



Sustainability Statement for the Financial Year 2024

This Sustainability Statement covers Supercomnet Technologies Berhad Group, which including the following three companies:

1. Supercomnet Technologies Berhad
2. Supercomal Medical Products Sdn. Bhd.
3. Supercomal Advance Cables Sdn. Bhd.

CONTENTS

Creating Sustainable Value	4
Our Statement at a Glance.....	4
Reporting Scope and Boundary.....	4
Reporting Guidelines and Standards.....	4
Data Accuracy.....	4
Responding To Our Statement.....	5
Memberships and Associations	5
Sustainability Highlights	6
Our Sustainability Journey Milestones	7
Our Approach to Sustainability	8
ESG Strategy.....	8
Sustainability Policy	9
Advancing Global Initiatives.....	10
Key Performance Indicators	11
Sustainability Governance Structure	13
Engaging Our Stakeholders	14
Identifying What Matters.....	16
Our Materiality Matrix.....	16
Mapping Our Material Sustainability Matters	17
Climate-Related Disclosures	19
Upholding Ethical Practices.....	21
Corporate Governance and Anti-Corruption	22
Data Privacy and Cybersecurity	24
Cultivating A Greener Future	25
Climate Change and Energy Efficiency	26
Water Consumption	30
Waste Management.....	30
Positively Affecting Lives	33
Product Quality and Innovation.....	34
Occupational Health and Safety	36
Talent Attraction and Development.....	38
Labour Practices and Standards	40
Responsible Sourcing.....	41

Workforce Diversity and Inclusivity	42
Community Engagement	44
Towards Innovation and Progress	45
Performance Data Table.....	46
GRI Content Index.....	49

Creating Sustainable Value

Our Statement at a Glance

Our Sustainability Statement for the year ending 2024 encapsulates our environmental, social and governance (“ESG”) initiatives and achievements. It demonstrates our commitment to integrate responsible practices across our business and operations, showcasing our efforts to create enduring value for our stakeholders and contribute to a healthier and more sustainable planet.

Our Strides in Sustainability

As part of our focus on minimising our environmental impact, we continued to make steady progress across our sustainability initiatives with clear focus on key priorities, including our transition to a net zero future. The Group improved our climate-related disclosures by evaluating risks and opportunities over short, medium, and long terms. Additionally, we enhanced our ESG strategy by incorporating strategic thrusts and updated KPIs based on the latest ESG performance, with timeframes allocated for each.

Recognising the importance of investing in our people, we prioritised employee development by strengthening training programmes in occupational health and safety. These efforts aim to provide our workforce with essential knowledge and skills to ensure a safe working environment, essential in reaching our sustainability goals and long-term success.

To remain well-informed and actively engaged with the latest sustainability practices, our Board of Directors attend annual sustainability training, ensuring that our long-term sustainability objectives are aligned with the most current practices and innovations.

Reporting Scope and Boundary

The reporting period for this statement covers 1st January 2024 to 31st December 2024 (“FY2024”). Where applicable, we have included data from the past three years to demonstrate meaningful trends and track comparative performance.

The scope of reporting includes Supercomnet Technologies Berhad (“STB”), which comprises two main subsidiaries: Supercomal Medical Products Sdn. Bhd. (“SMP”), which specialises in manufacturing medical cables and devices, and Supercomal Advance Cables Sdn. Bhd. (“SAC”), which focuses on the manufacture and assembly of fuel tanks, wires and cables.

Reporting Guidelines and Standards

This Statement has been prepared in accordance with Bursa Malaysia’s Main Market Listing Requirements (“MMLR”) and Sustainability Reporting Guide (3rd Edition). Our ESG disclosures are guided by the International Financial Reporting Standards (“IFRS”) S2, the Global Reporting Initiative (“GRI”) Standards, and the UN SDGs.

Data Accuracy

All data disclosed in this report have been checked by the respective data owners within the Group to ensure the accuracy of all published metrics. We remain committed to continuously improving our data collection and analysis procedures to enhance the credibility and reliability of our disclosures.

Responding To Our Statement

STB Group values the insights and feedback from our stakeholders, recognising their importance as part of our ongoing efforts to enhance our sustainability reporting. Kindly direct all enquiries and feedback regarding this statement to the contact provided below.

Name: Mr. Tay Qiu Jie

Position: Finance Manager

Email: tayqj@supercomnet.com.my

Address: Supercomnet Technologies Berhad, Lot 172, Jalan PKNK 3/8, Kawasan Perusahaan Sungai Petani, 08000 Sungai Petani, Kedah

Memberships and Associations

STB Group, through our subsidiary SMP, holds memberships in the following associations, allowing us to stay informed on emerging trends, developments and industry best practices.



Medical Device Authority (“MDA”)



Malaysia Medical Device Association (“MMDA”)

Sustainability Highlights

Our ESG performance in FY2024 reflects significant progress in embedding sustainability principles and initiatives throughout our operations. As we review our advances over the fiscal year, we are proud to highlight our accomplishments across our three ESG pillars, showcasing our ongoing dedication to these goals.

Governance



Zero cases of corruption & whistleblowing

Zero substantiated complaints of customer privacy breaches or data loss



Environment

1,284,242 kWh of electricity generated from solar panels

72.33 tonnes of waste diverted from landfills

Social



84% reduction in Lost Time Incident Rate (LTIR) compared to the previous year

203 participants received training on Health and Safety

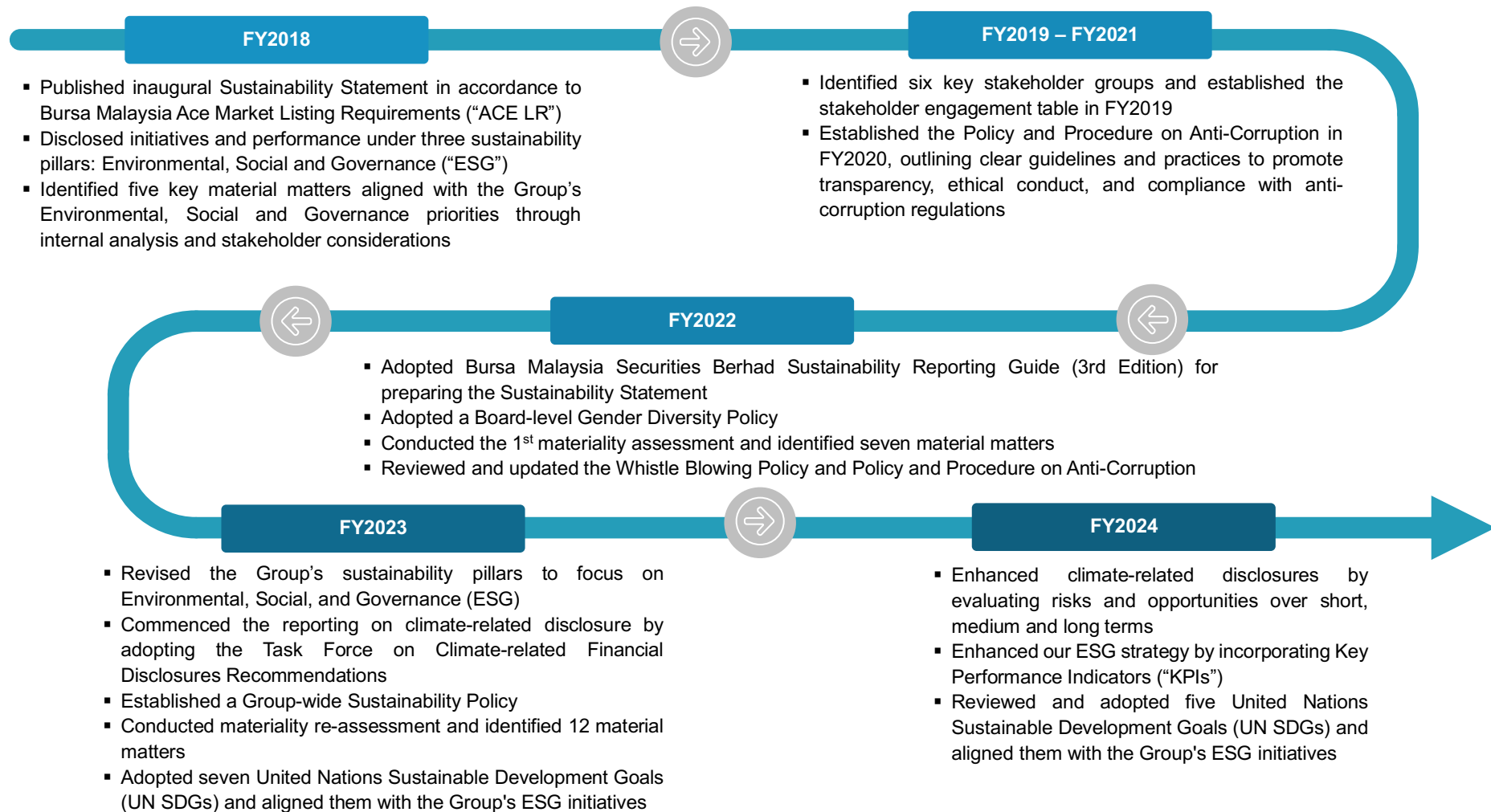
Zero substantiated complaints concerning human rights violations

50% procurement expenditure allocated to local suppliers

RM113,099 invested in corporate social responsibility

Our Sustainability Journey Milestones

As we mark our seventh year of reporting, our sustainability progress underscores our efforts to integrate ESG initiatives to our business, demonstrating our commitment to delivering continuous growth and value to our stakeholders.



Our Approach to Sustainability

ESG Strategy

The Group's ESG strategy reflects our vision, mission and goals, and is built upon three key pillars that align with both internal and global sustainability agendas, including relevant UN SDGs. Each pillar addresses key material sustainability matters that are crucial to our business operations and stakeholders.

Our Vision	To develop products that will embody the concept of intelligent living through the sharing of knowledge with our strategic partners.											
Our Mission	Committed to proactively develop high-tech products of wires and cables in the market, on-time error free delivery service with customers expected high quality goods.											
Our Goal	To be the leading high-tech wire and cable manufacturer in Malaysia with all our products produced to the upmost satisfaction of our customers through value creation.											
ESG Pillars & Material Sustainability Matters	 Governance Upholding Ethical Practices - Corporate Governance and Anti-Corruption - Data Privacy and Cybersecurity		 Environment Cultivating a Greener Future - Climate Change and Energy Efficiency - Water Consumption - Waste Management		 Social Positively Affecting Lives - Product Quality and Innovation - Occupational Health and Safety - Talent Attraction and Development - Labour Practices and Standards - Responsible Sourcing - Workforce Diversity and Inclusivity - Community Engagement							
	Enforce zero-tolerance for bribery and corruption Zero grievances and whistle-blowing complaints Protect data privacy and cybersecurity		Reduce energy use through sustainable practices Conserve water through efficient usage		Maintain zero-accidents and serious injuries Maintain zero cases of human rights violations Increase procurement expenditure to local suppliers							
Our Contribution to UN SDGs	 		 		  							
Our Key Stakeholder Groups	 Investors and Shareholders		 Government and Regulatory Authorities		 Customers		 Vendors and Suppliers		 Employees		 Communities	

Sustainability Policy

Our ESG Principles

STB's Sustainability Policy aligns with our core values and reinforces our commitment to governance, environmental stewardship and social responsibility. The policy serves as a guiding framework for embedding sustainability practices into our operations, decision-making processes and overall business strategy.



GOVERNANCE

- ✓ Uphold the highest standards of business conduct and act with integrity in all our operations
- ✓ Prevent all forms of bribery and corruption throughout the Group's value chain
- ✓ Comply with regulatory and legal requirements in the markets where we operate
- ✓ Protect customer data and privacy against unauthorised access and use

ENVIRONMENTAL



- ✓ Continuously improve energy efficiency, monitor and reduce our carbon footprint across operations
- ✓ Enhance recycling, waste reduction and proper disposal methods which contribute towards a circular economy
- ✓ Monitor and reduce water consumption and implement water conservation practices in our facilities



SOCIAL

- ✓ Safeguard basic human rights for our workforce, supply chain and the communities in which we operate
- ✓ Prioritise employee health and safety through comprehensive occupational health and safety programmes and regular safety training
- ✓ Support the well-being and growth of our employees by fostering a workplace culture that encourages their development through training programmes, career advancement opportunities and performance recognition
- ✓ Foster a culture of diversity and inclusion by implementing policies and practices that promote equal opportunities and eliminate discrimination
- ✓ Ensure continuous innovation of sustainable products and services
- ✓ Prioritise working with suppliers who demonstrate strong sustainability practices
- ✓ Engage in community development initiatives

Advancing Global Initiatives

The UN SDGs outline a global agenda for achieving sustainable development by 2030, with a focus on fostering peace, prosperity and equity. The Group has embraced five SDGs that align with our initiatives, focusing on areas where we can make significant impact.

3 GOOD HEALTH AND WELL-BEING



Target 3.4 Substantially reduce the number of deaths and illness from hazardous chemicals and contamination

- Zero cases of work-related fatalities and work-related ill-health
- Total lost time injury rate ("LTIR") reduced from 0.64 in FY2023 to 0.10 in FY2024

7 AFFORDABLE AND CLEAN ENERGY



Target 7.2 Increase the share of renewable energy.

- The Group installed solar panels at our manufacturing facilities in FY2022. In FY2024, the Group's solar panels generated a total of 1,284,242 kWh of renewable energy

8 DECENT WORK AND ECONOMIC GROWTH



Target 8.8 Protect labour rights and promote safe and secure working environments for all workers.

- Committed to respecting fundamental human rights while adhering to Malaysia's Employment Act 1955
- Invested in health and safety training for 203 employees for a total of 1,412 hours of training in FY2024
- Provided a range of benefits, including the Employee's Share Option Scheme ("ESOS"), which rewards eligible employees based on their performance and tenure
- Zero substantiated cases of human rights violations in FY2024

13 CLIMATE ACTION



Target 13.2 Integrate climate change measures into policies and planning

- Enhanced climate-related disclosures by evaluating risks and opportunities over short, medium and long terms

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Target 16.5 Reduce corruption and bribery

- Assessed 100% of operations for anti-corruption
- Zero cases of bribery and corruption reported for the past three years
- Zero cases whistleblowing incidents

Key Performance Indicators

The Group has instituted Key Performance Indicators (“KPIs”) to assess the effectiveness of our sustainability initiatives. By monitoring these metrics, we benchmark performance, identify improvement opportunities, and advance toward our sustainability objectives. These KPIs ensure accountability and motivate us to exceed expectations, delivering sustained value to our stakeholders.

Sustainability Key Performance Indicators (“KPIs”)			
Material Matter	KPIs	FY2023 Performance	FY2024 Performance
Governance			
Corporate Governance and Anti-Corruption	To achieve zero reported incidents of bribery and corruption annually.	Zero reported incidents of bribery and corruption in FY2023.	Maintained zero reported incidents of bribery and corruption in FY2024.
	To achieve zero reported grievances or whistle-blowing complaints to the Group annually.	Zero reported grievances or whistle-blowing complaints to the Group in FY2023.	Maintained zero reported grievances or whistle-blowing complaints to the Group in FY2024.
Data Privacy and Cybersecurity	To achieve zero breaches in data privacy and cybersecurity.	Zero breaches in data privacy and cybersecurity in FY2023.	Maintained zero breaches in data privacy and cybersecurity in FY2024.
Environment			
Climate Change and Energy Efficiency	To achieve more than 5% reduction in total energy consumption compared to FY2021 baseline (16,582 GJ) annually ¹ .	9% reduction in total energy consumption compared to FY2021.	4% increase in total energy consumption compared to FY2021.
	To achieve more than 30% renewable energy in the overall energy consumption mix annually.	31% renewable energy in overall energy consumption mix in FY2023.	27% renewable energy in overall energy consumption mix in FY2024.
	To achieve more than 10% reduction in Scope 2 GHG emissions compared to FY2021 baseline (3,380 tCO ₂ e) annually.	39% reduction in Scope 2 GHG emissions compared to FY2021.	24% reduction in Scope 2 GHG emissions compared to FY2021.
Water Consumption	To achieve at least 10% reduction in water consumption compared to FY2021 baseline (45.14 ML) annually.	10% reduction in water consumption compared to FY2021.	7% reduction in water consumption compared to FY2021.
Social			
Occupational Health and Safety	To achieve zero fatalities and Lost Time Injury Rate of less than 3.00 annually.	Zero fatal injuries recorded and Lost Time Injury Rate of 0.64 in FY2023.	Maintained zero fatal injuries and achieved a Lost Time Injury Rate of 0.10 in FY2024.

Labour Practices and Standards	To achieve zero cases of human rights violations, including forced labour, child labour, discrimination and harassment.	Zero cases of human rights violations, including forced labour, child labour, discrimination and harassment in FY2023.	Maintained zero cases of human rights violations, including forced labour, child labour, discrimination and harassment in FY2024.
Responsible Sourcing	To allocate at least 30% of procurement expenditure to local suppliers annually.	43% procurement expenditure allocated to local suppliers	50% procurement expenditure allocated to local suppliers in FY2024.

Note:

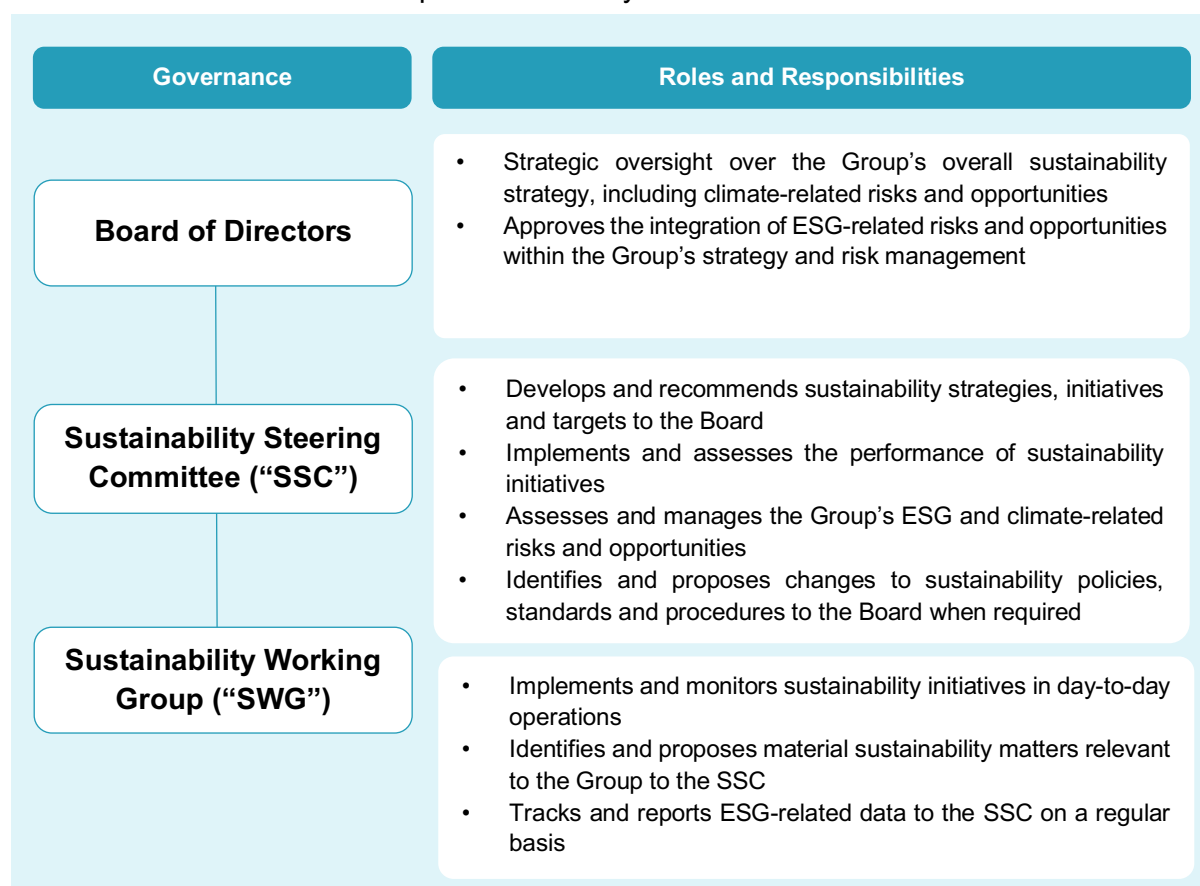
1. The baseline energy consumption was recalculated using the conversion factor from the UK Government's GHG Conversion Factor 2021

Sustainability Governance Structure

The Group maintains a well-defined Sustainability Governance Structure with clearly outlined roles and responsibilities.

The Board provides strategic direction and oversight on sustainability strategies, policies and goals, including climate-related risks and opportunities. The Sustainability Steering Committee (“**SSC**”) supports the Board by implementing and assessing the initiatives’ performance, while the Sustainability Working Group (“**SWG**”) ensures that these strategies are integrated into our daily operations, driving effectiveness and progress.

STB Group's Sustainability Governance Structure



Engaging Our Stakeholders

As a manufacturer of cables and wires for the automotive, medical and electronic sectors, we prioritise transparent and strategic engagement with our stakeholders through various platforms. By valuing their insights on market trends, workplace development and product quality, we foster trust and build mutually-beneficial connections for long-term resilience.



Investors & Shareholders	
Why We Engage Investors and shareholders contribute to essential financial resources, significantly shaping the Group's capacity to innovate, expand and navigate evolving market circumstances.	Engagement Channel ● Annual General Meetings ● Extraordinary General Meetings ● Corporate Communication and Investor Relations ● Annual Report ● Quarterly Report ● Bursa Malaysia announcements ● Company website
Areas of Concern • Company performance • Dividend • Business strategy • Corporate governance • Corporate activities	
Our Responses • Establishment of Board Charter, Code of Ethics for Directors, Director's Fit and Proper Policy, Gender Diversity Policy, Anti-Corruption Policy, Whistle Blowing Policy and Remuneration Policies and Procedures	
Government & Regulatory Authorities	
Why We Engage Conforming to applicable laws, regulations and policies is imperative for ensuring legal and ethical business practices.	Engagement Channel ● Compliance with regulatory framework ● Liaise and meeting with government agencies' officers ● Workshops and seminars organised by relevant regulatory authorities
Areas of Concern • Corporate governance • Regulatory compliance	
Our Responses • Compliance with key laws and legislation	
Employees	
Why We Engage Employees influence various aspects of production, innovation, quality, safety and the Group's overall productivity and success.	Engagement Channel ● Employee briefings ● Open communication via internal channels such as in-house emails, memos and open-door policy ● Continuous training and education ● Performance appraisal and feedback reviews
Areas of Concern • Career development & advancement • Fair employment practices • Occupational health and safety	
Our Responses • Establishment of Whistle Blowing Policy • Adherence to the Employment Act 1955 • Emphasis on diversity in hiring policy • Freedom of association • Implementation of OHSAS 18001 • Provided comprehensive benefits to employees	

Vendors & Suppliers

Why We Engage

Suppliers and vendors provide us with a comprehensive array of essential components and services indispensable for our seamless operations.

Areas of Concern

- Supply chain and relationship management
- Supply chain disruptions
- Prices of raw materials

Engagement Channel

- Suppliers' audit & feedback
- Suppliers' meetings
- New suppliers' evaluation procedure
- Supplier and quality evaluation
- Relationship management

Our Responses

- Built long-term relationships with key suppliers to quickly address price hikes and supply chain disruptions
- Implementation of internal risk assessment procedures

Customers

Why We Engage

Customers drive revenue and offer essential insights for improving products, services and operational efficiency.

Areas of Concern

- Timely delivery of products
- Quality products and services

Engagement Channel

- Customers' audit & feedback surveys
- Customer visits/meetings
- Relationship management

Our Responses

- Adherence to Good Manufacturing Practice ("GMP") regulations
- Utilisation of Class 10k and 100k cleanroom facilities
- Recognised for the following certifications and memberships:

STB

- ISO 9001:2015 Quality Management System ("QMS")
- UL Certification
- JQA-F-Mark
- Sony Green Partner

SMP

- EN ISO 13485:2016 Medical Devices QMS
- FDA registered and audited
- Malaysia Medical Device Association Membership
- Medical Device Authority Establishment License

SAC

- IATF 19649:2016

Communities

Why We Engage

Community engagement boosts our corporate reputation and contributes to the overall well-being and prosperity of both the Group and the community.

Areas of Concern

- Good corporate citizenship
- Local job creation

Our Responses

- Development of student internship programmes

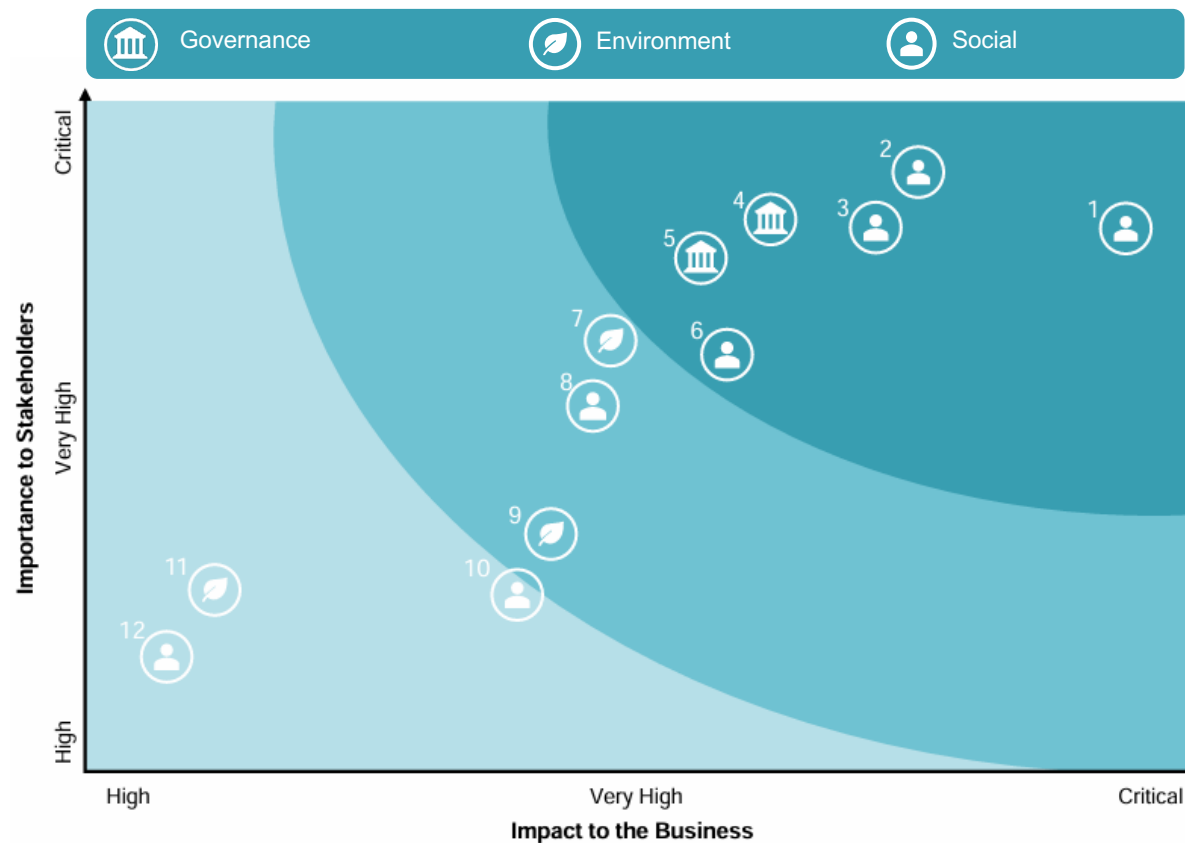
Engagement Channel

- Meeting with local communities or associations
- Corporate Social Responsibility Activities
- Provision of jobs and internship to graduates
- Employment and business opportunities

Identifying What Matters

Our Materiality Matrix

Materiality assessments are crucial for identifying key issues that affect our business. In FY2023, we established 12 material matters through a materiality assessment and presented a matrix to illustrate their importance to our Group and stakeholders. Given their continued relevance to our current operations, we have retained both the material matters and the matrix for FY2024. Our top six material matters are Occupational Health & Safety, Product Quality and Innovation, Talent Attraction and Development, Corporate Governance and Anti-Corruption, Data Privacy and Cybersecurity and Labour Practices and Standards.



Ranking	Sustainability Matters	Importance Level
1	Occupational Health and Safety	Critical Importance
2	Product Quality and Innovation	
3	Talent Attraction and Development	
4	Corporate Governance and Anti-Corruption	
5	Data Privacy and Cybersecurity	
6	Labour Practices and Standards	
7	Climate Change and Energy Efficiency	Very High Importance
8	Responsible Sourcing	
9	Waste Management	
10	Workforce Diversity and Inclusivity	High Importance
11	Water Consumption	
12	Community Engagement	

Mapping Our Material Sustainability Matters

Our material matters align stakeholders' concerns and interests with relevant UN SDGs and GRI indicators, enabling us to focus our efforts on the ESG initiatives most significant to our core values, while reinforcing our commitment to the broader global sustainability agenda.

Governance			
Material Matters	Our Approach	UN SDGs	Stakeholder Groups
Corporate Governance and Anti-Corruption	Uphold strong corporate governance by fostering transparency and accountability at all levels, reinforced through robust anti-corruption practices and strict regulatory compliance	 	
Data Privacy and Cybersecurity	We safeguard customer data through strict policies, regular software updates, and firewall maintenance, ensuring compliance with the PDPA and regulatory standards		

Environmental			
Material Matters	Our Approach	UN SDGs	Stakeholder Groups
Climate Change and Energy Consumption	We minimise our environmental footprint and combat climate change by optimising energy usage and reducing greenhouse gas (GHG) emissions	 	
Water Consumption	The Group is committed to improving water management throughout our operations by implementing targeted measures to control consumption		
Waste Management	Implement responsible waste management practices by reducing waste generation, enhancing recycling efforts and ensuring safe disposal in accordance with environmental regulations		

Social			
Material Matters	Our Approach	UN SDGs	Stakeholder Groups
Product Quality and Innovation	Ensure product quality and drive innovation by adhering to stringent standards, continuously enhancing processes, and staying ahead of industry trends to meet customer needs	 	
Occupational Health and Safety	Maintain an effective health and safety management system, delivering ongoing training, ensuring full compliance with industry regulations, and actively minimising operational risks		
Talent Attraction and Development	Promote talent development by fostering partnerships with educational institutions, providing opportunities for growth and skill enhancement within the organisation		
Labour Practices and Standards	Commit to upholding fair and ethical labour practices by ensuring equal opportunities, competitive compensation, and continuous professional development for our employees	 	
Responsible Sourcing	Priorities suppliers that align with ethical practices, environmental sustainability, and quality standards, ensuring rigorous evaluation and selection processes		
Workforce Diversity and Inclusivity	Promote diversity and inclusion by cultivating a workplace that values individuals from all backgrounds, fostering an environment of equality and mutual respect	 	
Community Engagement	The Group dedicates resources to support community initiatives focused on addressing the needs of vulnerable groups and enhancing the well-being of local communities around our operations		

Climate-Related Disclosures

STB acknowledges the significant impact that climate change has on our manufacturing value chain. While it presents risks to our business operations, it also provides opportunities to implement measures that enhance our capacity to adapt to change and build resilience against climate-related uncertainties.

In FY2024, we aligned with the globally recognised IFRS S2 Climate-related Disclosures, established by the International Sustainability Standards Board (“ISSB”), as incorporated within the National Sustainability Reporting Framework (“NSRF”). This section details the Group’s approach to addressing climate impacts, structured around four core pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

The Board supervises STB’s efforts to address climate-related risks and opportunities by approving the sustainability strategies proposed by the SSC. Supported by the SWG, the SSC manages these risks and opportunities and formulates the Group’s sustainability strategy. In FY2024, the Board and Senior Management participated in a sustainability training session to stay informed on climate-related issues.

Strategy

The strength of the Group’s strategy lies in our ability to adapt to changing conditions and emerging risks. A key factor in achieving this adaptability is aligning our strategy with the identified risks and opportunities.

Physical Risks

Physical risks arise from the direct effects of climate change, encompassing short-term extreme weather events and long-term gradual temperature increases which can impact our assets and operations.

Description of Risks	Potential Impact	Mitigation /Opportunities	Measures
Acute			
Short term (1-5 years) to long-term (>11 years)			
Immediate risks from extreme climate phenomena, such as intense heatwaves, severe flooding, and landslides	Supply chain disruptions from floods and other extreme weather events	• Build a skilled procurement team adept at navigating supply chain disruptions • Establish robust relationships with key vendors and suppliers backed by contingency plans	
Chronic			
Long-term (>11 years)			
Gradual long-term effects, such as altered rainfall patterns and escalating temperatures	Increased operational costs due to internal temperature control necessitated by rising temperatures	• Implement renewable energy alternatives • Incorporate passive, cool building designs to reduce energy consumption • Adopt climate-resilient workplace practices	

Transition Risks

Transition risks stem from the challenges associated with the shift towards a sustainable, low-carbon economy, driven by regulatory changes and market shifts.

Description of Risks	Potential Impact	Mitigation /Opportunities	Measures
Policy and Legal			
Medium term (6-10 years) to long-term (>11 years)			
Strict environmental policies targeting carbon emission reductions, such as Carbon Border Adjustment Mechanisms (CBAM), carbon tax and emissions trading schemes	Policy and regulatory changes requiring GHG emissions monitoring and reduction Climate-related policies impacting our raw material suppliers	• Monitor GHG emissions and establish reduction targets and initiatives • Stay up-to-date with evolving regulations • Integrate climate-related risks into our supplier evaluation procedures	
Technology			
Short term (1-5 years) to long-term (>11 years)			
Technological advancements, such as energy efficient solutions and alternative materials, are driven by the manufacturing industry's efforts to reduce emissions	Increased operational costs due to energy-intensive processes	• Implement low-emission technologies for manufacturing and expand the use of renewable energy sources	
Market			
Short term (1-5 years) to long-term (>11 years)			
Changing consumer preferences and an increasing demand for sustainable products are fuelling the shift towards alternative materials and solutions.	Market competition from other suppliers which can affect our revenue and profit margin	• Enhance market positioning through consistent product quality, superior after-sales services and a commitment to developing and offering sustainable products	
Reputation			
Short term (1-5 years) to long-term (>11 years)			
Failing to align with sustainability trends could negatively impact STB's reputation, resulting in a decline in brand perception and stakeholder trust.	Heightened climate concerns from stakeholders	• Engage with stakeholders to address climate concerns and provide transparent disclosure on sustainability efforts	

Risk Management

The Group has implemented robust risk management practices to protect our business interests, ensure strategic alignment and strengthen stakeholder confidence. The Board incorporates sustainability risks and opportunities into decision-making processes across short-, medium- and long-term strategies. All identified risks, including those related to climate change, are systematically managed through our Enterprise Risk Management ("ERM") framework.

The ERM risk profile is essential for the Board and management to prioritise high-risk areas by identifying significant threats, documenting control measures, and developing action plans for effective mitigation.

Metrics and Targets

At STB Group, we monitor our climate-related performance using these key metrics:

- Emissions: Scope 1, Scope 2 and limited Scope 3 (business travel and employee commuting), measured in tonnes of carbon dioxide equivalent or "tCO₂e"
- Energy consumption: Recorded in gigajoules ("GJ")
- Waste generated: Measured in metric tonnes ("MT")
- Water consumption Calculated in megalitres ("ML")

All our GHG emission data adheres to the methodologies of the GHG Protocol Corporate Accounting and Reporting Standard. Our total emissions for the year amounted to 49 tCO₂e for Scope 1, 2,557 tCO₂e for Scope 2 and 508 tCO₂e from Scope 3 (business travel and employee commuting).

Governance

Upholding Ethical Practices

STB upholds high standards of governance, ethics and integrity to drive sustainable growth and elevate our corporate standing. We have implemented a comprehensive system of principles, policies and processes to uphold these values. Effective governance shapes our organisational strategy and sustainability direction, providing a strong foundation for growth and resilience.

Material Sustainability Matters

- Corporate Governance and Anti-Corruption
- Data Privacy and Cybersecurity

Sustainability Performance Highlights

Zero instances of confirmed and reported corruption incidents

Zero substantiated complaints concerning customer privacy and losses of customer data



Key Stakeholders



Investors and Shareholders



Government and Regulatory Authorities



Employees



Vendors and Suppliers



Customers

Corporate Governance and Anti-Corruption

Corporate Governance

Sound corporate governance is essential for manufacturers to ensure sustainable business practices. By integrating rigorous anti-corruption measures, we enhance our reputation as a reliable and trustworthy entity, mitigating risks and strengthening stakeholder trust.

Our Board Charter, based on the Malaysian Code of Corporate Governance (“MCCG”), defines the roles and responsibilities in strengthening corporate governance. Our Board leads by upholding the highest ethical standards, ensuring accountability across the Group’s value chain through industry-leading practices and methods.

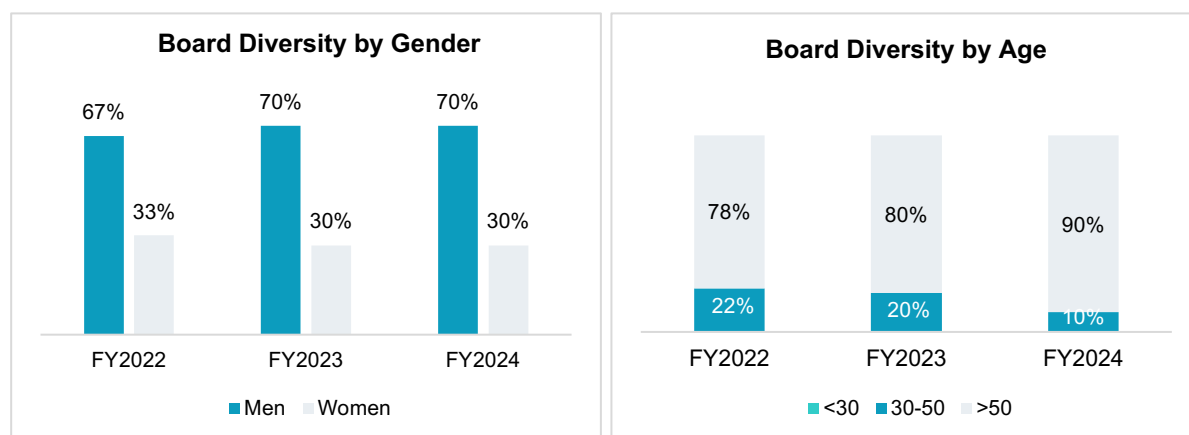
STB Group Policies and Practices	Description
Code of Ethics for Directors	Sets forth the ethical standards and conduct expected of our directors. It serves as a guide for maintaining high moral and professional principles in their roles and decision-making processes.
Directors’ Fit and Proper Policy	Establishes the qualifications and criteria necessary for individuals to serve as directors in our Group, ensuring that Board members possess the requisite skills, experience and integrity to effectively oversee our operations.
Gender Diversity Policy	In alignment with the MCCG, this policy is dedicated to achieving and maintaining a 30% representation of women on the Board of Directors, promoting gender diversity and inclusivity.
Remuneration Policies and Procedures	Details the framework and principles guiding the remuneration of directors, including compensation structures, performance assessments and other relevant procedures to ensure fairness and transparency.
Sustainability Policy	Underscores our commitment to ESG principles. It outlines our approach to sustainable business practices, environmental conservation and social responsibility.



All policies are readily accessible to employees, suppliers, and customers via the Group’s corporate website, promoting transparent communication with all stakeholders. For full policy details and more information on our commitment to good corporate governance, scan the QR code or visit our website at <https://supercomnet.com.my/esg/>

Board Diversity

STB's Board of Directors comprises ten members, with women comprising 30% of the Board – meeting the national target of 30% female representation set by the Malaysian Code on Corporate Governance (“MCCG”).

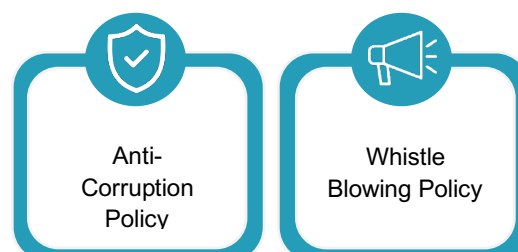


Anti-Corruption and Anti-Bribery

STB enforces robust anti-bribery and anti-corruption measures in line with the Malaysian Anti-Corruption Commission (“MACC”) Act, 2009 and its Amendments. The Anti-Corruption Policy is regularly reviewed to ensure compliance with regulatory standards and provides clear guidelines to prevent bribery and misconduct.

The Whistle Blowing Policy offers a secure, confidential channel for reporting unethical

practices, fostering transparency and accountability. This reinforces STB's commitment to ethical governance and the protection of individuals who report concerns.



Building on our status as a Main Market-listed company, which underscores our commitment to high standards and corporate responsibility, we aim to further enhance our anti-corruption training across the organisation.

Employee Category	Percentage of employees who have received training on anti-corruption	
	FY2023	FY2024
Senior Management	56%	50%
Management	56%	67%
Executive	14%	13%
Non-Executive	0%	0%

We successfully maintained zero substantiated cases of corruption and whistleblowing over the past two financial years. In FY2024, all three of our subsidiaries were assessed for corruption-related risks, further strengthening our commitment to ethical business practices and a zero-tolerance approach to corruption.

Financial Year	FY2022	FY2023	FY2024
Percentage of operations assessed for anti-corruption risks	100%	100%	100%



0 Substantiated corruption incidents



0 Reported whistleblowing incidents

Data Privacy and Cybersecurity

Protecting data privacy and security is crucial for STB to safeguard sensitive information and ensure compliance with regulatory standards. Implementing robust data privacy measures minimises the risk of breaches, ensures business continuity and builds trust with stakeholders.

We regularly update and maintain our software and firewall systems to prevent data leaks and breaches. These measures adhere to regulatory standards and Malaysia's Personal Data Protection Act 2010 ("PDPA").

In FY2024, we maintained a record of zero incidents of customer privacy breaches or data loss. The Group is committed to continuing the highest standards of data privacy and cybersecurity across all our manufacturing operations.

Financial Year	FY2022	FY2023	FY2024
Number of substantiated complaints concerning breaches in customer privacy and losses of customer data	0	0	0

Environment

Cultivating A Greener Future



Optimising energy efficiency and resource utilisation is central to our sustainable practices. We focus on reducing our carbon footprint, harnessing renewable energy and implementing effective waste management and water stewardship. Our commitment to high-quality manufacturing is complemented by our efforts to minimise environmental impacts and address climate change.

Material Sustainability Matters

- Climate Change and Energy Efficiency
- Waste Management
- Water Consumption

Sustainability Performance Highlights

1,284,242 kWh of electricity generated from solar panels

72.33 tonnes of waste diverted from landfills

Key Stakeholders



Investors and Shareholders



Government and Regulatory Authorities



Communities

Climate Change and Energy Efficiency

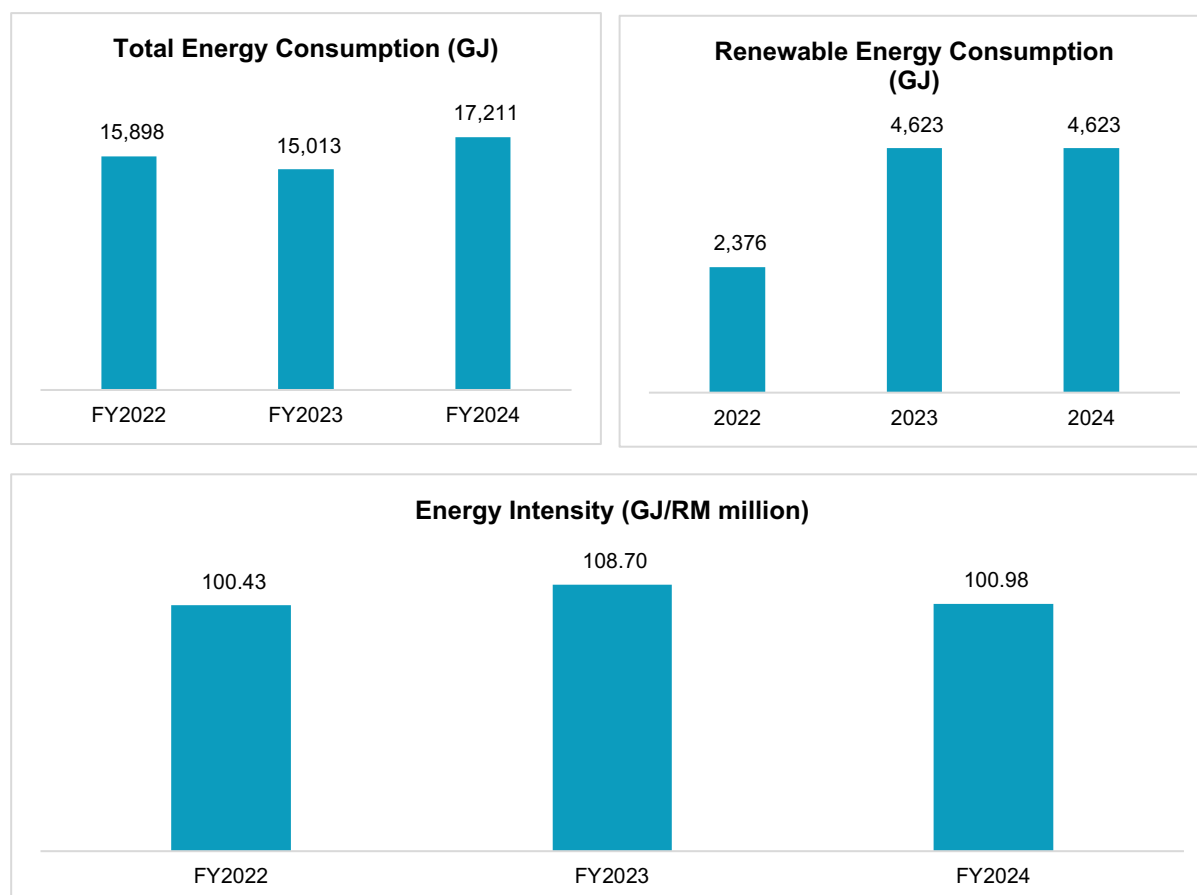
Our manufacturing activities require substantial energy, leading to significant emissions that impact the environment. As a conscientious corporate citizen, we play a vital role in mitigating climate change by addressing our carbon footprint through proactive and forward-looking initiatives.

The Group continued to champion clean and renewable sources by integrating solar panels into our energy mix. Additionally, we have minimised energy consumption through conservation practices at our offices and hostels.

Total Energy Consumption and Intensity

Our Group's total energy consumption comprises fuel, electricity and renewable energy generated from our solar panels.

In FY2024, our total energy consumption reached 17,211 Gigajoules (GJ). This total comprised 695 GJ from fuel and 11,893 GJ from purchased electricity and 4,623 GJ from solar panels. While the overall energy consumption increased compared to FY2023, the energy intensity decreased by 7% during the reporting year to 100.98 GJ/RM million revenue, compared to 108.70 GJ/RM million revenue in FY2023.

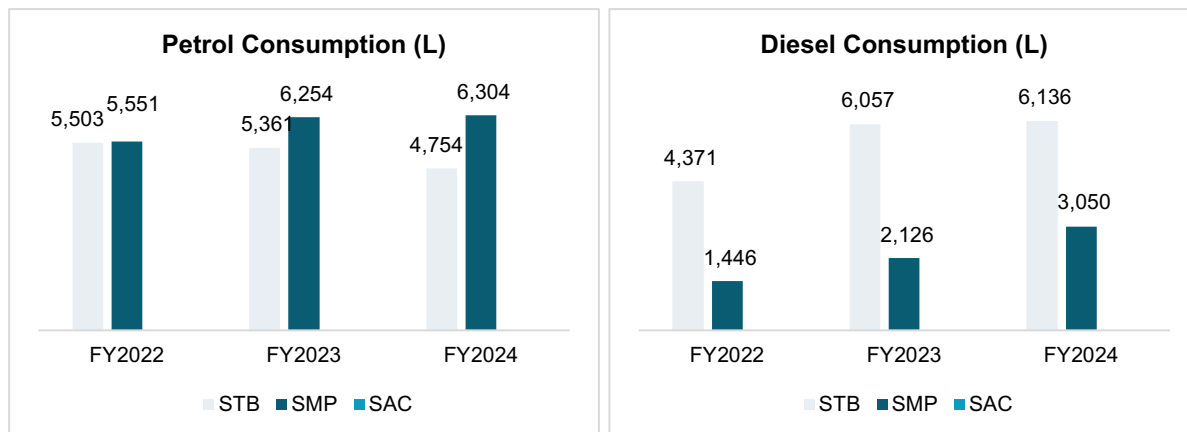


Note:

1. Energy consumption for petrol and diesel were calculated using the conversion factors from UK Government's GHG Conversion Factor 2022, 2023 and 2024
2. The data for FY2022 and FY2023 have been restated by using the relevant conversion factor to ensure accuracy

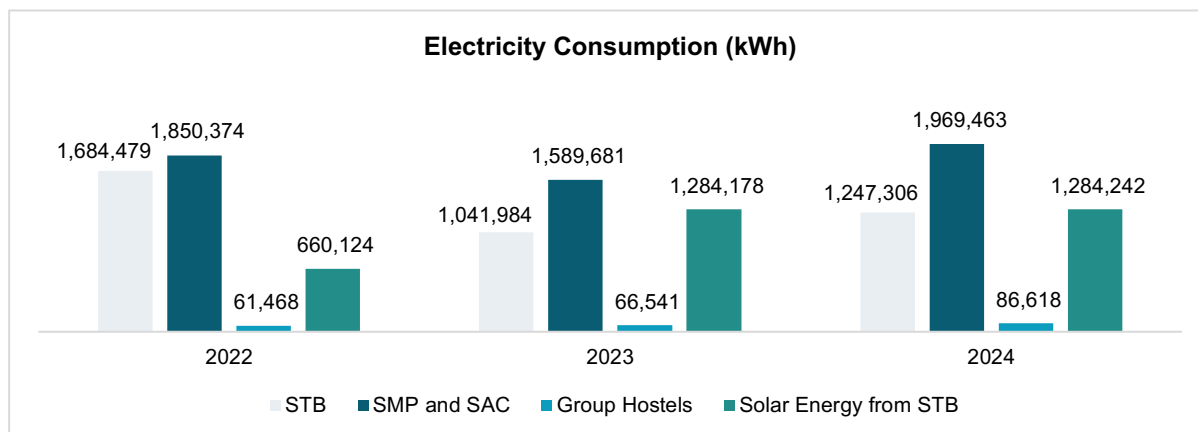
Fuel Consumption

Throughout FY2024, the Group utilised 9,186 litres of diesel, indicating a 12% increase from the previous year. Similarly, petrol usage amounted to 11,058 litres, showing a 5% decrease compared to FY2023.



Electricity Consumption and Intensity

In FY2024, we consumed a total of 3,303,387 kWh of electricity purchased from the grid. The solar panels at our facility generated 1,284,242 kWh, contributing to our energy mix and supporting our participation in the Net Energy Metering Scheme.



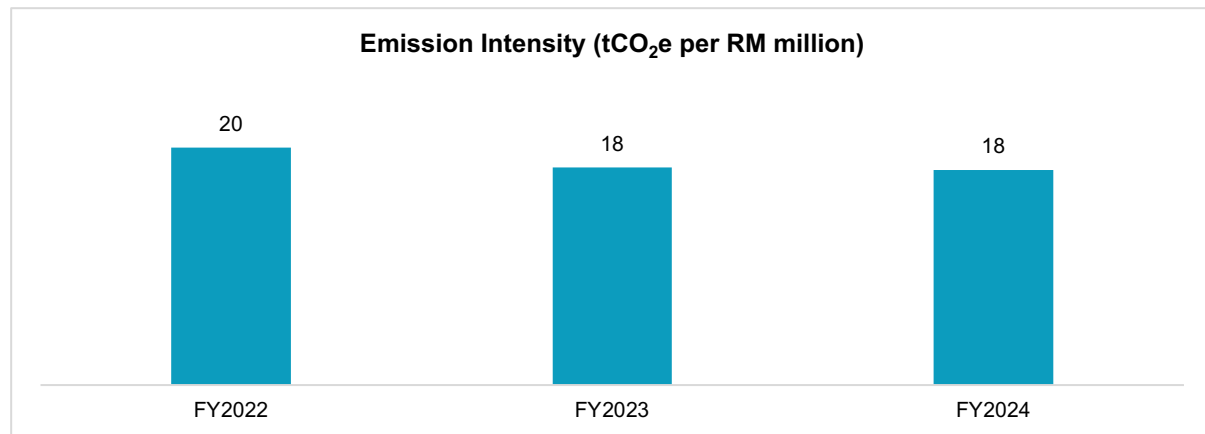
Note:

1. SAC shares meter with SMP

Total GHG Emissions

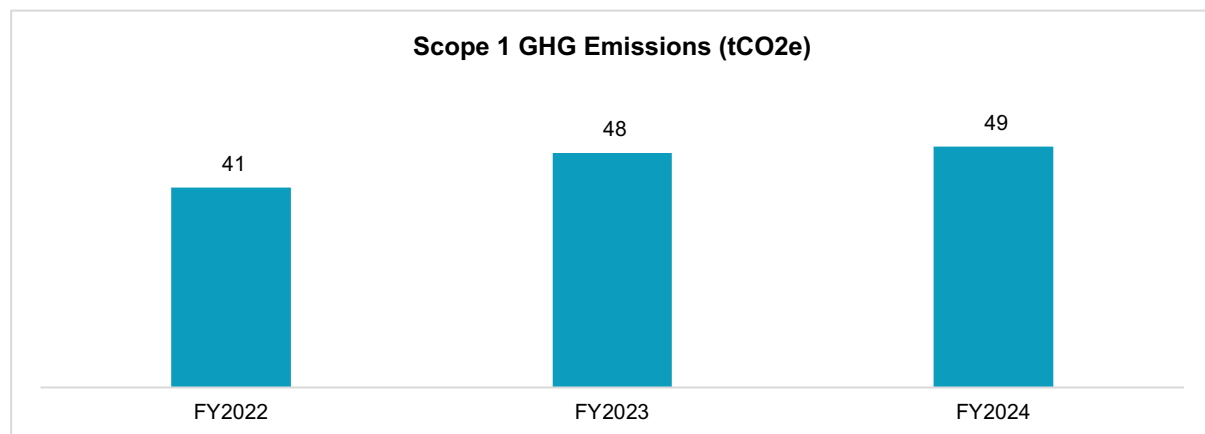
In the year under review, the total emissions across our three (3) primary subsidiaries totalled 3,114 tCO₂e. This included 49 tCO₂e from Scope 1, 2,557 tCO₂e from Scope 2, and 508 tCO₂e from Scope 3 emissions. This translates to an emissions intensity of 18 tCO₂e per RM million.

	FY2022	FY2023	FY2024
Scope 1	41	48	49
Scope 2	2,784	2,088	2,557
Scope 3	372	419	508
Total GHG Emissions	3,197	2,555	3,144



Scope 1 GHG Emissions

In FY2024, Scope 1 GHG emissions from the use of petrol and diesel in company-owned vehicles, employee commuting, and the operation of manufacturing machinery totalled 49 tCO₂e. This reflects a 2% increase from FY2023.

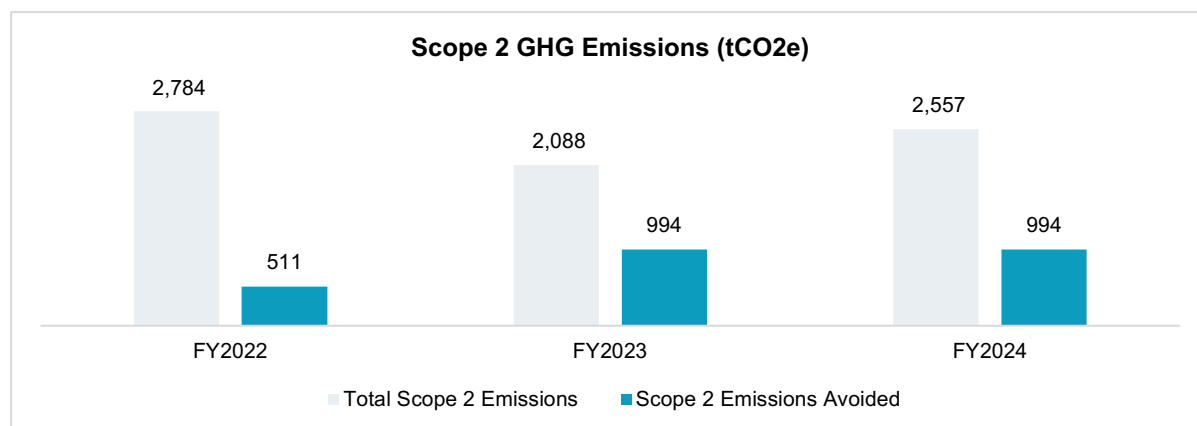


Note:

1. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards
2. Scope 1 emissions factors were sourced from the UK Government's GHG Conversion Factor 2022, 2023 and 2024.

Scope 2 GHG Emissions

In FY2024, Scope 2 GHG emissions from electricity consumption across our facilities, factories, and employee accommodations amounted to 2,557 tCO₂e, marking a 22% increase compared to FY2023.

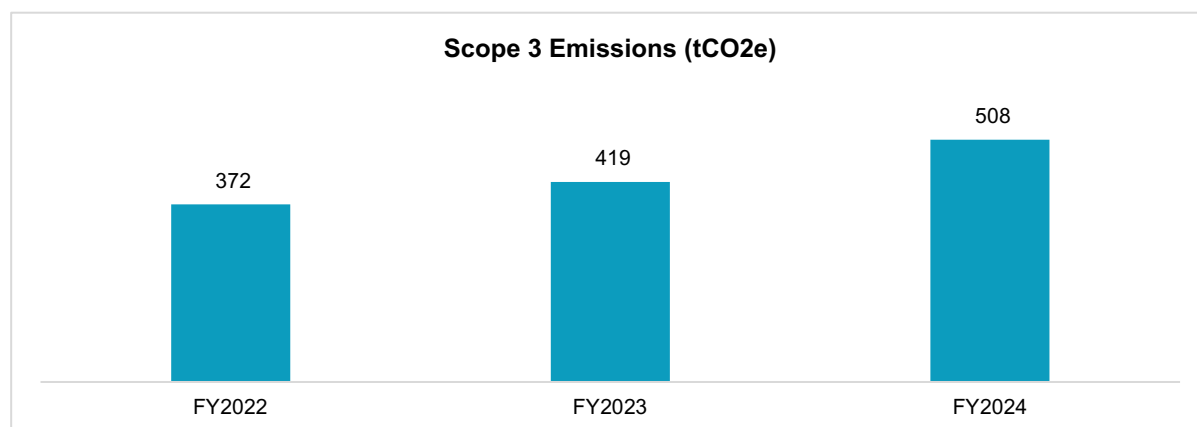


Note:

1. SAC shares meter with SMP
2. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards
3. Scope 2 emissions factor were sourced from the National Energy Commission: Grid Emissions Factor (GEF) in Malaysia 2022.
4. The data for FY2022 and FY2023 has been restated by using the relevant emission factor

Scope 3 GHG Emissions

Scope 3 GHG emissions, from employee commuting and business air travel, amounted to 508 tCO₂e in FY2024, an 21% increase from FY2023.



	FY2022	FY2023	FY2024
Business Travel (Air)	2.84	13.56	15.01
Business Travel (Land)	0.59	0.35	0.35
Employee Commute	369	405	493

Note:

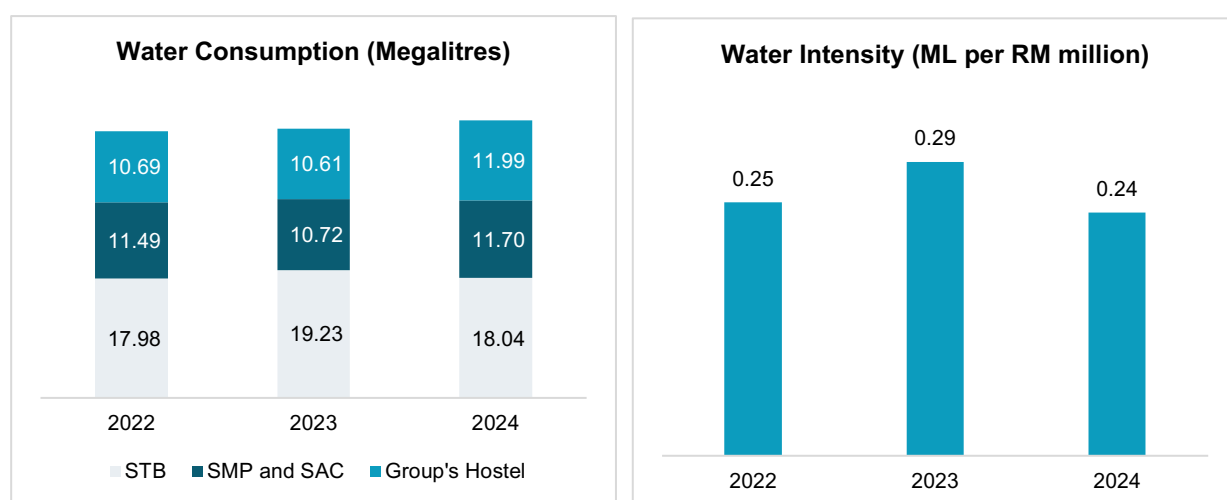
1. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards
2. Scope 3 emissions factors were sourced from the UK Government's GHG Conversion Factor 2022, 2023 and 2024.
3. The data for FY2022 and FY2023 has been restated by using the relevant EF to ensure accuracy.

Water Consumption

Water usage at STB encompasses operational and hostel-related usage. In FY2024, 71% of our water consumption was for operational purposes, primarily for cooling during wire extrusion and PVC compounding. Hostel-related usage for over 200 employees accounted for 29%, covering personal use, drinking water, sanitation, canteen operations and cleaning.

By optimising processes at our manufacturing facilities, we remain committed to enhancing sustainability and conserving a vital resource. We have implemented water-saving initiatives across our operations and hostels to promote responsible resource management.

In FY2024, our three (3) main subsidiaries collectively consumed a total of 41.73 megalitres (ML) of water. STB accounted for the highest usage at 18.04 ML, driven by the substantial water demands of its extensive machinery operations, while SMP and SAC recorded the lowest consumption at 11.70 ML.



Note:

1. SAC shares meter with SMP

Waste Management

As a manufacturer committed to sustainability, STB Group considers effective waste management essential to our operations. We ensure that our activities comply with regulations and SOPs that safeguard the environment and contribute to healthier communities and ecosystems.

We ensure proper disposal of production waste and compliance with the Environmental Quality Act of 1974, overseen by our safety and health officers. Hazardous waste is managed according to the Environmental Quality (Scheduled Wastes) Regulations of 2005. Our paper reduction initiative continues with digitising our documentation processes and furthering recycling.

Scheduled Waste

Our scheduled waste comprises SW104, SW110, SW204, SW302, SW306, SW307, SW409, SW410 and SW429. All scheduled waste is collected by an approved waste collector sanctioned by the Department of Environment.

In FY2024, the Group generated 14.64 tonnes of scheduled waste, marking an increase of 4% compared to the previous year.

Code	STB		
	FY2022	FY2023	FY2024
SW104	0	7.32	0
SW204	0	0	1.12
SW302	0	0	2.11
SW307	4.32	4.32	3.63
SW410	0	0.94	1.33

Code	SMP		
	FY2022	FY2023	FY2024
SW110	0	0.22	0.77
SW306	0	0	1.45
SW409	0	0.10	1.00
SW410	0.42	0.77	3.05
SW429	0	0	0.15

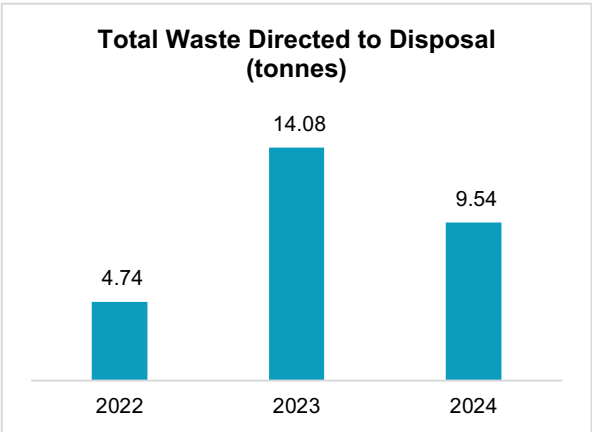
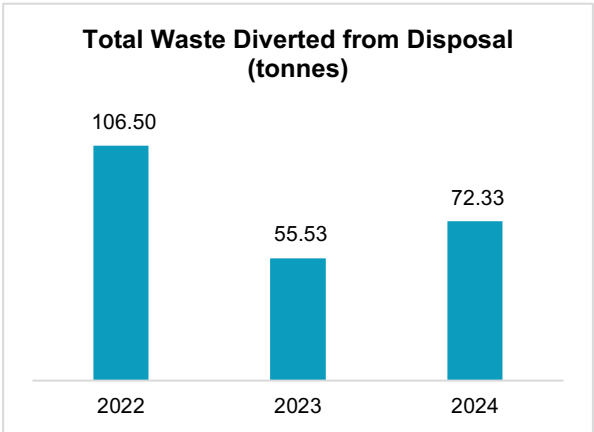
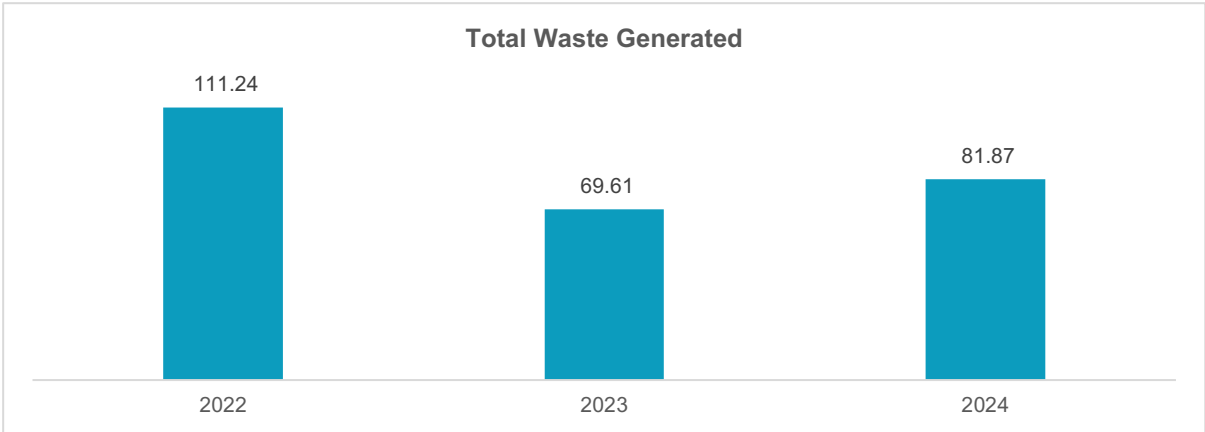
Code	SAC		
	FY2022	FY2023	FY2024
SW410	0	0.41	0.01

Non-Scheduled Waste

In FY2024, the Group generated 67.25 tonnes of non-scheduled waste, primarily consisting of wire and PVC, marking an increase of 21%. Notably, 100% of this non-scheduled waste was recycled.

Types of Waste	Amount of Non-Scheduled Waste Generated (tonnes)								
	FY2022	STB			SMP			SAC	
		FY2022	FY2023	FY2024	FY2022	FY2023	FY2024	FY2022	FY2023
Wires	56.50	19.53	25.25	0	0	0	0	0	0
PVC	50.00	36.00	42.00	0	0	0	0	0	0

In FY2024, our three (3) subsidiaries collectively generated 81.87 tonnes of scheduled and non-scheduled waste. Through recycling and waste recovery initiatives, 88% of this waste was successfully diverted from disposal.



Social

Positively Affecting Lives



Social responsibility is a cornerstone of our sustainability efforts, creating a positive impact on our employees and society. We prioritise safety, health and talent development across our workforce while promoting diversity, inclusion and community engagement. Our commitment to responsible sourcing ensures the delivery of high-quality products that contribute to a better tomorrow.

Material Sustainability Matters

- Product Quality and Innovation
- Occupational Health and Safety
- Talent Attraction and Development
- Labour Practices and Standards
- Responsible Sourcing
- Workforce Diversity and Inclusivity
- Community Engagement

Sustainability Performance Highlights

Zero substantiated complaints against human rights violations

84% reduction in LTIR compared to the previous year

203 participants received training on Health & Safety

50% procurement expenditure allocated to local suppliers

RM113,099 invested in corporate social responsibility

Key Stakeholders



Investors and Shareholders



Government and Regulatory Authorities



Employees



Vendors and Suppliers



Customers



Communities

Product Quality and Innovation

We provide high-quality products that meet regulatory requirements and customer expectations for durability and functionality. To maintain exceptional quality with minimal defects, we employ rigorous screening processes and specialised cleanroom facilities. Our quality management system aligns with Good Management Practice (“GMP”) regulations, as set forth by the United States Federal Drug Administration (“FDA”) guidelines.



The Group has obtained several certifications, including ISO 9001:2015, EN ISO 13485:2016, FDA 510k, IATF 19649:2016, JQA F-Mark, and UL Certification. We also earned the Sony “Green Partner” certificate. Our commitment to regulatory standards and excellence has resulted in high-quality products, suitable for production and distribution to internationally renowned manufacturers and industry leaders.

The evolution of our business is shaped by a relentless focus on innovation and progress. Sustainability remains at the core of our mission as we partner with global clients to design and manufacture original equipment manufacturer (“OEM”) solutions tailored to their unique needs.

Highlights from Supercomal Medical Products

With origins in the wires and cables industry, we have strategically diversified into advanced medical technologies. Our portfolio boasts a range of OEM medical devices tailored to meet customer requirements, extending beyond our highlighted achievements.

Rotational Thrombectomy System

The Rotational Thrombectomy System is meticulously engineered to restore arteriovenous access flow. This fully disposable system is specifically designed for the mechanical de-clotting of arteriovenous fistulae and grafts, addressing abnormal connections or passageways between arteries and veins.

Tissue Oximeter Module Connecting Cable

We design and manufacture tissue oximeter module connecting cables tailored to our customer's tissue oximeter system, ensuring accurate and precise measurement of tissue oximetry.

Gastroscope & Endoscopes

Constructed from flexible fibre optics, gastroscopes are designed to examine the patient's stomach. We also produce video cables tailored for endoscopes, facilitating the examination of digestive tracts. These video cables consist of a flexible tube equipped with a light and camera, allowing doctors to view images of the patient's digestive tract on a monitor.

Electrocardiogram ("ECG") Electrode Wires

Our ECG electrode cables play a crucial role in ensuring stable signal quality and low impedance produced by the electrodes. Specifically designed for various medical applications, including patient monitoring and diagnostics in neurology and cardiology, our ECG electrode cables contribute to accurate and reliable results.

Disposable Pressure Transducer & Monitoring Cable

The disposable pressure transducer is a sterile and single use pressure monitoring kit designed to transmit blood pressure information from a pressure monitoring catheter to a patient monitoring system. The accompanying cable facilitates a seamless connection between the customer's disposable pressure transducer and the blood pressure monitoring system.

Highlights from Supercomal Advanced Cables

SAC manufactures high-quality OEM wire harnesses and fuel tanks for automobiles, designed to meet the dynamic needs of the automotive industry.

Wire Harnesses

Our wire harnesses support seamless communication and power distribution in complex systems, enhancing overall performance of the vehicle.

Fuel Tanks

Our fuel tanks are made according to industry standards for safety, capacity and durability.

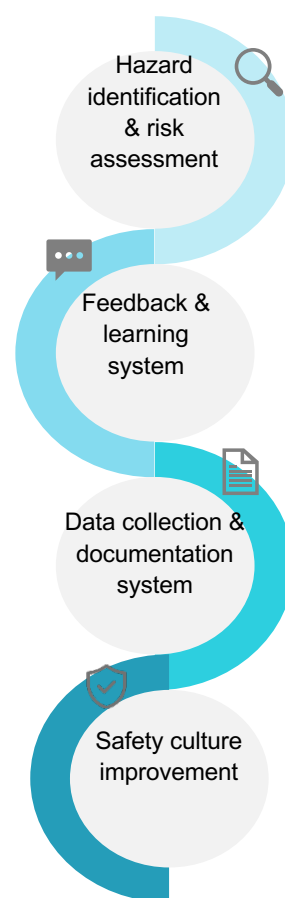
Occupational Health and Safety

Adherence to Health and Safety Standards

Safety is integral to our business, as we provide high-tech wires and components for the medical, automotive and IT industries. We cultivate a culture of safety through strict adherence to regulations and protocols, comprehensive training programmes and proactive risk management, ensuring the well-being of our entire workforce.

Complying with the globally acknowledged Occupational Health and Safety Assessment Series (“OHSAS 18001”) standard, STB has instituted systems and protocols to elevate employees' comprehension and execution of health and safety practices. We are focused on the ongoing enhancement of health and safety protocols by maintaining equipment and systems and promoting conducive working environments, protecting the well-being of our employees.

The four principles of OHSAS 18001 provide a structured framework for identifying, managing, and evaluating safety risks. Our objective is to enhance the efficiency of hazard detection and resolution, fostering a strong safety culture throughout the Group.



Strengthening Workplace Safety Through OSH Training

In FY2024, we conducted a total of 1,412 hours of health and safety training across all three operations, with 203 employees participating, underscoring our commitment to a safe and informed workplace.

Safe Chemical Handling and Spillage Control (Foundation/Refresher Training)

Provide essential knowledge and skills for the safe use, storage, and disposal of chemicals, along with procedures for managing chemical spills to maintain a safe and compliant workplace.



50

Employee
Trained



400

Total Training
Hours



Hearing Conversation Safety Training

Educate employees and employers on the risks of noise-induced hearing loss (“NIHL”) and strategies to prevent hearing damage in noisy workplaces.



50

Employee
Trained



400

Total Training
Hours



Ensuring Safe Motorcycle Riding for Workers

Equip employees with the essential knowledge, skills, and best practices needed to ride motorcycles safely and responsibly, particularly when used for work-related purposes.



53

Employee
Trained



212

Total Training
Hours



Fire Fighting and Emergency Response Team ("ERT")

Equip participants with the knowledge, skills, and confidence required to respond effectively to fire emergencies and other critical situations, ensuring safety and reducing risks.



25

Employee
Trained



200

Total Training
Hours



Ergonomic Awareness Training

Educate employees on the principles of ergonomics to improve their comfort, efficiency, and safety while performing tasks in the workplace.



25

Employee
Trained



200

Total Training
Hours



Health and Safety Performance

In FY2024, our Lost-time Injury Rate (LTIR) improved significantly, achieving an 84% reduction from 0.64 in FY2023 to 0.10, demonstrating our commitment to workplace safety. During this period, we recorded a total of 1,985,040 work hours, with no work-related fatalities reported.

OSH Performance	FY2022	FY2023	FY2024
Total hours worked	1,700,687	2,181,816	1,985,040
No. of fatalities	0	0	0
No. of work-related ill-health	0	0	0
No. of lost time injuries	5	7	1
Lost time incident rate ("LTIR")	0.59	0.64	0.10

Note:

1. LTIR was calculated based on Bursa Malaysia Sustainability Reporting Guide of per 200,000 hours worked.

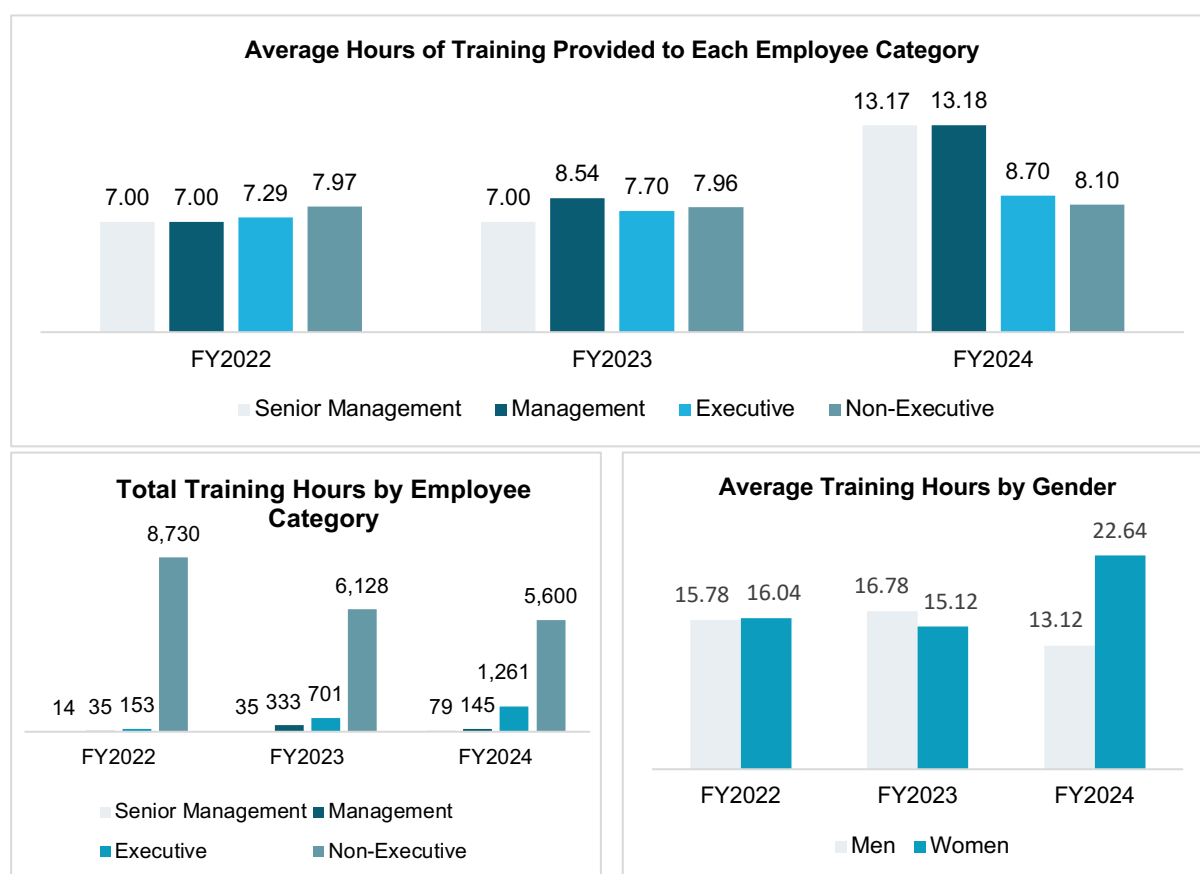
Talent Attraction and Development

At STB, attracting and nurturing talent is essential for the seamless operation of our business. We provide our workforce with targeted training programmes, competitive benefits and career growth opportunities. Our commitment to employee advancement is reflected in our development and engagement initiatives, which enhance the employee experience, fostering loyalty and a sense of community.

Our efforts to enhance talent development involve partnering with local universities and learning institutions, enabling interns and management trainees to participate in practical training programmes at our workplace. By doing so, we encourage student and lecturers in their research efforts, enriching the industry's talent pool and contributing to talent development within our Group and the broader community.

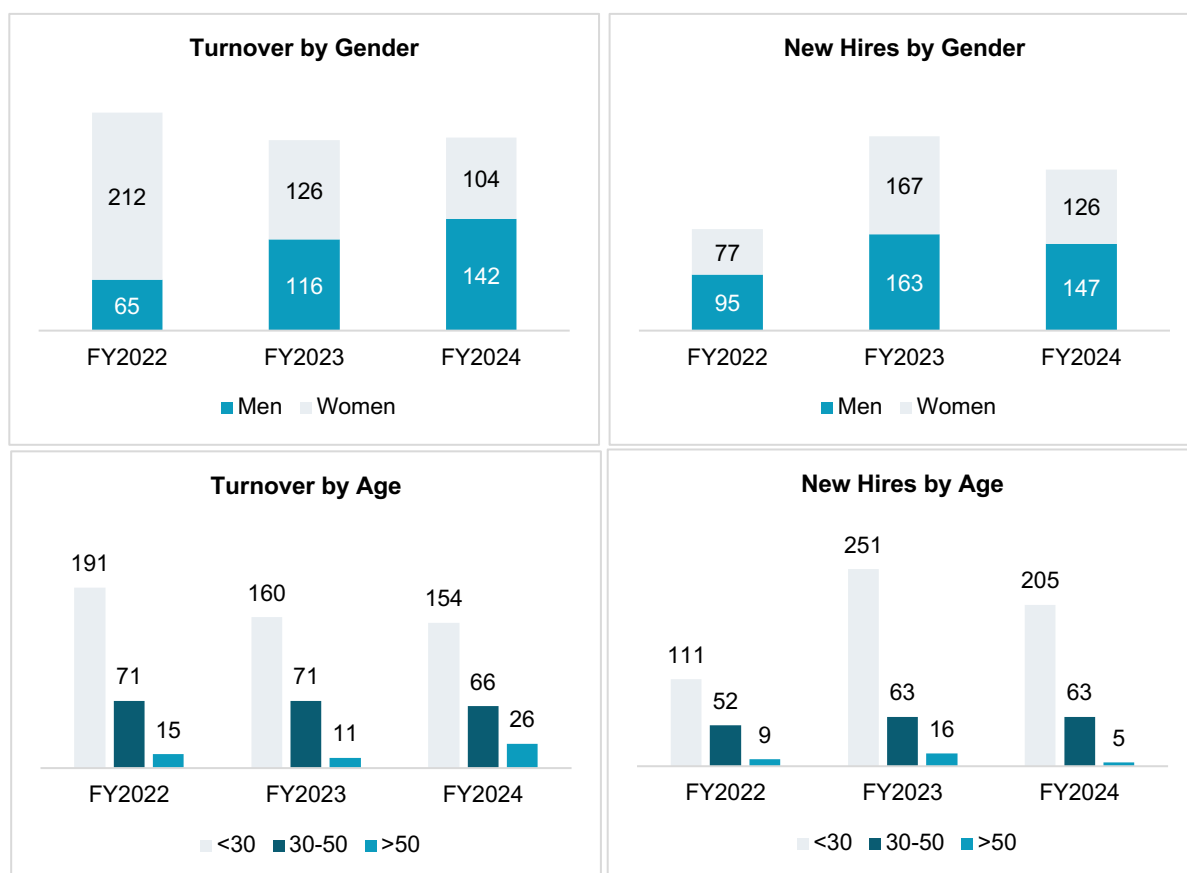
Training and Development

STB Group is committed to annual investments in training programmes aimed at improving technical expertise, health and safety awareness, and soft skills, supporting continuous employee growth. In FY2024, we conducted 11 training sessions and seminars designed to enhance the capabilities of our workforce. Throughout the year, a wide range of activities were offered, totalling 7085 training hours and benefiting 853 employees.



Employee Recruitment

In the reporting year, the Group onboarded 273 new hires and recorded a turnover of 246 employees.



Employee Category	Total Number of Employee Turnover		
	FY2022	FY2023	FY2024
Senior Management	0	0	1
Management	2	2	3
Executive	27	19	31
Non-Executive	248	221	211
Total	277	242	246

Labour Practices and Standards

STB upholds the International Labour Organisation (“ILO”) Declaration on Fundamental Principles and Rights at Work, preventing rights’ violations and ensuring compliance with Malaysia’s Employment Act 1955. We protect employees’ rights, ensuring an environment free from forced and child labour, fair compensation and the freedom of association and unionisation.

Non-local employees are provided with hostel accommodation near our manufacturing facilities, in compliance with the Employees’ Minimum Standards of Housing, Accommodation and Amenities Act 1990 and its Amendments.

Employee Benefits

We provide statutory benefits to our workforce in accordance with Malaysian employment law. Additionally, stock ownership is offered as an incentive, with eligible employees rewarded through the Group’s Employee’s Share Option Scheme (“ESOS”), based on their tenure and performance. This initiative promotes long-term loyalty and attracts top talent, supporting the Group’s sustained growth.

Parental Leave

In FY2024, a total of 22 employees across the Group utilised parental leave, comprising 6 men and 16 women. The combined return-to-work rate among these employees was 68%.

	Gender	FY2023	FY2024
No. of employees that took parental leave	Men	2	6
	Women	51	16
No. of employees returned from parental leave	Men	1	4
	Women	51	11
No. of employees that returned to work after parental leave ended who were still employed 12 months after their return to work	Men	1	4
	Women	51	11



0

Substantiated cases concerning



0

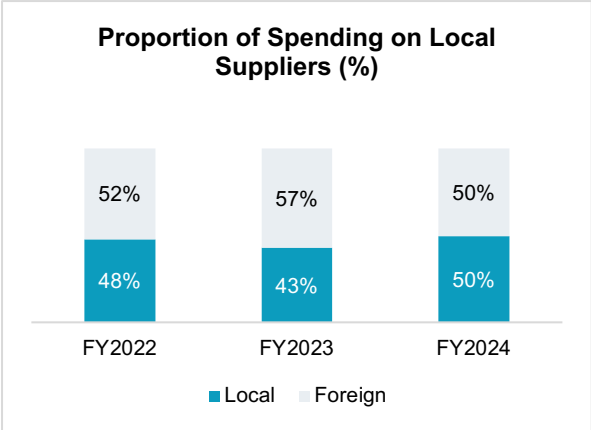
Reported incidents of discrimination

Responsible Sourcing

The Group focuses on responsible sourcing practices to build sustainable, resilient supply chains. We emphasise local suppliers and establish transparent, ethical relationships, resulting in domestic economic growth, cost reduction, and a smaller carbon footprint.

Our supplier selection and evaluation process adhere to ISO standards and is guided by our Sustainability Policy. Prior to engaging new suppliers, we conduct an evaluation process to ensure they meet our sourcing standards. Thorough audits are performed to assess supplier procedures and criteria, providing feedback to improve our own standards of quality. Regular meetings foster cooperation, share best practices, and resolve concerns.

In FY2024, 50% of our procurement spending was dedicated to local suppliers, with the remainder allocated to international suppliers. This distribution reflects the medical sector's dependency on imported materials to support its growth initiatives.



Workforce Diversity and Inclusivity

The Group fosters diversity and equal opportunity within our workplace, recognising the value of varied perspectives. In our efforts to promote diversity and inclusivity, we enable every employee to contribute fully, collaborate effectively and unlock their potential, driving organisational success.

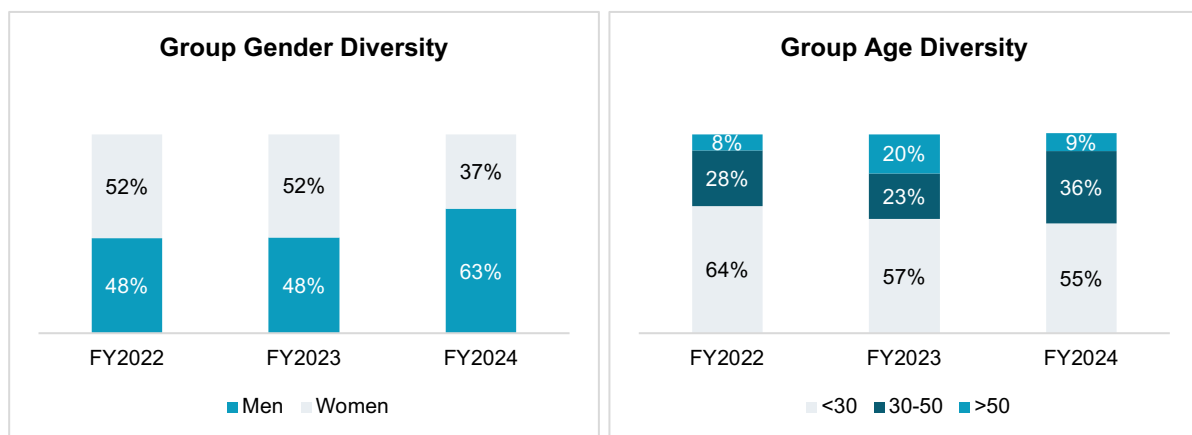
Respect for diverse viewpoints and experiences is a core value at STB, fostering a culture where every employee feels appreciated and empowered. We welcome individuals from different age groups, ethnicities, and cultural backgrounds, resulting in a rich and multi-faceted environment that promotes resilience and sustainable growth.

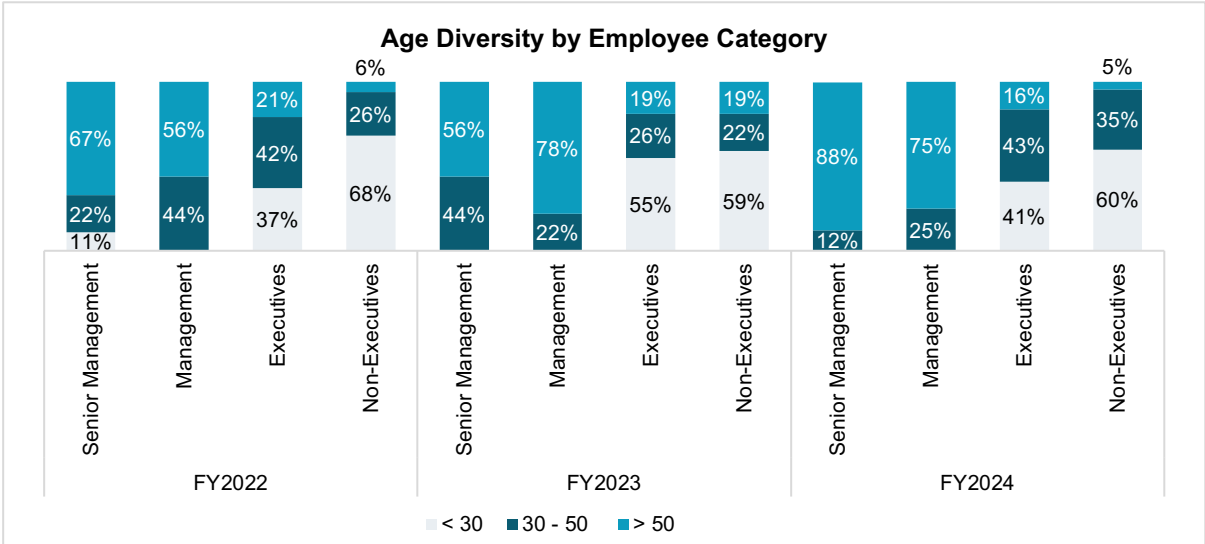
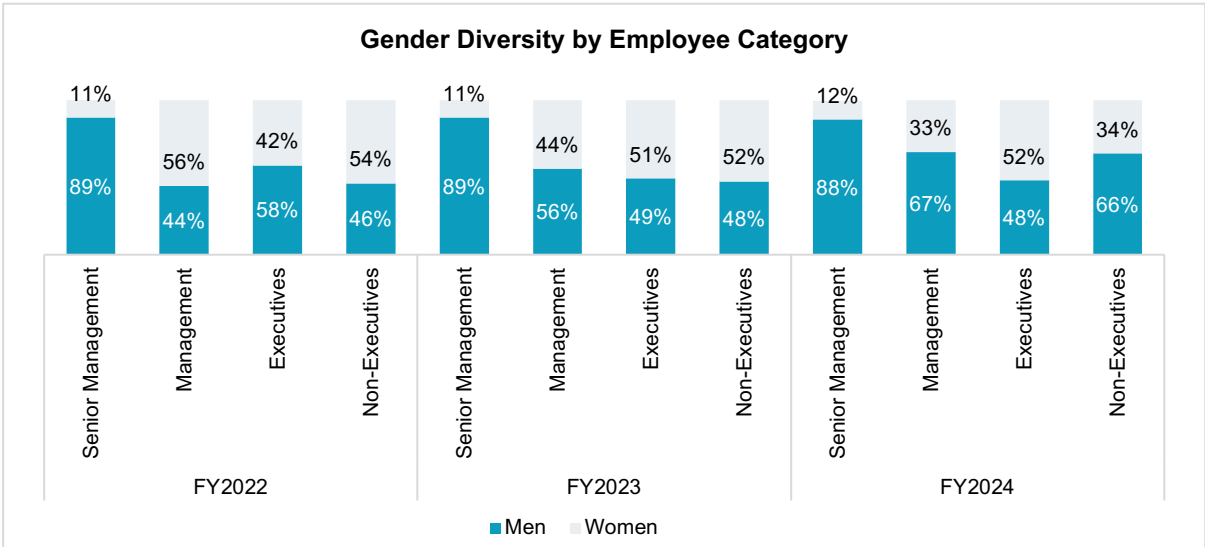
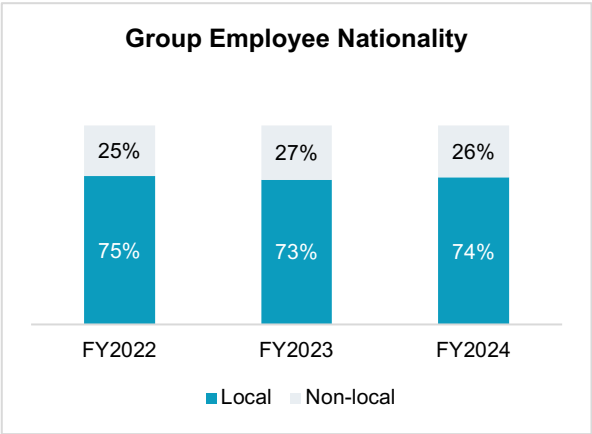
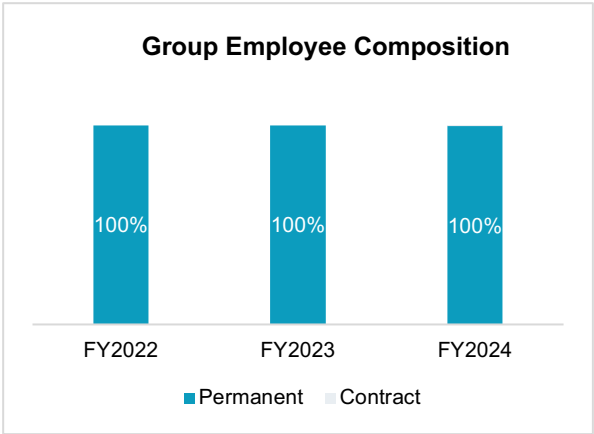
Our Hiring Policy is rooted in the principle of equal opportunity. It emphasises the value of diversity in building a stronger, more resilient organisation. We are dedicated to providing all applicants and employees—regardless of gender, background, or experience—with the opportunity to advance in their careers and thrive in their professional journey.

Aligned with this commitment, our Gender Diversity Policy specifically focuses on promoting gender balance, particularly at the Board and senior management levels.

Workforce Diversity

In the reporting year, our full-time workforce comprised 874 employees, with 63% male and 37% female. Age demographics indicated that 55% of employees were under 30 years old, 36% were aged between 30 and 50, and 9% were over 50. All employees held permanent positions, with 74% being local hires and 26% non-local.





Community Engagement

Our success is deeply connected to the well-being of the communities we serve. We actively engage with local communities through meaningful initiatives, financial support and contributions that promote socio-economic development and enhance overall well-being.

In FY2024, we reinforced this commitment by providing RM113,099 in monetary and non-monetary contributions to the following beneficiaries, driving positive social impact and fostering sustainable community growth.

Funding SJK(C) Sin Min's New Educational Facility

STB Group contributed RM100,000 towards the construction of new classrooms at SJK(C) Sin Min, a school that has served as a cornerstone of learning in Kedah for over a century. The new classrooms will further strengthen the school's ability to deliver quality education and support its growing student population.



Contribution to "Pertubuhan Penderma Darah" Sungai Petani

STB Group donated a laptop valued at RM2,099 to the "Pertubuhan Penderma Darah" Sungai Petani to support their daily operational needs.



Support for Sungai Petani Volunteer Fire Brigade

STB Group provided RM10,000 in financial support to the Sungai Petani Kedah Volunteer Fire Brigade and Rescue Team for the acquisition of a 15,000-litre Fire Rescue Water Tanker, enhancing their fire-fighting and emergency response capabilities.



Donation to Orphanages and Buka Puasa Event

STB Group extended support to two children's homes by providing food supplies, covering living expenses and pocket money, totalling RM1,000. These donations were distributed in conjunction with a heartwarming "Buka Puasa" event.



Towards Innovation and Progress

At STB Group, sustainability is a core business principle. We are dedicated to reducing our environmental footprint, improving climate-related disclosures by evaluating risks and opportunities, and advancing worker health and safety. Our experience allows us to optimise processes through strategic investments in product design and technology. By utilising high-quality materials, minimising environmental impact, and maximising performance, we are steadily progressing towards our sustainability goals.

Incorporating ESG principles into our core strategy enhances our value proposition and strengthens our resilience to industry challenges, guiding us towards a greener, brighter future, benefiting our stakeholders, employees, and the broader community.

Performance Data Table

Governance

Indicator	Unit	FY2022	FY2023	FY2024
Corporate Governance and Anti-Corruption				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
• Senior Management	%	0	56	50
• Management	%	0	56	67
• Executive	%	0	14	13
• Non-Executive	%	0	0	0
Bursa C1(b) Percentage of operations assessed for corruption related risks	%	100	100	100
Bursa C1(c) Confirmed incidents of corruption and actions taken	Number	0	0	0
Data Privacy and Cybersecurity				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	0	0	0

Environment

Indicator	Unit	FY2022	FY2023	FY2024
Climate Change and Energy Consumption				
Bursa C4(a) Total energy consumption	GJ	15,898	15,013	17,211
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	tCO ₂ e	41	48	49
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	tCO ₂ e	2,784	2,088	2,557
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (business travel and employee commuting)	tCO ₂ e	372	419	508
Water Consumption				
Bursa C9(a) Total volume of water used	ML	40.16	40.56	41.73
Waste Management				
Bursa C10(a) Total waste generated	Metric tonnes	111.24	69.20	81.87
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	106.50	55.53	72.33
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	4.74	14.08	9.54

Social

Indicator	Unit	FY2022	FY2023	FY2024
Occupational Health and Safety				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.59	0.64	0.10
Bursa C5(c) Number of employees trained on health and safety standards	Number	N/A	49	203
Talent Attraction and Development				
Bursa C6(a) Total hours of training by employee category				
• Senior Management	Hours	14	35	79
• Management	Hours	35	333	145
• Executive	Hours	153	701	1,261
• Non-Executive	Hours	8,730	6,128	5,600
Bursa C6(c) Total number of employee turnover by employee category				
• Senior Management	Number	0	0	1
• Management	Number	2	2	3
• Executive	Number	27	19	31
• Non-Executive	Number	248	221	211
Labour Practices and Standards				
Bursa C6(d) Number of substantiated complaints concerning human rights violation	Number	0	0	0
Responsible Sourcing				
Bursa C7(a) Proportion of spending on local suppliers	%	48	43	50
Workforce Diversity and Inclusivity				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Gender group by employee category				
• Senior Management (Men)	%	89	89	88
• Senior Management (Women)	%	11	11	12
• Management (Men)	%	44	56	67
• Management (Women)	%	56	44	33
• Executive (Men)	%	58	49	48
• Executive (Women)	%	42	51	52
• Non-Executive (Men)	%	46	48	66
• Non-Executive (Women)	%	54	52	34
Age group by employee category				
• Senior Management (<30)	%	11	0	0
• Senior Management (30-50)	%	22	44	12
• Senior Management (>50)	%	67	56	88

Indicator	Unit	FY2022	FY2023	FY2024
• Management (<30)	%	0	0	0
• Management (30-50)	%	44	22	25
• Management (>50)	%	56	78	75
• Executive (<30)	%	37	55	41
• Executive (30-50)	%	42	26	43
• Executive (>50)	%	21	19	16
• Non-Executive (<30)	%	68	59	60
• Non-Executive (30-50)	%	26	22	35
• Non-Executive (>50)	%	6	19	5
Bursa C3(b) Percentage of directors by gender and age				
Men	%	67	70	70
Women	%	33	30	30
<30	%	0	0	0
30-50	%	22	20	10
>50	%	78	80	90
Bursa C6(b) Percentage of employees that are contractors or temporary staff	%	0	0	0
Community Engagement				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	1,740	1,940	113,099
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	1	3	5

GRI Content Index

Statement of use	Supercomnet Technologies Berhad has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 2: General Disclosures 2021	2-1 Organisational details	4
	2-2 Entities included in the organisation's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	4-5
	2-6 Activities, value chain and other business relationships	4
	2-7 Employees	38-40
	2-9 Governance structure and composition	13
	2-10 Nomination and selection of the highest governance body	13
	2-11 Chair of the highest governance body	13
	2-12 Role of the highest governance body in overseeing the management of impacts	13
	2-13 Delegation of responsibility for managing impacts	13
	2-14 Role of the highest governance body in sustainability reporting	13
	2-16 Communication of critical concerns	23
	2-23 Policy commitments	9
	2-24 Embedding policy commitments	9
	2-25 Processes to remediate negative impacts	23
	2-26 Mechanisms for seeking advice and raising concerns	23
	2-27 Compliance with laws and regulations	23
	2-28 Membership associations	5
	2-29 Approach to stakeholder engagement	14-15
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16
	3-2 List of material topics	16
	3-3 Management of material topics	<i>Throughout</i>
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	19-20
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	41
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	23-24
	205-2 Communication and training about anti-corruption policies and procedures	23-24
	205-3 Confirmed incidents of corruption and actions taken	24
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	26
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	30
	303-5 Water consumption	30
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	28
	305-2 Energy indirect (Scope 2) GHG emissions	29
	305-3 Other indirect (Scope 3) GHG emissions	29
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	30-31
	306-2 Management of significant waste-related impacts	30-31

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
	306-3 Waste generated	32
	306-4 Waste diverted from disposal	32
	306-5 Waste directed to disposal	32
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	40
	401-3 Parental leave	40
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	36
	403-2 Hazard identification, risk assessment, and incident investigation	36
	403-3 Occupational health services	36
	403-4 Worker participation, consultation, and communication on occupational health and safety	36-37
	403-5 Worker training on occupational health and safety	36-37
	403-9 Work-related injuries	37
	403-10 Work-related ill health	37
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	38
	404-2 Programmes for upgrading employee skills and transition assistance programs	38
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	23, 42-43
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	40
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	40
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	44
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	24