

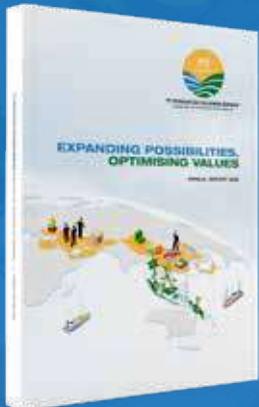


**PT RESOURCES HOLDINGS BERHAD**  
(Registration No. 201901032139 (1341469-P))

# **EXPANDING POSSIBILITIES, OPTIMISING VALUES**

**ANNUAL REPORT 2025**





## SCAN FOR ANNUAL REPORT 2025



## 6<sup>TH</sup> ANNUAL GENERAL MEETING

### DATE AND TIME

Friday  
17 October 2025  
10:00 a.m.

### VENUE

Swiss-Garden Beach  
Resort Kuantan,  
2656-2657, Mukim  
Balok Beach Beserah,  
26100 Kuantan,  
Pahang, Malaysia.

## COVER RATIONALE

### EXPANDING POSSIBILITIES, OPTIMISING VALUES

The Annual Report 2025 cover for PT Resources Holdings Berhad, themed “Expanding Possibilities, Optimising Values” encapsulates the Group’s vision of broadening its horizons while maximising benefits for all stakeholders. The theme reflects the Company’s commitment to exploring new opportunities, enhancing operational efficiencies, and delivering sustainable value across its business portfolio.

The design features a stylised vector world map, signifying the Company’s expanding international footprint and its dedication to strengthening global trade networks. Complementing the map are vector illustrations of fishing vessels and commercial activity, underscoring PT Resources Holdings Berhad’s strong foundation in the seafood industry. These elements represent the Company’s ability to consistently deliver high-quality, responsibly sourced seafood products with reliable and trusted offerings.

Visual elements highlighting the Company’s initiatives — such as its entry into plant-based food processing and the development of a digital commerce application — symbolise the Group’s drive to seize emerging market opportunities and adapt to shifting consumer trends. Marketplace imagery reinforces the Company’s growing retail presence, alongside its ongoing initiatives to enrich customer experience through value-added services and multi-category offerings.

Collectively, the cover conveys a message of ambition, agility, and value optimisation — illustrating PT Resources Holdings Berhad’s role as a forward-thinking and resilient industry player, ready to expand possibilities while optimising values in a dynamic and evolving food industry landscape.

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Proxy Form

# ABOUT PT RESOURCES HOLDINGS BERHAD

PT Resources Holdings Berhad (“PTRB” or “the Company”) was listed on the ACE Market of Bursa Malaysia Securities Berhad on 27 September 2022 (“Listing”). The Company was first incorporated as a private limited company on 6 September 2019.

Through its subsidiaries (collectively known as “the Group”), the Group is principally involved in the processing and trading of frozen and dried seafood products as well as retail trading of other products.



## CORE VALUES



### Responsibility

We take full ownership and responsibility of our results.



### Integrity

We are committed to acting with integrity in all our dealings. We believe that integrity is essential for building trust and credibility with our customers, partners, and employees.



### Discipline

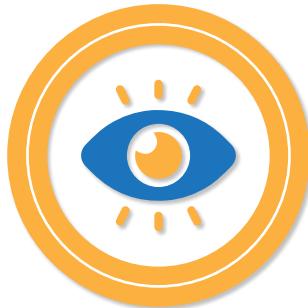
We are committed to achieving higher efficiency and effectiveness through discipline.



### Teamwork

We achieve our mission through teamwork, open communication, respect, and knowledge sharing.

## ABOUT **PT RESOURCES HOLDINGS BERHAD** (CONT'D)



### VISION

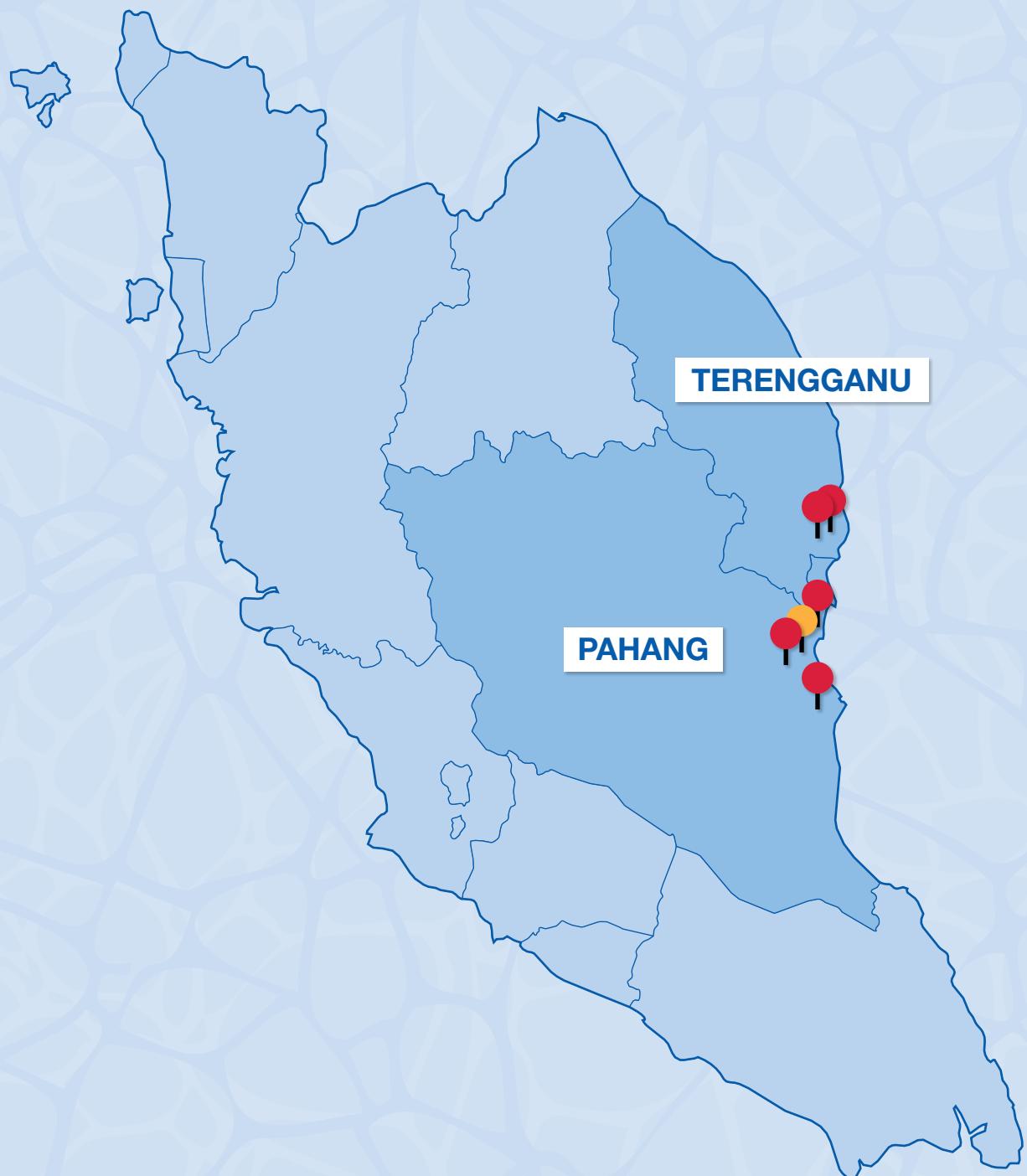
To be a leading food organisation which carries on profitable and sustainable businesses in line with the Group's diverse business development and value creation aspirations and interests of all its stakeholders.



### MISSION

- To carry out the businesses in ways that are both socially and environmentally responsible.
- To enrich people's lives through consistent delivery of high quality food.
- To generate profitable rate of return for shareholders.
- To ensure total customer satisfaction.

# OUR OUTLETS



## OUR OUTLETS (CONT'D)



B22 & 24, Lorong Seri Damai  
Perdana 57, Jalan Gambang,  
25150 Kuantan, Pahang

Ground Floor, No. 41, Jalan  
Sultan Abdullah, 26600 Pekan,  
Pahang

Ground Floor, No. B2/1470,  
Perkampungan Balok Permai,  
Jalan Kuantan-Kemaman,  
26000 Kuantan, Pahang

Ground Floor and Basement Floor,  
K-90K, Taman Idaman, Jalan Jakar,  
24000 Kemaman, Terengganu

Ground Floor, Lot 1052 and 1053,  
and 2<sup>nd</sup> Floor, Lot 1052, Jalan  
Sulaimani, 24000 Kemaman,  
Terengganu



Kompleks Pasar Borong Baru  
Kemunting Kuantan, Jalan  
Kemunting 2, 25100 Kuantan,  
Pahang

# IN THE NEWS

09 Jun 2025 - bernama.com

## PT Resources Calls For Trading Halt, Announces New Coconut Processing Facility In China



KUALA LUMPUR, June 9 (Bernama) -- Trading of ACE Market-listed PT Resources Holdings Bhd (PTRB) shares was halted for one hour today, from 9.00 am to 10.00 am, following the announcement of a new coconut processing facility in China.

In a separate filing with Bursa Malaysia, PTRB stated that the facility will be established under its wholly-owned subsidiary, Fujian HJS International Holdings Co Ltd.

The facility is located in the China-Indonesia Food Industrial Park in Fuqing City, Fujian Province, China.

PTRB, which is primarily involved in the processing and trading of frozen seafood, as well as the trading of meat and non-meat products, is now expanding its food processing capabilities to include coconut-based products.

The group is investing approximately RM17 million (RMB29 million) in the new facility, with the investment fully funded through internally generated funds.

PTRB managing director Heng Chang Hooi said the company is actively exploring business-to-business collaborations with Chinese distributors and manufacturers.

He said these include opportunities for private-label production and original equipment manufacturer (OEM) services as part of its localisation strategy.

"We also aim to leverage Fujian's export infrastructure to access ASEAN markets and will participate in trade exhibitions such as the China Food and Drinks Fair," he said.

Trial production at the coconut processing facility is currently underway, with commercial operations expected to commence by mid-June 2025.

As of 10.47 am, PTRB shares were trading flat at 33 sen, with 10,000 shares changing hands.

10 Jun 2025 - utusan.com.my

## PTRB labur RM17j untuk kemudahan pemprosesan kelapa di China



PETALING JAYA: PT Resources Holdings Berhad (PTRB) mengumumkan pengembangan strategik operasinya menerusi pelaburan bernilai RM17 juta untuk kemudahan pemprosesan kelapa baru di China.

Menurut pemfailan di Bursa Malaysia, kemudahan itu akan dikendalikan oleh anak syarikat milik penuh PTRB, Fujian HJS International Holdings Co., Ltd., dan terletak di Taman Perindustrian Makanari China-Indonesia di Bandar Fuqing, Wilayah Fujian, China.

Taman perindustrian itu merupakan zon ekonomi khas yang direka untuk menyokong pembangunan industri berasaskan makanan melalui integrasi pembuatan, penyelidikan dan pembangunan (R&D), logistik, pengurusan pintar taman perindustrian, serta perkhemdahan sokongan berkaitan.

PTRB disenaraikan di Pasaran ACE Bursa Malaysia Securities Berhad pada 27 September 2022, dan menjadi syarikat milik asing sepenuhnya yang pertama menubuhkan operasi pemprosesan kelapa di dalam taman perindustrian ini dan di China secara keseluruhan, satu pencapaian penting dalam sejarah perkembangan kumpulan.

Pengarah Urusan PTRB, Heng Chang Hooi berkata, pihaknya optimis terhadap permintaan yang semakin meningkat bagi produk berasaskan kelapa di China, disokong oleh populasi besar seramai 1.4 billion orang, minat terhadap pemakanan berasaskan tumbuhan, serta permintaan tinggi terhadap alternatif kepada tenusu.

"Permintaan terhadap air kelapa dan santan kelapa juga menunjukkan peningkatan yang ketara, didorong oleh kesedaran kesihatan yang lebih tinggi dan kecenderungan terhadap minuman semula jadi yang rendah gula.

"Selain itu, alternatif tenusu berasaskan kelapa seperti yogurt kelapa semakin popular, dengan jenama seperti 'Yeo' boleh didapati di platform e-dagang seperti TMall dan pasar raya premium seperti City Super, BHG dan ALDI.

"Di luar segmen makanan dan minuman (F&B), hasil sampingan kelapa seperti tempurung kelapa turut mempunyai kegunaan industri, termasuk dalam penghasilan karbon teraktif yang digunakan dalam penapis udara," katanya.

Kemudahan baharu itu dilengkapi dengan teknologi canggih untuk

menghasilkan pelbagai produk bernilai tambah seperti air kelapa beku, santan kelapa beku, kelapa kering dan derivatif lain berdasarkan kelapa, sekali gus memanfaatkan sepenuhnya potensi buah kelapa.

Pengeluaran percubaan kini sedang dijalankan dan operasi komersial dijangka bermula pada pertengahan Jun 2025.

Pada fasa permulaan, kumpulan akan memberi tumpuan kepada pembekalan produk kelapa beku dan kering kepada pelanggan perniagaan ke-perniagaan (B2B) seperti pengilang F&B di Wilayah Fujian dan kawasan sekitarnya.

Fujian terletak di lokasi strategik sebagai salah satu hab utama import dan pemprosesan kelapa matang di China, yang berfungsi menyokong rangkaian luas pengilang F&B dalam radius 700 kilometer dari kemudahan kumpulan.

Dalam pada itu, Chang Hooi berkata, PTRB kiri sedang giat meneroka kerjasama B2B dengan pengedar dan pengilang di China, termasuk peluang untuk pengeluaran jenama persendirian dan perkhidmatan OEM sebagai sebahagian daripada strategi penyesuaian tempatan.

"Kami juga merancang untuk memanfaatkan infrastruktur eksport di Fujian bagi menembusi pasaran ASEAN, serta akan menyertai pameran perdagangan seperti Pameran Makanan dan Minuman China.

"Dari segi bekalan pula, PTRB sedang dalam proses memastikan bekalan kelapa matang yang konsisten dari Indonesia, yang merupakan antara pengeluar kelapa terbesar di dunia. Usahasama pembekalan ini akan menjaminkan kestabilan bekalan bahan mentah bagi memenuhi permintaan yang dijangkakan," katanya.



# 2025 AT A GLANCE



REVENUE  
**RM558.71**  
MILLION

*RM554.85 million (FYE 2024)*



TOTAL  
ASSETS  
**RM375.50**  
MILLION

*RM350.11 million (FYE 2024)*



GROSS  
PROFIT  
**RM49.47**  
MILLION

*RM84.41 million (FYE 2024)*



PROFIT  
MARGIN  
**2.19%**

*9.55% (FYE 2024)*



PROFIT BEFORE TAX  
("PBT")  
**RM12.48**  
MILLION

*RM52.99 million (FYE 2024)*



PROFIT AFTER TAX  
("PAT")  
**RM12.24**  
MILLION

*RM52.97 million (FYE 2024)*



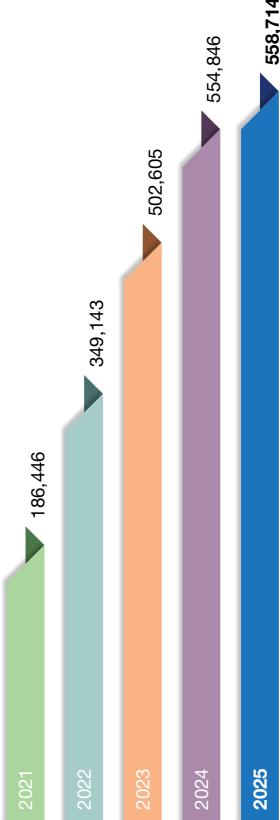
TOTAL  
EQUITY  
**RM209.41**  
MILLION

*RM203.52 million (FYE 2024)*

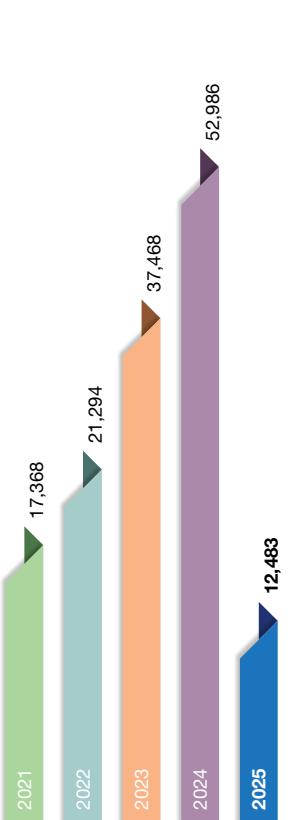
# FINANCIAL HIGHLIGHTS

		2021	2022	2023	2024	2025
Revenue	RM'000	186,446	349,143	502,605	554,846	<b>558,714</b>
Gross Profit	RM'000	28,729	38,614	63,074	84,413	<b>49,469</b>
PBT	RM'000	17,368	21,294	37,468	52,986	<b>12,483</b>
PAT	RM'000	16,056	21,111	36,833	52,969	<b>12,243</b>
Gross Profit Margin		15.41%	11.06%	12.55%	15.21%	<b>8.85%</b>
Profit Margin		8.61%	6.05%	7.33%	9.55%	<b>2.19%</b>
Total Assets	RM'000	117,919	138,657	251,885	350,110	<b>375,496</b>
Total Equity	RM'000	52,219	73,330	157,210	203,522	<b>209,413</b>

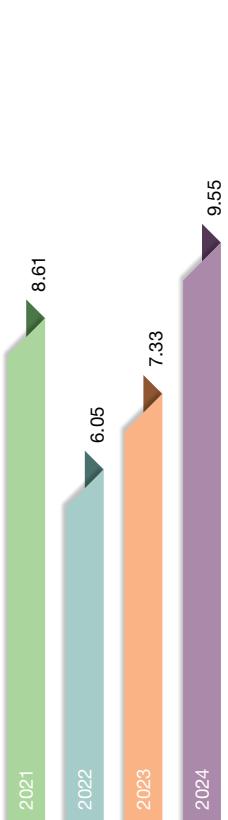
## REVENUE (RM'000)



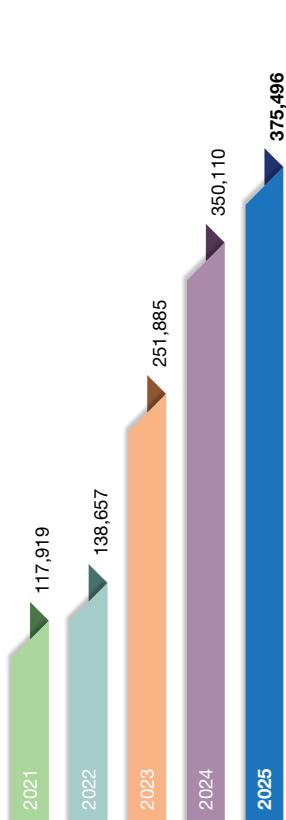
## PBT (RM'000)



## PROFIT MARGIN (%)



## TOTAL ASSETS (RM'000)



# CORPORATE STRUCTURE



**PT RESOURCES HOLDINGS BERHAD**  
(Registration No. 201901032139 (1341469-P))



MALAYSIA



**MHC Coldstorage Sdn Bhd**



**MO Foodmart Sdn Bhd**



**HGMC Holding Sdn Bhd**



**More Distribution Sdn Bhd**



**AI Baik Food Chain Sdn Bhd**



**PT Bio Agro Technologies  
Sdn Bhd**



INDONESIA



**PT MCI International  
Indonesia**



**PT Resources  
International Group**



CHINA



**Fujian HJS International  
Holdings Co., Ltd**

# CORPORATE INFORMATION

## BOARD OF DIRECTORS

**Tan Sri Dato' Dr. Syed Jalaludin Bin Syed Salim**  
(Independent Non-Executive Chairman)

**Heng Chang Hooi**  
(Managing Director)

**Chan Foong Ping**  
(Independent Non-Executive Director)

**Dato' Asmuni Bin Sudin**  
(Independent Non-Executive Director)

**Steven Wong Chin Fung**  
(Independent Non-Executive Director)



### AUDIT AND RISK MANAGEMENT COMMITTEE

**Chairperson**  
Chan Foong Ping

**Member**  
Steven Wong Chin Fung  
Dato' Asmuni Bin Sudin

### NOMINATION AND REMUNERATION COMMITTEE

**Chairman**  
Dato' Asmuni Bin Sudin

**Member**  
Chan Foong Ping  
Steven Wong Chin Fung

### COMPANY SECRETARIES

Tea Sor Hua  
(MACS 01324)  
SSM PC No. 201908001272  
Winnie Goh Kah Mun  
(MAICSA 7068836)  
SSM PC No. 202308000205

### AUDITORS

Grant Thornton Malaysia PLT  
Chartered Accountants  
Level 11, Sheraton Imperial Court  
Jalan Sultan Ismail  
50250 Kuala Lumpur  
Wilayah Persekutuan  
📞 03-2692 4022  
📠 03-2691 5229

### PRINCIPAL BANKERS

Bank Pertanian Malaysia Berhad  
MBSB Bank Berhad  
Bank of China (Malaysia) Berhad  
Hong Leong Bank Berhad  
Malayan Banking Berhad  
AmBank (M) Berhad  
SME Bank Malaysia Berhad  
Public Bank Berhad  
Xiamen International Bank

### PRINCIPAL PLACE OF BUSINESS

**Head Office**  
Menara Generali, Level 15,  
Unit 15-03 & 15-03A  
27, Jalan Sultan Ismail  
50250 Kuala Lumpur  
Wilayah Persekutuan  
Malaysia  
📞 03-4813 0025

Kuantan Integrated Fish Processing Park (KIFPP)  
Jalan Seri Kemunting 2  
Tanah Putih, 25100 Kuantan  
Pahang Darul Makmur  
📞 09-515 6666  
📠 09-513 0700  
✉️ info@ptresourcesgroup.com.my  
🌐 www.ptresourcesgroup.com.my

### REGISTERED OFFICE

Third Floor, No. 77, 79 & 81  
Jalan SS21/60, Damansara Utama  
47400 Petaling Jaya  
Selangor Darul Ehsan  
📞 03-7725 1777  
📠 03-7722 3668  
✉️ info@cospec.com.my

### SPONSOR

CGS International Securities Malaysia Sdn. Bhd.  
Level 29, Menara Aras Raya  
No. 11, Jalan Raja Laut  
50350 Kuala Lumpur  
Wilayah Persekutuan  
📞 03-2635 8888  
📠 03-2602 0119

### SHARE REGISTRAR

Boardroom Share Registrars Sdn. Bhd.  
11<sup>th</sup> Floor, Menara Symphony  
No. 5, Jalan Prof. Khoo Kay Kim  
Seksyen 13, 46200 Petaling Jaya  
Selangor Darul Ehsan  
📞 03-7890 4700  
📠 03-7890 4670  
✉️ info.my@boardroomlimited.com

### STOCK EXCHANGE

ACE Market of Bursa Malaysia  
Securities Berhad  
Stock name: PTRB  
Stock Code: 0260

# BOARD OF DIRECTORS

## TAN SRI DATO' DR. SYED JALALUDIN BIN SYED SALIM

*Independent Non-Executive Chairman*



**Tan Sri Dato' Dr. Syed Jalaludin Bin Syed Salim ("Tan Sri Jalaludin") was appointed to the Board on 14 July 2020.**

He completed his Bachelor of Veterinary Science degree from University of Punjab, Pakistan in 1967 before pursuing his Master of Philosophy as well as Doctor of Philosophy (PhD) from University of London, United Kingdom in 1970 and 1977 respectively. He was honoured with six honorary doctorates, including Doctor of Science from University of Hull, United Kingdom in 1999, Doctor of Science from Soka University, Japan in 2000, Doctor of Agriculture Technology from Thaksin University, Thailand in 2005, Doctor of Science from Open University Malaysia in 2006, Doctor of Engineering from Universiti Malaysia Perlis in 2008, and Honorary Doctorate of Arts in Education from Eastern Asia University, Thailand in 2020. In addition, he was admitted as an Honorary Fellow member of Kolej Pakar Veterinar Malaysia in 2018.

His illustrious career began as an assistant lecturer at University of Malaya's Faculty of Agriculture in 1969 before joining Universiti Pertanian Malaysia (previously

known as Universiti Putra Malaysia ("UPM") as a lecturer at the Faculty of Veterinary & Animal Science in 1975. He retired as the Vice Chancellor of UPM in 2001. He was honoured with the National Science Laureate in 1993 and the National Academic Laureate in 2007. He is a Fellow (with the title of academician) at the Academy of Sciences Malaysia, as well as an Emeritus Professor of Universiti Malaysia Terengganu and UPM. He also serves as the Chancellor of Taylor's University and is a member of the Executive Committee and Governing Board of the International Centre for Education in Islamic Finance.

Tan Sri Jalaludin was the founding Chairman of Halal Industry Development Corporation Sdn. Bhd., an agency responsible for promoting the participation and facilitating the growth of halal industry players and development of Halal ecosystem in Malaysia.

He is currently an Independent Non-Executive Chairman of SL Innovation Capital Berhad, a public company listed on the LEAP Market of Bursa Malaysia Securities Berhad since 30 November 2017. Additionally, he serves as a Director

in several private limited companies in Malaysia.

As an Independent Non-Executive Chairman of the Company, Tan Sri Jalaludin plays an important role in ensuring that the Board fulfil its duties and that the Company adheres to the best corporate governance practices. Tan Sri Jalaludin attended all five (5) Board meetings held during the financial year ended 30 April 2025. He has no any family relationship with any Director and/or major shareholder of the Company, nor any conflict of interest or potential conflict of interest, including interest in any competing business with the Company or its subsidiaries. He has also neither been convicted for any offences within the past five (5) years other than traffic offences, if any, nor received any public sanctions or penalties imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.

# BOARD OF DIRECTORS (CONT'D)

## HENG CHANG HOOI

*Managing Director*



**Mr. Heng Chang Hooi ("Mr. Heng") is the founder and Managing Director of PT Resources Holdings Berhad. He was appointed to the Board on 6 September 2019, assuming the responsibility of overseeing strategic direction, and overall business operations of the Group.**

Mr. Heng started his entrepreneurship journey as a management trainee at Thein Shing Trading, a seafood trading company owned by his family to learn the ropes of operating a business. The hard work invested gave him invaluable experience in running the business and with the experience built over the years, he saw a great potential for the company to grow and become a leader in the industry. Hence, in 2002, Mr. Heng formally joined Thein Shing Trading to broaden his involvement in the business.

As a strategic move to expand the business and propel its growth, Mr. Heng together with his father co-founded Meng How (M) Sdn. Bhd. (formerly known as Thein Shing Enterprise Sdn. Bhd.) in 2007. Designed to corporatise the family business, the new entity was also

aimed to diversify its product range to include trading in other frozen and processed foods for both local and international markets.

Through his sole proprietorship, MO Frozen Food founded in 2010, Mr. Heng established another brand of frozen seafood and related products under the label, "MO Frozen Food". The corporate identity of MO Frozen Food was later improved to exude its brand value under a new name, "MO" in 2012. Subsequently, he ventured into frozen seafood processing through MHC Coldstorage Sdn. Bhd. ("MHC") to enrich the company's value chain.

To strengthen the business presence in the industry further, Mr. Heng together with his father established Freshzo Seafood Sdn. Bhd. (formerly known as Meng How (Sabah) Sdn. Bhd.) ("Freshzo Seafood"). Freshzo Seafood, was granted an operating license to source raw supplies from fish landing jetties within the state, helping the Group to add value to its supply chain. His extensive experience in managing these enterprises has played a vital role in building his vast network of suppliers and customers within the

seafood industry.

Mr. Heng took another strategic step to grow the business further by consolidating the subsidiaries under his stewardship namely MHC Coldstorage Sdn. Bhd., MO Foodmart Sdn. Bhd., HGMC Holding Sdn. Bhd., PT Bio Agro Technologies Sdn. Bhd. and Al Baik Food Chain Sdn. Bhd. by placing them under an investment holding company, PT Resources Holdings Berhad.

Mr. Heng does not hold directorships in any other public companies and listed issuer in Malaysia. He attended all five (5) Board meetings held during the financial year ended 30 April 2025. He has no any family relationship with any Director and/or major shareholder of the Company, nor any conflict of interest or potential conflict of interest, including interest in any competing business with the Company or its subsidiaries. He has also neither been convicted for any offences within the past five (5) years other than traffic offences, if any, nor received any public sanctions or penalties imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.

# BOARD OF DIRECTORS (CONT'D)

## CHAN FOONG PING

*Independent Non-Executive Director*



**Ms. Chan Foong Ping (“Ms. Chan”) was appointed to the Board of PT Resources Holdings Berhad as an Independent Non-Executive Director on 11 November 2020. She is the Chairperson of the Audit and Risk Management Committee and a member of the Nomination and Remuneration Committee.**

She graduated from Universiti Putra Malaysia with a Bachelor of Accountancy in 1995. A Chartered Accountant by profession, Ms. Chan is a member of the Malaysian Institute of Accountants since 1998.

Her career began as an Audit Assistant at Kassim Chan & Co in 1995 and later promoted as a Senior Associate before joining Sepang Education Center Sdn. Bhd. as an Accounting Manager in 1998. She was subsequently recruited by Phillips Seafood (East Malaysia) Sdn. Bhd. to become its Financial Controller in 2000 where she played a pivotal role in the establishment of its new manufacturing plant by leveraging on pioneer tax incentives to drive growth for its Malaysian operations. Ms. Chan was promoted to become the company's Regional Financial Controller in 2005. Then

in 2006, she was appointed as the Executive Director of Phillips Foods International (Hong Kong) Limited and in this capacity, she oversaw the overall financial aspects of seafood processing plants across the company's international operations. In addition, she played a key role in the establishment and oversight of shared service centres located in Indonesia and India, enhancing the efficiency and effectiveness of financial reporting processes for the group of companies.

Ms. Chan joined Resource Holding Management Limited, formerly known as RedHot Media International Limited, as the Group Finance Director in 2011. Since 2014, she was an independent consultant to private organizations such as Paracelsus Suisse International Limited and Swiss Biological Medicine Group Ltd; providing insight guidance on corporate strategies, business development, corporate finance, and governance.

Currently, Ms. Chan serves as an Independent Non-Executive Director at Seremban Engineering Berhad, Success Transformer Corporation Berhad, and SFP Tech

Holdings Berhad, all of which are public companies listed on the Main Market of Bursa Malaysia Securities Berhad. Her appointment to those positions commenced on 22 April 2016, 23 September 2016, and 16 August 2021 respectively.

Ms. Chan attended all five (5) Board meetings convened during the financial year ended 30 April 2025. Ms. Chan has no any family relationship with any Director and/or major shareholder of the Company, nor any conflict of interest or potential conflict of interest, including interest in any competing business with the Company or its subsidiaries. She has also neither been convicted for any offences within the past five (5) years other than traffic offences, if any, nor received any public sanctions or penalties imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.

# BOARD OF DIRECTORS (CONT'D)

## DATO' ASMUNI BIN SUDIN

*Independent Non-Executive Director*



**Dato' Asmuni Bin Sudin ("Dato' Asmuni") was appointed to the Board on 11 November 2020. He is the Chairman of the Nomination and Remuneration Committee and a member of the Audit and Risk Management Committee.**

Dato' Asmuni graduated from the University of Malaya with a Bachelor of Economics in 1980. In addition, he has been a member of the Chartered Institute of Islamic Finance Professionals since 2019.

He started his career as a Trainee Officer with Malayan Banking Berhad ("Maybank") in 1981, and steadily progressed through the ranks, to become a Branch Manager in 1989. He was appointed as the bank's Regional Head of Business Banking in 2004, General Manager (Brunei) in 2009, and Regional Director in 2010. His tenure with the bank enabled him to gain extensive experience in various banking functions, including retail,

small & medium enterprises, and commercial financing.

After serving Maybank in various capacities for thirty (30) years, Dato' Asmuni joined Bank Pertanian Malaysia Berhad as its Chief Financial Services Officer in 2011. In this capacity, he was responsible for managing the overall business operations related to corporate, commercial, small & medium enterprises, micro-financing, and consumer financing. Subsequently, in 2017, he joined Bank Kerjasama Rakyat Malaysia Berhad as its Chief Operating Officer, overseeing the bank's business planning and operations before he retired from the bank in 2019.

Currently, Dato' Asmuni serves as an Independent Non-Executive Chairman of One Glove Group Berhad, a public company listed on the Main Market of Bursa Malaysia Securities Berhad. Additionally, he serves as an Independent Non-

Executive Director in Malaysia Debt Ventures Berhad and SPB Development Berhad respectively.

Dato' Asmuni attended all five (5) Board meetings held during the financial year ended 30 April 2025. He has no any family relationship with any Director and/or major shareholder of the Company, nor any conflict of interest or potential conflict of interest, including interest in any competing business with the Company or its subsidiaries. He has also neither been convicted for any offences within the past five (5) years other than traffic offences, if any, nor received any public sanctions or penalties imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.

## BOARD OF DIRECTORS (CONT'D)

### STEVEN WONG CHIN FUNG

*Independent Non-Executive Director*



**Mr. Steven Wong Chin Fung ("Mr. Steven") was appointed to the Board on 8 July 2021. He is a member of the Audit and Risk Management Committee and a member of the Nomination and Remuneration Committee.**

Mr. Steven completed his Bachelor of Laws from the University of Melbourne, Australia in 1990 and became a member of the Malaysian Bar on 8 February 1991. He commenced his career as a professional legal practitioner when he joined Arifin & Partners in 1990 and later was appointed as the firm's Legal Associate in 1991 before he was admitted as a partner in 1995. His outstanding performance prompted the firm to appoint him as its Managing Partner in 2018.

His tenure at Arifin & Partners enabled him to gain extensive experience in various legal areas, including corporate and commercial law, litigation, family law, and industrial relations/labour law. His expertise in corporate and commercial law encompasses mergers and acquisitions, legal due diligence for listings and corporate exercises, joint ventures, distributorships, licensing and franchise agreements, media & entertainment law, liquidation & receivership, debt restructuring, and sale and purchase transactions.

He has effectively represented companies, individuals, and societies in contract claims, construction law disputes, consumer and commercial loan recovery, enforcement of bank securities (both conventional and Islamic), injunctions, general debt recovery, real property contractual disputes, land matters, and other commercial disputes.

In the field of family law, Mr. Steven has provided valuable advice and representation in divorce cases, judicial separations, polygamous marriages, bigamy, child custody matters, guardianship, and adoption proceedings. Additionally, he possesses extensive experience in industrial relations and labour law, advising on employment law matters, misconduct or disciplinary procedures, and management procedures.

Throughout his illustrious career spanning over thirty (30) years, Mr. Steven has served a diverse clientele, including public listed companies, private limited companies, financial institutions, nonprofit organizations, societies, and individuals, demonstrating his versatility and breadth of expertise.

He is currently serving as an Independent Non-Executive Chairman of XIN Synergy Group Berhad, a public company listed

on the Main Market of Bursa Malaysia Securities Berhad since 3 November 2023. Additionally, he serves as a Director in several private limited companies in Malaysia.

He attended all five (5) Board meetings held during the financial year ended 30 April 2025. He has no family relationship with any Director and/or major shareholder of the Company, nor any conflict of interest or potential conflict of interest, including interest in any competing business with the Company or its subsidiaries. He has also neither been convicted for any offences within the past five (5) years other than traffic offences, if any, nor received any public sanctions or penalties imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.

# KEY SENIOR MANAGEMENT TEAM

## LAI JI HWA

*Group Financial Controller*



**Mr. Lai Ji Hwa (“Mr. Ji Hwa”) is the Group Financial Controller and is responsible for overseeing the Group’s accounting and financial functions as well as legal, risk and compliance functions.**

His academic and working experience background related to accounting, auditing, finance, tax & legal, and sustainability & governance in various global corporates has given him a wider spectrum of knowledge and expertise in his line of duty as the Group Financial Controller. These has enabled him to help the Group charts its future strategic growth plan.

Mr. Ji Hwa has a Bachelor of Science (Hons) in Accounting & Finance from the University of London. Having passed his Association of Chartered Certified Accountants (ACCA) and the Malaysian Institute of Accountants (MIA) examinations, Mr. Ji Hwa is now a qualified Chartered Accountant.

His career began at KPMG, an international audit and corporate consultancy firm where he gained knowledge and exposure to only corporate finance, but also into other business and non-business

related areas.

To enrich his finance expertise in the corporate sector, Mr. Ji Hwa joined Genpact, an international corporate entity which provides business and technology services towards digital transformation, innovation, and growth to companies around the world. Subsequently, he moved to AstraZeneca, a global pharmaceutical company based in the United Kingdom. Later, he joined Assa Abloy Group, a Swedish company which is the largest global supplier in access solution products for homes, businesses, and institutions. Before joining PT Resources Holdings Berhad, Mr. Ji Hwa took a short break from the corporate finance scene to join EY, an international audit and corporate consultancy firm to gain a deeper insight into contemporary and best corporate practices.

The various corporate expertise he brought along to the Group is an asset to help PT Resources Holdings Berhad to grow further both horizontally and vertically.

He does not hold any directorships in public companies and listed issuer in Malaysia. He does not have any family relationship with any

Director and/or major shareholder of the Company and any conflict of interest or potential conflict of interest, including interest in any competing business with the Company or its subsidiaries.

He has also neither been convicted for any offences within the past five (5) years other than traffic offences, if any, nor received any public sanctions or penalties imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.

## KEY SENIOR MANAGEMENT TEAM (CONT'D)

### YONG ZI FUNG

Head of Operations (MHC)



**Mr. Yong Zi Fung (“Mr. Zi Fung”) is the Head of Operations of MHC Coldstorage Sdn. Bhd. (“MHC”) and for responsible in overseeing the overall operations of the Group’s processing activities.**

Mr. Zi Fung studied at Sekolah Menengah Kebangsaan Sri Permata in Petaling Jaya, Selangor. He began his career with MHC as a production assistant upon completing his Sijil Pelajaran Malaysia in 2015. Having displayed excellent performance, he was promoted to the post of Processing Supervisor in 2016 where he supervised the Group’s seafood processing activities and performed quality control inspection at the same time. The Group entrusted him to procure seafood supplies from fishing enterprises which requires skills in identifying suitable supplies and negotiating prices and terms with suppliers.

His excellent skills and efficiency in handling tasks entrusted to him earned him another promotion in 2017 to the post of Procurement Executive. His line of duty includes procurement of the Group’s raw materials and expanding its customers’ and suppliers’ bases.

Mr. Zi Fung was promoted to the post of Head of Operations of MHC in 2020 where his responsibilities are managing the Group’s overall processing activities which include procurement, production and inventory control management. Having acquired close rapport with the Group’s clientele and supply bases over the years, he is also tasked to assist the Managing Director to maintain close rapport with them.

He does not hold any directorships in public companies and listed issuer in Malaysia. He does not have

any family relationship with any Director and/or major shareholder of the Company and any conflict of interest or potential conflict of interest, including interest in any competing business with the Company or its subsidiaries.

He has also neither been convicted for any offences within the past five (5) years other than traffic offences, if any, nor received any public sanctions or penalties imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.

# CHAIRMAN'S STATEMENT

## DEAR STAKEHOLDERS,

On behalf of the Board of Directors (“Board”), I am pleased to present the Annual Report of PT Resources Holdings Berhad (“PTRB” or “the Company”) for the financial year ended 30 April 2025 (“FYE 2025”).

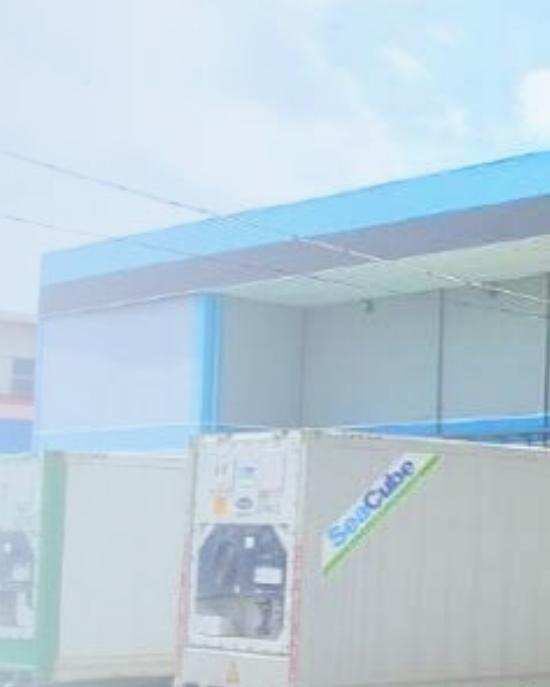


**Tan Sri Dato' Dr. Syed Jalaludin Bin Syed Salim**  
Independent Non-Executive Chairman

FYE 2025 was a year of strategic realignment amid a backdrop of global uncertainty. Trade tensions, fluctuating commodity prices, and evolving regulatory expectations placed pressure on the global food supply chain. Despite these challenges, PTRB remained resilient and focused - delivering a steady revenue of **RM558.7 million**, a **0.7%** increase year-on-year. This achievement reflects our strong market relationships and our ability to adapt to shifting demand patterns across our key markets.



Profitability, however, was affected by a competitive pricing landscape and an increased focus on lower-margin product lines, resulting in our gross profit declining to RM49.5 million. In response, we implemented cost-saving measures, reducing our administrative expenses by 8.6% and strengthening our cash position by 25.2%. These efforts not only preserved our financial health but also positioned us to capitalise on future opportunities.



## CHAIRMAN'S STATEMENT (CONT'D)



### BUILDING A STRONGER FOUNDATION FOR LONG-TERM GROWTH

Our strategic focus in FYE 2025 centred on preserving market share, diversifying our revenue streams, and setting the stage for margin recovery. Throughout FYE 2025, we were focused on strengthening our operational resilience and longer-term transformation.

Despite the challenges, demand remained healthy in our key markets. We prioritised volume and long-term customer relationships which resulted in higher sales of minimally processed seafood products. At the same time, we laid the groundwork for entry into a higher margin segment and explored new markets, including the European Union ("EU"), an export market known for its quality and sustainability requirements. I am pleased to report that regulatory compliance and licencing certifications are currently in progress to support our expansion into this potential market.

In Malaysia, our domestic delivered strong growth of 18.1% year-on-year. This was driven by initiatives such as our Umrah customer campaign, continuous engagement with consumers, and rollout of our new MyLaut brand products in our retail and wholesale outlets.

Operationally, we continued investing in infrastructure

to support our growth. The construction of our new cold storage warehouse in Kuantan progressed steadily and is expected to be commissioned by mid-2026. Once completed, the new cold storage warehouse will reduce handling times, improve efficiency, and expand our processing and storage capabilities.

### VENTURING INTO PLANT-BASED PRODUCTS

A significant milestone this year was the establishment of a coconut processing facility in Fujian, China. Strategically located within the China-Indonesia Food Industrial Park, this facility marks our entry into the plant-based product segment and aligns with the global trend toward dairy-free and health-conscious alternatives. This strategic move leverages our core expertise in frozen and dried food processing while unlocking access to the growing demand for dairy-free and health-conscious alternative products. This segment has immense potential, and we are in discussions with food and beverage players to introduce private label products aimed at the business-to-business (B2B) segment in China.

This venture is part of our broader strategy to build more resilient revenue streams, improve margin stability, and future-proof our business against cyclical shocks in the seafood sector.

# CHAIRMAN'S STATEMENT (CONT'D)

## GOVERNANCE, RESPONSIBILITY, AND STAKEHOLDER TRUST

Good governance continues to serve as the foundation of our long-term strategic direction. Throughout the FYE 2025, the Board ensured full compliance with the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Securities") and the Malaysian Financial Reporting Standards ("MFRS"). We maintained internal audit oversight across the Company and its subsidiaries ("Group") and continued to ensure proper governance over the utilisation of our initial public offering ("IPO") proceeds.

We also advanced our commitment to sustainability. Key initiatives included promoting ethical sourcing, adhering to our halal certification, and supporting communities through flood relief programmes and pilgrimage sponsorships. In the financial year ending 30 April 2026 ("FYE 2026"), we will formally implement a Group-wide Environmental, Social, and Governance (ESG) Policy, with clear metrics integrated into our operations and Board-level decision-making.

## LOOKING AHEAD: STRATEGIC PRIORITIES FOR FYE 2026

The outlook remains challenging, with inflationary pressures, regulatory changes, and geopolitical risks likely to persist. Nevertheless, we approach FYE 2026 with cautious optimism and a clear set of strategic priorities.

Our immediate focus is on margin recovery - optimising our product mix by moving toward higher-value seafood products and rolling out our new portfolio of plant-based products. In tandem, we will drive retail growth by enhancing the MO Wholesale platform, improving customer experience, and expanding our MyLaut brand product range to cater to evolving consumer preferences. We look forward to the launch of our MO Wholesale mobile application in the first half of FYE 2026.

We are also advancing our market diversification strategy, with efforts underway to strengthen our presence in the ASEAN and Middle East markets, while accelerating regulatory readiness for European Union market entry. Operationally, we aim to bolster agility through digitalisation, improved supply chain responsiveness, and completion of our new cold storage warehouse in Kuantan.

Through disciplined execution, we remain committed to restoring profitability, enhancing resilience, and delivering long-term value for all stakeholders.

## APPRECIATION

On behalf of the Board, I would like to extend my heartfelt appreciation to our shareholders for your continued trust and support. I also wish to thank our employees for their unwavering commitment, and our customers, partners, and suppliers for their belief in our vision and products. To my fellow Board members, thank you for your ongoing guidance and stewardship.

As we move into FYE 2026, we remain committed to building PTRB into a future-ready, globally competitive food solutions provider.

Thank you.

**Tan Sri Dato' Dr. Syed Jalaludin Bin Syed Salim**  
Independent Non-Executive Chairman

# MANAGEMENT DISCUSSION AND ANALYSIS

## OUR OPERATIONS

PT Resources Holdings Berhad (“PTRB” or “the Company”) is an investment holding Company. Through PTRB and its subsidiaries (“Group”), we are principally engaged in the processing and trading of frozen and dried seafood products, complemented by retail and wholesale of food and non-food products through our MO-branded outlets. Our integrated operations span sourcing, processing, packaging, and distribution, targeting both local and export markets.



We procure wild-caught and farm-raised seafood from local and international wholesalers, aquaculture farms, and fishing enterprises. These are processed at our Kuantan Integrated Fish Processing Park (“KIFPP”) Processing Facility, strategically located near the fish landing jetty in the LKIM Complex, Kuantan. As the anchor company at KIFPP, we enjoy proximity advantages for raw material access and distribution.

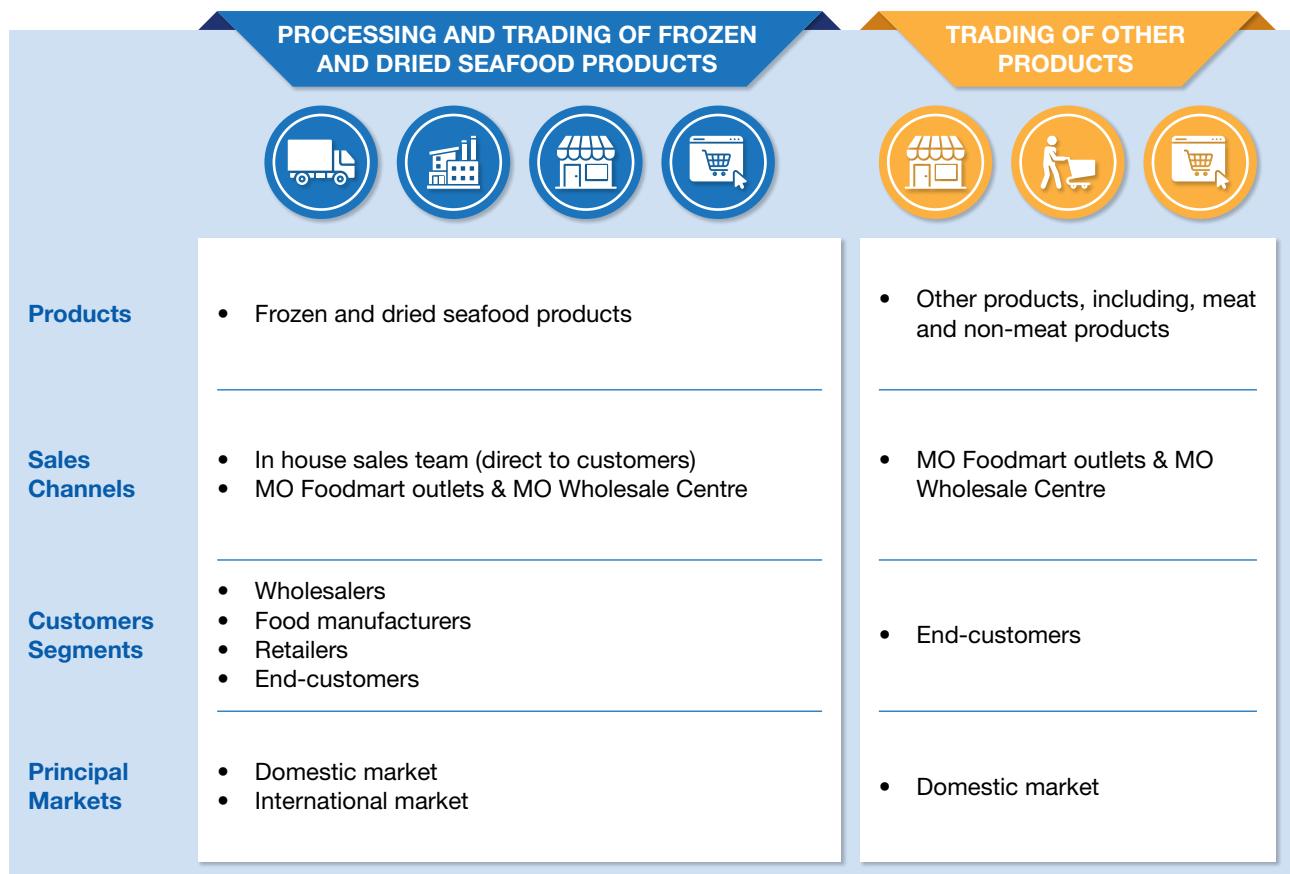


# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OUR OPERATIONS (CONT'D)

Our frozen and dried seafood products are sold to wholesalers, food manufacturers, and retailers across Malaysia, China, Saudi Arabia, and other key markets. To ensure freshness and quality, we maintain cold chain logistics using both internal fleets and third-party logistics providers. In addition to seafood, our MO Foodmart outlets, and MO Wholesale Centre offer meats, vegetables, dry goods, beverages, and non-food items such as cleaning supplies and packaging. These outlets also provide value-added services such as deboning, slicing, mincing, and cutting of meat products. Our MO Wholesale Centre supports bulk purchasing with vacuum-packed and skin-packed options tailored for foodservice and retail clients.

The following is an overview of our business model:



In June 2025, we completed the commissioning of a coconut processing facility in Fujian, China, marking our initial entry into plant-based food manufacturing. This strategic diversification supports our expansion into natural and dairy-free product segments, in response to rising demand across the Asia-Pacific region.

In line with our commitment to digital innovation, we are preparing for the launch of our MO Wholesale mobile application in the financial year ending 30 April 2026 ("FYE 2026"), aimed at enhancing customer convenience and improving order management.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## REVIEW OF FINANCIAL RESULTS AND OPERATIONS

### OPERATING ENVIRONMENT

The financial year ended 30 April 2025 ("FYE 2025") was characterised by a complex and challenging operating environment. The global and regional economic landscape remained mixed, with moderate recovery in some markets counterbalanced by inflationary pressures and cautious consumer spending. Notably, the ongoing U.S. tariff tensions introduced additional complexity in cross-border trade, indirectly impacting market sentiment and supply chain planning. Domestically, Malaysia maintained a relatively stable demand environment, while certain export markets faced slower momentum.

For the seafood industry in particular, the volatility of raw material prices and shifting consumer patterns introduced both cost and demand-side pressures. Market competition intensified, particularly in price-sensitive segments, exerting pressure on pricing strategies and operational margins.

Although global freight costs have moderated from the pandemic-era peaks, they remained elevated relative to pre-pandemic norms. The Group worked closely with logistics partners to manage shipping schedules and control cost escalation while ensuring timely deliveries.

Exchange rate fluctuations, especially involving the Malaysian Ringgit against the US Dollar and Chinese Renminbi, affected export profitability and import cost structures. The Group actively monitored these risks and adjusted its pricing and procurement strategies accordingly.

Despite these headwinds, the Group remained agile, focusing on strategic sourcing, strengthening its brand portfolio, and enhancing market adaptability, particularly under our MyLaut brand.

### STRATEGIC INITIATIVES

The Group is implementing several key initiatives to strengthen our long-term positioning:



#### Product Strategy

To address margin pressure, the Group is introducing value-added seafood products and expanded its portfolio to include non-seafood food solutions. The introduction of vacuum- and skin-packed offerings, and the prioritisation of volume in existing contracts, were part of efforts to preserve customer relationships while setting the stage for future earnings recovery.



#### Diversification into Plant-Based Food

In line with evolving global consumer trends, the Group commissioned a coconut processing plant in Fujian, China. The facility produces coconut milk and water for private label and B2B markets, representing a significant step in diversifying our revenue base and entering the plant-based food segment, an industry valued at over USD2.1 billion regionally.



#### Expansion of Retail and Digital Platforms

Retail segment growth was supported by the expansion of MyLaut brand products and deeper penetration into the grocery channel. The launch of our MO Wholesale mobile application enabled a more streamlined purchasing experience for B2B customers, reinforcing customer loyalty and enabling data-driven inventory planning.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## REVIEW OF FINANCIAL RESULTS AND OPERATIONS (CONT'D)

### STRATEGIC INITIATIVES (CONT'D)

The Group implemented several key initiatives in FYE 2025 to strengthen our long-term positioning (Cont'd):



#### Strategic Shift in Market Segment

Our MyLaut brand achieved a key milestone by entering the grocery retail segment, transitioning us closer to the end-customers. This marks a strategic shift from primarily B2B operations to a more customer-facing approach, with more product innovations and category expansions in the pipeline.



#### Infrastructure Investment

Construction of a new cold storage facility in Kuantan progressed steadily during FYE 2025. Once completed, this facility will enhance processing and storage capacity, enable better cost control, and support increased export readiness.



#### Market Expansion

While no entirely new international markets were entered during FYE 2025, we deepened our presence in existing export destinations such as the United Arab Emirates and China, notably through participation in international exhibitions and trade platforms. These efforts have enhanced brand visibility and strengthened business development pipelines.

The Group is preparing for entry into the European Union ("EU") seafood market, which will broaden our export base. Regulatory compliance and quality certifications are being aligned to EU standards.

## FINANCIAL PERFORMANCE

The Group recorded a revenue of RM558.7 million for FYE 2025, a slight increase of 0.7% compared to RM554.8 million in the financial year ended 30 April 2024 ("FYE 2024"). Revenue growth was driven by robust domestic sales, which rose 18.1% to RM328.4 million (FYE 2024: RM277.9 million), largely supported by retail campaigns and the growth of our MyLaut brand products. However, overseas sales declined by 16.9% to RM230.3 million (FYE 2024: RM276.9 million), primarily due to reduced demand from China and foreign exchange headwinds. The reduced demand from China was partially offset by the increase in sales from Saudi Arabia.

Gross profit declined by 41.3% to RM49.5 million (FYE 2024: RM84.4 million), with gross profit margin narrowing to 8.8% from 15.2%. The margin erosion was largely due to a shift in sales mix toward lower-margin, minimally processed seafood products to retain market share. Additionally, the Group adopted competitive pricing strategies, further impacting profitability.



**REVENUE**  
**RM558.7**

MILLION  
*FYE 2024: RM554.8 million*



**GROSS PROFIT**  
**RM49.5**

MILLION  
*FYE 2024: RM84.4 million*

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## REVIEW OF FINANCIAL RESULTS AND OPERATIONS (CONT'D)

### FINANCIAL PERFORMANCE (CONT'D)

Net profit dropped to RM11.2 million (FY2024: RM53.0 million). This was partly offset by a 8.6% reduction in administrative expenses, from RM35.2 million to RM32.1 million. The Group sustained a strong cash flow position, supported by RM8.9 million generated from operating activities, and ended the year with a cash and cash equivalents balance of RM72.7 million.



NET PROFIT  
**RM11.2**  
MILLION  
FYE 2024: RM53.0 million

As of 30 April 2025, the Group had utilised RM39.7 million of its RM48.6 million IPO proceeds, mainly for the development of our new Kuantan cold storage facility and working capital requirements.

### DIVIDEND

The Group declared a first interim single-tier of 0.99 sen per share, amounting to RM5.3 million for FYE 2025, which was paid out on 11 November 2024, in line with our commitment to deliver shareholder value.

### REVENUE BY SEGMENT

	FYE 2025 (RM'000)	FYE 2024 (RM'000)	Variance
Processing and trading of frozen and dried seafood products	526,502	525,629	-0.8%
Trading of other products	32,212	29,217	+27.9%
<b>TOTAL</b>	<b>558,714</b>	<b>554,846</b>	<b>0.7%</b>

### REVENUE BY GEOGRAPHICAL LOCATION

	FYE 2025 (RM'000)	FYE 2024 (RM'000)	Variance
Malaysia	328,395	277,882	+18.2%
Saudi Arabia	41,084	29,882	+37.5%
China	176,548	235,442	-25.0%
Others*	12,687	11,640	+9.1%
<b>TOTAL</b>	<b>558,714</b>	<b>554,846</b>	<b>0.7%</b>

\*South Korea, Indonesia, Thailand, Singapore, the United Arab Emirates and Vietnam.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## REVIEW OF FINANCIAL RESULTS AND OPERATIONS (CONT'D)

### RISK MANAGEMENT

The Group remains committed to proactive risk management as an integral part of our strategic and operational decision-making. In FYE 2025, we continued to monitor and mitigate key risks that could impact our business continuity, profitability, and long-term sustainability. The principal risks and our mitigation strategies are summarised as follows:



#### Raw Material Price Volatility

The Group is exposed to fluctuations in seafood raw material prices due to seasonality, supply-demand imbalances, and environmental conditions affecting harvest and yield.

*Mitigation:* We actively diversify our sourcing channels and optimise procurement timing based on market intelligence. By maintaining close relationships with key suppliers, we aim to secure consistent supplies at competitive pricing.



#### Foreign Exchange Risk

A significant portion of the Group's revenue and procurement activities is denominated in foreign currencies, particularly USD and RMB, exposing us to exchange rate volatility that may impact margins.

*Mitigation:* We continuously monitor currency movements and adopt flexible pricing strategies, including multi-currency billing and hedging through natural offsets, to minimise foreign exchange impact on financial performance.



#### Geopolitical and Trade Risks

Escalating geopolitical tensions, such as trade disputes between major economies or regional instability in the Middle East, may disrupt trade routes, delay shipments, or dampen demand in affected markets.

*Mitigation:* The Group maintains a geographically diversified customer base and continues to expand into new markets to reduce dependence on any single region or trade corridor.



#### Operational Disruptions and Logistics Challenges

Global supply chain disruptions, including rising logistics costs, port congestion, and shipment delays, pose operational risks that may impact inventory turnover and cost structures.

*Mitigation:* We work closely with logistics partners to optimise shipping schedules and maintain buffer inventory for critical stock keeping units ("SKUs") to safeguard supply reliability.



#### Margin Pressure from Product Mix

Increased sales contribution from lower-margin, minimally processed seafood products—driven by competitive pricing pressures—has impacted overall profitability.

*Mitigation:* The Group is increasing our focus on value-added offerings and branded products, such as our MyLaut brand products, to improve margin and enhance brand equity in both domestic and export markets.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## REVIEW OF FINANCIAL RESULTS AND OPERATIONS (CONT'D)

### SUSTAINABILITY AND GOVERNANCE

Sustainability is embedded in our commitment to delivering long-term value for stakeholders while operating responsibly across our value chain. In FYE 2025, we took deliberate steps to strengthen our environmental, social, and governance ("ESG") foundation, aligning business priorities with broader sustainability outcomes.



#### Social Responsibility and Community Engagement

The Group launched targeted customer engagement campaigns during the financial year, most notably the Umrah sponsorship initiative. These efforts not only deepened our connection with customers but also reinforced our brand's reputation for community care and inclusivity. Initiatives such as these are integral to fostering goodwill and strengthening loyalty across our retail platforms.



#### Governance Enhancements

Recognising the importance of strong governance, the Group undertook a review and update of procurement controls and internal processes. These enhancements were aimed at improving transparency, accountability, and compliance, particularly in light of our growing regional footprint. Governance improvements form the backbone of sustainable growth, ensuring we maintain stakeholder trust and operational integrity.



#### Integrating ESG into Strategy

The Group has initiated the development of an ESG policy framework that will guide future disclosure practices, sustainability goal setting, and performance tracking. This marks an important step towards institutionalising ESG within our strategic planning and operational execution. The Group will begin implementing the ESG policy framework in FYE 2026.

We have also incorporated energy and resource efficiency considerations into the design of our new facilities, including our cold storage warehouse in Kuantan and coconut processing plant in Fujian. These projects are being developed with a long-term view on carbon footprint reduction, waste management, and operational cost savings.

To ensure organisation-wide alignment, internal training and awareness programmes are being rolled out to instil a deeper understanding of ESG principles among our employees and leaders.



#### Food Safety and Halal Assurance

Food safety and halal certification remain critical pillars of our value proposition. They enable the Group to meet the regulatory and consumer standards in our key markets, particularly in regions with high halal-conscious populations such as Southeast Asia and the Middle East. These certifications also reinforce customer confidence and act as competitive differentiators, supporting our strategy to expand value-added products under our MyLaut brand.

As we progress in our ESG journey, the Group remains committed to enhancing our sustainability disclosures, strengthening governance structures, and delivering responsible growth that benefits both business and society.

More details on our sustainability initiatives are available in the Sustainability Statement section on pages 30 to 45.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## PROSPECTS AND OUTLOOK

The global economic outlook for 2026 remains mixed, shaped by persistent inflationary pressures, monetary policy recalibrations, and geopolitical uncertainties. According to the International Monetary Fund (IMF), global Gross Domestic Product (GDP) is projected to grow by 3.2% in 2025, sustaining a modest recovery trajectory. Meanwhile, Bank Negara Malaysia (BNM) forecasts the domestic economy to expand by 4.5% – 5.5% in 2025, driven by sustained consumer spending, private sector investments, public infrastructure projects, and adjustments to civil service wages.

In this evolving landscape, PTRB remains cautiously optimistic and committed to delivering long-term value through strategic investments, product innovation, and market expansion. Our roadmap for FYE 2026 is guided by four strategic pillars, supported by several focused initiatives:

### MARGIN RECOVERY THROUGH PRODUCT OPTIMISATION

After a challenging FYE 2025 marked by margin compression, the Group is prioritising efforts to improve profitability through a better mix of higher-value, value-added seafood and plant-based offerings. We will continue expanding our MyLaut product range and explore new SKUs that cater to evolving consumer demand, particularly in the ready-to-cook and halal-certified segments.

### RETAIL EXPANSION AND DIGITAL ENABLEMENT

The Group sees significant growth potential in our retail operations, especially our MO Wholesale platform, which is evolving into a direct-to-consumer channel. In FYE 2026, we plan to:

- Launch our MO Wholesale mobile application, offering real-time ordering, promotions, and account management
- Broaden our product range and improve in-store efficiencies
- Enhance customer experience and deepen brand engagement through targeted campaigns and better service delivery

### PRODUCT DIVERSIFICATION AND INNOVATION

A key development is the commissioning of a new coconut processing facility in Fuqing, Fujian Province, China. This venture marks our entry into the plant-based food segment, addressing growing demand for dairy-free and wellness-oriented products.

The facility currently performs first-level processing to extract coconut milk and water. In its next phase, the Group will introduce private label and house brand coconut products, opening new revenue channels across Asia.

### MARKET DIVERSIFICATION AND EXPORT EXPANSION

To mitigate geopolitical and trade-related risks, the Group continues to reduce our reliance on single-market exposures. A major thrust in FYE 2026 will be the expansion of seafood exports into the EU, which is known for stringent standards and a strong demand for sustainable, traceable food products. The Group is actively aligning our operations with EU import regulations, strengthening product certifications, and engaging with prospective partners. Entry into the EU market will enhance our export portfolio, elevate brand credibility, and enable access to a stable, premium customer base.

### INFRASTRUCTURE AND OPERATIONAL AGILITY

Construction of our new cold storage warehouse in Kuantan is progressing as planned and is expected to be completed in FYE 2026. Once operational, it will help us manage inventory more efficiently, speed up order handling, expand our storage space, and better support both local distribution and export activities.

At the same time, investments in digitalisation and supply chain automation—including inventory tracking, procurement planning, and demand forecasting—are expected to enhance operational efficiency and scalability.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## PROSPECTS AND OUTLOOK (CONT'D)

### SUSTAINING GROWTH AMIDST UNCERTAINTY

To manage ongoing uncertainty in global markets, the Group will focus on several key areas to sustain and strengthen our growth. Expanding into new regions such as ASEAN, the Middle East, China, and the EU remains a priority, helping to reduce dependence on any one market and create a more balanced revenue stream.

Operationally, we are stepping up our use of digital tools to support better decision-making, improve efficiency, and deliver a smoother experience for our customers. At

the same time, we continue to uphold high standards in food safety, halal certification, and product traceability—qualities that are essential to maintaining trust with consumers and meeting the strict requirements of both domestic and international markets.

As we look toward FYE 2026, we remain committed to our vision of becoming a leading regional food solutions provider. With a diversified portfolio, strengthened infrastructure, and clear strategic direction, the Group is well-positioned to navigate challenges and capitalise on new growth opportunities.

## ACKNOWLEDGEMENTS

On behalf of the Board of Directors (“the Board”), I would like to extend my heartfelt appreciation to the entire PTRB team for their dedication, resilience, and unwavering commitment throughout the financial year. The progress we have made would not have been possible without your collective efforts and determination.

I am also deeply grateful to my fellow Board members for their strategic counsel and steadfast support. To our shareholders, suppliers, business partners, and customers, I thank you for your continued trust and confidence in our journey.

As we move forward, I am energised by the opportunities ahead. With unity, focus, and purpose, I am confident that we will continue to grow PTRB and reach new milestones together.

Thank you.

**Mr. Heng Chang Hooi**  
Managing Director

# SUSTAINABILITY STATEMENT



## INTRODUCTION

PT Resources Holdings Berhad (“PTRB”) and its subsidiaries (“PTRB Group” or “the Group”) are committed towards value creation for long-term sustainability for its stakeholders. To this end, PTRB has embedded practices that focus on building sustainability throughout the Group’s business operations.

PTRB is pleased to present its Sustainability Statement that details the Group’s Environmental, Social and Governance (“ESG”) performances (“Statement”). This Statement communicates the Group’s journey towards embedding sustainability in its business operations whilst considering the interests of our stakeholders and business growth.

This Statement also sets out PTRB’s approach towards sustainable development and management of ESG risks and opportunities, after considering the impact of our business endeavours on the ESG facets the Group interacts with.



# SUSTAINABILITY STATEMENT (CONT'D)

## INTRODUCTION (CONT'D)

### SCOPE AND BOUNDARIES

PTRB Group is principally involved in the processing and trading of frozen and dried seafood products as well as retail trading of other products in Malaysia. The scope of this Statement mainly relates to the Group's processing and trading operations in Malaysia and where available, this Statement also provides comparative historical data.

### REPORTING PERIOD AND CYCLE

This Statement describes the Group's sustainability activities covering both financial and non-financial aspects for the financial year ended 30 April 2025 ("FYE 2025"), and up to the date of this Statement.

### GUIDELINES AND STANDARDS

We are pleased to present this Statement prepared with reference to the Sustainability Reporting Guide ("SRG") issued by Bursa Malaysia Securities Berhad ("Bursa Securities"). The Group has considered key sustainability matters as guided and defined by the SRG.



### STATEMENT OF ASSURANCE

The Group has yet to establish an internal mechanism or engage an external party to provide independent assurance on its sustainability disclosures and data. While no formal assurance has been conducted, the Board of Directors of PTRB ("Board") remains aware of the value that independent validation brings in strengthening stakeholder confidence. Moving forward, the Group will evaluate the feasibility of implementing assurance measures as part of its evolving sustainability framework.

### GOVERNANCE STRUCTURE

The Board adopts a sustainability governance approach that is fit for the Group's purpose, after considering amongst others, the Group's culture, needs, sustainability-related risks and opportunities and level of maturity of the sustainability intellect and readiness.

The diagram below highlights the key roles and responsibilities of the Board, Managing Director and Senior Management concerning ESG matters:



### MATERIALITY ASSESSMENT PROCESS

#### OBJECTIVES

The objective of the materiality assessment process is to facilitate the Group's identification of material sustainability matters to enhance the Group's strategic planning, implementation and business decision-making, and to enable stakeholders to make better informed decisions concerning ESG matters.

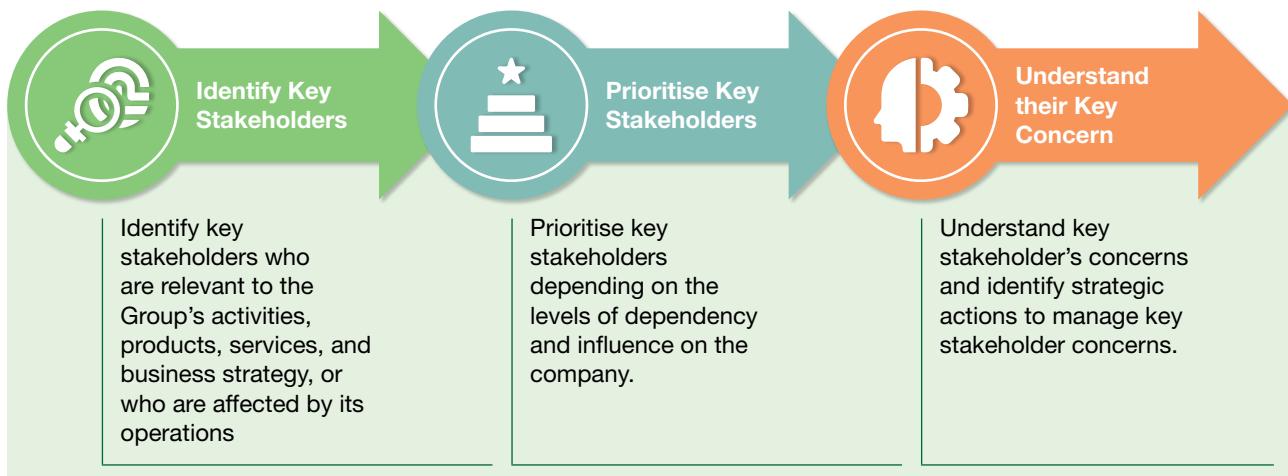
The Board considers that it is appropriate in this regard to limit the scope of materiality assessment and by extension the sustainability disclosure to the active companies within the Group. The scope within which materiality applies as far as operations are concerned is limited to the processing and trading operations in Malaysia.

# SUSTAINABILITY STATEMENT (CONT'D)

## MATERIALITY ASSESSMENT PROCESS (CONT'D)

### STAKEHOLDERS ENGAGEMENT PROCESS

Interacting with stakeholders helps the Group better understand the impact of its operations on the economy, environment, and social. This engagement reveals sustainability risks and opportunities as the business evolves. The Group's sustainability efforts and disclosures are mainly targeted at key stakeholders who have substantial influence or interest. To facilitate this, the Group follows a three-step process for engaging stakeholders:



### STAKEHOLDER ENGAGEMENT

PTRB's stakeholders are parties who are impacted by our Group's business decisions and activities and the parties whose actions and decisions will influence PTRB's business growth. PTRB continuously maintains a regular engagement with its stakeholders, which enables the Group to identify and align their key priorities and concerns on the Group's business practices and strategies towards addressing material sustainability matters.

The various types of stakeholder engagements as well as the areas of interest identified together with the appropriate responses to address such interests are set out below:

STAKEHOLDER	AREAS OF CONCERN	ENGAGEMENT METHOD	FREQUENCY
<b>Customers</b> 	<ul style="list-style-type: none"> <li>Quality and safety of products</li> <li>Product prices and value of products</li> </ul>	<ul style="list-style-type: none"> <li>Quality Management System</li> <li>Competitive pricing</li> </ul>	<ul style="list-style-type: none"> <li>As needed</li> </ul>

# SUSTAINABILITY STATEMENT (CONT'D)

## MATERIALITY ASSESSMENT PROCESS (CONT'D)

### STAKEHOLDER ENGAGEMENT (CONT'D)

The various types of stakeholder engagements as well as the areas of interest identified together with the appropriate responses to address such interests are set out below (Cont'd):

STAKEHOLDER	AREAS OF CONCERN	ENGAGEMENT METHOD	FREQUENCY
<b>Employees</b> 	<ul style="list-style-type: none"> <li>Career development</li> <li>Compensation, welfare and benefits</li> <li>Employment equality</li> <li>Working environment</li> <li>Safety</li> <li>Job performance evaluation / assessment</li> <li>Ethics, disciplinary and misconducts</li> <li>Human rights</li> </ul>	<ul style="list-style-type: none"> <li>Induction and orientation</li> <li>Internal and external training</li> <li>Employee activities and staff welfare events</li> <li>Performance management system</li> <li>Whistleblowing channel</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Monthly</li> <li>As needed</li> </ul>
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>Procurement process, payment terms and lead time</li> <li>Business conduct, integrity</li> </ul>	<ul style="list-style-type: none"> <li>Constant and regular engagement and coordination</li> <li>Process improvement and ethics</li> <li>Quality assessment</li> </ul>	<ul style="list-style-type: none"> <li>Monthly</li> <li>Annually</li> <li>As needed</li> </ul>
<b>Government and Regulators</b> 	<ul style="list-style-type: none"> <li>Regulations, governance compliance to law, requirements and standards</li> <li>Accuracy, transparency and disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with regulatory and bodies and government agencies</li> <li>Compliance monitoring</li> <li>Participation in training</li> <li>provided by relevant agencies</li> </ul>	<ul style="list-style-type: none"> <li>As needed</li> </ul>
<b>Investors and Shareholders</b> 	<ul style="list-style-type: none"> <li>Business performance</li> <li>Business directions audit</li> <li>Prospects and strategies</li> <li>Return on Investment</li> <li>Business continuity</li> <li>Business risks</li> <li>Trade velocity</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly reports</li> <li>Bursa Securities' announcements</li> <li>Press releases</li> <li>Annual reports</li> <li>Company website</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>Annually</li> <li>As needed</li> </ul>
<b>Community</b> 	<ul style="list-style-type: none"> <li>Financial support and aid</li> <li>Social responsibility</li> <li>Environmental awareness and education</li> <li>Lifestyle support</li> <li>Business opportunities</li> <li>Employment support</li> <li>Livelihood support</li> <li>Usage of water and electricity</li> </ul>	<ul style="list-style-type: none"> <li>Financial assistance and donations</li> <li>Corporate Social Responsibility ("CSR") events and programmes with community</li> <li>Job opportunities</li> <li>Festive events</li> <li>Dialogue sessions</li> </ul>	<ul style="list-style-type: none"> <li>As needed</li> </ul>

# SUSTAINABILITY STATEMENT (CONT'D)

## MATERIALITY ASSESSMENT PROCESS (CONT'D)

### STAKEHOLDER ENGAGEMENT (CONT'D)

Based on the interest indicated as well as feedback received from PTRB's stakeholder groups during the above-mentioned engagement process, the Group identifies and prioritises issues and matters which are most relevant to each of the stakeholder groups. Each stakeholder group is assessed by the Management based on their influence on the achievement of the Group's strategic objectives and their impact on the Group's business and operational sustainability.

With reference to the SRG and in the context of the Group, the prioritised sustainability matters that have been identified are illustrated in the following sections.

### DETERMINATION OF MATERIAL MATTERS

The aim of our materiality assessment is to identify the issues that are most relevant and significant to our business and stakeholders. This allows us to concentrate our efforts on tackling the most critical sustainability and corporate responsibility challenges.

We have adopted a 4-step materiality assessment approach in line with the guidance prescribed by Bursa Securities' Sustainability Reporting Guide 3rd Edition.

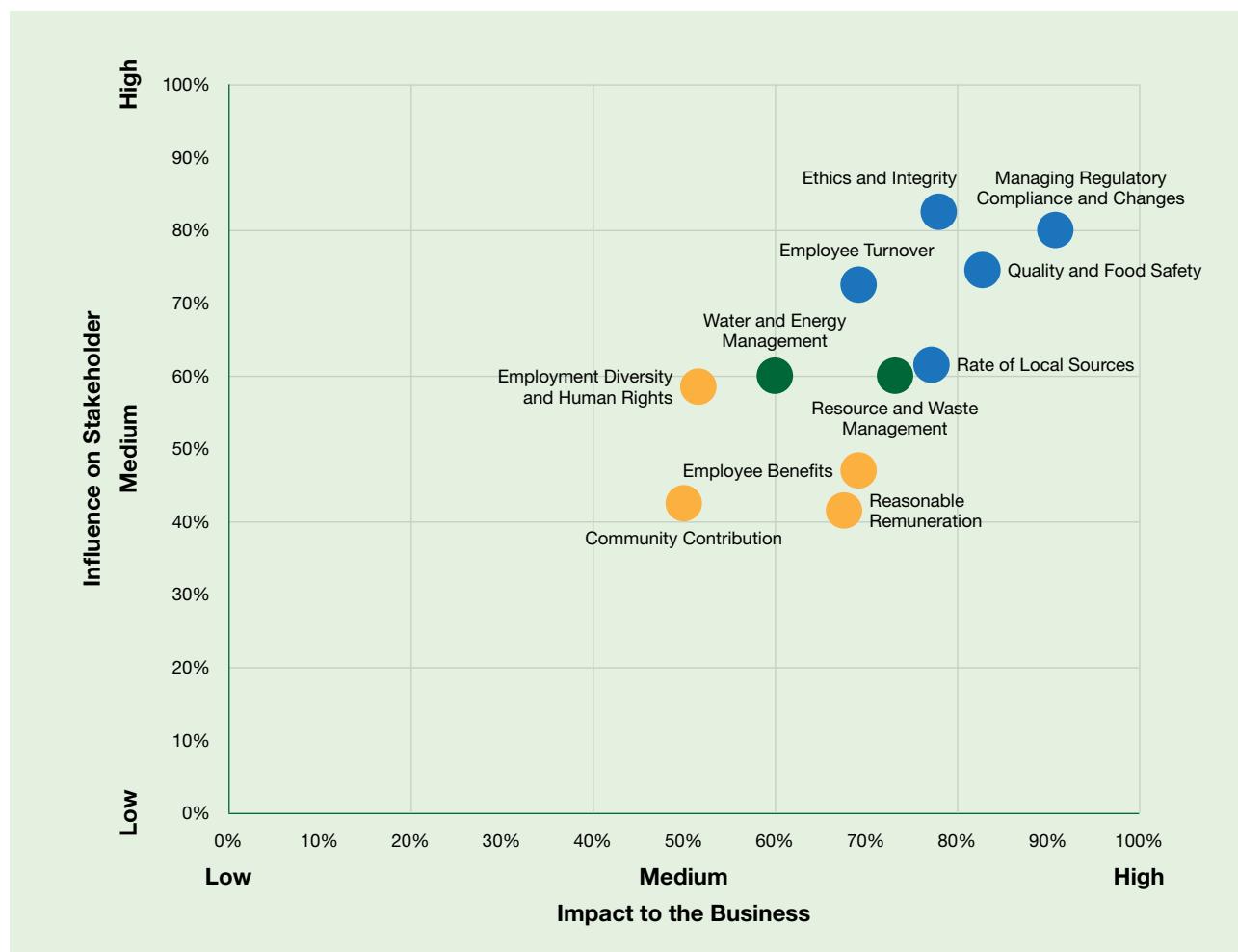


# SUSTAINABILITY STATEMENT (CONT'D)

## MATERIALITY ASSESSMENT PROCESS (CONT'D)

### PRIORITISATION OF SUSTAINABILITY MATTERS (MATERIALITY ASSESSMENT)

The Group has identified key sustainability matters that materially impact the Group's sustainability areas or significantly influence the assessments and decisions of stakeholders. Pursuant to the stakeholders' engagement as mentioned above together with a desktop review of the Group's business operations, risks and opportunities, a materiality assessment has been undertaken to identify and prioritise sustainability matters affecting the Group's sustainability goals. Accordingly, the material sustainability initiatives undertaken by the Group are illustrated in the diagram below:



The activities undertaken in respect of such initiatives/ matters are set out in the following section.

# SUSTAINABILITY STATEMENT (CONT'D)

## SUSTAINABILITY ACTIVITIES



### ECONOMIC

#### Quality and Food Safety

PTRB utilises Individual Quick Freezing ("IQF") technology in our processing activities, which is a quick and efficient way of freezing individual seafood products to reach a temperature of between -20°C to -25°C. This process significantly reduces ice crystals formation, which preserves the quality and freshness of our frozen and dried seafood products in terms of shape, colour and taste. PTRB also utilises semi-contact blast freezers for freezing large-sized seafood supplies as well as other machinery to undertake cutting, glazing and packaging activities in a temperature-controlled environment.

As an assurance of the Group's seafood product quality and safety, our processing facility in the Kuantan Integrated Fish Processing Park ("KIFPP") has obtained independent certifications for food quality and safety standard compliance, such as the ISO 22000:2018, HACCP, GMP and MeSTI Secure Food Certification Scheme.



#### ISO 22000:2018 Food safety management systems

Specifies requirements for a food safety management system where an organisation in the food chain needs to demonstrate its ability to control food safety hazards to ensure that food is safe at the time of human consumption.



#### HACCP Hazard analysis and critical control points

Management system in which food safety is addressed through the analysis and control of biological, chemical and physical hazards from raw material production, procurement and handling, to manufacturing, distribution and consumption of the finished product.



#### GMP Good Manufacturing Practice

A system for ensuring that products are consistently produced and controlled according to quality standards.



#### MeSTI Food safety assurance system

Certification scheme imposed by the Ministry of Health 'Food Safety is Responsibility of the Industry' (Malay: Makanan Selamat, Tanggungjawab Industri).

# SUSTAINABILITY STATEMENT (CONT'D)

## SUSTAINABILITY ACTIVITIES (CONT'D)

### ECONOMIC (CONT'D)

#### Quality and Food Safety (Cont'd)

In addition, PTRB has also obtained 'Halal' certification from JAKIM for our KIFPP Processing Facility, which provides assurance that our frozen and dried seafood products are processed in a 'Halal' manner.

These certifications are beneficial to the Group and allow us to further expand and penetrate international markets in the Asia Pacific and Middle East regions.

#### Managing Regulatory Compliances and Changes

PTRB recognises that any actual or potential regulatory non-compliance may affect the Group's reputation and operations. As such, the Group continues to commit to high standards of governance by ensuring the Group's policies and procedures are continuously adhered to and are updated regularly at appropriate intervals.

In instilling awareness among employees, PTRB has instituted adequate checks and balances to preserve and maintain compliance with relevant guidelines, regulations and industry practices to safeguard the Group's interest.

For the FYE 2025, PTRB is pleased to report there is no claim or incident of non-compliance reported.

#### Ethics and Integrity

PTRB adopts a zero-tolerance stance against fraud, bribery and corruption. Apart from the Code of Ethics and Conduct, the Group is guided by a set of robust corporate policies that address anti-bribery and corruption, anti-money laundering and whistleblowing. Our Anti-Bribery & Corruption ("ABC") Policy is communicated to employees via various platforms, including the Group's corporate website, training sessions and induction programmes. In addition, a dedicated whistleblowing channel has been set up by the Group as a communication channel to report any wrongdoings or fraud.

Employees are expected to conduct themselves professionally and with integrity and shall not engage in any form of corrupt or illegal acts. Any allegation or suspicion of corruption or illegality is taken seriously, and every employee is to uphold its promulgated business ethics when carrying out their tasks and responsibilities.

In FYE 2025, there was no bribery and corruption case reported and the Group aims to maintain this record by promoting a positive culture of compliance. None of our employees was disciplined or dismissed due to non-compliance with our ABC policy. PTRB remains committed towards preserving this record and will continue to uphold high levels of integrity and ethical standards.

→ **No claims or incident of non-compliances reported**



→ **There was no bribery and corruption case reported and the Group aims to maintain this record by promoting a positive culture of compliance**



# SUSTAINABILITY STATEMENT (CONT'D)

## SUSTAINABILITY ACTIVITIES (CONT'D)

### ECONOMIC (CONT'D)

#### Rate of Local Sources

PTRB has access to a network of suppliers (i.e. local and international wholesalers, aquaculture farms and fishing enterprises), which allow the Group to source for a wide variety of seafood supplies that are either wild-caught or farmed. These supplies can be either locally sourced or imported.

As a corporate citizen of Malaysia, PTRB aims to stand with the local community it operates in. PTRB prides itself in the support of local businesses and society. The Group will prioritise sourcing from local vendors for the supply of products/ services required for PTRB whenever available. In FYE 2025, the Group spent a total of RM450 million or 88.3% on sourcing with local suppliers.

The structure and principal activities of our subsidiaries are set out below, followed by the rate of local sources by the respective subsidiaries for the financial year ended 30 April 2023 ("FYE 2023"), financial year ended 30 April 2024 ("FYE 2024") and FYE 2025.



MHC COLDSTORAGE SDN BHD ("MHC")	MO FOODMART SDN BHD ("MO")	HGMC HOLDING SDN BHD ("HGMC")
Processing of frozen and dried seafood products at the KIFPP and trading of frozen and dried seafood products	Retail trading of frozen and dried seafood and other products via "MO Foodmart" outlets located in Pahang and Terengganu	Retail trading of frozen and dried seafood and other products via "MO Wholesale Centre" and "MO Foodmart" outlets located in Pahang
<b>FYE 2023</b>		
Local: RM 364,414,076 Overseas: RM 31,547,029	Local: RM 44,465,578	Local: RM 19,565,550
<b>FYE 2024</b>		
Local: RM 391,200,402 Overseas: RM 48,148,604	Local: RM 20,677,984	Local: RM 8,084,733
<b>FYE 2025</b>		
Local: RM 423,502,357 Overseas: RM 59,609,805	Local: RM 19,195,132	Local: RM 7,519,024

# SUSTAINABILITY STATEMENT (CONT'D)

## SUSTAINABILITY ACTIVITIES (CONT'D)

### ECONOMIC (CONT'D)

#### Rate of Local Sources (Cont'd)

Proportion of Group spending on local suppliers

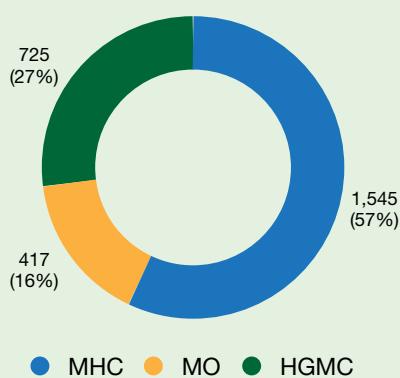


### ENVIRONMENT

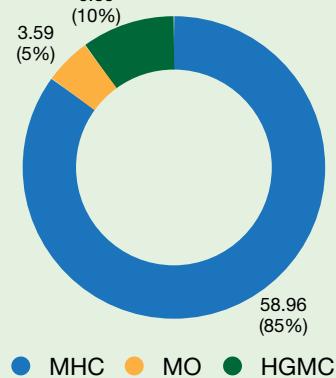
#### Water and Energy Management

We understand that efficient resource usage plays a vital role in minimising our environmental impact. Given the energy- and water-intensive nature of our cold storage and food processing operations, we remain committed to optimising these utilities responsibly. For the FYE 2025, the Group have utilised 2,687 megawatt-hour (MWh) of electricity and 69.4 megalitre (ML) of water on our business operations:

Energy Utilisation (MWh)



Water Utilisation (ML)



# SUSTAINABILITY STATEMENT (CONT'D)

## SUSTAINABILITY ACTIVITIES (CONT'D)

### ENVIRONMENT (CONT'D)

#### Water and Energy Management (Cont'd)

We continuously monitor our water usage across all facilities and have implemented various measures to reduce wastage. Similarly, electricity represents a major utility input for our cold storage and retail operations. To optimise energy efficiency, we have adopted practices such as to ensure timely maintenance on electric equipment and to purchase energy efficient equipments as an effort to minimise energy wastage.

#### Resource and Waste Management

Environmental conservation is vital towards a sustainable future as natural resources are finite and in demand. PTRB is aware of our role in support of environmental preservation and protection for our future generations.

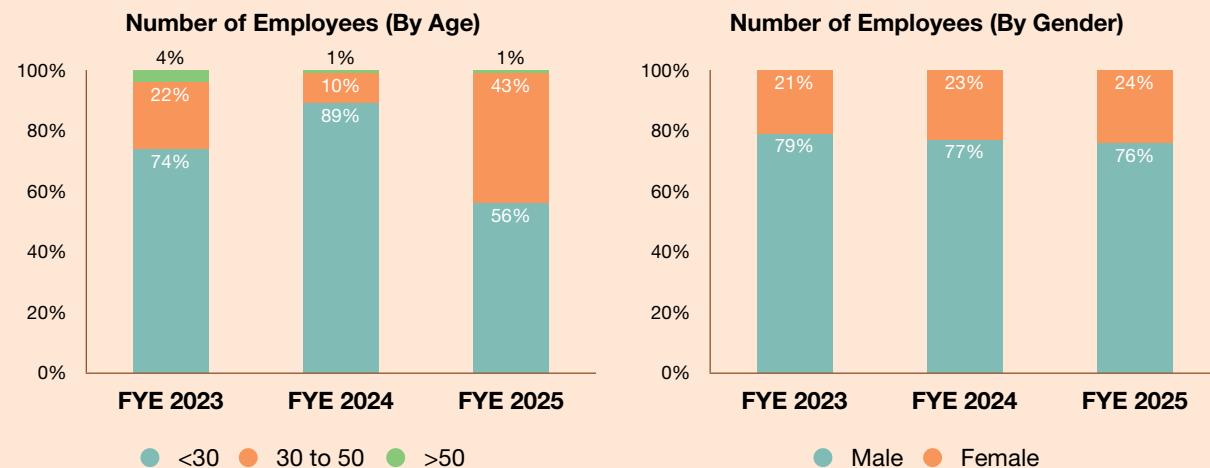
PTRB continuously strives to ensure energy and resources are managed in an effective and efficient manner. Following the Malaysian Government's initiative to steer transformation towards a future energy ecosystem that delivers a balance between environmental sustainability, secure and reliable energy supply, and optimal economic development, the Group is focused on controlling greenhouse emissions in our daily business operations and is planning for the installation of solar panels for our new cold storage warehouse.

## SOCIAL

#### Employment Diversity and Human Rights

The Group is dedicated to avoiding any human rights violations by complying with the Employment Act 1955 and upholding other relevant labour practices and standards. (i.e. Minimum Wages Order, Social Security Act 1969, Anti-Sexual Harrassment Act 1994, etc). In FYE 2025, there were no complaints received concerning human rights violations.

The backbone of success in any organisation lies in the human capital of the organisation. Organisation striving for sustainable success will have to manage their human capital as their first and foremost priority.



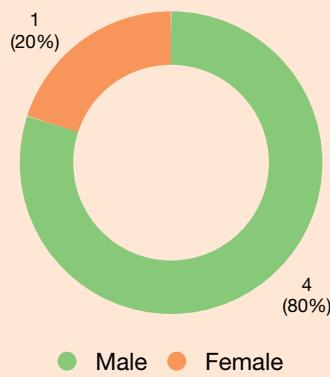
# SUSTAINABILITY STATEMENT (CONT'D)

## SUSTAINABILITY ACTIVITIES (CONT'D)

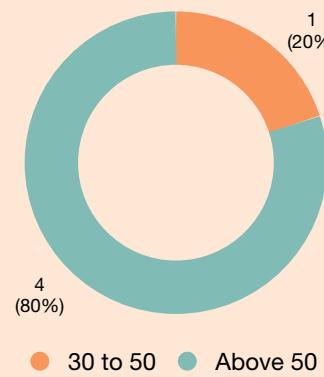
### SOCIAL (CONT'D)

#### Employment Diversity and Human Rights (Cont'd)

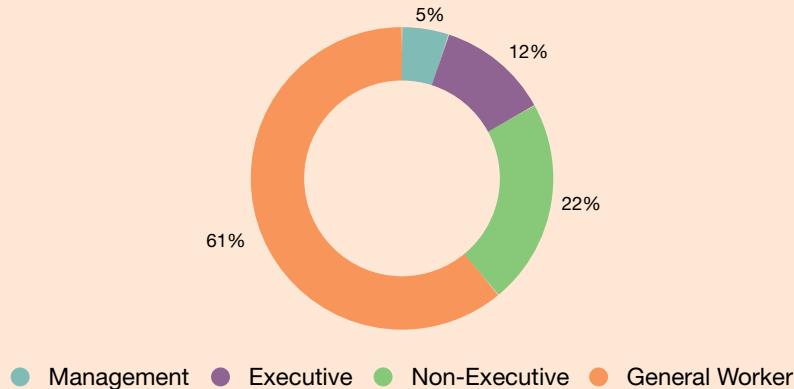
BOD Composition by Gender (2025)



BOD Composition by Age (2025)



Number of Employees (By Position) for FYE 2025



In achieving the appropriate gender diversity in the Group, PTRB approaches gender diversity in a pragmatic manner with a view to provide equal opportunity to all. Although there is still room for improvement, work opportunities in PTRB have always remained fair and equitable to all.

The total number of employees is 172 employees for the FYE 2025 of which 76% (77% in FYE 2024) are male and 24% (23% in FYE 2024) are female. The Group ensures a sustainable tomorrow by developing young talents. In FYE 2025, 56% of employees are below 30 years old, 43% are between 30 to 50 years olds and only 1% of the employees are above 50 years old.

No discrimination based on gender, ethnicity, religion or sexuality is practised throughout the Group. Policies instituted by the Group have been gender neutral and the Group is constantly working towards achieving employment diversity.

In addition, the management established an annual training plan to promote continuous improvement, job needs and career progression for its employees. Trainings are made compulsory to attend for those that are relevant to their field. In FYE 2025, the Group dedicated a total of 40.5 training hours to the upskilling and professional development of our management team, reflecting our ongoing commitment to leadership excellence and capability building.

# SUSTAINABILITY STATEMENT (CONT'D)

## SUSTAINABILITY ACTIVITIES (CONT'D)

### SOCIAL (CONT'D)

#### Employment Diversity and Human Rights (Cont'd)

The Group currently has 100 foreign workers in FYE 2025, representing 58% of our total workforce. These workers play a vital role in supporting key operational functions where local labour is limited.

All foreign workers are employed in compliance with Malaysian labour laws and receive fair wages, proper housing, and equal access to benefits.

#### Reasonable Remuneration

PTRB remunerates our employees in accordance with performance and in line with the minimum wage prescribed by the relevant labour laws. A standard wage is applied to all employees at entry level and the Group rewards our employees based on their merit and talent without any discrimination on gender, race or religion.

The Group is committed to providing equal employment opportunities to all employees. Consequently, wage equality and standard benefits are provided to all employees throughout the Group regardless of gender, race or religion.

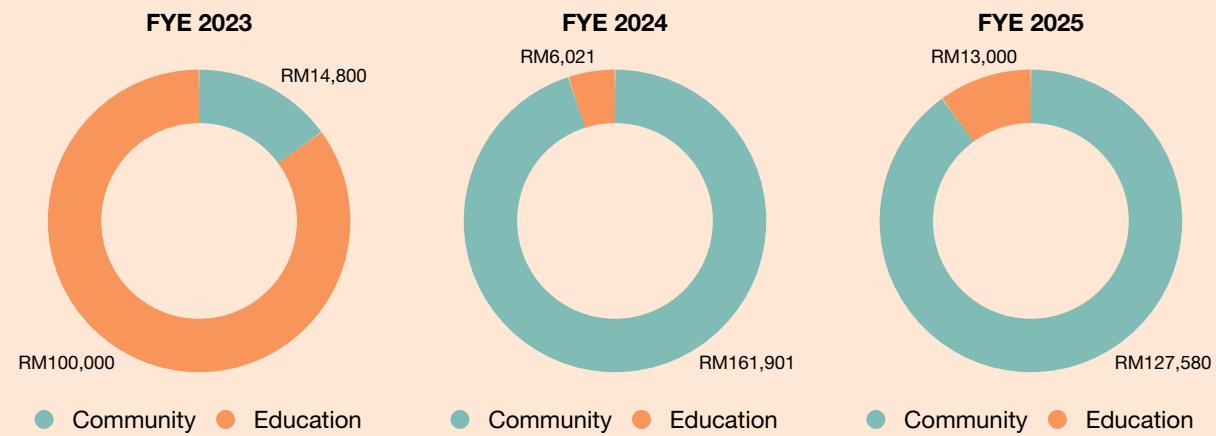
#### Employee Benefits

PTRB strives to foster a culture of work-life balance. The Group recognises that the availability of paid parental leave benefits has positive impact on family development. Our parental leave benefits for both male and female employees are provided in accordance with the prevailing labour regulations, comprising 7 days of paid paternity leave and 98 days of paid maternity leave respectively, in line with the amendments of the Employment Act 1955.

#### Community Contribution

PTRB believes in playing a key role in contributing towards the economic growth and well-being of the community. As a company with high CSR, PTRB remains focused on creating value in the lives of the community.

Contributions were made towards local communities and education (i.e. fisherman association, religious group, and non-profit organisations). The following shows the amount contributed from FYE 2023 to FYE 2025:



# SUSTAINABILITY STATEMENT (CONT'D)

## SUSTAINABILITY ACTIVITIES (CONT'D)

### SOCIAL (CONT'D)

#### Community Contribution (Cont'd)

Contribution	FYE 2023 (RM)	FYE 2024 (RM)	FYE 2025 (RM)
Community	14,800	161,901	127,580
Education	100,000	6,021	13,000
<b>Total</b>	<b>114,800</b>	<b>167,922</b>	<b>140,580</b>

The Group believes that the continuous adoption of CSR towards the community will create value and enhance the development of local society and community.

In addition, in valuing our customers and employees, the Group contributed a sum of RM353,000 to sponsor and organise a voluntary pilgrimage to Mecca during the FYE 2025. 50 customers and 3 employees were selected to attend the pilgrimage.

## CONCLUSION

The above activities and initiatives continue to demonstrate the Group's commitment towards sustainability and for the betterment of the economy, environment and social aspects of the community we operate in. The journey towards attaining sustainable growth and long-term profitability is a continuous one and the principles of sustainability have been ingrained into the Group's culture, value system and way of doing business.

# SUSTAINABILITY STATEMENT (CONT'D)

## PERFORMANCE DATA TABLE

Common Indicator		Measurement Unit	FYE 2025
<b>C1 Anti-Corruption</b>			
(a)	Percentage of employees who have received training on anti-corruption by employee category	Percentage	
	Management	Percentage	-
	Executive	Percentage	-
	Non-Executive/ Technical Staff	Percentage	-
	General Workers	Percentage	-
(b)	Percentage of operations assessed for corruption-related risks	Percentage	-
(c)	Confirmed incidents of corruption and action taken	Number	-
<b>C2 Community/Society</b>			
(a)	Total amount invested in the community where the target beneficiaries are external to the listed issuer	Unit of currency	140,580
(b)	Total number of beneficiaries of the investment in communities	Number	7
<b>C3 Diversity</b>			
(a)	Percentage of employees by gender and age group, for each employee category		
	Gender Group by Employee Category		
	Management Male	Percentage	50.0%
	Management Female	Percentage	50.0%
	Executive Male	Percentage	44.4%
	Executive Female	Percentage	55.6%
	Non-Executive/ Technical Staff Male	Percentage	65.8%
	Non-Executive/ Technical Staff Female	Percentage	34.2%
	General Workers Male	Percentage	100.0%
	General Workers Female	Percentage	-
	Age Group by Employee Category		
	Management Under 30	Percentage	25.0%
	Management Between 30-50	Percentage	75.0%
	Management Above 50	Percentage	-
	Executive Under 30	Percentage	45.5%
	Executive Between 30-50	Percentage	54.5%
	Executive Above 50	Percentage	-
	Non-Executive/ Technical Staff Under 30	Percentage	34.2%
	Non-Executive/ Technical Staff Between 30-50	Percentage	60.5%
	Non-Executive/ Technical Staff Above 50	Percentage	5.3%
	General Workers Under 30	Percentage	72.1%
	General Workers Between 30-50	Percentage	27.9%
	General Workers Above 50	Percentage	-

Internal Assurance	External Assurance	No Assurance	(*) Restated
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# SUSTAINABILITY STATEMENT (CONT'D)

## PERFORMANCE DATA TABLE (CONT'D)

Common Indicator		Measurement Unit	FYE 2025
<b>C3 Diversity (Cont'd)</b>			
(b)	Percentage of directors by gender and age group		
	Male	Percentage	80%
	Female	Percentage	20%
	Under 30	Percentage	-
	Between 30-50	Percentage	20%
	Above 50	Percentage	80%
<b>C4 Energy Management</b>			
(a)	Total energy consumption	Megawatt	2,687
<b>C5 Health and Safety</b>			
(a)	Number of work-related fatalities	Number	-
(b)	Lost time incident rate ("LTIR")	Rate	-
(c)	Number of employees trained on health and safety standards	Number	-
<b>C6 Labour practices and standards</b>			
(a)	Total hours of training by employee category		
	Management	Hours	40.5
	Executive	Hours	-
	Non-Executive/ Technical Staff	Hours	-
	General Workers	Hours	-
(b)	Percentage of employees that are contractors or temporary staff	Percentage	58.1%
(c)	Total number of employee turnover by employee category		
	Management	Number	2
	Executive	Number	8
	Non-Executive/ Technical Staff	Number	26
	General Workers	Number	24
(d)	Number of substantiated complaints concerning human rights violations	Number	-
<b>C7 Supply chain management</b>			
(a)	Proportion of spending on local suppliers	Percentage	88%
<b>C8 Data privacy and security</b>			
(a)	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	-
<b>C9 Water</b>			
(a)	Total volume of water used	Megalitres	69.4