



Flowco (M) Sdn Bhd ("Flowco") recognises the significant impact of our operations on the environment, society, and the communities we serve. As a leading downstream oil and gas equipment supplier and service provider, we are committed to embedding sustainable values into our business processes to drive long-term success and resilience.

This Sustainability Policy affirms our commitment to economic resilience, responsible business practices, environmental stewardship, and social responsibility, and should be read alongside all company policies.

#### OBJECTIVE

This Policy formalises our dedication to integrating sustainability into our core operations, providing a framework that defines our commitments to economic, governance, environmental, and social sustainability.

#### GUIDING PRINCIPLES

As part of Flowco's dedication to sustainability, we will uphold the following guiding principles:

- A. Economic Growth
  - Prioritise financial resilience to support sustainable economic growth.
  - Promote responsible sourcing, ethical procurement, and fair business practices throughout the supply chain, ensuring that suppliers meet similar sustainability standards.
- B. Responsible Governance
  - Uphold the highest standards of ethical conduct in all business, including interactions with clients, suppliers and employees.
  - Foster a culture of integrity and transparency that aligns with industry regulations and best practices.
  - Ensure strict adherence to all relevant laws, regulations and industry standards governing the downstream oil and gas sector.
  - Stay informed about changes in legislation and proactively implement measures to maintain compliance.
  - Implement and enforce anti-corruption measures to ensure that all business activities are conducted with the utmost integrity.
  - Uphold a zero-tolerance policy for bribery, corruption and unethical practices within the organisation and its supply chain.

**OMAR MOHAMED SAID**  
MANAGING DIRECTOR  
01 SEPTEMBER 2024

## SUSTAINABILITY POLICY



- C. Environmental Stewardship
  - Strive to minimise the environmental impact of our operations by adopting practices that reduce carbon emissions, conserve energy and minimise waste generation.
  - Maintain adherence to all applicable statutory and regulatory requirements in environmental-related matters.
  
- D. Social Responsibility
  - Prioritise the health, safety and well-being of employees.
  - Establish and maintain a safe working environment by proactively addressing potential hazards and risks to prevent accidents and injuries.
  - Adhere to fair labour practices, including reasonable working hours, fair wages and respect for workers' rights.
  - Embrace and advocate for labour standards that prioritise overall employee well-being.
  - Foster a diverse and inclusive workplace that values and respects differences among employees.
  - Promote equal opportunities, eliminate discrimination and create an environment where everyone feels valued and included.
  - Actively engage with and support local communities by contributing to community development initiatives, participating in local events and investing in programmes that enhance the quality of life.

#### OVERSIGHT OF POLICY

Flowco's Board of Directors ("the Board") has strategic oversight over delivering sustainable value to stakeholders through the principles, policies, objectives and strategies of the Company. A Sustainability Steering Committee ("SSC") has been established to assist the Board in its responsibilities.

#### POLICY REVIEW

The SSC will conduct periodic reviews and updates of the Policy as required, with final approval to be granted by the Board.

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**OMAR MOHAMED SAID**  
MANAGING DIRECTOR  
01 SEPTEMBER 2024