

# METRONIC



METRONIC GLOBAL BERHAD

200301029648 (632068-V)

ANNUAL REPORT

# 2024

# 21st Annual General Meeting



Level 9, Tower 11, Avenue 5,  
No 8, Jalan Kerinchi, Bangsar  
South, 59200 Kuala Lumpur



Friday,  
**28 March 2025**  
**at 10.00 a.m.**



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## VISION

To be an internationally recognized leading engineering and technology total solution provider.



## MISSION

- To apply our unique management style that incorporates our manpower resources, experience, expertise, innovation and creative approach.
- To continuously seek new technologies that meet our clients' requirements.
- To create a workplace that motivates our employees.
- To develop strategic relationships with partners who have skill that enhance and complement our own.
- To continually improve the effectiveness of the quality management system.
- To maximize value of our stakeholders.

## CORPORATE PROFILE



### COMPANY HISTORY AND DEVELOPMENT



#### **Background of Company**

Metronic Global Berhad (“the Company” or “MGB”) was incorporated in Malaysia under the Companies Act, 1965 on 22 October 2003. The Company was listed on MESDAQ Market of Bursa Malaysia Securities Berhad (“Bursa Securities”) on 24 May 2004 and subsequently transferred to the Main Board (now known as Main Market) of Bursa Securities on 12 July 2007.

The subsidiaries of the Company specializes in system integration of intelligent building management systems (“IBMS”) and integrated security management system (“ISMS”), and a project management of mechanical and electrical service contracts. One of the subsidiaries of the Company has parcels of land planned for mix development. The Company and its subsidiaries (collectively referred to as “the Group” or “MGB Group”) believes that the fundamental to Group’s success is driven by the mission in continuously seeking new technology solutions and offerings, and improve its quality service and deliveries that exceeds customers’ increasing expectations.

#### **The Evolution of the MGB Group**

The origin of the MGB Group can be traced back to August 1984 when Metronic Engineering Sdn Bhd (“MESB”) was incorporated to provide building automation service specializing in the field of IBMS and ISMS. MESB subsequently expanded its business activities to include e-PM of mechanical and electrical service and supply of engineering systems.

During the early years, MESB played a pivotal role in nation building by providing state-of-the-art e-project management and building management system integration services for hospitals, office building, shopping complexes, airports, oil refineries and manufacturing plants. The Group leveraged its expertise to develop unique and innovative IBMS and ISMS products, solution and services, mainly in the areas of “intelligent buildings”.

Over the years, the Group has strengthened its position in the value chain towards becoming an Integrated Control and Monitoring System provider. By converging newer technologies with the Java Based Control & Monitoring Software™ platform, the Group is able to provide value-added proposition for its customers by enhancing and expanding its product applications that will significantly enhance application security, manageability, reliability and availability of any application while optimizing the cost of operations for its customers.

As technology progresses, intelligent buildings have evolved from mere stand-alone entities into interconnected hubs within the citywide infrastructure, known as “intelligent cities”. With the convergence of technology, stand-alone buildings are slowly forming into smaller, ecosystems comprising a tightly integrated network of buildings that better enable the management and optimization of systems and resources. The driving force of the evolution of intelligent solutions is the ability to reduce cost, optimize manpower utilization and enhance service levels through aggregation, service integration and process automation.

In a move to diversify and complement its existing core business, the Group via Metronic iCares Sdn Bhd, ventured into a Third Party Administration and Managed Care Organization business for healthcare sector via the connectivity applications and infrastructure for the exchange of transactional information through internet in 2008. The Group however disposed it in 2013 due to unfavorable business prospects and the opportunity to realize the investment at an attractive return.

## COMPANY HISTORY AND DEVELOPMENT (CONT'D)

### The Evolution of the MGB Group (Cont'd)

During the years from 2016 up to 2022, the Group is proud to celebrate significant achievements in the successful completion of key infrastructure projects, notably in the Mass Rapid Transit 1 for Sungai Buloh-Kajang Line (MRT1) and Mass Rapid Transit 2 for Sungai Buloh-Serdang-Putrajaya's (MRT2) building management system, and the iconic PNB118 mixed development project since 2022. The MRT projects have revolutionised urban mobility, providing efficient and sustainable transportation solutions to thousands of commuters, while also contributing to the reduction of traffic congestion and environmental impact. Meanwhile, PNB118 stands as a testament to our excellence in Extra Low Voltage (ELV) and AVIT for high-rise construction, marking a new era for the skyline with the tallest building in Southeast Asia. These projects highlight our unwavering commitment to delivering world-class infrastructure that drives economic growth, enhances urban living, and shapes the future of modern cities.



## PRINCIPAL BUSINESS ACTIVITIES, PRODUCTS AND SERVICES

Presently, the Group, through MESB specializes in design, supply, install, testing and commissioning, and service and maintenance of IBMS, Building Management System ("BMS"), Energy Management System ("EMS"), Security System (Card Access, Closed Circuit TV System, Guard Tour and Car Parking System), Information and Communication Technology System ("ICT"), Extra Low Voltage System ("ELV") and Audio-Visual System and Information Technology System ("AVS").

The Group via its wholly owned subsidiary, MGL, has a 7.9 acres of land in Kuala Krai, Kelantan with a development plan to develop 179 units of retail and commercial shops, terrace houses and bungalows with an estimated Gross Development Value ("GDV") of about RM73.9 million.

The Group has previously involved in the research and development of medical related products via its wholly owned subsidiary MM. MM has participated in the research program of Covid-19 Neutralizing Antibody Test Kit ("Test Kit"). The test kit is expected to provide an easy way to assess the patients' immune system against the Covid-19 infection.

In addition, the Group, through its wholly owned subsidiary, Metronic Smart Tech Sdn Bhd ("MST") had also undertaken a research and development of Smart City System Solution whereby proposals given to factories focuses in southern region for the proposed SMART solution related to building automation and security system and products, modules and production of an automated storage and retrieval system based on technologies of Industry 4.0.

The above undertakings however have been stalled due to several constraints in its resources and impending review and finalization of the group's action plan and strategic direction.

The Group, via its 70% joint venture company, Sinaran PPA Sdn Bhd ("SPSB"), is involved in the marketing, design and installation of solar power system. SPSB is a Registered Solar PV Investor (RPVI) with the Sustainable Energy Development Authority ("SEDA"). SPSB, has previously secured two (2) power purchase agreements ("PPA") with a total capacity of 4.121 Megawatt ("MW") however the projects have also been stalled due to impending resolution of several contractual issues with the clients.

At present, in view of the status progress of its other ventures, the Group main focus remains for its engineering services works related to the building management system that encompass design, supply, install, testing and commissioning, and service and maintenance of IBMS, BMS, EMS, Security System (Card Access, Closed Circuit TV CCTV System, Guard Tour and Car Parking System), ICT, ELV and Audio-Visual System and Information Technology System ("AVS").

In the pursuit to achieve its vision to be a leading engineering and technology solution provider, the Group continues to explore new technologies, solutions and pursue available business options in order to improve its offering to clients.



## CERTIFICATIONS AND RECOGNITIONS

MESB, is accredited as an ISO 9001: 2015 total solution company for "Design, Engineering, Construction, Project Management, Commissioning, Service and Maintenance of Intelligent Building Management System ("IBMS"), Intelligent Building Security Systems ("IBSS") and Mechanical – Electrical Services"

## CORPORATE INFORMATION

### Board of Directors

#### **Y.M. TENGKU AB HADI BIN TENGKU MUSTAFA**

Independent Non-Executive Chairman

#### **DATUK DR. DORIS WONG SING EE**

Executive Director

#### **KOH WAI CHEE**

Executive Director

#### **ONG TEE KEIN**

Independent Non-Executive Director

#### **MUHAMMAD FALIQ BIN MOHD REDZUAN**

Independent Non-Executive Director

### Audit and Risk Management Committee

#### Chairman:

Ong Tee Kein

#### Members:

Muhammad Faliq bin Mohd Redzuan

Y.M. Tengku Ab Hadi bin Tengku Mustafa

### Principal Place of Business

No. 2, Jalan Astaka U8/83  
Seksyen U8  
Bukit Jelutong  
40150 Shah Alam  
Selangor Darul Ehsan  
Malaysia

Tel: 03-7847 2111  
Fax: 03-7847 5111  
Email: info@metronic-group.com  
Website: metronic-group.com

### Company Secretary

#### Chin Wai Yi

(MAICSA No. 7069783 /  
SSM PC No. 202008004409)

### Nomination Committee

#### Chairman:

Muhammad Faliq bin Mohd Redzuan

#### Members:

Ong Tee Kein

Y.M. Tengku Ab Hadi bin Tengku Mustafa

### Registered Office

E-10-4, Megan Avenue 1  
189, Jalan Tun Razak  
50400, Kuala Lumpur  
W.P. Kuala Lumpur  
Malaysia

### Share Registrar

#### GAP Advisory Sdn. Bhd.

Registration No. 202001042098  
(1398419-T)

E-10-4, Megan Avenue 1

189, Jalan Tun Razak

50400, Kuala Lumpur

W.P. Kuala Lumpur

Malaysia

Tel: 03-2181 0516

Fax: 03-2181 0516

Email: ir.shareregistry@gapadvisory.my

### Remuneration Committee

#### Chairman:

Y.M. Tengku Ab Hadi bin Tengku Mustafa

#### Members:

Ong Tee Kein

Muhammad Faliq bin Mohd Redzuan

### Employees Share Option Scheme Committee

#### Chairman:

Koh Wai Chee

#### Member:

Datuk Dr. Doris Wong Sing Ee

### Auditors

Chengco PLT  
No. 8-2, 10-1 & 10-2, Jalan 2/114  
Kuchai Business Centre  
Off Jalan Klang Lama  
58200 Kuala Lumpur  
W.P. Kuala Lumpur  
Malaysia

Tel: 03-2242 3780

Fax: 03-2242 2780

### Principal Bankers

Malayan Banking Berhad

SME Bank Malaysia Berhad

### Stock Exchange Listing

Main Market of Bursa Malaysia  
Securities Berhad

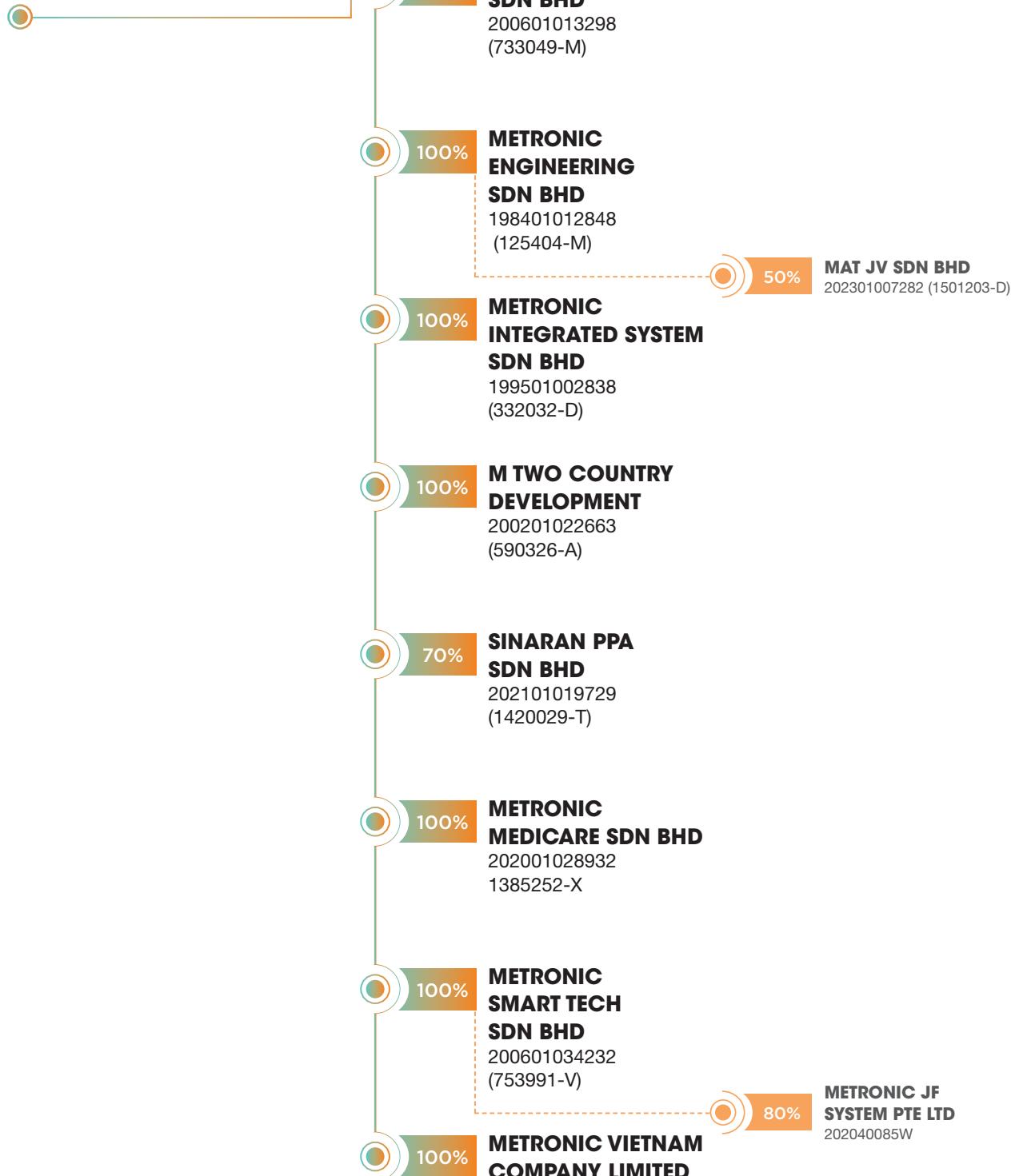
Stock name : MTRONIC

Stock code : 0043

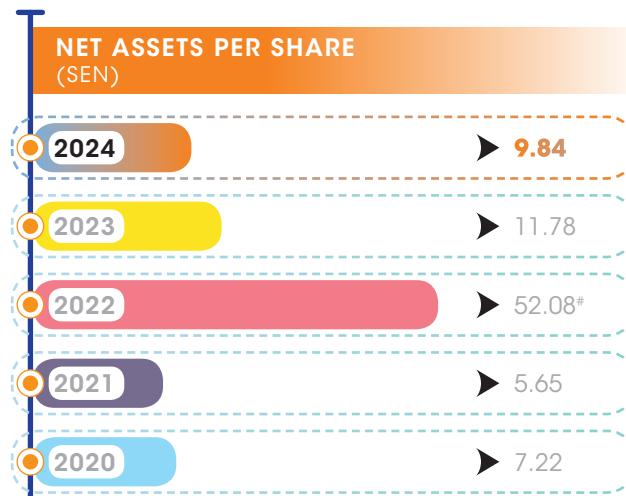
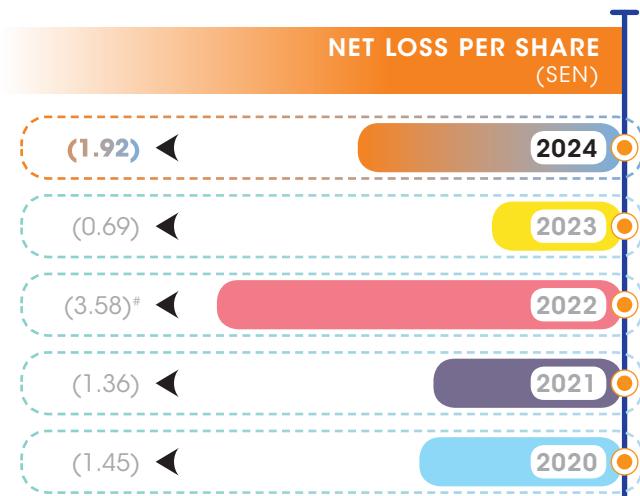
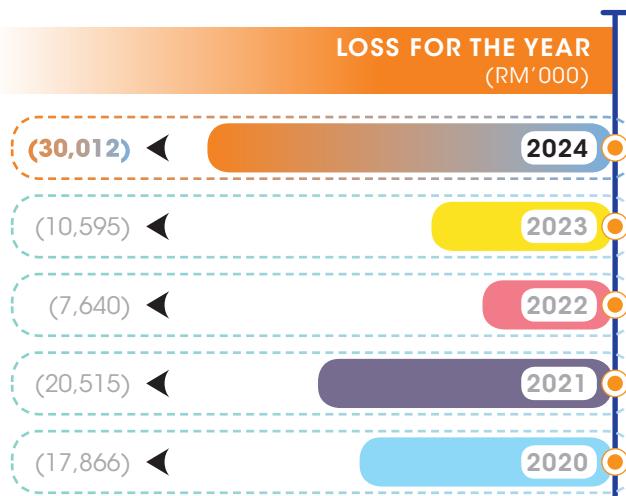
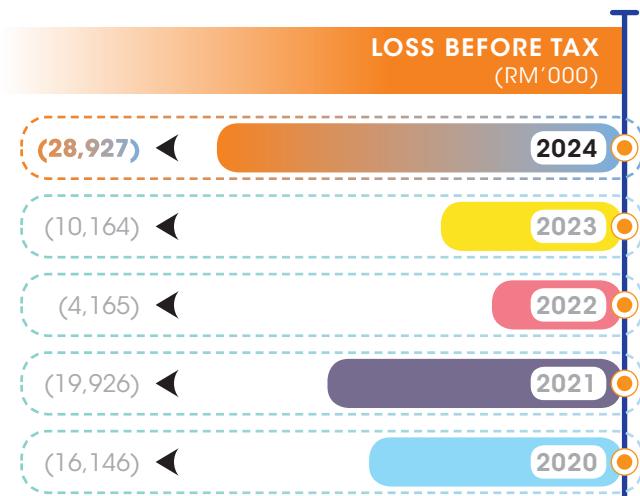
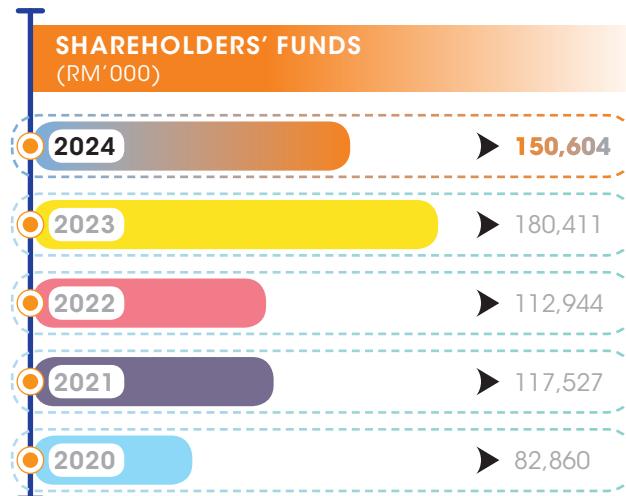
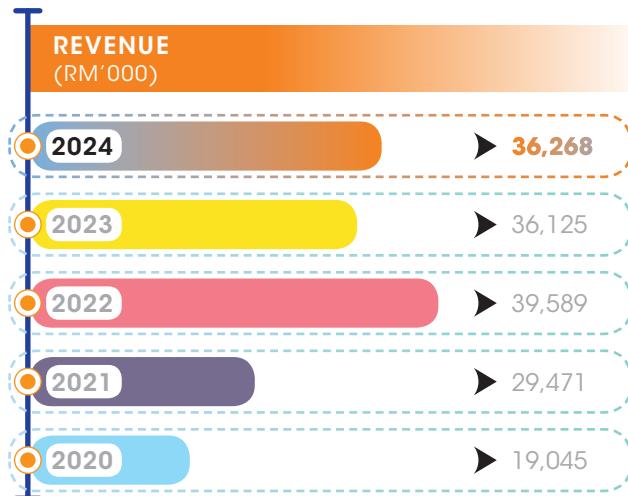
## CORPORATE STRUCTURE

# METRONIC

**METRONIC GLOBAL BERHAD**  
200301029648 (632068-V)]



## FIVE-YEAR FINANCIAL HIGHLIGHTS



<sup>#</sup> During the financial year, the Company undertook a share consolidation exercise involved the consolidation of every ten (10) existing shares into one (1) share of the Company.

## PROFILE OF DIRECTORS

### DATUK DR. DORIS WONG SING EE

Executive Director

Aged: 43



**Date of Appointment**

1 October 2020

**Board Committee membership**

Members of Employees Share Option Scheme Committee

**Qualification**

- a) Doctorate of Business Admin (DBA) from HELP University
- b) Master of Corporate Governance from HELP University
- c) Bachelor of Science in Create Multimedia from Multimedia University

**Working Experience and Occupation**

Datuk Dr. Doris Wong Sing Ee has more than twenty (20) years of experience in management level across various industries ranging from advertising, property development, F&B and oil & gas. She specializes in business development, strategic consultancy, restructuring and corporate advisory in merger & acquisition, and joint venture across Malaysia, Singapore, China, Japan, Thailand and Indonesia.

Starting off as a Business Development Manager in her career path, her enthusiastic attitude has molded her to become Business Development Director within just a year before she was promoted to Managing Director in Niagamatic Sdn Bhd.

In 2012, she was appointed as Business Consultant in JLPW Law Firm where she gained exposures in handling international restructuring, merger & acquisition and joint venture deals. She was then appointed by a leading Japanese advertising firm listed in Tokyo Stock Exchange, Asatsu-DK as Malaysia's country General Manager in 2015 in one of its subsidiaries, Dai-Ichi Kikaku Sdn Bhd to turn around the company.

**Directorship of public companies and listed issuers**

- Trive Property Group Berhad (Non-Independent Non-Executive Director)
- BSL Corporation Berhad (Executive Director)

**Relationship with other directors/ shareholders/ listed issuer**

Nil

**Conflict of interest with listed issuer**

Nil

**Any other convictions (aside from traffic offence)**

Nil

## Profile of Directors (Cont'd)

### KOH WAI CHEE

Executive Director

Aged: 47



<b>Date of Appointment</b>	1 March 2023
<b>Board Committee membership</b>	Chairman of Employees Share Option Scheme Committee
<b>Qualification</b>	<ul style="list-style-type: none"> <li>a) Bachelor of Business (Banking and Finance) from Monash University - Melbourne, Australia</li> <li>b) Certified Credit Professional of Business Credit from Asian Institute of Chartered Bankers</li> <li>c) Diploma in Business Studies from Edith Cowan University, Australia</li> </ul>
<b>Working Experience and Occupation</b>	<p>Mr. Koh Wai Chee has over twenty (20) years of experience in financial services, having worked in Labuan, Indonesia and Singapore.</p> <p>He was the Associate Director for Amlnvestment Bank Berhad from 1999 to 2010, where he managed the offshore and onshore investment businesses. In 2010, he joined OSK Investment Bank Ltd in Malaysia as member of the Board and as its Chief Operating Officer. He was a key senior management team member who helped grow OSK Investment Banks regional business via offshore financing throughout ASEAN.</p> <p>Following the disposal of OSK Investment Bank by OSK Holdings Berhad to RHB Capital Berhad in 2012, he joined RHB Investment Bank Bhd as Director of Structured Lending, where he managed the specialty finance and investment banking origination since 2013. He last held the position of Director and a Head of Department in Group Corporate Banking with RHB Bank Berhad until 2017.</p> <p>He has additional experience in managing and leading large enterprises over the preceding seven (7) years. He owned and managed a company listed on the Australian Stock Exchange that was involved in aquaculture. He is also currently involves in property development, trading and engineering businesses. He was also the former Executive Director of Metronic Global Berhad, which he resigned on 31 May 2018. He is also presently a member of the Board of Directors of BSL Corporation Berhad, listed on the Main Market of Bursa Malaysia.</p>
<b>Directorship of public companies and listed issuers</b>	<ul style="list-style-type: none"> <li>• BSL Corporation Berhad (Independent Non-Executive Director)</li> </ul>
<b>Relationship with other directors/ shareholders/ listed issuer</b>	Nil
<b>Conflict of interest with listed issuer</b>	Nil
<b>Any other convictions (aside from traffic offence)</b>	Nil

**Profile of Directors**  
(Cont'd)

## Y.M. TENGKU AB HADI BIN TENGKU MUSTAFA

Independent Non-Executive Chairman

Aged: 55



<b>Date of Appointment</b>	5 February 2024
<b>Board Committee membership</b>	a) Member of Audit and Risk Management Committee b) Member of Nomination Committee c) Chairman of Remuneration Committee
<b>Qualification</b>	a) Bachelor Degree of Science in Business Management, Huron University USA b) Masters in Business Administration, Huron University USA
<b>Working Experience and Occupation</b>	<p>Y.M. Tengku Ab Hadi bin Tengku Mustafa began his career as an Assistant General Manager in a local IT Company, Medical Online Sdn. Bhd., which deals mainly in IT-health projects from the Government and was promoted to General Manager within a year.</p> <p>In 2002, he was appointed as a Business Development Director in Tiaraview Management Sdn. Bhd. where he was exposed to the vibrant local property and construction scenes. In 2007, he was appointed as Chief Executive Officer at a Korean Company, GS Holdings for their branch in Kuala Lumpur known as Phobees Sdn. Bhd. which handled multi-millions worth of projects in Information Technology and Oil &amp; Gas Industry for the ASEAN region.</p> <p>At present, Y.M. Tengku Ab Hadi bin Tengku Mustafa is the Director of Oakhurst Energy Pt Ltd, a Company based in Singapore focusing on oil and gas assets acquisitions in ASEAN region and also an Executive Director of TSR Capital Berhad.</p>
<b>Directorship of public companies and listed issuers</b>	<ul style="list-style-type: none"> <li>• TSR Capital Berhad (Executive Director)</li> </ul>
<b>Relationship with other directors/ shareholders/ listed issuer</b>	Nil
<b>Conflict of interest with listed issuer</b>	Nil
<b>Any other convictions (aside from traffic offence)</b>	Nil

## Profile of Directors (Cont'd)

### **MUHAMMAD FALIQ BIN MOHD REDZUAN**

Independent Non-Executive Director

Aged: 38



<b>Date of Appointment</b>	6 September 2018
<b>Board Committee membership</b>	<ul style="list-style-type: none"> <li>a) Member of Audit and Risk Management Committee</li> <li>b) Chairman of Nomination Committee</li> <li>c) Member of Remuneration Committee</li> </ul>
<b>Qualification</b>	<ul style="list-style-type: none"> <li>a) Foundation Studies for University of Melbourne at Trinity College Foundation Studies</li> <li>b) Bachelor of Information Systems from University of Melbourne</li> </ul>
<b>Working Experience and Occupation</b>	<p>Encik Muhammad Faliq Bin Mohd Redzuan started his career as an IT support System administrator in South Melbourne, Victoria, Australia. He was responsible for supporting hardware and software related issues within the company to ensure high level of availability of supported business applications.</p> <p>In 2010, he joined Gagnar Solutions Sdn Bhd, an Information Technology company which holds licenses with Adobe, Autocad and HP to distribute their products. He assisted and managed in implementing a number of projects with various government agencies and local schools and universities throughout the country. He was responsible for developing markets in Malaysia in respect of Process Controls and Safety Instrument Systems.</p> <p>In 2013, he joined Seahorse Platforms Asia Sdn Bhd as a planning manager in the engineering, procurement and construction sectors of the Proprietary Seahorse Lightweight Platform Technology for the Tembikai Field Development project. Currently he is involved in the construction industry with Gagnar Contracting Sdn Bhd.</p> <p>He oversaw the supply of raw construction materials to Concrete Batching Plants and the Sungai Besi - Ulu Kelang Elevated Expressway (SUKE) highway project in Kuala Lumpur. He has forged extensive partnerships with various suppliers throughout the country to supply construction related products such as soil, sand and rocks.</p>
<b>Directorship of public companies and listed issuers</b>	Nil
<b>Relationship with other directors/ shareholders/ listed issuer</b>	Nil
<b>Conflict of interest with listed issuer</b>	Nil
<b>Any other convictions (aside from traffic offence)</b>	Nil

## Profile of Directors (Cont'd)

### **ONG TEE KEIN**

Independent Non-Executive Director

Aged: 67



**Date of Appointment** 17 April 2019

- Board Committee membership**
- a) Chairman of Audit and Risk Management Committee
  - b) Member of Nomination Committee
  - c) Member of Remuneration Committee

- Qualification**
- a) Associate of the Institute of Chartered Accountants from England & Wales
  - b) Associate of the Institute of Chartered Secretaries & Administrators from UK
  - c) Fellow Chartered Institute of Management Accountants
  - d) Chartered Accountant of Malaysian Institute of Accountants
  - e) Master Degree in Business Administration from University of Miami

**Working Experience and Occupation**

Mr. Ong Tee Kein has several years of experience in industry and consultancy practice. After qualifying as an accountant in the United Kingdom, he joined a management consultancy practice firm based in the United Kingdom, which specializes in provision of consulting services to governments and international funding agencies.

He subsequently joined a management corporate advisory division of an international accounting firm and was involved with various corporate restructuring exercises..

- Directorship of public companies and listed issuers**
- Sanichi Technology Berhad (Independent Non-Executive Director)
  - DGB Asia Berhad (Independent Non-Executive Director)
  - Fintec Global Berhad (Independent Non-Executive Director)
  - Mlabs Systems Berhad (Non-Independent and Non-Executive Director)

**Relationship with other directors/ shareholders/ listed issuer**

Nil

**Conflict of interest with listed issuer**

Nil

**Any other convictions (aside from traffic offence)**

Nil

## CHAIRMAN'S STATEMENT

### Dear Shareholders,

On behalf of the Board of Directors of Metronic Global Berhad ("MGB" or "the Company"), it is my pleasure as a new Chairman of the Company appointed on 5 February 2024 to present the Annual Report 2024 covering sixteen months from July 2023 to October 2024 due to change of financial year end from 30 June 2024 to 31 October 2024 (FYP 2024).

### INDUSTRY AND OPERATING OVERVIEW

As we reflect on the FYP 2024, the Group continue to face a very challenging and difficult time to strike for a better performance characterized by increasing in material and operational costs, labour shortages, intense competition and delays in the award and commencement of key and national projects.

Notwithstanding that, I am pleased to report that MGB has continued to be resilient despite the challenges faced by the construction particularly in the engineering services industry.

The construction landscape has been evolving rapidly, with increased demand for sustainable, innovative, and technologically advanced solutions. Our team has embraced these challenges head-on, strengthening our position as a forward-thinking company while maintaining a keen focus on quality, safety, and client satisfaction. Throughout the year, we have demonstrated our capacity to deliver large-scale project on time, within budget, and in full compliance with regulations.

One of the most notable highlights of the year has been the successful completion of key project namely MRT2. The project not only exemplify our technical expertise but also reflect our commitment towards delivering all our contractual obligations.

Additionally, we have continued to invest in technology advancement in order to improve our service delivery and management tools that enhance efficiency and productivity. Our strategic investments in talent and skills development have also been central to our success, enabling us to retain top professionals who drive our projects forward with integrity and excellence.

We remain committed to our environmental, social, and governance (ESG) objectives, striving to make a positive impact on society while reducing our carbon footprint. Sustainability is not just a goal; it is embedded in everything we do, from the materials we use to the way we approach each project.

## Chairman's Statement (Cont'd)

### FINANCIAL PERFORMANCE

The Group recorded a revenue of RM36.3 million in the FYP2024 almost stagnant compared to the preceding year. The overall result was impacted by the amortization, impairments and provisions of the intangibles assets and investments totaling to RM31.0 million. Hence, the Group had recorded a net loss of RM30 million for the period. The Group managed to improve the gross profit margin and bring down the operating costs over the past year but the amortization and impairment is inevitable due to the poor prospects and market respond especially on the E-Commerce and property development.

### OUTLOOK

We are mindful of the challenges ahead within the engineering and construction industries, which are experiencing intense competition due to reduction of public spending projects under existing fiscal policies, while absorbing price inflation over most engineering materials and equipment.

Notwithstanding that, the Group continues to deliver projects within the stipulated time and successfully completed all its projects. The Group demonstrated resilience in its pursuit of growth under its engineering core business, particularly in the Building Management System and Extra Low Voltage segmentations. Expected replenishment of our order book and an orderly build-up in contractual projects for the next financial year.

### COMMITMENT

We will remain vigilant and continue adopting prudent financial management, improve the competitiveness, implementing cost optimization initiatives and enhance the operational efficiencies. We remain positive in near term prospect and continue with our transformation journey.

### APPRECIATION AND ACKNOWLEDGEMENT

On behalf of the Board, I would like to extend my sincere appreciation to Mr Brian Hoo Wai Keong who has been the on the Board for the period from 6 July 2018 until 6 December 2024.

I also would like to express my sincere gratitude to our dedicated employees, trusted partners, and loyal clients for their continued support. Together, we are poised for another year of growth and success, and I look forward to the opportunities 2025 will bring.

**On behalf of the Board**  
**Y.M. Tengku Ab Hadi bin Tengku Mustafa**  
**Chairman**

## MANAGEMENT DISCUSSION AND ANALYSIS

### INTRODUCTION

The financial year period 2024 consists of sixteen months beginning July 2023 to October 2024 due to change in the financial year period from 30 June to 31 October 2024 (FYP 2024). The FYP 2024 has been remained a very challenging and difficult period to strike for a better performance. In this section, we provide an in-depth analysis of our financial performance, business operations, strategic initiatives, and market trends that have shaped our results.

### MARKET OVERVIEW

The local construction and engineering services industry has experienced a dynamic environment in the FYP 2024, characterized by increasing in material and operational costs, labor shortages, intense competition within the industries and it has been exacerbated by fiscal constraints by the Government and big companies resulted to the delay in the award and commencement of key projects.

Sustainability and digital transformation have become a central theme in the industry, with increasing pressure from various stakeholders mainly authorities to reduce the environmental impact of construction activities whilst digital transformation is reshaping the way construction companies operate, with advancements in project management software, building information modeling (BIM), and automation technologies enabling greater precision, efficiency, and cost savings.

### FINANCIAL PERFORMANCE

	FYP 24 RM '000 (16 months)	FYE 23 RM '000 (12 months)
Revenue	36,268	36,125
Gross profit	10,604	5,558
Loss before taxation	(28,927)	(10,164)
Net loss after tax	(30,012)	(10,595)
Total assets	185,697	211,103
Total liabilities	35,092	30,692
Total borrowings	11,634	9,586
Shareholders' equity attributable to owners	151,325	180,521
Net asset per share (sen)	0.10	0.12

The Group's financial year period ended 31 Oct 2024 consist of 16 months from July 2023 to Oct 2024 due to the change of financial year end from 30 June to 31 Oct.

For the FYP 2024, the Group recorded a revenue of RM36.3 million, maintained from the FYE 2023. About 79% of the Group's revenue derived from the project works from the three Menara KL118 contracts namely Hotel, Mall and Tower that accounted for 56%, 17% and 6% respectively of the total revenue for the year.

## Management Discussion and Analysis (Cont'd)

### **FINANCIAL PERFORMANCE (CONT'D)**

For the period of sixteen months, the Group reported a Loss Before Tax ("LBT") of RM28.9 million as compared to a LBT of RM10.2 million reported last year. The Group's performance during the financial year was affected by an impairment of intangible assets of RM11.2 million, expected credit losses of investment of RM6.4 million, amortization of intangible assets RM4.6 million, impairment loss and provision for other receivables of RM3.1 million, loss on fair value change of investment in quoted shares of RM2.0 million and impairment loss on development cost RM1.9 million.

As at 31 October 2024, the Group's total assets stood at RM185.7 million, signifying a reduction of RM25.4 million or 12.0% compared to RM211.1 million as at 30 June 2023. The huge reduction mainly attributed to amortization and impairments of the intangible assets, and withdrawal of fixed deposits utilised for business and operational requirements.

Meanwhile, the Group reported a total liability of RM35.1 million, representing an increase of RM4.4 million, compared to 30 June 2024 of RM30.7 million mainly due to increase in trade payables.

Total outstanding borrowings as at 31 October 2024 recorded RM11.6 million, representing a slight increase compared to the previous financial year of RM9.6 million.

As at 30 June 2023, the Group's total equity stood at RM150.6 million, reduced compared to RM180.4 million as at 30 June 2023 mainly resulted by a loss after tax recorded during the current financial period of RM30.0 million.



### **OVERVIEW OF THE GROUP'S OPERATIONS**

Metronic Global Berhad ("MGB" or "the Group") through its wholly owned subsidiary, Metronic Engineering Sdn Bhd ("MESB"), is involved in the engineering services works. MESB has been in the industry since 1984 and considered to be one of the local pioneers in the engineering services industry. MESB specializes in design, supply, install, testing and commissioning, and service and maintenance of Integrated Building Management System ("IBMS"), Building Management System ("BMS"), Energy Management System ("EMS"), Security System (Card Access, CCTV System, Guard Tour and Car Parking System), Information and Communication Technology System (ICT), Extra Low Voltage System (ELV) and Integrated Security Management System ("ISMS"). The business operations are primarily located in peninsular Malaysia with office in Shah Alam, Selangor.

During the financial year, the main contributor to the Group's revenue derived from the engineering services segment. The property development in Kuala Krai, Kelantan and its ventures into Smart City, medical products and solar business have experienced various constraints and faced lot of challenges and yet to bear fruits.



### **BUSINESS TRANSFORMATION PROGRAM**

The Group continues with its transformation journey in the financial period to enhance all the current workflows, procedures, policies and practices used by various divisions for efficiency, effectiveness and most importantly, strengthening the corporate governance and policies.

During the financial year, the management continued to review the performance of the Group's business and operations, and formulated action plans required to meet corporate objectives. The management placed greater emphasize towards rationalization and optimization of its projects and operational costs in order to improve profit margin.

The Group's previous ventures into property development, smart system technology, Solar PV business and E-Commerce have been facing various challenges resulted to the drastic actions towards deploying further resources for the undertakings.

## Management Discussion and Analysis (Cont'd)

### BUSINESS TRANSFORMATION PROGRAM (CONT'D)

#### **Sustainability and ESG Initiatives**

Sustainability continues to be a core pillar of our operations. The Group has formed a dedicated team to ensure business comply with the regulations and continue to operate sustainably.

#### **Technology and Innovation**

In 2024, the Group continues to deploy resources towards improving business process efficiency and enhance customer experiences. The service and maintenance application and project management tools such as Building Information Modeling (BIM) enables to streamlining design, construction, and operational processes. The applications are also enable the team to deliver projects on time, within budget, and with greater precision. The development of E-Commerce platform provides customers alternative in their dealings with the company.

These technological advancements are not only improving the efficiency of our operations but expected to position us as a leader in adopting cutting-edge solution in the BMS service and maintenance industry.

#### **Operational achievements**

During the years from 2016 up to 2022, the Group is proud to celebrate significant achievements in the successful completion of key infrastructure projects, notably in the Mass Rapid Transit 1 for Sungai Buloh-Kajang Line (MRT1) and Mass Rapid Transit 2 for Sungai Buloh-Serdang-Putrajaya's (MRT2) building management system, and the iconic PNB118 mix development project since 2022.

The MRT projects have revolutionised urban mobility, providing efficient and sustainable transportation solutions to thousands of commuters, while also contributing to the reduction of traffic congestion and environmental impact. Meanwhile, PNB118 stands as a testament to our excellence in Extra Low Voltage (ELV) and AVIT for high-rise construction, marking a new era for the skyline with the tallest building in Southeast Asia.

These projects highlight our unwavering commitment to delivering world-class infrastructure that drives economic growth, enhances urban living, and shapes the future of modern cities.

During the current financial period, the Group, via its wholly owned subsidiary – Metronic Engineering Sdn Bhd received a sub-contract work of RM9.6 million.

The Group, during the financial year, has also deployed resources and allocated substantial investment towards completing the development of its on-line platform that will enable to integrate the Group's various systems includes Services Web & Mobile Apps, e-Commerce Platform and Customer Platform. The systems and platforms have been an enabler to improve the business process efficiency and effectiveness, and customer experience.

#### **Operational challenges and Improvement initiatives**

In the pursuit to propel and remain ahead in the competitive industry, the Group is mindful of the challenges and risks, and has continued to take necessary measures to ensure its ability to achieve its operational and financial objectives.

The Group acknowledged the importance of all relevant stakeholders and has given high attention particularly the customers and suppliers.

The Group's financial performance is very much dependent on work orders and margin. During the financial year, the construction industry specifically related to building management system became more competitive with limited opportunity as a result of the delay in the projects award, entrance of new players and an increase in contract costs. The cost of equipment kept increasing whilst suppliers and sub-contractors tightened their contract terms. It was also a challenge to the Group in receiving timely payments from Clients. Despite these challenges, the Group has taken appropriate measures to address these challenges with the view of improving profit margin and optimizing cost in mind.

Being involved in the skilled intensive industry, the retention of skilled and experienced personnel and engineers remains a key challenge. Efforts have been put to upgrade the employees' technical skill and maintain a competent team to stay competitive.

Notwithstanding the above, the Group continues to leverage its long-term strategic relationship with the existing and potential business associates and partners that would improve the business process efficiency and cost effectiveness. The Group continues to pursue progress of its joint venture arrangements in order to meet the objectives.

As part of the Group's Business Transformation Program, the Group amongst other, had identified key action plans required to improve its capability and competency, which includes the improvement of the governance structure, business policies and work processes, performance management system and other work processes enablers.

Despite all the challenges and difficulties faced by the Group, we are committed in ensuring the Group's long-term growth by continuously exploring and pursuing available opportunities that are prospective to increase shareholders' value.

## Management Discussion and Analysis (Cont'd)

### ANTICIPATED OR KNOWN RISKS

Following are risks identified which may affect the Group's ability to achieve its operational and financial objectives:

- 1) Reducing construction and infrastructure projects due to economic condition;
- 2) Unsuccessful tenders due to highly competitive pricing and entrance of new players;
- 3) Project costs overrun due to prolongation of contracts period and increase in equipment price; and
- 4) Loss of talented and skilled employee.

Plans to mitigate risks, among others:

- 1) Collaborate with key players in the complement works such as ICT, Mechanical & Electrical and SCADA contractors will create synergy in the pursuit to bid and participate in more sizable contract works;
- 2) Collaborate with the key equipment suppliers to enhance product features and the required certifications to improve bidding price competitiveness;
- 3) Establish a Research and Development unit to create better BMS solution and reduce product cost. The center will also play a pivotal role in creating more functions and interfacing with more devices, technology and internet of things (IOT);
- 4) Form dedicated teams to explore other similar or complement business related opportunities;
- 5) To place greater focus on staff development programs;
- 6) Attract talented staff by changing working environment to a more conducive and corporate image, and adopting latest technology to improve efficiency and productivity of staff.

### FORWARD-LOOKING STATEMENT

The Group is mindful of the challenges ahead for the engineering segment due to the intense competition, supply chain disruption, prices increase and the uncertainty in economic situation. The Group however remains optimistic of the prospect in the engineering business segment as it will continue to grow due to the expected commencement of high profiled construction projects.

The Group to-date has submitted tenders totaling more than RM200 million and identified few potential works in the pipelines. Based on the various initiatives undertaken to mitigate the risks and the combined expertise and experience, financial resources and technical strength, we are optimistic to secure more contracts, and regain our market share and leadership position in the engineering services and building management system technology solutions provider industry.

The Group continues to strengthen the team and business strategies particularly in its system integration and project management work in order to build a strong order book. The Group also continues taking various measures to enhance operational efficiency and effective cost management in order to improve the financial performance of the Group.

### CONCLUSION

In conclusion, the FYP 2024 has been remained a very challenging period. As we look to 2025, we remain confident in our ability to continue delivering value to our stakeholders and to remain a trusted partner in the engineering and construction industry.

We would like to take this opportunity to thank our employees, clients, partners, and shareholders for their continued support and commitment.

**SUSTAINABILITY  
STATEMENT**

2024

# METRONIC GLOBAL BERHAD

**METRONIC GLOBAL BERHAD**  
*SUSTAINABILITY REPORT*

**Sustainability Statement  
(Cont'd)****SUSTAINABILITY STATEMENT**

We remain committed to ensuring our business activities are performed to sustainable development. With this disclosure, our stakeholders can be informed of the various sustainability strategies and initiatives that we have applied in the development and delivery of our products and services while taking into account the evolving stakeholders' expectations of sustainable practices.

Our commitment extends to the day-to-day operations with high work ethics and values to achieve our goals.

Our focus on Sustained Growth is to partner with our stakeholders to apply our expertise to create a new wave of pivotal infrastructure that is sustainable, resilient, and beneficial to the environment, customers, society and future generations.

**Value Chain**

Presently, the Group specializes in IBMS and ISMS which encompass hardware and software required for the control and management of an intelligent building with components including heating, ventilation and air conditioning, lighting, fire and security equipment.

The key drivers that are guiding the building/construction industry to adopt this technology are:

- The onset of the network convergence of the CCTV, computers, alarm system and access control with the advance technology of biometrics.
- Prevalent use of internet and IP networking; and
- The efficiency of the system as it saves time and travel cost

The integration of the building/industrial automation system security system has become one of the most popular methods used by many corporations in converging their existing system into an all-encompassing system. Two (2) of the main components of the IBMS and ISMS are the hardware and the software solution. The hardware portion includes security devices such as CCTV, video recording (either digital or analogue), access control and the intrusion devices. The software solution is an important feature which ensures that this equipment communicates and works coherently in a common personal computer-based environment.

The Group is presently a key player in the IBMS and ISMS industry in Malaysia and with its expertise in system integration and knowledge of advanced technology.

The Group is under the construction, and security services and correctional facilities sectors (as determined according to the GRI Sector Program).

The Group's clients consist mainly of contractors and building/premises owners while suppliers consist mainly of sub-contractors in the Information Technology, Audiovisual, and other industries, producers of equipment and cables, as well as manpower support providers. In 2024, 98% the Group's purchases are from local suppliers (2023 - 99%).

Aside from its vendors/suppliers and joint venture, the Group has no other significant business relations, industry associations, membership associations, or national or international advocacy organizations.

## Sustainability Statement (Cont'd)

### Scope and Boundary

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The Group is committed to integrate sustainable practices and prepared this report in reference with the requirements of the Global Reporting Initiative's ("GRI") Standards 2021, an internationally recognised reporting framework covering a comprehensive range of sustainability disclosures. Further, this Statement is prepared pursuant to the Bursa Malaysia Securities Berhad ("Bursa Securities") Main Market Listing Requirements ("MMLR") and Sustainability Reporting Guide.

This Group's Sustainability Report, prepared and reviewed annually, contains the Economic, Environmental and Social ("EES") activities implemented from 1 July 2023 to 31 October 2024 ("FY2024") and 1 July 2022 to 30 June 2023 ("FY2023"). The scope and boundaries include all of our entities and operations in Malaysia which comply with MMLR. Our sustainability progress is contextualised by the inclusion of historical data from previous years to illustrate trends and provide a basis for comparison.

Moreover, FY2020 serves as the baseline year for measuring our Group's sustainability performance in this report. All data applies to the entire Group, unless otherwise specified.

This sustainability report was published on 27 February 2024.

### Contact Information

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The Group values feedback to assist us in improving our sustainability process, please contact us through email at [admin@metronic-group.com](mailto:admin@metronic-group.com).

## Sustainability Statement (Cont'd)

# MATERIALITY MATTERS

Materiality analysis identifies the important EES themes where our actions can make an impact on sustainable development according to the assessment of our Group and our stakeholders.

We determined the material issues by collecting survey responses from our stakeholders and by conducting meetings with key management and Head of Departments ("HODs"). The materiality assessment revealed the EES issues that presented risks and opportunities. The collated data also allowed us to address the concerns of our stakeholders.



## Materiality Matrix

Our materiality matrix is shown in the diagram below. The horizontal axis denotes the significance of the EES issues to our Group, and the vertical-axis reflects their significance to our stakeholders. Therefore, the EES issues that are deemed most important by both our Group and our stakeholders are those graphed on the top right-hand quadrant.



## Sustainability Statement (Cont'd)

The identified material topics were grouped into the following categories:

Material Matters	Definition	GRI Indicators	United Nations Sustainable Development Goals <sup>1</sup>
<b>Governance</b>			
Economic Impact	The impact of the Group's infrastructure investments and services on stakeholders and the economy.	201 202 203	8 - Decent Work and Economic Growth 9 - Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities
Governance Ethics and Compliance	The Group's dedication to lawful, equitable and just practices ensuring the protection of its stakeholders.	2-9 to 2-21 2-23 2-24 207 to 207 408 to 411	16 - Peace, Justice and Strong Institutions
Procurement Practices	The Group's strategy of supporting local suppliers to help ensure supply, support a stable local economy, and maintain community relations.	2-6 204 308 414 415	8 - Decent Work and Economic Growth 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production
<b>Environment</b>			
Energy Management	The Group's energy conservation and emission reduction initiatives to reduce negative environmental impacts.	302 305	7 - Affordable and Clean Energy 13 - Climate Action 15 - Life on Land
Material Usage	The Group's policies on ensuring responsible sourcing of inputs.	301	12 - Responsible Consumption and Production
Waste Management	The Group's policies on effective waste management to reduce the impact on the environment and communities.	306	7 - Affordable and Clean Energy 13 - Climate Action 14 - Life on Below Water 15 - Life on Land
Sustainable Services	The Group's considerations of sustainability choices in designing its product and service offerings throughout its life cycle.	301 416	12 - Responsible Consumption and Production
Product Quality		417 418	13 - Climate Action
<b>Social</b>			
Health and Safety	The Group's actions to protect the health and safety of its customers.	416	3 - Good Health and Well-Being 12 - Responsible Consumption and Production
Staff Welfare	The Group's measures to protect the health, safety, and well-being of employees in the workplace.	403	3 - Good Health and Well-Being 5 - Gender equality
Learning and Development	The Group's initiatives to strengthen and enhance the skills and competencies of its workforce.	404	4 - Quality Education 8 - Decent Work and Economic Growth
Community Initiatives	The Group's programmes which aim to aid in the development of the local communities within which it operates.	413	8 - Decent Work and Economic Growth 9 - Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities
Talent Retention	The Group's management of its workforce's remuneration, benefits, human rights, and other programmes aimed at engaging employees to safeguard, retain, and enhance the workforce.	401 to 407	5 - Gender Equality 8 - Decent Work and Economic Growth 11 - Reduced Inequalities

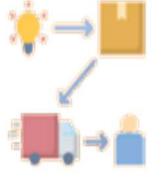
<sup>1</sup> In 2015, the United Nations adopted the Sustainable Development Goals (SDGs), also known as the Global Goals, which aim to end poverty, protect the planet, and promote peace and prosperity for all people by 2030 (<https://sdgs.un.org/goals>)

## Sustainability Statement (Cont'd)

### Stakeholder Engagement

We recognise that our business operations are intertwined with various stakeholders, whose interests and concerns significantly impact the Group's decision-making process. Thus, we endeavour to build the trust of our stakeholders by maintaining open communication through a robust stakeholder engagement approach. Our process involves systematic identification, analysis, planning and implementation of actions that meet the stakeholders' needs and expectations.

The table below demonstrates how we engage with our stakeholders and address their most significant issues.

KEY STAKEHOLDERS	STAKEHOLDER INTEREST	ENGAGEMENT OBJECTIVES	ENGAGEMENT METHODS
<b>Customers</b> 	Efficient and satisfactory services and deliveries	Deliver value-added and quality services and solutions that meet our customers' needs	<ul style="list-style-type: none"> <li>Customer satisfaction surveys</li> <li>Personalised services</li> <li>Strategic alliance</li> <li>Regular meetings</li> <li>ISO 9001 Certification</li> </ul>
<b>Employees</b> 	Employee welfare Training and development Employee engagement	Create a safe workplace with good employee welfare, open communications and career advancement	<ul style="list-style-type: none"> <li>Safety briefing &amp; toolbox meetings</li> <li>Workshops, seminars &amp; training</li> <li>Quarterly staff meetings</li> <li>Posters/ memos</li> </ul>
<b>Supply Chain</b> 	Strategic partnership Sustainable practices	Drive sustainability across our supply chain	<ul style="list-style-type: none"> <li>Constant Communication</li> <li>Periodical Evaluation</li> <li>Supplier selection via pre-qualifications and tendering process</li> </ul>
<b>Government &amp; Regulatory Bodies</b> 	Regulatory compliance Annual reporting Sustainability reporting	Comply with applicable laws and regulations across our entire operations	<ul style="list-style-type: none"> <li>Good relationships with government officials</li> <li>Continuous update for any new regulations</li> </ul>
<b>Investors</b> 	Timely and transparent disclosure	Assist investors in making informed investment decisions by providing timely and regular updates on financial performance, business strategy and other issues	<ul style="list-style-type: none"> <li>Quarterly financial result announcements</li> <li>Immediate announcement of material events</li> <li>Annual General Meeting</li> <li>Corporate website</li> </ul>
<b>Local Communities</b> 	Community development initiatives	Support the economic, environmental and social development of local communities	<ul style="list-style-type: none"> <li>Local sourcing</li> <li>Donations and corporate contributions</li> </ul>

## Sustainability Statement (Cont'd)

As part of the Group's sustainability practice, we regularly review our policy to improve to mitigate negative impacts. The Policy applies to the Company and its Group of companies and covers all employees (whether permanent, contract, part-time or casual), Directors, Shareholders, Consultants, Vendors, Contractors, external agencies or any parties with a business relationship with the Company or its Group. All stakeholders are encouraged to report genuine concerns in relation to breach of a legal obligation, miscarriage of justice, danger to health, safety and environment and to cover up of any of these in the workplace through our online whistleblower policy form available in our company website. Informal complaints are discussed during management meetings and management, where further actions are taken to resolve any issues.

## SUSTAINABILITY GOVERNANCE

### Sustainability Structure

Our corporate governance structure ensures that a consistent sustainability direction is assimilated into all decision-making processes across the organisation.

The **Board** is the highest governing body that oversees the integration and promotion of sustainability in all our business activities. Their duties include the following:

- Promulgates the Group's strategic direction
- Approves corporate sustainability targets
- Monitors sustainability performance
- Assesses whether existing strategies are aligned with current best practices

The **Senior Management** is accountable for the success of our sustainability programmes. Their responsibilities include:

- Approves and assigns sustainability initiatives
- Proposes sustainability targets
- Updates the Board on the Group's sustainability progress

The **HODs** support the senior management in implementing sustainability actions. Their tasks include:

- Implement sustainability plans
- Monitor targets and compliance
- Recommend programmes to be initiated
- Update the senior management on the status of the programmes and targets

### Role of the Board

The Board of Directors ("the Board") is responsible and accountable for governing, guiding and monitoring the direction of the Company with the objective of enhancing long-term sustainable value creation aligned to our aim of realizing potential for our shareholders and other stakeholders. Towards this end, the Board strives to ensure that the Group practices the highest standards of corporate governance as promulgated in the Malaysian Code on Corporate Governance.

Together with management, the Board takes responsibility for governing sustainability in the company, including setting the company's sustainability strategies, priorities, and targets. The Board accounts for sustainability considerations when exercising its duties, including, among others, the development and implementation of company strategies, business plans, major plans of action, and risk management. Strategic management of material sustainability matters should be driven by senior management.

The Group's sustainability strategies, priorities and targets as well as performance are developed and monitored after a careful review of outcomes from the materiality assessment exercise and engagements with key internal and external stakeholders.

Currently, the Board reviews the Group's sustainability performance as a whole and holds relevant management personnel accountable for addressing sustainability risks and opportunities through the Group's monitoring and reporting process. The Board ensures that the Group's sustainability strategies, priorities and targets as well as performance against these targets are communicated to its internal and external stakeholders.

## Sustainability Statement (Cont'd)

The individual profiles of the Directors are available in the Corporate Information section of the Group's website at [www.metronic-group.com](http://www.metronic-group.com).

### Nomination Committee

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The primary objective of the Nomination Committee ("NC") is to establish a documented, formal and transparent procedure to support and advise the Board in fulfilling their responsibilities to shareholders in ensuring the Board are comprised individuals with an optimal mix of qualifications, skills and experience. The committee is also responsible for identifying and recommending suitable candidates to the Board for election or appointment to the Board or to fill board vacancies as and when they arise.

Based on the terms of reference laid out by the Board, the NC shall carry out and ensure proper documentation of all assessments and evaluations on the effectiveness of the Board and the Board Committees annually. The NC shall also undertake an annual review of the Board's succession plans and training programs attended and facilitate orientations for new members of the Board. The full charter, including membership, roles, and responsibilities, of the Nomination Committee is publicly available on the Group's website at [www.metronic-group.com](http://www.metronic-group.com).

### Directors' Assessment

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A separate performance assessment for each individual director, taking into consideration their competencies, qualification, character, commitment, integrity, experience, contribution, performance and time expended in meeting the needs of the Group, shall be undertaken annually by the NC.

The assessments and evaluations carried out by the NC shall be properly documented, summarised and reported to the Board.

### Remuneration Committee

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The primary objective of the Remuneration Committee ("RC") is to establish a documented, formal and transparent procedure for assessing and reviewing the remuneration packages of Executive Directors, and Non-Executive Director and Senior Management that link rewards to corporate and individual performance.

The annual remuneration review takes place annually. The remuneration of the Group will be reviewed by the Chief Executive Officer with the relevant internal and external inputs before presenting it to the RC for recommendation. The RC reviews the remuneration of Non-Executive Director, Executive Director and top Senior Management annually whereby the RC will consider various factors including the performance of the Group, individual performance, duties, responsibilities and commitments of the Directors and top Senior Management. The RC will also consider the available market remuneration data or benchmarks to determine whether and to what extent the changes of the remuneration are required. Upon review by the RC, the appropriate recommendations will be made to the Board for approval. The Board will consider, if deemed appropriate, approve the recommended remuneration for the Executive Director and top Senior Management. As for the remuneration of the Non-Executive Director, upon the endorsement of the recommendation by the RC, the Board will propose the remuneration for approval by the shareholders at the annual general meeting.

The full details of the Board Charter can be found on the Group's website at [www.metronic-group.com](http://www.metronic-group.com), while the details of the remuneration of all Directors are available on the Group's Corporate Governance Report for FYE 2024 and FYE 2023.

## Sustainability Statement (Cont'd)

### Compliance and Ethics

#### *Compliance with Laws and Regulations*

The Group is committed to conducting its operations responsibly and in compliance with applicable laws and regulations covering our business operations.

To uphold this commitment, the group has established a legal compliance structure. The Executive Director is responsible for overseeing legal and regulatory developments. All legal issues are discussed during management meetings to discuss further actions.

The Group recognizes the importance of proactive compliance. To this end, regular awareness and training sessions are conducted to promote a culture of compliance not only to laws and regulations, but also to Group policies and procedures. This is disseminated among staff as part of induction for new employees, regular awareness training about Group standard operating procedures and policies, periodical and internal memorandum.

The Group has no significant instances of non-compliance with laws and regulations during the reporting period.

#### *Tax Compliance*

The Group prioritizes tax compliance to uphold its responsibilities to local and national governments. The management and the Board of Directors are on top of overseeing adherence to tax regulations. Regular tax filings are conducted, with a focus on assessing and mitigating any complexities or risks. As part of its commitment to sustainability, the Group diligently follows applicable tax laws. To further enhance its tax management, the Group collaborates with third-party consultants and undergoes external audits to guarantee compliance with financial reporting and disclosure standards.

#### *Ethics and Transparency*

All directors and employees of the Group and other concerned parties must abide by the Code of Conduct and the Anti-Corruption Policy, established to serve as guidance and inculcate a standard of ethical behaviour. These policies clarify important items, such as Conflicts of Interest, Related Party Transactions and Bribery, Corruption, Business Courtesies, and facilitation payments. In addition, the Group does not support any political parties or contribute funds to groups whose activities are deemed to promote party interests or the election of a specific candidate.

#### *Anti-Discrimination, Anti-Child Labour, and Anti-Forced Labour*

MGB acknowledges that building a diverse workplace can come with challenges like discrimination. Thus, the group actively promotes diversity and racial harmony, while strictly enforcing our diversity policy. The group is fully committed to having an inclusive workplace that embraces and promotes diversity.

MGB is committed in upholding human rights not only of its own employees, but also the people affected by our operations. In the past three financial years, there has been no reported instances of child, forced labor, and discrimination within our organization and our value chain.

#### *Anti-Bribery, Anti-Corruption, and Whistleblowing Policy*

The Group is committed to conducting its business activities properly and lawfully, particularly against corruption, fraud, terrorism, and money laundering. Subsequent to the implementation of the Malaysian Anti-Corruption Commission (Amendment) Act 2018 which came into force on 1 June 2020 to introduce corporate liability for corruption offences involving commercial organisations, the Group had adopted the Anti-Bribery and Anti-Corruption Policy ("ABAC Policy").

## Sustainability Statement (Cont'd)

The ABAC Policy is publicly available on the Group's website at [www.metronic-group.com](http://www.metronic-group.com).

The Group has established a Whistleblowing Policy which is intended to directly support the Company's Core Values, Code of Ethics and Governance requirement. The Company places a high value on the level of trust and integrity expected of its employees within the Group. The Group is committed to ensure that employees and other stakeholders can raise genuine concerns in relation to breach of a legal obligation, miscarriage of justice, danger to health, safety and environment at the earliest opportunity without being subject to victimization, harassment or discriminatory treatment, and to have such concerns properly investigated. The Group's employees are highly encouraged to file a report on any violation of the Group's Code of Conduct and Ethics via [whistleblower@metronic-group.com](mailto:whistleblower@metronic-group.com).

The Whistleblowing policy is publicly available on the Group's website at [www.metronic-group.com](http://www.metronic-group.com).

The Code is reviewed periodically by the Board in accordance with the needs of the Group, and any changes are communicated to all employees.

As of FYE 2024 and FYE 2023, the Group communicated its policies against bribery and corruption to all its employees, Key Senior Management, board of directors, and business associates. The Group's business associates are required to accomplish an "Anti-Bribery and Anti-Corruption Declaration" form which communicates the Group's anti-bribery and anti-corruption policies and procedures, and other commitments towards sustainability.

All employees, Key Senior Management, and the Board were also trained in anti-corruption through the Group's annual awareness trainings.

In FYE 2024 and FYE 2023, the Group assessed its entire operations for corruption risks and has not noted any incidents of corruption. Furthermore, no public legal cases were brought against the Group or its employees within the reporting year.

### ***Conflicts of Interest***

The Board should avoid involving themselves in situations where there is a real or apparent conflict of interest between them as individuals and the interest of the Company and its subsidiaries. Directors must not use their positions or knowledge gained directly or indirectly, in the course of carrying out their duties or employment, for private or personal advantage (directly or indirectly).

In addition, a Director shall avoid any situation in which the Director has an interest in any entity or matter that may influence the Director's judgment in discharging of responsibilities. The Directors shall fully disclose any actual or potential conflicts of interest to the Board of Directors and/or the Management, at the earliest opportunity, of any existing or potential conflict of interest situation.

In FYE 2024 and FYE 2023, there were no conflicts of interests identified.

### ***Grievance Mechanism***

The Whistleblowing Policy was enacted to reinforce our Core Values and Code of Ethics. It provides a platform through which our stakeholders can raise legitimate concerns and report in good faith any suspected misconduct, discrimination or other unethical issues regarding any aspect of our operations. The Whistleblowing Policy applies to all employees, directors, shareholders, consultants, vendors, contractors, external agencies or any parties with a business relationship with the Group. In FYE 2024 and FYE 2023, there were no identified critical concerns, and none were communicated to the Board.

Details of our corporate governance framework and practices are elaborated in the Corporate Governance Overview Statement in the Annual Report and available on the Company's website at [www.metronicgroup.com](http://www.metronicgroup.com) ("Metronic's Website").

## Sustainability Statement (Cont'd)

### **Sustainability Risk Management**

Sustainability risk management is the system by which we align our profit growth with sustainability policies. We accomplish this by identifying our impacts and devising ways of minimising them. Risk management enables us to discover emerging issues in the areas of Human Resources, Contract Management, Sales and Marketing, Purchasing, Quality, Health and safety, Corruption, and Environmental Protection.

We carry out risk assessment by performing the following activities:

- Identification of risk areas with the process area;
- Assessment of existing controls in place;
- Identification of control weaknesses, if any;
- Identification of related risks left uncontrolled; and
- Highlighting the need for improvements

## ECONOMIC PERFORMANCE

### **Economic Value Generated and Distributed**

MGB defines value added as the extra worth created by a business and its employees working together.

MGB's focus on sustainable practices throughout FY2024 with the group maintaining the performance in its direct economic contribution.

<b>RM 36.2M</b> FY24 Revenue	↑ 0.1% compared to FY23   RM 36.1M
<b>RM 1.1M</b> FY24 Net Income	↑ 110.9% compared to FY23   RM 10.1M Net Loss

Economic value distributed during the year amounted to RM 35.1M (FY24 - RM 46.2M).

<b>RM 39.9M</b> FY24 Local Expenditures	Reduced 14% compared to FY23   RM 45.7M
<b>RM 298K</b> FY24 Foreign Expenditures	Reduced 20% compared to FY23   RM 370K

MGB prioritizes local sourcing to strengthen our supply chains and boost regional economies. In FY2024, we invested 99% of our procurement budget with local suppliers (within the same country as our facilities), almost consistent with the previous years. We are committed to building strong partnerships with local suppliers wherever possible, driving sustainable economic development.

For a comprehensive breakdown of the Group's generated and distributed direct economic value (EVG&D), please refer to the Group's Annual Report and Audited Consolidated Financial Statements.

## Sustainability Statement (Cont'd)

### Indirect Economic Impact

Our commitment to business excellence is focused on strong corporate governance and prudent financial management, given the challenging market environment. We strive to achieve the following financial goals:

- Maintain and grow the turnover and operating cash flow
- Improve operation efficiency
- Broaden income-generating sources
- Enhance and strengthen our core businesses.

Further, the Group contributes the following positive impact to the community:

- **Job Creation:** The Group provides employment opportunities for individuals within the local community, contributing to economic stability and reducing unemployment rates.
- **Economic Growth:** By generating revenue and contributing to the local tax base, the Group supports economic growth in the community.
- **Supply Chain Support:** Our operations support local suppliers and businesses, creating a ripple effect of economic activity throughout the central region.
- **Skill Development:** Through training and skill-building programs, the Group enhances the capabilities of the local workforce, leading to increased employability and higher wages.

To demonstrate our commitment to contributing to local development, the Group hired 104 staff directly from local communities where we operate and partnered with 50 local suppliers.

## ENVIRONMENT

Environmental protection is embedded in all our business activities. We abide by our corporate duty to ecological stewardship in accordance with the pertinent rules and regulations and the national environmental agenda.

### Climate Change Risks and Opportunities

While we identify that our activities do not have significant impact to climate change, the Group recognises the potential impact of climate change to our operations, supply chain, and the communities where we operate. We acknowledge the urgency of addressing climate change and we are committed to further our understanding of the role of our organization in contributing to this concern and how we can mitigate its impact in our operations and value chain.

In pursuant to the National Sustainability Reporting Framework (NSRF) of Malaysia published in 2024, MGB will develop a roadmap to disclose climate-related disclosures in accordance with the IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board (ISSB).

## Sustainability Statement (Cont'd)

The NSRF introduced a phased and developmental approach in implementation of the said framework as follows<sup>4</sup>:

Applicable entities		Timeline <sup>2</sup>					
		2025	2026	2027	2028	2029	2030
Group 1	Main Market listed issuers with market capitalisation of RM2 billion and above	IFRS S1 and S2 		Full adoption IFRS S1 and S2  Scope 3 GHG emissions disclosures			
Group 2	Main Market listed issuers (other than listed issuers in Group 1)		IFRS S1 and S2 		Full adoption IFRS S1 and S2  Scope 3 GHG emissions disclosures		
Group 3	<ul style="list-style-type: none"> <li>ACE Market listed issuers</li> <li>Non-listed companies (NLCos) with annual revenue of RM2 billion and above<sup>5</sup></li> </ul>			IFRS S1 and S2 		Full adoption IFRS S1 and S2  Scope 3 GHG emissions disclosures	
<b>Assurance</b> <small>*Assurance framework will be subject to further consultation</small>		<ul style="list-style-type: none"> <li>Aim for reasonable assurance for Scope 1 and Scope 2 GHG emissions starting 2027</li> <li>Accounting and non-accounting practitioners</li> </ul>					
<b>Location of disclosures and timing of reporting</b>		Applicable entities shall adhere to their respective regulator's requirements on location and timing of reporting.					

Given the information above, the Group will outline its roadmap for adopting the IFRS S1 and S2 standards in the upcoming reporting period<sup>5,6</sup>.



## Sustainable Products and Services

Our environmental contribution is to reduce the ecological impact of our customers and improve the life cycle of their products and operations.



### Green Building Facilitation

One of our services is a Green Building Index (“GBI”) facilitation. We aid our customers in achieving their environmental targets in resource use - energy, water, and materials.

<sup>4</sup> National Sustainability Reporting Framework Implementation

(<https://www.sc.com.my/api/documentsms/download.ashx?id=20efbd8f-b5a0-4122-994f-edbccd53c2b2>)

<sup>5</sup> Subject to the additional transition relief and proportionality mechanism as issued by the International Sustainability Standards Board to support organizations with varying level of maturity

<sup>6</sup> Framework for external assurance might be subject to change based on further consultations

## Sustainability Statement (Cont'd)

### Smart Buildings

We offer smart building management solutions, such as the Integrated Building Management System (“IBMS”), Building Management System (“BMS”), and Energy Management System (“EMS”), which can help optimize electricity consumption during the buildings’ life cycle. We have also ventured into Smart City System development by focusing on the research, development and marketing of building automation and security system products, modules and any type of intelligent products. We believe that smart cities can reduce the ecological burden because of their utilisation of Internet of things (“IOT”) and innovative technologies.

## Energy and Emissions

### Scope 1 Emissions

The Group’s energy consumption mostly comes from usage of electricity and company-owned vehicles. Energy consumption data were obtained from invoices and utility bills and does not include energy consumed outside our operational control. As of FY2024, the Group has consumed 67,075.17 litres of diesel and petrol which is 4% lower than last year’s consumption (FY2023: 69,895.91 litres), which generated 140.62 tCO<sub>2</sub>e GHG emissions (FY2023: 147.92 tCO<sub>2</sub>e). Emissions data were calculated using the UK Government GHG Conversion Factors for Company Reporting published by the Department for Environment Food & Rural Affairs. The Group will continue to monitor and improve our emissions tracking methodology.

Location	Fuel Consumption					
	Annual Consumption (Liters)			Annual GHG Emissions (tCO <sub>2</sub> e)		
	2024	2023	2022	2024	2023	2022
Petrol	65,177.55	66,725.87	75,842.19	135.85	139.96	163.96
Diesel	1,898.25	3,170.04	2,698.34	4.77	7.96	6.90
<b>Total</b>	<b>67,075.80</b>	<b>69,895.91</b>	<b>78,540.53</b>	<b>140.62</b>	<b>147.92</b>	<b>170.86</b>
Intensity Ratio*	1,852.92	1,934.83	1,983.92	3.88	4.09	4.32
Baseline Year Consumption (FY2020)			77,084.34			168.89
Baseline Intensity ratio* (FY2020)			4,046.42			8.87
Change in consumption intensity*	↓54.00%	↓52.00%	↓51.00%	↓56.00%	↓54.00%	↓ 51.00%

\*Per million RM of revenue

### Scope 2 Emissions

The Group’s electricity consumption for FY2024 is 142,298 kilowatt hours (kWh) which is 0.4% higher than last year’s consumption (FY2023: 141,725 kWh). This is equivalent to 110.14 tCO<sub>2</sub>e of GHG emissions. The Group used the grid emission factors provided by the Energy Commission of Malaysia which is available in the Malaysia Energy Information Hub.

Location	Electricity Consumption					
	Annual Consumption (kWh)			Annual GHG Emissions (tCO <sub>2</sub> e)		
	2024	2023	2022	2024	2023	2022
Malaysia	142,298.00	141,725.00	149,699.00	110.14	109.70	115.87
Intensity Ratio*	3,930.88	3,923.17	3,781.37	3.04	3.04	2.93
Baseline Year Consumption (FY2020)			153,583.00			126.09
Baseline Intensity ratio* (FY2020)			8,062.10			6.62
Change in energy consumption intensity*	↓51.00%	↓51.00%	↓53.00%	↓54.00%	↓54.00%	↓56.00%

\*Per million RM of revenue

## Sustainability Statement (Cont'd)

### Renewable Energy

The Group via its 70% owned subsidiary ventured into Solar PV business. The solar business segment would provide opportunity to diversify the Group's business revenue but also contributing towards reducing carbon emission.

### Water

Location	Annual Water Discharge (in m <sup>3</sup> ) from (indicate source)					
	Fresh Water			Other Water		
	2024	2023	2022	2024	2023	2022
Malaysia	1,816.00	2,244.42	1,416.80	-	-	-
Intensity Ratio*	50.17	62.12	35.79	-	-	-
Baseline Year Consumption (FY2022)			670.08			-
Baseline Intensity ratio* (FY2022)			35.26			-
Change in water consumption intensity*	42.00%	76.00%	1.00%	-	-	-

\*Per million RM of revenue

### Waste and Material Management

Material goes hand in hand with waste generation. Good material management will reduce wastage which translates to savings in the utilisation of natural resources.

At MGB, we minimise waste by efficiently focusing on the first of the 3Rs, “Reduce”, followed by “Reuse”, and then “recycle”. We abide by the Department of Environment’s laws, regulations and ordinances in the handling and disposal of our waste. To sufficiently manage our materials consumption and waste generation and disposal, we will improve our waste and material data disclosure in the coming years.

## Sustainability Statement (Cont'd)

### SOCIAL

#### Our People

**Mission:**

***'To create a workplace that motivates our employees'***

Consistent with our mission, the material matters that are deemed important by both the Group and our stakeholders are:

- Health and Safety
- Talent Retention
- Staff Welfare
- Learning & Development

The above-mentioned themes are directly related to our Employees. Thus, we have established various policies with corresponding measures to promote their protection, well-being, productivity and growth.

<b>EMPLOYEE PROTECTION POLICIES</b>	
Employee Code of Conduct Policy	Sexual Harassment Policy
Employee Remote Work Policy	Security And Safety Policy
Equal Opportunity Employer Policy	Training & Development Policy
No Retaliation in Workplace Policy	Health And Safety Policy
Harassment Policy	

The Group provides notice for significant operational changes but have not set a formal notice period. Further, the Group is not involved in any Collective Bargaining Agreement.

In FY2024, the Group has a total of 131 employees (FY2023: 131), 23.7% are females (FY2023: 31), and 76.3% are males (FY2023: 100). All employees situated in Malaysia. While there is no net increase of our total workforce from FY2023, the Group has onboarded 30 new hires (FY2023: 26) and 31 employees who left the company (FY2023: 31). Further information on our workforce will be discussed in the next section which only includes the Group's own employees as the Group does not have non-employee workers.

#### Diversity And Inclusivity

We aim to cultivate a responsible workplace that respects human rights and promotes inclusion to ensure the just development of diversified talent. We intend to nurture a working environment where all employees, regardless of their background or demographics, can contribute, thrive, perform, and grow. The Group has adopted a diversity policy which outlines its approach to achieving and maintaining diversity (including gender diversity) on its Board of Directors and employees of the Group. This includes requirements for the Board of Directors to establish measurable objectives for achieving diversity on the Board of Directors and employees.

## Sustainability Statement (Cont'd)

The Diversity policy is publicly available on the Group's website [www.metronic-group.com](http://www.metronic-group.com).

Total Employees	2024			2023			2022		
	Male	Female	Others/ Not disclosed	Male	Female	Others/ Not disclosed	Male	Female	Others/ Not disclosed
<b>Number of employees</b>									
Malaysia									
Permanent	67	28	n/a	68	32	n/a	78	28	n/a
Temporary	33	3	n/a	25	6	n/a	25	11	n/a
Non-guaranteed hours	-	-	-	-	-	-	-	-	-
Full-time	-	-	-	-	-	-	-	-	-
Part-time	-	-	-	-	-	-	-	-	-
Subtotal	100	31	n/a	93	38	n/a	103	39	n/a
Total	131			131			142		

Employees by Position and Gender	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
Top Management	8	2	3	1	2	1
Management	25	12	9	6	15	6
Senior Executive	17	7	29	9	29	10
Executive	27	8	31	11	32	12
General Executive	23	2	2	1	1	-
Sub Total	100	31	74	28	79	29
	(76%)	(24%)	(73%)	(27%)	(73%)	(27%)
Total	131		102		108	

Employees by Position and Age	2024			2023			2022		
	20-30	31-45	46-60	20-30	31-45	46-60	20-30	31-45	46-60
Top Management	-	6	3	-	5	3	-	5	4
Management	6	18	13	4	22	11	2	14	10
Senior Executive	5	17	1	9	21	2	10	20	2
Executive	20	10	4	37	10	3	35	11	3
General Executive	17	16	-	10	2	-	-	-	-
Sub Total	48	67	21	60	60	19	47	50	19
	(39%)	(54%)	(7%)	(43%)	(43%)	(14%)	(45%)	(37%)	(18%)

Employees by Position and Ethnicity	2024			2023			2022		
	Malays	Other Ethnic Minorities	Non-Malay	Malays	Other Ethnic Minorities	Non-Malay	Malays	Other Ethnic Minorities	Non-Malay
Top Management	3	n/a	7	2	n/a	6	4	n/a	8
Management	28	n/a	8	22	n/a	12	24	n/a	15
Senior Executive	20	n/a	4	26	n/a	5	27	n/a	6
Executive	30	n/a	4	36	n/a	9	40	n/a	10
General Executive	28	n/a	1	10	n/a	-	8	n/a	0
Sub Total	107	n/a	24	96	n/a	32	103	n/a	39

## Sustainability Statement (Cont'd)

### Hiring and Retention

MGB's team grew significantly in FY2024, welcoming 30 new full-time employees (FTEs), compared to 24 and 28 for FY2023 and 2022 respectively. We built a diverse team, with 53.3% of new hires under 30 years old, 30% who are 31-45 years old, and 16.7% within 46-60 age range.

New Hires	2024			2023			2022		
	Male	Female	Others/ Not disclosed	Male	Female	Others/ Not disclosed	Male	Female	Others/ Not disclosed
Malaysia									
20-30	13	3	n/a	12	4	n/a	13	7	n/a
31-45	7	2	n/a	3	3	n/a	6	-	n/a
46-60	3	2	n/a	-	2	n/a	-	2	n/a

Employee turnover on the other hand for FY2024 was 23.7%. In total, 31 full-time employees (FTEs) left the company, with a relatively balanced departure of women 29.0% and men 71.0%. Compared with 31 and 29 employees for FY2023 and 2022 respectively. Further, we saw 45.2% of departing employees under 20-30 age range, and we're committed to addressing the reasons behind turnover in this group.

Turnover	2024			2023			2022		
	Male	Female	Others/ Not disclosed	Male	Female	Others/ Not disclosed	Male	Female	Others/ Not disclosed
Malaysia									
20-30	9	5	n/a	8	7	n/a	9	5	n/a
31-45	12	-	n/a	6	5	n/a	9	3	n/a
46-60	1	4	n/a	2	3	n/a	3	-	n/a

### Human Rights

We uphold the human rights which are intrinsic to each individual. These rights are based on shared universal values, such as dignity, fairness, equality, respect and independence. It is our social responsibility to empower and support our stakeholders and their rights. As such, we have enacted policies to ensure that the community where we operate and our employees can assert if their rights are violated or hampered.

Our policies, which we deem our anchor to social justice, ensure that the health, safety and human rights of our employees and the community where we operate are respected and considered. These policies also seek to prevent all forms of violence against workers and women. We have enacted a Sexual Harassment Policy and an Anti-Harassment Policy to delineate what sort of actions are considered forms of harassment.

### Learning and Development

We aspire to foster an inclusive organisation that is conducive to the development of our employees. We have realised this goal by instituting training and development policies. All employees can take advantage of these learning opportunities tailored to their specific business areas and locations.

Our career ladder include; internal posting, secondment and promotion. A performance development appraisal is conducted at each level, followed by a performance improvement plan.

In this year under review, we have conducted 93 hours (hrs) (FYE 2023: 128 hours) of training for 62 employees (FYE 2023: 206 employees).

## Sustainability Statement (Cont'd)

Average Hours of Training per Gender	2024		2023		2022	
	Female	Male	Female	Male	Female	Male
Top Management	1	1	-	1	-	-
Manager	11	18	20	25	9	15
Non-Manager	10	11	30	45	15	25
Overall Average	5	5	40	46	10	11
Training Hours	93 hrs		128 hrs		118 hrs	
No. Of employees	62		206		76	

MGB supports learning and development of our employees. Several training programs are available for each employee who are encouraged to upgrade their skills. Staff training and development is also part of the metric for our regular performance review.

### **Compensation and Benefits**

At the Group's key operational locations, entry-level wages for male and female employees are compared to the local minimum wage as follows:

Operational Location	Minimum Wage (RM)	Male Entry-Level Wage (RM)	Male Ratio	Female Entry-Level Wage (RM)	Female Ratio
Selangor / Kuala Lumpur	1,500	1,800	1.2	2,000	1.3
Johor	1,500	2,000	1.3	2,000	1.3
Penang / Kedah	1,500	2,000	1.3	2,000	1.3

This data indicates that the Group's entry-level wages are higher than the set minimum wage, with slight variations between genders. If there are differences in minimum wage rates across the Group's operational locations, the highest applicable rate is taken as the primary reference.

The Group defines "key operational locations" as those that meet one or more of the following criteria:

- Having more than 90 permanent employees.
- Contributing at least 30% of the company's total revenue.
- Serving as a primary center for business operations, such as headquarters or production facilities.

As part of our mission, MBG promotes employee wellbeing and aims to retain and attract a high-quality and competent workforce. To do so, we provide competitive financial and non-financial compensation to all of our employees. As an ethical and fair employer, we adhere to the minimum wage in regions where we operate. Below outlines the ratio of basic salary provided to our employees in contrast with regional minimum wage:

Malaysia	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
Ratio of average entry level wage	8.18	4.54	2.87	1.72	11.63	1.56
Ratio of basic salary and remuneration of women to men						
General Staff	1.34	4.20	1.12	1.30	1.77	0.18
Middle Management	6.24	0.01	1.03	0.20	9.60	1.02
Senior Management	1.80	1.01	2.18	0.67	0.80	1.08

In addition to fair compensation, the Group also provides additional benefits in addition to statutory benefits. All permanent and contractual employees are covered by the Group Medical insurance which includes coverage for death, disability, and other healthcare services. The Group also has work-from-home policy in place to support flexibility and work-life balance.

The Group provides our permanent and contract staff insurance coverage under the Group's Term Life insurance policy.

## Sustainability Statement (Cont'd)

### **Parental Leave**

Offering equal maternity and paternity leave, alongside flexible leave options, boosts employee satisfaction and productivity. It also strengthens recruitment and retention of top talent. By actively promoting paternal leave, organizations demonstrate their commitment to a supportive work environment where fathers feel empowered to take time off for their families.

	2024			FY2023			FY2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of employees that were entitled to parental leave	28	94	122	34	108	142	36	106	142
Number of employees that took parental leave	3	2	5	(a)	(a)	(a)	(a)	(a)	(a)
Number of employees that returned to work after parental leave ended	3	2	5	(a)	(a)	(a)	(a)	(a)	(a)
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	1	1	2	(a)	(a)	(a)	(a)	(a)	(a)
Return to work rate of employees that took parental leave	100%	100%	100%	(a)	(a)	(a)	(a)	(a)	(a)
Retention rates of employees that took parental leave	33%	50%	40%	(a)	(a)	(a)	(a)	(a)	(a)

Note (a): Prior year data not available.

### **Health and Safety**

Having up-to-date health and safety standards remains a key priority. We take the health and well-being of our employees very seriously. Our team conducts rigorous due diligence to ensure that health and safety precautions are practiced across our organisation at all times.

#### **SAFETY POLICY**

**Metronic Engineering Sdn. Bhd. is dedicated to the promotion of Safety and Health principles at the workplace to this and comply with the Occupational Safety and Health Act, 1994 and its Regulations will be the mutual objective of the company and its employees.**

**It is the responsibility of the company, so far as is practicable to:**

- Provide and maintain a safe and healthy working environment for our employees and the public.
- Ensure that employees are given adequate introduction/training to enable a “Safe Work Culture” at the workplace.
- To review and update the above policy when necessary.

Although the Company must protect employees against hazards, our employees are also responsible in fully complying with this policy by:

- Exercising self-regulation and taking reasonable care of themselves and others;
- Using personal protective equipment or the provided clothing, and to avoid negligence and abuse;
- Reporting accidents or dangerous occurrences that have led to injury; and
- Adhering to company rules and procedures about health and safety at the workplace.

All accidents or injuries experienced by our employees and stakeholders must be promptly reported to the HODs or the HR Department, who will then accomplish a written incident report. Any employee or external stakeholders who have witnessed an accident or injury must notify those in charge as reporting a minor accident could help to avoid future occurrences.

## Sustainability Statement (Cont'd)

### OSH Manual & Project Safety Plan

The Group's Safety & Health Management Plan is crucial for ensuring that employees' occupational safety and health are of primary importance to the continued well-being of the business. This plan focuses on achieving and continuously improving effective safety and health management throughout a project. A safe work environment built on prevention is essential for all stakeholders. The Safety & Health Management Plan helps provide a safe and healthy working environment, preventing incidents, injuries, illnesses, and fatalities at the worksite while also ensuring full compliance with OSHA 2022 and other applicable legal requirements for all project participants.

Metronic utilizes Job Safety Analysis (JSA) to identify work-related hazards and assess risks on a routine and non-routine basis. Risk controls are identified and implemented, where practicable, using the hierarchy of safety and health hazard controls: Elimination, Substitution, Engineering control, Administrative Control and PPE. The organisation ensures the quality of this process by reviewing the JSA at every change of work activity and conducting safety and health inspections. The JSA is reviewed by a competent safety and health officer (Registered with DOSH).

More specifically, the following activities are covered by the Group's OSH Plan:

- Installing the trunking, conduit and cable involve working at height by mobile scaffolding or ladder;
- and
- Testing and commissioning after complete installation involve electrical safety in order to comply SOP and guideline

A Safety and Health Committee has been formed at Metronic, comprises the Management (Chairman or GM), an employer and an employee representative. It provides a platform for reporting identified hazards to their representative. These issues are then discussed during the safety and health committee meeting, while new potential hazards may be addressed in daily toolbox briefings.

In addition to this, the committee is responsible for the following:

- Assist in development of safety and health rules and safe systems of work
- Review the effectiveness of safety and health programs
- Carry out studies on trend of accident, near-miss accident, dangerous, occurrence, occupational poisoning or diseases.
- Report unsafe conditions and practices, and make recommendations for improvement
- Review and recommend improvements of the safety and health policy.
- Workplace inspection & Accident Investigation.
- Investigation on safety and health related complains.
- Assist the committee with activities related to the promotion of occupational safety and health.

The Safety and Health Committee meets quarterly or in case any emergency matter to be discussed such as accident/incident.

Our commitment to providing a safe and healthy working environment is formalized In Metronic's Safety and Health Policy. Internal safety and health inspections are conducted to identify any possible hazards and implement corrective actions for continuous improvement.

## Sustainability Statement (Cont'd)

Work-related incidents are investigated by considering potential contributing factors related to Man (human behavior or unsafe acts), Machinery (installation, layout, and design of equipment), Material (substances such as chemicals and gases used in the workplace), Method (how people perform their work), and Media (workplace conditions, e.g. air quality, ventilation, lighting, noise, vibration). Hazard identification methods include reviewing documents and publications (e.g. work method statements, incident alerts), workplace inspections and observations, atmospheric measurements, environmental monitoring, medical surveillance, hazard analysis, and established accident/incident reporting procedures.

Safety and Health related trainings are provided to the employees on requirement needs. Besides that, safety and health notice boards and alerts are organised to share relevant information to employees. In addition, MGB established safe working instruction, briefed and display the work instruction at the respective workstation. In FY2024, employees received safety and health related trainings including the following:

- Ergonomic Safety Office at HQ Metronic
- PPE Awareness Training at Project site
- Electrical Safety Awareness Training at Project Site
- On Job Training Scaffolding at project site
- Power Tools safety at project site
- Fire Drill and Fire extinguisher demo at Metronic HQ

83% out of the Group's 30 suppliers and 40% out of 10 sub-contractors are covered by our OSH Policy and Plans.

In addition to promoting safety in the workplace, the Group also supports the holistic well-being of its employees. Non-statutory health insurance is available for all permanent and contract employees.

For FYE 2024, 2023, and 2022 no cases of major injuries, fatalities, or work-related illness were reported during the period.

The Group places great emphasis on the safety and health of its employees while maintaining a comfortable and conducive work environment through the following initiatives:

- Full time employment of a Safety Officer
- Conducting quarterly safety and health audit
- Ensuring a safe workplace with 24-hour security guard
- Constant updating and promoting awareness of safety precautions and health issues
- Yearly talk on fire safety and prevention and fire drill exercise
- Fogging / fumigation of work sites to prevent the spreading of diseases by mosquitoes and rodents; and
- Maintaining a workplace that is free from theft, violence, harassment, intimidation and other unsafe and disruptive influences due to internal and external conditions.

## Sustainability Statement (Cont'd)

### Customers

We consider it essential to meet or even exceed our customers' expectations regarding the quality of our products and how we integrate sustainability across our entire value chain. We analyse our customers' needs and demands and translate them into action.

**Mission:**

*'To continually improve the effectiveness of the quality management system.'*

### Quality Management System

We have established, implemented, maintained and continually improved our quality system according to international industry standards.

Our ISO 9001:2015 certification signifies that our quality meets our customers' and other stakeholders' needs within the statutory and regulatory requirements relating to our products and services. We are also a Construction Industry Development Board ("CIDB") certified contractor for Mechanical and Electrical Standard G-7, a Construction Industry Standard ("CIS") on the base quality requirement for the industry.



### Quality Policy

#### Metronic Engineering Sdn Bhd Quality Policy:

- To promote value-added of our service and product to the satisfaction of our client.
- To enhance our performance and capability in order to obtain the best result and customer expectation.
- To motivate our staff being more productive, effective and more efficient.
- To continuously improve and innovate in our work.
- To develop a good and strategic relationship with our partner, supplier and subcontractor.
- To maximize the value of our stakeholders.

We established our quality policy to ensure that our customers receive only the best products. This policy involves making strategic growth targets, building a framework, setting objectives that satisfy applicable requirements, and continuously improving the quality management system.

## Sustainability Statement (Cont'd)

### **Advanced Products and Services**

**Mission:**

***'To continuously seek new technologies that meet our clients' requirements'***

Innovation and technology are valuable assets that companies of all sizes must learn to embrace. Nowadays, customers are becoming increasingly interested in implementing advanced technology solution into their organisation especially after the recent pandemic has brought attention to workplace safety and accessibility in order to improve the critical outcomes.

Most notably, the rising adoption of IoT-enabled technology is a driver of this trend, producing new building management systems, increasing awareness of space utilization, adhering to industry standards and regulations and responding to demand for energy-efficient systems.

The group, has also deployed resources and allocated investment towards completing the development of its on-line platform that will enable to integrate the Group's various systems includes Services Web and Mobile Apps, e-Commerce Platform and Customer Platform which provided additional revenue as well as improving the efficiency and effectiveness of its business processes.

### **Marketing and Labeling**

In FYE 2024 and FYE 2023, there were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, marketing communications, including advertising, promotion, and sponsorship.

### **Customer Privacy**

Building trust is critical for long-term customer relationships. We recognize that customers entrust us with their personal and confidential information. Protecting this data is both a legal requirement and a top priority to ensure customer privacy and build trust.

Our employees are equipped with the necessary skills to manage customer data effectively. This includes secure collection, storage, access control, and disposal practices that comply with relevant regulations. We take all reasonable measures to safeguard customer data from unauthorized access or loss.

We are pleased to report that no data breaches or customer privacy incidents were reported to regulatory bodies in FY2024, FY2023 and FY2022. Internally, we have no identified leaks or loss of customer data during the mentioned periods.

### **Customer Engagement**

Customer engagement is our strategy of cultivating an ongoing relationship between the Company and the consumers that goes beyond the transaction. We approach our engagements by providing consistent value at every customer interaction.



**Metronic Global Berhad**  
200301029648 (632068-V)

### **Customer Survey Form**

**Dear Valued Customer,**

We are conducting a survey on our sales and marketing support, project site operation, and maintenance service. We would really appreciate it if you could take a few minutes to complete the following survey in order to help us improve our effectiveness in our future undertakings with your esteemed company. Last but not least THANK YOU for your time.

Your sincerely,  
**Metronic Group**

## Sustainability Statement (Cont'd)

Aside from in-person meetings, we also conduct online surveys to reach out to our customers. By gathering feedback via customer satisfaction surveys, we can determine how to take care of our customers best and monitor changes in customer sentiment. We use the survey responses to understand the customer's satisfaction levels with products, services, and experiences.

## Suppliers

### *Procurement Practices*

#### **Mission:**

***'To develop strategic relationships with partners who have skills that enhance and complement our own.'***

Our strategy is aligned with our mission to develop partnerships that enhance and complement our products, services and values. Our procurement practices follow a stringent process.

The Gift Policy underpins the standard of conduct that is expected of employees regarding the receiving of gifts, whereas the Anti-Corruption Policy focuses more on the offering or giving of gifts. The Gift Policy is in place to avoid situations which may influence the employee's judgment in a decision-making process or put them in a position of conflict or perceived obligation to provide a business advantage.

Any gaps in our procurement practices are documented in our risk register to be used as a risk management tool.

As of FYE 2024, the Group has not yet formally assessed its suppliers on their environmental and social impact, but the Group aims to establish assessment procedures in the coming years. In the Group's opinion, our supply chain will not be seriously affected by negative environmental impacts.

## Community

The Group, through our Staff Recreational and Welfare club, periodically visits orphanage home and organized donation campaign for staff and families who were involve in unfortunate events like flood and accidents.

## Sustainability Statement (Cont'd)

### GRI CONTENT INDEX

<b>Statement of Use</b>	Metronic Global Berhad and its subsidiaries reported the information cited in this GRI content index for the period from 1 July 2023 to 31 October 2024 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

	<b>GRI Disclosures</b>	<b>Reference/Direct Answer*/Reason for Omission</b>
<b>2 - General Disclosures</b>		
2-1	Organizational details	Refer to Annual Report 2024 under Corporate Profile Section
2-2	Entities included in the organization's sustainability reporting	Refer to Annual Report 2024 under Corporate Structure Section
2-3	Reporting period, frequency and contact point	<a href="#">Scope and Boundary</a>
2-4	Restatements of information	*The following data were updated for FY2023 and FY2022 to align with recent data gathered: - Scope 1 - Scope 2 - Employee statistics - Turnover - Training
2-5	External assurance	*The report was not externally assured.
2-6	Activities, value chain and other business relationships	Refer to Annual Report 2024 under Corporate Profile Section <a href="#">Value Chain</a>
2-7	Employees	<a href="#">Our People</a>
2-8	Workers who are not employees	The Group has no workers that are not employees <a href="#">Our People</a>
2-9	Governance structure and composition	<a href="#">Sustainability Structure</a> Refer to Annual Report 2024 under Profile of the Directors and Corporate Governance Overview Statement
2-10	Nomination and selection of the highest governance body	<a href="#">Sustainability Structure</a> Refer to Annual Report 2024 under Corporate Governance Overview Statement
2-11	Chair of the highest governance body	<a href="#">Sustainability Structure</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability Structure</a> Refer to Annual Report 2024 under Corporate Governance Overview Statement Refer to the Board Charter document found in the Company Website
2-13	Delegation of responsibility for managing impacts	<a href="#">Sustainability Structure</a> Refer to Annual Report 2024 under Corporate Governance Overview Statement Refer to the Board Charter document found in the Company Website
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Structure</a>
2-15	Conflicts of interest	<a href="#">Conflicts of Interest</a>
2-16	Communication of critical concerns	<a href="#">Grievance Mechanism</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Sustainability Structure</a> Refer to Annual Report 2024 under Corporate Governance Overview Statement Refer to the Board Charter document found in the Company Website
2-18	Evaluation of the performance of the highest governance body	<a href="#">Sustainability Structure</a> Refer to Annual Report 2024 under Corporate Governance Overview Statement Refer to the Board Charter document found in the Company Website
2-19	Remuneration policies	<a href="#">Sustainability Structure</a>

## Sustainability Statement (Cont'd)

GRI Disclosures		Reference/Direct Answer*/Reason for Omission
2-20	Process to determine remuneration	<p>Refer to Annual Report 2024 under Corporate Governance Overview Statement</p> <p>Refer to the Directors and Senior Management's Remuneration Policy found in the Company Website</p> <p><a href="#">Sustainability Structure</a></p> <p>Refer to Annual Report 2024 under Corporate Governance Overview Statement</p> <p>Refer to Corporate Governance Report 2024 found in the Company Website</p> <p>Refer to the Directors and Senior Management's Remuneration Policy found in the Company Website</p>
2-21	Annual total compensation ratio	*The compensation details of the Group's Directors are available in the Group's Corporate Governance Report.
2-22	Statement on sustainable development strategy	<a href="#">SUSTAINABILITY STATEMENT</a>
2-23	Policy commitments	<p><a href="#">Compliance and Ethics</a></p> <p><a href="#">Human Rights</a></p> <p>Refer to Annual Report 2024 under Corporate Governance Overview Statement</p> <p>Refer to Corporate Governance Report 2024 found in the Company Website</p>
2-24	Embedding policy commitments	<p><a href="#">Compliance and Ethics</a></p> <p><a href="#">Human Rights</a></p> <p>Refer to Annual Report 2024 under Corporate Governance Overview Statement</p> <p>Refer to Corporate Governance Report 2024 found in the Company Website</p>
2-25	Processes to remediate negative impacts	<a href="#">Stakeholder Engagement</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Stakeholder Engagement</a>
2-27	Compliance with laws and regulations	<a href="#">Compliance with Laws and Regulations</a>
2-28	Membership associations	*The Group has no membership in industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.
2-29	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>
2-30	Collective bargaining agreements	The Group has no existing collective bargaining agreements.
3 - Material Topics		
3-1	Process to determine material topics	<a href="#">MATERIALITY MATTERS</a>
3-2	List of material topics	<a href="#">MATERIALITY MATTERS</a>
201 - Economic performance		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
201-1	Direct economic value generated and distributed	<a href="#">Economic Value Generated and Distributed</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Climate Change Risks and Opportunities</a>
201-3	Defined benefit plan obligations and other retirement plans	*The Group has no existing benefit plan obligation or other retirement plans. <a href="#">Compensation and Benefits</a>
201-4	Financial assistance received from government	*The Group did not receive any financial assistance from the government in FYE 2024 and FYE 2023.
202 - Market Presence		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">Compensation and Benefits</a>
202-2	Proportion of senior management hired from the local community	<a href="#">Diversity And Inclusivity</a>
203 - Indirect Economic Impacts		

## Sustainability Statement (Cont'd)

GRI Disclosures		Reference/Direct Answer*/Reason for Omission
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
203-1	Infrastructure investments and services supported	<a href="#">Indirect Economic Impact</a>
203-2	Significant indirect economic impacts	<a href="#">Indirect Economic Impact</a>
<b>204 - Procurement Practices</b>		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
204-1	Proportion of spending on local suppliers	<a href="#">Economic Value Generated and Distributed</a>
<b>205 - Anti-corruption</b>		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Anti-Bribery, Anti-Corruption, and Whistleblowing Policy</a> Refer to the Anti-Bribery and Anti-Corruption Policy and Procedures found in the Company Website
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Anti-Bribery, Anti-Corruption, and Whistleblowing Policy</a> Refer to the Anti-Bribery and Anti-Corruption Policy and Procedures found in the Company Website
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Anti-Bribery, Anti-Corruption, and Whistleblowing Policy</a> Refer to the Anti-Bribery and Anti-Corruption Policy and Procedures found in the Company Website
<b>206 - Anti-competitive behavior</b>		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	*The Group has not been involved nor had legal cases relating to anti-competitive behavior and violations of anti-trust and monopoly legislation.
<b>207 - Tax</b>		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
207-1	Approach to tax	<a href="#">Tax Compliance</a> Refer to Annual Report 2024 under Notes to the Financial Statement
207-2	Tax governance, control, and risk management	<a href="#">Tax Compliance</a> Refer to Annual Report 2024 under Notes to the Financial Statement
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">Tax Compliance</a> Refer to Annual Report 2024 under Notes to the Financial Statement
207-4	Country-by-country reporting	<a href="#">Economic Value Generated and Distributed</a>
<b>301 - Materials</b>		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
301-1	Materials used by weight or volume	<a href="#">Waste and Material Management</a>
301-2	Recycled input materials used	<a href="#">Waste and Material Management</a>
301-3	Reclaimed products and their packaging materials	<a href="#">Waste and Material Management</a>
<b>302 - Energy</b>		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
302-1	Energy consumption within the organization	<a href="#">Energy and Emissions</a>
302-2	Energy consumption outside of the organization	<a href="#">Energy and Emissions</a>
302-3	Energy intensity	<a href="#">Energy and Emissions</a>
302-4	Reduction of energy consumption	<a href="#">Not applicable to MGB products and services</a>
302-5	Reductions in energy requirements of products and services	<a href="#">Not applicable to MGB products and services</a>
<b>303 - Water and Effluents</b>		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
303-1	Interactions with water as a shared resource	<a href="#">Water Management and Consumption</a>

## Sustainability Statement (Cont'd)

GRI Disclosures		Reference/Direct Answer*/Reason for Omission
303-2	Management of water discharge-related impacts	<a href="#">Water Management and Consumption</a>
303-3	Water withdrawal	<a href="#">Water Management and Consumption</a>
303-4	Water discharge	<a href="#">Water Management and Consumption</a>
303-5	Water consumption	<a href="#">Water Management and Consumption</a>
304 - Biodiversity		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	*The Group's operating locations are not in any protected areas or areas of high biodiversity.
304-2	Significant impacts of activities, products and services on biodiversity	*The Group's operating locations are not in any protected areas or areas of high biodiversity.
304-3	Habitats protected or restored	*The Group's operating locations are not in any protected areas or areas of high biodiversity.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	*The Group's operating locations are not in any protected areas or areas of high biodiversity.
305 - Emissions		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Scope 1 Emissions</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Scope 2 Emissions</a>
305-3	Other indirect (Scope 3) GHG emissions	The Group has not measured scope 3 emissions
305-4	GHG emissions intensity	<a href="#">Energy and Emissions</a>
305-5	Reduction of GHG emissions	<a href="#">Energy and Emissions</a>
306 - Waste		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a> <a href="#">Waste and Material Management</a>
306-1	Waste generation and significant waste-related impacts	<a href="#">Waste and Material Management</a>
306-2	Management of significant waste-related impacts	<a href="#">Waste and Material Management</a>
306-3	Waste generated	<a href="#">Waste and Material Management</a>
306-4	Waste diverted from disposal	<a href="#">Waste and Material Management</a>
306-5	Waste directed to disposal	<a href="#">Waste and Material Management</a>
308 - Supplier environmental assessment		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">Suppliers</a>
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">Suppliers</a>
401 - Employment		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
401-1	New employee hires and employee turnover	<a href="#">Our People</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Compensation and Benefits</a> Refer to Annual Report 2024 under Notes to Financial Statements.
401-3	Parental leave	<a href="#">Parental Leave</a>
402 - Labor/management relations		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
402-1	Minimum notice periods regarding operational changes	<a href="#">Our People</a>
403 - Occupational health and safety		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
403-1	Occupational health and safety management system	<a href="#">Health and Safety</a>

## Sustainability Statement (Cont'd)

GRI Disclosures		Reference/Direct Answer*/Reason for Omission
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Health and Safety</a>
403-3	Occupational health services	<a href="#">Health and Safety</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health and Safety</a>
403-5	Worker training on occupational health and safety	<a href="#">Health and Safety</a>
403-6	Promotion of worker health	<a href="#">Health and Safety</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable to organization's activities
403-8	Workers covered by an occupational health and safety management system	<a href="#">Health and Safety</a>
403-9	Work-related injuries	<a href="#">Health and Safety</a>
403-10	Work-related ill health	<a href="#">Health and Safety</a>
404 - Training and Education		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
404-1	Average hours of training per year per employee	<a href="#">Learning and Development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	The Group has not conducted such programs.
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Learning and Development</a>
405 - Diversity and Equal Opportunity		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
405-1	Diversity of governance bodies and employees	<a href="#">Our People</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Compensation and Benefits</a>
406 - Non-discrimination		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
406-1	Incidents of discrimination and corrective actions taken	<a href="#">Anti- Discrimination, Anti- Child Labour, and Anti- Forced Labour</a>
408 - Child labor		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Anti- Discrimination, Anti- Child Labour, and Anti- Forced Labour</a>
409 - Forced or compulsory labor		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Anti- Discrimination, Anti- Child Labour, and Anti- Forced Labour</a>
411 - Rights of Indigenous peoples		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
411-1	Incidents of violations involving rights of indigenous peoples	*The Group is not involved in any instances or cases regarding violation of rights of indigenous people.
413 - Local Communities		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community</a>
413-2	Operations with significant actual and potential negative impacts on local communities	*The Group's operations do not have a significant actual and potential negative impact on its local communities.
414 - Supplier social assessment		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Suppliers</a>
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Suppliers</a>
415 - Public policy		

## Sustainability Statement (Cont'd)

GRI Disclosures		Reference/Direct Answer*/Reason for Omission
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
415-1	Political contributions	*The Group did not make any political contributions.
417 - Marketing and Labeling		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
417-1	Requirements for product and service information and labeling	Not applicable to company's products and services
417-2	Incidents of non-compliance concerning product and service information and labeling	<a href="#">Marketing and Labeling</a>
417-3	Incidents of non-compliance concerning marketing communications	<a href="#">Marketing and Labeling</a>
418 - Customer privacy		
3-3	Management of material topics	<a href="#">MATERIALITY MATTERS</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Customer Privacy</a>

## Sustainability Statement (Cont'd)

Indicator	Measurement Unit	2024
<b>Bursa (Anti-corruption)</b>		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	0.00 *
Executive	Percentage	0.00 *
Non-executive/Technical Staff	Percentage	0.00 *
General Workers	Percentage	0.00 *
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00 *
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
<b>Bursa (Community/Society)</b>		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	0.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	0
<b>Bursa (Diversity)</b>		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	0.00
Management Between 30-50	Percentage	26.00
Management Above 50	Percentage	2.20
Executive Under 30	Percentage	19.10
Executive Between 30-50	Percentage	20.60
Executive Above 50	Percentage	5.80
Non-executive/Technical Staff Under 30	Percentage	12.98
Non-executive/Technical Staff Between 30-50	Percentage	12.01
Non-executive/Technical Staff Above 50	Percentage	0.00
General Workers Under 30	Percentage	0.00
General Workers Between 30-50	Percentage	0.00
General Workers Above 50	Percentage	0.00
Gender Group by Employee Category		
Management Male	Percentage	25.20
Management Female	Percentage	10.70
Executive Male	Percentage	33.60
Executive Female	Percentage	11.45
Non-executive/Technical Staff Male	Percentage	17.56
Non-executive/Technical Staff Female	Percentage	1.50
General Workers Male	Percentage	0.00
General Workers Female	Percentage	0.00
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	6.10
Female	Percentage	6.10
Under 30	Percentage	0.00
Between 30-50	Percentage	8.30
Above 50	Percentage	6.10

## Sustainability Statement (Cont'd)

Indicator	Measurement Unit	2024
<b>Bursa (Energy management)</b>		
Bursa C4(a) Total energy consumption	Megawatt	18.23
<b>Bursa (Health and safety)</b>		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	3
<b>Bursa (Labour practices and standards)</b>		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	58
Executive	Hours	85
Non-executive/Technical Staff	Hours	98
General Workers	Hours	0
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	2
Executive	Number	15
Non-executive/Technical Staff	Number	14
General Workers	Number	0
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
<b>Bursa (Supply chain management)</b>		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	95.00
<b>Bursa (Data privacy and security)</b>		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
<b>Bursa (Water)</b>		
Bursa C9(a) Total volume of water used	Megalitres	909.000000