

SUSTAINABILITY STATEMENT

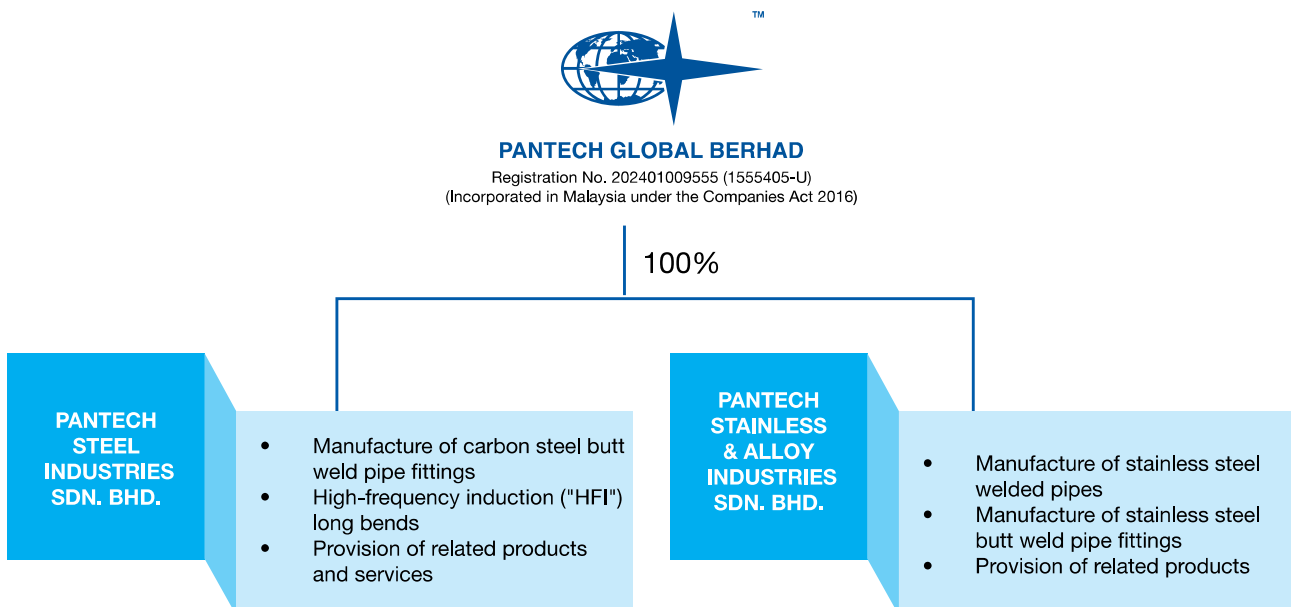
ABOUT PANTECH GLOBAL BERHAD

Pantech Global Berhad ("Pantech Global") is a leading manufacturer and exporter of carbon steel and stainless steel butt weld pipe fittings, and stainless steel welded pipes for use in industries involving fluid transmission. Our products are capable of withstanding high temperatures, high pressure, corrosive substances, and harsh environments, making them suitable for a myriad of industries including oil and gas, petrochemical, chemical, semiconductor, water treatment, and shipbuilding.

Being part of the Main Market-listed Pantech Group Holdings Berhad ("Pantech Group"), we have internalised sustainability as a core principle. Conducting business in an ethical manner, we integrate sustainable practices throughout our operations to deliver reliable solutions while minimising adverse impact to the environment and society.

GROUP STRUCTURE AND OPERATING ENTITIES

Pantech Global has two (2) wholly-owned subsidiaries and our core business is carried out by these two (2) companies.



More information on our businesses and financial performance can be read on pages 10-14.

OUR OPERATING LOCATIONS

Pantech Global's head office is located in Klang, Selangor, while our manufacturing facilities are in Klang, Selangor and Pasir Gudang, Johor.

ABOUT THIS STATEMENT

This is Pantech Global's maiden Sustainability Statement, as we were listed on the Main Market of Bursa Malaysia Securities Berhad ("Bursa Securities") on 3 March 2025. It is prepared as part of our ongoing commitment to providing transparent and holistic disclosure of our sustainability practices and performance to our stakeholders.

SUSTAINABILITY STATEMENT (Cont'd)

ABOUT THIS STATEMENT (CONT'D)

As this is our first (1st) Sustainability Statement, data reported herein is solely for the reporting period of 1 March 2024 to 28 February 2025 ("FY2025") unless otherwise stated. There are no relevant comparable preceding periods available.

Our Performance Data table can be viewed on pages 45-47.

SCOPE AND BASIS OF SCOPE

While the acquisition of Pantech Steel Industries Sdn. Bhd. ("PSI") and Pantech Stainless & Alloy Industries Sdn. Bhd. ("PSA") by Pantech Global was completed on 10 January 2025, the sustainability data disclosed in this Statement is presented on a proforma basis to reflect the full-year performance of PSI and PSA as though they had been part of Pantech Global for the entire financial year.

REPORTING FRAMEWORK

The preparation of this Statement is guided by the Main Market Listing Requirements and the Sustainability Reporting Guide issued by Bursa Securities. We also referred to Bursa Securities' Illustrative Sustainability Reporting Guide to provide visual conceptualisation of our sustainability related disclosure.

LIMITATIONS & DISCLAIMER

While every effort has been made to ensure the accuracy and completeness of the data presented in this Sustainability Statement, there are inherent limitations in data collection across Pantech Global due to differences in systems, processes and reporting maturity. As such, the accuracy and comparability of certain data points may vary, and any such limitations or amendments will be disclosed where relevant.

This Statement also includes forward-looking statements, including plans, targets and initiatives, which are based on current assumptions and available information. These statements are subject to change in response to evolving circumstances, regulatory developments, or changes in our operating environment.

FEEDBACK

We welcome and encourage our stakeholders to share their feedback about this Statement to help us continue improving our disclosure practices. Stakeholders can write to info@pantechglobal.com.

SUSTAINABILITY GOVERNANCE

Pantech Global adopts a sustainability governance structure aligned with that of our holding company, Pantech Group. Sustainability matters are integrated into our core corporate governance framework and are directly under the purview of our Board of Directors ("Board").

Our Sustainability Management Committee ("SMC") is chaired by the Group Managing Director and supported by our Deputy Group Managing Director and Group Executive Director.

A Sustainability Taskforce comprising heads of department representatives spanning Production, Finance, Human Resources, and Health and Safety from PSI and PSA manages day-to-day implementation of sustainability policies, principles, and procedures.

SUSTAINABILITY STATEMENT (Cont'd)

Independence of Audit for Greater Governance

Pantech Global requires that the lead partner involved in the external audit be rotated every seven (7) years and to observe a cooling-off period of five (5) years before re-appointment. This is overseen by the Audit and Risk Management Committee ("ARMC"), which is chaired by an Independent Non-Executive Director, and is consistent with current professional standards required by the Malaysian Institute of Accountants.

The ARMC Terms of Reference on our website has further details about this.

EXTERNAL ASSURANCE

Pantech Global has engaged an external verifier to conduct limited assurance on the key performance indicators related to the common sustainability matters mandated by Bursa Securities. Pantech Global also monitors and reports additional data which are not within the scope of assurance.

The Independent Limited Assurance Report can be read on pages 48 - 52.

Policies In Effect

The following policies are in effect at Pantech Global:

- Anti-Bribery and Corruption ("ABAC") Policy
- Conflict of Interest Policy
- Directors' Remuneration Policy
- Fit & Proper Policy
- Related Party Transaction Policy
- Whistleblowing Policy
- Code of Ethics
- Human Rights Policy*
- Sustainability Policy*
- Environmental Policy*
- Occupational Safety and Health Policy*
- Cyber Risk Policy*

Our Board Charter, Terms of Reference, and policies are available for reading on our website <https://pantechglobal.com/investor-relations/#>.

**Note: At the time of writing this Statement, these policies have been formalised and approved by the Board on 10 June 2025.*

STAKEHOLDER ENGAGEMENT

Pantech Global engages with a diverse range of stakeholder groups who either influence or are impacted by our business operations. Stakeholders are identified based on their level of influence and dependence on our Economic, Environmental, Social, and Governance ("EESG") performance. These include employees, regulators, customers, suppliers, investors, and the communities where we operate.

To ensure alignment between stakeholder expectations and our strategic priorities, we engage them through established communication channels. These engagements enable us to better understand their concerns and expectations, identify material matters, and anticipate emerging risks and opportunities that may shape our long-term sustainability.

SUSTAINABILITY STATEMENT

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STAKEHOLDER ENGAGEMENT (CONT'D)

Stakeholder group	Engagement channel	Focus area	Our response
Employees	Ongoing - Internal communications (i.e. memo, emails) - Meetings and discussions - Sports activities - Festive celebrations As needed - Learning and development trainings Annually - Performance appraisals - Employee surveys - Company events	- Career development & progression - Performance management - Workplace conduciveness - Occupational safety and health - Employee welfare - Balanced lifestyle	- Transparent communication with employees - Training and upskilling opportunities for professional and personal development - Occupational safety and health sessions to reinforce good practices as shared responsibility - Merit-based evaluation and career growth trajectory
Government Agencies and Regulatory Bodies	Ongoing - Statutory submissions - Participation in government / regulatory events As needed - Scheduled / ad hoc meetings - Scheduled inspections - Written communications	- Regulatory compliance, approvals, and permits - Waste management and environmental compliance - Labour practice and safety compliance	- Full compliance with regulatory requirements - Adoption of practices outlined in the Malaysian Code on Corporate Governance - Aware of and support initiatives driven by government or regulatory bodies
Customers	Ongoing - Customer visits - Customer satisfaction surveys - Meetings and business communication - Participation in exhibitions / trade shows - Corporate website	- Quality of products and services - Relationship management	- Offer butt weld pipe fittings and welded pipes that meet customer requirements with quick turnaround - Adhere to strict international quality standards - Visits to customer sites to better understand needs and challenges
Suppliers	Ongoing - Supplier evaluation and registration - Supplier visits - Meetings and business communication - Participation in exhibitions / trade shows	- Supply chain management - Relationship management - Quality of products and services - Corporate governance and compliance	- Comply with procurement procedures and related policies - Supplier visits for firsthand understanding of processes and procedures in place, including new technology

SUSTAINABILITY STATEMENT (Cont'd)

STAKEHOLDER ENGAGEMENT (CONT'D)

Stakeholder group	Engagement channel	Focus area	Our response
Investors and Shareholders	Ongoing - Corporate website Annually - Annual general meeting - Annual report Quarterly - Public filings - Investor relations sessions As needed - Extraordinary general meetings - Company announcements	- Financial performance - Return on equity - Corporate governance and compliance - Business strategy and outlook	- Timely updates on strategy and financial performance via investor briefings and announcements - Uphold good governance practices - Outline, monitor, and disclose sustainability targets and performance
Communities	Ongoing - Corporate responsibility initiatives As needed - Job vacancy advertisements	- Environmental practices - Social responsibility - Work opportunities	- Adopt ESG practices - Support community welfare through contributions and assistance programmes - Merit-based employment

Material Matters

Pantech Global is cognisant that material matters can directly and indirectly affect our ability to create long-term value for stakeholders. The Board and Senior Management view the following as material matters:

Economic	Environmental	Social	Governance
• Direct Economic Performances • Indirect Economic Impact • Supply Chain Management	• Climate Change Strategy and Initiatives • Water Usage • Waste and Effluent Management • Materials Management • Environmental Compliance	• Diversity and Equal Opportunity • Human Rights • Human Capital Management • Occupational Safety and Health • Contribution to Local Communities and Society • Social Compliance	• Anti-Bribery and Corruption • Corporate Governance • Data Privacy and Security

A comprehensive materiality assessment will be conducted in the financial year ending 28 February 2026 ("FY2026") to enable us to align and prioritise sustainability matters most relevant to our business model, risk profile, stakeholder expectations, and resource allocation.

SUSTAINABILITY STATEMENT

(Cont'd)

RISKS AND OPPORTUNITIES OF MATERIAL MATTERS

Pantech Global's risk management processes aim to strengthen organisational readiness and resilience by identifying, assessing, and addressing potential incidences that may impact our operations. A comprehensive view of risks comprising corporate, financial, and operational dimensions are illustrated in a singular framework to promote a structured and proactive approach to risk mitigation.

Component	Risks	Opportunities
Direct Economic Performance	Lacklustre economic performance corroding ability to create and distribute value.	Sustainable financial performance delivers long-term value for stakeholders and strengthens investor confidence.
Indirect Economic Impact	Failure to create indirect value may limit broader societal benefits and risk losing stakeholder support.	Creating and sharing value strengthens economic ecosystems and enhances stakeholder relationships, such as affinity with locals.
Supply Chain Management	Disruptions in the supply chain due to unethical practices by suppliers and poor supplier compliance can lead to production delays and reputational damage.	Stringent sourcing procedures and strong supplier relationships can ensure a stable supply chain, dependable quality, and enhance corporate reputation.
Climate Change Strategy and Initiatives	Lack of climate action might lead to rising carbon costs, regulatory non-compliance and reputational risk.	Climate action enhances resilience, strengthens stakeholder confidence and improves alignment with global sustainability targets.
Water Usage	Inefficient water management may lead to higher operational costs and potential scarcity and regulatory non-compliance.	Efficient water use reduces costs and ensures continued compliance and long-term operational continuity.
Waste and Effluent Management	Poor waste and effluent handling may cause pollution, non-compliance with environmental regulations and harm to the surrounding community.	Robust waste management helps mitigate impact to the environment and ensures continued compliance with regulations.
Materials Management	Excessive use of virgin materials may increase costs and environmental impact.	Responsible use of materials, including from sustainable sources and recycling, can help reduce environmental footprint and create operational efficiencies.
Environmental Compliance	Failure to meet environmental standards can result in penalties, legal action, reputational harm and in worst-case scenarios, orders to halt operations or closure of manufacturing plant by authorities.	Continued compliance builds trust with regulators and stakeholders while ensuring long-term operational continuity.
Diversity, Equity, and Inclusion	Discriminatory employment practices can lead to a toxic workplace culture and reputational damage.	Inclusive and empowering work culture helps attract and retain talent with greater breadth of experience and viewpoints to create a productive workplace culture that drives innovation.
Human Rights	Breaches in human rights practices can result in legal penalties, loss of business partnerships, and significant reputational damage.	Adherence to regulated employment practices reinforces Pantech Global's reputation as a responsible employer and can attract human capital.

SUSTAINABILITY STATEMENT (Cont'd)

RISKS AND OPPORTUNITIES OF MATERIAL MATTERS (CONT'D)

Component	Risks	Opportunities
Human Capital Management	Low employee morale and inadequate training can result in high turnover rates and decreased productivity.	Investing in human capital through training, development, and engagement initiatives leads to a skilled workforce, higher employee satisfaction, and supports productivity, innovation, and long-term organisational resilience.
Occupational Safety and Health	Workplace incidences, health hazards, and non-compliance with safety regulations can lead to loss in productivity, legal and financial liabilities.	Implementing robust safety and health measures contributes to a conducive environment for enhanced productivity.
Engagement with Local Communities and Society	Negative impacts on local communities can lead to opposition and legal challenges.	Care for the community enhances corporate reputation and fosters affinity among locals.
Social Compliance	Lack of compliance with labour laws and ethical standards can lead to legal actions and reputational risk.	Proactive social compliance fosters stakeholder trust.
Anti-Bribery and Corruption	Lapse in corporate governance structure and practices can lead to reputational damage, penalties, legal actions, loss of business opportunities, and erosion of stakeholder trust.	Adherence to corporate governance practices strengthens business integrity and builds stakeholder trust.
Corporate Governance	Weak governance may result in non-compliance, operating inefficiencies and loss of stakeholder trust.	Good governance ensures accountability, transparency and ability to progress on strategic direction to continue creating long-term value.
Data Privacy and Security	Data breaches and inadequate cyber security can lead to financial losses, legal actions, and damage to customer trust.	Robust data privacy and cyber security measures help to protect sensitive information which enable Pantech Global to maintain trust among stakeholders.

SUSTAINABILITY FRAMEWORK

Pantech Global's sustainability framework is closely aligned with our business strategy and key focus areas which include:

- Sustainable Business Growth
- Environmental Protection
- Workplace Management

Guided by our vision to be one of the most reliable global welded pipes and butt weld pipe fittings manufacturers, and our mission to manufacture a wide range of pipes and fittings to fulfil the needs of our customers, we drive progress on our sustainability objectives by addressing key concerns linked to the material matters across all focus areas.

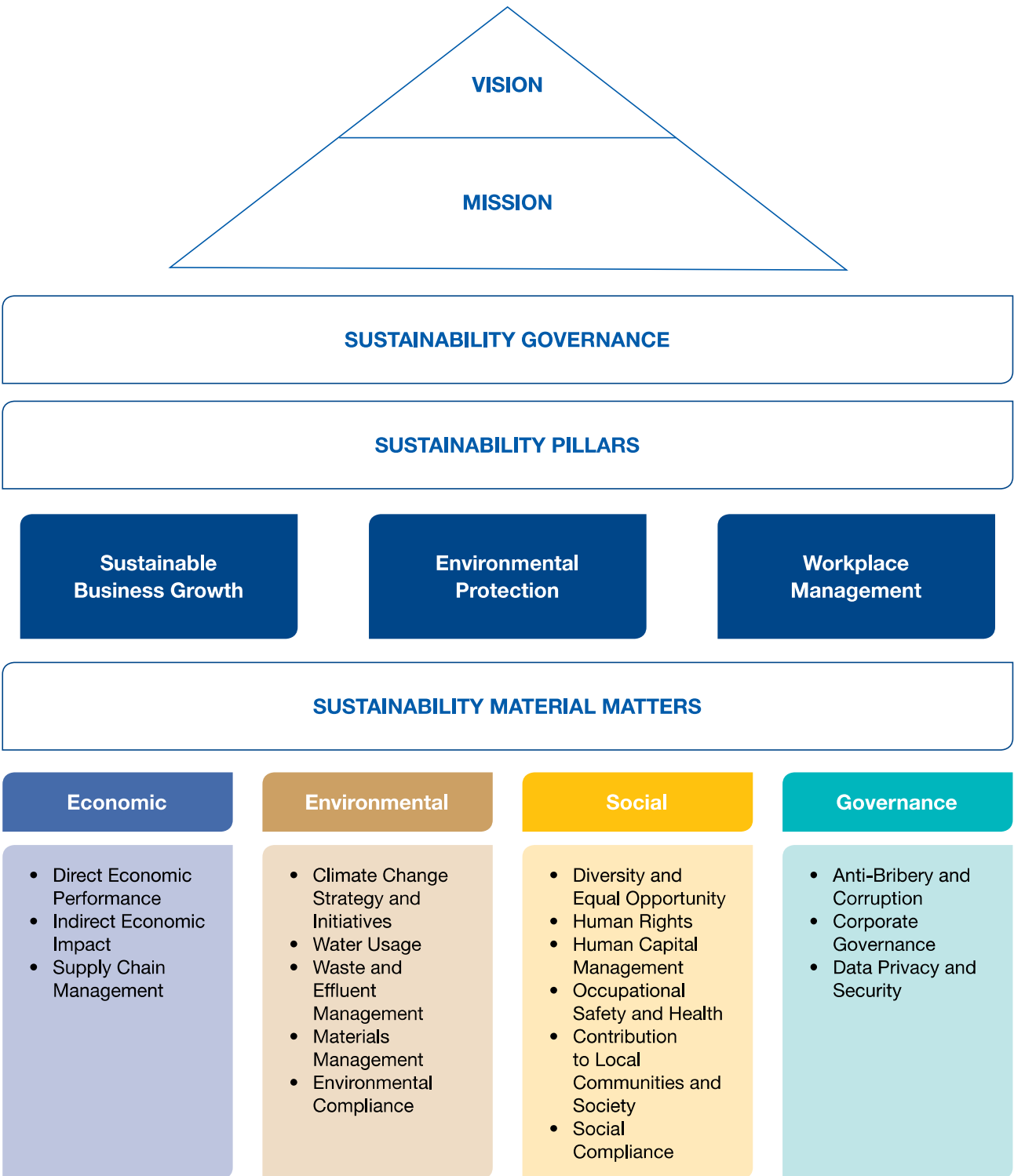
As this is our first (1st) year reporting as a standalone entity, FY2025 is the baseline year against which we will set measurable targets to track our performance and progress specific to Pantech Global.

Guided by the United Nations Sustainable Development Goals ("UN SDGs"), we remain committed to making continuous improvements toward these targets to create lasting, positive impact.

SUSTAINABILITY STATEMENT

(Cont'd)

SUSTAINABILITY FRAMEWORK (CONT'D)



SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS

Sustainable Business Growth - Economic Performance

Related UN SDGs:



Pantech Global's continued operational viability and economic performance are central to our ability as a business to deliver long-term value for our stakeholders. We recognise our role in supporting socioeconomic development through the provision of decent employment opportunities. We aim to generate sustainable value and ensure long-term resilience through the strategic deployment of resources.

The execution of our business strategy, as outlined on page 10, is central to our ability to maintain strong economic performance. This includes maintaining the necessary approvals, licences, permits, and certifications, as well as upkeep and upgrading machinery to manufacture and export pipes and fittings for industrial fluid transmission use.

The impact of our business extends beyond just our own employees and local communities. Our products are used to support critical operations in 27 foreign markets as well as Malaysia, helping our industrial customers around the world keep their operations running smoothly.

Our FY2025 financial performance is reported in accordance with MFRS 134 – Interim Financial Reporting and Appendix 9B of Bursa Securities' Main Market Listing Requirements. As such, there are no comparative figures for the preceding corresponding period.

Additionally, MFRS 3 – Business Combinations has been applied in consolidating the performance of the group of companies under the acquisition method. Under the acquisition method of accounting, Pantech Global's consolidated financial statements as a combined entity are for the period 10 January 2025 to 28 February 2025.

From the date of acquisition, Pantech Global recorded RM82.58 million revenue and RM58.96 million profit for FY2025. If the combination had taken place at the beginning of the financial year, Pantech Global's revenue and profit for FY2025 from its continuing operations would have been RM505.00 million and RM54.63 million respectively.

Of the RM135.62 million total direct economic value generated in FY2025 from business revenue and other income, 56.53% of this was distributed to stakeholders. The economic value generated and distributed ("EVG&D") arising from our business operations is illustrated in the following table.

	FY2025 (RM'000)
Direct Economic Value Generated	
Revenue	82,580
Bargain Purchase	52,342
Other Income	167
Interest Income	528
	135,617
Operating Costs	
Materials, operating and administrative expenses	61,309
Selling and distribution expenses	3,085
Employee Wages and Benefits	
Wages, salaries, defined contributions and others	7,313

SUSTAINABILITY STATEMENT

(Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Sustainable Business Growth - Economic Performance (Cont'd)

	FY2025 (RM'000)
Payments to Providers of Capital	
Interest payments	1,249
Dividend paid to shareholders	–
Community Investments	
Contributions to charities, community and social programmes	78
Payments to Government	
Tax expense	3,630
Economic Value Distributed	76,664
Economic Value Retained	58,953

Economic – Supply Chain Management

Related UN SDGs:



As a manufacturer and exporter of fluid transmission solutions suitable for use in diverse industries globally, responsible sourcing is a key criterion in our supply chain resilience. We focus on several aspects in our sourcing:

- Traceable Materials**
 Our products are exported and form part of fluid transmission systems that demand a high level of compliance and traceability to country of manufacture. We maintain rigorous controls throughout our supply chain and procurement process to ensure integrity of the products we produce.
- Local Focus**
 We firmly believe in contributing to economic growth in the communities where we operate. We do this by prioritising local sourcing for administrative and operating expenses, and fostering mutually beneficial relationships with local small and medium enterprises whenever practicable.
- Sustainability Collaboration**
 We aim to gradually introduce and encourage awareness of our sustainability expectations pertaining to procurement practices, which are extended to our suppliers, including contractors, service providers, and consultants. Our goal is to align them with our sustainability objectives.

Pantech Global upholds a fair and ethical procurement practice. We evaluate existing and potential suppliers through an objective lens based on criteria such as quality of material, reliability, lead time, cost, and reputation.

We consider social and environmental matters in our sourcing and procurement. In addition to ensuring compliance with all applicable laws, regulations, and internal policies throughout our procurement function, we are progressively strengthening our supplier engagement approach. Our Anti-Bribery and Corruption and Whistleblowing policies have been made publicly accessible on our corporate website.

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Economic – Supply Chain Management (Cont'd)

Pantech Global values open communication and trust, and we aim for mutually beneficial relationships with our supply chain. Relationships notwithstanding, we do not compromise our procedures in upholding responsible procurement practices. Our team adheres to established guidelines to ensure competitiveness and transparency in decision-making. Pantech Global introduced a Conflict of Interest Policy applicable specifically to Directors and Senior Management, reinforcing our commitment to ethical governance.

Where viable, we prioritise sourcing from local suppliers. This contributes positively to the local economy and reduces our logistics related carbon footprint. Due to the nature of our business, key raw materials are primarily sourced from overseas. Administrative and operating purchases, on the other hand, are locally sourced whenever feasible.

	FY2025
Proportion of spending on local suppliers	19%

Social – Occupational Safety and Health

Related UN SDGs:



We firmly believe that a healthy, safe, and conducive work environment prevents injuries and illnesses and can increase efficiency and productivity. In line with this, Pantech Global takes a proactive approach in fostering a safe and healthy work environment for employees and contractors on our premises.

Pantech Global's subsidiaries have established an Occupational Safety & Health ("OSH") Policy which outlines our approach to conducting business operations in a safe and responsible manner. The OSH Policy is developed from the Occupational Health and Safety Management System ("OHSMS") that adheres to the Occupational Safety and Health Amendment Act 2022 ("OSHA 2022") requirements and ISO 45001:2018 standard.

Health, Safety and Environment ("HSE") Working Committees are established across both our operating entities. They present updates on safety performance during monthly Heads of Department meetings, which are attended by the SMC, to ensure ongoing improvement and effective communication.

We assess risks, identify potential hazards, and reduce risk levels by using established safety and health management systems. These systems are continuously monitored and periodically assessed for their effectiveness. Revisions to HSE procedures are made when necessary.

The CARE Policy captures the essence of our safety commitment and culture and is embedded into the OSH Policy.

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Occupational Safety and Health (Cont'd)



In our aim to ingrain a culture of safety and wellbeing among our workforce, Pantech Global provides health and safety training during the onboarding of new employees. Regular HSE and Personal Protective Equipment ("PPE") training are conducted to promote a safe and conducive workplace for all. This commitment extends to external contractors, who are subject to mandatory HSE briefings before beginning work at our premises, as well as to all commercial visitors wishing to tour our production facilities.

Weekly Toolbox Sessions, led by the HSE committees at the respective subsidiaries, provide opportunities for open dialogue and reinforce good practices that shape a mindset of preventing workplace incidence, thus encouraging a culture of safety.

Health and safety sessions

During FY2025, 368 persons underwent various formal training on Health and Safety Standards, totalling 1,650 hours. These sessions reflect our commitment to equipping employees with the required knowledge to actively contribute to workplace safety.

	FY2025
Number of employees trained on Health and Safety Standards	368
Training hours on Health and Safety Standards	1,650

The regular sessions to refresh employees on HSE practices helped Pantech Global avoid any fatalities on our premises in FY2025.

While there were no fatalities, we could not completely prevent safety incidences. Nine (9) incidents occurred during the year, with 1,944 total man-hours lost. This equated to a lost time incident rate ("LTIR") of 0.86. LTIR reflects loss of productivity associated with safety incidents and is calculated according to Bursa Securities' Sustainability Reporting Guide. Our LTIR was within an acceptable threshold of less than 1, which is our target for FY2026.

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Occupational Safety and Health (Cont'd)

Safety incidents were traced to non-compliance with standard operating procedures such as improper machine handling, unsafe maintenance practices, lack of situational awareness and failure to follow forklift safety guidelines. Several corrective actions have been taken, including conducting regular safety briefings, enhancing safe work procedures for machine operation and maintenance, installing additional safety features and tools, and implementing penalties for safety violations to reinforce accountability and promote a safer workplace.

	FY2025
No. of Fatalities involving Employees	0
No. of Fatalities Involving Contractors	0
No. of Incidents	9
• Major Incidents	5
• Minor Incidents	4
Total Manhours Lost	1,944
LTIR (Employees)	0.86

Incident Type	Description
Fatal	Incidents that result in death
Major	- Incidents that result in non-fatal injury but cause permanent disability - Prolonged but non-permanent disability with absence from work or on medical leave ("MC") of more than 3 weeks
Minor	- Incidents that result in minor injuries but not permanent disability - Not critical or life threatening, minor abrasions, bruises, cuts and first aid type injury - Absence from work or MC of less than 3 weeks

We are committed to enhancing our preventive measures to minimise the risk of recurrence in the future.

SUSTAINABILITY STATEMENT

(Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Rights

Related UN SDGs:



Human rights are a fundamental right for all individuals. Upholding human rights across our operations is a non-negotiable moral obligation. Strong human rights practices underpinned by fair and ethical treatment for all employees contribute to a more productive workforce and a healthy, positive work culture.

We support the UN Guiding Principles on Business and Human Rights, International Labour Organization ("ILO") Declaration on Fundamental Principles and Rights at Work, and International Bill of Human Rights. Furthermore, we adhere to applicable laws and regulations in our operational footprint such as Malaysia's Employment Act 1955.

Pantech Global upholds human rights in line with guidelines issued by key authorities. This is reflected in the Human Rights Policy which comprises six (6) tenets:

- Non-Discrimination
- Fair Employment Conditions
- Health and Safety
- Freedom of Association and Collective Bargaining
- No Forced and Child Labour
- Free from Harassment and Abuse

We provide competitive compensation and decent living quarters that comply with local regulations for our workers, in addition to fair wages. We ensure all employees have access to training programmes to perform their jobs safely and effectively.

In any case of suspected breach of our human rights practices, our Whistleblowing Policy outlines the process for secure and confidential complaints. Employees and external stakeholders are empowered to report potential breaches of company policy, labour practices, disputes or inappropriate behaviour without fear of retaliation. Lodged reports are investigated thoroughly while the whistleblower's identity is protected. Necessary actions are taken based on the findings.

Pantech Global had no complaints concerning human rights violations during FY2025.

	FY2025
No. of substantiated complaints involving human rights violations	0

We will continue observing human rights practices to maintain our track record and reputation.

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Diversity, Equity, and Inclusion

Related UN SDGs:



Diversity, equity, and inclusion ("DEI") can be key drivers of business resilience and long-term value creation. A diverse workforce enriches our organisation with a broad spectrum of experiences, perspectives, and ideas, fostering innovation and strengthening our ability to respond to nuances.

Our DEI efforts are guided by our Code of Ethics ("CoE") which provides that everyone is equal and must be respected as an individual, without any form of discrimination. We are committed to upholding equal employment opportunities and promoting diversity across all levels of the organisation. We respect and value differences in gender, race, religion, age, nationality, and other characteristics, and strive to create an inclusive environment where all individuals are treated with dignity and fairness.

This is embedded in our recruitment, compensation, and benefits practices, ensuring compliance with all applicable labour laws and alignment with global sustainability standards.

We actively promote open communication and provide platforms for employees to voice their perspectives, helping cultivate a culture of mutual respect and collaboration. By embracing diverse talents and viewpoints, we support a cohesive and engaged workforce that enhances organisational performance and social impact.

Furthermore, we provide fair wages, regulated working hours, and adequate benefits. We believe that a fairly compensated and well-supported workforce forms the foundation for sustainable growth, employee wellbeing, and a strong sense of belonging.

	FY2025
Total employees	771

100% of our workforce are permanent employees.

100% of Pantech Global's workforce are permanent employees

Pantech Global's workforce is a healthy mix of younger workers (less than 10 years of experience) and those with more experience. Overall, 96% of our total workforce is below the age of 50, and 45% are under the age of 30. This composition reflects our belief in nurturing and investing into the growth and development of our talents. It is also indicative of our nature of work which is physically taxing.

Employees By Age Group	FY2025
<30	45%
30 - 50	51%
>50	4%

SUSTAINABILITY STATEMENT

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MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Diversity, Equity, and Inclusion (Cont'd)

Our Board comprises primarily individuals above 50 years old. Their experience and nous are key intangible aspects that help us make better informed decisions to deliver sustainable growth. 33% of our Board seats are held by women, surpassing the recommended minimum of 30% set out by the Malaysian Code on Corporate Governance ("MCCG") 2021.

Board Composition by Age Group	FY2025
<30	0%
30 - 50	22%
>50	78%

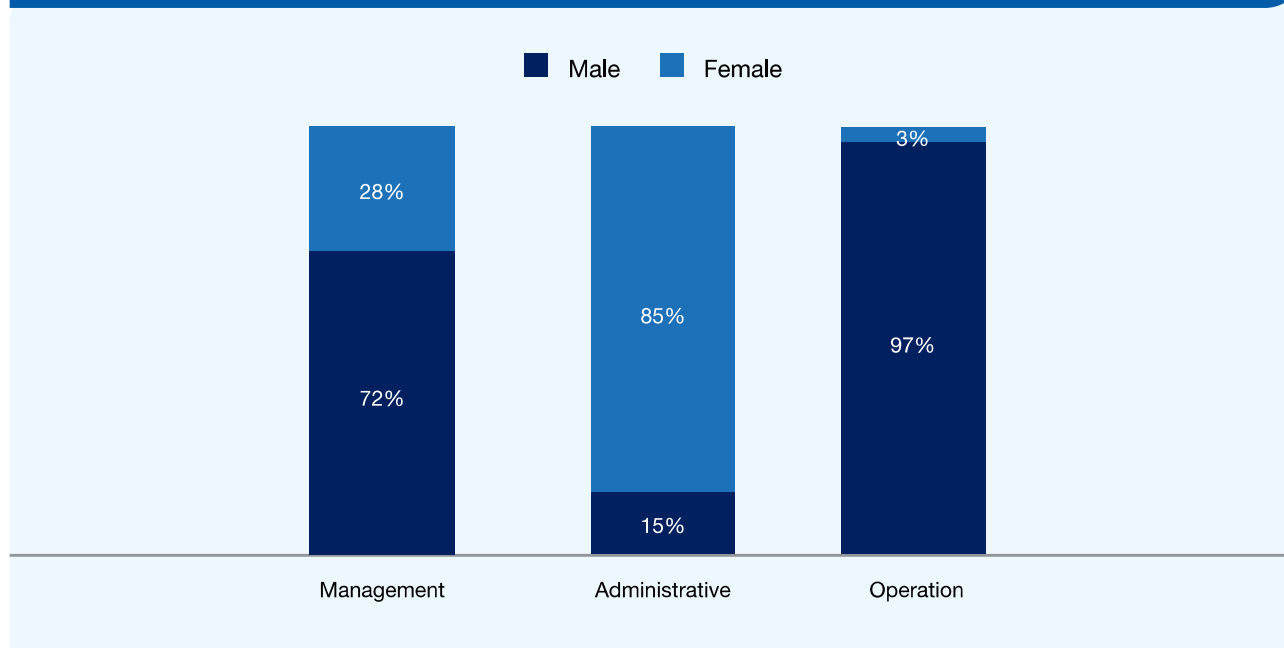
Board Composition by Gender	FY2025
Male	67%
Female	33%

The production process of pipe fittings requires physical strength in handling the products. Due to this, our workforce is skewed towards the male gender (97%), particularly on the operations floor.

In our other functions, our workforce is a more balanced mix with 69% of our total non-operations workforce being women.

Non-Operations Workforce Composition by Gender	FY2025
Male	31%
Female	69%

Gender Group by Employee Category by Function

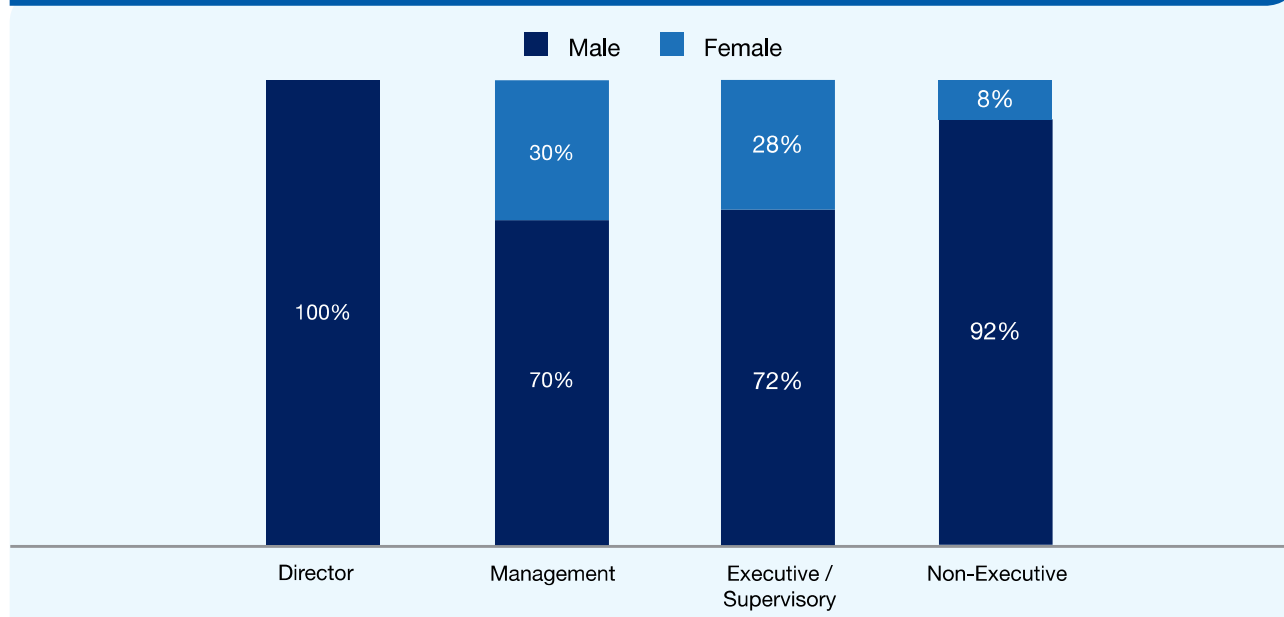


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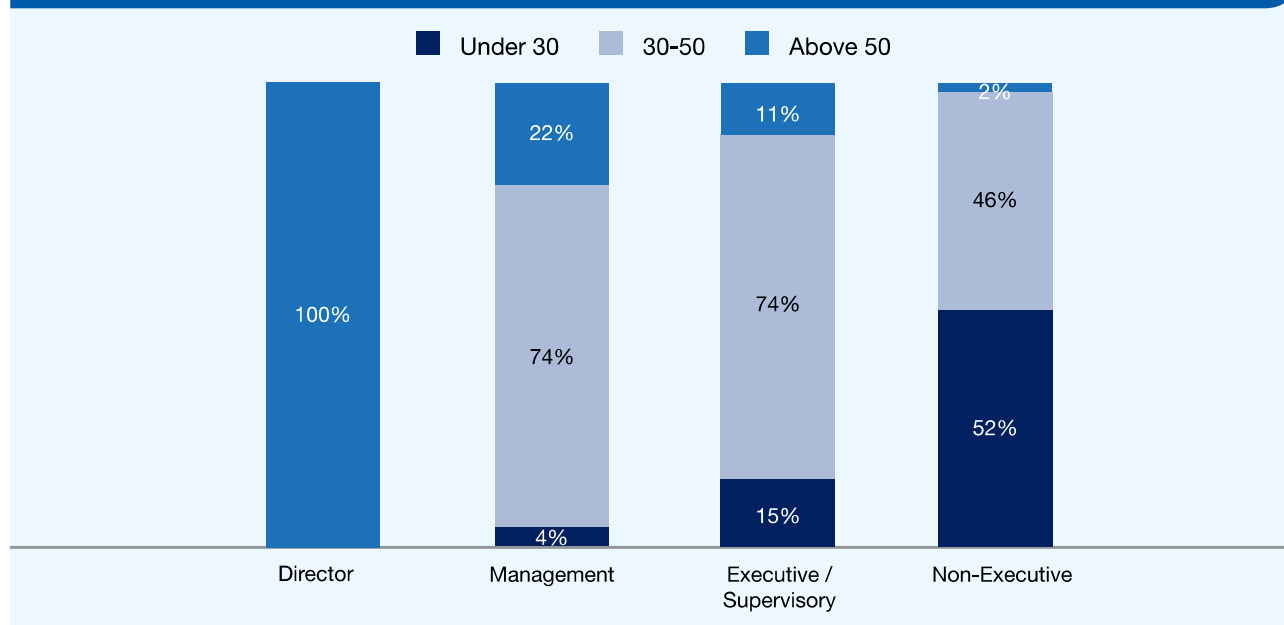
MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Diversity, Equity, and Inclusion (Cont'd)

Gender Group by Employee Category by Level



Age Group by Employee Category by Level



SUSTAINABILITY STATEMENT

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MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management

Related UN SDGs:



Employees are the backbone of any company. The sustained success of our business is closely tied to their growth and development. The talent, commitment, and innovation of our workforce are the driving forces behind our operational excellence and continued progress.

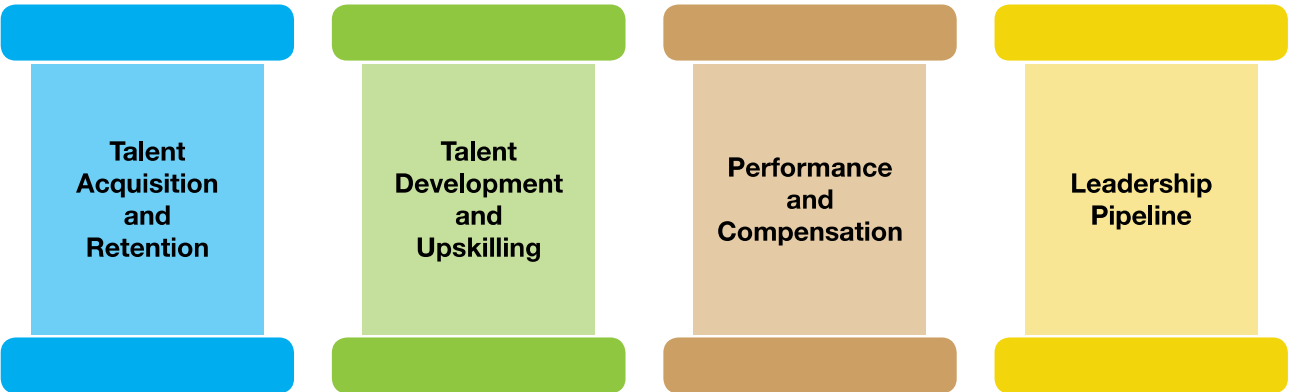
We are dedicated to cultivating a high-performing and resilient workforce through strategic human capital management. This includes ongoing investments in employee development, upskilling initiatives, and the creation of a supportive, inclusive work environment.

By supporting our people, we not only enhance individual and organisational performance but also contribute meaningfully to long-term value creation for both Pantech Global and our stakeholders.

Our human capital management under the Human Resource department is guided by two of our core values to create an engaged and motivated workforce:

Employee Empowerment	We invest in the growth and development of our employees by supporting them through relevant new skills and capabilities training and development programmes. We strive to create a dynamic and motivated workforce by recognising individual contributions, encouraging collaboration, and promoting a strong sense of team spirit. Employees are empowered to take initiative, lead with confidence, and make informed decisions that contribute to both their professional advancement and the overall success of the organisation.
Trust & Integrity	Pantech Global's human capital practices are built on transparency and fairness, adhering to all local labour and employment laws.

Our strategic human capital management focuses on these key pillars:



SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management (Cont'd)

Our strategic framework fosters a culture of talent development, recognising individual contributions and empowering leaders to be agile. Training needs are regularly assessed and programmes are planned accordingly, leveraging internal resources where possible, particularly for OSH and production related training; and engaging external trainers when necessary to support continuous performance improvement.

Talent Acquisition and Retention

A strong and sustainable talent pipeline is essential to our long-term success. Our talent acquisition strategy is rooted in merit-based recruitment, ensuring candidates are selected based on their skills, experience, and alignment with our values, culture, and vision.

Beyond recruitment, we focus on retaining high-performing employees by offering competitive compensation and benefits, fostering a positive and inclusive work environment, and providing clear career progression pathways. We actively champion diversity and inclusion, ensuring every employee feels valued, respected, and empowered to contribute meaningfully.

Talent Development and Upskilling

We instil a culture of continuous learning by investing in training programmes tailored to meet current and future needs. These include leadership development, technical training, and soft skills enhancement, equipping employees with the tools they need to thrive in a dynamic business landscape.

Training is delivered through a blend of internal knowledge sharing and external expertise, ensuring that our employees benefit from diverse perspectives and up-to-date industry insights. While leadership development is vital, employee safety and well-being remain a foundational pillar. We maintain consistent focus on OSH training at all organisational levels to uphold a safe and healthy work environment.

In FY2025, our initiatives included structured onboarding programmes, functional upskilling courses, sustainability-focused leadership seminars, and customised in-house safety training, all aligned with our business priorities and sustainability goals.

Performance and Compensation

We cultivate a high-performance culture that supports individual and collective success. Our performance framework is grounded in principles of accountability, collaboration, and results-oriented behaviour, aligning personal goals with organisational objectives.

Our performance management system establishes clear expectations, offers regular and constructive feedback, and encourages employees to take ownership of their development. This is complemented by competitive compensation and benefits packages designed to attract and retain talent, reward achievement, and promote wellbeing.

We also maintain an environment of open communication and employee engagement, ensuring a motivating workplace where individuals feel inspired to perform at their best.

Leadership Pipeline

Pantech Global emphasises developing leaders from within. We have a structured leadership development framework across all levels of the organisation, ensuring a continuous pipeline of capable, values-driven leaders equipped to navigate tomorrow's challenges.

SUSTAINABILITY STATEMENT

(Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management (Cont'd)

We cultivate future leaders via:

- Investment Across All Levels**
 We provide non-managerial employees the opportunity to acquire the knowledge and capabilities needed for career progression. This approach nurtures a culture of internal mobility and long-term growth.
- Supervisory Development**
 We conduct dedicated training sessions tailored for supervisory-level employees. These programmes build essential leadership, communication, and mentoring skills, preparing supervisors for progression into senior leadership roles to drive performance.
- Comprehensive Training Scope**
 Our training goes beyond functional skill-building. Employees are exposed to a broad range of topics, including corporate governance (ABAC), quality assurance, information technology, and manufacturing excellence. Integrity and adherence to good practices are modelled by leaders and training in these topics ensures our workforce is well-rounded, adaptable, and aligned with business and regulatory expectations.

This multi-tiered approach ensures that every employee regardless of role or seniority has the opportunity to grow, contribute, and lead. By embedding continuous learning into our culture, Pantech Global is building a resilient and capable workforce.

Building a Sense of Belonging

We cultivate a strong sense of community and proactively address their needs by actively engaging with our employees. We create a welcoming workplace through employee engagement activities, which include:

- Employee appreciation programmes such as annual dinners and long service awards
- Festive celebrations
- Back-to-School programme for employees with school going children

At the same time, Pantech Global strives to build a high-performing and engaged workforce through competitive rewards and recognitions. This approach not only drives our continued success but also contributes to the sustainability and long-term value creation for stakeholders.

Pantech Global employees received a total of 3,232 training hours across 78 sessions in FY2025. This translated to an average of 4.2 hours of training per individual, which surpasses our target of at least 4 hours per employee.

Employee by Level	FY2025 (Hours)
Director	11.0
Management	237.5
Executive/supervisory	1,055.0
Non-executive	1,928.5
TOTAL	3,232.0

Employee by Function	FY2025 (Hours)
Management	240.5
Administrative	550.0
Operation	2,441.5
TOTAL	3,232.0

SUSTAINABILITY STATEMENT

(Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management (Cont'd)

	FY2025
Overall average training hours per employee	4.2

Employee Retention and Attrition

We continue to provide our employees with a stable income source to support their families. Our workforce grew in FY2025 with 118 new hires.

New Hires	Male	Female	Total
< 30	77	8	85
30 – 50	25	8	33
> 50	0	0	0
TOTAL	102	16	118

Our new hires exceeded the number of voluntary departures in the year. A breakdown in voluntary turnover is provided below.

	Male	Female	Total
By Age Group			
< 30	44	10	54 (54%)
30 – 50	31	9	40 (40%)
> 50	5	1	6 (6%)

By Level			
Director	2	0	2 (2%)
Management	1	1	2 (2%)
Executive/supervisory	5	10	15 (15%)
Non-executive	72	9	81 (81%)

By Function			
Management	3	1	4 (4%)
Administrative	2	13	15 (15%)
Operation	75	6	81 (81%)

Pantech Global recorded a voluntary turnover rate of 11.1% in FY2025.

	FY2025
New hire rate (%)	20.9%
Turnover rate (%)	11.1%

SUSTAINABILITY STATEMENT

(Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Contribution to Community

Related UN SDGs:



A society that welcomes the existence of Pantech Global in its midst will contribute to our sustainability. We firmly believe that businesses have a responsibility to engage meaningfully with the communities in which they operate. Through inclusive and purposeful community engagement, we aim to foster social cohesion, build local resilience, and contribute to sustainable socioeconomic development.

Our commitment to responsible corporate citizenship is reflected in targeted initiatives that prioritise social welfare, focusing on empowering individuals and enabling them to reach their full potential. These efforts not only address immediate community needs but also create long-term value by strengthening trust and building a sense of shared purpose. We evaluate potential community initiatives based on the ability to contribute towards the UN SDGs. Where feasible, we support the same organisations or initiatives annually to amplify impact and drive positive change.

In FY2025, Pantech Global channelled RM78,000 in financial and non-financial contributions to uplift local communities external to us. Highlights of our community investment initiatives are as follows:

	FY2025
Total amount invested in the community (RM'000)	78
Total number of beneficiaries (<i>direct and indirect</i>)	160

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Contribution to Community (Cont'd)

No.	Activity/ Recipient	Remarks
1	Taman Negara Tanjung Piai, Johor	Channelled resources to support the planting of 100 mangrove saplings in Taman Negara Tanjung Piai, including <i>bakau pasir</i> (<i>Rhizophora stylosa</i>), which are unique to Tanjung Piai and that no other mangrove forest in Peninsular Malaysia exhibits.
2	Yayasan Ozanam 2 nd Chance Community Home, Kuala Lumpur	Supported the temporary rehabilitation of discharged prisoners and parolees towards reintegration into society.
3	Trinity Community Children Home (“TCC”), Selangor	Supported TCC’s programmes to provide education and vocational training for orphaned and neglected children and early teens. TCC aims for the children to at least attain Form Five education, prepare them for employment, and support those who wish and are able to further their studies.
4	JJ Lions Dialysis Centre, Johor	Contributed to enhancing access to affordable, life-sustaining treatment for kidney patients by donating a dialysis machine to the non-profit organisation serving the Johor community.

Environment – Climate Change

Related UN SDGs:



We recognise that our operations can contribute to environmental degradation if not managed responsibly. Guided by the principles of environmental stewardship, we adopt sound waste and effluent management practices that address the preservation of air and water quality, prevent soil contamination, and safeguard the health and safety of our employees and surrounding communities.

SUSTAINABILITY STATEMENT

(Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Our subsidiaries have adopted the Environmental Policy which outlines a structured commitment across five key pillars, encapsulated in the acronym **EARTH**:



Environmental considerations are embedded in Pantech Global's Sustainability Policy, which has been formalised and approved on 10 June 2025. This Policy codifies our commitment to creating positive Economic, Environmental, and Social ("EES") outcomes that align with the UN SDGs and other relevant global standards.

Pantech Global is in the process of refining our own Net Zero roadmap to reflect our specific operational context. Once approved by the Board and adopted by Pantech Global, the roadmap will be published on Pantech Global's website within FY2026. Our long-term ambition is to achieve net zero carbon emissions by 2050. To this end, we expanded our transition towards renewable energy and continued improvements in operational efficiency and resource conservation measures, all aimed at reducing our greenhouse gas ("GHG") footprint.

Monitoring and Managing

Pantech Global tracked climate-related performance using the following metrics:

- Energy consumption, GJ
- Water consumption, ML
- Scope 1, Scope 2 and Scope 3 (limited to business travel and employee commuting) emissions, tCO2e
- Waste generated and disposed, MT

Responding via Strategic Initiatives

We invest into initiatives that reduce our consumption and emissions.

Focus Area	Key Initiative	Description
Energy efficiency	Reinforcing good practices	Reminders placed at strategic points throughout our buildings to encourage and remind all staff to adhere to good energy consumption practices e.g. switching off non-critical machineries, lights and air-conditioning systems when not in use.
	Translucent roofing	Maximised the use of natural sunlight, particularly in our warehouse operations, to minimise reliance on artificial lighting, thereby reducing electricity consumption and contributing to lower GHG emissions.

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Focus Area	Key Initiative	Description
Energy efficiency	Solar PV systems	1,469.32 kWp solar PV system installed in PSI and energised in January 2023. 2,800.24 kWp solar PV system installed in PSA and energised in November 2024.
	Daily monitoring	Surges in electricity consumption are promptly reported to the Head of Production and the Management team for verification and investigation. This process helps reconcile energy usage with ongoing production activities and enables the implementation of appropriate corrective actions where necessary.
Water security	Use of World Resource Institute ("WRI") Aqueduct Water Risk Atlas Tool	Assessed the water stress levels of our operating locations to determine if intervention or mitigation measures are required.
	Rainwater harvesting	Three (3) rainwater catchment tanks form part of our rain harvesting systems which include collection, filtration, and storage systems. Total capacity: 0.15 ML, for non-potable use.
	Reinforcing good practices	Strategically placed notices to remind employees to switch off taps when not in use.
	Daily monitoring	Water consumption is actively monitored and reviewed against ongoing production activities to identify anomalies and implement corrective measures where necessary.
Waste and effluent management	Industrial Effluent Treatment Systems ("IETS")	One (1) IETS installed to properly treat wastewater from manufacturing activities before disposal. The system comprises wastewater and sludge treatment facilities capable of treating and neutralising up to 90 m ³ of acid water per day.
	Proper storage	Scheduled waste ("SW") is properly stored, labelled, and managed from its collection to its final disposal by licensed contractors in full compliance with applicable environmental regulations.
	Licensed vendors	Appointed licensed waste disposal companies to properly dispose SW from our operations
	Air scrubber systems	Emissions from the pickling process are treated using scrubbers that neutralise and filter acidic fumes.
	Recycling bins	Segregated and labelled collection bins for different material kinds are strategically placed in our premises to promote proper recycling practices.
	Scrap metal contractors	Licensed recycling contractors are granted access to recover valuable materials, supporting circularity and reducing waste to landfill.
Climate action	Use of electric forklifts	Seven (7) electric forklifts in operation help reduce emission footprint. Plans are afoot to gradually phase out diesel models.

SUSTAINABILITY STATEMENT

(Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Focus Area	Key Initiative	Description
Environmental compliance	Department of Environment	Continuous monitoring of air and water quality and waste management towards a safer environment for the communities around our operating sites.
	Local councils i.e. Majlis Bandaraya Diraja Klang and Majlis Bandaraya Pasir Gudang	Regular inspections and audits are conducted to uphold ongoing compliance with environmental standards and regulatory requirements.

Our performance

Energy

Energy is a vital input for a manufacturer such as ourselves. Our tracking takes into consideration non-renewable fuel consumed in the production process in addition to electricity usage for a more holistic picture.

FY	Energy Consumption (GJ)	Remarks
2025	115,868	First (1 st) year reporting as a standalone entity comprising PSI and PSA 93% of energy consumption from electricity 6% derived from diesel use

Carbon Emissions

Emissions reduction is a key component of our action plan as we work towards achieving net zero by 2050.

In addition to Scope 1 and Scope 2 disclosures, Pantech Global tracks Scope 3 emissions in a limited capacity. We continue to build capacity for more thorough Scope 3 tracking.

Pantech Global's Scope 1 emissions comprise stationary sources from fuel such as liquefied petroleum gas ("LPG"), liquefied natural gas ("LNG"), acetylene gas, and carbon shielding gas at our manufacturing facilities, and mobile sources from fuels such as petrol and diesel to power our fleet of vehicles and forklifts.

The use of renewable energy in FY2025 avoided 1,829.59 tCO₂e. Full utilisation of the solar PV installation in PSA is expected to result in greater avoidance of Scope 2 emissions.

Our current Scope 3 disclosure covers business travel and employee commuting.

Emissions (tCO ₂ e)	FY2025
Scope 1	674
Scope 2	21,288
Scope 3 (Business travel and employee commuting)	715
Total	22,677

Pantech Global is in the process of formalising our own reduction targets to reflect our specific operational context.

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Water

Water is a critical resource in our manufacturing process, as well as for general employee health and safety. In FY2025, we are pleased to report zero incidents of non-compliance with water quality and quantity permits, standards or regulations.

Water Usage Source	FY2025 (ML)
Municipal potable water	62.61
Rainwater Harvesting System	13.81
Total	76.42

100% of our sites draw from municipal potable water with low stress levels i.e. below 10%.

**Based on the World Resource Institute ("WRI")
Aqueduct Water Risk Atlas Tool.**

Waste and Effluent Management

We take measures to utilise resources efficiently and recover valuable resources via a Recycle and Recover approach.

A byproduct of our manufacturing process is the generation of SW, as classified under the First Schedule of Environmental Quality (Scheduled Wastes) Regulations 2005. SW pose risks to human health and the environment due to their toxic, corrosive, flammable, or reactive properties and thus need to be properly stored and disposed of.

Of the 1,184 MT SW generated by Pantech Global in FY2025, 824MT (69.59%) was treated and recycled or reused for other purposes while the remaining 360MT (30.41%) was treated and disposed of.

Description	FY2025
SW generated (MT)	1,184
SW directed from disposal (MT)	824
SW directed to disposal (MT)	360

In FY2025, we expanded our waste data collection to include non-SW, such as general waste and recyclable waste. A total of 293 MT of such waste was recorded, of which 125 MT (42.66%) was diverted from landfills via recycling or reuse and the remaining 168 MT (57.34%) was properly disposed of.

Description	FY2025
General waste generated (MT)	293
General waste redirected from landfill (MT)	125
General waste disposed (MT)	168

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Environmental Compliance

We strive to maintain compliance with the regulatory requirements and best practices at all times for our waste management procedures.

We implemented several measures to strengthen our waste management to ensure full compliance with the Department of Environment ("DOE") regulations. These include scheduled scrubber maintenance and third-party inspections, proper storage, labelling and disposal practices at the production floor monitored by the HSE team. As a result of these efforts, we are pleased to report that there were no incidences of non-compliance recorded in FY2025.

We will continue to invest in waste and effluent management training for employees to emphasise the importance of caring for the environment, employee wellbeing, and the surrounding community.

Governance – Anti-Bribery and Corruption

Related UN SDGs:



Integrity and ethical conduct form the basis of how we operate. It enables us to build trust, strengthens relationships, and reinforces confidence in the Pantech brand, thereby creating a mutually beneficial environment whereby good business practices foster long-term value.

As provided for in our Code of Ethics ("CoE"), Pantech Global employees are expected to abide by all national, provincial, and local laws, ordinances, and regulations of their localities. The CoE articulates our fundamental principles of honesty, impartiality, and fairness, serving as a guide for our policies, procedures, and conduct in all dealings. These principles apply across all interactions with customers, suppliers, and other related parties. Internalising these values allows us to reinforce a strong ethical culture and actively work to prevent bribery, corruption, and other forms of misconduct.

This stance is further reiterated by our zero-tolerance approach to corruption through our ABAC Policy which takes guidance from the Malaysian Anti-Corruption Commission Act 2009 and any of its subsequent amendments or re-enactments. We conduct workshops and training sessions on anti-bribery and corruption throughout the year to reinforce the message and expected conduct of all staff.

Complementing ABAC, we have implemented a comprehensive Conflict of Interest ("COI") Policy. The primary objective is to establish and maintain a robust framework consisting of well-defined processes and procedures surrounding potential COI. This helps ensure that our Directors and Senior Management carry out their fiduciary duties and act in the best interests of the company without prejudice to impartiality.

In the event of suspected wrongdoing, Pantech Global has a confidential channel for stakeholders to lodge complaints via mail or email without fear of retaliation. Our Whistleblowing Policy outlines the process in which complaints are handled through investigation and, if a breach is found, commensurate action.

Our ABAC, COI, CoE and other policies are available for reading on our website <https://pantechglobal.com/investor-relations/#>.

SUSTAINABILITY STATEMENT (Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Governance – Anti-Bribery and Corruption (Cont'd)

Corruption-related Risk Assessment

100% of our operations were considered assessed for corruption-related risks in FY2025, based on a comprehensive risk assessment conducted by Internal Audit on PSI and PSA in the second half of FY2024. The assessment covered all functions within the reporting entities and remains current. A new assessment is planned for the coming financial year to ensure continued relevance and effectiveness of our anti-corruption measures.

	FY2025
Percentage of Operations Assessed for Corruption-related risk	100%

Anti-Bribery and Corruption Training

Existing and new Pantech Global employees are required to attend ABAC training and refresher courses. 100% of our employees attended at least one (1) ABAC session throughout the year. Employees with computer access are required to complete an ABAC e-module, which covers key anti-corruption laws, associated penalties and case studies. The module also involves reading the ABAC Policy, declaration of acknowledgement and acceptance, and a mandatory assessment. For operational staff without computer access, physical training sessions are conducted.

Employee by Function	Completion Rate (FY2025)
Management	100%
Administrative	100%
Operation	100%

Employee by Level	Completion Rate (FY2025)
Director	100%
Management	100%
Executive/supervisory	100%
Non-executive	100%

Bribery and Corruption Incidents

With awareness and refresher initiatives in place to prevent potential bribery or corruption, we are pleased to report that we recorded no incidences of bribery or corruption in FY2025.

	FY2025
Confirmed incidents of corruption and action taken	0
Substantiated bribery cases reported	0
Substantiated corruption cases reported	0

We strive to uphold an unblemished record.

SUSTAINABILITY STATEMENT

(Cont'd)

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Governance – Data Privacy and Security

Related UN SDGs:



We recognise the critical importance of safeguarding sensitive data like personal information and proactively managing threats to prevent data breaches and uphold stakeholder trust. In this regard, cybersecurity practices are embedded within our operations and processes on an infrastructure level.

Our Personal Data Protection Notice, available on our website, outlines how we collect and use personal data. Pantech Global's CoE explicitly prohibits any suspicious or illegal intelligence gathering. Our Cyber Risk Policy outlines our approach to managing cyber threats and safeguarding sensitive data across our digital systems.

Measures are taken to collect data lawfully, maintain transparency in its use, and ensure that only personnel with legitimate responsibilities are granted access. We abide by strict protocols in managing highly sensitive information such as changes to banking details and payment requests to ensure the security of our company and that of our stakeholders. Access rights and user activities are regularly reviewed to prevent misuse or unauthorised access, protecting both our stakeholders' and our own reputation.

Pantech Global conducts periodic audits to assess the effectiveness of our data protection controls to maintain a high level of data security. We implement routine offsite backups and endpoint security solutions with threat protection in addition to standard defences such as firewalls and email filtering. These systems are capable of detecting script emulation, zero-day exploits, and malware variants using pattern and reputation-based analysis.

In FY2025, Pantech Global had zero (0) substantiated breaches reported or experienced.

	FY2025
No. of substantiated complaints concerning breaches in data privacy and security	0

SUSTAINABILITY STATEMENT (Cont'd)

SUSTAINABILITY PERFORMANCE REPORT

Indicator	Measurement Unit	2025
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Director	Percentage	100.00
Management	Percentage	100.00
Executive/Supervisory	Percentage	100.00
Non-Executive	Percentage	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	78,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	160
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Director Under 30	Percentage	0.00
Director Between 30-50	Percentage	0.00
Director Above 50	Percentage	100.00
Management Under 30	Percentage	4.00
Management Between 30-50	Percentage	74.00
Management Above 50	Percentage	22.00
Executive/Supervisory Under 30	Percentage	15.00
Executive/Supervisory Between 30-50	Percentage	74.00
Executive/Supervisory Above 50	Percentage	11.00
Non-Executive Under 30	Percentage	52.00
Non-Executive Between 30-50	Percentage	46.00
Non-Executive Above 50	Percentage	2.00
Gender Group by Employee Category		
Director Male	Percentage	100.00
Director Female	Percentage	0.00
Management Male	Percentage	70.00
Management Female	Percentage	30.00
Executive/Supervisory Male	Percentage	72.00
Executive/Supervisory Female	Percentage	28.00
Non-Executive Male	Percentage	92.00
Non-Executive Female	Percentage	8.00
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	67.00
Female	Percentage	33.00
Under 30	Percentage	0.00
Between 30-50	Percentage	22.00
Above 50	Percentage	78.00
Number of Board Directors	Number	9
Number of independent Directors on the board	Number	5
Number of women on the board	Number	3
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	32,186.00

SUSTAINABILITY STATEMENT

(Cont'd)

SUSTAINABILITY PERFORMANCE REPORT (CONT'D)

Indicator	Measurement Unit	2025
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.86
Bursa C5(c) Number of employees trained on health and safety standards	Number	368
Number of work-related employee fatalities, over last 3 years	Number	0
Number of work-related contractor fatalities, over last 3 years	Number	0
Total number of safety incidents	Number	9
Number of major incidents	Number	5
Number of minor incidents	Number	4
Total manhours lost	Hours	1,944
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Director	Hours	11
Management	Hours	238
Executive/Supervisory	Hours	1,055
Non-Executive	Hours	1,929
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Director	Number	2
Management	Number	2
Executive/Supervisory	Number	15
Non-Executive	Number	81
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Total new hires	Number	118
Average training hours per employee	Hours	4
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	19.00
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	76,418,000
Does the company disclose the number of incidents of non-compliance with water quality/quantity permits, standards and regulations	Number	0
Three years of total water withdrawal data is disclosed by source - Municipal potable water	Cubic meters	62,608.00
Three years of total water withdrawal data is disclosed by source - Harvested rainwater	Cubic meters	13,810.00
Three years of total water withdrawal data is disclosed by source - Total	Cubic meters	76,418.00
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	1,477.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	949.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	528.00

SUSTAINABILITY STATEMENT

(Cont'd)

SUSTAINABILITY PERFORMANCE REPORT (CONT'D)

Indicator	Measurement Unit	2025
Environmental Compliance		
Total costs of environmental fines and penalties during financial year	MYR	0.00
Bursa (Emissions management)		
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	674.00
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	21,288.00
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	715.00
Economic Performance		
Economic value generated (i.e., revenue and other income)	MYR	135,617,000.00
Economic value distributed (i.e., operating costs, employee wages and benefits, payments to providers of capitals, payments to governments, and community investments)	MYR	76,664,000.00
Economic value retained	MYR	58,953,000.00

Internal assurance External assurance No assurance

(*) Restated

SUSTAINABILITY STATEMENT

(Cont'd)



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Independent Limited Assurance Report on Subject Matter Information in Pantech Global Berhad's Sustainability Statement 2025

We, Grant Thornton Consulting Sdn Bhd ("Grant Thornton") were engaged by Pantech Global Berhad ("Pantech Global") to provide limited assurance on selected material sustainability indicators ("Subject Matter Information") as reported by Pantech Global in its Sustainability Statement for the year ended 28 February 2025 ("Sustainability Statement").

The scope of our work was limited to the material sustainability matters presented in the Sustainability Statement and did not include coverage of data sets or information unrelated to the data and information underlying the Subject Matter Information below and their related disclosures; nor did it include information reported outside of the Sustainability Statement.

Limited Assurance Conclusion

Based on the work we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information presented in the Sustainability Statement has not been prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion is to be read in the context of what we say in the remainder of this report.

Subject Matter Information

The scope of our work was limited to assurance over all common sustainability indicators reported in the Pantech Global's Sustainability Statement, as presented below.

Underlying Subject Matter	Units	Page location of Annual Report
Anti-Bribery and Anti-Corruption		
Training on anti-corruption by employee category	Percentage %	Page 43
Operations assessed for corruption-related risks	Percentage %	Page 43
Confirmed incidents of corruption and action taken	Cases	Page 43
Community/Society		
Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	Page 36
Total number of beneficiaries of the investment in communities	Number	Page 36

SUSTAINABILITY STATEMENT

(Cont'd)



Independent Limited Assurance Report on Subject Matter Information in Pantech Global Berhad's Sustainability Statement 2025 (cont'd)

Subject Matter Information (cont'd)

The scope of our work was limited to assurance over all common sustainability indicators reported in the Pantech Global's Sustainability Statement, as presented below (cont'd).

Underlying Subject Matter	Units	Page location of Annual Report
Diversity		
Employee by gender and age group, for each employee category	Percentage %	Pages 29 - 31
Directors by gender and age group	Percentage %	Page 30
Energy Management		
Total energy consumption	Gigajoules	Page 40
Health and Safety		
Number of work-related fatalities	Number	Page 27
Lost time incident rate	Rate	Pages 26 - 27
Number of employees trained on health and safety standards	Number	Page 26
Labour Practices and Standards		
Total hours of training by employee category	Hours	Page 34
Employee that are contractors or temporary staff	Percentage %	Page 29
Total number of employee turnover by employee category	Number	Page 35
Substantial complaints concerning human rights violations	Number	Page 28
Supply chain management		
Proportion of spending on local suppliers	Percentage %	Page 25
Data privacy and security		
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	Page 44
Water		
Total volume of water consumption	Megalitres	Page 41
Waste Management		
Total waste generated, and breakdown of the following:		
Total waste diverted from disposal	Metric tonnes	Page 41
Total waste directed to disposal	Metric tonnes	Page 41
Emissions Management		
Scope 1 emissions	Tonnes of CO ₂ e	Page 40
Scope 2 emissions	Tonnes of CO ₂ e	Page 40
Scope 3 emissions (only category 6 business travel and category 7 employee commuting)	Tonnes of CO ₂ e	Page 40

Our assurance is with respect to the year ended 28 February 2025 Subject Matter Information only and we have not performed any procedures with respect to earlier periods or any other information included in the Pantech Global's Sustainability Statement and, therefore, do not express any conclusion thereon.

SUSTAINABILITY STATEMENT (Cont'd)



Independent Limited Assurance Report on Subject Matter Information in Pantech Global Berhad's Sustainability Statement 2025 (cont'd)

Reporting Criteria

The Subject Matter Information needs to be read and understood together with the Reporting Criteria, which Pantech Global is solely responsible for selecting and applying.

The reporting criteria adopted for reporting the Subject Matter Information are based on Pantech Global's internal sustainability reporting guidelines along with their definitions and calculation methodologies as disclosed within the Sustainability Statement ("Reporting Criteria").

Board of Directors and Management's Responsibilities

The Directors and Management of Pantech Global are responsible for:

- the design, implementation and maintenance of internal control relevant to the preparation and presentation of Subject Matter Information that is free from material misstatement, whether due to fraud or error;
- selecting and/or establishing suitable Reporting Criteria;
- measuring or evaluating and presenting the Subject Matter Information in accordance with the Reporting Criteria; and
- the preparation of the Sustainability Statement and the Reporting Criteria and their contents.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Subject Matter Information has been prepared in accordance with the Reporting Criteria;
- forming an independent limited assurance conclusion, based on the work we have performed and the evidence we have obtained; and
- reporting our limited assurance conclusion to Pantech Global.

Our Quality Management and Independence

Our firm applies Malaysian Approved Standard on Quality Management, ISQM 1, *Quality Management for Firms that Perform Audits and Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the By-Laws (*on Professional Ethics, Conduct and Practice*) of the Malaysian Institute of Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

SUSTAINABILITY STATEMENT (Cont'd)



Independent Limited Assurance Report on Subject Matter Information in Pantech Global Berhad's Sustainability Statement 2025 (cont'd)

Assurance standards and level of assurance

We performed a limited assurance engagement in accordance with the approved standard for assurance engagements in Malaysia, International Standard on Assurance Engagements 3000 (Revised), "Assurance Engagements other than Audits and Reviews of Historical Financial Information" ("ISAE 3000 (Revised)"), and in respect of the greenhouse gas emissions information included within the Subject Matter Information, in accordance with International Standard on Assurance Engagements 3410, "Assurance Engagements on Greenhouse Gas Statements" ("ISAE 3410"). These standards requires that we plan and perform this engagement to obtain limited assurance about whether the Subject Matter Information is free from material misstatement.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks which vary in nature from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not report a reasonable assurance conclusion.

Work performed

Considering the circumstances of the engagement our work included, but was not restricted to:

- assessing the suitability of the Reporting Criteria as the basis of preparation for the Subject Matter Information;
- conducting interviews with management and relevant staff at group level and selected business unit level concerning sustainability strategies and policies for material issues, and the implementation of these across the business operations;
- assessing the risk of material misstatement of the Subject Matter Information, whether due to fraud or error, and responding to the assessed risk as necessary in the circumstances;
- conducting interviews with relevant management of Pantech Global and examining selected documents to obtain an understanding of the processes, systems and controls in use for measuring or evaluating, recording, managing, collating and reporting the Subject Matter Information;
- conducting interviews with sites, selected on the basis of a risk analysis including the consideration of both quantitative and qualitative criteria;
- performing analytical procedures for consistency of data with trends and our expectation;
- performing selected limited substantive testing including agreeing a selection of the Subject Matter Information to corresponding supporting information;
- considering the appropriateness of a selection of selected unit conversion factor calculations and other calculations used by Pantech Global to prepare the Subject Matter Information including by reference to widely recognised and established conversion factors;
- considering the organisational boundary of Pantech Global for the reporting of Subject Matter Information;
- evaluating the overall presentation of the Subject Matter Information; and
- reading the Sustainability Statement and narrative accompanying the Subject Matter Information in the Sustainability Statement with regard to the Reporting Criteria, and for consistency with our findings.

SUSTAINABILITY STATEMENT (Cont'd)



Independent Limited Assurance Report on Subject Matter Information in Pantech Global Berhad's Sustainability Statement 2025 (cont'd)

Inherent limitations

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities in the information presented in the Sustainability Statement may occur and not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Sustainability Statement, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Intended use of this report

This limited assurance report, including our conclusion, has been prepared solely for the Board of Directors of Pantech Global in accordance with the terms of the letter of engagement between us. Our work has been undertaken so that we might state to Pantech Global those matters we are required to state to them in an independent limited assurance report and for no other purpose. We have not considered the interest of any other party in the Subject Matter Information.

To the fullest extent permitted by law, we do not accept nor assume responsibility and deny any liability to any party other than Pantech Global for our work or this report, or for the conclusion we have reached.

Our report is released to Pantech Global on the basis that it shall not be copied, referred to or disclosed, in whole (save for inclusion in the Pantech Global's Sustainability Statement 2025) or in part, without our prior written consent.

Grant Thornton Consulting Sdn Bhd
Kuala Lumpur
Date: 24 June 2025