SUSTAINABILITY STATEMENT

ABOUT PANTECH GROUP HOLDINGS BERHAD

Pantech Group Holdings Berhad (Pantech Group) is a leading One-Stop Centre for pipes, valves, and fittings (PVF). We serve local and international customers through strategically located operations in Malaysia, Singapore, and the United Kingdom. Our head office in Malaysia functions as the central hub of operations, supporting a wide range of industries that require fluid transmission, including petroleum (onshore and offshore), petrochemical, palm oil, and the electrical & electronics sectors.

Sustainability is a core driver of our business, guiding decision-making across both our Trading and Manufacturing divisions. Responsible and ethical practices are integrated into our daily operations, reinforcing our commitment to long-term value creation. This focus supports sustainable growth while helping to minimise our environmental and social impact.

OUR CORE BUSINESSES

Trading Division	Manufacturing Division
The Trading Division stocks a comprehensive catalogue of over 30,000 PVF and ancillary products, sourced globally and from our own Manufacturing Division. Leveraging expertise in project management capabilities and a deep understanding of customer needs, this Division delivers a seamless, end-to-end One-Stop Centre experience for customers, ensuring they receive the solutions that meet their needs in a timely manner. Revenue: RM429.43 million Inventory: RM160.29 million	The Manufacturing Division operates across five facilities, producing a wide range of standard and custom-made pipes and fittings that comply with international standards. Built on in-house expertise and precision engineering, the Division delivers reliable, high-performance products tailored to customer requirements. Its operations are guided by a commitment to sustainability, with responsible practices embedded in the production process. Revenue: RM517.97 million Total Capacity: 96,298 MT and 60,000 hours

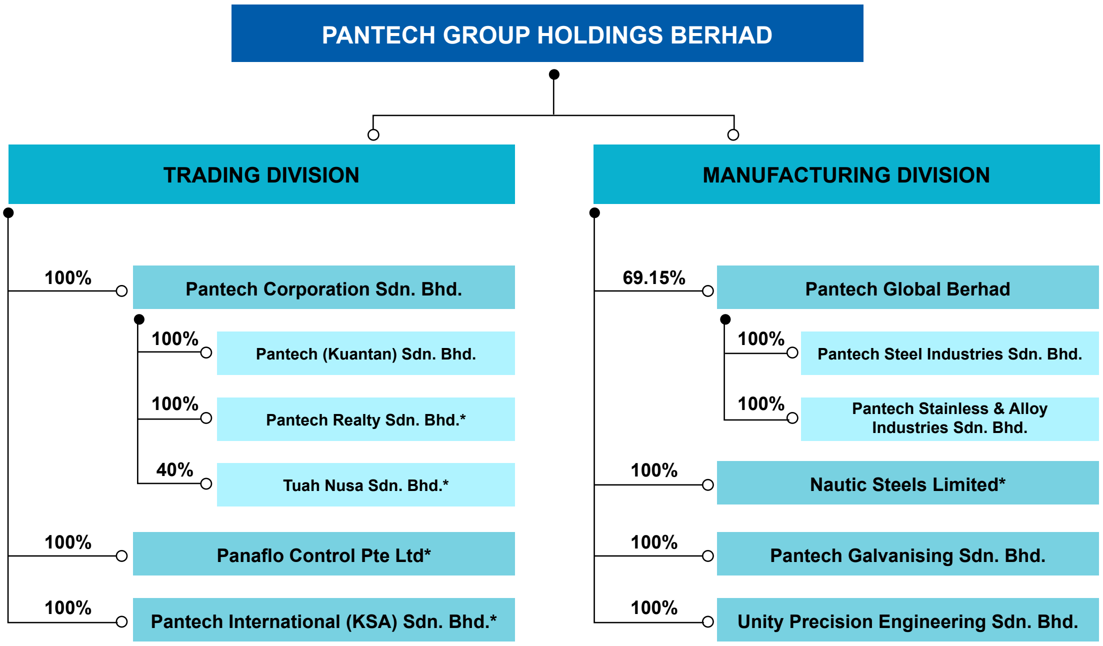
More information on our businesses and financial performance can be read on pages 12 to 17.

OUR OPERATING LOCATIONS

Pantech Group's operations span Malaysia, Singapore, and the United Kingdom, in strategic locations near ports or customer locations. Our Trading Division is supported by warehouse facilities in Malaysia and Singapore, while our Manufacturing Division operates from production facilities located in Malaysia and the United Kingdom.

Further information about our operating locations can be read on page 6.

GROUP STRUCTURE AND OPERATING ENTITIES



In FY2025, Pantech Group undertook a strategic initiative that resulted in the listing of two of our manufacturing units, Pantech Steel Industries Sdn. Bhd. and Pantech Stainless & Alloy Industries Sdn. Bhd. under the special purpose vehicle, Pantech Global Berhad. Pantech Group retains a 69.15% stake in the listed entity (Pantech Global Berhad). This is reflected in the structure above.

**Note: The following have been excluded from our reporting scope:*

a) Pantech Realty Sdn. Bhd. as this is a real estate holding company for our assets and is not involved in the trading or manufacturing operations, therefore has minimal impact on Pantech Group's overall sustainability performance.

b) Tuah Nusa Sdn. Bhd. as this company functions as our sales arm and does not have significant impact on Pantech Group's overall sustainability performance.

c) Panaflo Controls Pte. Ltd. as this is a sales office in Singapore and has minimal impact on Pantech Group's overall sustainability performance and progress.

d) Pantech International (KSA) Sdn. Bhd. as this is a dormant company and has no ongoing operations. It has commenced Member's Voluntary Winding Up in accordance with Section 439(1)(b) of the Companies Act 2016.

e) Nautic Steels Limited in the United Kingdom as their contribution is minimal to the Group in totality. We strive to build capacity and incorporate this unit into our report in the near future.

ABOUT THIS STATEMENT

Pantech Group is pleased to share our sustainability performance, initiatives, and progress for the reporting period 1 March 2024 to 28 February 2025 (FY2025) in this FY2025 Sustainability Statement (Statement).

This Statement reflects our ongoing commitment to comprehensive disclosure practices, enabling stakeholders to better understand how sustainability is embedded across our operations and strategic priorities.

Our Performance Data Table is available on pages 60 to 61.

SCOPE AND BASIS OF SCOPE

Unless stated otherwise, this Statement covers Pantech Group's wholly-owned subsidiaries that:

1. Have business operations in Malaysia, and
2. Have substantial revenue contribution or impact to the Group.

The subsidiaries included within this reporting scope are:

- Pantech Corporation Sdn. Bhd.
- Pantech Galvanising Sdn. Bhd.
- Pantech (Kuantan) Sdn. Bhd.
- Unity Precision Engineering Sdn. Bhd.
- Pantech Global Berhad
  - Pantech Stainless & Alloy Industries Sdn. Bhd.
  - Pantech Steel Industries Sdn. Bhd.

The following were excluded from our reporting scope:

a) Companies that are not directly involved in the business, serve solely as sales offices, or are dormant, and thus have minimal to no influence on the Group's sustainability performance and progress
b) Operations in the United Kingdom; further explanation is provided under Group Structure and Operating Activities

REPORTING FRAMEWORK

This Statement is prepared in accordance with Bursa Malaysia Securities Berhad (Bursa Securities)'s Main Market Listing Requirements and Sustainability Reporting Guide (3rd edition). Additional reference was made to Bursa Securities' Illustrative Sustainability Report to enhance the coherence and clarity of our disclosure, including the use of visual representation.

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 the Group 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 report 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 value stakeholder feedback and invite you to share your thoughts about this Statement to help us further improve our future disclosure efforts. Stakeholders can write to info@pantechcorp.com.

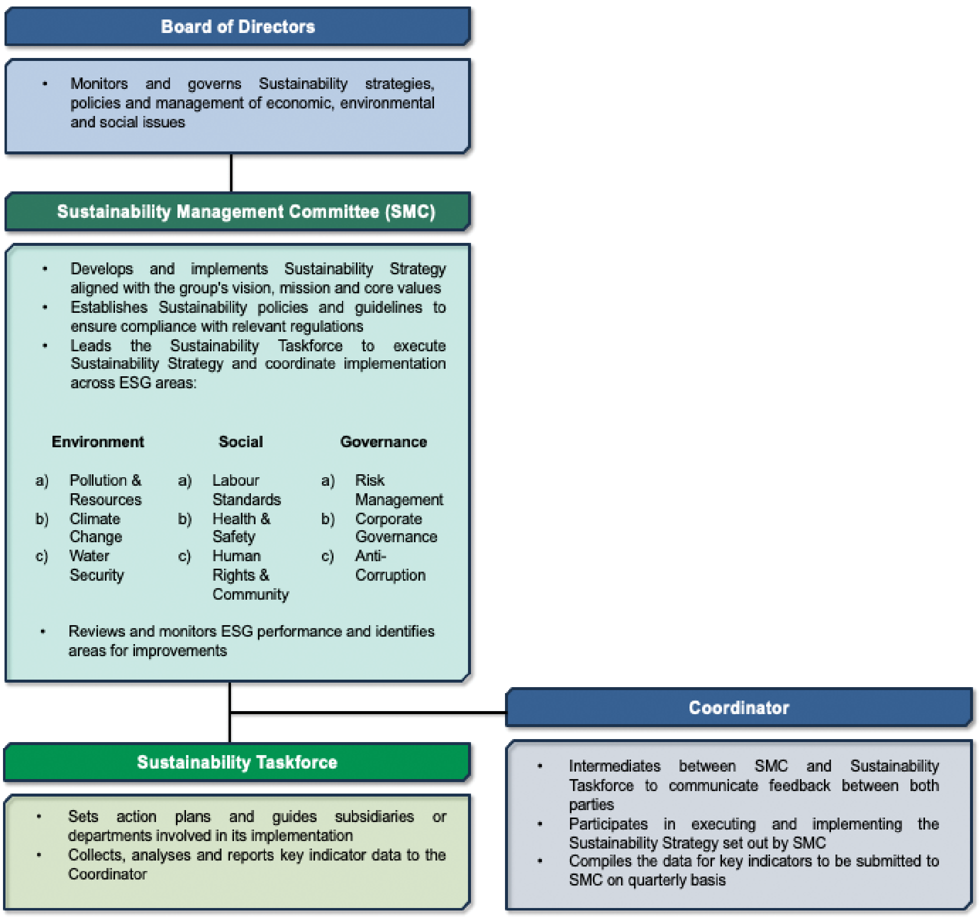
SUSTAINABILITY GOVERNANCE

Sustainability is a key pillar of Pantech Group's corporate governance framework, embedded strategically and operationally across the organisation. To reinforce this commitment, the Board of Directors (Board) are responsible for overseeing sustainability matters as part of their expanded Board Charter. Ultimately, the Board is accountable for setting the Group's strategic sustainability direction, and is supported by dedicated committees.

Our Sustainability Management Committee (SMC), chaired by the Executive Chairman, continues to lead the Group's sustainability agenda and oversee material matters. The SMC is supported by a cross-functional Sustainability Taskforce comprising senior management from subsidiaries and key personnel from departments such as Production, IT and HR within the reporting scope. This Taskforce carries out the day-to-day implementation of our sustainability policies, principles, and procedures, ensuring continuity in our approach while advancing ongoing improvements across the Group.

The SMC ensures that economic, environmental, and social considerations are factored into business decisions, guiding the development of a sustainability strategy aligned with our mission, vision, and values. Its core responsibilities include:

- Establishing ESG policies and guidelines in line with regulatory requirements.
- Monitoring performance against key ESG indicators and identifying areas for improvement.
- Overseeing the implementation of corrective actions where needed.
- Engaging external consultants for independent insights.
- Coordinating the Sustainability Taskforce to ensure effective strategy execution.
- Reporting progress towards sustainability goals regularly to the Board.



SUSTAINABILITY GOVERNANCE (CONT'D)

The Board remains committed to deepening its understanding of sustainability matters, including climate-related risks and opportunities. Board members regularly participate in capacity-building programmes to support informed decision-making and active stewardship. Sustainability competencies are reviewed periodically to strengthen leadership capabilities, while ESG matters are embedded into performance evaluations for the Board, reinforcing accountability at the highest levels. Further details can be found in our Corporate Governance Report.

INDEPENDENCE OF AUDIT FOR GREATER GOVERNANCE

Pantech Group requires lead audit partners to be rotated every seven years, with a mandatory five-year cooling-off period before any reappointment. This ongoing practice is aligned with the professional requirements set out by the Malaysian Institute of Accountants.

Further details on this governance measure can be found in the Audit Committee's Terms of Reference, available on our corporate website.

EXTERNAL ASSURANCE

Pantech Group 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 Group monitors and reports additional data which are not within the scope of assurance.

The Independent Limited Assurance Report can be read on pages 62 - 66.

POLICIES IN EFFECT

Pantech Group has implemented the following policies:

- Anti-Bribery and Corruption Policy
- Cyber Risk Policy
- Environmental Policy
- Fit and Proper Policy
- Human Rights Policy
- Occupational Safety and Health Policy
- Sustainability Policy
- Whistleblowing Policy
- Code of Ethics

The Board Charter, Terms of Reference and policies are available for reading on our website https://pantech-group.com/investor-relations/.

STAKEHOLDER ENGAGEMENT

Pantech Group is cognisant that various groups are impacted by, or have an influence on, our operations. These stakeholders have been identified based on their overall influence on, and dependence upon, our economic, environmental, social, and governance impact. Key stakeholder groups include our employees, regulators, customers, suppliers, investors, and the communities in which we operate.

To align stakeholders' interests with our business strategy, we proactively deepen engagement through structured and transparent communication channels. These include ongoing dialogue, consultations, surveys, and tailored feedback mechanisms for each stakeholder group, enabling us to make more informed decisions and drive long-term, sustainable value.

These interactions also help us identify material matters while sharpening our understanding of emerging risks and opportunities within our operating landscape.

Stakeholder Group	Engagement Channels	Focus Areas	Our response
Employees	**Ongoing** - Internal communications (i.e. memo, emails) - Meetings and discussions - Sports activities - Festive celebrations **As Needed** - Learning and development training **Annually** - Performance appraisals - Employee surveys - Company events	- Career development & progression - Performance management - Workplace conduciveness - Occupation 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

STAKEHOLDER ENGAGEMENT (CONT'D)

Stakeholder Group	Engagement Channels	Focus Areas	Our response
Customers	**Ongoing** - Customer visits - Customer satisfaction surveys - Meetings and business communication - Participation in exhibitions / trade shows - Corporate website	- Quality of product and services - Relationship management	- Offer comprehensive range of quality PVF that meet customer requirements with quick turnaround - Adhere to strict international quality standards - Visits to customer sites to better understand their 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 - 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
Investors and Shareholders	**Ongoing** - Corporate website **Annually** - Annual general meeting - Annual report **Quarterly** - Public filings - Investor relations sessions **As Needed** - Extraordinary general meetings (EGM) - Company announcements	- Financial performance - Return on equity - Corporate governance and compliance - Business strategy and outlook	- Timely updates and 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

Material matters can significantly impact our ability to create value for stakeholders. To ensure we remain effective and responsive, we conduct periodic assessments to review and align our strategic priorities, resource allocation, performance management, and reporting processes.

These assessments, which include stakeholder and material matters prioritisation based on feedback from key internal and external stakeholders, guide us in addressing evolving concerns related to economic, environmental, social, and governance (EESG) issues, all of which influence our ability to generate sustainable value over time.

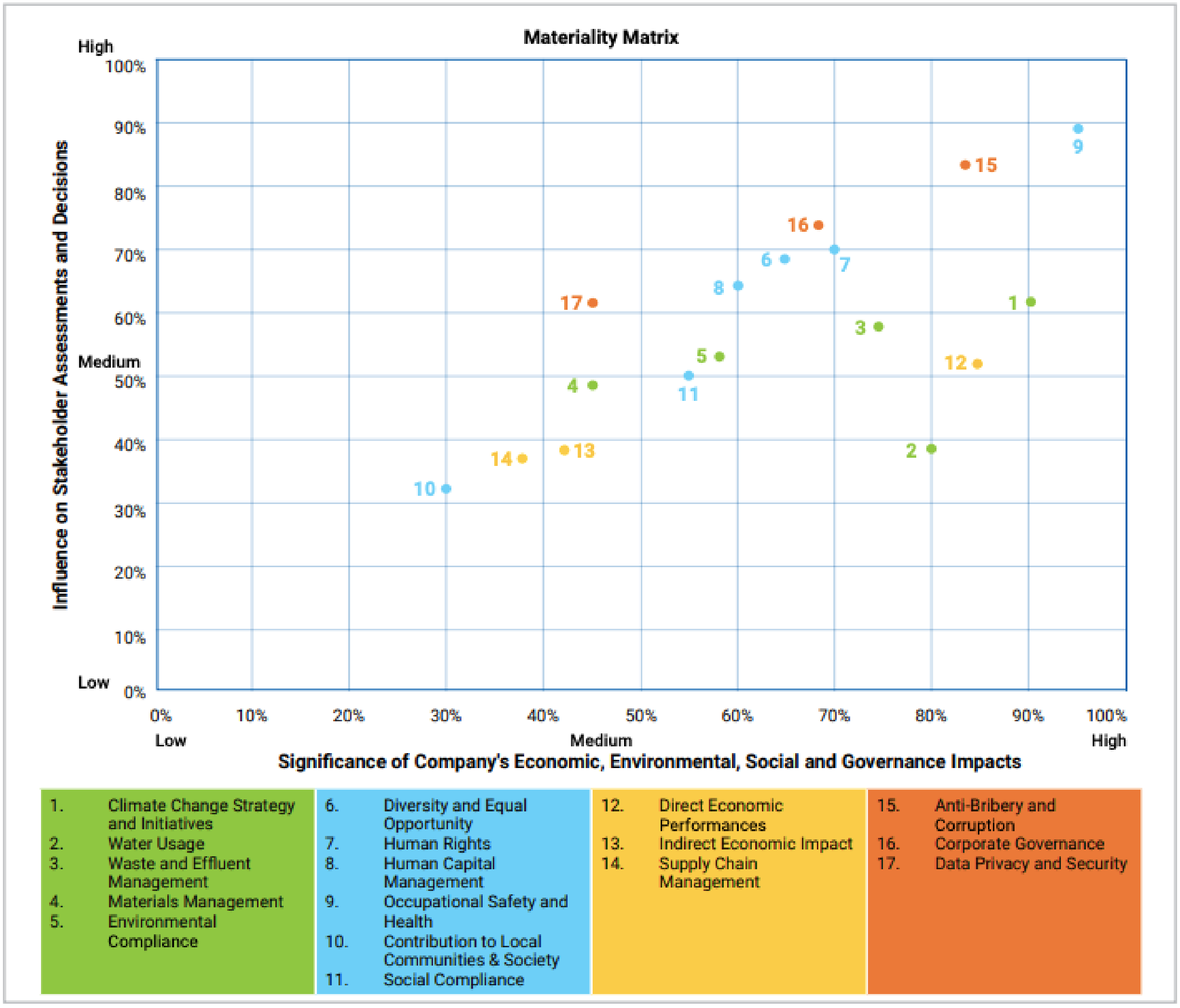
The material matters identified have been aligned with Pantech Group's business priorities and stakeholder expectations. Our most recent comprehensive assessment was conducted in FY2024. Our limited assessment in FY2025 confirmed that the 17 material matters previously identified remains relevant and continues to reflect the Group's key EESG risks and opportunities.

Material Matters for Pantech Group are:

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 & Society • Social Compliance	• Anti-Bribery and Corruption • Corporate Governance • Data Privacy and Security

MATERIAL MATTERS (CONT'D)

These material matters are outlined in the chart below, which illustrates their relative importance based on their influence on stakeholder assessments and decisions. This Materiality Matrix has been reviewed by the SMC and formally endorsed by the Board of Directors.



RISKS AND OPPORTUNITIES OF MATERIAL MATTERS

Our risk management processes help us build preparedness and resilience through the identification and mitigation of potential risks faced by Pantech Group. This framework integrates corporate, financial and operational risks.

Component	Risks	Opportunities
Economic Performance	Poor economic performance hinders the ability to create and distribute value.	Resilient and sustainable financial performance enables economic value distribution, delivers long-term value for shareholders 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	Supply chain disruptions stemming from unethical supplier practices or weak compliance can lead to production delays and pose significant reputational risks.	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	Unfair or discriminatory employment practices can lead to a hostile and disengaged work environment. This erodes trust among employees and undermine team morale, ultimately weakening organisational culture, reducing productivity, and harming the company's public reputation.	An inclusive and empowering work culture helps attract and retain talent with diverse experiences and perspectives, fostering innovation and strengthening workplace cohesion.

RISKS AND OPPORTUNITIES OF MATERIAL MATTERS (CONT'D)

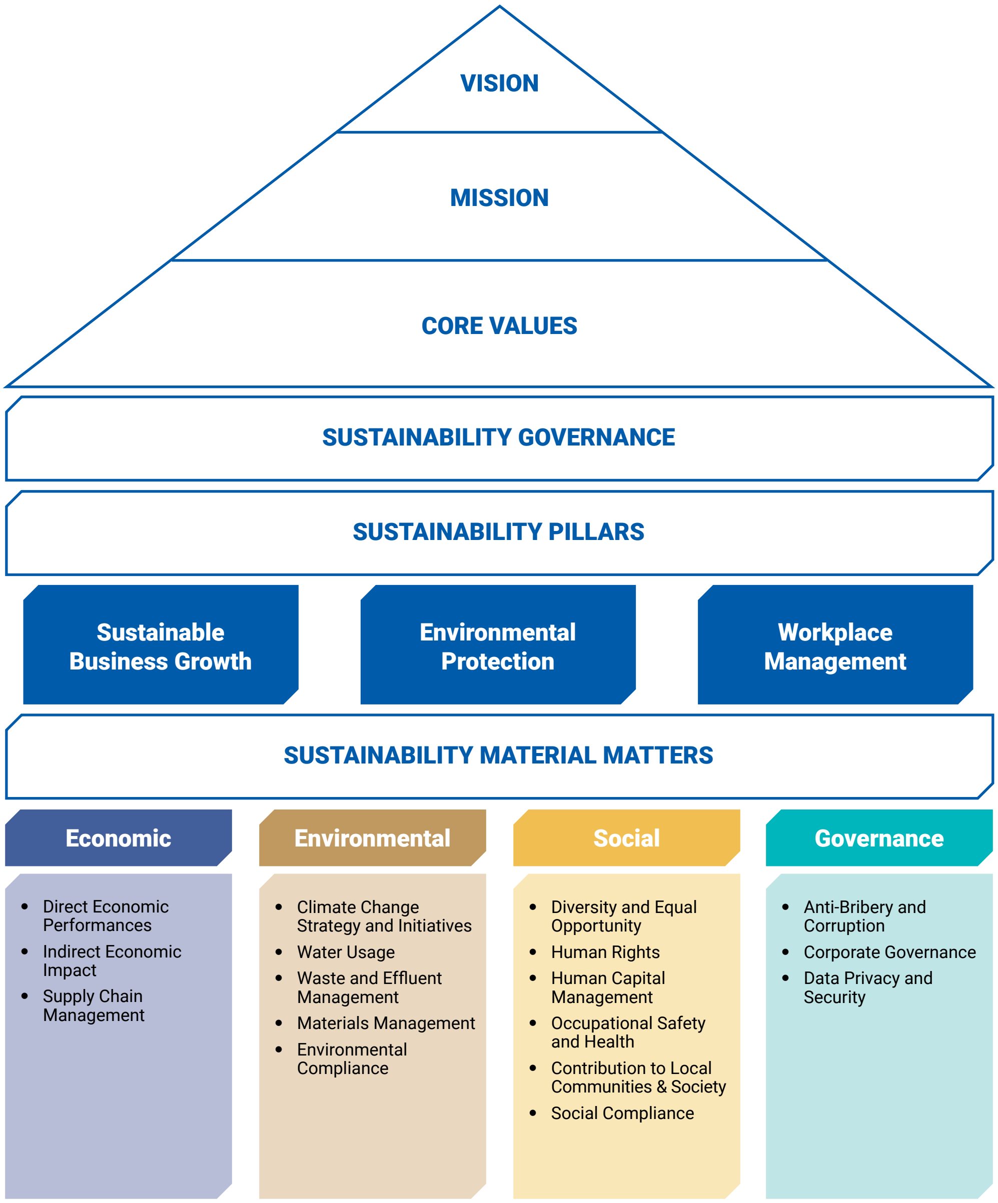
Component	Risks	Opportunities
Human Rights	Breaches in human rights practices can result in legal penalties, loss of business partnerships, and significant reputational damage.	Adherence to regulated employment practices reinforces Pantech Group's reputation as a responsible employer.
Human Capital Management	Low employee morale and insufficient training can lead to high staff turnover and a decline in overall productivity.	Investing in human capital through training, development, and engagement initiatives leads to a skilled workforce, enhances employee satisfaction, and supports productivity, innovation, and long-term organisational resilience.
Occupational Safety and Health	Workplace incidents, health hazards, and non-compliance with safety regulations can result in productivity loss, and legal and financial liabilities.	Implementing robust safety and health measures contributes to a conducive environment for enhanced productivity.
Contribution to Local Communities and Society	Negative impacts on local communities can lead to opposition and legal challenges.	Care for 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 Group to maintain trust among stakeholders.

SUSTAINABILITY FRAMEWORK

Pantech Group's sustainability framework maps to our business strategy, guided by our vision and mission. It is built on our STEEL core values and outlines three key focus areas:

- Sustainable Business Growth
- Environmental Protection
- Workplace Management

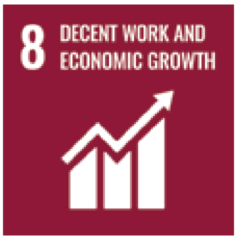
Across these pillars, we strive for continuous and compounding improvements, guided by the United Nations Sustainable Development Goals (UN SDGs). Our efforts are targeted at addressing concerns linked to our material matters and achieving meaningful, long-term impact.



MANAGEMENT APPROACH TO MATERIAL MATTERS

Sustainable Business Growth – Economic Performance

Related UN SDGs:



Economic performance is fundamental to our long-term viability and ability to create lasting value for stakeholders. We are dedicated to supporting inclusive economic development by providing quality employment opportunities, particularly within the local communities where we operate.

Through prudent resource allocation and strategic decision-making, we enhance our operational resilience to ensure sustained value creation and distribution across our stakeholder ecosystem.

We are driven by disciplined execution of our business strategies, as detailed on pages 10 and 11. Central to this is our comprehensive catalogue of PVF, and other fluid transmission solutions that meet the exacting needs of our customers across diverse industries.

Aside from managing our cash flow prudently, we consistently invest into operational upgrades that enhance efficiency and output. At the same time, we are focused on strengthening existing revenue streams while actively exploring adjacent opportunities that align with our core competencies.

Guided by a careful evaluation of risks and opportunities, we ensure that our resource allocation maximises optimal use of capitals. We also consistently upskill our workforce through targeted training and knowledge sharing to remain responsive in a constantly evolving business landscape.

With product presence in over 70 countries, Pantech Group contributes to broader economic ecosystems, especially customers who rely on our PVF solutions to continue operating without disruption.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Sustainable Business Growth – Economic Performance (Cont'd)

OUR PERFORMANCE

In FY2025, Pantech Group generated a total revenue of RM947.40 million, with approximately 92.98% distributed to stakeholders. The economic value generated and distributed (EVG&D) from our business activities is summarised in the table below.

	FY2023 (RM'000)	FY2024 (RM'000)	FY2025 (RM'000)
Direct Economic Value Generated			
Revenue	1,037,839	946,631	947,399
Interest Income	2,270	4,309	6,640
	1,040,109	950,940	954,039
Operating Costs			
Materials, operating and administrative expenses	748,500	700,399	681,701
Selling and distribution expenses	48,606	24,996	31,724
	797,106	725,395	713,425
Employee Wages and Benefits			
Wages, salaries, defined contributions and others	67,052	68,564	74,634
Payments to Providers of Capital			
Interest payments	9,052	10,556	10,916
Dividend paid to shareholders	45,176	49,719	49,982
	54,228	60,275	60,898
Community Investments			
Contributions to charities, community and social programmes	112	107	145
Payments to Government			
Tax expense	38,008	32,844	31,814
Economic Value Distributed	956,506	887,185	880,916
Economic Value Retained	83,603	63,755	73,123

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Economic – Supply Chain Management

Related UN SDGs:

Pantech Group focuses on supply chain resilience and sustainability, in line with responsible sourcing. Throughout the years, we have developed a reputation as a reliable industry leader, built upon our commitment to integrity. This is reflected in:

- **Traceable Materials**

  Rigorous controls are implemented throughout our supply chain and procurement process to ensure full traceability of all products and components, which are documented and regularly updated by our dedicated Mill Cert department. Thorough traceability is key in a protectionist environment as it enables companies to meet import and export requirements to maintain market access without incurring penalties.

- **Local Focus**

  Supporting local businesses and contributing to the economic growth in the communities which we operate is a consideration for us. We prioritise local sourcing for administrative and operating expenses, while also cultivating partnerships with local SMEs whenever practical.

- **Sustainability Collaboration**

  We are progressively fostering greater alignment across our supply chain by promoting awareness of our sustainability expectations. These extend to all suppliers including contractors, service providers, and consultants, as we work to embed responsible procurement practices and strengthen collective commitment to broader sustainability goals.

Pantech Group practises fair and ethical procurement, ensuring that our sourcing decisions uphold integrity, transparency, and accountability. We operate within a merit-based framework for all potential and existing suppliers. Our selection process is clearly defined, guided by objective criteria such as material quality, supplier reliability, lead times, and cost-efficiency.

Our commitment to sourcing products and services plays a larger role in helping to minimise our logistics-related carbon emissions, aligning with our broader sustainability goals. While raw materials for our Manufacturing Division and goods for our Trading Division are primarily sourced from international suppliers due to requirements, we prioritise local sourcing for administrative and operational needs wherever feasible.

We are also integrating social and environmental considerations into our procurement decisions. Compliance with all applicable laws, regulations, and internal policies is strictly enforced, ensuring responsible practices are upheld across our procurement function. Our procurement teams follow clearly defined procedures to maintain competitiveness and avoid conflict of interest, fostering long-term supplier relationships built on trust, open communication, and shared value creation.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Economic – Supply Chain Management (Cont'd)

	FY2024	FY2025
Proportion of spending on local suppliers	19%*	22%

*FY2024 figures were restated to reflect changes in the categorisation of supply chain expenditure, ensuring alignment with the definition set out in GRI 204: Procurement Practices 2016.

Social – Occupational Safety and Health

Related UN SDGs:

The health and safety of our employees, contractors and any persons carrying out work at our site is something we do not compromise on. We believe that creating a healthy, safe, and conducive work environment is essential for preventing injuries and illnesses, and keeps everyone working at their best, which leads to greater efficiency and productivity.

Our Occupational, Safety, and Health (OSH) Policy guides our approach. It underscores the importance of integrating health, safety, and environmental considerations into every aspect of our operations.

Our approach to conducting business operations in a safe and responsible manner is underpinned by a comprehensive Occupational Health and Safety Management System (OHSMS), aligned with the requirements of the Occupational Safety and Health Amendment Act 2022 (OSHA 2022) and the ISO 45001:2018 standard.

Dedicated Health, Safety, and Environment (HSE) working committees have been established across relevant divisions and subsidiaries to ensure that our safety practices are adhered to and continuously improved.

To reinforce governance, HSE committees are required to participate in monthly Heads of Department meetings, where they present safety performance updates to Directors and Senior Management. These sessions enable cross-functional collaboration and informed decision-making at the highest levels of the organisation.

Safety and health risk assessments are conducted across our operations to identify potential hazards and implement appropriate mitigating measures. These systems are subject to continuous monitoring and periodic evaluation to ensure their effectiveness and alignment with evolving operational needs.

Oversight of our safety and sustainability performance is provided by the Group's SMC, chaired by the Executive Chairman and Group Managing Director, and supported by four (4) Executive Directors. Implementation efforts are further driven by the Sustainability Taskforce, which includes senior management of our subsidiaries and key personnel from departments including Production, IT and HR.

Through close collaboration between HSE committees, the Board and Management, we proactively, review, and refine safety protocols for their effectiveness, as we remain steadfast in our pursuit of zero safety and health incidents across the Group.

This is captured in our OSH policy called "CARE", last updated in July 2023. The CARE Policy emphasises our commitment to a culture of safety across our operations.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Occupational Safety and Health (Cont'd)

We actively encourage each employee to embrace and actively contribute to a culture of safety, while taking a proactive approach to occupational safety and health. Our Weekly Toolbox Sessions, led by HSE committees at their respective subsidiaries present opportunities to promote open dialogue and reinforce safety practices.

Health and safety sessions

Pantech Group is committed to building a safe, supportive, and inclusive environment for all employees. In FY2025, a total of 663 employees were given various formal trainings on Health and Safety standards, totalling 2,837 hours. In addition, we also conducted more frequent, shorter-format engagements such as weekly toolbox sessions and safety briefings, which are not classified as formal training but play a key role in reinforcing safe work practices. These sessions reflect our commitment to equipping employees with the required knowledge to actively contribute to workplace safety.

	FY2023	FY2024	FY2025
Number of employees trained on Health and Safety Standards	537	911	663
Training hours on Health and Safety Standards	1,841	3,454	2,837

The safety of all workers is integral as we believe that every worker deserves to return to their loved ones safely at the end of the day. Regular safety briefings and awareness sessions are essential to our safety culture, supporting our ongoing efforts to maintain a track record of zero fatalities in our premises.

Our ongoing commitment to workplace safety resulted in a notable improvement in FY2025, with a reduction in both major and minor incidents across our operations. Accordingly, total manhours lost decreased 57.67% from 4,640 in FY2024 to 1,964 hours in FY2025. We also recorded a Lost Time Incident Rate (LTIR) of 0.61, representing a 58.78% improvement from the previous year's LTIR of 1.48. The LTIR, which measures productivity lost due to work-related incidents, is calculated in accordance with Bursa Securities' Sustainability Reporting Guide. These results underscore the effectiveness of our proactive safety measures, employee training, and incident prevention protocols.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Occupational Safety and Health (Cont'd)

Health and safety sessions (Cont'd)

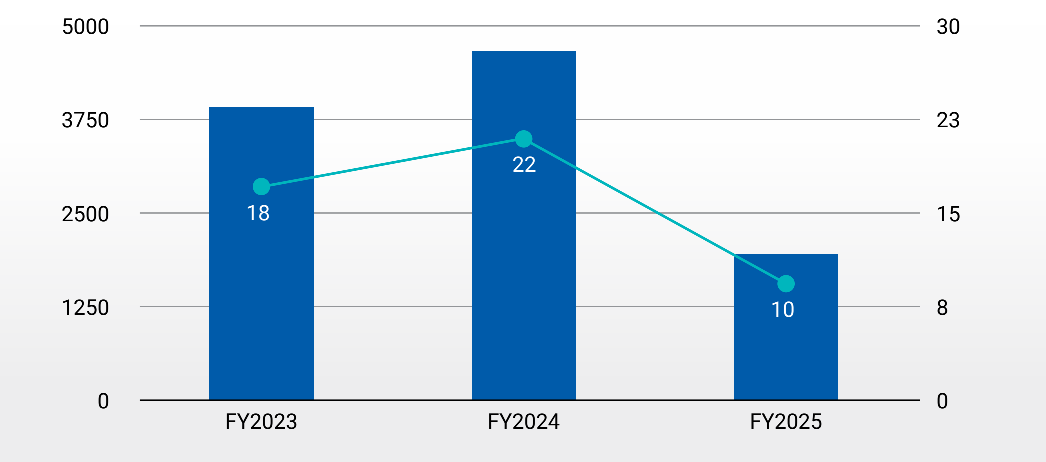
Of the ten incidents which occurred in FY2025, nine were traced to non-compliance with standard operating procedures such as improper machine handling, unsafe maintenance practices, lack of situational awareness and failure to follow forklift safety guidelines, and one for improper pipe handling procedure. Corrective actions were taken, including 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.

While this progress is encouraging, we recognise that safety is a continuous journey and remain focused on upholding high standards to ensure a safe and supportive workplace for all.

	FY2023	FY2024	FY2025
No. of Fatalities Involving Employees	0	0	0
No. of Fatalities Involving Contractors	0	0	0
No. of Incidents	18	22	10
• Major Incidents	9	9	5
• Minor Incidents	9	13	5
Total Man-Hours Lost	3,924	4,640	1,964
Lost Time Incident Rate (Employees)	1.44	1.48	0.61

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

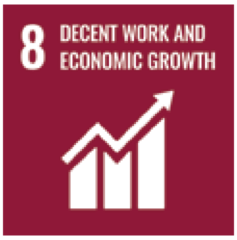
Number of Safety Incidents and Total Man-Hours Lost (Employees)



MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Rights

Related UN SDGs:



Pantech Group upholds human rights as a fundamental and uncompromising principle across our operations. We are committed to respecting and promoting these rights as an integral part of our culture and governance.

We are rooted in our belief in fostering a workplace where every individual is treated fairly, ethically, and with dignity. By embedding internationally-prescribed human rights practices into our business operations, we aim to build an engaged, inclusive, and productive workforce while cultivating a safe and respectful work environment.

We support internationally recognised standards, including the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the International Bill of Human Rights.

In addition to these, we comply with all applicable local laws and regulations in the regions where we operate, including Malaysia's Employment Act 1955. Our approach is guided by best practices and the expectations set by recognised regulatory and sustainability frameworks.

Our Human Rights Policy, formalised in June 2023, guides our approach to managing and mitigating potential human rights risks. The policy is built on six key tenets:

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

We provide fair wages and competitive compensation, in line with market benchmarks and legal requirements. Decent living accommodations are made available for our workers, particularly foreign employees. We also prioritise regular training and capacity building to empower our employees to perform their duties safely, effectively, and with confidence.

To further support an accountable work environment, we maintain a secure and confidential whistleblowing channel as outlined in our Whistleblowing Policy. Employees and stakeholders are encouraged to report any concerns, including violations of labour practice, unethical behaviour, or inappropriate conduct, without fear of retaliation. All reports are handled with discretion, and appropriate actions are taken following a thorough investigation, with whistleblower identities protected throughout the process.

During the reporting period, Pantech Group sustained its track record of zero substantiated human rights grievances. No whistleblowing reports related to human rights violations were received in FY2025. We remain committed to upholding internationally recognised human rights practices, reinforcing our standing reputation as a responsible and ethical employer.

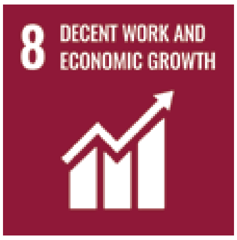
MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Rights (Cont'd)

	FY2023	FY2024	FY2025
No. of substantiated complaints involving human rights violations	0	0	0

Social – Diversity, Equity and Inclusion

Related UN SDGs:



Diversity and inclusion are essential drivers of innovation and long-term success. By fostering a workplace where varied backgrounds, experiences and perspectives are valued, we strengthen our ability to adapt, problem-solve, and grow sustainably.

We reaffirm our commitment to fair and equal employment opportunities, actively encouraging representation across gender, race, religion, age, and nationality. This approach supports a more inclusive and collaborative work environment, where every individual is treated with dignity and respect, and where discrimination has no place.

Pantech Group's Diversity, Equity, and Inclusion (DEI) efforts build on the foundation established in previous years, reinforcing our commitment to cultivating a workplace where every employee, regardless of background or identity, feels welcomed, respected, and empowered to thrive. This commitment is reflected in our policies and practices that promote diversity and inclusion across all levels of the organisation.

Our DEI approach goes beyond preventing discrimination or upholding fair treatment, as outlined in our Human Rights Policy. We are committed to maintaining a harassment-free workplace where individuals from diverse backgrounds feel valued and safe to contribute their unique strengths and potential.

We believe that a workforce enriched by diverse experiences, ideas, and viewpoints is essential to innovation and resilience. To cultivate this, we maintain open communication channels that encourage employee voice, cross-functional collaboration and inclusive decision-making. These practices help foster mutual respect, build trust, enhance cohesion, and strengthen teamwork across our operations.

Our longstanding principles of equitable treatment are reflected in the just working conditions we provide such as fair wages, reasonable working hours, and comprehensive benefits that meet or exceed all applicable legal requirements. We view these as essential to building a sense of belonging, where every employee is supported in their growth and empowered to contribute meaningfully.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

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

	FY2023	FY2024	FY2025
Total employees	1,050	1,184	1,208

We are committed to shaping a capable and future-ready workforce by investing in talent and their development. In FY2025, 42.3% of our employees are under the age of 30 (FY2024: 42.7%), while 52.7% are between the ages of 30 and 50. This group brings critical experience and technical expertise, often serving as mentors to younger employees, enabling effective knowledge transfer and supporting succession planning across the organisation. Overall, 95.0% of our workforce are under the age of 50 (FY2024: 94.1%).

Employees By Age Group	FY2023	FY2024	FY2025
<30	42.9%	42.7%	42.3%
30 - 50	52.7%	51.4%	52.7%
>50	4.4%	5.9%	5.0%

Our Board comprises experienced professionals, primarily above the age of 50, whose deep industry knowledge, strategic foresight, and subject-matter expertise provide invaluable guidance in steering the Group's direction and supporting sound, well-informed decision-making.

Board Composition by Gender	FY2023	FY2024	FY2025
Male	67%	67%	67%
Female	33%	33%	33%

Board Composition by Age Group	FY2023	FY2024	FY2025
<30	0%	0%	0%
30 - 50	11%	11%	11%
>50	89%	89%	89%

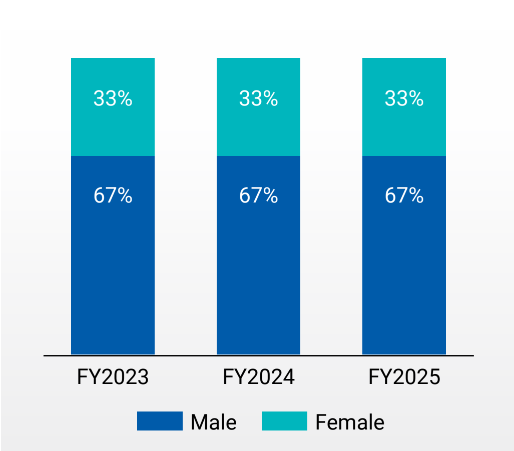
Due to the physical demands associated with moving and manufacturing PVF products, our operations workforce currently comprises a higher proportion of male employees. Nonetheless, we remain firmly committed to gender inclusivity and equal opportunity, particularly in office-based and non-operational roles.

Notably, women comprised 69.9% of our non-operations workforce (FY2024: 66.7%). At the leadership level, women hold one-third of our Board positions, a ratio we are dedicated to maintaining and improving as part of our broader diversity and inclusion efforts.

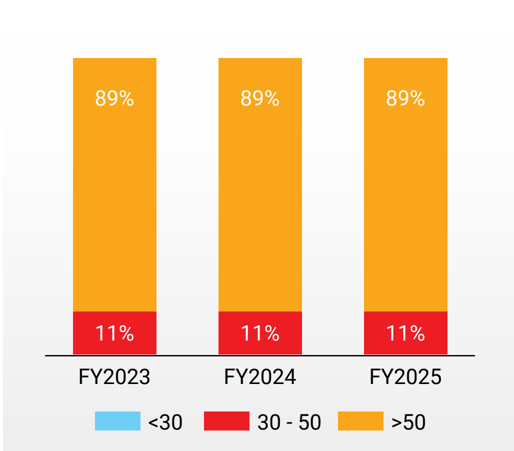
MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

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

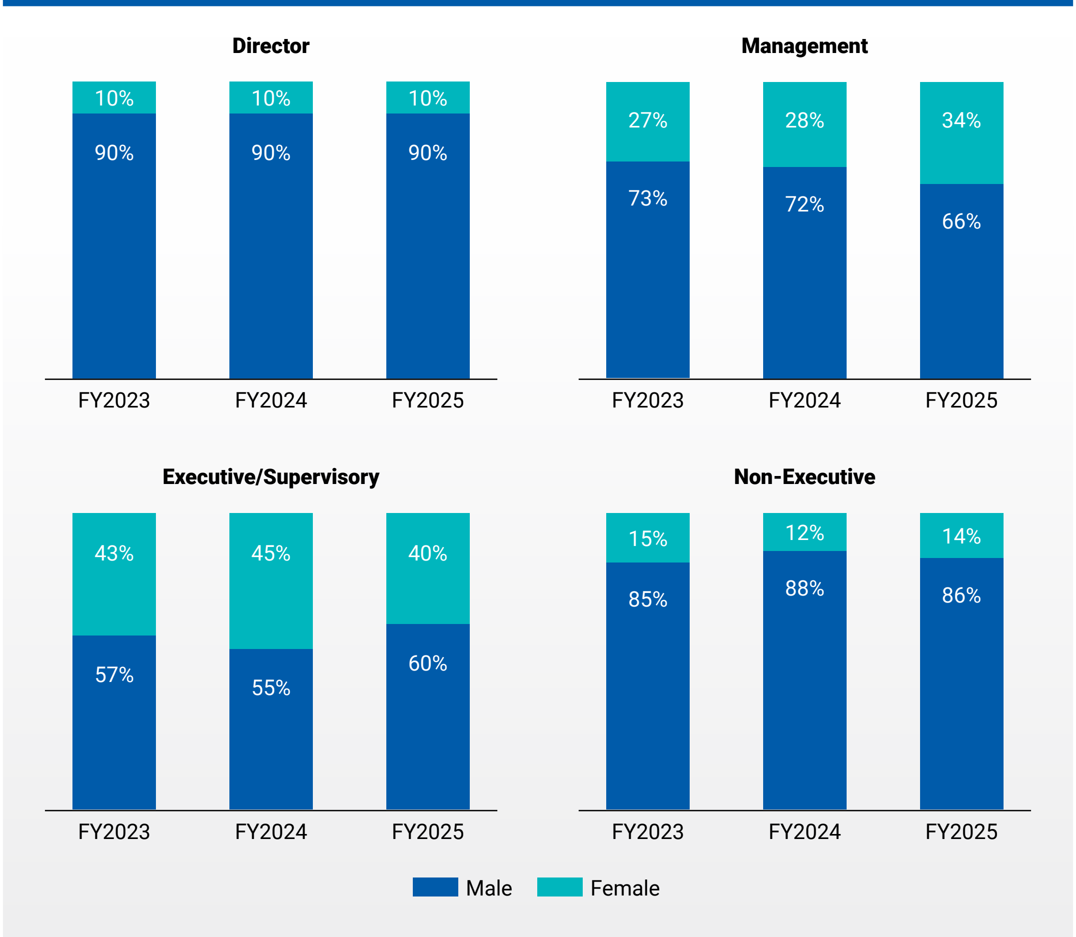
Board Diversity by Gender



Board Diversity by Age



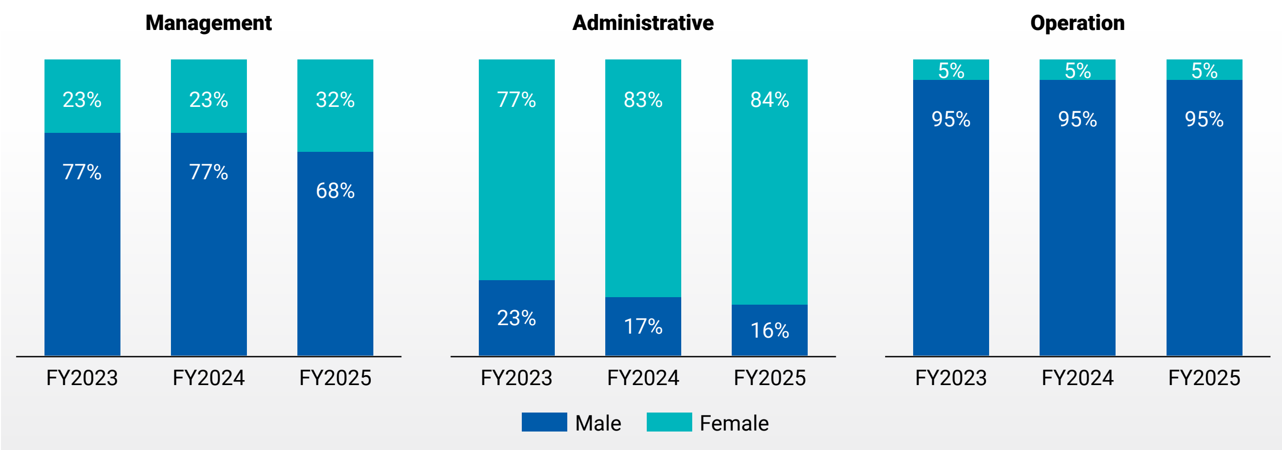
Workforce Profile - Gender Diversity by Level



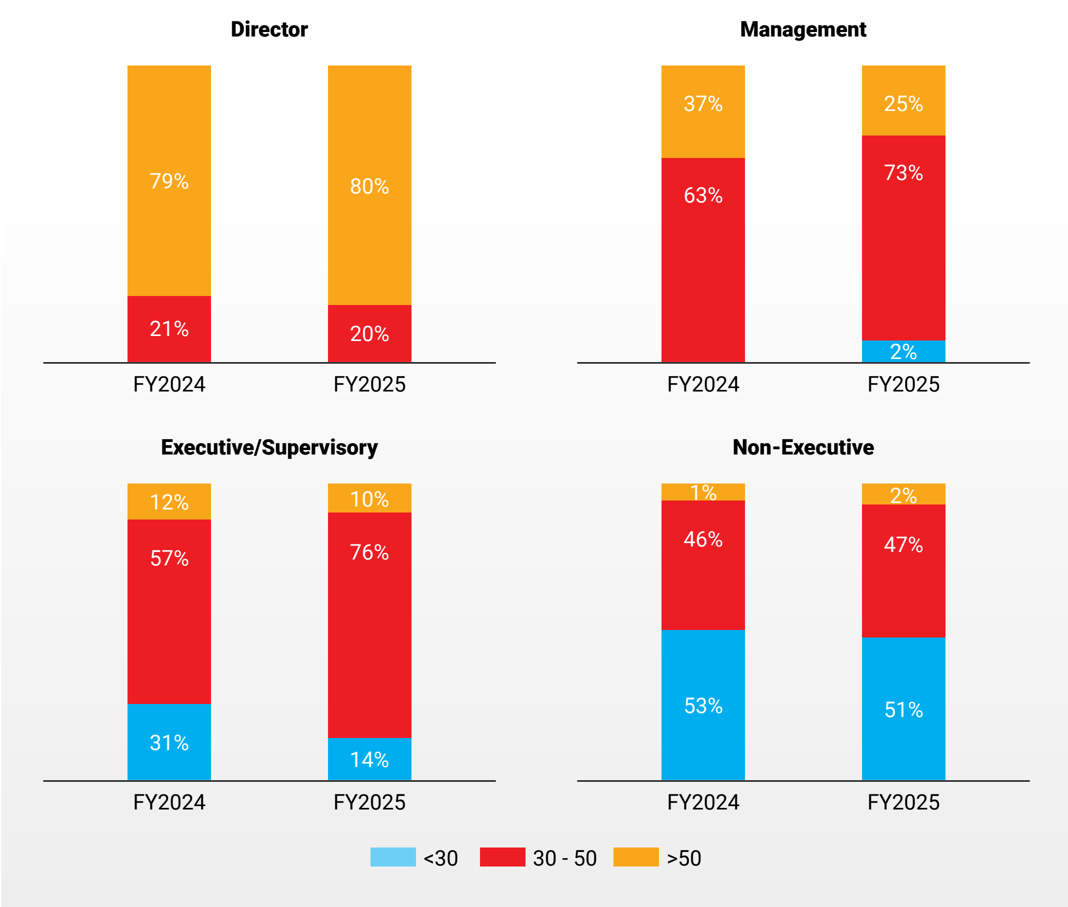
MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

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

Workforce Profile - Gender Diversity by Function



Age Group by Employee Category



MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management

Related UN SDGs:

Pantech Group affirms that our employees are our most valuable asset, with the success and resilience of the Group closely tied to the sustained development of our people. Building on the foundation laid in prior years, we remain focused on nurturing a workforce whose talent, dedication, and innovation drive our long-term growth.

To support this, we continue to advance our human capital strategies, aimed at strengthening a high-performing and engaged workforce. This includes ongoing investment in upskilling initiatives, leadership development, and the creation of a positive and inclusive work environment. By empowering our employees to grow both professionally and personally, we ensure they are well-equipped to contribute meaningfully to the Group's continued success and value creation.

Our Human Resource Department anchors our human capital management and is guided by two core principles: empowerment and engagement. These values drive our approach to workforce development and excellence across all levels of the organisation.

Employee Empowerment	Pantech Group champions our employees' growth by supporting their pursuit of new skills and capabilities through relevant development programmes. We foster an energetic and enthusiastic workforce by valuing individual contributions, promoting collaboration, and encouraging employees to step up and lead. This approach is anchored in a nurturing culture of continuous learning, adaptability, and critical thinking. This empowers our people to make informed decisions and drive meaningful progress.
Trust & Integrity	Our human capital practices are grounded in transparency and fairness, consistently aligned with all applicable local labour and employment regulations, and guided by internationally recognised standards where applicable.

Pantech Group's strategic human capital management focuses on these key pillars:

- **Talent Acquisition and Retention**
- **Talent Development and Upskilling**
- **Performance and Compensation**
- **Leadership Pipeline**

Our strategic framework aims to nurture a culture of growth by recognising individual strengths and empowering agile leadership. Through targeted training programmes, we unlock employee potential and support ongoing performance excellence.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management (Cont'd)

Talent Acquisition and Retention

Cultivating a resilient and future-ready talent pipeline remains a key priority for Pantech Group. We continue to advance this objective through strategic talent attraction and recruitment practices grounded in merit-based principles, focusing on candidates' skills, experience, and alignment with our core values, culture, and long-term vision. This inclusive, unbiased approach reinforces our reputation as an employer of choice, enabling us attract high-calibre talent while supporting customer satisfaction and organisational performance.

Beyond recruitment, we are equally focused on retaining top talent through competitive compensation and benefits, a supportive and inclusive work environment, and clearly defined career development pathways. By fostering an environment where employees feel valued, respected, and empowered to grow, we are building a team capable of delivering long-term sustainable value.

Talent Development and Upskilling

We recognise the importance of developing a workforce that is skilled, agile and resilient in the face of a rapidly changing market. To this end, we foster a culture of lifelong learning through a comprehensive suite of programmes encompassing leadership development, technical training, and soft skills enhancement. Our initiatives are closely aligned with our business priorities and sustainability goals, ensuring employees grow in tandem with the organisation.

To deliver maximum value, we draw on a mix of internal capabilities and external subject-matter experts, ensuring relevance and practical impact across diverse learning areas. Our programmes are tailored to both current and emerging skill needs, helping our people stay ahead in a dynamic environment.

In FY2025, these efforts were further reinforced by rolling out a wide range of initiatives, including structured onboarding, role-specific upskilling courses, leadership development tracks, expert-led seminars on sustainability, and in-house safety training. These initiatives underscore our belief that sustained investment in people is critical to long-term business success.

Performance and Compensation

Pantech Group is committed to nurturing a high-performance culture grounded in accountability, collaboration, and shared success. This mindset drives our performance-oriented culture at both the individual and team levels, ensuring alignment with Pantech Group's strategic direction.

We implement structured performance management processes that establish clear objectives based on job roles and organisational priorities. Regular, constructive feedback empowers employees to take ownership of their development and career progression.

Our approach is further supported by competitive compensation and benefits packages that reflect individual contributions and reinforce a culture of recognition. By fostering an engaging and communicative work environment, we aim to sustain motivation and enhance organisational impact.

Leadership Pipeline

Pantech Group is committed to nurturing leadership from within by developing a robust internal talent pipeline. Our structured development framework supports capability-building across all levels of the organisation, enabling succession readiness and long-term talent sustainability.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management (Cont'd)

Leadership Pipeline (Cont'd)

Our multi-tiered approach includes:

- **Empowering All Employees**: We prioritise training for non-managerial staff, equipping them with essential skills to support internal mobility and long-term career advancement.
- **Developing Supervisory Capabilities**: Recognising the pivotal role of supervisors in shaping future leaders, we provide targeted programmes to enhance their ability to guide, mentor, and manage teams. These efforts prepare high-potential employees for future leadership roles.
- **Comprehensive Skill Development**: Beyond functional knowledge, we offer learning opportunities in governance, anti-bribery and anti-corruption compliance, quality assurance, IT, and manufacturing, ensuring holistic employee development.
- **Prioritising Health and Safety**: Safety is a foundational element of leadership at Pantech Group. Health and safety training is embedded at every level, reinforcing our commitment to a safe and supportive workplace.

This inclusive and future-focused approach supports a learning culture in which employees are empowered to grow, contribute meaningfully, and assume leadership roles as the Pantech Group evolves.

BUILDING A SENSE OF BELONGING

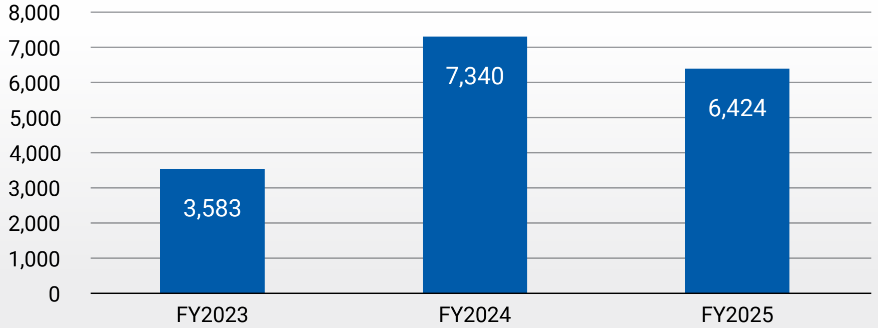
We continue to foster a strong sense of community by actively engaging with employees and responding to their evolving needs. Our engagement initiatives aim to strengthen connection, motivation, and well-being across the workforce. In FY2025, our employee engagement efforts included the following targeted initiatives:

- Employee appreciation programmes, such as annual dinners and long service awards
- Festive celebrations to promote cultural inclusivity and team spirit
- Back-to-school support for eligible employees with school-going children

OUR PERFORMANCE

In FY2025, Pantech Group maintained its commitment to workforce development by delivering a total of 6,424 training hours, averaging 5.3 hours per employee. Although this reflects a slight decline from FY2024 (6.2 hours per employee), we exceeded our internal set target of 4 training hours per employee by 32.50%. This outcome highlights our focus on delivering high-impact, role-specific training that prioritises quality and relevance over volume. Our approach ensures that learning is meaningful, supporting long-term employee growth and organisational resilience.

Total Number of Training Hours



MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management (Cont'd)

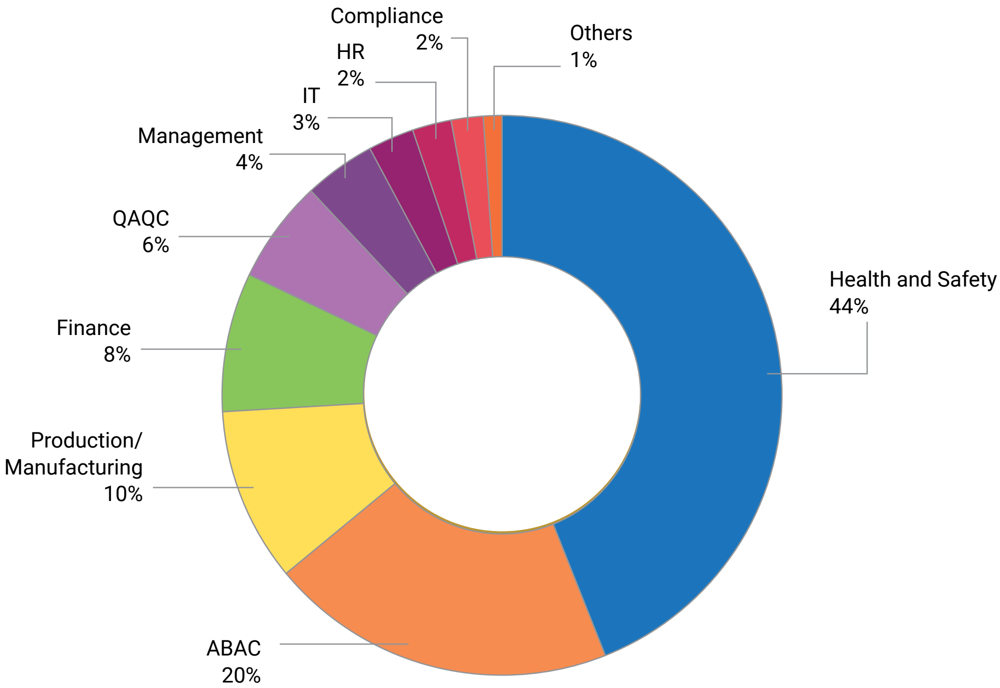
OUR PERFORMANCE (CONT'D)

Employee by Level	FY2024	FY2025
Director	68.0	66.0
Management	726.0	749.5
Executive/supervisory	3,142.0	1,808.0
Non-executive	3,404.0	3,800.5
TOTAL	**7,340.0**	**6,424.0**

Employee by Function	FY2024	FY2025
Management	609.0	807.5
Administrative	2,341.0	1,178.5
Operation	4,390.0	4,438.0
TOTAL	**7,340.0**	**6,424.0**

	FY2024	FY2025
Overall average training hours per employee	6.2	5.3

Training Hours by Topic



Other topics include Leadership Skill, Procurement, Sales, and Sustainability.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management (Cont'd)

EMPLOYEE RETENTION AND ATTRITION

Pantech Group is committed to maintaining a stable and resilient workforce. In FY2025, we recorded 212 new hires, a slight decrease from 220 in FY2024. This decrease reflects our strategic focus on organisational stability and long-term value creation. Rather than pursuing rapid workforce expansion, we concentrated on retaining experienced talent, optimising internal capabilities, and making strategic hires aligned with our business priorities. This approach supports continuity, preserves industry knowledge and enhances workforce efficiency.

New Hires	Male	Female	Total
<30	115	30	145
30 - 50	55	12	67
>50	0	0	0
TOTAL	170	42	212

In the same period, we recorded a voluntary turnover rate of 15.7%, a moderate increase from 11.1% in FY2024. We remain focused on improving employee retention where possible. To this end, we are enhancing our employee support mechanisms, and placing greater emphasis on internal mobility and career development. These efforts aim to boost employee engagement, and reinforce long-term workforce stability.

A breakdown of voluntary turnover is provided below:

	Male	Female	Total
By Age Group			
<30	76	26	102
30 - 50	60	16	76
>50	7	1	8
By Level			
Director	2	1	3
Management	2	4	6
Executive/supervisory	9	16	25
Non-executive	130	22	152
By Function			
Management	4	5	9
Administrative	9	30	39
Operation	130	8	138

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Human Capital Management (Cont'd)

	FY2025
New hire rates (%)	17.9%
Turnover rates (%)	15.7%

Social – Contribution to Community

Related UN SDGs:

We firmly believe that businesses play a vital role in building inclusive, resilient communities. Through active engagement with the communities in which we operate, Pantech Group strives to generate lasting positive impact that contribute to long-term socioeconomic progress.

Our ongoing efforts as a responsible corporate citizen are reflected in a consistent focus on targeted community engagement activities, particularly in the area of social welfare. These programmes are designed to empower individuals, strengthen social cohesion, and support sustainable development. By reinforcing our connection with local communities and promoting a sense of shared purpose, we aim to contribute to enduring prosperity for both Pantech Group and the communities that we are in.

We identify and prioritise potential community initiatives based on their alignment with the UN SDGs. Where feasible, we continue supporting the same organisations or programmes year after year to amplify long-term impact and promote lasting positive change.

In FY2025, Pantech Group continued to focus on uplifting the communities around us, particularly beneficiaries external to us. We contributed a total of RM145,000 in both financial and non-financial support to non-governmental organisations, schools, and a children's home. This amount was a 35.51% increase from the previous year (FY2024: RM107,000). Our non-financial assistance included, but were not limited to, educational materials, school support, and other in-kind contributions tailored to the needs of each beneficiary.

	FY2024	FY2025
Total amount invested in the community (RM'000)	107	145
Total number of beneficiaries (direct and indirect)	3,961	20,792

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Social – Contribution to Community (Cont'd)

No.	Activity/Recipient	Remarks
1	Taman Negara Tanjung Piai	Contributed manpower and financial resources to support the planting of and care for 100 mangrove saplings, including ones that are unique to Taman Negara Tanjung Piai (*bakau pasir, Rhizophora stylosa*).
2	Blood donation drive	Organised a blood donation drive at Pantech Group's head office for company employees. FY2025 is the second year that Pantech Group organised a blood donation campaign.
3	JJ Lions Dialysis Centre	Enabled the purchase of dialysis machine that will benefit 120 kidney patients in Johor.
4	Kechara Soup Kitchen Society	Supported the feeding of underprivileged community (street distributions).
5	Kolej Universiti Selatan	Contributed financially to support the operations of a local college.
6	National Cancer Society of Malaysia	To support its mission to provide access to affordable and advanced cancer screening and diagnostics facilities and also to offer support services to those affected by cancer.
7	National Stroke Association	Contributed financially to help sustain the operations of an organisation that supports post-stroke rehabilitation, benefitting 30 persons. Pantech Group has been contributing since 2018.
8	Soroptimist International Iskandar Puteri	Contributed financially for the continuity of initiatives that support the wellbeing of underprivileged children.
9	Trinity Community Children Home (TCC)	Supported the provision of education and vocational training for orphaned and neglected children and early teens.
10	UTAR Education Foundation	Contributed financially to support the university hospital's operations to benefit patients.
11	Yayasan Ozanam 2nd Chance Community Home	Supported the temporary rehabilitation of discharged prisoners and parolees towards reintegration into society.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change

Related UN SDGs:

Pantech Group recognises the role we play in addressing climate change and minimising environmental impact across our operations. We are conscious that our energy consumption, water withdrawal, and greenhouse gas (GHG) emissions contribute to our overall environmental footprint. In response, we are committed to reducing these impacts through responsible environmental management practices.

Guided by the principles of environmental stewardship, we remain focused on responsible waste and effluent management, minimising pollution, protecting water and air quality, reducing soil contamination, and safeguarding the health and well-being of both our employees and the communities in which we operate.

This commitment is formalised in our Environmental Policy, which outlines our key areas of focus under the acronym EARTH. Through this framework, we continue to embed environmental responsibility into our operations while creating long-term value for our stakeholders.

E	A	R	T	H
Environmental management	Adhere to laws and regulations	Resource efficiency	Transparency and accountability	Heightened environmental awareness and training

Achieving net zero carbon emissions by 2050 remains central to Pantech Group's environmental strategy and decision-making. While this is a long-term target, we are already taking proactive actions today to reduce emissions and improve resource efficiency, with a view to creating a more sustainable future.

We continue to implement conservation measures across our operations and are guided by our Sustainability Policy, which includes climate-related indicators and outlines our commitment to generating positive Economic, Environmental, and Social (EES) outcomes. Our strategy is further informed by global frameworks such as the UN SDGs, and other relevant international standards.

To enhance transparency and accountability in our climate action journey, we have begun recording Scope 3 emissions on a limited basis. This reflects our intent to strengthen disclosures over time and expand our emissions inventory.

We continuously assess climate-related risks and opportunities, including those linked to regulatory shifts and physical climate impacts, to better integrate resilience into our long-term planning.

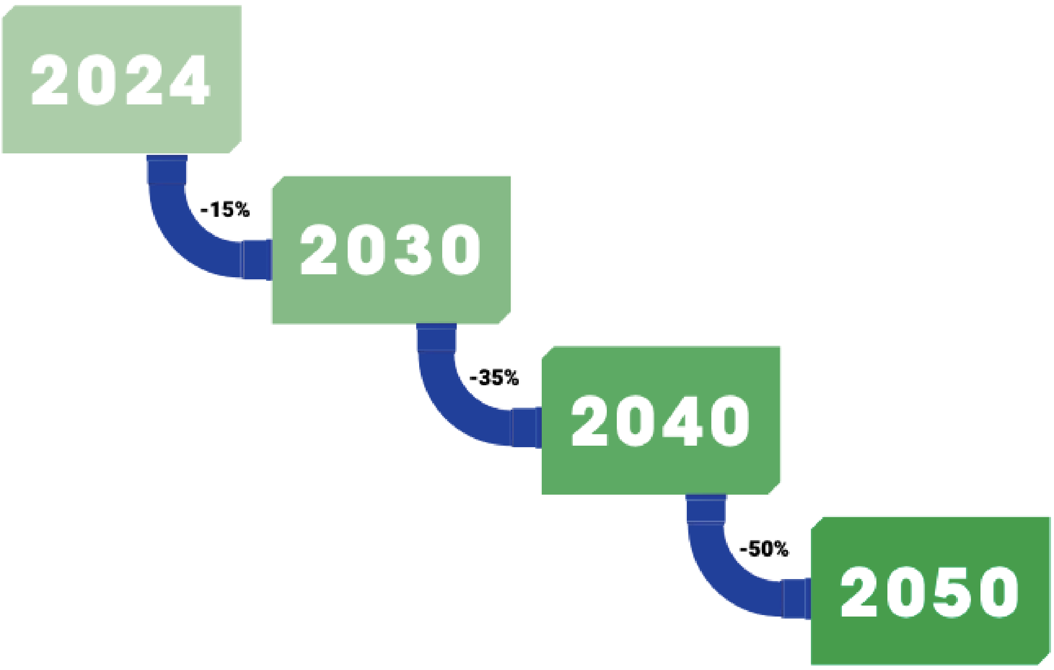
MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Net Zero by 2050 Roadmap

We strive to achieve net zero carbon emissions by 2050

Pantech Group's commitment to climate action is guided by our Net Zero by 2050 Roadmap, which sets out the strategic direction and phased approach toward achieving carbon neutrality. The roadmap helps us to structure our emission reduction strategies around evolving technologies, regulatory developments, and market expectations, ensuring our efforts remain practical, effective, and aligned with industry best practices.



MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Net Zero by 2050 Roadmap (Cont'd)

Phase 1: 2024 – 2030

Target: 15% reduction in GHG emissions from baseline levels

During this first phase, we are focused on implementing impactful, operational-level initiatives to build foundational progress in decarbonisation:

a) **Solar Installation**
Install solar photovoltaic (PV) systems across selected facilities to reduce dependence on grid electricity and lower Scope 2 emissions.

b) **Transition to Electric Forklifts**
Gradually phase out diesel-powered forklifts and replace them with electric models, improving energy efficiency and reducing on-site emissions (Scope 1).

c) **Energy Audits and Efficiency Measures**
Conduct energy audits to asses current consumption patterns and identify high-impact improvement areas. The findings will inform targeted measures required to reduce overall energy consumption such as equipment upgrades, process optimisation, or behavioural changes. These efforts aim to reduce energy use, lower operational costs, and reduce emissions. Progress will be monitored regularly, with adjustments made to sustain long-term results.

Phase 2: 2030 – 2040

Target: 35% reduction in GHG emissions from baseline

Building on the momentum from Phase 1, this second phase focuses on accelerating emissions reductions through operational upgrades and the integration of more sophisticated technologies:

a) **Deepening Energy Efficiency Efforts**
Continue to scale up Phase 1 initiatives, including wider deployment of solar PV systems, the integration of advanced energy management systems (EMS), and the optimisation of production processes to improve overall energy efficiency.

b) **Infrastructure Modernisation**
As part of our transition strategy, we will explore opportunities to upgrade existing infrastructure to reduce reliance on liquefied natural gas (LNG), transitioning toward cleaner and lower-emission alternatives where feasible.

Phase 3: 2040 – 2050

Target: Remaining reduction to reach net zero

The final phase of our roadmap will focus on closing the remaining emissions gap through innovation, advanced decarbonisation strategies, and broader renewable energy integration :

a) **Technological Innovation**
Actively identify, assess, and implement next-generation technologies with proven decarbonisation potential.

b) **Renewable Energy Expansion**
Building on our solar initiatives, further diversify and expand renewables in our energy mix. This includes continued investment in solar and exploring other viable energy sources to support long-term energy sustainability.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Net Zero by 2050 Roadmap (Cont'd)

Pantech Group's Sustainability Policy, approved by the Board in October 2023, serves as a strategic foundation for our sustainability efforts. Since its adoption, we have steadily translated its principles into concrete, measurable actions through a structured and phased implementation across our operations. This approach ensures consistent alignment with our long-term sustainability goals, while progressively embedding ESG considerations deeper into our corporate culture and daily decision-making.

Monitoring and managing

To support our net-zero ambition, we have implemented structured carbon emissions monitoring to enable data-based target setting. FY2024 serves as the baseline year for emissions reduction. We track our climate-related performance using these metrics:

- Energy consumption (gigajoules, GJ)
- Water consumption (megalitres, ML)
- Greenhouse gas (GHG) emissions, including Scope 1, Scope 2 and Scope 3 – limited to business travel and employee commute – emissions (tCO_2e)
- Waste generation and disposal (metric tonnes, MT)

Strategic Response and Initiatives

We continue to Invest in initiatives that reduce our resource consumption and emissions. These actions reinforce our commitment to sustainable practices and responsible environmental management.

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.
	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	Any 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.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Strategic Response and Initiatives (Cont'd)

Focus Area	Key Initiative	Description
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	Our rainwater harvesting system comprises eight rainwater catchment tanks equipped with collection, filtration, and storage components, providing a total capacity of 0.27 ML for non-potable use.
	Reinforcing good practices	Notices are strategically placed to remind employees to switch off taps when not in use, promoting water-saving habits.
	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)	Three IETS have been installed to ensure proper treatment of wastewater generated from manufacturing activities. These systems include wastewater and sludge treatment facilities with a combined capacity to treat and neutralise up to 0.126 ML of acidic water per day before safe disposal.
	Proper storage	Scheduled waste (SW) is securely stored, labelled, and managed throughout its lifecycle - from collection to final disposal - by licensed contractors in full compliance with applicable environmental regulations.
	Licensed vendors	Licensed waste disposal providers are appointed to ensure proper handling and disposal of SW generated from our operations.
	Air scrubber systems	Emissions from the pickling process are treated using scrubbers that neutralise and filter acidic fumes. These are supported by dust collector systems to ensure airborne particulate matter remains within regulatory limits.
	Recycling bins	Clearly segregated and labelled collection bins are placed across our premises to encourage responsible material disposal and support recycling efforts.
	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	Nine aging diesel-powered forklifts were replaced with electric forklifts to reduce our operational emissions footprint, with plans underway to progressively phase out remaining diesel units.
Environmental compliance	Department of Environment	Air and water quality, along with waste management practices, are continuously monitored to ensure a safer environment for surrounding communities.
	Local councils e.g. Majlis Bandaraya Pasir Gudang	Regular inspections and audits are conducted to uphold ongoing compliance with environmental standards and regulatory requirements.

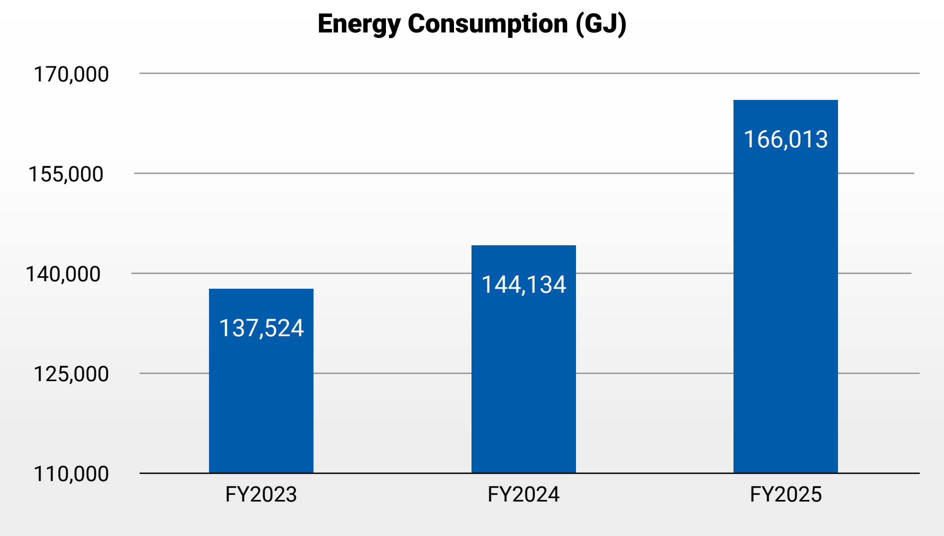
MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Energy

Energy powers our operations, making it a critical resource. We continue to apply the same reporting methodology as last year to ensure consistency and accuracy in tracking and representing our actual energy usage, including non-renewable energy sources. The updated figures are as follows:

FY	Energy Consumption (GJ)	Remarks
2023	137,524	• Reporting covered six entities from five following completion of UPE acquisition in April 2022
2024	144,134	• 69% of energy consumption from electricity • 21% derived from natural gas usage • 9% from diesel use
2025	166,013	• 72% of energy consumption from electricity • 19% derived from natural gas usage • 8% from diesel use



The increase in total energy consumption in FY2025 corresponds with higher production volume at PSA, and its new warehouse which began operations in September 2024. This figure also accounts for the renewable energy generated through PSA's solar PV which was energised in November 2024, and reflects our ongoing efforts to progressively expand our solar PV capacity across operations.

Carbon Emissions

Reducing emissions is a key part of our roadmap to achieve net zero by 2050. In FY2025, Pantech Group began tracking Scope 3 emissions, in addition to Scope 1 and Scope 2, as part of our commitment to enhanced climate-related disclosures.

Scope 1 include direct emissions from fuel combustion at the manufacturing site, such as liquified petroleum gas (LPG), liquified natural gas (LNG), acetylene gas, and carbon shielding gas, as well as from mobile sources such as petrol- and diesel-powered vehicles and forklifts.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Carbon Emissions (Cont'd)

Scope 2 covers indirect emissions from purchased electricity. These emissions increased in FY2025, largely due to a 48% growth in production volume at PSA. To mitigate this, we continue energy efficiency and expand the use of renewable energy. The use of renewable energy in FY2025 avoided 1,829.59 tCO2e (FY2024: 1,277.79 tCO2e). The full utilisation of PSA's solar PV installation in FY2026 is expected to result in greater avoidance of Scope 2 emissions.

Our Scope 3 emissions currently encompass indirect emissions from business travel and employee commuting.

Emissions (tCO2e)	FY2023	FY2024	FY2025
Scope 1	2,651	2,870	2,913
Scope 2	20,379	19,648	24,025
Scope 3	–	1,706*	1,234
Total	23,030	24,224	28,172

*Scope 3 was previously omitted from our FY2024 report as the calculations were completed after the reporting deadline. The total emissions figure for FY2024 has since been updated to reflect the inclusion of Scope 3 emissions.

FY2025 Emissions

Category	Scope 1 Emissions (tCO2e)	Scope 2 Emissions (tCO2e)	Scope 3 Emissions (tCO2e)
Manufacturing Division	2,542	23,497	905
Trading Division	371	528	329

Water

Water is a valuable resource to sustain life and our manufacturing process. We are dedicated to managing our consumption responsibly, ensuring that any increase corresponds directly to higher production output. By aligning water usage with operational efficiency, we aim to avoid unnecessary waste and continue improving our resource stewardship as production demands evolve. In FY2025, we are pleased to report zero incidents of non-compliance with water quality and quantity permits, standards or regulations.

Water Usage Source	FY2023 (ML)	FY2024 (ML)	FY2025 (ML)
Municipal potable water	68.45	80.99	91.88
Rainwater Harvesting System	7.70	10.55	16.42*
Total	76.15	91.54	108.30

*First year with complete rainwater harvesting data as there was recurrence of faulty meter in FY2023 and FY2024, which were noted in the previous annual report.

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Water (Cont'd)

We use the World Resource Institute (WRI) Aqueduct Water Risk Atlas Tool to identify the water stress level at our operation locations. 100% of our sites draw from municipal potable water with low stress levels i.e. below 10%.

In FY2025, there was an increase in water consumption, mainly due to a 30% increase at PGSB and 16% increase at PSA in line with higher sales volume, increase in production volume and expansion activities.

To help mitigate our reliance on municipal water, we implement rainwater harvesting systems for non-potable use, demonstrating our efforts to improve overall water efficiency. FY2025 is the first year with complete rainwater harvesting data as there was recurrence of faulty meter in FY2023 and FY2024, which were noted in the previous annual report.

Waste and Effluent Management

Guided by our Environmental Policy, we continue to take steps that promote resource efficiency and recovery via a Recycle and Recover approach. Our efforts focus on reducing waste at source, maximising material reuse, and ensuring proper treatment and disposal of effluents.

In FY2025, we maintained transparent tracking of SW management across our operations. Of the 2,579 MT of SW generated, 77.36% (1,995 MT) was successfully treated and either recycled or repurposed, while the remaining 584 MT was treated and safely disposed of. The increase in total SW volume correlates with higher production activity and was effectively managed through our established waste management protocols.

Description	FY2023	FY2024	FY2025
SW generated (MT)	1,139	1,710	2,579
SW directed from disposal (MT)		1,453	1,995
SW directed to disposal (MT)		257	584

Additionally, in FY2025, we expanded our waste data collection to include non-SW, such as general waste and recyclable waste. A total of 689 MT of such waste was recorded, of which 449 MT (65.17%) was diverted from landfills via recycling or reuse and the remaining 240 MT (34.83%) was properly disposed of.

Description	FY2025
General waste generated (MT)	689
General redirected from landfill (MT)	449
General waste disposed (MT)	240

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Environment – Climate Change (Cont'd)

Environmental Compliance

In FY2025, we achieved our target of zero compounds issued by the Department of Environment (DOE), a marked improvement from FY2024, when compounds totalling RM27,000 were issued.

This achievement underscores our continuous efforts to strengthen environmental compliance across our operations, and commitment to compliance and the effectiveness of our internal environmental controls.

Looking ahead, we will continue to strengthen operational compliance by enhancing employee training on waste and effluent management. These initiatives are integral to improving environmental performance, protecting employee health and contributing to the well-being of surrounding communities.

	FY2023	FY2024	FY2025
Total costs of environmental fines and penalties	RM93,000	RM27,000	–

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Governance – Anti Bribery and Corruption

Related UN SDGs:

At Pantech Group, ethical conduct is a fundamental expectation that underpins every aspect of our business. Anchored in our STEEL core values, we uphold integrity as a cornerstone in building trust, safeguarding our reputation, and fostering long-term, mutually beneficial relationships with all stakeholders.

All employees are required to comply with applicable laws and regulations at national, state, and local levels, as well as to adhere strictly to our Code of Ethics (CoE). The CoE sets out our core principles of honesty, impartiality, and fairness, and guides interactions with customers, suppliers, and other stakeholders.

To reinforce this ethical culture, we have implemented a zero-tolerance policy on bribery and corruption, formalised through our Anti-Bribery and Corruption (ABAC) Policy. This policy, together with the CoE and other internal policies, is mandatory for all employees and actively communicated across the organisation and to external stakeholders.

All new employees are introduced to the CoE, ABAC Policy, and related guidelines during the onboarding process, where they are required to acknowledge these policies formally. Throughout the year, targeted workshops and training sessions are conducted to strengthen awareness and ensure alignment with expected standards of ethical conduct. Similarly, acknowledgement of the ABAC Policy is embedded into our new client registration process to ensure external parties are also aligned with our standards.

Oversight of the implementation and effectiveness of the CoE and ABAC Policy rests with the Board and SMC.

Whistleblowing Mechanism

We maintain a confidential and secure whistleblowing channel, accessible via email or postal submission. This channel enables employees and external stakeholders to report suspected misconduct or breaches of company policy in good faith and without fear of retaliation. In line with our Whistleblowing Policy, all reports are duly investigated, and appropriate actions are taken when necessary.

To promote transparency and accountability, our CoE, ABAC Policy, Whistleblowing Policy, and related governance documents are publicly available at https://pantech-group.com/investor-relations/.

Corruption-related Risk Assessment

100% of our operations were considered assessed for corruption-related risks, based on a comprehensive risk assessment conducted by Internal Audit on entities within the reporting scope in the second half of FY2024. The assessment covered all functions within the reporting entities and remains current.

	FY2024	FY2025
Percentage of Operations Assessed for Corruption-related risk	100%	100%

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Governance – Anti Bribery and Corruption (Cont'd)

Anti-bribery and corruption training

To sustain awareness and ensure continuous compliance, we conduct multiple ABAC training sessions annually. Participation in at least one session per year is mandatory for all employees, serving either as an introduction or a refresher on core ABAC principles.

Employees with computer access are required to complete an ABAC e-module covering key anti-corruption laws, associated penalties and case studies. It 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, and they must review the ABAC policy and formally acknowledge its terms upon completion. New employees must also sign the ABAC acknowledgment during onboarding.

We are pleased to report that 100% of employees successfully completed at least one ABAC training session during the reporting period, reflecting strong organisational commitment to ethical business practices and conduct.

Employee by Function	Completion Rate (FY2024)	Completion Rate (FY2025)
Management	98.63%	100%
Administrative	99.50%	100%
Operation	99.89%	100%

Employee by Function	Completion Rate (FY2024)	Completion Rate (FY2025)
Director	100.00%	100%
Management	98.11%	100%
Executive/supervisory	100.00%	100%
Non-executive	99.77%	100%

Bribery and corruption incidents

Pantech Group is pleased to report that we have once again upheld our clean record, with zero substantiated incidents of corruption recorded across our operations during the financial year.

	FY2023	FY2024	FY2025
Confirmed incidents of corruption and action taken	0	0	0
Substantiated bribery cases reported	0	0	0
Substantiated corruption cases reported	0	0	0

MANAGEMENT APPROACH TO MATERIAL MATTERS (CONT'D)

Governance – Data Privacy and Security

Related UN SDGs:

In an increasingly digital world, cybersecurity threats place personal, financial, and corporate data at risk.

Pantech Group takes our responsibility to manage these threats seriously. The Board approved and adopted a formal Cyber Risk Policy on 31 December 2024 which outlines our framework in managing cyber risks. It covers preventive controls, detection and monitoring, incident response and recovery plans, awareness and training, as well as incident reporting and response.

We prioritise the protection of personal and confidential data and implement proactive measures to prevent potential breaches or unauthorised access. Safeguarding information is not just a regulatory requirement, it is integral to maintaining trust and ensuring long-term business continuity.

We have embedded robust security practices across our infrastructure, internal policies, and daily operations to reduce vulnerabilities and mitigate cyber risks.

We adhere to strict data privacy controls and regulatory requirements in all jurisdictions where we operate. Data is collected lawfully, used transparently, and stored securely. Our website includes a Personal Data Protection Notice that outlines the Group's data collection, usage, and protection practices.

Access to sensitive information is controlled. Only authorised personnel with a legitimate business need are granted access, and access rights are reviewed regularly to prevent unauthorised access or misuse. Our CoE outlines our commitment to legal and responsible conduct by strictly prohibiting suspicious or unlawful intelligence gathering. This applies across all our regions of operation and ensures compliance with local and international regulations.

From an infrastructure standpoint, our cybersecurity framework goes beyond traditional firewalls and antivirus tools. We implement advanced endpoint security with threat protection that detects script emulation, zero-day exploits, and password-protected malware, all common vectors of ransomware. Data from known threats is also used for pattern and reputation-based threat detection.

We conduct routine offsite data backups and regular audits to assess the adequacy of our privacy and security controls. These proactive measures support early risk identification and continuous improvement in our cybersecurity capabilities.

Additionally, we enforce strict internal protocols when handling highly sensitive information, such as payment instructions or changes to banking details, to protect both the organisation and its stakeholders from fraud and other cyber threats.

Through these collective efforts, we aim to build cyber resilience and strengthen stakeholder confidence in our digital systems. We are pleased to report that, no substantiated data breaches were recorded in FY2025, marking the second consecutive year of zero incidents.

	FY2024	FY2025
No. of substantiated complaints concerning breaches in data privacy and security	0	0

SUSTAINABILITY PERFORMANCE REPORT

Indicator	Measurement Unit	2024	2025
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Director	Percentage	100.00 *	100.00
Management	Percentage	98.11	100.00
Executive/Supervisory	Percentage	100.00	100.00
Non-Executive	Percentage	99.77	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	107,000.00	145,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	3,961	20,792
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	0.00
Director Between 30-50	Percentage	21.00 *	20.00
Director Above 50	Percentage	79.00 *	80.00
Management Under 30	Percentage	0.00	2.00
Management Between 30-50	Percentage	63.00	73.00
Management Above 50	Percentage	37.00	25.00
Executive/Supervisory Under 30	Percentage	31.00	14.00
Executive/Supervisory Between 30-50	Percentage	57.00	76.00
Executive/Supervisory Above 50	Percentage	12.00	10.00
Non-Executive Under 30	Percentage	53.00	51.00
Non-Executive Between 30-50	Percentage	46.00	47.00
Non-Executive Above 50	Percentage	1.00	2.00
Gender Group by Employee Category			
Director Male	Percentage	90.00 *	90.00
Director Female	Percentage	10.00 *	10.00
Management Male	Percentage	72.00	66.00
Management Female	Percentage	28.00	34.00
Executive/Supervisory Male	Percentage	55.00	60.00
Executive/Supervisory Female	Percentage	45.00	40.00
Non-Executive Male	Percentage	88.00	86.00
Non-Executive Female	Percentage	12.00	14.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	67.00	67.00
Female	Percentage	33.00	33.00
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	11.00	11.00
Above 50	Percentage	89.00	89.00
Number of Board Directors	Number	9 *	9
Number of independent Directors on the board	Number	3 *	3
Number of women on the board	Number	3 *	3
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	40,037.00 *	46,115.00
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	0

Internal assurance	External assurance	No assurance	(*)Restated

SUSTAINABILITY PERFORMANCE REPORT (C0NT'D)

Indicator	Measurement Unit	2024	2025
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.48	0.61
Bursa C5(c) Number of employees trained on health and safety standards	Number	911	663
Number of work-related employee fatalities, over last 3 years	Number	0	0
Number of work-related contractor fatalities, over last 3 years	Number	0	0
Total number of safety incidents	Number	22 *	10
Number of major incidents	Number	9 *	5
Number of minor incidents	Number	13 *	5
Total manhours lost	Hours	4,640 *	1,964
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Director	Hours	68 *	66
Management	Hours	726	750
Executive/Supervisory	Hours	3,142	1,808
Non-Executive	Hours	3,404	3,801
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.25	3.00
Bursa C6(c) Total number of employee turnover by employee category			
Director	Number	0	3
Management	Number	4	6
Executive/Supervisory	Number	37	25
Non-Executive	Number	76	152
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Total new hires	Number	220 *	212
Average training hours per employee	Hours	6 *	5
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	19.00 *	22.00
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	91.540000	108.300000
Does the company disclose the number of incidents of non-compliance with water quality/quantity permits, standards and regulations	Number	0	0
Three years of total water withdrawal data is disclosed by source- Municipal potable water	Cubic meters	91,540.00 *	91,875.00
Three years of total water withdrawal data is disclosed by source- Harvested rainwater	Cubic meters	10,522.00 *	16,422.00
Three years of total water withdrawal data is disclosed by source- Total	Cubic meters	91,540.00 *	108,297.00
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	1,710.00 *	3,268.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	1,453.00 *	2,444.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	257.00 *	824.00
Environmental Compliance			
Total costs of environmental fines and penalties during financial year	MYR	27,000.00 *	0.00
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	2,870.00 *	2,913.00
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	19,648.00 *	24,025.00
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	1,706.00 *	1,234.00
Economic Performance			
Economic value generated (i.e., revenue and other income)	MYR	950,940,000.00 *	954,039,000.00
Economic value distributed (i.e., operating costs, employee wages and benefits, payments to providers of capitals, payments to governments, and community investments)	MYR	887,185,000.00 *	880,916,000.00
Economic value retained	MYR	63,755,000.00 *	73,123,000.00

Internal assurance | External assurance | No assurance | (*)Restated

GrantThornton

The Board of Directors
Pantech Group Holdings Berhad
PTD 234334
Jalan Platinum Utama
Kawasan Perindustrian Pasir Gudang
Zon 12B
81700 Pasir Gudang
Johor

Grant Thornton Consulting Sdn Bhd (455582-W)
Level 8-3, Sheraton Imperial Court
Jalan Sultan Ismail
50250 Kuala Lumpur
Malaysia

T +603 2692 4022
F +603 2712 7922

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

We, Grant Thornton Consulting Sdn Bhd ("Grant Thornton") were engaged by Pantech Group Holdings Berhad ("Pantech Group") to provide limited assurance on selected material sustainability indicators ("Subject Matter Information") as reported by Pantech Group 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 Group'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 58
Operations assessed for corruption-related risks	Percentage %	Page 57
Confirmed incidents of corruption and action taken	Cases	Page 58
Community/Society		
Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	Page 46
Total number of beneficiaries of the investment in communities	Number	Page 46

Grant Thornton

Independent Limited Assurance Report on Subject Matter Information in Pantech Group Holdings 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 Group'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 38 - 40
Directors by gender and age group	Percentage %	Pages 38 - 39
Energy Management		
Total energy consumption	Gigajoules	Page 53
Health and Safety		
Number of work-related fatalities	Number	Page 35
Lost time incident rate	Rate	Pages 34 - 35
Number of employees trained on health and safety standards	Number	Page 34
Labour Practices and Standards		
Total hours of training by employee category	Hours	Pages 43 - 44
Employee that are contractors or temporary staff	Percentage %	Page 61
Total number of employee turnover by employee category	Number	Page 45
Substantial complaints concerning human rights violations	Number	Page 37
Supply chain management		
Proportion of spending on local suppliers	Percentage %	Page 33
Data privacy and security		
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	Page 59
Water		
Total volume of water consumption	Megalitres	Page 54
Waste Management		
Total waste generated, and breakdown of the following:		
Total waste diverted from disposal	Metric tonnes	Page 55
Total waste directed to disposal	Metric tonnes	Page 55
Emissions Management		
Scope 1 emissions	Tonnes of CO_2e	Page 54
Scope 2 emissions	Tonnes of CO_2e	Page 54
Scope 3 emissions (only category 6 business travel and category 7 employee commuting)	Tonnes of CO_2e	Page 54

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 Group's Sustainability Statement and, therefore, do not express any conclusion thereon.

Independent Limited Assurance Report on Subject Matter Information in Pantech Group Holdings 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 Group is solely responsible for selecting and applying.

The reporting criteria adopted for reporting the Subject Matter Information are based on Pantech Group'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 Group 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 Group.

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.

GrantThornton

Independent Limited Assurance Report on Subject Matter Information in Pantech Group Holdings 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 Group 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 Group to prepare the Subject Matter Information including by reference to widely recognised and established conversion factors;
- considering the organisational boundary of Pantech Group 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.

Independent Limited Assurance Report on Subject Matter Information in Pantech Group Holdings 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 Group in accordance with the terms of the letter of engagement between us. Our work has been undertaken so that we might state to Pantech Group 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 Group for our work or this report, or for the conclusion we have reached.

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

Grant Thornton Consulting Sdn Bhd
Kuala Lumpur
Date: 26 June 2025