



ALECA

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2024 annual report, prepared in accordance with the ISSB Standards.

Environmental Social & Governance Report

Written by ALECA SDN. BHD.
ISO 14064 GHG Accounting Lead Verifiers
Independent Third-Party Auditor



Environmental



Social



Governance

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ONE MILLION TONNES OF CO₂ EQUIVALENT (1,000,000 tCO₂e)

By 2030...

OUR JOURNEY & THE ROAD AHEAD



Progress does not always come from the biggest players in the room. Sometimes, it comes from those willing to punch above their weight class, by acting with intention, consistency, and a belief that scale can be built through collaboration.

As of the date of this report, ALECA has supported the retirement of approximately **500 tCO₂e** (tonnes of CO₂ equivalent) on behalf of micro, small, and medium enterprises (MSMEs). For an organisation

of our size, this milestone matters, not because of the number alone, but because of what it represents; a growing ecosystem of businesses making deliberate, forward-looking decisions about efficiency and long-term resilience, ahead of regulatory obligations.

ALECA's journey began with a simple premise, **"You cannot manage what you do not measure"**. We started by understanding our own operational footprint and then moved decisively from knowledge into tangible results. But we also recognised an important gap.

Many MSMEs understand that optimising operations and improving efficiency can deliver real value and measurable savings, yet they often lack the insights, tools, or trusted partners to act confidently. ALECA stepped into that space not as a distant advisor, but as a practical partner, guiding MSMEs through each step and reducing the complexity and stress of getting started.

By working closely with MSMEs, industry bodies, and carbon market institutions, ALECA has helped transform individual, modest actions into collective impact. One company offsetting 10 or 20 tCO₂e may seem small in isolation. Hundreds of companies doing the same, together, is not.



This belief underpins our long-term ambition. **By 2030**, ALECA aims to facilitate the offsetting of 1 million tCO₂e carbon credits through our partnerships. This is not a target driven by optics or headlines. It is a deliberate, cumulative goal, built on steady engagement with MSMEs, practical solutions, and trusted collaborations across the globe.

Just as importantly, ALECA is rethinking what success looks like in a sustainability journey. For us, success is not measured by prestige, luxury, awards, gala events or ceremonial milestones. It is not about exclusivity or grand gestures. Success is quieter and more enduring:

- MSMEs taking their first step toward energy efficiency and carbon accountability
- Emissions and energy wastes being reduced or responsibly offset year after year
- Partnerships that create real environmental outcomes, not just commitments
- Systems that make sustainable action accessible, repeatable, and credible

In short, success is impact that lasts beyond the short term and any single requirement.

Looking ahead, ALECA remains committed to supporting businesses that want to be future-ready. Through collaboration, transparency, and consistent action, we believe even the smallest organisations can help shape a more resilient future. Our journey is still unfolding. What makes it meaningful is not how fast we move alone, but how far we go together.



Your trusted partner for emissions reporting & energy efficiency



@ALECASdnBhd



Reaching New Heights

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ABBREVIATIONS

Abbreviation	Full Form
ABC	Anti-Bribery and Corruption
BCX	Bursa Carbon Exchange
CFR	Carbon Footprint Report
CIX	Climate Impact X
CoCHR	Contractors Code of Conduct on Human Rights
COR	Carbon Offset Report
CSR	Corporate Social Responsibility
EGM	Extraordinary General Meeting
ESG	Environmental, Social, and Governance
GHG Protocol	Greenhouse Gas Protocol
GRI	Global Reporting Initiative
HRDC	Human Resources Development Corporation
IFRS S1	IFRS Sustainability Disclosure Standard 1 – General Requirements
IFRS S2	IFRS Sustainability Disclosure Standard 2 – Climate-related Disclosures
IGS	International Geomechanics Conference
ISO 14064	Guidelines for quantifying and reporting greenhouse gas (GHG) emissions and removals at the organizational and project levels.
ISSB	International Sustainability Standards Board
IUCN	International Union for Conservation of Nature
JPPM	Jabatan Pendaftaran Pertubuhan Malaysia
KLTA	Kuala Lumpur Tourism Association
LFG	Landfill Gas
LNG	Liquefied Natural Gas
MOGSC	Malaysian Oil, Gas & Energy Services Council
MSMEs	Micro, Small, and Medium Enterprises
NRES	Natural Resources and Environmental Sustainability
PETRONAS	Petroleum Nasional Berhad
PPGUA	PETRONAS Procedures & Guidelines for Upstream Activities
ROS	Registrar of Societies
Scope 1	Direct GHG emissions
Scope 2	Indirect GHG emissions
Scope 3	Other indirect GHG emissions
SCRP	Southern Cardamom REDD+ Project
SDG	Sustainable Development Goal
SPE	Society of Petroleum Engineers
TCFD	Task Force on Climate-related Financial Disclosures
tCO _{2e}	tonnes of CO ₂ equivalent
TTT	Train-the-Trainer
UN	United Nations
UNGC	United Nations Global Compact

KEY DEFINITIONS / CONCEPTS

Term	Definition / Context
Carbon Neutral	Achieving net-zero carbon emissions by reducing or offsetting all greenhouse gas emissions associated with operations.
Carbon Offset	Verified reduction or removal of greenhouse gas emissions elsewhere to compensate for emissions generated by a company's own operations or value chain.
Connectivity	Principle in ISSB reporting requiring linkage between sustainability disclosures and financial statements, ensuring that sustainability risks and impacts are reflected in financial outcomes.
Decarbonisation	Process of reducing carbon emissions associated with operations, supply chains, or energy consumption.
Financial Materiality	Information that could influence investor decisions regarding a company's enterprise value. In ISSB reporting, sustainability disclosures focus on financial materiality rather than public interest.
Materiality Assessment	Process to determine which sustainability issues are most relevant to the company and its stakeholders, particularly investors.
Responsible Procurement	Selecting and engaging suppliers based on environmental, social, and ethical standards to minimise negative impacts along the value chain.
Scenario Analysis	Assessment method used to evaluate the resilience of a company's strategy under various climate or sustainability-related scenarios.
Stakeholders	Individuals, groups, or organisations that are affected by, or can affect, ALECA's operations, decisions, and sustainability performance. This includes employees, interns, clients, suppliers, partners, industry associations, universities, regulators, investors, and the communities in which ALECA operates.
Transition Reliefs	Provisions allowing companies, particularly first-time reporters, to delay or phase in full disclosure requirements under IFRS S1 and S2. Examples include "Climate-First" reporting and deferred Scope 3 emissions reporting.
Value Chain Emissions	GHG emissions that occur both upstream (suppliers) and downstream (customers) of a company's operations, primarily within Scope 3.

INTELLECTUAL PROPERTY

The following report is solely the intellectual property of ALECA Sdn. Bhd. and may represent exclusive trade secrets. All material is considered confidential and cannot be copied, disclosed, quoted nor used in any manner without the express permission from ALECA. It is expressly acknowledged that this intellectual property and these exclusive trade secrets are owned solely by ALECA. Any 3rd party viewing this document is subject to non-competition, non-disclosure and non-solicitation rules to protect the rights and market competitive advantage of ALECA.

ALECA SIGNATURE ON REPORT

This 2024 ESG report has been prepared with reference to the following internationally recognised standards, frameworks, and principles:

- IFRS Sustainability Disclosure Standards (ISSB): IFRS S1 and IFRS S2
- Task Force on Climate-related Financial Disclosures (TCFD)
- Greenhouse Gas Protocol (GHGP): Scope 1, Scope 2, and Scope 3 emissions accounting
- Global Reporting Initiative (GRI) Standards
- Simplified ESG Disclosure Guide (SEDG, Malaysia)
- Sustainability Accounting Standards Board (SASB): industry-based metrics
- United Nations Sustainable Development Goals (SDGs)
- United Nations Global Compact (UNGC) Ten Principles

These frameworks collectively support consistent, comparable, decision-useful sustainability disclosures and ensure alignment with global investor and stakeholder expectations.

X



Zaimah Binti Hamid
Chief Executive Officer of ALECA Sdn. Bhd.

X



Muhamad Haziq Akmal Bin Halim
Director of ALECA Sdn. Bhd.

TEAM MEMBERS OF ALECA SDN. BHD.

The chart below shows ALECA's executive leadership and their responsibility for governance and sustainability oversight.



Serge Vincent Jean
Director



Zaimah Binti Hamid
CEO – Chief Executive Officer



Muhamad Haziq Akmal Bin Halim
COO – Chief Operating Officer



Stephanie Santa Ngumbang
CSO – Chief Sustainability Officer



Graeme Rae
CTO – Chief Technology Officer



Lupete K. Bhullar
Carbon Accounting Specialist



Zahara Rahim
Marketing and Content Strategist

EXECUTIVE SUMMARY

This ESG Report explains how sustainability-related risks and opportunities, are considered in relation to the company’s financial position, operational resilience, and long-term value creation. The report is compliant to the International Sustainability Standards Board (ISSB).

ALECA’s Scope 1, Scope 2, and relevant Scope 3 greenhouse gas (GHG) emissions have been audited for 2024 and are a total of **20 tonnes of CO₂ equivalent (tCO₂e)**. As an independent ESG and carbon management solutions provider with no subsidiaries, heavy logistics, or energy-intensive operations, ALECA’s emissions footprint is modest and primarily associated with office operations, electricity consumption, and upstream value chain activities.

While not material in scale, these emissions are considered relevant under the ISSB framework due to their potential impact on operating costs, regulatory readiness, client expectations, and reputational risk.

ALECA has voluntarily purchased and retired verified carbon offsets for its operational emissions, reflecting a commitment to carbon neutrality and progression toward net zero. This proactive approach reduces exposure to future energy transition risks and reinforces alignment between ALECA’s internal practices, and the sustainability services it provides to clients.

This report outlines how sustainability considerations are integrated across ALECA’s governance, strategy, risk management, metrics and targets, are in line with the ISSB four-pillar structure. ALECA’s work in progress to future proof the company are well underway with no major issues to report.

The company engages employees, clients, suppliers, academic institutions, industry associations, and community partners to inform materiality assessments and sustainability priorities. These engagements ensure ESG initiatives remain proportionate, relevant, and aligned with enterprise value considerations.

In summary, this ESG Report demonstrates that ALECA’s sustainability initiatives are closely linked to financial relevance, risk management, and long-term value creation. Through transparent emissions measurement, voluntary carbon offsetting, strong governance, and stakeholder-focused strategies, ALECA positions sustainability as an integral component of sound business practice rather than a compliance exercise.



ABOUT ALECA

ALECA Sdn. Bhd. is an independent ESG and carbon management solutions provider headquartered in Malaysia, specialising in helping organisations measure, verify, and report their environmental and sustainability performance. Our core mission is to enable companies to align with the ISSB global standards along with International Financial Reporting Standards (IFRS), Global Reporting Initiatives (GRI), local Simplified ESG Disclosure Guides (SEDG) and the United Nations Sustainable Development Goals (SDGs), while building resilience, credibility, and long-term value.

Our services include carbon footprint assessments, verified carbon offsetting, ESG strategy development, sustainability reporting, and labelling solutions. We work closely with clients across sectors to reduce operational and value chain emissions, improve transparency, and meet stakeholder expectations in an increasingly sustainability-driven business environment. ALECA is committed to ethical governance, human capital development, and stakeholder engagement. We actively invest in staff training, professional certifications, and inclusive workplace practices, while promoting community awareness through initiatives such as *ALECAfy*, a free educational app that teaches sustainability to children and young adults.

Through partnerships with universities, industry associations, and global initiatives like the United Nations Global Compact, ALECA continues to expand its expertise, strengthen its service offerings, and drive practical sustainability solutions. Our purpose is not only to help clients achieve ESG compliance but also to contribute to a low-carbon, equitable, and resilient future.

Build trust and demonstrate accountability with ALECA's verified labels.



You've begun your net zero journey.

No net emissions. More progress is needed.

Industry leader with a net zero impact.

BUREAU VERITAS
CERTIFIED GHG
LEAD VERIFIER



ALECA's consultants are trained as **ISO 14001** and **ISO 14064** compliant environmental auditors, complemented by Bureau Veritas as GHG Accounting lead verifiers.



ALECA Sdn. Bhd. is an active participating member of the United Nations Global Compact since 2021. Visit: [UNGC ALECA Sdn. Bhd.](#)

REPORT SCOPE & STRUCTURE

This ESG Report covers ALECA’s operations for the reporting period 1 January – 31 December 2024, providing transparent and decision-useful disclosures in alignment with the ISSB Sustainability Disclosure Standards (IFRS S1 & S2). The report focuses on sustainability topics that are financially material, reflecting how environmental, social, and governance considerations influence ALECA’s enterprise value, risk profile, and long-term resilience.

The scope includes internal operations, emissions from office-based activities, and upstream Scope 3 emissions associated with suppliers, while recognising that ALECA’s SME-scale service model limits direct operational and physical climate risks. Where applicable, the report highlights voluntary initiatives, such as carbon offsetting for operational neutrality, ESG-focused workforce development, and community engagement programs.

The structure of the report follows the ISSB four-pillar framework to provide a comprehensive view of ALECA’s sustainability approach:



Governance: Oversight, ethical standards, and decision-making structures.

Strategy: Identification of sustainability risks and opportunities and their integration into ALECA’s business model.

Risk Management: Processes to assess, prioritise, and manage ESG-related risks.

Metrics & Targets: Performance measurement, emissions accounting, and forward-looking objectives.

Supplementary sections cover materiality, stakeholder engagement, reporting methodology, and alignment with global standards and SDGs, ensuring the report is both investor-relevant and actionable.

BASIS OF PREPARATION



This ESG Report has been prepared in accordance with the ISSB Sustainability Disclosure Standards (IFRS S1 & S2). It focuses on financially material topics that influence ALECA's enterprise value, including climate risks, greenhouse gas emissions, governance, human capital, and stakeholder trust.

As a small and medium enterprise (SME), ALECA applies a proportionate approach, focusing on areas where it has direct control or influence. Emissions are measured per the Greenhouse Gas Protocol, and voluntary carbon offsets have been applied to achieve operational carbon neutrality. The report integrates ESG considerations across governance, strategy, risk management, and metrics, providing decision-useful information for investors, clients, and other stakeholders.

Aspect	ALECA Approach	Reference / Standard
Reporting Framework	ISSB Sustainability Disclosure Standards (IFRS S1 & S2)	IFRS Foundation
Reporting Scope	ALECA operations; SME-scale services; no subsidiaries	Internal assessment
Reporting Period	1 Jan – 31 Dec 2025	Fiscal year
Materiality Assessment	Climate risks, GHG emissions, governance, human capital, stakeholder trust	ISSB S1 Guidance
Emissions Accounting	Scope 1, 2, 3 per GHG Protocol	Greenhouse Gas Protocol
Voluntary Offsetting	Operational carbon neutrality via verified offsets	CSR & sustainability strategy
Stakeholder Engagement	Employees, clients, suppliers, academic & community partners	ISSB Principles
ESG Metrics	Governance, Strategy, Risk, Metrics & Targets	IFRS S1 & S2

MATERIALITY

ALECA’s material sustainability topics are directly linked to financial performance and enterprise value, consistent with ISSB principles. Climate-related risks, such as evolving regulations or energy cost fluctuations, may affect operational expenses and client relationships. Climate-related opportunities, including ESG advisory services, support revenue growth and market positioning.



Scope 1, 2, and 3 emissions are measured to manage compliance costs, reputational exposure, and stakeholder expectations, while voluntary carbon offsets reduce transition risks and demonstrate credibility.

Human capital, governance, and ethical conduct are financially material because skilled employees, robust oversight, and adherence to ethical standards directly influence service quality, operational efficiency, and risk mitigation.

Stakeholder trust, built through transparent reporting and engagement, strengthens client retention, partnerships, and long-term enterprise resilience.

By integrating ESG performance with financial considerations, ALECA ensures sustainability is a strategic driver of value creation, risk management, and long-term resilience, demonstrating that environmental, social, and governance factors are not peripheral but integral to enterprise performance and decision-useful reporting.

Material Topic	ISSB Pillar	Financial/Enterprise Relevance	Key Management Actions
Climate-related Risks	Strategy & Risk Management (IFRS S1/S2)	Transition risks can influence operating costs, regulatory compliance, client demand, and reputational risk	Monitor regulatory developments, optimise energy use and travel, voluntary carbon offsetting, integrate climate into risk management
Climate-related Opportunities	Strategy (IFRS S2)	Growing client demand for ESG advisory creates revenue and market growth potential	Maintain ISSB-aligned internal practices, leverage advisory services, develop ESG solutions for clients
GHG Emissions & Carbon Neutrality	Metrics & Targets (IFRS S2)	Emissions affect regulatory readiness, cost exposure, and credibility; offsets	Measure Scope 1, 2, 3 emissions; voluntary carbon offsetting; track progress against internal targets

Material Topic	ISSB Pillar	Financial/Enterprise Relevance	Key Management Actions
		support financial and reputational resilience	
Supply Chain / Scope 3 Emissions	Strategy & Metrics (IFRS S1/S2)	Supplier emissions influence ALECA's overall footprint and client trust; reduction mitigates transition risk	Collaborate with suppliers to adopt low-carbon practices, track emissions, promote responsible procurement
Human Capital & Workforce Capability	Governance & Strategy (IFRS S1)	Talent retention, skills gaps, and wellbeing affect service quality, project delivery, and growth	Upskilling programmes, certifications (TTT, Bureau Veritas), flexible work arrangements, inclusive employment practices
Governance, Ethics & Business Conduct	Governance (IFRS S1)	Compliance and ethical conduct directly impact reputational risk, stakeholder trust, and regulatory adherence	Whistleblowing policy, SPE code of conduct, structured oversight and reporting frameworks
Stakeholder Trust & Market Credibility	Governance & Strategy (IFRS S1)	Trust affects client retention, partnerships, market reputation, and long-term enterprise value	Transparent reporting, stakeholder engagement, alignment with sustainability frameworks (ISSB, UNGC)



GOVERNANCE

Leadership Oversight and Accountability

ALECA Sdn. Bhd. maintains a strong governance framework anchored in ethical leadership, accountability, and oversight of sustainability-related risks and opportunities. Responsibility for ESG oversight rests with the Board of Directors, supported by senior management, including the Chief Executive Officer (CEO) and Sustainability Lead.

The Board ensures that sustainability considerations, particularly climate-related risks, ethical conduct, and operational impacts, are embedded within strategic decision-making and performance evaluation processes.

Senior management is responsible for implementing the Board's direction through internal policies, ESG reporting processes, client advisory services, and operational sustainability initiatives. This structure ensures alignment with internationally recognised standards, including the ISSB Sustainability Disclosure Standards (IFRS S1 and IFRS S2) (<https://www.ifrs.org/issued-standards/issb-standards/>), while reinforcing accountability and transparency across the organisation.

Ethical Conduct and Professional Responsibility

Ethical behaviour and professional integrity are fundamental to ALECA's governance philosophy. The company adopts the PETRONAS Whistleblowing Policy as a reference framework for confidential reporting and ethical compliance (<https://www.petronas.com/whistleblowing>), enabling employees and stakeholders to raise concerns without fear of retaliation.

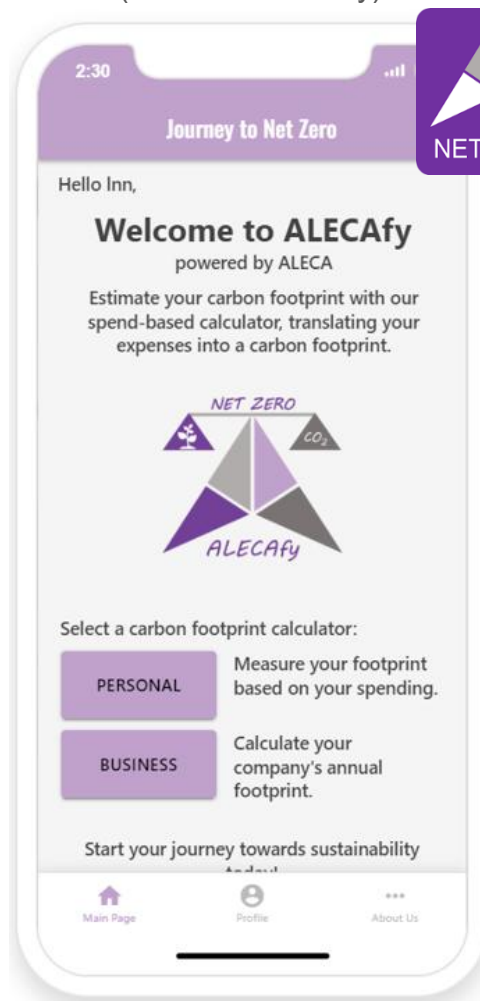
ALECA also adheres to the Society of Petroleum Engineers (SPE) Professional Code of Conduct (<https://www.spe.org/en/about/professional-code-of-conduct/>), which sets globally recognised standards for professionalism, independence, transparency, and responsibility in advisory and verification services.

The Board oversees compliance to governance and ethical frameworks, while senior management ensures staff awareness through internal communication and training. Periodic internal reviews, risk assessments, and compliance checks are conducted to ensure governance practices remain effective, relevant, and aligned with best practice.

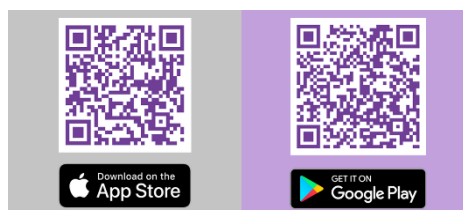
BUSINESS STRATEGY

Business Model and Sustainability Integration

ALECA operates as an independent ESG and carbon management solutions provider, supporting organisations in measuring, verifying, and reporting sustainability performance. Our services encompass carbon footprint assessments (Scope 1, 2 & 3), ESG strategy development, verified carbon offsetting, and guidance on aligning corporate practices with global frameworks such as ISSB, GRI, SEDG and the UN. Sustainability is embedded into ALECA's business model. By helping clients achieve credible ESG disclosures and climate resilience, we drive demand for our services, supporting revenue growth and long-term value creation (financial materiality).



The Board and senior management oversee integration of sustainability into strategy and operations, ensuring internal practices, such as carbon neutral operations, resource efficiency, and CSR initiatives like *ALECAfy*, demonstrate practical application of the very frameworks and methodologies we implement for clients. *ALECAfy* is a kid-friendly mobile application launched in 2024 which teaches and raises awareness on sustainability, fully developed and owned by the ALECA Team. Scan to download the application:



Consistent with IFRS S1 and IFRS S2 principles and aligned with **SDG 12 (Responsible Consumption and Production)** and **SDG 17 (Partnerships for the Goals)**, ALECA actively manages upstream Scope 3 emissions through strategic engagement with its suppliers. The company monitors emissions associated with purchased goods, services, and

operational activities across the value chain, encouraging suppliers to adopt low-carbon practices, enhance transparency, and pursue carbon-neutral operations where feasible.


As suppliers implement sustainability measures and reduce their operational emissions, ALECA's upstream Scope 3 emissions are correspondingly reduced, providing a tangible pathway for lowering the company's overall carbon footprint. Collaborative partnerships with suppliers therefore serve as a key lever in ALECA's Scope 3 management strategy, supporting both risk mitigation and long-term sustainability performance while reinforcing shared progress toward global SDGs.


Sustainability-related Risks and Opportunities


ALECA faces operational and market-related ESG risks. Regulatory developments, including potential ISSB adoption in Malaysia, may increase reporting requirements and require staff training and technology investment, affecting costs and efficiency. Competition from emerging ESG advisory firms also creates pressure on differentiation and pricing. As a consultancy providing verification services, ALECA is exposed to reputational risk if advisory or reporting standards are compromised.


Opportunities remain strong. Increased regulatory requirements and investor scrutiny are driving demand for carbon and ESG advisory services, enabling ALECA to support supply chain decarbonisation and ESG aligned financing. These services strengthen client relationships and revenue resilience. ALECA's carbon neutral operations, youth engagement through *ALECAfy*, and training programmes enhance its credibility as an ESG leader. Transition risks, including carbon pricing, regulatory change, and evolving reporting standards, are incorporated into ALECA's risk management processes.


This SMART goal reinforces ALECA's broader Scope 3 and supply chain strategy. By collaborating with suppliers and clients to reduce emissions and implement carbon offsets, ALECA creates a tangible mechanism to lower upstream emissions while promoting sustainable practices across the value chain. This integrated approach highlights ALECA's commitment to measurable, long-term impact and the achievement of key SDGs, particularly SDG 12 and SDG 17.

 **Specific:** ALECA aims to facilitate the purchase of 1 million tonnes of carbon offsets, through its operations and client partnerships, positioning the company as a catalyst for responsible consumption and production.

 **Measurable:** Progress is tracked through both internal and client-related offset achievements. In 2024, ALECA successfully offset 20 tonnes internally and delivered 500 tonnes of carbon offsets for clients. Annual reporting of offsets and monitoring reductions in supplier Scope 3 emissions provide a clear, quantifiable measure of impact.

 **Achievable:** Given the current momentum, existing client engagements, and established partnerships, achieving 1 million tonnes of offsets over 10 years (2024–2034) is realistic. ALECA will leverage collaboration with suppliers, MSME decarbonisation initiatives, and ongoing stakeholder engagement to scale its impact efficiently.

 **Relevant:** The initiative aligns closely with SDG 17 (Partnerships for the Goals) and contributes to SDG 4, 7, 8, and 12 by promoting sustainability education, energy efficiency, low-carbon supply chains, and responsible procurement practices across the value chain.

 **Time-bound:** The target horizon is 10 years, from 2024 to 2034, with annual progress tracking. Interim milestones include engaging with 1000 MSME by end 2027, and ensuring structured, incremental progress toward the long-term goal.

Climate Strategy and Scenario Resilience



ALECA’s climate strategy prioritises operational emissions reduction, offsetting residual emissions through verified carbon credits, and supporting clients’ decarbonisation efforts. While ALECA’s operational footprint is modest, we recognise the importance of scenario-based planning. For example, in a regulatory tightening scenario, ALECA’s services may face increased demand in addition to enhanced data management and reporting capabilities.

In a high carbon price scenario, operational costs may increase slightly. However, expertise in carbon management positions ALECA to offer advisory services on mitigation strategies. Overall, ALECA’s business model demonstrates strong resilience and alignment with long-term climate and ESG trends.

Stakeholder Engagement and Materiality

ALECA recognises that sustainability and ESG performance are achieved not in isolation but through meaningful engagement with a diverse set of stakeholders. Our stakeholders are individuals, groups, or organisations who influence, or are influenced by, ALECA’s operations, strategic decisions, and sustainability performance. Engaging with stakeholders allows ALECA to identify material ESG issues, prioritise actions, and create shared value across our ecosystem.

Stakeholder	Role / Relationship with ALECA	Engagement Approach	Key Interests / Expectations
Employees & Interns	Internal workforce delivering ALECA services and driving internal ESG practices	Regular team meetings, training programmes, performance reviews, wellness initiatives, internships, and professional certification support	Fair remuneration, career development, health and wellbeing, inclusivity, flexible work arrangements
Clients	Organisations receiving ESG advisory, carbon management, and reporting services, facilitating carbon offset purchases	Client consultations, project reviews, workshops, ESG reporting support, and feedback mechanisms	Accurate ESG guidance, verified carbon data, credibility in sustainability reporting, measurable impact on emissions

Stakeholder	Role / Relationship with ALECA	Engagement Approach	Key Interests / Expectations
Suppliers & Value Chain Partners	Providers of goods, services, and operational inputs contributing to ALECA's Scope 3 emissions, facilitating carbon offset purchases	Supplier engagement, collaborative sustainability initiatives, emissions tracking, and responsible procurement policies	Fair partnerships, low-carbon operations, transparency, joint sustainability goals
Industry Associations	Professional networks and collaborative platforms, e.g., MOGSC, KLTA, facilitating carbon offset purchases	Participation in events, committees, knowledge-sharing forums, and advocacy	Industry advancement, shared learning, sectoral sustainability improvement, networking
Universities & Educational Institutions	Academic partners supporting talent development and sustainability research, facilitating carbon offset purchases	Collaborations on internships, workshops, lectures, and joint sustainability projects	Practical learning opportunities, research partnerships, talent pipeline development
Regulators & Government Agencies	Bodies overseeing corporate compliance, ESG standards, and climate reporting, facilitating carbon offset purchases	Reporting compliance, dialogue on standards adoption, participation in public consultations	Transparency, adherence to regulatory requirements, responsible ESG practice
Community & Youth Groups	Beneficiaries of ALECA's educational initiatives and CSR projects	<i>ALECAfy</i> app, workshops, school outreach programmes	Sustainability education, awareness of climate and environmental issues, engagement in low-carbon behaviours
Investors & Financial Stakeholders	Entities evaluating ALECA's ESG performance and long-term business prospects	ESG reporting, annual reviews, performance disclosures	Financial materiality, credible ESG data, risk management, long-term growth and resilience

Stakeholder Engagement Principles

ALECA's approach to stakeholder engagement is guided by principles that ensure our sustainability strategy is comprehensive, transparent, and actionable. These principles underpin how we interact with internal and external stakeholders and inform the design of our ESG initiatives:

Inclusivity

ALECA engages a broad spectrum of stakeholders to capture diverse perspectives, recognising that sustainability challenges and opportunities are multi-dimensional. Employees, interns, clients, suppliers, industry associations, regulators, community groups, and academic partners are all actively involved in shaping our ESG agenda. Internally, engagement occurs through staff meetings, training sessions, and wellness check-ins, ensuring employees at all levels have input on operational and sustainability decisions. Externally, we consult with clients, suppliers, and industry networks to co-develop practical solutions, fostering mutual understanding and shared responsibility.



Transparency

Open and honest communication is central to ALECA's stakeholder engagement. We provide clear reporting on our operational practices, carbon emissions, ESG performance, and progress toward SDGs and other sustainability targets. For example, clients receive verified carbon footprint and offset reports, while internal

teams track and report progress against training, wellness, and emissions reduction targets. Transparency builds trust, ensures accountability, and strengthens relationships across the value chain.

Responsiveness

ALECA actively listens to stakeholder feedback and takes timely action to address concerns or suggestions. Staff input informs flexible working arrangements, wellness initiatives, and professional development opportunities, while client and supplier feedback guides improvements in service delivery and emissions reporting. Community feedback from ALECAfy workshops and school programs is incorporated to enhance content relevance and engagement impact. Responsiveness ensures that stakeholder priorities are integrated into strategic decisions and operational practices.

Collaboration

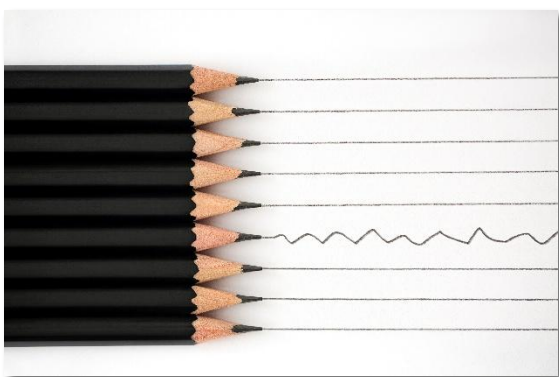
Sustainability is most effectively advanced through partnerships. ALECA collaborates with suppliers, universities, and industry associations to co-create solutions, share knowledge, and drive measurable impact. For example, we work with suppliers to reduce Scope 3 emissions through low-carbon practices, jointly develop student internships with universities, and participate in MOGSC and KLTA initiatives to promote ESG awareness across industries. Collaboration not only amplifies ALECA's impact but also strengthens the broader sustainability ecosystem, consistent with SDG 17 principles.

Materiality-focused Engagement

ALECA prioritises engagement on issues that are most material to both the company and its stakeholders, particularly those that could influence investor decision-making and long-term enterprise value. Materiality assessments are informed by internal audits, risk reviews, stakeholder feedback, and regulatory developments. By focusing on financially and socially relevant sustainability topics, ALECA ensures resources are efficiently deployed and that engagement drives meaningful outcomes.

Materiality and ESG Decision-making

Materiality is a cornerstone of ALECA's ESG strategy. Through stakeholder engagement, the company identifies sustainability topics that have significant financial, operational, and social impacts, enabling decision-useful reporting and informed strategic planning.



ALECA applies a structured approach to materiality: we first gather insights from a wide range of stakeholders, including employees, clients, suppliers, regulators, and community partners, about potential

ESG risks, opportunities, and priorities. These inputs are then analysed to assess relevance to enterprise value, operational feasibility, and alignment with global frameworks such as ISSB, GRI, and UNGC.



Material Topics Identified

Scope 3 Emissions Reduction: Collaboration with suppliers is a critical lever for managing upstream emissions. Engagement with our supply chain allows ALECA to track emissions, encourage adoption of low-carbon practices, and integrate sustainability requirements into procurement policies. Reductions in supplier emissions directly reduce ALECA's Scope 3 footprint, demonstrating the financial and environmental materiality of value chain engagement.

Employee Development and Wellbeing: Internal stakeholders consistently highlight the importance of career development, training, and work-life balance. ALECA responds through structured professional development programs, certification support (HRDC TTT, Bureau Veritas Lead Verifier), wellness initiatives, and flexible working arrangements. This supports SDG 4 (Quality Education) and SDG 8 (Decent

Work and Economic Growth), while enhancing retention, productivity, and organisational resilience.

Community Engagement and CSR: Through *ALECAFy* workshops, school programs, and youth outreach, ALECA addresses societal materiality by promoting sustainability literacy and environmental awareness. Feedback from these programs informs content updates, ensuring relevance and impact. These activities align with SDG 4 and SDG 13 and strengthen ALECA's social license to operate.



Client Advisory and Market Impact: Clients rely on ALECA for credible ESG reporting, carbon verification, and sustainability strategy. Engagement ensures ALECA maintains high technical standards, applies rigorous methodology, and responds to evolving regulations and investor expectations. This focus on useful decision-making information ensures material ESG topics are addressed in a way that strengthens both client performance and ALECA's market credibility.

Integration into ESG Strategy

Insights from stakeholder engagement and materiality analysis are systematically integrated into ALECA's ESG framework. Operational decisions, reporting priorities, and sustainability initiatives are all guided by the outcomes of materiality assessments. This approach ensures that the company's resources are allocated effectively, impacts are measurable, and ESG reporting is aligned with both investor needs and societal expectations.

By linking material topics to internal practices, client services, supply chain management, and community engagement, ALECA ensures that ESG strategy is not a peripheral activity but a core driver of enterprise value, social impact, and environmental stewardship, ensuring a holistic approach to operational, reputational, and compliance-related exposures. Processes include quarterly management reviews, internal controls for ESG reporting, and continuous staff training to maintain technical and ethical competence. This integration ensures that sustainability risks are neither siloed nor treated as secondary considerations but are fully embedded in strategic and operational planning.

METRICS & TARGETS

Greenhouse Gas Emissions

ALECA measures and reports its Scope 1, 2, and 3 emissions annually, covering office operations, electricity use, staff commuting, business travel, and purchased goods and services. Scope 1 emissions are negligible due to the absence of owned vehicles or direct fuel combustion. Scope 2 emissions

from electricity consumption are actively monitored, with energy efficiency measures implemented wherever feasible. Scope 3 emissions, including value-chain activities, are calculated using recognised methodologies to ensure accuracy and comparability.

Carbon Offsetting

ALECA purchases internationally recognised verified carbon credits to offset residual emissions, ensuring net zero operational emissions. These credits are sourced from projects meeting strict environmental and social standards, ensuring integrity and verifiability. The ALECA Carbon Footprint Report (CFR) and Carbon Offset Report (COR) are annexed to this ESG disclosure to provide transparency to stakeholders.



stakeholders, increasing sustainability training hours, and maintaining carbon-neutral operations annually through carbon offset purchases.

Medium and long-term goals focus on renewable energy adoption, digitalisation to reduce travel, and building internal supply chain capabilities to achieve net zero operational emissions.



Internal ESG Metrics and Targets

ALECA tracks a range of operational, environmental, and social metrics, including energy consumption, travel-related emissions, staff training, and internal compliance measures. Short-term targets include reducing energy use by reinforcing energy-saving behaviour among

ENVIRONMENTAL PERFORMANCE

ALECA is committed to minimising its environmental footprint through responsible consumption and operational decision-making. In our daily operations, we work consciously to reduce unnecessary resource use by promoting mindful consumption habits across the team. We maintain office practices that prioritise

measurement of our Scope 1, Scope 2, and Scope 3 greenhouse gas emissions, covering office-related energy consumption, travel, purchased goods and services, and employee commuting.

Our emission inventories are verified internally using established methodologies, and we purchase internationally recognised

carbon credits to offset the residual emissions. This commitment enables ALECA to operate carbon-neutrally on a path to net zero operational emissions and positions us as a role model for clients embarking on their own decarbonisation pathways.

Environmental education is central to our corporate identity. To expand sustainability awareness

among younger generations, ALECA developed *ALECAfy*, a free and child-friendly mobile application designed to teach environmental stewardship in an engaging and interactive manner. The app includes animated modules, quizzes, and a personal carbon emissions calculator to help children and teens understand the impact of their daily actions.

Across these efforts, ALECA maintains a vision of continuous improvement in environmental performance. As we grow, we intend to strengthen our resource optimisation practices, expand our low-carbon solutions, and deepen our positive environmental contributions to the communities we serve.

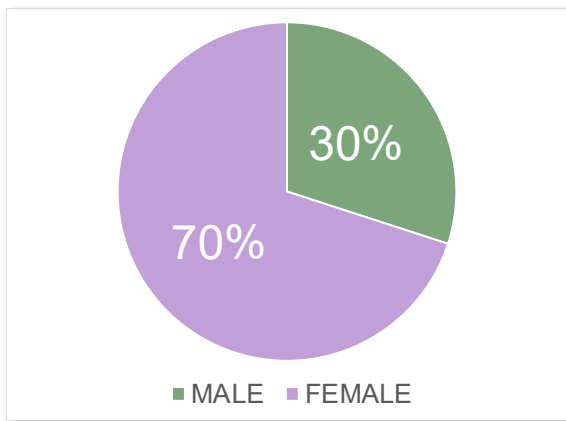


recycling of plastics, metal cans, and paper products, ensuring that waste is appropriately segregated and disposed of in accordance with local recycling requirements. To further reduce our environmental impact, we actively encourage the use of public transportation, as well as the use of reusable bottles, food containers, and utensils among staff, helping diminish reliance on single-use plastics. These small but disciplined behaviours form the basis of our internal environmental culture.

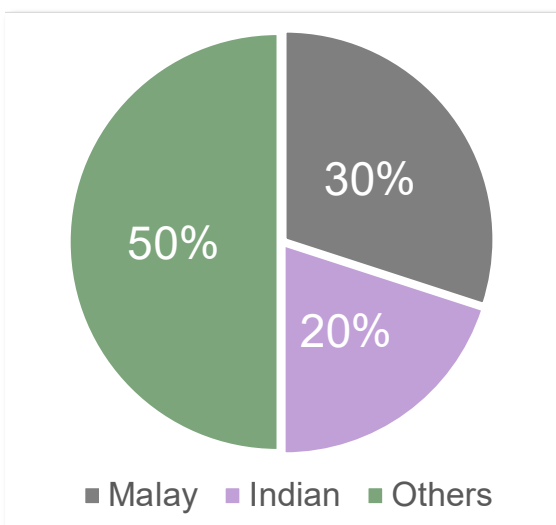
As a company deeply involved in sustainability reporting and advisory, ALECA recognises the importance of accurate and accountable carbon footprint management. We conduct annual

SOCIAL PERFORMANCE

ALECA maintains a lean and agile workforce of seven employees, comprising both technical and non-technical professionals. The team demonstrates a strong commitment to diversity and inclusion, with 70% of leadership roles held by women (refer to pie chart below), supporting SDG 5 (Gender Equality).



Our organisation is built on principles of diversity, cultural openness, and gender equality. We uphold an equal pay philosophy, offering equal compensation for work of equal value, with 30% Malay, 20% Indian, and 50% Others (refer to pie chart below). This principle is fundamental to fostering fairness, transparency, and trust among employees.



Our workplace culture emphasises flexibility, empathy, and collective responsibility. ALECA practices a flexible working hours arrangement that allows employees to manage personal commitments, family needs, or health-related circumstances without compromising their contributions to client projects.

Team members consistently support one another during challenging periods, ensuring that workloads are shared and that no one is left to struggle alone. This culture of mutual care and collaboration strengthens team cohesion and contributes to ALECA's high performance standards.

We place strong emphasis on employee wellbeing, offering access to the gym and swimming pool located within our office building.

The team frequently engages in group fitness sessions, including runs and workouts at the nearby KLCC Park, which further foster camaraderie, mental health, and a culture of healthy living. These activities not only improve physical wellbeing but also strengthen relationships and build trust across teams and functions.

ALECA maintains a deep commitment to education and continuous professional development. We actively support upskilling by sponsoring employees to obtain certifications relevant to their roles and aspirations.

These include programmes such as the Human Resources Development Corporation (HRDC) Train-the-Trainer (TTT) certification, the Bureau Veritas Lead Verifier qualification, and a range of other professional courses that enhance staff

competencies in sustainability, consulting, communications, and leadership.

Requests for training are assessed positively, with the understanding that employee development directly contributes to the company's growth and competitive advantage.

To nurture young talent, ALECA offers paid internships to university students, providing hands-on exposure to sustainability consulting, carbon accounting, and ESG strategy work. High-performing interns are often absorbed as permanent staff, giving them access to mentorship, real-world training, and career progression opportunities regardless of their academic discipline.

Beyond recruitment, ALECA engages with Malaysian universities to deliver guest lectures, support academic projects,

collaborate on sustainability initiatives, and establish a pipeline of future sustainability professionals. These partnerships contribute to the advancement of national sustainability education and reinforce ALECA's role in shaping the region's ESG landscape.

Our social commitments reflect our belief that a strong, skilled, diverse, and healthy workforce drives both our organisational success and our contribution to society at large.



GOVERNANCE PERFORMANCE

ALECA's governance structure is built on integrity, ethical conduct, and accountability. We adopt high standards of professional behaviour guided by external frameworks to ensure impartiality, transparency, and responsible decision-making. Our internal governance practices are grounded in the PETRONAS Whistleblowing Policy, which we have adopted as a framework for fair and confidential reporting of misconduct within the organisation.

This policy ensures that employees at all levels have a trusted channel to raise ethical concerns free from retaliation. Additionally, the Society of Petroleum Engineers (SPE) Professional Code of Conduct provides a global benchmark for ethical practice, reinforcing our dedication to honesty, fairness, and accuracy in our advisory and verification work.

Sound governance is embedded in ALECA's daily operations. We conduct regular reviews of sustainability-related risks, operational controls, and compliance requirements to ensure that our internal processes remain robust and aligned with evolving regulations.

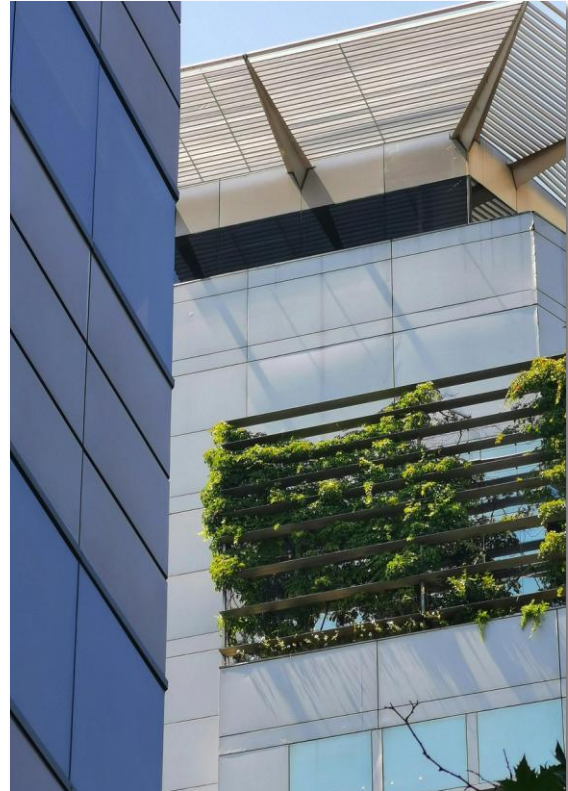
As a company that produces carbon footprint assessments and ESG reports for clients, we apply rigorous data quality procedures and methodological discipline to all our internal and external work. By maintaining strict verification and transparency protocols, we uphold the credibility that clients rely upon in their reporting.

ALECA's commitment to governance extends to active participation in independent industry associations and professional networks. We are members of the Malaysian Oil, Gas and Energy Services Council (MOGSC), the United Nations Global Compact (UNGC) and the Kuala Lumpur Tourism Association (KLTA).

These memberships strengthen our governance by embedding us within broader ecosystems that promote sustainability standards, responsible business practices, and cross-sector collaboration. Through these platforms, ALECA contributes to shared knowledge, supports fellow members in their ESG journeys, and raises collective industry standards.

We believe that sustainable progress is achieved through collaboration, and that the success of one organisation contributes to the success of all.

Our governance principles ensure that ALECA remains a trusted and responsible ESG solutions provider. By upholding ethical conduct, professional integrity, stakeholder accountability, and collaborative advancement, we position the company for long-term sustainable growth and continued industry leadership.



Registrar of Societies (ROS)



ALECA is a registered association within Malaysia. A registered Association / Society is a non-profit organisation established under the Societies Act, 1966 and the Societies Regulations, 1988. Associations and Societies in Malaysia are governed by the Registrar of Societies (ROS), under the Jabatan Pendaftaran Pertubuhan Malaysia (JPPM).

Under the [Societies Act 1966](#):

- a. The ROS is appointed and empowered by the Act (Sections 3, 3A) to register, oversee, and enforce the law on societies in Malaysia.
- b. Every local society must apply for registration under Section 6(1) and may not operate until registered without written permission.
- c. The Registrar has broad authority to make inquiries in relation to an application and to carry out functions necessary to give effect to the Act. This includes approving, refusing, or cancelling registration.
- d. Societies must act in fulfilment of their constitution once registered (Section 2A), and changes to name, constitution, or rules require approval.
- e. The ROS has enforcement powers, including to suspend or cancel registration of a society that contravenes its constitution or the Act (e.g., Section 13), and to ensure compliance with public order, safety, and other prescribed objectives.

PETRONAS Procedures & Guidelines for Upstream Activities (PPGUA)

ALECA follows, supports and promotes to its members the PETRONAS guidelines for the oil, gas and energy industry as documented in PPGUA documentation. By aligning with the PPGUA, ALECA ensures that:

- a. Members operate in accordance with industry standards and regulatory requirements, enhancing professionalism and credibility.
- b. Best practices in health, safety, and environmental management are consistently adopted.
- c. Members are kept up-to-date with the latest operational procedures, standards, and expectations set by PETRONAS, which is crucial for competitiveness in both domestic and international markets.
- d. Collaboration between members, PETRONAS, and other industry stakeholders is strengthened, supporting ALECA's role as a platform for networking, knowledge sharing, and industry development.

This adherence demonstrates ALECA's commitment to quality, compliance, and responsible development of Malaysia's oil, gas, and energy services sector.

Malaysia Employment Act (1955)

ALECA Secretariat employs a number of employees and is subject to the [Malaysia Employment Act \(1955\)](#) which has been modified in the Employment (Amendment) Act 2022, and recently in 2024 with changes to the minimum wage requirements.

Compliance with the Employment Act ensures that:

- a. Employees are provided with fair wages, working hours, leave entitlements, and employment protections in accordance with Malaysian law.
- b. Employment contracts, benefits, and workplace policies align with the latest legal standards, including updates on minimum wages and statutory rights.
- c. The Secretariat maintains a safe, fair, and legally compliant working environment, supporting good governance and operational integrity.
- d. Any disputes, grievances, or terminations are handled according to the legal framework, minimising risk and protecting both employees and the organisation.



PETRONAS Contractors Code of Conduct on Human Rights (CoCHR)

ALECA supports the [PETRONAS Contractors Code of Conduct on Human Rights](#) and encourages its members to align with its principles. This code promotes working with contractors who share high standards of integrity, ethical conduct, and accountability, including a commitment to prevent bribery and corruption.

By supporting CoCHR, ALECA:

- a. Ensures that members engage with contractors who adhere to recognised human rights and ethical standards.
- b. Reinforces responsible business practices across the Malaysian oil, gas, and energy sector.
- c. Strengthens members' ability to operate transparently, fairly, and sustainably in line with industry and corporate governance expectations.
- d. Contributes to long-term trust and credibility with clients, stakeholders, and the broader community.

Through adherence to CoCHR, ALECA demonstrates its commitment to ethical business conduct, social responsibility, and sustainable development, supporting the achievement of SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities) within the sector.

PETRONAS Anti-Bribery and Corruption

ALECA supports and aligns with the [*PETRONAS Anti-Bribery and Corruption \(ABC\) Policy*](#) and promotes its principles to members. This policy sets out clear expectations on ethical conduct, integrity, and zero tolerance towards bribery and corruption in all business dealings.

- a. By aligning with the PETRONAS ABC Policy, ALECA encourages its members to:
- b. Conduct business with integrity, transparency, and accountability.
- c. Implement practices that prevent bribery, corruption, and unethical conduct.
- d. Engage responsibly with clients, contractors, and stakeholders in accordance with recognised industry standards.
- e. Strengthen trust and confidence among industry partners and stakeholders.

This alignment reflects ALECA's commitment to ethical governance, responsible business practices, and compliance with industry expectations within the Malaysian oil, gas, and energy services sector.

United Nations Global Compact, United Nations Sustainable Development Goals & Paris Agreement

ALECA is an active participant in the United Nations Global Compact (UNGC) and is committed to advancing responsible business practices that align with the Ten Principles of the UNGC in the areas of human rights, labour, environment, and anti-corruption. Our membership reflects ALECA's belief that long-term business success must be built on ethical conduct, social responsibility, and environmental stewardship. In translating these principles into action, ALECA has identified five Sustainable Development Goals (SDGs) where our activities, both internal and external, create the most meaningful and measurable impact: SDG 4, SDG 7, SDG 8, SDG 12, and SDG 17.



SDG 4: Quality Education



SDG 4 focuses on ensuring inclusive and equitable education and promoting lifelong learning opportunities for all. ALECA actively champions this goal through both workforce development and community engagement. Internally, we invest in continuous professional education by supporting employees in obtaining recognised certifications such as the HRDC Train-the-Trainer (TTT) programme, Bureau Veritas Lead Verifier certification, and other relevant professional development courses. Externally, ALECA

supports education through paid internships, university collaborations, guest lectures, and skills-based training for students from diverse academic backgrounds. Our CSR initiative, *ALECAfy*, further extends this commitment by introducing sustainability education to children and young adults through a free, interactive platform that makes learning about climate and environmental responsibility accessible and engaging.

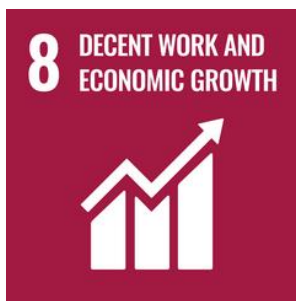
SDG 7: Affordable and Clean Energy



SDG 7 aims to ensure access to reliable, sustainable, and modern energy for all. ALECA supports this goal by actively promoting energy efficiency and clean energy transitions in both our operations and client engagements. Internally, we monitor and manage electricity consumption, incorporate energy-saving practices, and offset residual emissions through verified carbon credits. Externally, ALECA advises organisations on carbon footprint assessments, renewable energy strategies, and decarbonisation pathways, enabling clients to transition toward

cleaner energy systems while maintaining business resilience and financial viability.

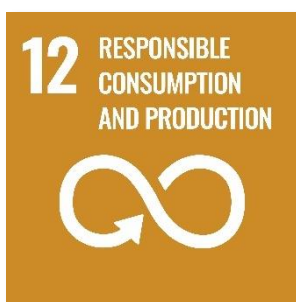
SDG 8: Decent Work and Economic Growth



SDG 8 is embedded in ALECA's people-centric culture. We are committed to providing fair wages, equal pay for equal work, safe working conditions, and opportunities for professional growth regardless of gender, ethnicity, or background. Flexible working arrangements, employee wellbeing initiatives, and access to health and fitness facilities contribute to a supportive and productive workplace. Through internships, talent development programmes, and industry collaborations, ALECA contributes to sustainable

economic growth by developing skilled professionals who strengthen both our organisation and the wider sustainability ecosystem.

SDG 12: Responsible Consumption and Production



SDG 12 aligns closely with ALECA's operational ethos. We practice responsible resource use by minimising water consumption, reducing waste, actively recycling materials, and encouraging reusable alternatives within our office environment. Our digital-first approach reduces paper use and unnecessary travel. More importantly, ALECA advances SDG 12 through our advisory work, helping clients measure, manage, and reduce environmental impacts across their value chains. By embedding responsible production principles into ESG strategies and carbon management

frameworks, we enable organisations to transition from compliance-driven reporting to genuine sustainability performance

SDG 17: Partnerships for the Goals



SDG 17 underpins ALECA's collaborative approach to sustainability. We believe that meaningful progress can only be achieved through strong partnerships and shared value creation. We strive to form meaningful opportunities for our stakeholders, especially those who are part of our supply chain, to get a headstart in ESG and sustainability together with ALECA. This is a crucial and momentous part of ALECA's strategy to achieve the goal of offsetting 1 million tonnes of CO₂e. Through this approach, SDG 12

is achieved in concert with SDG 17 as ALECA and its stakeholders uplift each other and go above and beyond in their respective business models and strategies, now designed to be sustainable, carbon neutral and still profitable. Additionally, ALECA actively collaborates with universities, industry associations, and professional bodies such as MOGSC, KLTA, and the UNGC to promote ESG awareness, build industry capacity, and elevate sustainability standards. Through these partnerships, ALECA contributes to knowledge sharing, talent development, and collective action, reinforcing our belief that when one organisation succeeds, the broader ecosystem benefits.

Together, these five SDGs form a coherent framework through which ALECA delivers impact. By aligning our internal governance, workforce development, environmental responsibility, client services, and community engagement with the UN SDGs, ALECA demonstrates that sustainability is not a standalone initiative but a core business philosophy. Our commitment to the UNGC and the SDGs reflects our aspiration to be not only a trusted ESG solutions provider, but also a responsible corporate citizen contributing to long-term, inclusive, and sustainable development.

UN SDG Impact Matrix for ALECA (Internal & External)

UN SDG	Internal Impacts	External Impacts
SDG 4, Quality Education	Continuous staff upskilling, certification sponsorship, paid internships, cross-disciplinary training	University collaborations, youth workshops, <i>ALECAfy</i> sustainability education app
SDG 7, Affordable and Clean Energy	Energy efficiency practices, emissions monitoring, carbon neutrality	Renewable energy advisory, decarbonisation strategies, energy transition guidance
SDG 8, Decent Work and Economic Growth	Equal pay, flexible work culture, employee wellbeing, safe and inclusive workplace	Talent development, MSME capacity building, sustainable economic participation

UN SDG	Internal Impacts	External Impacts
SDG 12, Responsible Consumption and Production	Recycling, waste reduction, reusable culture, digital-first operations	Carbon footprint assessments, ESG strategy development, value-chain responsibility, facilitating carbon offset purchases to reach carbon neutrality
SDG 17, Partnership for the Goals	Active membership in UNGC, MOGSC, KLTA; collaborative culture	Cross-sector partnerships, knowledge sharing, joint sustainability initiatives

1 NO POVERTY

End poverty

2 ZERO HUNGER

End hunger

3 GOOD HEALTH AND WELL-BEING

Ensure healthy lives

4 QUALITY EDUCATION

Provide quality education

5 GENDER EQUALITY

Achieve gender equality

6 CLEAN WATER AND SANITATION

Ensure water & sanitation

7 AFFORDABLE AND CLEAN ENERGY

Access to sustainable energy

8 DECENT WORK AND ECONOMIC GROWTH

Promote jobs & economic growth

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure

10 REDUCED INEQUALITIES

Reduce inequality

11 SUSTAINABLE CITIES AND COMMUNITIES

Make cities sustainable

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable production

13 CLIMATE ACTION

Fight climate change

14 LIFE BELOW WATER

Protect oceans

15 LIFE ON LAND

Protect ecosystems

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peace & justice

17 PARTNERSHIPS FOR THE GOALS

Strengthen global partnerships

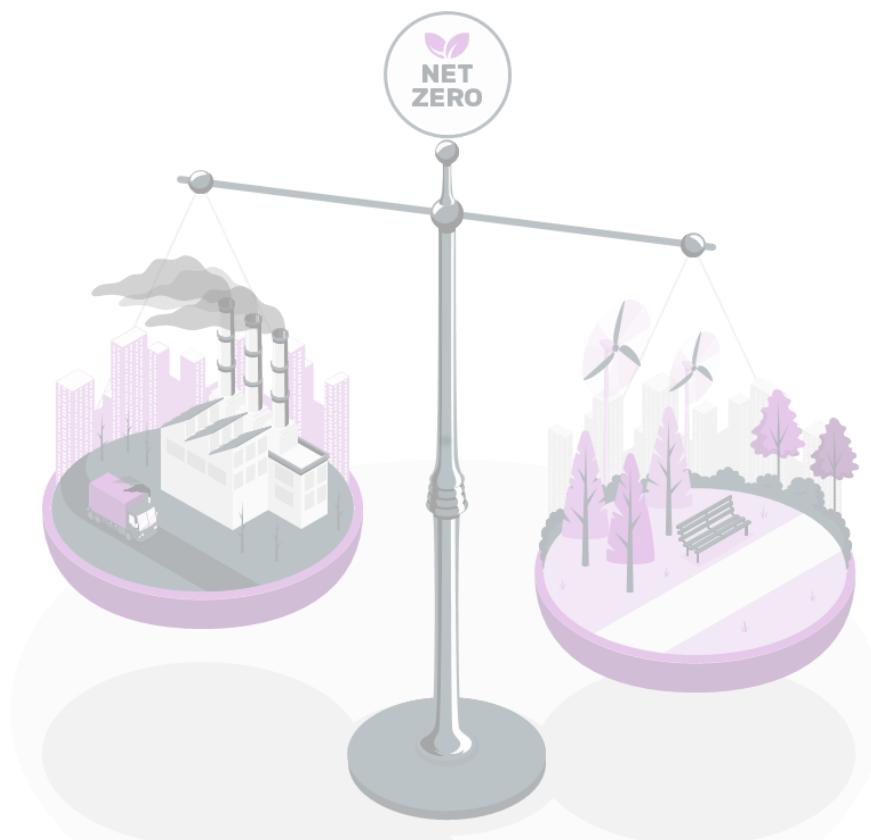
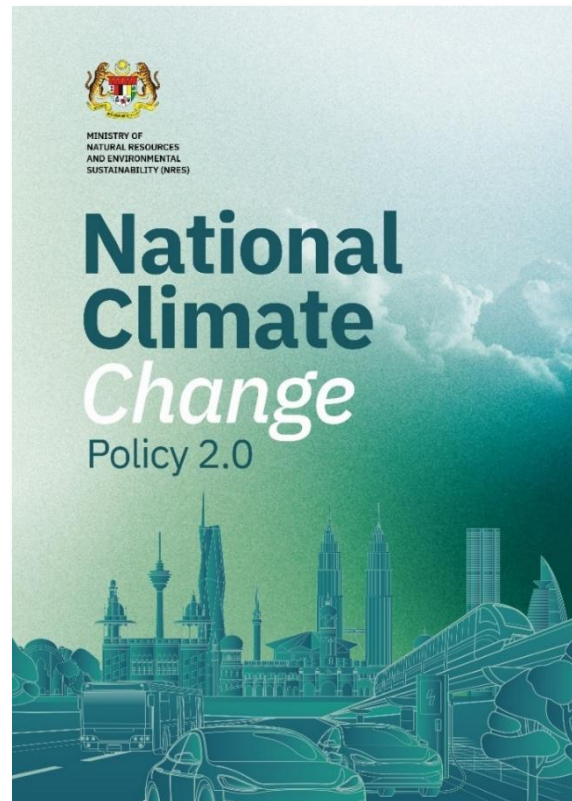
National Climate Change Policy 2.0

ALECA supports The Ministry of Natural Resources and Environmental Sustainability (NRES) guidelines for Malaysia regarding the [*National Climate Change Policy 2.0*](#).

By following these guidelines, ALECA encourages its members to:

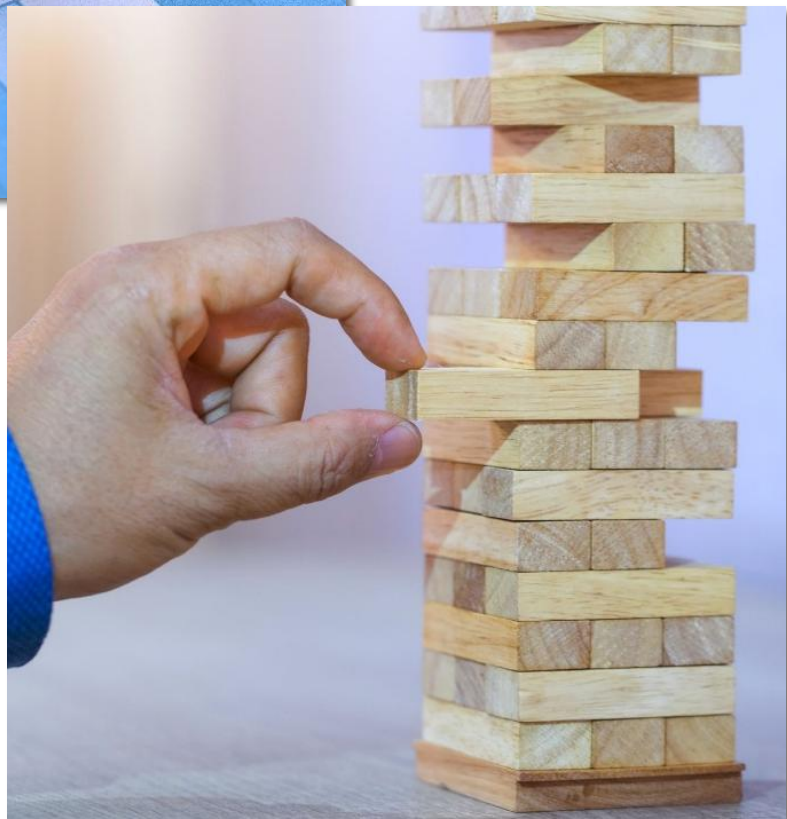
- a. Integrate responsible practices into operations and projects within the oil, gas, and energy sector.
- b. Promote effective resource management and operational efficiency in line with national targets.
- c. Contribute to Malaysia's commitments under international agreements and broader sustainability objectives.
- d. Support initiatives that align industry activities with national strategies, fostering a culture of responsible and accountable practices among members.

This policy adherence reinforces ALECA's commitment to sustainable development, ESG compliance, and responsible industry practices in the Malaysian oil, gas, and energy sector.



STATEMENT OF COMPLIANCE WITH ISSB STANDARDS

This ESG report has been prepared in alignment with IFRS Sustainability Disclosure Standards (IFRS S1 & S2), using proportionality and relevance principles suitable for an MSME. Transition reliefs have been applied where necessary, including limited value-chain complexity, MSME-scaled scenario analysis, and the absence of subsidiaries or complex financing instruments.



CONCLUSION

ALECA is firmly committed to leading by example in the sustainability and ESG space, demonstrating that credible environmental stewardship, robust governance, and a people-centred culture can coexist with strong business performance. Our internal practices, from carbon-neutral operations and responsible resource management to diversity, employee wellbeing, and upskilling initiatives, reflect the same principles we advocate for our clients.

Through our advisory and verification services, ALECA empowers organisations to meet global ESG standards, reduce their environmental impact, and enhance transparency and credibility with stakeholders.

Our investment in staff development, partnerships with universities, industry associations, and youth engagement initiatives such as *ALECAfy* ensures that we contribute meaningfully to building both a skilled workforce and an informed, sustainability-conscious society.

As a trusted ESG solutions provider, ALECA combines technical expertise with ethical integrity, practical insight, and forward-looking resilience. We are not only committed to meeting regulatory and investor expectations but also to setting a benchmark for SMEs in Malaysia and the region. By embedding sustainability into every aspect of our operations and business model, we demonstrate that environmental responsibility, social equity, and sound governance are not only compatible with commercial success; they are essential to it.

ALECA stands ready to support organisations on their sustainability journey, providing expertise, actionable insights, and a structured path toward credible, internationally aligned ESG reporting. We believe that meaningful progress is achieved through collaboration, and in our

philosophy, ***if one succeeds, we all win.***



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CARBON FOOTPRINT REPORT

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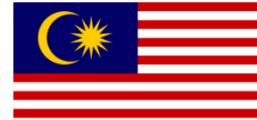


Independent 3rd party audited emissions report for:

ALECA SDN. BHD.

"If it can't be measured, it can't be managed."

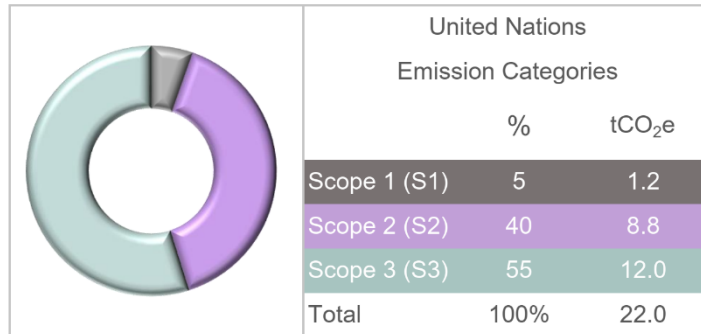
Country: MALAYSIA
 Location: KUALA LUMPUR, PM
 Industry: PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES



Based on audited financial accounts	2024	Start Date	End Date	22	METRIC TONNES CO ₂ e
		1/1/2024	31/12/2024		

This report calculates your company's emissions according to the Greenhouse Gas (GHG) Protocol, using a spend-based methodology. Emissions are reported in tonnes of CO₂ equivalent (tCO₂e), aligned with the United Nations categories for Scope 1, 2, and 3. It includes benchmarking across 45 industries, nationally and globally, supported by OECD published data, to help direct resources effectively and strengthen long-term business success.

Contact ALECA to discuss emission offsets, net CO₂e, ISO 14001 and ISO 14064 compliance, Scope 4 emissions, and energy efficiency opportunities.




It takes about 6 trees a generation to absorb 1 tCO₂e.



132
 New trees required to offset the emissions



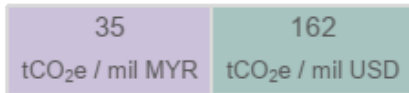

 Emissions Auditor:
 ALECA Sdn. Bhd.
 February 4th, 2026



How do your emissions compare against the industry benchmark?

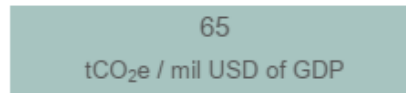
ALECA SDN. BHD.

Amount of emissions per million of revenue, putting emissions in the context of your business scale.

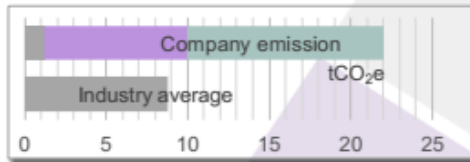


PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES

Benchmark to assess your company's emissions against the average emissions for your industry at national level.



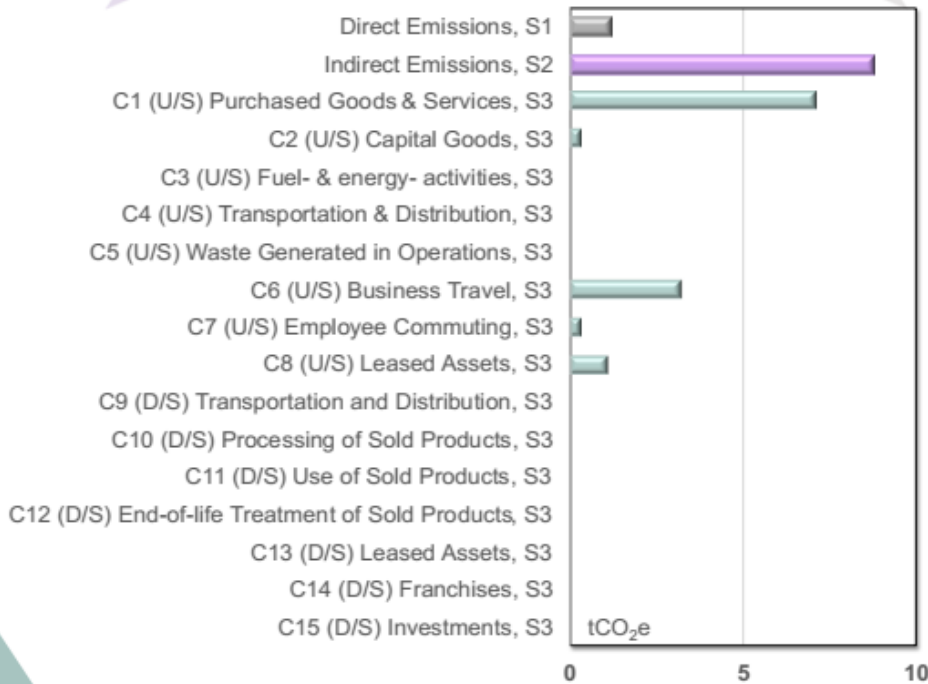
In this report, *benchmark* means comparing your emissions against industry averages, showing where your company stands amongst peers in your industry, opportunities to improve, and track progress over time. **Visit Page 3** to see where your company stands against other industries and nations.



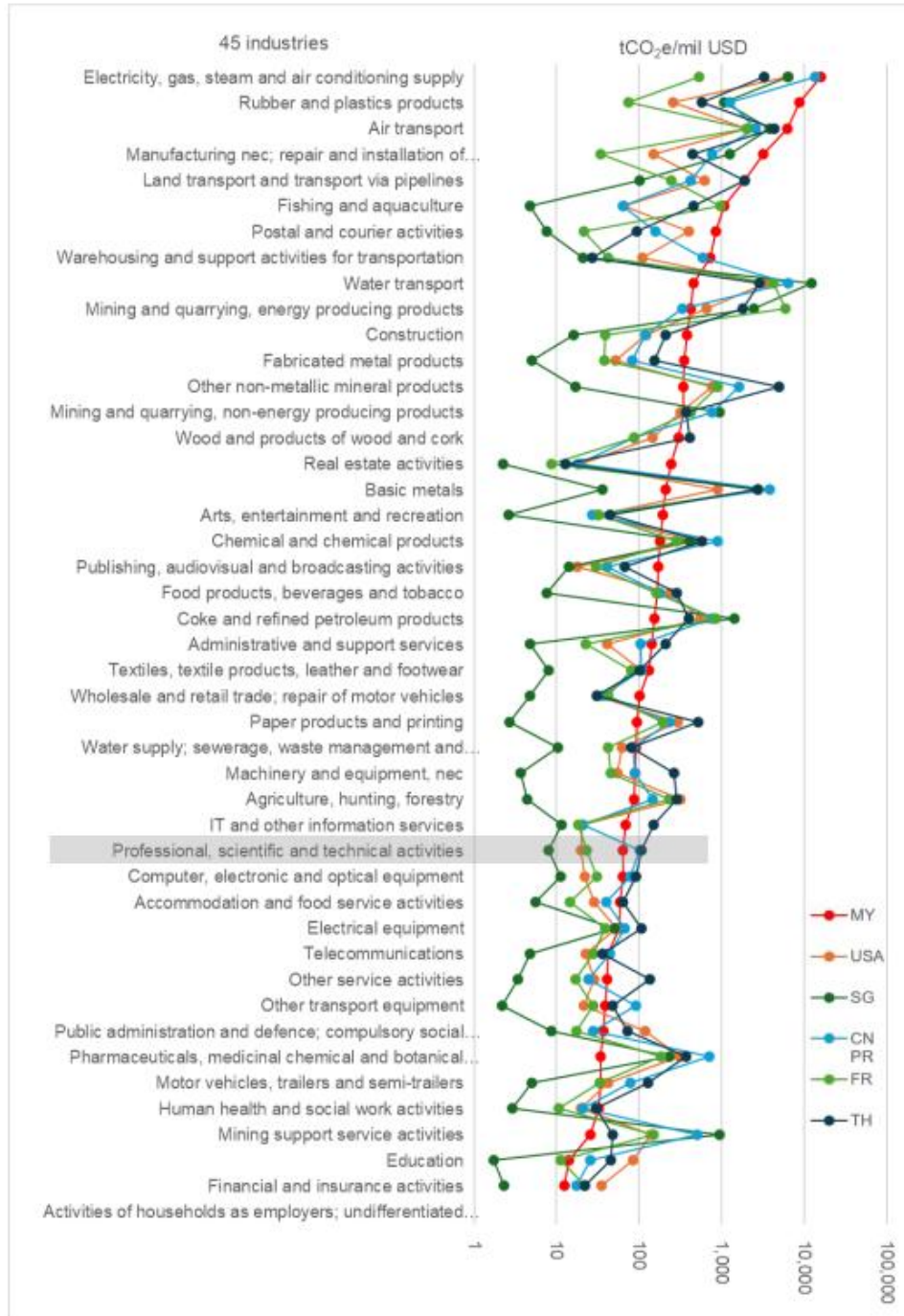
Bar chart on the left shows how your total emissions in tCO₂e compare with the national industry average for the same revenue.

Audited financial report in local currency, converted to 17 emission categories, in tCO₂e.

Greenhouse Gas Protocol Emission Categories

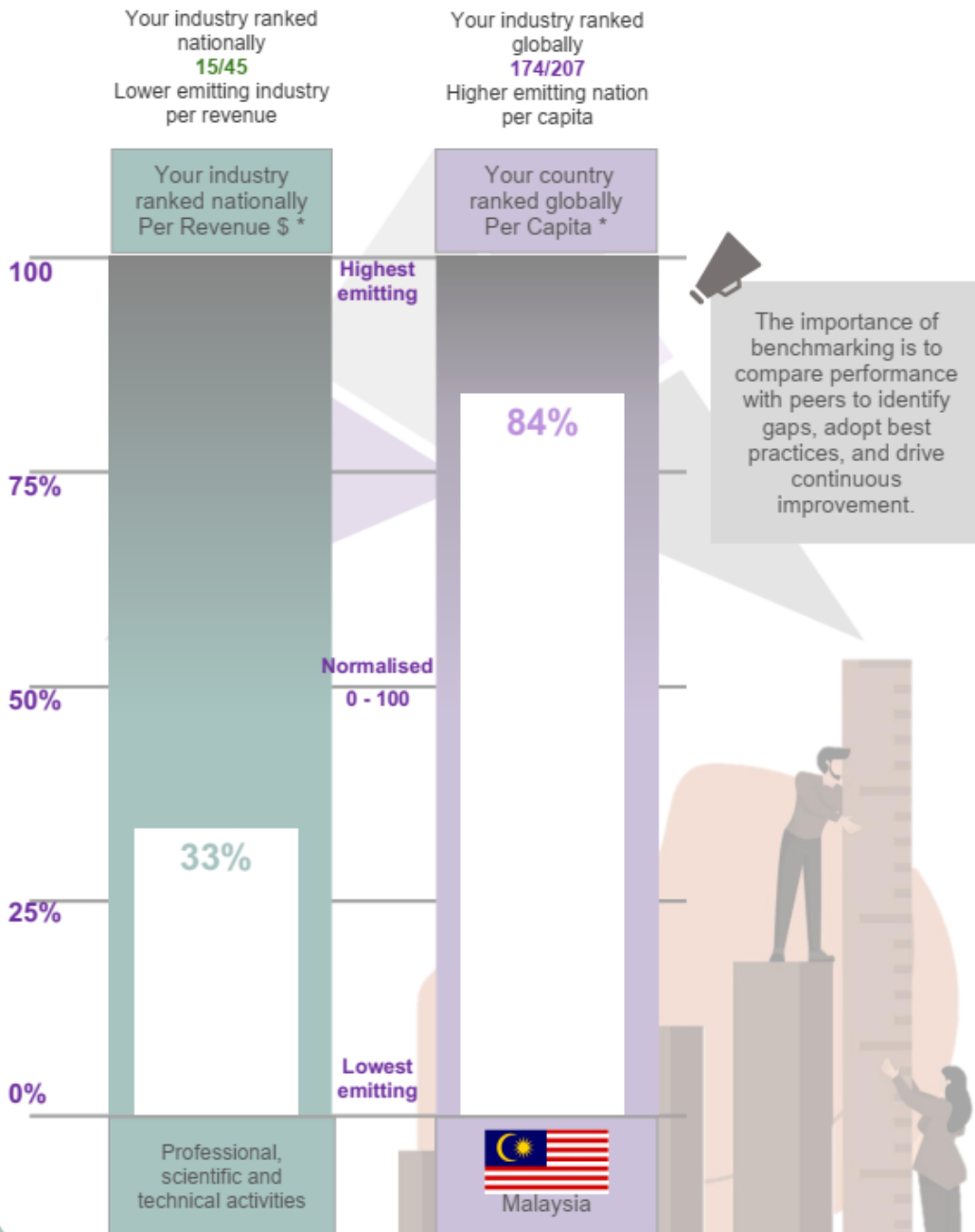


Benchmark your industry against other industries, both nationally and globally. The plot below uses a log scale axis, in tCO₂e per mil USD revenue. The benchmark covers total emissions, using OECD (Organisation for Economic Co-operation and Development) published data, as the basis for comparison.





Did you know that, according to GHG Protocol, S3 emissions often represent over 90% of a company's total emissions? By engaging suppliers on sustainability, a large portion of emissions can be addressed without major operational changes.



*Based on OECD published data countries



Emission reducing, sustainable business practice suggestions:

The United Nations Sustainable Development Goal 12 (UN SDG 12) is about ensuring sustainable consumption and production patterns to minimise emissions and ensure energy efficiency. UN SDG 17 is about creating partnerships for a sustainable future.



Use carbon credits to offset emissions, while focusing on reducing them directly.

Scope 1 – Direct emissions are from burning fossil fuels, such as in generators, furnaces, stoves, & vehicles. Reducing vehicle usage, remote working, adopting hybrid / electric vehicles, or electrification of processes.

Energy efficiency
Proper maintenance
Electrification

Energy efficiency
Proper maintenance
Optimisation


Scope 2 – Indirect emissions are associated with the purchase of electricity, steam, heat or cooling. Upgrade to more energy efficient equipment, proper maintenance & optimisation via timers, scheduling, & correct sizing.


Scope 3 – Value-chain emissions are from activities beyond Scope 1 & 2, consisting of 8 Upstream & 7 Downstream categories. Encouraging sustainable practices such as recyclable product materials, reducing waste, prioritising local suppliers, staff remote working. Fly less & smarter - Encourage virtual meetings, choose direct flights, pack light & fly economy to lower emissions.

Sustainability focus
Recyclable material
Local suppliers
Reduce travel

The following additional accounting categories are recommended to facilitate future emissions reporting:

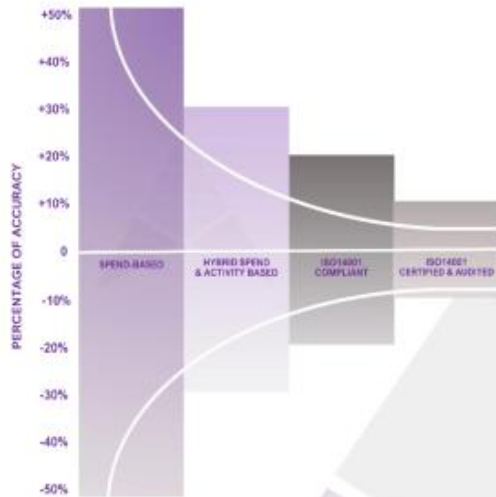
- Land, air travel (Scope 3)
- Accommodation expenses (Scope 3)
- Electricity bills (Scope 2)


Prepared by:
Lupete Kaur Bhullar
CFR Analyst / ISO 14064 GHG Accounting Lead Verifier
February 4th, 2026


Checked by:
Stephanie Santa
Project Lead / ISO 14064 GHG Accounting Lead Verifier
February 4th, 2026

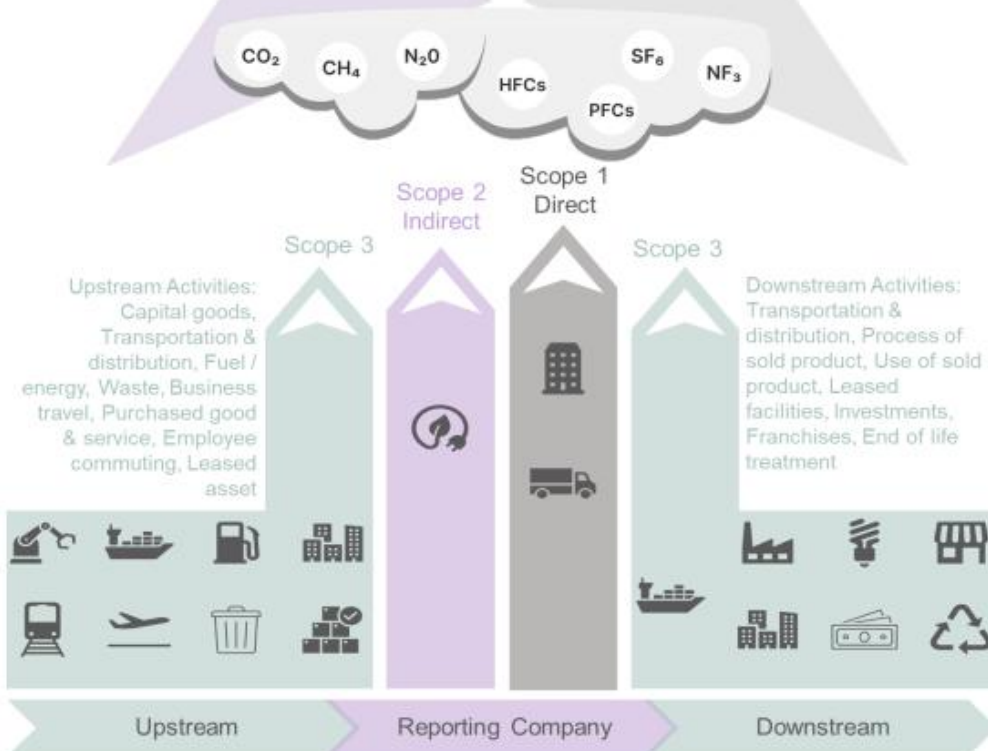

Approved by:
Serge Vincent Jean
Top Management / ISO 14064 GHG Accounting Lead Verifier
February 4th, 2026

Manage uncertainty & increase confidence in emissions reporting.



Benchmarking reference data is based on published government data from the OECD, EIA, IMF, CIA, & WEO. Spend-based conversion methodology is based on Greenhouse Gas (GHG) Protocol in combination with ALECA proprietary techniques developed specifically for SMEs.

Uncertainty range can be reduced if additional methods and more detailed information are included in the calculation. Contact ALECA to discuss becoming ISO 14001 and ISO 14064 compliant, or to train your team to enhance emission documentation.



Which Sustainable Development Goals (SDGs) do you support?



ALECA strives to support your sustainability initiatives and is also an active member of the United Nations Global Compact (UNGC). The world has 17 SDGs and **ALECA's focus is on goals 4, 7, 8, 12, and 17.**

ALECA is committed to being a net zero emissions company through energy efficiency, reducing emissions, avoiding unnecessary emissions, and through the purchase of carbon offsets.

Thank you for partnering with us on this journey.

 1 NO POVERTY End poverty	 2 ZERO HUNGER End hunger	 3 GOOD HEALTH AND WELL-BEING Ensure healthy lives	 4 QUALITY EDUCATION Provide quality education
 5 GENDER EQUALITY Achieve gender equality	 6 CLEAN WATER AND SANITATION Ensure water & sanitation	 7 AFFORDABLE AND CLEAN ENERGY Access to sustainable energy	 8 DECENT WORK AND ECONOMIC GROWTH Promote jobs & economic growth
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Build resilient infrastructure	 10 REDUCED INEQUALITIES Reduce inequality	 11 SUSTAINABLE CITIES AND COMMUNITIES Make cities sustainable	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable production
 13 CLIMATE ACTION Fight climate change	 14 LIFE BELOW WATER Protect oceans	 15 LIFE ON LAND Protect ecosystems	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS Promote peace & justice
 17 PARTNERSHIPS FOR THE GOALS Strengthen global partnerships			



Imagine your logo here!
Partner with ALECA today.

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Lorong Binjai
50450 Kuala Lumpur
Malaysia

www.alecasolutions.com

+60-19-652-5322 



ALECA Sdn. Bhd. is an active participating member of the United Nations Global Compact since 2021.
Click to go to website: [UNGC ALECA Sdn. Bhd.](http://UNGC.ALECA.Sdn.Bhd)

Receive ALECA's verified labels that help you build trust and demonstrate accountability.



You've begun your net zero journey.



No net emissions. More progress is needed.



Industry leader with a net zero impact.



GREENHOUSE GAS PROTOCOL

Spend-based methodology was developed by Greenhouse Gas Protocol in the United States of America.

BUREAU VERITAS
CERTIFIED GHG
LEAD VERIFIER



ALECA Sdn. Bhd. consultants are trained as ISO 14001 and ISO 14064 compliant environmental auditors, complemented by Bureau Veritas as GHG lead verifiers.

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CARBON OFFSET REPORT

*Click the project to view in VERRA Registry

[VERRA Carbon Credit 1748 - Southern Cardamom REDD+ Project](#)

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Independent 3rd party audited emissions report for:

ALECA SDN. BHD.

"If it can't be measured, it can't be managed."

Country: MALAYSIA
 Location: KUALA LUMPUR, PM
 Industry: PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES



Based on audited financial accounts 2024
 Start Date 1/1/2024
 End Date 31/12/2024

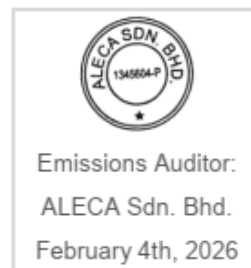
NET ZERO EMISSIONS

This carbon offset report presents an assessment of your company's net emissions in accordance with the Greenhouse Gas (GHG) Protocols for Scope 1, 2, and 3 emissions. The analysis applies a spend-based methodology and incorporates purchased carbon credits to achieve net zero emissions. Your company has purchased globally verified carbon offset certificates through approved exchanges. The corresponding reference links are provided in the table below.

For further discussions on ISO14001 and ISO 14064 compliance, Scope 4 considerations, and potential energy efficiency improvements, please contact ALECA.

NO	PARAMETER	CARBON EMISSIONS (tCO ₂ e)	CARBON OFFSET (tCO ₂ e)
1	ALECA Emissions Report for ALECA Sdn. Bhd.	22	
2	VERRA Carbon Credit 1748 - Southern Cardamom REDD+ Project		22
	Total emissions & carbon credits	22	22
	Net emissions	0	

Carbon credit purchase via:



Carbon offset certificates:



Date of issuance: 11/12/2023
Certificate No. 14

Certificate of Retirement

22 Tonnes of CO₂e Emission

Certificate presented to:

ALECA Sdn. Bhd.

For retiring Carbon Credits on behalf of

ALECA Sdn. Bhd.

Reason for Retirement:

To offset the company's FY2024 Scope 1, 2, and 3 emissions, achieve carbon neutrality, and contribute to a long-term sustainable future.

1748 - Southern Cardamom REDD+ Project

Serial no. 9778-134429489-134429510-VCS-VOL-263-VER-04-14-1748-01012016-31122016-1 [View Retirement in Registry](#)

[\[Verra\]](#) • Vintage 2016 - 2016 • 22 Carbon Credits



This project, initiated in 2015, is located in Cambodia. [View Retirement in Registry: VERRA Carbon Credit 1748 - Southern Cardamom REDD+ Project](#)

For further details regarding the carbon credit projects:

- Go to the VERRA Registry ([Link on the certificates](#))
- Click the "Quantity of the units"
- Click "View" on project document to find additional documents such as project summary, verification report, and monitoring report.



ALECA

ALECA SDN. BHD.

PAGE 2 of 4

Discussion on how to reduce emissions

Scope 1 – Direct emissions are from burning fossil fuels, such as in generators, furnaces, stoves, & vehicles. Reducing vehicle usage, remote working, adopting hybrid / electric vehicles, or electrification of processes.

Energy efficiency
Proper maintenance
Electrification

Energy efficiency
Proper maintenance
Optimisation

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Sustainability focus
Recyclable material
Local suppliers
Reduce travel

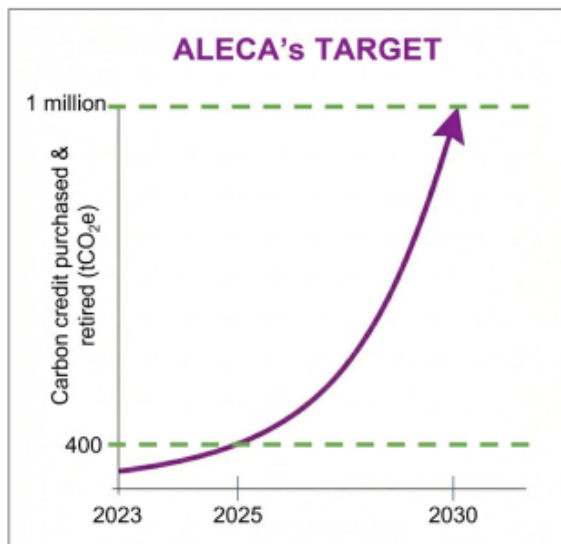
Avoided emissions
Emissions reduction
Energy efficiency
Reduce-reuse-recycle

Scope 4 – Avoided emissions, refers to greenhouse gas reductions from using or creating sustainable products (UN SDG 12) or services (UN SDG 17). This new proposed category shows the impact of innovations like energy-efficient appliances that help companies improve their environmental performance and reputation all while promoting sustainability and partnerships.

Partner with us !

ALECA targets to offset 1 million tCO₂e of carbon emissions.

As of January 2026, ALECA has purchased and retired ~500 tCO₂e unit of carbon credit for ALECA and its network.



Imagine your logo here!
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