SUSTAINABILITY **STATEMENT**

ABOUT THIS STATEMENT

REPORTING SCOPE AND PERIOD

This Sustainability Statement ("**Statement**") covers Unique Fire Holdings Berhad ("**Unique Fire**" or "**the Company**") and its subsidiaries ("**the Group**"), including Unique Fire Industry Sdn. Bhd., Unique Digital Innovation Sdn. Bhd., Unique Green Energy Sdn. Bhd., Unique Electronics Sdn. Bhd., and Unique Mosafe Sdn. Bhd. The reporting scope includes the parent company and all active subsidiaries as presented in the Group's structure, offering a clear view of the Group's sustainability performance. This Sustainability Statement covers the period from 1 April 2024 to 31 March 2025 and includes relevant environmental, social, and governance ("**ESG**") data, initiatives, and activities undertaken during this timeframe.

REPORTING STANDARDS

This Sustainability Statement has been prepared with reference to the Global Reporting Initiative ("**GRI**") Standards and Frameworks, as well as the Bursa Malaysia Securities Berhad Sustainability Reporting Guide 2022 (3rd edition), to ensure transparency, relevance, and alignment with regulatory expectations and the United Nations Sustainable Development Goals (**"UN SDGs"**).

INDEPENDENT ASSURANCE

This sustainability statement has been reviewed and validated by the Board of Directors and the respective data owners to ensure its accuracy and reliability. We recognise the importance of third-party assurance in strengthening trust and transparency with our stakeholders.

As part of our commitment to transparency and continuous improvement, we plan to engage independent external assurance providers in the future to enhance the credibility and reliability of our sustainability disclosures.

FEEDBACK

We value and welcome any feedback on our Sustainability Statement and the topics discussed herein as part of our ongoing efforts to enhance our reporting and sustainability practices. For any comments, queries, or suggestions, please contact us at:

Email: contactus@uniquefire.com
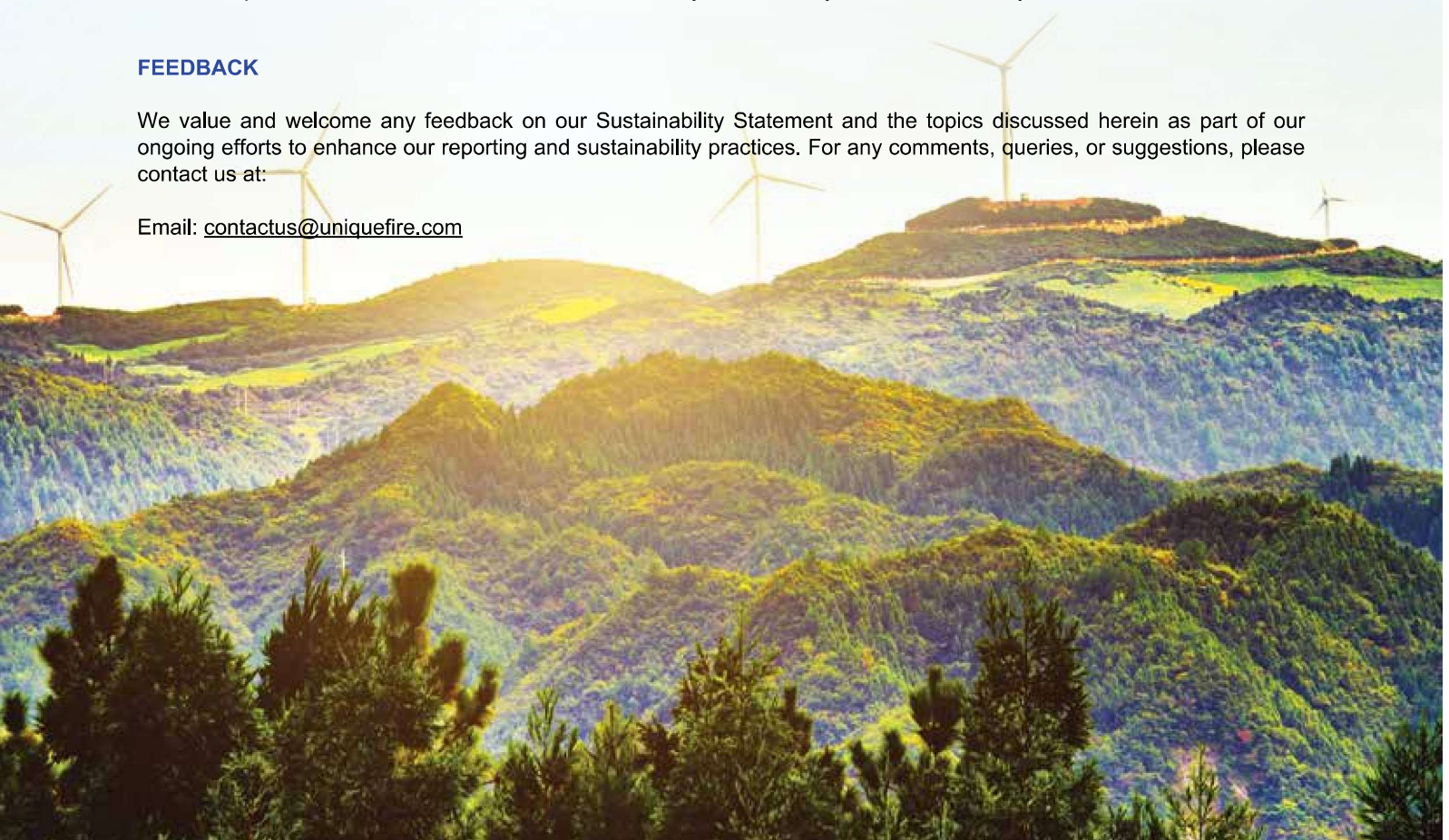
SUSTAINABILITY STATEMENT
(Cont'd)

GOVERNANCE

SUSTAINABILITY GOVERNANCE

At Unique Fire, a structured governance framework guides the implementation of sustainability across our operations. This framework defines roles and responsibilities to ensure that relevant ESG matters are addressed in decision-making processes. By aligning sustainability oversight with business functions, the Group aims to manage risks and meet stakeholder expectations in a consistent and accountable manner.

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Board of Directors
        |
Senior Management
        |
ESG Committee (led by the
Executive Director)
        |
Heads of Department
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Board of Directors ("Board")

- Responsible for the strategic direction and oversight to the Group's sustainability strategy and performance.
- Approves the Groups' sustainability direction and strategies while overseeing their implementation and performance.

Senior Management

- Supports the Board by overseeing the overall sustainability planning, direction and action plans of the respective division to align with the strategic goals and direction of the Group.
- Monitors the performance and effectiveness of management of material sustainability matters including progress towards targets set.

ESG Committee (led by the Executive Director)

- Led by the Executive Director, the ESG Committee comprises representatives from the human resource, finance and accounts, manufacturing and production, supply chain and business admin departments.
- Meets on a quarterly basis to steer the Group's sustainability strategy in line with the Group's overall sustainability agenda.
- Oversees the implementation of sustainability strategy and performance, into day-to-day operations as approved by the Board.

Heads of Department ("HoD")

- Responsible for carrying out action plans in their respective subdivision by communicating with teams and orchestrating a concerted effort to reach the Group's sustainability goals.
- Reports to the ESG Committee on sustainability-related performance of processes and controls.
- Implement a sustainability program by ensuring adequate resources are in place, data compilation, and reporting the Group's sustainability performance.

SUSTAINABILITY STATEMENT
(Cont'd)

GOVERNANCE POLICIES AND PROCEDURES

To strengthen corporate governance practices, the Group has implemented a set of policies that guide ethical conduct and set out clear responsibilities across the organisation. These policies establish clear expectations for behaviour and decision-making, helping ensure consistency and accountability in day-to-day operations.

Key governance policies include:

- Anti-Bribery and Corruption Policy
- Code of Conduct and Ethics
- Whistle-Blowing Policy
- Directors' Fit and Proper Policy
- Board Charter
- Succession Planning Policy
- Risk Management and Internal Control Framework

For more details on our governance policies, please visit our corporate website at https://uniquefire.com/insights/.

ANTI-BRIBERY AND ANTI-CORRUPTION ("ABAC")

Management Approach, Progress and Key Performance Indicators ("KPIs")

The Group's operations are guided by core values that emphasise transparency, fairness, and accountability in its interactions with stakeholders. Compliance with the Malaysian Anti-Corruption Commission (Amendment) Act 2018 is maintained across all business activities to ensure adherence to legal and ethical standards. In practice, the Group incorporates ethical considerations into its operational procedures and decision-making processes. Looking ahead, efforts will continue to reinforce clear conduct expectations, prevent misconduct, and maintain stakeholder confidence through consistent application of anti-corruption measures.

Several key initiatives were introduced to strengthen the ABAC framework in this reporting year which focused on policy communication, employee training, and incident management.

1. **Awareness Campaigns**

   To enhance visibility and understanding of the ABAC policies, informative posters were placed in all departments across the organisation. These materials summarised key elements of anti-corruption procedures and served as regular reminders regarding ethical conduct and available reporting channels. The objective of this campaign was to promote continuous awareness and reinforce a culture of compliance at every level.

Posters were displayed across all departments to reinforce anti-corruption practices, ethical conduct, and accessible reporting channels company-wide.

ANTI-BRIBERY AND ANTI-CORRUPTION ("ABAC") (CONT'D)

Management Approach, Progress and Key Performance Indicators ("KPIs") (Cont'd)

2. ABAC Training

Mandatory ABAC training sessions were implemented to ensure employees are equipped with the knowledge required to comply with the Group's ABAC policy. The training covered the following areas:

- Definitions and examples of bribery and corruption
- Practical scenarios and guidance for ethical decision-making
- Internal reporting mechanisms and whistle-blower protections
- Disciplinary actions associated with policy violations

The percentage of employees who have participated the ABAC training sessions for the financial year ended 31 March 2025 ("**FYE 2025**") is summarised below:

Employee Category	Percentage of Employees Who Have Participated the ABAC Training Sessions (%)
Board of Directors	37.5
Senior Leadership Team	100.0
Middle Management Team	47.1
Senior Executive Team	24.0
Executive Team	8.1
Non-Executive Team	0

Moving forward, we will expand the ABAC training sessions to more employee groups to improve understanding of internal policies and legal requirements.

3. Incident Reporting and Action

As of FYE 2025, no confirmed incidents of bribery or corruption were reported, and no related disciplinary actions or dismissals were taken. The Group maintains internal controls and reporting mechanisms, including whistle-blowing channels, to enable the identification and handling of potential misconduct. These processes will continue to support transparency in reporting and enforcement.

WHISTLE-BLOWING

Management Approach, Progress and KPIs

The Group provides accessible and confidential channels for employees and stakeholders to report concerns about misconduct. Although no whistle-blowing cases were reported during the period, communication efforts continued to ensure awareness of the reporting procedures and available channels, which include email and a mailing address. The Group periodically reviews these mechanisms to maintain functionality and confidentiality. Moving forward, additional steps will be taken to enhance awareness and promote the appropriate use of the reporting process.

The Whistle-Blowing Policy is publicly accessible on our corporate website at https://uniquefire.com/insights/.

During the reporting period, no whistle-blowing cases were reported. This outcome reflects the Group's continuous efforts to uphold a culture of ethical conduct and accountability, as well as to maintain a safe and supportive environment for employees and stakeholders to voice concerns.

SUSTAINABILITY STATEMENT
(Cont'd)

WHISTLE-BLOWING (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

Ongoing initiatives include:

- Regular promotion of the Whistle-Blowing Policy through internal communications.
- Awareness efforts to ensure all employees understand the procedures and importance of reporting misconduct.
- Monitoring and review of whistle-blowing mechanisms to ensure effectiveness and confidentiality.

We will regularly review and refine the whistle-blowing processes to maintain confidentiality and protect whistle-blowers.
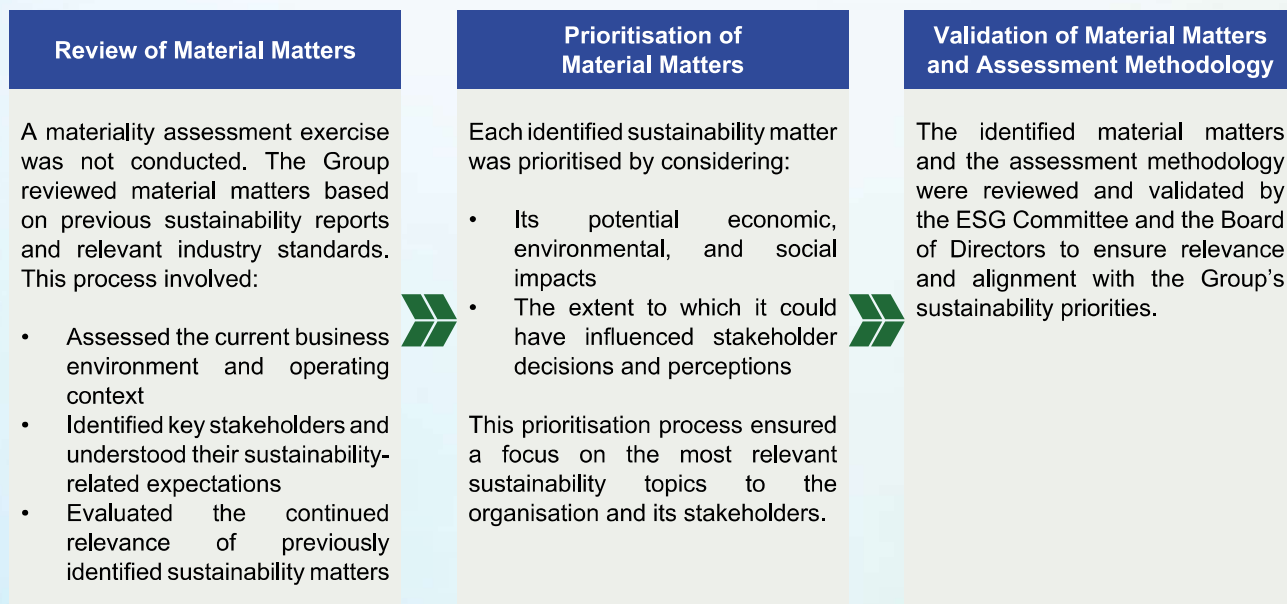
Whistle-Blowing Reporting Channels

Reports of misconduct, including bribery, corruption, or other unethical behavior, can be submitted through the following confidential channels:

- **Mailing Address**
  Attention: Chairperson of the Audit and Risk Management Committee
  Unique Fire Holdings Berhad
  No. 9, Jalan Anggerik Mokara 31/55,
  Seksyen 31, Kota Kemuning,
  40460 Shah Alam, Selangor Darul Ehsan
- **Email**
  whistleblowing@uniquefire.com

MATERIALITY MATTERS

Unique Fire's materiality assessment informs our sustainability approach and helps to guide the depth of coverage of key material topics to be included in our sustainability reporting. This assessment allows us to anticipate emerging trends, adapt to evolving stakeholder expectations and address other operational challenges proactively. We have conducted a limited-scale materiality review in this reporting year and aim to conduct a comprehensive assessment in FYE 2026.

We based our materiality assessment process on the following three (3) phases, as guided by the Sustainability Reporting Guide, 3rd edition issued by Bursa Securities:

Review of Material Matters	Prioritisation of Material Matters	Validation of Material Matters and Assessment Methodology
A materiality assessment exercise was not conducted. The Group reviewed material matters based on previous sustainability reports and relevant industry standards. This process involved: • Assessed the current business environment and operating context • Identified key stakeholders and understood their sustainability-related expectations • Evaluated the continued relevance of previously identified sustainability matters	Each identified sustainability matter was prioritised by considering: • Its potential economic, environmental, and social impacts • The extent to which it could have influenced stakeholder decisions and perceptions This prioritisation process ensured a focus on the most relevant sustainability topics to the organisation and its stakeholders.	The identified material matters and the assessment methodology were reviewed and validated by the ESG Committee and the Board of Directors to ensure relevance and alignment with the Group's sustainability priorities.

MATERIALITY MATTERS (CONT'D)

As a result, a total of 12 material topics are depicted in the materiality matrix below.
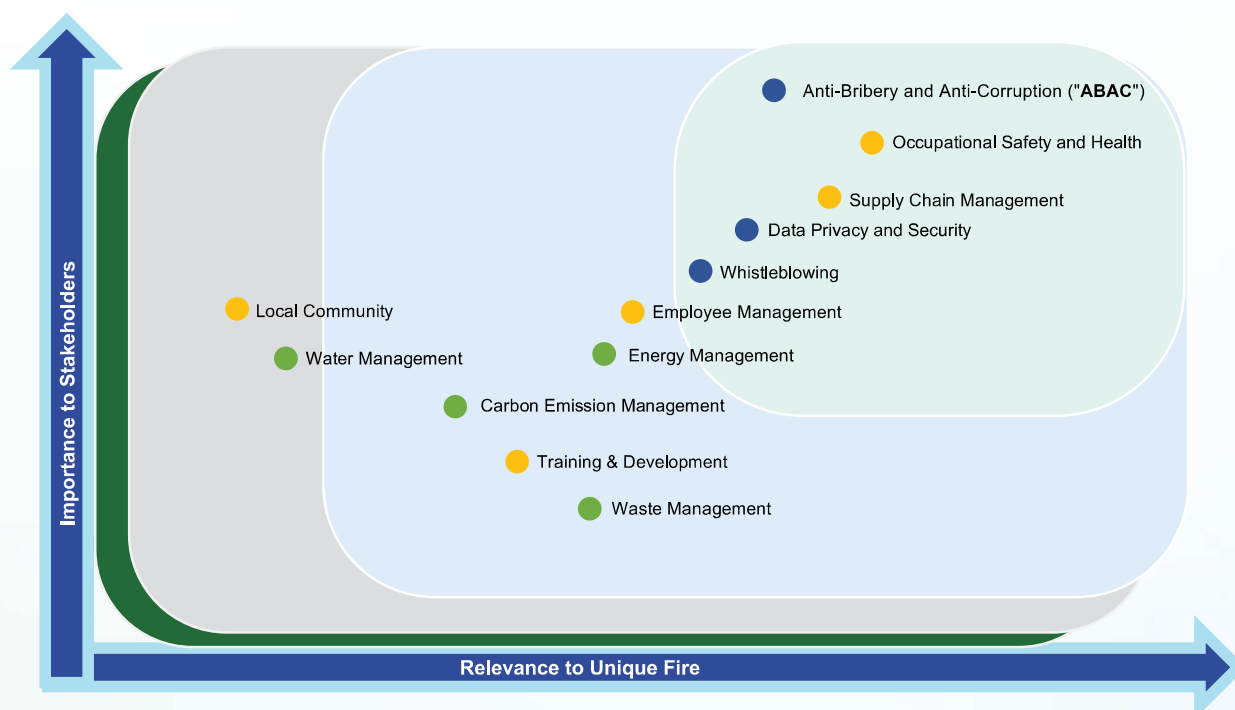
Legend for material topics:

- 🟢 *Environmental Matters*
- 🟡 *Social Matters*
- 🔵 *Governance Matters*

The previously identified "Diversity, Equal Opportunity and Non-Discrimination" material matter has been renamed "Employee Management" to better reflect the Group's current focus. The updated term covers a wider scope of people-related areas, including employee engagement, diversity, and inclusion.

MANAGING THE RISKS AND OPTIMISING THE OPPORTUNITIES

Each material topic presents both potential risks and opportunities for the Group. We can transform challenges into meaningful progress by effectively managing these risks while maximising the opportunities. This approach deepens our understanding of material matters and enables us to develop proactive strategies, reinforcing our competitive position in the industry.

SUSTAINABILITY STATEMENT
(Cont'd)

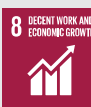## MANAGING THE RISKS AND OPTIMISING THE OPPORTUNITIES (CONT'D)

The table below outlines the key material topics, along with their associated risks, opportunities, and aligned with UN SDGs:

Material Topics	Risks	Opportunities	Aligned UN SDGs
ABAC	• Reputational damage from public misconduct • Regulatory investigations and penalties • Operational disruption	• Strengthen stakeholder trust through transparency • Improve compliance culture and governance	16 PEACE AND JUSTICE STRONG INSTITUTIONS
Whistle-Blowing	• Reputational damage from public disclosures • Legal action and regulatory penalties • Operational disruption or recalls	• Foster a speak-up culture • Early detection of misconduct • Enhance corporate governance	16 PEACE AND JUSTICE STRONG INSTITUTIONS
Carbon Emission Management	• Regulatory changes and compliance risks • Shifting consumer preference toward low-emission products	• Investment in renewable energy technologies • Innovation in materials and products to lower emissions	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Energy Management	• Rising energy costs impacting operational expenses	• Reduce operational costs through energy efficiency • Increase energy resilience through renewables	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
Water Management	• Water scarcity or supply disruption affecting operations and water-dependent processes	• Cost reduction through efficient water use	6 CLEAN WATER AND SANITATION
Waste Management	• Reputational risk and fines from non-compliance • Health and safety risks for employees	• Improve health and safety on-site • Reduce regulatory fines through better compliance	3 GOOD HEALTH AND WELL-BEING 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Occupational Safety and Health	• Lost time injuries and cost impact • Reputational risk from serious incidents or non-compliance with safety standards	• Safer, more productive workplace • Enhanced reputation through adherence to safety standards (e.g., Department of Occupational Safety and Health)	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH
Employee Management	• Reports of discriminative practices and non-compliance to basic human rights regulations can cause reputational risk	• Foster inclusive workplace culture • Strengthen reputation as a responsible employer	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH
Training and Development	• Employees could not perform to the expected level	• Upskill employees for research and development and innovation • Promote environmental awareness in operations and supply decisions	4 QUALITY EDUCATION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

MANAGING THE RISKS AND OPTIMISING THE OPPORTUNITIES (CONT'D)

The table below outlines the key material topics, along with their associated risks, opportunities, and aligned with UN SDGs: (Cont'd)

Material Topics	Risks	Opportunities	Aligned UN SDGs
Local Community	• Potential health risk to the local community as a result of the operation that may be the subject of a penalty notice	• Build community trust and goodwill • Improve social license to operate	3 GOOD HEALTH AND WELL-BEING / 11 SUSTAINABLE CITIES AND COMMUNITIES
Supply Chain Management	• Production disruptions • Quality assurance/control issues • Price volatility • Inventory challenges	• Build more resilient and diversified supplier networks • Improve quality and cost efficiencies	8 DECENT WORK AND ECONOMIC GROWTH / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Data Privacy and Security	• Data is being compromised	• Strengthen customer trust and loyalty • Enhance brand reputation through strong data governance	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

STAKEHOLDER MANAGEMENT

We recognise the importance of our stakeholders in helping us achieve our goals. Their feedback offers valuable insights that guide our continuous improvement and strategic development, ultimately contributing to our overall success. We maintain active engagement with stakeholders through multiple communication channels, including our website, training programs, engagement activities, disclosure reports, announcements, and marketing events.

The table below outlines our key stakeholders, their areas of interest, and our methods of engagement:

Stakeholder Groups	Engagement Method	Engagement Frequency	Areas of Concern	Related Material Matters
Employees	Employee training and development	Ongoing	• Career training and development opportunities • Employees' welfare • Occupational safety and health ("**OSH**")	• Employee Management • OSH • Training and Development
	Employee satisfaction survey	Semi-annually		
	Employees' engagement programmes and activities	Ongoing and Quarterly		
Shareholders and investors	Annual General Meeting	Annually	• Company's financial and operational performance • Investment returns and risks • Business management and strategy	• Carbon Emission Management • Energy Management • Waste Management • Whistle-Blowing • ABAC
	Annual Reports, Sustainability Statement, and Financial Reports			

SUSTAINABILITY STATEMENT
(Cont'd)

STAKEHOLDER MANAGEMENT (CONT'D)

The table below outlines our key stakeholders, their areas of interest, and our methods of engagement: (Cont'd)

Stakeholder Groups	Engagement Method	Engagement Frequency	Areas of Concern	Related Material Matters
Government and Regulators	Permits and license renewal	As required/ requested	• Regulatory compliance • Transparent and accurate disclosures	• ABAC • Whistle-Blowing • Carbon Emission Management • Water Management • Waste Management
	Announcements on official (Bursa Securities) websites			
	Product certification approval authority	Ongoing		
Customers	Company website and social media	Ongoing	• Quality of products • Technical support • Satisfaction of services	• Data Privacy and Security • Supply Chain Management
	Customer satisfaction survey and feedback	Semi-annually		
	Appreciation dinner	Ongoing		
Communities and the Public	Community investment, such as providing donations in the form of monetary and non-monetary	Ongoing	• Community well-being • Charity events	• Local Community
	Partnership with organisations to support Corporate Social Responsibility ("**CSR**")'s activities			
	Provide sponsorship to community initiatives			
Suppliers	Regular visits and meetings	Ongoing	• Supplier training • Sustainable business relationship	• Supply Chain Management
	Continuous communication	Ongoing and annually	• Product/service quality • Pricing • Delivery • Cooperation • After-sale service • Responsiveness	
	Performance evaluation	Ongoing and annually		

SUSTAINABILITY STATEMENT
(Cont'd)

KEY HIGHLIGHTS AND ACHIEVEMENTS

As the Group continues to advance its sustainability journey, it is pleased to announce the key achievements for the FYE 2025. The Group has made significant progress in identifying material ESG issues and implementing actions aligned with its long-term sustainability vision. While further target setting and initiative enhancement are ongoing, the following table outlines the Group's key achievements as of the end of FYE 2025. It outlines its action plans and targets for the upcoming reporting period:

Material Topic	FYE 2025 Achievements	FYE 2026 Action Plans and Targets
ABAC	Zero bribery and corruption cases	Zero bribery and corruption cases
Whistle-Blowing	Zero cases of whistle-blowing	Zero cases of whistle-blowing
Carbon Emission Management	Initiated our first year in carbon accounting by measuring our Scope 1, Scope 2, and Scope 3 emissions - Employee Commuting and Business Travel, with reference to the Greenhouse Gas ("**GHG**") Protocol as the guiding framework to support future reduction planning and disclosures	Track Scope 1 emissions from refrigerants leaks
Energy Management	The solar photovoltaic ("**PV**") system generated 185,719 kWh of electricity, which was sold to Tenaga Nasional Berhad ("**TNB**"), resulting in an additional profit of RM35,681.53 Replaced the ceiling light at manufacturing, production, warehouse and office areas with Light Emitting Diode ("**LED**") lights	Increase the awareness of staff in energy saving through posters
Water Management	Harvested a total of 972 litres of water from rainwater, resulting in savings equivalent to RM2,792.88	Install two (2) additional rainwater harvesting tanks
Waste Management	Sold a total of 474,240.30 kg of scrap materials for recycling, generating RM690,689.78 in revenue	Track office waste, starting with the monitoring of scrap paper repurposed for parcel wrapping
OSH	Six (6) cases of work-related injuries 81 employees trained on health and safety standards	Further reduce number of work-related injuries
Employee Management	Achieved an employee satisfaction score of 78.0%	Maintain a minimum employee satisfaction score of 78.0%
Training and Development	Average of 11 training hours per employee	Increase to 12 training hours per employee
Local Community	Engagement in sponsorship to community, fire safety and protection initiatives as well as education and student support Total engagement in local community: 12 events	Maintain at least 12 community engagement events in FYE 2026, with continued focus on fire safety, education support, and local sponsorship initiatives
Supply Chain Management	Composition of our suppliers: (i) Local (78.5%) (ii) Foreign (21.5%) Percentage of suppliers that scored 4 (highest score) in our evaluation: (i) Local (78.4%) (ii) Foreign (21.6%)	Currently, we have not set formal supplier-related ESG targets. However, we recognise the importance of responsible supply chain management and are actively working to establish a framework for future targets
Data Privacy and Security	Zero complaints on concerning breaches of customer privacy and losses of customer data	Zero complaints of breaches of customer privacy and losses of customer data

SUSTAINABILITY STATEMENT
(Cont'd)

SUSTAINABILITY POLICY

Established on 20 April 2022, the Sustainability Policy provides a structured approach for incorporating ESG considerations into the Group's operations and business practices. It aligns with Bursa Securities' Sustainability Reporting Guide, 3rd edition and guides decision-making on sustainability-related matters. This policy sets out expectations for responsible conduct across various areas, including resource management, workplace practices, and stakeholder engagement. It also aims to strengthen internal alignment by integrating relevant sustainability considerations into strategies, daily operations, and corporate culture. The full Sustainability Policy is available on our corporate website at https://uniquefire.com/insights/.

ENVIRONMENTAL

CARBON EMISSIONS MANAGEMENT

Management Approach, Progress and KPIs

The Group recognises the importance of managing GHG emissions as part of its environmental responsibility and long-term sustainability goals. We have implemented a structured approach to measure and manage emissions, beginning with the calculation of Scope 1 and Scope 2, and we have selected Scope 3 categories (business travel and employee commuting) using the GHG Protocol and Intergovernmental Panel on Climate Change ("**IPCC**") Guidelines. Our ongoing review of delivery operations aims to optimise logistics and address Scope 3 emissions. Moving forward, we are committed to continuous annual emissions reporting, initiating the tracking of emissions from third-party providers, and identifying opportunities to improve efficiency and reduce our overall carbon footprint.

As part of the Group's commitment to environmental sustainability, several initiatives have been introduced to understand better, measure, and reduce GHG emissions. These efforts reflect an ongoing strategy to align with global standards, improve operational efficiency, and support climate-related goals through responsible emissions management.

1. **GHG Emissions Management**

    This year marks a significant step forward as the Group has begun calculating its Scope 1, Scope 2, and Scope 3 GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, aligned with the IPCC Guidelines. This effort lays the foundation for a more comprehensive understanding of the Group's carbon footprint and will support targeted emission reduction strategies.

    The breakdown of our Group's emissions by category is as follows (tonnes/CO_2e):

GHG Emissions data	FYE 2023	FYE 2024	FYE 2025
Total Direct (Scope 1) Emissions (tCO_2e)	N/A	N/A	5,973.24
Total Indirect (Scope 2) Emissions (tCO_2e)	613.20	381.33	417.03
Total Other Indirect (Scope 3) Emissions (tCO_2e)	N/A	N/A	326.72
(i) Category 6: Business Travel (tCO_2e)	N/A	N/A	3.69
(ii) Category 7: Employee Commuting (tCO_2e)	N/A	N/A	323.03

Note:
- *Scope 1 covers direct emissions from liquefied petroleum gas ("**LPG**") combustion and diesel usage for lorries and forklifts*
- *The emissions factor for Scope 2 emissions (Purchased Electricity) is derived from the Grid Emissions Factor ("**GEF**") in Malaysia published by Suruhanjaya Tenaga*
- *The calculation methodology of Scope 3 emissions is derived from GHG Protocol - Technical Guidance for Calculating Scope 3 Emissions, using data assumptions and emission factors from the UK Government GHG Conversion factors for Company Reporting*
- *Category 6 - Business Travel includes emissions from employee business travel such as flights, car rentals, and ride-hailing services incurred for work-related purposes*
- *Category 7 - Employee Commuting includes employee commuting from home to office*

ENVIRONMENTAL (CONT'D)

CARBON EMISSIONS MANAGEMENT (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

2.   Optimised Delivery

Branches in Johor and Penang are currently utilising hired trucks for delivery operations. This approach is under active review to explore more cost-efficient and environmentally friendly alternatives that can help reduce downstream (Scope 3) emissions.
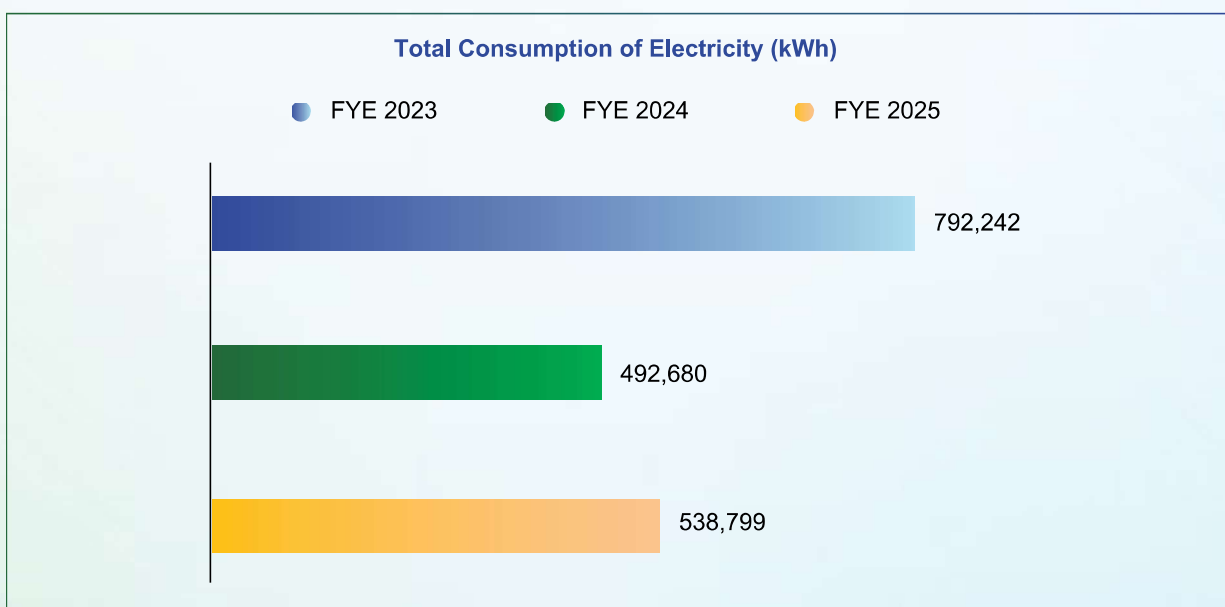
ENERGY MANAGEMENT

Management Approach, Progress and KPIs

The Group adopts a proactive approach to energy management by tracking electricity consumption across operations, integrating renewable energy sources, and implementing energy efficiency measures. Energy usage data is monitored regularly to identify optimisation areas and support informed decision-making. We expand its use of renewable energy through on-site solar PV systems and progress the development of a large-scale solar farm to support clean energy goals further. At the same time, initiatives such as production schedule optimisation, LED lighting upgrades, information techonology ("**IT**") equipment replacement, and server consolidation help reduce energy demand. Moving forward, we remain committed to improving energy performance and transparently disclosing its progress.

1.   Electricity Consumptions

As part of the Group's energy management efforts, electricity consumption is tracked to better understand operational energy use and identify areas for efficiency improvement. In FYE 2025, total electricity consumption increased by approximately 9.4% compared to the previous year. The slight increase in FYE 2025 reflects changes in operational needs and site-level consumption patterns.

Total Consumption of Electricity (kWh)

- ● FYE 2023
- ● FYE 2024
- ● FYE 2025

FYE 2023	792,242
FYE 2024	492,680
FYE 2025	538,799

Moving forward, we plan to further optimise electricity use by expanding solar adoption where feasible and monitoring consumption trends to support efficiency initiatives.

SUSTAINABILITY STATEMENT
(Cont'd)

ENERGY MANAGEMENT (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

2.   Renewable Energy Integration

The Group also expanded its use of renewable energy through solar generation initiatives:

- On-Site Solar Energy Generation
  In FYE 2025, the Group generated 185,719 kWh of electricity through its solar PV system, resulting in total cost savings of RM39,229.60. A significant portion of this electricity was exported to Tenaga Nasional Berhad ("**TNB**"), resulting in additional profit of RM35,681.53 through the sale of surplus energy to the national grid. Solar energy was generated from facilities equipped with PV systems, supported by ongoing monitoring to ensure system efficiency. We continue to operate and maintain the existing renewable energy systems to support energy cost management.

- Solar Farm Investment ("**LSS5**")
  We are developing a 300-acre solar farm in Perak under the LSS5 project, scheduled to begin operations in 2027. This project represents a major step toward renewable energy investment to support clean energy development, with provisions for selling electricity through contracted agreements, which aligns with national renewable energy goals and aims to benefit the local community.

3.   Energy Efficiency Improvement

To address rising energy demands and support operational efficiency, the Group implemented a series of strategic energy-saving initiatives:

- **Manufacturing and Production Optimisation**

  We have introduced five-day work weeks across operations, concentrating energy usage during productive hours to reduce wastage. Additionally, our new product designs incorporate energy-efficient manufacturing processes, helping to lower overall energy demand during production.

- **Lighting Upgrades**

  Conventional lighting in manufacturing, production, warehouse, and office areas has been replaced with energy-efficient LED systems. This transition significantly reduces electricity consumption while improving lighting quality and workplace conditions.

- **IT Equipment Upgrades**

  Outdated computers and laptops are being replaced with energy-efficient models that offer enhanced battery life and better charging performance. This initiative not only reduces energy draw but also improves overall work efficiency.

- **Server Consolidation**

  We have migrated several on-site servers to cloud-based solutions. This reduces the energy consumed by cooling systems and running hardware, contributing to lower electricity use and improved data security.

SUSTAINABILITY STATEMENT
(Cont'd)

WATER MANAGEMENT

Management Approach, Progress and KPIs

The Group adopts a structured approach to sustainable water management by reducing consumption, enhancing recycling, and using alternative sources such as rainwater. Over 23,000 litres of water were reused in quality control processes, such as cylinder leak testing, through an in-house recycling system. While further investment in rainwater harvesting expansion is temporarily on hold, efforts are focused on improving the current system, including the planned installation of two additional stainless steel tanks to increase storage and enhance overall water efficiency.

1. **Water Consumption**

   In FYE 2025, the Group recorded a total water consumption of 9.50 megalitres, showing an 13.4% increase from 8.38 megalitres in FYE 2024. The increase in water consumption is primarily due to higher production and testing activities, as well as the expansion of branch operations.

   Total Water Consumption (Megalitres)

   ● FYE 2023   ● FYE 2024   ● FYE 2025

FYE 2023	7.16
FYE 2024	8.38
FYE 2025	9.50
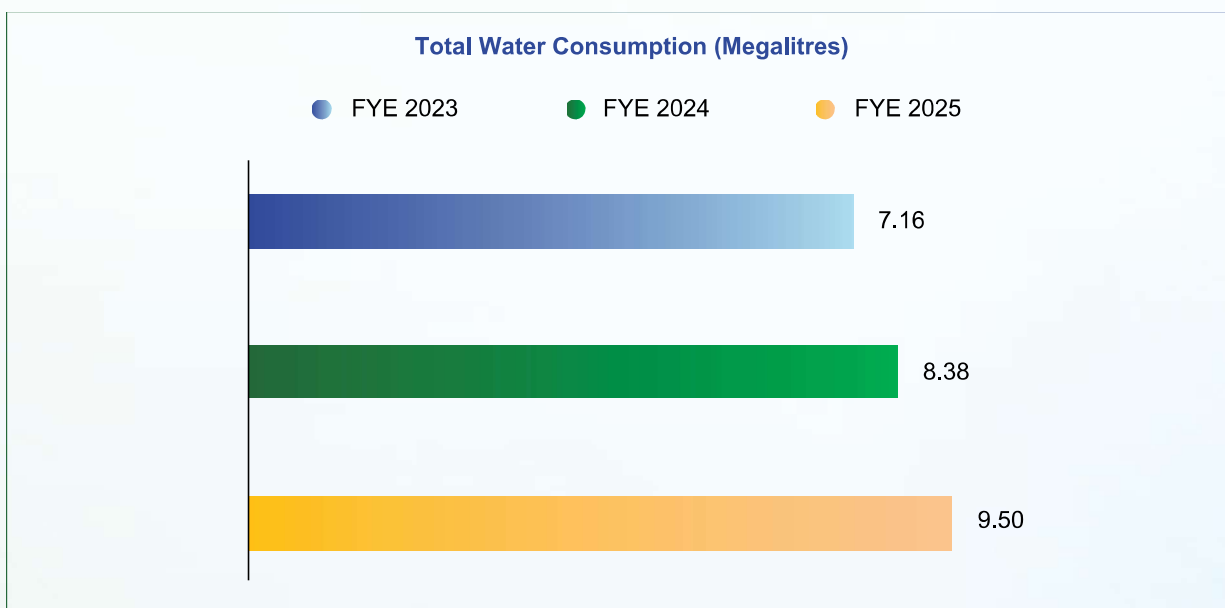
   Moving forward, we will intensify monitoring efforts and explore the implementation of water-saving technologies to reverse the current trend and support sustainable growth.

2. **Water Recycling and Leak Testing**

   The Group's water recycling system plays a key role in its sustainability efforts, supporting processes such as cylinder leak testing, product washing, and other quality control measures. Leak testing is crucial for ensuring the integrity and safety of each unit. The frequency of testing is adjusted based on operational needs, and continuous improvements in testing procedures have led to a significant reduction in water usage without compromising effectiveness.

   In FYE 2025, we saw a 23.5% decrease in overall water usage in leak testing from 30,636 litres to 23,427 litres. The table below provides our water-related data for the last two (2) reporting years.

	FYE 2024	FYE 2025
Water Usage (Litre)	30,636	23,427
Frequency of Usage (Cycle)	17	13
Qty Cylinder Leak Test (Unit)	52,968	53,396

SUSTAINABILITY STATEMENT
(Cont'd)

WATER MANAGEMENT (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

2.   Water Recycling and Leak Testing (Cont'd)

CO$_2$ Fire Extinguisher Leaks Test Process

Shows CO$_2$ fire extinguishers submerged in a testing tank. This is part of the leak detection process, where submerged cylinders are checked for any escaping bubbles—an indication of leakage.

Water Tank for Leaks test

Displays the dedicated water tank used for the leak tests. This robust setup is an essential part of the recycling system, enabling water to be reused efficiently across multiple test cycles.

3.   Rainwater Harvesting

The Group has implemented rainwater harvesting systems as part of its sustainability commitment. These systems are currently utilised for non-potable applications such as washing lorries and watering plants. Collected rainwater is stored in dedicated tanks and is monitored monthly to evaluate the system's performance in reducing treated water consumption.

In FYE 2025, the Group harvested 972 litres of rainwater, achieving savings equivalent to RM2,792.88. While the volume of harvested water fluctuated due to seasonal rainfall, the initiative demonstrates significant potential for long-term water cost reduction.

However, further investment in the rainwater harvesting project will be on hold for the time being to focus on improving the current system and assessing more cost-effective water-saving methods. This includes installing two (2) additional stainless steel tanks with a capacity of 1,730 litres each to support ongoing water management efforts.

Rainwater Harvest Collection System

SUSTAINABILITY STATEMENT
(Cont'd)

WASTE MANAGEMENT

Management Approach, Progress and KPIs

The Group adopts a circular approach to waste management, ensuring all scheduled chemical waste is safely managed by certified provider Kualiti Alam, with proper on-site storage and disposal as stipulated by the Department of Environment ("**DoE**"). Recyclable materials such as scrap metal and plastic are recovered and sold, with part of the proceeds reinvested into employee support initiatives. Moving forward, we will enhance waste tracking data to cover office waste, identify opportunities to repurpose chemical waste for product development, and expand recycling initiatives to further align with circular economy principles.

1. **Chemical Waste Management**

    The Group disposes chemical waste in strict compliance with DoE regulations. All scheduled waste is managed by Kualiti Alam using approved packaging and transport protocols through a certified third-party provider. A designated on-site storage area ensures proper handling before disposal. We explore opportunities to repurpose specific waste streams for future product development. In FYE 2025, the Group generated 7.62 metric tonnes of waste, with 6.98 metric tonnes sent for disposal.

Waste	Quantity Generated (Metric Tonnes)			Quantity Disposed (Metric Tonnes)		
	FYE 2023	FYE 2024	FYE 2025	FYE 2023	FYE 2024	FYE 2025
SW204: Waste from electrical and electronic components	0	0	0.07	0.94	0	0.07
SW408: Contaminated soil, debris or matter resulting from the cleaning up of a spill of chemical, mineral oil or scheduled waste	2.06	1.73	4.57	3.21	1.73	3.93
SW410: Rags, plastics, papers, or filters contaminated with scheduled waste	1.58	0.87	2.29	1.58	0.87	2.29
SW417: Sludge from ink, paint, and adhesives	0.20	0.24	0.69	0.20	0.24	0.69
Total	3.84	2.84	7.62	5.93	2.84	6.98

2. **Scrap Metal and Plastic Recovery**

    The Group recovers and sells scrap materials, including metal, plastic, and packaging. Revenue from these sales is partially reinvested into employee support initiatives, adding value to waste recovery practices. In FYE 2025, we recovered 474,240.30 kg of scrap materials, generating approximately RM690,689.78 in revenue.

	FYE 2023	FYE 2024	FYE 2025
Quantity of Scrap Materials Sold (kg)	341,574.00	335,773.00	517,905.00
Total Value (RM)	567,455.99	544,889.51	743,555.08

SUSTAINABILITY STATEMENT
(Cont'd)

SOCIAL

OCCUPATIONAL SAFETY AND HEALTH

Management Approach, Progress and KPIs

Safety is a core value embedded into the Group's operational and strategic decision. We remain steadfast in our aim to implement robust OSH systems to ensure a safe and healthy work environment for all employees, contractors and stakeholders.

A strong safety culture is fostered through quarterly Safety and Health Committee meetings, during which past incidents are reviewed, hazards assessed, and proactive measures implemented. This committee is chaired by the Executive Director and supported by the OSH Coordinator as the Committee Secretary. It comprises 10 members, equally representing management and employees, to ensure balanced and inclusive oversight.

The Safety and Health Committee is responsible for:

● Developing and maintaining safety policies and work procedures
● Assessing safety program effectiveness and recommending improvements
● Analysing incidents and near misses to prevent future occurrences
● Reporting unsafe conditions and recommending corrective actions
● Reviewing safety policies in line with regulations and best practices

The Group's Safety and Health Committee organisational structure is shown below:

SAFETY HEALTY COMMITTEE/EMERGENCY RESPONSE TEAM ORGANISATION CHART
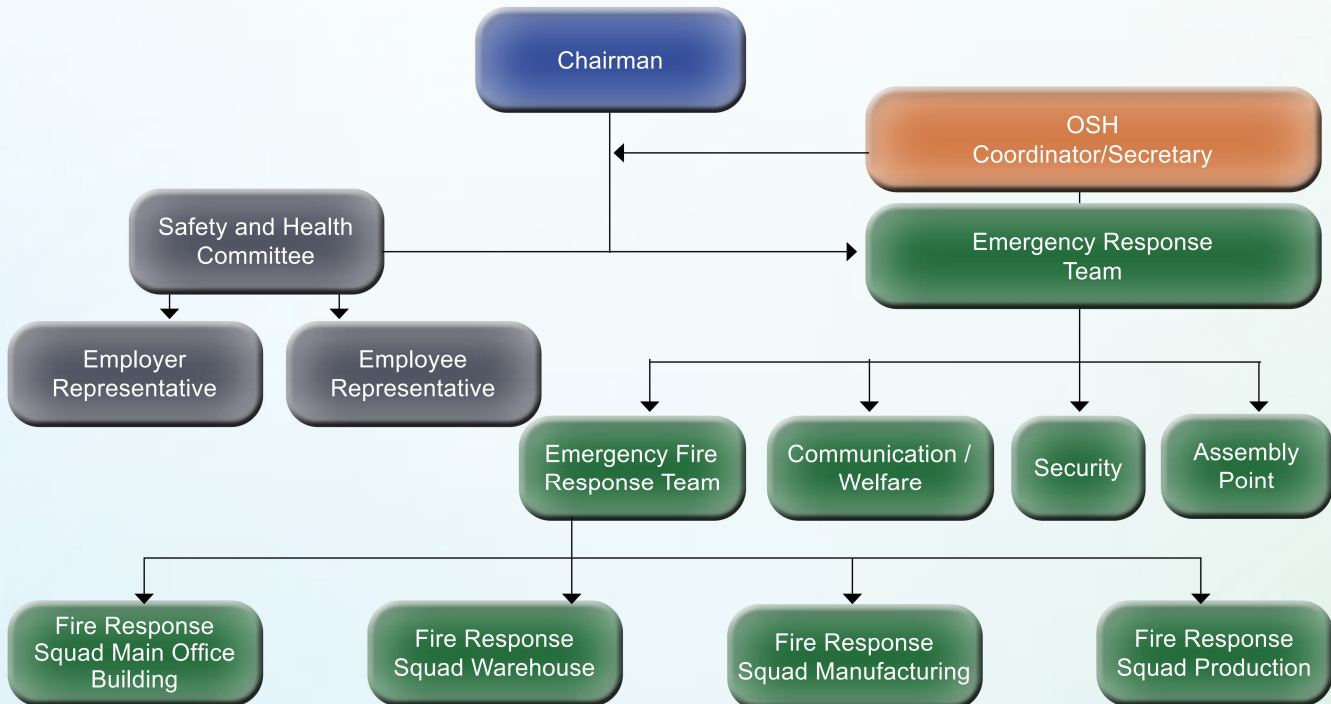
SUSTAINABILITY STATEMENT
### (Cont'd)

SOCIAL (CONT'D)

OCCUPATIONAL SAFETY AND HEALTH (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

The Emergency Response Team ("**ERT**") complements the Group's OSH structure by ensuring readiness for critical incidents. Responsibilities include fire safety, emergency response protocols, crisis communication, and evacuation coordination. The ERT plays a central role in maintaining a safe environment during emergencies.

The following chart describes the Emergency Response Team organisation chart for the Group:

EMERGENCY RESPONSE TEAM ORGANISATION CHART
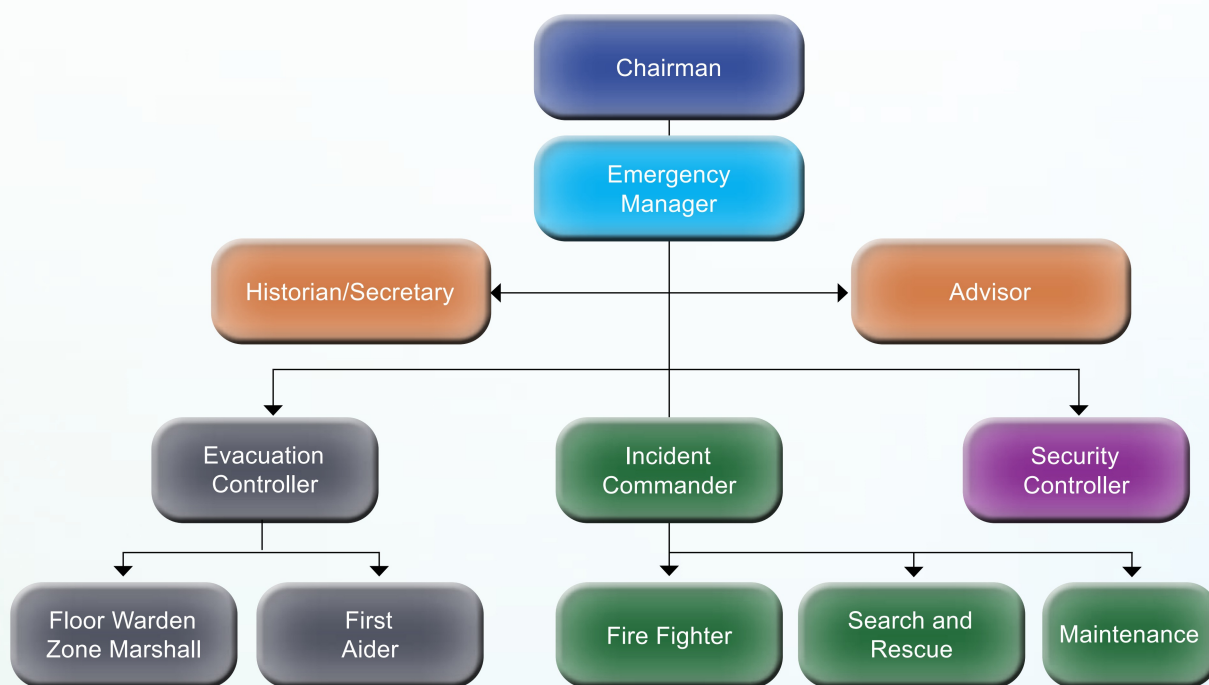
The Safety and Health Committee and ERT oversee the implementation of occupational safety measures across the Group. The following sections present the results of these efforts, including recorded incidents, calculated safety performance metrics, and employee training activities carried out during the reporting year.

1. **Workplace Accident**

    During the reporting period, the Group recorded zero workplace fatalities and maintained full compliance with OSH regulations, reflecting its continued commitment to safeguarding the well-being of all employees. Six (6) workplace accidents occurred during the year, five (5) of which led to a total of 11 lost working days.

    The Group's workplace safety-related data is summarised in the table below.

Category	Case Reported		
	FYE 2023	**FYE 2024**	**FYE 2025**
Number of fatality (cases)	0	0	0
Number of accidents (cases)	6	6	6
Number of accidents that cause the lost working hours (cases)	3	3	5
Number of lost working days led by accidents (days)	12	9	11

SUSTAINABILITY STATEMENT
(Cont'd)

SOCIAL (CONT'D)

OCCUPATIONAL SAFETY AND HEALTH (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

2. Safety Performance Metrics

To evaluate safety performance, several key indicators are calculated based on total hours worked. These include fatality rate, accident rate, likelihood rate, severity rate, and lost time incident rate ("**LTIR**"). Further information of our occupational workplace accident data is illustrated in the table below:

Metric	Occupational Workplace Accident		
	FYE 2023	**FYE 2024**	**FYE 2025**
Fatality Rate	0	0	0
Accident Rate	15.41	15.41	13.40
Likelihood Rate	15.41	15.41	13.40
Severity Rate	10.27	23.11	24.50
LTIR	7.70	7.70	24.50

3. Safety Engagement and Training

To reinforce safety awareness, the Group conducted monthly safety briefings throughout 2025, in collaboration with the DOSH. These sessions engaged 81 employees across Warehouse, Production, and Manufacturing departments.

Workplace Housekeeping and Signage
- Importance or workstation housekeeping
- Addition of safety and adequate signage
- Housekeeping inspections and recommendations

Safety Incident Management
- Workplace accident information
- Lost Time Injury ("**LTI**") and first incidents
- Past incident reviews and lessons learned

Emergency Preparedness
- Emergency evacuation plan and response team
- Assembly point awareness
- Emergency response layout

Workplace Hazards and Inspection Findings
- Identification of potential hazards
- Findings from routine workplace inspections

Personal Protective Equipment ("PPE")
- Use of PPE in various settings (e.g. forklift operation, chemical handling)

Occupational Safety and Health Regulations
- Responsibilities of employer and employee (OSHA 1994)
- Materiality Safety Data Sheet ("**MSDS**") awareness

These briefings formed a critical part of the Group's preventive safety measures, helping to strengthen operational safety and build a workplace culture centred on accountability, awareness, and compliance.

SUSTAINABILITY STATEMENT
(Cont'd)

EMPLOYEE MANAGEMENT

Management Approach, Progress and KPIs

At the heart of the Group's success is a diverse, skilled and engaged workforce. We are committed to fostering an inclusive environment where every employee is respected, valued and offered equal opportunities to grow and thrive. Our employee management approach is rooted in the principles of fairness, transparency and meritocracy. We believe that investing in our people and cultivating a culture of respect and inclusion directly contributes to higher employee engagement, improved productivity and long-term business sustainability.

1. **Workforce Diversity and Equal Opportunity**

    Efforts to promote a diverse and respectful workplace contributed to stronger employee engagement and satisfaction. Collaboration with department heads to strengthen the Employee Engagement Program, recognition initiatives, and fair compensation practices led to a positive outcome. For FYE 2025, the employee satisfaction score reached 78.0%, meeting the internal KPI target of 75.0%.

    The Group strictly adheres to labour laws, ensuring fair treatment, non-discrimination, and the protection of employees' rights. All workforce practices comply with the Malaysian Employment Act 1955 and relevant labour regulations, with a commitment to eliminating forced or compulsory labor, child labor, and ensuring freedom of association. Furthermore, there were no human rights violations or instances of employing individuals below the legal working age during the reporting period.

    Efforts to monitor workforce dynamics, such as turnover and demographic diversity, are essential for maintaining an inclusive and engaging environment. For FYE 2025, the Group recorded a turnover rate of 37.5%, indicating the importance of placing higher efforts on ongoing retention strategies and employee development initiatives. We track key diversity metrics, including workforce movement, age distribution, nationality, and leadership composition, ensuring that equal opportunities are provided to all employees and that non-discrimination is upheld.

    The following table presents an overview of the Group's employee-related data.

	Unit	FYE 2023	FYE 2024	FYE 2025
Total Board Members by Gender				
Total Board Members	Number	8	8	8
Female	%	37.5	37.5	37.5
Male	%	62.5	62.5	62.5
Total Board Members by Age Group				
<30	%	0	0	0
30–39	%	12.5	12.5	12.5
40–50	%	50.0	50.0	50.0
>50	%	37.5	37.5	37.5
Total Employees by Nationality				
Malay	%	42.3	46.6	62.7
Chinese	%	27.3	20.8	17.7
Myanmar	%	11.2	9.0	6.4
Nepali	%	9.9	9.0	5.5
Bangladeshi	%	9.3	14.1	7.7
Indian	%	0	0.6	0

SUSTAINABILITY STATEMENT
(Cont'd)

EMPLOYEE MANAGEMENT (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

1. **Workforce Diversity and Equal Opportunity (Cont'd)**

	Unit	FYE 2023	FYE 2024	FYE 2025
Total Age by Employee Category				
Senior Management				
<30	%	0	0	0
30-39	%	37.5	33.3	22.2
40-50	%	37.5	55.6	66.7
>50	%	25.0	11.1	11.1
Middle Management				
<30	%	10.5	6.3	6.6
30-39	%	47.4	50.0	50.0
40-50	%	26.3	25.0	25.0
>50	%	15.8	18.8	18.8
Senior Executive				
<30	%	33.3	12.5	12.0
30-39	%	33.3	54.2	44.0
40-50	%	25.0	2531	36.0
>50	%	8.3	8.3	8.0
Executive				
<30	%	51.3	37.8	38.7
30-39	%	35.9	48.9	53.2
40-50	%	10.4	11.1	4.9
>50	%	2.6	2.2	3.2
Non-Executive				
<30	%	55.4	53.8	62.2
30-39	%	43.1	41.3	34
40-50	%	0	3.8	2.9
>50	%	1.6	1.3	1.0
Total Gender by Employee Category				
Senior Management				
Female	%	25.0	44.5	44.5
Male	%	75.0	55.6	55.6
Middle Management				
Female	%	42.1	37.5	37.5
Male	%	57.9	62.5	62.5
Senior Executive				
Female	%	45.8	41.7	52.0
Male	%	54.2	58.3	48.0

EMPLOYEE MANAGEMENT (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

1. **Workforce Diversity and Equal Opportunity (Cont'd)**

	Unit	FYE 2023	FYE 2024	FYE 2025
Executive				
Female	%	51.3	53.3	51.6
Male	%	48.7	46.8	48.4
Non-Executive				
Female	%	9.2	10.0	8.8
Male	%	90.8	90.0	91.3
Total Employee Turnover by Employment Category				
Senior Management	Pax	0	1.0	1.0
Middle Management	Pax	2.0	2.0	1.0
Senior Executive	Pax	1.0	5.0	5.0
Executive	Pax	4.0	15.0	8.0
Non-Executive	Pax	20.0	12.0	58.0
Total Employees by Employment Contract				
Permanent Employees	%	70.0	68.0	77.0
Contract Employees	%	30.0	32.0	23.0

2. **Employee Benefits**

    The Group provides a set of employee benefits that address practical needs related to compensation, health support, and workplace engagement. These include attendance allowances, medical and dental claims, long service awards, and access to company activities. Some benefits are applied based on role, department, or length of service.

    The current list of benefits includes:

Category	Type of Benefit	Eligibility Criteria
Compensation and Incentives	• Monthly/Yearly Attendance • Allowance • Annual Salary Review • Performance Bonus	Based on performance or attendance
Health and Wellness	• Medical Claim • Dental/Optical	Based on years of service/job category
Recognition and Retention	• Long Service Award • Wedding Gift • New Born Gift • Condolence • Attendance Allowance	Based on years of service or relationship
Mobility and Tools Support	• Car Allowance • Mobile Phone Benefit	For sales employees/by department request
Leave and Time Off	Birthday Leave	Claimable during birthday month
Engagement and Culture	• Company Engagement Activity (Quarterly) • Yearly Team Building Activity	Full-time employees only
Occupational Safety Support	• Safety Shoes Claim	For operation and engineering department employees

SUSTAINABILITY STATEMENT
(Cont'd)

EMPLOYEE MANAGEMENT (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

3. Employee Engagement

An annual Employee Satisfaction survey is conducted to gather insights about our strengths and identify opportunities for improvements, with the goal of enhancing the overall employee experience and strengthening our corporate culture. In FYE 2025, the Group recorded a 78.0% employee satisfaction score. Moving forward, we aim to maintain a satisfaction score at or above the current level.

Beyond surveys, the Group supports employee interaction throughout the reporting year through the organisation of various activities such as corporate annual dinner, recreational sports and outdoor activities. The aim of these engagements is to cultivate an environment where positive relationships among co-workers can thrive, fostering a sense of unity and mutual support.

Employee Engagement

19 January 2025
Annual Dinner 2025

21 February 2025
Badminton (Setia Sport Arena, Shah Alam)

18 May 2024
Cycling (Taman Botanic Negara, Shah Alam)

22-23 June 2024
Gopeng

22 November 2024
Bowling (Alam Lane, Aeon Mall Shah Alam)

SUSTAINABILITY STATEMENT
(Cont'd)

TRAINING AND DEVELOPMENT

Management Approach, Progress and KPIs

We view training and development as a strategic investment in our people and one of the key drivers of organisational success. Our approach is centered on equipping employees with the skills necessary to perform their roles effectively, comply with regulations, and remain agile in a rapidly changing environment. Through a combination of on-the-job learning, physical workshops and training, and digital courses, we empower our workforce to adapt, innovate and contribute to the Group's long-term goals.

In FYE 2025, the Group implemented structured training activities designed to enhance employee competence in line with operational and regulatory requirements. A total of 1,455 training hours were recorded, resulting in an average of 11 training hours per employee with a training expenditure of RM101,875. Programs covered practical areas such as data handling, technical processes, compliance requirements, and workplace safety. These sessions were planned based on departmental roles and reviewed periodically to ensure their relevance. Moving forward, the Group aims to achieve an average training hours to 12 per employee to support skill development across key operational areas.

Total hours of training by employee category in FYE 2025 is summarised below:

Category	Total Hours
Board of Directors	161
Senior Leadership Team	1,517
Middle Management Team	286
Senior Executive Team	388
Executive Team	294
Non-Executive Team	77

The following table outlines the range of training topics conducted during FYE 2025.

Category	Topics
Data and Digital Skills	• MIA Webinar Series: Financial Modelling for Forecasting Budgeting and Financial Statement in Excel • Beyond the Basics: Excel Data Mastery for Visual Insights and Informed Decisions Workshop • E-Invoicing • Implementation of E-Invoicing in Malaysia
Technical Competencies	• Executive Master of Human Resource Management • Fire Risk Assessors Courses • ISO 9001:2015 Quality Management System Internal Auditor Training Course • National Institute for Occupational Safety and Health ("**NIOSH**") Tenaga Safety Leader Passport • Introduction to Environment, Social and Governance and Sustainability Statement Drafting and Creation Workshop
Compliance and Regulatory Knowledge	• Handling Post Listing Obligations • International Fire Conference and Exhibition Malaysia ("**IFCEM**") • Decoding Transaction and Related Party Transaction ("**RPT**") Rules • Handling Challenges in Corporate Disclosures • Anti-Bribery and Corruption
Safety and Operational Training	• Defensive Driving Courses

SUSTAINABILITY STATEMENT
(Cont'd)

DATA PRIVACY AND SECURITY

Management Approach, Progress and KPIs

As technology plays an increasingly vital role in enabling more efficient and collaborative work environments, it is critical for Unique Fire to effectively manage the growing threats and risks associated with data privacy and security breaches. We prioritise data privacy and security as a fundamental to maintaining trust with our stakeholders.

The Group's approach is built on a robust data protection framework designed to ensure that information is shared lawfully and appropriately, with data managed securely, confidentially and with integrity. In alignment with local and global data protection regulations such as the Personal Data Protection Act, we are committed to safeguarding personal and business-critical data while fostering a culture of accountability and continuous improvement in data security.

1.   **Data Protection Framework**

As cyber threats evolve, the Group has taken proactive steps to strengthen its data protection framework. Several key policies have been implemented to guide data security practices:

Policy	Purpose
Backup Recovery Policy	Ensures consistent data backup procedures and supports recovery during disasters, hardware failures, or investigations.
Data Security and Protection Policy	Regulates access to confidential data, empowers secure data usage, and increases awareness to prevent breaches.
Password Policy	Promotes strong password practices as a first line of defence against unauthorised access.

To support these policies, robust IT security measures are maintained, including regular software updates and annual security testing. All employees receive cybersecurity training, such as phishing awareness, to enhance vigilance and responsiveness. In FYE 2025, additional measures were introduced, including advanced spam filters and stricter physical security protocols. Moving forward, we will continue to invest in data protection and employee awareness to ensure long-term security and resilience as part of our broader sustainability strategy.

2.   **Customer Responsibility**

The Group is committed to safeguarding customer data and ensuring privacy through these robust security measures. Customers are informed about data collection practices and are empowered to control their information. In FYE 2025, there were no data breaches or privacy complaints recorded, reflecting the Group's dedication to customer privacy and trust.

We maintain a structured process for managing customer complaints to ensure timely and appropriate resolution. Complaints may be submitted through various channels, including sales representatives, email, or the company hotline. Once received, complaints are formally logged and assessed. Product-related complaints are managed through a Return Material Authorisation ("**RMA**") process, while other matters are directed to the relevant departments for investigation and follow-up. We aim to resolve issues within timelines proportionate to the complexity of each case, and customers are informed of outcomes once actions are completed.

Customer feedback is gathered through bi-annual satisfaction surveys, which help the Group assess service quality and identify areas for improvement. In FYE 2025, this ongoing engagement process contributed to a customer satisfaction score of 93.3%, reflecting the effectiveness of the Group's approach in meeting customer expectations.

SUSTAINABILITY STATEMENT
(Cont'd)

SUPPLY CHAIN MANAGEMENT

Management Approach, Progress and KPIs

The Group is committed to responsible and transparent procurement practices that align with its operational needs and sustainability goals. We implement a structured supplier evaluation and selection process that assesses both new and existing suppliers based on key criteria, including but not limited to quality, pricing, delivery, and service standards. Long-term partnerships with reliable suppliers are valued, as they support supply chain resilience and performance. Moving forward, we aim to establish formal supplier-related ESG targets as part of a broader framework for responsible supply chain management.

1. **Supplier Evaluation Process**

   A systematic process is in place to assess both new and existing suppliers, ensuring their alignment with the Group's quality, pricing, and delivery expectations. This process helps evaluate the reliability and performance of suppliers, ensuring that only high-quality and efficient suppliers remain in our supply chain. New suppliers are assessed using the New Supplier Evaluation Form, while the performance of existing suppliers is reviewed annually with the Supplier Performance Evaluation Form.

   Selecting suppliers that align with our standards is critical to maintaining the quality of our products. New suppliers are evaluated and approved by the respective HoD before being included in the Approved Supplier List. Existing suppliers are assessed yearly, with their performance reviewed by the Managing Director.

   Suppliers are assessed based on the following criteria:

   - Product/Service Quality
   - Pricing Policy
   - Delivery Performance
   - Level of Cooperation
   - After-sale Service
   - Flexibility to Urgent Requests
   - Ability to Source

   For FYE 2025, a total of 194 local suppliers and 53 foreign suppliers were recorded.

   Suppliers Composition

   Foreign 21.5%

   Local 78.5%
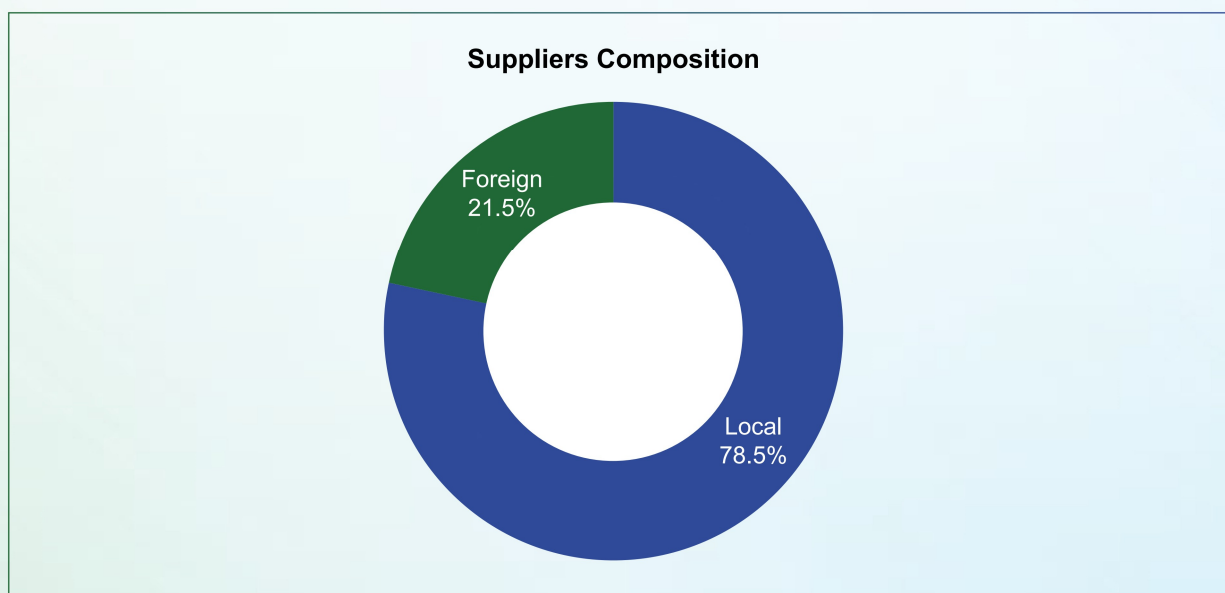
Looking ahead, our commitment is to strengthen relationships with local suppliers who meet our performance standards, ensuring the continued quality and efficiency of our supply chain. We will focus on retaining and improving relationships with suppliers who meet our high standards, while further expanding our network of top-performing

SUSTAINABILITY STATEMENT
(Cont'd)

SUPPLY CHAIN MANAGEMENT (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

2. **Local Supplier Support**

    The Group actively engages with local suppliers and continuously seeks opportunities to strengthen relationships with regional businesses, thereby supporting local economic development and reducing our environmental footprint. Various initiatives are undertaken to enhance collaboration with local suppliers, contributing to a diverse and resilient supply chain.

    During this reporting year, 35.0% of the Group's major product purchases were sourced from local suppliers, while the remaining 65.0% were sourced from foreign suppliers. The spending trend over the past three reporting years is shown below:

Spending on Local Suppliers

	Unit	FYE 2023	FYE 2024	FYE 2025
Total spending on local suppliers	%	32.5	33.5	35.1

    Moving forward, we will continue efforts to increase the proportion of local suppliers in our procurement activities. This includes reviewing current sourcing practices, exploring viable local alternatives that meet quality and operational standards, and supporting capacity-building where appropriate. Strengthening local sourcing is considered a practical step toward enhancing supply chain resilience and mitigating exposure to external disruptions.

LOCAL COMMUNITY

Management Approach, Progress and KPIs

The Group engages with local communities through targeted initiatives that support public safety, education, and local development. Activities are guided by practical needs identified through ongoing engagement with stakeholders and local partners. These include collaborations with schools, event sponsorships, and contributions to safety-related programs. The Group's approach reflects a structured effort to contribute to social development while maintaining relevance to its core operations. Moving forward, we will maintain at least 12 community engagement activities in FYE 2026, with a continued focus on fire safety, education support, and sponsorship of local initiatives.

In FYE 2025, the Group allocated RM151,005.71 to a range of community-focused initiatives aimed at supporting public safety, education, and local engagement. Support for community engagement included contributions to local events, youth programs, and civic organisations. Fire safety initiatives involved distributing firefighting equipment and conducting awareness activities with educational institutions and professional associations. The Group also supported education-related needs by donating materials to schools and offering recognition to participating students through corporate-sponsored items. Together, these programs demonstrate a practical approach to community involvement by supporting areas that align with the Group's operations and stakeholder interests.

SUSTAINABILITY STATEMENT
(Cont'd)

LOCAL COMMUNITY (CONT'D)

Management Approach, Progress and KPIs (Cont'd)

Below is the list of activities carried out during the year:

Community Engagement and Sponsorships	Monetary sponsorship to: ● Negeri Sembilan Youth Challenge 2024 ● Fundraising Charity to Rotary Club of Kota Famosa Malacca ● SME Association of Sabah 3rd Term council members installation cum fundraising night 2024 ● Junior Chamber International ("**JCI**") ● Malacca Law Tennis Association ("**MLTA**")
Fire Safety and Protection Initiatives	● Complimentary offering to various parties: 　○ 100 units of 9kg dry powder c/w bracket to Malaysia Fire Protection Association 　○ 5 units of 65mm diffuser nozzle to Malaysia Fire Protection Association 　○ 1kg and 2kg customised fire extinguishers to our employees 　○ 45 pieces of fire blanket to We Academy (Corporate Visit) ● Fire Safety Awareness Event – Xiamen University Malaysia
Fire Safety and Protection Initiatives Education and Student Support	● Donation of 46 units of chairs to school ● Complimentary 42 units and 25 of corporate gifts to students from Polytechnic Nilai and Xiamen University Malaysia, respectively

Impact Highlight: Community. Safety, and Education

We supported Xiamen University Malaysia's fire safety event by sponsoring fire extinguishers for a demonstration conducted by the Fire and Rescue Department ("**BOMBA**")

We supported a sports association in Malacca that promotes tennis development and organises local competitions.

Cash sponsorship for a youth-driven event in Negeri Sembilan, supporting leadership, sports, and entrepreneurship as part of our long-term commitment to community

WE Academy received 45 Unique Digital Information fire blankets during their visit to Unique Fire Industry-part of our CSR effort to promote practical fire safety awareness

SUSTAINABILITY STATEMENT
(Cont'd)

GRI Content Index

Statement of use	Unique Fire Holdings Berhad has reported the information cited in this GRI content index for the period 1 April 2024 to 31 March 2025
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational	Reporting Scope and Period, page 22
	2-2 Entities included in the organisation's sustainability reporting	
	2-3 Reporting period, frequency and contact point	Reporting Scope and Period, page 22 Feedback, page 22
	2-4 Restatements of information	N/A
	2-5 External assurance	N/A
	2-6 Activities, value chain and other business relationships	Management Discussion and Analysis, page 17-21
	2-7 Employees	Workforce Diversity and Equal Opportunity, page 41-43
	2-9 Governance structure and composition	Sustainability Governance, page 23
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Overview Statement, page 55-74
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, page 23
	2-15 Conflicts of interest	Corporate Governance Overview Statement, page 55-74
	2-16 Communication of critical concerns	
	2-17 Collective knowledge of the highest governance body	
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-22 Statement on sustainable development strategy	Managing The Risks and Optimising the Opportunities, page 27-29 Key Highlights and Achievements, page 31
	2-23 Policy commitments	Governance Policies and Procedures, page 24
	2-24 Embedding policy commitments	
	2-25 Processes to remediate negative impacts	Whistle-Blowing, page 25-26
	2-26 Mechanisms for seeking advice and raising	
	2-29 Approach to stakeholder engagement	Stakeholder Management, page 29-30

GRI Content Index (Cont'd)

GRI STANDARD	DISCLOSURE	LOCATION
Anti-bribery and Anti-corruption		
GRI 205: **Anti-corruption 2016**	205-1 Operations assessed for risks related to corruption	Anti-Bribery and Anti-Corruption ("ABAC"), page 24-25
	205-2 Communication and training about anti-corruption policies and procedures	Awareness Campaigns, page 24 ABAC Training, page 25
	205-3 Confirmed incidents of corruption and actions taken	Incident Reporting and Action, page 25
Emissions Management		
GRI 305: **Emissions 2016**	305-1 Direct (Scope 1) GHG emissions	GHG Emissions Management, page 32
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-5 Reduction of GHG emissions	Optimised Delivery, page 33
Energy Management		
GRI 302: **Energy 2016**	302-1 Energy consumption within the organisation	Electricity Consumptions, page 33
	302-4 Reduction of energy consumption	Renewable Energy Integration, page 34 Energy Efficiency Improvement, page 34
Water Management		
GRI 303: **Water and Effluents 2018**	303-1 Interactions with water as a shared resource	Water Recycling and Leak Testing, page 35-36 Rainwater harvesting, page 36
	303-5 Water consumption	Water Consumption, page 35
Waste Management		
GRI 306: **Waste 2020**	306-1 Waste generation and significant waste-related impacts	Chemical Waste Management, page 37
	306-2 Management of significant waste-related impacts	Waste Management, page 37
	306-3 Waste generated	Chemical Waste Management, page 37
	306-4 Waste diverted from disposal	Scrap Metal and Plastic Recovery, page 37
	306-5 Waste directed to disposal	Chemical Waste Management, page 37
Occupational Safety and Health		
GRI 403: **Occupational Health and 2018**	403-1 Occupational health and safety management system	Occupational Safety and Health, page 38-40
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	Safety Engagement and Training, page 40
	403-6 Promotion of worker health	Employee Benefits, page 43
	403-9 Work-related injuries	Workplace Accident, page 39 Safety Performance Metrics, page 40

SUSTAINABILITY STATEMENT
(Cont'd)

GRI Content Index (Cont'd)

GRI STANDARD	DISCLOSURE	LOCATION
Employee Engagement		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Workforce Diversity and Equal Opportunities, page 41-43
Training and Development		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Development, page 45
	404-2 Programs for upgrading employee skills and transition assistance programs	
Data Privacy and Security		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security, page 46
Supply Chain Management		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local Supplier Support, page 48
Local Community		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Community, page 48-49

SUSTAINABILITY STATEMENT
(Cont'd)

Performance Data

Indicator	Measurement Unit	2025
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Board of Directors	Percentage	37.50
Senior Leadership Team	Percentage	100.00
Middle Management Team	Percentage	47.06
Senior Executive Team	Percentage	24.00
Executive Team	Percentage	8.06
Non-Executive Team	Percentage	0.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	151,005.71
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	No Data Provided
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Senior Leadership Team Under 30	Percentage	0.00
Senior Leadership Team Between 30-39	Percentage	22.22
Senior Leadership Team Between 40-49	Percentage	66.67
Senior Leadership Team Above 49	Percentage	11.11
Middle Management Team Under 30	Percentage	6.25
Middle Management Team Between 30-39	Percentage	50.00
Middle Management Team Between 40-49	Percentage	25.00
Middle Management Team Above 49	Percentage	18.75
Senior Executive Team Under 30	Percentage	12.00
Senior Executive Team Between 30-39	Percentage	44.00
Senior Executive Team Between 40-49	Percentage	36.00
Senior Executive Team Above 49	Percentage	8.00
Executive Team Under 30	Percentage	38.71
Executive Team Between 30-39	Percentage	53.23
Executive Team Between 40-49	Percentage	4.84
Executive Team Above 49	Percentage	3.23
Non-Executive Team Under 30	Percentage	62.14
Non-Executive Team Between 30-39	Percentage	33.98
Non-Executive Team Between 40-49	Percentage	2.91
Non-Executive Team Above 49	Percentage	0.97
Gender Group by Employee Category		
Senior Leadership Team Male	Percentage	37.50
Senior Leadership Team Female	Percentage	62.50
Middle Management Team Male	Percentage	58.82
Middle Management Team Female	Percentage	41.18
Senior Executive Team Male	Percentage	48.00
Senior Executive Team Female	Percentage	52.00
Executive Team Male	Percentage	48.39
Executive Team Female	Percentage	51.61
Non-Executive Team Male	Percentage	91.26
Non-Executive Team Female	Percentage	8.74

SUSTAINABILITY STATEMENT
(Cont'd)

Performance Data (Cont'd)

Indicator	Measurement Unit	2025
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	62.50
Female	Percentage	37.50
Under 30	Percentage	0.00
Between 30-39	Percentage	12.50
Between 40-49	Percentage	50.00
Above 49	Percentage	37.50
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	538.80 *
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	24.50
Bursa C5(c) Number of employees trained on health and safety standards	Number	81
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Board of Directors	Hours	161
Senior Leadership Team	Hours	1,517
Middle Management Team	Hours	286
Senior Executive Team	Hours	388
Executive Team	Hours	294
Non-Executive Team	Hours	77
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	23.00
Bursa C6(c) Total number of employee turnover by employee category		
Board of Directors	Number	0
Senior Leadership Team	Number	1
Middle Management Team	Number	1
Senior Executive Team	Number	5
Executive Team	Number	8
Non-Executive Team	Number	58
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	35.09
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	9.500000
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	7.62
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	No Data Provided
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	6.98
Bursa (Emissions management)		
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	5,973.24
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	417.03
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of	Metric tonnes	326.72