

SUSTAINABILITY STATEMENT

ABOUT THIS STATEMENT

Globetronics Technology Bhd. (“GTB” or “ the Group”) is pleased to present our Sustainability Statement for the financial year ended 30 June 2026 (“FYE 2026”). As a leading player in the Outsourced Semiconductor Assembly and Test (OSAT) and semiconductor industry, we are committed to providing accurate and transparent disclosure of our sustainability practices.

This Statement highlights the Group’s progress, initiatives and priorities across the Economic, Environmental, Social and Governance (“EESG”) dimensions, focusing on technological innovation, employee wellbeing, green procurement and operational excellence. In addition, we will continue to advance circular practices guided by the Reduce, Reuse, Recycle and Recover (“4R”) principles, as well as increase the use of renewable energy across our operations.

SUSTAINABILITY STATEMENT

REPORTING FRAMEWORK

This Statement has been prepared in accordance with Bursa Malaysia's Main Market Listing Requirements and Bursa Malaysia's Sustainability Reporting Guide (3rd Edition). Key sustainability matters are reported with reference to the Global Reporting Initiative ("GRI") Standards. The Group's material sustainability matters and related initiatives are also mapped to the relevant United Nations Sustainable Development Goals ("UN SDGs"). The scope of GRI Standards applied is reviewed periodically to reflect regulatory developments and stakeholder expectations. GTB's inclusion in the FTSE4Good Bursa Malaysia Index since December 2022 reflects the Group's continued efforts to strengthen its ESG practices and performance.

In line with its sustainability policies and management approaches, the Group applies the principles of the Responsible Business Alliance ("RBA") Code of Conduct to promote safe working conditions, respect workers' rights and dignity and advance ethical and environmentally responsible practices across our operations and supply chain.

REPORTING PERIOD

This Statement covers the Group's sustainability performance from 1 July 2025 to 30 June 2026, unless otherwise stated. To provide better context for our sustainability performance and progress, we have included comparative information from previous reporting periods where relevant.

REPORTING SCOPE AND BOUNDARIES

The reporting scope covers the Group's key operating subsidiaries, as follows:

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

Subsidiaries and associates such as dormant companies, investment holding, property letting and entities whose operations or sustainability are not material to the Group are excluded:

- 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).
- Greentronics Technology Berhad (associate company).

SUSTAINABILITY STATEMENT

FORWARD LOOKING STATEMENTS

This Statement consists of information on the Group's objectives, operations, plans and anticipated performance based on current expectations and assumptions. It is subject to risks, uncertainties and other factors that may cause actual outcomes to differ. Readers are advised to exercise due care when evaluating this information.

ASSURANCE

The Board of Directors ("Board") has reviewed and approved this Sustainability Statement. Based on the Group's internal review and verification processes, the Board is satisfied that the information and data disclosed are accurate and reliable to the best of its knowledge and is prepared in accordance with Bursa Malaysia's sustainability reporting requirements.

FEEDBACK AND COMMENTS

As part of our continued efforts to improve our sustainability performance and disclosures, we welcome stakeholder comments. For any comments and enquiries regarding this Sustainability Statement may be directed to:

Plot 2, Phase 4,
Free Industrial Zone,
11900 Bayan Lepas,
Penang
Tel No.: (604) 644 4906
Fax No.: (604) 644 6517
Email: corporate@globetronics.com.my

SUSTAINABILITY GOVERNANCE STRUCTURE

GTB's sustainability governance framework promotes accountability, integrity and long term value creation. The Board has ultimate oversight of the Group's sustainability matters and is responsible for approving the Group's sustainability strategies. It also ensures that material sustainability risks and opportunities are incorporated into the Group's enterprise risk management framework.

The Audit and Risk Management Committee ("ARMC") supports the Board by overseeing the implementation of relevant policies and monitoring whether sustainability and risk governance principles are consistently applied across the Group.

At management level, the Chief Executive Officer and Chief Financial Officer, supported by senior management and relevant heads of department, are responsible for the operational implementation of the Group's sustainability strategies, managing material sustainability matters within their respective areas of responsibility, and reporting progress to the ARMC and the Board. While the Group has not established a formal Sustainability Steering Committee (SSC), these responsibilities are currently carried out through the existing management structure.



STAKEHOLDER ENGAGEMENT

Constructive stakeholder engagement helps GTB better understand the matters that influence its long term growth and resilience. Our stakeholders include individuals and organisations that may be affected by the Group's activities or influence our business and strategic priorities. Through established engagement channels, we gather stakeholder perspectives, respond to their expectations and incorporate sustainability considerations into our business practices. Engagement frequency varies by stakeholder group, ranging from ongoing day-to-day interactions with employees and customers to activities such as annual surveys, supplier audits, and investor briefings. Insights gathered through these engagements are communicated to Management and considered in developing the Group's plans and priorities.

The Group continues to explore opportunities to broaden the depth and reach of its stakeholder engagement activities.

The table below presents our key stakeholder groups, engagement methods and matters of interest:

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

MATERIALITY ASSESSMENT

The Group determines its material sustainability matters by considering stakeholder perspectives, industry practices and prevailing economic, environmental and social developments. The process comprises three stages: identification, prioritisation and validation. Matters are identified through stakeholder engagement and benchmarking, then prioritised according to their significance to stakeholders and impact on the Group. The results are reviewed by the ARMC before submission to the Board for validation and approval.

As the Group's operations remained largely unchanged in FYE 2026, the material matters identified in the previous assessment continue to inform our sustainability priorities. These include business growth and diversification, corporate governance and ethics, energy use and greenhouse gas emission management, renewable energy, Industry 4.0 innovation, responsible supply chain management and human capital development.

These priorities reflect the sustainability matters identified as most significant to the Group and its stakeholders. Our key material matters are presented below:

ENVIRONMENT

- M1 Water management
- M2 Waste management
- M3 Energy and Greenhouse gas ("GHG") emission management
- M4 Renewable energy
- M5 4Rs Program

01

ECONOMIC

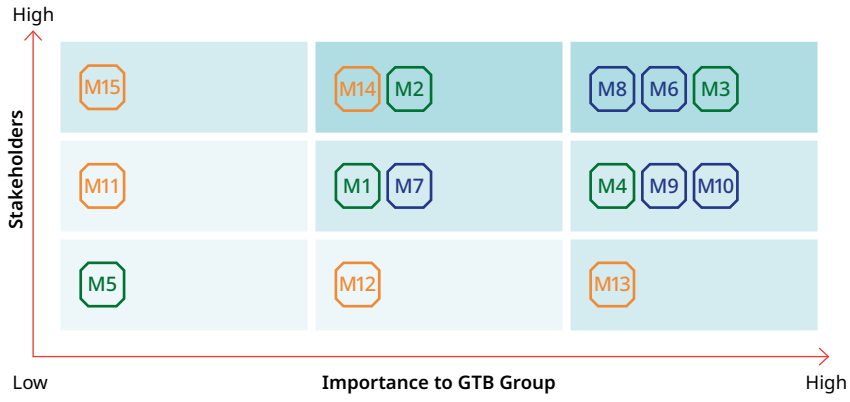
- M6 Governance and ethics
- M7 Data integrity, privacy and cybersecurity
- M8 Business growth and diversification
- M9 Innovation - Industry 4.0
- M10 A sustainable supply chain

02

SOCIAL

- M11 Workforce diversity
- M12 Employee health and safety
- M13 Human capital development
- M14 Labour practices and standards
- M15 Social contribution and community projects

03





ENVIRONMENTAL PILLAR

BIODIVERSITY

GTB recognises the importance of protecting and preserving biodiversity within our operational areas. Our facilities are located within established industrial zones in Malaysia, away from protected areas, nature reserves or ecologically sensitive habitats.

While our operations have limited direct interaction with natural habitats, we remain mindful of potential indirect impacts on surrounding ecosystems. These are managed through responsible waste management, effluent treatment and compliance with applicable environmental regulations. We regularly review our operational practices to identify and address activities that could affect the surrounding environment.

The Group's operations do not involve activities such as land clearing or the conversion of natural habitats.

WATER MANAGEMENT

Water is an important resource for our manufacturing operations, as product quality depends heavily on the purity of the water used. To ensure a consistent, reliable supply of quality water, GTB has invested in advanced filtration and distillation systems, minimising disruptions to production and contamination risks.

All water withdrawn across GTB's operations is sourced from the municipal network operated by Perbadanan Bekalan Air Pulau Pinang. As our facilities are not located in areas experiencing water stress, the Group's exposure to water availability risks is considered low. GTB nevertheless maintains regular communication with the relevant municipal authorities and provides input through surveys, where requested, to stay abreast of matters that may affect the continuity and reliability of water supply.

The Group remains committed to responsible water consumption as an integral part of resource stewardship and operational efficiency.

WASTEWATER MANAGEMENT

The Group adopts responsible wastewater management practices to reduce the potential environmental effects of its manufacturing activities. Both industrial wastewater and sewage effluent are monitored against prescribed regulatory parameters to control the discharge of substances that can impact the surrounding ecosystems and biodiversity. We monitor the results each month to maintain accountability and governance.

WATER SAVINGS INITIATIVES

GTB remains committed to responsible stewardship of its water resources, through regular monitoring practices and efficiency initiatives across its manufacturing operations. Total water consumption and intensity remained largely consistent over the past three financial years, underscoring the Group's continued focus on the prudent use and management of process water and reuse systems.

In FYE 2026, total water consumption was 204,537 m^3 and water intensity was 0.0001816 m^3 per unit. The Group will continue to look for opportunities to improve water efficiency across its operations.

The Group's water consumption, production volume and water intensity for the reporting periods are presented below:

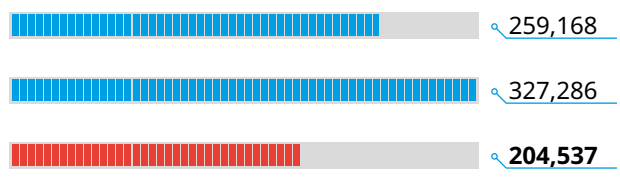
GTB (Overall subsidiaries)

Water Consumption (m^3)	FYE 2023	FPE 2025 (18 months)	FYE 2026
Water consumed	259,168	327,286	**204,537**

Water Intensity

Water Intensity(m^3/PU)	FYE 2023	FPE 2025 (18 months)	FYE 2026
	0.0001703	0.0001798	**0.0001816**
Volume	1,522,262,033	1,820,235,890	**1,126,109,914**

Water Consumed (m^3)



RAINWATER HARVESTING

GTB operates a rainwater harvesting system at its Penang facility. Collected rainwater is used for general cleaning and landscape maintenance, reducing the use of treated municipal water for activities that do not require process quality water.

> GTB has invested in advanced filtration and distillation systems, minimising disruptions to production and contamination risks.



WASTE MANAGEMENT

At GTB, waste is managed according to the 4R principles of Reduce, Reuse, Recycle and Recover. This approach focuses on preventing unnecessary waste, extending the useful life of materials and diverting recoverable resources from disposal. The initiatives implemented across our operations are described below:

Reduce: Paper Savings Initiative

Employees across the organisation are encouraged to minimise paper consumption as part of the Group's efforts to improve resource efficiency. Each department monitors its paper usage monthly to identify and address unnecessary consumption. The Group also continues to replace paper based processes with digital documentation wherever practicable.

One of the key initiatives is the automation of the lot traveller system, which uses scanners to track production lots digitally and eliminates the need for printed records. Introduced across major product lines in 2023, the system forms part of our efforts to reduce paper consumption.

In FYE 2026, this initiative saved 389 reams of paper, translating into cost savings of RM6,029.50. The following table presents the savings achieved through reduced paper usage:

Paper Consumption	FYE 2023	FPE 2025 (18 months)	FYE 2026
Total Savings from paper usage (RM)	14,778.7	18,612.45	**6,029.50**

Automation measures have also replaced selected manual documentation processes, reducing non-value-added activities and improving operational productivity, saving the Group 2,590 pieces of chart paper in FYE 2023 and 1,366 pieces in FPE 2025 and 389 pieces in FYE 2026. In FYE 2026, the Group sold 696 kg of lint-free paper as scrap, generating RM452.40.

Phasing Out Single-use Plastics

The Group continues to reduce the use of single use plastics across its facilities by replacing them with reusable or more environmentally responsible alternatives wherever practicable. Plastic packaging is retained only where necessary for liquid containment and food hygiene purposes. Employees are encouraged to adopt these alternatives as part of the Group's efforts to reduce plastic waste and the associated environmental impacts.

> In FYE 2026, total water consumption was 204,537 m^3 and water intensity was 0.0001816 m^3 per unit.

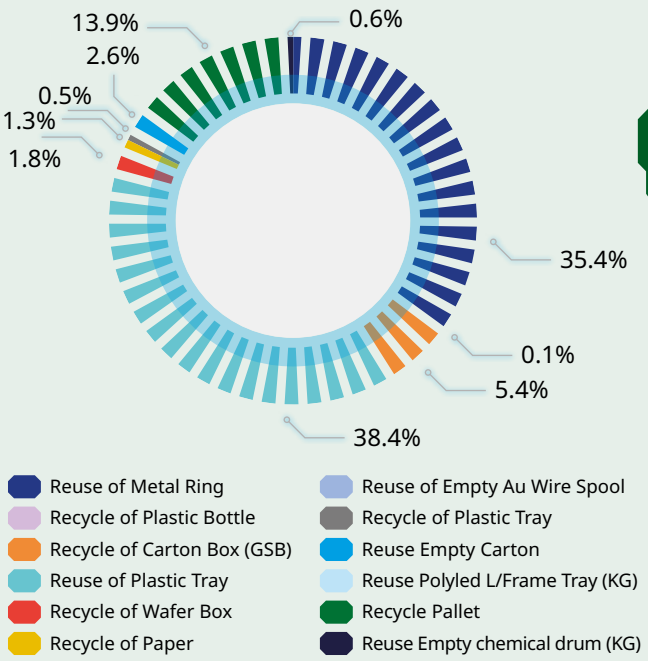
WASTE MANAGEMENT (Cont'd)

Reuse and Recycle: Non-Hazardous Waste

We encourage recovering and reusing materials from our production activities. Trays and metal rings are cleaned for reuse, while bubble sheets returned by customers are assessed and recertified before reuse. The table below presents the reusable and recyclable waste recorded for FYE 2026:

No.	3R Program	Amount (kg)
1.	Reuse of Metal Ring	19,707.44
2.	Recycle of Plastic Bottle	39.00
3.	Recycle of Carton Box (GSB)	3,000.00
4.	Reuse of Plastic Tray	21,393.26
5.	Recycle of Wafer Box	1,000.00
6.	Recycle of Paper	719.00
7.	Reuse of Empty Au Wire Spool	27.79
8.	Recycle of Plastic Tray	300.00
9.	Reuse Empty Carton	1,448.0
10.	Reuse Polyled L/Frame Tray (KG)	0.0
11.	Recycle Pallet	7,740.0
12.	Reuse Empty chemical drum (KG)	331.5
	Total	**55,705.99**

3R Program July 2025 - June 2026



In addition, we also promote responsible waste practices among employees by placing recycling bins at designated locations within our factories. Paper and plastic bottles collected through this initiative are donated to the SIMA Handicapped Centre, extending the environmental benefits of recycling to the communities where we operate. A total of 62.0 kg of recyclable materials was donated in FYE 2026, as presented below:

No.	Donate to SIMA	Amount (kg)
1.	Recycle of Paper	23.00
2.	Recycle of Plastic Bottle	39.00
	Total	**62.00**

Recover: Scheduled Waste

GTB manages scheduled waste in compliance with applicable legal requirements. Scheduled waste is stored, labelled and handled in designated areas prior to collection, in line with the Environmental Quality (Scheduled Wastes) Regulations 2005, to minimise handling risks and prevent unauthorised disposal. We appoint licensed third-party contractors to collect and treat our scheduled waste, applying recycling and recovery methods where practicable. Our waste movements were recorded and monitored, with reviews conducted regularly by the relevant internal committee.

Our waste management and recovery of scheduled waste are as below:

Waste Generation	Unit	FYE 2023	FPE 2025 (18 months)	FYE 2026
Diverted from Disposal				
- Non- hazardous waste[1]	tonne	50.716	96.860	**55.706**
- Hazardous waste	tonne		-	**-**
Directed to Disposal				
- Non- hazardous waste	tonne	-	-	**-**
- Hazardous waste (Scheduled waste disposed[3])	tonne	11.308	9.306	**8.820**
- Hazardous waste (Scheduled waste generated[3])	tonne	-	-	**8.287**
Total waste disposal	tonne	-	-	**-**
Total waste generated[2]	**tonne**	**62.024**	**106.166**	**64.526**

Note:
[1] Consists of recycled, reused and other 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.

The types of scheduled waste generated by the Group and their management methods are summarised below:

No	Related Management Processes:		Recycle	Reuse	Recovery
1	SW102	Lead Acid Batteries	Yes		Yes
2	SW104	Metal Dross	Yes		Yes
3	SW110	E-Waste	Yes		Yes
4	SW204	Metal Hydroxide Sludge	Yes		Yes
5	SW206	Waste Acid	Yes		Yes
6	SW305	Waste Lubricating Oil	Yes		Yes
7	SW306	Waste Hydraulic Oil	Yes		Yes
8	SW322	Solvent	Yes		Yes
9	SW325	Uncured resin waste			Yes
10	SW409	Contaminated Containers	Yes	Yes	
11	SW410	Contaminated Rags, Gloves etc	Yes	Yes	

ENVIRONMENTAL COMPLIANCE AND CERTIFICATIONS

In FYE 2026, all manufacturing facilities in Penang retained their ISO 14001 certification and continued to apply the standard's environmental management requirements. ISO 14001 provides the framework through which we identify environmental risks, implement operational controls and evaluate compliance performance.

For our plating activities, we maintain scrubbers and exhaust systems regularly to control emissions as part of our efforts to meet the requirements of the Environmental Quality (Clean Air) Regulations 2014. We also conduct periodic monitoring of particulate matter and dark smoke from generator sets and inspect gas lines and piping systems for potential leaks. These measures help manage air emissions and identify issues requiring corrective action.

During the year under review, the Group received two compounds from the Department of Environment ("DOE") for non-compliance with the Environmental Quality (Industrial Effluent) Regulations 2009 relating to our industrial effluent treatment system. Following our appeal, the DOE reduced each compound to RM1,000, amounting to a total of RM2,000.

> Rainwater is used for general cleaning and landscape maintenance, reducing the use of treated municipal water for activities that do not require process quality water.

ENERGY AND GREENHOUSE GAS EMISSIONS MANAGEMENT

We regularly monitor energy consumption and GHG emissions across our operations to identify opportunities for improvement and guide our emissions reduction efforts. Our GHG inventory covers direct Scope 1 emissions from sources owned or controlled by the Group and indirect Scope 2 emissions from purchased electricity. As electricity accounts for the largest share of our reported emissions, improving energy efficiency across our manufacturing facilities remains a key priority.

During the year under review, our total Scope 1 and Scope 2 emissions amounted to 14,717 tCO_2e, compared with 24,183 tCO_2e for the 18-month reporting period ended 30 June 2025 and 14,514 tCO_2e in FYE 2023.

Our GHG emissions data are presented below:

No	Item	FYE 2023	FPE 2025 (18 months)	FYE 2026
a	Total GHG KG CO_2 (Actual)	14,514,292.00	24,183,227.00	**14,717,325.03**
b	Volume	1,522,262,033	1,820,235,890	**1,126,109,914**
c	Intensity GHG KG CO_2 (Actual)	0.009535	0.013286	**0.013069**

We measure the effectiveness of our emissions reduction efforts using GHG emissions intensity, which tracks emissions relative to production output. The Group aims to reduce its GHG emissions intensity progressively through improvements in energy efficiency and other emissions reduction measures.

> During the year under review, our total Scope 1 and Scope 2 emissions amounted to 14,717 tCO_2e, compared with 24,183 tCO_2e for the 18-month reporting period ended 30 June 2025.



ENERGY CONSUMPTION

We continued to implement measures to improve energy efficiency across our operations during the financial year. Intelligent Flow Controllers (IFCs) regulate air compressor systems at most of our manufacturing subsidiaries, while energy efficient chiller systems are incorporated into new projects. Other measures include preventive equipment maintenance, zero loss dryers, air compressor stabilisers, tighter control of process temperatures and planned equipment shutdowns.

The Variable Speed Drive (VSD) air compressor installed at ISO in early 2024 continued to provide efficiency improvements of up to 50 per cent. GSB's new building is also equipped with a Chilled Water Air Handling Unit (AHU) system, which improves cooling performance and is expected to generate electricity savings over the longer term. The performance of these systems is monitored to assess their contribution to energy efficiency and identify further opportunities for improvement.

In FYE 2026, GTB's electricity consumption was 23,924,622 kWh, with an energy intensity of 0.02125 kWh/Sales (Qty) per unit sold. The increase in energy intensity was mainly attributable to lower sales volume.

Details of the Group's electricity consumption and intensity are as follows:

Indicator	Unit	FYE 2023	FPE 2025	FYE 2026
Total Electricity Usage	kWh	23,662,588	33,040,618	**23,924,622 kWh**
Energy Intensity	kWh / Sales (Qty)	0.01554	0.01815	**0.02125**

Total Electricity Usage (kWh)

FYE 2023	23,662,588
FPE 2025 (18 months)	33,040,618
FYE 2026	**23,924,622**

Energy Intensity (kWh/Sales (Qty))

FYE 2023	0.01554
FPE 2025 (18 months)	0.01815
FYE 2026	**0.02125**

We remain committed to reducing our CO_2 emissions and water consumption while exploring further measures to improve our environmental performance.

RENEWABLE ENERGY

Renewable energy helps the Group reduce its reliance on grid electricity. Rooftop solar panels installed across our facilities under a leasing arrangement allow us to avoid upfront installation and maintenance costs while securing electricity at rates below the prevailing Tenaga Nasional Berhad (TNB) tariff. The electricity generated meets part of our operational energy requirements.

In FYE 2026, the solar panels generated 780,612 kWh of renewable energy, compared with 1,166,428 kWh during the previous 18-month reporting period. This enabled the Group to avoid an estimated 591,704 kg of CO_2 emissions during the year under review. Solar electricity generation and estimated avoided emissions across the three reporting periods are presented below:

Renewable Energy	FYE 2023	FPE 2025 (18months)	FYE 2026
Solar Panels (Energy generated kWh)	765,289	1,166,428	**780,612**
CO_2 Reduction (kg)	580,000	884,152	**591,704**

We will continue to explore opportunities to increase the use of renewable energy across our operations.

> In FYE 2026, the solar panels generated 780,612 kWh of renewable energy, compared with 1,166,428 kWh during the previous 18-month reporting period.

CLIMATE CHANGE STATEMENT

Climate change may affect our manufacturing operations, supply chain, operating costs and ability to meet evolving customer requirements. Potential transition risks include changes in energy costs arising from the transition to a lower carbon economy and increasing customer requirements for emissions information and reductions. Our operations in Penang may also be exposed to physical risks such as higher temperatures, intense rainfall and flooding, which could interrupt production and affect employees, facilities and supporting infrastructure.

Energy efficiency improvements and renewable electricity generation present opportunities to reduce electricity costs and manage our GHG emissions. Water management and business continuity planning are also relevant to managing potential physical climate risks. Our energy consumption, GHG emissions and renewable energy initiatives are discussed in the respective sections of this Statement.

In preparation for the National Sustainability Reporting Framework (NSRF), which will apply to the Group from financial year ending 30 June 2027 ("FYE 2027"), we intend to strengthen our climate related governance, risk assessment, data collection and reporting processes.





ECONOMIC PILLAR

BUSINESS GROWTH AND DIVERSIFICATION

Economic uncertainty, geopolitical developments and shifts in global supply chains continued to influence our operating environment during the financial year. In response, we strengthened our technology capabilities, broadened our total solution offerings and maintained a cost efficient operating model. Continued investment in new package development and materials studies also enhanced our ability to meet changing customer requirements and pursue long term growth. Our progress across the key technology areas is presented below:

01

Sensor Fusion

We continue to work with customers on optical sensing solutions, with emphasis on applications serving the expanding health and wellness market. Our health sensing product is on track to enter mass production in Q4 FYE 2027. To date, our cumulative shipments have exceeded 200 million units.

02

Specialised Optical Solution

Development of our customised laser and LED modules for industrial, medical and other specialised applications is ongoing, alongside mass production activities. Mass production of our LED module for medical endoscopy applications and automotive laser LED commenced in 2025. Production volumes for the endoscopy module have continued to increase since then.

03

MEMS and System Solutions

Development and qualification activities for two MEMS devices for automotive and consumer applications are progressing. One of the devices is in the final stage of engineering validation testing (EVT), with mass production targeted for FYE 2027.

04

Advanced Packaging

Our high precision chip to wafer packaging has established a strong foundation for high-volume manufacturing. Building on this, our advanced packaging solutions continue to progress through research, development and qualification activities. Certain data communications products have entered mass production, while other products remain under qualification. Products for hyperscaler data centre applications are targeted to enter mass production in Q4 FYE 2027.

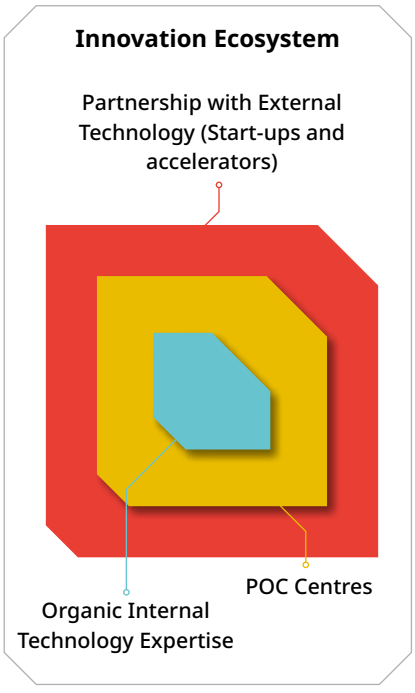
SUSTAINABILITY STATEMENT

INNOVATION

Innovation at GTB focuses on developing proprietary packaging technologies that address specialised market requirements. We complement our internal technical expertise with investments in startups offering promising technologies and potential applications.

Research and development (R&D) concepts are evaluated, developed and tested through our internal Proof of Concept ("POC") centres. Working with integrated circuit design companies, these centres provide a structured route for transforming viable concepts into practical solutions and progressing them towards mass production.

This approach allows us to offer niche packaging solutions, reach a broader customer base and facilitate the introduction of new products. It also strengthens GTB's position in selected specialised market segments.



CUSTOMER SATISFACTION

Customer satisfaction is a core value for GTB and aligns closely with our vision to be the global business partner of choice. We maintain close engagement with customers across procurement, quality, supply chain, technology and sustainability throughout the product cycle, from design and joint development to mass production. Our approach focuses on the attributes customers value most, including competitive pricing, product quality, innovation, dependable supply chains and responsible business practices.

Our customer satisfaction framework is structured around four areas: Quality, Cost, Delivery and Service ("QCDS"). Customer requirements in these areas are communicated to the relevant teams and reviewed regularly to maintain alignment with changing priorities. Customer feedback, including surveys and supplier performance ratings, forms part of a closed-loop feedback process through which we address concerns, identify areas requiring attention and set priorities for the following year.

In FYE 2026, GTB received an overall supplier rating of 87 per cent from a key customer, exceeding the Group's customer satisfaction target of 85 per cent. The assessment covered our performance across procurement, quality, supply chain, technology and sustainability. The findings provide insights into customer expectations and guide improvements in operational performance, innovation and service delivery. To improve cost efficiency, our operational excellence team applies value engineering, process design improvements and alternative sourcing. We also work closely with customers to develop new products, refine production processes and enhance existing systems. Our Industry 4.0 initiatives and employee upskilling efforts further improve workforce productivity and our ability to offer advanced technology solutions at competitive prices.

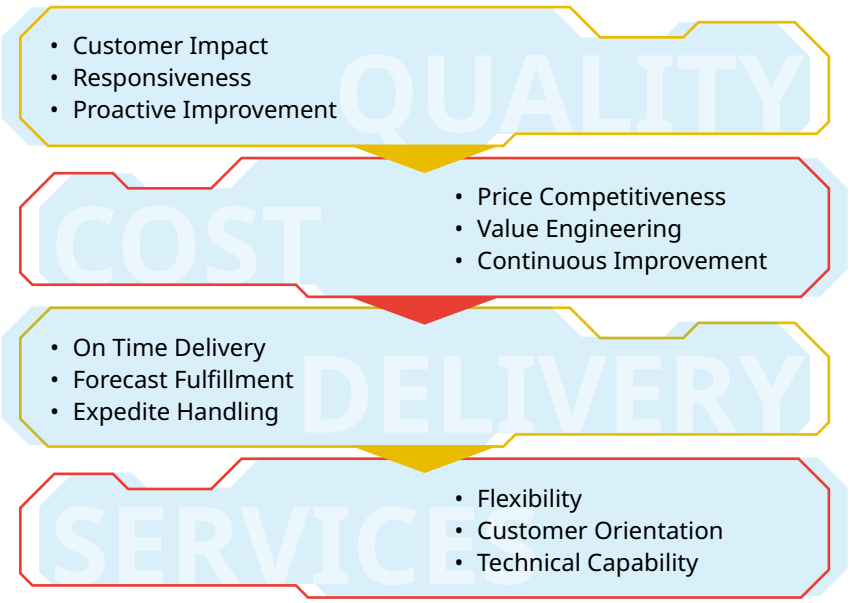


Diagram 1 - Customer Satisfaction framework based on "QCDS"

MANUFACTURING EXCELLENCE AND CONTINUOUS IMPROVEMENT

Enhancing Efficiency and Creating Sustainable Value

During the year under review, Globetronics maintained strong operational performance, meeting customer requirements through consistent on-time delivery for all product shipments. This was achieved through coordinated production planning, skilled teams and effective use of data to manage and improve manufacturing processes.

All key product lines recorded assembly yields above 99.38 per cent, exceeding internal targets for each quarter. This performance demonstrates the Group's continued focus on product quality and manufacturing precision as customer specifications and market requirements evolve.

The Group further applied automation to strengthen process control and production reliability. Following the full deployment of Automated Guided Vehicle (AGV) automation on the flagship product line, average assembly yield reached 99.55 per cent, exceeding the target of 99.47 per cent. Reduced manual handling and improved wafer cleanliness contributed to greater production stability, lower material waste and more consistent product quality.

> Globetronics is broadening its market reach through advanced manufacturing capabilities that include wafer level packaging, flip chip processing and wafer saw and sort processes for LED products.

The Augmented Reality (AR) Guide for Consumables Changeover continued to improve production efficiency, reducing setup time for capillary and die attach processes by up to 50 per cent. This enabled faster changeovers and fewer production interruptions.

These initiatives form part of GTB's approach to improving productivity without compromising quality, precision or responsible resource use. The effective application of these technologies enables the Group to deliver consistent value to customers and improve the efficiency of its manufacturing operations.

Smart Manufacturing

GTB continues to advance operational excellence through close collaboration with original equipment manufacturers and academic institutions. These collaborations have enabled the Group to adopt technologies that improve production efficiency and quality, including artificial intelligence for visual inspection, augmented reality applications for technicians, automated guided vehicles for material movement and remote access systems for real time monitoring.

Our digitalisation efforts improve connectivity between production equipment and information technology systems, allowing operational data to be captured and analysed more effectively. Continued investment in updated IT systems and infrastructure is enhancing manufacturing processes, raising efficiency, reducing dependence on manual labour and enabling GTB to deliver quality products at more competitive costs.

Globetronics is broadening its market reach through advanced manufacturing capabilities that include wafer level packaging, flip chip processing and wafer saw and sort processes for LED products. The Group is also qualifying new components for sensors, Internet of Things (IoT) devices and medical and automotive applications. As a development partner to its customers, GTB contributes its manufacturing expertise to the advancement of technologies for these markets.

> GTB received an overall supplier rating of 87 per cent from a key customer, exceeding the Group's customer satisfaction target of 85 per cent.

MANUFACTURING EXCELLENCE AND CONTINUOUS IMPROVEMENT (Cont'd)

Smart Manufacturing (Cont'd)

Employees play an important role in the Group's progress in smart manufacturing. Regular training in Industry 4.0 technologies, artificial intelligence, augmented reality and big data analytics equips them to participate more effectively in process improvements and innovation. Key Performance Indicators (KPIs) displayed on production dashboards allow employees to monitor results and take timely action when required.

Building on greater connectivity between production equipment and IT systems, we continue to progress toward our lights-out manufacturing objective. Real time production data and analytics enable quicker decisions, more efficient process management and better use of resources. They also contribute to consistent product quality and lower production costs, improving the readiness of our manufacturing operations for future requirements.

SUPPLY CHAIN MANAGEMENT

GTB applies responsible procurement practices across its supply chain. Raw material and product suppliers, subcontractors and logistics providers are expected to comply with the Group's governance and sustainability standards. Responsible sourcing forms part of our procurement decisions, with ESG criteria and opportunities for greater resource circularity considered in supplier appointments and contractual arrangements.



Supplier Code Of Conduct

The Group extends its commitment to human rights and responsible business conduct across its supply chain. All suppliers are required to acknowledge and comply with GTB's Supplier Code of Conduct ("SCOC"). Where suppliers have their own codes, these are reviewed to assess their adequacy and alignment with the Group's requirements.

The SCOC covers four principal areas:

Ethics
Business integrity, prevention of corruption and protection of privacy and intellectual property rights.

Labour and Human Rights
Equal opportunity, fair remuneration, limits on working hours, prohibition of forced and child labour and respect for freedom of association.

Health and Safety
Provision of a safe and healthy workplace, hazard controls, occupational safety systems and appropriate employee training.

Environmental Protection
Compliance with environmental requirements, pollution prevention and responsible use of resources.

Suppliers are assessed through self-assessments, audits and ongoing monitoring. Corrective actions are required where gaps are identified, helping suppliers address areas of noncompliance and strengthen their practices over time.

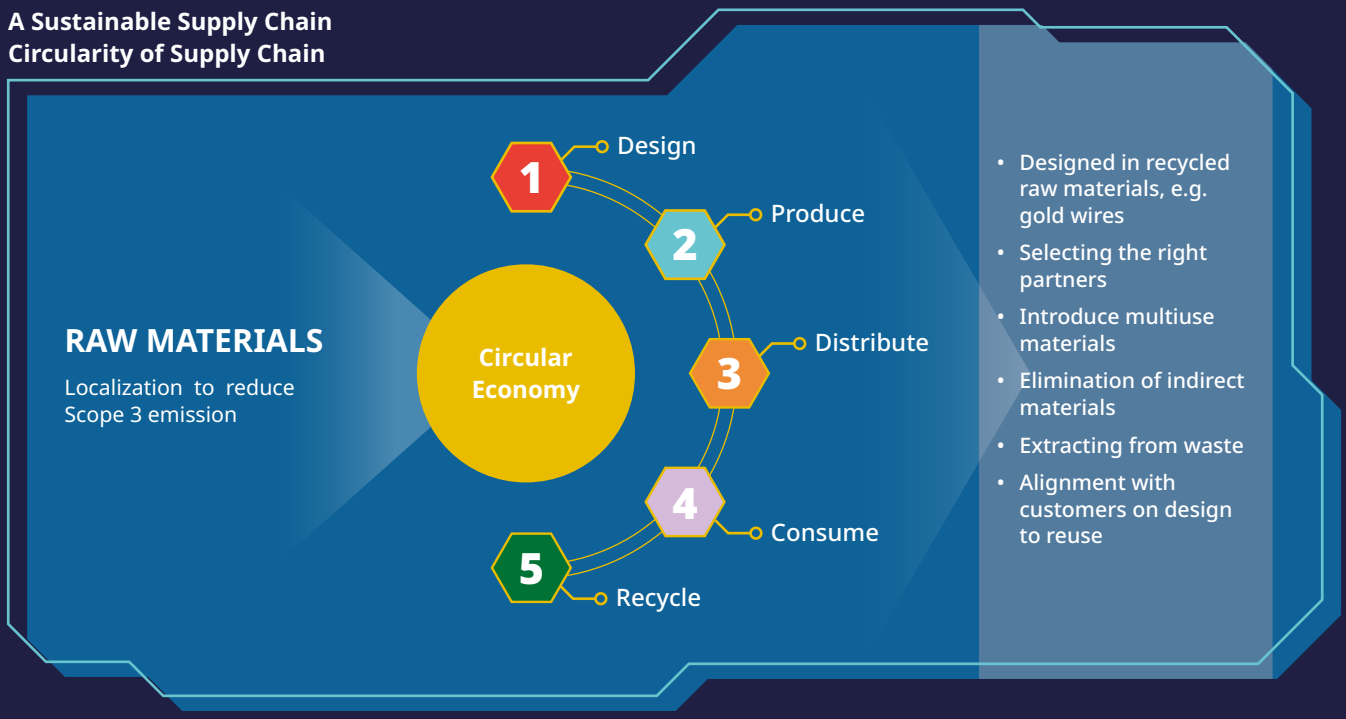
SUSTAINABILITY STATEMENT

Supply Chain Circularity

In line with this, GTB continues to incorporate resource efficiency and waste reduction considerations into its sourcing and procurement practices. This includes prioritising the use of recycled materials in product design, introducing reusable components and reducing the use of indirect materials. The Group also engages with customers and business partners to identify opportunities to extend the useful life of resources through reuse and recycling.

In FYE 2026, the Group continued its transition from a linear supply chain model towards more circular practices. Its priorities included promoting quality and environmental management certification among key suppliers, selecting materials that are recyclable, reusable or biodegradable and replacing single use inputs with reusable alternatives where practical.

A Sustainable Supply Chain
Circularity of Supply Chain



Ensuring Supplier Compliance And Reliability

We assess supplier performance against ethical, quality and environmental requirements through annual supplier self-assessments and our Supplier Rating and Ranking System. Aligned with the Quality, Cost, Delivery and Service ("QCDS") framework, these assessments identify areas requiring attention and help suppliers meet our operational needs and customer expectations.

Our transparent and competitive vendor bidding programme assesses suppliers against clearly defined criteria covering pricing, delivery performance, service quality and regulatory compliance. These criteria promote consistent evaluation and accountability in supplier selection.

During the year, we further strengthened supply chain resilience through a targeted development programme to build the quality and environmental management capabilities of key suppliers. Across our base of 198 active suppliers, 78.8 per cent held ISO 9001 Quality Management System certification and 46.0 per cent held ISO 14001 Environmental Management System certification.

To ensure our suppliers' certifications remain current, we regularly review their validity. Suppliers with expired certificates are required to provide a renewed copy within three months of expiry.

> Regular training in Industry 4.0 technologies, artificial intelligence, augmented reality and big data analytics equips them to participate more effectively in process improvements and innovation.

SUPPLY CHAIN MANAGEMENT (Cont'd)

Local Sourcing

Local sourcing continues to form an important part of the Group's supply chain strategy, helping to shorten lead times, respond more quickly to production requirements and maintain continuity of supply. It also directs procurement expenditure towards businesses within Malaysia, contributing to economic activity across the domestic supply chain. Shorter transportation distances may further help limit Scope 3 emissions associated with logistics.

In FYE 2026, local spend amounted to RM22.47 million, representing 45.1 per cent of total procurement valued at RM49.82 million.

The table below presents the proportion of procurement spending directed to local suppliers:

Year	Local Spend (%)
FYE 2023	48%
FPE 2025 (18 months)	72.16%
FYE 2026	**45.1%**

Global supply chain disruptions and changing regulatory requirements continue to pose risks to material availability, costs and delivery. Managing these risks involves strengthening relationships with local suppliers, incorporating circular practices into procurement and extending supplier development programmes to improve supply chain resilience over the longer term.

Conflict Free Minerals Policy

In support of responsible sourcing, GTB maintains a Conflict Free Minerals Policy designed to reduce the risk of minerals in its supply chain financing or benefiting armed groups in conflict affected regions, including the Democratic Republic of the Congo and its neighbouring countries.

The Group'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. Suppliers are encouraged to adopt similar due diligence processes and to source materials from conflict-free smelters and refiners. This approach helps GTB manage the risk of minerals in its supply chain contributing to armed conflict or associated human rights abuses.

The policy is publicly available on our corporate website at www.globetronics.com.my.

Year	CMRT Version	Status
FYE 2023	CMRT 6.3	Compliant
FPE 2025 (18 months)	CMRT 6.4/6.5	Compliant
FYE 2026	**CMRT 6.6**	**Compliant**



SOCIAL PILLAR

WORKFORCE DIVERSITY AND INCLUSION

A workforce comprising employees from different backgrounds brings a broader range of perspectives and experience to GTB, contributing to innovation, adaptability and long term business performance.

As an equal opportunity employer, we base recruitment, remuneration and career advancement decisions on merit, qualifications and performance. Employees are treated fairly and provided with opportunities to develop regardless of age, colour, nationality, race, ethnicity, gender, religion, political affiliation or union membership. The Group has zero tolerance for all forms of discrimination and provides channels for employees to report concerns without fear of retaliation.

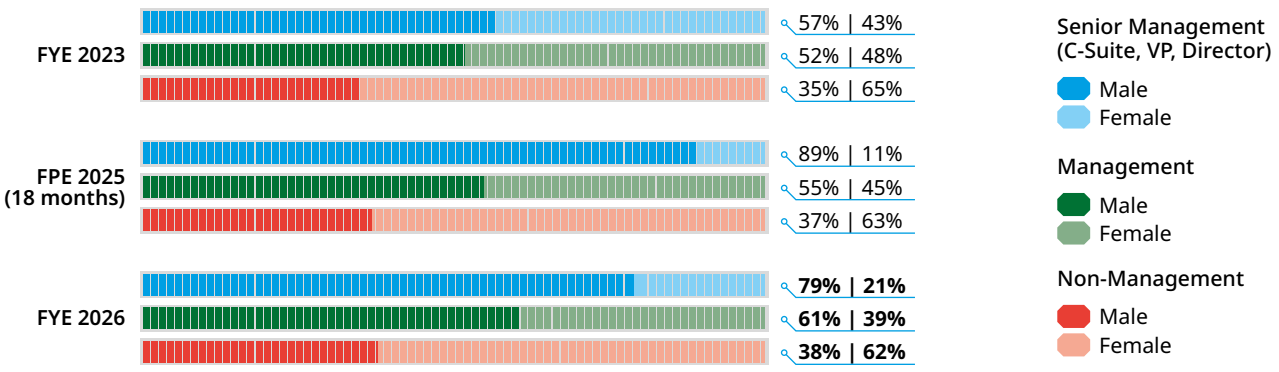
We also respect our employees' rights to form or join employee associations and trade unions of their choice in accordance with applicable laws and regulations. No incidents of discrimination were reported across the Group in FYE 2026.

WORKFORCE DIVERSITY AND INCLUSION (Cont'd)

The table below presents gender distribution across the three reporting periods

Category	FYE 2023	FPE 2025 (18 months)	FYE 2026
Senior Management (C-Suite, VP, Director)	%	%	%
Male	57%	89%	**79%**
Female	43%	11%	**21%**
Management	%	%	%
Male	52%	55%	**61%**
Female	48%	45%	**39%**
Non-Management	%	%	%
Male	35%	37%	**38%**
Female	65%	63%	**62%**

Gender Distribution (%)



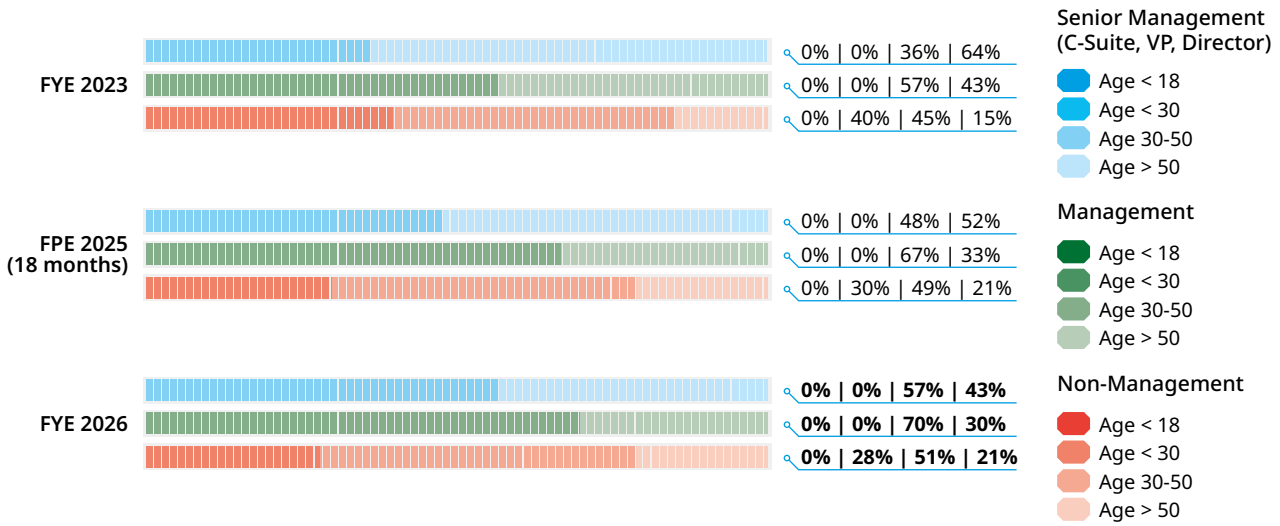
GTB has established a minimum target of 30 per cent female representation across all employee categories as part of its approach to advancing gender diversity. In FYE 2026, female representation in Senior Management, Management and Non-Management stood at 21 per cent, 39 per cent and 62 per cent respectively.

The Human Resources Department reviews workforce composition and progress against the target to identify representation gaps and inform recruitment, employee development and succession planning. These measures help provide employees of all genders with fair access to professional development and career advancement opportunities.

The age distribution of employees by category is presented in the table below:

Category	FYE 2023	FPE 2025 (18 months)	FYE 2026
Senior Management (C-Suite, VP, Director)	%	%	%
Age < 18	0	0	**0**
Age < 30	0	0	**0**
Age 30-50	36%	48%	**57%**
Age > 50	64%	52%	**43%**
Management	%	%	%
Age < 18	0	0	**0**
Age < 30	0	0	**0**
Age 30-50	57%	67%	**70%**
Age > 50	43%	33%	**30%**
Non-Management	%	%	%
Age < 18	0	0	**0**
Age < 30	40%	30%	**28%**
Age 30-50	45%	49%	**51%**
Age > 50	15%	21%	**21%**

Age Distribution (%)



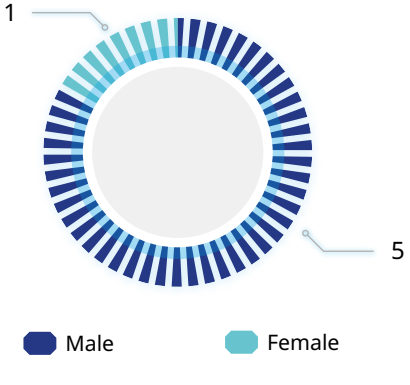
BOARD DIVERSITY

The Group recognises the value of diverse perspectives in strengthening Board deliberations and strategic oversight. As at 30 June 2026, the Board comprised six directors. Directors aged below 30, between 30 and 50 and above 50 accounted for 16.7 per cent, 50.0 per cent and 33.3 per cent of the Board respectively. Of the total, one of the directors is female.

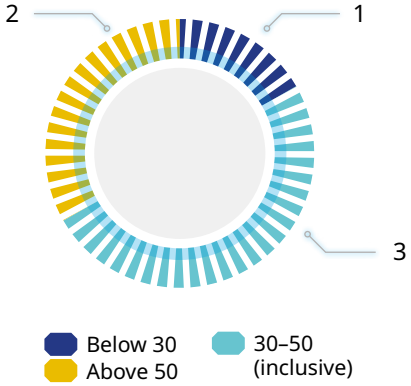
The Group will continue to work towards achieving 30 per cent female representation on the Board, as recommended under the Malaysian Code on Corporate Governance (MCCG).

Category	No. of Directors	% of Board
Gender		
Male	5	83.33%
Female	1	16.67%
Total	**6**	**100.00%**
Age Group		
Below 30	1	16.67%
30–50 (inclusive)	3	50.00%
Above 50	2	33.33%
Total	**6**	**100.00%**
Ethnicity	%	%
Bumiputera	1	16.67%
Chinese	5	83.33%
Indian	0	0.00%
Others	0	0.00%
Total	**6**	**100.00%**

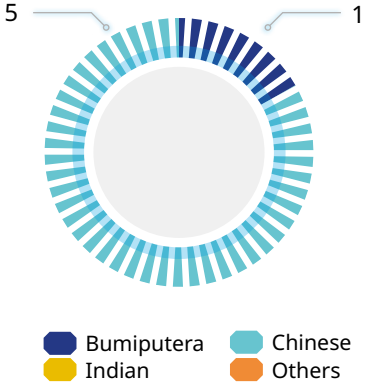
Gender (%)



Age Group (%)



Ethnicity (%)



CELEBRATING DIVERSITY

As an inclusive organisation, GTB celebrates the rich cultural heritage of its workforce through festive gatherings held throughout the year. These occasions honour different cultural traditions, strengthen workplace relationships and deepen mutual understanding, helping employees feel respected, valued and connected.

EMPLOYEE HEALTH AND SAFETY

The health and safety of our employees, contractors and visitors continued to be a key priority during the year under review. Our focus is on preventing workplace injuries and work related health conditions by identifying potential hazards, assessing associated risks and implementing appropriate preventive measures across our operations.

The Group's Environmental, Health and Safety (EHS) team oversees health and safety across our operations. Its responsibilities include conducting workplace risk assessments, reviewing safety procedures, promoting safe working practices and monitoring compliance with applicable laws and regulations.

We maintain a safe and conducive working environment through the following measures:

- Adhering to applicable occupational health and safety laws, regulatory requirements and recognised codes of practice
- Equipping employees with the knowledge to recognise hazards, manage workplace risks and perform their duties safely through regular training and education
- Providing suitable Personal Protective Equipment (PPE) for relevant tasks and reinforcing its proper use
- Pursuing continuous improvement in health and safety performance to prevent accidents, injuries and unsafe conditions
- Identifying and rectifying workplace hazards through scheduled safety inspections and audits
- Applying recognised industry practices to prevent work related injuries, fatalities and lost time incidents
- Communicating the Group's safety requirements to contractors and visitors and requiring compliance while they are at our premises

All workplace incidents and near misses are promptly reported and investigated to determine their root causes. The findings are communicated to relevant employees and used to implement corrective and preventive actions, strengthen existing controls and reduce the risk of recurrence.

> "The health and safety of our employees, contractors and visitors continued to be a key priority during the year under review.

HEALTH AND WELLNESS PROGRAMMES

We promote employee health and wellbeing through programmes that encourage preventive care, healthier lifestyles and safe workplace practices. In FYE 2026, these covered health screenings, physical activity and practical guidance on nutrition, fatigue management and workplace safety. Selected initiatives were conducted in collaboration with government agencies such as the Social Security Organisation (PERKESO) and the Ministry of Health Malaysia (MOH).

The programmes organised during the year are listed below:

- Canteen Health Food Promotion
- Hostel Fire Extinguisher Training
- Quit Smoking Campaign
- Hostel Electrical Safety Sharing
- Free Health Screening & Health Talk by MOH
- Health Talk on Managing Computer Vision Syndrome & Free Eye Screening
- Free Health Screening & Health Talk on Diabetes Prevention
- Health Talk on Weight Management
- Health Talk on Posture, Movement & Pain Relief
- Health Talk on Sleep & Fatigue Management
- Free Health Screening & Health Talk on Fatty Liver
- Weekly Zumba Exercise & Badminton (Weekly)

Through these programmes, employees gain practical knowledge to make informed health choices and adopt healthier habits in their daily lives.

SAFETY PROGRAMME

Providing a safe and healthy workplace is essential to our employees' wellbeing and the continuity of our operations. We continually strengthen our occupational health and safety practices so that employees can perform their duties with confidence and peace of mind.

The Group maintained its ISO 45001 certification, which was first obtained on 5 July 2024. The certified occupational health and safety management system provides a framework for identifying and managing workplace risks, preventing work related injuries and improving safety performance across our operations.

The Lost Time Injury ("LTI") Rate and Total Recordable Injury ("TRI") Rate across the reporting periods are presented below:

Safety Indicator	FYE 2023	FPE 2025 (18 months)	FYE 2026
Lost Time Injury (LTI) Rate	0	0.20	**0.15**
Total Recordable Injury (TRI) Rate	0	0.30	**0.15**

In FYE 2026, no major workplace injuries were recorded, demonstrating the effectiveness of safety controls, employee awareness and ongoing monitoring.

> We promote employee health and wellbeing through programmes that encourage preventive care, healthier lifestyles and safe workplace practices.

SAFETY TRAINING

The Group continues to emphasise safety and health-related programmes, along with refresher training, to safeguard employees' wellbeing. To further enhance our employees knowledge/awareness, we regularly conduct knowledge and skill based training 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. In FYE 2026, our employees have completed a total of 524.5 hours of safety training. The table below presents the training hours recorded across the three reporting periods.

Safety Related Training Hours	
FYE 2023	622
FPE 2025 (18 months)	915.5
FYE 2026	**524.5**

LABOUR PRACTICES AND STANDARDS

The Group recognises the importance of fair labour practices and respect for human rights. All employees are expected to be treated fairly, with respect and without discrimination.

Our Human Resources Department is responsible for integrating human rights principles into employment practices and promoting awareness throughout the organisation. This includes encouraging responsible workplace conduct and helping employees understand their rights, responsibilities and the standards expected of them.

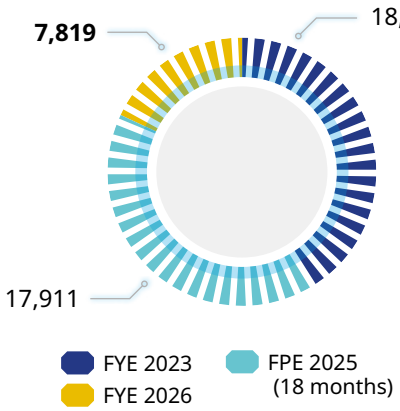
HUMAN RESOURCE DEVELOPMENT

At GTB, we regard our people as our greatest asset and invest in developing their skills and capabilities to sustain the Group's performance and growth. Progress is monitored through the total training hours completed during each reporting period.

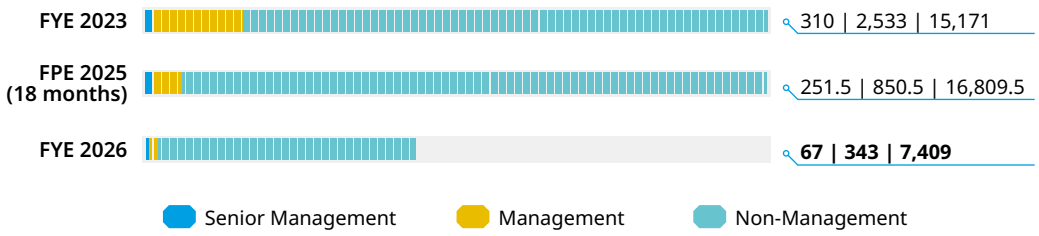
The table below presents total training hours by employee category across the three reporting periods:

Total Training Hours	FYE 2023	FPE 2025 (18 months)	FYE 2026
Total training hours	18,014	17,911	**7,819**
Total training hours by employee category:			
Senior Management	310	251.5	**67**
Management	2,533	850.5	**343**
Non-Management	15,171	16,809.5	**7,409**
Average training hours by employee category:			
Senior Management	22.00	19.34	**4.79**
Management	121.00	39.2	**14.91**
Non-Management	27.00	35.44	**15.66**

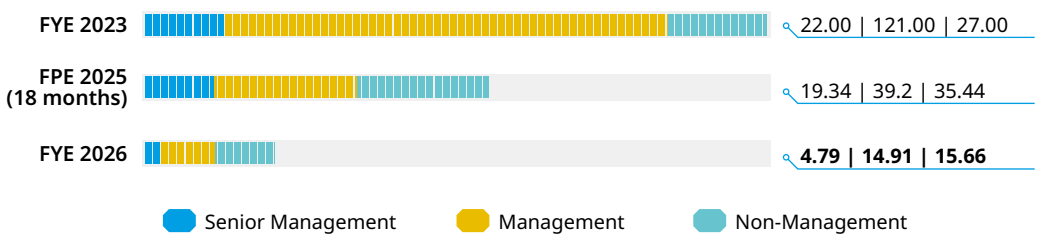
Total training hours



Total training hours by employee category



Average training hours by employee category



> In FYE 2026, our employees have completed a total of 524.5 hours of safety training.

HUMAN RESOURCE DEVELOPMENT (Cont'd)

During the year, new training programmes were introduced with a focus on advanced technology, workplace safety and leadership development. Made available to employees across the Group, these programmes were designed to strengthen technical competencies, regulatory knowledge and personal development.

The table below sets out the training programmes:

	Description - Category	FYE 2023	FPE 2025 (18 months)	FYE 2026
1	Machine & Technical Competency	108	180	**77**
2	Leadership Development	16	4	**7**
3	Quality And Safety	37	62	**44**
4	Finance, HR & Support	22	36	**16**
5	ESG & Standards	33	18	**11**
6	Advance Technology / Industrial 4.0	29	23	**7**
	Total programs:	**245**	**323**	**162**

EMPLOYEE RETENTION

Retaining skilled and motivated employees is important to the Group's long term organisational stability. GTB's approach combines competitive remuneration with a working environment where employees feel valued and have opportunities for personal and professional growth.

Our benefits structure includes competitive compensation, performance based incentives and additional assistance for employees and their families. These provisions strengthen our ability to attract capable people and retain experienced employees.



Some of the benefits provided to our employees are listed below:

Insurance and Medical Coverage

1. Executive health screening
2. Free medical attention and treatment by appointed medical practitioners
3. Subsidies for dental treatment, chiropractic treatment and preventive vaccination
4. Hospitalisation coverage extended to employees' families or dependents
5. Outpatient medical benefits for family or dependents
6. Personal accident, hospitalisation and term life insurance for all permanent employees
7. Social insurance

Benefits Mandated by Law

1. Compliance with minimum wage requirements or better
2. Annual, maternity, paternity, medical, hospitalisation and compassionate leave
3. Contributions to statutory funds including EPF, SOCSO, Employment Insurance System and HRDF
4. Overtime payments
5. Public holidays

In-house Facilities

1. Car parking for all employees
2. Hostel accommodation for operators and foreign workers
3. Personal lockers and prayer rooms
4. Transport services and a 24-hour canteen
5. In-house clinic with nursing room and sickbay
6. Weekly Zumba exercise and badminton sessions

Other Benefits

1. Dedicated parking for employees with disabilities or those who are pregnant
2. Car interest subsidy
3. Employee privilege programme through partnerships with service providers

PARENTAL LEAVE

GTB supports employees in balancing their work and family responsibilities by providing paid parental leave to eligible employees.

In FYE 2026, 7 employees took maternity leave and 2 employees took paternity leave. All employees who completed their parental leave during the year returned to work.

The parental leave for the past three reporting periods is as follows:

Parental Leave	FYE 2023	FPE 2025 (18 months)	FYE 2026	Total
Maternity Leave	5	4	**7**	16
Paternity Leave	6	7	**2**	15

EMPLOYEE TURNOVER

The Group continues to strengthen workforce stability through employee development, fair remuneration, workplace engagement and open communication. These efforts are intended to encourage professional growth and retain the skills and experience required across the organisation.

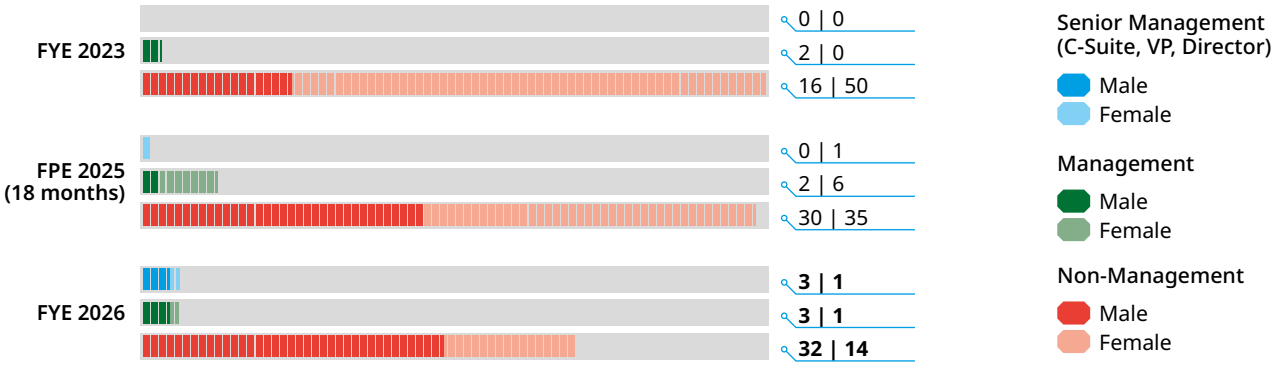
In FYE 2026, our employee turnover is 10.42%. The Group monitors employee turnover to identify workforce trends and assess the effectiveness of its human capital management practices.

The breakdown of employee turnover by employee category and gender is presented in the table below:

Employee Turnover	FYE 2023	FPE 2025 (18 months)	FYE 2026
Senior Management (C-suite, VP, Director			
Male	0	0	**3**
Female	0	1	**1**
Management			
Male	2	2	**3**
Female	0	6	**1**
Non Management			
Male	16	30	**32**
Female	50	35	**14**
Employee turnover rate per annum (%)	10.11%	7.65%	**10.42%**

EMPLOYEE TURNOVER (Cont'd)

Employee Turnover



NEW HIRES

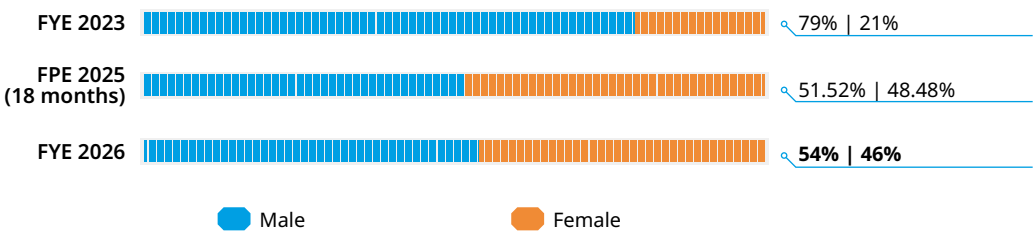
Recruitment at GTB focuses on candidates whose skills and experience match operational requirements, key vacancies and the advancement of automation initiatives. Hiring decisions are also informed by longer term workforce and business priorities, enabling the Group to build the capabilities required for future growth.

> The Group continues to strengthen workforce stability through employee development, fair remuneration, workplace engagement and open communication.

The breakdown of new hires by gender and age group is presented below:

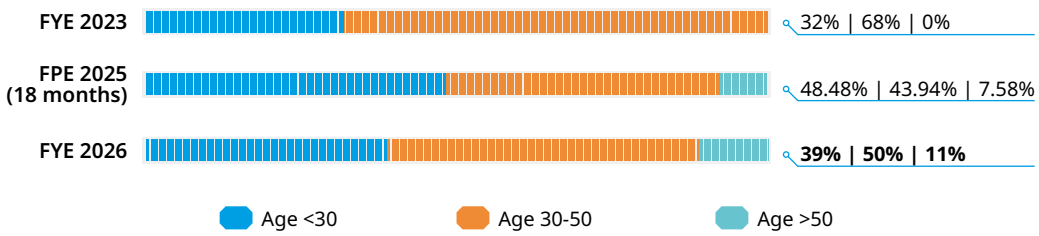
Gender	FYE 2023	FYE 2023 (%)	FPE 2025 (18 months)	FPE 2025 (%)	FYE 2026	FYE 2026(%)
Male	15	79%	34	51.52%	**43**	**54%**
Female	4	21%	32	48.48%	**37**	**46%**
Total	**19**	**100%**	**66**	**100%**	**80**	**100%**

Gender



Age Group	FYE 2023	FYE 2023 (%)	FPE 2025 (18 months)	FPE 2025 (%) (18 months)	FYE 2026	FYE 2026 (%)
Age <30	6	32%	32	48.48%	**31**	**39%**
Age 30-50	13	68%	29	43.94%	**40**	**50%**
Age >50	0	0%	5	7.58%	**9**	**11%**
Total	**19**	**100%**	**66**	**100%**	**80**	**100%**

Age Group

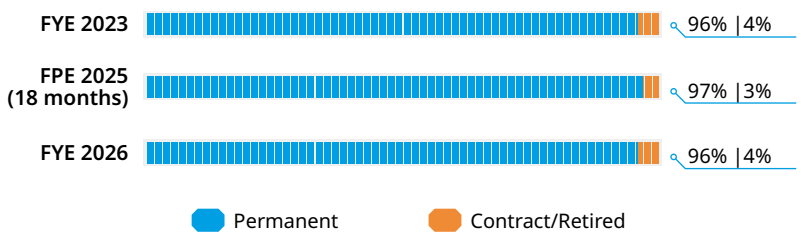


CONTRACT AND TEMPORARY WORKERS

The Group maintains a predominantly permanent workforce to provide stability and continuity across its operations. This is complemented by contract and temporary employees, comprising retirees and a few Management Information Systems (MIS) personnel engaged on one-year contracts, who meet specific operational requirements and provide relevant skills and experience where needed. The table below presents the composition of our contract and temporary workforce for the past three reporting periods:

Category	FYE 2023	FPE 2025 (18 months)	FYE 2026
Permanent	96%	97%	**96%**
Contract/Retired	4%	3%	**4%**
Total	**100%**	**100%**	**100%**

Contract and Temporary Workers



SUSTAINABILITY STATEMENT



> Long Service Award presentation recognised employees for their loyalty and contributions over the years.

EMPLOYEE ENGAGEMENT

GTB recognises that employee wellbeing and meaningful workplace connections contribute to a motivated, healthy and productive workforce. The Group's engagement initiatives complement its broader approach to employee welfare by encouraging physical activity, supporting mental wellness and creating opportunities for employees to interact outside their daily responsibilities.

Wellness activities organised for employees include weekly Zumba and badminton sessions, giving employees opportunities to stay active, bond with co-workers, and manage stress. Additionally, to celebrate Malaysia's cultural diversity, the Group organised regular festive activities such as Chinese New Year and Hari Raya, fostering better appreciation of the backgrounds represented in our workforce.

Meanwhile, the Long Service Award presentation recognised employees for their loyalty and contributions over the years.

Through these programmes, GTB seeks to build a workplace culture where employee wellbeing, appreciation and positive working relationships are part of the employee experience.

HUMAN RIGHTS

At GTB, respect for human rights is essential to ethical business conduct and the Group's broader ESG approach. We are committed to protecting human rights throughout our operations and value chain and seek to provide a work environment that respects the dignity and rights of employees, contractors and other individuals within our operations.

The Group's Human Rights Policy, developed and overseen by the Human Resources Department, sets out our commitments and expectations in this area. The Policy is guided by applicable Malaysian laws and recognised international human rights principles. Its implementation is monitored on an ongoing basis to assess whether human rights considerations are consistently incorporated into the Group's employment and workplace practices.

Employees and other stakeholders are encouraged to report suspected or actual human rights violations through the Group's available reporting channels. An internal grievance mechanism facilitates the reporting and review of concerns, maintains confidentiality, and protects individuals who raise concerns in good faith from retaliation. Reported matters are assessed and addressed in accordance with the Group's established procedures.

Human rights awareness begins when employees join the organisation. All new employees, regardless of employee category, are required to attend induction programmes covering the Group's rules, policies and human rights expectations. The Human Rights Policy and grievance procedures are also included in the employee handbook and displayed on notice boards across the Group's facilities, helping employees understand their rights and the channels available for raising concerns.

No human rights related grievances were reported in FYE 2026.



ZERO TOLERANCE ON CHILD LABOUR

GTB regards child labour as a serious breach of human rights and strictly prohibits its use across the Group's operations and supply chain. In accordance with applicable local laws and recognised international labour standards, we enforce a strict policy against employing individuals below 18 years of age. For the year under review, there were no instances of child labour identified within our operations.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Group respects employees' rights to associate freely, form or join trade unions and participate in collective bargaining in accordance with applicable laws. We remain committed to ensuring that employees can exercise these rights without fear of retaliation, harassment, discrimination and other consequences.



EQUALITY AND NON-DISCRIMINATION

The Group is committed to building an inclusive workplace where every individual is treated with fairness, respect and integrity, irrespective of race, gender, age, disability, religion, nationality, sexual orientation or other personal characteristics.

These principles are embedded across all aspects of employment, spanning recruitment, training, career development, promotion and employee relations. Compensation is determined on a merit basis, ensuring employees are rewarded fairly for their skills, experience and contributions, free from bias or discrimination.

As a fair and responsible employer, GTB does not restrict the freedom of movement of its foreign employees, nor are they housed in isolated locations. Each foreign employee is provided a contract in a language they understand, which they review and sign voluntarily. Passports belonging to foreign employees are not retained by the Group except where required for administrative purposes and personal lockers are made available at both the workplace and hostels for safe, convenient storage. All hiring costs associated with foreign employees are borne by the Group.

> "All new employees, regardless of employee category, are required to attend induction programmes covering the Group's rules, policies and human rights expectations.

Any form of inhumane treatment, including harassment, abuse, intimidation or coercion, is strictly prohibited. No substantiated complaints relating to discrimination or other human rights violations were recorded during the year.

HOUSING AND LIVING CONDITIONS

Ensuring our foreign employees have safe and decent living conditions is part of our responsibility as an employer. All the housing we provide is compliant with the Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446) and we inspect the premises regularly to keep them clean, secure and comfortable.

COMMUNITY ENGAGEMENT

As a homegrown company, GTB recognises that the communities around us play an important part in our continued progress. We are mindful of our responsibility to contribute to their wellbeing and create opportunities for social development. Guided by our ESG commitments, our Corporate Social Responsibility ("CSR") initiatives focus on education, technology, environmental stewardship and assistance for vulnerable groups.

COMMUNITY ENGAGEMENT (Cont'd)

A key focus of our CSR efforts is helping young people build knowledge and confidence through Science, Technology, Engineering and Mathematics ("STEM") education. Our established partnerships with STEM centres in Penang connect education with industry, encouraging innovation and an early interest in STEM careers. Educational programmes, internships and access to technological resources provide practical learning opportunities that help prepare students for the demands of working life.

In the year under review, nine programmes were supported by the Group, with a total investment of RM147,000.

Details of the programmes supported during the year are presented below:

No	Programme	Month	Contribution (RM)
1	Sponsorship to Penang Tech Dome "Women In Zcience" 2025	Jul 25	15,000
2	In-house Blood Donation Campaign	Aug 25 & Nov 25	–
3	Sponsorship to MSIA Merdeka Celebration	Aug 25	12,000
4	Sponsorship to Penang Tech Dome "Robomania" Competition	Sep 25	15,000
5	Sponsorship to Tech Dome "Glo-Walk X 2025"	Oct 25	20,000
6	Cash Donation to SJKC Naam Kheung, KL	Nov 25	15,000
7	Sponsorship to Penang STEM "Whiz Kids" Program	Feb 26	25,000
8	Sponsorship to Penang Tech Dome "Women in Zcience" 2026	Mar 26	15,000
9	Sponsorship to Penang Tech Dome "Glo-Walk 2026"	Jun 26	30,000
	Total		**147,000**

> No substantiated complaints relating to discrimination or other human rights violations were recorded during the year.



> Our established partnerships with STEM centres in Penang connect education with industry, encouraging innovation and an early interest in STEM careers.



GOVERNANCE PILLAR

CORPORATE GOVERNANCE AND ETHICS

At GTB, we believe responsible business conduct is premised on integrity, accountability, transparency and ethical decision making, supported by a zero tolerance stance on bribery and corruption. To uphold sound governance, all directors, management and employees are expected to act honestly, exercise sound judgement and discharge their responsibilities in compliance with applicable laws and regulatory requirements. The Group applies sound governance principles to direct business conduct and strengthen stakeholder trust.

PRINCIPLES OF BUSINESS CONDUCT

Ethical conduct forms an essential part of GTB's corporate culture and the standards expected of employees in carrying out their responsibilities. As such, we established the Principles of Business Conduct ("PBC"), setting the Group's expectations for the highest standards of employee behaviour.

Developed in accordance with applicable laws and regulations, the PBC sets out the standards of conduct expected of employees and reinforces the Group's governance practices. It prohibits corruption, bribery, insider trading and other forms of misconduct, while defining employees' responsibilities for workplace safety, cybersecurity and environmental and social compliance. Periodic reviews keep the PBC relevant, with employee communications reinforcing awareness of its provisions.

Non-exempt employees at Level 2 and above must read and acknowledge the PBC and complete an online refresher assessment every two years. These requirements also form part of the induction programme for new employees. In FYE 2026, 100 per cent of non-exempt employees at Level 2 and above completed the mandatory PBC refresher assessment. We are pleased to report no PBC breaches in FYE 2026, reflecting the Group's commitment to responsible business and ethical governance.

WHISTLEBLOWING POLICIES AND PROCEDURES

The Group maintains a Whistleblowing Policy that complements its Principles of Business Conduct and Anti-Corruption and Bribery Policy. The Policy provides formal channels for employees, regardless of employment status, and other stakeholders to report suspected misconduct, unethical behaviour or actions that may adversely affect the Group. Reports or disclosures may be submitted by email or post to an immediate superior, Chairman of the Board or the Chairman of the ARMC.

All disclosures are handled with strict confidentiality. Whistleblowers who raise concerns in good faith are protected from retaliation, including disciplinary action, demotion, suspension or termination. These safeguards create an environment in which employees and stakeholders can speak up without fear of reprisal.

There were no reports of noncompliance or ethical breaches in FYE 2026.

ANTI-CORRUPTION AND BRIBERY POLICY

The Group maintains a zero tolerance stance against bribery and corruption through its Anti-Corruption and Bribery Policy. The Policy prohibits bribery, corruption, embezzlement, extortion, money laundering, and other unethical conduct and applies to all directors, employees, and associated third parties, including suppliers, agents and consultants.

Corruption related risks are evaluated through regular corporate liability risk assessments conducted under the Group's enterprise risk management framework. These assessments consider the nature of GTB's operations, the likelihood and potential consequences of corrupt practices and the effectiveness of existing controls. The Group conducted a corporate liability risk assessment in 2025.

All employees must complete mandatory training on the Malaysian Anti-Corruption Commission Act. New employees receive this training during induction, while refresher programmes reinforce existing employee's understanding of legal requirements, internal controls and expected standards of conduct. As of 2026, 100 percent of employees had completed anti-corruption training. We are pleased to note that no confirmed incidents of corruption or related unethical conduct were recorded for the year under review.



SUSTAINABILITY STATEMENT

TAX GOVERNANCE

GTB recognises responsible tax practices as an important contributor to national economic development. The Group manages its tax affairs with integrity and is committed to complying with the applicable tax laws and regulations in every jurisdiction where it operates.

> The Group manages its tax affairs with integrity and is committed to complying with the applicable tax laws and regulations in every jurisdiction where it operates.

Tax governance forms part of our enterprise risk management framework. To ensure our taxation matters are managed responsibly, we review each subsidiary's financial position at least annually, alongside tax planning, accurate record-keeping, and transparent reporting practices and in adherence to all applicable laws and regulations.

Further information on the Group's enterprise risk management framework is provided in the Statement on Risk Management and Internal Control section of this Annual Report.



DATA INTEGRITY, PRIVACY AND CYBER SECURITY

The Group regards data integrity and cybersecurity as fundamental to safeguarding stakeholder trust and maintaining business continuity. Anchored in our core value of integrity at all times, confidential information is protected through robust data management practices and full compliance with the Personal Data Protection Act (PDPA). Employees are required to sign Non-Disclosure Agreements, with access to sensitive information restricted to authorised personnel only. All devices are equipped with password protection, anti-virus software and firewalls, while remote workers are required to use multi-factor authentication.

Our Management Information System (MIS) department oversees a comprehensive cybersecurity framework covering infrastructure, users and data. Employees receive regular briefings on phishing risks, participate in cybersecurity awareness sessions and complete mandatory e-learning on IT policies.

Among the initiatives were enhanced infrastructure and event log monitoring to strengthen system response, targeted cybersecurity awareness training and self-assessment for key personnel with access to sensitive information, as well as improvements to backup and restore contingency plans. The integration of additional cloud-based spam protection within Office 365 to bolster email security is currently under management evaluation. To reinforce employees' awareness of cybersecurity risks and safe digital practices, monthly cybersecurity awareness communications were carried out across the Group during the year.

There were no cybersecurity breaches, data losses or substantiated complaints relating to customer privacy in FYE 2026.

GRI CONTENT INDEX

Statement of use: Globetronics Technology Bhd. has reported the information cited in this GRI content index for the period 1 July 2025 to 30 June 2026 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Not applicable.

GRI Standard	Disclosure	Location / Section in this Statement	Page(s)
GRI 2: General Disclosures 2021	2-1 Organisational details	About This Statement; Reporting Framework; Reporting Scope and Boundaries; Feedback and Comments	32-34
	2-2 Entities included in the organization's sustainability reporting	Reporting Scope and Boundaries	33
	2-3 Reporting period, frequency and contact point	Reporting Period; Feedback and Comments	33-34
	2-6 Activities, value chain and other business relationships	Business Growth and Diversification; Supply Chain Management	45, 48-50
	2-7 Employees	Workforce Diversity and Inclusion; Contract and Temporary Workers	51-53, 61
	2-9 Governance structure and composition	Sustainability Governance Structure; Board Diversity; Corporate Governance and Ethics	34, 54, 65
	2-12 Role of the highest governance body in overseeing management of impacts	Sustainability Governance Structure	34
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance Structure	34
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure; Assurance; Materiality Assessment	34, 36
	2-23 Policy commitments	Reporting Framework; Supplier Code of Conduct; Conflict Free Minerals Policy; Human Rights; Principles of Business Conduct; Anti-Corruption and Bribery Policy	33, 48, 50, 62, 65, 66

GRI Standard	Disclosure	Location / Section in this Statement	Page(s)
	2-24 Embedding policy commitments	Supplier Code of Conduct; Human Rights; Principles of Business Conduct	48, 62, 65
	2-25 Processes to remediate negative impacts	Human Rights; Whistleblowing Policies and Procedures	62, 66
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblowing Policies and Procedures	66
	2-27 Compliance with laws and regulations	Environmental Compliance and Certifications	42
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	35
	2-30 Collective bargaining agreements	Freedom of Association and Collective Bargaining	63
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	36
	3-2 List of material topics	Materiality Assessment	36
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change Statement	44
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Community Engagement	63-64
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local Sourcing	50
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Bribery Policy	66
	205-2 Communication and training on anti-corruption policies and procedures	Principles of Business Conduct; Anti-Corruption and Bribery Policy	65, 66
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption and Bribery Policy	66
GRI 207: Tax 2019	207-1 Approach to tax	Tax Governance	67
	207-2 Tax governance, control and risk management	Tax Governance	67

GRI CONTENT INDEX (Cont'd)

GRI Standard	Disclosure	Location / Section in this Statement	Page(s)
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy Consumption; Renewable Energy	43, 44
	302-3 Energy intensity	Energy Consumption	43
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	37
	303-2 Management of water discharge-related impacts	Water Management; Wastewater Management	37, 38
	303-3 Water withdrawal	Water Management; Water Savings Initiatives	37, 38
	303-5 Water consumption	Water Savings Initiatives; Rainwater Harvesting	38
GRI 304: Biodiversity 2016	304-1 Operational sites in or adjacent to protected areas / high biodiversity value areas	Biodiversity	37
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity	37
	305-4 GHG emissions intensity	Energy and Greenhouse Gas (GHG) Emissions Management	42-43
	305-5 Reduction of GHG emissions	Energy Consumption; Renewable Energy	43, 44
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	39-41
	306-2 Management of significant waste-related impacts	Waste Management; Reduce: Paper Savings Initiative; Recover: Scheduled Waste	39, 41
	306-3 Waste generated	Recover: Scheduled Waste	41
	306-4 Waste diverted from disposal	Reuse and Recycle: Non-Hazardous Waste; Recover: Scheduled Waste	40, 41
	306-5 Waste directed to disposal	Recover: Scheduled Waste	41

GRI Standard	Disclosure	Location / Section in this Statement	Page(s)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	Supplier Code of Conduct; Ensuring Supplier Compliance and Reliability	48, 49
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Turnover; New Hires	59-60, 60-61
	401-2 Benefits provided to full-time employees	Employee Retention	58-59
	401-3 Parental leave	Parental Leave	59
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health and Safety; Safety Programme	55, 56
	403-2 Hazard identification, risk assessment and incident investigation	Employee Health and Safety	55
	403-4 Worker participation, consultation and communication on OHS	Employee Health and Safety	55
	403-5 Worker training on occupational health and safety	Safety Training	56
	403-6 Promotion of worker health	Health and Wellness Programmes	55
	403-8 Workers covered by an occupational health and safety management system	Safety Programme	56
	403-9 Work-related injuries	Safety Programme	56
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Resource Development	57-58
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resource Development	57-58

GRI CONTENT INDEX (Cont'd)

GRI Standard	Disclosure	Location / Section in this Statement	Page(s)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Workforce Diversity and Inclusion; Board Diversity	51-53, 54
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Workforce Diversity and Inclusion; Equality and Non-Discrimination	51-53, 63
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association may be at risk	Freedom of Association and Collective Bargaining	63
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Supplier Code of Conduct; Zero Tolerance on Child Labour	48, 63
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Supplier Code of Conduct; Equality and Non-Discrimination; Housing and Living Conditions;	48, 63
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Community Engagement	63-64
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	Supplier Code of Conduct; Ensuring Supplier Compliance and Reliability	48, 49
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Integrity, Privacy and Cyber Security	67

