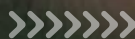




SUSTAINABILITY STATEMENT



ABOUT THIS STATEMENT

Globetronics Technology Bhd. (“GTB” or “the Group”) is pleased to present our Sustainability Statement for the financial period ended 30 June 2025 (“FY2025”). As this is the first statement prepared following the Group’s change in financial year, the data covers 18-month period from 1 January 2024 to 30 June 2025 and is therefore not comparable to data from previous years. Nevertheless, we seek to provide accurate and transparent disclosure of our sustainability practices as a leading player in the Outsourced Semiconductor Assembly and Test (“OSAT”) and semiconductor industry.

SUSTAINABILITY STATEMENT

As a high-tech manufacturer, the Group remains committed to embedding sustainability into strategies and decision-making processes. We focus on delivering quality solutions to our global customers, enhancing employee well-being, safeguarding the environment and creating long-term value for stakeholders.

This statement outlines the Group's progress, initiatives and priorities across Environment, Economic, Social, and Governance ("EESG") dimensions, with emphasis on technological innovation, employee well-being, sustainable procurement, operational excellence and the adoption of circular practices through Reduce, Reuse, Recycle and Recover ("4Rs"), alongside continued efforts to expand renewable energy usage.

GTB has been a constituent of the FTSE4Good Bursa Malaysia Index since December 2022 and continues to strengthen its ESG performance in line with established standards.

REPORTING FRAMEWORK AND BASIS



This report has been prepared in accordance with Bursa Malaysia's Main Market Listing Requirements, the criteria of the FTSE4Good Bursa Malaysia Index and Bursa Malaysia's Sustainability Reporting Guide (3rd Edition). For FY2025, key sustainability matters are reported with reference to the Global Reporting Initiative Standards.

In addition, GTB's policies and strategies are further aligned with the Responsible Business Alliance ("RBA") Code of Conduct, which sets out globally recognised standards to ensure safe working conditions, uphold respect and dignity for workers and promote environmentally responsible and ethical business practices across the electronics industry and its supply chains.

REPORTING PERIOD



This statement covers the Group's sustainability performance from 1 January 2024 to 30 June 2025, unless otherwise specified. Where possible, information from previous years has been included; however, certain data may not be directly comparable due to the extended 18-month reporting period.

REPORTING SCOPE & BOUNDARIES



This Sustainability Statement covers GTB's sustainability initiatives and performance for the period from 1 January 2024 to 30 June 2025. Where relevant, data from prior years have been included to provide context and illustrate year-on-year progress.

The reporting scope encompasses the Group's key operating subsidiaries, as outlined below:

Subsidiary	Core Activities
Globetronics Sdn. Bhd.	Wafer level die process of integrated circuits ("IC") and optoelectronic products
Globetronics Manufacturing Sdn. Bhd.	Development and assembly of sensors and optical products for smart mobile and wearable applications.
ISO Technology Sdn. Bhd.	Manufacturing of small outline components, Light-Emitting-Diode ("LED") components and modules, as well as technical plating services for the semiconductor industry.

SUSTAINABILITY STATEMENT

Subsidiaries excluded from reporting boundaries include domain companies, property letting, investment holding and entities with limited operational or sustainability impact:

- Globetronics Industries Sdn. Bhd., Trilion Suntech Sdn. Bhd. and Globetronics (HK) Limited (dormant companies).
- Globetronics (KL) Sdn. Bhd. (engaged solely in property letting).
- Globetronics International Incorporated (investment holding).
- Globetronics Medical Technology Sdn. Bhd. (provides software support to subsidiaries with limited operational impact).
- NGK Globetronics Technology Sdn. Bhd. (associate company).

FORWARD LOOKING STATEMENTS

This Statement contains forward-looking statements on the Group's targets, future plans, operations and performance, based on reasonable assumptions. Given that our business, like all businesses, is exposed to unforeseen risks, readers are encouraged to take a balanced view when assessing these statements.

ASSURANCE

The Group's Sustainability Statement has been reviewed and approved by the Board of Directors. The Board affirms that, to the best of its knowledge and based on internal verification processes, all disclosures and data presented are accurate, reliable and prepared in accordance with Bursa Malaysia's Sustainability Reporting requirements.

FEEDBACK AND COMMENTS

In line with our ongoing efforts to enhance our sustainability performance, we welcome feedback from stakeholders. Comments and enquiries related to this Sustainability Statement can be directed to:

corporatefinance@globetronics.com.my
Plot 2, Phase 4, Free Industrial Zone Bayan Lepas, 11900 Penang, Malaysia
T: 604-644 4906 F: 604-644 6517

SUSTAINABILITY GOVERNANCE STRUCTURE

GTB approaches sustainability through a governance framework that promotes accountability, integrity and long-term value creation. The Board of Directors holds ultimate oversight and is responsible for establishing sustainability strategies as part of the Group's enterprise management framework.

Supporting the Board, the Audit and Risk Management Committee ("ARMC") provides guidance and implements policies to ensure sustainability and risk governance principles are applied consistently across the Group.

To drive implementation, management is looking forward to establishing Sustainability Subcommittees for each of the EESG dimensions. These subcommittees define their respective sustainability matters, indicators, and planned activities, working closely with management and business units to ensure the effective implementation of these initiatives.

At present, a dedicated Sustainability Steering Committee (SSC) has yet to be established, as the Group is currently undergoing a period of transition under new management. However, the Group is looking to establish the SSC in the next reporting cycle.



SUSTAINABILITY STATEMENT

STAKEHOLDER ENGAGEMENT

Effective communication with stakeholders is essential to sustaining GTB's long-term growth and resilience. We regard stakeholders as individuals or organisations directly or indirectly impacted by our operations, as well as those who may influence the Group's strategic direction. To enhance transparency, align stakeholders' expectations and embed sustainability in our business practices, the Group engages with stakeholders through formal channels, as outlined below:

Stakeholder Group	Type of Engagement & Frequency	Key Sustainability Matters
 Customers	Conference calls, status updates, operational presentations, line and system audits, customer visits, surveys (ongoing/annual)	Competitive pricing, quality, timely delivery, customer satisfaction, adherence to laws, data integrity, ESG and procurement practices, regulatory compliance (e.g. REACH, RoHS)
 Board of Directors	Board meetings, ARMC meetings, other committees' meetings (quarterly/annual)	Profit growth, capital expenditure protection, corporate governance compliance, succession planning, anti-corruption, ESG targets and KPIs
 Employees	Health & safety talks, suggestion box, volunteer/recreation programmes, annual appraisals, engagement surveys (ongoing/annual)	Compensation and benefits, career development, workplace safety, well-being, human rights
 Investors	Analyst briefings, roadshows, investor conferences, AGM, corporate website (quarterly/annual)	Financial performance, dividend policy, business growth, customer concentration risk, ESG practices
 Suppliers	Supplier selection, Supplier Code of Conduct, evaluations and audits (annual)	Compliance with RBA standards, fair procurement, quality assurance, environmental/social responsibility
 Regulators	Compliance reporting on emissions, waste, inspections, quarterly results announcements, regulator briefings (quarterly/as required)	Compliance with laws, environmental and safety standards, corporate governance
 Community	CSR initiatives, STEM partnerships, donations, outreach programmes (annual/ongoing)	Education, technology access, social support, environmental stewardship

Feedback gathered through these engagements is shared with Management and taken into account when shaping the Group's plans and priorities.

SUSTAINABILITY STATEMENT

MATERIALITY ASSESSMENT

The Group's materiality assessment draws on insights from stakeholder engagement, peer benchmarking and analysis of current economic, environmental and social trends. A three-step process was applied. The Group identified sustainability topics through engagement and benchmarking, prioritised them based on their importance to stakeholders and their potential impact on the Group which reflects the principle of double materiality and validated the outcomes with senior management and the Board through the Sustainability Steering Committee and the Audit and Risk Management Committee ("ARMC").

As there were no significant changes to the Group's operations during the reporting year, the material matters identified previously remain relevant and continue to guide our sustainability agenda.

The highest priority topics include business growth and diversification, corporate governance and ethics, energy and greenhouse gas emission management, renewable energy, innovation through Industry 4.0, sustainable supply chain practices and human capital development. These areas represent the most significant expectations of our stakeholders as well as their financial and operational impact on the Group.

Our key material matters are as follows:

ENVIRONMENT

1. Water management
2. Waste management
3. Energy and Greenhouse gas ("GHG") emission management
4. Renewable energy
5. 4Rs Program



ECONOMIC

1. Governance and ethics
2. Data integrity, privacy and cybersecurity
3. Business growth and diversification
4. Innovation - Industry 4.0
5. A sustainable supply chain

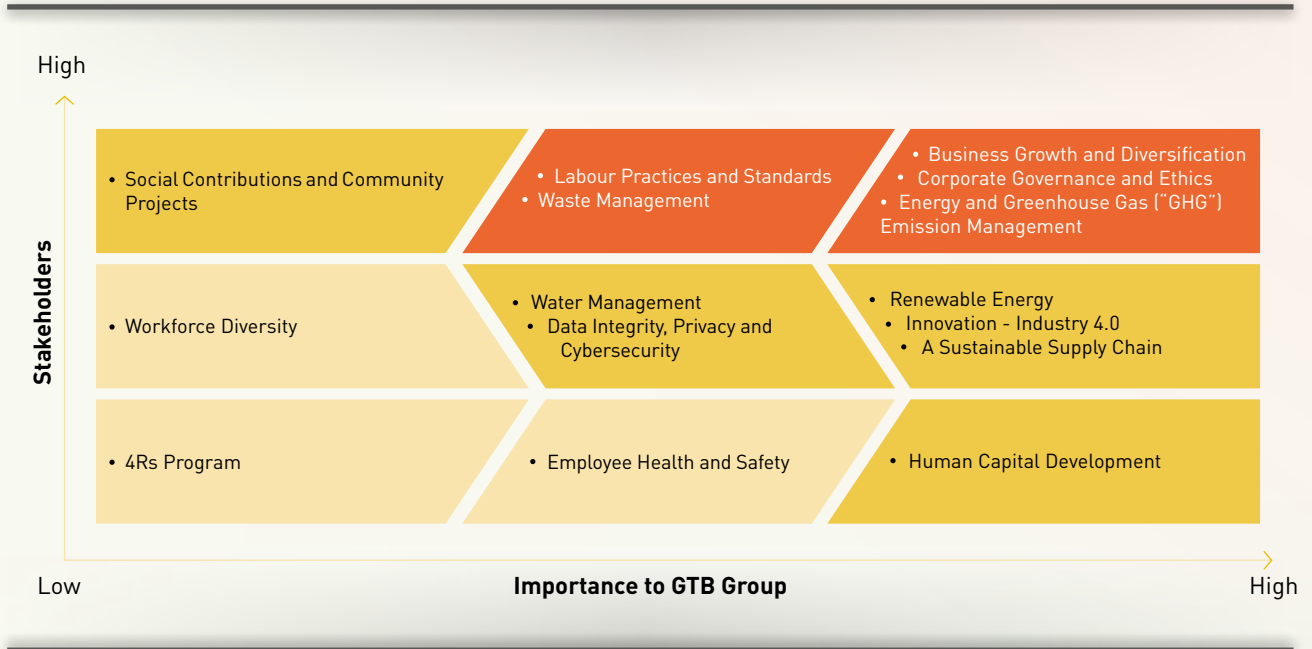


SOCIAL

1. Workforce diversity
2. Employee health and safety
3. Human capital development
4. Labour practices and standards
5. Social contribution and community projects



SUSTAINABILITY STATEMENT



ENVIRONMENTAL PILLAR

BIODIVERSITY

The Group remains mindful of the importance of preserving biodiversity in the areas where we operate. Our operations are confined to designated industrial areas in Malaysia and not within nature reserves or protected habitats.

Although our operations have minimal direct interaction with natural ecosystems, we remain mindful of the possibility of indirect impacts. To address this, we ensure compliance with all activities, including proper waste management, effluent treatment and adherence to environmental regulations.

In line with this approach, we continue to monitor our operations to avoid unintended harm to local biodiversity. Our operations does not involve deforestation or habitat conversion, which is consistent with Malaysia's efforts to balance industrial activities with environmental impacts.

WATER MANAGEMENT

Water is a critical resource for GTB's manufacturing processes, where product quality depends on maintaining the highest levels of water purity. To ensure reliability, we have invested in advanced filtration and distillation systems that provide a consistent supply of quality water, reducing the risk of contamination or production disruptions.

Our primary water source is municipal supply from Perbadanan Bekalan Air Pulau Pinang, which accounts for all water withdrawals across our operations. Importantly, GTB does not operate in water-stressed areas, which lowers our exposure to water scarcity risks. Nonetheless, we remain proactive in our engagement with municipal authorities through continuous dialogue and participation in surveys when required, helping to ensure a resilient and reliable water supply.

This commitment reflects our focus on operational efficiency and our responsibility to manage water use strategically as part of broader resource stewardship.



“ We have invested in advanced filtration and distillation systems that provide a consistent supply of quality water. ”

SUSTAINABILITY STATEMENT

WASTEWATER MANAGEMENT

The Group prioritises effective wastewater management to minimise environmental impacts from manufacturing activities. All industrial and sewage effluents are monitored against legally prescribed parameters to prevent the release of harmful substances that may affect local biodiversity. Results are reviewed monthly by the EESG Subcommittee to ensure oversight and accountability. All subsidiaries remained fully compliant with regulatory requirements during the reporting period with effluent discharges maintained within allowable limits.



WATER SAVINGS INITIATIVES

GTB continues to manage its water resources responsibly through systematic monitoring and efficiency measures across its manufacturing operations. Over the past three financial years, total water consumption and intensity have remained stable, reflecting the Group's ongoing commitment to effective usage and management of process water and reuse systems.

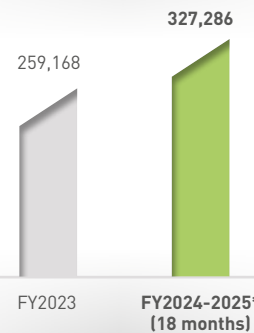
GTB (Overall subsidiaries)

Water Consumption (m ³)	FY2023	FY2024-2025* (18 months)
Water consumed	259,168	327,286

Water Intensity

Water Intensity (m ³ /PU)	FY2023	FY2024-2025* (18 Months)
	0.0001703	0.0001798
Volume	1,522,262,033	1,820,235,890

Water Consumed (m³)



RAINWATER HARVESTING

As part of our efforts to adopt environmentally responsible practices, GTB has installed a rainwater harvesting system at the Penang building to collect and store rainwater for non-operational purposes such as general cleaning and landscape maintenance. This initiative reduces reliance on treated water supplies and reflects our commitment to sustainable resource management.

SUSTAINABILITY STATEMENT

WASTE MANAGEMENT

We manage waste through the adoption of the 4Rs principles - **Reduce, Reuse, Recycle and Recover** - to minimise waste generation, optimise resource use, and contribute to a cleaner environment. The following initiatives have been implemented as part of our waste management practices:

Reduce: Paper Savings Initiative

Employees are encouraged to reduce paper usage across the organisation to lessen environmental impact. Paper usage is tracked monthly by department to prevent unnecessary wastage, and the digitalisation of documents is promoted wherever possible.

A key initiative is the automation of the lot traveller system through scanners, which enables production lots to be tracked digitally rather than on hard-copy printouts. The system was implemented in stages, with major product lines operational since FY2023, resulting in savings RM14,778.70. During the 18 months period under review, the Group continues to achieve additional savings from paper consumption amounting to RM18,612.45 in savings. To further broaden the impact, two additional product lines are targeted for implementation in FY2025.

The table below illustrates the Group's paper consumption savings:

Paper Consumption	FY2023	FY2024-2025* (18 months)
Total Savings from paper usage (RM)	14,778.7	18,612.45

In addition, automation measures have replaced manual documentation processes, reducing non-value-added activities, improving operational productivity and saving 2,590 pieces of chart paper for FY2023. Meanwhile, a total of 1,336 pieces of chart paper were saved in FY2024.

Phasing out Single-Use Plastics

In support of national initiatives and GTB's commitment to reducing environmental pollution, plastic straws have been phased out across facilities. Single-use plastics have been almost entirely replaced with recyclable or environmentally friendly alternatives, with limited exceptions for food packaging that requires liquid containment. This transition has been well received by employees, helping conserve the environment and protect marine life.

Reuse and Recycle: Non-Hazardous Waste

We actively promote the reuse and recycling of production waste, where trays and metal rings are cleaned and reused and bubble sheets returned by customers are inspected and re-certified before reuse. Below is the breakdown of reusable and recyclable waste for FY2025:

No.	3R Program	Amount (kg)
1.	Reuse of Metal Ring	44,044.00
2.	Recycle of Plastic Bottle	58.00
3.	Recycle of Carton Box (GSB)	6,000.00
4.	Reuse of Plastic Tray	22,600.00
5.	Recycle of Wafer Box	1,520.00
6.	Recycle of Paper	2,045.00
7.	Reuse of Empty Au Wire Spool	248.80
8.	Recycle of Plastic Tray	970.00
9.	Reuse Wooden Pallet	17,460.00
10.	Reuse Empty Carton	1,915.00
11.	Reuse Empty chemical drum	240.00
Total		97,100.80

We also promote employee awareness of waste reduction by providing recycling bins at designated areas in our factories, encouraging the segregation of recyclable materials. Items such as plastic bottles and paper are collected and donated to SIMA Handicapped Centre as part of our social contribution to the community. In FY2024, a total of 447 kg of recyclable waste was donated as illustrated below:

No.	Donate to SIMA	Amount (kg)
1.	Recycle of Paper	389.00
2.	Recycle of Plastic Bottle	58.00
Total		447.00

SUSTAINABILITY STATEMENT



Recover: Scheduled Waste

GTB remains committed to managing scheduled waste responsibly and in full compliance with regulatory requirements. Scheduled waste is handled through licensed recovery vendors and contractors, with emphasis on recovery, reuse and recycling wherever possible to minimise disposal to landfills. Monitoring and reporting are carried out to ensure that waste is managed in line with legal standards and performance is reviewed by the relevant internal committees. The breakdown of scheduled waste management and recovery is presented in the table below:

Waste Generation	Unit	FY2023	FY2024-2025* (18 months)
Diverted from Disposal			
- Non-hazardous waste ⁽¹⁾	tonne	50.716	96.860
- Hazardous waste	tonne	-	-
Directed to Disposal			
- Non-hazardous waste	tonne	-	-
- Hazardous waste (Scheduled waste) ⁽³⁾	tonne	11.308	9.306
Total waste disposal	tonne	-	-
Total waste generated⁽²⁾	tonne	62.024	106.166

Note:

(1) Consists of recycled, reused and others recovery waste.

(2) Total waste generated is the sum of total diverted from disposal and total directed to disposal.

(3) Scheduled wastes are hazardous wastes.

ENVIRONMENTAL COMPLIANCE AND CERTIFICATIONS

For the period under review, all our manufacturing facilities in Penang were certified to the international environmental management system standard ISO 14001, which forms the foundation of our environmental governance framework.

Building on this, we also complied with the Environmental Quality (Clean Air) Regulation 2014, which requires plating operations to control emissions from scrubbers and exhaust systems. To ensure compliance, we periodically monitor air quality at generator sets (particulate matter and dark smoke) as well as gas and piping systems to prevent leaks. These preventive measures help ensure that our operations remain within permissible emission limits and comply with environmental regulations.

In FY2025, the Group did not incur any penalties or fines across our operations in Malaysia.

ENERGY AND GREENHOUSE GAS ("GHG") EMISSION MANAGEMENT

We have expanded our greenhouse gas (GHG) reporting to include both Scope 1 and Scope 2 emissions, capturing both direct and indirect emissions, to provide a comprehensive view of our footprint. This helps us plan and measure initiatives more effectively to reduce our emissions. Our main focus remains on lowering electricity consumption as it represents the majority of our GHG emissions.

The total greenhouse gas (GHG) emissions from our operations, encompassing both Scope 1 and Scope 2, amounted to 14,514 tonnes of CO₂ in FY2023, a decrease from 19,718 tonnes of CO₂ in FY2022. In FYE2025, emissions increased to 24,183 tonnes of CO₂, in line with the rise in production and electricity usage across subsidiaries.

No	Item	FY2023	FY2024-2025* (18 months)
a	Total GHG KG CO ₂ (Actual)	14,514,292.00	24,183,227.00
b	Volume	1,522,262,033	1,820,235,890
c	Intensity GHG KG CO ₂ (Actual)	0.009535	0.013286

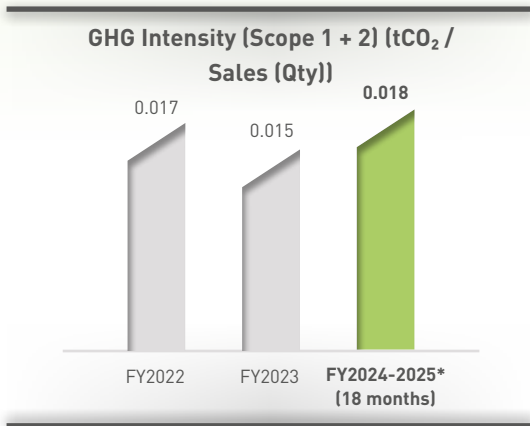


Continuous digitalisation initiatives have enabled the Group to save a total of **1,336** pieces of chart paper, further reducing material usage and improving process efficiency.

SUSTAINABILITY STATEMENT

ENERGY AND GREENHOUSE GAS (“GHG”) EMISSION MANAGEMENT (CONT'D)

The effectiveness of our carbon footprint reduction efforts is measured through the GHG intensity indicator, which tracks emissions relative to production output. GTB aims to achieve steady reductions in GHG intensity on a year-to-year basis. This objective was achieved in FY2023 through the adoption of green energy under the GET programme and the deployment of energy-efficient systems. Our GHG for the current reporting period is as follows:



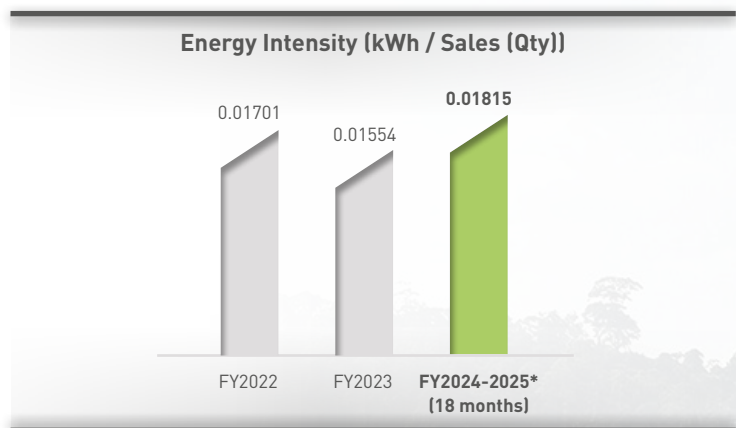
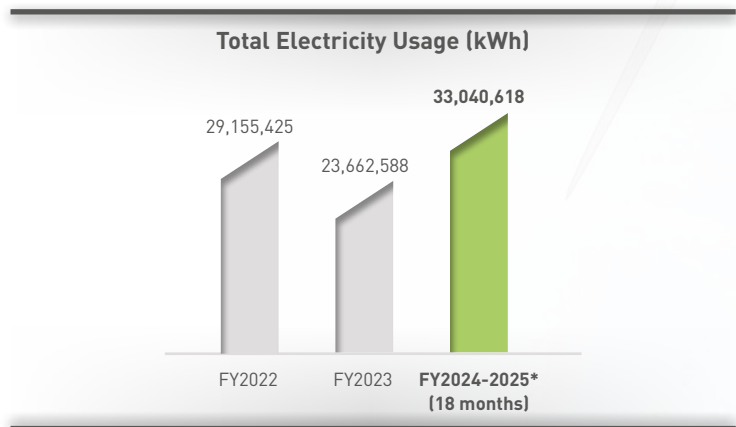
ENERGY CONSUMPTION

As part of our commitment to improving energy efficiency across operations, we continued implementing a range of measures to optimise energy use. Intelligent Flow Controllers (IFC) have been installed in the air compressor systems of most subsidiaries, while new projects are adopting energy-efficient chiller systems. Other measures include timely equipment maintenance, the installation of stabilisers on air compressors, the use of zero-loss dryers, tighter temperature control for key processes and scheduled equipment shutdowns.

Further progress was made with the installation of a Variable Speed Drive (VSD) air compressor at ISO in early 2024, resulting in an efficiency improvement of up to 50 percent. Similarly, GSB’s new building operates on a Chilled Water Air Handling Unit (AHU) system, which offers superior cooling performance and contributes to long-term electricity savings.

For FPE2025, total electricity consumption increased to 33,040,618 kWh, compared to 23,662,588 kWh in FY2023. GTB continues to focus on operational efficiency, with an energy intensity of 0.01815 kWh, which is higher than the 0.01554 kWh recorded in FY2023, due to increased production activity.

Indicator	Unit	FY2022	FY2023	FY2024-2025* (18 months)
Total Electricity Usage	kWh	29,155,425	23,662,588	33,040,618
Energy Intensity	kWh / Sales (Qty)	0.01701	0.01554	0.01815



SUSTAINABILITY STATEMENT

We remain committed to reducing our CO₂ emissions and water consumption while reviewing new initiatives to support the next phase of our ESG journey. In the near term, the planned activities are:

- Tree planting exercises as part of our ongoing carbon reduction efforts.

RENEWABLE ENERGY

Renewable energy remains a key focus area for the Group in efforts to lower emissions and manage electricity usage. A major initiative is the installation of solar panels on the rooftops of our facilities through a lease agreement, which enables us to avoid upfront investment and maintenance costs while securing electricity at a rate more competitive than the prevailing TNB tariff.

We are pleased to report the following contributions from our renewable energy initiative for the past 2 years:

Renewable Energy	FY2023	FY2024-2025* (18 months)
Solar Panels (Energy generated kWh)	765,289	1,166,428
CO ₂ Reduction (kg)	580,000	884,152

In the extended 18 months period under review, solar panels generated 1,166,428 kWh compared to 765,289 kWh in FY2023. As a result of this initiative, the Group achieved a reduction of 884,152 kg of CO₂ emissions during the year under review.

We remain committed to expanding the use of renewable energy across our operations as part of our strategy to reduce Scope 2 emissions. The solar panels in place continue to supply part of our energy needs and further reduce our carbon footprint.

TREE PLANTING PROGRAMME

As part of our dedication to environmental stewardship, the Group participated in the Malaysian Greening Programme through the Planting of 100 Million Trees campaign with Majlis Bandaraya Pulau Pinang (MBPP). The initiative supports the national agenda to protect green spaces, restore forests and promote environmental appreciation.

This activity reflects the Group's commitment to support national conservation goals and provides employees the opportunity to take part in hands-on conservation work, strengthening awareness and responsibility towards the environment.



“ In the extended 18 months period under review, solar panels generated 1,166,428 kWh compared to 765,289 kWh in FY2023. As a result of this initiative, the Group achieved a reduction of 884,152 kg of CO₂ emissions during the year under review. ”

CLIMATE CHANGE STATEMENT

GTB's environmental initiatives span biodiversity protection, water stewardship, waste management, energy efficiency and renewable energy adoption. These efforts reflect our responsibility to minimise environmental impact while supporting operational efficiency and long-term business resilience.

We are also mindful of the broader risks and opportunities linked to climate change. Transition risks include rising electricity grid emission factors, potential carbon pricing in export markets and increasing customer requests for Scope 3 emissions data. Physical risks such as heat waves and flooding could disrupt operations in Penang. We are gradually embedding these considerations into our risk management and planning processes. Over time, GTB intends to strengthen disclosures in line with the TCFD recommendations, ensuring that climate-related matters are addressed as part of our long-term sustainability journey.

ECONOMIC PILLAR

BUSINESS GROWTH AND DIVERSIFICATION

Evolving economic, geopolitical and supply chain dynamics have shaped long-term trends that continue to influence industries and societies. During the year under review, GTB continued to strengthen its position as a technology-driven organisation by advancing semiconductor packaging, enhancing total solution capabilities and sustaining a cost-efficient business model. We also reinvested in new package development and material studies to drive long-term growth and competitiveness.

Sensor Fusion

In the sensing space, GTB qualified and shipped more than four billion sensors for ambient light and gesture sensing. We continue to develop solutions with customers to drive optics as a sensing mechanism, capitalising on the growing wellness and health sector.

Specialised Optical Solutions

The development of customised laser and LED modules for industrial, medical and specialised use cases is on track, with mass production activities planned for FPE2025.

MEMS and System Solutions

The product development and qualification of two MEMS devices have reached the final stage. Upon successful completion, these devices are expected to support the automotive and consumer markets.

Advanced Packaging

High-precision, chip-to-wafer packing projects done earlier had set a good foundation for high-volume manufacturing, prompting us to advance our development work in 2.5D packaging testing. The product development team also achieved progress in high-precision Chip-on-Wafer (CoW) and Chip-on-Interposer modules for optical transceivers. We anticipate new products and solutions to contribute up to 20% of the Group's total revenue in FY2025.

+74.68

SUSTAINABILITY STATEMENT

INNOVATION

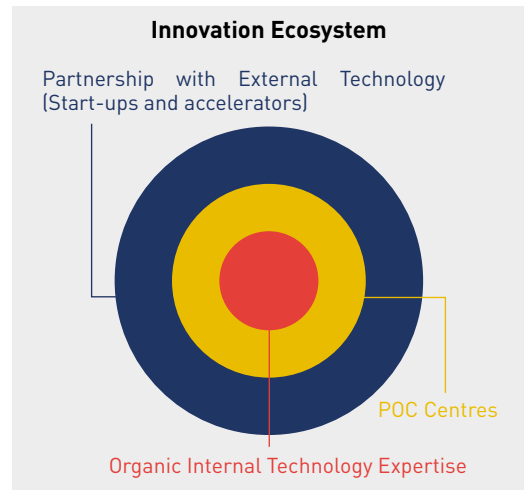
GTB focuses on developing proprietary packaging technology and invests in start-ups with cutting-edge innovations.

Our in-house capability is anchored in Proof of Concept (POC) centres, where Research and Development (R &D) concepts are scaled into practical solutions. Enabled by a structured development and testing cycle, these centres complement IC design companies and accelerate the transition from concept to mass production.

Packaging development remains a key driver in expanding GTB's customer base,

highlighting our ability to deliver niche product packaging tailored to specialised market needs.

These efforts have also enhanced product launches and strengthened GTB's positioning in specialised market segments.



CUSTOMER SATISFACTION

Customer satisfaction is a core value of ours, aligning with our vision to be the global business partner of choice.

We aim to meet customer expectations through close engagement in procurement, quality, supply chain, technology and sustainability, covering the entire cycle from design and co-development to mass production. Continuous improvement is central to this approach, with competitive pricing, quality, innovation, resilient supply chains and sustainability recognised as key attributes valued by our customers.

Our customer satisfaction framework is built on four key areas: Quality, Cost, Delivery, and Service (QCDS). These expectations are regularly communicated and reviewed to ensure alignment with customers' priorities. Annual surveys are also conducted as part of a closed-loop feedback system, enabling us to address concerns, identify key focus areas, and guide the Group's objectives for the coming year.

GTB consistently met its customer survey targets, with ratings above 85%, reflecting strong performance in delivery reliability, flexibility, fulfillment accuracy, and service quality. These results demonstrate the effectiveness of the Group's continuous improvement efforts and its commitment to operational excellence, innovation and customer-centric value creation.

On cost efficiency, our operational excellence team applies value engineering, process design and alternative sourcing to optimise performance. We also work closely with customers to co-develop new products, refine process design and improve existing systems. In addition, we aim to enhance workforce productivity through the implementation of Industry 4.0 (4IR) initiatives and upskilling, thereby reinforcing our ability to deliver advanced technology solutions at competitive prices.



“GTB consistently met its customer survey targets, with ratings above 85%, reflecting strong performance in delivery reliability, flexibility, fulfillment accuracy, and service quality.”

SUSTAINABILITY STATEMENT



Diagram 1 - Customer Satisfaction framework based on "QCDS"

MANUFACTURING EXCELLENCE AND CONTINUOUS IMPROVEMENTS

DRIVING OPERATIONAL EFFICIENCY AND SUSTAINABLE VALUE

Globetronics continued to deliver strong operational results throughout the year, ensuring that every product shipment met customer demand with full on-time delivery. The Group's ability to maintain this level of consistency reflects a well-coordinated production ecosystem supported by skilled teams, efficient planning, and data-driven process control.

Across the Group's manufacturing operations, assembly yield performance remained exceptional. All key product lines recorded yields above 99 per cent, meeting or exceeding internal targets quarter after quarter. The achievement highlights Globetronics' continuous pursuit of quality and precision, even amid evolving customer requirements and market shifts.

Automation also played a pivotal role in strengthening operational reliability. The full implementation of AGV automation on the flagship product line increased the average assembly yield to 99.51 percent—surpassing the target of 99.47 percent. By minimising handling risks and improving wafer cleanliness, this initiative has translated into higher stability, less waste and stronger product uniformity.

At the same time, the introduction of the Augmented Reality (AR) Guide for Consumables Changeover has transformed line efficiency. The new system reduced setup times by as much as 50 percent for capillary and die attach processes, enabling faster turnaround and smoother production continuity.

These improvements demonstrate Globetronics' focus on doing things better, not just faster. Through innovation, automation and care in execution, the Group continues to build a manufacturing culture that creates sustainable value—for customers, for people and for the planet.

SMART MANUFACTURING

Operational excellence is advanced through close collaboration with original equipment manufacturers and academic partners. Through these partnerships GTB has introduced a range of technologies to improve efficiency and quality standards across production, including artificial intelligence for visual inspection, augmented reality tools for technicians, automated guided vehicles for material handling and remote access systems for real-time monitoring.

Digitalisation further supports this transformation by improving interconnectivity between equipment and IT systems, enabling seamless data capture and analysis. Investments in modern IT systems and infrastructure are transforming manufacturing processes, enhancing efficiency, reducing reliance on manual labour and delivering better quality products at lower cost.

At the same time GTB is expanding its market presence through advanced manufacturing process capabilities that include wafer-level packaging, flip chip processes and wafer saw and sort for LED products. The Group is also qualifying new components for sensors, IoT devices as well as medical and automotive applications, working closely with customers as a co-development partner for next-generation technologies.

SUSTAINABILITY STATEMENT

Our people remain central to this transformation. Employees undergo continuous training in Industry 4.0 technologies, AI, AR and big data analytics, enabling them to contribute to process improvements and innovation. Progress is tracked through Key Performance Indicators (KPIs) displayed on production dashboards, reinforcing accountability and continuous improvement as part of daily operations.

The Group is also advancing towards a lights-off factory concept, driven by greater interconnectivity between production systems and IT infrastructure. The integration of shop floor systems with real-time data capture and analytics enables faster decision-making, reduces resource consumption and improves production quality at lower cost. This approach embeds digitalisation and innovation into GTB's manufacturing practices and reinforces the Group's readiness for future manufacturing demands.

SUPPLY CHAIN MANAGEMENT

GTB is committed to ethical and sustainable procurement practices, ensuring that raw materials, trading products, subcontractors and transporters meet the Group's governance standards and sustainability objectives. Responsible sourcing is prioritised, with circularity and ESG considerations integrated into supplier selection and contract management.

SUPPLIER CODE OF CONDUCT

The Group's commitment to human rights extends beyond our operations to our entire supply chain. All suppliers are required to sign a statement of compliance with GTB's Supplier Code of Conduct (SCOC). Where suppliers have their own code, GTB reviews it to ensure sufficiency and alignment with the Group's standards.

The SCOC covers the following areas:

- **Ethics:** Business integrity, anti-corruption, privacy and intellectual property.
- **Labour and Human Rights:** Equal opportunity, fair remuneration, maximum working hours, prohibition of forced and child labour, and the right of free association.
- **Health and Safety:** Safe and healthy workplace, hazard control, occupational safety systems and employee training.
- **Environmental Protection:** Compliance with environmental regulations, minimisation of pollution and responsible resource use.

Suppliers are assessed through self-assessments, audits and ongoing monitoring. Corrective actions are required where gaps are identified to ensure compliance and strengthen long-term partnerships.



GTB is expanding its market presence through advanced manufacturing process capabilities that include wafer-level packaging, flip chip processes and wafer saw and sort for LED products.

CIRCULARITY OF SUPPLY CHAIN

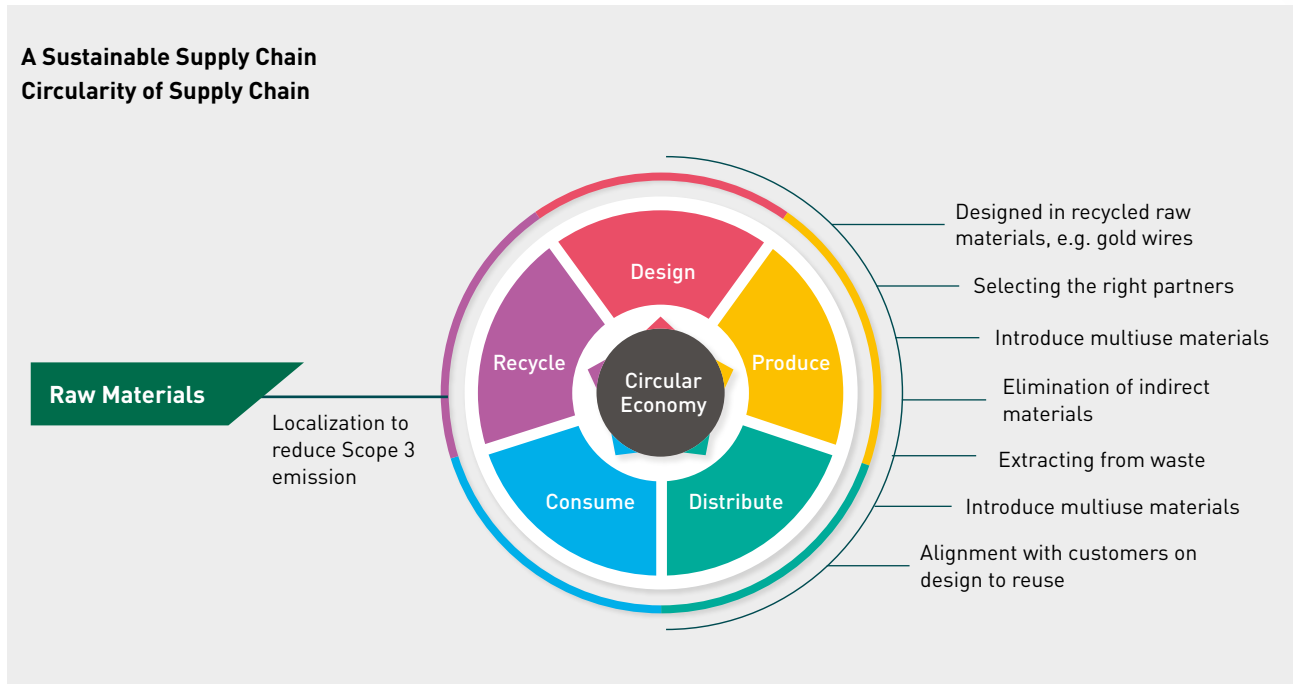
As part of this practice GTB is embedding circular economy principles into its supply chain. The emphasis is on designing with recycled materials, introducing multiuse components, reducing indirect materials and working with customers and partners to extend the life of resources through reuse and recycling.

During the extended period of 18 months (FY2024-2025), GTB continued to strengthen its supply chain practices by moving from a linear to a more circular model. Key priorities included certifying the quality and environmental management systems of the Group's top suppliers, procuring materials that support biodegradability and circularity, and adopting reusable alternatives in place of single-use inputs.



SUSTAINABILITY STATEMENT

SUPPLY CHAIN MANAGEMENT (CONT'D)



ENSURING SUPPLIER COMPLIANCE AND RELIABILITY

GTB conducts an annual supplier self-assessment to ensure adherence to ethical, quality and environmental requirements. Suppliers are evaluated through a Supplier Rating and Ranking system based on our QCDS framework. This structured approach ensures that our supply chain remains reliable, reputable and fully aligned with customers' expectations.

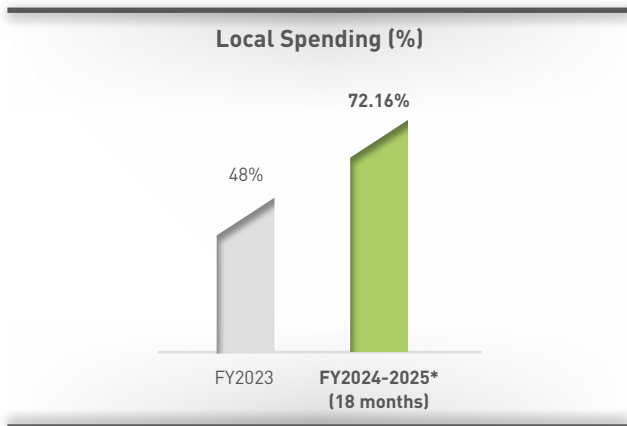
In addition, our supplier bidding programme provides a transparent and competitive platform where vendors are assessed on cost efficiency, delivery performance, service quality and regulatory compliance, thereby strengthening accountability and promoting fair competition across the supply base.

To further enhance supply chain resilience, GTB continues to implement a targeted supplier development programme to strengthen quality and environmental management capabilities among its key vendors. To date, approximately 52 percent and 69 percent of the Group's key suppliers have been certified under the ISO 9001 and ISO 14001 standards, reinforcing confidence in their compliance and operational excellence.

SUSTAINABILITY STATEMENT

LOCAL SOURCING

Local sourcing remains an integral part of our supply chain strategy, as it helps shorten lead times, improve responsiveness to market requirements and maintain operational stability. In addition, sourcing from domestic suppliers contributes to sustainability by lowering logistics-related Scope 3 emissions through shorter distribution channels. The chart below represents the Group's local spending for FY2023 and FY2025:



***Note:** FY2024-2025 (18 months) covers the extended reporting period from 1 January 2024 to 30 June 2025

Global supply chain disruptions and evolving regulatory requirements remain potential risks, while opportunities lie in strengthening local partnerships, embedding circularity and expanding supplier development programmes to enhance long-term resilience.

CONFLICT-FREE MINERALS POLICY

Aside from our supply chain management practices, we have established a Conflict-Free Mineral Policy to ensure that minerals used in our supply chain do not finance or benefit armed groups in conflict-affected regions, such as the Democratic Republic of the Congo and its neighbouring countries.

GTB's Conflict Minerals Due Diligence Programme is aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our suppliers are encouraged to adopt a similar process and procure materials from smelters listed on the Conflict-Free Smelter Programme's Compliant Smelter list, ensuring that the materials used in our supply chain are conflict-free. Our Conflict-Free Minerals Policy is publicly available on our corporate website at www.globetronics.com.my.

Year	CMRT Version	Status
FY2023	CMRT 6.3	Comply
FY2024-2025* (18 months)	CMRT 6.4/6.5	Comply



Employees undergo continuous training in Industry 4.0 technologies, AI, AR and big data analytics, enabling them to contribute to process improvements and innovation.



Approximately 52 percent and 69 percent of the Group's key suppliers have been certified under the ISO 9001 and ISO 14001 standards.



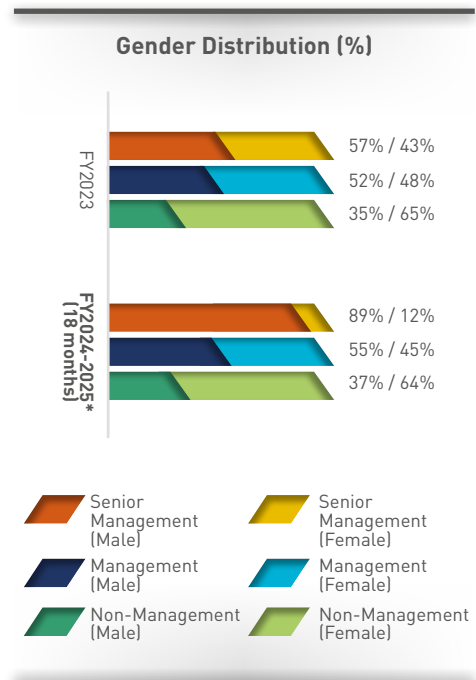
SOCIAL PILLAR

WORKFORCE DIVERSITY AND INCLUSION

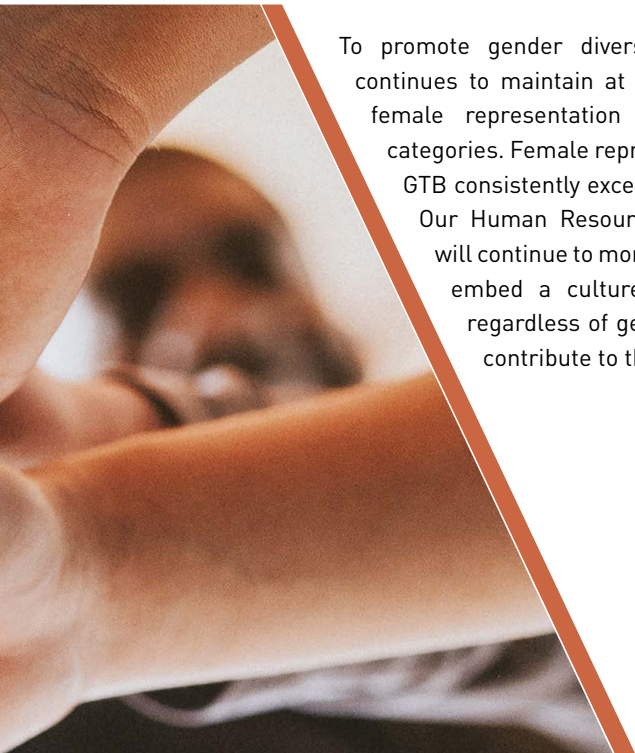
GTB believes that diversity and inclusion are vital for long-term success. A diverse workforce offers unique perspectives, fosters innovation, enabling the Group to remain competitive in a changing business landscape. We strive to create a workplace where all employees are treated fairly, with respect and given equal opportunities to grow, regardless of age, colour, nationality, race, ethnicity, gender, religion, political affiliation or union membership. As an equal opportunity employer, recruitment, compensation, and career progression are based on merit. Employees are free to join or form any employee association or union. We adopt a zero-tolerance stance on any form of discrimination.

The table below outlines the gender distribution:

Category	FY2023	FY2024-2025* (18 months)
Senior Management (C-Suite, VP, Director)	%	%
Male	57%	89%
Female	43%	12%
Management	%	%
Male	52%	55%
Female	48%	45%
Non-Management	%	%
Male	35%	37%
Female	65%	64%



SUSTAINABILITY STATEMENT

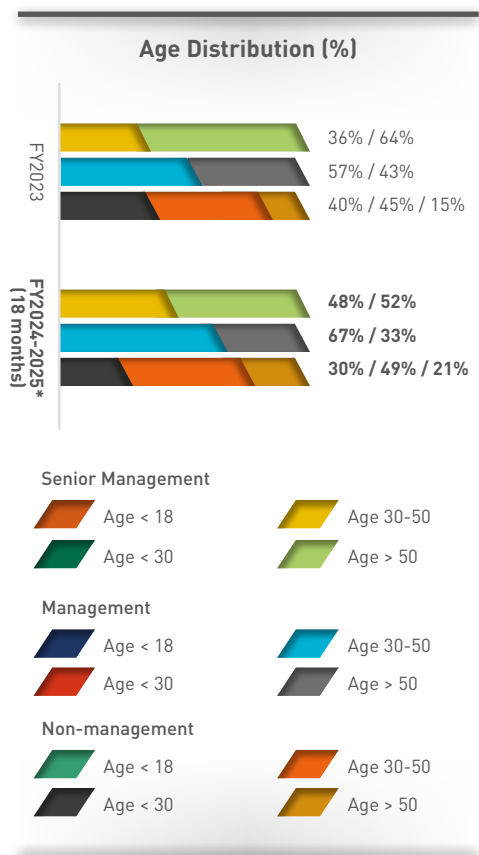


To promote gender diversity, GTB continues to maintain at least 30% female representation across all categories. Female representation at GTB consistently exceeds our target. Our Human Resources department will continue to monitor progress and embed a culture where everyone, regardless of gender, can thrive and contribute to the Group's success.



Employee categories by age distribution are as follows:

Category	FY2023	FY2024-2025* (18 months)
Senior Management (C-Suite, VP, Director)	%	%
Age < 18	0	0
Age < 30	0	0
Age 30-50	36%	48%
Age > 50	64%	52%
Management	%	%
Age < 18	0	0
Age < 30	0	0
Age 30-50	57%	67%
Age > 50	43%	33%
Non-Management	%	%
Age < 18	0	0
Age < 30	40%	30%
Age 30-50	45%	49%
Age > 50	15%	21%



SUSTAINABILITY STATEMENT

BOARD DIVERSITY

The Group recognises diversity as essential to effective governance and strategic oversight. During the 18-month reporting period, the Board reflected a balanced composition of age and experience, with 47.4 percent of directors aged between 30 and 50 years and 52.6 percent aged above 50. Women comprised 26.3 percent of the Board and the Group continues to work towards meeting Bursa Malaysia's 30 percent female Board representation requirement.

CELEBRATING DIVERSITY

The Group celebrates diversity and embraces the cultural heritage of our employees. As an inclusive organisation, we take pride in hosting various festive celebrations throughout the year, honouring diverse ethnic traditions and fostering a sense of belonging, mutual respect and understanding among our employees.

EMPLOYEE HEALTH AND SAFETY

At GTB, the health and safety of employees, contractors and stakeholders remain a top priority. We are committed to maintaining a safe and healthy workplace, where every employee is free from harm and risk. Our Environmental, Health, and Safety (EHS) team, which is part of the EESG committee, is responsible for developing and enforcing safety policies, conducting risk assessments, ensuring compliance with regulations and promoting a strong safety culture across the Group.

To ensure a safe and conducive environment for our employees and associated parties, the Group commits to:

- 1 Comply with all occupational health and safety laws, regulations and codes of practice;
- 2 Provide our employees with ongoing training and education on hazard identification, safe work practices and risk management;
- 3 Provide appropriate Personal Protective Equipment (PPE) and ensure proper usage;
- 4 Strive for excellence in health and safety, aiming for zero accidents, injuries or unsafe conditions;
- 5 Identify and address potential hazards or unsafe conditions by conducting regular audits and inspections;
- 6 Adopt industry best practices in the prevention of injury, death and loss of factory worktime;
- 7 Inform visitors and contractors of the need to comply with all safety precautions within the Group's facilities.

All incidents or near misses are promptly investigated, with findings shared to prevent future recurrence and enhance practices.

HEALTH AND WELLNESS PROGRAMMES

GTB continues to place employee health and well-being at the heart of its people agenda. Across the 18 months period, the Group organised a total of 34 health and people-focused programmes, reflecting its sustained commitment to preventive care, active lifestyles and a safe working environment.

The initiatives were designed to address a wide spectrum of wellness areas from physical fitness and nutrition to disease prevention, stress management and workplace safety, often conducted in collaboration with government agencies such as PERKESO and the Ministry of Health (KKM).

FY2024 PROGRAMMES

- Weekly Zumba & Badminton
- Chinese New Year Celebration
- Health Talk – Stress Management
- Hostel Safety, Evacuation Drill, Rules & Regulation Reminder
- Quit Smoking Campaign
- Health Talk – COVID-19 vs Influenza
- Hari Raya Celebration
- Long Service Award
- PERKESO Free Health Screening
- PERKESO Health Talk – Hypertension
- PERKESO Road Safety Campaign
- FMM Bowling Tournament
- Cancer Awareness Campaign (Screening & Talk)
- GLO-Walk
- Free Eye Screening & Health Talk
- Manager Retreat
- Deepavali Celebration
- Free Postural Screening

SUSTAINABILITY STATEMENT

FY2025 PROGRAMMES (AS OF SEPTEMBER 2025)

- Weekly Zumba & Badminton
- Free HPV Vaccination
- Chinese New Year Celebration
- Health Talk – Managing Workplace Stress
- Hostel SS & Safety Awareness Sharing
- Health Talk – Weight Management & Healthy Food Promotion
- Long Service Award Presentation
- Hari Raya Celebration
- PERKESO Cancer Awareness Campaign – Free Screening & Cancer Prevention Talk
- Healthy Food Talk & Cooking Demonstration
- FMM Bowling Tournament
- Hostel Fire Extinguisher Training
- Healthy Drink Promotion
- Quit Smoking Campaign
- Hostel Electrical Safety Briefing
- KKM Health Campaign – Free Screening & Health Talk on Managing Blood Glucose



These programmes reflect GTB’s holistic approach to employee well-being, one that blends physical health, emotional balance, workplace safety and social connection. Through these efforts, GTB continues to strengthen its culture of care, encouraging employees to take proactive steps towards better health and a higher quality of life. The Group remains committed to broadening these initiatives in collaboration with trusted healthcare and community partners.

SAFETY PROGRAMME

At GTB, we continuously enhance our safety practices to provide a secure and healthy work environment where employees can carry out their duties with confidence and peace of mind. In line with this commitment, the Group has embarked on the journey to obtain ISO 45001 certification, the internationally recognised standard for occupational health and safety management systems. This initiative reflects our commitment to enhancing workplace practices, ensuring that safety remains a fundamental aspect of our operations. We have obtained the ISO 45001 certification issued on 5 July 2024.

For the period under review, no major workplace injuries were recorded, reaffirming the Group’s strong safety culture and effective monitoring practices. The Lost Time Injury (LTI) Rate and Total Recordable Injury (TRI) Rate for FY2023, FY2024 and FY2025 are as follows:

Safety Indicator	FY2023	FY2024-2025* (18 months)
Lost Time Injury (LTI) Rate	0	0.20
Total Recordable Injury (TRI) Rate	0	0.30

SAFETY TRAINING

To safeguard the safety and well-being of our employees, the Group continues to conduct safety and health-related programmes, as well as refresher training. The knowledge-based and skills-based training covers areas such as fire safety, safe handling of heavy machinery, hazard and risk management, as well as statutory regulations and best practices on occupational safety and health. Since 2023, our employees have clocked a total of 1537.5 safety training hours.

Safety Related Training Hours	
FY2023	622
FY2024-2025* (18 months)	915.5
Total	1537.5

SUSTAINABILITY STATEMENT

LABOUR PRACTICES AND STANDARDS

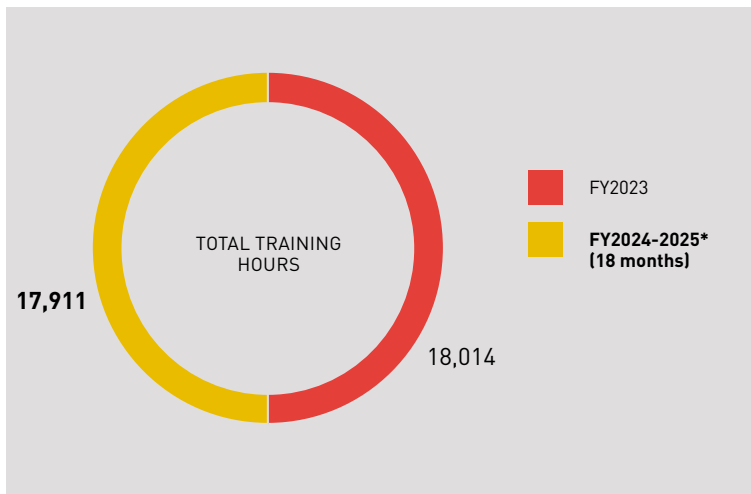
The Group is cognisant of the importance of fair labour practices and standards in the workplace and we ensure that all our employees are treated fairly, equally and with respect. Our Human Resources Department has been tasked to embed human rights standards throughout our workforce to protect and promote awareness of human rights within the organisation.

HUMAN CAPITAL DEVELOPMENT

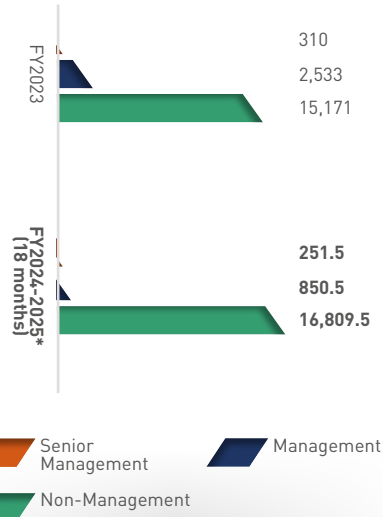
At GTB, we recognise that our people are our greatest assets and form the foundation of the Group's success and growth. As such, we continue to invest significantly in developing our people. Our performance in this area is measured through the total hours of training.

The table below summarises the total training by employee categories:

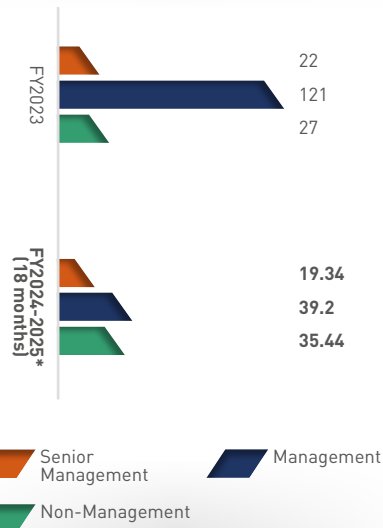
Total Training Hours	FY2023	FY2024-2025* (18 months)
Total training hours	18,014	17,911
Total training hours by employee category:-		
Senior Management	310	251.5
Management	2,533	850.5
Non-Management	15,171	16,809.5
Average training hours by employee category:-		
Senior Management	22.00	19.34
Management	121.00	39.2
Non-Management	27.00	35.44



Total training hours by employee category



Average training hours by employee category



SUSTAINABILITY STATEMENT



Since 2023, our employees have clocked a total of 1537.5 safety training hours.

During the year, we invested in new training programmes, focusing on advanced technology, safety and leadership development.

The table below outlines the training programmes provided to employees across all levels. These programmes are designed to build capabilities in diverse areas, such as technological and technical competencies, regulatory compliance and personal development.

Description - Category	FY2023	FY2024-2025* (18 months)
Machine and Technical Competency	108	180
Leadership Development	16	4
Quality and Safety	37	62
Finance, HR and Support	22	36
ESG and Standards	33	18
Advanced Technology/ Industrial 4.0	29	23
Total Programs	245	323

EMPLOYEE RETENTION

Retaining skilled and motivated employees is essential for the long-term stability and success of any organisation. At GTB, we understand that attracting and retaining top talent requires more than just competitive pay; it demands a supportive environment where employees feel valued, motivated and grow both personally and professionally.

To this end, the Group offers competitive compensation and a comprehensive range of benefits that include performance-based incentives, as well as support for employees and their families. This approach helps us attract new talent while also strengthening the loyalty of existing employees.

Among the benefits provided for our employees are as follows:

Insurance and Medical Coverage

- ⊕ Executive health screening
- ⊕ Free medical attention and treatment by appointed medical practitioners
- ⊕ Subsidies for dental and chiropractic treatment
- ⊕ Hospitalisation coverage extended to employees' families or dependents
- ⊕ Outpatient medical benefits for family or dependents
- ⊕ Personal accident, hospitalisation and term life insurance for all permanent employees
- ⊕ Social insurance

Benefits Mandated by Law

- ⊕ Compliance with minimum wage requirements or better
- ⊕ Annual, maternity, paternity, medical, hospitalisation and compassionate leave
- ⊕ Contributions to statutory funds including EPF, SOCSO, Employment Insurance System and HRDF
- ⊕ Overtime payments
- ⊕ Public holidays

In-house Facilities

- ⊕ Car parking for all employees
- ⊕ Hostel accommodation for operators and foreign workers
- ⊕ Personal lockers and prayer rooms
- ⊕ Transport services and a 24-hour canteen
- ⊕ In-house clinic with nursing room and sickbay
- ⊕ Weekly Zumba exercise sessions

Other Benefits

- ⊕ Dedicated parking for employees with disabilities or those who are pregnant
- ⊕ Car interest subsidy
- ⊕ Employee privilege programme through partnerships with service providers

SUSTAINABILITY STATEMENT

LABOUR PRACTICES AND STANDARDS (CONT'D)

PARENTAL LEAVE

GTB continues to support work-life balance and family well-being by providing paid parental leave to eligible employees. For the 18 months period, a total of 4 employees took maternity leave while 7 took paternity leave. All of them have since returned to work after completion of their leaves.

Parental Leave	FY2023	FY2024-2025* (18 months)	Total
Maternity Leave	5	4	9
Paternity Leave	6	7	13

EMPLOYEE TURNOVER

The Group remains committed to cultivating a supportive and inclusive workplace that promotes employee development, engagement and long-term retention. Continuous investment in learning programmes, fair compensation and open communication has strengthened employee satisfaction across all levels.

For the extended 18-month financial period ended June 2025, the overall employee turnover rate was 3.42% for the six months ended June 2025, representing an improvement from 10.43% in FY2024 and 10.11% in FY2023. The lower rate reflects the Group's sustained efforts to enhance workforce stability and strengthen employee loyalty through targeted retention initiatives.

Employee turnover is closely monitored as a key indicator of the effectiveness of the Group's human capital management strategies. The breakdown of turnover by employee category and gender is presented in the table below.

Employee Turnover*	FY2023	FY2024-2025* (18 months)
Senior Management (C-Suite, VP, Director)	No.	No.
Male	0	0
Female	0	1
Management	No.	No.
Male	2	2
Female	0	6
Non-Management	No.	No.
Male	16	30
Female	50	35
Employee Turnover Rate Per Annum (%)	10.11%	7.65% 18 months

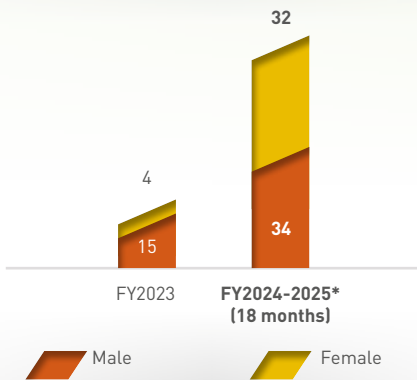


SUSTAINABILITY STATEMENT

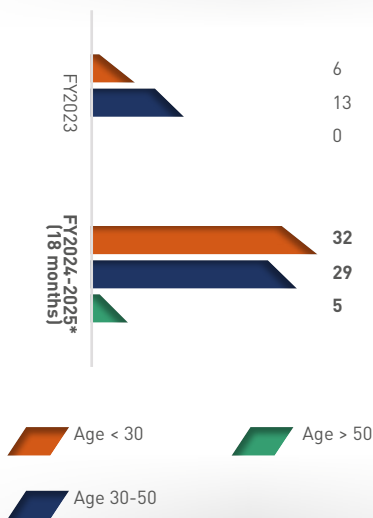
NEW HIRES

We scaled back on hiring new employees in FY2023 and focused only on recruiting key talents for strategic replacements and to support our automation initiatives. Nevertheless, we will continue to source, attract, and retain the best talent with the required skills, expertise and passion to contribute to our success. The detailed breakdown of our new hires is as follows:

New Hires by Gender



New Hires by Age Group

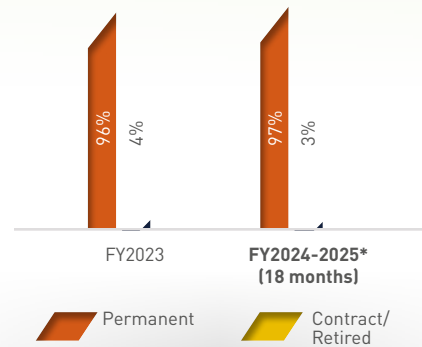


CONTRACT AND TEMPORARY WORKERS

The percentage of contract and temporary staff for the past 3 years is summarised below:

Category	FY2023	FY2024-2025* (18 months)
Permanent	96%	97%
Contract / Retired	4%	3%

Contract and Temporary Workers (%)



EMPLOYEE ENGAGEMENT

Work-life balance remains a key component of GTB's people strategy, reinforcing the Group's commitment to nurturing a motivated, healthy and high-performing workforce. During the year under review, GTB continued to organise a variety of employee engagement programmes designed to promote physical fitness, mental well-being and stronger team connections.

Weekly Zumba and badminton sessions remained a favourite among employees, providing a fun outlet to unwind and stay active. The Group also participated in the Federation of Malaysian Manufacturers (FMM) Bowling Tournament, which encouraged friendly competition and strengthened camaraderie across departments.

SUSTAINABILITY STATEMENT

LABOUR PRACTICES AND STANDARDS (CONT'D)

EMPLOYEE ENGAGEMENT (CONT'D)

Beyond health and fitness, GTB celebrated key cultural and corporate milestones, including Chinese New Year and Hari Raya gatherings, as well as the Long Service Award Presentation, recognising employees who have shown exceptional loyalty and contribution to the organisation's long-term success and further reinforces GTB's people-first culture, where collaboration, appreciation and well-being are integral to everyday worklife.

HUMAN RIGHTS

At GTB, we are committed to respecting, protecting and promoting human rights across all aspects of our operations and value chain. We recognise that safeguarding human rights is not only a legal requirement but also an ethical responsibility central to our ESG agenda. As such, we strive to create a work environment that respects the dignity and rights of every individual, including our employees, contractors, suppliers and stakeholders.

Our Human Rights Policy, developed and overseen by our Human Resources Department, outlines our commitment to respecting human rights and is aligned with relevant local laws and international human rights standards. Regular monitoring and evaluation of its performance is done on a regular basis.

We encourage all employees and stakeholders to report any human rights violations to the management. To facilitate convenient reporting, we have established an internal mechanism that enables reporting via multiple channels. Employees who report violations are protected from retaliation and confidentiality is maintained throughout the process.

To further embed our human rights commitment, all new employees, regardless of job category, are required to attend mandatory induction programmes, which cover the company's rules and policies, as well as those related to human rights. Our human rights policy and grievance procedures are also published in the employee handbook and displayed on notice boards throughout our facilities.

ZERO TOLERANCE ON CHILD LABOUR

Child labour is a fundamental violation of human rights and is strictly prohibited within GTB's operations and supply chain. In compliance with local and international standards, we maintain a zero-tolerance policy against the employment of individuals under 18 years of age. In FY2025, no cases of child labour were reported throughout our operations.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We fully respect the rights of employees to freely associate, form or join trade unions, and engage in collective bargaining. GTB is committed to ensuring that employees can exercise these rights without fear of retaliation, harassment or discrimination.



“GTB celebrated key cultural and corporate milestones, including Chinese New Year and Hari Raya gatherings, as well as the Long Service Award Presentation”



“In FY2025, no cases of child labour were reported throughout our operations.”

EQUALITY AND NON-DISCRIMINATION

The Group is dedicated to fostering an inclusive workplace where individuals are treated with fairness, respect, and integrity, regardless of their race, gender, age, disability, religion, nationality, sexual orientation or other characteristics.

Our policies outline these values across all aspects of employment, from recruitment and training to career development, promotion and employee relations. Compensation practices are merit-based, ensuring that employees are rewarded equitably for their skills, experience, and contributions, without bias or discrimination.

SUSTAINABILITY STATEMENT

As a fair and responsible employer, we do not restrict the freedom of movement of our foreign employees nor house them in isolated areas. In addition, they are given a contract in a language they understand, which they sign and agree to. The passports of these foreign employees are not held or kept by us except for administrative purposes. For safe and convenient storage, personal lockers are provided in both the workplace and hostels. Similarly, we bear all hiring costs.

In line with international labour standards, GTB prohibits any form of inhumane treatment, including harassment, abuse or intimidation. In FY2025, there were no substantiated complaints related to human rights violations.

HOUSING AND LIVING CONDITIONS

The Group provides compliant accommodation for its foreign employees in accordance with the Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446). Periodic inspections are conducted to ensure hygiene, safety and comfort standards are maintained.

COMMUNITY ENGAGEMENT

As a homegrown company, GTB is mindful that our long-term success is closely tied to the prosperity of the communities where we operate. Guided by our ESG commitments, we actively contribute to social development through Corporate Social Responsibility (CSR) initiatives that focus on education, technology, environmental stewardship and support for vulnerable groups.

A key focus of our community strategy is advancing Science, Technology, Engineering and Mathematics (STEM) education. Through long-standing partnerships with STEM centres in Penang, we seek to bridge the gap between education and industry by nurturing innovation, sparking early interest in STEM fields, and equipping future generations with skills for tomorrow's economy. By expanding access to quality education, internship opportunities and technological resources, we help build a resilient, future-ready workforce.

During the review period, 17 programmes were supported, with a total investment of RM 179,400 (as of Sept 25).

The number of CSR programmes and cash contributions is detailed below:

Category	Key Initiatives	No. of Programmes	Total Cash Contribution (RM)	Beneficiaries
Education & Technology	Penang STEM partnership, Tech Dome Environmental Impact Challenge, Tech Dome Glo Walk (Gold Sponsor), Tech Dome Robomania (Silver Sponsor), Internship Programme, Phor Tay School Educational Visit	6	80,000	3 beneficiaries and 8 student interns
Community	FMM-TYT One Million Tree Planting, Sponsorship to Silver Jubilee Home, Blood Donation Campaign	3	12,400	Community participants and hospital beneficiaries
FY2024-2025* (18 months) Total	-	17 programmes	RM147,400	Total beneficiaries: 6 organisation + 19 interns

GOVERNANCE PILLAR

CORPORATE GOVERNANCE AND ETHICS

GTB is committed to conducting business responsibly and ethically, with integrity, accountability and transparency. We adopt a zero-tolerance stance towards bribery and corruption, ensuring that all employees, management and directors act honestly and in full compliance with all applicable legal and regulatory requirements. The Group applies sound governance principles to guide business conduct and strengthen trust with stakeholders.

PRINCIPLES OF BUSINESS CONDUCT

At GTB, we believe that ethical values are an integral part of our corporate culture, guiding employees in their daily responsibilities. To support this, we have established the Principles of Business Conduct (PBC), which set out the Group's expectations for the highest standards of behaviour among employees.

The PBC is developed in line with local laws and regulations and is aligned with the Group's governance practices. It prohibits bribery, corruption and insider trading and addresses other forms of misconduct, as well as workplace responsibilities covering safety, cybersecurity, environmental and social compliance.

The PBC is communicated regularly to ensure its continued relevance and to promote continuous awareness of the PBC. Non-exempt Level 2 and above employees are required to read and acknowledge the policy and complete an online assessment every two years, as a refresher. This requirement also applies to new employees as part of their induction programme.

Compliance with the PBC is continuously monitored and reviewed. In FPE2025, there were no instances of non-compliance or breaches, demonstrating the Group's dedication to ethical governance and responsible business practices.



“During the year under review, there were no instances of non-compliance or breaches, demonstrating the Group's dedication to ethical governance and responsible business practices.”

SUSTAINABILITY STATEMENT

ANTI-CORRUPTION AND BRIBERY POLICY

The Group adopts a zero-tolerance stance on bribery and corruption, guided by our Anti-Corruption and Bribery Policy, which prohibits all forms of bribery, corruption, embezzlement, extortion, money laundering and other unethical activities. This policy applies to all employees, directors, and associated third parties, such as suppliers, agents, and consultants.

As part of the enterprise risk management framework, the Group conducts regular corporate liability risk assessments to evaluate the likelihood and potential impact of corruption-related incidents. These reviews assess the nature of our operations and the effectiveness of our mitigation measures. There were no reported cases of corruption and other unethical behaviours for FY2024

To strengthen compliance, all employees are required to complete mandatory training on the Malaysian Anti-Corruption Commission Act ("MACC Act"), including induction for new hires and refresher courses for existing personnel. As of 2024, 100% of our employees had completed the training, reflecting the Group's ongoing commitment to ethical conduct and governance integrity.

WHISTLEBLOWING PROCEDURES POLICIES AND TAX GOVERNANCE

GTB has in place a Whistleblowing Policy to complement its Principles of Business Conduct and Anti-Corruption and Bribery Policy, which provides formal channels for employees, regardless of status, as well as stakeholders, to report suspected misconduct, unethical behaviour or actions that could harm the Group. Reports or disclosures can be submitted by email or mail to an employee's immediate superior, the Executive Chairman or the Chairman of the Audit and Risk Management Committee (ARMC).

All disclosures are treated with strict confidentiality and whistleblowers are protected from any form of retaliation, including disciplinary action, demotion, suspension or termination. This assurance helps foster a safe environment where employees and stakeholders are encouraged to speak up without fear.

In FPE2025, no cases of non-compliance or ethical breaches were reported.

GTB views taxation as an important contributor to national economic development. The Group is committed to responsible tax governance and remains fully compliant with applicable tax laws and regulations across jurisdictions in which we operate.

Tax governance is embedded within our enterprise risk management framework. Each subsidiary's tax position is reviewed at least once a year, complemented by proper tax planning, accurate record-keeping and transparent reporting practices, ensuring that we manage our tax affairs responsibly and adhere to all laws and regulations.

More information on our enterprise risk management framework is available in the "Statement Risk Management and Internal Control" section of this Annual Report.

DATA INTEGRITY, PRIVACY AND CYBER SECURITY

The Group views data integrity and cybersecurity as essential to safeguarding stakeholder trust and ensuring business continuity. Guided by our core value of "Integrity at all times", we protect confidential information through data management and full compliance with the Personal Data Protection Act (PDPA). Employees are required to sign Non-Disclosure Agreements and access to sensitive information is restricted to authorised personnel. All devices are equipped with password protection, anti-virus software and firewalls, while remote workers require multi-factor authentication.

SUSTAINABILITY STATEMENT

DATA INTEGRITY, PRIVACY AND CYBER SECURITY (CONT'D)

Our Management Information System (IMS) department oversees a comprehensive cybersecurity framework that covers infrastructure, users and data. Employees are regularly briefed on phishing risks, attend cybersecurity awareness sessions and complete mandatory e-learning on IT policies.

Some initiatives have been proposed for implementation in the coming year. Areas of focus include infrastructure and event log monitoring to strengthen system response, targeted cybersecurity awareness training and self-assessments for key personnel with access to sensitive information, enhancements to backup and restore contingency plans and the integration of additional cloud-based spam protection within Office 365 to improve email security.

We are pleased to report that in FPE2025, no material breaches, data losses, or substantiated complaints relating to cybersecurity or customer privacy were recorded.



As of FPE2025, 100% of our employees had completed the training, reflecting the Group's ongoing commitment to ethical conduct and governance integrity.



In FPE2025, no material breaches, data losses, or substantiated complaints relating to cybersecurity or customer privacy were recorded.

