greenpacket

GREEN PACKET BERHAD
(Registration No. 200001032335 (534942-H))

RESHAPING HORIZONS
CREATING VALUES

ANNUAL REPORT **2025**

INSIDE **THE REPORT**

COVER **RATIONALE**

Move forward with Green Packet. We are bringing the world to your fingertips. Every day, our Packeteers are innovating, creating transformative solutions and serving our customers to the best of our ability, driven by our core values which we strongly uphold. We remain deeply committed to make the impossible, possible and will continue to push the limits in all that we do as we strive to positively impact customers and create long-term sustainable value for our stakeholders.

OUR **TIMELINE**

greenpacket is a global technology solutions company, providing Digital Devices, Infrastructure and Services that will enable the delivery of life-improving digital innovations and experiences into the hands of the masses.

Driven by our massive transformative purpose to ensure that every human must thrive with life-improving digital innovations, our digital offerings enable all of our customer segments – consumers, small-medium enterprises ("SMEs"), enterprises and governments to create transformative impact to their businesses and lives.

Green Packet is anchored on five key business pillars that will drive its business growth.

Digital Solutions, operating under the Kiple brand, provides digital and financial services targeted at consumers' and SMEs' needs. Our services range from payment gateways to social selling solutions and e-wallets to serve the wider community needs.

Digital Platforms, encompassing enterprise solutions, cloud solutions and data centres which operate under the Green Packet brand, provide platforms, infrastructure and solutions to large enterprises and government clients, such as customised wallet-as-a-service ("WAAS") and platform-as-a-service ("PAAS"). Green Packet Global (HK) Limited, which wholesales roaming voice minutes and data, is expanding into application-to-person ("A2P") messaging and data centre wholesale as part of its growth strategy.

2000
Green Packet was founded in Cupertino, California.

2005
Green Packet was listed on the ACE Market of Bursa Malaysia.

2007
Green Packet transferred to Main Market of Bursa Malaysia and surpassed USD1 billion market cap. Obtained Wimax license and became a Telco through Packet One Networks.

2017
Green Packet started its venture in 4G Solutions.

2017-2019
Green Packet started its venture in Communications and Digital Services (Financial Technology, Internet-of-Things ("IOT")).

2020 & Beyond
Continue the expansion of digital service offerings into developing safe, cashless, and digital communities and enterprises.

OUR **MTP**

"EVERY HUMAN MUST THRIVE WITH LIFE IMPROVING DIGITAL INNOVATIONS"

As an organization that values the importance of having a purposeful meaning behind every action, Green Packet is driven by its Massive Transformative Purpose that "Every Human Must Thrive with Life Improving Digital Innovations".

We believe in innovating and mobilising digital transformation to improve the lives of every layer of society and are enabling every single one of our business components to contribute to this Purpose. We believe that making technology accessible and inclusive to the masses will unleash the human potential at an unprecedented scale. Through our core business, we aim to provide accessible and inclusive financial technology with the goal of making this potential a reality.

Driving this purpose within our organisation is a community of passionate individuals who collectively strive for constant growth while delivering meaningful outcomes to our people, customers, businesses, and investors alike.

OUR CORE VALUES

Believe in GRIT

- Never give up
- Dedicated to the short and long-term vision
- Use creative problem-solving in overcoming obstacles
- Push to achieve personal best

Let's have a COLLABORATION

- Leverage each other's strengths and offerings
- Build trust beyond immediate team
- Share expertise, experiences and resources
- Form partnerships with internal and external stakeholders

INNOVATION to make a difference

- Proactive problem-solving skills
- Identify new opportunities
- Be curious
- Build things that impact others

Feel EMPATHY

- Seek to understand customers and colleagues
- Treat people with respect
- Show care through actions
- Provide meaningful experiences

COURAGE Empowers

- Willing to change the status quo
- Do the right thing
- Embrace uncertainties
- Nothing is impossible

ABOUT **GREEN PACKET**

Green Packet continues to serve the community by providing solutions that drive progress and building platforms that inspire others to innovate. Driven by our massive transformative purpose ("MTP") to ensure that every human must thrive with life-improving digital innovations, Green Packet's offerings enable our customer segments – consumers, small-medium enterprises ("SMEs"), enterprises and governments – to leverage digitalisation in transforming their businesses and lives.

ABOUT GREEN PACKET

Green Packet began in 2000 when it was founded in the heart of California's Silicon Valley. It was subsequently listed on the Malaysian Stock Exchange five years later. In 2007, Green Packet crossed USD1 billion in market capitalisation, making it the original Malaysian tech unicorn. Headquartered in Kuala Lumpur, Malaysia, with branch offices in China, Singapore, Hong Kong and Taiwan, Green Packet serves more than 100 clients in over 80 countries worldwide.

Throughout the years, Green Packet has developed many firsts in the technology industry including the world's first Multi-Mode LTW Modem which allows users to experience the best 4G connection on a single device anytime. This solution is also among the world's fastest and most cost effective 5G devices, and was recently approved for use in Southeast Asia, the Middle East and South Africa.

Green Packet has built hundreds of interconnections in global telecommunications, making it one of the largest non-telecommunication wholesale operators. Since then, Green Packet has continuously expanded into other businesses and technologies particularly FinTech, strengthening its digital services and solutions portfolio through constant innovations and new initiatives.

In 2024, Green Packet crafted a new strategic direction of focusing on our core business and divesting non-core ventures. The management is providing close attention to Green Packet's flagship product Kiple and intend to expand its product offerings and expand its usage to the masses.

Innovating solutions, platforms and infrastructure built on today's core technologies help drive productivity, competitiveness, market access and convenience for our customers and partners, enabling them to accelerate their digital transformation and leap forward into the future.

CORPORATE **INFORMATION**

BOARD OF **DIRECTORS**

DATUK SERI DR. YUSOF BIN ISMAIL
Independent Non-Executive Director (Chairman)

DATUK WIRA SHAHUL HAMEED BIN SHAIK DAWOOD
Managing Director and Group CEO

KUNAL TAYAL
Non-Independent Non-Executive Director

NOR FAIZAH BINTI OTHMAN
Non-Independent Non-Executive Director

LIONEL VERNON YONG NGUON KEE
Independent Non-Executive Director

DATO' CHONG MUN PHING
Independent Non-Executive Director

AUDIT COMMITTEE

Lionel Vernon Yong Nguon Kee (Chairman)
Datuk Seri Dr. Yusof Bin Ismail
Dato' Chong Mun Phing

NOMINATION COMMITTEE

Dato' Chong Mun Phing (Chairman)
Lionel Vernon Yong Nguon Kee
Kunal Tayal

REMUNERATION COMMITTEE

Kunal Tayal (Chairman)
Datuk Seri Dr. Yusof Bin Ismail
Dato' Chong Mun Phing

RISK COMMITTEE

Lionel Vernon Yong Nguon Kee (Chairman)
Datuk Seri Dr. Yusof Bin Ismail
Dato' Chong Mun Phing

COMPANY SECRETARIES

Tai Siew May
(MAICSA 7015823/SSM Practising Certificate No.:202008004328)
Tan Tong Lang
(MAICSA 7045482/SSM Practising Certificate No.: 202208000250

REGISTERED OFFICE/HEAD OFFICE

B-23A-3, The Ascent, Paradigm
No. 1, Jalan SS7/26A, Kelana Jaya
47301 Petaling Jaya
Selangor Darul Ehsan, Malaysia
Tel No. : +603 2714 6288
Fax No. : +603 2714 6289
Email : management@greenpacket.com

SHARE REGISTRAR

Aldpro Corporate Services Sdn Bhd
B-21-1, Level 21, Tower B
Northpoint Mid Valley City
No. 1, Medan Syed Putra Utara
59200 Kuala Lumpur
Wilayah Persekutuan, Malaysia
General Line : +603 9770 2200
Fax No. : +603 2201 7774
Email : admin@aldpro.com.my

PRINCIPAL BANKER

Alliance Bank Malaysia Berhad

AUDITORS

Moore Stephens Associates PLT
Chartered Accountants
Unit 3.3A, 3rd Floor, Surian Tower
No. 1 Jalan PJU 7/3, Mutiara Damansara
47810 Petaling Jaya, Selangor
Malaysia
Tel No. : +603 7728 1800
Fax No. : +603 7728 9800

STOCK EXCHANGE LISTING

Main Market of Bursa Malaysia Securities Berhad
Stock Sector : Telecommunications & Media
Stock Name : GPACKET
Stock Code : 0082

WEBSITE

www.greenpacket.com

CORPORATE **STRUCTURE**

As at 30 September 2025

greenpacket

GREEN PACKET BERHAD
[200001032335 (534942-H)]

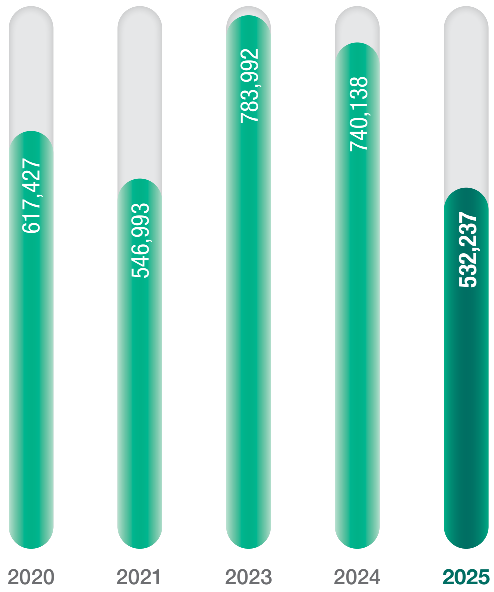
- 100% **Green Packet Global (HK) Limited** (70269701)
- 100% **Green Packet International Sdn Bhd** [200601031915 (751674-V)]
- 100% **Worldline Enterprise Sdn Bhd** [199101012020 (222332-T)]
- 100% **Green Packet Academy Sdn Bhd** [202101015276 (1415576-W)]
- 100% **Enrich Bonus Sdn Bhd** [201601009389 (1180317-H)]
- 100% **Rypcot Assets Sdn Bhd** [202101004703 (1405002-W]
- 70% **First Wireless Sdn Bhd** [200601008484 (728234-V] *[Under Members' Voluntary Winding-up]*
- 100% **X Bamboo Fund I Sdn Bhd** [202001023849 (1380169-D)]
- 100% **Green Packet Capital Sdn Bhd** [202001042333 (1398654-V)]
- 100% **Green Packet Cloud Sdn Bhd** [202001022521 (1378841-U)]
- 100% **Kiple X Sdn Bhd** [202001026313 (1382633-V)]
- 100% **Packet One Sdn Bhd** [200601018937 (738690-H)]
- 51% **Green Packet Ventures Sdn Bhd** (FKA World Tech Services Sdn Bhd) 201801028915 (1290941V)]
- 20% **Emedasia Sdn Bhd** 202001015230 (1371550K)]
- 100% **PACKET INTERACTIVE SDN BHD** [200701007787 (765789-H)]
    - 100% **Kiplepay Sdn. Bhd.** [200001007771 (510377-P)]
    - 100% **Kiple Sdn Bhd** [201601037315 (1208256-A)]
    - 100% **Kiple ID Sdn. Bhd.** [202001013477 (1369797-U)]
    - 100% **Mobiduu Solutions Sdn. Bhd.** [201501027537 (1152861-X)]

5-YEAR **FINANCIAL HIGHLIGHTS**

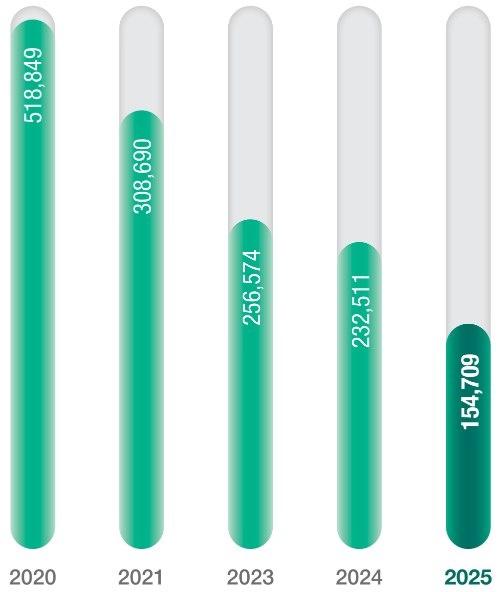
		2020	2021	2023	2024	2025
Profitability						
Revenue	RM'000	617,427	546,993	783,992	740,138	**532,237**
Loss after taxation	RM'000	(74,674)	(147,968)	(62,642)	(8,361)	**(16,186)**
Key Balance Sheet Items						
Total Assets	RM'000	518,849	308,690	256,574	232,511	**154,709**
Total Liabilities	RM'000	126,306	147,377	195,122	182,094	**111,837**
Total Equity	RM'000	392,543	161,313	61,452	50,417	**42,872**
No. of Shares in Issue	'000	1,164,422	1,403,168	1,997,629	2,002,629	**2,452,334**
Segmental Information						
Revenue						
- Digital Devices and Infrastructure	RM'000	104,905	109,449	58,319	1,690	**1,656**
- Digital Services	RM'000	839,029	643,617	1,064,288	1,069,579	**530,763**
- Investment	RM'000	21,966	44,141	12,515	9,431	**10,055**
- Elimination	RM'000	(348,473)	(250,214)	(351,130)	(340,562)	**(10,237)**
	RM'000	617,427	546,993	783,992	740,138	**532,237**
Profit Before Taxation by Pillar						
- Digital Devices and Infrastructure	RM'000	(30,788)	(43,108)	(9,773)	11,213	**8,017**
- Digital Services	RM'000	(10,835)	(41,991)	(18,547)	27,205	**(16,691)**
- Investment	RM'000	(24,366)	(99,600)	(44,780)	(41,673)	**(5,372)**
- Finance Cost	RM'000	(15,318)	(956)	(1,444)	(924)	**(288)**
- Share of Results of Associates	RM'000	(3,386)	(203)	(495)	102	**(345)**
- Gain/(loss) on dilution, recognition and fair value adjustments	RM'000	10,162	37,141	(1,605)	-	**-**
- Gain on disposal of a subsidiary	RM'000	-	-	13,796	(3,600)	**(1,445)**
	RM'000	(74,531)	(148,717)	(62,848)	(7,677)	**(16,124)**

5-YEAR FINANCIAL HIGHLIGHTS

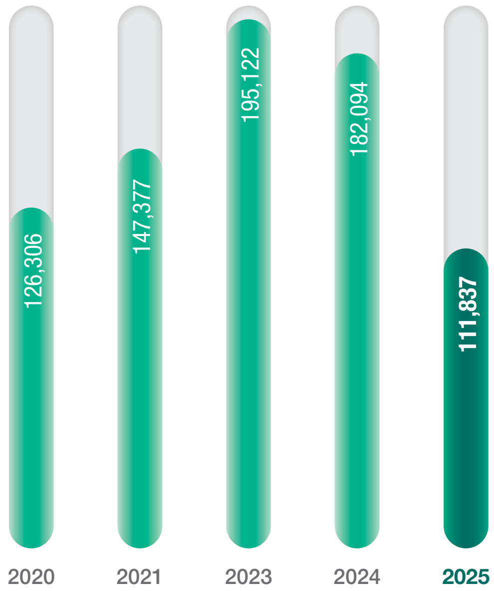
REVENUE
(RM'000)



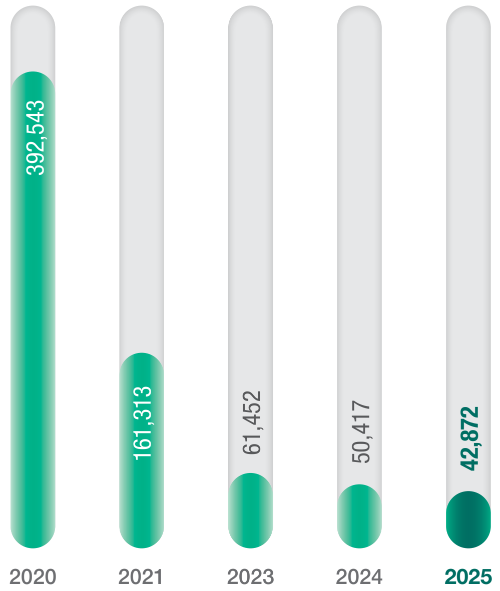
TOTAL ASSETS
(RM'000)



TOTAL LIABILITIES
(RM'000)



TOTAL EQUITY
(RM'000)



MESSAGE FROM THE CHAIRMAN

"Dear Valued Stakeholders, I am pleased to present Green Packet Berhad's Annual Report for the financial period ended 30 June 2025 ("FPE 2025")."

DATUK SERI DR. YUSOF BIN ISMAIL
Chairman

MESSAGE FROM THE CHAIRMAN

The year under review was one of continued transformation for Green Packet. The business environment in Malaysia, particularly within the Financial Technology ("FinTech") sector, has become increasingly dynamic and competitive. In this context, we have remained steadfast in executing our Strategic Business Plan, focusing on strengthening our flagship product, Kiple, through the expansion of its product suite and the broadening of its customer reach.

At the same time, we continue to streamline and strengthen our Property Technology ("PropTech") and Communications Content & Infrastructure ("CCI") Services segments. These initiatives are part of our broader effort to enhance operational efficiency and sharpen our business focus on areas with sustainable growth potential.

In line with our long-term vision, we will focus on engaging and exploring high-margin growth opportunities, both related and adjacent to our core businesses. The strategic realignment of our portfolio—supported by ongoing divestment of non-core ventures—positions Green Packet to consolidate its strengths and nurture partnerships that deliver enduring value to our stakeholders.

With an experienced and forward-looking leadership team in place, Green Packet is well-equipped to reaffirm its role as a key enabler in the digital economy.

On behalf of the Board, I also wish to welcome our Managing Director and Group CEO, Datuk Wira Shahul Hameed Bin Shaik Dawood, who has joined us this year to guide the Group into its next phase of growth.

Finally, I extend my sincere gratitude to our customers, partners, shareholders, and employees for their continued confidence and support. Together, we will continue to strengthen our foundation, pursue innovation, and drive sustainable growth in the years ahead.

Yours faithfully,

Datuk Seri Dr. Yusof Bin Ismail
Chairman

29 October 2025

MANAGEMENT DISCUSSION **AND ANALYSIS**

OVERVIEW OF GROUP'S BUSINESSES AND OPERATIONS

Green Packet Berhad ("Green Packet" or "the Company") and its subsidiaries ("the Group") are principally engaged in the business of the provision of communication services, solutions, and products; provision of internet portal services, e-commerce, and other web related business; investment holding, research, development, marketing, lending and money services.

Green Packet has remained steadfast in its commitment to advancing shared capabilities, which aligns with governmental digital economy initiatives, the evolving needs of Malaysian enterprises, and global digital transformation trends.

Green Packet continued its strategic direction of being anchored on three strategic thrusts across (a) Digital Devices and Infrastructure, (b) Digital Services, and (c) Lending and Money Services.

A. FINANCIAL RESULTS HIGHLIGHTS

For the financial period ended 30 June 2025 ("FPE 2025"), the Group recorded total revenue of RM532.24 million, primarily contributed by the Digital Services segment, which encompasses wholesale voice, data connectivity, and application-to-person ("A2P") messaging services.

The Group's revenue of RM532.24 million was achieved for the 15-month period from 1 April 2024 to 30 June 2025, compared to RM740.14 million for the 12-month period ended 31 March 2024. The change in the financial year-end from 31 March to 30 June resulted in a longer reporting period. On a comparable basis, the Group's revenue for FYE 2025 reflected a 28.1% decrease over the previous financial year, resulting from a decline in revenue from the Communications sector under the Group's Digital Services segment.

The Group incurred a loss before tax of RM16.12 million during the period, compared to RM7.68 million for the 12 months ended 31 March 2024 and RM62.85 million for the 15 months ended 31 March 2023. LBT increase due primarily to the increase in losses reported by the Communications segment resulting from reduced inbound traffic and eroding margins on wholesale voice and A2P SMS portfolios.

As at 30 June 2025, the Group's total assets stood at RM154.71 million, compared to RM232.51 million as at 31 March 2024, representing a 33.46% decrease. The reduction was mainly due to a decline in trade receivables following tighter credit management and collection measures implemented during the year.

The Group's total liabilities were reduced to RM111.84 million as at 30 June 2025, down from RM182.09 million in the previous year. The improvement was primarily attributed to the repayment of long-term borrowings and a reduction in trade payables during the financial period.

B. OPERATIONS REVIEW

B1. DIGITAL DEVICES AND INFRASTRUCTURE

Smart Devices and Urban Technology

The Group's Urban Technology segment is focused on developing technology-driven property solutions that deliver sustainable, secure, and future-ready living environments. Marketed under the *KipleCity* brand, these solutions integrate digital technologies to make urban living more accessible, seamless, and convenient.

Our product portfolio spans property management and visitor management systems, smart parking solutions, and workplace security platforms. The growing demand for contactless systems—driven by the need for operational efficiency, cost reduction, and real-time data management—has further strengthened the relevance of our offerings.

The segment's strategy is anchored on artificial intelligence ("AI"), which serves as the foundation of our access control and mobility solutions. These technologies provide secure and efficient access for people, vehicles, residential communities, and workplaces, thereby enhancing convenience while raising security standards.

KipleCity solutions have been deployed across prominent developments and commercial spaces, including Pavilion, Quill City Mall, St. Regis, Hartamas Shopping Centre, Plaza Arkadia, Paradigm Mall Johor Bahru, and KL City Air Terminal. Our AI-powered Smart License Plate Recognition ("LPR") technology has been adopted in both commercial and residential sites, while Smart Community Services and Smart Valet Services continue to expand their footprint across premium developments nationwide.

MANAGEMENT DISCUSSION AND ANALYSIS

Our achievements in FPE2025 include:

- **AI License Plate Recognition (LPR):** Successfully processed over 1 million vehicles nationwide, underscoring the scalability of our AI technology for mobility, access control, and traffic management.
- **Residential Integration via KipleHome:** Launched *KipleHome*, an integrated platform enabling residential communities to transition from traditional card-based systems to AI LPR access. This solution consolidates vehicle entry, visitor management, and community services into a seamless application-based experience.
- **Infrastructure Enhancements:** Strengthened backend systems to support higher transaction volumes with improved uptime, security, and reliability.

Outlook and Prospects

Moving forward, the Group aims to expand its LPR and smart infrastructure offerings through collaborations with equipment vendors and strategic partnerships. These alliances—structured as joint ventures or collaboration agreements—will accelerate the scale-up of our digital devices and infrastructure portfolio.

In 2025, KipleCity advanced its digital ecosystem to enable smarter, safer, and more connected communities. By leveraging AI and integrated applications, the segment is well-positioned to drive adoption across both residential and commercial properties. The Group remains committed to scaling its Urban Technology platform to capture opportunities in the growing property technology market while supporting the national drive toward digitalised and sustainable urban living.

B2. DIGITAL SERVICES

Communications

Green Packet Global (HK) Limited ("GP Global") positions itself as a carrier-neutral wholesaler of international voice, data communications, and application-to-person ("A2P") messaging services across Asia.

In contrast to the previous year's strategy, which emphasised revenue growth in A2P services, GP Global shifted its focus during the financial period towards rationalising its customer base. The business undertook a review of its accounts to concentrate on high-margin key customers in the Southeast Asia market rather than pursuing volume or revenue-driven growth. This strategic realignment resulted in a gradual decline in overall revenue, with a reduction of approximately 50% on a monthly basis by the end of the financial period.

A notable development during the year was the non-renewal of GP Global's seven-year partnership with StarHub in early 2025. The decision followed heightened competition and significant price reduction requests that would have adversely affected profitability. Despite this, GP Global maintains a strong reputation with StarHub's working teams and has been invited to participate in its upcoming 2026 tender. This reflects the trust and goodwill established over the course of the long-standing partnership.

In summary, GP Global has deliberately shifted its strategy from pursuing revenue growth through market penetration in A2P messaging towards prioritising profitability, ensuring resources are channelled to accounts and services with sustainable margins.

Outlook and Prospects

Looking forward, GP Global will continue to prioritise gross margin enhancement within its core international wholesale voice and A2P SMS services. While revenue contributions from these areas are expected to soften slightly over the next 12 months, the business will remain focused on profitability improvement through disciplined account management and operating cost optimisation.

To ensure long-term growth and sustainability, GP Global will place greater emphasis on its international wholesale data services, which provide recurring and stable revenue streams. Concurrently, the division will pursue further operating efficiencies to support its path to profitability in the upcoming financial year.

Digital and Financial Services

The Group's Digital and Financial Services segment, anchored by Kiplepay Sdn Bhd ("Kiplepay"), continues to play a strategic role in advancing our fintech aspirations. As a Bank Negara Malaysia ("BNM")-approved designated payment instrument issuer, Kiplepay delivers a comprehensive suite of digital financial solutions to enterprises, government agencies, e-commerce operators, and educational institutions. Key offerings include payment gateway solutions, Wallet-as-a-Service (WaaS), the Kiple Visa Prepaid Card, e-KYC solutions, fraud management systems, and training services.

During the year, the Group accelerated the expansion of its fintech capabilities, with a clear focus on serving large enterprises, state governments, and higher education institutions. This integrated approach has enabled us to converge multiple products and services into tailored solutions, thereby creating greater value for clients and end-users. Kiplepay also entered the underserved foreign worker segment, where access to financial services remains limited, presenting a significant opportunity for inclusive growth.

MANAGEMENT DISCUSSION AND ANALYSIS

The payment gateway business recorded meaningful enhancements with the introduction of a Shariah-compliant payment gateway to serve Shariah-focused merchants, as well as multi-currency processing capabilities, including USD transactions, to broaden support for industries with cross-border requirements.

Through our strategic partnership with VISA, Kiplepay has expanded the reach of its Kiple Visa Prepaid Card, granting customers instant access to more than 15 million merchant locations globally. Domestically, Kiplepay also supports DuitNow transactions, enabling seamless e-wallet payments across 2.6 million merchant outlets in Malaysia. For enterprises, the WaaS solution—integrated with the Kiple Visa Prepaid Card—allows businesses to launch their own e-payment platforms within approximately four months, representing a significant reduction from the industry norm of 24 months.

Kiplepay's ecosystem has also consolidated into a single mobile application, providing users with a unified platform for e-money management, transfers, purchases, ATM withdrawals, and access to promotions and loyalty programs. This integration strengthens Kiplepay's positioning as a one-stop digital financial services provider.

In Malaysia, Kiplepay has continued to gain traction as a preferred partner for state-led digitalisation programmes, strengthening its brand presence through B2G (business-to-government) initiatives with states such as Perak, Kedah, and Selangor, as well as engagements at the federal level.

Outlook and Prospects

Looking ahead, the Group will deepen its collaboration with enterprises and government bodies by delivering unified payment channels that enhance operational efficiency and reduce costs. A key strategic focus will be extending digital wallet solutions to unbanked and underserved communities, thereby supporting national financial inclusion objectives.

Kiplepay is also diversifying its value proposition by collaborating with partners to introduce personal and auto insurance services, further enhancing customer engagement. Concurrently, Kiplepay is in the process of securing remittance and money-changing licences, which will underpin the development of a multi-currency wallet. This wallet will cater to travellers, students, and other segments requiring cross-border transaction capability, thereby widening our addressable market.

These initiatives are expected to drive sustainable growth, reinforce our domestic leadership, and extend Kiplepay's footprint into international markets over the medium term.

B3. LENDING AND MONEY SERVICES

Packet Interactive Sdn. Bhd. ("PISB"), a wholly owned subsidiary of the Group, continues to strengthen its position in the lending and money services sector. PISB holds a Moneylender's Licence issued under the Moneylenders Act 1951, valid until 14 August 2026 and renewable biennially. The licence allows the company to provide loans without any prescribed maximum disbursement limit. In January 2025, PISB further enhanced its market presence by securing a Digital Money Lending Licence, underscoring its commitment to digital financial enablement.

As at 30 June 2025, PISB had disbursed approximately RM34 million in loans to nine borrowers across sectors such as investment holding and food & beverage. For the fifteen-month financial period ended 30 June 2025, this portfolio generated approximately RM0.9 million in interest income. The Group places strong emphasis on risk management, with PISB instituting rigorous credit assessment protocols. These include detailed due diligence, comprehensive credit checks prior to loan approval, and annual reviews to ensure borrowers' creditworthiness remains in line with internal risk standards.

Outlook and Prospects

Looking ahead, PISB plans to broaden its service offering by introducing Syariah-compliant lending products in the coming year, aimed at addressing the needs of underserved and unserved market segments, in line with the Group's financial inclusion agenda. In addition, the company is preparing to launch a proprietary Payday Loan service, targeting both employees and employers nationwide, which is expected to open a new revenue stream and expand customer reach.

Meanwhile, Kiplepay Sdn. Bhd. ("Kiplepay"), a wholly owned subsidiary of PISB, is progressing with its application for a Class A Money Services Business ("MSB") Licence. Upon approval, this licence will authorise Kiplepay to offer digital money changing and remittance services within its existing wallet ecosystem. This development will significantly enhance the Group's digital financial services portfolio by integrating lending, payments, and money services under a unified platform.

These initiatives position the Group to capture opportunities in both conventional and digital lending markets, diversify its income base, and reinforce its role in advancing financial accessibility across Malaysia.

C. RISK MANAGEMENT

The Board of Directors ("the Board") holds ultimate responsibility for the oversight of risk management and ensures that the Group's risk management framework remains robust and effective. The Risk Committee ("RC"), established as a committee of the Board, assists in this oversight by:

I. Supervising the establishment and implementation of the Group's risk management framework;
II. Exercising authority to meet with and obtain information from employees, officers, directors, or external parties as required; and
III. Reviewing the effectiveness of the framework, including the adequacy of policies, processes, and infrastructure to support risk identification, assessment, monitoring, and mitigation across the Group.

The Risk Management Framework is designed to embed a risk-aware culture throughout the Group, enabling management to proactively identify and manage risks while capitalising on growth opportunities. This framework underpins the Group's ability to consistently deliver quality products and services while safeguarding long-term business objectives.

Key Business Risks

The Group's principal risks include industry competitiveness, regulatory and legal compliance, financial risks, and exposure to macroeconomic conditions.

- **Industry Competition:** The Group operates in highly competitive markets, facing pressure from established players as well as new entrants. Such competition may affect revenue, profitability, and market share. In response, the Group focuses on enhancing operational efficiency, strengthening strategic partnerships, expanding its customer base, and upselling additional modules to sustain its competitive positioning. All new ventures are carefully evaluated to balance potential risks with expected benefits, ensuring they contribute positively to long-term growth.

- **Regulatory Compliance:**
  - *Kiplepay:* As a designated payment instrument issuer regulated by Bank Negara Malaysia ("BNM"), compliance is critical. Any breach or failure to renew licences could directly impact operations and may result in financial penalties. The Group is committed to maintaining strict compliance with BNM's regulatory requirements to safeguard business continuity.
  - *Packet Interactive Sdn. Bhd. ("PISB"):* Licensed under the Ministry of Housing and Local Government ("KPKT") as a moneylender and conditionally approved for a digital money lending licence, PISB is equally subject to stringent regulatory oversight. Non-compliance or failure to maintain licences would adversely impact its operations. The Group remains committed to ensuring full adherence to all applicable regulations.

- **Regulatory, Economic, and Policy Risks:** The Group's performance is indirectly influenced by changes in laws, regulations, and broader economic, fiscal, and monetary policies in Malaysia. To mitigate these risks, the Group continually reviews its operations, strengthens internal controls, and adapts its standard operating procedures to align with evolving regulatory and market environments.

Outlook and Prospects

The Group recognises that its ability to sustain growth and performance will depend on its agility in managing both industry and regulatory risks. By reinforcing its governance practices, maintaining strong compliance standards, and embedding risk awareness at all levels, the Group is well-positioned to navigate uncertainties while pursuing long-term opportunities.

D. DIVIDEND POLICY

No dividend was proposed and recommended for the FPE 2025.

SUSTAINABILITY **STATEMENT**

INTRODUCTION

Green Packet's vision is to be the leading one-stop partner for telecommunications, digital solutions, platforms, and infrastructure. Driven by five core Pillar Values established at its inception in 2000, the company has built a culture where sustainability and excellence are woven into every deliverable and embodied by every employee.

The following are the pillar values which we uphold:

Grit

consistantly create high quality digital solutions that improve the quality of life for millions of people no matter what challenges get in the way

Collaboration

co-create meaningful value to each person's contribution, realizing our customer's needs and demands

Innovation

solve problems in a dynamic, creative way - constantly adapting to an ever-changing world

Empathy

putting ourselves in the shoes of our customers and seek deep understanding so we can prioritise their needs

Courage

consistently create digital solutions and tangibly improve lives by challenging the status quo

OUR SUSTAINABILITY APPROACH

The Group recognizes sustainability in all aspects is crucial for long term success and has been integrating sustainability practices throughout its operations. Through collaborations with various stakeholders, we empathize with their needs and courageously challenge everyday conventions by explore uncharted areas with innovation to realize Economic, Environment and Social ("EES") sustainability. With grit strongly embedded, the sustainability driven efforts and sprit are a core component.

EES sustainability factors along with governance has been the foundation and will be an outlier factor for Green Packet's success. With the best interest of our stakeholders in our heart, Green Packet has been embedding sustainability into our business strategies and execution.

The United Nations Sustainable Development Goals (UNSDGs) aim to transform our world. They are a call to action to end poverty and inequality, protect the planet, and ensure that all people enjoy health, justice and prosperity. It is critical that no one is left behind.

SUSTAINABILITY STATEMENT

The UNSDGs: What Are They?

Goal	Description	Goal	Description
1 NO POVERTY	End poverty in all of its forms	2 ZERO HUNGER	End hunger, achieve food security and improved nutrition and promote sustainable agriculture
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	10 REDUCED INEQUALITIES	Reduce inequality within and among countries
11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	14 LIFE BELOW WATER	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	SUSTAINABLE DEVELOPMENT GOALS	

Source: United Nations Development Programme (UNDP)

SUSTAINABILITY STATEMENT

REPORTING SCOPE

This Sustainability Statement covers the performance of Green Packet and its group of companies for the financial period ended 30 June 2025. Consistent with previous reports, it focuses on the Group's core business operations. The entities covered are:

	Digital Services	
Digital Devices and Infrastructure	**Communications**	**Digital and Financial Services**
• Kiple Sdn Bhd	• Green Packet Global (HK) Limited	• Kiplepay Sdn Bhd • Packet Interactive Sdn Bhd

SUSTAINABILITY GOVERNANCE STRUCTURE

At Green Packet, we prioritize ethical behaviour and integrity to create sustainable value through effective corporate governance. Our strong governance structure includes oversight mechanisms, internal controls, policies, and processes that drive our environmental, economic, and social ("EES") agenda. Our governance structure, from the Board of Directors to working teams, ensures sustainability principles are integrated into our business practices. Our commitment to ethical behaviour supports responsible business practices and contributes to our long-term success and resilience.

Board of Directors ("BOD")

- *Comprises the Chairman, Non-Independent Non-Executive Directors and Independent Non-Executive Directors.*
- **Role: Oversight, Strategic Development and Execution of Goals**

Leadership Team

- *Comprises the elected members from the Corporate, Digital Devices, & Infrastructure, Communications as well as Digital and Financial Services Divisions*
- **Role: Implementation, Monitoring and Reporting**

Board of Director

- Overall responsibility to oversee sustainability objectives and strategies set as well as to monitor the implementation of sustainability-related policies.
- Oversee the process of integrating sustainability practices into Green Packet's daily operations including setting strategic sustainability direction and recommending the approach to manage material matters.

Leadership Team

- Responsible to guide and create sustainability awareness within the Group, develop measures and action plans in achieving Green Packet's sustainability goals and achievements.
- To execute the established sustainability policies, action plans and provide progress updates to the Board.

SUSTAINABILITY STATEMENT

SUSTAINABILITY GOVERNANCE

We are committed to conducting its business in a responsible and ethical manner, especially in its interactions with stakeholders. To further uphold the best governance practices, we have made the following resources available on our website:

Governance Policies:
https://www.greenpacket.com/corporate-responsibility/governance/documents

- Code of Conduct for Directors
- Terms of Reference: Audit Committee, Nomination Committee, Remuneration Committee and Risk Committee
- Board Diversity Policy
- Sustainability Policy
- Directors' Fit and Proper Policy
- Policy on Conflict of Interest
- Integrity Pledge

MATERIALITY ASSESSMENT

Green Packet assesses key materiality matters in collaboration with industry experts, focusing on their relevance to stakeholders and significance to operations. Guided by the UNSDG's 2030 Global Goals and Green Packet's core values, sustainability issues are identified and prioritized based on stakeholder interests and risk assessments. Continuous reviews ensure effective action plans address these issues.

In 2025, we engaged with our key stakeholders and conducted a materiality assessment to assess the sustainability matters most material for Green Packet to address.

Process in Selecting Material Topics

Benchmarking

We conducted desktop research on current and emerging sustainability trends as well as industry and peer benchmarking and identified a list of sustainability matters relevant to MISC's business.

Stakeholder Engagement

We conducted a survey on the prioritization of our material matters with the following stakeholders:

1. Board of Directors
2. Leadership Team
3. Financiers/Banks
4. Suppliers
5. Customers

Material Matrix

Using the feedback from our survey, we mapped Green Packet's Material Matrix from both internal and external stakeholders.

SUSTAINABILITY STATEMENT

The development of the Materiality Matrix undergoes 4 stages where each stage is critical in ensuring the outcome of the study reflects the Company insights and views on matters that will have impact on the Company.

Step 1

Identification

- Recognise primary stakeholders and grasp their expectations and concerns regarding sustainability.
- Assess their influence towards the Group.

Step 2

Prioritisation

- Apply materiality concept prioritise material sustainability matters.
- Report on prioritised material sustainability matters relative to their importance.

Step 3

Review & Validation

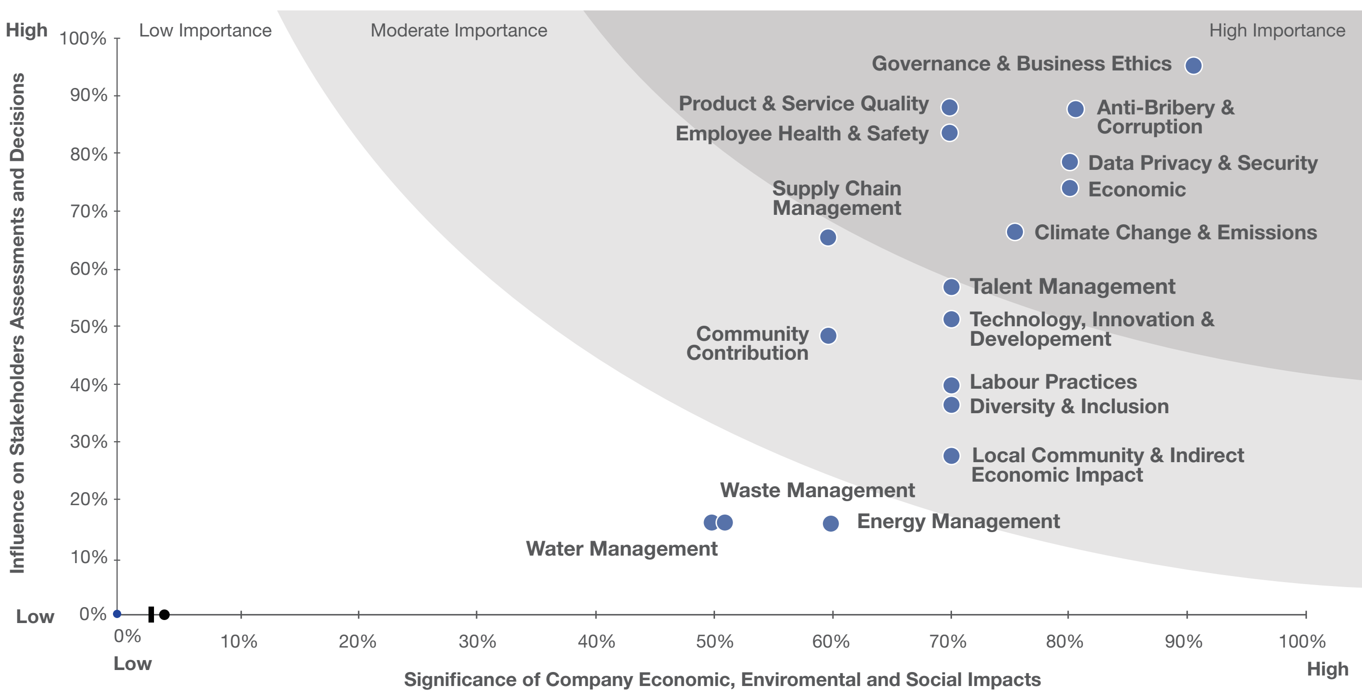
- Complete the identification of the content for the report.
- Review and validate the material sustainability matters identified.

Step 4

Process Review

- Assess the materiality assessment process in relation to the intended outcomes.
- Re-assess the process annually to ensure the attainment of desired outcomes.

Materiality Matrix



Results of our materiality assessment will be used in our business practices to:

- Align our Sustainability Strategic Priorities with our material matters and relevant UNSDGs
- Guide us on the disclosure topics in our annual reporting
- Reinforce the linkages between ESG risks, opportunities and corporate purpose
- Guide us in setting our sustainability-related targets and commitments.

SUSTAINABILITY STATEMENT

Our contributions to the United Nations Sustainable Development Goals (UNSDGs) were mapped according to the sustainability material topics.

Material Matter	Why is this material?	Related UNSDG
Economic	The performance of our business and the broader fintech industry is closely tied to prevailing economic cycles and market sentiment.	8 DECENT WORK AND ECONOMIC GROWTH
Corporate Governance & Business Ethics	Upholding the highest standards of integrity, governance, and ethics is fundamental to our long-term financial performance.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Anti-Bribery & Corruption	Critically important for Green Packet Berhad as they are fundamental to legal compliance, risk management, and building a sustainable, trustworthy business. These measures protect the Company from severe penalties and reputational harm while fostering a culture of integrity.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Product Service & Quality	The sustained improvement of product service, quality, and employee expertise is instrumental in driving our overall business performance and ensuring high levels of customer satisfaction.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 8 DECENT WORK AND ECONOMIC GROWTH
Supply Chain Management	We are committed to integrating ethical and environmentally responsible practices into a low-carbon, circular business model. Given that our suppliers are a significant part of this journey, we prioritize ensuring their sustainability progress aligns with our own.	17 PARTNERSHIPS FOR THE GOALS
Data Privacy & Security	The rapid digitization of Group processes increases our exposure to threats. Strong cybersecurity is vital to prevent data breaches and avoid business disruptions.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Technology, Innovation & Development	Technology, Innovation, and Development are fundamentally important serving as the core of our business strategy and a key driver of business growth.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 8 DECENT WORK AND ECONOMIC GROWTH
Water Management	We are focused on sustainable water management, with a strategic goal to continuously reduce our consumption.	13 CLIMATE ACTION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Energy Management	The strategic shift from fossil-based energy to renewables for building and other operations is essential to reduce the impact of climate change.	13 CLIMATE ACTION

SUSTAINABILITY STATEMENT

Material Matter	Why is this material?	Related UNSDG
Waste Management	Minimizing the environmental impact of our operations by responsibly managing waste at every stage: reducing it at the source, promoting recycling, and ensuring careful monitoring.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
Climate Change & Emissions	We monitor our operational emissions to ensure they stay within acceptable levels and minimize environmental impact.	13 CLIMATE ACTION
Talent Management & Development	Cultivate a robust talent pipeline across all job levels. By doing so, we ensure effective leadership succession and equip our workforce with the competencies needed to achieve our business goals.	5 GENDER EQUALITY; 4 QUALITY EDUCATION
Labour Practices	Inadequate human rights management on employee, contractors, supply chain, security and community well-being can impact or financial sustainability.	3 GOOD HEALTH AND WELL-BEING; 5 GENDER EQUALITY
Diversity & Inclusion	We are committed to fostering a diverse workforce, which we believe is fundamental to driving innovation and an open-minded culture. This commitment is reflected in our equitable hiring and promotion policies and our dedication to providing competitive opportunities.	10 REDUCED INEQUALITIES; 5 GENDER EQUALITY
Employee Health & Safety	The continued safety and health of employees, assets and our cargo remain our priority to ensure safe operations.	3 GOOD HEALTH AND WELL-BEING
Local Community & Indirect Economic Impact	We are committed to narrow the digital divide and fostering inclusive growth in the communities we serve.	10 REDUCED INEQUALITIES; 8 DECENT WORK AND ECONOMIC GROWTH
Community Contribution	Employee engagement in community investment fosters a stronger emotional connection to the workplace, which boosts productivity and aids in talent retention.	8 DECENT WORK AND ECONOMIC GROWTH; 3 GOOD HEALTH AND WELL-BEING

SUSTAINABILITY STATEMENT

KEY SUSTAINABILITY HIGHLIGHTS FPE2025

Zero
Bribery and corruption incidences

100%
Certifications and Standards renewed

98%
Customer Satisfaction on Green Packet's Customers Services

(Note: Figure is based on FY2024 exercise. Next exercise will be in FY2026)

RM62,766
Invested for training and upskilling

1,029
Invested for training and upskilling

SUSTAINABILITY KEY PERFORMANCE INDICATORS ("KPIS")

Our KPIs provide guidance and motivation for achieving sustainable goals. In FPE 2024-2025, we adopted a more intentional approach to data gathering and benchmarking. Assessing our performance against established targets enables us to monitor progress, take corrective action, and proactively manage risks to ensure the business's long-term sustainability.

Material Topics	FPE2025 Performance	FY2026 Targets
Economic Performance	• Continue with cost optimisation across all BUs • Offer multi-currency option to our e-wallet and payment gateway users • Smart partnership with industry players to further fuel growth in the digital ecosphere via e-wages etc • Grow our e-money lending portfolio to include Payday Loan	• Expand digital financial services into new segments (e.g., micro-insurance, SME financing) • Achieve a 15% growth in our e-money lending portfolio • Broaden strategic partnerships to cover at least one new digital ecosystem
Anti-Bribery & Anti-Corruption	• Maintain zero incidents • Maintain a 100% completion rate	• Maintain zero incidents • Maintain 100% training completion rate • Conduct a periodic risk assessment of our anti-corruption framework
Product Service & Quality	• Zero incidents of service downtimes	• Maintain zero incidents of critical service downtime • Achieve a target Customer Satisfaction (CSAT) score of 90% or higher
Supply Chain Management	• Increase spending on local supplier by 5%	• Further increase spending on local suppliers by an additional 5% • Introduce a supplier code of conduct focusing on sustainability and ethics
Data Privacy and Security	• Maintain zero incidents • Maintain incident response time at 24 hours or less	• Maintain zero incidents of major cybersecurity breaches • Improve incident response time to less than 12 hours for critical incidents

SUSTAINABILITY STATEMENT

Material Topics	FPE2025 Performance	FY2026 Targets
Technology, Innovation and Development	• Reduced deployment frequency by 80% • Reduce change failure rate to 60% via introduction of test automation process • Improve average lead time to fix bugs to 2 days' time to fix bugs to 3 days	• Implement a full CI/CD pipeline to improve deployment efficiency • Reduce change failure rate by an additional 15% via enhanced test automation • Improve average lead time to fix critical bugs to 1 day
Water Management	• Achieve a 2.5% reduction in water consumption compared to the previous year	• Achieve an additional 2.5% reduction in water consumption against the FY2025 baseline
Energy Management	• Achieve a 2.5% reduction in energy consumption compared to the previous year	• Achieve an additional 3% reduction in energy consumption against the FY2025 baseline • Conduct a feasibility study for incorporating renewable energy sources tapping into the building landlord arrangement
Talent Management & Development	• Increase the total hours of training completed and average hours per employee by 5%	• Increase the average training hours per employee by an additional 5% • Introduce a formal leadership development program
Occupational Health and Safety	• Maintain zero incidents	• Maintain zero workplace accidents • Launch at least two new employee wellness initiatives (e.g., mental health support)
Labour Practices and Human Rights	• Sustain full compliance while enhancing employee well-being initiatives	• Maintain 100% compliance with all labour standards • Conduct an employee engagement survey to improve well-being
Diversity and Equal Opportunity	• Maintain zero discrimination cases	• Maintain zero discrimination cases • Aspire to achieve a target of 40% female representation in management positions
Local Communities	• To organise at least 2 community engagement projects	• Organise at least 3 community projects, with one focused on digital literacy

STAKEHOLDER ENGAGEMENT

Green Packet values our stakeholders' pivotal role in sustainability and is committed to engage with them actively. Through active engagement and the implementation of sustainable practices in its operations, we aim to create lasting value for both the business and the communities in which we operate. This commitment demonstrates an understanding of the interdependence between sustainable business practices and positive impacts on stakeholders and the wider community.

SUSTAINABILITY STATEMENT

Stakeholders Engagement Framework

Our stakeholder's engagement framework was designed beyond simply "informing" people to build genuine, productive relationships. This framework is an interconnected system where **Transparency** is the foundation that enables honest **Communication**. This open communication allows for genuine **Feedback**, which, when acted upon, builds the trust necessary for true **Collaboration**. Based on a strong collaboration with our stakeholders, we can effectively **Promote** our successes and advocate for our cause.

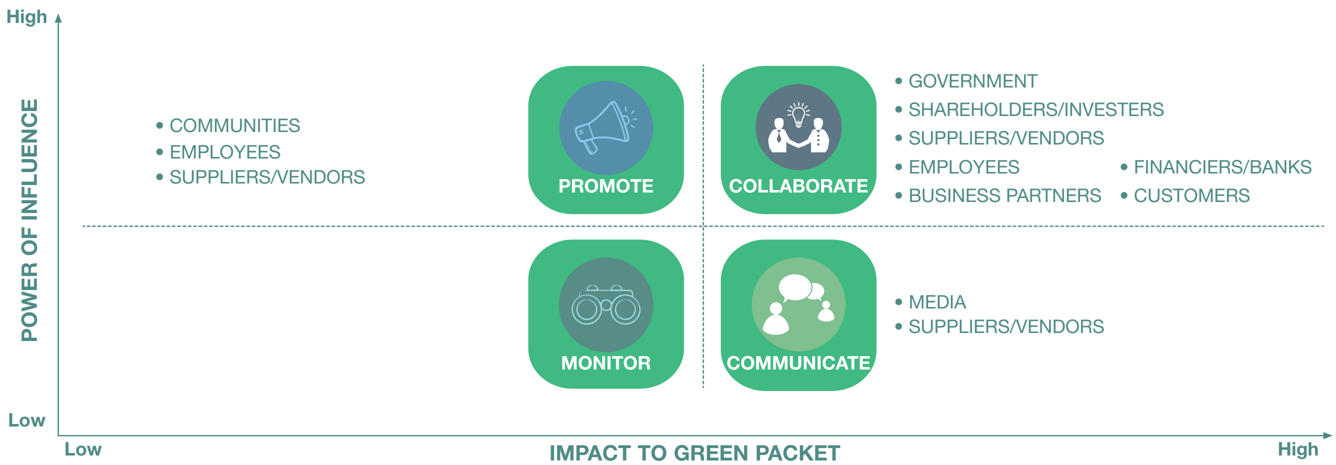
Engagement Method	What It Is	Why Is It Important
Collaborate	Working with stakeholders as partners to achieve a common goal. It's about sharing power, decision-making, and responsibility.	Leverages diverse expertise for better solutions, strengthens commitment to project goals, and ensures a broader range of perspectives is considered in decision-making.
Promote	A proactive effort to share information about our projects and initiatives, encourage positive support from stakeholders, and build enthusiasm and buy-in.	Fosters a positive image, increases understanding and acceptance of the project's benefits, and can lead to greater resource support.
Communicate	Continuous and clear exchange of information between the organization and its stakeholders, covering goals, progress, challenges, and changes.	Ensures all stakeholders are aligned on objectives, helps manage expectations, and reduces misunderstandings that can lead to delays or mistakes.
Feedback	The process of actively soliciting and receiving input from stakeholders, and then using that input to improve decisions and processes.	Helps identify potential risks and challenges, allows for better-informed decisions, and makes stakeholders feel valued and heard.
Transparent	Open, honest, and consistent communication that keeps stakeholders fully informed about project progress, setbacks, and changes.	Builds and maintains trust, which is fundamental to strong stakeholder relationships, and helps manage expectations realistically.

Defining Our Stakeholders

To effectively address our stakeholders' needs and allocate resources optimally, we first identify and prioritize them based on their level of influence and involvement. We define Green Packet's stakeholders as follows:

- All parties that exercise or could exercise influence over our business operations
- All parties who could be influenced by our business operations

GREEN PACKET'S STAKEHOLDER MAP



SUSTAINABILITY STATEMENT

Stakeholder Prioritisation

The Stakeholder Map shows the influence and dependence of each stakeholder group on Green Packet. The prioritisation of our key stakeholders is as follows:

- Those who are the most likely to impact the Company's achievement of its strategic objectives
- Those who can be positively or negatively impacted by our operations and activities

Stakeholder Engagement Plan

A comprehensive stakeholder engagement plan is critical for achieving sustainability goals by serving several key functions:

- *Informs Decision-Making*: Gathers diverse perspectives to accurately identify risks and set relevant priorities
- *Builds Trust & Legitimacy*: Fosters strong, transparent relationships with communities, investors, employees, and customers
- *Drives Innovation & Alignment*: Unlocks valuable insights that help align corporate goals with stakeholder expectations, leading to more balanced and effective solutions
- *Secures Long-Term Value*: Creates a foundation for resilient and sustainable business success

Stakeholder Group	Engagement Platform	Areas of Interest or Concern	Engagement Frequency	Our Response	How We Engage				
					Collaborate	Promote	Communicate	Feedback	Transparency
Shareholders & Investors	• Company's website and announcement at Bursa Malaysia website • Annual/ Extraordinary general meetings • Press Release • Quarterly & Annual report	• Financial and operational performance	• Ongoing • Quarter • Annual	• Ensure strong governance in project and financial management	X		X	X	X
		• Shareholder value and returns		• Ensure strong governance in project and financial management • Establish strong governance policies and procedures	X	X	X	X	X
		• Corporate governance and risk management		• Enhance business ethics awareness and leadership processes • Incorporate ESG risks and opportunities into business decisions	X		X		X
		• Sustainability performance		• Develop and implement diversity and inclusion practices • Incorporate ESG risks and opportunities into business decisions • Establish strong sustainability practices		X	X		X
		• Business outlook		• Implement upskilling and reskilling initiatives for employees to provide niche expertise for FinTech services	X	X			

SUSTAINABILITY STATEMENT

Stakeholder Group	Engagement Platform	Areas of Interest or Concern	Engagement Frequency	Our Response	How We Engage				
					Collaborate	Promote	Communicate	Feedback	Transparency
Customers	• Regular communications and meeting • Customer satisfaction survey/feedback	• Product quality and safety • Competitive pricing • Protection of confidential information • Innovation and development • Fair and transparent business conduct	• Ongoing	• Drive close engagement with customers to ensure minimal interruption to customer operations Data Privacy and Security • Maintain excellent services and product quality	X	X	X	X	
Vendors & Suppliers	• Regular communications and meetings • Supplier evaluation and registration • Supplier audit and evaluation	• Vendor selection • Payment schedule and credit terms • Sustainability supply chain • Product and services quality	• Ongoing • Annually	• Recognise suppliers/vendors with good practices • Enhance the Know Your Counterparty (KYC) requirements for all business dealings • Engage closely with business partners/suppliers and vendors to ensure minimal business interruption	X	X	X	X	X

SUSTAINABILITY STATEMENT

ECONOMIC

Economic Performance

Green Packet remains focused on building an economically sustainable business, balancing profitability with its social and environmental responsibilities. The Group supports local economies through employment, local procurement, and community initiatives. During the FPE2025, a decline in EBITDA reflected reduced inbound traffic, lower project revenue, and a strategic divestment in non-core subsidiaries. The Group has since streamlined its portfolio to concentrate on its core Communications and Digital & Financial Services businesses for long-term sustainable growth.

Please refer to the Management Discussion and Analysis and the Audited Financial Statements in this Annual Report for additional details about the Group's financial performance.

Revenue	FPE2025 1 Apr 2024 to 30 June 2025 (RM'000)	FY2024 1 Apr 2023 to 31 Mar 2024 (RM'000)	FY2023* 1 Jan 2022 to 31 Mar 2023 (RM'000)
Digital Devices & Infrastructure	816	1,400	27,600
Digital & Financial Services	9178	7,600	17,502
Communications	522,454	730,500	638,100

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

Product & Service Quality

Since FY2000, Green Packet's commitment to maintaining excellent services and product quality at Green Packet goes beyond business goals; it is a fundamental aspect of our responsibility to serving our customers and the broader community.

Communications

In aligning with evolving global market demands, we have begun streamlining our Voice wholesale services by divesting from smaller customer segments. This strategic move allows us to focus resources on higher-volume clients and emerging technologies, ultimately ensuring superior delivery of services for global communications and digital infrastructure.

Communications segment shifted its focus during the financial period towards rationalising its customer base. The business undertook a review of its accounts to concentrate on high-margin key customers in the Southeast Asia market rather than pursuing volume or revenue-driven growth.

We will focus on strengthening profitability in its core international wholesale voice and A2P SMS businesses through tighter account management and cost optimisation, despite a modest dip in revenue expected over the next year. To drive long-term growth, the company will expand its international wholesale data services for stable, recurring income while enhancing operational efficiency to support sustainable profitability in the coming financial year.

For further information: https://www.greenpacket.com/communications

Digital & Financial Services

Green Packet's Digital and Financial Services division, anchored by subsidiary Kiplepay Sdn. Bhd. ("Kiplepay"), drives the Group's participation in the growing fintech sector. The division focuses on fostering an inclusive and sustainable financial ecosystem through technology-led innovation.

Our FPE2025 highlights

- **Strengthening Partnerships**: We enhanced our fintech portfolio through partnerships with Visa and Western Union (WU), aiming to provide financial inclusivity and accessibility to students, SMEs, foreign workers, and other segments of society.
- **Cashless Campus Initiatives**: Facilitated cashless environments at UiTM, UniKL, and other educational institutions, assisting with school fees and facilities booking both online and on-site.
- **Government Support**: Supported state governments in Selangor, Kedah, and Perak with e-Wallet fund disbursements, particularly aiding underserved and underprivileged communities, aligning with their digitisation agenda.
- **Foreign Workers**: Expanded services to foreign workers, enabling transparent and timely salary disbursements through e-Wages, and providing functionalities for remittance, telco reload, bill payments, ATM withdrawals, and purchases at Visa-accepting outlets.

During the year, the Group accelerated its fintech growth, focusing on large enterprises, state governments, and higher education institutions through integrated, value-driven solutions. Kiplepay also entered the underserved foreign worker segment, advancing financial inclusion.

The payment gateway business achieved key milestones with the launch of a Shariah-compliant gateway and multi-currency processing (including USD), expanding support for cross-border merchants. Through a strategic partnership with VISA, Kiplepay expanded the Kiple Visa Prepaid Card, offering global access to over 15 million merchants and enabling DuitNow transactions across 2.6 million outlets in Malaysia. Its Wallet-as-a-Service (WaaS) platform further empowers enterprises to deploy customised e-payment systems within about four months, far faster than the 24-month industry average.

Looking ahead, the Group will strengthen collaborations with enterprises and government bodies through unified payment solutions that enhance efficiency and reduce costs. Kiplepay is also diversifying into personal and auto insurance and pursuing remittance and money-changing licences to develop a for travellers, students, and cross-border users—broadening its market reach and supporting national financial inclusion goals.

Moving forward, Kiplepay will further focus on its current scope, particularly expanding its market share in the foreign worker market as well as to secure further government projects. Beyond the commercial benefits, we aim to solidify our presence and integrate more deeply within the local community.

For further information: https://www.greenpacket.com/fintech-solutions

Technology, Innovation and Development

In FPE2025, we enhanced platform infrastructures by incorporating Artificial Intelligence (AI) technologies replacing our existing platforms. These improvements and new technologies add value to our customers, enhanced security and improved user experience.

KipleNg2.0

Kiple NG 2.0 represents the next phase of the Group's digital infrastructure, replacing the existing platform that has powered its payment gateway and e-wallet services since 2010 and has now reached its scalability limits. The new system will introduce advanced capabilities, including an AI-Powered Fraud Management System (AI-FMS) and an AI-Powered Chatbot Platform (AI-Chatbot).

The AI-FMS leverages machine learning for pattern recognition, anomaly detection, and predictive modelling, replacing manual rule-based processes to deliver more accurate and scalable fraud detection. Meanwhile, the AI-Chatbot will automate customer service across payment and e-wallet channels, providing round-the-clock support for inquiries, account management, and transactions—enhancing efficiency and user experience.

SUSTAINABILITY STATEMENT

Kiple City platform enhancement

This is the Group's smart residential and parking management solution, which currently enables automated parking access via its Automatic Number Plate Recognition (ANPR) system and supports residential facilities management. The platform facilitates seamless vehicle entry and exit in gated communities and commercial car parks, integrates digital payments, manages tenant access, and provides basic data tracking for facility management.

The upgraded Kiple City platform will incorporate artificial intelligence to enhance vehicle recognition accuracy and elevate overall user engagement.

Loan Management System (LMS) upgrade

The enhancement will streamline the loan process for both borrowers and loan officers by introducing automation and improved digital tools. Borrowers will gain access to an upgraded online portal for repayments, history tracking, and restructuring requests, while loan officers will benefit from automated workflows, simplified tracking, and faster approvals—reducing manual work and improving overall efficiency.

Anti-Bribery and Anti-Corruption

Green Packet is unequivocally committed to ethical business conduct, enforcing a zero-tolerance stance on corruption and bribery. Our anti-corruption framework, a core operational component since before the MACC Act 2009, mandates rigorous investigation of any allegations and firm disciplinary action upon confirmation. We report that no corruption incidents were identified within the Group in FPE2025, consistent with the NIL reports in FY2024.

Whistleblowing Policy

Green Packet's Whistleblowing Policy and Guidelines ("WBPG") are aligned with the Whistleblower Protection Act 2010. The WBPG empowers our employees and external parties to confidently report any breaches of our Code of Conduct or Ethics, reinforcing our commitment to transparency and integrity.

Whistleblowing platform is enabled Green Packet's website for anonymous submission:

https://www.greenpacket.com/corporate-responsibility/governance/whistleblower-policy

Alternatively, speakup@greenpacket.com email channel is reachable by members of public to report any employees or third party suspected of misconduct or wrongdoing.

In FPE2025, no whistleblowing cases were reported through the whistleblowing channels, consistent with zero cases reported in FY2024.

Ethics and Compliance

Guided by strong corporate governance, Green Packet ensures transparency and accountability while managing risks and advancing our sustainability agenda for long-term resilience. The standards for ethical business conduct, including the management of conflicts of interest, are codified in our Code of Conduct. This is supported by the following key policies:

- Conflicts of Interest
- Whistleblowing
- Confidential Information
- Anti-Bribery and Corruption
- Money Laundering
- Compliance with law and regulations

Employees of all levels are required to comply with the Code, which outlines our employee's behaviour, roles and responsibilities within and outside our Company.

SUSTAINABILITY STATEMENT

Details	FPE2025 1 Apr 2024 to 30 June 2025	FY2024* 1 Apr 2023 to 31 Mar 2024	FY2023* 1 Jan 2022 to 31 Mar 2023
Corruption Reported (Incidences)	0	0	0
Whistleblowing (Incidences)	0	0	3

Data Privacy & Security

Data privacy and cybersecurity are foundational and sustainability commitment. Our dedication to sustainable and secure business practices is underpinned by a robust internal control framework, with data privacy and cybersecurity as core pillars. We maintain comprehensive policies that are continuously refined to address emerging risks and best practices, ensuring the protection of all data and intellectual property. Strict enforcement underscores this commitment where non-compliance is met with severe consequences, reinforcing our dedication to sustainable and secure business practices. The following policies formalize this commitment:

- Computing System Usage Policy
- IT Cybersecurity and Incident Response Policy
- Acceptable Use Policy
- IT Physical Security Policy
- Identity Management Policy
- Personal Data Protection Policy
- IT Risk Management Policy
- Clear Desk Policy
- Data Classification and Protection Policy
- Clear Screen Policy
- Mobile Device Policy
- Network Security Policy

In line with our ESG sustainability commitments, we have undertaken several initiatives to ensure robust cybersecurity and enhance our operational resilience:

Certification and compliance	We have achieved relevant renewals and re-certifications, including PCI DSS, reinforcing our commitment to maintaining high standards of data security and information management
Readiness Exercises	We conducted various readiness exercises to raise awareness and train our employees on cybersecurity best practices. These exercises included Cybersecurity Incident Simulations and Phishing Simulation attacks, helping to prepare our workforce for potential threat
Infrastructure Testing and Remediation	We performed extensive tests on our infrastructure, successfully remediating all findings. This included addressing vulnerabilities through Distributed Denial-of-Service ("DDoS") protection and conducting Vulnerability Assessment and Penetration Testing ("VAPT")
Cybersecurity Awareness	We conducted cybersecurity awareness sessions, complemented by compulsory tests that all participants were required to pass. This ensured that employees displayed an adequate understanding of cybersecurity principles and practices
Advanced Security Measures	We enhanced our Security Center with multilayer threat intelligence, machine learning, and automation for detection and response, specifically in End User Device (EUD) protection

SUSTAINABILITY STATEMENT

We operationalize our ESG commitment through a rigorous framework of cybersecurity measures designed to guarantee system security and protect stakeholder data. The effectiveness of this framework is confirmed by successful license renewals from the respective ministry and the Personal Data Protection Commission Malaysia. We also ensure that our operations acknowledging our adherence to the Payment Card Industry Data Security Standard (PCI-DSS) in our operations and business practices.

For FYE2021 to FPE2025, there were no documented instances of data breaches, and no complaints were received from external stakeholders regarding potential data breaches.

These measures reflect our commitment to ESG principles by ensuring the security and reliability of our systems, protecting stakeholder data, and fostering a culture of continuous improvement and cybersecurity awareness.

Details	FPE2025 1 Apr 2024 to 30 June 2025	FY2024* 1 Apr 2023 to 31 Mar 2024	FY2023* 1 Jan 2022 to 31 Mar 2023
Complains of data breaches	0	0	0

Customers' Satisfaction

While no dedicated customer satisfaction survey was conducted in FPE2025 following the comprehensive exercise undertaken in the previous year, Green Packet continues to actively monitor and assess customer feedback through its ongoing engagement channels. The Group values all feedback received — viewing commendations as affirmation of service quality and constructive feedback as opportunities for continuous improvement in delivering enhanced customer experiences.

Details	FPE2025 1 Apr 2024 to 30 June 2025	FY2024 1 Apr 2023 to 31 Mar 2024	FY2023* 1 Jan 2022 to 31 Mar 2023
Customer Satisfaction %	Nil	98	Nil

Supply Chain Management

Green Packet places strategic emphasis on strengthening local supply chains as part of its commitment to supporting local communities while ensuring the safety, reliability, and quality of its products and services.

At the same time, the global operations of the Communications segment necessitate collaboration with strategic international vendors to secure the most competitive pricing and operational stability for Voice Time and Application-to-Person (A2P) messaging services. This balanced approach enables Green Packet to maintain cost efficiency and service excellence, while continuing to contribute positively to local economic development.

In FPE2025, our total spending with local suppliers amounted to RM27.39 mil, equivalent to 23% of our total spending of RM120.767 mil.

Details	FPE2025 1 Apr 2024 to 30 June 2025		FY2024* 1 Apr 2023 to 31 Mar 2024		FY2023* 1 Jan 2022 to 31 Mar 2023	
	(RM'000)	(%)	(RM'000)	(%)	(RM'000)	(%)
Local suppliers	27,394	23%	56,193	8%	Nil	Nil
Foreign suppliers	93,373	77%	692,654	92%	Nil	Nil
Total	**120,767**	**100%**	**748,847**	**100%**	**Nil**	**Nil**

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

SUSTAINABILITY STATEMENT

ENVIRONMENT

Green Packet recognises the importance of environmental stewardship and the broader impact that businesses have on the planet. Although the Group's core operations inherently have a low environmental footprint, Green Packet adopts a proactive approach towards environmental management. The Group's environmental policies are regularly reviewed and updated to ensure continued compliance with evolving sustainability standards and best practices. By prioritising environmental responsibility, Green Packet aims to make a positive contribution to the well-being of the environment and society.

Water and Energy Management

Given the nature of its business, Green Packet's water and electricity consumption remains minimal and is primarily confined to office operations. Nonetheless, the Group actively promotes resource conservation across its workforce. Through informal initiatives and employee awareness campaigns, staff are encouraged to adopt sustainable habits that help reduce energy use and water consumption. These ongoing efforts reflect Green Packet's commitment to instilling environmental consciousness within its organisational culture and minimising its operational footprint.

Details	**FPE2025** 1 Apr 2024 to 30 June 2025	**FY2024*** 1 Apr 2023 to 31 Mar 2024	**FY2023*** 1 Jan 2022 to 31 Mar 2023
Electricity (megawatt)	60.37 mW	98.4 mW	Nil
Municipal-sourced water (m3)	62 m3	40 m3	Nil

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

Emission Management

Scope 1 Emission

Green Packet Berhad's Scope 1 emissions are from mobile combustion constituting a direct source of greenhouse gases resulting from the operation of its company-controlled vehicle fleet. These emissions are generated from the combustion of petroleum fuels in vehicles used for employee travel, product distribution, service operations and other logistics.

In the FPE2025, the company reported consuming 35,966 litters of fuel, leading to an estimated emission of 84.34 tonnes of CO2-equivalent.

Details	**FPE2025** 1 Apr 2024 to 30 June 2025	**FY2024** 1 Apr 2023* to 31 Mar 2024	**FY2023** 1 Jan 2022 to 31 Mar 2023
Fuel Consumption (litters)	35,966	Nil	Nil
CO_2e Emission (tCO_2e)	84.34	Nil	Nil

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

SUSTAINABILITY STATEMENT

Scope 2 Emission

Green Packet Berhad's Scope 2 emissions originate from indirect greenhouse gases associated with purchased electricity consumed in its office buildings. The Company sources its electricity from the primary energy provider in Peninsular Malaysia. For FPE2025, Green Packet's offices consumed 47,691 kWh of electricity. This inventory aligns with the GHG Protocol Corporate Standard and underscores the company's commitment to understanding the environmental impact of its emissions on the climate.

Details	**FPE2025** 1 Apr 2024 to 30 June 2025	**FY2024** 1 Apr 2023* to 31 Mar 2024#	**FY2023** 1 Jan 2022 to 31 Mar 2023
Electricity Consumption (kWh)	60,369	98,418	Nil
CO_2e Emission (tCO_2e)	45.76	74.60	Nil

CO_2e emissions recalibrated for FY2024
* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

Climate Risk

In preparation for the mandatory adoption of the **Task Force on Climate-related Financial Disclosures (TCFD)** framework, we are at present reviewing the risks and opportunities related to **Physical** and **Transition Risks** under specific **climate change scenarios** and **weather conditions**. We are currently developing the data-gathering and analytical outcomes and shall integrate TCFD into our sustainability reporting, thus, reinforcing our commitment to full disclosure in addressing climate-related risks.

Waste Management

We have minimal waste in our operation, having transitioned to digital processes that minimize printing and limit office printers to one (1) unit. Our hybrid work model, which includes one (1) day of remote work per week, reduces our carbon footprint and boosts staff well-being while maintaining the efficiency of in-person meetings. This is in line with our "Work from Home" policy as part of our effort to comply with the UNSDG.

SUSTAINABILITY STATEMENT

SOCIAL

Green Packet recognises that its social responsibility extends beyond its operations, impacting employees, local communities, and society at large. We strive to create a positive impact by encouraging volunteering programs and conscious preference for social impact investments. Internally, we foster an inclusive workplace culture through many intentional and dynamic efforts further detailed below. By prioritizing social considerations, we aim to make meaningful contributions to the well-being of our employees, communities, and society as a whole.

Board and Employees' Diversity

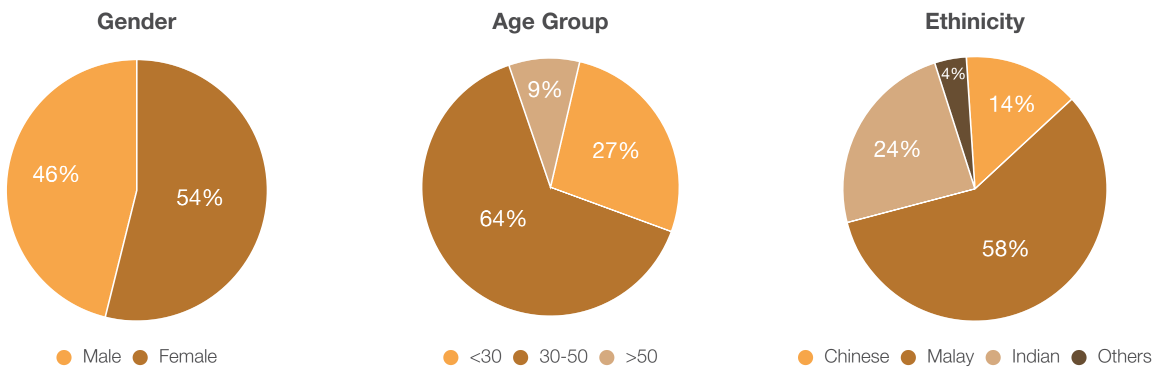
Green Packet Board of Directors comprised of 2 Non-Independent Non-Executive Directors and 3 Independent Non-Executive Directors. Recognizing the benefits of diversification, Green Packet took a step further in recognizing achieving a more gender-balanced board composition.

Board of Directors Composition	FPE2025 1 Apr 2024 to 30 June 2025 (No. of headcount)	FY2024* 1 Apr 2023 to 31 Mar 2024 (No. of headcount)	FY2023* 1 Jan 2022 to 31 Mar 2023 (No. of headcount)
Gender			
Male	3	4	6
Female	2	2	1
Age Group			
Under 30	0	0	0
30-50	1	1	4
Over 50	4	5	3
Total	**5**	**6**	**7**

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

Diversity and Inclusion

Diversity is a core strength and a cornerstone of our success. We believe in harnessing the creativity that comes from a variety of perspectives. We actively promote a culture of inclusion through hosting of casual get-togethers and gatherings such as birthday parties, festive lunch or dinners such as Hari Raya, Deepavali and Christmas. We are committed to equal opportunity and ensuring a balanced representation of genders and diverse backgrounds at all levels of the organisation, reflective of our pillar values. Furthermore, we maintain a zero-tolerance policy for discrimination, harassment, and unethical practices such as child and forced labour.



SUSTAINABILITY STATEMENT

Details	FPE2025 1 Apr 2024 to 30 June 2025 (% Headcount)	FY2024* 1 Apr 2023 to 31 Mar 2024 (% Headcount)	FY2023* 1 Jan 2022 to 31 Mar 2023 (% Headcount)
Gender Group by Employee Category			
C-Suite Executive Male	86%	77%	78%
C-Suite Executive Female	14%	23%	22%
Senior Management Male	75%	83%	82%
Senior Management Female	25%	17%	18%
Middle Management Male	66%	67%	79%
Middle Management Female	34%	33%	30%
Junior Professional Male	43%	54%	52%
Junior Professional Female	57%	46%	48%
Age Group by Employee Category			
C Suite Executive Under 30	0%	0%	0%
C Suite Executive Between 30-50	29%	46%	67%
C Suite Executive Above 50	71%	54%	33%
Senior Management Under 30	0%	0%	0%
Senior Management Between 30-50	50%	58%	71%
Senior Management Above 50	50%	42%	29%
Middle Management Under 30	0%	0%	6%
Middle Management Between 30-50	92%	93%	88%
Middle Management Above 50	8%	7%	6%
Junior Professional Under 30	45%	47%	49%
Junior Professional Between 30-50	55%	53%	65%
Junior Professional Above 50	0%	0%	0%

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

Employee Health and Safety

We emphasise on our employees' health and well-beings. We go beyond regulatory compliance to create a safe and healthy work environment. We offer a variety of wellness programs, including badminton sessions, safety training and counselling sessions when required. Our commitment to safety is reflected in our zero reported workplace injuries in FPE2025.

In FPE2025, we completed an Incident Response Training for twelve (12) selected employees in support of our workplace safety policy; the *"Procedure of Evacuation and Procedure of Onsite Incident and Intruder"*. In addition, we also conducted a SOCSO Awareness Briefing for twelve (12) employees as part of our effort to promote social security among our employees.

Details	FPE2025 1 Apr 2024 to 30 June 2025	FY2024* 1 Apr 2023 to 31 Mar 2024	FY2023* 1 Jan 2022 to 31 Mar 2023
Workplace Injuries (incidences)	Nil	Nil	Nil

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

SUSTAINABILITY STATEMENT

Workforce Retention and Turnover

While FPE2025 saw a higher rate of employee turnover at Green Packet, we are committed to reinforcing our team through targeted improvements to our workplace culture and environment. To maintain operational stability during this period, our structured offboarding and knowledge transfer processes have effectively minimized disruption.

Workforce Turnover	FPE2025 1 Apr 2024 to 30 June 2025 (No. of headcount)	FY2024* 1 Apr 2023 to 31 Mar 2024 (No. of headcount)	FY2023* 1 Jan 2022 to 31 Mar 2023 (No. of headcount)
C Suite Exec	5	2	2
SR Management	2	3	8
Middle Management	12	11	25
Junior Professional	30	20	46
Total	**49**	**36**	**81**

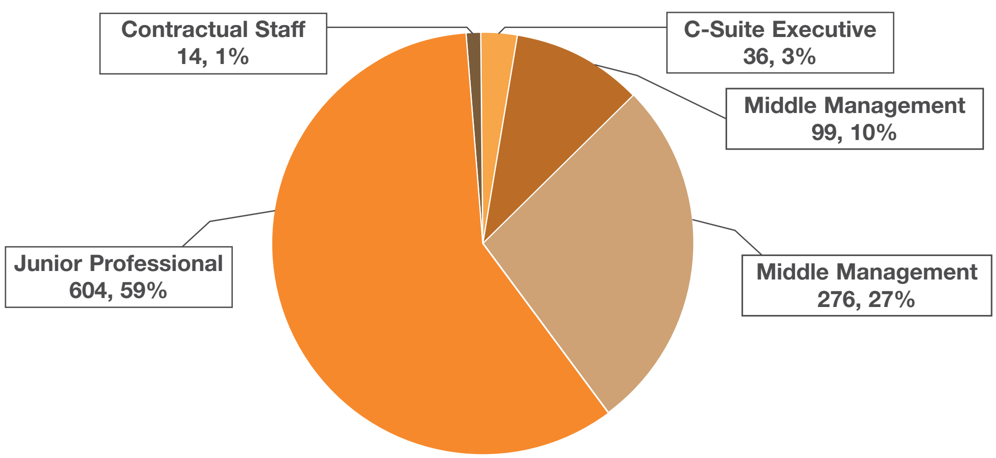
* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

Training and Skills Development

Green Packet embraces that talent development is crucial for success in our ever-evolving industry. We invest heavily in our employees' growth, ensuring both Green Packet's delivery quality and their long-term career development with us. Our training programs are tailored to address technical updates, strategic direction, and regulatory changes. We go beyond technical skills, investing in soft skills development through programs, summits and workshops that focuses on communication skills, leadership training.

In FPE2025, we invested RM62,766 (FY2024: RM280,375) on external training, demonstrating our commitment to continuous improvement. Our structured career development pathways, including annual assessment and improvement program, mentorship programs, internal job postings, empower our employees to reach their full potential.

Training Manhours for FPE2025



SUSTAINABILITY STATEMENT

Details	FPE2025 1 Apr 2024 to 31 Mar 2025 (Hours)	FY2024* 1 Apr 2023 to 31 Mar 2024 (Hours)	FY2023* 1 Jan 2022 to 31 Mar 2023 (Hours)
C Suite Exec	36	49	15
SR Management	99	70	103
Middle Management	276	530	682
Junior Professional	604	828	947
Contractual Staff	14	21	15
Total	**1,029**	**1,498**	**1,762**

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

Employee Engagement

Green Packet is committed to promoting the well-being and engagement of its employees by fostering a supportive and balanced work environment. The Group recognises that a healthy work-life balance is essential to employee satisfaction, motivation, and long-term productivity.

To support this, Green Packet offers flexible work arrangements, wellness initiatives such as fitness sessions and peer support programmes, and generous paid time off. Beyond formal benefits, the Group nurtures a sense of community and belonging through various social and cultural activities, including potlucks and festive celebrations such as Hari Raya Aidilfitri, Deepavali, and Christmas.

These initiatives reflect Green Packet's ongoing commitment to creating a positive, inclusive, and sustainable workplace culture where employees are empowered to thrive both personally and professionally.

Hari Raya Celebration

SUSTAINABILITY STATEMENT

Chinese New Year Celebration

Christmas Celebration

SUSTAINABILITY STATEMENT

Deepavali Celebrations

Sports & Recreation

Green Packet recognizes that a healthy workforce is essential for higher productivity and a sustainable future. To promote employee well-being, we organized Company sports events, directly investing in our team's vitality and long-term performance.

Local Community Engagement

Beyond employee engagement initiatives, no dedicated community programmes were undertaken during FPE2025. Nevertheless, Green Packet remains committed to monitoring the socio-economic conditions of the local communities in which it operates and stands ready to engage in relevant initiatives that align with its sustainability commitments and corporate values.

Details	FPE2025 1 Apr 2024 to 30 June 2025	FY2024* 1 Apr 2023 to 31 Mar 2024	FY2023* 1 Jan 2022 to 31 Mar 2023
Total Amount Invested (RM)	0	7,188	26,030
Total Beneficiaries (No. of Headcount)	0	119	225

* *Green Packet changed its accounting period from 31 Dec 2022 to 31 Mar 2023 and from 31 March 2025 to 30 June 2025*

PERFORMANCE DATA TABLE

Indicator	Unit	FPE2025	FY2024	FY2023*
Anti-Corruption				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
C-Suite Management	Percentage	100%	100%	100%
Senior Management	Percentage	100%	100%	100%
Middle Management	Percentage	100%	100%	100%
Junior Professional	Percentage	100%	100%	100%
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100%	100%	100%
Bursa C1(c) Confirmed incidents of corruptions and action taken	Number	0	0	0
Diversity				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Gender Group by Employee Category				
C-Suite Executive Male	Percentage	86%	77%	78%
C-Suite Executive Female	Percentage	14%	23%	22%
Senior Management Male	Percentage	75%	83%	82%
Senior Management Female	Percentage	25%	17%	18%
Middle Management Male	Percentage	66%	67%	79%
Middle Management Female	Percentage	34%	33%	30%
Junior Professional Male	Percentage	43%	54%	52%
Junior Professional Female	Percentage	57%	46%	48%
Age Group by Employee Category				
C Suite Executive Under 30	Percentage	0%	0%	0%
C Suite Executive Between 30-50	Percentage	29%	46%	67%
C Suite Executive Above 50	Percentage	71%	54%	33%
Senior Management Under 30	Percentage	0%	0%	0%
Senior Management Between 30-50	Percentage	50%	58%	71%
Senior Management Above 50	Percentage	50%	42%	29%
Middle Management Under 30	Percentage	0%	0%	6%
Middle Management Between 30-50	Percentage	92%	93%	88%
Middle Management Above 50	Percentage	8%	7%	6%
Junior Professional Under 30	Percentage	45%	47%	49%
Junior Professional Between 30-50	Percentage	55%	53%	65%
Junior Professional Above 50	Percentage	0%	0%	0%
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	67%	67%	86%
Female	Percentage	33%	33%	17%
Under 30	Percentage	0%	0%	0%
Between 30-50	Percentage	17%	17%	57%

SUSTAINABILITY STATEMENT

Indicator	Unit	FPE2025	FY2024	FY2023*
Above 50	Percentage	83%	83%	43%
Community/Society				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	0	7,188	26,030
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	0	119	225
Health and safety				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0	0	0
Bursa C5(c) Number of employees trained on health and safety standards	Number	0	10	0
Energy				
Bursa C4(a) Total energy consumption	Megawatt	60.37	98.40	Nil
Supply Chain Management				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	23%	8%	Nil
Data privacy and security				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy & losses of customer data	Number	0	0	0
Labour Practices and standards				
Bursa C6(a) Total hours of training by employee category				
C Suite Executive	Number	36	49	15
Senior Management	Number	99	70	103
Middle Management	Number	276	530	682
Junior Professional	Number	604	828	947
Contractual Staff	Number	14	21	21
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	13.6%	4%	7%
Bursa C6(c) Total number of employee turnover by employee category				
C Suite Executive	Number	5	2	Nil
Senior Management	Number	2	8	Nil
Middle Management	Number	12	25	Nil
Junior Professional	Number	30	46	Nil
Bursa C6(d) Number of substantiated complaints concerning human rights violation	Number	Nil	Nil	Nil
Water Management				
Bursa C9(a) Total volume of water used	Megalitres	0.06200	0.04000	Nil

STATEMENT OF ASSURANCE

This Sustainability Statement has not been subjected to an assurance process.