board has received assurance from the MD and Chief Financial Officer that the Group's risk management and internal control systems are operating adequately and effectively in all material aspects, based on the risk management model adopted by the Group.

The Board considers the system of internal control described in this statement to be effective and the risks to be at an acceptable level within the context of the Group's business environment and risk appetite set by the Board. The Board and Management will continue to take measures to strengthen the risk management processes and internal control environment and monitor the health of the risks and internal control framework.

For the financial year under review, the Board is satisfied with the adequacy, integrity and effectiveness of the systems of risk management and internal control and save as disclosed in the financial report for the FY2025, there was no other material loss, contingency or uncertainty requiring separate disclosure.

This Statement on Risk Management and Internal Control is made in accordance with the resolution of the Board dated 3 October 2025.

ADDITIONAL COMPLIANCE INFORMATION

1. Material Contracts Involving the Interest of the Directors and Major Shareholder

Save as disclosed below, there were no other material contracts of Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) and its subsidiaries (Group) involving the interests of the directors and major shareholder, either still subsisting at the end of the financial year ended 30 June 2025 or entered into since the end of the previous financial year:

a) The Service Agreement between Hibiscus Petroleum and YBhg Dato' Dr Kenneth Gerard Pereira, dated 1 January 2011, appointed him as Managing Director (MD) of Hibiscus Petroleum. On 19 July 2018, a new Service Agreement was executed to renew YBhg Dato' Dr Kenneth Gerard Pereira's appointment as MD upon his attainment of 60 years of age. This renewal complied with the Company's policy, which mandates automatic cessation of employment at the age of 60 unless renewed at the Company's discretion.

Effective August 2020, and subsequently in 2022, the MD's Service Agreement was extended for a period of two years each. The most recent Service Agreement commenced on 1 August 2024, further extending his tenure for an additional two years.

2. Contracts Relating to Loans

There was no contract relating to loans of the Company involving the interest of the directors and major shareholder.

3. Non-Audit Fees

During the financial year under review, non-audit fees to the external auditors of the Group and of the Company amounted to RM323,520 and RM44,460 respectively, incurred for tax-related services/advice.

The scope and terms of the non-audit work scope were negotiated and discussed independently by the Group and by the Company in accordance with the Group's and the Company's relevant policies and procedures. The work scope was not prohibited under the *External Auditor Independence Policy*, which complies with the By-Laws (on Professional Ethics, Conduct and Practice) of the Malaysian Institute of Accountants and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards).

THE BOARD OF DIRECTORS' RESPONSIBILITY STATEMENT

In respect of the preparation of the Annual Audited Financial Statements

The Board of Directors (Board) of Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) is required by the Companies Act 2016 (Act) to prepare financial statements for each financial year in accordance with the applicable approved accounting standards in Malaysia and that give a true and fair view of the financial position of the Group and of the Company at the end of the financial year and of the results and cashflows of the Group and of the Company for the financial year.

In preparing the financial statements of the Group and of the Company, the Directors have:

- selected and applied appropriate accounting policies consistently;
- made reasonable and appropriate judgements and estimates;
- ensured all applicable approved accounting standards in Malaysia and the provisions of the Act and the Main Market Listing Requirements of Bursa Malaysia Securities Berhad have been complied with; and
- based on a going concern basis as the Directors have a reasonable expectation, having made enquiries, that the Group and the Company have adequate resources to continue in operational existence for at least the next 12 months from the date of approval of the financial statements.

The Board has the responsibility for ensuring that the Group and the Company keeps accounting records which disclose with reasonable accuracy the financial position of the Group and of the Company to enable them to ensure the financial statements comply with the Act.

The Board has overall responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Group and for the implementation and continued operation of adequate accounting and internal control systems for the prevention, detection of fraud and other irregularities.

The Board is satisfied that it has met its obligation to present a balanced and comprehensive assessment of the Group's position and prospects in the Directors' Report from pages 241 to 248 and the financial statements from pages 256 to 349 of this Annual Report 2024/2025.

This statement is made in accordance with the resolution of the Board dated 3 October 2025.

FINANCIAL REPORT

DIRECTORS' REPORT

The Directors hereby submit their report and the audited financial statements of the Group and of the Company for the financial year ended 30 June 2025.

PRINCIPAL ACTIVITIES

The Group and the Company are principally engaged in the business of exploring for, and producing oil and gas. The Group and the Company also develop oil and gas fields, hold investments, and provide project management, technical and other services relating to the oil and gas exploration and production industry. There have been no significant changes in the nature of these activities during the financial year.

FINANCIAL RESULTS

	Group RM'000	Company RM'000
Profit after taxation for the financial year	117,497	294,961

DIVIDENDS

The amount of dividends paid by the Company since 30 June 2024 are as follows:

	RM'000
In respect of the financial year ended 30 June 2025	
First interim single-tier dividend of 2.00 sen per ordinary share, paid on 22 January 2025	15,176
Second interim single-tier dividend of 3.00 sen per ordinary share, paid on 21 April 2025	22,289
Third interim single-tier dividend of 2.00 sen per ordinary share, paid on 2 May 2025	14,748
Fourth interim single-tier dividend of 1.00 sen per ordinary share, paid on 18 July 2025	7,374
In respect of the financial year ended 30 June 2024	
Third interim single-tier dividend of 2.00 sen per ordinary share, paid on 19 July 2024	15,971
Fourth interim single-tier dividend of 1.50 sen per ordinary share, paid on 25 October 2024	11,728
Final single-tier dividend of 1.00 sen per ordinary share, paid on 22 January 2025	7,588
	94,874

On 29 August 2025, the Directors:

- Declared a fifth interim single-tier dividend of 0.50 sen per ordinary share in respect of the financial year ended 30 June 2025, payable on 23 October 2025. The financial statements for the current financial year do not reflect this dividend. This dividend will be accounted for in shareholders' equity as an appropriation of retained earnings in the financial year ending 30 June 2026; and

- Recommended a final single-tier dividend of 0.50 sen per existing ordinary share in respect of the financial year ended 30 June 2025, which is subject to approval by the Company's shareholders at the forthcoming Annual General Meeting.

DIRECTORS' REPORT (CONTINUED)

SHARE CAPITAL

During the financial year, the Company repurchased 61,186,900 of its issued ordinary shares from the open market of the Main Market of Malaysia Securities Berhad ("Bursa Securities") for a total consideration paid of RM118,449,030, including transaction costs. The shares repurchased were held as treasury shares in accordance with Section 127(4) of the Companies Act 2016 ("Act").

The Company subsequently cancelled all the treasury shares during the financial year, and there were no outstanding treasury shares as at 30 June 2025. In accordance with Section 127(14) of the Act, the issued capital of the Company shall be diminished by the treasury shares so cancelled.

Except as disclosed above, there were no other changes in the issued ordinary share capital of the Company during the financial year.

RESERVES AND PROVISIONS

All material transfers to or from reserves or provisions during the financial year are disclosed in the financial statements.

OPTIONS GRANTED OVER UNISSUED SHARES

During the financial year, no options were granted by the Company to any person to take up any unissued shares in the Company.

BAD AND DOUBTFUL DEBTS

Before the financial statements of the Group and of the Company were prepared, the Directors took reasonable steps to ascertain that proper actions had been taken in relation to the writing off of bad debts and the making of allowance for impairment losses on receivables and satisfied themselves that all known bad debts had been written off and adequate provision made for impairment.

At the date of this report, the Directors are not aware of any circumstances which would render the amount written off for bad debts or the impairment of receivables inadequate to any substantial extent.

VALUATION METHODS

At the date of this report, the Directors are not aware of any circumstances which have arisen which would render adherence to the existing methods of valuation of assets or liabilities of the Group and of the Company misleading or inappropriate.

CURRENT ASSETS

Before the financial statements of the Group and of the Company were prepared, the Directors took reasonable steps to ascertain that any current assets, which were unlikely to be realised in the ordinary course of business, including the value of current assets as shown in the accounting records of the Group and of the Company, had been written down to an amount which the current assets might be expected so to realise.

At the date of this report, the Directors are not aware of any circumstances which would render the values attributed to the current assets in the financial statements of the Group and of the Company misleading.

CONTINGENT AND OTHER LIABILITIES

At the date of this report, there does not exist:

(i) Any charges on the assets of the Group and of the Company that has arisen since the end of the financial year which secures the liabilities of any other person; and

(ii) Any contingent liabilities in the Group and in the Company which have arisen since the end of the financial year.

No contingent or other liability of the Group and of the Company has become enforceable or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the Directors, will or may substantially affect the ability of the Group and of the Company to meet their obligations when they fall due.

CHANGE OF CIRCUMSTANCES

At the date of this report, the Directors are not aware of any circumstances not otherwise dealt with in this report or the financial statements of the Group and of the Company which would render any amount stated in the respective financial statements misleading.

ITEMS OF A MATERIAL AND UNUSUAL NATURE

In the opinion of the Directors, the results of the Group's operations during the financial year were substantially affected by the following:

(i) Acquisition of TotalEnergies EP (Brunei) B.V. ("TotalEnergies EP Brunei")

The Company's indirect wholly-owned subsidiary, Simpor Hibiscus Sdn. Bhd. completed the acquisition of the entire equity interest in TotalEnergies EP Brunei for a cash purchase consideration of United States Dollars 245,000,000 (subject to agreed adjustments) on 14 October 2024.

A goodwill amounting to RM265,207,046 was recognised upon the completion of this acquisition.

(ii) Energy Profits Levy ("EPL") in the United Kingdom ("UK")

The EPL regime took effect from 26 May 2022.

Up to 31 October 2024, an additional levy of 35.0% was imposed on UK oil and gas profits in addition to the ring fence corporation tax and the supplementary charge. The regime included a 29.0% uplift available for certain categories of capital expenditure which resulted in a 129.0% offset against taxable income while decarbonisation expenditure qualifies for uplift at the rate of 180.0%.

The Group's profit or loss for the financial year was impacted by the following changes introduced to the EPL regime post 31 October 2024:

- With effect from 1 November 2024, the levy rate was increased from 35.0% to 38.0%. The Group recognised a one-off deferred tax liability of RM7,239,038 upon the change coming into effect, which will be fully reversed to profit or loss during the EPL regime period; and

- With effect from 3 March 2025, an extension of the period until which the EPL regime applies i.e., from 31 March 2028 to 31 March 2030. The Group recognised a one-off deferred tax liability of RM165,849,563 upon the change coming into effect, representing additional taxable temporary differences expected to be reversed to profit and loss during the EPL regime period.

For information, also with effect from 1 November 2024, the 29.0% uplift available for certain categories of capital expenditure was removed (hence, the relief is now restricted to 100.0% only), while decarbonisation expenditure will continue to qualify for uplift but at a reduced rate of 166.0% (from 180.0%). These changes did not have any impact to profit or loss for the financial year upon coming into effect.

Except as disclosed above, there has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect substantially the results of the operations of the Group and of the Company for the financial year in which this report is made.

DIRECTORS' REPORT (CONTINUED)

DIRECTORS

The Directors in office during the financial year and during the period from the end of the financial year to the date of the report are:

Zainul Rahim bin Mohd Zain
YBhg Dato' Dr Kenneth Gerard Pereira
Thomas Michael Taylor
YBhg Dato' Sri Roushan A/L Arumugam
YBhg Dato' Dr Zaha Rina binti Zahari
Emeliana Dallan Rice-Oxley
Zaidah binti Ibrahim

In accordance with Clause 134 of the Constitution of the Company, Thomas Michael Taylor and YBhg Dato' Sri Roushan A/L Arumugam shall retire by rotation from the Board of Directors at the forthcoming Annual General Meeting of the Company and being eligible, offer themselves for re-election.

LIST OF DIRECTORS OF SUBSIDIARIES

Pursuant to Section 253 of the Act, the Directors of the subsidiaries (excluding Directors who are also Directors of the Company) in office during the financial year and during the period from the end of the financial year to the date of the report are:

Chong Chee Seong
Devarajan Indran
Harina binti Haji Ramlee
Ian Edward Gregory
Jeremy Andrew Marryshow
Lai Wai Peng
Lim Kock Hooi
Mohammed Farroukh bin Abdul Aziz
Dr Pascal Josephus Petronella Hos
Poh Phei Ling
Sir Trevor Austin Carmichael

DIRECTORS' INTERESTS IN SHARES AND DEBENTURES

According to the Register of Directors' Shareholdings required to be kept under Section 59 of the Act, none of the Directors who held office at the end of the financial year held any shares or debentures in the Company or its subsidiaries during the financial year except as follows:

	Number of ordinary shares			
	At 01.07.2024	Bought	Sold	At 30.06.2025
Direct interests:				
YBhg Dato' Dr Zaha Rina binti Zahari	1,800,000	-	-	1,800,000
YBhg Dato' Sri Roushan A/L Arumugam	498,000	-	-	498,000
YBhg Dato' Dr Kenneth Gerard Pereira	29,914,000	-	-	29,914,000
Indirect interests:				
YBhg Dato' Dr Kenneth Gerard Pereira*	49,209,040	-	-	49,209,040
YBhg Dato' Sri Roushan A/L Arumugam**	14,992,280	-	-	14,992,280

* Deemed interested via his 63.75% equity interest in Hibiscus Upstream Sdn. Bhd. and 100% equity interest in Hibiscus Energy Sdn. Bhd.
** Deemed interested via his 100.0% equity interest in Littleton Holdings Pte Ltd.

DIRECTORS' BENEFITS

Since the end of the previous financial year, no Director has received or become entitled to receive any benefit (other than the benefits shown under Directors' Remuneration as set out on page 245 of the Directors' Report) by reason of a contract made by the Company or a related corporation with the Director or with a firm of which the Director is a member, or with a company in which the Director has a substantial financial interest and any benefit that may deemed to have been received by certain Directors.

Neither during nor at the end of the financial year was the Company or any of its subsidiaries, a party to any arrangements whose object was to enable the Directors to acquire benefits by means of the acquisition of shares in, or debentures of, the Company or any other body corporate.

DIRECTORS' REMUNERATION

The aggregate amounts of emoluments received and/or receivable by Directors of the Group and of the Company during the financial year are as follows:

	Group RM'000	Company RM'000
Executive Director:		
- salaries and bonus	9,050	9,050
- defined contribution plan	2,082	2,082
- other benefits	8	8
	11,140	11,140
Non-executive Directors:		
- fees and allowances	2,406	2,186
	13,546	13,326

There are two types of Directors for the Company's subsidiaries, namely Directors who are also employees of the Group and Directors who are external parties. Employees of the Group do not receive any separate additional remuneration for serving as Directors of the Company's subsidiaries. Total emoluments received by the Directors of the Company's subsidiaries during the financial year in the form of salaries and bonus, defined contribution plan and other benefits in their capacity as employees of the Group and Directors' fees amounted to RM14,213,269 and RM248,908 respectively.

The Company effected a Directors' and Officers' Liability Insurance (subject to applicable sub-limits and terms) for the Directors and Officers of the Group at a total insurance premium cost of RM537,138 in the financial year.

DIRECTORS' REPORT (CONTINUED)

SUBSIDIARIES

The details of the subsidiaries of the Company are as follows:

Name of company	Principal activities	Country of incorporation	Group's effective equity interest (%)
Gulf Hibiscus Limited	Provision of project management, technical and other services	Malaysia	100
Hibiscus Oilfield Services Limited	Provision of project management, technical and other services	Malaysia	100
Orient Hibiscus Sdn. Bhd.	Investment holding	Malaysia	100
Oceania Hibiscus Sdn. Bhd. ("Oceania Hibiscus")	Investment holding	Malaysia	100
Genesis Hibiscus Sdn. Bhd. ("Genesis Hibiscus")	Investment holding	Malaysia	100
Hibiscus Technical Services Sdn. Bhd. ("Hibiscus Technical Services")	Provision of project management, technical and other services	Malaysia	100
Timor Hibiscus Limited ("Timor Hibiscus")	Investment holding	Malaysia	100
Atlantic Hibiscus Sdn. Bhd. ("Atlantic Hibiscus")	Investment holding	Malaysia	100
Pacific Hibiscus Sdn. Bhd. ("Pacific Hibiscus")	Investment holding	Malaysia	100
Asia Hibiscus Sdn. Bhd. ("Asia Hibiscus")	Investment holding	Malaysia	100
Seri Hibiscus Sdn. Bhd. ("Seri Hibiscus")	Investment holding	Malaysia	100
Subsidiaries of Oceania Hibiscus			
Carnarvon Hibiscus Pty Ltd ("Carnarvon Hibiscus")	Exploration and development of oil and gas	Australia	100
Althea Corporation Limited	Investment holding	Malaysia	100
Subsidiaries of Genesis Hibiscus			
Cayman Hibiscus Inc SPC	Dormant	Cayman Islands	100
Hibiscus Capital Limited	Investment holding	Malaysia	100
Subsidiaries of Atlantic Hibiscus			
Anasuria Hibiscus UK Limited	Exploration and production of oil and gas	UK	100
Hibiscus Energy UK Limited	Exploration and production of oil and gas	UK	100
Subsidiary of Pacific Hibiscus			
SEA Hibiscus Sdn. Bhd.	Exploration and production of oil and gas	Malaysia	100

SUBSIDIARIES (CONTINUED)

The details of the subsidiaries of the Company are as follows: (continued)

Name of company	Principal activities	Country of incorporation	Group's effective equity interest (%)
Subsidiaries of Asia Hibiscus			
Peninsula Hibiscus Sdn. Bhd. ("Peninsula Hibiscus")	Exploration and production of oil and gas	Malaysia	100
Borneo Hibiscus Sdn. Bhd.	Exploration and production of oil and gas	Malaysia	100
Straits Hibiscus Sdn. Bhd.	Exploration and production of oil and gas	Malaysia	100
Malaya Hibiscus Sdn. Bhd.	Exploration and production of oil and gas	Malaysia	100
Subsidiary of Timor Hibiscus			
Helios Hibiscus Sdn. Bhd.	Provision of electric power generated from renewable sources including installation, operation, maintenance, sale of electricity to the grid and other services relating to the renewable energy industry	Brunei Darussalam ("Brunei")	100
Subsidiary of Hibiscus Technical Services			
Hibiscus Integrated Production Services Sdn. Bhd.	Provision of operations, maintenance, shutdown, or turnaround and associated services relating to oil and gas production, and storage facilities, installations or platforms	Malaysia	51
Subsidiary of Seri Hibiscus			
Simpor Hibiscus	Exploration and production of oil and gas	Malaysia	100
Subsidiary of Simpor Hibiscus			
Hibiscus EP (Brunei) B.V.	Exploration and production of gas	Netherlands	100
Subsidiary of Carnarvon Hibiscus			
Gippsland Hibiscus Pty Ltd	Exploration and development of oil and gas	Australia	100
Subsidiary of Peninsula Hibiscus			
Fortuna International Petroleum Corporation ("Fortuna International")	Investment holding	Barbados	100
Subsidiaries of Fortuna International			
Hibiscus Oil & Gas Malaysia (PM3) Limited	Oil and gas exploration, development and production	Barbados	100
Hibiscus Oil & Gas Malaysia Limited	Oil and gas exploration, development and production	Barbados	100
Talisman Vietnam Limited	Oil and gas exploration, development and production	Barbados	100

DIRECTORS' REPORT (CONTINUED)

AUDITORS' REMUNERATION

The aggregate amounts of auditors' remuneration paid and/or payable of the Group and of the Company during the financial year amounted to RM3,658,540 and RM432,031 respectively.

AUDITORS

The auditors, PricewaterhouseCoopers PLT (LLP0014401-LCA & AF 1146), have expressed their willingness to continue in office.

The auditors, PricewaterhouseCoopers PLT, have included (as part of the terms of their audit engagement for the financial year) a limited indemnity from the Company with regard to certain costs of proceedings and third-party liability (as provided under the Act). No indemnity claim was received by the Company during the current financial year.

This report was approved by the Board of Directors on 3 October 2025. Signed on behalf of the Board of Directors:

DATO' DR KENNETH GERARD PEREIRA
DIRECTOR

ZAINUL RAHIM BIN MOHD ZAIN
DIRECTOR

Kuala Lumpur

STATEMENT BY DIRECTORS
PURSUANT TO SECTION 251(2) OF THE COMPANIES ACT 2016

We, Dato' Dr Kenneth Gerard Pereira and Zainul Rahim bin Mohd Zain, two of the Directors of Hibiscus Petroleum Berhad, do hereby state that, in the opinion of the Directors, the accompanying financial statements set out on pages 256 to 349 are drawn up so as to give a true and fair view of the financial position of the Group and of the Company as at 30 June 2025 and financial performance of the Group and of the Company for the financial year ended 30 June 2025 in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act 2016 in Malaysia.

Signed on behalf of the Board of Directors in accordance with their resolution dated 3 October 2025.

DATO' DR KENNETH GERARD PEREIRA
DIRECTOR

ZAINUL RAHIM BIN MOHD ZAIN
DIRECTOR

Kuala Lumpur

STATUTORY DECLARATION
PURSUANT TO SECTION 251(1) (b) OF THE COMPANIES ACT 2016

I, Yip Chee Yeong, the officer primarily responsible for the financial management of Hibiscus Petroleum Berhad, do solemnly and sincerely declare that, the financial statements set out on pages 256 to 349 are, to the best of my knowledge and belief, correct and I make this solemn declaration conscientiously believing the same to be true, and by virtue of the provisions of the Statutory Declaration Act, 1960.

YIP CHEE YEONG
(MIA No. CA-22753)

Subscribed and solemnly declared by the abovenamed at Kuala Lumpur in the Federal Territory on 3 October 2025.

Before me

RAJEEV SAIGAL A/L RAMLABAYA SAIGAL [W681]
COMMISSIONER FOR OATHS

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF HIBISCUS PETROLEUM BERHAD

(Incorporated in Malaysia)
(Registration Number: 200701040290 (798322-P))

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Our opinion

In our opinion, the financial statements of Hibiscus Petroleum Berhad ("the Company") and its subsidiaries ("the Group") give a true and fair view of the financial position of the Group and of the Company as at 30 June 2025, and of their financial performance and their cash flows for the financial year then ended in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act 2016 in Malaysia.

What we have audited

We have audited the financial statements of the Group and of the Company, which comprise the statements of financial position as at 30 June 2025 of the Group and of the Company, and the statements of profit or loss, statements of comprehensive income, statements of changes in equity and statements of cash flows of the Group and of the Company for the financial year then ended, and notes to the financial statements, including a summary of material accounting policies, as set out on pages 256 to 349.

Basis for opinion

We conducted our audit in accordance with approved standards on auditing in Malaysia and International Standards on Auditing. Our responsibilities under those standards are further described in the "Auditors' responsibilities for the audit of the financial statements" section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence and other ethical responsibilities

We are independent of the Group and of the Company in accordance with the By-Laws (on Professional Ethics, Conduct and Practice) of the Malaysian Institute of Accountants ("By-Laws") and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code"), and we have fulfilled our other ethical responsibilities in accordance with the By-Laws and the IESBA Code.

Our audit approach

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements of the Group and of the Company. In particular, we considered where the Directors made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters, consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the financial statements as a whole, taking into account the structure of the Group and of the Company, the accounting processes and controls, and the industry in which the Group and the Company operate.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the Group and of the Company for the current financial year. These matters were addressed in the context of our audit of the financial statements of the Group and of the Company as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Key audit matters (continued)

Group

Key audit matters	How our audit addressed the key audit matters
Acquisition of entire equity interest in Hibiscus EP (Brunei) B.V. *Refer to Note 5(a) - Critical accounting estimates and judgements: Estimation of oil and gas reserves and Note 13 – Business Combination* On 14 October 2024, Simpor Hibiscus Sdn. Bhd. ("Simpor"), an indirect wholly-owned subsidiary of Hibiscus Petroleum Berhad ("HPB"), completed the acquisition of the entire equity interest in TotalEnergies EP (Brunei) B.V. ("TotalEnergies EP Brunei") from TotalEnergies Holdings International B.V. ("TotalEnergies Holdings") (the "Acquisition"). TotalEnergies EP Brunei was subsequently renamed as Hibiscus EP (Brunei) B.V. ("Hibiscus EP Brunei"). Hibiscus EP Brunei owns a 37.5% operated interest in Block B Maharajalela Jamalulalam ("Block B MLJ") field. Block B MLJ is a joint operation, and the activities of the joint operation constitute a business. Management therefore assessed the accounting for the Acquisition in accordance with MFRS 3 "Business Combination" ("MFRS 3") and recognised a goodwill of RM265.2 million. We focused on this matter because of the significant judgements and estimates involved in the identification and fair valuation of assets and liabilities acquired.	We performed the following audit procedures: - Read the sale and purchase agreement with TotalEnergies Holdings and discussed the key terms and conditions with management; - Reviewed management's assessment that the activities of the joint operation constitute a business and are accounted under MFRS 3; - Assessed the completeness of identifiable assets and liabilities acquired as at the acquisition date; - Assessed management's methodology in determining the fair values of assets and liabilities acquired in accordance with MFRS 13 "Fair Value Measurement"; - We checked management's estimation of the fair value of oil and gas assets by performing the following procedures: - Checked the valuation methodology and the reasonableness of the discount rates used with the assistance of our valuation expert; - Checked the cash flows forecast period to the expiry date of the Petroleum Mining Agreement; - Checked the forecasted oil and gas prices incorporated into the valuation model to available market data from independent third parties' forecast; - Agreed the production profiles incorporated into the valuation model to the reserves estimates prepared by internal geological and geophysical teams, which were reviewed by an external expert; - Agreed future operating and capital expenditure included in the valuation model to supporting documents and agreed budgets with joint venture partners; - Checked the decommissioning cost estimates prepared by internal engineers, which was reviewed by an external expert; - Assessed the competence, capabilities and objectivity of the external expert who reviewed the reserves estimates, capital, abandonment and operating expenditures; - Recomputed the goodwill arising from the Acquisition; and - Evaluated the adequacy of the disclosures in the financial statements. We did not find any material exceptions from the procedures performed.

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF HIBISCUS PETROLEUM BERHAD (CONTINUED)

(Incorporated in Malaysia)
(Registration Number: 200701040290 (798322-P))

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Key audit matters (continued)

Group (continued)

Key audit matters	How our audit addressed the key audit matters
Recoverability of the carrying amounts of intangible assets, equipment and right-of-use assets *Refer to Note 4(k)(ii) - Summary of material accounting policies: Impairment of non-financial assets, Note 5(a) - Critical accounting estimates and judgements: Estimation of oil and gas reserves, Note 5(b) - Critical accounting estimates and judgements: Impairment review of intangible assets, equipment and right-of-use assets, Note 15 - Intangible assets, Note 16 - Equipment and Note 17 - Right-of-use assets* As at 30 June 2025, the Group's carrying amounts of intangible assets, equipment and right-of-use assets (collectively, "Upstream Assets") amounted to RM1,518.8 million, RM3,696.4 million and RM140.4 million respectively. These Upstream Assets are grouped at the lowest level cash generating units ("CGUs") for which separate identifiable cash flows are available. Management considered the following material CGUs for impairment assessments: - 2011 North Sabah Enhanced Oil Recovery Production Sharing Contracts ("PSC") ("North Sabah"); - 2012 Kinabalu Oil PSC ("Kinabalu"); - PM3 Commercial Arrangement Area PSC ("PM3 CAA"); - Anasuria Area (Licence P013, Licence P185, Licence P2451, Licence P2532, Licence P2535 and Anasuria floating production storage and offloading vessel); - Marigold Area (Licence P198, Licence P2518, Licence P2608 and Licence P2635); - PM327 PSC ("PM327"); and - Block B MLJ. As at 30 June 2025, management had performed the impairment assessments for Upstream Assets using the fair value less costs to sell ("FVLCTS") of each CGU. We focused on this area due to the significant balances of Upstream Assets and because the recoverable amounts of CGUs are determined based on FVLCTS which involve significant judgements in determining key assumptions on future cash flows generated from these CGUs.	We performed the following audit procedures for each of the material CGUs: - Evaluate the appropriateness of management's assessment of the relevant CGUs identified for impairment assessment as approved by the Directors; - Agreed the cash flows to management's projections as approved by the Directors and considered any adjustments relevant to FVLCTS; - Compared life-of-field assumptions with the production profiles within the licence period for the CGUs; - Agreed production profiles incorporated into the cash flows to reserves estimates prepared by internal geological and geophysical teams. For certain reserves estimates that were reviewed by an external expert, agreed the production profiles incorporated into the cash flows to the reports from the external expert; - Assessed reasonableness of forecasted oil and gas prices incorporated into the cash flows by comparing to available market data from independent third parties' forecast; - Agreed future operating and capital expenditure included in the cash flows to supporting documents; - Assessed the reliability of operating cash flows by comparing actual operating expenditure to previous forecast; - Assessed the competence and capabilities of internal geological and geophysical teams who produced reserves estimates. Assessed the competence, capabilities and objectivity of the external expert who reviewed the reserves estimates; - Checked reasonableness of the discount rates for CGUs and commercial risk factors incorporated in the cash flows for North Sabah, Kinabalu, PM3 CAA, the Marigold Area and Block B MLJ with the assistance of our valuation experts by benchmarking to industry reports; - Reviewed the sensitivity analysis by changing the key assumptions used in the cash flows forecast on oil and gas prices, production volumes, capital expenditure and discount rates in consideration of the possible impact due to potential market uncertainties; and - Evaluated the adequacy of the disclosures in the financial statements. We did not find any material exceptions from the procedures performed.

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Key audit matters (continued)

We have determined that there are no key audit matters to report for the Company.

Information other than the financial statements and auditors' report thereon

The Directors of the Company are responsible for the other information. The other information comprises the Directors' Report and Statement on Risk Management and Internal Control, which we obtained prior to the date of this auditors' report, and other sections in the Annual Report 2024/2025, which is expected to be made available to us after that date. Other information does not include the financial statements of the Group and of the Company and our auditors' report thereon.

Our opinion on the financial statements of the Group and of the Company does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements of the Group and of the Company, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements of the Group and of the Company or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditors' report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the financial statements

The Directors of the Company are responsible for the preparation of the financial statements of the Group and of the Company that give a true and fair view in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act 2016 in Malaysia. The Directors are also responsible for such internal control as the Directors determine is necessary to enable the preparation of financial statements of the Group and of the Company that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements of the Group and of the Company, the Directors are responsible for assessing the Group's and the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Group or the Company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF HIBISCUS PETROLEUM BERHAD (CONTINUED)

(Incorporated in Malaysia)
(Registration Number: 200701040290 (798322-P))

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements of the Group and of the Company as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with approved standards on auditing in Malaysia and International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with approved standards on auditing in Malaysia and International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

(a) Identify and assess the risks of material misstatement of the financial statements of the Group and of the Company, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

(b) Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and of the Company's internal control.

(c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.

(d) Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's or on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements of the Group and of the Company or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group or the Company to cease to continue as a going concern.

(e) Evaluate the overall presentation, structure and content of the financial statements of the Group and of the Company, including the disclosures, and whether the financial statements of the Group and of the Company represent the underlying transactions and events in a manner that achieves fair presentation.

(f) Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Auditors' responsibilities for the audit of the financial statements (continued)

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Directors, we determine those matters that were of most significance in the audit of the financial statements of the Group and of the Company for the current financial year and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

In accordance with the requirements of the Companies Act 2016 in Malaysia, we report that the subsidiaries of which we have not acted as auditors, are disclosed in Note 18 to the financial statements.

OTHER MATTERS

This report is made solely to the members of the Company, as a body, in accordance with Section 266 of the Companies Act 2016 in Malaysia and for no other purpose. We do not assume responsibility to any other person for the content of this report.

PRICEWATERHOUSECOOPERS PLT
LLP0014401-LCA & AF 1146
Chartered Accountants

PAULINE HO
02684/11/2025 J
Chartered Accountant

Kuala Lumpur
3 October 2025

STATEMENTS OF PROFIT OR LOSS

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

		Group		Company	
	Note	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Revenue	6	**2,332,882**	2,715,734	**393,505**	88,908
Cost of sales	7	**(944,224)**	(948,963)	**-**	-
Gross profit		**1,388,658**	1,766,771	**393,505**	88,908
Other income	8	**35,548**	60,210	**770**	938
Administrative and other operating expenses		**(322,611)**	(437,406)	**(90,666)**	(79,654)
Supplemental payments		**(60,233)**	(125,066)	**-**	-
Net write-off of well exploration costs	15	**(59,139)**	(82,616)	**-**	-
Impairment of equipment	16	**(28,129)**	(61,008)	**-**	-
Impairment of receivables		**(11,460)**	-	**-**	-
Other administrative and operating expenses		**(163,650)**	(168,716)	**(90,666)**	(79,654)
Other expenses		**(613,672)**	(544,158)	**(3,667)**	(1,346)
Finance costs	9	**(134,120)**	(106,829)	**(4,384)**	(86)
Share of results of an associate		**(589)**	(510)	**-**	-
Profit before taxation	10	**353,214**	738,078	**295,558**	8,760
Taxation	11	**(235,717)**	(270,954)	**(597)**	(1,399)
Profit after taxation		**117,497**	467,124	**294,961**	7,361
Profit after taxation attributable to:					
- Owners of the Company		**117,497**	467,124	**294,961**	7,361
Earnings per share (sen)					
- Basic	12	**15.39**	58.22		
- Diluted	12	**15.39**	58.22		

The annexed notes form an integral part of these financial statements.

STATEMENTS OF COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Profit after taxation	**117,497**	467,124	**294,961**	7,361
Other comprehensive (expenses)/income:				
Item that may be subsequently reclassified to profit or loss:				
- Foreign currency translation	**(312,339)**	27,822	**-**	-
Total comprehensive (expenses)/income for the financial year	**(194,842)**	494,946	**294,961**	7,361
Total comprehensive (expenses)/income attributable to:				
- Owners of the Company	**(194,842)**	494,946	**294,961**	7,361

The annexed notes form an integral part of these financial statements.

STATEMENTS OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Note	Group 2025 RM'000	Group 2024 RM'000	Company 2025 RM'000	Company 2024 RM'000
ASSETS					
NON-CURRENT ASSETS					
Intangible assets	15	**1,518,824**	1,431,973	**30**	50
Equipment	16	**3,696,402**	2,190,882	**4,450**	3,559
Right-of-use assets	17	**140,422**	142,650	**296**	947
Other receivables	22	**141,930**	170,888	**-**	-
Amount owing by a subsidiary	23	**-**	-	**87,089**	-
Investments in subsidiaries	18	**-**	-	**-**	-
Investment in an associate	19	**3,867**	4,456	**-**	-
Other investment		**51**	-	**-**	-
Restricted cash and bank balances	25	**294,491**	274,359	**-**	-
Tax recoverable		**48,222**	53,957	**-**	-
Deferred tax assets	33	**3,188**	-	**-**	-
		5,847,397	4,269,165	**91,865**	4,556
CURRENT ASSETS					
Intangible assets	15	**-**	5,102	**-**	-
Inventories	20	**182,402**	193,426	**-**	-
Trade receivables	21	**372,990**	548,521	**-**	-
Other receivables, deposits and prepayments	22	**647,828**	891,483	**2,616**	1,400
Amounts owing by subsidiaries	23	**-**	-	**318,796**	226,242
Cash and bank balances	25	**347,514**	688,025	**17,641**	11,826
Tax recoverable		**35,127**	8,617	**51**	-
		1,585,861	2,335,174	**339,104**	239,468
TOTAL ASSETS		**7,433,258**	6,604,339	**430,969**	244,024

The annexed notes form an integral part of these financial statements.

	Note	Group 2025 RM'000	Group 2024 RM'000	Company 2025 RM'000	Company 2024 RM'000
EQUITY AND LIABILITIES					
EQUITY					
Share capital	26	**152,078**	166,014	**152,078**	166,014
Treasury shares	27	**-**	(16,121)	**-**	(16,121)
Other reserves	28	**24,413**	336,752	**-**	-
Retained earnings		**2,531,705**	2,613,745	**143,618**	48,194
		2,708,196	3,100,390	**295,696**	198,087
NON-CURRENT LIABILITIES					
Other payables	30	**9,935**	-	**-**	-
Borrowings	31	**605,784**	534,947	**171**	125
Contingent consideration	32	**39,857**	43,307	**-**	-
Deferred tax liabilities	33	**1,072,509**	807,044	**1,434**	932
Provision for decommissioning costs	34	**1,022,405**	539,512	**-**	-
		2,750,490	1,924,810	**1,605**	1,057
CURRENT LIABILITIES					
Trade payables	29	**27,515**	26,382	**-**	-
Other payables and accruals	30	**1,100,516**	955,666	**31,278**	43,513
Borrowings	31	**521,344**	214,113	**102,025**	856
Amounts owing to subsidiaries	23	**-**	-	**364**	426
Amount owing to a related party	24	**-**	-	**1**	1
Contingent consideration	32	**2,060**	1,691	**-**	-
Provision for decommissioning costs	34	**96,624**	78,271	**-**	-
Provision for taxation		**226,513**	303,016	**-**	84
		1,974,572	1,579,139	**133,668**	44,880
TOTAL LIABILITIES		**4,725,062**	3,503,949	**135,273**	45,937
TOTAL EQUITY AND LIABILITIES		**7,433,258**	6,604,339	**430,969**	244,024

The annexed notes form an integral part of these financial statements.

STATEMENTS OF CHANGES IN EQUITY

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

		Non-distributable					
	Note	Share capital RM'000	Treasury shares RM'000	Other reserves RM'000	Foreign exchange reserve RM'000	Retained earnings RM'000	Total RM'000
Group							
At 01.07.2024		**166,014**	**(16,121)**	**389**	**336,363**	**2,613,745**	**3,100,390**
Profit after taxation		**-**	**-**	**-**	**-**	**117,497**	**117,497**
Other comprehensive expenses:							
- Foreign currency translation		**-**	**-**	**-**	**(312,339)**	**-**	**(312,339)**
Total comprehensive (expenses)/income for the financial year		**-**	**-**	**-**	**(312,339)**	**117,497**	**(194,842)**
Dividends	41	**-**	**-**	**-**	**-**	**(78,903)**	**(78,903)**
Purchase of treasury shares	27	**-**	**(118,206)**	**-**	**-**	**(243)**	**(118,449)**
Cancellation of treasury shares		**(13,936)**	**134,327**	**-**	**-**	**(120,391)**	**-**
Total transactions with owners of the Company		**(13,936)**	**16,121**	**-**	**-**	**(199,537)**	**(197,352)**
At 30.06.2025		**152,078**	**-**	**389**	**24,024**	**2,531,705**	**2,708,196**
At 01.07.2023		166,014	-	389	308,541	2,214,815	2,689,759
Profit after taxation		-	-	-	-	467,124	467,124
Other comprehensive income:							
- Foreign currency translation		-	-	-	27,822	-	27,822
Total comprehensive income for the financial year		-	-	-	27,822	467,124	494,946
Dividends	41	-	-	-	-	(68,132)	(68,132)
Purchase of treasury shares	27	-	(16,121)	-	-	(62)	(16,183)
Total transactions with owners of the Company		-	(16,121)	-	-	(68,194)	(84,315)
At 30.06.2024		166,014	(16,121)	389	336,363	2,613,745	3,100,390

The annexed notes form an integral part of these financial statements.

	Note	*Non-distributable* Share capital RM'000	*Non-distributable* Treasury shares RM'000	Retained earnings RM'000	Total RM'000
Company					
At 01.07.2024		**166,014**	**(16,121)**	**48,194**	**198,087**
Profit after taxation/Total comprehensive income for the financial year		**-**	**-**	**294,961**	**294,961**
		166,014	**(16,121)**	**343,155**	**493,048**
Dividends	41	**-**	**-**	**(78,903)**	**(78,903)**
Purchase of treasury shares	27	**-**	**(118,206)**	**(243)**	**(118,449)**
Cancellation of treasury shares		**(13,936)**	**134,327**	**(120,391)**	**-**
Total transactions with owners of the Company		**(13,936)**	**16,121**	**(199,537)**	**(197,352)**
At 30.06.2025		**152,078**	**-**	**143,618**	**295,696**
At 01.07.2023		166,014	-	109,027	275,041
Profit after taxation/Total comprehensive income for the financial year		-	-	7,361	7,361
		166,014	-	116,388	282,402
Dividends	41	-	-	(68,132)	(68,132)
Purchase of treasury shares	27	-	(16,121)	(62)	(16,183)
Total transactions with owners of the Company		-	(16,121)	(68,194)	(84,315)
At 30.06.2024		166,014	(16,121)	48,194	198,087

The annexed notes form an integral part of these financial statements.

STATEMENTS OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	Note	Group 2025 RM'000	Group 2024 RM'000	Company 2025 RM'000	Company 2024 RM'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Profit before taxation		**353,214**	738,078	**295,558**	8,760
Adjustments for:					
Depreciation and amortisation of equipment, intangible assets and right-of-use assets		**519,958**	476,191	**1,849**	1,324
Finance costs		**134,120**	106,829	**4,384**	86
Net write-off of well exploration costs		**59,139**	82,616	**-**	-
Impairment of equipment		**28,129**	61,008	**-**	-
Unrealised loss/(gain) on foreign exchange		**28,326**	9,728	**1,817**	(598)
Impairment of receivables		**11,460**	-	**-**	-
Write-off of equipment		**811**	-	**-**	-
Share of results of an associate		**589**	510	**-**	-
Reversal of an amount owing to a joint venture		**-**	(46)	**-**	-
Reversal of other payables		**-**	(5,049)	**-**	-
Net (reversal of impairment)/impairment of investments in subsidiaries and amounts owing by subsidiaries		**-**	-	**(40)**	584
Dividend income		**-**	-	**(339,000)**	(50,000)
Reversal of an amount owing to a related party		**-**	-	**-**	(175)
Gain on disposal of investment		**(41)**	-	**-**	-
Reversal of impairment of investment in an associate		**(532)**	-	**-**	-
Net (reversal of provision)/provision for inventories obsolescence		**(967)**	627	**-**	-
Interest income		**(29,446)**	(60,554)	**(4,907)**	(7,468)
Operating profit/(loss) before working capital changes		**1,104,760**	1,409,938	**(40,339)**	(47,487)
Inventories		**4,236**	6,302	**-**	-
Trade receivables		**392,739**	(132,381)	**-**	-
Other receivables, deposits and prepayments		**48,748**	(57,864)	**(1,216)**	139
Trade payables		**2,707**	(12,227)	**-**	-
Other payables, accruals and provisions		**(189,750)**	15,120	**(3,577)**	18,365
Amounts owing by subsidiaries		**-**	-	**(2,259)**	(27,539)
Amount owing by a related party		**-**	-	**-**	8
CASH GENERATED FROM/(USED IN) OPERATIONS		**1,363,440**	1,228,888	**(47,391)**	(56,514)
Tax paid		**(370,149)**	(153,964)	**(231)**	(721)
Movement in restricted cash and bank balances		**15,805**	(96,275)	**-**	-
NET CASH GENERATED FROM/(USED IN) OPERATING ACTIVITIES		**1,009,096**	978,649	**(47,622)**	(57,235)

The annexed notes form an integral part of these financial statements.

		Group		Company	
	Note	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
CASH FLOWS FROM INVESTING ACTIVITIES					
Interest received		**29,446**	60,554	**2,039**	1,069
Repayment of advances to subsidiaries		**-**	-	**46,674**	24,869
Dividends received from subsidiaries		**-**	-	**150,000**	73,000
Advance to a subsidiary		**-**	-	**(40,169)**	-
Deposit for an investment		**-**	(231,280)	**-**	-
Other investment		**(51)**	-	**-**	-
Acquisition of intangible assets		**(90,372)**	(162,382)	**-**	(53)
Net cash outflow arising from business combination		**(514,910)**	-	**-**	-
Purchase of equipment		**(722,252)**	(580,820)	**(1,661)**	(1,992)
NET CASH (USED IN)/GENERATED FROM INVESTING ACTIVITIES		**(1,298,139)**	(913,928)	**156,883**	96,893
CASH FLOWS FROM FINANCING ACTIVITIES					
Drawdown of revolving credit		**293,832**	-	**115,501**	-
Drawdown of term loan		**242,763**	-	**-**	-
Redemption of Redeemable Convertible Preference Shares		**-**	(219)	**-**	(219)
Advance from a subsidiary		**-**	-	**3,107**	-
Repayment of advances from a subsidiary		**-**	-	**(2,219)**	-
Repayment of revolving credit		**(8,893)**	-	**(8,893)**	-
Interest paid		**(33,390)**	(40,286)	**(3,626)**	-
Repayment of term loan		**(86,613)**	(92,919)	**-**	-
Dividends paid		**(87,500)**	(67,254)	**(87,500)**	(67,254)
Purchase of treasury shares		**(118,449)**	(16,183)	**(118,449)**	(16,183)
Repayment of lease liabilities		**(141,518)**	(168,262)	**(1,144)**	(898)
NET CASH GENERATED FROM/(USED IN) FINANCING ACTIVITIES		**60,232**	(385,123)	**(103,223)**	(84,554)
NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS		**(228,811)**	(320,402)	**6,038**	(44,896)
EFFECTS OF FOREIGN EXCHANGE RATE CHANGES		**(61,018)**	4,767	**(223)**	(9)
CASH AND CASH EQUIVALENTS AT BEGINNING OF THE FINANCIAL YEAR		**609,995**	925,630	**11,826**	56,731
CASH AND CASH EQUIVALENTS AT END OF THE FINANCIAL YEAR	25	**320,166**	609,995	**17,641**	11,826

The annexed notes form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1 GENERAL INFORMATION

The Company is a public limited liability company, incorporated and domiciled in Malaysia, and listed on the Main Market of Bursa Malaysia Securities Berhad ("Bursa Securities"). The registered office and principal place of business are as follows:

Registered office	:	Unit 521, 5th Floor, Lobby 6, Block A, Damansara Intan, No. 1, Jalan SS20/27, 47400 Petaling Jaya, Selangor Darul Ehsan.
Principal place of business	:	2nd Floor, Syed Kechik Foundation Building, Jalan Kapas, Bangsar, 59100 Kuala Lumpur.

The financial statements were authorised for issue by the Board of Directors in accordance with a resolution of the Directors dated 3 October 2025.

2 PRINCIPAL ACTIVITIES

The Group and the Company are principally engaged in the business of exploring for, and producing oil and gas. The Group and the Company also develop oil and gas fields, hold investments, and provide project management, technical and other services relating to the oil and gas exploration and production industry. The principal activities of the subsidiaries are set out in Note 18 to the financial statements. There have been no significant changes in the nature of these activities during the financial year.

3 BASIS OF PREPARATION

The financial statements of the Group and of the Company have been prepared in accordance with the provisions of the Malaysian Financial Reporting Standards ("MFRS"), International Financial Reporting Standards and the requirements of the Companies Act 2016 ("Act").

The financial statements have been prepared under the historical cost convention, except as disclosed in the summary of material accounting policies in Note 4 to the financial statements.

The preparation of financial statements in conformity with MFRS requires the use of certain critical accounting estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reported period. It also requires Directors to exercise their judgement in the process of applying the Group's and the Company's accounting policies. Although these estimates and judgements are based on the Directors' best knowledge of current events and actions, actual results may differ.

The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 5 to the financial statements.

(a) Amendments to published standards that are applicable and effective to the Group and the Company:

The Group and the Company have applied the following amendments for the first time for the financial year beginning on 1 July 2024:

- Amendments to MFRS 16 'Lease Liability in a Sale and Leaseback'
- Amendments to MFRS 101 'Non-current Liabilities with Covenants'
- Amendments to MFRS 107 and MFRS 7 'Supplier Finance Arrangements'

The adoption of the above amendments did not have any impact on the current financial year or any prior financial period.

3 BASIS OF PREPARATION (CONTINUED)

(b) Amendments to published standards that are applicable to the Group and the Company but not yet effective are as follows:

Effective for financial periods beginning on or after 1 January 2026

- Amendments to MFRS 9 and MFRS 7 'Amendments to the Classification and Measurement of Financial Instruments'
- Annual improvements to MFRS Accounting Standards – Volume 11 'MFRS 7 Financial Instruments: Disclosures, Guidance on implementing MFRS 7 Financial Instruments: Disclosures, MFRS 9 Financial Instruments, MFRS 10 Consolidated Financial Statements, MFRS 107 Statement of Cash Flows'

Effective for financial periods beginning on or after 1 January 2027

- MFRS 18 'Presentation and Disclosure in Financial Statements'
- MFRS 19 'Subsidiaries without Public Accountability: Disclosures'

The Group and the Company will adopt the above amendments when they become effective in the respective financial periods. The Group and the Company are in the process of assessing the impact of the adoption of these standards and amendments to existing standards.

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES

(a) Basis of consolidation

The consolidated financial statements include the financial statements of the Company and its subsidiaries as of 30 June 2025.

Subsidiaries are all entities (including structured entities) over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are deconsolidated from the date that control ceases.

Intragroup transactions, balances, unrealised gains and unrealised losses are eliminated on consolidation. Where necessary, adjustments are made to the financial statements of subsidiaries to ensure consistency of accounting policies with those of the Group.

Business combination

The acquisition method of accounting is used to account for business combinations by the Group. The consideration transferred for acquisition of a subsidiary or business comprises the fair value of the assets transferred, the liabilities incurred and the equity interests issued by the Group at the acquisition date. Acquisition-related costs, other than the costs to issue debt or equity securities, are expensed as incurred.

Non-controlling interests in the acquiree may be initially measured either at fair value or at the non-controlling interests' proportionate share of the fair value of the acquiree's identifiable net assets at the date of acquisition. The choice of measurement basis is made on a transaction-by-transaction basis.

Goodwill is initially measured as the excess of the aggregate of the consideration transferred and the fair value of non-controlling interest over the net identifiable assets acquired and liabilities assumed, and is recognised in the statements of financial position. If the aggregate of the consideration transferred and the fair value of non-controlling interest is lower than the net identifiable assets acquired and liabilities assumed, the difference is recognised in profit or loss. The accounting policy on goodwill is set out in Note 4(i)(iv) to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4. SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(a) Basis of consolidation (continued)

Disposal of subsidiaries

Upon loss of control of a subsidiary, the profit or loss on disposal is calculated as the difference between:

- The aggregate of the fair value of the consideration received and the fair value of any retained interest in the former subsidiary; and
- The previous carrying amount of the assets (including goodwill), and liabilities of the former subsidiary less any non-controlling interests.

In addition, any amounts previously recognised in other comprehensive income ("OCI") in respect of that entity are accounted for as if the Group had directly disposed of the related assets or liabilities. This may mean that amounts previously recognised in OCI are reclassified to profit or loss.

(b) Oil and gas expenditure - exploration and evaluation ("E&E") assets

E&E assets comprise rights and concessions and conventional studies related to licensed areas of interest in the exploration phase. Following the acquisition of a concession right to explore a licensed area, the costs directly associated with an exploration well such as licence acquisition, geological and geophysical surveys, drilling, commercial appraisal costs and other directly attributable costs of exploration and appraisal including technical and administrative costs, are capitalised as conventional studies, and presented as intangible assets.

Oil and gas expenditure incurred is accumulated in respect of each identifiable area of interest. These costs are only carried forward in relation to each area of interest to the extent that the following conditions are satisfied:

- The rights to the tenure of an area of interest are current; and
- At least one of the following conditions is also met:
  - E&E expenditures are expected to be recouped through successful development and exploitation of the area of interest, or alternatively, by its sale; or
  - E&E activities in the area of interest have not, at the reporting date, reached a stage which permits reasonable assessment of the existence or otherwise of economically recoverable reserves, and active and significant operations in, or in relation to, the areas of interest are continuing.

Accumulated costs in relation to an abandoned area are written off in full to profit or loss in the financial period in which the decision to abandon the area is made.

When production commences, the accumulated costs for the relevant area of interest are amortised over the life of the area according to the rate of depletion of the proven and probable developed reserves.

E&E assets are assessed for impairment when facts and circumstances suggest that the carrying amount of an E&E asset may exceed its recoverable amount. The Group allocates E&E assets to cash generating units ("CGUs") or groups of CGUs for the purpose of assessing such assets for impairment. Each CGU or group of units to which an E&E asset is allocated will not be larger than an operating segment as disclosed in Note 37 to the financial statements.

4. SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(c) Currency translation

(i) Functional and presentation currency

Items included in the financial statements of each entity in the Group are measured using the currency of the primary economic environment in which the entity operates, which is the functional currency.

The consolidated financial statements are presented in Ringgit Malaysia ("RM"), which is the functional and presentation currency of the Company.

(ii) Transactions and balances

Transactions in a currency other than the functional currency are translated into the functional currency using exchange rates applicable at the dates of the transactions. Currency translation differences resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies at the closing rate at the reporting date are recognised in profit or loss.

Non-monetary assets and liabilities are translated using exchange rates that existed when the values were determined.

(iii) Translation of Group entities' financial statements

The results and financial position of all the Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- Assets and liabilities are translated at the closing exchange rates at the reporting date;
- Income and expenses are translated at average exchange rates (unless the average is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated using the exchange rates at the dates of the transactions);
- All resulting currency translation differences are recognised in OCI and accumulated in the foreign exchange reserve;
- On consolidation, exchange differences arising from translation of any net investment in foreign entities, and of borrowings and other financial instruments designated as hedges of such investments, are recognised in OCI; and
- Goodwill and fair value adjustments arising from the acquisition of foreign operations are treated as assets and liabilities of the foreign operations and translated at the closing rates at the reporting date. Exchange differences are recognised in OCI.

(d) Financial instruments

Financial instruments are recognised in the statements of financial position when the Group and the Company have become a party to the contractual provisions of the instruments.

Financial instruments are classified as assets, liabilities or equity in accordance with the substance of the contractual arrangement. Interests, dividends, gains and losses relating to a financial instrument classified as a liability or an asset are reported as an expense or income. Distributions to holders of financial instruments classified as equity are charged directly to equity.

Financial instruments are offset when the Group and the Company have a legally enforceable right to offset and intend to settle either on a net basis or to realise the asset and settle the liability simultaneously.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(d) Financial instruments (continued)

(i) Financial assets

- Classification

  The Group and the Company have classified its financial assets in the following measurement categories:

  - Those to be measured subsequently at fair value (either through OCI or through profit or loss); and

  - Those to be measured at amortised cost.

- Recognition and derecognition

  Purchases and sales of financial assets are recognised on trade-date, the date on which the Group and the Company commit to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group and the Company have transferred substantially all the risks and rewards of ownership.

- Measurement

  At initial recognition, the Group and the Company measure a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss ("FVTPL"), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVTPL are expensed in profit or loss.

  Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest ("SPPI").

  Debt instruments

  - Subsequent measurement of debt instruments depends on the Group's and the Company's business model for managing the asset and the cash flow characteristics of the asset. The Group and the Company reclassify debt instruments only when its business model for managing those assets changes.

  - There are three measurement categories into which the Group and the Company classify its debt instruments:

    - Amortised cost

      Assets that are held for collection of contractual cash flows where those cash flows represent SPPI are measured at amortised cost. Interest income from these financial assets is included in other income using the effective interest rate method. Any gain or loss arising from derecognition is recognised directly in profit or loss and presented in other income or other expenses together with foreign exchange gains and losses. Impairment losses are presented as separate line items in profit or loss as applicable.

    - Fair value through other comprehensive income ("FVOCI")

      Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent SPPI, are measured at FVOCI. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to profit or loss and recognised in other income or other expenses. Interest income from these financial assets is included in other income using the effective interest rate method. Foreign exchange gains and losses are presented in other income or other expenses and impairment expenses are presented as separate line items in profit or loss as applicable.

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(d) Financial instruments (continued)

(i) Financial assets (continued)

- FVTPL

  Assets that do not meet the criteria for amortised cost or FVOCI are measured at FVTPL. The Group and the Company may also irrevocably designate financial assets at FVTPL if doing so significantly reduces or eliminates a mismatch created by assets and liabilities being measured on different bases. Fair value changes are recognised in profit or loss and presented net within other income or other expenses in the period which it arises.

- Subsequent measurement – Impairment for debt instruments

  The Group and the Company assess on a forward looking basis the expected credit loss ("ECL") associated with its debt instruments carried at amortised cost and at FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

  The Group and the Company have four types of financial instruments that are subject to the ECL model:

  - Trade receivables;
  - Other receivables;
  - Deposits; and
  - Amounts owing by subsidiaries.

  While cash and bank balances are also subject to the impairment requirements of MFRS 9, the identified impairment loss was immaterial.

  ECL represents a probability-weighted estimate of the difference between present value of cash flows according to contract and present value of cash flows the Group and the Company expect to receive, over the remaining life of the financial instrument.

  The measurement of ECL reflects:

  - An unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes;
  - The time value of money; and
  - Reasonable and supportable information that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions.

  General 3-stage approach for other receivables, deposits and amounts owing by subsidiaries

  - At each reporting date, the Group and the Company measure ECL through a loss allowance at an amount equal to 12 months ECL if credit risk on a financial instrument or a group of financial instruments has not increased significantly since initial recognition. For all other financial instruments, a loss allowance at an amount equal to lifetime ECL is required.

  Simplified approach for trade receivables

  - The Group applies the MFRS 9 simplified approach to measure ECL which uses a lifetime ECL for all trade receivables.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(d) Financial instruments (continued)

(i) Financial assets (continued)

<u>Significant increase in credit risk</u>

The Group and the Company consider the probability of a default upon initial recognition of an asset and whether there has been a significant increase in credit risk on an ongoing basis throughout each reporting period. To assess whether there is a significant increase in credit risk, the Group and the Company compare the risk of a default occurring on the asset at the reporting date with the risk of default as at the date of initial recognition. The Group and the Company also consider available reasonable and supportable forward-looking information.

The following indicators are considered:

- Internal credit rating;

- External credit rating (as far as available);

- Actual or expected significant adverse changes in business, financial or economic conditions that are expected to cause a significant change to the debtor's ability to meet its obligations;

- Actual or expected significant changes in the operating results of the debtor;

- Significant increases in credit risk on other financial instruments of the same debtor;

- Significant changes in the value of the collateral supporting the obligation or in the quality of third-party guarantees or credit enhancements; and

- Significant changes in the expected performance and behaviour of the debtor, including changes in the payment status of debtor in the Group and the Company and changes in the operating results of the debtor.

Macroeconomic information (such as market interest rates or growth rates) is incorporated as part of the internal rating model.

Regardless of the analysis above, a significant increase in credit risk is presumed if a debtor is more than 30 days past due in making a contractual payment.

<u>Definition of default and credit-impaired financial assets</u>

The Group and the Company define a financial instrument as in default, which is fully aligned with the definition of credit-impaired, when it meets one or more of the following criteria:

Quantitative criteria

- The Group and the Company define a financial instrument as in default, when the counterparty fails to make contractual payment within 90 days of when they fall due.

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(d) Financial instruments (continued)

(i) Financial assets (continued)

Qualitative criteria

- The debtor meets unlikeliness to pay criteria, which indicates the debtor is in significant financial difficulty. The Group and the Company consider the following instances:

    - The debtor is in breach of financial covenants;
    - Concessions have been made by the lender relating to the debtor's financial difficulty;
    - It is becoming probable that the debtor will enter bankruptcy or other financial reorganisation; or
    - The debtor is insolvent.

Financial instruments that are credit-impaired are assessed on an individual basis.

<u>Write-off</u>

Trade receivables

- Trade receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, the failure of a debtor to engage in a repayment plan with the Group, and a failure to make contractual payments. Impairment losses on trade receivables are presented as net impairment losses within operating profit. Subsequent recoveries of amounts previously written off are credited against the same line item.

Other receivables

- The Group and the Company write off financial assets, in whole or in part, when it has exhausted all practical recovery efforts and has concluded there is no reasonable expectation of recovery. The assessment of no reasonable expectation of recovery is based on the unavailability of a debtor's sources of income or assets to generate sufficient future cash flows to repay the amount. The Group and the Company may write off financial assets that are still subject to enforcement activity. Subsequent recoveries of amounts previously written off will result in impairment gains.

(ii) Financial liabilities

All financial liabilities are initially recognised at fair value plus directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method other than those categorised as FVTPL.

FVTPL category comprises financial liabilities that are either held for trading or are designated to eliminate or significantly reduce a measurement or recognition inconsistency that would otherwise arise. Derivatives are also classified as held for trading unless they are designated as hedges. The Group and the Company did not enter into any hedging activities over the reporting period.

A financial liability is derecognised when the obligation under the liability is discharged or cancelled, or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(d) Financial instruments (continued)

(iii) Equity instruments

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from proceeds.

Dividends on ordinary shares are recognised as liabilities when approved for appropriation.

(iv) Treasury shares

When issued ordinary shares are repurchased, the amount of the consideration paid, including directly attributable costs, is recognised as a deduction from equity. Repurchased shares that are not subsequently cancelled are classified as treasury shares and are presented as a deduction from equity attributable to owners of the Company. No gain or loss is recognised in profit or loss on the purchase, sale, issue or cancellation of treasury shares.

When treasury shares are reissued by resale, any consideration received, net of any directly attributable incremental transaction costs and the related income tax effects, is included in equity attributable to owners of the Company. An amount equivalent to the original purchase cost of the treasury shares will be deducted from retained earnings upon the distribution of any treasury shares as share dividends.

(v) Offsetting financial instruments

Financial assets and liabilities are offset and the net amount presented in the statements of financial position when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously. The legally enforceable right must not be contingent on future events and must be enforceable in the normal course of business and in the event of default, insolvency or bankruptcy.

(e) Investments in subsidiaries

Investments in subsidiaries are carried at cost in the statements of financial position of the Company and are reviewed for impairment at the end of each reporting period if events or changes in circumstances indicate that the carrying values may not be recoverable.

On the disposal of investments in subsidiaries, the difference between the net disposal proceeds and the carrying amounts of the investments is recognised in profit or loss.

(f) Investment in an associate

Associate is an entity, in which the Group has significant influence, but not control, over the financial and operating policies.

Investment in an associate is accounted for using the equity accounting method. Under the equity method, the investment is initially recognised at cost less any impairment losses, unless it is classified as available for sale or distribution. The cost of the investment includes transaction costs. The consolidated financial statements include the Group's share of the profit or loss and OCI or expense of the associate, after adjustments, if any, to align the accounting policies with those of the Group, from the date that significant influence commences until the date that significant influence ceases. The Group's investment in associate includes goodwill identified on acquisition.

In respect of an equity accounted associate, the carrying amount of goodwill is included in the carrying amount of the investment and an impairment loss on such an investment is not allocated to any asset, including goodwill that forms part of the carrying amount of the equity accounted associate.

Goodwill is initially measured as the excess of the aggregate of the consideration transferred over the net identifiable assets acquired and liabilities assumed. If this consideration is lower than the fair value of the net assets of the associate acquired, the difference is recognised in profit or loss.

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(f) Investment in an associate (continued)

When the Group's share of losses exceeds its interest in an associate, the carrying amount of that interest including any long-term investments is reduced to zero, and the recognition of further losses is discontinued except to the extent that the Group has an obligation or has made payments on behalf of the associate.

Unrealised gains on transactions between the Group and the associate are eliminated to the extent of the Group's interest in the associate. Unrealised losses are eliminated unless the cost cannot be recovered.

On the disposal of the investment in an associate, the difference between the net disposal proceeds and the carrying amount of the investment is recognised in profit or loss.

(g) Investments in joint arrangements

The Group is a party to a joint arrangement when there is a contractual arrangement that confers joint control over the relevant activities of the arrangement to the Group and at least one other party. Joint control is assessed under the same principles as control over subsidiaries.

The Group classifies its interests in joint arrangements as either:

(i) Joint ventures: where the Group has rights to only the net assets of the joint arrangement; or

(ii) Joint operations: where the Group has both the rights to assets and obligations for the liabilities of the joint arrangement.

In assessing the classification of interests in joint arrangements, the Group considers:

- The structure of the joint arrangement;
- The legal form of joint arrangements structured through a separate vehicle;
- The contractual terms of the joint arrangement agreement; and
- Any other facts and circumstances (including any other contractual arrangements).

The Group accounts for its interests in joint ventures in the same manner as investments in associates (i.e. using the equity method - refer above).

Any premium paid for an investment in a joint venture above the fair value of the Group's share of the identifiable assets, liabilities and contingent liabilities acquired is capitalised and included in the carrying amount of the investment in the joint venture. Where there is objective evidence that an investment in a joint venture has been impaired, the carrying amount of the investment is tested for impairment in the same way as that of other non-financial assets.

The Group accounts for its interests in joint operations by recognising its share of assets, liabilities, revenues and expenses in accordance with its contractually conferred rights and obligations.

(h) Production Sharing Contract

The Company's subsidiaries which are parties to Production Sharing Contract ("PSC") arrangements are SEA Hibiscus Sdn. Bhd. ("SEA Hibiscus"), Hibiscus Oil & Gas Malaysia Limited ("Hibiscus Oil & Gas"), Hibiscus Oil & Gas Malaysia (PM3) Limited ("Hibiscus Oil & Gas (PM3)"), Talisman Vietnam Limited ("Talisman Vietnam") and Straits Hibiscus Sdn. Bhd. ("Straits Hibiscus").

Under the terms of the PSCs, assets procured by the contractors for petroleum operations in each contract area become the property of the host government in which the PSC operates, with the contractors retaining the rights of use of those assets for the duration of the PSC.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(h) Production Sharing Contract (continued)

The Group classifies the PSCs as joint operations and recognises its share of assets, liabilities, revenues and expenses in accordance with the contractually conferred rights and obligations stated in the PSCs and the joint operating agreements ("JOAs").

Under the JOAs, the operator is allowed to recover its indirect charges for administrative contributions for supporting the joint operation by charging the non-operator the portion of allowed overhead calculated based on agreed percentages under the JOAs. This charge of the allowed overhead is to compensate for the operator's administrative contribution for performing services that are not to be considered as direct charge for the benefit of the joint operation. The portion of the allowed overhead, when charged to the non-operator, is recognised as a reduction in the operator's cost of sales upon being incurred.

Under the PSCs, contractors fund the work outlined in an approved work programme and budget and are entitled to recover costs from production, subject to the cost recovery limits of the PSCs. The cost recovery mechanism of the PSCs enables contractors to recover costs incurred via an entitlement to production volume. Costs unrecovered in a particular quarter can be carried forward for recovery against production in subsequent quarters. The contractors' share of production also includes an element of profit.

(i) Intangible assets

(i) Other intangible assets

Other intangible assets comprise rights and concessions, and conventional studies related to licensed areas of interest in the development and production phases. Intangible assets acquired separately are measured at cost. The cost of intangible assets acquired in a business combination is their fair value as at the date of acquisition. Where the consideration to acquire the intangible assets includes a contingent consideration arrangement, intangible assets are initially recognised, which includes an estimate for the contingent consideration which derives from future anticipated variable costs. A liability will be recognised for the contingent consideration at the same time. The contingent consideration is subsequently measured at amortised cost. Subsequent changes in contingent consideration will be recognised against the cost of the intangible assets or, in certain circumstances, in profit or loss.

Following initial recognition, intangible assets are measured at cost less any accumulated amortisation and accumulated impairment losses.

Intangible assets with finite useful lives are amortised over their estimated useful lives and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method are reviewed at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are accounted for by changing the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on intangible assets with finite lives is recognised in profit or loss.

Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in profit or loss when the asset is derecognised.

Amortisation of other intangible assets is computed based on the unit of production method using proven and probable reserves.

Cost associated with production and general corporate activities are expensed in the period incurred. Amortisation methods, useful lives and residual values are reviewed at the end of each reporting period and adjusted, if appropriate.

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(i) Intangible assets (continued)

(ii) Computer software

Costs incurred to acquire computer software that do not form an integral part of the related hardware are capitalised as intangible assets when the computer software is ready for its intended use. Computer software is amortised on a straight-line basis over the estimated useful life of three years.

The costs of computer software initially recognised include purchase price and any cost that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the intended manner.

When an indication of impairment exists, the carrying amount of the intangible assets is assessed for impairment. Refer to Note 4(k)(ii) to the financial statements for the accounting policy on impairment of non-financial assets.

(iii) Emission trading schemes

The Group operates in an energy intensive industry and as part of the regulatory and legislative requirements in the United Kingdom ("UK"), is required to partake in emission trading schemes ("ETS"). UK emissions allowances ("UKAs") are purchased to settle the Group's liabilities related to emissions.

UKAs are presented under cost of sales in profit or loss when utilised against the Group's emissions liabilities in the UK. UKAs purchased but are not utilised against emissions liabilities are recognised in the statements of financial position as an intangible asset, at cost.

(iv) Goodwill

Goodwill is initially measured at cost. Following initial recognition, goodwill is measured at cost less accumulated impairment losses.

For the purpose of impairment testing, goodwill acquired is allocated, from the acquisition date to each of the Group's CGUs that are expected to benefit from the synergies of the combination.

The CGU to which goodwill has been allocated is tested for impairment annually and whenever there is an indication the CGU may be impaired, by comparing the carrying amount of the CGU, including the allocated goodwill, with the recoverable amount of the CGU. Where the recoverable amount of the CGU is less than the carrying amount, an impairment loss is recognised in profit or loss. Impairment losses recognised for goodwill are not reversed in subsequent periods.

Where goodwill forms part of a CGU and part of the operation within the CGU is disposed off, the goodwill associated with the operation disposed off is included in the carrying amount of the operation when determining the gain or loss on disposal of the operation. Goodwill disposed off in these circumstances is measured on the relative fair values of the operations disposed off and the portion of the CGU retained.

Intangible assets acquired separately are measured at cost. The cost of intangible assets acquired in a business combination is its fair value as at the date of acquisition. Following initial acquisition, intangible assets are measured at cost less any accumulated amortisation and accumulated impairment losses.

(j) Equipment

Equipment is initially recognised at cost and subsequently carried at cost less accumulated depreciation and accumulated impairment losses, if any.

The cost of an item of equipment initially recognised includes a purchase price and any cost that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(j) Equipment (continued)

Depreciation of the following assets is calculated using the straight-line method to allocate their depreciable amounts over their estimated useful lives:

Furniture and fittings	7 years to 10 years
Office equipment	3 years to 5 years
Office renovation	3 years to 10 years
Floating production storage and offloading vessel ("FPSO")	20 years

The depreciation method, useful lives and residual values are reviewed, and adjusted as appropriate, at the end of each reporting period to ensure that the amounts, method and periods of depreciation are consistent with previous estimates and the expected pattern of consumption of the future economic benefits embodied in the items of the equipment. The effects of any revision are recognised in profit or loss when the changes arise.

Expenditure on the construction, installation and completion of infrastructure facilities for oil and gas assets is capitalised within equipment.

Subsequent expenditure relating to equipment that has already been recognised is added to the carrying amount of the asset only when it is probable that future economic benefits associated with the item will flow to the Group and the Company and the cost of the item can be measured reliably. The carrying amount of parts that are replaced is derecognised. All other repair and maintenance expenses are recognised in profit or loss when incurred.

On disposal of an item of equipment, the difference between the disposal proceeds and its carrying amount is recognised in profit or loss.

Expenses incurred for the construction of tangible assets attributable to ongoing projects incurred are capitalised as 'work in progress'. Capitalisation is made within tangible assets according to the nature of the expenditure. No depreciation is charged during this phase until the asset is ready for use. The depreciation rate is calculated based on the useful life of the asset to be assessed once it is ready for use.

Depreciation of oil and gas assets comprising subsea facilities and equipment is computed based on the unit-of-production method using proven and probable developed reserves.

(k) Impairment

(i) Impairment of financial assets

The accounting policies for impairment of financial assets are set out in Note 4(d)(i) to the financial statements.

(ii) Impairment of non-financial assets

Assets that have an indefinite useful life or intangible assets not ready for use, are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment when there is an indication that these assets may be impaired. Impairment is measured by comparing the carrying values of the assets with their recoverable amounts. The recoverable amount of an asset is the higher of the assets' fair value less costs to sell ("FVLCTS") and their value in use, which is measured by reference to discounted future cash flows. For the purpose of assessing impairment, assets are grouped at the lowest level for which there is separately identifiable cash flows.

An impairment loss is recognised in profit or loss immediately.

In respect of assets other than goodwill, and when there is a change in the estimates used to determine the recoverable amount, a subsequent increase in the recoverable amount of an asset is treated as a reversal of the previous impairment loss and is recognised to the extent of the carrying amount of the asset that would have been determined (net of amortisation and depreciation) had no impairment loss been recognised.

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(l) Inventories

Inventories of crude oil, spares and diesel are stated at the lower of cost and net realisable value. Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses.

Cost of petroleum products includes direct costs and transportation charges incurred in bringing the inventories to their present condition and location and is determined on a weighted average basis.

(m) Cash and bank balances

Cash and bank balances in the statements of financial position comprise cash in hand, bank balances, and fixed deposits with licensed banks. In the statements of cash flows, cash equivalents are short-term and highly liquid investments for the purpose of meeting short-term commitments rather than for investments or other purposes, that are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value and exclude restricted cash.

(n) Provisions

(i) Decommissioning costs

Provisions for future decommissioning costs are made in full when the Group has an obligation to dismantle and remove a facility or an item of plant and to restore the site on which it is located, and when a reasonable estimate of that liability can be made. Periodic estimates are made for such future facility decommissioning costs. The estimated cost of decommissioning and restoration is discounted to its net present value. An amount equivalent to the discounted initial provision for decommissioning costs is capitalised and amortised over the life of the underlying asset on a unit-of-production basis over proven and probable developed reserves. Any change in the present value of the estimated expenditure is reflected as an adjustment to the provision and the underlying related asset.

The unwinding of the discount applied to future decommissioning provisions is included under finance costs in profit or loss. The estimated interest rate used in discounting the cash flows is reviewed at least once annually.

Where the Group has obligations to contribute to a decommissioning fund, the amount paid to the fund by the Group reduces the provision for decommissioning costs to the extent that the contributions should also reduce the Group's obligations in relation to such future decommissioning costs.

(ii) Other provisions

Provisions are recognised when the Group and the Company have a present obligation as a result of past events, when it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and when a reliable estimate of the amount can be made. Provisions are reviewed at the end of each reporting period and adjusted to reflect the current best estimate. Where the effect of the time value of money is material, the provision is the present value of the estimated expenditure required to settle the obligation. The increase in the provision due to passage of time is recognised as finance cost.

(o) Contract liabilities

Contract liabilities relate to advance billings issued or consideration received by the Group for which the performance obligations are yet to be satisfied.

(p) Current and deferred taxation

Current income tax for current and prior periods is recognised at the amount expected to be paid to, or recovered from the tax authorities, using the tax rates and tax laws that have been enacted or substantively enacted by the reporting date.

Deferred tax is recognised for all temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements except when the deferred tax arises either from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and affects neither accounting nor taxable profit or loss at the time of the transaction.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(p) Current and deferred taxation (continued)

A deferred tax liability is recognised on temporary differences on investments in subsidiaries, except where the Group and the Company are able to control the timing of the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future.

A deferred tax asset is recognised to the extent that it is probable that future taxable profit will be available against which the deductible temporary differences and tax losses can be utilised.

Deferred tax is measured:

(i) At the tax rates that are expected to apply when the related deferred tax asset is realised or the deferred tax liability is settled, based on tax rates and tax laws that have been enacted or substantively enacted by the reporting date; and

(ii) Based on the tax consequence that will follow from the manner in which the Group and the Company expect, at the reporting date, to recover or settle the carrying amounts of its assets and liabilities.

Income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities. Deferred tax assets and liabilities are offset when the deferred tax assets and liabilities relate to taxes levied by the same taxation authority on either the taxable entity or different taxable entities where there is an intention to settle the balances on a net basis.

Current and deferred taxes are recognised as income or expense in profit or loss, except to the extent that the tax arises from a business combination or a transaction which is recognised directly in equity. Deferred tax arising from business combination is adjusted against goodwill on acquisition, if any.

(q) Leases

Accounting by lessee

A lease is recognised as a right-of-use asset and a corresponding liability at the date on which the leased asset is available for use by the Group and the Company (i.e. the commencement date).

Contracts may contain both lease and non-lease components. The Group and the Company allocate the consideration in the contract to the lease and non-lease components based on their relative stand-alone prices.

- Lease term

  In determining the lease term, the Group and the Company consider all facts and circumstances that create an economic incentive to exercise an extension option, or not to exercise a termination option. Extension options (or periods after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not to be terminated).

  The Group and the Company reassess the lease term upon the occurrence of a significant event or change in circumstances that is within the control of the Group and the Company and ascertain whether the Group and the Company are reasonably certain to exercise an option not previously included in the determination of the lease term, or not to exercise an option previously included in the determination of the lease term. A revision in the lease term results in a remeasurement of the lease liabilities. Refer below for reassessment of lease liabilities.

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(q) Leases (continued)

Accounting by lessee (continued)

- Right-of-use assets

  Right-of-use assets are initially measured at cost comprising the following:

  - The amount of the initial measurement of lease liability;
  - Any lease payments made at or before the commencement date less any lease incentive received;
  - Any initial direct costs; and
  - Decommissioning or restoration costs.

  Right-of-use assets that are not investment properties are subsequently measured at cost, less accumulated depreciation and impairment loss, if any. The right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. If the Group and the Company are reasonably certain to exercise a purchase option, the right-of-use asset is depreciated over the underlying asset's useful life. In addition, the right-of-use assets are adjusted for certain remeasurement of the lease liabilities.

- Lease liabilities

  Lease liabilities are initially measured at the present value of the lease payments that are not paid at that date. The lease payments include the following:

  - Fixed payments (including in-substance fixed payments), less any lease incentive receivable;
  - Variable lease payments that are based on an index or a rate, initially measured using the index or rate as at the commencement date;
  - The exercise prices of purchase and extension options if the Group and the Company are reasonably certain to exercise the options; and
  - Payments of penalties for terminating the lease, if the lease term reflects the Group and the Company exercising that option.

  Lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the lessee's incremental borrowing rate is used. This is the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use assets in a similar economic environment with similar terms, security and conditions.

  Lease payments are allocated between principal and finance costs. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

  The Group and the Company present the lease liabilities within borrowings in the statements of financial position. Interest expense on the lease liabilities is presented within the finance cost in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(q) Leases (continued)

Accounting by lessee (continued)

- Reassessment of lease liabilities

  The Group is also exposed to potential future increases in variable lease payments that depend on an index or rate, which are not included in the lease liability until they take effect. When adjustments to lease payments based on an index or rate take effect, the lease liability is remeasured and adjusted against the right-of-use assets.

- Short-term leases and leases of low value assets

  Short-term leases are leases with a lease term of 12 months or less. Low-value assets comprise small items of office furniture. Payments associated with short-term leases of equipment and all leases of low-value assets are recognised on a straight-line basis as an expense in profit or loss.

(r) Employee benefits

Employee benefits are recognised as an expense, unless the cost qualifies to be capitalised as an asset.

(i) Short-term benefits

Wages, salaries, paid annual leave and sick leave, bonuses and non-monetary benefits are recognised in profit or loss in the financial period in which the associated services are rendered by employees of the Group and the Company. A provision is made for the estimated liability for annual leave as a result of services rendered by employees up to the reporting date.

(ii) Defined contribution plans

Defined contribution plans are post-employment benefit plans under which the Group and the Company pay fixed contributions into separate entities such as the Employee Provident Fund on a mandatory, contractual or voluntary basis. The Group and the Company have no further payment obligations once the contributions have been paid.

(s) Revenue

Revenue from contracts with customers

(i) Sale of oil and gas products

Oil and gas revenues that comprise the Group's share of sales of hydrocarbons are recognised at the point in time when control of the asset is transferred to the customer. No element of financing is deemed present as the sales are made with a credit term of 10 to 30 days, which is consistent with market practice.

A receivable is recognised when the goods are delivered as this is the point in time that the consideration is unconditional because only the passage of time is required before payment is due.

(ii) Project management, technical and other services

Revenue is recognised over the period in which the project management, technical and other services relating to the oil and gas exploration and production industry are rendered, when it is probable that future economic benefits will flow to the Group and the Company, and the amount of revenue can be measured reliably.

(iii) Processing services

Processing services represent the sale of hydrocarbons produced from a unitisation area, involving a third-party arrangement. Revenue is recognised at the point when the control of the hydrocarbons produced from a unitisation area is transferred to the customer.

4 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(s) Revenue (continued)

Revenue from other sources

(i) Interest income

The Group's and the Company's interest income is recognised using the effective interest method. Interest income consists of income from deposits with licensed banks and financial institutions.

The Company's interest income includes interest received from advances to subsidiaries.

(ii) Dividend income

Dividend income is recognised when the Group's and the Company's right to receive payment is established.

(t) Under/overlift

An underlift asset is initially measured at the market price of crude oil at the date of lifting and remeasured to the current market price of crude oil at the reporting date. Change arising from the remeasurement is included in profit or loss.

The measurement of an overlift liability depends on the terms of agreement. If the agreement allows the net settlement of overlift balances in cash, the balances will fall within the scope of MFRS 9. Overlift balances that fall within the scope of MFRS 9 are to be initially measured at market price of crude oil at the date of lifting and remeasured to the current market price of crude oil at the reporting date. However, if the agreement restricts the net settlement of overlift balances to be settled in kind only, the transactions will not fall within the scope of MFRS 9. Overlift balances that do not fall within the scope of MFRS 9 are to be initially measured at estimated future production costs at the date of lifting and remeasured at the lower of carrying amount and current market price of crude oil at the reporting date. Changes arising from the remeasurement is included in profit or loss.

(u) Operating segments

An operating segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the Group's other components. An operating segment's operating results are reviewed regularly by the Chief Operating Decision Makers ("CODM") to make decisions about resources to be allocated to the segment and assess its performance, and for which discrete financial information is available.

The Board of Directors, Managing Director and leadership team are the Group's CODM.

5 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

Estimates and judgements are continually evaluated by the Directors and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under current circumstances.

The Group and the Company make estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, rarely equal the corresponding actual results. To enhance the information content of the estimates, certain key variables that are anticipated to have a material impact on the Group's and the Company's results and financial positions are tested for sensitivity to changes in the underlying parameters. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are outlined below.

(a) Estimation of oil and gas reserves

Oil and gas reserves are a key element in the Group's investment decision making process. They are also an important element in the assessment for impairment. Changes in proven and probable developed oil and gas reserves will affect unit-of-production depreciation charges to profit or loss. Proven oil and gas reserves are the estimated quantities of crude oil, natural gas and natural gas liquids which geological and engineering data demonstrate with reasonable certainty to be recoverable in future years from known reservoirs under existing economic and operating conditions, i.e. prices and costs as of the date the estimate is made.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

5 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS (CONTINUED)

(a) Estimation of oil and gas reserves (continued)

Proven developed reserves are reserves that can be expected to be recovered through existing wells with existing equipment and operating methods. Estimates of oil and gas reserves are inherently imprecise, require the application of judgement and are subject to future revision. Accordingly, financial and accounting measures (such as the discounted cash flows ("DCF"), depreciation, depletion and amortisation charges and decommissioning provisions) that are based on proven reserves are also subject to change.

Proven reserves are estimated by reference to available reservoir and well information, including production and pressure trends for producing reservoirs and, in some cases, subject to definitional limits, to similar data from other producing reservoirs. Proven reserves estimates are attributed to future development projects only where there is a significant commitment to project funding and execution and for which applicable governmental and regulatory approvals have been secured or are reasonably certain to be secured. Furthermore, estimates of proven reserves only include volumes for which access to market is assured with reasonable certainty. All proven reserves estimates are subject to revision, either upward or downward, based on new information, such as from development drilling and production activities or from changes in economic factors, including product prices, contract terms or development plans.

Probable reserves are those unproven reserves which analysis of geological and engineering data suggests are more likely than not to be recoverable. In this context, when probabilistic methods are used, there should be at least a 50.0% probability that the quantities actually recovered will equal or exceed the sum of estimated proven plus probable reserves.

In general, changes in the technical maturity of hydrocarbon reserves resulting from new information becoming available from development and production activities have tended to be the most significant cause of annual revisions. In general, estimates of reserves for undeveloped or partially developed fields are subject to greater uncertainty over their future life than estimates of reserves for fields that are substantially developed and depleted. As a field goes into production, the amount of proven reserves will be subject to future revision once additional information becomes available through, for example, the drilling of additional wells or the observation of long-term reservoir performance under producing conditions. As those fields are further developed, new information may lead to revisions.

Changes to the Group's estimates of proven and probable reserves, particularly proven and probable developed reserves, also affect the amount of depreciation and amortisation recorded for oil and gas assets in equipment and rights and concessions in intangible assets related to any such revisions. A reduction in proven and probable developed reserves will increase depreciation and amortisation charges (assuming constant production) and reduce profit before taxation.

Although the possibility exists for changes in reserves to have a material impact on depreciation and amortisation charges and, therefore, profit before taxation, it is expected that in the normal course of business, the Group will continue to prioritise exploration of near-field discovered resources through timely project delivery which ultimately results in maximisation of reserve recovery and will thus constrain the likelihood for changes to occur.

(b) Impairment review of intangible assets, equipment and right-of-use assets

Carrying amounts of the Group's intangible assets, equipment and right-of-use assets are assessed for indicators of impairment and reviewed for possible impairment when indicators of impairment exist. For the purpose of assessing impairment, assets are grouped at the lowest level CGUs for which there is a separately identifiable cash flow available. These CGUs are based on operating areas, represented by the 2011 North Sabah Enhanced Oil Recovery PSC ("North Sabah"), the 2012 Kinabalu Oil PSC ("Kinabalu"), the PM3 CAA PSC ("PM3 CAA"), the Pertang, Kenarong, Noring and Bedong Cluster PSC ("PKNB"), the PM327 PSC ("PM327"), the Block 46 Cai Nuoc PSC ("Block 46"), the Block B Maharajalela Jamalulalam field ("Block B MLJ"), the Anasuria Area (consists of the Anasuria Cluster, Licence P2451, Licence P2532 and Licence P2535), the Marigold Area (consists of the Marigold and Sunflower fields, Licence P2518, Licence P2608 and Licence P2635) and the VIC/RL17 petroleum retention lease ("VIC/RL17").

Estimates of future cash flows of each CGU are based on management estimates of future crude oil and gas prices, market supply and demand, product margins, expected future capital expenditure and expected future production volumes. Other factors that can lead to changes in estimates may include variations in regulatory environments. Expected future production volumes, which include proven and probable reserves, are used for impairment testing because the Group believes this to be the most appropriate indicator of expected future cash flows.

5 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS (CONTINUED)

(b) Impairment review of intangible assets, equipment and right-of-use assets (continued)

A discount rate based on the rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the future cash flow estimates have not been adjusted is used in impairment testing. The discount rate applied is reviewed on an annual basis.

Refer to Note 15 to the financial statements for the key assumptions on the impairment review of intangible assets, equipment and right-of-use assets.

6 REVENUE

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Revenue from contracts with customer:				
Crude oil and condensate sales	**1,638,468**	2,238,740	**-**	-
Gas sales	**571,754**	457,633	**-**	-
Processing services	**107,288**	-	**-**	-
Project management, technical and other services fees	**11,560**	7,339	**49,598**	31,440
	2,329,070	2,703,712	**49,598**	31,440
Revenue from other sources:				
Dividend income	**-**	-	**339,000**	50,000
Interest income	**3,812**	12,022	**4,907**	7,468
	3,812	12,022	**343,907**	57,468
	2,332,882	2,715,734	**393,505**	88,908

Processing services represent the sale of hydrocarbons produced from a unitisation area, involving a third-party arrangement. Revenue is recognised at the point when the control of the hydrocarbons produced from a unitisation area is transferred to the customer.

Included in interest income of the Group and of the Company are profits income received from deposits with licensed Islamic banks amounting to RM551,103 (2024: RM1,081,285) and RM474,812 (2024: RM1,052,072) respectively.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

7 COST OF SALES

	Group	
	2025 RM'000	2024 RM'000
Cost of operations	**748,108**	769,800
Tariff and transportation expenses	**196,116**	179,163
	944,224	948,963

8 OTHER INCOME

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Interest income	**25,634**	48,532	**-**	-
Sundry income	**9,873**	7,494	**-**	175
Gain on disposal of investment	**41**	-	**-**	-
Realised gain on foreign exchange	**-**	4,184	**770**	165
Unrealised gain on foreign exchange	**-**	-	**-**	598
	35,548	60,210	**770**	938

The unrealised and realised gains on foreign exchange have neither been derived from the trading of futures contracts nor futures foreign exchange trading.

9 FINANCE COSTS

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Unwinding of discount on contingent consideration (Note 32)	**2,267**	1,463	**-**	-
Unwinding of discount on provision for decommissioning costs (Note 34)	**54,611**	47,190	**-**	-
Interest expenses	**77,242**	58,176	**4,384**	86
	134,120	106,829	**4,384**	86

10 PROFIT BEFORE TAXATION

	Group		Company	
	2025 RM'000	**2024 RM'000**	**2025 RM'000**	**2024 RM'000**
Profit before taxation is arrived at after charging/ (crediting):				
Auditors' remuneration:				
- fees for statutory audit				
- PricewaterhouseCoopers PLT, Malaysia	**1,742**	1,430	**388**	357
- member firms of PricewaterhouseCoopers International Limited	**1,221**	635	**-**	-
- fees for audit related services				
- PricewaterhouseCoopers PLT, Malaysia	**372**	374	**-**	-
- fees for other services				
- member firms of PricewaterhouseCoopers PLT, Malaysia	**269**	321	**44**	53
- member firms of PricewaterhouseCoopers International Limited	**55**	62	**-**	-
Depreciation and amortisation of equipment, intangible assets and right-of-use assets[1]	**519,958**	476,191	**1,849**	1,324
Rental expenses	**61,637**	77,928	**108**	27
Net write-off of well exploration costs	**59,139**	82,616	**-**	-
State sales tax[1]	**52,026**	68,471	**-**	-
Impairment of equipment	**28,129**	61,008	**-**	-
Impairment of receivables	**11,460**	-	**-**	-
Write-off of equipment	**811**	-	**-**	-
Share of results of an associate	**589**	510	**-**	-
Reversal of an amount owing to a related party	**-**	-	**-**	(175)
Reversal of an amount owing to a joint venture	**-**	(46)	**-**	-
Reversal of other payables	**-**	(5,049)	**-**	-
Net (reversal of impairment)/impairment of investments in subsidiaries and amounts owing by subsidiaries	**-**	-	**(40)**	584
Reversal of impairment of investment in an associate	**(532)**	-	**-**	-
Net (reversal of provision)/provision for inventories obsolescence	**(967)**	627	**-**	-
Staff costs:				
- Directors' fees and allowances	**2,406**	2,173	**2,186**	1,938
- salaries and bonus	**163,427**	158,807	**34,462**	32,395
- defined contribution plan	**20,377**	19,907	**5,246**	5,866
- other benefits	**14,107**	10,073	**862**	2,303
Losses on foreign exchange[1]				
- Unrealised	**28,326**	9,728	**1,817**	-
- Realised	**14,932**	-	**-**	-
Gains on foreign exchange:				
- Unrealised	**-**	-	**-**	(598)
- Realised	**-**	(4,184)	**(770)**	(165)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

10 PROFIT BEFORE TAXATION (CONTINUED)

Rental expenses recognised are related to short-term and low value leases.

State sales tax represents sales tax imposed by the Sabah State Government on petroleum products sold by North Sabah in SEA Hibiscus and Kinabalu in Hibiscus Oil & Gas.

The unrealised and realised losses/(gains) on foreign exchange have neither been derived from the trading of futures contracts nor futures foreign exchange trading.

Directors' remuneration included in staff costs is as disclosed in Note 35 to the financial statements.

[1] Included in other expenses in profit or loss.

11 TAXATION

	Group		Company	
	2025 RM'000	**2024 RM'000**	**2025 RM'000**	**2024 RM'000**
Current tax:				
Malaysian income tax				
- Current year provision	**106,992**	223,774	**114**	318
- (Over)/under accrual in prior years	**(15,499)**	(7,542)	**(19)**	327
Foreign income tax				
- Current year provision	**75,695**	39,969	**-**	-
- Over accrual in prior years	**(801)**	(6,372)	**-**	-
	166,387	249,829	**95**	645
Deferred tax expense (Note 33):				
- Origination and reversal of temporary differences	**69,330**	21,125	**502**	754
	235,717	270,954	**597**	1,399

During the financial year, deferred tax expenses amounting to RM173,088,601 were recognised upon the introduction of the following changes to the Energy Profits Levy ("EPL") regime in the UK:

- Increase in the levy rate from 35.0% to 38.0%; and
- Extension of the period in which the EPL regime applies until, from 31 March 2028 to 31 March 2030.

They will be fully reversed to profit or loss during the EPL regime period, which ends on 31 March 2030.

11 TAXATION (CONTINUED)

A reconciliation of income tax expense/(credit) applicable to the profit before taxation at the statutory tax rate to income tax expense/(credit) at the effective tax rate of the Group and of the Company is as follows:

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Profit before taxation	**353,214**	738,078	**295,558**	8,760
Tax at the statutory tax rate of 24.0% (2024: 24.0%)	**84,771**	177,139	**70,934**	2,102
Non-deductible expenses	**93,757**	60,290	**2,785**	5,729
Non-taxable income	**(59,690)**	(66,720)	**(69,554)**	(6,044)
Effects of different tax rates in different jurisdictions/ regimes	**(30,666)**	115,635	**-**	-
Deductions for supplementary charge in different jurisdictions	**(14,678)**	(15,515)	**-**	-
Share of post tax results from investments accounted for using the equity method	**141**	122	**-**	-
Temporary differences not recognised	**11,316**	15,983	**2,474**	1,351
Recognition of previously unrecognised temporary differences	**(6,023)**	(2,066)	**(6,023)**	(2,066)
One-off effect arising from changes to the EPL	**173,089**	-	**-**	-
(Over)/under accrual in prior years	**(16,300)**	(13,914)	**(19)**	327
Income tax expense for the financial year	**235,717**	270,954	**597**	1,399

Included in income tax expense of the Group and of the Company are tax savings amounting to RM3,416,958 (2024: RM49,173,713) and RM3,175,794 (2024: RM2,066,037) respectively from the utilisation of current and previous financial years' tax losses.

12 EARNINGS PER SHARE

The basic earnings per share is derived by dividing the Group's profit attributable to the owners of the Company of RM117,497,087 (2024: RM467,124,187) by the weighted average number of ordinary shares in issue during the financial year of 763,511,238 shares (2024: 802,328,065 shares), excluding ordinary shares purchased by the Company and held as treasury shares.

The diluted earnings per share is determined by dividing the Group's profit attributable to the owners of the Company by the weighted average number of ordinary shares in issue, adjusted for the effects of all dilutive potential ordinary shares.

		Group	
		2025	2024
Profit after taxation attributable to owners of the Company (RM'000)	(A)	**117,497**	467,124
Weighted average number of shares for basic earnings per share computation ('000)	(B)	**763,511**	802,328
Weighted average number of shares for diluted earnings per share computation ('000)	(C)	**763,511**	802,328
Basic earnings per share (sen)	(A/B)	**15.39**	58.22
Diluted earnings per share (sen)	(A/C)	**15.39**	58.22

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

13 BUSINESS COMBINATION

On 14 October 2024 ("Completion Date"), the Company's indirect wholly-owned subsidiary, Simpor Hibiscus, completed the acquisition of the entire equity interest in TotalEnergies EP (Brunei) B.V. ("TotalEnergies EP Brunei") from TotalEnergies Holdings International B.V. ("TotalEnergies Holdings") for a cash purchase consideration of United States Dollars ("USD") 245,000,000 (subject to agreed adjustments).

TotalEnergies EP Brunei is incorporated in the Netherlands. TotalEnergies EP Brunei through its branch in Brunei Darussalam ("Brunei") owns a 37.5% operated interest in Block B MLJ.

Block B MLJ is a joint operation. The parties holding the remaining interest in Block B MLJ are as follows:

- Shell Deepwater Borneo B.V. (formerly known as Shell Deepwater Borneo Limited) (35.0%); and
- Brunei Energy Exploration Sdn. Bhd. (formerly known as PB Expro Sendirian Berhad) (27.5%) is owned by Brunei Energy Holding Sdn. Bhd. which in turn is owned by the Brunei Minister for Finance Corporation.

The activities of the joint operation constitute a business, hence the acquisition of the interest in Block B MLJ is accounted for using MFRS 3 'Business Combinations'.

The purchase consideration per the sale and purchase agreement ("SPA") with TotalEnergies Holdings was USD245,000,000 (equivalent to RM1,052,716,000). In calculating the final purchase consideration, the following agreed adjustments were made (pursuant to the SPA):

	RM'000
Purchase price per the SPA (USD245,000,000)	**1,052,716**
Add: Time value amount	**73,046**
Add: Net cash	**192,789**
Less: Working capital	**(130,972)**
Less: Pre-closing dividend	**(279,292)**
Less: Leakage adjustment amount	**(67,597)**
Final purchase consideration (USD195,654,918)	**840,690**
Less: Cash and cash equivalents of subsidiary acquired	**(94,500)**
Net cash outflow arising from business combination	**746,190**
Net cash outflow arising from business combination:	
Cash outflow in the current financial year	**514,910**
Deposit paid in the previous financial year	**231,280**
	746,190

The resulting final purchase consideration was USD195,654,918 (equivalent to RM840,690,052).

13 BUSINESS COMBINATION (CONTINUED)

The fair value of the identifiable assets and liabilities of TotalEnergies EP Brunei has been determined in accordance with the provisions of MFRS 3 'Business Combinations' and assigned to the identifiable assets and liabilities on Completion Date. The fair value of the identifiable assets and liabilities of TotalEnergies EP Brunei as at Completion Date was as follows:

	RM'000
Assets	
Equipment	**1,100,481**
Right-of-use assets	**18,528**
Inventories	**13,639**
Trade receivables	**266,365**
Other receivables, deposits and prepayments	**49,859**
Cash and bank balances	**94,500**
	1,543,372
Liabilities	
Other payables and accruals	**334,646**
Borrowings	**50,752**
Provision for decommissioning costs	**158,892**
Provision for taxation	**137,282**
Deferred tax liabilities	**286,317**
	967,889
Total identifiable net assets at fair value	**575,483**
Goodwill from business combination (USD61,721,990)	**265,207**
Final purchase consideration (after adjustments)	**840,690**

As at 30 June 2025, the goodwill recognised of USD61,721,990 was translated at the closing rate adopted for conversion to RM of 4.2183 to RM260,361,870 and was reported in the statements of financial position. The exchange differences are recognised in other comprehensive income.

In acquiring TotalEnergies EP Brunei, the Group has assumed various benefits associated with a strategic market entry via a matured and established existing operational set-up. They include:

- A long-standing established business presence in Brunei;
- An experienced and knowledgeable assembled workforce; and
- Strong established business processes (operational processes, operational data and operational contracts) which provide a platform to acquire more licences or assets which will contribute positively to Group's revenue.

On Completion Date, TotalEnergies EP Brunei changed its name to Hibiscus EP (Brunei) B.V. ("Hibiscus EP Brunei").

For the purposes of reporting the financial performance of Hibiscus EP Brunei (and as disclosed based on MFRS 8 'Operating Segments'), the Group has classified Hibiscus EP Brunei under the Brunei operating segment.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

13 BUSINESS COMBINATION (CONTINUED)

For the period from 15 October 2024 to 30 June 2025, Hibiscus EP Brunei contributed revenue of RM303,137,903 and profit after taxation generated from operations of RM56,037,674.

Had Hibiscus EP Brunei been acquired on 1 July 2024, the Group's revenue and profit after taxation for the financial year would have been RM2,484,143,330 and RM141,738,599 respectively.

Transaction costs and professional fees incurred relating to the acquisition of RM7,175,836 was expensed to profit or loss as part the Group's administrative expenses.

14 JOINT OPERATIONS

Under the terms of the joint agreements below, the Group has a direct share in all of the assets employed by the arrangements and is liable for its share of the liabilities incurred. There is no legal or contractual separation between the arrangement and the parties to the arrangement. The Group has therefore classified these arrangements as joint operations. It has included its interests in the assets, liabilities, revenue and expenses in the appropriate line items in the statements of financial position and profit or loss respectively, in accordance with the accounting policy.

(a) North Sabah

The North Sabah asset is located approximately 33 kilometres from Kota Kinabalu, Malaysia.

On 31 March 2018, SEA Hibiscus completed the acquisition of the North Sabah asset from Sabah Shell Petroleum Company Limited ("Sabah Shell Petroleum") and Shell Sabah Selatan Sdn. Bhd. and successfully assumed the role of operator for the assets from Sabah Shell Petroleum. The responsibilities of SEA Hibiscus as the operator of North Sabah and under the JOA are the management of the operations of:

- Production of petroleum from four existing oil fields, namely St Joseph, South Furious, South Furious 30 and Barton; and
- Existing pipeline infrastructure, the Labuan Crude Oil Terminal ("LCOT") and all other equipment and assets relating to the PSC.

The four producing fields are located in the South China Sea, off the coast of Sabah. Each field is operated from its respective main platform/complex. Each field is connected via an inter-field pipeline to a main trunk line which transports hydrocarbons to LCOT, an onshore processing plant and oil export terminal.

The expiry date of the PSC is on 31 December 2040.

(b) Hibiscus Oil & Gas holds the operatorship of Kinabalu, PM3 CAA, PKNB, PM305 and PM314. The responsibilities of Hibiscus Oil & Gas as the operator of these PSCs and under the JOAs are the management of the operations of:

(i) Kinabalu

- Production of petroleum from three existing oil fields, namely Kinabalu Main, Kinabalu East and Kinabalu Far East.
- The expiry of the PSC is on 25 December 2032.

(ii) PM3 CAA

- Production of petroleum, gas and condensate from eight oil and gas fields, namely Bunga Orkid, Bunga Pakma, Bunga Lavatera, Bunga Raya, Bunga Seroja, Bunga Kekwa, Bunga Tulip and Bunga Aster.
- Exploration activities in two existing areas, namely the PM3 CAA Exploration Sub-Blocks and the Silver Gas Holding Area.
- The PSC tenure of PM3 CAA was extended for 20 years during the financial year, from 31 December 2027 to 31 December 2047.

14 JOINT OPERATIONS (CONTINUED)

(b) Hibiscus Oil & Gas holds the operatorship of Kinabalu, PM3 CAA, PKNB, PM305 and PM314. The responsibilities of Hibiscus Oil & Gas as the operator of these PSCs and under the JOAs are the management of the operations of: (continued)

(iii) PKNB

- Development of four discovered resource opportunities (gas fields), namely the Pertang, Kenarong, Noring and Bedong fields.
- The expiry of the PSC is on 30 June 2048.

(iv) PM305

- Production of petroleum from Murai field through the Angsi Southern Channel, a unitised area operated by PETRONAS Carigali Sdn. Bhd. ("PETRONAS Carigali").
- The participating interest in PM305 ceased on 17 March 2024.

(v) PM314

- Production of petroleum has ceased since September 2019.
- The participating interest in PM314 ceased on 5 September 2020.

(c) PM327

PM327 is an exploration block located to the south of PM3 CAA.

Straits Hibiscus signed a farm-in agreement to acquire a 30.0% participating interest in PM327. The effective date of the farm-in agreement was 5 July 2024.

PETRONAS Carigali is the operator of PM327.

The PSC has a contract duration of up to 14 February 2051. However, the exploration period of the PSC expires on 14 February 2027.

(d) Talisman Vietnam holds the operatorship of Block 46. The responsibility of Talisman Vietnam as the operator of Block 46 and under the JOA is the management of the operations of production of petroleum from Cai Nuoc oil field.

The expiry of the PSC is on 31 December 2027.

(e) Anasuria Area

(i) Anasuria Cluster

(i) Licence P013 and the Anasuria FPSO

The Group, via its indirect wholly-owned subsidiary, Anasuria Hibiscus UK Limited ("Anasuria Hibiscus"), together with Ping Petroleum UK PLC ("Ping Petroleum") has established the joint operating company, Anasuria Operating Company Limited ("Anasuria Operating Company") in Aberdeen and this company has been approved as the Licence Operator for Licence P013 by the Secretary of State for Energy and Climate Change of the UK Government. Anasuria Hibiscus holds 50.0% interest in Anasuria Operating Company.

Anasuria Operating Company operates the fields under Licence P013 (Block 21/25a and Block 21/30a) and the Anasuria FPSO, which are located approximately 175 kilometres east of Aberdeen in the UK Central North Sea.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

14 JOINT OPERATIONS (CONTINUED)

(e) Anasuria Area (continued)

(i) Anasuria Cluster (continued)

(i) Licence P013 and the Anasuria FPSO (continued)

Anasuria Hibiscus' interest in Licence P013 consists of:

- 50.0% interest in the Guillemot A field and the related field facilities;
- 50.0% interest in the Teal field and the related field facilities; and
- 50.0% interest in the Teal South field and the related field facilities.

There is no expiry date for the licence covering the Guillemot A, Teal and Teal South fields.

Anasuria Hibiscus also holds 50.0% interest in the Anasuria FPSO and the related equipment.

(ii) Licence P185

Anasuria Hibiscus' interest in Licence P185 (Block 21/20a) contains 19.325% interest in the Cook field and the related field facilities. The remaining interest is held by Ithaca Energy UK Limited ("Ithaca Energy") and Ping Petroleum with 61.35% and 19.325% interest respectively. Ithaca Energy is the operator for the field.

The UK's North Sea Transition Authority ("NSTA") had on 12 March 2018 extended the licence for the Cook field into a life of field licence. The licence is terminable only if there is a continuous minimum 12-month period in which production has fallen below a minimum production level.

(ii) Licence P2451

Licence P2451 (Block 21/28b) contains the Fyne discovery, which is located approximately 20 kilometres from the Anasuria FPSO. The Fyne discovery is a potential tieback candidate to the Anasuria FPSO.

Anasuria Hibiscus is the appointed operator of the field development stage.

On 20 March 2024, the NSTA approved the licence extension to 30 September 2026. A condition of the extension is that by 30 September 2026, Anasuria Hibiscus will have secured approval of a Field Development Plan ("FDP") and Production Consent.

On 11 April 2024, Anasuria Hibiscus received a No Objection Letter from the NSTA in response to a Concept Select Report submitted by Anasuria Hibiscus as operator and on behalf of the Licence P2451 licencees.

(iii) Licence P2532

Licence P2532 (Block 21/19c and Block 21/20c) contains the Cook West and Cook North prospects, which are potential extensions to the existing Cook field.

These blocks are contiguous with the Cook field (Licence P185 (Block 21/20a)) and reflect a similar equity holding as that of the Cook field.

Ithaca Energy is the operator for the fields.

On 8 September 2024, the NSTA approved Ithaca Energy's application for partial relinquishment of Block 21/19c and the relinquishment of Block 21/20c.

14 JOINT OPERATIONS (CONTINUED)

(f) Marigold and Sunflower fields

The Marigold and Sunflower fields, which are part of the UK Continental Shelf ("UKCS") Petroleum Production Licence P198 (Block 15/13a and Block 15/13b) respectively, are located approximately 250 kilometres northeast of Aberdeen in the UK Central North Sea.

On 16 October 2018, Anasuria Hibiscus, completed the acquisition of 50.0% interest in the two blocks under Licence P198; (i) Block 15/13a, containing the Marigold discovered oilfield, and (ii) Block 15/13b, containing the Sunflower discovered oilfield.

On 12 February 2019, Anasuria Hibiscus assumed the role of operator for the fields.

On 20 January 2021, Anasuria Hibiscus entered into a farm-in agreement with its joint venture partner for the fields, Caldera Petroleum (UK) Ltd ("Caldera Petroleum"). As per the terms of the farm-in agreement, Caldera Petroleum agreed to transfer to Anasuria Hibiscus 37.5% interest in Licence P198 Block 15/13a and Block 15/13b and in return, Anasuria Hibiscus agreed to pay all amounts attributable to Caldera Petroleum's retained interest of 12.5% up to first oil delivered from the fields.

Pending the development and finalisation of a Unitisation and Unit Operating Agreement ("UUOA"), Anasuria Hibiscus and Caldera Petroleum entered into a Governance Agreement on 5 May 2022, with Ithaca Oil and Gas Limited ("Ithaca Oil and Gas") to jointly develop the resources found in Licence P198 Block 15/13a and Ithaca Oil and Gas' Licence P2158 Block 15/18b (which is adjacent to the Marigold field) (herein collectively referred to "unitised Marigold field") via a tieback to the Piper B platform.

On 15 September 2023, Anasuria Hibiscus, Caldera Petroleum and Ithaca Oil and Gas entered into the UUOA to allow an optimal field development solution to be implemented for the unitised Marigold field. Pursuant to the UUOA, the unit participation percentages for Anasuria Hibiscus, Caldera Petroleum and Ithaca Oil and Gas in the unitised Marigold field are 61.25%, 8.75% and 30.0% respectively, with Anasuria Hibiscus being the operator for the unitised Marigold field. The UUOA is a pre-requisite for the submission of an FDP for the unitised Marigold field.

On 29 August 2025, Anasuria Hibiscus completed the acquisition of 30.0% interest held by Ithaca Oil and Gas under the UUOA for the unitised Marigold field. Pursuant to the completion of the acquisition, the unit participation percentages for Anasuria Hibiscus and Caldera Petroleum in the unitised Marigold field are 91.25% and 8.75% respectively. Interests in Licence P198 Block 15/13b (Sunflower field) remain unchanged, with Anasuria Hibiscus holding 87.5% interest and Caldera Petroleum holding 12.5% interest.

The Marigold field is expected to be in production by 2028, upon which Licence P198 would then be expected to be valid for the life of the fields.

(g) Block B MLJ

Subsequent to the completion of the acquisition of TotalEnergies EP Brunei, the Group assumes the role of operator of the Block B MLJ field, located approximately 50km offshore Brunei.

Hibiscus EP Brunei (formerly known as TotalEnergies EP Brunei) owns a 37.5% operated interest in the Block B MLJ field.

The Block B MLJ field is a producing gas asset.

The expiry of the concession is on 23 November 2029, with an option to extend the concession until 23 November 2039.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

15 INTANGIBLE ASSETS

	Goodwill RM'000	Rights and concessions RM'000	Conventional studies RM'000	Computer software RM'000	Emission trading schemes RM'000	Total RM'000
Group						
At 01.07.2024	**-**	**1,200,434**	**227,810**	**3,729**	**5,102**	**1,437,075**
Additions	**-**	**57,666**	**30,786**	**793**	**1,127**	**90,372**
Acquisition through business combination (Note 13)	**265,207**	**-**	**-**	**-**	**-**	**265,207**
Changes in estimates	**-**	**2,799**	**-**	**-**	**-**	**2,799**
Amortisation	**-**	**(55,257)**	**-**	**(1,908)**	**-**	**(57,165)**
Reclassification	**-**	**2,164**	**-**	**-**	**-**	**2,164**
Utilisation	**-**	**-**	**-**	**-**	**(5,986)**	**(5,986)**
Write-offs	**-**	**-**	**(59,139)**	**-**	**-**	**(59,139)**
Exchange differences	**(4,845)**	**(127,860)**	**(23,203)**	**(352)**	**(243)**	**(156,503)**
At 30.06.2025	**260,362**	**1,079,946**	**176,254**	**2,262**	**-**	**1,518,824**
Non-current	**260,362**	**1,079,946**	**176,254**	**2,262**	**-**	**1,518,824**
Current	**-**	**-**	**-**	**-**	**-**	**-**
	260,362	**1,079,946**	**176,254**	**2,262**	**-**	**1,518,824**
At 01.07.2023	-	1,252,533	195,566	3,970	8,854	1,460,923
Additions	-	7,671	145,371	2,598	6,990	162,630
Changes in estimates	-	(8,825)	-	-	-	(8,825)
Amortisation	-	(63,036)	-	(2,876)	-	(65,912)
Reclassification	-	-	(32,630)	-	-	(32,630)
Utilisation	-	-	-	-	(10,781)	(10,781)
Write-offs	-	-	(82,616)	-	-	(82,616)
Exchange differences	-	12,091	2,119	37	39	14,286
At 30.06.2024	-	1,200,434	227,810	3,729	5,102	1,437,075
Non-current	-	1,200,434	227,810	3,729	-	1,431,973
Current	-	-	-	-	5,102	5,102
	-	1,200,434	227,810	3,729	5,102	1,437,075

15 INTANGIBLE ASSETS (CONTINUED)

	Computer software RM'000
Company	
At 01.07.2024	**50**
Amortisation	**(20)**
At 30.06.2025	**30**
At 01.07.2023	5
Additions	53
Amortisation	(8)
At 30.06.2024	50

The carrying amounts of E&E assets included in rights and concessions and conventional studies are RM261,478,796 and RM137,134,240 respectively (2024: RM237,204,237 and RM184,449,282 respectively).

Included in rights and concessions are the carrying amounts of producing field licences in the Anasuria Cluster amounting to RM527,754,986 (2024: RM617,146,712), producing field licences in North Sabah amounting to RM284,397,588 (2024: RM346,082,994), capitalised acquisition and related transaction costs of the Marigold and Sunflower fields and Licence P2451 amounting to RM205,684,347 and RM6,895,024 respectively (2024: RM229,489,159 and RM7,715,078 respectively), capitalised acquisition and related transaction costs of PM327 amounting to RM48,899,426 (2024: Nil) and producing field licences in PM3 CAA amounting to RM6,314,667 (2024: Nil). Capitalised expenditures are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Conventional studies relate to conceptual study costs incurred for the development of the Marigold and Sunflower fields amounting to RM104,372,198 (2024: RM109,908,916), Licence P2535 amounting to RM39,120,236 (2024: RM43,360,759), PM3 CAA amounting to RM23,271,820 (2024: RM25,969,619), Licence P2451 amounting to RM3,552,425 (2024: RM1,917,057), PKNB amounting to RM2,223,871 (2024: Nil), North Sabah amounting to RM847,181 (2024: RM46,491,273), Anasuria Cluster amounting to RM136,184 (2024: RM151,738), PM327 amounting to RM2,730,564 (2024: Nil) and Block 46 amounting to RM Nil (2024: RM10,681).

The Group has assessed the recoverable amounts of the intangible assets, equipment and right-of-use assets as follows:

(a) North Sabah

The recoverable amounts of the intangible assets, equipment and right-of-use assets relating to North Sabah were determined using the FVLCTS model based on DCF derived from the expected cash inflows and outflows over the production life of North Sabah.

The key assumptions applied to determine the recoverable amount for North Sabah were as follows:

(i) Discount rate of 10.0% (2024: 10.0%);

(ii) Oil price forecast based on the oil price forward curve from an independent party;

(iii) Future oil production profile based on assessments by oil and gas reserves experts; and

(iv) Commercial risk factors applied to the valuation derived, as a result of the uncertain commerciality surrounding development projects included in the valuation model.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

15 INTANGIBLE ASSETS (CONTINUED)

(a) North Sabah (continued)

Fair value measurement was performed based on Level 3 hierarchy.

Based on the assessments performed, the Group concluded that the recoverable amount is greater than the carrying amount. The most sensitive assumption in the DCF economic model was oil price forecast. A 5.0% decrease in the oil price forecast did not result in the carrying amount exceeding its recoverable amount. The cost to sell is estimated to be immaterial.

Apart from the impairment assessment explained above, the Group has written off net well exploration costs amounting to RM42,096,434 in the current financial year (2024: RM82,616,265).

Exploration drilling campaign in North Sabah

In the previous financial year, SEA Hibiscus carried out an exploration drilling campaign to drill three exploration wells, namely South Furious Ungu, South Furious Ungu Side Track and South Furious Merah, to evaluate prospective Near Field exploration targets within the boundaries of the North Sabah permit. The campaign commenced at the South Furious Ungu well location on 29 October 2023 and drilling was carried out on both the South Furious Ungu and the South Furious Ungu Side Track wells from this site. The drilling of the third and final exploration target of this campaign, the South Furious Merah well, started on 19 January 2024 and was completed on 5 March 2024. All costs relating to this campaign were funded by internal resources and the costs associated with the campaign have been included in SEA Hibiscus' cost recovery pool.

Assessments based on the data and samples collected for the respective exploration wells were carried out. The assessment for South Furious Ungu was completed in the current financial year, while the assessments for South Furious Ungu Side Track and South Furious Merah were completed in the previous financial year.

The summary of the assessments and their impact to the financial statements are as follows:

- South Furious Ungu

  The lab analysis and follow up studies conducted on the data collected completed in the current financial year did not support the likelihood of commercial viability of the resources and accordingly, RM29,177,969 net of tax impact (for information, the corresponding amount omitting any tax impact was RM47,061,238), which was previously capitalised as a non-current intangible asset, was written off to profit or loss in the current financial year.

- South Furious Ungu Side Track

  In the previous financial year, an assessment performed on the hydrocarbon sample collected concluded that hydrocarbon volumes seen in this well would not achieve commercial viability. Following this, RM24,149,298 net of tax impact (for information, the corresponding amount omitting any tax impact was RM38,950,481) was written off to profit or loss in the previous financial year.

- South Furious Merah

  In the previous financial year, an assessment performed on the hydrocarbon sample collected concluded that hydrocarbon volumes seen in this well would not achieve commercially viable economic thresholds. Following this, RM27,072,786 net of tax impact (for information, the corresponding amount omitting any tax impact was RM43,665,784) was written off to profit or loss in the previous financial year.

  The amount written off in the previous financial year was partly written back to profit or loss in the current financial year upon finalisation of the actual drilling costs, which were lower than original accrued estimates. The net of tax amount written back in the current financial year was RM3,078,179 (for information, the corresponding amount omitting any tax impact was RM4,964,804).

15 INTANGIBLE ASSETS (CONTINUED)

(b) Kinabalu

The recoverable amounts of the intangible assets, equipment and right-of-use assets relating to Kinabalu were determined using the FVLCTS model based on DCF derived from the expected cash inflows and outflows over the production life of Kinabalu.

The key assumptions applied to determine the recoverable amount for Kinabalu were as follows:

(i) Discount rate of 10.0% (2024: 10.0%);

(ii) Oil price forecast based on the oil price forward curve from an independent party;

(iii) Future oil production profile based on assessments by oil and gas reserves experts; and

(iv) Commercial risk factors applied to the valuation derived, as a result of the uncertain commerciality surrounding development projects included in the valuation model.

Fair value measurement was performed based on Level 3 hierarchy.

In the current financial year, based on the assessments performed, the Group concluded that the recoverable amount is greater than the carrying amount. The most sensitive assumption in the DCF economic model was the oil price forecast. A 5.0% decrease in the oil price forecast would not result in the carrying amount to materially exceed its recoverable amount. The cost to sell is estimated to be immaterial.

In the previous financial year, the Group recognised an impairment in relation to Kinabalu amounting to RM61,007,700, as disclosed in Note 16 to the financial statements. The impairment was necessitated by events and circumstances which relate to well intervention activities conducted on an existing water injection well. This work was part of the Group's ongoing efforts to enhance oil recovery from Kinabalu. Given there were technical complications encountered at the well, the potential contribution to future cash flows from it is expected to be substantially lower than projected.

(c) PM3 CAA

The recoverable amounts of the intangible assets, equipment and right-of-use assets relating to PM3 CAA were determined using the FVLCTS model based on DCF derived from the expected cash inflows and outflows over the production life of PM3 CAA.

The key assumptions applied to determine the recoverable amount for PM3 CAA were as follows:

(i) Discount rate of 10.0% (2024: 10.0%);

(ii) Oil and gas price forecast based on the oil price forward curve from an independent party;

(iii) Future oil and gas production profile based on assessments by oil and gas reserves experts; and

(iv) Commercial risk factors applied to the valuation derived, as a result of the uncertain commerciality surrounding development projects included in the valuation model.

Fair value measurement was performed based on Level 3 hierarchy.

Based on the assessments performed, the Group concluded that the recoverable amount is greater than the carrying amount. The most sensitive assumption in the DCF economic model was the oil and gas price forecast. A 5.0% decrease in the oil and gas price forecast did not result in the carrying amount exceeding its recoverable amount. The cost to sell is estimated to be immaterial.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

15 INTANGIBLE ASSETS (CONTINUED)

(d) PM327

The recoverable amounts of the intangible assets relating to PM327 were determined using the FVLCTS model based on DCF derived from the expected cash inflows and outflows over the production life of PM327.

The key assumptions applied to determine the recoverable amount for PM327 were as follows:

(i) Discount rate of 10.0% (2024: Not applicable);

(ii) Oil price forecast based on the oil price forward curve from an independent party;

(iii) Future oil production profile based on assessments by oil and gas reserves experts; and

(iv) First oil being achieved in year 2031 (2024: Not applicable).

Fair value measurement was performed based on Level 3 hierarchy.

Based on the assessments performed, the Group concluded that the recoverable amount is greater than the carrying amount. The most sensitive assumption in the DCF economic model was the oil price forecast. A 5.0% decrease in the oil price forecast did not result in the carrying amount exceeding its recoverable amount. The cost to sell is estimated to be immaterial.

Apart from the impairment assessment explained above, the Group has written off the Rosebay-1 exploration well exploration costs amounting to RM17,042,626 in the current financial year. The Rosebay-1 exploration well, being a commitment well in Block PM327 was drilled by the operator, PETRONAS Carigali. The well was drilled on 3 December 2024 and reached its final depth on 28 December 2024. The operator has classified Rosebay-1 well as a technical success as two minor gas sands in the H-45 and I-45 reservoirs were encountered. The results of this well have provided a better understanding of the subsurface prospectivity of the area and the learnings will be applied to enhance the chance of success for future exploration wells in Block PM327. Whilst the data obtained from this well may contribute to future discoveries and developments in the PM327 area, it did not support the likelihood of commercial development of the resources in the Rosebay-1 well. Accordingly, the Group wrote off its share of the exploration costs incurred.

(e) Block 46

Talisman Vietnam had a 70.0% interest in Block 46. At the reporting date, the carrying amounts of equipment relating to Block 46 are negligible.

(f) Anasuria Area

The recoverable amounts of the intangible assets, equipment and right-of-use assets relating to the Anasuria Area (which includes the Anasuria Cluster, Licence P2532 and Licence P2535) were determined using the FVLCTS model based on DCF derived from the expected cash inflows and outflows over the production life of the Anasuria Area.

The key assumptions applied to determine the recoverable amount for the Anasuria Area were as follows:

(i) Discount rate of 10.0% (2024: 10.0%);

(ii) Oil and gas price forecast based on the oil and gas prices forward curve from independent parties;

(iii) Future oil and gas production profile based on assessments by oil and gas reserves experts; and

(iv) Licence P2535's first oil being achieved in the middle of year 2026 (2024: end of year 2025).

Fair value measurement was performed based on Level 3 hierarchy.

15 INTANGIBLE ASSETS (CONTINUED)

(f) Anasuria Area (continued)

Based on the assessments performed, the Group concluded that the recoverable amount is greater than the carrying amount. The most sensitive assumption in the DCF economic model was the oil and gas forecast. A 5.0% decrease in the oil and gas price forecast did not result in the carrying amount exceeding its recoverable amount. The cost to sell is estimated to be immaterial.

Apart from the impairment assessment explained above, the Group has recognised an impairment of equipment amounting to RM28,128,923 in relation to Licence P2535 in the current financial year. The impairment was necessitated by events and circumstances which relate to an apparently major incident on the well being drilled by another operator in the drilling sequence prior to the Teal West well, which resulted in Anasuria Hibiscus needing to defer the drilling well of the Teal West well and the installation of the subsea infrastructure connecting the Teal West well to the Anasuria FPSO. Additionally, the Group has recognised an impairment of other receivables amounting to RM11,201,649, following an assessment of recoverability based on the events and circumstances mentioned above.

Minimal development costs have been incurred for Licence P2451 as at the end of the financial year.

(g) Marigold Area

The Group has assessed the recoverable amount of the intangible assets, equipment and right-of-use assets relating to the Marigold Area. The recoverable amount was determined using the FVLCTS model based on DCF derived from the expected cash inflows and outflows over the production life of the Marigold Area.

The key assumptions applied to determine the recoverable amount for the Marigold Area were as follows:

(i) Discount rate of 10.0% (2024: 10.0%);

(ii) Oil price forecast based on the oil price forward curve from an independent party;

(iii) Future oil production profile based on assessments by oil and gas reserves experts;

(iv) First oil being achieved in year 2028 (2024: year 2028); and

(v) Commercial risk factors applied to the valuation derived, as a result of the uncertain commerciality surrounding development projects included in the valuation model.

Fair value measurement was performed based on Level 3 hierarchy.

Based on the assessments performed, the Group concluded that the recoverable amount is greater than the carrying amount. The most sensitive assumption in the DCF economic model was the oil price forecast. A 5.0% decrease in the oil price forecast did not result in the carrying amount exceeding its recoverable amount. The cost to sell is estimated to be immaterial.

(h) VIC/RL17

VIC/RL17 has been fully impaired after due assessments on its recoverable amount were performed subsequent to the National Offshore Petroleum Titles Administrator granting approval of a Retention Lease application on 5 November 2021.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

15 INTANGIBLE ASSETS (CONTINUED)

(i) Block B MLJ

The recoverable amounts of the intangible asset, equipment and right-of-use assets relating to the Block B MLJ field were determined using the FVLCTS model based on DCF derived from the expected cash inflows and outflows over the production life of the Block B MLJ field.

The key assumptions applied to determine the recoverable amount for Block B MLJ were as follows:

(i) Discount rate of 10.0% (2024: Not applicable);

(ii) Oil and gas price forecast based on the oil price forward curve from an independent party;

(iii) Future oil and gas production profile based on assessments by oil and gas reserves experts; and

(iv) Commercial risk factors applied to the valuation derived, as a result of the uncertain commerciality surrounding development projects included in the valuation model.

Fair value measurement was performed based on Level 3 hierarchy.

Based on the assessments performed, the Group concluded that the recoverable amount is greater than the carrying amount. The most sensitive assumption in the DCF economic model was the oil and gas price forecast. A 5.0% decrease in the oil and gas price forecast did not result in the carrying amount exceeding its recoverable amount. The cost to sell is estimated to be immaterial.

16 EQUIPMENT

	Furniture and fittings RM'000	Office equipment RM'000	Office renovation RM'000	Oil and gas assets RM'000	FPSO RM'000	Work in progress RM'000	Total RM'000
Group							
Cost							
At 01.07.2023	1,215	10,394	3,863	2,394,270	46,655	275,518	2,731,915
Additions	-	314	19	75,503	-	505,187	581,023
Changes in estimates	-	-	-	(53,507)	-	-	(53,507)
Transfer	-	-	-	175,416	37,130	(212,546)	-
Reclassification	-	-	-	-	-	32,630	32,630
Exchange differences	2	62	23	24,963	679	4,603	30,332
At 30.06.2024/01.07.2024	**1,217**	**10,770**	**3,905**	**2,616,645**	**84,464**	**605,392**	**3,322,393**
Additions	**50**	**7,575**	**(713)**	**643,295**[1]	**134**	**508,565**	**1,158,906**
Acquisition through business combination (Note 13)	**-**	**4,289**	**6,955**	**889,639**	**-**	**199,598**	**1,100,481**
Write-off	**-**	**(457)**	**-**	**-**	**-**	**(354)**	**(811)**
Changes in estimates	**-**	**-**	**-**	**(33,492)**	**-**	**-**	**(33,492)**
Transfer	**-**	**-**	**2,375**	**594,085**	**11,497**	**(607,957)**	**-**
Exchange differences	**(22)**	**(989)**	**(324)**	**(337,343)**	**(9,393)**	**(64,015)**	**(412,086)**
At 30.06.2025	**1,245**	**21,188**	**12,198**	**4,372,829**	**86,702**	**641,229**	**5,135,391**

[1] Included additional provision for decommissioning costs for PM3 CAA amounting to RM399,787,815 arising from the extension of the PM3 CAA PSC and the Upstream Gas Sales Agreement for an additional 20 years commencing 1 January 2028 (with an expiry date of 31 December 2047) as disclosed in Note 34 to the financial statements.

16 EQUIPMENT (CONTINUED)

	Furniture and fittings RM'000	Office equipment RM'000	Office renovation RM'000	Oil and gas assets RM'000	FPSO RM'000	Work in progress RM'000	Total RM'000
Group (continued)							
Accumulated depreciation							
At 01.07.2023	548	7,416	2,473	682,441	14,542	-	707,420
Depreciation	122	1,416	379	346,345	5,399	-	353,661
Exchange differences	1	43	21	8,790	176	-	9,031
At 30.06.2024/01.07.2024	**671**	**8,875**	**2,873**	**1,037,576**	**20,117**	**-**	**1,070,112**
Depreciation	**122**	**2,883**	**943**	**401,852**	**6,873**	**-**	**412,673**
Reclassification	**-**	**-**	**-**	**2,164**	**-**	**-**	**2,164**
Exchange differences	**(16)**	**(607)**	**(247)**	**(124,704)**	**(2,384)**	**-**	**(127,958)**
At 30.06.2025	**777**	**11,151**	**3,569**	**1,316,888**	**24,606**	**-**	**1,356,991**
Accumulated impairment							
At 01.07.2023	-	-	-	38	-	-	38
Impairment	-	-	-	61,008	-	-	61,008
Exchange differences	-	-	-	353	-	-	353
At 30.06.2024/01.07.2024	**-**	**-**	**-**	**61,399**	**-**	**-**	**61,399**
Impairment	**-**	**-**	**-**	**-**	**-**	**28,129**	**28,129**
Exchange differences	**-**	**-**	**-**	**(6,526)**	**-**	**(1,004)**	**(7,530)**
At 30.06.2025	**-**	**-**	**-**	**54,873**	**-**	**27,125**	**81,998**
Net book value							
At 30.06.2024	546	1,895	1,032	1,517,670	64,347	605,392	2,190,882
At 30.06.2025	**468**	**10,037**	**8,629**	**3,001,068**	**62,096**	**614,104**	**3,696,402**

The details of the impairment are disclosed in Note 15(b) and Note 15(f) to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

16 EQUIPMENT (CONTINUED)

	Furniture and fittings RM'000	Office equipment RM'000	Office renovation RM'000	Work in progress RM'000	Total RM'000
Company					
Cost					
At 01.07.2023	1,024	2,065	1,569	-	4,658
Additions	-	155	-	1,837	1,992
At 30.06.2024/01.07.2024	**1,024**	**2,220**	**1,569**	**1,837**	**6,650**
Additions	**-**	**407**	**716**	**538**	**1,661**
Transfer	**-**	**-**	**2,375**	**(2,375)**	**-**
At 30.06.2025	**1,024**	**2,627**	**4,660**	**-**	**8,311**
Accumulated depreciation					
At 01.07.2023	436	1,599	563	-	2,598
Depreciation	94	242	157	-	493
At 30.06.2024/01.07.2024	**530**	**1,841**	**720**	**-**	**3,091**
Depreciation	**94**	**249**	**427**	**-**	**770**
At 30.06.2025	**624**	**2,090**	**1,147**	**-**	**3,861**
Net book value					
At 30.06.2024	494	379	849	1,837	3,559
At 30.06.2025	**400**	**537**	**3,513**	**-**	**4,450**

17 RIGHT-OF-USE ASSETS

	Office equipment RM'000	Equipment RM'000	Vessels RM'000	Leasehold buildings RM'000	Motor vehicles RM'000	Total RM'000
Group						
Cost						
At 01.07.2023	8,120	14,797	205,054	28,422	-	256,393
Additions	1,236	-	22,687	443	-	24,366
Modifications	-	-	13,634	1,700	-	15,334
Write-offs	(53)	-	-	(1,068)	-	(1,121)
Exchange differences	54	148	2,250	252	-	2,704
At 30.06.2024/01.07.2024	**9,357**	**14,945**	**243,625**	**29,749**	**-**	**297,676**
Additions	**185**	**-**	**35,075**	**9,860**	**-**	**45,120**
Acquisition through business combination (Note 13)	**-**	**176**	**16,716**	**1,229**	**407**	**18,528**
Write-offs	**(7,376)**	**(13,850)**	**(52,678)**	**(18,747)**	**-**	**(92,651)**
Exchange differences	**(374)**	**(1,097)**	**(25,126)**	**(2,506)**	**(7)**	**(29,110)**
At 30.06.2025	**1,792**	**174**	**217,612**	**19,585**	**400**	**239,563**
Accumulated depreciation						
At 01.07.2023	5,852	10,155	66,805	15,475	-	98,287
Depreciation	1,398	3,385	44,761	7,074	-	56,618
Write-offs	(53)	-	-	(1,068)	-	(1,121)
Exchange differences	35	120	924	163	-	1,242
At 30.06.2024/01.07.2024	**7,232**	**13,660**	**112,490**	**21,644**	**-**	**155,026**
Depreciation	**1,042**	**1,224**	**40,516**	**7,177**	**161**	**50,120**
Write-offs	**(7,376)**	**(13,850)**	**(52,678)**	**(18,747)**	**-**	**(92,651)**
Exchange differences	**(197)**	**(1,001)**	**(11,558)**	**(592)**	**(6)**	**(13,354)**
At 30.06.2025	**701**	**33**	**88,770**	**9,482**	**155**	**99,141**
Net book value						
At 30.06.2024	2,125	1,285	131,135	8,105	-	142,650
At 30.06.2025	**1,091**	**141**	**128,842**	**10,103**	**245**	**140,422**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

17 RIGHT-OF-USE ASSETS (CONTINUED)

	Office equipment RM'000	Leasehold buildings RM'000	Total RM'000
Company			
Cost			
At 01.07.2023	159	4,073	4,232
Additions	73	323	396
Write-offs	(53)	(1,068)	(1,121)
At 30.06.2024/01.07.2024	**179**	**3,328**	**3,507**
Additions	**185**	**223**	**408**
Write-offs	**(106)**	**-**	**(106)**
At 30.06.2025	**258**	**3,551**	**3,809**
Accumulated depreciation			
At 01.07.2023	127	2,732	2,859
Depreciation	31	792	823
Write-offs	(53)	(1,069)	(1,122)
At 30.06.2024/01.07.2024	**105**	**2,455**	**2,560**
Depreciation	**48**	**1,011**	**1,059**
Write-offs	**(106)**	**-**	**(106)**
At 30.06.2025	**47**	**3,466**	**3,513**
Net book value			
At 30.06.2024	74	873	947
At 30.06.2025	**211**	**85**	**296**

18 INVESTMENTS IN SUBSIDIARIES

	Company	
	2025 RM'000	2024 RM'000
Unquoted shares in Malaysia, at cost	**588,053**	588,053
Less: Impairment losses	**(588,053)**	(588,053)
	-	-
Amounts owing by subsidiaries	**57,236**	57,236
Less: Impairment losses	**(57,236)**	(57,236)
	-	-

18 INVESTMENTS IN SUBSIDIARIES (CONTINUED)

The details of the subsidiaries are as follows:

Name of company	Principal activities	Country of incorporation	Group's effective equity interest (%) 2025	2024
Gulf Hibiscus Limited ("Gulf Hibiscus")	Provision of project management, technical and other services	Malaysia	**100**	100
Hibiscus Oilfield Services Limited ("Hibiscus Oilfield")	Provision of project management, technical and other services	Malaysia	**100**	100
Orient Hibiscus Sdn. Bhd.	Investment holding	Malaysia	**100**	100
Oceania Hibiscus Sdn. Bhd. ("Oceania Hibiscus")	Investment holding	Malaysia	**100**	100
Genesis Hibiscus Sdn. Bhd. ("Genesis Hibiscus")	Investment holding	Malaysia	**100**	100
Hibiscus Technical Services Sdn. Bhd. ("Hibiscus Technical Services")	Provision of project management, technical and other services	Malaysia	**100**	100
Timor Hibiscus Limited ("Timor Hibiscus")	Investment holding	Malaysia	**100**	100
Atlantic Hibiscus Sdn. Bhd. ("Atlantic Hibiscus")	Investment holding	Malaysia	**100**	100
Pacific Hibiscus Sdn. Bhd. ("Pacific Hibiscus")	Investment holding	Malaysia	**100**	100
Asia Hibiscus Sdn. Bhd. ("Asia Hibiscus")	Investment holding	Malaysia	**100**	100
Seri Hibiscus Sdn. Bhd. ("Seri Hibiscus")	Investment holding	Malaysia	**100**	100
Subsidiaries of Oceania Hibiscus				
Carnarvon Hibiscus[2]	Exploration and development of oil and gas	Australia	**100**	100
Althea Corporation Limited	Investment holding	Malaysia	**100**	100
Subsidiaries of Genesis Hibiscus				
Cayman Hibiscus Inc SPC[2]	Dormant	Cayman Islands	**100**	100
Hibiscus Capital Limited ("Hibiscus Capital")	Investment holding	Malaysia	**100**	100
Subsidiaries of Atlantic Hibiscus				
Anasuria Hibiscus[1]	Exploration and production of oil and gas	UK	**100**	100
Hibiscus Energy UK Limited[1]	Exploration and production of oil and gas	UK	**100**	100
Subsidiary of Pacific Hibiscus				
SEA Hibiscus	Exploration and production of oil and gas	Malaysia	**100**	100

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

18 INVESTMENTS IN SUBSIDIARIES (CONTINUED)

The details of the subsidiaries are as follows: (continued)

Name of company	Principal activities	Country of incorporation	Group's effective equity interest (%) 2025	2024
Subsidiaries of Asia Hibiscus				
Peninsula Hibiscus Sdn. Bhd. ("Peninsula Hibiscus")	Exploration and production of oil and gas	Malaysia	**100**	100
Borneo Hibiscus Sdn. Bhd.	Exploration and production of oil and gas	Malaysia	**100**	100
Straits Hibiscus	Exploration and production of oil and gas	Malaysia	**100**	100
Malaya Hibiscus Sdn. Bhd.	Exploration and production of oil and gas	Malaysia	**100**	-
Subsidiary of Hibiscus Technical Services				
Hibiscus Integrated Production Services Sdn. Bhd.[3] ("Hibiscus Integrated Production Services")	Provision of operations, maintenance, shutdown, or turnaround and associated services relating to oil and gas production, and storage facilities, installations or platforms	Malaysia	**-**	100
Subsidiary of Seri Hibiscus				
Simpor Hibiscus Sdn. Bhd. ("Simpor Hibiscus")	Exploration and production of oil and gas	Malaysia	**100**	100
Subsidiary of Simpor Hibiscus				
Hibiscus EP Brunei[1]	Exploration and production of gas	Netherlands	**100**	-
Subsidiary of Carnarvon Hibiscus				
Gippsland Hibiscus[2]	Exploration and development of oil and gas	Australia	**100**	100
Subsidiary of Peninsula Hibiscus				
Fortuna International Petroleum Corporation ("Fortuna International")[1]	Investment holding	Barbados	**100**	100
Subsidiaries of Fortuna International				
Hibiscus Oil & Gas (PM3)[1]	Oil and gas exploration, development and production	Barbados	**100**	100
Hibiscus Oil & Gas[1]	Oil and gas exploration, development and production	Barbados	**100**	100
Talisman Vietnam[1]	Oil and gas exploration, development and production	Barbados	**100**	100

18 INVESTMENTS IN SUBSIDIARIES (CONTINUED)

(1) Audited by a member firm of PricewaterhouseCoopers International Limited which is a separate and independent legal entity from PricewaterhouseCoopers PLT, Malaysia.

(2) The financial statements were not required to be audited based on the regulations of its country of incorporation.

(3) A Joint Venture and Shareholders Agreement ("JVSA") and a Shares Subscription Agreement between Hibiscus Technical Services, FPSO Ventures Sdn. Bhd. and Hibiscus Integrated Production Services were executed in March 2025. The JVSA defines the rights and obligations of the respective parties in Hibiscus Integrated Production Services. Upon the coming into effect of the JVSA, Hibiscus Technical Services will not have the power to unilaterally control the decision-making of Hibiscus Integrated Production Services, and thus Hibiscus Integrated Production Services will cease to be a subsidiary of Hibiscus Technical Services (in accordance with the provisions of MFRS 10 'Consolidated Financial Statements'). Consequently, the assets and liabilities of Hibiscus Integrated Production Services have been deconsolidated and derecognised. Hibiscus Technical Services remaining equity interest in Hibiscus Integrated Production Services is accounted for as other investment (in accordance with the provisions of MFRS 9 'Financial Instruments').

At the reporting date, the Company performed an impairment assessment on its investments in subsidiaries for any potential indicators of impairment. Based on the result of the impairment assessment, no further impairment is required in the current financial year (2024: impairment of RM584,225).

19 INVESTMENT IN AN ASSOCIATE

	Group	
	2025 RM'000	**2024 RM'000**
At 01.07.2024/01.07.2023	**4,456**	4,902
Share of post-acquisition results and reserves	**(1,121)**	(446)
Reversal of impairment of investment in an associate	**532**	-
At 30.06.2025/30.06.2024	**3,867**	4,456
Fair value of quoted shares (Level 1)	**11,125**	7,410

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

19 INVESTMENT IN AN ASSOCIATE (CONTINUED)

Set out below is the summarised financial information for 3D Energi which is accounted for using the equity method:

	Group	
	2025 RM'000	2024 RM'000
Revenue and other income	**123**	132
Loss after taxation/Total comprehensive expenses	**(4,207)**	(4,479)
Non-current assets	**46,485**	51,572
Current assets	**2,461**	10,406
Non-current liabilities	**(9,016)**	(10,882)
Current liabilities	**(1,566)**	(985)
Net assets	**38,364**	50,111
Group's share of net assets 9.28% (2024: 9.34%)	**3,560**	4,681
Impairment of investment in an associate	**-**	(532)
Transaction costs capitalised	**307**	307
Carrying amount	**3,867**	4,456

The information above reflects the amounts presented in the financial statements of the associate (and not the Group's share of those amounts) adjusted for differences in accounting policies between the Group and the associate.

Nature of investment in an associate is as follows:

Name of company	Principal activities	Place of business/ Country of incorporation	Measurement method	Group's effective equity interest (%) 2025	2024
3D Energi	Exploration and development of upstream oil and gas assets	Australia	Equity	**9.28**	9.34

The Group's effective equity interest in 3D Energi was diluted as a result of an additional shares issuance by 3D Energi in the current financial year.

There were no contingent liabilities relating to the Group's interest in the associate.

3D Energi shares are publicly traded on the Australian Stock Exchange. Due to fluctuations of the market price of the shares, an impairment assessment was performed for the Group's investment in 3D Energi by comparing the higher of FVLCTS and value in use against the carrying amount of the investment. The recoverable amount is based on FVLCTS, which is derived from the market price of the shares. Based on the assessment performed, the Group concluded that the recoverable amount is higher than the carrying amount and as a result, a reversal of impairment of investment in an associate of RM531,579 was recognised during the financial year. The cost to sell is estimated to be immaterial.

20 INVENTORIES

	Group	
	2025 RM'000	**2024 RM'000**
Crude oil	**32,188**	55,073
Spares	**149,380**	137,677
Diesel	**834**	676
	182,402	193,426

Inventories recognised as expenses during the financial year amounted to RM577,386,187 (2024: RM672,349,972). These were included in cost of sales as disclosed in Note 7 to the financial statements.

21 TRADE RECEIVABLES

	Group	
	2025 RM'000	**2024 RM'000**
Sales of crude oil	**227,497**	469,313
Sales of gas	**111,972**	77,740
Processing services	**32,885**	-
Provision of project management, technical and other services	**636**	1,468
	372,990	548,521

The amounts are unsecured and are to be settled in cash.

22 OTHER RECEIVABLES, DEPOSITS AND PREPAYMENTS

	Group		Company	
	2025 RM'000	**2024 RM'000**	**2025 RM'000**	**2024 RM'000**
Non-current				
Other receivables	**141,930**	170,888	**-**	-
Current				
Other receivables and deposits				
Other receivables	**599,423**	618,496	**4,613**	4,330
Deposits	**3,979**	236,609	**807**	328
Less: Impairment of other receivables	**(16,947)**	(5,797)	**(4,296)**	(4,296)
	586,455	849,308	**1,124**	362
Prepayments	**61,373**	42,175	**1,492**	1,038
	647,828	891,483	**2,616**	1,400

NOTES TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

22 OTHER RECEIVABLES, DEPOSITS AND PREPAYMENTS (CONTINUED)

Other receivables

Other receivables consist mainly joint interest billings receivable from joint venture partners of RM415,016,100 (2024: RM518,912,352) and finance leases receivable of RM220,778,163 (2024: RM241,982,619).

Finance leases receivable

Finance leases receivable are in relation to right-of-use assets for SEA Hibiscus, Hibiscus Oil & Gas and Hibiscus EP Brunei. The following table sets out the maturity analysis of the finance leases receivable, showing the undiscounted lease payments to be received after the reporting date.

	Group	
	2025 RM'000	**2024 RM'000**
Within one year	**99,255**	87,780
Later than one year but not later than five years	**145,351**	184,006
Later than five years	**5,034**	776
Minimum lease payments	**249,640**	272,562
Future finance income	**(28,862)**	(30,579)
Net investment in finance leases	**220,778**	241,983
Non-current	**138,867**	170,888
Current	**81,911**	71,095
	220,778	241,983

Deposits

In the previous financial year, the current deposits balance included a deposit paid for the acquisition of the entire equity interest in TotalEnergies Brunei amounting to RM231,280,000.

23 AMOUNTS OWING BY/(TO) SUBSIDIARIES

	Company	
	2025 RM'000	**2024 RM'000**
Amounts owing by subsidiaries:		
Non-current		
Non-trade	**87,089**	–
Current		
Trade	**42,477**	53,484
Less: Impairment of receivables (trade)	**(2,284)**	(2,324)
Non-trade	**321,045**	217,524
Less: Impairment of receivables (non-trade)	**(42,442)**	(42,442)
	318,796	226,242
Amounts owing to subsidiaries:		
Non-trade	**(364)**	(426)

23 AMOUNTS OWING BY/(TO) SUBSIDIARIES (CONTINUED)

The trade balance of amounts owing by subsidiaries represent receivables on demand and to be settled in cash. Included in the non-trade balance are advances that bear interest rates from 2.95% to 5.16% (2024: 5.02% to 6.70%) per annum. The remaining non-trade balance represents payments made on behalf of subsidiaries and dividends receivable from subsidiaries which are unsecured and interest-free.

At the reporting date, the Company performed an impairment assessment on the amounts owing by subsidiaries for any potential indicators of impairment. Based on the result of the impairment assessment, no further impairment is required in the current financial year (2024: impairment of RM584,225).

The non-trade balance of amounts owing to subsidiaries is unsecured, repayable on demand and interest-free. Included in the non-trade balance are advances that bear interest rates from 11.60% to 11.70% (2024: Nil) per annum.

24 AMOUNT OWING TO A RELATED PARTY

Amount owing to a related party is in relation to the provision of project management, technical and other services relating to the oil and gas exploration and production industry and a share of administrative expenses. The amount is unsecured and is to be settled in cash.

25 CASH AND BANK BALANCES

For the purpose of the statements of cash flows, cash and cash equivalents comprise the following:

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Cash and bank balances	**642,005**	962,384	**17,641**	11,826
Less: Cash restricted in use	**(321,839)**	(352,389)	**-**	-
Cash and cash equivalents	**320,166**	609,995	**17,641**	11,826
Cash restricted in use represented by:				
Non-current	**294,491**	274,359	**-**	-
Current	**27,348**	78,030	**-**	-
	321,839	352,389	**-**	-

Non-current cash restricted in use represents monies placed in trust for the Group's obligations for the estimated cost of decommissioning the facilities of the Anasuria Cluster. Such decommissioning activities are expected to be carried out at the end of life of the Anasuria Cluster and therefore, these monies in the trust are classified as non-current assets.

Current cash restricted in use in the current financial year represents deposits placed with a financial institution as security for banking facilities obtained for Asia Hibiscus. Current cash restricted in use in the previous financial year represents deposits placed with financial institutions as a bank guarantee for the value of minimum work commitment to be carried out by Hibiscus Oil & Gas and as security for banking facilities obtained for Asia Hibiscus.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

25 CASH AND BANK BALANCES (CONTINUED)

Reconciliation of liabilities arising from financing activities:

				Non-cash changes				
	At 01.07.2024 RM'000	Proceeds from borrowings RM'000	Principal and interest payments RM'000	Acquisition through business combination (Note 13) RM'000	Additions RM'000	Interest expense RM'000	Foreign exchange movement RM'000	At 30.06.2025 RM'000
Group								
Lease liabilities	377,527	-	(141,518)	50,752	80,195	26,438	(27,561)	365,833
Term loan	371,533	242,763	(114,702)	-	-	31,550	(45,186)	485,958
Revolving credits	-	293,832	(14,194)	-	-	7,488	(11,789)	275,337
Total liabilities arising from financing activities	749,060	536,595	(270,414)	50,752	80,195	65,476	(84,536)	1,127,128

				Non-cash changes				
	At 01.07.2024 RM'000	Proceeds of borrowings RM'000	Principal and interest payments RM'000	Additions RM'000	Interest expense RM'000	Foreign exchange movement RM'000	Offsetting with the amount owning by a subsidiary	At 30.06.2025 RM'000
Company								
Lease liabilities	981	-	(1,144)	408	63	-	-	308
Revolving credits	-	115,501	(12,519)	-	4,276	(5,370)	-	101,888
Advance from a subsidiary	-	3,107	(2,219)	-	-	(44)	(844)	-
Total liabilities arising from financing activities	981	118,608	(15,882)	408	4,339	(5,414)	(844)	102,196

25 CASH AND BANK BALANCES (CONTINUED)

Reconciliation of liabilities arising from financing activities: (continued)

	At 01.07.2023 RM'000	Principal and interest payments RM'000	Non-cash changes Additions RM'000	Non-cash changes Modifications RM'000	Non-cash changes Interest expense RM'000	Non-cash changes Foreign exchange movement RM'000	At 30.06.2024 RM'000
Group							
Lease liabilities	405,654	(168,262)	55,581	54,680	25,777	4,097	377,527
Term loan	456,840	(133,205)	-	-	43,868	4,030	371,533
Total liabilities arising from financing activities	862,494	(301,467)	55,581	54,680	69,645	8,127	749,060

	At 01.07.2023 RM'000	Principal and interest payments RM'000	Non-cash changes Additions RM'000	Non-cash changes Interest expense RM'000	At 30.06.2024 RM'000
Company					
Lease liabilities	1,397	(898)	396	86	981

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

26 SHARE CAPITAL

	Number of shares	Share capital RM
Ordinary shares		
At 01.07.2023	2,012,418,743	166,013,525
Share Consolidation	(1,207,451,315)	-
At 30.06.2024/01.07.2024	**804,967,428**	**166,013,525**
Cancellation of treasury shares	**(67,572,100)**	**(13,935,822)**
At 30.06.2025	**737,395,328**	**152,077,703**

In the previous financial year, on 20 October 2023, the Company completed the consolidation of the issued share capital of every five shares into two consolidated shares ("Share Consolidation"). It resulted in 2,012,418,743 number of issued ordinary shares of the Company being consolidated into 804,967,428 number of issued consolidated ordinary shares. The consolidated shares were listed and quoted on Bursa Securities on the same date.

Issued ordinary shares repurchased by the Company were initially held as treasury shares as disclosed in Note 27 to the financial statements. On 27 November 2024, the Company cancelled 36,566,600 of its treasury shares following a resolution passed by the Board. The remaining 31,005,500 treasury shares were subsequently cancelled following a resolution passed by the Board on 19 June 2025. In accordance with Section 127(14) of the Act, the issued capital of the Company shall be diminished by the treasury shares so cancelled.

27 TREASURY SHARES

	Number of shares	Treasury shares RM
Treasury shares		
At 01.07.2023	-	-
Purchase of treasury shares	6,385,200	16,120,738
At 30.06.2024/01.07.2024	**6,385,200**	**16,120,738**
Purchase of treasury shares	**61,186,900**	**118,205,913**
Cancellation of treasury shares	**(67,572,100)**	**(134,326,651)**
As at 30.06.2025	**-**	**-**

On 27 November 2024, the shareholders approved the renewal of the share buy-back authority for the Company to purchase its own shares of up to 10.0% of the total number of issued ordinary shares of the Company. The mandate is valid until the next Annual General Meeting or earlier if the shareholders pass an ordinary resolution in a general meeting.

The Company held 6,385,200 treasury shares as at the beginning of the current financial year.

During the current financial year, the Company repurchased 61,186,900 of its issued ordinary shares from the open market of Bursa Securities. The cost of repurchasing these shares amounted to RM118,205,913.

On 27 November 2024, the Company cancelled 36,566,600 of its treasury shares following a resolution passed by the Board. The remaining 31,005,500 treasury shares were subsequently cancelled following a resolution passed by the Board on 19 June 2025.

28 OTHER RESERVES

(a) Foreign exchange reserve

The foreign exchange reserve arose from the translation of the financial statements of entities and operations with different functional currencies and is not distributable by way of dividends.

(b) Other reserves

Other reserves consist of the Group's share of a joint venture's share-based payment reserve and are not distributable by way of dividends.

29 TRADE PAYABLES

Trade payables are related to the direct cost of delivering sales of crude oil and gas in producing field licenses, direct cost of delivering processing services and direct cost of executing exploration and development activities in non-producing field licences. The amounts are unsecured and are to be settled in cash.

30 OTHER PAYABLES AND ACCRUALS

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Non-current				
Other payables	**9,935**	-	**-**	-
Current				
Other payables	**134,457**	101,102	**5,268**	5,906
Accruals	**805,287**	768,265	**18,636**	21,635
Contract liabilities	**153,398**	70,327	**-**	-
Dividend payable	**7,374**	15,972	**7,374**	15,972
	1,100,516	955,666	**31,278**	43,513

Other payables and accruals

Other payables and accruals are mainly related to costs incurred for well services, facilities management, logistics and maintenance.

Contract liabilities

Included in contract liabilities is an amount of RM120,522,857 (2024: RM Nil) arising from a trade arrangement with a counterparty that bears an interest rate ranging from 7.81% to 8.35% (2024: Nil) per annum. This amount will be settled either via future crude oil offtakes proceeds or in cash, over a twelve-month period from the utilisation of the trade arrangement.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

31 BORROWINGS

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Non-current				
Secured				
Lease liabilities	**227,764**	256,648	**171**	125
Term loan	**378,020**	278,299	**-**	-
	605,784	534,947	**171**	125
Current				
Secured				
Lease liabilities	**138,069**	120,879	**137**	856
Term loan	**107,938**	93,234	**-**	-
Revolving credit	**173,449**	-	**-**	-
	419,456	214,113	**137**	856
Unsecured				
Revolving credit	**101,888**	-	**101,888**	-
	521,344	214,113	**102,025**	856

The Group's term loan and revolving credit facilities are subject to covenants of the lending banks, which include liquidity and solvency ratios. The Group has complied with these parameters.

Lease liabilities

	Group	
	2025 RM'000	2024 RM'000
Commitments in relation to lease liabilities are payable as follows:		
Within one year	**163,919**	144,123
Later than one year but not later than five years	**236,919**	280,683
Later than five years	**9,576**	356
Minimum lease payments	**410,414**	425,162
Future finance charges	**(44,581)**	(47,635)
Recognised as liabilities	**365,833**	377,527
The present value of lease liabilities are as follows:		
Within one year	**138,069**	120,879
Later than one year but not later than five years	**218,481**	256,304
Later than five years	**9,283**	344
Lease liabilities	**365,833**	377,527

31 BORROWINGS (CONTINUED)

	Company	
	2025 **RM'000**	**2024** **RM'000**
Commitments in relation to lease liabilities are payable as follows:		
Within one year	**153**	901
Later than one year but not later than five years	**192**	133
Minimum lease payments	**345**	1,034
Future finance charges	**(37)**	(53)
Recognised as liabilities	**308**	981

The present value of lease liabilities are as follows:		
Within one year	**137**	856
Later than one year but not later than five years	**171**	125
Lease liabilities	**308**	981

As at 30 June 2025, the Group's and the Company's lease liabilities have remaining terms up to seven years (2024: up to six years) and up to five years (2024: up to five years) respectively.

Term loan

The term loan facilities of the Group are secured by corporate guarantees from the Company and certain subsidiaries and charges over the shares of certain subsidiaries.

At the reporting date, the facilities bear interest rates ranging from 6.52% to 9.38% per annum (2024: 9.21% to 9.35% per annum).

Revolving credit

The secured revolving credit facilities of the Group are secured by charges over the shares of certain subsidiaries and bear interest rates ranging from 6.46% to 7.20% (2024: Nil) per annum.

The unsecured revolving credit facility of the Group and of the Company is with a maximum six-month rollover period and bears an interest rate ranging from 6.85% to 7.09% (2024: Nil) per annum.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

32 CONTINGENT CONSIDERATION

	Group	
	2025 RM'000	2024 RM'000
Non-current		
At 01.07.2024/01.07.2023	**43,307**	43,372
Additions	**-**	248
Changes in estimates	**(1,072)**	(2,205)
Unwinding of discount (Note 9)	**2,267**	1,463
Exchange differences	**(4,645)**	429
At 30.06.2025/30.06.2024	**39,857**	43,307
Current		
At 01.07.2024/01.07.2023	**1,691**	7,574
Additions	**-**	5,631
Settlement	**(1,113)**	(7,358)
Changes in estimates	**1,682**	(4,197)
Exchange differences	**(200)**	41
At 30.06.2025/30.06.2024	**2,060**	1,691

The contingent consideration of the Group at the end of the current financial year relates to the Marigold and Sunflower fields and the Fyne field amounting to RM41,653,652 (2024: RM44,731,726) and RM262,833 (2024: RM266,522) respectively.

For the Marigold and Sunflower fields, as per the terms of the farm-in agreement entered into by Anasuria Hibiscus with Caldera Petroleum for an additional 37.5% interest in Licence P198 Block 15/13a and Block 15/13b, Anasuria Hibiscus agreed to pay all amounts attributable to Caldera Petroleum's retained interest of 12.5% up to first oil arising from the fields, as disclosed in Note 14(f) to the financial statements. The contingent consideration represents the estimated amount to be paid and is dependent on the timing and amounts estimated to be incurred for the period up to first oil.

For the Fyne field, Anasuria Hibiscus and Ping Petroleum each entered into a separate but identical farm-in agreement with Rapid Oil Production Ltd ("Rapid Oil") to acquire 42.5% equity interest each in Block 21/28b under Licence P2451, with the balance 15.0% equity interest to remain with Rapid Oil. As per the terms of the farm-in agreement, a contingent consideration is payable to Rapid Oil upon achieving first oil from the field.

33 DEFERRED TAX (ASSETS)/LIABILITIES

	Group	
	2025 RM'000	**2024 RM'000**
Deferred tax liabilities	**1,072,509**	807,044
Deferred tax assets	**(3,188)**	-
	1,069,321	807,044

	Group	
	2025 RM'000	**2024 RM'000**
At 01.07.2024/01.07.2023	**807,044**	776,162
Recognised in profit or loss (Note 11)	**69,330**	21,125
Acquisition through business combination (Note 13)	**286,317**	-
Exchange differences	**(93,370)**	9,757
At 30.06.2025/30.06.2024	**1,069,321**	807,044

	Company	
	2025 RM'000	**2024 RM'000**
Deferred tax liabilities	**1,434**	932

	Company	
	2025 RM'000	**2024 RM'000**
At 01.07.2024/01.07.2023	**932**	178
Recognised in profit or loss (Note 11)	**502**	754
At 30.06.2025/30.06.2024	**1,434**	932

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

33 DEFERRED TAX (ASSETS)/LIABILITIES (CONTINUED)

The movements in deferred tax assets and liabilities during the financial year are as follows:

	Equipment RM'000	Intangible assets RM'000	Others RM'000	Total RM'000
Group				
Deferred tax liabilities				
At 01.07.2024	**644,952**	**573,353**	**55,276**	**1,273,581**
Recognised in profit or loss	**351,855**	**1,084**	**(25,952)**	**326,987**
Acquisition through business combination (Note 13)	**385,230**	**-**	**-**	**385,230**
Exchange differences	**(88,147)**	**(60,982)**	**(4,831)**	**(153,960)**
At 30.06.2025	**1,293,890**	**513,455**	**24,493**	**1,831,838**
Offsetting				**(759,329)**
Deferred tax liabilities (after offsetting) at 30.06.2025				**1,072,509**

	Equipment RM'000	Decom-missioning costs RM'000	Intangible assets RM'000	Tax losses RM'000	Provision and other payables RM'000	Others RM'000	Total RM'000
Group							
Deferred tax assets							
At 01.07.2024	**(89)**	**(248,390)**	**-**	**(124,236)**	**(24,332)**	**(69,490)**	**(466,537)**
Recognised in profit or loss	**(651)**	**(165,619)**	**(3,391)**	**(87,347)**	**(1,957)**	**1,308**	**(257,657)**
Acquisition through business combination (Note 13)	**-**	**(88,944)**	**-**	**-**	**-**	**(9,969)**	**(98,913)**
Exchange differences	**33**	**33,936**	**121**	**16,322**	**2,657**	**7,521**	**60,590**
At 30.06.2025	**(707)**	**(469,017)**	**(3,270)**	**(195,261)**	**(23,632)**	**(70,630)**	**(762,517)**
Offsetting							**759,329**
Deferred tax assets (after offsetting) at 30.06.2025							**(3,188)**

33 DEFERRED TAX (ASSETS)/LIABILITIES (CONTINUED)

The movements in deferred tax assets and liabilities during the previous financial year are as follows: (continued)

	Equipment RM'000	Intangible assets RM'000	Others RM'000	Total RM'000
Group				
Deferred tax liabilities				
At 01.07.2023	633,023	599,507	32,414	1,264,944
Recognised in profit or loss	(1,076)	(31,935)	(9,011)	(42,022)
Reclassification	6,674	-	29,537	36,211
Exchange differences	6,331	5,781	2,336	14,448
At 30.06.2024	644,952	573,353	55,276	1,273,581
Offsetting				(466,537)
Deferred tax liabilities (after offsetting) at 30.06.2024				807,044

	Equipment RM'000	Decom-missioning costs RM'000	Tax losses RM'000	Provision and other payables RM'000	Others RM'000	Total RM'000
Group						
Deferred tax assets						
At 01.07.2023	(69)	(268,394)	(149,206)	(36,506)	(34,607)	(488,782)
Recognised in profit or loss	(19)	29,218	26,285	12,466	(4,803)	63,147
Reclassification	-	(6,674)	-	-	(29,537)	(36,211)
Exchange differences	(1)	(2,540)	(1,315)	(292)	(543)	(4,691)
At 30.06.2024	(89)	(248,390)	(124,236)	(24,332)	(69,490)	(466,537)
Offsetting						466,537
Deferred tax assets (after offsetting) at 30.06.2024						-

Company

The movements in deferred tax liabilities for the Company arose from movements relating to foreign source income yet to be remitted.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

33 DEFERRED TAX (ASSETS)/LIABILITIES (CONTINUED)

Deferred tax assets have not been recognised in respect of the following deductible temporary differences because it is not probable that future taxable profits will be available against which the Group and the Company can utilise the benefits therefrom:

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Tax losses	**296,473**	424,794	**79,700**	92,932
Unabsorbed capital allowance	**228,569**	172,139	**-**	-
Provisions and other payables	**227,730**	255,567	**18,258**	19,811
	752,772	852,500	**97,958**	112,743

In accordance with the Malaysian Finance Act 2021 gazetted on 31 December 2021, the Group's and the Company's unutilised tax losses can now be carried forward for ten consecutive YAs.

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Limit of utilisation				
YA 2028	**36,737**	49,969	**30,817**	44,050
YA 2029	**10,962**	10,962	**10,962**	10,962
YA 2030	**13,068**	13,068	**12,344**	12,344
YA 2031	**18,768**	18,768	**13,952**	13,952
YA 2032	**17,041**	17,041	**11,625**	11,624
YA 2033	**2,155**	2,155	**-**	-
YA 2034	**839**	965	**-**	-
YA 2035	**3,708**	-	**-**	-
	103,278	112,928	**79,700**	92,932

34 PROVISION FOR DECOMMISSIONING COSTS

	Group	
	2025 RM'000	**2024 RM'000**
At 01.07.2024/01.07.2023	**617,783**	673,416
Additions	**435,717**	-
Changes in estimates	**(32,349)**	(54,681)
Payment	**(55,501)**	(54,238)
Unwinding of discount (Note 9)	**54,611**	47,190
Acquisition through business combination (Note 13)	**158,892**	-
Exchange differences	**(60,124)**	6,096
At 30.06.2025/30.06.2024	**1,119,029**	617,783
Represented by:		
Non-current	**1,022,405**	539,512
Current	**96,624**	78,271
At 30.06.2025/30.06.2024	**1,119,029**	617,783

The Group makes provisions for the future costs of decommissioning of its oil and gas production facilities and pipelines on a discounted basis.

Included in additions is an amount of RM399,787,815 arising from the extension of the PM3 CAA PSC and the Upstream Gas Sales Agreement for an additional 20 years commencing 1 January 2028 (with an expiry date of 31 December 2047).

35 DIRECTORS' REMUNERATION

(a) The aggregate amounts of emoluments received and/or receivable by Directors of the Group and of the Company during the financial year are as follows:

	Group		Company	
	2025 RM'000	**2024 RM'000**	**2025 RM'000**	**2024 RM'000**
Executive Director:				
- salaries and bonus	**9,050**	8,050	**9,050**	8,050
- defined contribution plan	**2,082**	1,852	**2,082**	1,852
- other benefits	**8**	8	**8**	8
	11,140	9,910	**11,140**	9,910
Non-executive Directors:				
- fees and allowances	**2,406**	2,173	**2,186**	1,938
	13,546	12,083	**13,326**	11,848

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

35 DIRECTORS' REMUNERATION (CONTINUED)

(b) Details of Directors' emoluments of the Group and of the Company received/receivable for the financial year in bands of RM50,000 are as follows:

	Group	
	2025	**2024**
Executive Director:		
RM11,000,001 – RM11,150,000	**1**	-
RM9,900,001 – RM9,950,000	**-**	1
Non-executive Directors:		
RM500,001 – RM550,000	**1**	-
RM450,001 – RM500,000	**-**	-
RM400,001 – RM450,000	**-**	1
RM350,001 – RM400,000	**1**	-
RM300,001 – RM350,000	**4**	3
RM250,001 – RM300,000	**-**	2
RM200,001 – RM250,000	**-**	-
RM150,001 – RM200,000	**-**	-
RM100,001 – RM150,000	**2**	2
RM50,001 – RM100,000	**-**	-
RM1 – RM50,000	**-**	-
	9	9

	Company	
	2025	**2024**
Executive Director:		
RM11,000,001 – RM11,150,000	**1**	-
RM9,900,001 – RM9,950,000	**-**	1
Non-executive Directors:		
RM500,001 – RM550,000	**1**	-
RM450,001 – RM500,000	**-**	-
RM400,001 – RM450,000	**-**	1
RM350,001 – RM400,000	**1**	-
RM300,001 – RM350,000	**4**	3
RM250,001 – RM300,000	**-**	2
RM200,001 – RM250,000	**-**	-
RM150,001 – RM200,000	**-**	-
RM100,001 – RM150,000	**-**	-
	7	7

36 SIGNIFICANT RELATED PARTIES DISCLOSURES

(a) Identities of related parties

The related parties of the Group and of the Company are:

(i) Its subsidiaries and an associate as disclosed in Note 18 and Note 19 to the financial statements; and

(ii) The Directors and leadership team who are the key management personnel.

(b) In addition to information detailed elsewhere in the financial statements, set out below are other significant transactions and outstanding balances with related parties during the financial year:

	Transaction values		Balances outstanding	
	2025 RM'000	**2024 RM'000**	**2025 RM'000**	**2024 RM'000**
Group				
Project management, technical and other services fees receivable from:				
Ping Petroleum[1]	**2,750**	3,060	**637**	1,468
Company				
Project management, technical and other services fees receivable from:				
Oceania Hibiscus[2]:				
Gross	**29**	39	**1,290**	1,261
Less: Impairment of receivables	**-**	-	**(1,222)**	(1,222)
	29	39	**68**	39
Hibiscus Technical Services[2]:				
Gross	**26,675**	21,361	**40,040**	55,753
Less: Impairment of receivables	**-**	-	**(2,285)**	(2,324)
	26,675	21,361	**37,755**	53,429

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

36 SIGNIFICANT RELATED PARTIES DISCLOSURES (CONTINUED)

(b) In addition to information detailed elsewhere in the financial statements, set out below are other significant transactions and outstanding balances with related parties during the financial year: (continued)

	Transaction values		Balances outstanding	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Company (continued)				
Project management, technical and other services fees receivable from: (continued)				
Anasuria Hibiscus[2]	**5,809**	6,982	**3,004**	2,152
SEA Hibiscus[2]	**221**	597	**291**	621
Gulf Hibiscus[2]:				
Gross	**1**	1	**1,377**	1,376
Less: Impairment of receivables	**-**	-	**(1,376)**	(1,376)
	1	1	**1**	-
Peninsula Hibiscus[2]	**117**	153	**2,059**	2,360
Hibiscus Oil & Gas[2]	**2,785**	2,255	**1,554**	1,417
Asia Hibiscus[2]	**17**	34	**120**	551
Hibiscus EP Brunei[2]	**12,526**	-	**12,526**	-
Simpor Hibiscus[2]	**637**	-	**637**	-
Straits Hibiscus[2]	**743**	1	**471**	7
Dividend income:				
Asia Hibiscus[2]	**164,000**	-	**164,000**	-
Pacific Hibiscus[2]	**175,000**	50,000	**75,000**	50,000

36 SIGNIFICANT RELATED PARTIES DISCLOSURES (CONTINUED)

(b) In addition to information detailed elsewhere in the financial statements, set out below are other significant transactions and outstanding balances with related parties during the financial year: (continued)

	Transaction values		Balances outstanding	
	2025 RM'000	**2024 RM'000**	**2025 RM'000**	**2024 RM'000**
Company (continued)				
Payment on behalf of:				
Gulf Hibiscus[2]:				
Gross	**13**	278	**11,846**	11,833
Less: Impairment of receivables	**-**	-	**(11,833)**	(11,833)
	13	278	**13**	-
Oceania Hibiscus[2]:				
Gross	**2,633**	2,117	**58,932**	56,758
Less: Impairment of receivables	**-**	-	**(54,745)**	(54,745)
	2,633	2,117	**4,187**	2,013
Hibiscus Technical Services[2]	**1,089**	-	**1,106**	1,648
Timor Hibiscus[2]:				
Gross	**23**	26	**27,867**	27,844
Less: Impairment of receivables	**-**	-	**(27,844)**	(27,844)
	23	26	**23**	-
Peninsula Hibiscus[2]	**-**	-	**16**	16
Hibiscus Capital[2]:				
Gross	**62**	56	**368**	309
Less: Impairment of receivables	**-**	-	**(309)**	(309)
	62	56	**59**	-
Asia Hibiscus[2]	**1,945**	615	**1,341**	1,186
Simpor Hibiscus[2]	**2,934**	5	**2,921**	5

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

36 SIGNIFICANT RELATED PARTIES DISCLOSURES (CONTINUED)

(b) In addition to information detailed elsewhere in the financial statements, set out below are other significant transactions and outstanding balances with related parties during the financial year: (continued)

	Transaction values		Balances outstanding	
	2025 RM'000	**2024 RM'000**	**2025 RM'000**	**2024 RM'000**
Company (continued)				
Payment on behalf by:				
Hibiscus Oilfield[2]	**-**	-	**367**	427
Advances to:				
Anasuria Hibiscus[2]	**-**	-	**85,931**	87,236
Hibiscus Technical Services[2]	**-**	-	**-**	7,075
SEA Hibiscus[2]	**40,169**	-	**-**	-
Interest income on advances to:				
Anasuria Hibiscus[2]	**3,580**	5,389	**8,040**	10,162
Hibiscus Technical Services[2]	**18**	997	**1,727**	2,456
Peninsula Hibiscus[2]	**-**	-	**3,879**	3,879
Asia Hibiscus[2]	**7**	14	**23**	16
SEA Hibiscus[2]	**640**	-	**-**	-
Advances from:				
Asia Hibiscus[2]	**3,107**	-	**844**	-
Interest expense on advances from:				
Asia Hibiscus[2]	**45**	-	**688**	722

36 SIGNIFICANT RELATED PARTIES DISCLOSURES (CONTINUED)

(b) In addition to information detailed elsewhere in the financial statements, set out below are other significant transactions and outstanding balances with related parties during the financial year: (continued)

The Group and the Company entered into the abovementioned related party transactions with parties whose relationships are set out below:

[1] Shareholder of a joint operating company of the Group.

[2] Subsidiaries of the Group.

(c) Key management personnel compensation

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Directors:				
- fees and allowances	**2,406**	2,173	**2,186**	1,938
- salaries and bonus	**9,050**	8,050	**9,050**	8,050
- defined contribution plan	**2,082**	1,852	**2,082**	1,852
- other benefits	**8**	8	**8**	8
	13,546	12,083	**13,326**	11,848
Key management personnel other than Directors:				
- salaries, bonus and fees	**25,838**	28,246	**17,045**	14,129
- defined contribution plan	**2,022**	1,893	**1,609**	1,360
- other benefits	**1,344**	1,685	**118**	34
	29,204	31,824	**18,772**	15,523

37 OPERATING SEGMENTS

Operating segments are presented in respect of the Group's business activities.

The Group had reassessed the composition of its reportable operating segments upon completing the integration of the operations of its two Malaysian operating business units, SEA Hibiscus and Hibiscus Oil & Gas. The reassessment was performed based on the quantitative thresholds and qualitative factors in accordance with the requirements of MFRS 8 'Operating Segments'. Via the integrated organisation known as Hibiscus Malaysia, the Group aims to achieve a unified working culture, operational synergies and cost optimisation across the Group's assets in Peninsular Malaysia, Sabah Malaysia and Vietnam and further solidify the Group's position in Malaysia.

The Group's reportable operating segments have been redefined based on changes to information provided to the CODM to assess the performance of the respective segments and make decisions on resources to be allocated to the segments. This took into consideration the similarity of economic characteristics, business processes, allocation of resources and regulatory environment.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

37 OPERATING SEGMENTS (CONTINUED)

The comparative operating segments' results are restated to reflect the newly reportable operating segments in accordance with MFRS 8 'Operating Segments'.

During the current financial year, the Group's activities have been grouped into the following principal areas:

(i) Peninsular Malaysia

Group's investments and operations in Peninsular Malaysia, consisting of (i) PM3 CAA, (ii) PM305 and PM314, (iii) PKNB and (iv) PM327.

PM3 CAA

Group's investment in its 35.0% participating interest in PM3 CAA, located within the CAA between Malaysia and Vietnam. The investment includes the management of the operations relating to the production of petroleum from eight oil and gas fields (namely Bunga Orkid, Bunga Pakma, Bunga Lavatera, Bunga Kekwa, Bunga Raya, Bunga Seroja, Bunga Tulip and Bunga Aster).

PM305 and PM314

(a) PM305

- Group's investment in its 60.0% participating interest in PM305, located off the eastern coast of Peninsular Malaysia in the Malay Basin. The participating interest in PM305 ceased on 17 March 2024.

  The Group has the obligation to complete the abandonment of the wells and facilities per the PSC terms of PM305. All well abandonment obligations required to be carried out were completed in August 2022. The remaining abandonment obligations of the South Angsi-A facility are estimated to be completed by December 2025.

  The Group is also in the process of finalising the cash settlement exercise in relation to underlift crude balances.

(b) PM314

- Group's investment in its 60.0% participating interest in PM314, located off the eastern coast of Peninsular Malaysia in the Malay Basin. The participating interest in PM314 ceased on 5 September 2020 and all abandonment obligations required to be carried out per the PSC terms of PM314 were completed in August 2022.

  The Group is in the process of finalising the cash settlement exercise in relation to underlift crude balances.

PKNB

Group's investment in its 65.0% participating interest in PKNB, located in shallow waters between 65 and 75 metres depth offshore the east coast of Peninsular Malaysia.

The investment includes the management of operations relating to the four discovered resource opportunities (gas fields), namely the Pertang, Kenarong, Noring and Bedong fields.

PM327

Group's investment in its 30.0% non-operated participating interest in PM327, an exploration block located to the south of the PM3 CAA.

The segment's functional currency is the USD. The average and closing rates adopted for conversion to RM in the current financial year are 4.3744 and 4.2183 respectively.

37 OPERATING SEGMENTS (CONTINUED)

During the current financial year, the Group's activities have been grouped into the following principal areas: (continued)

(ii) Sabah Malaysia

Group's investments and operations in Sabah, Malaysia, consisting of (i) North Sabah and (ii) Kinabalu.

North Sabah

Group's investment in its 50.0% participating interest in North Sabah, located off the coast of Sabah, Malaysia. The investment includes the management of the operations relating to the production of petroleum from four existing oil fields (namely St Joseph, South Furious, South Furious 30 and Barton), existing pipeline infrastructure, the LCOT and all other equipment and assets relating to the PSC.

Kinabalu

Group's investment in its 60.0% participating interest in Kinabalu, located off the coast of Sabah, Malaysia. The investment includes the management of the operations relating to the production of petroleum from three existing oil fields (namely Kinabalu Main, Kinabalu East and Kinabalu Far East).

The segment's functional currency is the USD. The average and closing rates adopted for conversion to RM in the current financial year are 4.3744 and 4.2183 respectively.

(iii) United Kingdom

Group's investments and operations in the UK, consisting of (i) the Anasuria Area and (ii) the Marigold Area, all located offshore in the UKCS.

Anasuria Area

(a) Anasuria Cluster

- Group's investment in its:

  (i) 50.0% jointly operated interest in the Licence P013 (Blocks 21/25a and 21/30a) containing the Guillemot A, Teal and Teal South producing fields,

  (ii) 19.3% non-operated interests in the Licence P185 (Block 21/20a) containing the Cook producing field,

  (iii) 50.0% operated interest in the Anasuria FPSO, and

  (iv) 50.0% interest in Anasuria Operating Company Limited.

(b) Licence P2451

- Group's investment in its 42.5% operated interest in Licence P2451 (Block 21/28b) containing the Fyne undeveloped field.

(c) Licence P2532

- Group's investment in its 19.3% non-operated interest in Licence P2532 (containing originally Block 21/19c and Block 21/20c) containing originally the Cook West and Cook North field extensions. Ithaca Energy is the operator for the fields.

  On 8 September 2024, the NSTA approved Ithaca Energy's application for partial relinquishment of Block 21/19c and the relinquishment of Block 21/20c.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

37 OPERATING SEGMENTS (CONTINUED)

During the current financial year, the Group's activities have been grouped into the following principal areas: (continued)

(iii) United Kingdom (continued)

(d) Licence P2535

- Group's investment in its 100.0% operated interest in Licence P2535 (Block 21/24d) containing the Teal West field, which is contiguous to the Teal field and is located approximately 4 kilometres from the Teal manifold. The Teal West field is planned to be produced to the Anasuria FPSO where the well fluids will be processed and exported via the Anasuria infrastructure.

- On 7 November 2024, the NSTA granted the application for Licence P2535 to proceed to a third term which involves the execution of an FDP to progress the development of the Teal West field. The third term expires on 1 December 2042. Concurrently, the NSTA granted the application to surrender part of License P2535, thereby reducing the Block 21/24d acreage held from approximately 58 square km to approximately 17 square km.

<u>Marigold Area</u>

(a) Marigold field

- Group's investment in its 61.25% operated unit participation in Licence P198 (Block 15/13a) containing the Marigold field, which is unitised with Ithaca Oil and Gas Limited under its Licence P2158 (Block 15/18b), pursuant to the Unitisation and Unit Operating Agreement executed on 15 September 2023.

(b) Sunflower field

- Group's investment in its 87.5% operated interest in Licence P198 (Block 15/13b) containing the Sunflower discovery.

(c) Licence P2518

- Group's investment in its 100.0% operated interest in Licence P2518 (Block 15/12a and Block 15/17a) containing the Kildrummy discovery.

(d) Licence P2608

- Group's investment in its 100.0% operated interest in Licence P2608 (Block 15/18a and Block 15/19a) containing the Crown discovery.

(e) Licence P2635

- Group's investment in its 100.0% operated interest in Licence P2635 (Block 15/13c and Block 15/18c) containing the Cross prospect and hydrocarbon lead northwest of the Marigold field.

The segment's functional currency is the USD. The average and closing rates adopted for conversion to RM in the current financial year are 4.3744 and 4.2183 respectively.

37 OPERATING SEGMENTS (CONTINUED)

During the current financial year, the Group's activities have been grouped into the following principal areas: (continued)

(iv)	Brunei	Group's investment in its 37.5% operated interest in the Block B Concession containing the Block B MLJ field, located in offshore Brunei. The Block B MLJ field is a producing gas asset. The segment's functional currency is the USD. The average and closing rates adopted for conversion to RM in the current financial year are 4.3744 and 4.2183 respectively.
(v)	Vietnam	Group's investment in its 70.0% operated interest in Block 46, a tie-back asset to PM3 CAA located in Vietnamese waters. Block 46 contains the producing Cai Nuoc field and the undeveloped Hoa Mai field. The segment's functional currency is the USD. The average and closing rates adopted for conversion to RM in the current financial year are 4.3744 and 4.2183 respectively.
(vi)	Others	Other segment comprised of the Group's operations in Australia and investment holding and group activities. Australia Group's operations in VIC/RL17 for the West Seahorse field and investment in 3D Energi Limited. The functional currency is the Australian Dollar. The average and closing rates adopted for conversion to RM in the current financial year are 2.8266 and 2.7638 respectively. Investment holding and group activities Investments in companies owning/operating oil and gas concessions, and provision of project management, technical and other services relating to the oil and gas exploration and production industry. The investment holding and group activities are located in Malaysia.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

37 OPERATING SEGMENTS (CONTINUED)

	Peninsular Malaysia RM'000	Sabah Malaysia RM'000	United Kingdom RM'000	Brunei RM'000	Vietnam RM'000	Others RM'000	Group RM'000
30.06.2025							
Non-current assets	1,182,339	1,466,662	1,737,403	1,443,564	8,689	8,740	5,847,397
Included in the segments assets is:							
Investment in an associate	-	-	-	-	-	3,867	3,867
Additions to non-current assets	597,424	407,694	169,340	140,349	476	2,120	1,317,403
Project management, technical and other services	-	-	-	-	-	11,560	11,560
Sales of crude oil and gas	817,551	934,867	205,448	195,850	56,506	-	2,210,222
Processing service	-	-	-	107,288	-	-	107,288
Interest income	-	-	-	-	-	3,812	3,812
Revenue	817,551	934,867	205,448	303,138	56,506	15,372	2,332,882
Cost of sales	(345,839)	(346,190)	(99,339)	(123,531)	(29,325)	-	(944,224)
Depreciation and amortisation	(236,001)	(145,027)	(60,581)	(74,398)	(2,062)	(1,889)	(519,958)
Profit/(loss) from operations	224,144	290,903	(5,829)	98,597	23,595	(70,393)	561,017
Net write-off of well exploration costs	(17,043)	(42,096)	-	-	-	-	(59,139)
Impairment of equipment	-	-	(28,129)	-	-	-	(28,129)
Impairment of receivables	(82)	(176)	(11,202)	-	-	-	(11,460)
Share of results of an associate	-	-	-	-	-	(589)	(589)
Finance costs	(22,890)	(17,921)	(35,844)	(6,880)	(475)	(50,110)	(134,120)
Interest income	6,063	3,035	14,049	2,044	98	345	25,634
Taxation	(49,340)	(81,646)	(51,688)	(37,724)	(13,442)	(1,877)	(235,717)
Profit/(loss) after taxation	140,852	152,099	(118,643)	56,037	9,776	(122,624)	117,497

37 OPERATING SEGMENTS (CONTINUED)

	Peninsular Malaysia RM'000	Sabah Malaysia RM'000	United Kingdom RM'000	Vietnam RM'000	Others RM'000	Group RM'000
30.06.2024						
Non-current assets	1,008,887	1,382,813	1,857,104	11,263	9,098	4,269,165
Included in the segments assets is:						
Investment in an associate	-	-	-	-	4,456	4,456
Additions to non-current assets	158,665	487,680	167,433	(1,450)[1]	2,442	814,770
Project management, technical and other services	-	-	-	-	7,339	7,339
Sales of crude oil and gas	986,308	1,367,564	342,501	-	-	2,696,373
Interest income	-	-	-	-	12,022	12,022
Revenue	986,308	1,367,564	342,501	-	19,361	2,715,734
Cost of sales	(385,804)	(458,373)	(104,786)	-	-	(948,963)
Depreciation and amortisation	(239,882)	(159,531)	(71,938)	(3,449)	(1,391)	(476,191)
Profit/(loss) from operations	347,613	525,197	121,007	(5,035)	(48,273)	940,509
Write-off of well exploration costs	-	(82,616)	-	-	-	(82,616)
Impairment of equipment	-	(61,008)	-	-	-	(61,008)
Share of results of an associate	-	-	-	-	(510)	(510)
Finance costs	(19,247)	(15,583)	(31,492)	(616)	(39,891)	(106,829)
Interest income	19,597	10,868	16,895	427	745	48,532
Taxation	(94,430)	(144,915)	(31,553)	1,915	(1,971)	(270,954)
Profit/(loss) after taxation	253,533	231,943	74,857	(3,309)	(89,900)	467,124

[1] Included effect of revisions in discount rates.

Revenue from external customers mainly derived from the sale of crude oil and gas and processing services amounted to RM2,317,509,929 (2024: RM2,696,372,823). Revenue mainly derived from each of the four (2024: three) major customers amounted to RM720,979,452, RM625,392,439, RM266,338,701 and RM256,776,196 respectively (2024: RM1,101,476,604, RM807,554,952 and RM318,292,639 respectively).

There has been a reclassification of the amounts split into the reportable operating segments in the previous financial year to conform with the current financial year's presentation.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

38 COMMITMENTS

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Approved and contracted for:				
Capital commitments	**311,739**	229,441	**50**	829
Share of a joint operation's capital commitments	**11,300**	15,940	**-**	-
	323,039	245,381	**50**	829
Share of a joint operation's other material commitments	**23,401**	33,593	**-**	-
	346,440	278,974	**50**	829

39 FINANCIAL INSTRUMENTS

The Group's activities are exposed to a variety of market risks (including price risk, foreign currency risk and interest rate risk), credit risks and liquidity risks. The Group's overall financial risk management policy focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the Group's financial performance.

(a) Financial risk management policies

The Group's policies in respect of the major areas of treasury activity are as follows:

(i) Market risk

Price risk

Commodity price risk related to crude oil is the Group's market risk exposure. Crude oil prices and quality differentials are influenced by worldwide factors such as Organization of the Petroleum Exporting Countries + ("OPEC+") actions, political events and supply and demand fundamentals. The Group is also exposed to natural gas price movements. Natural gas prices are generally influenced by oil prices and local market conditions. The Group's expenditures are subject to the effects of inflation, and prices received for the product sold are not readily adjustable to cover any increase in expenses from inflation. The Group may periodically use different types of derivative instruments to manage its exposure to price volatility, thus mitigating fluctuation in commodity-related cash flows.

Foreign currency risk

The Group is exposed to foreign currency risk on transactions and balances that are denominated in currencies other than the functional currencies against which they are measured. Foreign currency risk does not arise from financial instruments that are non-monetary items or from financial instruments denominated in the functional currency. The currencies giving rise to this risk are primarily USD, AUD, Great Britain Pound ("GBP") and Brunei Dollar ("BND"). Foreign currency risk is monitored closely on an ongoing basis to ensure that the net exposure is at an acceptable level.

39 FINANCIAL INSTRUMENTS (CONTINUED)

(a) Financial risk management policies (continued)

(i) Market risk (continued)

Foreign currency risk (continued)

The Group's and the Company's exposure to foreign currency is as follows:

	USD RM'000	RM RM'000	AUD RM'000	GBP RM'000	BND RM'000	Others RM'000	Total RM'000
Group							
30.06.2025							
Financial assets							
Trade receivables	370,555	-	-	2,435	-	-	372,990
Other receivables and deposits	524,052	180,424	1	723	962	55	706,217
Other investment	-	51	-	-	-	-	51
Cash and bank balances	217,332	115,282	167	306,938	2,235	51	642,005
Intra-group balances	3,282,445	924,762	4,216	8,502	177	1,715	4,221,817
	4,394,384	1,220,519	4,384	318,598	3,374	1,821	5,943,080
Financial liabilities							
Trade payables	918	12	-	26,585	-	-	27,515
Other payables and accruals	594,836	262,399	184	44,406	19,752	12,846	934,423
Borrowings	986,459	140,608	-	61	-	-	1,127,128
Contingent consideration	41,917	-	-	-	-	-	41,917
Intra-group balances	3,412,682	937,678	108,311	9,350	177	1,291	4,469,489
	5,036,812	1,340,697	108,495	80,402	19,929	14,137	6,600,472
Net financial (liabilities)/assets	(642,428)	(120,178)	(104,111)	238,196	(16,555)	(12,316)	(657,392)
Less: Net financial liabilities/(assets) denominated in respective entities' functional currencies	511,754	(286,113)	94,805	47	-	-	320,493
	(130,674)	(406,291)	(9,306)	238,243	(16,555)	(12,316)	(336,899)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

39 FINANCIAL INSTRUMENTS (CONTINUED)

(a) Financial risk management policies (continued)

(i) Market risk (continued)

Foreign currency risk (continued)

The Group's and the Company's exposure to foreign currency is as follows: (continued)

	USD RM'000	RM RM'000	AUD RM'000	GBP RM'000	Others RM'000	Total RM'000
Group (continued)						
30.06.2024						
Financial assets						
Trade receivables	544,358	-	-	4,163	-	548,521
Other receivables and deposits	806,043	205,769	1	718	-	1,012,531
Cash and bank balances	613,868	58,042	67	290,347	60	962,384
Intra-group balances	884,866	519,039	2,912	15,927	188	1,422,932
	2,849,135	782,850	2,980	311,155	248	3,946,368
Financial liabilities						
Trade payables	5,992	-	-	20,390	-	26,382
Other payables and accruals	323,658	471,207	918	59,469	3,214	858,466
Borrowings	646,366	102,329	-	365	-	749,060
Contingent consideration	44,998	-	-	-	-	44,998
Intra-group balances	1,020,565	536,875	120,936	15,927	187	1,694,490
	2,041,579	1,110,411	121,854	96,151	3,401	3,373,396
Net financial assets/(liabilities)	807,556	(327,561)	(118,874)	215,004	(3,153)	572,972
Less: Net financial (assets)/ liabilities denominated in respective entities' functional currencies	(850,444)	(94,357)	107,323	223	-	(837,255)
	(42,888)	(421,918)	(11,551)	215,227	(3,153)	(264,283)

39 FINANCIAL INSTRUMENTS (CONTINUED)

(a) Financial risk management policies (continued)

(i) Market risk (continued)

Foreign currency risk (continued)

The Group's and the Company's exposure to foreign currency is as follows: (continued)

	USD RM'000	RM RM'000	AUD RM'000	GBP RM'000	BND RM'000	Others RM'000	Total RM'000
Company							
30.06.2025							
Financial assets							
Other receivables and deposits	-	850	-	-	-	-	850
Amounts owing by subsidiaries	63,238	330,246	2,439	8,463	177	1,322	405,885
Cash and bank balances	661	16,980	-	-	-	-	17,641
	63,899	348,076	2,439	8,463	177	1,322	424,376
Financial liabilities							
Other payables and accruals	4,915	23,790	-	206	2	1,044	29,957
Borrowings	101,888	308	-	-	-	-	102,196
Amount owing to a related party	-	-	-	1	-	-	1
Amount owing to subsidiaries	364	-	-	-	-	-	364
	107,167	24,098	-	207	2	1,044	132,518
Net financial (liabilities)/assets	(43,268)	323,978	2,439	8,256	175	278	291,858
Less: Net financial liabilities denominated in respective entities' functional currencies	-	(323,978)	-	-	-	-	(323,978)
	(43,268)	-	2,439	8,256	175	278	(32,120)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

39 FINANCIAL INSTRUMENTS (CONTINUED)

(a) Financial risk management policies (continued)

(i) Market risk (continued)

Foreign currency risk (continued)

The Group's and the Company's exposure to foreign currency is as follows: (continued)

	USD RM'000	RM RM'000	AUD RM'000	GBP RM'000	Others RM'000	Total RM'000
Company (continued)						
30.06.2024						
Financial assets						
Other receivables and deposits	-	362	-	-	-	362
Amounts owing by subsidiaries	61,650	145,671	1,966	16,767	188	226,242
Cash and bank balances	112	11,686	14	2	12	11,826
	61,762	157,719	1,980	16,769	200	238,430
Financial liabilities						
Other payables and accruals	7,588	34,142	505	182	51	42,468
Borrowings	-	981	-	-	-	981
Amount owing to a related party	-	-	-	1	-	1
Amount owing to subsidiaries	426	-	-	-	-	426
	8,014	35,123	505	183	51	43,876
Net financial assets	53,748	122,596	1,475	16,586	149	194,554
Less: Net financial assets denominated in respective entities' functional currencies	-	(122,596)	-	-	-	(122,596)
	53,748	-	1,475	16,586	149	71,958

39 FINANCIAL INSTRUMENTS (CONTINUED)

(a) Financial risk management policies (continued)

(i) Market risk (continued)

Foreign currency risk (continued)

Foreign currency risk sensitivity analysis

The following table details the sensitivity analysis to a reasonable, possible level of change in the foreign currency exchange rates as at the end of the financial year, with all other variables held constant:

	Group		Company	
	2025 (Decrease)/ Increase RM'000	**2024 (Decrease)/ Increase RM'000**	**2025 (Decrease)/ Increase RM'000**	**2024 Increase/ (Decrease) RM'000**
Effects on profit before taxation/equity:				
USD				
- strengthened by 5.0%	**(6,534)**	(2,144)	**(2,163)**	2,687
- weakened by 5.0%	**6,534**	2,144	**2,163**	(2,687)
AUD				
- strengthened by 5.0%	**(465)**	(578)	**122**	74
- weakened by 5.0%	**465**	578	**(122)**	(74)
GBP				
- strengthened by 5.0%	**11,912**	10,761	**413**	829
- weakened by 5.0%	**(11,912)**	(10,761)	**(413)**	(829)
RM				
- strengthened by 5.0%	**(20,315)**	(21,096)	**-**	-
- weakened by 5.0%	**20,315**	21,096	**-**	-
BND				
- strengthened by 5.0%	**(828)**	-	**9**	-
- weakened by 5.0%	**828**	-	**(9)**	-
Others				
- strengthened by 5.0%	**(616)**	-	**14**	-
- weakened by 5.0%	**616**	-	**(14)**	-

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

39 FINANCIAL INSTRUMENTS (CONTINUED)

(a) Financial risk management policies (continued)

(i) Market risk (continued)

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of the Group's financial instruments will fluctuate because of changes in market interest rates. The Group's interest rate risk arises from its floating rate borrowings and trade arrangements with counterparties.

The Group continuously monitors its debt portfolio, allowing the Group to capitalise on less expensive financing in a low interest rate environment to achieve a certain level of protection against rate hikes.

The interest rate profile of the Group's interest-bearing borrowings based on the carrying amounts as at the end of the financial year is as follows:

	Group		Company	
	2025 RM'000	2024 RM'000	2025 RM'000	2024 RM'000
Floating rate instruments:				
- Borrowings	**761,295**	371,533	**101,888**	–

Interest rate sensitivity

At the reporting date, if annual interest rates had been 50 basis points higher/lower respectively, with all other variables in particular foreign exchange rates being held constant, the Group's profit before tax would have been lower/higher by RM3,804,907 (2024: RM1,869,120) as a result of an increase or a decrease in interest expense on these floating rate instruments.

(ii) Credit risk

Trade receivables

The Group and the Company manage their exposure to credit risk or the risk of counterparties defaulting, arising from trade receivables by monitoring the timely receipt of receivables on an ongoing basis.

The Group's major concentration of credit risk relates to trade receivables due from 9 (2024: 8) customers which constituted 100.0% (2024: 100.0%) of its total trade receivables as at the end of the financial year.

As the Group and the Company do not hold any collateral, the maximum exposure to credit risk is represented by the carrying amount of the financial assets as at the end of the financial year.

The Group and the Company apply the MFRS 9 simplified approach to measure ECL which uses lifetime ECL allowances for all trade receivables.

As at 30 June 2025, in view of the good historical payment experience with the counterparties and the collections received subsequent to the reporting date, the Group and the Company do not expect any counterparty to fail to meet its obligations. Therefore, the Group and the Company are of the view that ECL are not material.

39 FINANCIAL INSTRUMENTS (CONTINUED)

(a) Financial risk management policies (continued)

(ii) Credit risk (continued)

Other financial assets

The Group's and the Company's exposure to credit risks for other financial assets arises from other receivables and deposits, and amounts owing by subsidiaries. Management has taken reasonable steps to ensure these financial assets are recoverable.

These financial assets are assessed on an individual basis for ECL measurement and the impairment losses recognised are disclosed in Note 18, Note 22 and Note 23 to the financial statements.

For cash and bank balances, the Group and the Company minimise credit risk by dealing exclusively with counterparties possessing high credit ratings. While cash and bank balances are also subject to the impairment requirements of MFRS 9, the identified impairment loss was immaterial.

Financial guarantee contracts

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs if a specified debtor fails to make payment when due in accordance with the original or modified terms of a debt instrument.

The Company has issued corporate guarantees for trade arrangements with counterparties and banking facilities in its indirect wholly-owned subsidiaries. The Company has assessed that the subsidiaries have the financial capacity to meet the contractual cash flow obligations and hence, does not expect significant credit losses arising from these guarantees.

As at the end of the financial year, the exposure to credit risk in relation to the corporate guarantees given by the Company amounted to RM787,999,475 (2024: RM380,831,131).

(iii) Liquidity risk

As at 30 June 2025, the Group is in a net current liability position of RM388,712,084 (2024: net current asset position of RM756,035,633).

Liquidity risk arises mainly from the risk of insufficient cash flows from business activities and funding to meet the Group's financial obligations when they fall due. The Group practises prudent risk management by maintaining sufficient cash balances to meet the Group's operational and financing needs as and when they fall due, ensuring availability of funding via credit lines, whilst meeting external debt covenant compliance.

The Group's cash requirements for the next twelve months from the date of the approval of the financial statements are primarily for operational requirements and capital commitments for Licence P2535, North Sabah, PM3 CAA, Kinabalu, Block B MLJ, the Anasuria Cluster, the Marigold Area, corporate overheads and other relevant obligations which include the settlement of a trade arrangement with a counterparty and the repayments of term loan and revolving credit facilities.

The Directors expect to fund their operating, investing and financing obligations for the next twelve months from the date of the approval of the financial statements via cash inflow from the operations of North Sabah, PM3 CAA, Kinabalu, Block B MLJ and the Anasuria Cluster. If required, the Group may continue to draw upon the availability of unutilised funding from trade arrangements with counterparties and banking facilities with commercial banks. The Directors have also considered the impact of the volatility in future oil and gas prices based on existing macro trends and any other relevant known obligations to maintain positive cash balances for the next twelve months from the date of the approval of the financial statements.

The Company expects to fund its short-term obligations through the provision of advances from its indirect wholly-owned revenue generating subsidiaries and the distribution of dividends from its wholly-owned subsidiaries.

Based on the above, the Directors are of the view that the Group and the Company are able to meet their cash requirements for the next twelve months from the date of the approval of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

39 FINANCIAL INSTRUMENTS (CONTINUED)

(a) Financial risk management policies (continued)

(iii) Liquidity risk (continued)

The following table sets out the maturity profile of the financial liabilities as at the end of the financial year based on contractual undiscounted cash flows:

	Carrying amount RM'000	Contractual undiscounted RM'000	Within 1 year RM'000	Within 1-2 years RM'000	More than 2 years RM'000
Group					
30.06.2025					
Trade payables	**27,515**	**27,515**	**27,515**	**-**	**-**
Other payables and accruals	**934,423**	**935,455**	**924,488**	**7,382**	**3,585**
Borrowings	**1,127,128**	**1,264,785**	**591,549**	**358,163**	**315,073**
Contingent consideration	**41,917**	**45,860**	**2,099**	**27,718**	**16,043**
	2,130,983	**2,273,615**	**1,545,651**	**393,263**	**334,701**
30.06.2024					
Trade payables	26,382	26,382	26,382	-	-
Other payables and accruals	858,466	858,446	858,446	-	-
Borrowings	749,060	863,190	272,131	234,956	356,103
Contingent consideration	44,998	50,871	1,721	5,327	43,823
	1,678,906	1,798,889	1,158,680	240,283	399,926
Company					
30.06.2025					
Other payables and accruals	**29,957**	**29,957**	**29,957**	**-**	**-**
Borrowings	**102,196**	**103,381**	**103,189**	**62**	**130**
Amount owing to a related party	**1**	**1**	**1**	**-**	**-**
Amounts owing to subsidiaries	**364**	**364**	**364**	**-**	**-**
Financial guarantee contracts	**-**	**787,999**	**787,999**	**-**	**-**
	132,518	**921,702**	**921,510**	**62**	**130**
30.06.2024					
Other payables and accruals	42,468	42,468	42,468	-	-
Borrowings	981	1,034	900	89	45
Amount owing to a related party	1	1	1	-	-
Amounts owing to subsidiaries	426	426	426	-	-
Financial guarantee contracts	-	380,831	380,831	-	-
	43,876	424,760	424,626	89	45

39 FINANCIAL INSTRUMENTS (CONTINUED)

(b) Capital risk management

The Group manages its capital, which comprises share capital and retained earnings stated in the statements of financial position, to ensure that entities within the Group will be able to maintain an optimal capital structure so as to support their businesses and maximise shareholders' value. To achieve this objective, the Group may make adjustments to the capital structure in view of changes in economic conditions, such as adjusting the amount of dividends declared, returning of capital to shareholders or issuing of new shares.

Under the requirements of Bursa Securities Practice Note No. 17/2005, the Company is required to maintain a consolidated shareholders' equity (total equity attributable to owners of the Company) equal to or not less than 25.0% of the Company's issued and paid-up ordinary share capital (excluding treasury shares) and such shareholders' equity is not less than RM40 million. The Company has complied with this requirement.

The Group's borrowings are subject to the covenants of the lending banks. These include liquidity and solvency ratios and the Group has complied with these parameters.

(c) Classification of financial instruments

	2025 RM'000	2024 RM'000
Group		
Financial assets		
Financial assets at amortised cost		
Trade receivables	**372,990**	548,521
Other receivables and deposits	**706,217**	1,012,531
Cash and bank balances	**642,005**	962,384
	1,721,212	2,523,436
Financial assets at FVTPL		
Other investment	**51**	-
Financial liabilities		
Financial liabilities at amortised cost		
Trade payables	**27,515**	26,382
Other payables and accruals	**934,423**	858,466
Borrowings	**1,127,128**	749,060
	2,089,066	1,633,908
Financial liabilities at FVTPL		
Contingent consideration	**41,917**	44,998

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

39 FINANCIAL INSTRUMENTS (CONTINUED)

(c) Classification of financial instruments (continued)

	2025 RM'000	2024 RM'000
Company		
Financial assets		
Financial assets at amortised cost		
Other receivables and deposits	**850**	362
Amounts owing by subsidiaries	**405,885**	226,242
Cash and bank balances	**17,641**	11,826
	424,376	238,430
Financial liabilities		
Financial liabilities at amortised cost		
Other payables and accruals	**29,957**	42,468
Borrowings	**102,196**	981
Amounts owing to subsidiaries	**364**	426
Amount owing to a related party	**1**	1
	132,518	43,876

(d) Offsetting financial assets and financial liabilities

Financial assets and liabilities are offset and the net amount reported in the statements of financial position where the Group and the Company currently have a legally enforceable right to offset the recognised amounts, and there is an intention to settle on a net basis or realise the asset and settle the liability simultaneously.

	Gross amounts RM'000	Offsetting impact RM'000	Net amounts as presented in the statements of financial position RM'000
Group			
30.06.2025			
Financial assets			
Other receivables and deposits	**706,217**	**-**	**706,217**
Financial liabilities			
Other payables and accruals	**934,423**	**-**	**934,423**
30.06.2024			
Financial assets			
Other receivables and deposits	1,019,628	(7,097)	1,012,531
Financial liabilities			
Other payables and accruals	865,563	(7,097)	858,466

39 FINANCIAL INSTRUMENTS (CONTINUED)

(d) Offsetting financial assets and financial liabilities (continued)

	Gross amounts RM'000	Offsetting impact RM'000	Net amounts as presented in the statements of financial position RM'000
Company			
30.06.2025			
Financial assets			
Amounts owing by subsidiaries	**419,141**	**(13,256)**	**405,885**
Financial liabilities			
Amounts owing to subsidiaries	**13,620**	**(13,256)**	**364**
30.06.2024			
Financial assets			
Amounts owing by subsidiaries	233,665	(7,423)	226,242
Financial liabilities			
Amounts owing to subsidiaries	7,849	(7,423)	426

(e) Fair values of financial instruments

All financial instruments are carried at amounts not materially different from their fair values as at 30 June 2025.

Fair value estimates are made at a specific point in time and based on relevant market data and information about the financial instruments. These estimates are subjective in nature, involve uncertainties and matters of significant judgement and therefore cannot be determined with precision. Changes in assumptions could significantly affect the estimates.

Financial instruments other than those carried at fair value

The carrying amounts of the financial assets and liabilities of the Group and of the Company at the reporting date approximate their fair values.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

39 FINANCIAL INSTRUMENTS (CONTINUED)

(f) Fair value hierarchy

The table below analyses financial instruments carried at fair value, by valuation method. The different levels have been defined as follows:

- Quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1).
- Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices) (Level 2).
- Inputs for the asset or liability that are not based on observable market data (that is, unobservable inputs) (Level 3).

	Level 1 RM'000	Level 2 RM'000	Level 3 RM'000	Total RM'000
Financial instrument at fair value through profit or loss:				
Asset				
Other investment				
At 01.07.2024	**-**	**-**	**-**	**-**
Addition	**-**	**-**	**51**	**51**
At 30.06.2025	**-**	**-**	**51**	**51**
Liability				
Contingent consideration				
At 01.07.2023	-	-	50,946	50,946
Additions	-	-	5,879	5,879
Settlement	-	-	(7,358)	(7,358)
Changes in estimates	-	-	(6,402)	(6,402)
Unwinding of discount	-	-	1,463	1,463
Exchange differences	-	-	470	470
At 30.06.2024/01.07.2024	**-**	**-**	**44,998**	**44,998**
Settlement	**-**	**-**	**(1,113)**	**(1,113)**
Changes in estimates	**-**	**-**	**610**	**610**
Unwinding of discount	**-**	**-**	**2,267**	**2,267**
Exchange differences	**-**	**-**	**(4,845)**	**(4,845)**
At 30.06.2025	**-**	**-**	**41,917**	**41,917**

40 MATERIAL LITIGATION

Notice to Arbitrate ("Notice") received by Hibiscus Oil & Gas

Hibiscus Oil & Gas received the Notice dated 2 March 2023 from lawyers acting for Oceancare Corporation Sdn. Bhd. ("Oceancare"). The Notice relates to a dispute arising from a contract entered into between Hibiscus Oil & Gas (as operator of the relevant PSCs) and Oceancare titled "Provision of Integrated Well Services for Intervention, Workover & Abandonment for Petroleum Arrangement Contracts (PACs) Package (B): Integrated Workover for Production Enhancement and for Abandonment", in which Oceancare is claiming a total principal amount of RM36,574,760.86 alleging, amongst other things, variation to original scope of work, which Hibiscus Oil & Gas denies.

40 MATERIAL LITIGATION (CONTINUED)

On 30 March 2023, Hibiscus Oil & Gas served its response to the Notice and put forward its counterclaim. This arbitration has been registered by the Asian International Arbitration Centre ("AIAC") and pursuant thereto, Hibiscus Oil & Gas made payment of a provisional advance deposit in the sum of RM185,797.25 to the AIAC in May 2023. In April 2025, Oceancare paid its portion of the provisional advance deposit to AIAC, indicating its intention to proceed with arbitration. Oceancare formally served its Statement of Claim on 19 September 2025, and Hibiscus Oil & Gas is preparing its Statement of Defence in accordance with the arbitration timeline.

The Directors are of the opinion that the Group has a reasonably good basis to defend the claim.

41 DIVIDENDS

	Group/Company			
	2025		2024	
	Gross dividend per share sen	Amount of dividend, net of tax RM'000	Gross dividend per share sen	Amount of dividend, net of tax RM'000
In respect of the financial year ended 30 June 2025:				
First interim single-tier dividend, paid on 22 January 2025	**2.00**	**15,176**	-	-
Second interim single-tier dividend, paid on 21 April 2025	**3.00**	**22,289**	-	-
Third interim single-tier dividend, paid on 2 May 2025	**2.00**	**14,748**	-	-
Fourth interim single-tier dividend, paid on 18 July 2025	**1.00**	**7,374**	-	-
In respect of the financial year ended 30 June 2024:				
First interim single-tier dividend, paid on 19 January 2024	**-**	**-**	2.00	16,073
Second interim single-tier dividend, paid on 18 April 2024	**-**	**-**	2.00	15,987
Third interim single-tier dividend, paid on 19 July 2024	**-**	**-**	2.00	15,971
Fourth interim single-tier dividend, paid on 25 October 2024	**1.50**	**11,728**	-	-
Final single-tier dividend, paid on 22 January 2025	**1.00**	**7,588**	-	-
In respect of the financial year ended 30 June 2023:				
Third interim single-tier dividend, paid on 20 October 2023	**-**	**-**	0.50*	10,062
Final single-tier dividend, paid on 19 January 2024	**-**	**-**	1.25	10,039
Dividend recognised as distribution to ordinary equity holders of the Company	**10.50**	**78,903**	7.75	68,132

* The Share Consolidation was completed on 20 October 2023. The third interim single-tier dividend in respect of the financial year ended 30 June 2023 was declared before the Share Consolidation.

On 29 August 2025, the Directors:

- Declared a fifth interim single-tier dividend of 0.50 sen per ordinary share in respect of the financial year ended 30 June 2025, payable on 23 October 2025. The financial statements for the current financial year do not reflect this dividend. This dividend will be accounted for in shareholders' equity as an appropriation of retained earnings in the financial year ending 30 June 2026; and

- Recommended a final single-tier dividend of 0.50 sen per existing ordinary share in respect of the financial year ended 30 June 2025, which is subject to approval by the Company's shareholders at the forthcoming Annual General Meeting.

ANALYSIS OF THE HOLDINGS OF ORDINARY SHARES
AS AT 30 SEPTEMBER 2025

Total number of issued shares : 737,395,328 ordinary shares

Voting Rights : One vote for every ordinary share held

DISTRIBUTION OF ORDINARY SHAREHOLDERS

Category	No. of Shareholders	No. of Ordinary Shares	% of Total Shareholdings
Less than 100	1,391	60,215	0.01
100 – 1,000	4,134	2,321,714	0.31
1,001 – 10,000	8,758	36,714,739	4.98
10,001 – 100,000	3,191	99,866,647	13.54
100,001 to less than 5% of issued shares	610	516,162,973	70.00
5% and above of issued shares	2	82,269,040	11.16
Total	**18,086**	**737,395,328**	**100.00**

SUBSTANTIAL SHAREHOLDERS AS PER REGISTER OF SUBSTANTIAL SHAREHOLDERS AS AT 30 SEPTEMBER 2025

No.	Name	Direct No. of Ordinary Shares	% of Total Shareholdings	Indirect No. of Ordinary Shares	% of Total Shareholdings
1	Hibiscus Upstream Sdn Bhd	43,509,040	5.90	-	-
2	YBhg Dato' Dr Kenneth Gerard Pereira	29,914,000	4.06	49,209,040[1]	6.67
3	Polo Investments Limited	55,560,000	7.53	-	-
4	YBhg Datuk Michael Tang Vee Mun	8,526,440	1.16	89,089,726[2]	12.08
5	Mettiz Capital Limited	-	-	55,560,000[3]	7.53
6	Polo Resources Limited	-	-	55,560,000[4]	7.53

Notes:

1 Deemed interest by virtue of his interest in Hibiscus Upstream Sdn Bhd and Hibiscus Energy Sdn Bhd pursuant to Section 8 of the Companies Act 2016 (the Act).

2 Deemed interest by virtue of his interest in Polo Investments Limited and Mettiz Capital Sdn Bhd pursuant to Section 8 of the Act.

3 Deemed interest by virtue of their interest in Polo Investments Limited pursuant to Section 8 of the Act.

4 Deemed interest by virtue of their interest in Polo Investments Limited pursuant to Section 8 of the Act, based on the latest notification/confirmation received by the Company as at 31 December 2024 from Polo Resources Limited. This information may not reflect any subsequent changes or the current position, as no further notification or update has been received from Polo Resources Limited since the said date.

DIRECTORS' SHAREHOLDINGS AS PER REGISTER OF DIRECTORS' SHAREHOLDINGS AS AT 30 SEPTEMBER 2025

		Direct		Indirect	
No.	**Name**	**No. of Ordinary Shares**	**% of Total Shareholdings**	**No. of Ordinary Shares**	**% of Total Shareholdings**
1	Zainul Rahim bin Mohd Zain	-	-	-	-
2	YBhg Dato' Dr Kenneth Gerard Pereira	29,914,000	4.06	49,209,040[1]	6.67
3	YBhg Dato' Sri Roushan Arumugam	498,000	0.07	14,992,280[2]	2.03
4	Thomas Michael Taylor	-	-	-	-
5	YBhg Dato' Dr Zaha Rina Zahari	1,800,000	0.24	-	-
6	Emeliana Dallan Rice-Oxley	-	-	-	-
7	Zaidah binti Ibrahim	-	-	-	-

Notes:
[1] Deemed interest by virtue of his interest in Hibiscus Upstream Sdn Bhd and Hibiscus Energy Sdn Bhd pursuant to Section 8 of the Act.
[2] Deemed interest by virtue of his interest in Littleton Holdings Pte Ltd pursuant to Section 8 of the Act.

LIST OF TOP 30 SHAREHOLDERS AS AT 30 SEPTEMBER 2025

No.	Name	No. of Ordinary Shares	% of Total Shareholdings
1	Affin Hwang Nominees (Tempatan) Sdn. Bhd. Pledged Securities Account for Hibiscus Upstream Sdn. Bhd.	43,509,040	5.90
2	CIMSEC Nominees (Asing) Sdn Bhd CIMB for Polo Investments Limited (PB)	38,760,000	5.26
3	Affin Hwang Nominees (Tempatan) Sdn. Bhd. Pledged Securities Account for Mettiz Capital Sdn. Bhd.	24,079,726	3.27
4	Affin Hwang Nominees (Tempatan) Sdn. Bhd. Pledged Securities Account for Kenneth Gerard Pereira	20,839,500	2.83
5	Cartaban Nominees (Asing) Sdn Bhd Exempt AN for Standard Chartered Bank Singapore Branch (SG PVB CL AC)	14,992,280	2.03
6	AmanahRaya Trustees Berhad Public Islamic Opportunities Fund	13,191,800	1.79
7	DB (Malaysia) Nominee (Asing) Sdn Bhd SSBT Fund 35ZH for Omnis Portfolio Investments ICVC-Omnis Global Emerging Markets Equity Opportunities Fund	12,638,120	1.71
8	CitiGroup Nominees (Tempatan) Sdn Bhd Urusharta Jamaah Sdn. Bhd. (2)	11,760,000	1.59
9	CitiGroup Nominees (Tempatan) Sdn Bhd Kumpulan Wang Persaraan (Diperbadankan) (PRINCIPAL EQITS)	11,500,000	1.56
10	CGS International Nominees Malaysia (Asing) Sdn. Bhd. Pledged Securities Account for Polo Investments Limited (M4553B)	10,800,000	1.46
11	Cartaban Nominees (Tempatan) Sdn Bhd icapital.biz Berhad	9,172,080	1.24
12	Affin Hwang Nominees (Tempatan) Sdn. Bhd. Pledged Securities Account for Kenneth Gerard Pereira	9,074,500	1.23
13	CGS International Nominees Malaysia (Tempatan) Sdn. Bhd. Pledged Securities Account for Mettiz Capital Sdn Bhd (MY3831)	8,000,000	1.08

Analysis of the Holdings of Ordinary Shares
As at 30 September 2025 (continued)

No.	Name	No. of Ordinary Shares	% of Total Shareholdings
14	IFAST Nominees (Tempatan) Sdn Bhd Global Success Network Sdn Bhd	7,900,000	1.07
15	HSBC Nominees (Asing) Sdn Bhd JPMCB NA for Vanguard Total International Stock Index Fund	7,438,940	1.01
16	CGS International Nominees Malaysia (Asing) Sdn. Bhd. Exempt AN for CGS International Securities Singapore Pte. Ltd. (RETAIL CLIENTS)	7,336,600	0.99
17	DB (Malaysia) Nominee (Tempatan) Sendirian Berhad Deutsche Trustees Malaysia Berhad for Eastspring InvestmentsSmall-Cap Fund	6,445,220	0.87
18	CIMSEC Nominees (Tempatan) Sdn Bhd CIMB For Tan Kim Heung (PB)	6,341,500	0.86
19	Amanahraya Trustees Berhad Public Islamic Savings Fund	6,042,000	0.82
20	CGS International Nominees Malaysia (Asing) Sdn. Bhd. Pledged Securities Account for Polo Investments Limited (M3831C)	6,000,000	0.81
21	Affin Hwang Nominees (Tempatan) Sdn. Bhd. Pledged Securities Account for Tang Vee Mun (Datuk)	5,848,240	0.79
22	Affin Hwang Nominees (Tempatan) Sdn. Bhd. Pledged Securities Account for Hibiscus Energy Sdn. Bhd.	5,700,000	0.77
23	CitiGroup Nominees (Tempatan) Sdn Bhd Employees Provident Fund Board (CIMB PRIN)	5,625,060	0.76
24	HSBC Nominees (Asing) Sdn Bhd JPMCB NA for Vanguard Emerging Markets Stock Index Fund	5,593,120	0.76
25	Zheng Tiandong	5,153,000	0.70
26	CitiGroup Nominees (Asing) Sdn Bhd CBNY For Emerging Markets Core Equity 2 Portfolio of DFA Investment Dimensions Group Inc.	5,133,580	0.70
27	CitiGroup Nominees (Tempatan) Sdn Bhd Employees Provident Fund Board (F TEMPLETON)	3,952,760	0.54
28	HSBC Nominees (Asing) Sdn Bhd JPMCB NA for Vanguard Fiduciary Trust Company Institutional Total International Stock Market Index Trust II	3,811,680	0.52
29	Sri Inderajaya Holdings Sdn Bhd	3,781,080	0.51
30	Cartaban Nominees (Asing) Sdn Bhd Exempt AN for Interactive Brokers (U.K.) Limited (CLIENT)	3,338,600	0.45

NOTICE OF THE 15TH ANNUAL GENERAL MEETING (AGM)

NOTICE IS HEREBY GIVEN THAT the 15th AGM of Hibiscus Petroleum Berhad (Hibiscus Petroleum or the Company) will be held at the Nexus, Connexion Conference & Event Centre, Grand Nexus Ballroom (Level 3A), Bangsar South City, No. 7, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia (Physical Meeting Venue) and virtually by way of electronic means via the Vistra Share Registry and IPO (MY) portal (The Portal) at https://srmy.vistra.com or https://srmy.vistra.com.my (MYNIC No.: D1A434536) (Virtual Meeting Platform) on Wednesday, 3 December 2025 at 9.30 a.m. or any adjournment thereof, whichever is later, for the purpose of considering and if thought fit, to pass the following resolutions (with or without modifications):

AGENDA

As Ordinary Business

1. To receive the Audited Financial Statements of the Company and the Group for the financial year ended 30 June 2025 together with the Reports of the Directors and Auditors thereon. **(Please refer to Explanatory Note 1)**

2. To approve the payment of a final single-tier dividend of RM0.005 per ordinary share in respect of the financial year ended 30 June 2025. **[Ordinary Resolution 1]**

3. To approve the payment of Non-Executive Directors (NEDs)' fees amounting to RM412,500 per annum to the Chair of the Board of Directors (Board) and RM230,000 per annum to each NED (save for the Chair of the Board) for the period from 4 December 2025 until the date of the next AGM in year 2026, to be paid quarterly in arrears. **[Ordinary Resolution 2]**

4. To approve the payment of NEDs' meeting allowances for the period from 4 December 2025 until the date of the next AGM in year 2026 at the following rate (as applicable), to be paid quarterly in arrears: **[Ordinary Resolution 3]**

   - RM4,500 for each meeting of the Board and of the Board Committees attended by a NED serving as the Chair of the meeting; or

   - RM3,500 for each meeting of the Board and of the Board Committees attended by a NED serving as a member of the Board or Board Committee.

5. To approve payments for additional attendances and time expended by any NED for the Company's purposes (or on behalf of the Company) such as meetings and/or third-party events involving external party(ies) or attendance at meetings with Group personnel at the specific request of the Chair of the Board, other than those referred to under Ordinary Resolution 3 above, in the NED's capacity as a Director of the Company, for the period from 4 December 2025 until the date of the next AGM in year 2026, at the rate of RM3,500 per meeting or event, to be paid quarterly in arrears. **[Ordinary Resolution 4] (Please refer to Explanatory Note 2)**

6. To approve the payment of the medical coverage benefit, subject to a maximum limit of RM500,000 for the NEDs, for the period from 4 December 2025 until the date of the next AGM in year 2026. **[Ordinary Resolution 5] (Please refer to Explanatory Note 3)**

7. To re-elect Mr Thomas Michael Taylor who is retiring pursuant to Clause 134 of the *Constitution* of the Company. **[Ordinary Resolution 6]**

8. To re-elect YBhg Dato' Sri Roushan Arumugam who is retiring pursuant to Clause 134 of the *Constitution* of the Company. **[Ordinary Resolution 7]**

9. To re-appoint Messrs PricewaterhouseCoopers PLT as Auditors of the Company for the financial year ending 30 June 2026 and to authorise the Directors to fix their remuneration. **[Ordinary Resolution 8]**

Notice of the 15th Annual General Meeting (AGM) (continued)

As Special Business

To consider and, if thought fit, to pass the following resolutions:

10. AUTHORITY FOR THE DIRECTORS TO ALLOT AND ISSUE SHARES PURSUANT TO SECTIONS 75 AND 76 OF THE COMPANIES ACT 2016 **[Ordinary Resolution 9] (Please refer to Explanatory Note 4)**

"THAT subject always to the Companies Act 2016 (the Act), the *Constitution* of the Company and the approvals of the relevant regulatory authorities, the Directors be and are hereby empowered pursuant to Sections 75 and 76 of the Act, to allot and issue new ordinary shares in the Company at any time and from time to time and upon such terms and conditions to such persons and for such purposes as the Directors may in their discretion deem fit PROVIDED THAT the aggregate number of new ordinary shares to be issued pursuant to this resolution does not exceed ten per centum (10%) of the total number of issued ordinary shares of the Company for the time being and that such authority shall, unless revoked or varied by an ordinary resolution by the shareholders of the Company in a subsequent general meeting, commence upon the passing of this resolution and expire at the next AGM of the Company AND THAT the Directors are further authorised to do all such things and upon such terms and conditions as the Directors may deem fit and expedient in the best interest of the Company to give effect to the issuance of new ordinary shares under this resolution including making such applications to Bursa Malaysia Securities Berhad (Bursa Securities) for the listing of and quotation for the new ordinary shares to be issued pursuant to this resolution.

AND THAT the new shares to be issued shall, upon allotment and issuance, rank equally in all respects with the existing shares of the Company, save and except that they shall not be entitled to any dividends, rights, allotments and/or any other forms of distribution that which may be declared, made or paid before the date of allotment of such new shares."

11. PROPOSED RENEWAL OF THE AUTHORITY FOR THE COMPANY TO PURCHASE ITS OWN SHARES OF UP TO 10% OF THE TOTAL NUMBER OF ISSUED SHARES OF THE COMPANY (PROPOSED RENEWAL OF SHARE BUY-BACK AUTHORITY) **[Ordinary Resolution 10] (Please refer to Explanatory Note 5)**

"THAT, subject to the Companies Act 2016 (the Act), the *Constitution* of the Company, Main Market Listing Requirements of Bursa Malaysia Securities Berhad (Bursa Securities) (Listing Requirements) and all other applicable laws, rules, regulations, orders, guidelines and requirements, the Company be and is hereby authorised to purchase such number of the issued ordinary shares of the Company (Shares) as may be determined by the Board of Directors of Hibiscus Petroleum (Board) from time to time through Bursa Securities upon such terms and conditions as the Board may deem fit, necessary and expedient in the best interest of the Company, PROVIDED THAT:

(a) the maximum aggregate number of Shares which may be purchased by the Company or held as treasury shares shall not exceed 10% of the total number of issued shares of the Company at any point in time;

(b) the maximum amount of funds to be allocated by the Company for the purpose of purchasing its Shares shall not exceed the total amount of retained earnings of the Company; and

(c) the authority conferred by this resolution will be effective immediately upon the passing of this resolution and shall continue to be in force until:

(i) the conclusion of the next AGM of the Company, being the 16th AGM, following the 15th AGM at which such resolution was passed at which time the said authority shall lapse unless by an ordinary resolution passed at that meeting, the authority is renewed, either unconditionally or subject to conditions;

(ii) the expiration of the period within which the 16th AGM of the Company is required by law to be held; or

(iii) the authority is revoked or varied by ordinary resolution passed by the shareholders in a general meeting,

whichever occurs first, but shall not prejudice the completion of the purchase(s) by the Company of its own Shares before the aforesaid expiry date and in any event, in accordance with the provisions of Listing Requirements and/or any applicable laws, rules, regulations, orders, guidelines and/or requirements issued by Bursa Securities and/or any other relevant authorities.

THAT, upon completion of the purchase by the Company of its own Shares, the Board be and is hereby authorised to deal with the Shares so purchased (Purchased Shares) in their absolute discretion in the following manner:

(a) cancel all or part of the Purchased Shares; or

(b) retain all or part of the Purchased Shares as treasury shares; or

(c) retain part of the Purchased Shares as treasury shares and cancel the remainder of the Purchased Shares; or

(d) deal with the treasury shares in such other manner as allowed under the Act, Listing Requirements and/or applicable laws, rules, regulations, orders, guidelines and/or requirements of any relevant authorities.

AND THAT the Board be and is hereby empowered and authorised to take all such steps and do all acts, deeds and things (including the opening and maintaining of depository account(s) under the Securities Industry (Central Depositories) Act, 1991) and to execute, sign, deliver and cause to be delivered on behalf of the Company all such documents and/or agreements (including, without limitation, the affixing of the Company's common seal, where necessary) as the Board may consider necessary, expedient and/or relevant to finalise, implement, give full effect to and complete the Proposed Renewal of Share Buy-Back Authority with full powers to assent to any conditions, terms, modifications, variations and/or amendments in any manner as may be required or imposed by the relevant authorities or as the Board may in their discretion deem fit, necessary, expedient or relevant and to do all such acts and things the Board may consider necessary or expedient in the best interest of the Company."

12. RETENTION OF MR THOMAS MICHAEL TAYLOR AS AN INDEPENDENT NON-EXECUTIVE DIRECTOR (INED) **[Ordinary Resolution 11] (Please refer to Explanatory Note 6)**

THAT approval be and is hereby given to Mr Thomas Michael Taylor, whose tenure as an INED of the Company for a cumulative term of more than nine (9) years, to continue to act as an INED of the Company until the conclusion of the next AGM in year 2026.

Notice of the 15th Annual General Meeting (AGM) (continued)

13. RETENTION OF YBHG DATO' DR ZAHA RINA ZAHARI AS AN INED **[Ordinary Resolution 12] (Please refer to Explanatory Note 7)**

THAT approval be and is hereby given to YBhg Dato' Dr Zaha Rina Zahari, whose tenure as an INED of the Company will reach nine (9) years on 14 September 2026, to continue to act as an INED of the Company until the conclusion of the next AGM in year 2026.

14. To transact any other matters that may be transacted at an AGM of which due notice shall have been given in accordance with the Act and the *Constitution* of the Company.

NOTICE OF DIVIDEND PAYMENT AND CLOSURE OF REGISTER

NOTICE IS HEREBY GIVEN THAT, a final single-tier dividend of RM0.005 per ordinary share in respect of the financial year ended 30 June 2025, if approved by the shareholders, will be paid on 27 January 2026 to shareholders registered in the Record of Depositors at the close of business on 2 January 2026 (Depositor).

A Depositor shall qualify for entitlement to the dividend only in respect of:

(a) Shares transferred into the Depositor's securities account before 4.30 p.m. on 2 January 2026 in respect of transfers; and
(b) Shares bought on Bursa Securities on a cum entitlement basis according to the Rules of Bursa Securities.

By Order of the Board
HIBISCUS PETROLEUM BERHAD

KHOO MING SIANG (MAICSA 7034037) (SSM Practising Cert. No.: 202208000150)
LAW WEI LENG (MAICSA 7064862) (SSM Practising Cert. No.: 202108000506)

Company Secretaries

Selangor Darul Ehsan
31 October 2025

Notes:

1. *The 15th AGM of the Company will be held in a hybrid mode, whereby member(s), proxy(ies), corporate representative(s) or attorney(s) have the option to:*

   (a) Attend physically in person at the Physical Meeting Venue (Physical Attendance); or

   (b) Attend virtually using the Remote Participation and Voting (RPV) facilities available on The Portal at https://srmy.vistra.com (Virtual Attendance).

   For the purpose of determining members entitled to attend and vote at the 15th AGM in accordance with Clauses 72(b) and 72(c) of the Company's Constitution and Section 34(1) of the Securities Industry (Central Depositories) Act, 1991, the Company shall be requesting Bursa Malaysia Depository Sdn Bhd to issue a General Meeting Record of Depositors as at 25 November 2025. Only shareholders whose name appear on such Record of Depositors shall be entitled to:

   (i) Attend, participate, speak and vote at the 15th AGM; and
   (ii) Appoint proxy(ies), corporate representative(s), or attorney(s) to attend, participate, speak and vote on his/her behalf.

   Physical Attendance

   All member(s), proxy(ies), corporate representative(s) or attorney(s) who wish to attend and participate at the 15th AGM physically are required to register for the meeting at the Physical Meeting Venue.

   Virtual Attendance

   All member(s), proxy(ies), corporate representative(s) or attorney(s) who wish to attend and participate in the 15th AGM remotely may do so through live streaming and online remote voting via RPV facilities, administered by the poll administrator and share registrar, Tricor Investor & Issuing House Services Sdn Bhd (Tricor), through The Portal at https://srmy.vistra.com.

To attend remotely, participants must first register as a user with The Portal and pre-register their attendance. Members who appoint a proxy, authorised representative or attorney to attend virtually must ensure that their appointed person registers for RPV via The Portal.

Please refer to the Administrative Guide for the detailed procedures for Physical Attendance and Virtual Attendance.

2. *A member of the Company who is entitled to participate at the 15th AGM may appoint up to two (2) proxies to attend and vote at the 15th AGM. Where a member appoints more than one (1) proxy, the appointments shall be invalid unless he/she specifies the proportions of his/her holdings to be represented by each proxy. A proxy appointed to attend and vote at the 15th AGM shall have the same right as a member to speak at the 15th AGM.*

3. *A proxy or attorney or a duly authorised representative may, but need not be a member of the Company. There shall be no restrictions as to the qualification of the proxy.*

4. *Where a member is an authorised nominee as defined under the Securities Industry (Central Depositories) Act, 1991 which is exempted from compliance with the provisions of subsection 25A(1) of the Securities Industry (Central Depositories) Act, 1991 (Exempt Authorised Nominee) which holds Ordinary Shares in the Company for multiple beneficial owners in one (1) securities account (Omnibus Account), there is no limit to the number of proxies which the Exempt Authorised Nominee may appoint in respect of each Omnibus Account it holds. Where the Exempt Authorised Nominee appoints more than one (1) proxy, the proportion of shareholdings to be represented by each proxy must be specified in the instrument appointing the proxies.*

5. *Members who wish to appoint a proxy may do so either by using a hard copy form or through electronic means, following the procedure outlined below. The proxy appointment must be deposited with Tricor not less than forty-eight (48) hours before the time appointed for holding the 15th AGM or any adjourned meeting. In the event the member(s) duly executes the Form of Proxy but does not name any proxy, such member(s) shall be deemed to have appointed the Chair of the meeting as his/her proxy, provided always that the rest of the Form of Proxy, other than the particulars of the proxy has been duly completed by the member(s).*

   To facilitate the proxy appointment process, please follow the guidelines below:

   (a) Hard Copy Form

   The completed Form of Proxy must be deposited with:

   (i) Tricor Investor & Issuing House Services Sdn Bhd:
   Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia.

   or alternatively

   (ii) The Drop-in Box located at:
   Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia.

   (b) By Electronic Means

   Submit the Form of Proxy electronically via The Portal at https://srmy.vistra.com.

   Please refer to the Administrative Guide for the 15th AGM for the detailed procedures on both physical and electronic proxy submission.

6. *Please ensure ALL the particulars required in the Form of Proxy are completed and the Form of Proxy is signed and dated accordingly.*

7. *The last date and time for submitting the Form of Proxy is on Monday, 1 December 2025 at 9.30 a.m.*

8. *If the Form of Proxy is signed under the hands of an appointor or his attorney duly authorised (or if the appointor is a corporation, the Form of Proxy must be executed under its common seal or under the hands of an officer or attorney duly authorised), it should be accompanied by a statement reading "signed as authorised officer under Authorisation Document which is still in force, no notice of revocation having been received". If the Form of Proxy is signed under the attorney duly appointed under a power of attorney, it should be accompanied by a statement reading "signed under Power of Attorney which is still in force, no notice of revocation having been received". A copy of the Authorisation Document or the Power of Attorney, which should be valid in accordance with the laws of the jurisdiction in which it was created and is exercised, should be enclosed in the Form of Proxy.*

9. *Any authority pursuant to which such an appointment is made by a power of attorney must be deposited with Tricor or alternatively the Drop-in Box at the address stated under item 5(a) not less than forty-eight (48) hours before the time appointed for holding the 15th AGM or adjourned general meeting at which the person named in the appointment proposes to vote. A copy of the power of attorney may be accepted provided that it is certified notarially and/or in accordance with the applicable legal requirements in the relevant jurisdiction in which it is executed.*

10. *By submitting the duly executed Form of Proxy, the member and his/her proxy(ies) consent to the Company (and/or its agents/service providers) collecting, using and disclosing the personal data therein in accordance with the Personal Data Protection Act 2010 for the purpose of the 15th AGM or any adjournment thereof.*

11. *Pursuant to Paragraph 8.29A of the Main Market Listing Requirements of Bursa Securities, all resolutions set out in this Notice of the 15th AGM will be put to vote by way of poll. An independent scrutineer has been appointed to verify the poll results.*

Notice of the 15th Annual General Meeting (AGM) (continued)

EXPLANATORY NOTES

1. **Audited Financial Statements of the Company and the Group for the Financial Year Ended 30 June 2025 (Audited Financial Statements)**

   The Audited Financial Statements are laid before the shareholders pursuant to Section 340(1)(a) of the Act, solely for discussion purposes only. The Audited Financial Statements do not require approval of the shareholders and therefore, will not be put forward for voting.

2. **Ordinary Resolution 4: Extended Engagements and Time Allocation of NEDs for Company Activities and External Events**

   The Group envisions leveraging on the extensive expertise, capabilities and wide-ranging business network of its NEDs to advance the Group's interests. This strategic move is prompted by escalated business activities and enhanced production operations. The proposed supplemental payments align with the projected increased participation and involvement of NEDs, as and when required.

   The Company is seeking shareholders' approval for remunerating additional NEDs attendances and expended time, encompassing participation in meetings and external events involving third party(ies) or attendance at meetings with Group personnel at the specific request of the Chair of the Board (excluding those mentioned in Ordinary Resolution 3), for and on behalf of the Company.

3. **Ordinary Resolution 5: Proposed NEDs Medical Coverage Benefit**

   At the 14th AGM held on 27 November 2024, shareholders approved medical coverage for NEDs until the next AGM in 2025. As this benefit requires annual approval, the Board proposes seeking shareholders' approval at this 15th AGM to continue this coverage until the following AGM in 2026. The medical coverage, provided through company-secured insurance and/or directly by the Company, will remain unchanged and capped at RM500,000.

   This proposal reflects our ongoing support for the well-being of our Directors, which is important for their continued effectiveness and commitment in their roles. Maintaining this benefit is in line with our governance practices that prioritise their health and well-being.

4. **Ordinary Resolution 9: Authority for Directors to Allot and Issue Shares pursuant to Sections 75 and 76 of the Act**

   During its 14th AGM on 27 November 2024, the Company obtained shareholders' approval for the general mandate to issue shares under Sections 75 and 76 of the Act (2024 Mandate). As of this Notice date, the Company has not issued any shares under the 2024 Mandate.

   Ordinary Resolution 9 is a renewal of this general mandate for share issuance under Sections 75 and 76 of the Act. If approved, this mandate will empower the Directors to speedily allot and issue new shares, not exceeding 10% of the total issued shares, for capital expenditure, working capital purposes, potential business expansion and debt repayment. This eliminates delays and costs related to convening a general meeting for shareholder approval. Unless revoked or varied by the Company at a general meeting, the authority will remain valid until the next AGM.

5. **Ordinary Resolution 10: Proposed Renewal of Share Buy-Back Authority**

   Ordinary Resolution 10, if passed, will empower the Company to purchase its own ordinary shares of up to 10% of the total number of issued shares of the Company through Bursa Securities as may be determined by the Directors of the Company at any time within the time stipulated by utilising the funds allocated out of the retained earnings of the Company based on the latest audited financial and/or the latest management accounts (where applicable) available at the time of the purchase.

   Further information on the Proposed Renewal of Share Buy-Back Authority is set out in the Proposed Renewal of Share Buy-Back Authority Statement of the Company dated 31 October 2025.

6. **Ordinary Resolution 11: Retention of Mr Thomas Michael Taylor as an INED**

   The Board, through the Nominating Committee conducted an annual performance evaluation and assessment on the performance and independence of Mr Thomas Michael Taylor, who has served as INED of the Company for a cumulative term of more than nine (9) years as of 31 July 2025. The Board is satisfied with the outcome of the assessment and recommends him for continued appointment as an INED of the Company, based on the following justifications:

   (a) He fulfils the criteria of an Independent Director as stipulated in the Main Market Listing Requirements of Bursa Securities, ensuring his ability to provide independent and objective judgement to the Board;

   (b) With over 41 years in the oil and gas industry, including significant roles such as Finance Director at Sakhalin Energy Investment Company, Shell Malaysia and Brunei Shell Petroleum, Mr Taylor brings a wealth of experience, expertise and skills to the Board. His insights and guidance are invaluable in strengthening our overall decision-making at Hibiscus Petroleum;

(c) Having served the Company for more than nine (9) years, Mr Taylor possesses a deep understanding of its operations. His leadership as Chair of the Audit and Risk Management Committee is crucial in overseeing the accuracy of financial documents and the appropriateness of policies and governance practices. His experience supports high standards of transparency and effective risk management. In particular, his prior roles have provided invaluable guidance on the management of assets such as the Anasuria Cluster, North Sabah Production Sharing Contract (PSC), Kinabalu Oil PSC, PM3 CAA PSC (with its 20-year extension from 2028), Block 46 Cai Nuoc PSC, Greater Marigold Area Development, PKNB Cluster PSC, PM327 PSC and the acquisition of TotalEnergies EP (Brunei) B.V. (subsequently renamed as Hibiscus EP (Brunei) B.V.) which was completed in October 2024 and holds the Block B Maharajalela Jamalulalam field; and

(d) Mr Taylor has consistently demonstrated his dedication through active participation in Board and Committee meetings, offering independent perspectives and guidance. His contributions are essential to balanced and well-informed decision-making processes.

The above Ordinary Resolution 11, if passed, will enable Mr Taylor who has served more than nine (9) years to be retained and to continue acting as an INED, in line with the *Board Charter* and the *Board Assessment Policy* of the Company. If the ordinary resolution is not passed, Mr Taylor will remain on the Board but will be re-designated as a Non-INED effective 4 December 2025.

7. Ordinary Resolution 12: Retention of YBhg Dato' Dr Zaha Rina Zahari as an INED

The Board, through the Nominating Committee, has conducted an annual performance evaluation and assessment of the performance and independence of YBhg Dato' Dr Zaha Rina Zahari, whose tenure as an INED of the Company will reach nine (9) years on 14 September 2026. The Board is satisfied with the outcome of the assessment and recommends her continued appointment as an INED of the Company, based on the following justifications:

(a) She fulfils the criteria of an Independent Director as stipulated in the Main Market Listing Requirements of Bursa Securities, ensuring her ability to provide independent and objective judgement to the Board;

(b) With over 36 years in the financial, commodities and securities industries and in the development of the Malaysian Capital Market, YBhg Dato' Dr Zaha Rina brings a wealth of experience, expertise and skills to the Board. Her insights and guidance are invaluable in strengthening our overall decision-making at Hibiscus Petroleum;

(c) She has been with the Company for more than eight (8) years and therefore understands the Company's business operations, enabling her to participate actively and contribute during deliberations and discussions, including at the Nominating Committee (as the Chair of the Committee), Audit and Risk Management Committee (as a member) and at Board meetings; and

(d) She has devoted sufficient time and effort to attending the Remuneration Committee meetings (as an invitee), in addition to participating in the Nominating Committee, Audit and Risk Management Committee and Board meetings, thereby contributing to informed and balanced decision-making.

The above Ordinary Resolution 12, if passed, will enable YBhg Dato' Dr Zaha Rina Zahari to continue to act as an INED beyond her nine (9)-year term, which will be reached on 14 September 2026, in line with the *Board Charter* and the *Board Assessment Policy* of the Company. If the ordinary resolution is not passed, YBhg Dato' Dr Zaha Rina Zahari will remain on the Board and be re-designated as a Non-INED effective 15 September 2026.

PERSONAL DATA POLICY

By submitting an instrument appointing proxy(ies) and/or representative(s) to attend, participate and vote at the 15th AGM and/or any adjournment thereof, a member of the Company (i) consents to the collection, use and disclosure of the member's personal data by the Company (or its agents/service providers) for the purpose of the processing and administration by the Company (or its agents/service providers) of the proxies and representatives appointed for the 15th AGM (including any adjournment thereof) and the preparation and compilation of the attendance lists, minutes and other documents relating to the 15th AGM (including any adjournment thereof), and in order for the Company (or its agents/service providers) to comply with any applicable laws, listing rules, regulations and/or guidelines (collectively, the "Purposes"), (ii) warrants that where the member discloses the personal data of the member's proxy(ies) and/or representative(s) to the Company (or its agents/service providers), the member has obtained the prior consent of such proxy(ies) and/or representative(s) for the collection, use and disclosure by the Company (or its agents/service providers) of the personal data of such proxy(ies) and/or representative(s) for the Purposes, and (iii) agrees that the member will indemnify the Company in respect of any penalties, liabilities, claims, demands, losses and damages as a result of the member's breach of warranty.

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FORM OF PROXY

FOR THE 15TH ANNUAL GENERAL MEETING

No. of Ordinary Shares Held	
CDS Account Number	

HIBISCUS PETROLEUM BERHAD
Registration Number: 200701040290 (798322–P)

*I/We ____
(Full Name In Block Letters)

NRIC/Passport/Registration/Company No.: ______________________________

of ____
(Full Address)

Mobile No.: ______________________________

Email Address: ______________________________

being a member of **HIBISCUS PETROLEUM BERHAD** ("**HIBISCUS PETROLEUM**" or "**Company**") hereby appoint:

Full Name (In Block Letters)	NRIC/Passport No.	Mobile No.	Proportion of Shareholdings	
			No. of Shares	%
Full Address		Email Address		

and/or (delete as appropriate)

Full Name (In Block Letters)	NRIC/Passport No.	Mobile No.	Proportion of Shareholdings	
			No. of Shares	%
Full Address		Email Address		

or failing him/her, the CHAIR OF THE MEETING as my/our proxy, to vote for me/us on my/our behalf at the 15th Annual General Meeting (AGM) of the Company to be held at Nexus, Connexion Conference & Event Centre, Grand Nexus Ballroom (Level 3A), Bangsar South City, No. 7, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia (Physical Meeting Venue) and virtually by way of electronic means via the Vistra Share Registry and IPO (MY) portal (The Portal) at https://srmy.vistra.com (Virtual Meeting Platform) on Wednesday, 3 December 2025 at 9.30 a.m. or at any adjournment thereof, whichever is later, on the following resolutions (with or without modifications) referred to in the Notice of the 15th AGM by indicating an "X" in the space provided below:-

Item	Agenda			
1.	To receive the Audited Financial Statements of the Company and the Group for the financial year ended 30 June 2025 together with the Reports of the Directors and Auditors thereon.			
	Ordinary Business	**Ordinary Resolution**	**For**	**Against**
2.	Payment of a final single-tier dividend of RM0.005 per ordinary share in respect of the financial year ended 30 June 2025.	1		
3.	To approve the payment of Non-Executive Directors (NEDs)' fees amounting to RM412,500 per annum to the Chair of the Board and RM230,000 per annum to each NED (save for the Chair of the Board) for the period from 4 December 2025 until the date of the next AGM in year 2026, to be paid quarterly in arrears.	2		
4.	To approve the payment of NEDs' meeting allowances for the period from 4 December 2025 until the date of the next AGM in year 2026 at the following rate (as applicable), to be paid quarterly in arrears: • RM4,500 for each meeting of the Board and of the Board Committees attended by a NED serving as the Chair of the meeting; or • RM3,500 for each meeting of the Board and of the Board Committees attended by a NED serving as a member of the Board or Board Committee.	3		
5.	To approve payments for additional attendances and time expended by any NED for the Company's purposes (or on behalf of the Company) at meetings and/or third-party events involving external party(ies) or attendance at meetings with Group personnel at the specific request of the Chair of the Board, other than those referred to under Ordinary Resolution 3 above, in the NED's capacity as a Director of the Company, for the period from 4 December 2025 until the date of the next AGM in year 2026, at the rate of RM3,500 per meeting or event, to be paid quarterly in arrears.	4		
6.	To approve the payment of the medical coverage benefit, subject to a maximum limit of RM500,000 for the NEDs, for the period from 4 December 2025 until the date of the next AGM in year 2026.	5		
7.	To re-elect Mr Thomas Michael Taylor who is retiring pursuant to Clause 134 of the *Constitution* of the Company.	6		
8.	To re-elect YBhg Dato' Sri Roushan Arumugam who is retiring pursuant to Clause 134 of the *Constitution* of the Company.	7		
9.	To re-appoint Messrs PricewaterhouseCoopers PLT as Auditors of the Company for the financial year ending 30 June 2026 and to authorise the Directors to fix their remuneration.	8		
	Special Business	**Ordinary Resolution**	**For**	**Against**
10.	Authority for the Directors to allot and issue shares pursuant to Sections 75 and 76 of the Companies Act 2016.	9		
11.	Proposed Renewal of Share Buy-Back Authority.	10		
12.	Retention of Mr Thomas Michael Taylor as an Independent Non-Executive Director (INED).	11		
13.	Retention of YBhg Dato' Dr Zaha Rina Zahari as an INED.	12		

Dated this ____________ day of ____________ 2025

Please refer to the Notice of the 15th AGM for full details of the proposed Ordinary Resolutions.

(Please indicate with an "X" in the spaces provided whether you wish your vote to be cast for or against the Ordinary Resolutions. In the absence of specific directions, your proxy will vote or abstain as he/she thinks fit).

____
Signature/Common Seal of Shareholder(s)

Notes:

1. *The 15th AGM of the Company will be held in a hybrid mode, whereby member(s), proxy(ies), corporate representative(s) or attorney(s) have the option to:*
   - *(a) Attend physically in person at the Physical Meeting Venue (Physical Attendance); or*
   - *(b) Attend virtually using the Remote Participation and Voting (RPV) facilities available on The Portal at https://srmy.vistra.com (Virtual Attendance).*

   For the purpose of determining members entitled to attend and vote at the 15th AGM in accordance with Clauses 72(b) and 72(c) of the Company's Constitution and Section 34(1) of the Securities Industry (Central Depositories) Act, 1991, the Company shall be requesting Bursa Malaysia Depository Sdn Bhd to issue a General Meeting Record of Depositors as at 25 November 2025.

   Only shareholders whose name appear on such Record of Depositors shall be entitled to:
   - *(i) Attend, participate, speak and vote at the 15th AGM; and*
   - *(ii) Appoint proxy(ies), corporate representative(s), or attorney(s) to attend, participate, speak and vote on his/her behalf.*

   Physical Attendance

   All member(s), proxy(ies), corporate representative(s) or attorney(s) who wish to attend and participate at the 15th AGM physically are required to register for the meeting at the Physical Meeting Venue.

   Virtual Attendance

   All member(s), proxy(ies), corporate representative(s) or attorney(s) who wish to attend and participate in the 15th AGM remotely may do so through live streaming and online remote voting via RPV facilities, administered by the poll administrator and share registrar, Tricor Investor & Issuing House Services Sdn Bhd (Tricor), through The Portal at https://srmy.vistra.com.

   To attend remotely, participants must first register as a user with The Portal and pre-register their attendance. Members who appoint a proxy, authorised representative or attorney to attend virtually must ensure that their appointed person registers for RPV via The Portal.

   Please refer to the Administrative Guide for the detailed procedures for Physical Attendance and Virtual Attendance at the 15th AGM.

2. *A member of the Company who is entitled to participate at the 15th AGM may appoint up to two (2) proxies to attend and vote at the 15th AGM. Where a member appoints more than one (1) proxy, the appointments shall be invalid unless he/she specifies the proportions of his/her holdings to be represented by each proxy. A proxy appointed to attend and vote at the 15th AGM shall have the same right as a member to speak at the 15th AGM.*

3. *A proxy or attorney or a duly authorised representative may, but need not be a member of the Company. There shall be no restrictions as to the qualification of the proxy.*

4. *Where a member is an authorised nominee as defined under the Securities Industry (Central Depositories) Act, 1991 which is exempted from compliance with the provisions of subsection 25A(1) of the Securities Industry (Central Depositories) Act, 1991 (Exempt Authorised Nominee) which holds Ordinary Shares in the Company for multiple beneficial owners in one (1) securities account (Omnibus Account), there is no limit to the number of proxies which the Exempt Authorised Nominee may appoint in respect of each Omnibus Account it holds. Where the Exempt Authorised Nominee appoints more than one (1) proxy, the proportion of shareholdings to be represented by each proxy must be specified in the instrument appointing the proxies.*

5. *Members who wish to appoint a proxy may do so either by using a hard copy form or through electronic means, following the procedure outlined below. The proxy appointment must be deposited with Tricor not less than forty-eight (48) hours before the time appointed for holding the 15th AGM or any adjourned meeting. In the event the member(s) duly executes the Form of Proxy but does not name any proxy, such member(s) shall be deemed to have appointed the Chair of the meeting as his/her proxy, provided always that the rest of the Form of Proxy, other than the particulars of the proxy has been duly completed by the member(s).*

   To facilitate the proxy appointment process, please follow the guidelines below:
   - *(a) Hard Copy Form*

     The completed Form of Proxy must be deposited with:

     Tricor Investor & Issuing House Services Sdn Bhd:
     Unit 32-01, Level 32, Tower A, Vertical Business Suite,
     Avenue 3, Bangsar South, No. 8, Jalan Kerinchi,
     59200 Kuala Lumpur, Malaysia.

     or alternatively

     The Drop-in Box located at:
     Unit G-3, Ground Floor, Vertical Podium,
     Avenue 3, Bangsar South, No. 8, Jalan Kerinchi,
     59200 Kuala Lumpur, Malaysia.
   - *(b) By Electronic Means*

     Submit the Form of Proxy electronically via The Portal at https://srmy.vistra.com.

   Please refer to the Administrative Guide for the 15th AGM for the detailed procedures on both physical and electronic proxy submission.

6. *Please ensure ALL the particulars required in the Form of Proxy are completed and the Form of Proxy is signed and dated accordingly.*

7. *The last date and time for submitting the Form of Proxy is on Monday, 1 December 2025 at 9.30 a.m.*

8. *If the Form of Proxy is signed under the hands of an appointor or his attorney duly authorised (or if the appointor is a corporation, the Form of Proxy must be executed under its common seal or under the hands of an officer or attorney duly authorised), it should be accompanied by a statement reading "signed as authorised officer under Authorisation Document which is still in force, no notice of revocation having been received". If the Form of Proxy is signed under the attorney duly appointed under a power of attorney, it should be accompanied by a statement reading "signed under Power of Attorney which is still in force, no notice of revocation having been received". A copy of the Authorisation Document or the Power of Attorney, which should be valid in accordance with the laws of the jurisdiction in which it was created and is exercised, should be enclosed in the Form of Proxy.*

9. *Any authority pursuant to which such an appointment is made by a power of attorney must be deposited with Tricor or alternatively the Drop-in Box at the address stated under item 5(a) not less than forty-eight (48) hours before the time appointed for holding the 15th AGM or adjourned general meeting at which the person named in the appointment proposes to vote. A copy of the power of attorney may be accepted provided that it is certified notarially and/or in accordance with the applicable legal requirements in the relevant jurisdiction in which it is executed.*

10. *By submitting the duly executed Form of Proxy, the member and his/her proxy(ies) consent to the Company (and/or its agents/service providers) collecting, using and disclosing the personal data therein in accordance with the Personal Data Protection Act 2010 for the purpose of the 15th AGM or any adjournment thereof.*

11. *Pursuant to Paragraph 8.29A of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad, all resolutions set out in the Notice of the 15th AGM will be put to vote by way of poll. An independent scrutineer has been appointed to verify the poll results.*

PERSONAL DATA POLICY

By submitting an instrument appointing a proxy(ies) and/or representative(s), the member accepts and agrees to the personal data privacy terms set out in the Notice of the 15th AGM dated 31 October 2025.

AFFIX
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Share Registrar

TRICOR INVESTOR & ISSUING HOUSE SERVICES SDN BHD
Registration Number: 197101000970 (11324-H)
Unit 32-01, Level 32, Tower A
Vertical Business Suite, Avenue 3
Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur
Malaysia

HIBISCUS PETROLEUM BERHAD

Registration Number:
200701040290 (798322-P)

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