

# SUSTAINABILITY STATEMENT

## ABOUT THIS STATEMENT

### REPORTING SCOPE AND PERIOD

This Sustainability Statement ("**Statement**") covers Unique Fire Holdings Berhad ("**Unique Fire**" or "**the Company**"), its subsidiaries ("**the Group**"), including Unique Fire Industry Sdn. Bhd., Unique Digital Innovation Sdn. Bhd., Unique Green Energy Sdn. Bhd., and Unique Mosafe Sdn. Bhd. and its joint venture partner Unique Electronics Sdn. Bhd.. This Sustainability Statement is a continuation of Unique Fire Holdings Berhad's previous Sustainability Statement, which was published in 2025.

The Group reports its sustainability performance on an annual basis to provide stakeholders with a consistent and transparent account of its economic, environmental, social and governance ("**ESG**") performance, as well as the progress made in managing sustainability-related matters across its operations. This Sustainability Statement covers the period from 1 April 2025 to 31 March 2026 ("**FYE 2026**").

### REPORTING STANDARDS

This Sustainability Statement has been prepared in accordance to the Bursa Malaysia Securities Berhad Sustainability Reporting Guide 2022 (3rd edition), with reference to the Global Reporting Initiative ("**GRI**") Standards 2021. To ensure alignment with broader global sustainability objectives, this Statement also makes reference to the United Nations Sustainable Development Goals ("**UN SDGs**"), where relevant, in demonstrating how the Group's sustainability efforts contribute to selected global development priorities.

### 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](mailto:contactus@uniquefire.com)

## SUSTAINABILITY STATEMENT (Cont'd)

### SUSTAINABILITY AT UNIQUE FIRE

#### 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 environmental, social, and governance 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.

Unique Fire's ESG Committee Group was established in FYE 2025 and chaired by the Executive Director to drive sustainability measures and initiatives. Below is our four-tier sustainability governance structure ensuring effective oversight and implementation of ESG strategies.



#### Board of Directors

- 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 of Directors 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 is composed of 12 members representing human resource, finance and accounts, manufacturing and production, supply chain, information technology 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 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)

### 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 Malaysia's Sustainability Reporting Guide 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/wp-content/uploads/2025/07/UFH-Sustainability-Policy.pdf>.

### MATERIALITY MATTERS

Unique Fire's materiality assessment informs our sustainability strategy and supports the identification and prioritisation of sustainability matters that are most relevant to our business and stakeholders. Through this process, we evaluate sustainability-related risks, opportunities and impacts to ensure that our sustainability initiatives remain aligned with stakeholder expectations, business priorities and evolving regulatory requirements.

During the reporting year, we enhanced our materiality assessment approach by introducing a double materiality perspective in line with emerging sustainability reporting practices and Bursa Malaysia's sustainability reporting requirements. This approach broadens our assessment by considering both how sustainability-related matters may affect the Group's financial performance, business resilience and long-term value creation (outside-in perspective), as well as how the Group's activities impact the economy, environment and society (inside-out perspective).

The adoption of a double materiality perspective enables the Group to better understand the interrelationship between sustainability impacts, risks and opportunities, while strengthening our ability to identify material matters that are significant to both our business and stakeholders. This enhanced approach will serve as the foundation for a more comprehensive double materiality assessment in FYE 2026 and support the continuous integration of sustainability considerations into our strategic decision-making process.

#### Double Materiality Assessment Process

Following the procedures guided by the GRI Standards, we conducted our materiality assessment with the assistance of the third party and the involvement of key stakeholders. In accordance with the Bursa Malaysia Sustainability Reporting Guide (3rd Edition), our materiality assessment process was conducted through the following three phases:

#### **Phase 1: Identification and Prioritisation of Material Matters**

Relevant sustainability matters were identified through a review of the Group's business environment, industry developments, ESG standards, stakeholder expectations and sustainability reporting frameworks. The identified matters were then assessed using a double materiality approach, considering both the Group's impacts on the economy, environment and society, as well as the potential financial implications of sustainability matters on the Group's business performance and value creation.

#### **Phase 2: Stakeholder Engagement and Assessment**

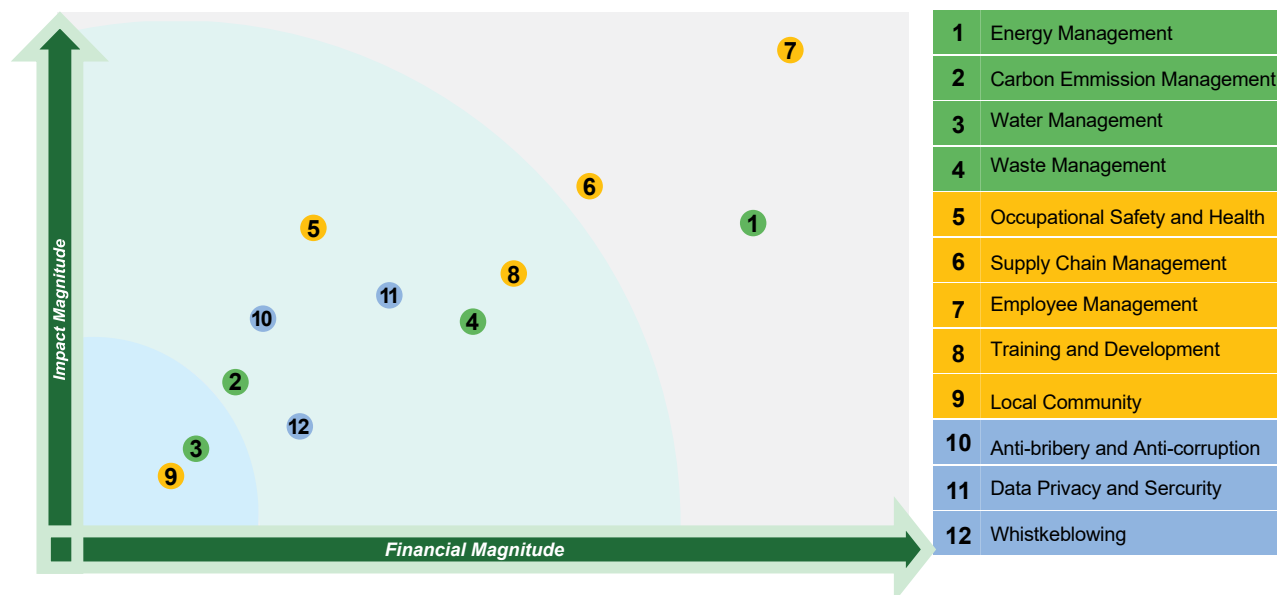
Stakeholder perspectives were obtained through engagement with both internal and external stakeholders. Internal stakeholders were engaged through focus group discussions ("FGDs") to gather insights on the Group's sustainability impacts, risks and opportunities from an operational and strategic perspective. External stakeholders were engaged through survey forms to understand their views on the sustainability matters that are most important to them and to validate the relevance of the identified topics.

#### **Phase 3: Review and Validation**

The identified material matters and assessment outcomes were reviewed and validated by the ESG Committee, Management and the Board of Directors. This process ensures that the final material matters reflect the views of key stakeholder groups, align with the Group's sustainability priorities and support the integration of sustainability considerations into the Group's business objectives.

## SUSTAINABILITY STATEMENT (Cont'd)

### MATERIALITY MATTERS MATRIX (CONT'D)



Legend for material topics:

- Green – Environmental Matters
- Yellow – Social Matters
- Blue – Governance Matters

Following the materiality matrix, we further mapped selected material matters against their impact to stakeholders and financial magnitude. This provides a clearer view of how each topic may affect the Group from both impact and business perspectives, and supports a more balanced understanding of sustainability-related risks and opportunities.

| Material Topic                    | Impact Materiality | Key Points                                                                                                                   | Financial Magnitude | Key Points                                                                                       |
|-----------------------------------|--------------------|------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------|
| <b>Energy Management</b>          |                    | Energy use affects environmental footprint, but impacts are manageable through efficiency and solar initiatives              |                     | Energy cost, efficiency savings, and solar generation have clearer financial implications        |
| <b>Carbon Emission Management</b> |                    | Emissions are disclosed, but current stakeholder impact is assessed as relatively limited compared with other topics         |                     | Current financial exposure from carbon risk appears limited or not yet strongly materialised     |
| <b>Water Management</b>           |                    | Water use and rainwater harvesting are disclosed, but impact appears limited in scale                                        |                     | Water cost and disruption risk appear relatively minor                                           |
| <b>Waste Management</b>           |                    | Scheduled waste and scrap recovery create environmental relevance, but impact is controlled through compliance and recycling |                     | Financial relevance: recycling revenue and compliance cost/risk make it financially more visible |

## SUSTAINABILITY STATEMENT (Cont'd)

### MATERIALITY MATTERS MATRIX (CONT'D)

| Material Topic                          | Impact Materiality                                                                  | Key Points                                                                                                 | Financial Magnitude                                                                  | Key Points                                                                                       |
|-----------------------------------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| <b>Occupational Safety and Health</b>   |    | Direct effect on workers due to accidents, lost working days, and workplace safety exposure                |    | Accidents may affect productivity, liability, and operations, but score is not among the highest |
| <b>Supply Chain Management</b>          |    | Supplier practices affect product quality, continuity, and potentially ESG exposure across the value chain |    | Supplier dependency, disruption, cost, and quality risks are significant                         |
| <b>Employee Management</b>              |    | Strongest stakeholder impact due to direct effect on employees, retention, welfare, and engagement         |    | Strong link to productivity, workforce stability, and operational performance                    |
| <b>Training and Development</b>         |   | Training supports employee capability and safety but is less severe than employee management overall       |   | Skills development supports productivity, compliance, and operational efficiency                 |
| <b>Local Community</b>                  |  | Community activities are positive but appear limited in scale and business dependency                      |  | Limited direct effect on revenue, cost, or operational continuity                                |
| <b>Anti-Bribery and Anti-Corruption</b> |  | Governance importance is acknowledged, but no reported cases reduce assessed likelihood/severity           |  | Potential downside is serious, but current likelihood/exposure is assessed as low                |
| <b>Data Privacy and Security</b>        |  | Possible stakeholder harm from breaches, but no complaints/breaches reported                               |  | Beach risk could create cost, disruption, and trust issues                                       |
| <b>Whistleblowing</b>                   |  | Important for ethical culture, but indirect stakeholder impact and no reported cases                       |  | Helps detect misconduct, but current exposure appears limited                                    |

 High severity

 Medium severity

 Low severity

## SUSTAINABILITY STATEMENT (Cont'd)

### MANAGING THE RISKS AND OPTIMISING THE OPPORTUNITIES

In FYE 2026, the Group further enhanced its sustainability disclosure by outlining the financial and non-financial risks and opportunities associated with its material sustainability matters. This provides stakeholders with a clearer understanding of how each material topic may influence the Group's operations, business resilience, reputation and long-term value creation.

The identification of these risks and opportunities supports us in prioritising relevant sustainability matters and strengthening the integration of sustainability considerations into our business planning and decision-making processes.

The table below sets out the Group's key material topics, together with the related financial and non-financial risks and opportunities: -

#### Materiality Matters Risk & Opportunity

| Material Topic                                   | Risk                                                                                                                             |                                                                                                                             | Opportunity                                                                                                                      |                                                                                                           |
|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
|                                                  | Financial                                                                                                                        | Non-Financial                                                                                                               | Financial                                                                                                                        | Non-Financial                                                                                             |
| <b>Anti-Bribery and Anti-Corruption ("ABAC")</b> | Potential fines, penalties, legal costs, and business disruption arising from bribery or corruption incidents.                   | Reputational damage, loss of stakeholder trust, and weakened corporate integrity.                                           | Stronger governance may improve investor confidence, reduce compliance-related losses, and support long-term business stability. | Strengthen ethical business culture, transparency, and corporate governance.                              |
| <b>Whistle-Blowing</b>                           | Potential legal or regulatory exposure if misconduct is not reported or addressed effectively.                                   | Reputational damage if stakeholders perceive reporting channels as ineffective or unsafe.                                   | Early detection of misconduct may reduce the financial impact of fraud, non-compliance, or operational losses.                   | Foster a speak-up culture, improve accountability, and enhance corporate governance.                      |
| <b>Carbon Emission Management</b>                | Rising carbon-related compliance costs, possible future carbon pricing, and costs of transitioning to lower-emission operations. | Increased stakeholder pressure if emissions are not managed, and possible negative perception from customers or regulators. | Investment in renewable energy, energy-efficient technologies, and lower-carbon materials may reduce long-term operating costs.  | Strengthen climate responsibility, support decarbonisation efforts, and improve environmental reputation. |
| <b>Energy Management</b>                         | Rising energy costs may increase operating expenses and affect profitability.                                                    | Inefficient energy use may signal weak resource management and expose the Group to climate-related expectations.            | Energy efficiency initiatives and renewable energy use may reduce electricity costs and improve operational resilience.          | Improve energy management practices and demonstrate commitment to responsible operations.                 |
| <b>Water Management</b>                          | Water scarcity or supply disruption may interrupt production and increase operating costs.                                       | Inefficient water use may affect stakeholder perception, especially where water conservation is expected.                   | Water recycling, rainwater harvesting, and efficiency measures may reduce water-related costs over time.                         | Strengthen water stewardship and reduce dependence on external water supply.                              |

## SUSTAINABILITY STATEMENT (Cont'd)

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

#### Materiality Matters Risk & Opportunity (Cont'd)

| Material Topic                   | Risk                                                                                                                                          |                                                                                                                      | Opportunity                                                                                                                 |                                                                                                              |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
|                                  | Financial                                                                                                                                     | Non-Financial                                                                                                        | Financial                                                                                                                   | Non-Financial                                                                                                |
| <b>Waste Management</b>          | Improper waste handling may result in fines, clean-up costs, or higher disposal expenses.                                                     | Health, safety, and environmental risks from improper waste handling.                                                | Scrap recovery, recycling, and circular waste practices may generate cost savings or additional revenue.                    | Improve workplace safety, environmental compliance, and circular economy practices.                          |
| <b>Employee Management</b>       | High turnover may increase recruitment, onboarding, and training costs.                                                                       | Poor employee engagement or unfair employment practices may affect morale, loyalty, and workplace harmony.           | Better engagement and retention may reduce hiring costs and improve workforce productivity.                                 | Build an inclusive, motivated, and stable workforce.                                                         |
| <b>Training and Development</b>  | Skills gaps may reduce operational efficiency and increase reliance on external expertise.                                                    | Employees may be underprepared for technical, safety, compliance, or sustainability-related responsibilities.        | Upskilling employees may improve productivity, operational performance, and internal talent development.                    | Build employee capability, support career development, and embed sustainability awareness across operations. |
| <b>Local Community</b>           | Weak community relations may lead to reputational damage, complaints, or lower social acceptance of operations.                               | Potential health or safety concerns affecting nearby communities, especially in relation to operational activities.  | Strong community programmes may strengthen brand value and stakeholder goodwill.                                            | Build community trust, support local wellbeing, and strengthen the Group's social licence to operate.        |
| <b>Supply Chain Management</b>   | Supply disruption, procurement inefficiencies, quality issues, or supplier non-compliance may increase costs and affect delivery performance. | Supplier-related environmental, labour, or ethical issues may affect the Group's reputation and compliance standing. | Stronger supplier relationships and local sourcing may improve cost control, supply resilience, and operational efficiency. | Build a more resilient, responsible, and sustainable supply chain.                                           |
| <b>Data Privacy and Security</b> | Data breaches may lead to financial losses, regulatory penalties, recovery costs, or disruption to business operations.                       | Loss of customer trust, reputational damage, and weakened confidence in the Group's digital systems.                 | Stronger data governance may reduce cyber-related losses and support operational continuity.                                | Strengthen customer trust, improve data governance, and enhance information security culture.                |

## SUSTAINABILITY STATEMENT (Cont'd)

### 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                                                                                                                                                                        | Our Response                                                                                                                                                                                                                                                                                     |
|-----------------------------------|-----------------------------------------------------------------|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employees</b>                  | Employee training and development                               | Ongoing                   | <ul style="list-style-type: none"> <li>• Career training and development opportunities</li> <li>• Employees' welfare</li> <li>• Occupational health and safety ("OSH")</li> </ul>       | <ul style="list-style-type: none"> <li>• Provide training and development opportunities</li> <li>• Conduct employee satisfaction surveys</li> <li>• Organise employee engagement activities</li> <li>• Maintain OSH initiatives to support a safe, inclusive and productive workplace</li> </ul> |
|                                   | Employee satisfaction survey                                    | Semi-annually             |                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                  |
|                                   | Employees' engagement programmes and activities                 | Ongoing and Quarterly     |                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                  |
| <b>Shareholders and investors</b> | Annual General Meeting                                          | Annually                  | <ul style="list-style-type: none"> <li>• Company's financial and operational performance</li> <li>• Investment returns and risks</li> <li>• Business management and strategy</li> </ul> | <ul style="list-style-type: none"> <li>• Provide timely and transparent disclosures through annual reporting, sustainability reporting and financial reporting</li> <li>• Issue Bursa announcements as required to support informed decision-making</li> </ul>                                   |
|                                   | Annual Reports, Sustainability Statement, and Financial Reports |                           |                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                  |
| <b>Government and Regulators</b>  | Permits and license renewal                                     | As required/<br>requested | <ul style="list-style-type: none"> <li>• Regulatory compliance</li> <li>• Transparent and accurate disclosures</li> </ul>                                                               | <ul style="list-style-type: none"> <li>• Maintain compliance with applicable regulatory requirements</li> <li>• Engage with relevant authorities where required</li> <li>• Ensure timely submission of required information and disclosures</li> </ul>                                           |
|                                   | Announcements on official (Bursa Securities) websites           |                           |                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                  |
|                                   | Product certification approval authority                        | Ongoing                   |                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                  |

## SUSTAINABILITY STATEMENT (Cont'd)

### STAKEHOLDER MANAGEMENT (CONT'D)

| Stakeholder Groups                | Engagement Method                                                                          | Engagement Frequency | Areas of Concern                                                                                                                                                                                                                                            | Our Response                                                                                                                                                                                                                                                                     |
|-----------------------------------|--------------------------------------------------------------------------------------------|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Customers</b>                  | Company website and social media                                                           | Ongoing              | <ul style="list-style-type: none"> <li>Quality of products</li> <li>Technical support</li> <li>Satisfaction of services</li> </ul>                                                                                                                          | <ul style="list-style-type: none"> <li>Engage customers through regular communication and feedback channels</li> <li>Conduct customer satisfaction surveys</li> <li>Improve product quality, service delivery and customer experience based on feedback</li> </ul>               |
|                                   | Customer satisfaction survey and feedback                                                  | Semi-annually        |                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                  |
|                                   | Appreciation dinner                                                                        | Ongoing              |                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                  |
| <b>Communities and the Public</b> | Community investment, such as providing donations in the form of monetary and non-monetary | Ongoing              | <ul style="list-style-type: none"> <li>Community well-being</li> <li>Charity events</li> </ul>                                                                                                                                                              | <ul style="list-style-type: none"> <li>Support community initiatives through donations and sponsorships</li> <li>Conduct fire safety education and outreach activities</li> <li>Contribute to programmes that align with the Group's social responsibility priorities</li> </ul> |
|                                   | Partnership with organisations to support Corporate Social Responsibility activities       |                      |                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                  |
|                                   | Provide sponsorship to community initiatives                                               |                      |                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                  |
| <b>Suppliers</b>                  | Regular visits and meetings                                                                | Ongoing              | <ul style="list-style-type: none"> <li>Supplier training</li> <li>Sustainable business relationship</li> <li>Product/service quality</li> <li>Pricing</li> <li>Delivery</li> <li>Cooperation</li> <li>After-sale service</li> <li>Responsiveness</li> </ul> | <ul style="list-style-type: none"> <li>Maintain ongoing communication with suppliers</li> <li>Conduct supplier performance evaluations</li> <li>Build long-term relationships with reliable suppliers to support quality, resilience and operational continuity</li> </ul>       |
|                                   | Continuous communication                                                                   | Ongoing and Annually |                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                  |
|                                   | Performance evaluation                                                                     | Ongoing and Annually |                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                  |

### Sustainability Strategy and Roadmap

In FYE 2026, the Group developed a Sustainability Roadmap for FYE2027–FYE2029 to guide its long-term sustainability strategy and initiatives. The roadmap outlines the Group's key sustainability priorities and areas of focus over the next three years. Details of the roadmap and progress against identified initiatives will be progressively disclosed in future reporting periods as implementation commences.

## SUSTAINABILITY STATEMENT (Cont'd)

### KEY HIGHLIGHTS AND ACHIEVEMENTS

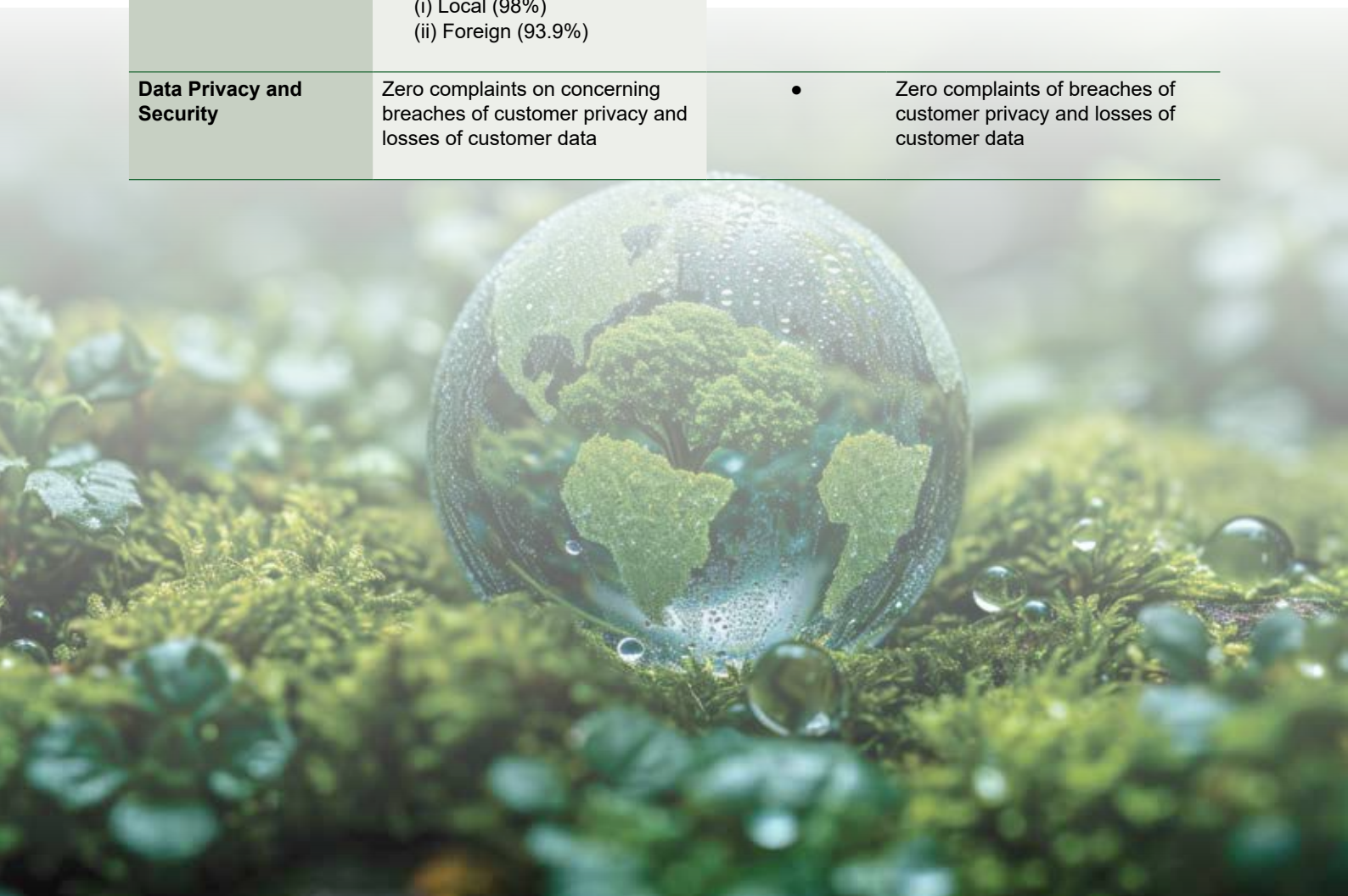
As the Group continues to advance its sustainability journey, it is pleased to announce the key achievements in FYE 2026. The Group has made significant progress in identifying material ESG issues and implementing actions aligned with its long-term sustainability vision. While further target setting and initiative enhancement are ongoing, the following table outlines the Group's key achievements as of the end of FYE 2026. It outlines its action plans and targets for the upcoming reporting period: -

| Material Topic                                 | FYE 2026 Achievements                                                                                                                                                                                                                                                                                                                                                                                                          | Performance of FYE 2026 | Financial Year Ending ("FYE 2027") Action Plans and Targets                                                                                                                                                                       |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Anti-Bribery and Anti-Corruption (ABAC)</b> | Zero bribery and corruption cases                                                                                                                                                                                                                                                                                                                                                                                              | ●                       | Zero bribery and corruption cases                                                                                                                                                                                                 |
| <b>Whistle-Blowing</b>                         | Zero cases of whistle-blowing                                                                                                                                                                                                                                                                                                                                                                                                  | ●                       | Zero cases of whistle-blowing                                                                                                                                                                                                     |
| <b>Carbon Emission Management</b>              | Expanded disclosure to include Scope 3 emissions from goods and services purchased from Top10 suppliers; monitoring of refrigerant-related emissions (Scope 1) is currently in progress.                                                                                                                                                                                                                                       | ◐                       | Progressively expand Scope 3 emissions reporting to include Categories 2, 4, and 5, while strengthening data collection and monitoring mechanisms.                                                                                |
| <b>Energy Management</b>                       | <ul style="list-style-type: none"> <li>Generated 192,226 kWh via the solar photovoltaic ("PV") system, contributing RM36,454.41 in revenue through energy sales to Tenaga Nasional Berhad (TNB).</li> <li>Successfully commissioned a new solar panel system at the Penang Branch.</li> <li>Displaying awareness posters throughout our facilities to encourage responsible consumption habits among all employees.</li> </ul> | ●                       | <ul style="list-style-type: none"> <li>Digitalise awareness via TV displays at receptionist area for staff and public</li> <li>To implement quarterly random energy check during lunch time and/or after working hour.</li> </ul> |
| <b>Water Management</b>                        | <ul style="list-style-type: none"> <li>Harvested a total of 672 m<sup>3</sup> of water from rainwater, resulting in savings equivalent to RM1,916.88</li> <li>Successfully installed one (1) additional rainwater harvesting tank to further enhance water circularity.</li> </ul>                                                                                                                                             | ◐                       | Install water conservation posters to raise employee awareness on efficient water usage.                                                                                                                                          |
| <b>Waste Management</b>                        | <ul style="list-style-type: none"> <li>Sold a total of 368,663 kg of scrap materials for recycling, generating RM435,769.20 in revenue.</li> <li>Implemented tracking for office scrap paper reuse in product packaging to reduce virgin material consumption.</li> </ul>                                                                                                                                                      | ●                       | Expand waste monitoring to cover office waste and identify opportunities to progressively reduce landfill waste.                                                                                                                  |

## SUSTAINABILITY STATEMENT (Cont'd)

### KEY HIGHLIGHTS AND ACHIEVEMENTS (CONT'D)

| Material Topic                        | FYE 2026 Achievements                                                                                                                                                                                                                                                                                                                                                                             | Performance of FYE 2026 | Financial Year Ending ("FYE 2027") Action Plans and Targets                                                                                             |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Occupational Safety and Health</b> | <ul style="list-style-type: none"> <li>Four (4) cases of work-related injuries</li> <li>81 employees trained on health and safety standards</li> </ul>                                                                                                                                                                                                                                            | •                       | Target to maintain work-related injuries at a maximum of four (4) cases or fewer.                                                                       |
| <b>Employee Management</b>            | Achieved an employee satisfaction score of 74.7%                                                                                                                                                                                                                                                                                                                                                  | ●                       | Maintain a minimum employee satisfaction score of 75%                                                                                                   |
| <b>Training and Development</b>       | Recorded an average of 7.85 training hours per employee                                                                                                                                                                                                                                                                                                                                           | ●                       | Maintain a minimum 7.5 training hours per employee                                                                                                      |
| <b>Local Community</b>                | <ul style="list-style-type: none"> <li>Completed 15 community engagement initiatives</li> </ul>                                                                                                                                                                                                                                                                                                   | •                       | Maintain at least 10 community engagement events in FYE 2027, with continued focus on fire safety, education support, and local sponsorship initiatives |
| <b>Supply Chain Management</b>        | <ul style="list-style-type: none"> <li>Composition of our suppliers:               <ul style="list-style-type: none"> <li>(i) Local (81.7%)</li> <li>(ii) Foreign (18.3%)</li> </ul> </li> <li>Percentage of suppliers that scored 4 (highest score) in our evaluation:               <ul style="list-style-type: none"> <li>(i) Local (98%)</li> <li>(ii) Foreign (93.9%)</li> </ul> </li> </ul> | •                       | Maintain a minimum of 80% of suppliers scored 4 in the evaluation                                                                                       |
| <b>Data Privacy and Security</b>      | 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)



### ENVIRONMENTAL

#### CARBON EMISSIONS MANAGEMENT



|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Managing carbon emissions helps minimise environmental impact, improve resource efficiency and meet growing stakeholder expectations on climate-related disclosure. It also enables the Group to better understand emissions sources and identify improvement opportunities.                                                                                                                                                                                                                                                                                                                                                                    |
| Management Approach | <p>The Group manages carbon emissions through annual GHG emissions measurement and reporting, covering Scope 1, Scope 2 and selected Scope 3 categories. Emissions are calculated using recognised methodologies, including the GHG Protocol and IPCC-aligned guidance. Key emissions sources include fuel consumption, purchased electricity, business travel, employee commuting and selected upstream activities.</p> <p>This approach is guided by the Sustainability Policy, which outlines the Group's commitment to minimising environmental impacts, complying with applicable requirements and improving sustainability practices.</p> |
| Targets             | Progressively expand Scope 3 emissions reporting to include Categories 2, 4, and 5, while strengthening data collection and monitoring mechanisms.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Monitoring Method   | GHG emissions data is compiled and reviewed annually as part of the Sustainability Statement reporting process. The ESG Committee coordinates the monitoring and reporting process with support from relevant departments. Emissions performance is reviewed annually by the ESG Committee                                                                                                                                                                                                                                                                                                                                                      |

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 selected Scope 3 categories (upstream transport and distribution, business travel and employee commuting).

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

While the monitoring of Scope 1 refrigerant-related emissions is currently in progress to ensure a more holistic assessment of our direct impact, the initiative to track refrigerant leaks in FYE 2026 was not implemented during the financial year due to operational and data collection limitations. Nevertheless, the Group has significantly strengthened its GHG emissions disclosure by expanding the Scope 3 reporting boundary to include additional upstream and downstream categories.

Starting from FYE 2026, the Group has disclosed Scope 3 emissions relating Upstream Transportation and Distribution includes emissions associated with the transportation and distribution of products and services acquired by the Group, and Category 8: Upstream Leased Assets. Category 4 encompasses emissions associated with the transportation of products and services acquired by the Group, in line with our expanded disclosure, this category currently accounts for transportation emissions from our Top 10 suppliers, which represent 5.5% of our total supplier base tracked for this reporting period.

This enhancement reflects the Group's ongoing commitment to improving the completeness and transparency of its carbon accounting and reporting practices.

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

#### CARBON EMISSIONS MANAGEMENT (CONT'D)

##### 1. GHG Emissions Management (Cont'd)

The breakdown of our Group's emissions by category is as follows (tonnes/CO<sub>2</sub>e):

| GHG Emissions data                                                            | FYE 2026 | FYE 2025 | FYE 2024 |
|-------------------------------------------------------------------------------|----------|----------|----------|
| Total Direct (Scope 1) Emissions (tCO <sub>2</sub> e)                         | 6,515.50 | 5,973.24 | N/A      |
| Total Indirect (Scope 2) Emissions (tCO <sub>2</sub> e)                       | 366.23   | 417.03   | 381.33   |
| Total Other Indirect (Scope 3) Emissions (tCO <sub>2</sub> e)                 | 494.7    | 326.72   | N/A      |
| (i) Category 4: Upstream Transportation and Distribution (tCO <sub>2</sub> e) | 47.3     | N/A      | N/A      |
| (ii) Category 6: Business Travel (tCO <sub>2</sub> e)                         | 9.67     | 3.69     | N/A      |
| (iii) Category 7: Employee Commuting (tCO <sub>2</sub> e)                     | 424.31   | 323.03   | N/A      |
| (iv) Category 8: Upstream Leased Assets (tCO <sub>2</sub> e)                  | 13.42    | N/A      | N/A      |

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 4 - Upstream Transportation and Distribution includes emissions associated with the production of products and services acquired by the Group.
- 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
- Category 8 - Upstream Leased Assets includes emissions from the operation of assets leased by the Group.

##### 2. Transition to Clean Agent Fire Suppression

The Group has proactively reduced the sale of UFI227-gas by 41%, transitioning toward UFI5112-gas, a sustainable clean agent fire suppression solution in FYE 2026. This strategic shift supports our broader carbon emission reduction initiatives by offering an environmentally friendly alternative with a significantly lower global warming potential, helping our customers achieve their own sustainability goals while reducing our product-related environmental footprint.

As at FYE 2026, the Group has not separately tracked direct air emissions such as nitrogen oxides ("Nox"), sulphur oxides ("SOx") and volatile organic compounds ("VOC"). Based on the Group's current manufacturing and assembly operations, these indicators are not currently reported as separate quantitative indicators. Moving forward, we will review the relevance of these air emission indicators to our operations and assess the need for data collection where such emissions become material or are required for regulatory or sustainability reporting purposes.

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

#### ENERGY MANAGEMENT

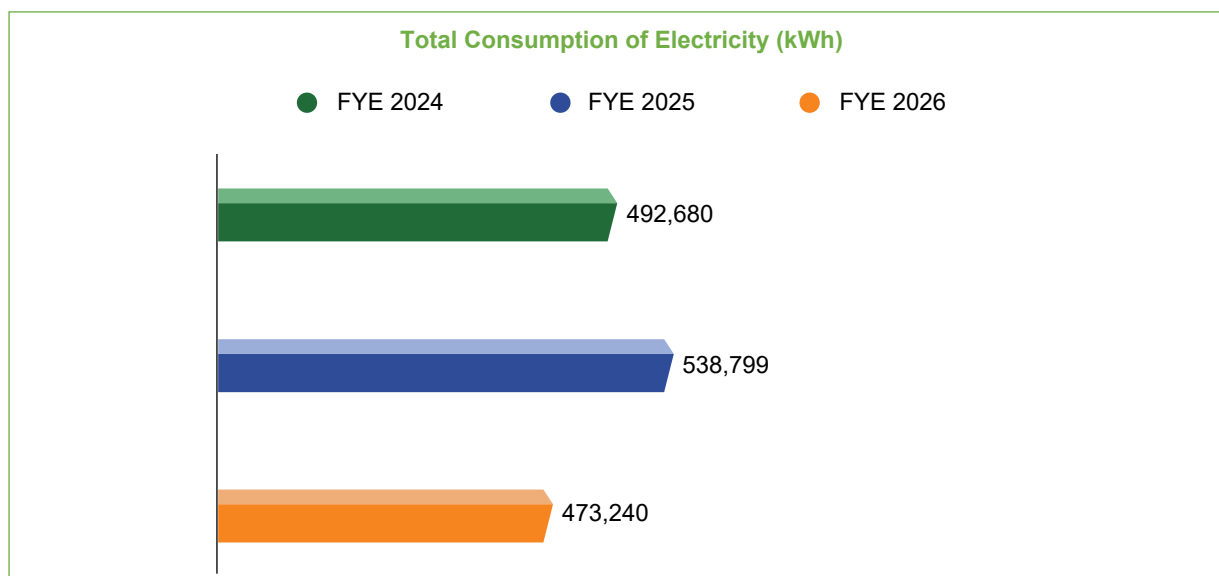


|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Effective energy management supports operational efficiency, cost management and the reduction of energy-related environmental impacts. As electricity consumption contributes to the Group's Scope 2 emissions, responsible energy use also supports broader carbon emissions management and sustainability performance.                                                                                                               |
| Management Approach | The Group monitors electricity consumption and implements energy efficiency measures across its operations. Initiatives include solar PV systems, LED lighting upgrades, energy-efficient IT equipment, server migration to cloud-based solutions and energy-saving awareness among employees. These efforts are aligned with the Sustainability Policy's commitment to manage environmental impacts and promote sustainable practices. |
| Targets             | <ul style="list-style-type: none"> <li>Digitalise awareness via TV displays at receptionist area for staff and public</li> <li>To implement quarterly random energy check during lunch time and/or after working hour</li> </ul>                                                                                                                                                                                                        |
| Monitoring Method   | Energy performance is monitored through electricity usage records, utility bills, solar PV generation data and updates on energy-saving initiatives. The ESG Committee coordinates reporting with support from relevant departments and reviews performance regularly.                                                                                                                                                                  |

Energy management has become increasingly important as businesses respond to rising energy demand, cost pressures, and the global transition towards cleaner energy. In Malaysia, the growing emphasis on energy efficiency and renewable energy further highlights the need for companies to manage electricity consumption responsibly. In this context, the Group continues to monitor its energy usage, integrate renewable energy sources and implement practical efficiency measures across its operations to support cost management, operational resilience and lower energy-related environmental impacts.

#### 1. Electricity Consumptions

In FYE 2026, we recorded a 12.17% decrease in electricity usage, primarily attributed to the implementation of the new manufacturing lines. By streamlining the overall manufacturing process and optimising labour efficiency, the Group has successfully reduced its total energy footprint while maintaining production standards.



## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

#### ENERGY MANAGEMENT (CONT'D)

##### 2. Renewable Energy

The Group continued to generate renewable energy through its solar PV system. In FYE 2026, the Group generated 204,570 kWh of electricity through its solar PV system, resulting in total cost savings of RM39,988.28. Solar energy was generated from facilities equipped with PV systems, supported by ongoing monitoring to ensure system efficiency. We continue to operate and maintain its existing renewable energy systems to support energy cost management.

##### Solar Infrastructure Expansion

As part of our continued infrastructure expansion, we successfully commissioned a new solar panel system at the Penang Branch in FYE 2026. This installation serves to strengthen our localised renewable energy capacity and supports the broader objective of enhancing operational efficiency across our regional facilities. By expanding our on-site solar infrastructure, we continue to manage energy costs effectively and progress toward our renewable energy integration goals.



*Solar Panel at Penang Branch*

##### 3. Ongoing Energy-Saving Initiatives

The Group continued implementing previously established energy-saving measures, including production schedule optimisation, LED lighting upgrades, replacement of outdated IT equipment with energy-efficient models, migration of selected on-site servers to cloud-based solutions, and energy conservation awareness through posters displayed across office and production areas.

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

### ENERGY MANAGEMENT (CONT'D)

#### 3. Ongoing Energy-Saving Initiatives (Cont'd)

These initiatives remain part of the Group's ongoing efforts to reduce unnecessary electricity consumption and improve energy performance.



Posters were displayed across all departments to reinforce energy saving initiatives.

### Risk Implications Due To Climate Change

Climate change may present potential financial implications to the Group through both physical and transition-related risks. Physical climate risks, such as extreme weather events, flooding, prolonged heat and disruptions to logistics or supply chains, may affect operational continuity, employee safety, delivery timelines and the availability or cost of materials. These risks may also result in higher operating costs, repair and maintenance expenses, insurance premiums or business interruption costs.

In addition, transition risks arising from evolving regulatory requirements, market expectations and the shift towards a lower-carbon economy may influence the Group's future compliance obligations, customer requirements and investment priorities. This may include the need to strengthen emissions monitoring, improve energy efficiency, adopt lower-carbon operational practices and enhance climate-related disclosures.

#### Climate-related Risk Risk Implication

| Climate-Related Risk Category | Risk Type | Risk Description                                                                                                                         | Potential Impact to Unique Fire                                                                                                       | Time Horizon         | Management Approach                                                                                                                                                                               |
|-------------------------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Risk                 | Acute     | Flooding, extreme rainfall, or storm events affecting manufacturing sites, warehouses, offices, supplier operations, or delivery routes. | Operational disruption, damage to facilities or inventory, delivery delays, higher repair costs, and potential business interruption. | Short to Medium Term | Strengthen emergency response procedures, assess flood-prone areas, improve site drainage and preparedness, and integrate climate-related disruption scenarios into business continuity planning. |

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

### ENERGY MANAGEMENT (CONT'D)

#### Risk Implications Due To Climate Change (Cont'd)

#### Climate-related Risk Risk Implication (Cont'd)

| Climate-Related Risk Category | Risk Type | Risk Description                                                                                                                                                       | Potential Impact to Unique Fire                                                                                                                 | Time Horizon         | Management Approach                                                                                                                                                                      |
|-------------------------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Risk                 | Acute     | Heatwaves or extreme temperature events affecting employees, contractors, and operational comfort at production, warehouse, or delivery locations.                     | Lower productivity, higher cooling costs, increased risk of heat stress, potential absenteeism, and higher occupational health and safety risk. | Short to Medium Term | Implement heat stress controls, improve ventilation, provide rest and hydration arrangements, monitor workplace temperature, and continue energy-efficiency measures                     |
| Physical Risk                 | Acute     | Severe weather disrupting transportation, logistics, customer deliveries, or access to project sites.                                                                  | Delayed deliveries, higher logistics costs, reduced customer satisfaction, and possible contractual or service disruptions.                     | Short Term           | Strengthen delivery planning, diversify logistics arrangements where practical, maintain communication with customers, and improve contingency planning for weather-related disruptions. |
| Physical Risk                 | Acute     | Rising average temperatures increasing electricity demand for cooling and affecting long-term energy consumption.                                                      | Higher electricity costs, increased energy intensity, and higher indirect GHG emissions if electricity consumption increases.                   | Medium to Long Term  | Expand energy-efficiency initiatives, optimise equipment use, monitor electricity consumption trends, and increase renewable energy adoption where feasible.                             |
| Physical Risk                 | Chronic   | Water stress or reduced water availability affecting operational water use, testing processes, cleaning, and facility maintenance.                                     | Higher water costs, possible operational disruption, and need for additional investment in water-saving or recycling systems.                   | Medium to Long Term  | Continue water consumption monitoring, water recycling, rainwater harvesting, leak testing control, and assessment of water-saving technologies.                                         |
| Physical Risk                 | Chronic   | Increasing frequency of climate-related disruption across the supply chain, including supplier production delays, material shortages, or increased raw material costs. | Higher procurement costs, supply delays, inventory pressure, and potential impact on production and customer fulfilment.                        | Medium to Long Term  | Strengthen supplier evaluation, identify critical suppliers, consider climate-related risks in supplier engagement, and support local sourcing where feasible.                           |

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

### ENERGY MANAGEMENT (CONT'D)

### Risk Implications Due To Climate Change (Cont'd)

### Climate-related Risk Risk Implication (Cont'd)

| Climate-Related Risk Category | Risk Type        | Risk Description                                                                                                                                         | Potential Impact to Unique Fire                                                                                                                               | Time Horizon         | Management Approach                                                                                                                                                          |
|-------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Transition Risk               | Policy and Legal | Stricter climate regulations, emissions reporting expectations, energy-efficiency requirements, or possible carbon pricing mechanisms.                   | Higher compliance costs, reporting costs, investment in data systems, and potential future carbon-related costs.                                              | Medium to Long Term  | Improve GHG data collection, strengthen Scope 1, Scope 2 and relevant Scope 3 monitoring, and prepare for enhanced climate-related disclosure requirements.                  |
| Transition Risk               | Market           | Customers, investors, or business partners increasingly prefer lower-carbon products, lower-emission suppliers, and stronger sustainability credentials. | Risk of losing business opportunities if sustainability expectations are not met; potential need for greener materials or lower-carbon operational processes. | Medium Term          | Explore lower-carbon materials, improve product and operational sustainability data, and communicate climate-related initiatives more clearly to customers and stakeholders. |
| Transition Risk               | Technology       | Existing production equipment, vehicles, or delivery systems may become less efficient compared with lower-carbon alternatives.                          | Capital expenditure for equipment upgrades, renewable energy systems, cleaner delivery options, or energy-efficient technologies.                             | Medium to Long Term  | Prioritise energy-efficient equipment, evaluate lower-emission delivery options, and assess investments based on cost savings and emissions-reduction potential.             |
| Transition Risk               | Reputation       | Stakeholders may perceive the Group as slow in addressing emissions, energy efficiency, or climate resilience.                                           | Reduced investor confidence, weaker customer preference, and reputational impact.                                                                             | Short to Medium Term | Set clearer climate-related targets, disclose progress transparently, and link climate initiatives to business resilience and operational efficiency.                        |

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

#### WATER MANAGEMENT



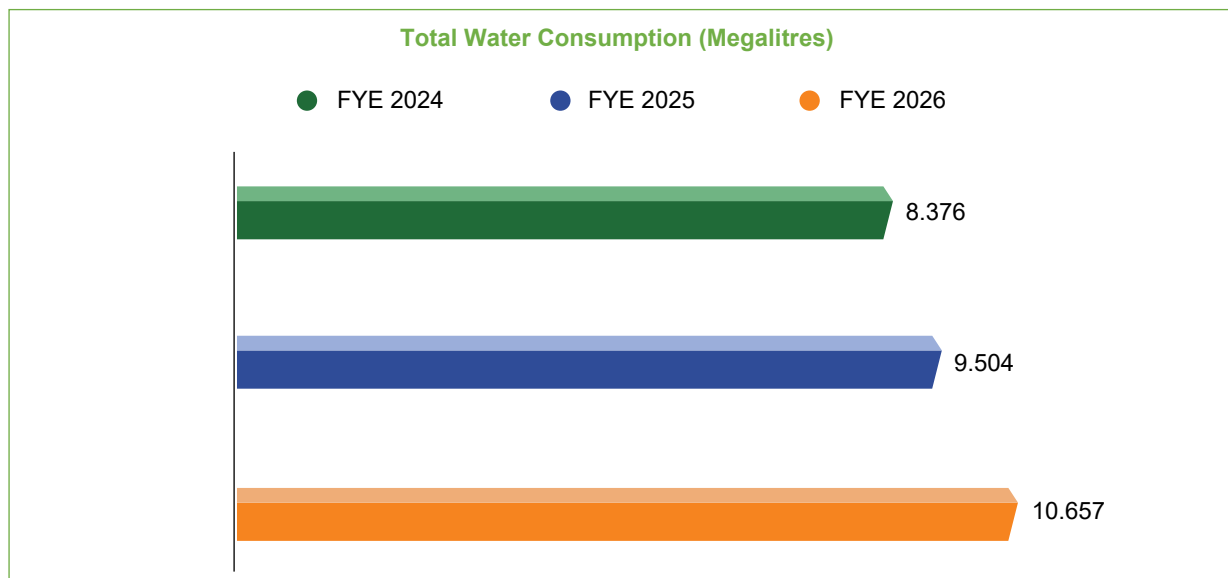
|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Water is used in the Group's daily operations and quality control activities, particularly for cylinder leak testing, washing and facility maintenance. Managing water efficiently helps reduce wastage, support operational continuity and strengthen the Group's environmental performance.                                                                                                                                                                                                                  |
| Management Approach | The Group focuses on practical water conservation measures by reusing water in leak-testing activities and harvesting rainwater for non-potable purposes. Existing initiatives include the in-house water recycling system for cylinder leak testing and rainwater harvesting systems used for leak tests, lorry washing, plant watering and facility maintenance. During FYE 2026, an additional rainwater harvesting tank was installed to improve collection capacity and support more efficient water use. |
| Targets             | Install water conservation posters to raise employee awareness on efficient water usage.                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Monitoring Method   | Water performance is monitored through total water consumption, rainwater harvested and water reused for leak-testing activities. Monitoring is supported by Operations Department with reporting coordinated through the ESG Committee                                                                                                                                                                                                                                                                        |

Water management remains an important environmental priority as businesses face increasing pressure from changing weather patterns, rising water demand and the need for more efficient resource use. These conditions make responsible water consumption, reuse and alternative water sourcing increasingly relevant to business operations.

Water is primarily used in the Group's operational and quality control activities, including cylinder leak testing, washing and facility maintenance. During FYE 2026, we continued to support water efficiency through reuse practices and rainwater harvesting initiatives, while monitoring consumption trends to identify areas for improvement.

#### 1. Water Consumption

In FYE 2026, the Group recorded a total water consumption of 10,657 m<sup>3</sup>, showing a notable 12.1% increase from 9,504 m<sup>3</sup> in FYE 2025. This increase was mainly attributed to higher production and testing requirements during the period.



## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

#### WATER MANAGEMENT (CONT'D)

##### 1. Water Consumption (Cont'd)

Furthermore, variable climatic conditions resulted in lower rainwater harvesting yields, which necessitated an increased reliance on municipal water supplies. To address this and improve our long-term water circularity, the Group successfully installed an additional rainwater harvesting tank designed to optimise collection capacity during favorable weather conditions.

##### 2. Water Recycling and Leak Testing

The Group reuses water in selected quality control processes, including cylinder leak testing, product washing and related operational activities. Leak testing is an important process to verify the integrity and safety of each cylinder, and water usage is managed based on operational and testing requirements.

In FYE 2026, water used for leak testing decreased from 23,427 litres in FYE 2025 to 14,260 litres, representing a 39.13% reduction. This was mainly due to fewer testing cycles during the reporting year. The table below provides our water-related data for the last three reporting years.

|                               | FYE 2026 | FYE 2025 | FYE 2024 |
|-------------------------------|----------|----------|----------|
| Water Usage (Litre)           | 14,260   | 23,427   | 30,636   |
| Frequency of Usage (Cycle)    | 9        | 13       | 17       |
| Qty Cylinder Leak Test (Unit) | 21,491   | 53,396   | 52,968   |

##### 3. Rainwater Harvesting

The Group continued to use its rainwater harvesting systems in FYE 2026 to support non-potable needs, including leak tests, lorries washing, and facility maintenance.

To further enhance our water conservation efforts, we have installed a second rainwater harvesting system primarily dedicated to plant watering. This system features a direct pipe link from the storage tank to the landscaped areas, ensuring an efficient and sustainable water supply for the greenery across our premises.

In FYE 2026, the Group harvested 672 (m<sup>3</sup>) of rainwater, achieving savings equivalent to RM1,916.88. While the volume of harvested water fluctuated due to seasonal rainfall, the initiative demonstrates significant potential for long-term water cost reduction.



*New Rainwater Harvest Collection System*

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

#### WATER MANAGEMENT (CONT'D)

##### 3. Rainwater Harvesting (Cont'd)

As at FYE 2026, the Group has not completed a formal water-stress assessment for all operating sites and does not separately track water withdrawal by source or water discharge by destination. The Group currently reports total water consumption, rainwater harvested, and water reused for leak-testing activities, based on available operational data. The Group has also not established time-bound water efficiency targets during the reporting period, and will continue to monitor water usage, rainwater harvesting, water reuse practices and applicable compliance requirements as part of its ongoing water management efforts.

Moving forward, the Group will explore opportunities to enhance water-related disclosures by reviewing the feasibility of water-stress assessments, more detailed water withdrawal and discharge tracking, and appropriate water efficiency indicators. Any future targets or expanded disclosures will be developed progressively, subject to data availability, operational relevance and applicable regulatory requirements.

#### WASTE MANAGEMENT



|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Proper waste management helps reduce environmental impact, support regulatory compliance and maintain a safe workplace. For the Group's operations, this includes managing scheduled waste responsibly, recovering recyclable materials and finding practical ways to reduce materials sent for disposal.                                                                                                                                                                                                  |
| Management Approach | Waste is managed through proper segregation, storage, recovery and disposal practices. Scheduled chemical waste is handled by certified service providers and stored on-site before disposal in accordance with applicable Department of Environment requirements. Recyclable materials, including scrap metal, plastic and packaging, are recovered and sold where possible. The Group also repurposes office scrap paper as protective packaging material to reduce reliance on new packaging resources. |
| Targets             | Expand waste monitoring to cover office waste and identify opportunities to progressively reduce landfill waste.                                                                                                                                                                                                                                                                                                                                                                                           |
| Monitoring Method   | Waste performance is tracked through scheduled waste records, disposal documentation, scrap recovery data and records of office paper reused for packaging. The monitoring process is supported by the ESG Committee.                                                                                                                                                                                                                                                                                      |

Waste management remains a key environmental priority as businesses face growing expectations to reduce landfill waste, improve resource efficiency and manage scheduled waste responsibly. The Group continues to manage waste through proper scheduled waste handling, recovery of recyclable materials and reuse of selected internal resources.

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

#### WASTE MANAGEMENT (CONT'D)

Recyclable materials such as scrap metal and plastic are recovered and sold, with part of the proceeds reinvested into employee support initiatives. Building on this commitment, the Group expanded its recycling initiatives this year by repurposing office scrap paper for product packaging prior to delivery. This initiative serves to optimise our material lifecycle by substituting virgin packaging materials with internal secondary resources, thereby reducing our overall environmental footprint and diverting waste from landfills.

#### 1. Chemical Waste Management

The Group manages scheduled chemical waste in accordance with Department of Environment (“DOE”) requirements. All scheduled waste is stored at designated on-site storage area before being collected and disposed of by certified service providers, Kualiti Alam and Edsha Solutions Sdn Bhd. We explore opportunities to repurpose specific waste streams for future product development. In FYE 2026, the Group generated 13.85 metric tons of waste, with 13.78 metric tons sent for disposal.

| Waste                                                                                                                            | Quantity Generated (Metric Tonnes) |          |          | Quantity Disposed (Metric Tonnes) |          |          |
|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------|----------|----------|-----------------------------------|----------|----------|
|                                                                                                                                  | FYE 2026                           | FYE 2025 | FYE 2024 | FYE 2026                          | FYE 2025 | FYE 2024 |
| SW204: Waste from electrical and electronic components                                                                           | -                                  | 0.07     | -        | -                                 | 0.07     | -        |
| SW408: Contaminated soil, debris or matter resulting from the cleaning up of a spill of chemical, mineral oil or scheduled waste | 10.59                              | 4.57     | 1.73     | 10.52                             | 3.93     | 1.73     |
| SW410: Rags, plastics, papers, or filters contaminated with scheduled waste                                                      | 1.65                               | 2.29     | 0.87     | 1.65                              | 2.29     | 0.87     |
| SW417: Sludge from ink, paint, and adhesives                                                                                     | 1.61                               | 0.69     | 0.24     | 1.61                              | 0.69     | 0.24     |

#### 2. Scrap Metal and Plastic Recovery

The Group continued to recover and sell 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 2026, we recovered 368,663 kg of scrap materials, generating approximately RM435,769.20 in revenue.

There was a noticeable decrease in the quantity of scrap metal and plastic recovered during the reporting year, which is attributed to the implementation of our new streamlined manufacturing line. This technological advancement has significantly improved material efficiency and reduced waste generation at the source, reflecting a positive shift toward more sustainable production processes.

|                                       | FYE 2026   | FYE 2025   | FYE 2024   |
|---------------------------------------|------------|------------|------------|
| Quantity of Scrap Materials Sold (kg) | 368,663    | 517,905    | 335,773    |
| Total Value (RM)                      | 435,769.20 | 743,555.08 | 544,889.51 |

## SUSTAINABILITY STATEMENT (Cont'd)



### ENVIRONMENTAL (CONT'D)

#### WASTE MANAGEMENT (CONT'D)

##### 2. Scrap Metal and Plastic Recovery (Cont'd)

As part of our commitment to circular economy principles, the Group expanded its waste management initiatives in FYE 2026 by repurposing office scrap paper as protective void-fill for our deliveries. By utilising shredded or crumpled scrap paper to secure products during transit, we successfully integrated 121 kg of paper back into our logistics chain, effectively substituting virgin cushioning materials with internal secondary resources.

This initiative optimises our internal material lifecycle by substituting virgin packaging materials with internal secondary resources. By diverting office paper from the waste stream and utilizing it for protective packing in our deliveries, we are effectively reducing our demand for new packaging materials and minimizing the Group's overall environmental footprint.

As at FYE 2026, the Group has not established formal quantified targets for waste reduction, recycling rate and landfill diversion or waste intensity. Moving forward, we will continue improving waste data tracking, including scheduled waste, recyclable materials and office waste where data is available. We may also explore practical waste reduction targets, waste-related partnerships and relevant environmental management certification, subject to operational needs and management approval.



## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL

#### OCCUPATIONAL SAFETY AND HEALTH



|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | OSH is critical to safeguarding employees, contractors and stakeholders, particularly in manufacturing, warehouse and fire safety-related operations where employees may be exposed to operational, handling, chemical, equipment and emergency-response risks. Effective OSH management supports regulatory compliance, business continuity, employee well-being and a strong safety culture.                                                  |
| Management Approach | The Group manages OSH through its Safety and Health Committee, Emergency Response Team ("ERT"), internal safety procedures, incident review, safety briefings, 6S practices and emergency preparedness initiatives. The Safety and Health Committee reviews workplace safety matters, assesses hazards, discusses incidents and recommends corrective actions, while the ERT supports fire safety, evacuation readiness and emergency response. |
| Targets             | Maintain work-related injuries at a maximum of four (4) cases or fewer.                                                                                                                                                                                                                                                                                                                                                                         |
| Monitoring Method   | OSH performance is monitored by the Safety and Health Committee, supported by the Occupational Safety and Health Coordinator, ERT members and relevant Heads of Department. Workplace accidents, lost working days, safety training participation, 6S assessment results and emergency preparedness activities are tracked and reviewed periodically, including through Safety and Health Committee meetings.                                   |

The Group is committed to providing a safe and healthy work environment for employees, contractors and stakeholders. Safety remains an integral part of the Group's operations, supported by established OSH governance, regular monitoring and continuous awareness efforts.

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 18 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

## SUSTAINABILITY STATEMENT (Cont'd)

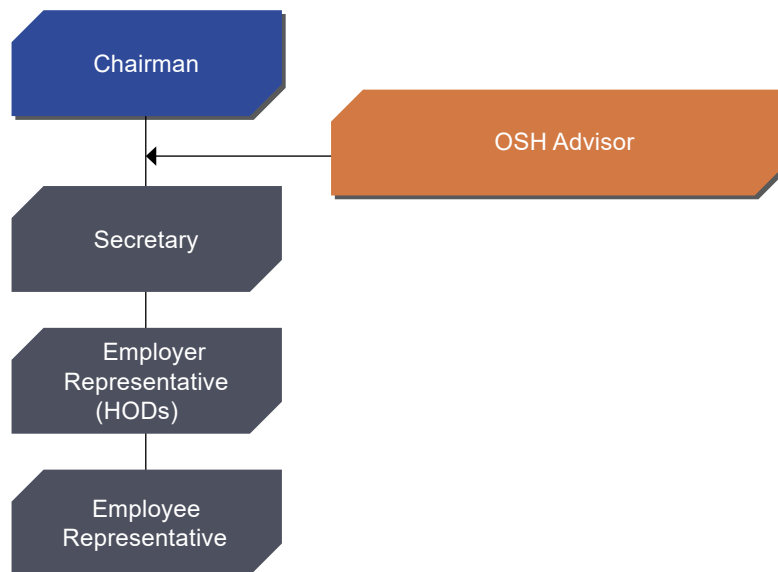


### SOCIAL (CONT'D)

### OCCUPATIONAL SAFETY AND HEALTH (CONT'D)

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

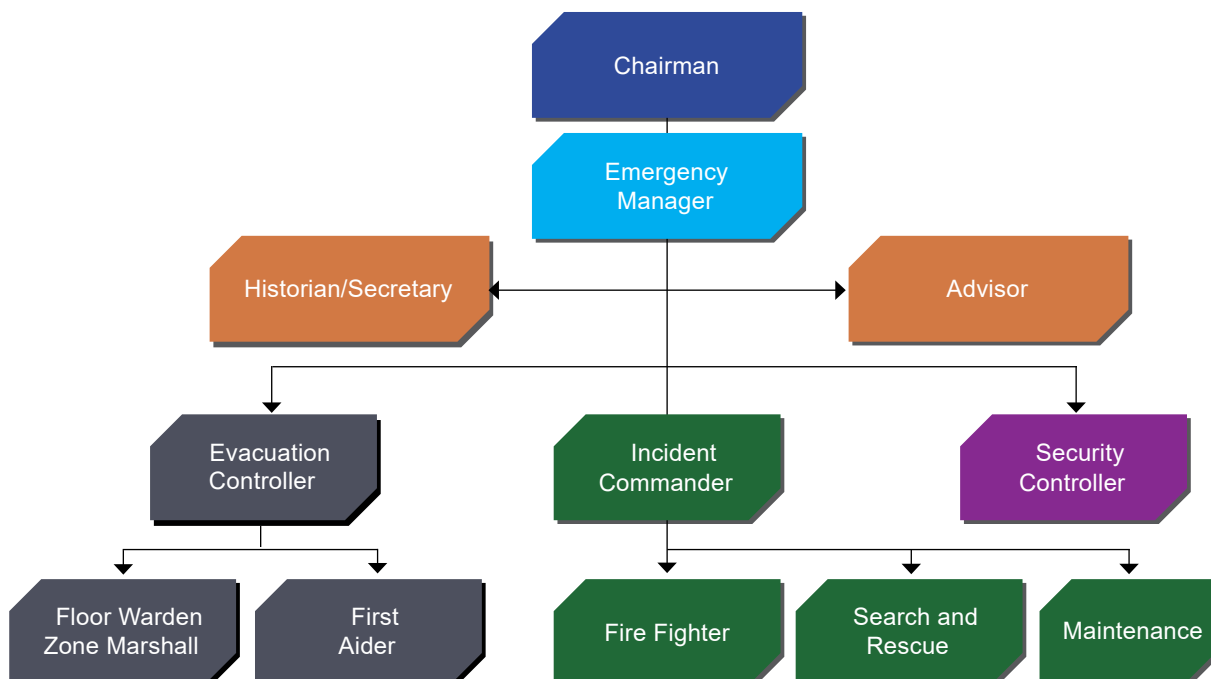
#### SAFETY AND HEALTH COMMITTEE ORGANISATIONAL STRUCTURE



The 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 ERT organisational chart for the Group:

#### EMERGENCY RESPONSE TEAM ORGANISATION CHART



## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### OCCUPATIONAL SAFETY AND HEALTH (CONT'D)

The Safety and Health Committee and Emergency Response Team 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. Four (4) workplace accidents occurred during the year, two (2) of which led to a total of 18 lost working days.

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

| Category                                                      | FYE 2026 | FYE 2025 | FYE 2024 |
|---------------------------------------------------------------|----------|----------|----------|
| Number of fatality (cases)                                    | 0        | 0        | 0        |
| Number of accidents (cases)                                   | 4        | 6        | 6        |
| Number of accidents that cause the lost working hours (cases) | 2        | 5        | 3        |
| Number of lost working days led by accidents (days)           | 18       | 11       | 9        |
| Number of accidents without loss of working hours (cases)     | 2        | 1        | 3        |

##### 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 are illustrated in the table below.

| Metric          | Occupational Workplace Accident |          |          |
|-----------------|---------------------------------|----------|----------|
|                 | FYE 2026                        | FYE 2025 | FYE 2024 |
| Fatality Rate   | 0                               | 0        | 0        |
| Accident Rate   | 14.44                           | 13.40    | 15.41    |
| Likelihood Rate | 7.22                            | 13.40    | 15.41    |
| Severity Rate   | 64.69                           | 24.50    | 23.11    |
| LTIR            | 7.22                            | 24.50    | 7.70     |

## SUSTAINABILITY STATEMENT (Cont'd)



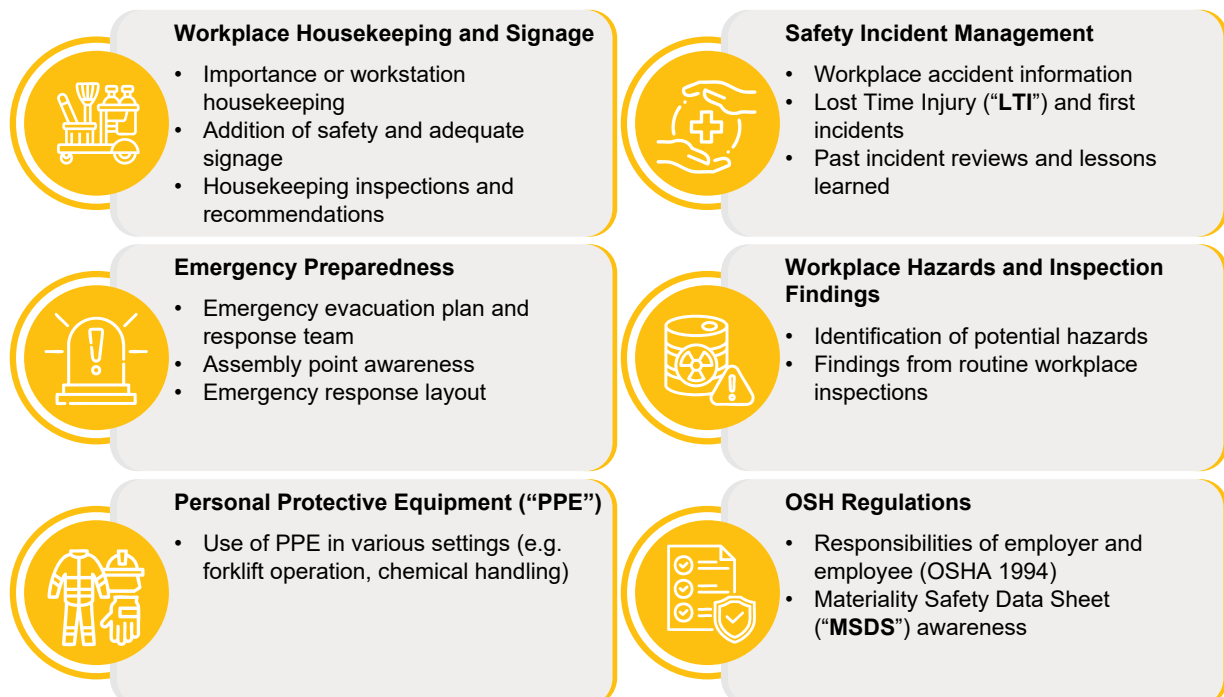
### SOCIAL (CONT'D)

#### OCCUPATIONAL SAFETY AND HEALTH (CONT'D)

### 3. Safety Engagement and Training

To reinforce safety awareness, the Group conducted monthly safety briefings throughout 2026, in collaboration with the Department of Occupational Safety & Health (DOSH). These sessions engaged 81 employees across Warehouse, Production, and Manufacturing departments.

#### Topics Covered



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.

### 4. 6S Briefing & assessment

Starting in Q2 FYE 2026, the Group implemented the 6S Briefing and Assessment framework to enhance workplace cleanliness and foster a high level of safety awareness across all departments. This systematic approach—focusing on Sort, Set in Order, Shine, Standardise, Sustain, and Safety—is designed to ensure a productive, organized, and hazard-free working environment.

To maintain consistent engagement and operational discipline, the program includes:

- **Monthly 6S Briefings:** These sessions are currently conducted face-to-face across all departments, featuring rotating topics to keep workplace safety and environmental hygiene at the forefront of daily operations. To enhance the reach and frequency of these reminders, the Group is diversifying its communication methods to include digital channels, such as email broadcasts, ensuring that 6S principles remain accessible and consistently reinforced for all employees.
- **Periodic 6S Assessments:** The Group conducts periodic assessments to evaluate the workforce's practical application of 6S knowledge. These intermittent evaluations allow for a more authentic measurement of how well safety and organizational standards are being maintained on a day-to-day basis, while serving as a vital reminder for employees to remain vigilant and disciplined in their working environment.

This initiative reinforces our commitment to a resilient OSH framework by integrating organizational excellence with proactive risk management.

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

### OCCUPATIONAL SAFETY AND HEALTH (CONT'D)

#### 5. AED Installation and Staff Training

To further strengthen our OSH framework, the Group has strategically installed two Automated External Defibrillators ("AEDs") within our corporate premises. One unit is positioned in the Warehouse (delivery zone) to provide rapid response capabilities in high-activity operational zones, while the second is located in the Main Lobby, a high-visibility area easily accessible to both employees and visitors.

To ensure this infrastructure is utilised effectively, the Group conducted a comprehensive Basic Occupational First Aid, CPR & AED training program for our staff, facilitated by the CERT Academy. This intensive two-day course was designed to equip our workforce with the technical competency and confidence required to handle medical emergencies. By integrating high-performance emergency equipment with professional-grade skill development and mock-drill assessments, the Group has fostered a resilient working environment where staff are prepared to act decisively during medical emergencies.



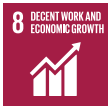
*Two AED units have been installed in the lobby and warehouse (delivery zone) to ensure rapid response and provide immediate life-saving support during cardiac emergencies.*

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### EMPLOYEE MANAGEMENT



|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Employees are central to the Group's operational performance, service quality and long-term business sustainability. Responsible employee management supports workforce stability, productivity, employee well-being, fair treatment and compliance with applicable labour requirements.                                                                                                                                                       |
| Management Approach | The Group manages employee matters through Human Resources policies, employment practices, employee engagement activities, benefits administration, training opportunities and workplace communication channels. We are committed to fair treatment, equal opportunity and compliance with applicable Malaysian labour laws, including requirements relating to minimum age, working hours, rest days, overtime, wages and statutory benefits. |
| Targets             | Maintain a minimum employee satisfaction score of 75%                                                                                                                                                                                                                                                                                                                                                                                          |
| Monitoring Method   | Employee-related data is monitored by the Human Resources department and relevant Heads of Department through employee records, attendance and overtime records, turnover data, employee satisfaction surveys, grievance or feedback channels and employee engagement activities. Key employee indicators are compiled for sustainability reporting and reviewed by Management and the ESG Committee annually.                                 |

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.

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 labour, child labour, 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.

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### EMPLOYEE MANAGEMENT (CONT'D)

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

Efforts to monitor workforce dynamics, such as turnover and demographic diversity, are essential for maintaining an inclusive and engaging environment. For FYE 2026, the Group recorded a turnover rate of 19.82%. This result reflects the positive impact of our 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 a detailed overview of workforce demographics, diversity, and leadership representation: -

|                                         | Unit   | FYE 2026 | FYE 2025 | FYE 2024 |
|-----------------------------------------|--------|----------|----------|----------|
| <b>Total Board Members by Gender</b>    |        |          |          |          |
| Total Board Members                     | Number | 9        | 8        | 8        |
| Female                                  | %      | 33.3     | 37.5     | 37.5     |
| Male                                    | %      | 66.7     | 62.5     | 62.5     |
| <b>Total Board Members by Age Group</b> |        |          |          |          |
| <30                                     | %      | 0.0      | 0.0      | 0.0      |
| 30–39                                   | %      | 11.1     | 12.5     | 12.5     |
| 40–50                                   | %      | 55.6     | 50.0     | 50.0     |
| >50                                     | %      | 33.3     | 37.5     | 37.5     |
| <b>Total Employees by Nationality</b>   |        |          |          |          |
| Malay                                   | %      | 60.0     | 63.3     | 47.7     |
| Chinese                                 | %      | 18.1     | 16.7     | 19.0     |
| Myanmar                                 | %      | 6.0      | 6.5      | 9.2      |
| Nepali                                  | %      | 4.2      | 5.6      | 9.2      |
| Bangladeshi                             | %      | 10.7     | 7.9      | 14.4     |
| Indian                                  | %      | 0.5      | 0.0      | 0.5      |
| Other: Iban                             | %      | 0.5      | 0.0      | 0.0      |
| <b>Total Age by Employee Category</b>   |        |          |          |          |
| <u>Senior Management</u>                |        |          |          |          |
| <30                                     | %      | 0.0      | 0.0      | 0.0      |
| 30–39                                   | %      | 16.7     | 25.0     | 33.3     |
| 40–50                                   | %      | 50       | 62.5     | 55.6     |
| >50                                     | %      | 33.3     | 12.5     | 11.1     |
| <u>Middle Management</u>                |        |          |          |          |
| <30                                     | %      | 0.0      | 5.9      | 6.2      |
| 30–39                                   | %      | 63.2     | 47.1     | 50.0     |
| 40–50                                   | %      | 26.3     | 29.4     | 25.0     |
| >50                                     | %      | 10.5     | 17.6     | 18.8     |
| <u>Senior Executive</u>                 |        |          |          |          |
| <30                                     | %      | 23.1     | 12.0     | 12.5     |
| 30–39                                   | %      | 46.1     | 44.0     | 54.2     |
| 40–50                                   | %      | 26.9     | 36.0     | 25.0     |
| >50                                     | %      | 3.9      | 8.0      | 8.3      |

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### EMPLOYEE MANAGEMENT (CONT'D)

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

|                                                       | Unit | FYE 2026 | FYE 2025 | FYE 2024 |
|-------------------------------------------------------|------|----------|----------|----------|
| <b>Total Age by Employee Category (Cont'd)</b>        |      |          |          |          |
| <u>Executive</u>                                      |      |          |          |          |
| <30                                                   | %    | 33.8     | 38.7     | 37.8     |
| 30-39                                                 | %    | 55.4     | 53.2     | 48.9     |
| 40-50                                                 | %    | 7.7      | 4.9      | 11.1     |
| >50                                                   | %    | 3.1      | 3.2      | 2.2      |
| <u>Non-Executive</u>                                  |      |          |          |          |
| <30                                                   | %    | 61.6     | 62.1     | 53.8     |
| 30-39                                                 | %    | 31.3     | 34.0     | 41.2     |
| 40-50                                                 | %    | 6.1      | 2.9      | 3.8      |
| >50                                                   | %    | 1.0      | 1.0      | 1.2      |
| <b>Total Gender by Employee Category</b>              |      |          |          |          |
| <u>Senior Management</u>                              |      |          |          |          |
| Female                                                | %    | 33.3     | 37.5     | 44.4     |
| Male                                                  | %    | 66.7     | 62.5     | 55.6     |
| <u>Middle Management</u>                              |      |          |          |          |
| Female                                                | %    | 52.6     | 41.2     | 37.5     |
| Male                                                  | %    | 47.4     | 58.8     | 62.5     |
| <u>Senior Executive</u>                               |      |          |          |          |
| Female                                                | %    | 50       | 52.0     | 41.7     |
| Male                                                  | %    | 50       | 48.0     | 58.3     |
| <u>Executive</u>                                      |      |          |          |          |
| Female                                                | %    | 52.3     | 51.6     | 53.3     |
| Male                                                  | %    | 47.7     | 48.4     | 46.7     |
| <u>Non-Executive</u>                                  |      |          |          |          |
| Female                                                | %    | 6.1      | 8.7      | 10.0     |
| Male                                                  | %    | 93.9     | 91.3     | 90.0     |
| <b>Total Employee Turnover by Employment Category</b> |      |          |          |          |
| Senior Management                                     | Pax  | 1        | 1        | 1        |
| Middle Management                                     | Pax  | 1        | 1        | 2        |
| Senior Executive                                      | Pax  | 2        | 5        | 5        |
| Executive                                             | Pax  | 15       | 8        | 15       |
| Non-Executive                                         | Pax  | 24       | 58       | 12       |
| <b>Total Employees by Employment Contract</b>         |      |          |          |          |
| Permanent Employees                                   | %    | 75.8     | 76.7     | 67.2     |
| Contract Employees                                    | %    | 24.2     | 23.3     | 32.8     |

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### EMPLOYEE MANAGEMENT (CONT'D)

##### 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 | <ul style="list-style-type: none"> <li>Monthly/Yearly Attendance Allowance</li> <li>Annual Salary Review</li> <li>Performance Bonus</li> </ul> | Based on performance or attendance                 |
| Health and Wellness         | <ul style="list-style-type: none"> <li>Medical Claim</li> <li>Dental/Optical</li> </ul>                                                        | Based on years of service/job category             |
| Recognition and Retention   | <ul style="list-style-type: none"> <li>Long Service Award</li> <li>Wedding Gift</li> <li>New Born Gift</li> <li>Condolence</li> </ul>          | Based on years of service or relationship          |
| Mobility and Tools Support  | <ul style="list-style-type: none"> <li>Car Allowance</li> <li>Mobile Phone Benefit</li> </ul>                                                  | For sales employees/by department request          |
| Leave and Time Off          | <ul style="list-style-type: none"> <li>Birthday Leave</li> </ul>                                                                               | Claimable during birthday month                    |
| Engagement and Culture      | <ul style="list-style-type: none"> <li>Company Engagement Activity (Quarterly)</li> <li>Yearly Team Building Activity</li> </ul>               | Full-time employees only                           |
| Occupational Safety Support | <ul style="list-style-type: none"> <li>Safety Shoes Claim</li> </ul>                                                                           | For operation and engineering department employees |

The Group also provides parental leave in accordance with applicable Malaysian employment laws and internal HR practices. Eligible employees are entitled to maternity leave, paternity leave and other relevant statutory leave benefits, subject to applicable requirements and eligibility criteria. These benefits support employees in balancing work and family responsibilities while promoting employee well-being and retention.

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### EMPLOYEE MANAGEMENT (CONT'D)

##### 2. Employee Benefits (Cont'd)

###### Parental Leave

|                                                                                              | Unit | FYE 2026 | FYE 2025 | FYE 2024 |
|----------------------------------------------------------------------------------------------|------|----------|----------|----------|
| <b>Employees entitled to parental leave</b>                                                  |      |          |          |          |
| Female (Maternity leave)                                                                     | Pax  | 2        | 5        | 0        |
| Male (Paternity leave)                                                                       | Pax  | 7        | 4        | 1        |
| <b>Employees who took parental leave</b>                                                     |      |          |          |          |
| Female (Maternity leave)                                                                     | Pax  | 2        | 5        | 0        |
| Male (Paternity leave)                                                                       | Pax  | 7        | 4        | 1        |
| <b>Employees who returned to work after parental leave</b>                                   |      |          |          |          |
| Female (Maternity leave)                                                                     | Pax  | 2        | 5        | 0        |
| Male (Paternity leave)                                                                       | Pax  | 7        | 4        | 1        |
| <b>Number of employees who returned and still employed 12 months after returning to work</b> |      |          |          |          |
| Female (Maternity leave)                                                                     | Pax  | 2        | 5        | 0        |
| Male (Paternity leave)                                                                       | Pax  | 7        | 4        | 1        |
| Return to work rate                                                                          | %    | 100      | 100      | 100      |
| Retention rate                                                                               | %    | 100      | 100      | 100      |

##### 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 2026, the Group recorded a 74.7% 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.



17 Jan 2026  
Annual Dinner 2026



03 Jan 2026  
Paintball, Archery & Kayaking



27-29 June 2025  
Paintball, Archery & Kayaking

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### EMPLOYEE MANAGEMENT (CONT'D)

##### 4. Employee Welfare Fund

In FYE 2026, the Group established an Employee Welfare Fund, a unique initiative that converts environmental sustainability efforts into direct support for our workforce. The fund is supported by revenue generated from the sale of recyclable materials, such as aluminium and waste paper from our daily business operations. This fund is dedicated to improving overall employee well-being.

The primary function of the fund is to provide emergency financial aid for staff facing unforeseen personal crises, including major medical emergencies, or condolences. By redirecting recycling proceeds into a dedicated welfare account, we aim to enhance staff morale and engagement while aligning our internal practices with our broader corporate social responsibility and ESG goals.

##### 5. Recognition of Career Dedication and Retirement



In line with our ongoing recognition initiatives designed to strengthen the Employee Engagement Program, the Group organised a special farewell lunch to honor a long-serving staff member from the Warehouse Department upon his retirement. Having dedicated 30 years to the Group, his significant contributions and commitment have been deeply valued by the management. We sincerely appreciate his years of service and the positive impact he has made on our workforce dynamics, embodying the diverse and respectful workplace environment we strive to promote. This celebration of a dedicated career further supports our efforts to maintain high levels of employee satisfaction and engagement across the organisation.

### TRAINING AND DEVELOPMENT



|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Training and development are important to ensure employees have the necessary technical, safety, compliance and digital skills to perform their roles effectively. Continuous learning supports operational efficiency, regulatory compliance, employee productivity, career development and the Group's long-term business resilience.                                                                                                                                                                                    |
| Management Approach | 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. Training needs are identified based on job requirements, departmental needs, employee development areas and business priorities. |
| Targets             | Maintain a minimum 7.5 training hours per employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Monitoring Method   | Training data is monitored by the Human Resources department, with input from relevant Heads of Department. Training hours, training cost, number of participants, training topics and effectiveness evaluation results are tracked and compiled for sustainability reporting. Training performance is reviewed periodically by Management and the ESG Committee.                                                                                                                                                          |

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### TRAINING AND DEVELOPMENT (CONT'D)

We believe our employees are one of the key drivers of our business success, and their continuous growth is essential to strengthening the Group's long-term resilience and adaptability. As business requirements, technology and regulatory expectations continue to evolve, employees are expected to keep pace with changing operational needs, digital tools, safety standards and compliance requirements.

#### 1. Human Capital Investment: Driving Operational Agility Through Training Program

In FYE 2026, we significantly accelerated our investment in human capital, allocating RM71,575 toward professional development. This resulted in a total of 2,440 training hours, marking a 67.7% increase compared to the 1,455 hours recorded in the previous year.

While our average training hours per employee reached 7.85, which is below our 12-hour target, this variance was a strategic byproduct of our efforts to maximise participant coverage. Rather than focusing on lengthy sessions for a limited group, we prioritised inclusive, high-impact modules to ensure a larger portion of our workforce—including new hires following our headcount expansion—received essential skills and orientation.

By diversifying our training delivery, we ensured that every employee received targeted learning relevant to their specific role and department.

The following table outlines the range of training topics conducted during FYE 2026.

| Category                            | Topics                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Data and Digital Skills             | <ul style="list-style-type: none"> <li>• Meta Business Suite &amp; Ads Manager</li> <li>• ERP System Training</li> <li>• Excel Training -Intermediate</li> <li>• Excel Training-Beginner</li> </ul>                                                                                                                                                                                                       |
| Technical Competencies              | <ul style="list-style-type: none"> <li>• Percentage Ratios Made Easy</li> <li>• Transfer Pricing for Intragroup Services</li> <li>• National Institute for Occupational Safety and Health (NIOSH) Tenaga Safety Leader Passport</li> <li>• Corporate Governance for Management &amp; Employees</li> <li>• Product Training to Employees</li> <li>• Professional Procurement Skills for Success</li> </ul> |
| Compliance and Regulatory Knowledge | <ul style="list-style-type: none"> <li>• Deferred Tax Under MFRS 112/MPERS Section 29</li> <li>• Preparation and Presentation of Consolidated Financial Statements</li> <li>• Payroll and Tax Computation</li> </ul>                                                                                                                                                                                      |
| Safety and Operational Training     | <ul style="list-style-type: none"> <li>• 6S Training</li> <li>• Basic Occupational First Aid, CPR and AED Training</li> <li>• Basic Fire Fighting &amp; Emergency Response Plan &amp; Preparedness Training</li> </ul>                                                                                                                                                                                    |

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### TRAINING AND DEVELOPMENT (CONT'D)

##### 1. Human Capital Investment: Driving Operational Agility Through Training (Cont'd)

| Total Hours of Training<br>By Employee Category |          |          |          |
|-------------------------------------------------|----------|----------|----------|
|                                                 | FYE 2026 | FYE 2025 | FYE 2024 |
| Board of Directors                              | 62       | 161      | N/A      |
| Senior Management                               | 135.5    | 1,517    |          |
| Middle Management                               | 427      | 286      |          |
| Senior Executive                                | 479      | 388      |          |
| Executive                                       | 1,110    | 294      |          |
| Non-Executive                                   | 226.5    | 77       |          |

##### 2. Structured Assessment for Training Effectiveness and Individual Needs

To ensure our learning initiatives are both impactful and personalised, the Group introduced the “TRAINING EFFECTIVENESS EVALUATION AND NEEDS IDENTIFICATION” framework in FYE 2026. This structured process utilizes a specialised form where both the employee and their respective HOD independently rate current skill levels to identify specific areas for improvement. By utilising this dual-rating system, we can accurately pinpoint individual skill gaps and tailor future training modules to the unique needs of each employee. This collaborative identification process ensures that our training programs are data-driven, directly aligned with individual career progression, and effectively integrated with the Group's broader operational objectives.

### DATA PRIVACY AND SECURITY



|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Data privacy and security are important to maintaining stakeholder trust, protecting customer and business information, and supporting reliable business operations. As the Group continues to digitalise its processes, effective data protection helps reduce the risk of data breaches, service disruption, unauthorised access and reputational impact.                                                                                                                                                   |
| Management Approach | The Group manages data privacy and security through internal policies, IT controls, employee awareness, system access management and regular security measures. Key policies include the Backup Recovery Policy, Data Security and Protection Policy, and Password Policy.                                                                                                                                                                                                                                    |
| Targets             | Zero complaints of breaches of customer privacy and losses of customer data.                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Monitoring Method   | Data privacy and security matters are monitored by the Information Technology function, with support from relevant departments handling customer, employee and business information. Monitoring is conducted through system controls, software updates, security testing, access management, cybersecurity awareness activities and customer complaint records. Data privacy and security performance is compiled for sustainability reporting and reviewed periodically by Management and the ESG Committee. |

As digital systems become increasingly important to business operations, data privacy and security remain key to maintaining stakeholder trust and operational resilience. The Group recognises the need to safeguard customer, employee and business information through responsible data handling, access controls and continuous improvement of its digital infrastructure.

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### DATA PRIVACY AND SECURITY (CONT'D)

##### 1. Data Protection Framework

The Group manages data privacy and security through internal policies and IT controls that guide the handling, storage and protection of information. Key policies include the Backup Recovery Policy, Data Security and Protection Policy and Password Policy, which support data backup, secure access management and responsible use of confidential information.

To strengthen system reliability and reduce cybersecurity risks, the Group maintains regular software updates, annual security testing and employee awareness initiatives such as phishing awareness training. These measures help improve employee vigilance and support a culture of accountability in protecting business and personal data.

During FYE 2026, the Group initiated the preparatory phase for a strategic migration from its legacy platform to a modern, integrated ERP system. This digital upgrade is designed to bolster data security through advanced protection measures and improve overall efficiency by streamlining cross-departmental workflows. To support this transition, we have already conducted specialized technical training sessions to equip our workforce with the necessary digital competencies. The system migration is expected to be completed in FYE 2027, with official usage slated to commence within the same financial year.

Moving forward, we remain committed to optimising our digital infrastructure to drive long-term data accuracy and operational resilience.

##### 2. Customer Responsibility

The Group is committed to protecting customer data and maintaining appropriate processes for handling customer feedback and complaints. Complaints may be submitted through sales representatives, email or the company hotline, and are directed to the relevant departments for review and follow-up. Product-related complaints are managed through the Return Material Authorisation process. In FYE 2026, there were no data breaches or privacy complaints recorded, reflecting the Group's dedication to customer privacy and trust.

In FYE 2026, the Group recorded zero complaints concerning breaches of customer privacy and losses of customer data. The Group also achieved a customer satisfaction score of 93.2%, reflecting continued engagement with customers and the effectiveness of its service and feedback mechanisms.

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### SUPPLY CHAIN MANAGEMENT



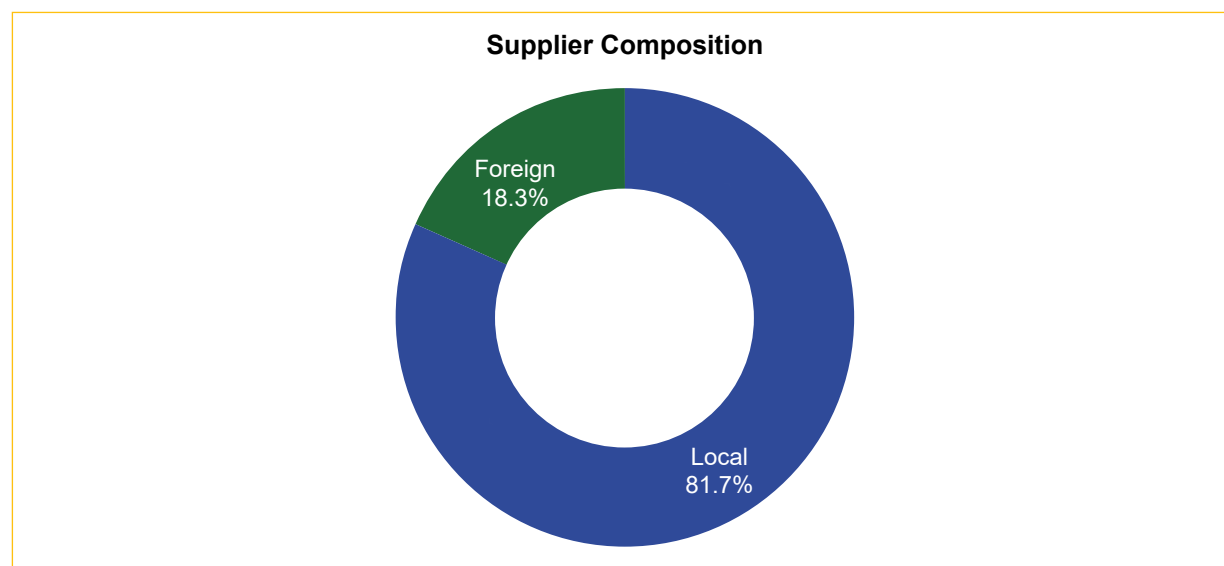
|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Responsible supply chain management supports product quality, delivery reliability, regulatory compliance, cost efficiency and business continuity. As the Group works with both local and foreign suppliers, effective supplier management helps strengthen procurement resilience while supporting responsible environmental and social practices across the value chain.                                                                                                                                                                                       |
| Management Approach | The Group manages suppliers through a structured evaluation and selection process covering key criteria such as product and service quality, pricing, delivery performance, cooperation, after-sales service, flexibility and sourcing capability. New suppliers are assessed before being included in the Approved Supplier List, while existing suppliers are reviewed through annual Supplier Performance Evaluation Forms. The Group also supports local supplier engagement where suppliers are able to meet quality, delivery and operational requirements. |
| Targets             | Maintain a minimum of 80% of suppliers scored 4 in the evaluation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Monitoring Method   | Supplier performance is monitored by the procurement department through New Supplier Evaluation Forms, annual Supplier Performance Evaluation Forms and Approved Supplier List reviews. Supplier evaluation outcomes are reviewed by the procurement department.                                                                                                                                                                                                                                                                                                  |

A responsible supply chain is important to support product quality, operational continuity, and customer satisfaction. The Group maintains a structured supplier evaluation and selection process for new and existing suppliers, covering criteria such as quality, pricing, delivery, cooperation, after-sales service and sourcing capability. Long-term relationships with reliable suppliers remain important to supply chain resilience.

#### 1. Supplier Evaluation Process

In FYE 2026, we continued to assess suppliers through our New Supplier Evaluation Form, annual Supplier Performance Evaluation Form and Approved Supplier List review. These processes help ensure that suppliers meet the Group's expectations on quality, pricing, delivery, cooperation and service standards.

For FYE 2026, a total of 147 local suppliers and 33 foreign suppliers were recorded. The pie chart below illustrate the performance ratings for each group. Among local suppliers, 98% achieved the highest rating of Score 4, while 2% received Score 3. Similarly, 93.9% of foreign suppliers attained a score 4, with the remaining 6.1% scoring 3.



## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### SUPPLY CHAIN MANAGEMENT (CONT'D)

##### 1. Supplier Evaluation Process (Cont'd)

Moving forward, we will progressively strengthen our supplier management approach by incorporating relevant environmental and social considerations into supplier evaluation and engagement.

##### 2. Local Supplier Support

The Group supports local sourcing where suppliers are able to meet its requirements on quality, pricing, delivery and service standards. During this reporting year, 44.3% of the Group's major product purchases were sourced from local suppliers, while the remaining 55.7% were sourced from foreign suppliers. The spending trend over the past three reporting years is shown below:

##### Spending on Local Suppliers

|                                   | Unit | FYE 2026 | FYE 2025 | FYE 2024 |
|-----------------------------------|------|----------|----------|----------|
| Total spending on local suppliers | %    | 44.3     | 35.1     | 33.5     |

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



|                     |                                                                                                                                                                                                                                                                                                                                                                |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Community engagement helps strengthen trust, goodwill and the Group's social licence to operate. As a fire protection solutions provider, the Group is also well positioned to contribute to public safety awareness and support community needs through targeted initiatives.                                                                                 |
| Management Approach | The Group supports local communities through donations, sponsorships, fire safety awareness activities and partnerships with relevant organisations. Community initiatives are focused on areas that align with the Group's business and social responsibility priorities, including public safety, education support, youth activities and community welfare. |
| Targets             | Maintain at least 10 community engagement events in FYE 2027, with continued focus on fire safety, education support, and local sponsorship initiatives                                                                                                                                                                                                        |
| Monitoring Method   | Community initiatives are monitored through records of sponsorships, donations, outreach activities and participation. The ESG Committee coordinates community-related reporting with support from the human resources, financial and accounts, and administrative departments.                                                                                |

The Group remains steadfast in its commitment to social responsibility, viewing community engagement as an essential pillar of our sustainable development. Our approach focuses on addressing practical needs through targeted initiatives in public safety, education, and social wellness, ensuring our contributions are both impactful and aligned with our core expertise. In FYE 2026, we successfully met our target of conducting 15 community engagement activities, while evolving our outreach strategy to integrate modern digital platforms for broader educational impact.

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### LOCAL COMMUNITY (CONT'D)

##### 1. Diverse Community Outreach and Support

In FYE 2026, the Group allocated RM66,074.61 to a range of community-focused initiatives aimed at supporting public safety, and local engagement. Support for community engagement included broad-based contributions to local events and youth programs. We initiated our efforts this year with a focused sponsorship for an orphanage in the Klang Valley, providing resources to support the well-being of underprivileged children.

Fire safety initiatives involved distributing firefighting equipment and conducting product training to our internal office staff. Together, these programs demonstrate a practical approach to community involvement by supporting areas that align with the Group's operations and stakeholder interests.

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

|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Community Engagement and Sponsorships  | <p>Monetary sponsorship to:</p> <ul style="list-style-type: none"> <li>Malacca Law Tennis Association (MLTA)</li> <li>Badan Peneraju Industri (ILB) Bidang Kebombaan 2025 Pulau Pinang</li> <li>Negeri Sembilan Youth Challenge 2025</li> <li>Track &amp; Field Event - Xiamen University Malaysia</li> <li>Volleyball tournament - SUKBOM 2025</li> <li>Malaysia Fire Protection Association (MFPA)</li> <li>Eco World Students Aid Programme (SAP)</li> </ul> <p>Direct Community Care:</p> <ul style="list-style-type: none"> <li>Support Good Samaritan Home through essential donations and interactive activities with the children</li> </ul>                                                                          |
| Fire Safety and Protection Initiatives | <ul style="list-style-type: none"> <li>Complimentary offering to various parties: <ul style="list-style-type: none"> <li>71 units of 1kg dry powder c/w bracket and single station smoke detector each to Finsource (Corporate Visit)</li> <li>45 units of 1kg dry powder c/w bracket and single station smoke detector each to Detector to SBS SHANG HAI (Corporate Visit)</li> <li>3 units of 1kg dry powder c/w bracket during Emergency Awareness Day by Bursa Malaysia</li> <li>32 units of 1kg dry powder c/w bracket and Fire Blanket each to Fire and Rescue Department of Malaysia State of Selangor</li> <li>100 units of 2kg dry powder c/w bracket to SBS SHANG HAI (Prospectus Launching)</li> </ul> </li> </ul> |
| Education and Student Support          | <ul style="list-style-type: none"> <li>Sponsored "Legasi: Bomba the Movie" during a charity event to support local cinema and enhance public fire safety awareness.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

##### 2. Digital Fire Safety Advocacy via TikTok

As part of our ongoing commitment to fire safety education, the Group launched a series of TikTok videos to promote essential fire safety knowledge. Through engaging short-form content, the campaign delivered practical tips and life-saving information in an accessible and relatable format, enabling us to reach a broader audience, especially younger communities. By embracing digital platforms, we continue to expand the reach and impact of our public fire safety awareness efforts.

##### 3. Collaborative Awareness with Oasis Home

To further strengthen our community outreach, the Group collaborated with Oasis Home to promote safety and social awareness through a Facebook Live session. The interactive livestream provided a platform to engage directly with the public, share practical safety knowledge, and raise awareness of important community issues in real time. Through this collaboration, we reinforced our commitment to meaningful community engagement by leveraging digital platforms to educate, connect, and inspire positive action.

## SUSTAINABILITY STATEMENT (Cont'd)



### SOCIAL (CONT'D)

#### LOCAL COMMUNITY (CONT'D)

#### 4. Introducing the “Xty” Ambassador

In a strategic effort to enhance our community engagement, the Group introduced its official brand ambassador, “Xty”—a mascot whose name embodies the dual identity of an Explorer and an Extinguisher. Serving as our primary safety advocate, Xty is deployed during community outreach events to deliver fire safety education in a more approachable and memorable manner. This initiative allows us to bridge the gap between technical safety protocols and public awareness, ensuring that critical life-saving knowledge is communicated effectively through interactive engagement across all age groups.

#### Impact Highlight: Community, Safety and Education



*We visited the Good Samaritan Home to provide essential daily necessities and organize interactive activities, fostering meaningful social connection and support for the children.*



*We sponsored the Negeri Sembilan Youth Challenge 2025 (NS Fencing) to empower young participants by promoting leadership, sportsmanship, and entrepreneurial skills.*



*The Group launched its official mascot, “Xty”—symbolizing an Explorer and Extinguisher—to serve as a brand ambassador during community events and promote fire safety awareness through engaging, interactive*



*We donated 32 units of 1kg fire extinguishers and fire blankets to the Selangor Fire and Rescue Department during their corporate visit to strengthen regional emergency response capabilities.*

## SUSTAINABILITY STATEMENT (Cont'd)



### GOVERNANCE

#### 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.

To further strengthen our corporate governance framework, the Group circulated a comprehensive Conflict of Interest Policy in FYE 2026, establishing clear guidelines for identifying, declaring, and managing potential conflicts.

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
- Conflict of Interest Policy

For more details on our governance policies, please visit our website at <https://uniquefire.com/corporate-governance-meetings/>.

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



|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | Strong ABAC practices help the Group uphold integrity, comply with legal requirements and maintain stakeholder trust. Clear ethical standards also reduce misconduct risks and support responsible business conduct across employees, suppliers, customers and business partners.                                                                                                                                                                                                                                            |
| Management Approach | The Group adopts a zero-tolerance approach towards bribery and corruption, guided by its Anti-Bribery and Corruption Policy, Code of Conduct and Ethics, Whistle-Blowing Policy and other governance policies. ABAC awareness is reinforced through mandatory onboarding briefings for new employees, covering anti-corruption expectations, reporting channels and standards of conduct. The Group aims to maintain zero confirmed bribery and corruption incidents and strengthen awareness of ethical business practices. |
| Targets             | Zero bribery and corruption cases                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Monitoring Method   | ABAC matters are monitored through incident reporting channels, whistle-blowing mechanisms and internal policy communication. The ESG Committee coordinates governance-related sustainability reporting, with support from Human Resources, Finance and Accounts and relevant Heads of Department where applicable. ABAC performance is reviewed at least annually as part of the Sustainability Statement process                                                                                                           |

## SUSTAINABILITY STATEMENT (Cont'd)



### GOVERNANCE (CONT'D)

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

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.

To further strengthen its ethical foundation, the Group has intensified preventive measures during the current reporting period through targeted educational initiatives and rigorous oversight. Looking ahead, the Group will continue to reinforce clear conduct expectations, prevent misconduct and maintain stakeholder confidence through the consistent application of anti-corruption measures.

#### 1. Mandatory Onboarding Briefings

As part of our long-standing commitment to corporate integrity, mandatory ABAC briefing sessions remain a critical and permanent feature of our onboarding program for all new employees. By conducting these briefings during the initial induction phase, the Group ensures that new joiners are immediately equipped with a clear understanding of our anti-corruption framework, whistle-blowing procedures, and the high standards of conduct expected of them. This consistent educational approach ensures that our "Zero Tolerance" culture is effectively communicated to every individual from the very start of their tenure.

The percentage of employees who have participated the ABAC briefing sessions in FYE 2026 is summarised below:

| Onboarding ABAC Briefing |          |
|--------------------------|----------|
|                          | FYE 2026 |
| Board of Directors       | 0.0%     |
| Senior Management        | 0.0%     |
| Middle Management        | 5.3%     |
| Senior Executive         | 7.7%     |
| Executive                | 30.8%    |
| Non-Executive            | 17.2%    |

#### 2. Incident Reporting and Action

Our proactive approach to risk management and the continuous emphasis on policy awareness continue to yield positive results in safeguarding the Group's integrity. As of the FYE 2026, no confirmed incidents of bribery or corruption were reported, and no related disciplinary actions were taken. We remain dedicated to sustaining this record through vigilant monitoring and the steadfast enforcement of our internal controls.

During the reporting period, the group did not conduct formal operational assessments to identify corruption-related risks. However, we enforce a strict zero-tolerance policy on corruption and are committed to enhancing its governance and risk management practices.

## SUSTAINABILITY STATEMENT (Cont'd)



### GOVERNANCE (CONT'D)

#### WHISTLE-BLOWING



|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Why It Matters      | A clear whistle-blowing mechanism supports transparency, accountability and ethical conduct across the Group. It provides employees, stakeholders and members of the public with a confidential avenue to raise genuine concerns on improper conduct, misconduct or wrongdoing without fear of harassment, intimidation, victimisation or reprisal.                                                                                                                                                                                                                                                                              |
| Management Approach | The Group is guided by its Whistle-Blowing Policy, which covers actual or suspected misconduct such as fraud, bribery, corruption, abuse of power, conflict of interest, misuse of assets and non-compliance with laws. Reports may be submitted to the Chairperson of the Audit and Risk Management Committee by mail or email. The Group treats reports confidentially and protects whistle-blowers who raise concerns in good faith. The Group also promotes awareness of the Policy through internal communications and reviews its whistle-blowing mechanisms to maintain effectiveness, confidentiality and accessibility. |
| Targets             | Zero cases of whistle-blowing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Monitoring Method   | Whistle-blowing matters are monitored through established reporting channels and complaint handling procedures. The Human Resource Department maintains a complaint log, while the Audit and Risk Management Committee oversees the Policy's implementation. The Policy is reviewed periodically and at least once every three years. Effectiveness is assessed based on reporting channel availability, confidentiality safeguards, complaint handling and number of cases reported.                                                                                                                                            |

#### Management Approach, Progress and KPIs

The Group provides accessible and confidential channels for employees, stakeholders and members of the public to report concerns about misconduct, unethical behaviour or other improper activities. The Whistle-Blowing Policy is publicly available on the Group's corporate website and applies to employees, third parties and the general public. It covers matters such as fraud, bribery, corruption, abuse of power, conflict of interest, misuse of assets, non-compliance with laws and breaches of the Group's code of ethics.

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 via the Group's corporate website at <https://uniquefire.com/insights/>

Reports may be made in writing, electronically or in person, and are expected to be made in good faith with reasonable grounds. The Group treats all information received with strict confidentiality and provides protection against reprisal or retaliation for whistle-blowers who raise genuine concerns in good faith. Anonymous reporting is not prohibited, however, the extent of investigation may depend on the information provided.

During the reporting period, no whistle-blowing cases were reported. The Group continued to promote awareness of the reporting channels and whistle-blowing procedures through internal communication, while maintaining the availability of email and mailing channels for confidential reporting. 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)



### GOVERNANCE (CONT'D)

#### WHISTLE-BLOWING (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.

Moving forward, we will regularly review and refine the whistle-blowing processes to maintain confidentiality and protect whistle-blowers.

#### Whistle-Blowing 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](mailto:whistleblowing@uniquefire.com)

# SUSTAINABILITY STATEMENT (Cont'd)

## GRI Content Index

|                         |                                                                                                                                       |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <b>Statement of use</b> | Unique Fire Holdings Berhad has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 |
| <b>GRI 1 used</b>       | GRI 1: Foundation 2021                                                                                                                |

| GRI STANDARD                           | DISCLOSURE                                                                       | LOCATION                                                                                   |
|----------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| <b>General disclosures</b>             |                                                                                  |                                                                                            |
| <b>GRI 2: General Disclosures 2021</b> | 2-1 Organizational details                                                       | Reporting Scope and Period, page 22                                                        |
|                                        | 2-2 Entities included in the organization's sustainability reporting             | Reporting Scope and Period, page 22                                                        |
|                                        | 2-3 Reporting period, frequency and contact point                                | Reporting Scope and Period ; 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 51-53                                      |
|                                        | 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 76-94                                        |
|                                        | 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 76-94                                        |
|                                        | 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                               | Key Highlights and Achievements, page 31-32                                                |
|                                        | 2-23 Policy commitments                                                          | Governance Policies and Procedures, page 63                                                |
|                                        | 2-24 Embedding policy commitments                                                | Governance Policies and Procedures, page 63                                                |
|                                        | 2-25 Processes to remediate negative impacts                                     | Whistle-blowing, page 65-66                                                                |
|                                        | 2-26 Mechanisms for seeking advice and raising concerns                          |                                                                                            |
|                                        | 2-29 Approach to stakeholder engagement                                          | Stakeholder Management, page 29-30                                                         |
| <b>GRI3: Material Topics 2021</b>      | 3-1 Process to determine material topics                                         | Double Materiality Assessment Process, page 24                                             |
|                                        | 3-2 List of material topics                                                      | Double Materiality Assessment Process, page 24                                             |
|                                        | 3-3 Management of material opics                                                 | Management Approach of each topics, page 33, 35, 40, 42, 45, 50, 55, 57, 59, 60, 63 and 65 |

## SUSTAINABILITY STATEMENT (Cont'd)

### GRI Content Index (Cont'd)

| GRI STANDARD                                         | DISCLOSURE                                                                                    | LOCATION                                                                         |
|------------------------------------------------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <b>Emissions Management</b>                          |                                                                                               |                                                                                  |
| <b>GRI 302: Energy 2016"</b>                         | 302-1 Energy consumption within the organization                                              | Electricity Consumptions, page 35                                                |
|                                                      | 302-4 Reduction of energy consumption                                                         | Renewable Energy Integration Energy Efficiency Improvement, page 36              |
| <b>Water Management</b>                              |                                                                                               |                                                                                  |
| <b>GRI 303: Water and Effluents 2018</b>             | 303-1 Interactions with water as a shared resource                                            | Water Recycling and Leak Testing Rainwater Harvesting, page 41                   |
|                                                      | 303-5 Water consumption                                                                       | Water Consumption, page 40-41                                                    |
| <b>Waste Management</b>                              |                                                                                               |                                                                                  |
| <b>GRI 306: Waste 2020</b>                           | 306-1 Waste generation and significant waste-related impacts                                  | Chemical Waste Management, page 43                                               |
|                                                      | 306-2 Management of significant waste-related impacts                                         | WASTE MANAGEMENT - Management Approach, Progress and KPIs, page 42               |
|                                                      | 306-3 Waste generated                                                                         | Chemical Waste Management, page 43                                               |
|                                                      | 306-4 Waste diverted from disposal                                                            | Scrap Metal and Plastic Recovery, page 43-44                                     |
|                                                      | 306-5 Waste directed to disposal                                                              | Chemical Waste Management, page 43                                               |
| <b>Occupational Safety and Health</b>                |                                                                                               |                                                                                  |
| <b>GRI 403: Occupational Health and Safety 2018</b>  | 403-1 Occupational health and safety management system                                        | OCCUPATIONAL SAFETY AND HEALTH - Management Approach, Progress and KPIs, page 45 |
|                                                      | 403-2 Hazard identification, risk assessment, and incident investigation                      |                                                                                  |
|                                                      | 403-4 Worker participation, consultation, and communication on occupational health and safety | OCCUPATIONAL SAFETY AND HEALTH - Management Approach, Progress and KPIs, page 45 |
|                                                      | 403-5 Worker training on occupational health and safety                                       | Safety Engagement and Training, page 48                                          |
|                                                      | 403-6 Promotion of worker health                                                              | Employee Benefits, page 53-54                                                    |
|                                                      | 403-9 Work-related injuries                                                                   | Workplace Accident Safety Performance Metrics, page 47                           |
| <b>Employee Engagement</b>                           |                                                                                               |                                                                                  |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | 405-1 Diversity of governance bodies and employees                                            | Workforce Diversity and Equal Opportunity, page 50-52                            |
| <b>Training and Development</b>                      |                                                                                               |                                                                                  |
| <b>GRI 404: Training and Education 2016</b>          | 404-1 Average hours of training per year per employee                                         | TRAINING AND DEVELOPMENT - Management Approach, Progress and KPIs, page 55       |
|                                                      | 404-2 Programs for upgrading employee skills and transition assistance programs               |                                                                                  |

## SUSTAINABILITY STATEMENT (Cont'd)

### GRI Content Index (Cont'd)

| GRI STANDARD                                       | DISCLOSURE                                                                                         | LOCATION                                                                                                                 |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| <b>Data Privacy and Security</b>                   |                                                                                                    |                                                                                                                          |
| <b>GRI 418:<br/>Customer<br/>Privacy 2016</b>      | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | DATA PRIVACY AND SECURITY - Management Approach, Progress and KPIs, page 57                                              |
| <b>Supply Chain Management</b>                     |                                                                                                    |                                                                                                                          |
| <b>GRI 204:<br/>Procurement<br/>Practices 2016</b> | 204-1 Proportion of spending on local suppliers                                                    | Local Supplier Support, page 60                                                                                          |
| <b>Local Community</b>                             |                                                                                                    |                                                                                                                          |
| <b>GRI 413:<br/>Local<br/>Communities<br/>2016</b> | 413-1 Operations with local community engagement, impact assessments, and development programs     | LOCAL COMMUNITY - Management Approach, Progress and KPIs, page 60                                                        |
| <b>Anti-bribery and Anti-corruption</b>            |                                                                                                    |                                                                                                                          |
| <b>GRI 205:<br/>Anti-corruption<br/>2016</b>       | 205-1 Operations assessed for risks related to corruption                                          | ANTI-BRIBERY AND ANTI-CORRUPTION ("ABAC") - Management Approach, Progress and Key Performance Indicators (KPIs), page 63 |
|                                                    | 205-2 Communication and training about anti-corruption policies and procedures                     | Mandatory Onboarding Briefings, page 64                                                                                  |
|                                                    | 205-3 Confirmed incidents of corruption and actions taken                                          | Incident Reporting and Action, page 64                                                                                   |

## SUSTAINABILITY STATEMENT (Cont'd)

### Bursa Malaysia Prescribed Table

#### UNIQUE FIRE HOLDINGS BERHAD BMLR Transition Period

Date & Time: 2026-07-09\_10:50:27  
Main Market | Group 2 | FYE 31/03/2026

| Sustainability Matter | Metric                                                                                                         | Measurement Unit | 2025 | 2026 | Target                             | Assurance    |
|-----------------------|----------------------------------------------------------------------------------------------------------------|------------------|------|------|------------------------------------|--------------|
| Anti-Corruption       | Percentage of employees who have received training on anti-corruption by employee category - Senior Management | Percentage       | 100  | 0    | -                                  | No assurance |
| Anti-Corruption       | Percentage of employees who have received training on anti-corruption by employee category - Middle Management | Percentage       | 47   | 5.3  | -                                  | No assurance |
| Anti-Corruption       | Percentage of employees who have received training on anti-corruption by employee category - Senior Executive  | Percentage       | 24   | 77   | -                                  | No assurance |
| Anti-Corruption       | Percentage of employees who have received training on anti-corruption by employee category - Executive         | Percentage       | 81   | 30.8 | -                                  | No assurance |
| Anti-Corruption       | Percentage of employees who have received training on anti-corruption by employee category - Non-Executive     | Percentage       | 0    | 172  | -                                  | No assurance |
| Anti-Corruption       | Percentage of operations assessed for corruption-related risks                                                 | Percentage       | 0    | 0    | -                                  | No assurance |
| Anti-Corruption       | Confirmed incidents of corruption and action taken                                                             | Number           | 0    | 0    | Zero bribery and corruption cases. | No assurance |

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# SUSTAINABILITY STATEMENT (Cont'd)

## Bursa Malaysia Prescribed Table (Cont'd)

Date & Time: 2026-07-09 10:50:27  
Main Market | Group 2 | FYE 31/03/2026

### UNIQUE FIRE HOLDINGS BERHAD BMLR Transition Period

| Sustainability Matter | Metric                                                                                                  | Measurement Unit | 2025      | 2026     | Target | Assurance    |
|-----------------------|---------------------------------------------------------------------------------------------------------|------------------|-----------|----------|--------|--------------|
| Community/Society     | Total amount invested in the community where the target beneficiaries are external to the listed issuer | MYR              | 151006.51 | 66074.61 | -      | No assurance |
| Community/Society     | Total number of beneficiaries of the investment in communities                                          | Number           | 1020      | 10280    | -      | No assurance |
| Diversity             | Percentage of employees - Senior Management, below 30                                                   | Percentage       | 0         | 0        | -      | No assurance |
| Diversity             | Percentage of employees - Senior Management, between 30 and 39                                          | Percentage       | 22.2      | 16.7     | -      | No assurance |
| Diversity             | Percentage of employees - Senior Management, between 40 and 50                                          | Percentage       | 66.7      | 50       | -      | No assurance |
| Diversity             | Percentage of employees - Senior Management, above 50                                                   | Percentage       | 11.1      | 33.3     | -      | No assurance |
| Diversity             | Percentage of employees - Middle Management, below 30                                                   | Percentage       | 6.3       | 0        | -      | No assurance |
| Diversity             | Percentage of employees - Middle Management, between 30 and 39                                          | Percentage       | 50        | 63.2     | -      | No assurance |
| Diversity             | Percentage of employees - Middle Management, between 40 and 50                                          | Percentage       | 25        | 26.3     | -      | No assurance |
| Diversity             | Percentage of employees - Middle Management, above 50                                                   | Percentage       | 18.8      | 10.5     | -      | No assurance |
| Diversity             | Percentage of employees - Senior Executive, below 30                                                    | Percentage       | 12        | 23.1     | -      | No assurance |

## SUSTAINABILITY STATEMENT (Cont'd)

### Bursa Malaysia Prescribed Table (Cont'd)

#### UNIQUE FIRE HOLDINGS BERHAD BMLR Transition Period

Date & Time: 2026-07-09 10:50:27  
Main Market | Group 2 | FYE 31/03/2026

| Sustainability Matter | Metric                                                        | Measurement Unit | 2025 | 2026 | Target | Assurance    |
|-----------------------|---------------------------------------------------------------|------------------|------|------|--------|--------------|
| Diversity             | Percentage of employees - Senior Executive, between 30 and 39 | Percentage       | 44   | 46.1 | -      | No assurance |
| Diversity             | Percentage of employees - Senior Executive, between 40 and 50 | Percentage       | 36   | 26.9 | -      | No assurance |
| Diversity             | Percentage of employees - Senior Executive, above 50          | Percentage       | 8    | 3.9  | -      | No assurance |
| Diversity             | Percentage of employees - Executive, below 30                 | Percentage       | 38.7 | 33.8 | -      | No assurance |
| Diversity             | Percentage of employees - Executive, between 30 and 39        | Percentage       | 53.2 | 55.4 | -      | No assurance |
| Diversity             | Percentage of employees - Executive, between 40 and 50        | Percentage       | 4.8  | 7.7  | -      | No assurance |
| Diversity             | Percentage of employees - Executive, above 50                 | Percentage       | 3.2  | 3.1  | -      | No assurance |
| Diversity             | Percentage of employees - Non-Executive, below 30             | Percentage       | 62.1 | 61.6 | -      | No assurance |
| Diversity             | Percentage of employees - Non-Executive, between 30 and 39    | Percentage       | 34   | 31.3 | -      | No assurance |
| Diversity             | Percentage of employees - Non-Executive, between 40 and 50    | Percentage       | 2.9  | 6.1  | -      | No assurance |
| Diversity             | Percentage of employees - Non-Executive, above 50             | Percentage       | 1.0  | 1.0  | -      | No assurance |
| Diversity             | Percentage of employees - Senior Management, Female           | Percentage       | 44.4 | 33.3 | -      | No assurance |
| Diversity             | Percentage of employees - Senior Management, Male             | Percentage       | 55.6 | 66.7 | -      | No assurance |

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## SUSTAINABILITY STATEMENT (Cont'd)

### Bursa Malaysia Prescribed Table (Cont'd)

Date & Time: 2026-07-09 10:50:27  
Main Market | Group 2 | FYE 31/03/2026

### UNIQUE FIRE HOLDINGS BERHAD BMLR Transition Period

| Sustainability Matter | Metric                                              | Measurement Unit | 2025 | 2026 | Target | Assurance    |
|-----------------------|-----------------------------------------------------|------------------|------|------|--------|--------------|
| Diversity             | Percentage of employees - Middle Management, Female | Percentage       | 44.4 | 52.6 | -      | No assurance |
| Diversity             | Percentage of employees - Middle Management, Male   | Percentage       | 55.6 | 47.4 | -      | No assurance |
| Diversity             | Percentage of employees - Senior Executive, Female  | Percentage       | 37.5 | 50   | -      | No assurance |
| Diversity             | Percentage of employees - Senior Executive, Male    | Percentage       | 62.5 | 50   | -      | No assurance |
| Diversity             | Percentage of employees - Executive, Female         | Percentage       | 51.6 | 52.3 | -      | No assurance |
| Diversity             | Percentage of employees - Executive, Male           | Percentage       | 48.4 | 47.7 | -      | No assurance |
| Diversity             | Percentage of employees - Non-Executive, Female     | Percentage       | 8.7  | 61   | -      | No assurance |
| Diversity             | Percentage of employees - Non-Executive, Male       | Percentage       | 91.3 | 93.9 | -      | No assurance |
| Diversity             | Percentage of board of director - below 30          | Percentage       | 0    | 0    | -      | No assurance |
| Diversity             | Percentage of board of director - between 30 and 39 | Percentage       | 11.1 | 12.5 | -      | No assurance |
| Diversity             | Percentage of board of director - between 40 and 50 | Percentage       | 55.6 | 50   | -      | No assurance |
| Diversity             | Percentage of board of director - above 50          | Percentage       | 33.3 | 37.5 | -      | No assurance |
| Diversity             | Percentage of board of director - Female            | Percentage       | 33.3 | 37.5 | -      | No assurance |
| Diversity             | Percentage of board of director - Male              | Percentage       | 66.7 | 62.5 | -      | No assurance |

## SUSTAINABILITY STATEMENT (Cont'd)

### Bursa Malaysia Prescribed Table (Cont'd)

#### UNIQUE FIRE HOLDINGS BERHAD BMLR Transition Period

Date & Time: 2026-07-09 10:50:27  
Main Market | Group 2 | FYE 31/03/2026

| Sustainability Matter          | Metric                                                          | Measurement Unit | 2025  | 2026  | Target                                                         | Assurance    |
|--------------------------------|-----------------------------------------------------------------|------------------|-------|-------|----------------------------------------------------------------|--------------|
| Energy Management              | Total energy consumption                                        | Megawatt         | 538.8 | 473.2 | -                                                              | No assurance |
| Health and Safety              | Number of work-related fatalities                               | Number           | 0     | 0     | Zero work-related fatality.                                    | No assurance |
| Health and Safety              | Lost time incident rate                                         | Rate             | 24.5  | 72    | -                                                              | No assurance |
| Health and Safety              | Number of employees trained on health and safety standards      | Number           | 81    | 243   | -                                                              | No assurance |
| Labour Practices and Standards | Total hours of training - Senior Management                     | Hours            | 1517  | 135.5 | Provide a minimum of 7.5 training hours per employee annually. | No assurance |
| Labour Practices and Standards | Total hours of training - Middle Management                     | Hours            | 286   | 427   | Provide a minimum of 7.5 training hours per employee annually. | No assurance |
| Labour Practices and Standards | Total hours of training - Senior Executive                      | Hours            | 388   | 479   | Provide a minimum of 7.5 training hours per employee annually. | No assurance |
| Labour Practices and Standards | Total hours of training - Executive                             | Hours            | 294   | 110   | Provide a minimum of 7.5 training hours per employee annually. | No assurance |
| Labour Practices and Standards | Total hours of training - Non-Executive                         | Hours            | 77    | 226.5 | Provide a minimum of 7.5 training hours per employee annually. | No assurance |
| Labour Practices and Standards | Percentage of employees that are contractors or temporary staff | Percentage       | 23.3  | 24.2  | -                                                              | No assurance |
| Labour Practices and Standards | Total number of employee turnover - Senior Management           | Number           | 1     | 1     | -                                                              | No assurance |
| Labour Practices and Standards | Total number of employee turnover - Middle Management           | Number           | 1     | 1     | -                                                              | No assurance |

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# SUSTAINABILITY STATEMENT (Cont'd)

## Bursa Malaysia Prescribed Table (Cont'd)

### UNIQUE FIRE HOLDINGS BERHAD BMLR Transition Period

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Main Market | Group 2 | FYE 31/03/2026

| Sustainability Matter          | Metric                                                                                                 | Measurement Unit | 2025             | 2026             | Target                                                                                  | Assurance    |
|--------------------------------|--------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|-----------------------------------------------------------------------------------------|--------------|
| Labour Practices and Standards | Total number of employee turnover - Senior Executive                                                   | Number           | 5                | 2                | -                                                                                       | No assurance |
| Labour Practices and Standards | Total number of employee turnover - Executive                                                          | Number           | 8                | 15               | -                                                                                       | No assurance |
| Labour Practices and Standards | Total number of employee turnover - Non-Executive                                                      | Number           | 58               | 24               | -                                                                                       | No assurance |
| Labour Practices and Standards | Number of substantiated complaints concerning human rights violations                                  | Number           | 0                | 0                | Zero substantiated complaints concerning human rights violations.                       | No assurance |
| Supply Chain and Management    | Proportion of spending on local suppliers                                                              | Percentage       | 35.1             | 44.3             | -                                                                                       | No assurance |
| Data privacy and security      | Number of substantiated complaints concerning breaches of customer privacy and losses of customer data | Number           | 0                | 0                | Zero complaints on concerning breaches of customer privacy and losses of customer data. | No assurance |
| Water Management               | Total volume of water used                                                                             | Megalitres       | 9.5              | 8.4              | -                                                                                       | No assurance |
| Waste Management               | Total waste generated                                                                                  | Metric tonnes    | 76               | 13.9             | -                                                                                       | No assurance |
| Waste Management               | Total waste diverted from disposal                                                                     | Metric tonnes    | No Data Provided | No Data Provided | -                                                                                       | No assurance |
| Waste Management               | Total waste directed to disposal                                                                       | Metric tonnes    | 70               | 13.8             | -                                                                                       | No assurance |
| Emissions Management           | Scope 1 emissions                                                                                      | Metric tonnes    | 5973.2           | 6515.5           | -                                                                                       | No assurance |
| Emissions Management           | Scope 2 emissions                                                                                      | Metric tonnes    | 4170             | 366.2            | -                                                                                       | No assurance |
| Emissions Management           | Scope 3 emissions                                                                                      | Metric tonnes    | 326.7            | 494.7            | -                                                                                       | No assurance |