

Supercomnet Technologies Berhad

Sustainability Statement FY2025



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

- 1. Supercomnet Technologies Berhad**
- 2. Supercomal Medical Products Sdn. Bhd.**
- 3. Supercomal Advance Cables Sdn. Bhd.**
- 4. Supercomnet Assets Sdn. Bhd.**

Table of Contents

Sustainable Innovation.....	3
Reporting Scope and Boundary	3
Reporting Guidelines and Standards	4
Ensuring Data Accuracy	4
Your Feedback, Our Progress	4
Memberships and Associations.....	4
Our Sustainability Highlights	5
Our Sustainability Journey	6
Sustainability at the Forefront	7
Sustainability Strategy.....	7
Our Sustainability Policy.....	8
Advancing Global Objectives	9
Measuring Our Progress	10
Sustainability Oversight and Accountability.....	11
Connecting With Our Stakeholders.....	12
Prioritising What Is Material	15
Mapping Our Material Sustainability Matters.....	16
Upholding Ethical Practices	17
Corporate Governance and Anti-Corruption.....	17
Data Privacy and Cybersecurity	18
Cultivating A Greener Future.....	19
Climate Change and Energy Efficiency.....	19
Waste Management	26
Water Consumption.....	28
Positively Affecting Lives.....	29
Occupational Health and Safety.....	29
Product Quality and Innovation	31
Talent Attraction and Development.....	33
Labour Practices and Standards	35
Responsible Sourcing	35
Workforce Diversity and Inclusivity.....	36
Community Engagement.....	38
Wiring Progress Responsibly.....	39
Performance Data Table	40
GRI Content Index	43

Sustainable Innovation

A Summary of Our Advances

Supercomnet Technologies Berhad (“STB Group” or the “Group”) is pleased to present our Sustainability Statement for 2025, outlining the actions, initiatives, and outcomes that define our approach to sustainable business. As a specialist manufacturer of wires and cables serving the medical, automotive, and industrial sectors, we recognise the importance of maintaining high standards of quality, operational efficiency and regulatory compliance while managing environmental and social impacts across our operations.

During the year, we continued to build on our established sustainability framework, focusing on operational improvements in energy efficiency, emissions management, water use and workplace safety. Safety performance remained stable, fuel consumption improved and Scope 2 greenhouse gas emissions were reduced against our baseline year. Concurrently, data collection methodologies and reporting processes were further strengthened to improve accuracy, traceability and transparency. These initiatives reinforce our capacity to respond effectively to evolving stakeholder expectations and regulatory developments.

Sustainability and climate-related requirements continue to intensify across global supply chains and regulated industries. In response, the Group remains committed to enhancing disclosure practices, improving data integrity and progressively embedding sustainability considerations into strategic and operational decision-making. Our focus remains on practical, measurable improvements that support long-term resilience, business continuity and responsible growth.

Reporting Scope and Boundary

This statement outlines STB Group’s sustainability performance for the reporting period from 1 January to 31 December 2025 (“FY2025”). Where applicable, up to three years of data are presented to support year-on-year comparative analysis.

Disclosures encompass sustainability data from Supercomnet Technologies Berhad and the following three subsidiaries.

Supercomnet Technologies Berhad		
Supercomal Medical Products Sdn. Bhd. (“SMP”) Medical cable and device manufacturer	Supercomal Advanced Cables Sdn. Bhd. (“SAC”) Fuel tank, wires and cable manufacturer and assembly	Supercomnet Assets Sdn. Bhd. (“SASB”) Industrial property investment company

SASB, a newly acquired subsidiary of STB Group, has sustainability-related data available only for the current reporting period, therefore no historical comparatives are presented. The Group will progressively build and disclose at least three years of performance data in accordance with applicable sustainability reporting standards and guidelines.

Reporting Guidelines and Standards

This Sustainability Statement has been prepared in compliance with Bursa Malaysia’s Main Market Listing Requirements (“MMLR”) and in accordance with the Bursa Malaysia Sustainability Reporting Guide (3rd Edition). Our disclosures reference the International Financial Reporting Standards (“IFRS S1 and S2”) and the Global Reporting Initiative (“GRI”) Standards, while the United Nations Sustainable Development Goals (“UN SDGs”) provide a global context for shaping our sustainability priorities and contributing to broader global development efforts.

Ensuring Data Accuracy

The data presented in this statement has been internally sourced and reviewed by the relevant business divisions and information owners. It has been validated through close collaboration with business units and data custodians to ensure completeness, accuracy and reliability.

Your Feedback, Our Progress

We value stakeholder feedback as part of our ongoing commitment to improving our reporting practices. Should you have any questions, feedback or suggestions, please contact us using the details provided below.

Name: Mr. Tay Qiu Jie
Position: Senior 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, Malaysia

Memberships and Associations

We actively engage with and are members of industry-specific associations, as part of STB Group’s commitment to sustainable business practices. These memberships support knowledge sharing, regulatory awareness and alignment with evolving industry standards and best practices.



Our Sustainability Highlights

In FY2025, STB Group continued to advance our sustainability priorities through practical and measurable improvements across our operations. The following highlights capture key performance outcomes and initiatives aligned with our focus on operational efficiency, regulatory compliance and responsible business practices.

Upholding Ethical Practices



30%

Women representation on the Board

Zero

Substantiated complaints related to breaches of customer privacy

Cultivating a Greener Future



8%

Reduction in total energy consumption

30%

Electricity generated from solar panels at STB

5%

Reduction in water intensity

Positively Affecting Lives



7,295

Total training hours provided to employees

48%

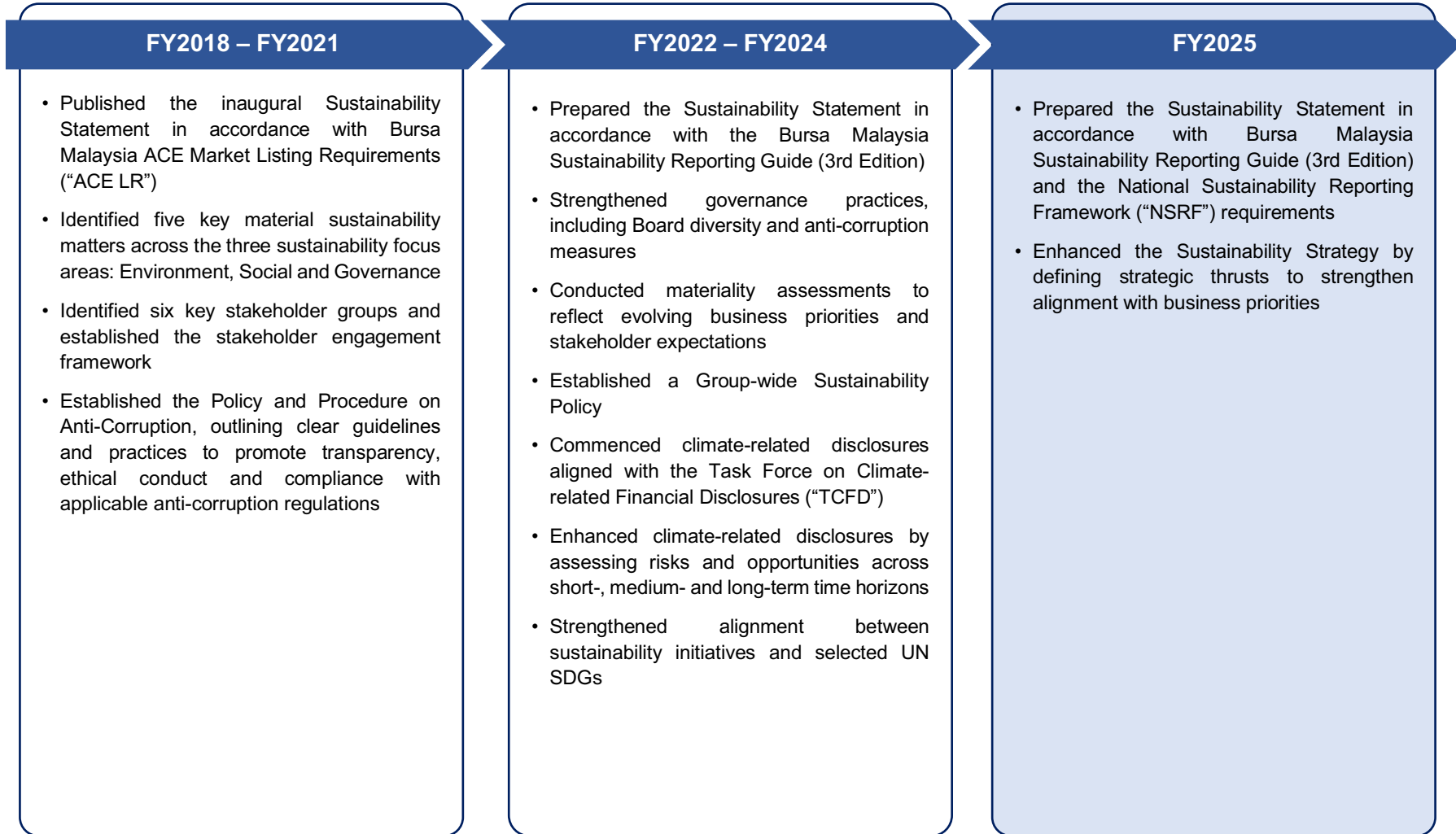
Procurement expenditure allocated to local suppliers

3

Corporate social responsibility programmes supported

Our Sustainability Journey














STB Group continued to strengthen the scope and quality of our sustainability disclosures in response to evolving regulatory and stakeholder expectations. The following timeline highlights key developments in our sustainability journey.



Sustainability at the Forefront

Sustainability Strategy

Anchored in our corporate vision, mission and goal, the Group’s Sustainability Strategy provides a structured approach to integrating sustainability across our operations. It is guided by three strategic pillars aligned with our material sustainability matters and selected UN SDGs, supporting responsible business practices and long-term value creation.

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.		
Focus Areas, Strategic Thrusts and Material Sustainability Matters	Upholding Ethical Practices	Cultivating a Greener Future	Positively Affecting Lives
	Uphold strong governance, transparency and accountability through robust anti-corruption and data protection practices.	Reduce environmental impact by improving energy efficiency, lowering emissions and managing resources responsibly.	Create value through product quality, workplace safety, employee development and reliable solutions for the medical and automotive industries.
	<ul style="list-style-type: none"> Corporate Governance and Anti-Corruption Data Privacy and Cybersecurity 	<ul style="list-style-type: none"> Climate Change and Energy Efficiency Water Consumption Waste Management 	<ul style="list-style-type: none"> Product Quality and Innovation Occupational Health and Safety Talent Attraction and Development Labour Practices and Standards Responsible Sourcing Workforce Diversity and Inclusivity Community Engagement
Alignment with UN SDGs	      		
Key Stakeholder Groups	 Investors and Shareholders  Government and Regulatory Authorities	 Customers	 Vendors and Suppliers  Employees  Communities

Our Sustainability Policy

Our sustainability commitments are anchored in the Group's Sustainability Policy, which sets out our principles and approach to responsible business practices. The policy integrates sustainability considerations into our operations and value chain, supporting responsible and resilient business practices.



Upholding Ethical Practices

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



Cultivating a Greener Future

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




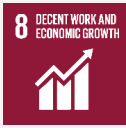





Positively Affecting Lives

- ✓ Safeguard fundamental human rights across 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 employee well-being and professional growth by fostering a workplace culture that encourages 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
- ✓ Drive continuous innovation of sustainable products and services
- ✓ Prioritise working with suppliers that demonstrate strong sustainability practices
- ✓ Engage in meaningful community development initiatives

Advancing Global Objectives

Our alignment with the UN SDGs reflects our commitment to responsible business practices and long-term value creation. In FY2025, we continued to focus on the UN SDGs most relevant to our operations and stakeholder expectations.

UN SDGs		Our FY2025 Initiatives
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Target 3.4: Substantially reduce the number of deaths and illnesses from hazardous chemicals and contamination</p>	<ul style="list-style-type: none"> Recorded zero cases of work-related fatalities and work-related ill-health Recorded a total lost-time incident rate (“LTIR”) of 0.43
 <p>5 GENDER EQUALITY</p>	<p>Target 5.5: Ensure women’s full and effective participation for leadership</p>	<ul style="list-style-type: none"> Achieved 30% female representation on the Board Continued non-discriminatory practices in the hiring and promotion of employees, regardless of gender
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Target 7.2: Increase the share of renewable energy</p>	<ul style="list-style-type: none"> Installed solar panels at the Group’s manufacturing facilities generated a total of 1,258,543 kWh of renewable energy
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Target 8.5: Achieve full and productive employment and decent work</p>	<ul style="list-style-type: none"> Provided 7,295 hours of training and development programmes to employees to enhance workforce capabilities and support operational efficiency
	<p>Target 8.8: Protect labour rights and promote safe working environments for all workers</p>	<ul style="list-style-type: none"> Delivered health and safety training to 101 employees, providing a total of 40 hours of training, reinforcing safe-work practices Recorded zero substantiated cases of human rights violations and discrimination in FY2025, supporting a respectful workplace
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Target 12.5: Substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<ul style="list-style-type: none"> Continued waste monitoring and digitalisation initiatives to reduce paper consumption and improve resource utilisation
 <p>13 CLIMATE ACTION</p>	<p>Target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards</p>	<ul style="list-style-type: none"> Monitored and reported Scope 1, Scope 2 and limited Scope 3 (business travel and employee commuting) GHG emissions Assessed climate-related risks and opportunities across short-, medium- and long-term horizons, improving visibility of potential operational impacts
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Target 16.5: Reduce corruption and bribery</p>	<ul style="list-style-type: none"> Assessed 100% of operations for corruption-related risks Recorded zero substantiated cases of corruption and bribery Recorded zero cases of whistleblowing incidents

Measuring Our Progress

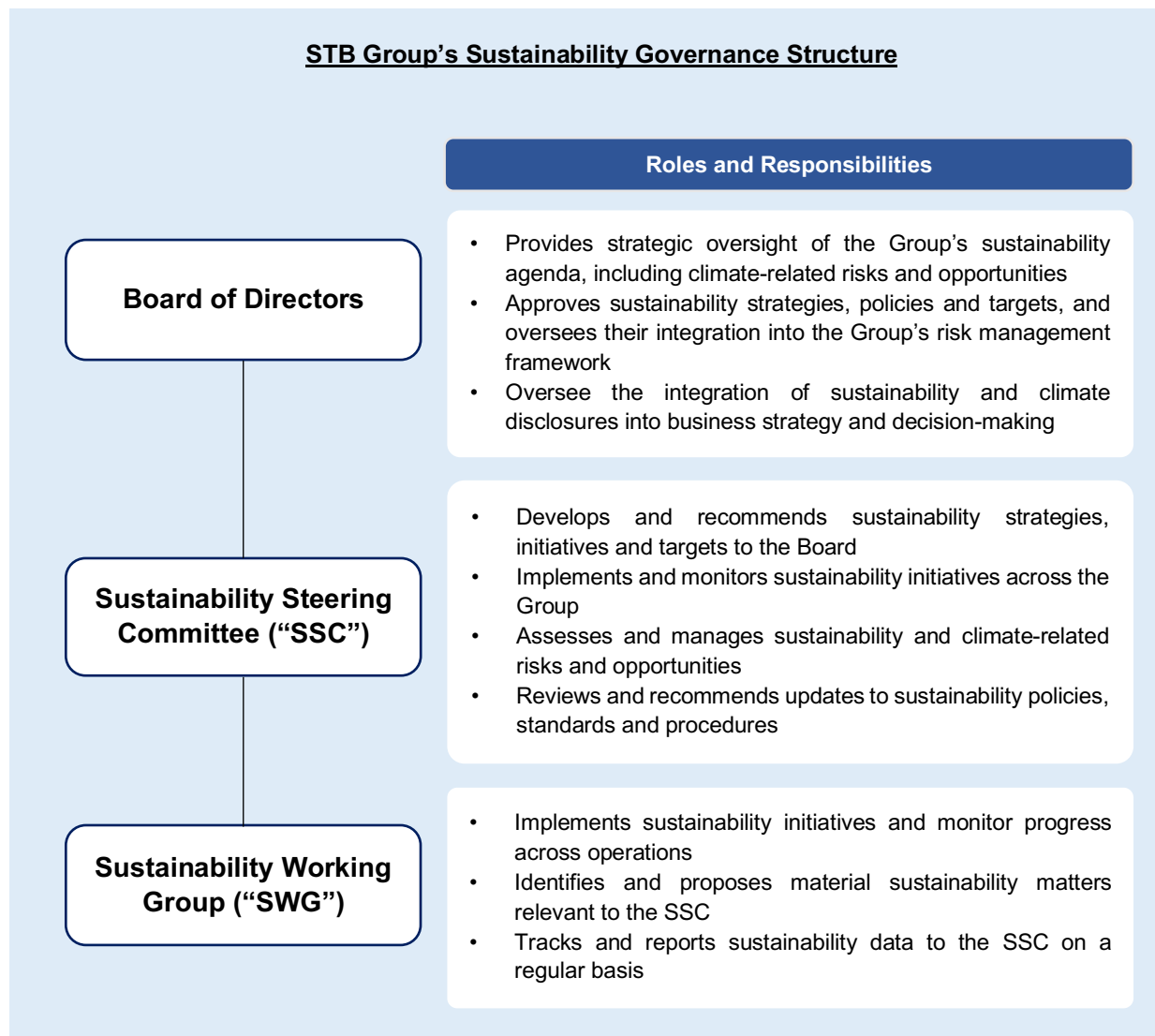
We have established Sustainability Key Performance Indicators (“KPIs”) as benchmarks to monitor performance, identify areas for improvement and support informed decision-making.

Legend: ● Achieved ● In progress

Material Matters	KPIs	Performance		
		FY2023	FY2024	FY2025
Upholding Ethical Practices				
Corporate Governance and Anti-Corruption	To achieve zero reported incidents of bribery and corruption	● (Zero reported incidents)	● (Zero reported incidents)	● (Zero reported incidents)
	To achieve zero reported grievances or whistleblowing complaints	● (Zero reported incidents)	● (Zero reported incidents)	● (Zero reported incidents)
Data Privacy and Cybersecurity	To achieve zero breaches in data privacy and cybersecurity	● (Zero reported breaches)	● (Zero reported breaches)	● (Zero reported breaches)
Cultivating a Greener Future				
Climate Change and Energy Efficiency	To achieve more than 5% reduction in total energy consumption compared to FY2021 baseline (16,582 GJ)	● (9% reduction)	● (4% increase)	● (4% reduction)
	To achieve more than 30% renewable energy in the overall energy consumption mix	● (29%)	● (27%)	● (30%)
	To achieve more than 10% reduction in Scope 2 GHG emissions compared to FY2021 baseline (3,380 tCO ₂ e)	● (39% reduction)	● (28% reduction)	● (35% reduction)
Water Consumption	To achieve at least 10% reduction in water consumption compared to FY2021 baseline (45.14 ML)	● (10% reduction)	● (7% reduction)	● (18% reduction)
Positively Affecting Lives				
Occupational Health and Safety	To achieve zero fatalities and Lost Time Incident Rate of less than 3.00 annually	● (Zero fatalities, LTIR of 0.64)	● (Zero fatalities, LTIR of 0.10)	● (Zero fatalities, LTIR of 0.43)
Labour Practices and Standards	To achieve zero cases of human rights violations, including forced labour, child labour, discrimination and harassment	● (Zero reported cases)	● (Zero reported cases)	● (Zero reported cases)
Responsible Sourcing	To allocate at least 30% of procurement expenditure to local suppliers annually	● (43%)	● (50%)	● (48%)

Sustainability Oversight and Accountability

STB Group's sustainability governance adopts a clear three-tier structure to ensure effective oversight, accountability and implementation across the Group. The Board of Directors provides strategic direction and approves the sustainability framework and key policies, including climate-related risks and opportunities. At the same time, the Sustainability and Risk Management Committee oversees implementation and monitors performance. At the operational level, Heads of Department integrate sustainability into daily business processes and manage related risks and opportunities.



Connecting With Our Stakeholders

Open and transparent engagement with stakeholders is integral to the Group’s sustainability approach. Regular and structured engagement enables us to gather insights, address key concerns and strengthen collaborative relationships. This ongoing dialogue supports informed decision-making, responsible business practices and long-term value creation.

■ Annually
 ■ Quarterly
 ■ As needed
 ■ On going

Investors & Shareholders	Investors and shareholders provide vital financial capital, strengthening the Group’s ability to innovate, grow, and adapt to changing market conditions.	
	Key Concerns	<ul style="list-style-type: none"> Company performance Dividends Business strategy Corporate governance and risk management Climate-related risks and opportunities Corporate developments and activities
	Our Response	<ul style="list-style-type: none"> Establishment of Board Charter Code of Ethics for Directors Implementation of comprehensive governance policies Sustainability- and climate-related disclosures aligned with regulatory expectations
	Engagement Channels	<ul style="list-style-type: none"> ■ Annual General Meetings ■ Extraordinary General Meetings ■ Corporate Communication and Investor Relations ■ Annual Report ■ Quarterly Report ■ Bursa Malaysia announcements ■ Company website
Government & Regulatory Authorities	Government and regulatory authorities oversee the Group’s adherence to applicable laws, regulations and industry standards, ensuring responsible and ethical business conduct.	
	Key Concerns	<ul style="list-style-type: none"> Labour practices Anti-corruption practices Legal compliance
	Our Response	<ul style="list-style-type: none"> Implement governance, risk management and internal control frameworks Ensure full compliance with regulatory requirements Strengthen anti-corruption, data protection and sustainability-related practices
	Engagement Channels	<ul style="list-style-type: none"> ■ Compliance with regulatory frameworks and reporting requirements ■ Continuous liaison and meetings with government agencies ■ Participation in regulatory workshops and relevant industry briefings

Employees	Employees are central to our success, supporting operational excellence, innovation, product quality and workplace safety across the Group.	
	Key Concerns	<ul style="list-style-type: none"> • Career development and advancement • Fair and inclusive employment practices • Occupational health and safety • Employee well-being and engagement
	Our Response	<ul style="list-style-type: none"> • Implementation of a Whistle Blowing Policy and grievance mechanisms • Prioritise diversity and equal opportunities in hiring and career progression • Upholding freedom of association and fair labour practices • Strengthen occupational health and safety management practices through training programmes
	Engagement Channels	<ul style="list-style-type: none"> ■ Employee briefings and townhall sessions ■ Internal communication channels such as emails, memos and open-door engagement ■ Continuous training and development programmes ■ Performance appraisal and feedback processes

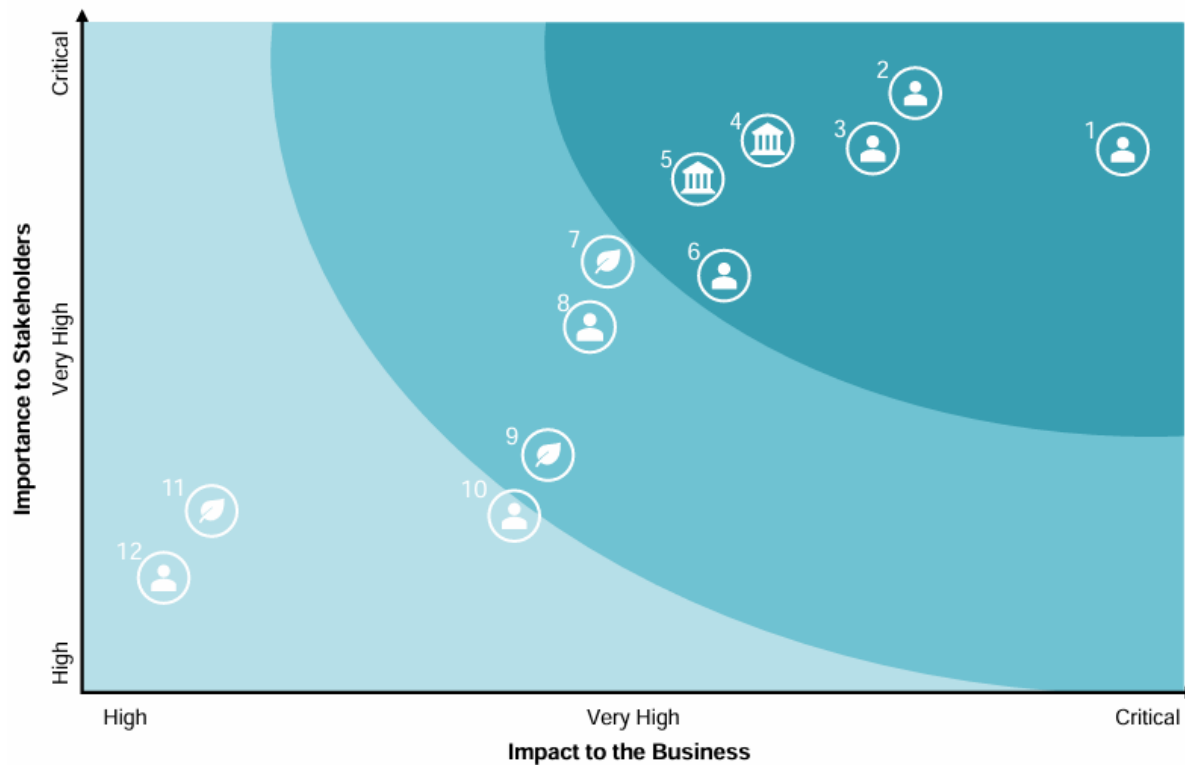
Vendors & Suppliers	Suppliers and vendors play an important role in supporting our operational continuity, product quality and responsible business practices.	
	Key Concerns	<ul style="list-style-type: none"> • Supply chain resilience • Ethical business practices • Quality and reliability of materials • Price and availability of raw materials
	Our Response	<ul style="list-style-type: none"> • Building long-term partnerships with key suppliers to support supply chain resilience • Implementing supplier evaluation and risk assessment processes • Promoting responsible and ethical business practices • Prioritising local suppliers where appropriate
	Engagement Channels	<ul style="list-style-type: none"> ■ Supplier audit and feedback ■ Regular supplier meetings ■ Supplier onboarding and evaluation procedures ■ Supplier quality and performance assessments ■ Relationship management




Customers	Customers are a key source of revenue and long-term growth, while also providing valuable insights that support product quality, innovation and operational excellence.								
	Key Concerns	<ul style="list-style-type: none"> • Brand reputation • Timely delivery and supply continuity • Product quality and reliability • Compliance with regulatory and industry standards • Innovation and technical capability 							
	Our Response	<p>Quality and regulatory compliance</p> <ul style="list-style-type: none"> • Adherence to Good Manufacturing Practice (“GMP”) requirements • Operation of Class 10k and 100k cleanroom facilities <p>Certification and memberships</p> <table border="0"> <tr> <td><u>STB</u></td> <td><u>SMP</u></td> <td><u>SAC</u></td> </tr> <tr> <td> <ul style="list-style-type: none"> ○ ISO 9001:2015 Quality Management System (“QMS”) ○ UL Certification ○ JQA-F-Mark ○ Sony Green Partner </td> <td> <ul style="list-style-type: none"> ○ EN ISO 13485:2016 Medical Devices QMS ○ FDA registered and audited ○ Malaysia Medical Device Association Membership ○ Medical Device Authority Establishment License </td> <td> <ul style="list-style-type: none"> ○ IATF 19649:2016 </td> </tr> </table>		<u>STB</u>	<u>SMP</u>	<u>SAC</u>	<ul style="list-style-type: none"> ○ ISO 9001:2015 Quality Management System (“QMS”) ○ UL Certification ○ JQA-F-Mark ○ Sony Green Partner 	<ul style="list-style-type: none"> ○ EN ISO 13485:2016 Medical Devices QMS ○ FDA registered and audited ○ Malaysia Medical Device Association Membership ○ Medical Device Authority Establishment License 	<ul style="list-style-type: none"> ○ IATF 19649:2016
	<u>STB</u>	<u>SMP</u>	<u>SAC</u>						
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Engagement Channels	<ul style="list-style-type: none"> ■ Customer visits and technical engagement ■ Relationship management 								

Communities	Engaging with the community enhances our corporate reputation while supporting the well-being and prosperity of both the Group and the communities we serve.		
	Key Concerns	<ul style="list-style-type: none"> • Community support initiatives • Local job creation 	
	Our Response	<ul style="list-style-type: none"> • Engagement with the local communities through corporate social responsibility (“CSR”) programmes • Development of student internship programmes 	
	Engagement Channels	<ul style="list-style-type: none"> ■ Meeting with local communities or associations ■ CSR activities ■ Provision of jobs and internships to graduates ■ Employment and business opportunities 	

Prioritising What Is Material

In FY2023, we conducted a materiality assessment to identify and prioritise sustainability matters most significant to STB Group’s operations and key stakeholders, supporting informed decision-making and effective resource allocation. Occupational Health and Safety, Product Quality and Innovation, Talent Attraction and Development, Corporate Governance and Anti-Corruption, Data Privacy and Cybersecurity and Labour Practices and Standards remain the most significant matters. In FY2025, these matters were reviewed in consideration of evolving developments and stakeholder feedback and were confirmed to remain relevant to the Group’s current business context.



 Upholding Ethical Practices	
4	Corporate Governance and Anti-Corruption
5	Data Privacy and Cybersecurity
 Cultivating a Greener Future	
7	Climate Change and Energy Efficiency
9	Waste Management
11	Water Consumption
 Positively Affecting Lives	
1	Occupational Health and Safety
2	Product Quality and Innovation
3	Talent Attraction and Development
6	Labour Practices and Standards
8	Responsible Sourcing
10	Workforce Diversity and Inclusivity
12	Community Engagement

Mapping Our Material Sustainability Matters

We mapped our material sustainability matters to the relevant UN SDGs and key stakeholder groups to ensure alignment with our sustainability priorities and stakeholder expectations. This mapping enables a more focused and integrated approach to delivering sustainable outcomes.

Upholding Ethical Practices

We uphold strong governance through transparency, accountability and anti-corruption practices, while protecting customer data through robust controls, regular system updates and compliance with applicable policies and regulations.

Material Matters

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

UN SDGs



Key Stakeholder Groups



Cultivating a Greener Future

We minimise our environmental footprint and address climate change by optimising energy use, reducing greenhouse gas emissions, managing water responsibly and implementing waste reduction and recycling initiatives in full compliance with environmental regulations.

Material Matters

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

UN SDGs



Key Stakeholder Groups



Positive Affecting Lives

We prioritise health, safety and product quality while investing in talent development, ethical labour practices, responsible supply chain management, alongside diversity, inclusion and community initiatives.

Material Matters

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

UN SDGs



Key Stakeholder Groups



Upholding Ethical Practices

Our reputation as a high-tech wire and cable manufacturer is underpinned by strong governance practices. Established policies, procedures and controls guide ethical business conduct and integrity across all operations.



<p>Material Sustainability Matters</p> <ul style="list-style-type: none"> • Corporate Governance and Anti-Corruption • Data Privacy and Cybersecurity 	<p>Key Stakeholder Groups</p>
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Corporate Governance and Anti-Corruption

Our governance framework embeds ethical principles and accountability across all aspects of our operations. The Board provides oversight and direction in alignment with the Malaysian Code on Corporate Governance (“MCCG”), reinforcing high standards of integrity and responsible business conduct.

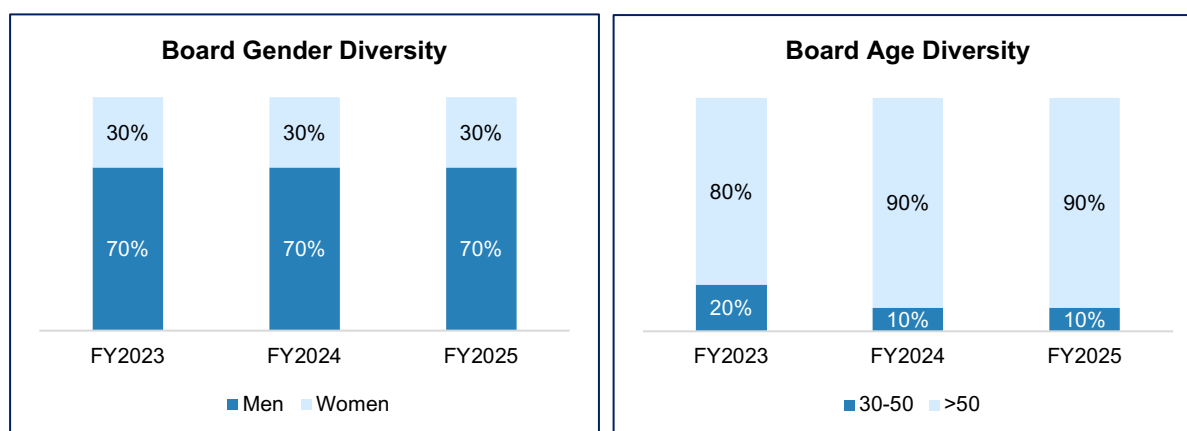
Ethical conduct across the Group is reinforced through the following corporate governance policies.

<p>Code of Ethics for Directors</p>	<p>Sets out the ethical standards and conduct expected of directors, guiding decision-making and professional behaviour.</p>
<p>Directors’ Fit and Proper Policy</p>	<p>Establishes the criteria required for Board appointments, ensuring directors possess the experience, competence and integrity to oversee the Group effectively.</p>
<p>Gender Diversity Policy</p>	<p>In line with the MCCG, this policy aims to achieve and maintain at least 30% women representation on the Board, promoting diversity and inclusive leadership.</p>
<p>Remuneration Policies and Procedures</p>	<p>Outlines the framework guiding director remuneration, including performance assessments, compensation structures and governance processes to ensure fairness and transparency.</p>
<p>Sustainability Policy</p>	<p>Sets out the Group’s commitment to responsible business practices, environmental stewardship and social responsibility.</p>

Our policies are published on the Group’s corporate website, ensuring accessibility for all employees, suppliers and customers. Visit our website at <https://supercomnet.com.my/esg/> for full details on our policies and our commitment to maintaining good corporate governance.

Board Diversity

The Group recognises that board diversity is a key component of effective governance and balanced decision-making. A diverse board brings varied perspectives, experience and insights required to guide long-term strategy and oversee sustainable growth.



Anti-Corruption and Anti-Bribery

In line with the Malaysian Anti-Corruption Commission (“MACC”) Act 2009 and its amendments, the Group maintains a structured anti-bribery and anti-corruption framework across its operations.

The Group’s Anti-Corruption Policy is regularly reviewed to ensure its continued effectiveness. This is reinforced through anti-corruption training for employees at all levels to promote ethical conduct and integrity. A Whistleblowing Channel enables employees and stakeholders to report concerns confidentially without fear of retaliation.

Anti-Corruption Policy

Whistleblowing Policy

Percentage of employees who have received training on anti-corruption			
Employee Category	FY2023	FY2024	FY2025
Senior Management	56%	50%	80%
Management	56%	67%	62%
Executive	14%	13%	12%
Non-Executive	0%	0%	19%

Data Privacy and Cybersecurity

Protecting data confidentiality and ensuring the resilience of our digital infrastructure are vital to safeguarding business continuity in today’s digitally connected environment. In alignment with Malaysia’s Personal Data Protection Act 2010 (“PDPA”), we implemented data privacy and cybersecurity controls to mitigate risks and protect sensitive information.

- Data protection policies and procedures
- Cybersecurity systems and monitoring controls
- Network and endpoint security measures

During the year, no incidents related to customer privacy or data loss were recorded, all of which were managed in accordance with established security protocols.

Cultivating A Greener Future

As a manufacturer of high-tech wires and cables, we recognise the environmental and climate-related impacts associated with energy use, emissions and resource consumption across our operations. Through continuous improvements in resource efficiency, emissions reduction and responsible water and waste management, we aim to minimise our environmental footprint and strengthen operational resilience.



Material Sustainability Matters	Key Stakeholder Groups
<ul style="list-style-type: none"> • Climate Change and Energy Efficiency • Waste Management • Water Consumption 	

Climate Change and Energy Efficiency

STB Group’s operations are guided by a structured approach to managing climate-related risks and opportunities across our manufacturing activities and value chain. In line with IFRS S2, our climate-related disclosures provide stakeholders with greater clarity on how these risks and opportunities may affect our business. Our climate-related disclosures are structured around the following four pillars: Governance, Strategy, Risk Management, Metrics and Targets.

Governance

The Board provides oversight of the Group’s approach to climate-related risks and opportunities (“CRROs”) and approves sustainability strategies recommended by the Sustainability Steering Committee (“SSC”). Supported by the Sustainability Working Group (“SWG”), the SSC identifies, assesses and manages these risks and opportunities while overseeing implementation across the Group.

Strategy

The Group’s strategy focuses on building resilience and adaptability in response to evolving regulatory, market and environmental expectations. This includes aligning our business priorities with identified climate-related risks and opportunities.

Climate-related risks include transition risks arising from regulatory developments, customer expectations and the global shift towards lower-carbon operations, as well as physical risks such as extreme weather events, rising temperatures and supply chain disruptions that may affect manufacturing continuity and asset reliability.

Climate-related Risks and Opportunities

Given the energy- and resource-intensive nature of our wire and cable manufacturing activities, climate change may influence energy costs, resource availability, production efficiency and regulatory compliance, with implications for operational performance and competitiveness. The Group has identified climate-related risks and opportunities across physical and transition categories, assessed over short- (1–5 years), medium- (5–10 years) and long-term (beyond 10 years) time horizons. The following table outlines the key risks, potential operational impacts and corresponding mitigation measures and opportunities.

Physical Risks

Description of Risks	Potential Impacts	Potential Opportunities
Acute (Short-term to long-term)		
Extreme weather events (severe flooding, severe storms, heatwaves, landslides) result in immediate operational impacts.	<ul style="list-style-type: none"> Supply chain disruptions from unplanned weather events could limit access to raw materials, leading to operational disruptions. 	<ul style="list-style-type: none"> Establish robust relationships with key vendors and suppliers, including diversification of sourcing and contingency planning to reduce operational disruptions. Enhance preparedness and emergency response plans to minimise operational downtime. Strengthen backup logistics and inventory management planning to ensure business continuity.
Chronic (Long-term)		
Gradual long-term effects (sea-level rise, more frequent flooding, prolonged high temperatures) leading to sustained operational impacts.	<ul style="list-style-type: none"> Higher operational costs due to internal temperature control arising from prolonged disruptions. Increased workforce health and safety risks, which could lead to higher insurance and compensation costs. 	<ul style="list-style-type: none"> Integrate renewable energy systems to reduce long-term energy costs, exposure to carbon pricing and enhance operational resilience. Optimise preventive maintenance and operational management to improve productivity and safety.

Transition Risks

Description of Risks	Potential Impacts	Potential Opportunities
Policy and Legal (Medium-term to long-term)		
Strict climate policies and regulations at national and international levels, including carbon tax implementation and emissions trading schemes.	<ul style="list-style-type: none"> Increased capital expenditure to upgrade operations and adopt energy-efficient equipment and processes. Financial penalties and reputational damage due to non-compliance with evolving regulations. Rising operating costs arising from carbon pricing, energy tariff changes and enhanced regulatory reporting requirements. 	<ul style="list-style-type: none"> Strengthen regulatory readiness and compliance to minimise the risk of non-compliance. Leverage government incentives and funding schemes to offset capital expenditure on low-carbon upgrades. Improve energy efficiency and resource management to reduce exposure to carbon and energy cost increases. Monitor evolving climate regulations to support proactive planning and capital allocation. Integrate climate considerations into supplier and procurement processes.
Technology (Short-term to long-term)		
Technological advancements, such as energy-efficient solutions and alternative materials, are driven by the manufacturing industry's efforts to reduce emissions.	<ul style="list-style-type: none"> Increased operational costs due to investments in low-carbon and energy-efficient technologies to maintain competitiveness and meet customer expectations. Rising workforce development and training costs to support technological transition. 	<ul style="list-style-type: none"> Utilise energy-efficient technologies in manufacturing processes to reduce emissions and ensure long-term resilience. Optimise capital allocation by prioritising cost-effective decarbonisation initiatives. Strengthen product innovation and process improvements to

		<p>meet evolving customer sustainability requirements.</p> <ul style="list-style-type: none"> • Develop internal technical capabilities to enhance operational efficiency and long-term competitiveness.
Market and Reputation (Short-term to long-term)		
<p>Shifting customer and market preferences towards lower-carbon and more sustainable products, together with evolving investor expectations, may affect product demand, pricing competitiveness and stakeholder confidence.</p>	<ul style="list-style-type: none"> • Market competition from suppliers that offer more sustainable or lower-carbon solutions, which could affect revenue and profit margins. • Negative perceptions among shareholders and investors may limit access to capital and affect long-term growth prospects. • Increasing scrutiny from customers, regulators and investors on climate performance and transparency. 	<ul style="list-style-type: none"> • Enhance market positioning through consistent product quality, reliable delivery and strong customer relationships, while progressively improving product and process sustainability. • Engage with stakeholders to address climate-related expectations, communicating progress in energy efficiency, emissions management and responsible sourcing. • Improve collaboration with key customers to understand evolving sustainability requirements and support product and process improvements.

Risk Management

The Group’s established risk management framework safeguards our business interests, maintains strategic alignment and reinforces stakeholder confidence. The Board integrates sustainability and climate-related risks and opportunities into strategic and operational decision-making across short-, medium- and long-term time horizons. Identified risks are managed through the Group’s Enterprise Risk Management (“ERM”) framework, which provides a structured and systematic approach to risk oversight. The ERM risk profile enables the Board and management to prioritise high-risk areas by assessing risk likelihood and impact, evaluating control effectiveness and implementing targeted mitigation and monitoring actions.

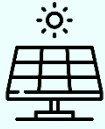
Metrics and Targets

We evaluate our climate-related performance and identify opportunities for improvement by monitoring and reporting key environmental metrics across our operations. Our calculations follow the GHG Protocol methodology, ensuring consistency, transparency and accuracy.

Metric	Unit	Description
GHG Emissions	tCO ₂ e	Quantified Scope 1, 2 and 3 (limited to business travel and employee commuting) GHG emissions
Waste	MT	Measures total amount of waste generated
Energy Usage	GJ	Tracks total fuel and electricity consumption
Water Usage	m ³	Measures total water consumption

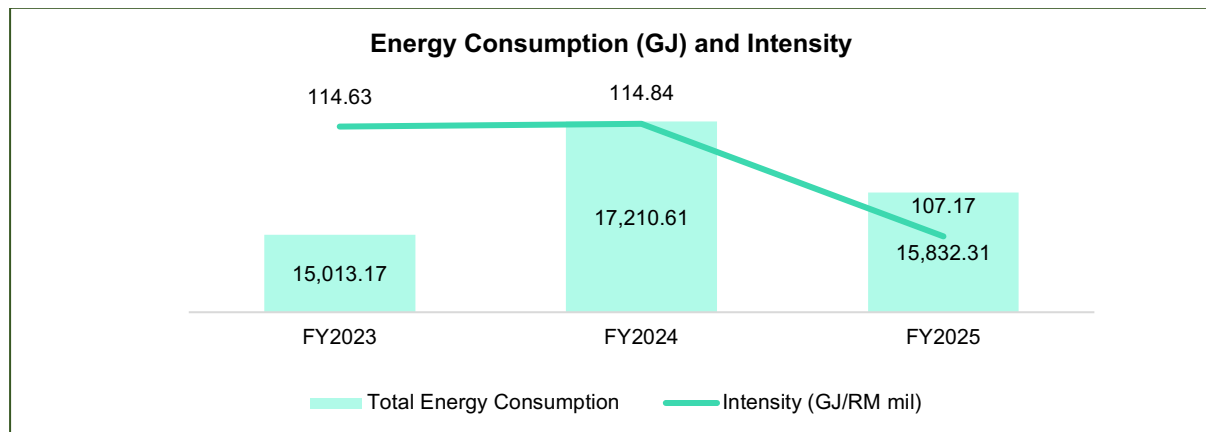
Total Energy Consumption

The Group continued to advance renewable energy adoption by integrating solar panels into our energy mix, while minimising consumption through energy conservation practices across STB Group's offices and hostels.



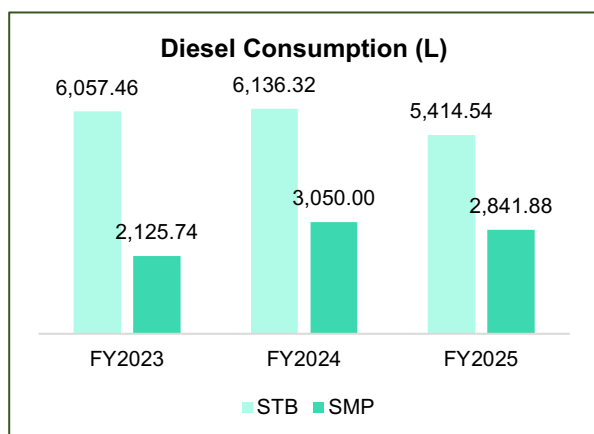
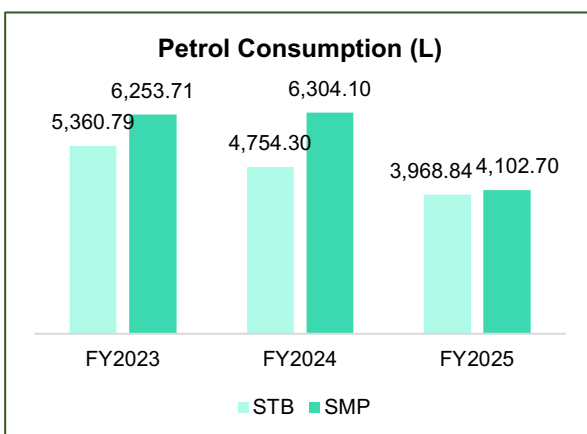
STB Group has installed additional solar panels for SMP, with a total capacity of 781.2 kWp. Power generation is expected to commence in FY2026. The system incorporates additional capacity for future expansion and increased operational energy requirements. This initiative reflects the Group's ongoing commitment to sustainability by reducing reliance on conventional energy sources and lowering our overall carbon footprint.

Total energy consumption amounted to 15,832.31 GJ, comprising 561.77 GJ from fuel, 10,739.79 GJ from purchased electricity and 4,530.75 GJ from on-site solar generation. Purchased electricity remained the primary source of energy use. Electricity generated from on-site solar panels reduced reliance on grid supply and helped manage long-term energy costs. Energy intensity decreased by 7% compared to FY2024, mainly due to changes in production volume and operational activity during the year.



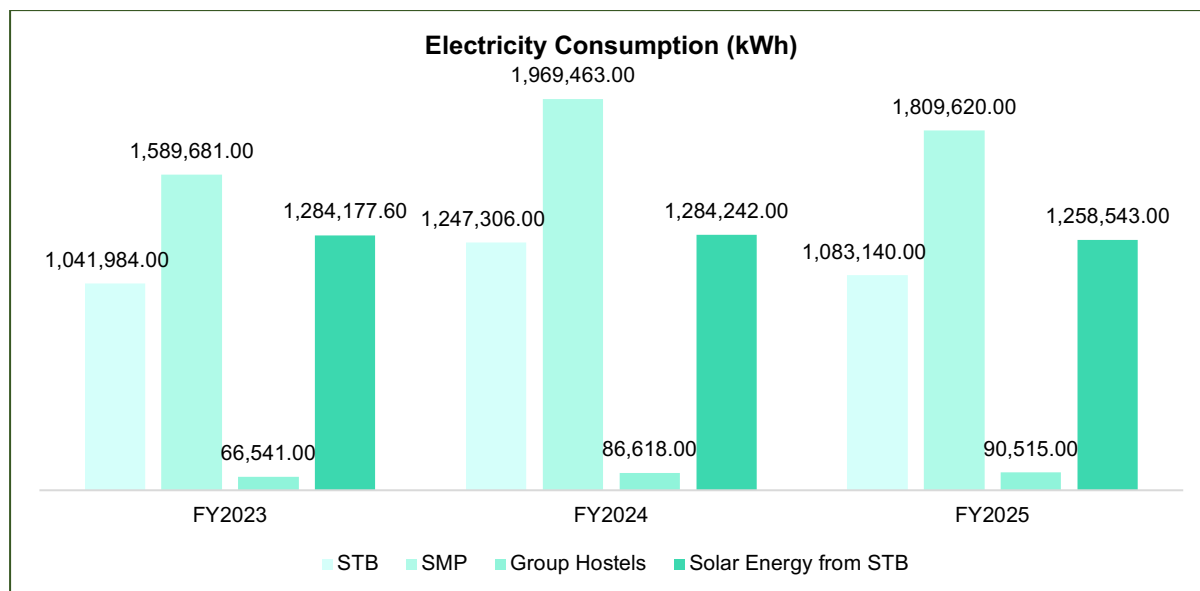
Fuel Consumption

In FY2025, the Group utilised 8,071.54 litres of petrol and 8,256.42 litres of diesel across its operations. Overall fuel consumption decreased by 19% compared to FY2024, contributing to lower Scope GHG emissions and improved operational efficiency.



Electricity Consumption

Total purchased electricity consumption for the year amounted to 2,983,275.00 kWh across the Group's operations. Solar panels installed at STB generated 1,258,543.00 kWh, reducing reliance on grid electricity and supporting the Group's efforts to manage energy costs and emissions exposure.



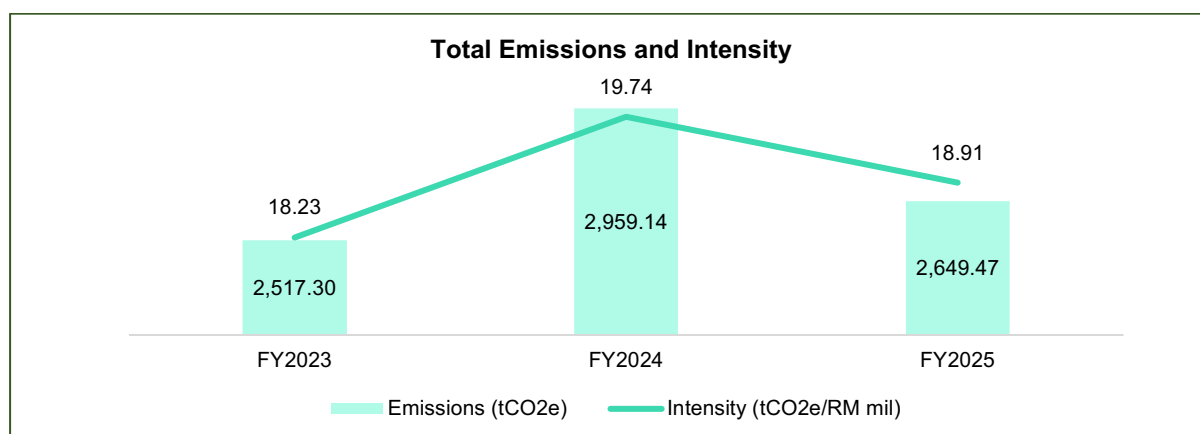
Note:

- SAC has a shared meter with SMP.

Total GHG Emissions

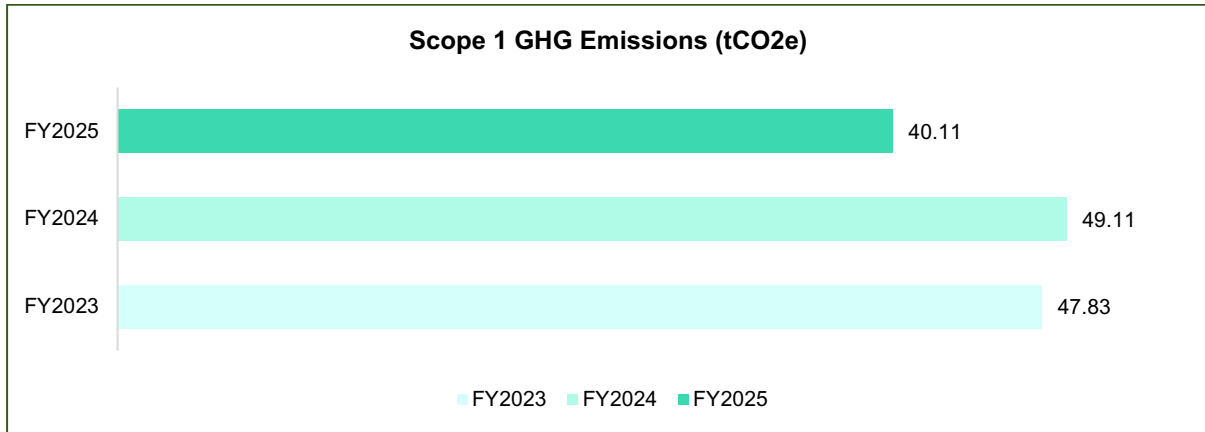
Total GHG emissions across our operations amounted to 2,649.47 tCO₂e, including 40.11 tCO₂e from Scope 1, 2,207.62 tCO₂e from Scope 2 and 401.73 tCO₂e from Scope 3 emissions. The emissions intensity during the reporting year was 18.91 tCO₂e per RM million revenue.

	FY2023	FY2024	FY2025
Scope 1	47.83	49.11	40.11
Scope 2	2,050.64	2,444.51	2,207.62
Scope 3	418.83	465.52	401.73
Total	2,517.30	2,959.14	2,649.47



Scope 1 GHG Emissions

Scope 1 GHG emissions represent direct emissions generated from petrol and diesel consumption in company-owned vehicles. In FY2025, these emissions amounted to 40.11 tCO₂e, reflecting an 18% decrease compared to FY2024.

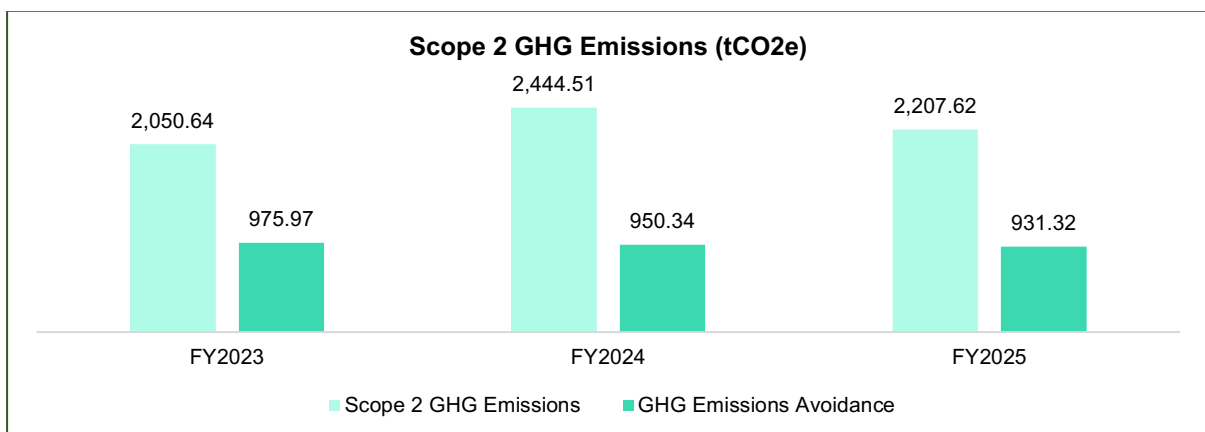


Note:

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 (2023, 2024 and 2025).

Scope 2 GHG Emissions

Scope 2 GHG emissions represent indirect emissions arising from electricity consumption across our facilities, factories and employee accommodations. In FY2025, Scope 2 emissions totalled 2,207.62 tCO₂e, reflecting a 10% decrease compared to FY2024, driven by enhanced energy management practices and optimisation of production activities. During the year, solar generation at STB contributed an estimated 931.32 tCO₂e of avoided emissions.

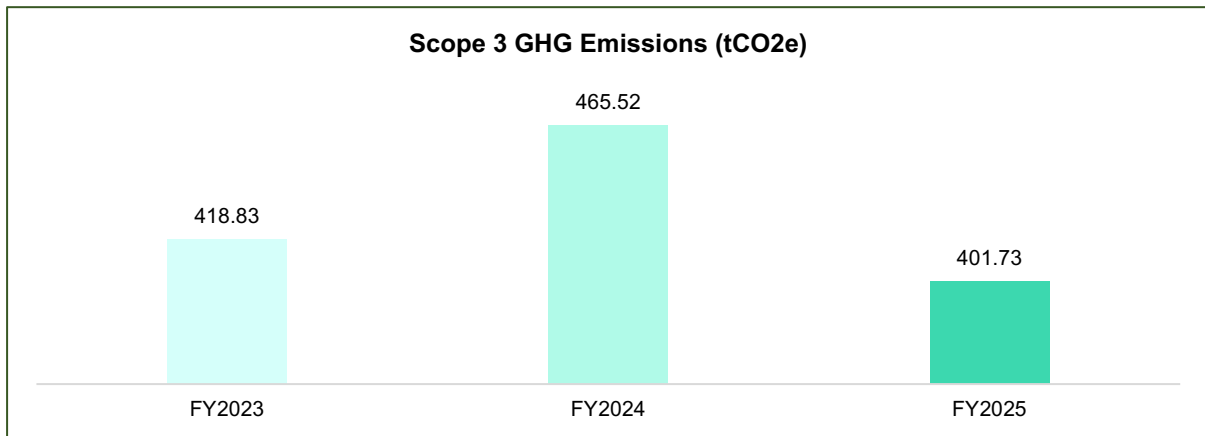


Note:

1. SAC has a shared meter with SMP.
2. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards.
3. Scope 2 GHG emissions data have been restated based on the latest updated emissions factors from the National Energy Commission's Grid Emissions Factor ("GEF") Malaysia (2022-2024).

Scope 3 GHG Emissions

Scope 3 GHG emissions are indirect emissions, primarily from employee commuting and business travel. In FY2025, Scope 3 emissions amounted to 401.73 tCO₂e.



	FY2023	FY2024	FY2025
Business Travel (Air)	13.56	15.01	13.98
Business Travel (Land)	0.35	0.35	0.62
Employee Commute	404.91	450.16	387.13

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 (2023, 2024 and 2025).

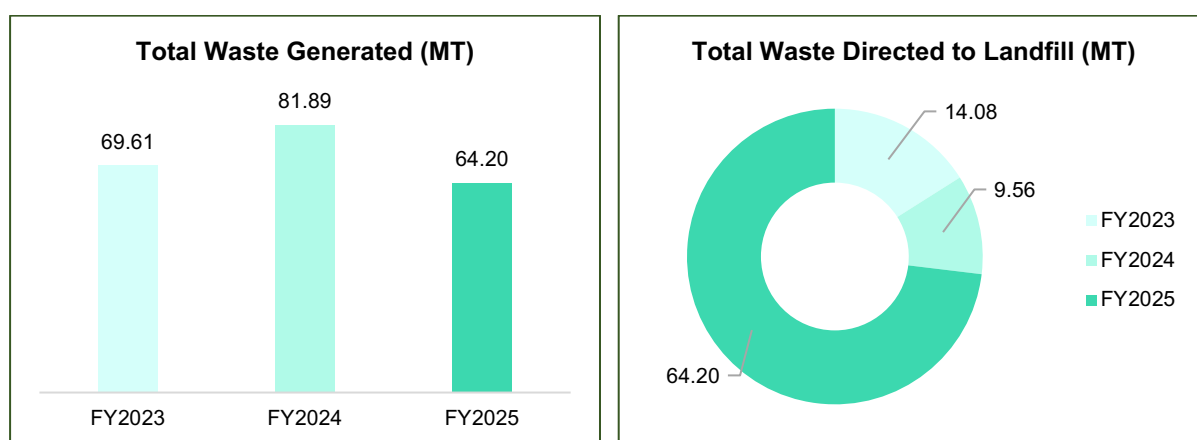


Waste Management

Effective waste management remains a key focus of STB Group's environmental management approach. Our safety and health officers oversee the handling of all production waste generated to ensure compliance with the Environmental Quality Act 1974, while hazardous waste is managed in compliance with the Environmental Quality (Scheduled Wastes) Regulations 2005.

During the year, the Group continued to enhance waste monitoring and data management processes. Digitalisation initiatives were implemented to reduce paper consumption and improve resource efficiency across operations.

A total of 64.20 tonnes of scheduled and non-scheduled waste was generated during the reporting period. No environmental fines or penalties were incurred during the past three financial years.



Scheduled Waste

The Group engages a waste collector approved by the Department of Environment to manage the collection and disposal of scheduled waste. Scheduled waste is handled internally by certified and trained Scheduled Waste Management Personnel to ensure proper segregation, storage and regulatory compliance. During the reporting period, 13.89 tonnes of scheduled waste were generated, representing a 5% decrease compared to the previous year.

Code	STB		
	FY2023	FY2024	FY2025
SW104	7.32	0	0
SW204	0	1.13	3.04
SW302	0	2.11	1.07
SW307	4.32	3.63	1.37
SW311	0	0	7.04
SW409	0	0	0.01
SW410	0.94	1.33	0.25

Code	SMP		
	FY2023	FY2024	FY2025
SW110	0.22	0.77	0.20
SW303	0	0	0.05
SW306	0	1.45	0
SW409	0.10	1.01	0.14
SW410	0.77	3.05	0.50
SW429	0	0.15	0.11

Code	SAC		
	FY2023	FY2024	FY2025
SW303	0	0	0.08
SW410	0.41	0.01	0.01

Non-Scheduled Waste

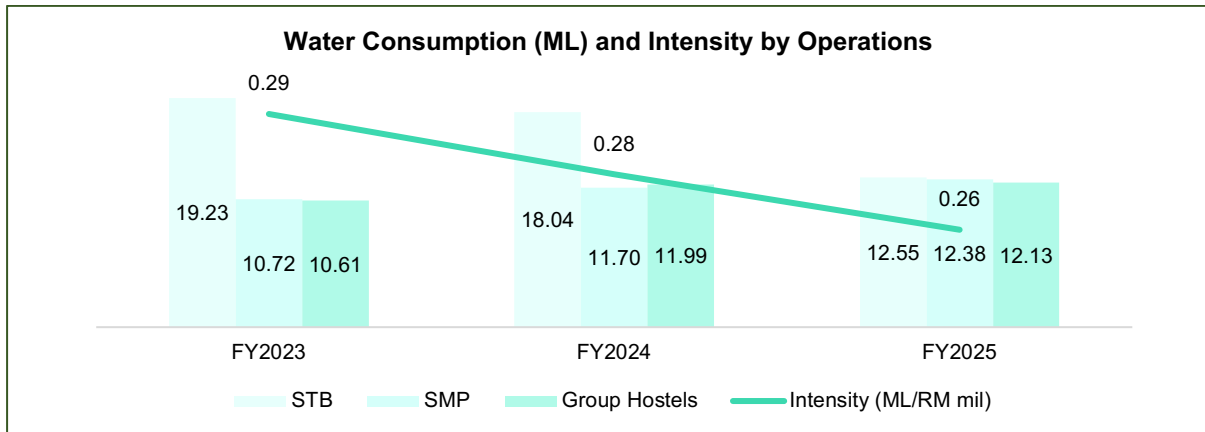
Our non-scheduled waste primarily consists of wire and PVC, which is sent to a licensed waste contractors for recycling.

Types of Waste	Amount of Non-Scheduled Waste Generated (tonnes)								
	STB			SMP			SAC		
	FY2023	FY2024	FY2025	FY2023	FY2024	FY2025	FY2023	FY2024	FY2025
Wires	19.53	25.25	22.31	0	0	0	0	0	0
PVC	36.00	42.00	28.00	0	0	0	0	0	0

Water Consumption

Water is a key operational resource across STB Group’s manufacturing processes, particularly for cooling in wire extrusion and PVC compounding activities. Effective water management supports production efficiency, operational resilience and responsible resource use.

Water is primarily used for cooling in manufacturing processes, while additional consumption arises from hostel facilities that support employee welfare, including hygiene, sanitation and cleaning requirements. In FY2025, total water consumption amounted to 37.06 megalitres, with detailed performance trends presented below.



Note:

1. SAC has a shared meter with SMP.

Positively Affecting Lives

STB Group creates value prioritising employee safety, capability and well-being while contributing to the communities in which we operate. Our approach focuses on maintaining high standards of occupational health and safety, strengthening workforce development and upholding responsible labour and sourcing practices across our value chain. We recognise that a safe, skilled and engaged workforce is critical to sustaining product quality, operational reliability and long-term business performance. In parallel, we continue to support local suppliers and community initiatives that foster inclusive growth and shared value.



Material Sustainability Matters

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

Key Stakeholder Groups



Occupational Health and Safety

Across STB Group's operations, we recognise the occupational risks associated with manufacturing environments, including machinery operation, manual handling, technical processes and heat exposure. Safeguarding the physical well-being of our employees, contractors and visitors remains a priority.

During the year, the Group improved safety performance by enhancing systems, standardising procedures and reinforcing consistent practices across all operating entities. These efforts support continuous improvement in hazard management, risk control and safety awareness.

Health and Safety Management System

Our Health and Safety Management System is aligned with ISO 45001. The Group CEO and managing director oversee occupational safety and health ("OSH") performance. We implement structured processes to enhance employees' understanding and execution of safety protocols, while promoting proactive hazard identification and risk control. This framework supports the identification, assessment and mitigation of workplace risks, fostering a strong safety culture and operational reliability.

OSH Training

During the reporting period, a total of 808 hours of OSH training were delivered to 101 employees. These programmes aim to strengthen safety awareness, reinforce hazard identification and ensure consistent adherence to safe work practices across operations.

Competent Forklift Safety Training

Provide forklift operators with the necessary knowledge to operate forklifts, especially in work-related situations.

21
Employees
Trained



168
Total Training
Hours



Emergency Response Team (“ERT”) Training for STB and SMP

Provide employees with the essential knowledge and skills to effectively handle fire emergencies and other critical situations.

35
Employees
Trained



280
Total Training
Hours



Ergonomic Awareness Training

Educate employees on the principles of ergonomics to enhance their comfort, efficiency, and safety in the workplace.

20
Employees
Trained



160
Total Training
Hours



Hearing Conservation Training for SMP

Educate employees and employers about the risks of noise-induced hearing loss (“NIHL”) and provide strategies for preventing hearing damage in noisy work environments.

25
Employees
Trained



200
Total Training
Hours



Health and Safety Performance

The Group recorded 1,858,500 total work hours and zero work-related fatalities across operations during the reporting period.

OSH Performance	FY2023	FY2024	FY2025
Total Hours Worked	2,181,816	1,985,040	1,858,500
No. of Fatalities	0	0	0
No. of Work-related Ill Health	0	0	0
No. of Lost-time Injuries	5	7	4
LTIR	0.64	0.10	0.43

Note:

1. The LTIR is calculated based on the number of workplace incidents resulting in workplace injury-related absences, expressed per 200,000 hours worked.

Product Quality and Innovation

Sustainability considerations are integrated into the Group's product design, development and manufacturing processes, ensuring that quality, safety and regulatory compliance remain central to our operations. Our specialised cleanroom facilities and stringent quality control protocols support consistent product performance and minimise defects, in line with Good Manufacturing Practice ("GMP") requirements established by the United States Food and Drug Administration ("FDA").

These efforts are reflected in our recognition as a Sony "Green Partner" and the attainment of multiple internationally recognised certifications, reinforcing our credibility as a trusted supplier to global manufacturers.

STB Group works closely with international clients to develop customised solutions that meet stringent technical and regulatory requirements while improving production efficiency and resource optimisation. Our product portfolio includes specialised solutions across our manufacturing operations, spanning medical, high-precision cable and automotive applications.

Medical Solutions

SMP leverages its extensive expertise in the wires and cables sector to engineer and manufacture OEM medical devices that meet customer specifications in the field of medical technology.

Group Certifications

- ISO 9001:2015
- EN ISO 13485:2016
- FDA 510k
- IATF 16949:2016
- JQA F-Mark
- UL Certification

Tissue Oximeter Module Connecting Cable

Custom-engineered connecting cables that integrate with customers' tissue oximeter systems to support accurate and consistent monitoring of tissue oxygenation levels.

Gastroscope & Endoscope

Flexible fibre optic cables used in gastroscopes and endoscopes to support visualisation of the digestive tract, manufactured to meet stringent quality and durability requirements.

Electrocardiogram (“ECG”) Electrode Wires

Designed for a wide range of diagnostic and monitoring applications, these cables support stable signal transmission and low impedance performance.

Disposable Pressure Transducer & Monitoring Cable

Sterile, single-use pressure monitoring kits that transmit blood pressure data from monitoring catheters to patient monitoring systems, enabling precise and reliable readings.

Automotive Solutions

SAC specialises in the production of high-quality OEM wire harnesses and automotive fuel tanks, engineered to meet the evolving performance and reliability standards of the automotive sector.

Wire Harnesses and Fuel Tanks

Our wire harnesses support communication and power distribution across complex automotive systems, while our fuel tanks are manufactured in accordance with stringent safety, quality and performance standards.

Given the nature of these operations, manufacturing activities involve exposure to chemical handling, machinery operation, noise and fire risks. This reinforces the importance of cultivating a strong safety culture and maintaining robust risk management practices across our facilities.

We remain committed to achieving zero fatalities and strengthening OHS performance across the Group. We maintain strict adherence to applicable safety regulations and protocols, guided by a Health and Safety Management System aligned with ISO 45001 certification standards. This structured approach enables systematic identification, assessment and mitigation of workplace risks, driving continuous improvement in safety performance.

Talent Attraction and Development

People are central to our operational excellence and long-term growth. We foster a safe, inclusive and development-focused workplace to mitigate workforce-related risks, including turnover and disengagement, while enhancing innovation, productivity and organisational resilience.

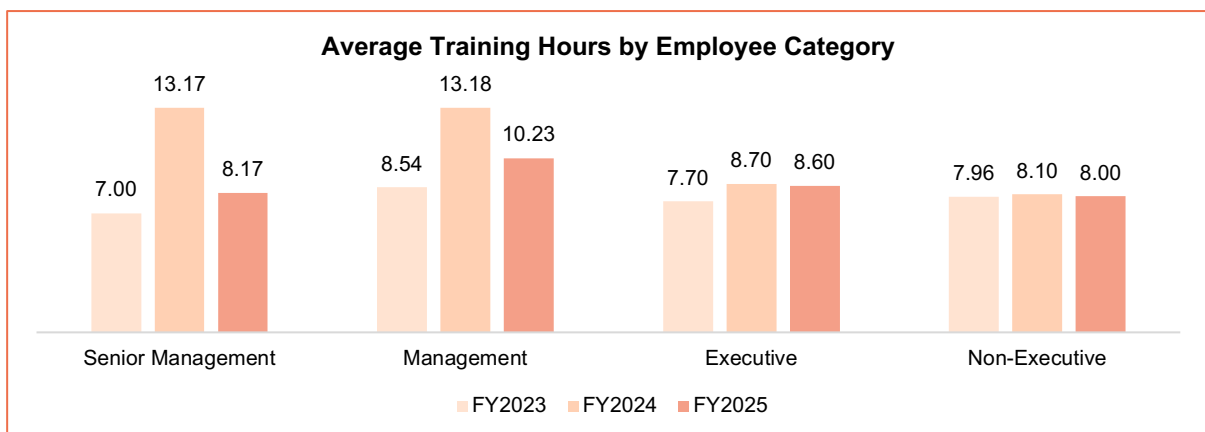
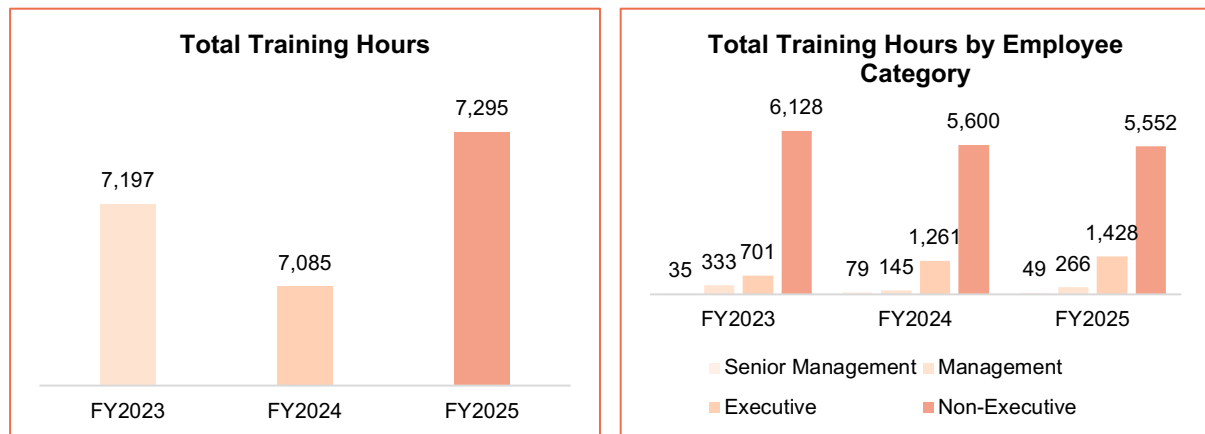
Our approach to talent development emphasises competitive benefits, structured career pathways and performance-driven progression to strengthen workforce capability and support business sustainability. We also collaborate with local universities through internship and management trainee programmes, providing practical industry exposure and contributing to the development of future talent. These partnerships promote knowledge exchange and strengthen our engagement with the broader community.

Training and Development

We invest in continuous learning and development to strengthen workforce capability and support operational excellence. STB Group’s training initiatives are designed to equip employees with the technical, safety and leadership competencies required to perform effectively and adapt to evolving business and industry requirements. Key areas of focus include:

- Technical and job-specific skills to enhance productivity, quality and operational efficiency
- Health and safety awareness to reinforce a safe and compliant workplace
- Soft skills, including teamwork, communication and leadership, to support collaboration and talent progression

In FY2025, we conducted 41 training programmes and seminars, delivering a total of 7,295 training hours to 443 employees across all divisions.



Employee Engagement

STB Group engages with our workforce through numerous activities to support a positive and cohesive workplace culture. These initiatives aim to enhance employee motivation, strengthen team connections and reinforce a sense of belonging within the organisation.

Festive and National Day Celebrations

We organised Chinese New Year, Hari Raya, Deepavali and Malaysia Day gatherings to celebrate cultural diversity and strengthen workplace relationships.

Health and Well-Being

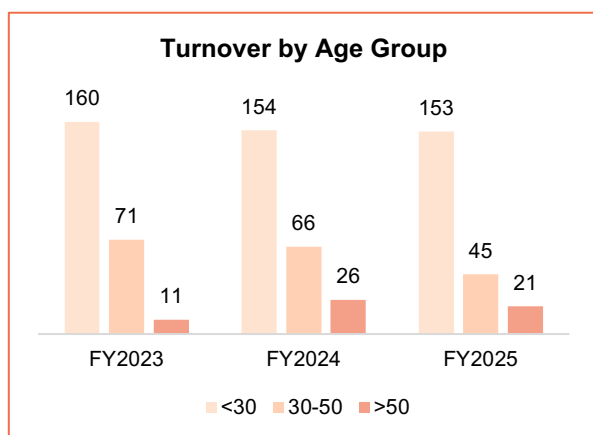
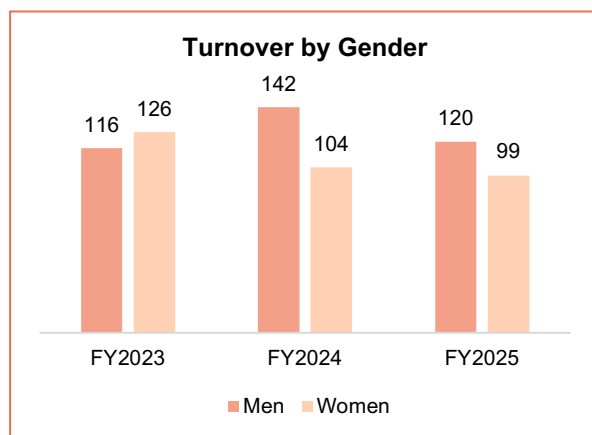
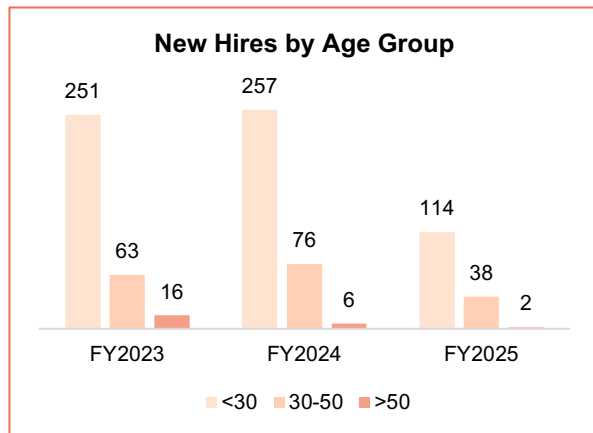
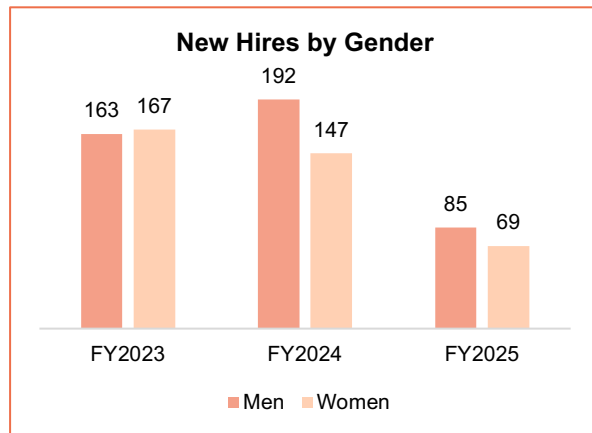
STB Group organised badminton and bowling tournaments to promote team spirit, encourage healthy competition and bring employees together in a fun environment.

Team Building

Team-building activities at Gunung Jerai and Penang were organised for employees to boost morale, foster collaboration and build trust, strengthening teamwork and enhancing their problem-solving capabilities.

Employee Recruitment

The Group recorded 154 new hires and 219 employee departures during the year, reflecting ongoing workforce renewal and the dynamic nature of the manufacturing sector. The Group continues to monitor employee turnover and engagement levels to support workforce stability, productivity and long-term business performance.



Employee Category	Total Number of Employee Turnover		
	FY2023	FY2024	FY2025
Senior Management	0	1	0
Management	2	3	2
Executive	19	31	42
Non-Executive	221	211	175
Total	242	246	219

Labour Practices and Standards

STB Group respects the fundamental rights of all individuals and prioritises ethical labour practices to safeguard the welfare and dignity of our workforce. In alignment with the International Labour Organisation (“ILO”) Declaration on Fundamental Principles and Rights at Work and Malaysia’s Employment Act (Amendment) 2023, we remain committed to preventing human rights violations across our operations.

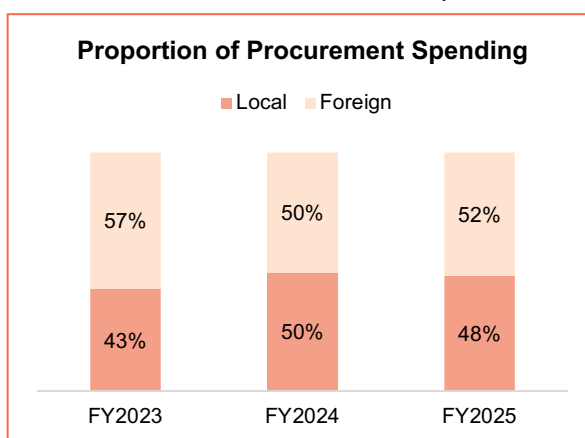
We ensure fair compensation, uphold freedom of association and maintain a workplace free from forced and child labour. Accommodation provided for foreign employees complies with the Employees’ Minimum Standards of Housing, Accommodation and Amenities Act 1990 and its subsequent amendments, reflecting our commitment to responsible workforce management. In FY2025, there were no reported incidents of discrimination across our operations.

Responsible Sourcing

As a supplier to the automotive, medical and electronic industries, STB Group recognises the importance of responsible sourcing in managing supply chain risks and maintaining product quality. We emphasise local suppliers and establish ethical relationships, resulting in domestic economic growth and a smaller carbon footprint. The Group evaluates potential suppliers through a structured assessment guided by our Sustainability Policy and aligned with relevant ISO standards.

We engage regularly with suppliers to address potential risks, exchange best practices and foster long-term partnerships. Periodic audits are conducted to assess compliance with quality, safety and ethical standards. Feedback from these engagements is incorporated into continuous improvement of supplier performance.

48% of our procurement spending was directed towards local suppliers this year, and 52% was allocated to international suppliers. The Group continues to prioritise supplier reliability, quality and compliance to ensure operational continuity and product integrity.



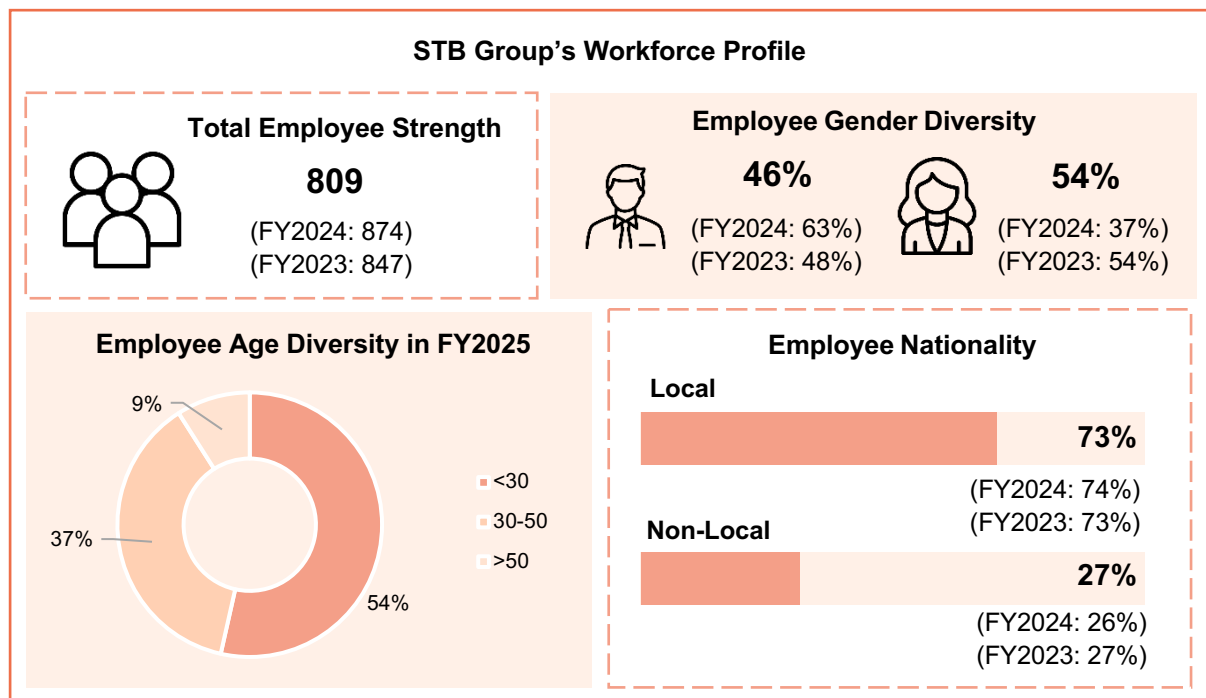
Workforce Diversity and Inclusivity

Recognising that a diverse and inclusive workforce enhances operational effectiveness and drives innovation, the Group promotes equitable employment practices across its manufacturing and technical functions.

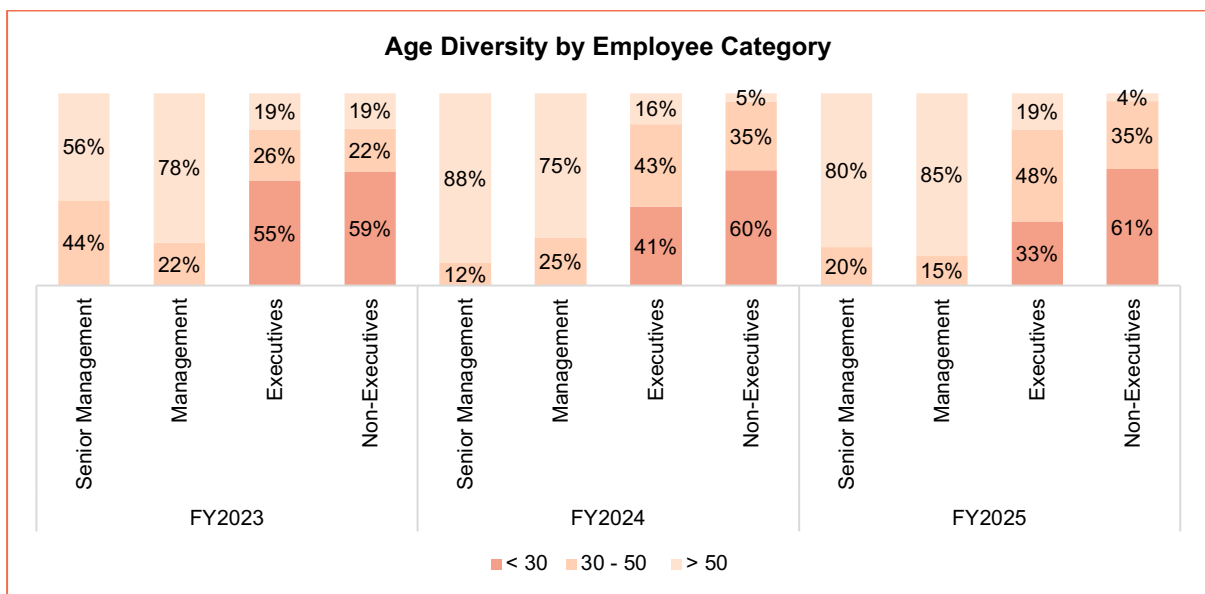
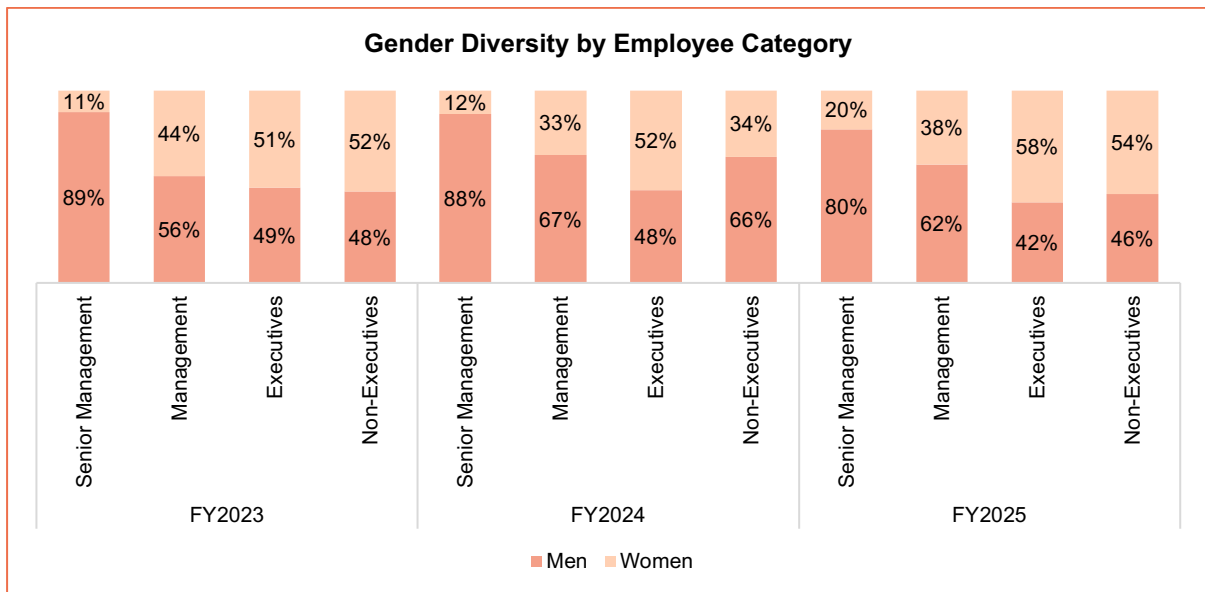
Our Hiring Policy upholds the principle of equal opportunity, ensuring fair and equal access to career development and advancement opportunities regardless of race, religion, gender, age, disability or sexual orientation. We promote gender balance through our Gender Diversity Policy to ensure that women are afforded equitable opportunities to assume leadership positions.

Workforce Diversity

With a total workforce of 809 employees, 100% are permanent staff, while 73% comprise local hires. Employees with declared disabilities accounted for 0.4% of the Group's total workforce. We prioritise hiring local talent wherever feasible, creating meaningful employment opportunities within our communities and ensuring our operations are supported by skilled individuals from the areas in which we operate.



In FY2025, our workforce comprised 46% male and 54% female employees. Of the 809 total employees, 54% were aged below 30, reflecting a relatively young workforce across operations.



Community Engagement

In recognising our responsibility as a corporate citizen, we adopt a structured and impact-driven approach to community investment to ensure our contributions create meaningful social value in the communities where we operate. Community initiatives are identified based on their relevance to local needs, alignment with our sustainability priorities and connection to our operational footprint.

Priority is given to programmes that complement our role as a manufacturing group, strengthen community resilience and promote inclusive development. Through this focused approach, the Group ensures that our community investments reinforce positive social impact while remaining aligned with our sustainability priorities and operational prosperity. In FY2025, STB Group invested a total of RM12,000 into CSR programmes to support the social well-being of local communities.

Contribution to Taiwan Chamber of Commerce and Industry in Malaysia

STB Group assisted in funding the organisation's initiatives to promote and enhance regional business development in Malaysia through a cash contribution of RM1,500.

Support for *Majlis Sukan dan Kebudayaan Kastam*

In support of a sports event organised by the Royal Malaysian Customs Department, the Group contributed RM500.

Donation to Sungai Petani Volunteer Fire Brigade

To support the acquisition of an ambulance for firefighting, disaster response and emergency rescue operations, RM10,000 was donated to Pasukan Bomba Sukarela Sungai Petani Kedah ("PBSSPK").

Wiring Progress Responsibly

Sustainability remains integral to how STB Group manages risks, optimises resources and creates long-term value as we continue to grow in the high-precision cable and specialised manufacturing sectors. During the year, we strengthened governance oversight, enhanced climate and resource management practices, and continued to invest in workforce capability and operational resilience.

In response to evolving regulatory requirements and stakeholder expectations, the Group remains committed to improving data quality, strengthening the integration of sustainability and climate-related risks into decision-making, and enhancing the transparency and relevance of its disclosures. This disciplined and structured approach will support sustainable growth while delivering reliable solutions to customers and stakeholders.

Performance Data Table

Governance

Indicator	Unit	FY2023	FY2024	FY2025
Corporate Governance and Anti-Corruption				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
• Senior Management	%	56	50	80
• Management	%	56	67	62
• Executive	%	14	13	12
• Non-Executive	%	0	0	19
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
Bursa C3(b) Percentage of directors by gender and age				
Male	%	70	70	70
Female	%	30	30	30
<30	%	0	0	0
30-50	%	20	10	10
>50	%	80	90	90
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	FY2023	FY2024	FY2025
Climate Change and Energy Efficiency				
Bursa C4(a) Total energy consumption	GJ	15,013	17,211	15,832
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	tCO ₂ e	48	49	40
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	tCO ₂ e	2,051	2,445	2,208
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (business travel and employee commute)	tCO ₂ e	419	466	402
Waste Management				
Bursa C10(a) Total waste generated	tonnes	69.61	81.89	64.20
Bursa C10(a)(i) Total waste diverted from disposal	tonnes	55.53	72.33	0
Bursa C10(a)(ii) Total waste directed to disposal	tonnes	14.08	9.56	64.20
Water Consumption				
Bursa C9(a) Total volume of water used	ML	40.56	41.73	37.06

Note:

1. Scope 2 GHG Emissions have been restated based on the latest updated emissions factors from the National Energy Commission's Grid Emissions Factor ("GEF") Malaysia (2022-2024).

Social

Indicator	Unit	FY2023	FY2024	FY2025
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	0.64	0.10	0.43
Bursa C5(c) Number of employees trained on health and safety standards	Number	49	203	101
Talent Attraction and Development				
Bursa C6(a) Total hours of training by employee category				
• Senior Management	Hours	35	79	49
• Management	Hours	333	145	266
• Executive	Hours	701	1,261	1,428
• Non-Executive	Hours	6,128	5,600	5,552
Bursa C6(c) Total number of employee turnover by employee category				
• Senior Management	Number	0	1	0
• Management	Number	2	3	2
• Executive	Number	19	31	42
• Non-Executive	Number	221	211	175
Labour Practices and Standards				
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Responsible Sourcing				
Bursa C7(a) Proportion of spending on local suppliers	%	43	50	48
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	88	80
• Senior Management (Women)	%	11	12	20
• Management (Men)	%	56	67	62
• Management (Women)	%	44	33	38
• Executive (Men)	%	49	48	42
• Executive (Women)	%	51	52	58
• Non-Executive (Men)	%	48	66	46
• Non-Executive (Women)	%	52	34	54
Age group by employee category				
• Senior Management (<30)	%	0	0	0
• Senior Management (30-50)	%	44	12	20
• Senior Management (>50)	%	56	88	80
• Management (<30)	%	0	0	0
• Management (30-50)	%	22	25	15
• Management (>50)	%	78	75	85
• Executive (<30)	%	55	41	33
• Executive (30-50)	%	26	43	48
• Executive (>50)	%	19	16	19

• Non-Executive (<30)	%	59	60	61
• Non-Executive (30-50)	%	22	35	35
• Non-Executive (>50)	%	19	5	4
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	1,940	113,099	12,000
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	3	5	3

GRI Content Index

Statement of use	Supercomnet Technologies Berhad has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 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	3
	2-2 Entities included in the organisation's sustainability reporting	3
	2-3 Reporting period, frequency and contact point	3-4
	2-6 Activities, value chain and other business relationships	3
	2-7 Employees	36-37
	2-9 Governance structure and composition	11
	2-11 Chair of the highest governance body	11
	2-12 Role of the highest governance body in overseeing the management of impacts	11
	2-13 Delegation of responsibility for managing impacts	11
	2-14 Role of the highest governance body in sustainability reporting	11
	2-16 Communication of critical concerns	18
	2-23 Policy commitments	8, 17
	2-24 Embedding policy commitments	8, 17
	2-26 Mechanisms for seeking advice and raising concerns	18
	2-28 Membership associations	4
	2-29 Approach to stakeholder engagement	12-14
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15
	3-2 List of material topics	15
	3-3 Management of material topics	<i>Throughout</i>
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	35
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	18
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	22
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	28
	303-5 Water consumption	28
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	24
	305-2 Energy indirect (Scope 2) GHG emissions	24
	305-3 Other indirect (Scope 3) GHG emissions	25
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	26-27
	306-2 Management of significant waste-related impacts	26-27
	306-3 Waste generated	26
	306-5 Waste directed to disposal	26
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	34-35
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	29
	403-2 Hazard identification, risk assessment, and incident investigation	29
	403-4 Worker participation, consultation and communication on occupational health and safety	30
	403-5 Worker training on occupational health and safety	30

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
	403-9 Work-related injuries	31
	403-10 Work-related ill health	31
GRI 404: Training and Education 2016	404-2 Programmes for upgrading employee skills and transition assistance programs	33
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	18, 37
GRI 406: Non-discriminatory 2016	406-1 Incidents of discrimination and corrective actions taken	35
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	38
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	18