



Annual Report  
2025

# BUILDING A SUSTAINABLE FUTURE



## OUR VISION

Our vision is to help improve the quality of life by providing a better place to live or work in. By carrying out this vision, we want to be recognised by our customers, shareholders and employees as a world-class property developer.

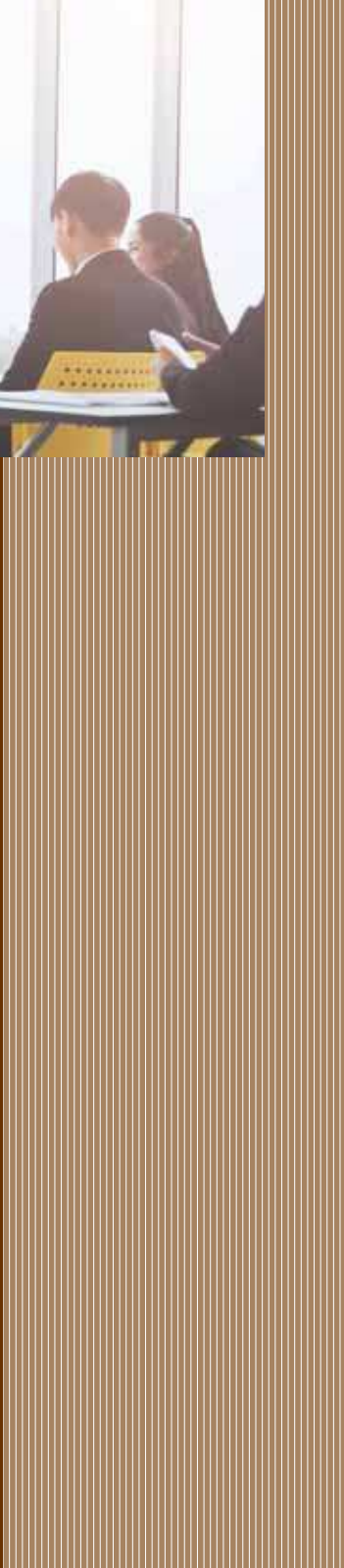
## OUR MISSION

Our mission as a caring and reliable property developer is to deliver outstanding service, quality products and value for money to our customers. Through dedication, innovation and passion, we are confident about our ability to achieve these goals.

## OUR WAY FORWARD

It starts with inspiration. A vision to provide ideal homes, work places and recreational facilities; to create an environment that enhances the quality of our lives. From pen to paper, plan to reality, we build the vision.

Glomac's vision is to enrich the lives of Malaysians in the most fundamental ways - value, quality and service. This is the catalyst of our business and the essence of our success, affirming our reputation as a visionary property developer.



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**GLOMAC ANNUAL REPORT 2025**

All information provided is correct at time of print,  
and subject to changes



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## Cover Rationale:

The cover design visually embodies our Annual Report's theme, ***"Building a Sustainable Future"***, showcasing the seamless integration of the environment, community, and contemporary lifestyle in shaping the future generation. By embracing sustainable design, construction, and operational practices, we aim to minimise our environmental footprint, conserve precious resources for the future generation homeowners, investors, and communities.

While underscoring our commitment to sustainability practices and long-term value, our developments are built to create lasting value and vibrant communities.

Looking ahead, we remain optimistic in our mission to shape a future that is sustainable, full of potential, and built to endure.



## CORPORATE PROFILE

**FORMED IN 1988, GLOMAC HAS BEEN DRIVEN BY A POWERFUL VISION, UNWAVERING PASSION, AND RELENTLESS DETERMINATION TO CREATE INSPIRING PLACES TO LIVE AND WORK IN. OUR COMMITMENT TO QUALITY AND INNOVATION HAS GARNERED THE TRUST OF OUR CUSTOMERS, INVESTORS, AND PARTNERS ALIKE.**

Since its listing on the Main Board of Bursa Malaysia Securities Berhad on 13 June 2000, Glomac Berhad has built an enviable reputation for consistently delivering on our promises and exceeding expectations.

Through our dedication, we have achieved a remarkable total sales value of close to RM10.0 billion to date, demonstrating our ability to create value for our stakeholders. For the financial year 2026, Glomac plans to launch an estimated of RM324.0 million worth of properties.

With a rich legacy of over three decades, Glomac has significantly contributed to the growth and transformation of the real estate landscape. Currently helmed by visionary Datuk Seri FD Iskandar bin Tan Sri Dato' Mohamed Mansor, Group Managing Director/Chief Executive Officer, Glomac Berhad now encompasses 58 subsidiaries, each contributing to every facet of the real estate business, including property development, investment, construction, management, and car park management.

Glomac is firmly committed to elevating our presence and influence further. As a responsible and visionary property developer, we take pride in our accomplishments, which include the successful development of townships, residential, commercial, and mixed-use properties. Moreover, we are actively exploring new land bank opportunities and emerging markets, keeping a keen eye on the prime Greater KL area, where the Group is well established.



# CORPORATE INFORMATION

AS AT 31 JULY 2025

## BOARD OF DIRECTORS

**Tan Sri Dato' Mohamed Mansor bin Fateh Din** Group Non-Executive Chairman

**Datuk Seri Fateh Iskandar bin Tan Sri Dato' Mohamed Mansor** Group Managing Director/Chief Executive Officer

**Shan Choo** Independent Non-Executive Director

**Mohd Razlan bin Mohamed** Independent Non-Executive Director

**Datuk Mohd Adzahar bin Abdul Wahid** Independent Non-Executive Director

**Dato' Setia Haji Haris bin Kasim** Independent Non-Executive Director

## AUDIT COMMITTEE

**Shan Choo**  
Chairperson

**Mohd Razlan bin Mohamed**  
Member

**Datuk Mohd Adzahar bin Abdul Wahid**  
Member

## REMUNERATION & EMPLOYEES' SHARE SCHEME COMMITTEE

**Datuk Mohd Adzahar bin Abdul Wahid**  
Chairman

**Datuk Seri Fateh Iskandar bin Tan Sri  
Dato' Mohamed Mansor**  
Member

**Shan Choo**  
Member

**Dato' Setia Haji Haris bin Kasim**  
Member

## NOMINATION COMMITTEE

**Datuk Mohd Adzahar bin Abdul Wahid**  
Chairman

**Mohd Razlan bin Mohamed**  
Member

**Shan Choo**  
Member

**Dato' Setia Haji Haris bin Kasim**  
Member

## RISK MANAGEMENT & SUSTAINABILITY COMMITTEE

**Mohd Razlan bin Mohamed**  
Chairman

**Shan Choo**  
Member

**Datuk Mohd Adzahar bin Abdul Wahid**  
Member

**Dato' Setia Haji Haris bin Kasim**  
Member

## COMPANY SECRETARIES

**Chua Siew Chuan**  
MAICSA 0777689  
SSM PC No. 201908002648

**Chin Mun Yee**  
MAICSA 7019243  
SSM PC No. 201908002785

## SHARE REGISTRAR

**Shareworks Sdn Bhd**  
[199101019611 (229948-U)]  
No.2-1, Jalan Sri Hartamas 8  
Sri Hartamas  
50480 Kuala Lumpur  
Tel : +603 6201 1120  
Fax : +603 6201 3121  
Email : sharereg@shareworks.com.my

## PRINCIPAL BANKERS

Malayan Banking Berhad  
AmBank (M) Berhad  
HSBC Amanah Malaysia Berhad

## REGISTERED OFFICE & PRINCIPAL PLACE OF BUSINESS

Level 15, Menara Glomac  
Glomac Damansara  
Jalan Damansara  
60000 Kuala Lumpur  
Tel : +603 7723 9000  
Fax : +603 7729 7000  
E-mail : ir@glomac.com.my

## AUDITOR

Deloitte PLT (AF 0080)  
(LLP0010145-LCA)  
Level 16, Menara LGB  
No.1 Jalan Wan Kadir  
Taman Tun Dr. Ismail  
60000 Kuala Lumpur  
Tel : +603 7610 8888  
Fax : +603 7726 8986

## STOCK EXCHANGE

Main Market of Bursa Malaysia  
Securities Berhad  
Stock Name : GLOMAC  
Stock Code : 5020  
Sector : Property

## WEBSITE

[www.glomac.com.my](http://www.glomac.com.my)



# CORPORATE STRUCTURE



## PROPERTY DEVELOPMENT & INVESTMENT

**100% Anugerah Armada Sdn. Bhd.**  
Lot 13720, Pekan Kayu Ara

**100% Glomac Sutera Sdn. Bhd.**  
Sri Saujana, Kota Tinggi, Johor

**100% Dunia Heights Sdn. Bhd.**  
Proposed Residential Development in Sg. Buloh

**100% Glomac Vantage Sdn. Bhd.**  
Taman Mahkota Laksamana, Seksyen III, Melaka

**100% Elmina Equestrian Centre (Malaysia) Sdn. Bhd.**  
Saujana Utama V, Sg. Buloh

**100% Precious Quest Sdn. Bhd.**  
Saujana Jaya, Kulai, Johor

**100% Glomac Alliance Sdn. Bhd.**  
Lakeside Residences, Puchong

**100% Regency Land Sdn. Bhd.**  
Saujana Utama III, Sg. Buloh & Saujana Aman

**100% Glomac Consolidated Sdn. Bhd.**  
Bukit Saujana, Sg. Buloh

**100% Glomac Kristal Sdn. Bhd.**  
Glomac Centro, Petaling Jaya

**100% Glomac City Sdn. Bhd.**  
Plaza Glomac, Kelana Jaya

**100% FDM Development Sdn. Bhd.**  
121 Residences, Petaling Jaya

**100% Glomac Damansara Sdn. Bhd.**  
Glomac Damansara, Kuala Lumpur

**100% Berapit Properties Sdn. Bhd.**  
Glomac Cyberjaya 2, Cyberjaya

**100% Glomac Enterprise Sdn. Bhd.**  
Sungai Buloh Country Resort, Sg. Buloh

**100% Kelana Kualiti Sdn. Bhd.**  
Saujana Perdana, Sg. Buloh

**100% Glomac Nusantara Sdn. Bhd.**  
Dataran Glomac, Kelana Jaya

**100% Magical Sterling Sdn. Bhd.**  
Saujana KLIA, Sepang

**100% Glomac Jaya Sdn. Bhd.**  
Glomac Cyberjaya, Cyberjaya

**51% Glomac Al Batha Sdn. Bhd.**  
Menara Prestige

**100% Glomac Maju Sdn. Bhd.**  
Suria Residen, Cheras

**51% Glomac Al Batha Mutiara Sdn. Bhd.**  
(held through Glomac Al Batha Sdn. Bhd.)  
Reflection Residences, Damansara

**100% Glomac Rawang Sdn. Bhd.**  
Saujana Rawang, Rawang

**100% Glomac Segar Sdn. Bhd.**  
Plaza @ Kelana Jaya

**100% Glomac Regal Sdn. Bhd.**  
Suria Stonor, Kuala Lumpur

**100% Glomac Resources Sdn. Bhd.**  
Galeria Hartamas, Kuala Lumpur

# CORPORATE STRUCTURE



## OTHER ACTIVITIES

### Property Investment

**100% Glo Damansara Sdn. Bhd.**  
Glo Damansara,  
Kuala Lumpur

**100% Bangi Integrated Corporation Sdn. Bhd.**  
Plaza Kelana Jaya, Phase II,  
Kelana Jaya

**100% Berapit Pertiwi Sdn. Bhd.**  
Suria Stonor, Kuala Lumpur

**60% Glomac Utama Sdn. Bhd.**  
Worldwide Business Park

**100% Kelana Centre Point Sdn. Bhd.**  
Kompleks Kelana Centre Point,  
Kelana Jaya

**100% Glomac Realty Sdn. Bhd.**  
Glomac Business Centre,  
Kelana Jaya

### Investment Holding

**100% Glomac Australia Pty Ltd.**

**100% Glomac UK Limited**

**85.7% Glomac Power Sdn. Bhd.**

**30% Irama Teguh Sdn. Bhd.**  
(held through PPC Glomac  
Sdn. Bhd.)

### Car Park Management

**60% Prominent Excel Sdn. Bhd.**

### Management Services

**100% Glomac Group Management Services Sdn. Bhd.**

### Construction

**100% Glomac Bina Sdn. Bhd.**

**30% PPC Glomac Sdn. Bhd.**  
(held through Glomac  
Power Sdn. Bhd.)

### Property Management Services

**100% Glomac Property Services Sdn. Bhd.**

**100% Kelana Property Management Sdn. Bhd.**

## DORMANT

**100% Berapit Development Sdn. Bhd.**

**100% BH Interiors Sdn. Bhd.**

**100% Glomac Land Sdn. Bhd.**

**100% Glomac Leisure Sdn. Bhd.**

**100% Glomac Real Estate Sdn. Bhd.**

**100% Magic Season Sdn. Bhd.**

**100% Magnitud Teknologi Sdn. Bhd.**

**100% OUG Square Sdn. Bhd.**

**100% Prisma Legacy Sdn. Bhd.**

**100% Prima Sixteen Sdn. Bhd.**

**100% Sungai Buloh Country Resort Sdn. Bhd.**

**100% Glomac Thailand Sdn. Bhd.**

**100% Glomac Cekap Sdn. Bhd.**

**70% FDA Sdn. Bhd.**

**60% Glomac Excel Sdn. Bhd.**

**51% Glomac Technology Sdn. Bhd.**

**100% Kelana Seafood Centre Sdn. Bhd.**

**100% Glomac Restaurants Sdn. Bhd.**

## BOARD OF DIRECTORS' PROFILE



**TAN SRI DATO' MOHAMED  
MANSOR BIN FATEH DIN**

**Group Non-Executive Chairman**  
*(Redesignated from Group Executive  
Chairman on 23 October 2024)*



**Nationality**  
Malaysian



**Gender**  
Male



**Age**  
84

**Tan Sri Dato' Mohamed Mansor bin Fateh Din, or better known as "Tan Sri Dato' FD Mansor", was appointed to the Board of Directors ("Board") of Glomac Berhad ("Glomac") on 1 April 1986. Before he founded the Glomac Group, he was attached to Utusan Malaysia Berhad as the Group Personnel Director.**

Tan Sri Dato' FD Mansor has extensive experience in the property development business, through his involvement in the industry for more than thirty (30) years. He was the Honorary Secretary of the Selangor Chapter of the Malay Chamber of Commerce and Industry from 1987 to 1995. He was also a member of the Advisory Council of the Iqra Foundation.

Tan Sri Dato' FD Mansor was awarded the Selangor Entrepreneur of the Year 1995 by the Malay Chamber of Commerce Industry, Selangor Chapter, in recognition of his contributions to the state. In September 2005, Tan Sri Dato' FD Mansor was awarded the prestigious "Property Man of the Year" by FIABCI Malaysia. Being a genuine Malay businessman and entrepreneur, he was presented the "Anugerah Usahasama Tulen" by the Malay Chamber of Commerce, Malaysia in June 2008. In June 2011, Tan Sri Dato' FD Mansor was bestowed the "Jewels of Muslim World 2011" award in recognition of his achievements and contributions in the Muslim World. In October 2013, Tan Sri Dato' FD Mansor was conferred the Brand Laureate - Premier Brand Icon Leadership 2013 in the Brand Laureate Icon Award 2013, for his illustrious career as one of Malaysia's top business entrepreneurs and corporate leaders. The annual Brand Laureate Award provides recognition to inspirational leaders who dedicate their lives and profession to the country.

In 2016, the Edge Malaysia Outstanding Property Entrepreneur Award was presented to Tan Sri Dato' FD Mansor, being a founder of the Glomac Group, to honour industry captains who have made significant and outstanding contributions.

Currently, Tan Sri Dato' FD Mansor does not hold any directorship in other public companies or listed issuers.

Tan Sri Dato' FD Mansor attended all five (5) Board meetings of the Company held during the financial year ended 30 April 2025.



## BOARD OF DIRECTORS' PROFILE

**DATUK SERI FATEH  
ISKANDAR BIN  
TAN SRI DATO' MOHAMED  
MANSOR**



**Group Managing Director /  
Chief Executive Officer**



**Nationality**  
Malaysian



**Gender**  
Male



**Age**  
57

Member of Remuneration and  
Employees' Share Scheme Committee

**Datuk Seri Fateh Iskandar bin Tan Sri Dato' Mohamed Mansor, better known as "Datuk Seri FD Iskandar", is one of Malaysia's well-respected figures. An exemplary leader, he has carved out a place as a nation-builder for vast swathes of Malaysia's modern development. Now, as Group Managing Director and Chief Executive Officer at Glomac Berhad ("Glomac"), he continues to lead the Company in becoming one of Malaysia's most pioneering property developers. He was appointed as a Board member of Glomac on 5 February 1997.**

Datuk Seri FD Iskandar attended the Malay College Kuala Kangsar ("MCKK"). He pursued his studies and graduated with a degree in Law from the University of Queensland, Australia, and later obtained his Master in Business Administration ("MBA").

Datuk Seri FD Iskandar's career first started in the legal field in Australia. Upon his return to Malaysia, he first worked in various capacities in Kumpulan Perangsang Selangor Berhad ("KPS") before leaving KPS to join Glomac as General Manager for Business Development. By 1997, Datuk Seri FD Iskandar was appointed to the Board of Directors ("Board") as Glomac's Executive Director, a position he held for seven (7) years before assuming his current role as Group Managing Director/Chief Executive Officer.

Datuk Seri FD Iskandar was appointed as a Board Member of Construction Industry Development Board, Malaysia ("CIDB") from 2018 to 2020 and was also appointed as the Chairman of the Construction Research Institute of Malaysia ("CREAM") Board of Trustees from 2019 to 2021. He was also a member of the City Advisory Board for Dewan Bandaraya Kuala Lumpur ("DBKL") from 2014 to 2019.

Datuk Seri FD Iskandar was the President of Real Estate and Housing Developers' Association ("REHDA") Malaysia for two (2) terms from 2014 to 2018, and he was formerly the Chairman of REHDA Selangor for two (2) terms from 2006 to 2010. He has also served as the Chairman of the Special Task Force to Facilitate Business ("PEMUDAH"), specialising in legal matters. Datuk Seri FD Iskandar has served as an Independent Director of Telekom Malaysia Berhad ("TM") from 2013 to 2018. TM is Malaysia's broadband champion and leading integrated information and communications provider. He was the Chairman of VADS Berhad, a wholly-owned subsidiary of TM, which services the information technology and telecommunications industries from 2015 to 2018.

Datuk Seri FD Iskandar was also the Group Chairman of Media Prima Berhad from 2015 to 2017, the largest incorporated media company in South East Asia. He was appointed to the Board in 2009 and also served as Chairman of the Nomination and Remuneration Committee and the Risk Management Committee of Media Prima Berhad. His presence also extends to being a Director of New Straits Times Press (Malaysia) Berhad from 2009 until 2015, the most established publisher in Asia with three (3) main newspapers.

## BOARD OF DIRECTORS' PROFILE

Datuk Seri FD Iskandar was formerly a Director of Kumpulan Hartanah Selangor Berhad from 2004 until 2008. He was also the Deputy Chairman of the Malaysian Australian Business School ("MABC"), Chairman of Gagasan Badan Ekonomi Melayu, Selangor Branch ("GABEM"), a body that promotes entrepreneurship amongst Malays in the country. He was one of the Founding Directors of Malaysia Property Incorporated ("MPI"), a partnership between the Government and the private sector established to promote property investment and ownership to foreigners worldwide.

Datuk Seri FD Iskandar also had more than twelve (12) years of experience as a Board member of Axis-REIT Managers Berhad, the management body of Axis-REIT, which was the first REIT company listed on Bursa Malaysia Securities Berhad.

Currently, Datuk Seri FD Iskandar is also the Patron of REHDA Malaysia, and since 2014, he has been appointed as the Chairman of GreenRE Sdn. Bhd. and ESD Greentech Sdn. Bhd. (subsidiaries of REHDA Malaysia).

With thirty (30) years of experience and involvement in the property development industry, Datuk Seri FD Iskandar's vast experience and expertise have made him a very well-known and respected figure among his peers locally as well as internationally.

Datuk Seri FD Iskandar frequently shares his insights and views as a guest speaker in forums, seminars, and conventions, and has given talks on the Malaysian property market both locally and abroad.

Datuk Seri FD Iskandar's esteemed position is reflected through the wide variety of accolades that he has accumulated which included the Malaysian Business Award in Property by the Malay Chamber of Commerce (2012), the Outstanding Entrepreneurship Award at the 2013 Asia Pacific Entrepreneurship Awards, the MBA Industry Excellence Award (Property Sector) by the Malaysia Business Awards in 2013 and the Brand Laureate Corporate Leader Brand Icon Award by the Asia Pacific Brands Foundation in 2014.

Datuk Seri FD Iskandar was also the recipient of the Global Leadership Award for Commercial Property Development by The Leaders International in 2014 and 2015. In 2016, he received the World Leader Business Person and World Business Leader awards from The Bizz.

The Special Achievement Award from Asia Pacific's Most Prestigious Awards ("APEA") 2017 under the category of Property Development Industry was awarded to Datuk Seri FD Iskandar to recognise and honour business leaders who have demonstrated outstanding entrepreneurship, embodying qualities such as exceptional performance, perseverance, and tenacity in developing successful businesses in Asia Pacific.

In 2018, Datuk Seri FD Iskandar was honoured by The Edge Malaysia as Malaysia's Exemplary Real Estate Industry Leader for his contribution to the local real estate industry in general and specifically for his property management. Furthermore, Datuk Seri FD Iskandar was also honoured by the Property Insight Prestigious Developer Awards 2018 with the Industry Excellence Award in recognition of his immense contributions to the industry over the years, as well as in his capacity as REHDA President.

As a testament to Datuk Seri FD Iskandar's remarkable achievements and leadership in the property industry, he was honoured under the special recognition awards category by ASEAN Property Awards Malaysia 2018-2019 by Des Prix Infinitus, whereby he was awarded the Prestigious Leadership Excellence Award in March 2019. In May 2019, The Property Insight Prestigious Developer Awards 2019 presented the Best Industry Leadership to Datuk Seri FD Iskandar.

In 2023, he received the REHDA Patron Award from REHDA Malaysia and the Malaysian Property Icon Leadership Award from FIABCI Malaysia and KSI Strategic Institute for Asia Pacific. His legacy of excellence continued in 2024, as Datuk Seri FD Iskandar was conferred The Edge Malaysia Outstanding Contribution to the Real Estate Industry Award 2024 at the Edge Property Excellence Awards (TEPEA) 2024, further solidifying his legacy of excellence.

Most recently, in 2025, Datuk Seri FD Iskandar received the Special Business Excellence Award: Top Property Leader Lifetime Achievement Award at the Malaysian SME Resilience and Growth Conference 2025. This highest recognition celebrates his enduring dedication, trailblazing leadership, and lifelong service to advancing Malaysia's property sector.

Datuk Seri FD Iskandar's remarkable career continues to inspire a new generation of leaders and shape the future of the industry with purpose and passion.

Currently, Datuk Seri FD Iskandar does not hold any directorship in other public companies or listed issuers.

Datuk Seri FD Iskandar attended all five (5) Board meetings of the Company held during the financial year ended 30 April 2025.

## BOARD OF DIRECTORS' PROFILE

SHAN CHOO

**Independent Non-Executive Director**



**Nationality**  
Malaysian



**Gender**  
Female



**Age**  
64

Chairperson of  
Audit Committee

Member of Risk Management  
and Sustainability  
Committee

Member of  
Nomination Committee

Member of Remuneration and  
Employees' Share Scheme  
Committee

**Shan Choo was appointed to the Board of Directors ("Board") of Glomac Berhad on 3 July 2017. She holds a Bachelor of Economics from Monash University, Australia, and is a member of CPA Australia as well as a member of the Malaysian Institute of Accountants. She also attended the Management Acceleration Programme in INSEAD, Fontainebleau in 2008.**

Shan Choo started her career in the stockbroking industry with Seagroatt & Campbell and later moved to the commercial banking industry with the MUI Banking Group. She moved to Australia in 1986 and worked with the ANZ Banking Group in Melbourne as a Group Credit Analyst.

In 1990, Shan Choo returned to the stockbroking industry in Malaysia by joining RHB Research Institute Sdn. Bhd., where she undertook the role of a banking analyst. She subsequently moved on to head a team of analysts covering various sectors of companies listed on Bursa Malaysia Securities Berhad.

Shan Choo then joined CLSA Malaysia in 1999, firstly as an analyst covering banks and conglomerates. She subsequently led an award-winning research team for six (6) years as Head of Research before moving on as Head of Sales in 2006 when CLSA Malaysia was awarded a full stockbroking licence. She was appointed Country Head and served as the principal officer for CLSA Group's operations in Malaysia in 2007. In August 2015, she was appointed Chairman of CLSA Malaysia, and upon her retirement in December 2016, she was appointed an advisor. She sat on the Board of RHB Asset Management Sdn. Bhd. and RHB Islamic International Asset Management Bhd. until her resignation as a Board member in 2018. Shan Choo was a Board member of SapuraOMV Upstream (Holdings) Sdn. Bhd. (formerly known as Sapura Upstream Sdn. Bhd.), a subsidiary company within the Sapura Group, from 20 July 2018 to 27 June 2019.

Currently, Shan Choo does not hold any directorship in other public companies or listed issuers.

Shan Choo attended all five (5) Board meetings of the Company held during the financial year ended 30 April 2025.



## BOARD OF DIRECTORS' PROFILE



**MOHD RAZLAN BIN MOHAMED**

**Independent Non-Executive Director**



**Nationality**  
Malaysian



**Gender**  
Male



**Age**  
59

Chairman of Risk Management and Sustainability Committee

Member of Audit Committee

Member of Nomination Committee

**Mohd Razlan bin Mohamed (“Razlan”) was appointed to the Board of Directors (“Board”) of Glomac Berhad on 27 May 2022. He holds a Bachelor of Science degree (cum laude) in Civil and Environmental Engineering from Duke University, United States of America (“USA”), and a Master in Business Administration (“MBA”) from Rice University, USA. He has vast working experience in the financial services industry, serving the corporate banking, investment banking, credit rating, and asset management sectors.**

Razlan was a corporate and investment banker during the early part of his career, attached to Perwira Affin Merchant Bank Bhd., Bank of America (Malaysia) Bhd., Maybank Investment Bank Bhd., and MIMB Investment Bank Bhd. During his thirteen (13)-year span in investment banking, he was responsible for debt and debt capital market products, arranging and executing various corporate loans, syndicated loans, project financings, and private debt securities sukuk issuances.

Razlan was appointed as the Chief Executive Officer of Malaysian Rating Corporation (“MARC”) in 2007, a position he held for eleven (11) years until 2018. During his tenure at MARC, he served as a Board member of the Asia Credit Rating Industry Body, the Association of Credit Rating Agencies in Asia, as well as Director in two (2) other International Credit Rating Agencies, namely, Islamic International Rating Agency, Bahrain, and ARC Rating SA, Portugal.

Razlan had also served as Independent Non-Executive Director of an Islamic Bank, HSBC Amanah Malaysia Berhad, an asset management company, VCAP Asset Managers Sdn. Bhd., a public university, Universiti Teknologi Malaysia, and as Chairman of a tolled highway concession company, Senai-Desaru Expressway Berhad.

Currently, Razlan serves as Chairman of Amanah Raya Investment Management Sdn. Bhd. and Chairman of UTMSPACE. He also sits on the Board as Independent Non-Executive Director of Bank Muamalat Malaysia Berhad, Lembaga Pembiayaan Perumahan Sektor Awam (“LPPSA”), USAINS Holding Sdn. Bhd. and Pacific Trustees Group International Sdn. Bhd.

Razlan attended all five (5) Board meetings of the Company held during the financial year ended 30 April 2025.

## BOARD OF DIRECTORS' PROFILE

**DATUK MOHD ADZAHAR BIN ABDUL WAHID**

**Independent Non-Executive Director**



**Nationality**  
Malaysian



**Gender**  
Male



**Age**  
61

Chairman of Nomination Committee

Chairman of Remuneration and Employees' Share Scheme Committee

Member of Risk Management and Sustainability Committee

Member of Audit Committee

**Datuk Mohd Adzahar bin Abdul Wahid ("Datuk Mohd Adzahar") was appointed to the Board of Directors ("Board") of Glomac Berhad on 1 June 2023. He is a Fellow of the Association of Chartered Certified Accountants ("ACCA") (United Kingdom), a Member of the Malaysian Institute of Accountants, and a Member of the Financial Planning Association of Malaysia. He is also a Member of the Harvard Business School Alumni of Malaysia.**

Datuk Mohd Adzahar is the Director of PMCare Sdn. Bhd. ("PMCare") and also a Chartered Accountant by profession. He has accumulated over 37 years of experience in banking and financial services. He began his career as a Trainee Accountant/Auditor at a Chartered Accountant's firm, Shepherd's Bush, London, after graduating from the Emile Woolf College, London in 1988 with ACCA. Upon returning to Malaysia from London, he immediately joined Bumiputra Merchant Bankers Berhad from 1988 to 1994, where he held his last position as a Corporate Banking Manager. His responsibilities included securing and managing corporate debt, comprising both direct lending and syndicated debts, project financing, as well as treasury functions.

Subsequently, Datuk Mohd Adzahar joined Malaysian Helicopter Services Berhad ("MHS") as a Corporate Finance Manager, and one of the major tasks undertaken was to assist in raising the required financing for MHS in the acquisition of Malaysia Airlines Berhad, besides ensuring the management accounts and annual report were timely produced. He was also responsible for monitoring the investments made by MHS and evaluating any project or proposal put forward to MHS.

Upon leaving MHS in 1995, Datuk Mohd Adzahar then joined PMCare, a Business Process Outsourcing entity specialising in medical management. As the Chief Executive Officer-cum-Executive Director, he was instrumental in the development of its Medicare Integrated Information Exchange, which serves as the backbone of operating applications software for PMCare. PMCare is part of the Sumitomo Corporation companies of Japan. PMCare is registered with Kementerian Kesihatan Malaysia as a Managed Care Organisation or MCO.

In addition, Datuk Mohd Adzahar served as a former Independent Non-Executive Director of Kencana Petroleum Berhad, Sapura Energy Berhad, Symphony House Berhad, Edra Global Energy Berhad, and TH Plantations Berhad. He currently sits on the Board of Cypark Resources Berhad.

Datuk Mohd Adzahar attended all five (5) Board meetings of the Company held during the financial year ended 30 April 2025.

## BOARD OF DIRECTORS' PROFILE



**DATO' SETIA HAJI HARIS BIN KASIM**

**Independent Non-Executive Director**

*(Appointed on 20 June 2025)*



**Nationality**  
Malaysian



**Gender**  
Male



**Age**  
62

Member of Risk Management and Sustainability Committee  
*(Appointed on 24 June 2025)*

Member of Nomination Committee  
*(Appointed on 24 June 2025)*

Member of Remuneration and Employees' Share Scheme Committee  
*(Appointed on 24 June 2025)*

**Dato' Setia Haji Haris bin Kasim ("Dato' Setia Haji Haris") was appointed to the Board of Directors ("Board") of Glomac Berhad on 20 June 2025. He holds a Bachelor's Degree in Social Sciences from University Malaya, along with a Diploma in Public Administration from the National Institute of Public Administration (INTAN).**

With over four decades of multidisciplinary experience, Dato' Setia Haji Haris has held senior leadership positions in both public service and government administration. Dato' Setia Haji Haris last served as the Selangor State Secretary from November 2021 to January 2025, where he played a central role in shaping state governance, infrastructure development, and digital transformation in Selangor. As the top civil servant in Selangor, Dato' Setia Haji Haris steered major state initiatives, corporate governance in public-linked companies, and digital transformation efforts.

Throughout Dato' Setia Haji Haris' tenure as the Selangor State Secretary, he has held numerous key positions within Selangor State Government-linked Companies ("GLCs"), including serving on the Boards of Perbadanan Kemajuan Negeri Selangor ("PKNS"), Air Selangor, and Menteri Besar Incorporated (MBI). He brings extensive corporate leadership experience, having held strategic leadership roles as Chairman of several key organisations, including Kumpulan Perangsang Selangor ("KPS"), Permodalan Negeri Selangor Berhad ("PNSB"), Kumpulan Hartanah Selangor Berhad ("KHSB"), Central Spectrum (M) Sdn. Bhd., Selgate Hospital Rawang, and Worldwide Entech Sdn. Bhd.

Following Dato' Setia Haji Haris' retirement, he transitioned into the private sector as Chairman of Axcova Sdn. Bhd., where he continues to leverage his public sector expertise to drive innovation. As Chairman of Axcova Sdn. Bhd., Dato' Setia Haji Haris leads the company to become a national leader in AI and information technology services, empowering industries, government, and communities with transformative digital solutions.

Currently, Dato' Setia Haji Haris does not hold any directorship in other public companies or listed issuers.

Dato' Setia Haji Haris was appointed on 20 June 2025, after the conclusion of the financial year ended 30 April 2025. Accordingly, he did not attend any Board meetings of the Company held during that financial year.



## BOARD OF DIRECTORS' PROFILE

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### Additional information of the Directors:

1. Tan Sri Dato' Mohamed Mansor bin Fateh Din and Datuk Seri Fateh Iskandar bin Tan Sri Dato' Mohamed Mansor has a family relationship.
  2. Save as disclosed in this Annual Report, none of the Directors have :
    - i. Any family relationship with any director and/or major shareholder of the Company;
    - ii. Any conflict of interest or potential conflict of interest with the Company;
    - iii. Any conviction for offences within the past 5 years other than traffic offences; and
    - iv. Any public sanction or penalty imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.
-

## KEY SENIOR MANAGEMENT PROFILES

### ONG SHAW CHING

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Chief Operating Officer

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**Nationality**  
Malaysian



**Gender**  
Male



**Age**  
60

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**Ong Shaw Ching joined Glomac in 1996 and was appointed as Chief Operating Officer of Glomac on 1 January 2014. He was also appointed as the joint Secretary of the Company from 1 December 2009 to 8 March 2021.**

He is a Fellow of the Association of Chartered Certified Accountants (UK) and a Member of the Malaysian Institute of Accountants.

He began his professional career in 1988 and spent six years in two international accounting firms where he was involved in the audit of several public listed companies and handled a wide range of corporate rescue exercises.

In 1994, he moved on to be the Financial Controller of a Hong Kong based group of companies involved in manufacturing and trading before joining Glomac in 1996.

## KEY SENIOR MANAGEMENT PROFILES

### ZULKIFLY BIN GARIB

#### Chief Operating Officer - Operations



**Nationality**  
Malaysian



**Gender**  
Male



**Age**  
64

**Zulkifly bin Garib ("Zulkifly") joined Glomac Berhad ("Glomac") on 15 October 2019 as Chief Operating Officer - Operations.**

He graduated with a BSc. in Civil Engineering and is a Member of the Chartered Institute of Highways & Transportation, United Kingdom. He is also a registered Engineer with the Board of Engineers, Malaysia (BEM) and the Institute of Engineers Malaysia (IEM). Zulkifly began his professional career as an engineer with a consultancy firm followed by appointments with PLUS Berhad and subsequently UMW Corporation Berhad.

He brings with him extensive experience in the land and property development sector having held senior managerial positions at Land & General Berhad and Tropicana Corporation Berhad. He was Senior General Manager of UDA Holding Bhd as Head of its Township Division before taking up position as Director of Operations at United Malayan Land Berhad in 2006.

Zulkifly was Vice-President of the Real Estate and Housing Developers Association (REHDA), Malaysia for the term 2018-2022. He was Chairman of REHDA, Selangor from 2016-2020 and sat on the Board of the Selangor Housing & Property Board ("LPHS") from 2016-2022.

Prior to his appointment at Glomac, Zulkifly was Project Director with UEM Sunrise Berhad.

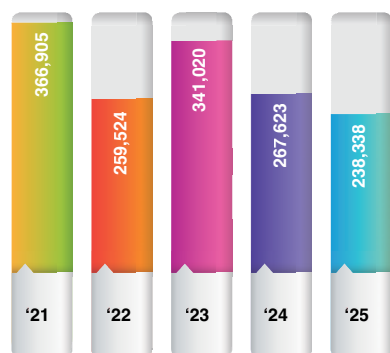
#### Save as disclosed, none of the Key Senior Management:-

- i. Has any directorships in other public companies and listed issuers;
- ii. Has any family relationship with any directors/major shareholders of the Company;
- iii. Has any conflict of interest or any potential conflict of interest with the Company;
- iv. Has any conviction for offences within the past five years other than traffic offences; and
- v. Has any public sanction or penalty imposed by the relevant regulatory bodies during the financial year ended 30 April 2025.



## 5-YEAR FINANCIAL HIGHLIGHTS

**Revenue**  
(RM'000)



**Profit Before Tax**  
(RM'000)



**Profit Attributable to  
Owners of the Company**  
(RM'000)



**Return on Total Assets**  
(%)



**Basic Earnings per Share  
attributable to Owners of the  
Company**  
(Sen)



**Net Dividend per Share**  
(Sen)



## 5-YEAR FINANCIAL HIGHLIGHTS

	2025 RM'000	2024 RM'000	2023 RM'000	2022 RM'000	2021 RM'000
Revenue	238,338	267,623	341,020	259,524	366,905
Profit Before Tax	34,985	32,853	50,454	61,525	56,775
Income Tax Expense	(19,448)	(10,398)	(17,807)	(18,912)	(25,322)
Profit for the Year	15,537	22,455	32,647	42,613	31,453
Profit Attributable to Owners of the Company	15,937	23,594	31,506	37,869	27,918
Non-controlling Interest	(400)	(1,139)	1,141	4,744	3,535
	15,537	22,455	32,647	42,613	31,453
<b>Assets, Liabilities and Equity</b>					
Total Assets	1,778,440	1,981,408	2,036,622	1,962,583	1,960,423
Total Liabilities	540,764	740,726	792,166	737,502	790,240
Paid-up Share Capital	418,632	418,632	418,632	418,632	418,632
Equity Attributable to Owners of the Company	1,201,219	1,202,674	1,178,003	1,158,234	1,128,080
Return on Shareholders' Funds Attributable to Owners of the Company	1.3%	2.0%	2.7%	3.3%	2.5%
Return on Total Assets	0.9%	1.2%	1.5%	1.9%	1.4%
Net Gearing Ratio (Times)	0.00	0.07	0.16	0.23	0.24
<b>Share Information</b>					
Net Assets Per Share Attributable to Owners of the Company (RM)	1.57	1.57	1.53	1.51	1.47
Basic Earnings Per Share Attributable to Owners of the Company (Sen)	2.1	3.1	4.1	4.9	3.6
Net Dividend Per Share (Sen)	2.25	1.25	1.25	1.50	1.00
Net Dividend Yield	6.6%	3.1%	4.0%	4.2%	2.9%
Share Price (Sen)	34.0	40.0	31.5	35.5	34.5

## SUSTAINABILITY STATEMENT



### DIRECTORS' & MANAGEMENT'S STATEMENT OF COMMITMENT TO EESG SUSTAINABLE PRACTICE

The Board of Directors (“the Board”) and Management of Glomac Berhad (“Glomac”) and its subsidiaries (collectively referred to as “the Group”) reaffirm our steadfast commitment to responsible and sustainable business practices. We are dedicated to delivering long-term value to our stakeholders by integrating Economic, Environmental, Social and Governance (“EESG”) considerations into our corporate strategy and day-to-day operations.

Throughout the financial year 2025, Glomac has continued to embed EESG principles across its operations, recognising their critical role in supporting resilient financial performance and driving positive social and environmental outcomes. We view EESG integration as essential to mitigating emerging risks and enhancing the Group’s ability to deliver sustainable value over the short, medium, and long-term.

In doing so, we aim to build a future-ready organisation, one that upholds high standards of corporate governance, fosters inclusive growth, and advances environmental stewardship. These efforts are guided by our stakeholders’ expectations and aligned with national and global sustainability priorities, including the United Nations Sustainable Development Goals (“UN SDGs”) and Bursa Malaysia’s enhanced sustainability disclosure requirements.



# SUSTAINABILITY STATEMENT

## REPORTING SCOPE AND BOUNDARIES

This Sustainability Statement covers the reporting period from 1 May 2024 to 30 April 2025 (“FY2025”), unless otherwise stated. It encompasses the Group’s principal business operations across its property development, property investment, property management, and construction segments. The scope includes key subsidiaries that contribute significantly to Glomac’s overall performance and sustainability outcomes.

The Group recognises the broader impacts of its value chain and is committed to promoting responsible practices among its contractors, suppliers, and business partners. The Group continues to encourage the adoption of sustainability principles across all tiers of its supply chain in support of long-term value creation.

## REPORTING FRAMEWORK

This Statement has been prepared in accordance with relevant sustainability reporting requirements and globally recognised frameworks. It reflects Glomac’s ongoing commitment to transparency, comparability, and accountability in sustainability disclosures. The frameworks and references applied include:

- Main Market Listing Requirements of Bursa Malaysia Securities Berhad
- Bursa Malaysia’s Sustainability Reporting Guide (3<sup>rd</sup> Edition, 2022) and supporting Toolkits
- Malaysian Code on Corporate Governance issued by the Securities Commission Malaysia
- UN SDGs
- The Greenhouse Gas (GHG) Protocol
- Illustrative Sustainability Reporting (ISR) framework

## REPORT AND DATA QUALITY

This Sustainability Statement has been prepared in accordance with established reporting principles and good industry practices. It provides balanced, comparable, and meaningful disclosures in line with the Bursa Malaysia Sustainability Reporting Guide (3<sup>rd</sup> Edition).

All data presented in this Statement has been internally sourced and verified by the relevant business divisions to ensure completeness, accuracy, and reliability. The Group acknowledges that additional enhancements in data availability are required for specific indicators. To strengthen the quality of future disclosures, the Group is in the process of enhancing its data collection and management systems to support more robust and consistent sustainability reporting.

## MEMBERSHIP OF ASSOCIATION

Glomac actively participates in key industry associations and sustainability networks. These affiliations enable the Group to stay abreast of best practices, policy developments, and emerging sustainability trends. Through these platforms, Glomac contributes to broader industry dialogue and strengthens its commitment to responsible and sustainable development.

As of FY2025, Glomac is a member of the following associations:

- Real Estate and Housing Developers’ Association Malaysia (REHDA)
- Malaysia Employers Federation (MEF)
- FIABCI - International Real Estate Federation (Malaysian Chapter)
- Construction Industry Development Board (CIDB)

## ASSURANCE STATEMENT

Glomac has not undertaken an internal audit or independent third-party assurance for the non-financial data presented in this Sustainability Statement. While the financial data included can be cross-referenced with the Group’s Audited Financial Statements, the sustainability-related disclosures, such as environmental, social and governance indicators, have been internally compiled and validated by the respective business units.

Glomac remains committed to enhancing the robustness of its sustainability reporting. As the reporting process matures, the Group will explore the feasibility of obtaining external assurance where deemed appropriate.

## FORWARD-LOOKING STATEMENTS

This Sustainability Statement contains forward-looking statements relating to the Group’s future plans, targets, and expectations. These statements are based on reasonable assumptions and reflect the Group’s current understanding of its business environment and strategic direction.

Actual outcomes may differ materially from those expressed or implied in the forward-looking statements, as they are subject to evolving market conditions, emerging risks, and other unforeseen circumstances. The Group will continue to review and adjust its strategies and operations in response to these developments to remain resilient and adaptable.

## SUSTAINABILITY STATEMENT



### FEEDBACK AND ENQUIRIES

The Group is committed to continuously improving its sustainability reporting and ensuring meaningful disclosure of its EESG performance. We welcome questions, comments, and suggestions from our stakeholders to help us enhance the relevance and transparency of our reporting.

For any inquiries or feedback regarding this Sustainability Statement, please contact:

Company Secretary  
Level 15, Menara Glomac  
Glomac Damansara  
Jalan Damansara  
60000 Kuala Lumpur

Tel : +603 7723 9000  
Fax : +603 7729 7000  
E-mail : [ir@glomac.com.my](mailto:ir@glomac.com.my)

# SUSTAINABILITY STATEMENT

## OUR SUSTAINABILITY APPROACH

The Group's sustainability framework provides a cohesive structure that aligns our sustainability objectives with the Group's mission and long-term strategic goals. It serves as a guiding compass to ensure consistent and purposeful actions across our operations, under the oversight of the Board of Directors.

Our approach is anchored in four key pillars - EESG - each of which represents a core dimension of our commitment to sustainable development. These pillars are supported by strong governance practices and a clear alignment with the UN SDGs, enabling us to address material risks and opportunities while delivering lasting value to our stakeholders.

We have identified and prioritised sustainability matters through our materiality assessment process, ensuring that our initiatives are responsive to stakeholder expectations and relevant to our business context. Through this approach, the Group actively fosters a culture of sustainability, encouraging collaboration, shared values, and continuous improvement across all levels of the organisation.

The Group's sustainability approach is grounded in our commitment to improving lives, delivering value, and creating long-term positive impact for all stakeholders. Our sustainability framework aligns closely with our corporate Vision, Mission, and stakeholder expectations, ensuring that our efforts are purposeful and effectively integrated into the Group's strategic direction.



### Vision

Our vision is to help improve the quality of life by providing a better place to live or work in. By carrying out this vision, we want to be recognised by our customers, shareholders and employees as a world-class property developer.



### Mission

Our mission as a caring and reliable property developer is to deliver outstanding service, quality products and value for money for our customers. Through dedication, innovation and passion, we are confident about our ability to achieve these goals.



### Stakeholder Groups

- Contractors/Consultants/ Supply Chain Partners
- Customers (including tenants)
- Employees
- Investment community
- Local community
- Regulators

Our sustainability strategy is structured around four key pillars: EESG. These pillars reflect our priorities and responsibilities as a property developer and are supported by ongoing stakeholder engagement, a strong governance structure, and alignment with global frameworks such as UN SDGs.

This approach guides our efforts in building a sustainable future while delivering shared value across the communities we serve.

## SUSTAINABILITY PILLAR



### Economic

- Economic Performance
- Supply Chain Management



### Environment

- Resource Efficiency
- Energy
- Water Management
- Greenhouse Gas Emissions
- Waste Management



### Social

- Occupational Health and Safety
- Diversity and Inclusion
- Training and Development
- Employee Welfare
- Local Community



### Governance

- Anti-Bribery and Anti-Corruption
- Data Protection and Privacy

# SUSTAINABILITY STATEMENT

## SUSTAINABILITY JOURNEY

The Group sustainability journey reflects a continuous commitment to strengthening governance, improving EESG considerations, and delivering long-term value. We have progressively aligned our practices with Bursa Malaysia's enhanced sustainability disclosure requirements and the expectations of our stakeholders.

### Our Journey and Key Milestones

Initial Phase: Laying the Foundation	Current Phase: Strengthening Compliance	Next Phase: Deepening Integration
<ul style="list-style-type: none"> <li>Institutionalised Board and Management oversight through the Risk Management &amp; Sustainability Committee ("RMSC")</li> </ul>	<ul style="list-style-type: none"> <li>Developed and formalised Glomac's Sustainability Policy and Framework</li> </ul>	<ul style="list-style-type: none"> <li>Further internalising EESG principles across business functions</li> </ul>
<ul style="list-style-type: none"> <li>Integrated EESG considerations into corporate strategy and risk management</li> </ul>	<ul style="list-style-type: none"> <li>Establishing and refining EESG-related KPIs and performance targets</li> </ul>	<ul style="list-style-type: none"> <li>Expanding the scope of sustainability initiatives across the supply chain and operations</li> </ul>
<ul style="list-style-type: none"> <li>Established internal reporting mechanisms and governance structures</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced sustainability disclosures in line with Bursa Malaysia's 3<sup>rd</sup> Edition Sustainability Reporting Guide</li> </ul>	<ul style="list-style-type: none"> <li>Enhancing EESG data systems, digitalisation, and audit trails</li> <li>Strengthening stakeholder engagement and transparency mechanisms</li> </ul>

### Highlight of our journey and moving forward

The Group continues to advance its sustainability journey by embedding EESG considerations across its business operations. In this current phase of compliance enhancement, our focus is on institutionalising sustainable practices, strengthening governance structures, and aligning internal processes with recognised reporting frameworks.

In FY2025, the information reported in this Sustainability Statement is guided by Bursa Malaysia's Sustainability Reporting Guide (3<sup>rd</sup> Edition), alongside global standards such as the GRI Standards and UN SDGs. In line with these expectations, the Group is committed to:

- Establishing and refining ESG-related KPIs and performance targets
- Enhancing internal data systems and audit trails for greater reporting accuracy
- Aligning ESG initiatives with stakeholder expectations and regulatory developments
- Strengthening supplier and contractor engagement to promote responsible practices across the value chain

Sustainability oversight is led by the Board of Directors, supported by the RMSC, with operational coordination driven by the Senior Management. These efforts are reinforced through interdepartmental collaboration to ensure sustainability considerations are integrated into day-to-day decision-making.

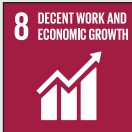





Moving forward, the Group will continue to build EESG capabilities across key functions and progressively expand the depth and breadth of its disclosures. These efforts reflect the Group's ongoing commitment to responsible growth and long-term value creation for all stakeholders.









# SUSTAINABILITY STATEMENT

## SUSTAINABILITY HIGHLIGHTS




The table below presents Glomac's Sustainability Highlights for FY2025. These achievements are linked to the Group's 4 Sustainability Pillars (EESG), which demonstrating the progress made in pursuing our comprehensive sustainability objectives and priorities. Furthermore, we have correlated these highlights and achievements with the UN SDGs, thereby aligning our efforts with the global sustainability agenda.

Material Matters	Monitoring Indicator (s)	Progress	Alignment with UN SDGs
<b>Economic</b>			
1. Economic Performance	<ul style="list-style-type: none"> <li>Economic value distributed and retained</li> </ul>	<ul style="list-style-type: none"> <li>Economic Value Generated (FY2025): RM246.5 million</li> <li>Economic Value Retained: RM22.2 million.</li> </ul>	
2. Supply Chain Management	<ul style="list-style-type: none"> <li>Percentage of local procurement</li> </ul>	<ul style="list-style-type: none"> <li>100% of procurement awarded to local suppliers.</li> <li>Regular contractor performance reviews and surprise audits conducted with no major non-compliances.</li> </ul>	
<b>Environment</b>			
3. Energy Management	<ul style="list-style-type: none"> <li>Electricity consumption by building</li> <li>Energy-saving initiatives implemented</li> </ul>	<ul style="list-style-type: none"> <li>12% reduction in electricity consumption in FY2025 compared to FY2024, attributed to improved building management practices, stable occupancy, and enhanced energy-efficiency measures.</li> </ul>	 
4. Water Management	<ul style="list-style-type: none"> <li>Water consumption per building</li> <li>Use of water-efficient fittings</li> </ul>	<ul style="list-style-type: none"> <li>Total water consumption decreased significantly by 42% compared to FY2024.</li> </ul>	 
5. Waste Management	<ul style="list-style-type: none"> <li>Contractor compliance with site waste handling</li> <li>Recycling efforts\Waste minimisation practices</li> </ul>	<ul style="list-style-type: none"> <li>Implemented 3R practices across sites, reused formwork, enhanced recycling at Glo Damansara, digitised office operations, and partnered with licensed contractors. Efforts to establish structured waste data tracking are underway.</li> </ul>	

# SUSTAINABILITY STATEMENT

Material Matters	Monitoring Indicator (s)	Progress	Alignment with UN SDGs
<b>Environment</b>			
6. Resource Efficiency	<ul style="list-style-type: none"> <li>Energy-efficient systems</li> <li>Use of sustainable building materials</li> </ul>	<ul style="list-style-type: none"> <li>Maintained high reuse rates for aluminium and timber formwork, achieved GreenRE Bronze for Plaza@Kelana Jaya, expanded rainwater harvesting systems, and enhanced lighting efficiency and building envelope design across key developments. Efforts reflect Glomac's continued integration of sustainability into construction practices and project planning.</li> </ul>	 
7. Greenhouse Gas Emissions (GHG)	<ul style="list-style-type: none"> <li>Scope 1 and 2 emissions</li> <li>Scope 3 planning status</li> <li>Emission tracking and reporting system</li> </ul>	<ul style="list-style-type: none"> <li>Total GHG emissions decreased by 11.6% to 4,648.97 tCO<sub>2</sub>-e, driven by lower electricity use. Scope 2 values were restated using the GHG Protocol's location-based method. Scope 3 tracking is in development to support future comprehensive carbon reporting.</li> </ul>	
<b>Social</b>			
8. Local Community	<ul style="list-style-type: none"> <li>CSR initiatives</li> <li>Local hiring</li> <li>Community-focused facilities</li> </ul>	<ul style="list-style-type: none"> <li>Delivered 178 affordable homes under the RSKU programme, benefitting ~712 individuals. Achieved 100% local hiring, enhanced flood infrastructure, and improved LRT3 pedestrian access. Continued civic participation through Johor Bersih and Hari Denggi Asean, reinforcing Glomac's commitment to inclusive growth and resilient community development.</li> </ul>	  

# SUSTAINABILITY STATEMENT

Material Matters	Monitoring Indicator (s)	Progress	Alignment with UN SDGs
<b>Social</b>			
9. Employee Welfare	<ul style="list-style-type: none"> <li>Employee turnover rate</li> <li>Benefit schemes and entitlements</li> </ul>	<ul style="list-style-type: none"> <li>73 new hires and 63 exits in FY2025, with turnover concentrated in the 30-50 age group.</li> <li>Comprehensive benefits maintained, including medical, dental, insurance, and parental leave.</li> <li>Wellness initiatives continued, including annual health screenings and virtual health talks on diet and lifestyle.</li> </ul>	
10. Training & Development	<ul style="list-style-type: none"> <li>Average training hours per employee</li> <li>Participation rates by job level and gender</li> </ul>	<ul style="list-style-type: none"> <li>Average training hours doubled with strong participation across all job levels and both genders.</li> <li>Holistic learning programmes included mental health, estate planning, fire safety, first aid, and spiritual talks.</li> </ul>	
11. Diversity & Inclusion	<ul style="list-style-type: none"> <li>Gender composition by level</li> <li>Equal opportunity policies</li> </ul>	<ul style="list-style-type: none"> <li>234 employees in FY2025, comprising 137 men and 97 women, with broad representation across age and ethnic groups.</li> <li>41 employees under age 30, reflecting a growing pool of young talent within the organisation.</li> <li>Workforce diversity tracked annually by gender, age, and ethnicity to support inclusive practices and transparency.</li> </ul>	

# SUSTAINABILITY STATEMENT

Material Matters	Monitoring Indicator (s)	Progress	Alignment with UN SDGs
<b>Social</b>			
12. Occupational Health & Safety	<ul style="list-style-type: none"> <li>Fatalities, injuries, near-miss incidents</li> <li>Total safe man-hours</li> <li>Preventive initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Recorded zero incidents for the fourth consecutive year with 418,376 safe man-hours. Strengthened fire safety compliance, OSH certifications, and emergency response drills. Sustained dengue prevention and regulatory renewals, reinforcing Glomac's commitment to a zero-harm, health-focused work environment across all operations.</li> </ul>	
<b>Governance</b>			
13. Anti-Bribery and Anti-Corruption	<ul style="list-style-type: none"> <li>Policy implementation rate</li> <li>Awareness training completion (%)</li> </ul>	<ul style="list-style-type: none"> <li>100% employee acknowledgment of the ABAC Policy in FY2025.</li> <li>70% completion rate for corruption awareness training, with expansion underway.</li> <li>Zero reported or substantiated corruption cases, reaffirming Glomac's strong compliance culture.</li> </ul>	
14. Data Protection and Privacy	<ul style="list-style-type: none"> <li>Number of privacy breach complaints</li> <li>Compliance with Personal Data Protection Act ("PDPA") 2010</li> </ul>	<ul style="list-style-type: none"> <li>Zero data breach complaints recorded from FY2022 to FY2025.</li> <li>Regular system audits and access control reviews conducted to safeguard stakeholder information.</li> <li>Risk-based cybersecurity measures and internal awareness initiatives implemented group-wide.</li> </ul>	



# SUSTAINABILITY STATEMENT

## SUSTAINABILITY GOVERNANCE

Our sustainability governance model provides a robust foundation and formal structure for advancing the sustainability agenda across the Group.

This framework employs a top-down approach, with the Board overseeing the sustainability priorities, strategies, and objectives. This ensures that the Board maintains oversight of significant EESG matters and facilitates the effective implementation of policies throughout the organisation. This structure supports decision-making by the Board and other key leaders, enabling the development of action plans and fostering a sustainability culture within the Group. Feedback, data, and relevant information related to EESG matters are regularly reported to the Board for review and action as needed. If necessary, the Board can take further action in response to these reports. The Group's organisational structure is designed to ensure that both the Board and the Management possess a deep understanding of the Group's EESG topics, enabling them to make informed decisions that advance the sustainability agenda.

## STAKEHOLDER ENGAGEMENT

At Glomac, we recognise that meaningful stakeholder engagement is essential to the success of our sustainability journey. Through consistent and transparent communication, we are able to gather valuable insights that inform our strategy, identify emerging trends, and respond proactively to risks and opportunities.

Engaging with our stakeholders enables us to align our sustainability priorities with broader economic, environmental, and social expectations. We maintain active collaboration/dialogue with our key stakeholder groups through a range of engagement channels and platforms to ensure their concerns, expectations, and aspirations are understood and addressed, ultimately leading to more impactful and sustainable outcomes.

The table below outlines our key stakeholder groups, engagement approaches, and focus areas.

Stakeholders	Priority	Methods of Engagement	Key Focus Area
Employees	Very Important	<ul style="list-style-type: none"> <li>Regular team meetings</li> <li>Town hall meetings</li> <li>Performance reviews</li> <li>Training sessions</li> </ul>	<ul style="list-style-type: none"> <li>Work environment and safety</li> <li>Employee engagement</li> <li>Training and development</li> </ul>
Customers/Buyers	Very Important	<ul style="list-style-type: none"> <li>Customer service helpline and email support</li> <li>Product launches and customer events</li> <li>Company website</li> </ul>	<ul style="list-style-type: none"> <li>Customer service</li> <li>Affordability</li> <li>Product quality</li> </ul>
Local Communities	Very Important	<ul style="list-style-type: none"> <li>Community Engagements and Events</li> <li>Corporate Social Responsibility Activities</li> <li>Strategic Partnerships (Partnering Programmes)</li> </ul>	<ul style="list-style-type: none"> <li>Community well-being</li> <li>Environmental impact</li> <li>Affordable housing</li> <li>Community engagement</li> </ul>
Investors and Analysts	Important	<ul style="list-style-type: none"> <li>Annual General Meeting</li> <li>Annual Report</li> <li>Company website</li> <li>Analyst briefing</li> <li>Ongoing institutional investors dialogue</li> <li>Regulatory updates and disclosures to relevant authorities</li> </ul>	<ul style="list-style-type: none"> <li>Financial performance and returns</li> <li>Long-term value creation</li> </ul>

## SUSTAINABILITY STATEMENT

Stakeholders	Priority	Methods of Engagement	Key Focus Area
Contractors and suppliers	Important	<ul style="list-style-type: none"> <li>• Tender processes</li> <li>• Supplier performance evaluations</li> <li>• Transparent selection process</li> </ul>	<ul style="list-style-type: none"> <li>• Quality delivery</li> <li>• Occupational health and safety</li> <li>• Fair and transparent pricing</li> </ul>
Government, Regulators and Authorities	Important	<ul style="list-style-type: none"> <li>• Corporate and financial disclosure framework activities</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory compliance</li> <li>• Job creation</li> </ul>

### OUR MATERIALITY MATTERS

The Group identifying and addressing material sustainability topics is fundamental to our ability to create long-term value and deliver on stakeholder expectations. These topics shape our sustainability strategy, influence risk management, and guide resource allocation across our operations.

We conduct a comprehensive materiality assessment every three years, with interim reviews conducted annually to ensure continued relevance in a dynamic business environment. Our materiality process is aligned with Bursa Malaysia's Sustainability Reporting Guide (3<sup>rd</sup> Edition) and incorporates sector-specific considerations to reflect industry and regulatory developments.

In FY2022, we completed a full stakeholder-driven materiality assessment involving structured engagement across key stakeholder groups. This formed the foundation of our materiality matrix. We also conducted an internal review of our existing material topics to ensure alignment with Bursa Malaysia's enhanced disclosure requirements and evolving stakeholder priorities. As a result, we refined and consolidated our material matters into fourteen (14) core topics, prioritised based on their impact on the business and stakeholders.

These material issues are mapped across the EESG pillars and guide our disclosures, performance monitoring, and sustainability initiatives.



#### CURRENT STATE ASSESSMENT & ALIGNMENT

The process began by assessing existing material matters, considering Bursa's Enhanced Disclosure and sector-specific material matters, along with market considerations. This was done particularly to identify gaps and make necessary alignments.



#### STAKEHOLDER ENGAGEMENT (PRIORITISATION)

Key matters are listed, particularly concerning compliance with Bursa Common Indicators. The management input is used to confirm the prioritisation.

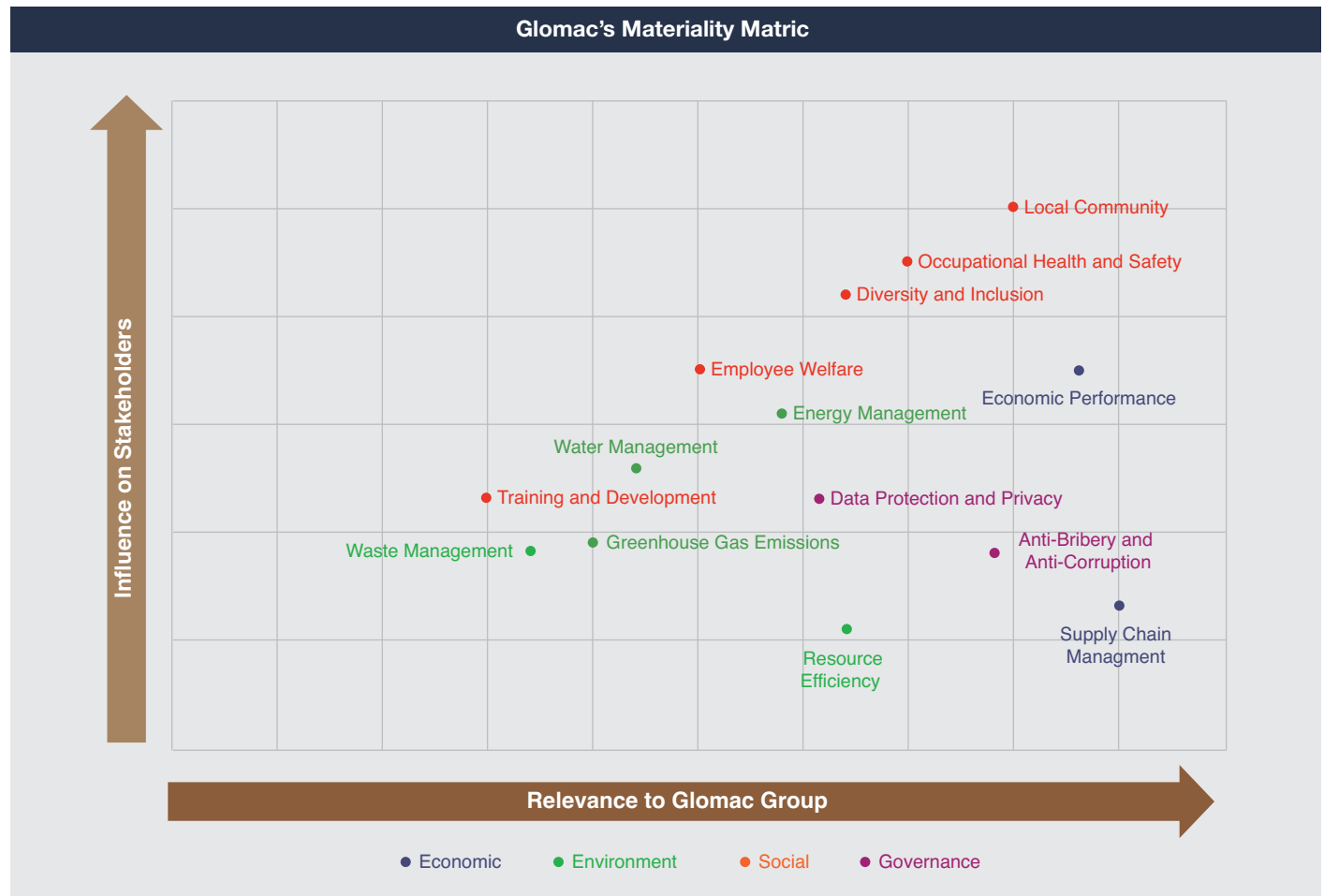


#### REVIEW AND VALIDATION

The materiality matrix was presented to management and the Board for the review and validation.

# SUSTAINABILITY STATEMENT

Ten (10) key issues have emerged as top priorities from both stakeholders' and the Group's perspective, taking into account their substantial impact on our operations. The resulting material matters are visually depicted in the accompanying materiality matrix below.



# SUSTAINABILITY STATEMENT

## ECONOMIC

1. Economic Performance
2. Supply Chain Management



## ENVIRONMENT

1. Energy Management
2. Water Management
3. Waste Management
4. Greenhouse Gas Emissions
5. Resource Efficiency



## SOCIAL

1. Local Community
2. Occupational Health and Safety
3. Diversity and Inclusion
4. Employee Welfare
5. Training and Development

## GOVERNANCE

1. Anti-Bribery and Anti-Corruption
2. Data Protection and Privacy



# SUSTAINABILITY STATEMENT

## PILLAR NO. 1: ECONOMIC

The Group recognise that our economic responsibility goes beyond delivering financial performance. We are committed to generating long-term value for our stakeholders while contributing to national development through inclusive, sustainable business practices. Our focus is on strengthening operational resilience, supporting local economies, and ensuring the sustainability of our supply chain.

### 1. Sustainable Economic Performance

In FY2025, the Group generated a total economic value of RM246.2 million, with RM29.2 million retained for reinvestment into our operations and sustainability initiatives. While economic value generated declined from FY2024, our prudent cost management and localisation efforts ensured that stakeholder value creation remained central to our strategy.

Items	FY2023 (RM'000)	FY2024 (RM'000)	FY2025 (RM'000)
<b>Economic value generated</b>	345,818	273,595	246,248
<b>Economic value distributed:</b>			
Operating costs	(233,824)	(194,183)	(156,262)
Employee wages and benefits	(24,258)	(25,301)	(26,986)
Payment to providers of capital	(11,513)	(9,594)	(17,269)
Payment to government (i.e., tax)	(26,198)	(14,451)	(16,531)
<b>Total economic value distributed</b>	<b>(295,793)</b>	<b>(243,529)</b>	<b>(217,048)</b>
<b>Economic value retained</b>	<b>50,025</b>	<b>30,066</b>	<b>29,200</b>

### 2. Supply Chain Management

The Group's supply chain plays a vital role in maintaining quality and ensuring responsible delivery of projects. We maintain a transparent, performance-based vendor management system, grounded in safety, regulatory compliance, and environmental stewardship. This framework supports our commitment to ethical procurement and long-term partnerships with local contractors and suppliers.

#### FY2025 Supply Chain Highlights:

- 100% of procurement awarded to local suppliers
- Regular performance evaluations and surprise site audits conducted
- No major non-compliance incidents recorded in supplier performance

	FY2023	FY2024	FY2025
Percentage of Local Suppliers (%)	100	100	100
Major Non-Compliance Incidents Recorded	0	0	0

We also continued our emphasis on local economic empowerment, achieving 100% local hiring across our operations. These milestones reflect our alignment with national localisation policies and our intention to build resilient, self-sustaining communities.

# SUSTAINABILITY STATEMENT

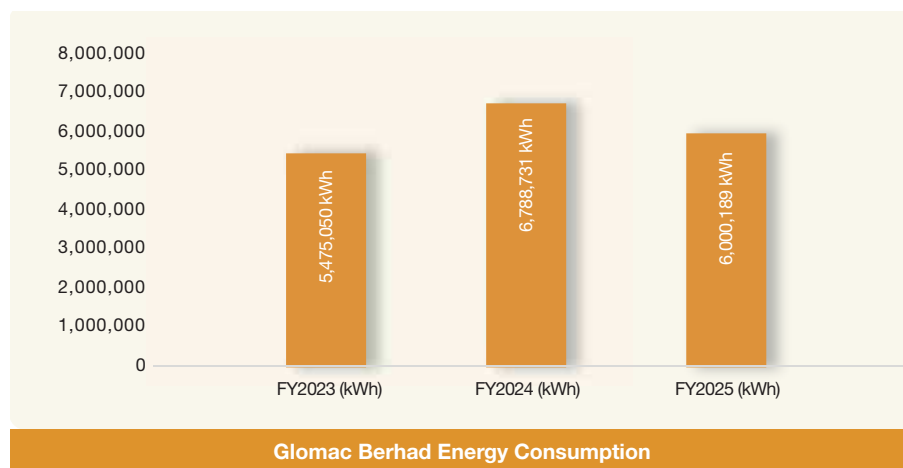
## PILLAR NO. 2: ENVIRONMENT

The Group's environmental stewardship is embedded into our operations and development philosophy. We are committed to reducing our ecological footprint through efficient use of resources, proactive emission management, and sustainable design across our properties. By adopting innovative technologies and promoting responsible consumption, we aim to contribute meaningfully to climate resilience and environmental sustainability.

### 3. Energy Management

We remain committed to improving energy efficiency across our assets through the adoption of environmentally responsible technologies and systems. Key initiatives implemented include:

- VRF (Variable Refrigerant Volume) air-conditioning systems for optimised energy use
- Use of low-GWP (green) refrigerant gases
- LED lighting upgrades in common areas



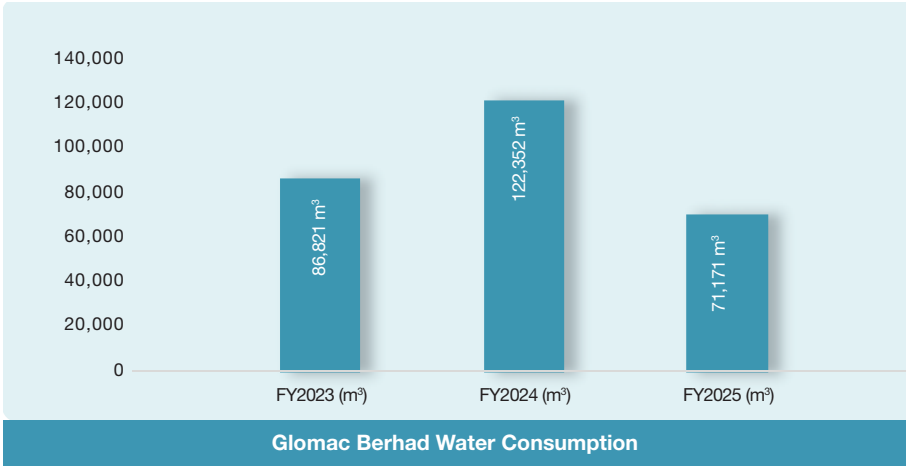
There was a 12% reduction in electricity consumption in FY2025 compared to FY2024, attributed to improved building management practices, stable occupancy, and enhanced energy-efficiency measures.

4. Water Management

The Group remains deeply committed to responsible water management, recognising water as a critical and finite resource. Our operations continue to align with stringent environmental standards, including ongoing water usage audits and compliance submissions to the Department of Environment (“DOE”). These efforts support our long-term dedication to sustainable water stewardship and the conservation of natural resources.

In FY2025, we enhanced the implementation of our “Every Drop Counts” (“EDC”) programme across all managed properties. This initiative continues to instil responsible water usage practices among staff, tenants, and contractors through the following measures:

- Scheduled cleaning rotations to reduce non-essential water consumption in common areas
- Proactive leak detection and repair to minimise water loss
- Staff awareness programmes to reinforce a culture of conservation



In FY2025, total water consumption saving significantly by 42% compared to FY2024. This improvement reflects the effectiveness of conservation measures under the EDC programme, as well as the stabilisation of post-pandemic building operations. Moving forward, we aim to enhance monitoring through sub-metering systems and further engage stakeholders in water-saving campaigns to sustain long-term impact.

# SUSTAINABILITY STATEMENT

## 5. Waste Management

We are committed to responsible waste management practices across our operations and project sites, despite the current unavailability of quantitative waste data. Our waste strategy is guided by the principles of reduce, reuse, and recycle (3R), with a strong emphasis on minimising construction and operational waste while promoting circularity.

Key initiatives include:

- Use of aluminium system formwork, achieving an estimated reuse rate of 80%, and designed to be 100% recyclable, significantly reducing material waste on-site.
- Timber formwork used in selected projects is reused on average 2.5 times, helping to extend material life cycles.
- Recycling facilities at Glo Damansara, including separate bins for paper, plastics, and aluminium, to encourage responsible tenant and visitor waste segregation.
- Collaborations with licensed waste contractors to ensure responsible collection, treatment, and disposal of construction and operational waste.
- Office digitisation and paperless practices adopted group-wide, aimed at reducing daily office waste and improving document management efficiency.

Although we do not currently track and quantify the total waste generated, recycled, or diverted from landfill for each property, we acknowledge this is important and are actively working towards implementing a structured waste data collection mechanism for future reporting cycles.

## 6. Resource Efficiency

The Group remains steadfast in our commitment to resource efficiency and responsible consumption. In line with our long-term sustainability objectives, we continue to uphold and refine best practices in waste reduction, material reuse, and sustainable design. These efforts are embedded across our project lifecycle to ensure positive environmental outcomes and contribute to a sustainable built environment.

We continue to collaborate with contractors and industry partners to implement innovative solutions and ensure high standards of environmental performance. Our project teams actively monitor the application of reusable materials and waste minimisation strategies at site level.

### Key practices maintained across FY2025 include:

- **Reusable timber and aluminium system formwork:**
  - o Timber formwork maintains a reuse rate of approximately 2.5 times.
  - o Aluminium formwork continues to achieve a reuse rate of ~80%, with 100% of disposed aluminium formwork being recyclable.
- **Construction waste segregation and recycling:**
  - o Recyclable material collection points are in place at all active sites.
  - o Contractors are guided by internal sustainability protocols and waste handling SOPs.





# SUSTAINABILITY STATEMENT

## Key practices maintained across FY2025 include:

- **Green Building Certification Achievement:**
  - o *The Plaza @ Kelana Jaya* achieved GreenRE Final Certification at the Bronze level, marking a significant milestone in the Group's commitment to green building design and sustainable construction practices.
  - o This achievement reflects ongoing efforts to integrate energy efficiency, water conservation, and environmentally conscious material use in our developments.



## Additional environmental initiatives sustained or in development:

### a. Rainwater Harvesting Systems

- Implemented at: *Lakeside Boulevard Shops*
- Planned for: *Keys @ Lakeside Residences and LoopCity Residences*

### b. Energy Efficiency and Lighting Initiatives

- Alternate lighting circuits to reduce energy use (e.g. 50% lighting in basement car parks)
- Use of LED lighting and ambient lighting in common areas and restrooms
- Double-glazed windows and roller blinds at Menara Glomac to reduce heat transfer and enhance daylight utilisation
- Lighting load reductions in naturally lit areas to optimise energy consumption

As we progress through FY2025, the Group remains focused on enhancing sustainability performance, pursuing further certifications, and embedding green features across upcoming developments to align with national low-carbon goals and stakeholder expectations.

## 7. Greenhouse Gas (GHG) Emissions

The Group tracks and reports greenhouse gas (**GHG**) emissions in accordance with the GHG Protocol, the most widely adopted international standard for corporate emissions accounting. This framework enables us to measure and disclose both Scope 1 and Scope 2 emissions in a transparent and consistent manner, in line with global sustainability and climate reporting expectations.

In FY2025, the Group recorded the following GHG emissions:

- Scope 1 - Direct Emissions (Diesel): 4.82 tCO<sub>2</sub>-e
- Scope 2 - Indirect Emissions (Electricity): 4,644.15 tCO<sub>2</sub>-e

This represents a decline in total emissions of approximately 11.6% compared to FY2024, primarily driven by a reduction in electricity usage following the full-year implementation of energy-saving measures across several key properties, including Menara Glomac and Johor sales office. The decrease also reflects stabilised post-pandemic operations and improved monitoring of building systems.

## SUSTAINABILITY STATEMENT

Financial Year	Scope 1 - Diesel (tCO <sub>2</sub> -e)	Scope 2 - Electricity (tCO <sub>2</sub> -e)	Total Emissions (tCO <sub>2</sub> -e)
<b>FY2023</b>	0.49	4,237.69	4,238.18
<b>FY2024</b>	1.39	5,254.48	5,255.87
<b>FY2025</b>	4.82	4,644.15	4,648.97

Restatement Notice: In FY2025, Glomac revised its Scope 2 calculation methodology to fully align with the GHG Protocol (location-based approach), using the latest available national grid emission factor for Peninsular Malaysia (0.774 kg CO<sub>2</sub>e/kWh). As a result, previously reported Scope 2 values for FY2022 to FY2024 have been restated to reflect this change. This restatement ensures consistency, comparability, and alignment with internationally recognised reporting standards.

At present, Scope 3 emissions - which include indirect emissions across the Group's value chain such as purchased materials, transport, business travel, and waste - are not yet monitored. Acknowledging their growing relevance in climate disclosures, the Group is planning to engage external consultants to:

- Develop a Scope 3 boundary definition and data collection framework
- Identify reliable emission factors and estimation models
- Align with the GHG Protocol Corporate Value Chain (Scope 3) Standard

By progressively expanding the scope and depth of our emissions reporting, the Group is committed to enhancing the credibility of our environmental disclosures and contributing meaningfully to global climate action.

### PILLAR NO. 3: SOCIAL

The Group is committed to fostering a socially responsible workplace and community ecosystem that upholds safety, inclusivity, employee well-being, and local empowerment. Through targeted social programmes, stakeholder engagement, and continuous capability development, we strive to create shared value that extends beyond our operations.

#### 8. Local Community Engagement

The Group continues to place strong emphasis on social inclusion and equitable development by supporting initiatives that provide direct and lasting benefits to local communities. In FY2025, we reinforced our community contribution through continued local hiring, civic collaboration, and the delivery of affordable housing under the Rumah Selangorku ("RSKU") programme.

##### Contribution to Affordable Housing: RSKU Programme

In support of the Selangor State Government's affordable housing initiative, the Group has played a proactive role in the development of RSKU projects, which aim to provide quality homes for middle- and lower-income households in urban areas. These efforts align with national housing goals and reflect our long-term commitment to inclusive urban development.

## SUSTAINABILITY STATEMENT

Category	FY2023	FY2025
<b>Name of Programme</b>	RSKU Type C (24' x 60') Townhouse	RSKU Type D (24' x 65') Townhouse
<b>Units Developed</b>	180 units	178 units
<b>Estimated Social Investment</b>	RM4,602,385 (in-kind, based on cost difference vs market housing)	RM7,537,358 (in-kind, based on cost difference vs market housing)
<b>Beneficiaries</b>	~720 individuals (estimated 4 per household)	~712 individuals
<b>Related SDGs</b>	SDG 1 (No Poverty), SDG 11 (Sustainable Cities and Communities)	SDG 1, SDG 11

*Note: This figure represents the estimated value of commercial opportunity foregone, reflecting the Group's support for affordable housing policy through price-controlled units under Rumah Selangorku.*

Through the RSKU initiative, the Group contributes to:

- Improving access to safe and affordable housing for lower- and middle-income households;
- Enhancing community resilience through pathways to home ownership;
- Driving local economic uplift through construction and related infrastructure investments.

### Ongoing Civic and Infrastructure Engagement

In FY2025, the Group continued to strengthen local communities through the following civic and infrastructure initiatives:

- 100% local employment, fostering economic inclusion and skills development among Malaysian workers;
- Maintenance of drainage systems and detention ponds, reducing flood risks in residential areas;
- Active participation in civic programmes such as Johor Bersih and Hari Denggi Asean, supporting public health and cleanliness;
- Targeted infrastructure upgrades, including:
  - o Southern Access Road and Main Drain improvements at Lakeside Puchong;
  - o Enhanced pedestrian connectivity to LRT3 near 121 Residences, improving mobility and accessibility.

These initiatives underscore the Group's sustainability value to fostering safer, healthier, and more resilient communities in line with national development goals and relevant SDGs.

# SUSTAINABILITY STATEMENT

## 9. Employee Welfare

The Group continued to invest in a comprehensive and evolving employee welfare programme in FY2025, recognising that the well-being of our workforce is critical to sustainable performance. Our core benefits remained in place - covering medical, dental, insurance, various allowances, and maternity/paternity leave - with additional health and wellness programmes introduced over the years.

In FY2025, we continued several key wellness initiatives such as:

- Online health talks and dietary webinars to promote personal wellness
- Annual health screening programmes offered to all employees, building on previous years' Ramadan talks and in-person health sessions

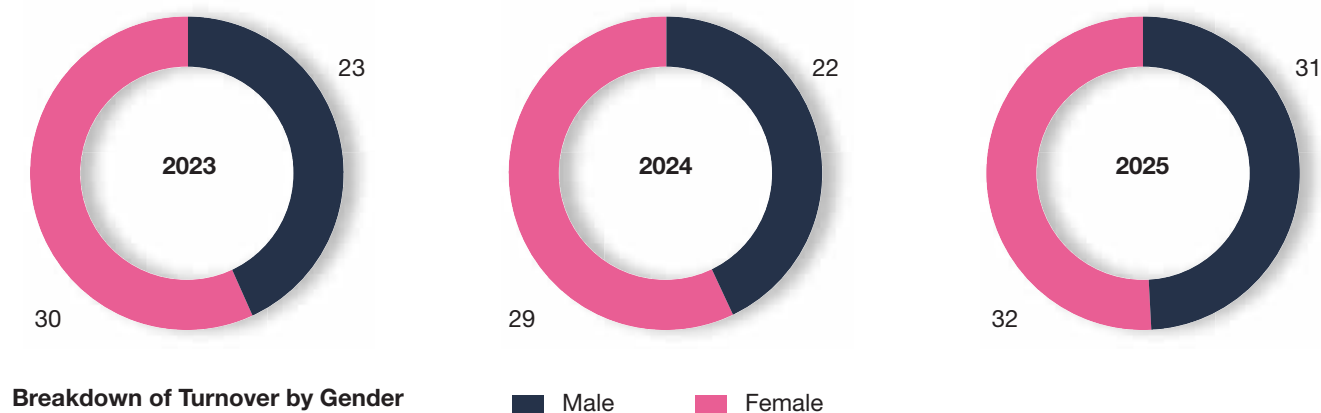
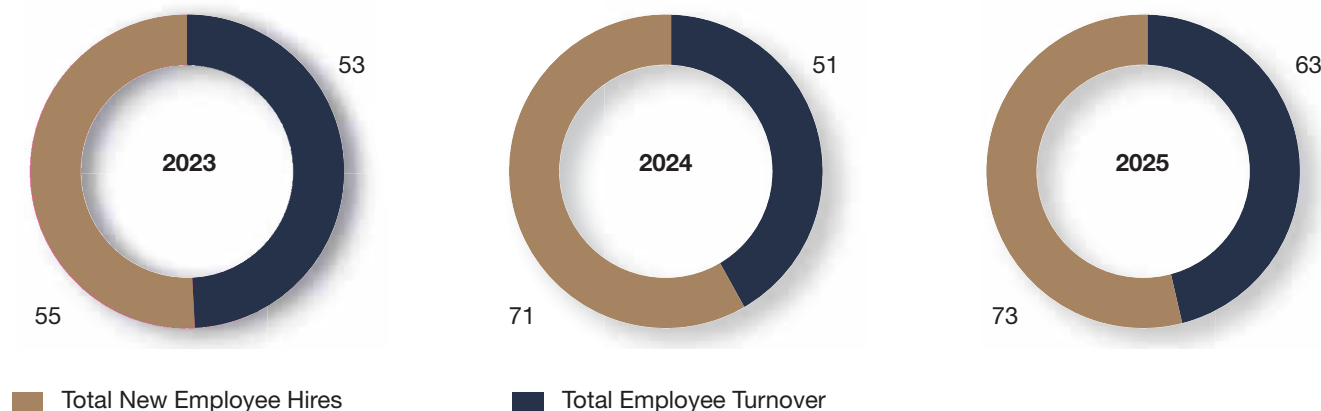
Bonus and incentive schemes were maintained, with both salary increments and performance bonuses distributed in recognition of employee contributions. Paid leave and retirement benefits remained accessible to all full-time staff.

### Turnover and Workforce Stability

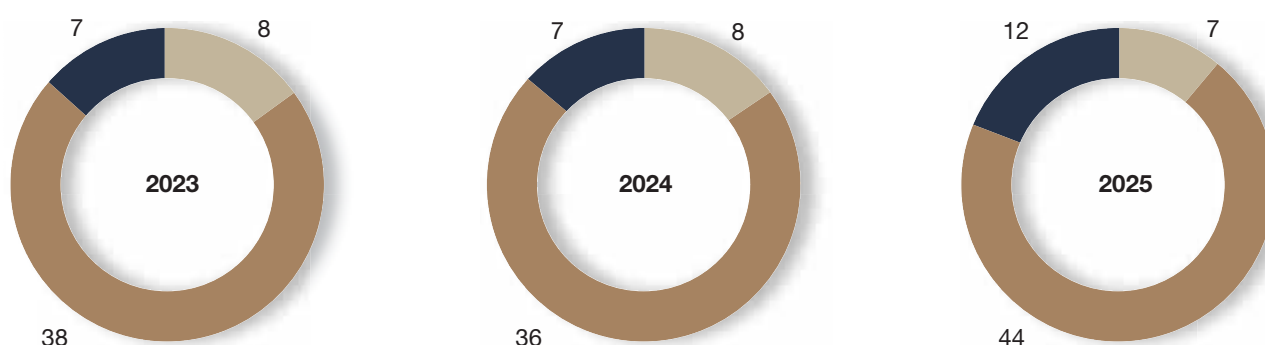
In FY2025, a total of 63 employees exited the organisation, marking a slight increase in turnover compared to previous years (51 in FY2024 and 53 in FY2023). The breakdown of FY2025 turnover is as follows:

- 31 males and 32 females
- 7 employees under age 30, 44 employees between ages 30-50, and 12 employees over 50 years old

This reflects a generally stable workforce, with the majority of turnover occurring within the mid-career age group



## SUSTAINABILITY STATEMENT



**Breakdown of Turnover by Age Group**

■ <30   ■ 30-50   ■ >50

Structure exit interviews were used to gather data and analysed, which allowed HR to identify key trends and improve retention strategies.

### 10. Training & Development

The Group remains committed to cultivating a skilled, resilient, and well-rounded workforce through structured training programmes that address technical competencies, workplace safety and wellness awareness. Our training strategy supports both personal and professional growth while aligning with our broader sustainability and stakeholder engagement goals.

In FY2025, we expanded our training and development portfolio to include a more holistic approach encompassing health, safety, spiritual well-being, and emergency preparedness.

#### FY2025 Key Training Programmes

The following initiatives were implemented during the year:

- Perancangan Harta: Mencari Barakah**  
 A practical session on Islamic estate planning, fostering financial literacy, personal responsibility, and spiritual awareness among employees.
- Mental Health Talk**  
 An interactive session aimed at promoting emotional resilience, stress management, and mental wellness in the workplace.



Mental Health Talk conducted on 17 October 2024 at Menara Glomac and virtually via Microsoft Teams, aimed at promoting employee well-being and emotional resilience.



## SUSTAINABILITY STATEMENT

- **Basic Occupational First Aid (BOFA), CPR & AED Training**

A certified course to equip employees with life-saving skills and emergency response procedures, promoting workplace safety and preparedness.



Basic Occupational First Aid (BOFA), CPR & AED Training held on 19-20 February 2025 at Menara Glomac, equipping employees with essential life-saving and emergency response skills.

- **Organisasi Keselamatan Kebakaran (OKK) - Bomba-Led Fire Safety Training**

Conducted by BOMBA Malaysia, this fire safety drill and awareness training reinforced our emergency response protocols and evacuation readiness.

- **Ceramah Agama by Ustaz Syamsul Debat**

A motivational and spiritual session to encourage ethical behaviour, teamwork, and character-building through Islamic teachings.



Tazkirah Ramadan titled "Tanda-Tanda Puasa Tidak Diterima" delivered by Ustaz Syamsul Debat on 3 March 2025 at Menara Glomac and virtually via Microsoft Teams.

- **Virtual Health Talk: Healthy Eating During Ramadan**

An online session focused on balanced nutrition, energy management, and wellness during the fasting month, reflecting our care for employee well-being.

## SUSTAINABILITY STATEMENT

### Technical and Functional Training Sessions

In addition to soft skills and wellness programmes, the Group conducted several targeted technical training sessions throughout FY2025 to support digital adoption, regulatory readiness, and operational efficiency:

- **e-Invoicing Kick-Off Workshop (14 June 2024)**  
Organised by the Group and facilitated by tax consultant, this session prepared finance personnel for the upcoming digital invoicing requirements.
- **e-Invoice System Workshop (1) (16 July 2024)**  
Conducted virtually by system developer for staff across finance, property management and investment functions to enhance system familiarity.
- **IRB Webinar: Seminar Cukai Keuntungan Modal (1 August 2024)**  
A tax education session organised by Lembaga Hasil Dalam Negeri to improve internal understanding of capital gains tax implications.
- **e-Invoicing Workshop (10 September 2024)**  
A follow-up virtual session to reinforce understanding and readiness for Malaysia's e-invoicing mandate.
- **e-Invoicing Kick-Off System Workshop (11 October 2024)**  
A system-level training organised by the Group and system developer to support smooth rollout of e-invoicing infrastructure.
- **Transfer Pricing Updates & Compliance (29 October 2024)**  
Co-hosted with tax consultant, this session equipped relevant teams with insights into the latest transfer pricing regulations.
- **Property Tenancy System Training - Part 1 (13 February 2025)**  
A foundational training to enhance operational familiarity with Glomac's tenancy management platform.
- **Property Tenancy System Training - Part 2 (4 March 2025)**  
A continuation of Part 1 focusing on practical application and system integration within relevant departments.

Category	FY2023	FY2024	FY2025
<b>Average Hours of Training per Year per Employee</b>			
Average Training Hours per Employee	8	7	13
Average Training Hours by Gender	Male: 4.53 Female: 3.73	Male: 7 Female: 0	Male: 6.85 Female: 6.15
Average Training Hours by Job Level or Department	Sen. Mgt: 3.20 Executive: 3.73	Sen. Mgt: 2.1 Executive: 2.8	Sen. Mgt: 2.39 Executive: 10.61

### FY2025 Highlights:

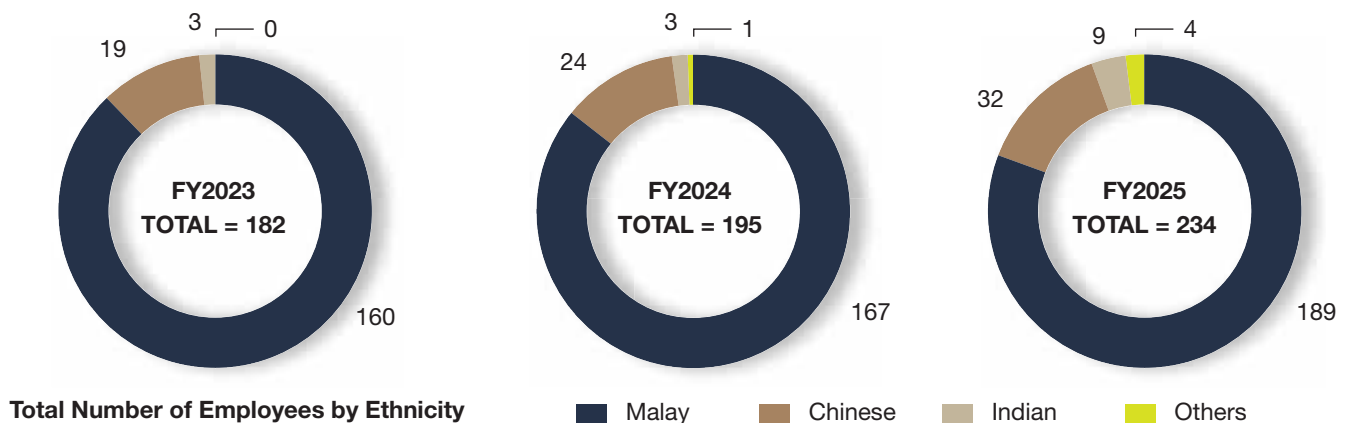
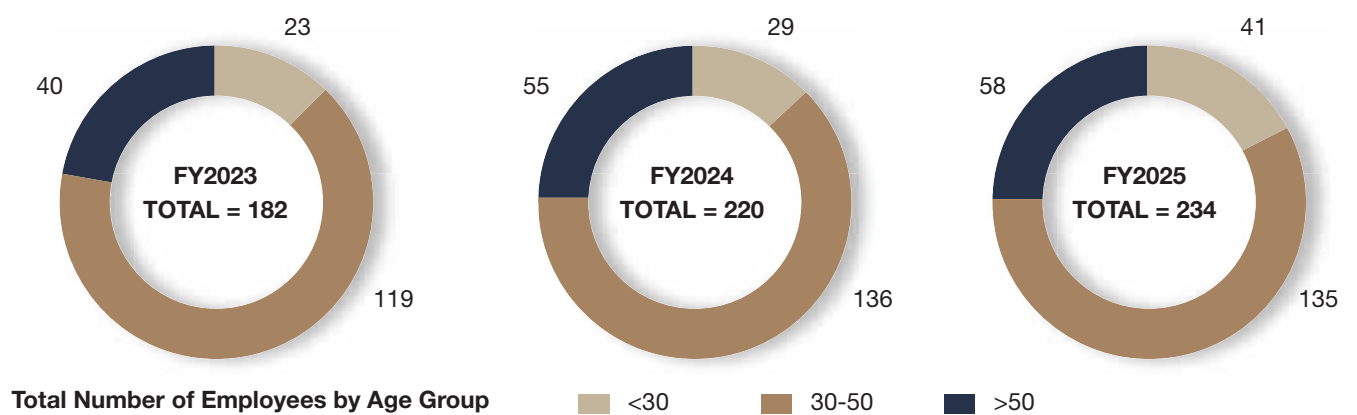
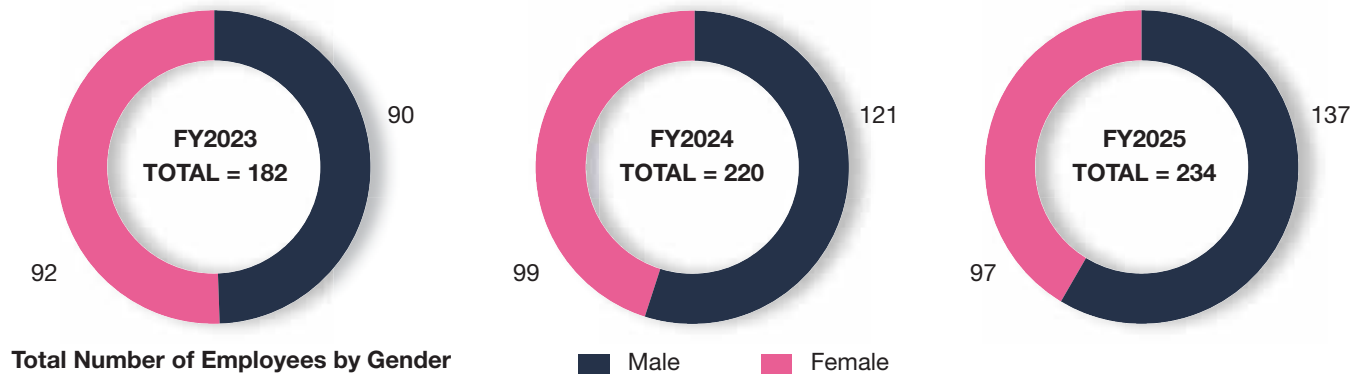
- Average training hours per employee doubled, indicating enhanced engagement in structured learning.
- Notable improvements in training participation among both genders and across job levels.

Our approach to employee and Directors development in FY2025 reflects our vision of creating a workforce that is not only technically competent but also ethically grounded, health-conscious, and safety-aware. These training programmes are designed to promote holistic well-being, align with social values, and support the continuous improvement of the Group's human capital.

# SUSTAINABILITY STATEMENT

## 11. Diversity & Inclusion

The Group recognises that a diverse and inclusive workforce enhances organisational performance, fosters mutual respect, and reflects the communities we serve. We are committed to uphold non-discriminatory practices and equal opportunities across all levels of the organisation. In FY2025, the Group employed a total of 234 staff, comprising 137 men and 97 women. We continue to monitor and report on workforce composition to ensure transparency and support inclusive workforce development.



The Group continues to support diversity and equal opportunity in employment. Gender and age distribution are tracked annually to monitor changes and identify areas for further engagement. These efforts reinforce our commitment to a fair and inclusive work environment.

## SUSTAINABILITY STATEMENT

### 12. Occupational Health & Safety

The Group continues to uphold a zero-harm commitment across all operations, with a strong emphasis on prevention, compliance, and continuous engagement with all stakeholders. Occupational health and safety (**OHS**) remains a fundamental priority, embedded in our daily operations and guided by regulatory standards and best practices.

#### FY2025 Safety Highlights

We maintained an incident-free record for the fourth consecutive year, covering all major safety categories, reflecting the continued maturity and effectiveness of our safety management systems.

#### Safety Performance Highlights

Description	FY2023	FY2024	FY2025
Fatality Case	0	0	0
Lost Workday Case (“ <b>LWC</b> ”)	0	0	0
Restricted Workday Case (“ <b>RWC</b> ”)	0	0	0
First Aid Case (“ <b>FAC</b> ”)	0	0	0
Near Miss Case	0	0	0
Dangerous Occurrence Case	0	0	0
Fire Case	0	0	0
Property Damage Case	0	0	0
Vehicle Accident Case	0	0	0
No. of Days Lost	0	0	0
<b>Total Safe Man-hours Worked</b>	<b>406,912</b>	<b>424,320</b>	<b>418,376</b>

*Note: In FY2025, total safe man-hours recorded stood at 418,376, marking a slight decrease compared to 424,320 in FY2024. This variance was primarily due to changes in operational activities and workforce deployment across project sites. Despite the reduced man-hours, the Group maintained a zero-incident record for the fourth consecutive year, reflecting consistent adherence to safety protocols and a strong safety culture across all operations.*

# SUSTAINABILITY STATEMENT

## FY2025 Safety Initiatives

- **Fire Safety Compliance**  
Conducted in collaboration with the Malaysian Fire and Rescue Department (BOMBA) to ensure the timely renewal of Building Fire Safety Certifications.
- **Organisasi Keselamatan Kebakaran (OKK) Training**  
Employees participated in fire safety and emergency response drills to strengthen on-ground preparedness.
- **Occupational, Safety and Health Certification (OSH-C) Programme**  
Additional team members were certified to meet anticipated legal requirements for Fire Safety Managers and Officers under the proposed amendments to the Fire Services Act.
- **Pest Control for Health Safety**  
The building management team continued larvicide and fogging activities to prevent mosquito breeding and dengue outbreaks.
- **Regulatory Compliance**  
All relevant Permits to Operate Machinery and Apparatus (PMA) were renewed in accordance with statutory requirements, ensuring safe use of operational equipment.

## Safety Culture and Risk Prevention

Our ability to maintain a zero-incident environment over multiple years reflects a strong, embedded safety culture and the effectiveness of our preventative systems. In FY2025, our focus remained on:

- Enhancing site-level accountability among subcontractors;
- Promoting consistent safety communication and awareness;
- Reducing training repetition through cultural integration of safety norms.

As we progress, the Group remains committed to sustaining and improving our safety performance, ensuring that every stakeholder - employees, contractors, tenants, and visitors - operates in a secure and health-conscious environment.

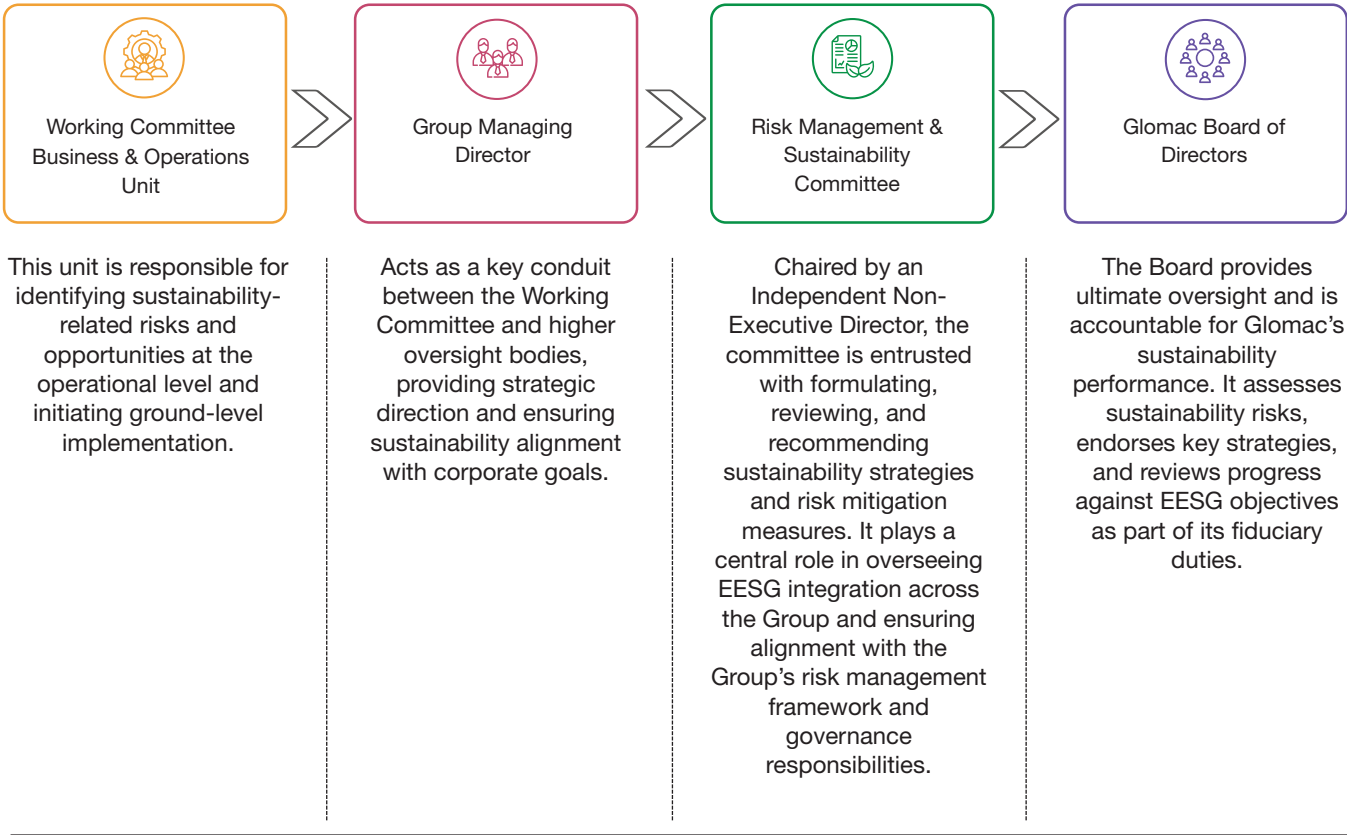


PILLAR 4: GOVERNANCE

The Group effective governance forms the backbone of our sustainability strategy, ensuring that all initiatives are aligned with our core values of transparency, accountability, and ethical leadership. Our governance framework integrates sustainability into corporate strategy, risk management, and operational oversight to deliver long-term value to stakeholders.

1. Board Oversight and EESG Governance

The Group’s sustainability governance structure is designed to support a top-down and cross-functional approach that ensures EESG considerations are embedded across decision-making levels:



# SUSTAINABILITY STATEMENT

## 2. Anti-Bribery and Anti-Corruption

The Group maintains a zero-tolerance policy towards bribery, corruption, and unethical conduct. Our Anti-Bribery and Anti-Corruption (**ABAC**) framework is a core component of our governance structure, ensuring ethical behaviour, regulatory compliance, and responsible business practices across all levels of the organisation.

In FY2025, we continued to strengthen awareness and adherence to our ABAC Policy, which is aligned with the Malaysian Anti-Corruption Commission (**MACC**) Act 2009, particularly Section 17A on corporate liability. The policy is further reinforced through our Code of Conduct (**CoC**) and communicated to all employees as part of our corporate integrity programme.

### FY2025 ABAC Highlights:

- 100% of employees formally acknowledged and adhered to the ABAC Policy;
- Corruption awareness training achieved a 70% completion rate in FY2024, with ongoing sessions planned to reach full coverage;
- Briefings and awareness materials were distributed to employees at all levels to reinforce understanding of anti-bribery expectations and legal obligations;
- Zero reported or substantiated bribery or corruption incidents during the year.

We remain committed to periodic review and enhancement of our anti-corruption controls, including whistleblowing procedures and risk-based assessments of third-party engagements.



ABAC Awareness Briefing on Section 17A of the MACC Act 2009, held on 15 August 2024 at Menara Glomac and via Microsoft Teams.

## SUSTAINABILITY STATEMENT

### 3. Data Privacy and Governance

Recognising the importance of safeguarding stakeholder data, the Group continues to uphold strict data governance standards aligned with the Personal Data Protection Act (PDPA) 2010. Our data protection practices are embedded within operational systems to ensure responsible handling of customer, employee, and third-party information.

#### **FY2025 Data Governance Achievements:**

- Zero substantiated complaints related to data breaches or privacy violations recorded between FY2023 and FY2025;
- Regular reviews of IT systems, access controls, and information security protocols were conducted;
- Ongoing implementation of risk-based cybersecurity measures to protect sensitive information and ensure business continuity;
- Data privacy responsibilities are communicated through internal bulletins, awareness sessions, and employee onboarding programmes.

Together, our ABAC and data governance initiatives support the Group's broader commitment to ethical leadership, regulatory compliance, and stakeholder trust.

### 4. Whistleblowing Policy and Procedures

The Group is committed to achieving and maintaining high standards with regards to behavior at work. The policies and procedures are developed to encourage employees and/or members of the public to report on suspected fraud, misconduct behavior and/or violations of the Group's Code of Conduct.

The Whistleblowing Policy and Procedure serves as an early warning system to assist the Group in detecting wrongdoings and taking early corrective action. It is the Board's belief that having a whistleblowing procedure in place is in line with the Group's sound corporate governance practices and will increase investors' confidence in the Group.

# SUSTAINABILITY STATEMENT

Indicator	Measurement Unit	FY2025	FY2024	FY2023
<b>Bursa (Diversity)</b>				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category		<b>234</b>	<b>220</b>	<b>182</b>
Management Under 30	Percentage	0.9%	0.5%	0.5%
Management Between 30-50	Percentage	10.3%	9.1%	12.6%
Management Above 50	Percentage	9.8%	11.8%	10.4%
Executive Under 30	Percentage	9.4%	8.6%	7.7%
Executive Between 30-50	Percentage	37.2%	43.2%	36.8%
Executive Above 50	Percentage	9.0%	5.9%	5.5%
Non-executive Under 30	Percentage	7.3%	4.1%	8.8%
Non-executive Between 30-50	Percentage	10.7%	9.5%	11.5%
Non-executive Above 50	Percentage	5.6%	7.3%	6.0%
General Workers Under 30	Percentage	-	-	-
General Workers Between 30-50	Percentage	-	-	-
General Workers Above 50	Percentage	-	-	-
Gender Group by Employee Category		<b>234</b>	<b>220</b>	<b>182</b>
Management Male	Percentage	14.1%	15%	16.5%
Management Female	Percentage	6.8%	6.4%	8.8%
Executive Male	Percentage	26.1%	24.5%	15.4%
Executive Female	Percentage	29.5%	33.2%	35.7%
Non-executive Male	Percentage	18.4%	15.5%	17.0%
Non-executive Female	Percentage	5.1%	5.4%	6.6%
General Workers Male	Percentage	-	-	-
General Workers Female	Percentage	-	-	-
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	83.3%	83.3%	83.3%
Female	Percentage	16.7%	16.7%	16.7%
Under 30	Percentage	0%	0%	0%
Between 30-50	Percentage	0%	0%	0%
Above 50	Percentage	100%	100%	100%
<b>Bursa (Labour practices and standards)</b>				
Bursa C6(a) Total hours of training by employee category		647	180	124
Management	Hours	177	132	68
Executive	Hours	430	48	56
Non-executive/Technical Staff	Hours	40	-	-
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	11.1%	15%	60.4%
Bursa C6(c) Total number of employee turnover by employee category		63	51	53
Management	Number	12	11	14
Executive	Number	37	30	26
Non-executive	Number	14	10	13
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
<b>Bursa (Energy management)</b>				
Bursa C4(a) Total energy consumption	Megawatt hour (MWh)	6,000.18	6,788.73	5,475.05

# SUSTAINABILITY STATEMENT

Indicator	Measurement Unit	FY2025	FY2024	FY2023
<b>Bursa (Health and safety)</b>				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0	0	0
Bursa C5(c) Number of employees trained on health and safety standards	Number	0	2	0
<b>Bursa (Supply chain management)</b>				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100	100	100
<b>Bursa (Water)</b>				
Bursa C9(a) Total volume of water used	Megalitres	71.17	122.35	86.82
<b>Bursa (Data privacy and security)</b>				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
<b>Bursa (Anti-corruption)</b>				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	100	100	100
Executive	Percentage	100	100	100
Non-executive	Percentage	100	100	100
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0		
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
<b>Bursa (Community/Society)</b>				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	7,537,358	-	4,602,385
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	712	-	720