iconic WORLDWIDE

Growing Value, Building Possibilities



ANNUAL REPORT 2026

Inside This Report

Notice of Annual General Meeting	03
Statement Accompanying Notice of Annual General Meeting	07
Administrative Guide for Annual General Meeting	08
Financial Highlights	11
Corporate Information	12
Corporate Structure	13
Profile of the Board of Directors	14
Profile of Key Senior Management	22
Management Discussion and Analysis	24
Sustainability Report	31
Corporate Governance Overview Statement	59
Additional Compliance Information	72
Audit and Risk Management Committee Report	77
Directors' Responsibility Statement	80
Statement on Risk Management and Internal Control	81
Reports and Audited Financial Statements	85
Shareholding Statistics	198
Warrantholdings Statistics	201
Particulars of Properties Held	203
Proxy Form	



57th

Annual General Meeting of Iconic Worldwide Berhad

Thursday,
26 November 2026
10.30 a.m.

Function Room 'MARJORIE 2',
Level 11, Iconic Marjorie Hotel
239A, Jalan Sultan Azlan Shah
11900 Bayan Lepas,
Pulau Pinang

For more information, visit our website

www.iconicworldwide.com.my

Design Rationale

Growing Value, Building Possibilities



This annual report design features a vibrant cityscape emerging from a map of Malaysia, symbolising Iconic Worldwide Berhad's contributions towards the nation's development. The construction work represents the strategic position of the property development segment as it expands its reach, driven by its vision of becoming a leading property player.

The golden upward trend line illustrates the commitment to its own growth by unlocking other potential through hospitality services and project management. The flock of birds in flight above the city symbolises unity, collaboration, and shared purpose in working together to achieve greater heights.

Overall, the design embodies Iconic's journey in transforming lives through meaningful growth and sustainable development. Together with the interconnected infrastructure and urban landscape, it reflects a commitment to creating impactful and lasting impressions on society through sustainable progress and innovation.

Notice Of Annual General Meeting

NOTICE IS HEREBY GIVEN THAT the Fifty-Seventh ("**57th**") Annual General Meeting ("**AGM**") of Iconic Worldwide Berhad ("**IWB**" or "**the Company**") will be held in Function Room 'MARJORIE 2', Level 11, Iconic Marjorie Hotel at 239A, Jalan Sultan Azlan Shah, 11900 Bayan Lepas, Pulau Pinang on Thursday, 26 November 2026 at 10.30 a.m. or at any adjournment thereof, to transact the following businesses: -

AGENDA

1. To receive the Audited Financial Statements for the financial year ended 30 June 2026 together with the Reports of the Directors and Auditors thereon. — **Please refer to Explanatory Note**

AS ORDINARY BUSINESS

2. To re-elect the following Directors who are retiring pursuant to Clause 76(3) of the Company's Constitution and who being eligible, have offered themselves for re-election:

   (a) Lee Eng Eow — **Ordinary Resolution 1**
   (b) Wong Wan Chin — **Ordinary Resolution 2**
   (c) Wong Thai Sun — **Ordinary Resolution 3**

3. To approve the payment of Directors' fees of up to RM400,000.00 to the Directors of the Company for the financial year ending 30 June 2027. — **Ordinary Resolution 4**

4. To approve the payment of Directors' benefits of up to RM40,000.00 to the Directors of the Company from the 57th AGM up to the conclusion of the 58th AGM. — **Ordinary Resolution 5**

5. To re-appoint Messrs. UHY Malaysia PLT as Auditors of the Company until the conclusion of the next AGM and to authorise the Directors to fix their remuneration. — **Ordinary Resolution 6**

AS SPECIAL BUSINESS

To consider and if thought fit, to pass the following resolutions:-

6. Authority to allot and issue shares in general pursuant to Sections 75 and 76 of the Companies Act 2016 — **Ordinary Resolution 7**

   "THAT pursuant to Sections 75 and 76 of the Companies Act 2016 and subject to the approvals of the relevant governmental/regulatory authorities, the Directors be and are hereby empowered to issue shares in the capital of the Company from time to time and upon such terms and conditions and for such purposes as the Directors, may in their absolute discretion deem fit, provided that the aggregate number of shares issued pursuant to this resolution does not exceed 10% of the total number of issued shares of the Company for the time being and that the Directors be and are hereby also empowered to obtain approval from the Bursa Malaysia Securities Berhad ("Bursa Securities")for the listing and quotation of the additional shares so issued and that such authority shall continue to be in force until the conclusion of the next Annual General Meeting of the Company."

Notice Of Annual General Meeting (Cont'd)

7. Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transactions of a Revenue or Trading Nature **Ordinary Resolution 8**

"**THAT**, subject always to the provisions of the Main Market Listing Requirements of Bursa Securities, approval be and is hereby given to the Company and its subsidiaries (collectively the "**Group**") to enter into and give effect to the recurrent related party transactions of a revenue or trading nature with the related parties as specified in Appendix I of the Circular to Shareholders dated 28 October 2026, provided that such transactions and/or arrangements which are necessary for the Group's day-to-day operations are undertaken in the ordinary course of business, at arm's length basis, on normal commercial terms and transaction prices which are not more favourable to the related parties than those generally available to the public and not detrimental to the minority shareholders of the Company (hereinafter referred to as the "**Proposed Renewal of Shareholders' Mandate**"):

THAT the Proposed Renewal of Shareholders' Mandate shall only continue to be in full force until:

i) the conclusion of the next AGM of the Company at which time it will lapse, unless by a resolution passed at said AGM, such authority is renewed; or

ii) the expiration of the period within which the next AGM after the date it is required to be held pursuant to Section 340(2) of the Companies Act 2016 (but shall not extend to such extension as may be allowed pursuant to Section 340(4) of the Companies Act 2016); or

iii) revoked or varied by a resolution passed by the shareholders of the Company in a general meeting;

whichever is the earlier.

AND THAT the Directors of the Company be and are hereby authorised to complete and do all such acts and things (including executing such documents as may be required) as they may consider expedient or necessary or in the best interest of the Company to give effect to the Proposed Renewal of Shareholders' Mandate."

8. To transact any other business of which due notice shall have been given.

BY ORDER OF THE BOARD

TAN TONG LANG (MAICSA 7045482 /SSM PC NO.: 202208000250)
ANG WEE MIN (MAICSA 7076022 /SSM PC NO.: 202208000334)
Company Secretaries

Pulau Pinang
Dated : 28 October 2026

Notice Of Annual General Meeting (Cont'd)

Notes:-

1. Proxy

1.1 For the purpose of determining who shall be entitled to attend this AGM, the Company shall be requesting Bursa Malaysia Depository Sdn Bhd to make available to the Company, a Record of Depositors as at 19 November 2026. Only a member whose name appears on this Record of Depositors shall be entitled to attend this AGM or appoint a proxy to attend, speak and vote on his/her/its behalf.

1.2 A member entitled to attend and vote at this AGM is entitled to appoint a proxy or attorney or in the case of a corporation, to appoint a duly authorised representative to attend, participate, speak and vote in his place. A proxy may but need not be a member of the Company.

1.3 A member of the Company who is entitled to attend and vote at a General Meeting of the Company may appoint not more than two (2) proxies to attend, participate, speak and vote instead of the member at the General Meeting.

1.4 If two (2) proxies are appointed, the entitlement of those proxies to vote on a show of hands shall be in accordance with the listing requirements of the stock exchange.

1.5 Where a member of the Company is an authorised nominee as defined in the Central Depositories Act, it may appoint not more than two (2) proxies in respect of each securities account it holds in ordinary shares of the Company standing to the credit of the said securities account.

1.6 Where a member of the Company is an exempt authorised nominee which holds ordinary shares in the Company for multiple beneficial owners in one securities account ("omnibus account"), there is no limit to the number of proxies which the exempt authorised nominee may appoint in respect of each omnibus account it holds. An exempt authorised nominee refers to an authorised nominee defined under the Securities Industry (Central Depositories) Act 1991 ("Central Depositories Act") which is exempted from compliance with the provisions of Section 25A(1) of the Central Depositories Act.

1.7 Where a member appoints more than one (1) proxy, the proportion of shareholdings to be represented by each proxy must be specified in the instrument appointing the proxies.

1.8 The appointment of a proxy may be made in a hard copy form or by electronic means in the following manner and must be received by the Company not less than forty-eight (48) hours before the time appointed for holding the General Meeting or adjourned General Meeting at which the person named in the appointment proposes to vote:

(i) In hard copy form

In the case of an appointment made in hard copy form, this proxy form must be deposited at the registered office of the Company situated at No. 1-2, Jalan Icon City, Icon City, 14000 Bukit Mertajam, Pulau Pinang.

(ii) By electronic means

The proxy form can be electronically lodged with the Share Registrar of the Company via Vistra SRMY Portal at https://srmy.vistra.com

1.9 Any authority pursuant to which such an appointment is made by a power of attorney must be deposited at the registered office of the Company situated at No. 1-2, Jalan Icon City, Icon City, 14000 Bukit Mertajam, Pulau Pinang not less than forty-eight (48) hours before the time appointed for holding the General Meeting or adjourned General Meeting at which the person named in the appointment proposes to vote. A copy of the power of attorney may be accepted provided that it is certified notarially and/or in accordance with the applicable legal requirements in the relevant jurisdiction in which it is executed.

1.10 Please ensure ALL the particulars as required in this proxy form are completed, signed and dated accordingly.

1.11 Last date and time for lodging this proxy form is 10.30 a.m. on 24 November 2026 (Tuesday).

1.12 Those proxy forms which are indicated with "√" in the spaces provided to show how the votes are to be cast will also be accepted.

1.13 Members are advised to check the Company's website and announcements from time to time for any changes to the administration of the AGM that may be necessitated by changes to the directives, safety and precautionary requirements and guidelines prescribed by the Government of Malaysia, the Ministry of Health, the Malaysian National Security Council, Securities Commission Malaysia and/or other relevant authorities.

Notice Of Annual General Meeting (Cont'd)

Explanatory Notes:

Item 1 of the Agenda - Audited Financial Statements for the financial year ended 30 June 2026

This item of the Agenda is for discussion purposes only, as Section 340(1)(a) of the Companies Act 2016 does not require the shareholders to formally approve the Audited Financial Statements. Therefore, this item will not be put forward for voting.

Ordinary Resolutions 1 to 3: Re-election of Directors who retire pursuant to Clause 76(3) of the Company's Constitution

The following Directors who are standing for re-election as Directors of the Company pursuant to Clause 76(3) of the Company's Constitution at the 57th AGM of the Company and are being eligible have offered themselves for re-election in accordance with the Company's Constitution:-

(a) Lee Eng Eow
(b) Wong Wan Chin
(c) Wong Thai Sun

(all the retiring directors are collectively referred to as "the Retiring Directors")

The Board of Directors through the Nomination Committee has deliberated on the suitability of the Retiring Directors to be re-elected as Directors. Upon deliberation, the Board (except for the respective Director concerned) collectively agreed that the Retiring Directors meet the criteria of character, experience, integrity, competence and time commitment to effectively discharge their respective roles as Directors of the Company and recommended the Retiring Directors be re-elected as the Directors of the Company.

Ordinary Resolution 4 - Directors' fees of up to RM400,000.00 for the financial year ending 30 June 2027

The proposed Ordinary Resolution 4, if passed, will authorise the payment of the Directors' fees of up to RM400,000.00 for the financial year ending 30 June 2027.

Ordinary Resolution 5 - Directors' benefits of up to RM40,000.00 from the 57th AGM up to the conclusion of the 58th AGM

The proposed Ordinary Resolution 5, if passed, will authorise the payment of Directors' benefits of up to RM40,000.00 in accordance with Section 230(1) of the Companies Act 2016 from the 57th AGM up to the conclusion of the 58th AGM.

Ordinary Resolution 7 - Authority to allot and issue shares in general pursuant to Sections 75 and 76 of the Companies Act 2016

The proposed Ordinary Resolution 7 if passed, is a general mandate to empower the Directors to issue and allot shares up to an amount not exceeding 10% of the total number of issued shares of the Company for the time being for such purposes as the Directors consider would be in the best interest of the Company. This authority, unless revoked or varied by the Company at a general meeting, will expire at the next AGM.

The general mandate will provide flexibility to the Company for any possible fund-raising activities, including but not limited to further placing of shares, for the purpose of funding future investment project(s) workings capital and/or acquisitions at any time without convening a general meeting as it would be both costs and time consuming to organise a general meeting.

The general mandate granted to the Company at the 56th AGM held on 27 November 2025 was not utilised and accordingly no proceeds were raised.

Ordinary Resolution 8 - Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transactions of a Revenue or Trading Nature

The proposed Ordinary Resolution 8 is a renewal mandate and if passed, will allow the Company and/or its subsidiaries to enter into recurrent related party transactions of a revenue or trading nature which are necessary for the day-to-day operations of the Company and/or its subsidiaries, subject to the transactions being carried out in the ordinary course of business of the Company and/or its subsidiaries and on normal commercial terms which are generally available to the public and not detrimental to the minority shareholders of the Company.

This authority, unless revoked or varied by the Company at a general meeting, will expire at the conclusion of the next AGM of the Company.

Further details are set out in the Circular to Shareholders dated 28 October 2026.

Statement Accompanying Notice Of Annual General Meeting

Pursuant to Paragraph 8.27(2) of the Main Market Listing Requirements of Bursa Securities: -

1. Details of individual who are standing for election as Directors (excluding Directors for re-election)

   No individual is seeking election as a Director at the 57th AGM of the Company.

2. General mandate for issue of securities in accordance with Paragraph 6.03 of the Main Market Listing Requirements of Bursa Securities.

   The details of the proposed authority for Directors of the Company to issue shares in the Company pursuant to Sections 75 and 76 of the Companies Act 2016 are set out in the Explanatory Note.

Administrative Guide For The 57th Annual General Meeting ("AGM")

Date	Thursday, 26 November 2026
Time	10.30 a.m.
Venue	Function Room 'MARJORIE 2', Level 11, Iconic Marjorie Hotel at 239A, Jalan Sultan Azlan Shah, 11900 Bayan Lepas, Pulau Pinang

REGISTRATION ON THE DAY OF THE 57th AGM

- Registration will commence at 9.30 a.m. on 26 November 2026 and will remain open until the conclusion of the 57th AGM or such time as may be determined by the Chairman of the meeting.
- Please present your original National Registration Identity Card (NRIC) or Passport (for non-Malaysian) to the registration staff for verification.
- Upon verification, an identification wristband will be given to you for voting purposes thereafter. No one will be allowed to enter the meeting hall without an identification wristband. There will be no replacement for the identification wristband if it is lost or misplaced.
- Registration must be done in person. No person is allowed to register on behalf of another even with the original NRIC or Passport of the other person.
- The registration counter will handle verification of identity, registration and revocation of proxy/proxies.

GENERAL MEETING RECORD OF DEPOSITORS ("ROD")

- Only a member whose name appears on the ROD as at 19 November 2026 shall be entitled to attend, speak and vote (collectively "participate") at the 57th AGM or appoint proxy(ies) to participate on his/her/its behalf.

CORPORATE MEMBERS

- Corporate members who wish to appoint corporate representatives instead of proxy(ies), must deposit their original certificate of appointment of corporate representative to the registered office of the Company situated at No. 1-2, Jalan Icon City, Icon City, 14000 Bukit Mertajam, Pulau Pinang before the 57th AGM or bring the original certificate of appointment of corporate representative to the 57th AGM.
- Attorneys appointed by power of attorney are required to deposit their power of attorney with the registered office of the Company not later than 24 November 2026 at 10.30 a.m. to attend and vote at the 57th AGM.

PROXY

The appointment of proxy(ies) may be made in hard copy form or by electronic form in the following manner and must be received by the Company not less than forty-eight (48) hours before the time appointed for holding the 57th AGM or adjourned general meeting at which the person named in the appointment proposes to vote, otherwise the Proxy Form shall not be treated as valid:-

a. In hard copy form
In case of an appointment made in hard copy form, the Proxy Form must be deposited at the registered office of the Company situated at No. 1-2, Jalan Icon City, Icon City, 14000 Bukit Mertajam, Pulau Pinang.

b. By electronic form
The Proxy Form can be electronically lodged via Vistra Share Registry and IPO (MY) portal ("**Vistra SRMY Portal**") at https://srmy.vistra.com.

Administrative Guide For The 57th Annual General Meeting ("AGM") (Cont'd)

ELECTRONIC LODGEMENT OF PROXY FORM

The procedures to lodge your Proxy Form electronically via Vistra SRMY Portal website are summarised below:

Procedure	Action
i. <u>Steps for Individual Shareholders</u>	
Register as a User at The Portal	1. Visit the website at https://srmy.vistra.com. 2. Click "**Register**" and select "**Individual Holder**" and complete the New User Registration Form. 3. For guidance, you may refer to the tutorial guide available on the homepage. 4. Once registration is completed, you will receive an email notification to verify your registered email address. 5. After verification, your registration will be reviewed and approved within one (1) working day. A confirmation email will be sent once approved. 6. Once you receive the confirmation, activate your account by creating your password. *If you are an existing user with Vistra SRMY Portal or our TIIH Online portal previously, you are not required to register again.*
Proceed with submission of Proxy Form	1. After the release of the Notice of Meeting by the Company, login with your email address and password. 2. Select the corporate event: "**ICONIC WORLDWIDE BERHAD 57TH AGM**". 3. Navigate to the 3 dots at the end of the corporate event and choose "**SUBMISSION OF PROXY FORM**". 4. Read and agree to the Terms and Conditions and confirm the Declaration. 5. Indicate the total number of shares assigned to your proxy(s) to vote on your behalf. 6. Appoint your proxy(ies) and insert the required details of your proxy(ies) or appoint the Chairman as your proxy. 7. Indicate your voting instructions – FOR or AGAINST or ABSTAIN. 8. Print the Proxy Form for your record.
i. <u>Steps for Corporation or Institutional Shareholders</u>	
Register as a User at Vistra SRMY Portal	1. Visit the website at https://srmy.vistra.com. 2. Click "**Register**" and select "**Representative of Corporate Holder**" and complete the New User Registration Form. 3. Complete the registration form with your personal details. 4. Once registration is completed, you will receive an email notification to verify your registered email address. 5. After verification, your registration will be reviewed and approval within two (2) working days. A confirmation email will be sent once approved. 6. Once you receive the confirmation, activate your account by creating your password. *Note: The representative of a corporation or institutional shareholder must register as a user in accordance with the above steps before he/she can subscribe to this corporate holder electronic proxy submission. Please contact Vistra if you need clarifications on the user registration.*
Proceed with submission of Proxy Form	1. Login to https://srmy.vistra.com with your email address and password. 2. Select the corporate event: "**ICONIC WORLDWIDE BERHAD 57TH AGM**". 3. Navigate to the icon "**>**" at the end of the corporate event. 4. Read and agree to the Terms and Conditions and confirm the Declaration. 5. Select the corporate holder's name. 6. Proceed to download the submission file. 7. Prepare the file for the appointment of proxy(ies) by inserting the required data. 8. Proceed to upload the duly completed proxy appointment file. 9. Select "**Confirm**" to complete your submission. 10. Print the confirmation report of your submission for your record.

Administrative Guide For The 57th Annual General Meeting ("AGM") (Cont'd)

POLL VOTING

- The voting at the 57th AGM will be conducted by poll in accordance with Paragraph 8.29A of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad. The Company has appointed Vistra Investor & Issuing House Services Sdn Bhd (formerly known as Tricor Investor & Issuing House Services Sdn Bhd) as a Poll Administrator to conduct the poll.

NO RECORDING OR PHOTOGRAPHY

- Strictly NO recording and photography of the proceedings of the 57th AGM is allowed without prior written permission of the Company.

ENQUIRY

If you have any enquiries on the above, please contact the following persons during office hours on Mondays to Fridays from 8.30 a.m. to 5.30 p.m. (except on public holidays):

Vistra Investor & Issuing House Services Sdn. Bhd. (formerly known as Tricor Investor & Issuing House Services Sdn. Bhd.)

General Line	:	+603-2783 9299
E-mail Address	:	is.enquiry@vistra.com

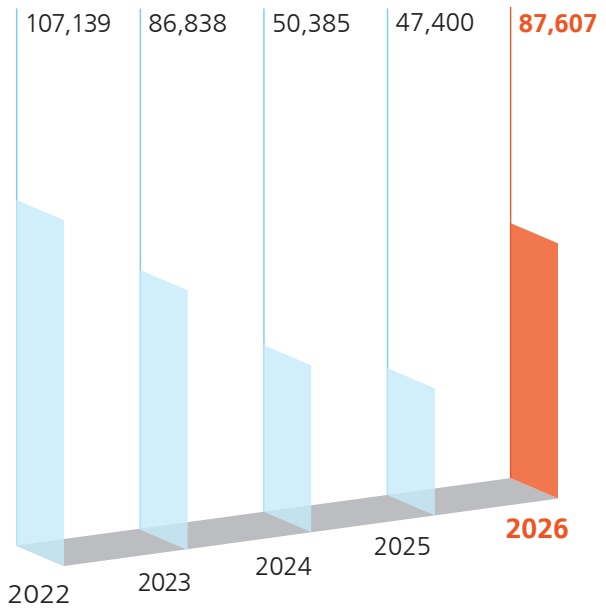
Contact persons

Mohammad Amirul Iskandar	:	+603-2783 9279 / mohammad.amirul@vistra.com
Syafiqul Hafidz	:	+603-2783 9024 / syafiqul.hafidz@vistra.com

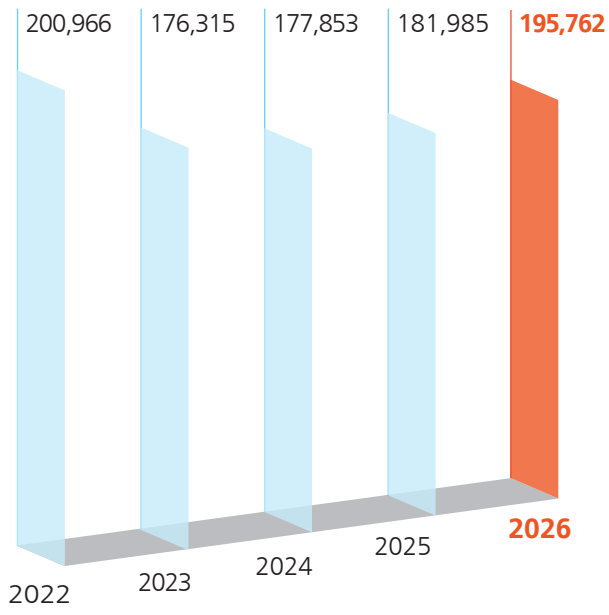
Financial Highlights

THE GROUP'S FIVE YEAR FINANCIAL HIGHLIGHTS

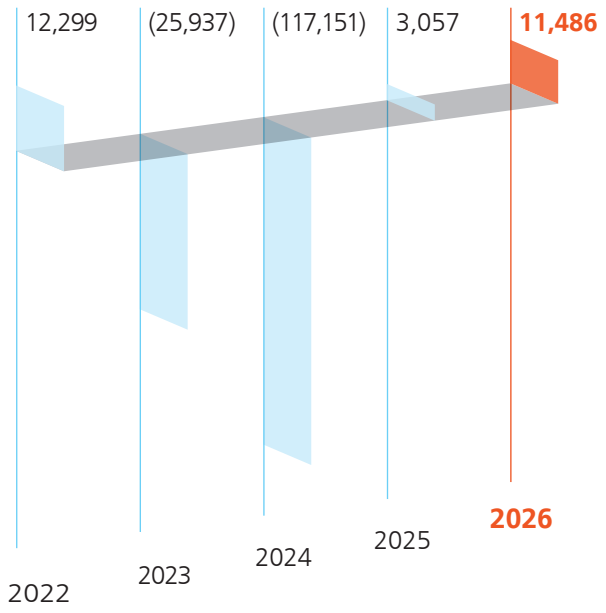
TURNOVER (RM'000)



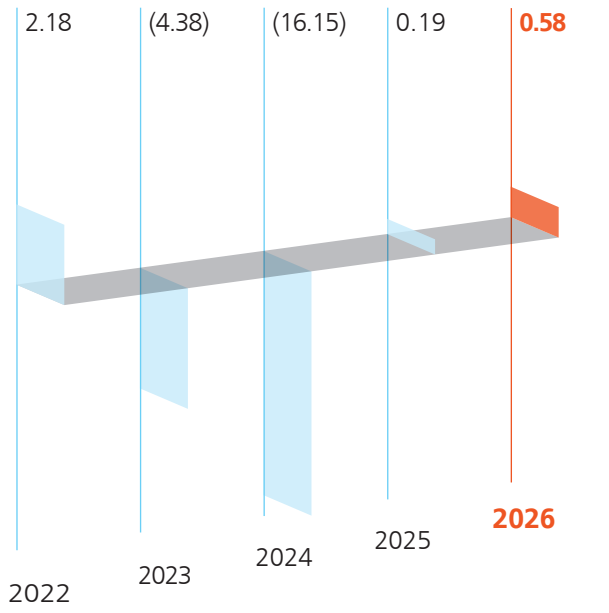
SHAREHOLDERS' EQUITY (RM'000)



PROFIT/(LOSS) BEFORE TAXATION (RM'000)



EARNINGS/(LOSS) PER SHARE (SEN)



Corporate Information

BOARD OF **DIRECTORS**

EXECUTIVE CHAIRMAN
DATO' SERI TAN KEAN TET

MANAGING DIRECTOR
MR TAN CHO CHIA

EXECUTIVE DIRECTORS
MS TAN SEOK YING
MR JASON CHUNG WEI CHIUN

INDEPENDENT NON-EXECUTIVE DIRECTORS
MS CHIA YUET YOONG
MR LEE ENG EOW
MS WONG WAN CHIN
MR WONG THAI SUN



AUDIT AND RISK MANAGEMENT COMMITTEE

Chairman
MR WONG THAI SUN

Members
MS CHIA YUET YOONG
MR LEE ENG EOW
MS WONG WAN CHIN

COMPANY SECRETARIES

MR TAN TONG LANG
(MAICSA 7045482)
(SSM PC NO. 202208000250)

MS ANG WEE MIN
(MAICSA 7076022)
(SSM PC NO. 202208000334)

AUDITORS

UHY MALAYSIA PLT (AF1411)
CHARTERED ACCOUNTANTS
SUITE 11.05, LEVEL 11
THE GARDENS SOUTH TOWER
MID VALLEY CITY
LINGKARAN SYED PUTRA
59200 KUALA LUMPUR

NOMINATION COMMITTEE

Chairperson
MS CHIA YUET YOONG

Members
MR LEE ENG EOW
MS WONG WAN CHIN
MR WONG THAI SUN

REGISTERED OFFICE

NO. 1-2, JALAN ICON CITY
ICON CITY
14000 BUKIT MERTAJAM
PULAU PINANG
TEL : 604-5040 588
EMAIL : admin.worldwide@iconic.com.my

PRINCIPAL BANKERS

MALAYAN BANKING BERHAD
MAYBANK ISLAMIC BERHAD
RHB BANK BERHAD
AM BANK BERHAD

REMUNERATION COMMITTEE

Chairman
MR LEE ENG EOW

Members
MS CHIA YUET YOONG
MS WONG WAN CHIN
MR WONG THAI SUN

SHARE REGISTRAR

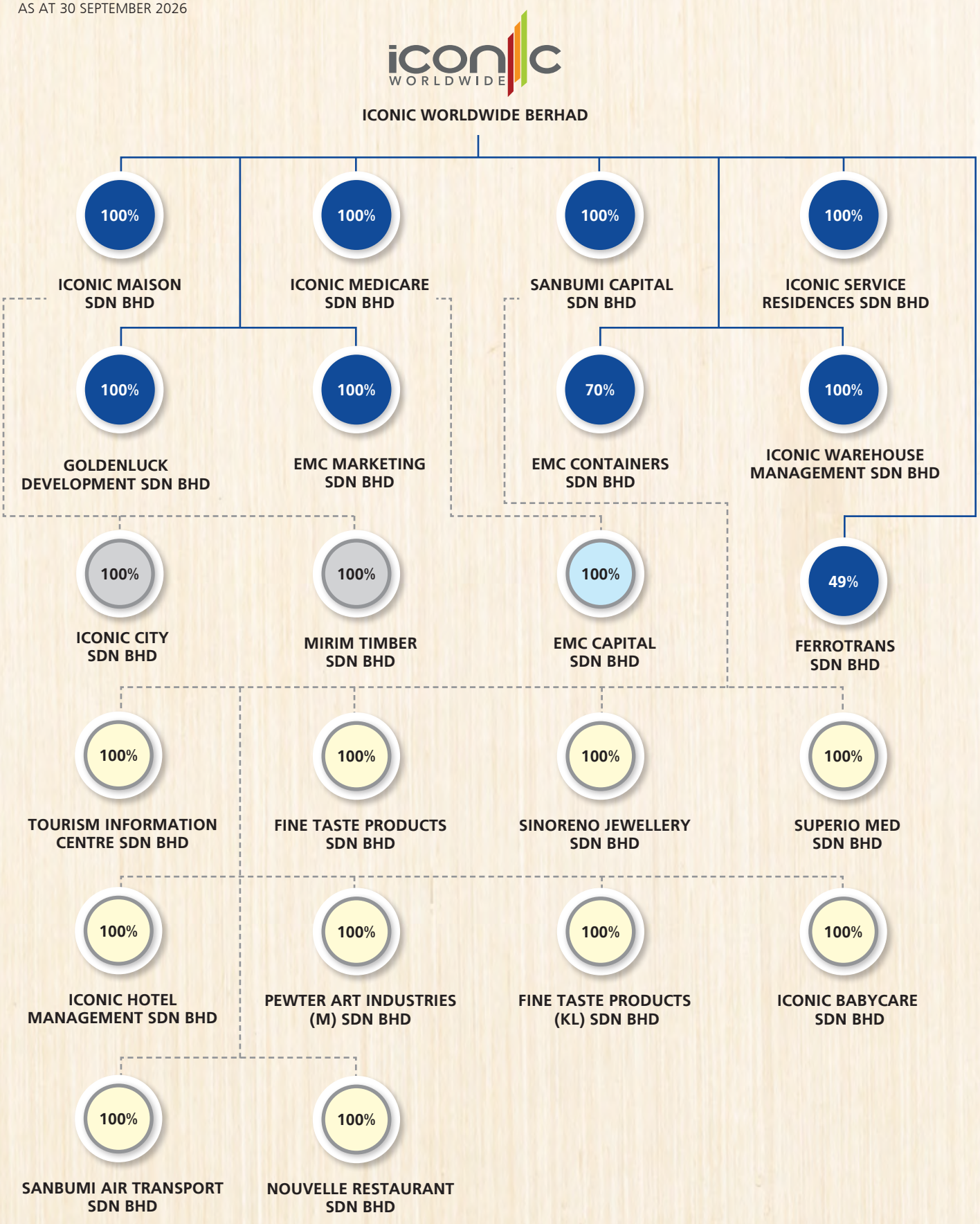
VISTRA INVESTOR & ISSUING HOUSE SERVICES SDN BHD
(formerly known as TRICOR INVESTOR & ISSUING HOUSE SERVICES SDN BHD)
(197101000970) (11324-H)
UNIT 32-01, LEVEL 32, TOWER A
VERTICAL BUSINESS SUITE
AVENUE 3, BANGSAR SOUTH
NO. 8, JALAN KERINCHI
59200 KUALA LUMPUR
TEL : 603 – 2783 9299
EMAIL : is.enquiry@vistra.com

STOCK EXCHANGE LISTING

MAIN MARKET OF BURSA MALAYSIA SECURITIES BERHAD
STOCK NAME : ICONIC
STOCK CODE : 9113

Corporate Structure

AS AT 30 SEPTEMBER 2026



Profile Of The Board Of Directors

DATO' SERI TAN KEAN TET
Executive Chairman

Malaysian | Male | AGE 64



Dato' Seri Tan Kean Tet was appointed as Executive Director of Iconic Worldwide Berhad ("IWB") on 23 April 2019. He was redesignated as Managing Director on 30 August 2019 and subsequently assumed the role of Executive Chairman on 30 May 2023.

He is also the visionary founder and Chairman of Iconic Group Sdn Bhd ("IGSB"), together with its subsidiaries and related companies (collectively, "IGSB Group"), a Penang-based property and hospitality group.

Dato' Seri Tan began his career in 1991 as a consultant with Penshrimp Sdn Bhd, an aquaculture company incorporated that year. In 1993, he acquired Penshrimp Sdn Bhd and served as its Chairman and Director until 2015. Over the years, he expanded into related aquaculture ventures, incorporating Penshrimp Hatchery Sdn Bhd (1997), Penshrimp Aquaculture Sdn Bhd (2002), and Penshrimp Fishery Sdn Bhd (2013), all of which were engaged in the breeding and export of marine fish.

After more than two decades in aquaculture, he ventured into property development with the incorporation of IGSB in 2011 and subsequently expanded into the hospitality business in 2016. Under his leadership, IGSB Group together with IWB have successfully completed and delivered projects with a combined gross development value of approximately RM1.2 billion. Notable developments include Iconic Regency, Iconic Marjorie Hotel (A Tribute Portfolio by Marriott), Iconic Point, Icon City, Iconic Hotel, Iconic Skies, and Iconic Vue.

Within the hospitality sector, he oversees a portfolio of two hotels in Penang:
- Iconic Marjorie Hotel – a five-star hotel under Marriott International's Tribute Portfolio, and
- Iconic Hotel Penang – a four-star business-class hotel.

In his role as Executive Chairman of IWB, Dato' Seri Tan is responsible for providing overall leadership and strategic direction for IWB and its subsidiary companies ("IWB Group") and guides IWB Group's growth across its property development, hospitality, and manufacturing divisions. In 2021, he led the successful completion and handover of a RM200 million factory in Batu Kawan, Penang, under Iconic Medicare Sdn Bhd ("IMED"), a subsidiary of IWB engaged in the manufacturing of healthcare and consumer products.

To date, he has accumulated more than 15 years of experience in property development and hospitality, alongside his role in expanding IWB into the manufacturing sector.

Dato' Seri Tan does not hold directorships in other public listed companies but sits on the boards of several private limited companies. He has no convictions for any offences within the past five years, other than traffic-related offences, if any and there have not been any public sanctions or penalties imposed on him by any regulatory authorities during the financial year.

He is the father of Tan Cho Chia and Tan Seok Ying, and father-in-law of Jason Chung Wei Chiun, all of whom are Executive Directors of IWB. Save as disclosed, he has no other family relationships with the directors and/or major shareholders of IWB.

He has no conflict of interest or potential conflict of interest in any business arrangements involving IWB or IWB Group for the financial year, other than those duly disclosed in the Annual Report.

Profile Of The Board Of Directors (Cont'd)

TAN CHO CHIA
Managing Director

Malaysian | Male | AGE 35



Tan Cho Chia was appointed as Executive Director of Iconic Worldwide Berhad ("IWB") on 9 January 2019 and was subsequently re-designated as Managing Director on 30 May 2023.

He obtained his Bachelor of Engineering (Honours) degree from the University of Manchester, United Kingdom, in 2013, and completed his Master of Science in Civil Engineering with distinction from University College London, United Kingdom in 2014.

Tan Cho Chia began his career in 2014 as a Project Manager at Iconic Development Sdn Bhd ("IDSB") and was promoted to Project Director in 2018. He has over 10 years of experience in the property and hospitality segments and has been involved in design, construction and successful delivery of various development projects in Penang, including Iconic Regency, Iconic Point, Iconic Marjorie Hotel, Icon City, Iconic Hotel, Iconic Skies and Iconic Vue. Notably, he led the development team for the Iconic Point project and played a key role in the setup and pre-opening operations of Iconic Marjorie Hotel, which provided him with valuable first-hand experience in international hospitality operations.

IWB and its subsidiary companies ('IWB Group") are also involved in the hospitality sector, which Tan Cho Chia oversees. He is responsible for the management of Iconic Hotel, a four-star business class hotel as well as the management and operations of the serviced apartments known as Iconic Regency. The crossover of responsibilities has broadened his experience and expertise across both property development and hospitality management.

Tan Cho Chia successfully led and guided the IWB Group to diversify into property development business in 2019 and is actively looking to expand the development segment further, in line with the IWB Group's long-term growth strategy. Currently, he is leading the development of Iconic Harmony, a project comprising 751 units of affordable housing in Bukit Mertajam, Penang, with a gross development value ("GDV") of RM250 million expected to be delivered sometime in 2027.

In 2020, under the leadership of Tan Cho Chia, the IWB Group also diversified into the manufacturing sector. He was instrumental in the design, construction and operation of a RM200 million manufacturing facility in Batu Kawan, Penang. He continues to be actively involved in this business segment, having expanded its product range from healthcare to consumer goods.

Tan Cho Chia does not hold any directorship in other public companies but sits on the boards of several private limited companies. He has no convictions for any offences within the past five years, other than traffic-related offences, if any and there have not been any public sanctions or penalties imposed on him by any regulatory authorities during the financial year.

He is the son of Dato' Seri Tan Kean Tet, the Executive Chairman and a substantial shareholder of IWB. He is also the brother of Tan Seok Ying and the brother-in-law of Jason Chung Wei Chiun, who are Executive Directors of IWB. Save as disclosed, he has no other family relationship with the directors and/or major shareholders of IWB.

He has no conflict of interest or potential conflict of interest in any business arrangements involving IWB or IWB Group for the financial year, other than those duly disclosed in the Annual Report.

Profile Of The Board Of Directors (Cont'd)

TAN SEOK YING
Executive Director

Malaysian | Female | 42



Tan Seok Ying was appointed as Executive Director of Iconic Worldwide Berhad ("IWB") on 23 September 2019.

Tan Seok Ying obtained her Bachelor of Accounting from Murdoch University, Perth, Australia in 2008. She began her career as the Executive Director and Co-Founder of Iconic Group Sdn Bhd and its subsidiary companies ("IGSB Group"), a property development group of companies based in Penang in 2011. She is also the Human Resource, Accounting & Marketing Director of IGSB Group.

With over 15 years of experience in the property sector, she has played a key role in the successful development of various commercial, hotel, industrial, and residential projects, including Iconic Harmony, Iconic Point, Icon City, Iconic Regency, Iconic Skies, Iconic Vue, Iconic Hotel, and Iconic Marjorie Hotel.

She is also actively involved in the operations and management of Iconic Marjorie Hotel, a five-star Tribute Portfolio by Marriott, and Iconic Hotel, a four-star business-class hotel in Penang. As the Chief Financial Officer of IWB and its subsidiary companies (IWB Group), she is responsible for financial strategy, corporate finance, and risk management, including overseeing the manufacturing operations of Iconic Medicare Sdn Bhd, a wholly-owned subsidiary engaged in the healthcare and consumer product business.

Tan Seok Ying does not hold any directorship in other public companies but she sits on the Board of several other private limited companies. She has no conviction for any offences within the past five (5) years other than traffic-related offences, if any, and there have not been any public sanctions or penalties imposed on her by any regulatory authorities during the financial year.

Tan Seok Ying is the daughter of Dato' Seri Tan Kean Tet, the Executive Chairman and substantial shareholder of IWB. She is also the sister of Tan Cho Chia, the Managing Director of IWB and the spouse of Jason Chung Wei Chiun who is an Executive Director of IWB. Save as disclosed, she has no other family relationship with the directors and/or major shareholders of IWB.

She has no conflict of interest or potential conflict of interest in any business arrangements involving IWB or IWB Group for the financial year, other than those duly disclosed in the Annual Report.

Profile Of The Board Of Directors (Cont'd)

JASON CHUNG WEI CHIUN
Executive Director

Malaysian | Male | AGE 47



Jason Chung Wei Chiun was appointed as Executive Director of Iconic Worldwide Berhad ("IWB") on 28 May 2020. He is also the Chief Technology Officer of IWB and Sales & Marketing Director of Iconic Maison Sdn Bhd (IMSB), a wholly-owned subsidiary of IWB.

He began his career in 2011 as Co-Founder and Executive Director of Iconic Group Sdn Bhd ("IGSB"), a Penang-based property development company. With over 15 years of experience in the property sector, he has been actively involved in various commercial, hotel, industrial, and residential projects including Iconic Harmony, Iconic Point, Icon City, Iconic Regency, Iconic Skies, Iconic Vue, Iconic Hotel, and Iconic Marjorie Hotel. He is also actively involved in the operations and management of Iconic Marjorie Hotel, a five-star Tribute Portfolio by Marriott, and Iconic Hotel, a four-star business-class hotel in Penang.

As the Chief Technology Officer of IWB and its subsidiary companies ("IWB Group"), Jason Chung Wei Chiun led the design and implementation of the IT infrastructure for IWB and IWB Group's manufacturing facility under Iconic Medicare Sdn Bhd, a wholly-owned subsidiary engaged in healthcare and consumer product business.

As the Sales & Marketing Director of IMSB, Jason Chung Wei Chiun has proven his dynamic leadership skill, excellent communication and decision-making skills and an astute business acumen from the successful sales performance of the IMSB's development projects. His ability to articulate the distinct aspects of products and services has strengthen the development and execution of the strategic action plan for overall positioning of the projects. He will continue to accomplished business development by researching and developing marketing opportunities and plans, strengthening brand communication, risk management and the expansion of customer base.

Jason Chung Wei Chiun does not hold any directorships in other public companies but serves on the Boards of several private companies. He has no conviction for any offences within the past five (5) years, other than traffic-related offences, if any, and there have not been any public sanctions or penalties imposed on him by any regulatory authorities during the financial year.

Jason Chung Wei Chiun is the spouse of Tan Seok Ying, Executive Director of IWB; son-in-law of Dato' Seri Tan Kean Tet, Executive Chairman and substantial shareholder of IWB; and brother-in-law of Tan Cho Chia, Managing Director of IWB. Save as disclosed, he has no other family relationship with directors and/or major shareholders of IWB.

He has no conflict of interest or potential conflict of interest in any business arrangements involving IWB or IWB Group for the financial year, other than those duly disclosed in the Annual Report.

Profile Of The Board Of Directors (Cont'd)

CHIA YUET YOONG
Independent Non-Executive Director

Malaysian | Female | AGE 68



Chia Yuet Yoong was appointed as Independent Non-Executive Director of Iconic Worldwide Berhad ("IWB") on 30 May 2023. Chia Yuet Yoong is the Chairman of the Nomination Committee, a member of the Audit and Risk Management Committee and a member of the Remuneration Committee of IWB.

Chia Yuet Yoong holds a Bachelor of Economics from Wilfrid Laurier University, Waterloo, Canada and graduated in 1986. She has an impressive track record in the capital market, having worked with TA Holdings Group of Companies for the past 37 years. Chia Yuet Yoong dedicated her career navigating complex capital markets, delivering strategic advisory and managing dynamic investment teams. Her extensive knowledge of the stockbroking and corporate network encompasses leadership in high-value Mergers and Acquisitions, capital fundraising initiatives and corporate restructuring exercises.

Throughout her four decades of exposure in the financial market, she has enabled institutions, corporations and high-net-worth clients to capitalize on growth opportunities while mitigating systemic risk. Her approach pairs strategic foresight with rigorous risk management to successfully steer portfolios through major financial storms and volatile market cycles. Central to her professional journey is team leadership and client stewardship. Having built and led high performing teams across investment analysis, trading and client servicing, she maintained a steadfast commitment to exceptional service, long-term relationship building and sustained client retention.

Chia Yuet Yoong does not hold any directorship in other public companies and she does not sit on the Board of any private limited companies.

Chia Yuet Yoong has no family relationship with directors and/or major shareholders of IWB. She has no conflict of interest or potential conflict of interest in any business arrangement involving the IWB Group and has no conviction for any offences within the past five (5) years other than traffic-related offences, if any.

There have not been any public sanction or penalties imposed on her by any regulatory bodies during the financial year.

Profile Of The Board Of Directors (Cont'd)

LEE ENG EOW
Independent Non-Executive Director

Malaysian | Male | AGE 52



Lee Eng Eow was appointed as an Independent Non-Executive Director of Iconic Worldwide Berhad ("IWB") on 1 October 2023. Lee Eng Eow is the Chairman of the Remuneration Committee, a member of the Audit and Risk Management Committee and a member of the Nomination Committee of IWB.

Lee Eng Eow graduated from Deakin University, Melbourne, Australia with a Bachelor of Commerce degree in 1996 and is a fellow member of the Chartered Practicing Accountants ("CPA"), Australia. He is also a Chartered Accountant and a member of the Malaysian Institute of Accountants ("MIA"), a member of the ASEAN Chartered Professional Accountants, a member of the Association of Certified Accountants and a member of INSOL International.

Lee Eng Eow has approximately thirty (30) years of working experience in internal and external auditing, tax planning, corporate advisory, restructuring services as well as merger and acquisition exercises.

Lee Eng Eow commenced his professional journey in 1997 as a graduate assistant in the assurance division of Deloitte Malaysia. Over the course of more than fourteen (14) years, he advanced through the ranks to become an audit principal. Following his tenure at Deloitte Malaysia, he joined and served as an audit principal at several mid-tier audit firms across Singapore, Kuala Lumpur and Penang for over five (5) years. Building on his extensive experience, he went on to establish his own consultancy firms. He is the founder and director of RI Tax Consultancy Sdn. Bhd. and Wise Rock Sdn. Bhd.

Lee Eng Eow does not hold any directorship in other public companies but sits on the Boards of several other private limited companies.

Lee Eng Eow has no family relationship with directors and/or major shareholders of IWB. He has no conflict of interest or potential conflict of interest in any business arrangement involving the IWB Group and has no conviction for any offences within the past five (5) years other than traffic-related offences, if any.

There have not been any public sanction or penalties imposed on him by any regulatory bodies during the financial year.

Profile Of The Board Of Directors (Cont'd)

WONG WAN CHIN
Independent Non-Executive Director

Malaysian | Female | AGE 51



Wong Wan Chin was appointed as Independent Non-Executive Director of Iconic Worldwide Berhad ("IWB") on 16 April 2024. She is a member of the Audit and Risk Management Committee, a member of the Nomination Committee and a member of the Remuneration Committee of IWB.

Wong Wan Chin obtained her 2nd Class Upper with honours degree in law [LLB(Hons.)] from University of Malaya in 1999 and was admitted to the Bar in the year 2000. She started her career as a legal assistant in Messrs Wong-Chooi & Mohd Noor and worked her way up to being a partner in 2002 and continued working until 2009 before joining Messrs Lio & Partners. She left Messrs Lio & Partners in April 2017 and established, Messrs Wong & Loh. She is currently the Managing Partner of Messrs Wong & Loh.

Wong Wan Chin has over 26 years of experience in the legal profession and her areas of expertise covers the capital markets which includes initial public offering, mergers and acquisitions, joint ventures and corporate restructurings as well as in-depth experiences in preparing commercial agreements for corporate companies. She is also the Vice President of Penang Chinese Chamber of Commerce and is widely recognised in the local business community where she has been appointed as legal advisor to several local associations.

Wong Wan Chin also sits on the Boards of Volcano Berhad and Pioneer Heat Holdings Berhad as Independent Non-Executive Chairman and Chemlite Innovation Berhad as Independent Non-Executive Director. All these companies are listed on the ACE Market of Bursa Malaysia Securities Berhad.

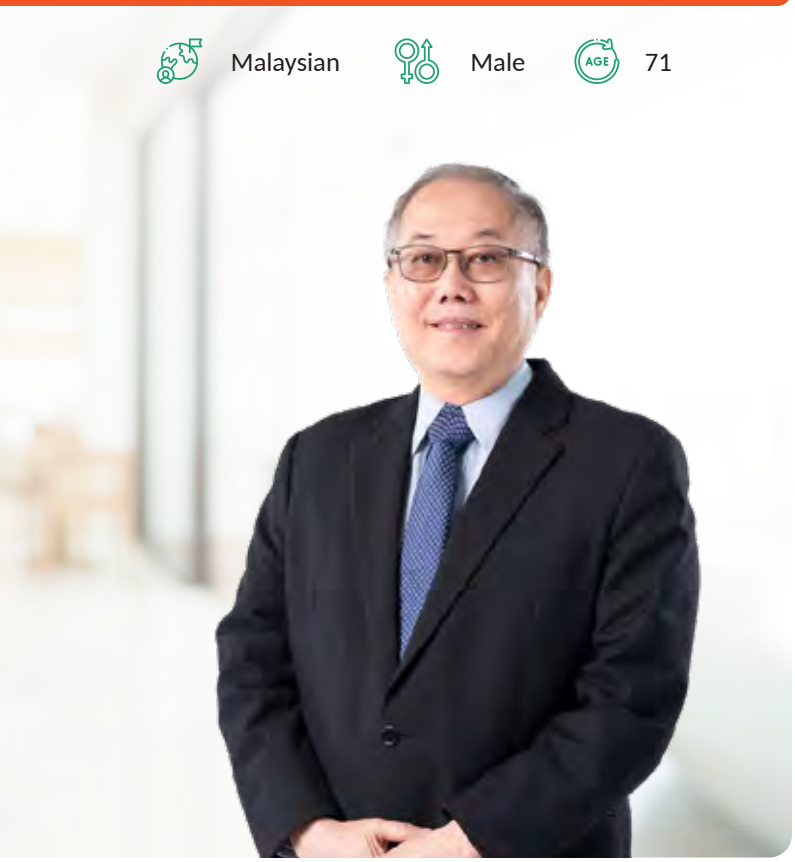
Wong Wan Chin has no family relationship with directors and/or major shareholders of IWB. She has no conflict of interest or potential conflict of interest in any business arrangement involving the IWB Group and has no conviction for any offences within the past five (5) years other than traffic-related offences, if any.

There have not been any public sanction or penalties imposed on her by any regulatory bodies during the financial year.

Profile Of The Board Of Directors (Cont'd)

WONG THAI SUN
Independent Non-Executive Director

Malaysian | Male | AGE 71



Wong Thai Sun was appointed as Independent Non-Executive Director of Iconic Worldwide Berhad ("IWB") on 30 August 2024. He is also the Chairman of the Audit and Risk Management Committee, a member of the Nomination Committee and a member of the Remuneration Committee of IWB.

Wong Thai Sun is a Chartered Accountant and a member of the Malaysian Institute of Accountants ("MIA") and a member of the Chartered Practicing Accountants ("CPA"), Australia. He also holds a Bachelor Degree in Economics from the Australian National University.

Wong Thai Sun has been in public practice for over 40 years and is currently a partner in Wong Thai Sun & Associates as well as Ecovis Malaysia PLT. He has also served as an Independent Non-Executive Director on the Boards of Suiwah Corporation Berhad from 2001 to 2019, D'Nonce Technology Berhad from 2006 to 2018 and Emico Holdings Berhad from 2008 to 2023, all of which are companies listed on Bursa Malaysia Securities Berhad ("Bursa Malaysia").

Wong Thai Sun currently sits on the Boards of P.I.E. Industrial Berhad and Ambest Group Berhad, both of which are companies listed on Bursa Malaysia, as an Independent Non-Executive Director.

Wong Thai Sun has no family relationship with directors and/or major shareholders of IWB. He has no conflict of interest or potential conflict of interest in any business arrangement involving the IWB Group and has no conviction for any offences within the past five (5) years other than traffic-related offences, if any.

There have not been any public sanction or penalties imposed on him by any regulatory bodies during the financial year.

Profile Of Key Senior Management

WOON YEAT POR
Project Director, Property Development

Malaysian | Male | AGE 61

Woon Yeat Por, is the Project Director of Iconic Maison Sdn Bhd, a wholly-owned subsidiary company of Iconic Worldwide Berhad. He holds a Bachelor of Science (Housing, Building & Planning) Degree with Honours and a Master of Business Administration Degree from University Sains Malaysia.

He is responsible for the planning, budgeting and execution of all development projects for the IWB Group. He has over 30 years of working experience in the construction and property development industry particularly in the east coast and northern region of Malaysia.

He started his career as a site Quantity Surveyor with Ho Hup Construction Sdn Bhd in 1990, Mudajaya Construction Sdn Bhd in 1991 and Bridgecon Engineering Sdn Bhd in 1993. In his 5 years tenure with these companies he was involved in the North-South Interurban Expressway projects and a high-rise residential development project. He subsequently joined the property division of Ban Hin Lee Group in 1995 before moving to Malvest Group in 1997 where he continued to work until 2015. He gained vast experience being involved in the development of various commercial, residential and hypermarket development projects in Penang as well as in Kelantan during his tenure with Malvest Group.

He joined Iconic Development Sdn Bhd in 2015 as the General Manager and was responsible for the overall business operations of its group of companies. During his 3 years tenure there he had successfully led the team in completing the development and construction of a 4-star Business Class hotel now known as Iconic Hotel in 2016 and a luxury condominium project now known as Iconic Skies in Relau, Penang in 2017.

He does not hold any directorship in public listed companies. He has no family relationship with directors and/or major shareholders of IWB. He has no conflict of interest or potential conflict of interest in any business arrangement involving the IWB Group and has no record of convictions for any offences within the past five (5) years other than traffic-related offences, if any.

There have not been any public sanction or penalties imposed on him by any regulatory bodies during the financial year.

SELVAKUMARAN P SATHASIVAM
Head of Finance

Malaysian | Male | AGE 57

Selvakumaran P Sathasivam, is the Head of Finance of Iconic Worldwide Berhad ("IWB"). He has been with the Company for the last twenty-six (26) years and is also the officer primarily responsible for the financial management and corporate administrative affairs of IWB and its subsidiary companies ("IWB Group"). He is also responsible for the preparation of reports for financial and non-financial related matters, particularly those involving submissions to regulatory authorities, stakeholders and other relevant parties or authorities for the IWB Group annually and when necessary.

He started his career in finance in 1989 when he joined one of the big four audit firms as an audit assistant and worked his way up through the ranks to become an assistant audit manager before joining IWB in the year 2000. During his tenure in the field of auditing, he gained vast exposure and experiences leading statutory audits, special audits, audit investigations as well as the development and implementation of accounting and sound internal control systems. His portfolio of clients ranged from medium sized local trading and manufacturing companies to large multi-national manufacturing companies, public listed companies, finance companies, government agencies, construction companies, property development companies and stockbrokers. He also had exposure and experiences in corporate tax and corporate advisory works including receiverships and liquidations.

He does not hold any directorship in public listed companies. He has no family relationship with directors and/or major shareholders of IWB. He has no conflict of interest or potential conflict of interest in any business arrangement involving the IWB Group and has no record of convictions for any offences within the past five (5) years other than traffic-related offences, if any.

There have not been any public sanction or penalties imposed on him by any regulatory bodies during the financial year.

Profile Of Key Senior Management (Cont'd)

TAN CHANG KEONG
Operation Manager

Malaysian | Male | 50

Tan Chang Keong joined Iconic Medicare Sdn Bhd, a wholly-owned subsidiary company of Iconic Worldwide Berhad on 1 July 2020 as Operation Manager for the face masks division. He is primarily responsible for the management and day-to-day operation of the face mask manufacturing facility of the company. He has over 25 years of experience in the manufacturing field which includes managing production lines, handling store arrangements and product quality checking.

He graduated from University Utara Malaysia with Bachelor's Degree in Social Work Management in 2000. In 2000, he started his career with Hotayi Electronic Sdn Bhd, a company involved in the manufacturing of electrical and electronic products as a Store Executive mainly responsible for the sourcing of materials for production, overseeing delivery of finished products and stock planning.

In 2002, he joined Pensonic Sales & Service Sdn Bhd, a company involved in manufacturing of electrical and electronic products as Senior Executive where he was mainly responsible for production planning, setting up of new product lines and reporting to management.

In 2008, he joined Hallbert Sdn Bhd, a company involved in the manufacturing of electronic products as Senior Executive mainly responsible for assisting the Production Manager in overseeing the production activity and setting up proper control system at the production floor, proper documentation control and proper work procedures.

In 2012, he joined Nanotronic (Malaysia) Sdn Bhd, a company involved in the manufacturing of electronic products as a Factory Manager mainly responsible for managing the day-to-day operations of the factory.

In 2017, he joined O.G. Uniform Trading Sdn Bhd, a company involved in the manufacturing of apparels as Production Manager where he was responsible for the overall management and operation of the manufacturing facility.

He does not hold any directorship in public listed companies. He has no family relationship with directors and/or substantial shareholders of IWB. He has no conflict of interest or potential conflict of interest in any business arrangement involving the IWB Group and has no conviction for any offences within the past five (5) years other than traffic-related offences, if any.

There have not been any public sanction or penalties imposed on him by any regulatory bodies during the financial year.



Management Discussion And Analysis



Iconic Worldwide Berhad ("IWB"), listed on the Main Market of Bursa Malaysia Securities Berhad ("Bursa Malaysia") since 1994, is a diversified group of companies with businesses spanning from property development, manufacturing and trading, hospitality services and real estate investments.

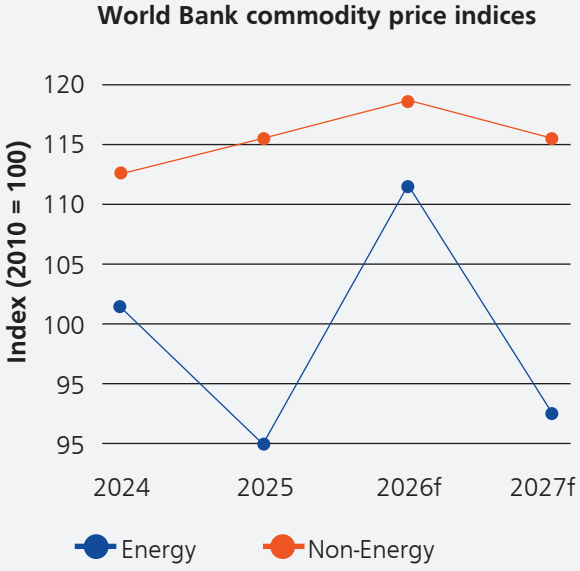
IWB and its subsidiary companies ("IWB Group") recorded further progress in its overall performance during the financial year ended 30 June 2026 (FYE2026), building on the return to profitability in the previous financial year.

IWB Group operates principally in Malaysia through four reportable segments. The Property Development segment encompasses the development and sale of commercial and residential properties. The Manufacturing segment comprises the manufacturing and sales of personal protective equipment ("PPE") products such as face masks, personal hygiene and cosmetic products such as baby diapers, wipes, swaddle cloth and baby essentials. The Hospitality Services segment provides management services for hotels and service residences which includes short-term lodging ("STL") facilities and related services. The Others segment mainly comprises real estate investments and investment holding activities.

GLOBAL ECONOMIC AND GEOPOLITICAL LANDSCAPE

The IWB Group's FYE2026 unfolded against a tough external environment characterised mainly by the changing trade policies, persistent geopolitical uncertainties and continued adjustment in the supply chain activities. Although global activities generally remained supported by domestic demand in major economies the uncertainties over tariffs, trade restrictions and the regional conflicts heavily weighed on business confidence, complicated procurement processes and disrupted key investment decisions. Bank Negara Malaysia's Economic and Monetary Review 2025 projected global growth to be moderate in 2026 and highlighted tariff-related uncertainty and the conflicts in the Middle East as principal downside risks.

The above developments in the global economic and geopolitical landscape were particularly relevant and significant to Malaysian businesses exposed to imported inputs, freight services and international consumer markets. The changes in tariff treatment can redirect sourcing patterns and increase compliance requirements, while shipping disruptions and energy-price volatility may translate into longer lead times and more variable transport and production costs. For local companies operating across manufacturing, property development and hospitality, such pressures can arise through different channels such as cost of imported raw materials, trading goods, construction inputs, provision of services, traveler's spending power and transport connectivity.



Source: World Bank, Commodity Markets Outlook (April 2026).
f = forecast.

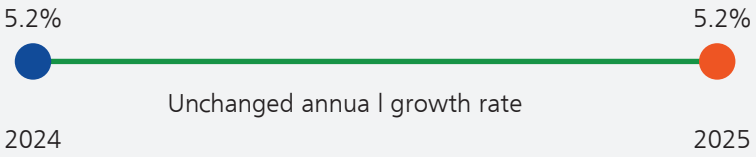
Figure 1. Historical data and World Bank projections

Management Discussion And Analysis (Cont'd)

DOMESTIC ECONOMIC AND BUSINESS ENVIRONMENT

Malaysia's economy remained comparatively resilient during the period under review duly supported by household consumption, investment activity and services-sector expansion. The Department of Statistics Malaysia reported that the real gross domestic product ("GDP") grew by 5.4% in the first quarter of 2026 and 6.0% in the second quarter, resulting in a 5.7% average growth in real GDP for the first half of 2026, compared with 4.5% in the corresponding period of 2025[1].

Malaysia real GDP growth | slope comparison



Source: DOSM, Gross Domestic Product 2025 (15 May 2026).

The domestic operating environment was also shaped by increasing expectations concerning sustainability, corporate governance and regulatory compliance. Businesses faced greater scrutiny of environmental impacts, procurement integrity, product standards and the consistency of disclosures. In property development, these expectations can influence design and construction choices; in manufacturing, product traceability and quality assurance; and in hospitality, operating standards, customer safety and resource efficiency.

Looking ahead, Malaysia's diversified economy and continued support for infrastructure and tourism-related activity almost certainly will provide a conducive and constructive foundation for sustainable growth, although the outlook remains sensitive to external demand, global policy shifts and resultant domestic cost conditions. At the same time, inflation in selected operating inputs, wage-related pressures, financing costs may affect operating margins and cash flows.

PROPERTY DEVELOPMENT INDUSTRY

The Malaysian property sector continued to operate in a market where location, affordability, product differentiation and access to financing were important determinants of demand. While urbanisation and household formation provide structural support for residential property, buyers remain selective in assessing price, connectivity, completion certainty and the quality of amenities. The National Property Information Centre (NAPIC) publishes detailed property market, transaction, price and inventory information for 2026.[2]

As for high-rise residential developments, market conditions are not uniform across locations or price segments. Demand in established urban centers may benefit from transport links, employment clusters and lifestyle facilities, whereas competing launches and completed unsold stock can intensify pricing pressure. A broader industry review published in 2026 noted that residential transactions softened in the first quarter while completed-unsold stock increased, illustrating the importance of disciplined market positioning[3].

Construction costs, labour availability, contractor performance and regulatory approvals remain significant execution considerations. Even where sales demand is adequate, project margins and cash conversion can be affected by changes in material costs, financing requirements, construction schedules and the timing of progressive billings. Developers therefore need to balance sales momentum with construction progress and the availability of funding throughout the project lifecycle.

Management Discussion And Analysis (Cont'd)

PROPERTY DEVELOPMENT INDUSTRY (CONT'D)

Property development: purchaser decision journey

Illustrative demand and execution checkpoints; not a project status report



Illustrative framework: relative importance varies across market segments and developments.

Over the medium term, property developers that respond to purchaser preferences, maintain sound construction governance and incorporate economically viable resource-efficiency measures may be better positioned to compete.

MANUFACTURING INDUSTRY — PERSONAL PROTECTIVE EQUIPMENT AND PERSONAL HYGIENE AND COSMETIC RELATED PRODUCTS

The personal protective equipment ("PPE") market continued its transition towards more normalised purchasing patterns, declining demand with greater price competition and heightened attention to product quality and specifications. Customers increasingly evaluate suppliers on the basis of quality consistency, cost, supply reliability and compliance with applicable product and market requirements. The industry also remains exposed to fluctuations in packaging, polymers, nonwoven materials, freight and energy costs.

For face masks and related PPE, the competitive environment can be challenging where product offerings are relatively standardised and buyers have access to multiple local and regional suppliers. Sustained profitability therefore depends largely on customer demand, capacity utilisation, procurement discipline and the ability to serve customers with differentiated specifications or reliable delivery arrangements.

The personal hygiene product market, in particular baby diapers, has different demand characteristics. Purchases are linked to everyday household needs, product quality, performance and affordability, brand loyalty, distribution reach and retail competition influencing market share.

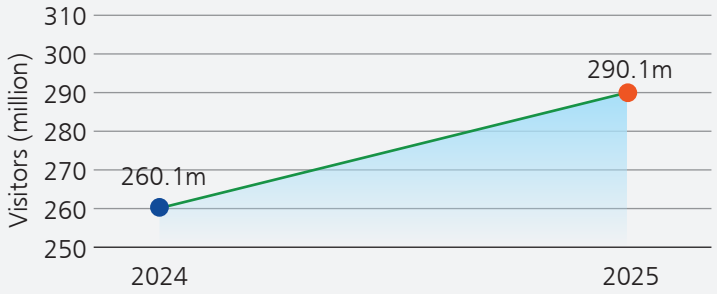
Demand for reliable and convenient personal hygiene products can offer opportunities, but the need to manage input-price changes, inventory levels, packaging requirements and competition from established domestic and international brands are crucial.

Management Discussion And Analysis (Cont'd)

HOSPITALITY AND TOURISM INDUSTRY

The tourism and hospitality industry entered 2026 with a stronger promotional platform through Visit Malaysia 2026 (VM2026). Tourism Malaysia officially commenced the nationwide campaign on 1 January 2026 and expected a target of 43 million international visitors for the calendar year. It also reported 38.3 million international visitor arrivals for January to November 2025[4]. These are national industry figures and should not be interpreted as the Group's occupancy or revenue performance.

Domestic visitors | two-year trend



Source: DOSM, Domestic Tourism Survey 2025 (16 June 2026).

Greater destination visibility, promotional and cultural events, new and improved international connectivity and the growing domestic travel activity duly supports the demand for hotels, serviced accommodation and short-term lodging facilities. At the same time, the sector faces competitive pressures from the growing variety of accommodation formats and the increasing influence of online booking platforms, reviews and price transparency. Short-term lodging operators must balance occupancy with attractive average room rates, competitive guest-acquisition costs, proper upkeep, quality service standards and compliance with regulatory requirements. Demand varies materially by location, season, traveler profile, easy online accessibility, promotional discounts and changing guest expectations. Sustainability and resource efficiency are increasingly relevant to operating costs and customer preferences.

Tourism: from destination interest to guest experience

A conceptual conversion funnel, not a measurement of actual bookings



Management Discussion And Analysis (Cont'd)

OVERVIEW OF BUSINESS AND PERFORMANCE

IWB is an investment holding company. The IWB Group operates through four reportable segments being property development, manufacturing, hospitality services and others mainly comprising investment holding activities and other services. All operations are principally carried out in Malaysia.

IWB Group recorded higher revenue and profitability for the financial year ended 30 June 2026 (FY2026). Growth was led by property development, supported by higher revenue from hospitality services and rental income. Profit before tax rose to RM11.486 million from RM3.057 million. Included in the result for the current financial year is a non-cash fair value gain on investment properties amounting to RM5.917 million.

FINANCIAL HIGHLIGHTS

	FY2026 RM'000	FY2025 RM'000
Revenue	87,607	47,400
Gross profit	24,339	12,097
Gross profit margin	27.8%	25.5%
Profit before tax	11,486	3,057
Profit attributable to owners	9,749	3,148
Basic earnings per share (sen)	0.58	0.19

REVIEW OF FINANCIAL RESULTS

Revenue and profitability

IWB Group revenue for FY2026 increased by RM40.207 million, or 84.8%, to RM87.607 million. The property development segment contributed RM34.130 million of this increase, representing 84.9% of the overall growth. The hospitality services segment revenue increased by RM3.247 million whereas the manufacturing segment revenue increased by RM2.829 million. Thus, the revenue mix of the IWB Group for FY2026 shifted further towards property development, which accounted for 66.8% of the total IWB Group revenue as compared to 51.5% in FY2025.

The gross profit for FY2026 increased by RM12.242 million to RM24.339 million, while the gross profit margin improved by 2.3 percentage points to 27.8%. The stronger gross profit provided the main contribution to the increase in profit before tax, although part of the benefit was absorbed by higher operating expenses.

The administrative expenses for FY2026 increased by RM0.763 million to RM7.321 million, while selling and distribution expenses increased by RM2.139 million to RM8.628 million. Together, these expenses represented 18.2% of revenue, compared with 27.5% in FY2025. This reflects a lower expense ratio on a larger revenue base.

Management Discussion And Analysis (Cont'd)

REVIEW ON OPERATING SEGMENTS

Segment	FY2026 Revenue RM'000	FY2025 Revenue RM'000	FY2026 PBT RM'000	FY2025 PBT RM'000
Property development	58,552	24,422	9,122	3,008
Manufacturing	18,809	15,980	2,012	779
Hospitality services	9,651	6,404	408	(533)
Others	595	594	(1,839)	(845)
Eliminations	-	-	1,783	648
Group total	87,607	47,400	11,486	3,057

Property development

Property development remained the IWB Group's largest revenue contributor. Revenue increased by 139.8% to RM58.552 million and segment profit before tax increased to RM9.122 million from RM3.008 million. Revenue is recognised over time as the relevant performance obligations are satisfied. The level and timing of recognised revenue are therefore sensitive to development progress and the applicable revenue-recognition assessment.

Iconic Harmony which is currently in progress is expected to be completed in June 2027. This delivery milestone places emphasis on construction progress, costs to completion and the timing of purchaser collections. Development costs incurred during FY2026 were RM52.321 million, compared with RM35.789 million. Property development inventories increased to RM54.307 million from RM48.355 million after costs being recognised during the financial year. This continuing investment increases the importance of controlling costs to completion and converting progress billings into cash. Future performance depends on project execution, purchaser demand, funding availability and collections.

Manufacturing and associated rental contribution

Manufacturing segment revenue increased by 17.7% to RM18.809 million with revenue from rental of the manufacturing facility in Batu Kawan, Penang contributing RM3.360 million to this increase with the sales of goods decreasing by 3.3% to RM15.449 million. As such, the segment revenue growth is to be read in conjunction with this rental contribution rather than interpreted as an increase in sales of goods.

The segment profit before tax increased to RM2.012 million from RM0.779 million with finance costs declining to RM3.119 million from RM3.850 million and depreciation declining to RM1.226 million from RM2.036 million.

Hospitality services

Hospitality services revenue increased by 50.7% to RM9.651 million. This segment returned to black with a profit before tax of RM0.408 million from a loss of RM0.533 million. This segment is expected to continue to be profitable with active marketing, better visual presence and better services delivery from its management services.

Management Discussion And Analysis (Cont'd)

REVIEW ON OPERATING SEGMENTS (CONT'D)

Cash Flow position

Cash flow summary	FY2026 RM'000	FY2025 RM'000
Operating cash in/(out) flow after interest and tax	4,584	(23,330)
Investing cash (out)/in flow	(1,097)	12,383
Financing cash out flow	(12,520)	(3,681)
Deposits bank and cash balances at year end	12,751	22,332

Operating cash flow improved with an inflow of RM4.584 million in FY2026 as compared to an outflow of RM23.330 million in FY2025. Operating profit before working-capital movements stood at RM11.730 million with movements in inventory and receivable absorbing RM13.777 million in aggregate, partly funded by a RM10.304 million increase in trade and other payables. Cash generated from operations before interest and tax was RM8.257 million. The improvement is significant, but cash conversion remains dependent on collections and settlement of operating liabilities.

Investing activities used RM1.097 million, including RM1.857 million for acquisition of property, plant and equipment that was offset by disposal proceeds of RM0.760 million. Financing activities used RM12.520 million, principally for term-loan repayments of RM11.044 million. Deposits, bank and cash balances fell by RM9.581 million to RM12.751 million.

Outlook

IWB Group will continue to adopt a cautious yet optimistic outlook for the next financial year with the management focused on executing several strategic priorities with the aim of building sustainable growth.

Central to this will be the property development segment which will continue to be the core activity that will spearhead the business direction of the IWB Group for the next financial year. The ongoing development project which is progressing as scheduled towards its targeted completion is expected to be ready by the middle of 2027 and IWB Group expects that all units sold will be ready for delivery sometime before the end of 2027. In the meantime, the IWB Group is also working towards a continuity of its development project with the launching of its next development project in Penang expected to be sometime in the first half of 2027.

The hospitality segment which provides management services to residential properties based on the shared economy platform business model is expected to continue to provide the positive support and contributions towards the financial performance of the Group for the next financial year.

After a stormy couple of financial years, the manufacturing segment is finally expected to return to black with positive contributions from its PPE business activities coupled with the full year revenue stream to be derived from its business of letting its manufacturing facilities to third party which commenced in April 2026.

References

[1] Department of Statistics Malaysia, Gross Domestic Product Second Quarter 2026 (14 August 2026): https://www.dosm.gov.my/portal-main/release-content/gross-domestic-product-q22026

[2] National Property Information Centre (NAPIC), Property Market Report H1 2026 and regional publications: https://napic.jpph.gov.my/en/archives/laporan-pasaran-harta-separuh-pertama-wilayah

[3] Knight Frank Malaysia, Real Estate Highlights 2026 (industry commentary; first-quarter figures): https://www.knightfrank.com.my/research/reports/reh-20262

[4] Tourism Malaysia, "VM2026 Officially Begins: Malaysia Rolls Out a Warm Welcome Nationwide": https://www.tourism.gov.my/media/view/vm2026-officially-begins-malaysia-rolls-out-a-warm-welcome-nationwide

Sustainability Report



33 Introduction

33 Approach

33 Reporting Scope & Boundary

34 Reporting Guidelines And Framework

34 Assurance

34 Commitment To Sustainability

36 Stakeholder Engagement

37 Material Matters

38 Sustainability Governance

41 Economic

45 Environment

48 Social

55 Performance Data Table

Limitations Of Our Scope Of Work



Sustainability Report

Definitions and Abbreviations

Except when the context otherwise requires, the following definitions and abbreviations shall apply throughout this report:

ABAC	Anti-Bribery and Anti-Corruption
BOD	Board of Directors
CSR	Corporate Social Responsibility
DEFRA	Department for Environment, Food & Rural Affairs
EESG	Economic, Environmental, Social, and Governance
EIS	Employment Insurance System
EPF	Employee Provident Fund
FY	Financial Year
FYE	Financial Year Ended
FPE	Financial Period Ended
GEF	Grid Emission Factor
GHS	Group Hospitalisation and Surgical
GJ	Gigajoules
IFRS	International Financial Reporting Standards
IMSB	Iconic Maison Sdn Bhd
IMED	Iconic Medicare Sdn Bhd
ISRSB	Iconic Service Residences Sdn Bhd
ISSB	International Sustainability Standards Board ISSB
IWB or HQ	Iconic Worldwide Berhad
IWB Group	IWB and its subsidiary companies
LED	Light Emitting Diode
MACC Act	Malaysian Anti-Corruption Commission Act 2009
ML	Megalitres
MMLR	Main Market Listing Requirements
MTD	Monthly Tax Deductions
MWh	Megawatt-hour
NEM NOVA	Net Energy Metering – Net Offset Virtual Aggregation
NSRF	National Sustainability Reporting Framework
OSH	Occupational Health and Safety
OT	Overtime
PDPA	Personal Data Protection (Amendment) Act 2024
PPE	Personal Protective Equipment
PV	Photovoltaic
RMWC	Risk Management Working Committee
SOCSO	Social Security Organisation
TPD	Total and Permanent Disability

Sustainability Report (Cont'd)

1. Introduction

The Board of Directors of Iconic Worldwide Berhad ("IWB") and its subsidiary companies ("IWB Group") have pleasure in presenting the IWB Group's Sustainability Report 2026 ("SR 2026" or "this Report") for the FYE 30 June 2026, specifically addressing the following key areas:-

- Engagement of Stakeholders.
- Materiality Assessment.
- Sustainability Governance.
- Economic Sustainability.
- Environment Sustainability.
- Social Sustainability.

2. Approach

The IWB Group adopts a structured approach in preparing this Report to ensure that the disclosures accurately reflect its sustainability priorities, performance, and impacts.

The reporting process included the following key activities:-

a. Communication with the key personnel of IWB and the most active subsidiaries to review and obtain updates of their material sustainability matters relevant to the existing and new business entities via discussions and survey sessions.
b. Conducted interviews with relevant key personnel of IWB and the most active subsidiaries to further understand the current sustainability initiatives.
c. Obtained relevant information and supporting documentation for the sustainability initiatives taken.

3. Reporting Scope & Boundary

The SR 2026 covers the sustainability matters of IWB Group from the reporting period 1st July 2025 to 30th June 2026 ("FYE June 2026"), unless otherwise stated.

The reporting boundary encompasses IWB Group's principal operating entities that have significant EESG impacts during the reporting period, namely:-

- Iconic Worldwide Berhad – Investment holding
- Iconic Maison Sdn Bhd - Property development
- Iconic Medicare Sdn Bhd - Manufacturing and distribution of masks, diapers and baby care products, as well as the leasing of its manufacturing facility to the semiconductor industry
- Iconic Service Residences Sdn Bhd - Hospitality management and operations

During FYE June 2026, Iconic Hotel Management Sdn Bhd ceased active operations after the first three months of the financial year. As the entity did not have a material contribution to IWB Group's sustainability performance during the reporting period, it has been excluded from this Report's reporting boundary.

Unless otherwise stated, all qualitative disclosures and quantitative performance data presented in this Report relates to the entities within the reporting boundary. Where practicable, IWB Group presents performance data on a three-year rolling basis to facilitate year-on-year comparison and demonstrate performance trends. As ISRSB was incorporated into the reporting boundary from the second quarter reporting cycle onwards, comparative information is presented for FYE June 2025 and FYE June 2026.

IWB Group continues to enhance its sustainability data collection, monitoring, and reporting processes to improve the completeness, consistency, and quality of disclosures across all operating entities in future reporting periods.

Sustainability Report (Cont'd)

4. Reporting Guidelines and Framework

This Report was prepared with reference to Bursa Malaysia Securities Berhad MMLR and Bursa Malaysia Sustainability Reporting Guide (3rd Edition). As a Group 2 listed issuer with a financial year ending in June, the Group is mindful of the evolving sustainability reporting requirements and the applicable reporting timelines.

The Group continues to monitor developments in sustainability reporting regulations and reporting standards, including the NSRF and the IFRS Sustainability Disclosure Standards, namely IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 – Climate-related Disclosures, issued by the ISSB.

As part of its sustainability reporting journey, IWB Group is progressively strengthening its sustainability governance, data collection processes, and internal reporting capabilities to support future reporting requirements, where applicable.

5. Assurance

SR 2026 has not been subjected to independent external assurance.

IWB Group recognises the importance of enhancing the credibility and reliability of its sustainability disclosures and will continue to evaluate the implementation of external assurance as its sustainability reporting practices mature.

Notwithstanding the above, the sustainability information and performance data presented in this Report have been reviewed by the respective operational teams and Management to ensure their accuracy, completeness, and consistency prior to publication.

6. Commitment to Sustainability

At IWB Group, sustainability is integrated into our business strategy and decision-making processes. We recognise that responsible business practices are essential to creating long-term value for our stakeholders while contributing to environmental stewardship, economic resilience, and social well-being.

Our sustainability approach focuses on embedding sustainable practices across our operations through effective governance, continuous improvement, stakeholder engagement, and responsible business conduct. Where practicable, IWB Group establishes measurable objectives and monitors its sustainability performance to drive continual progress and strengthen resilience against emerging sustainability risks and opportunities.

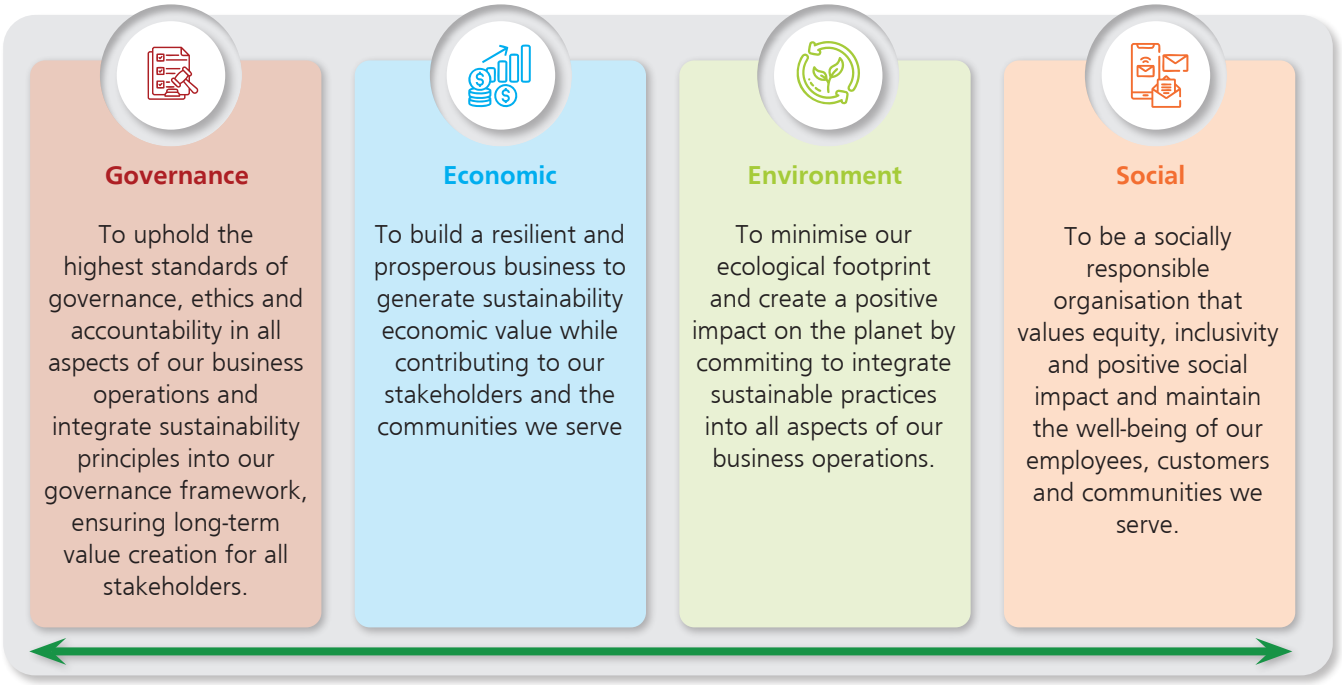
This Report provides a transparent account of IWB Group's sustainability priorities, initiatives, performance, and progress during the reporting period, while acknowledging areas where further improvements are required. As our sustainability journey continues to evolve, we remain committed to enhancing our practices and strengthening our sustainability performance across the organisation.

Sustainability Report (Cont'd)

6. Commitment to Sustainability (Cont'd)

Our sustainability strategy is guided by four key pillars, which provide the foundation for managing IWB Group's material sustainability matters in an integrated and balanced manner.

Key Sustainability Pillars for IWB Group



IWB Group remains committed to addressing the material sustainability matters identified through its materiality assessment. The following sections of this Report outline the initiatives, performance, and progress achieved under each sustainability pillar during FYE June 2026.

Where appropriate, sustainability targets have been established and are presented throughout this Report. For areas where targets have not yet been formalised, IWB Group continues to strengthen its data collection processes and performance monitoring to establish meaningful, measurable, and achievable targets in future reporting periods.

Sustainability Report (Cont'd)

7. Stakeholder Engagement

IWB Group continues to engage with different stakeholder groups with different methods of engagement to have a deeper understanding of their perspectives on sustainability. Engagements are carried out on a regular basis with the various stakeholders as summarised below:-

Stakeholders	Objectives	Methods of Engagement
Regulatory Agencies & Statutory Bodies	• To ensure continuous compliance / adherence with the relevant laws, rules and regulations	• Keeping closely and continuously up to date with laws & regulations to ensure compliance and continuous adherence with applicable the laws, rules and regulations. • Connect with regulators as and when required. • Regularly arrange trainings / conduct internal audits / updates for employees to ensure continuous compliance and adherence with the relevant laws, rules and regulations.
Investors	• To ensure continuous support • To maintain strong & transparent relationships	• Physical Annual General Meeting • Annual Report. • Updates via company website. • Press releases. • Circulars.
Customers / Guests	• To ensure customer satisfaction is always maintained • To encourage loyalty as promoters of our business	• Feedback management system. • Regular visits to key entities to ensure standards are maintained. • Updates via website / online social platforms. • Promotional events / Roadshows / Customer engagement events. • Social media.
Employees	• To ensure employee satisfaction and motivation to contribute to organisational success is maintained. • To ensure employee competency and productivity is enhanced at all times • To ensure continuous commitment of the employees	• Annual performance review • Briefing / orientation for new staff. • Training and development programmes. • Company events / Team-building activities. • Recognition event / programme
Suppliers / Contractors	• To ensure sustainable and continuous supply of quality services and materials of required standards • To ensure consistent ethical behaviour	• Fair and transparent procurement process in accordance with established policies and procedures. • Development of Service Level Agreements. • Regular communication and reporting. • Prompt processing of payments
Communities	• To ensure harmonious relationship is sustained • To ensure continuous development and enhance social wellbeing	• Corporate social investments with charitable organisations; i.e. donations / financial aid / sponsorship. • Interaction with surrounding communities for input. • Conduct/participate in public / Sporting events.

Sustainability Report (Cont'd)

8. Material Matters

For FYE June 2026, IWB Group conducted a review of its existing material sustainability matters to assess their continued relevance to IWB Group's business operations, strategic priorities, and stakeholder expectations. The review was undertaken to ensure that IWB Group's material sustainability matters remain appropriate in light of changes in the operating environment, business activities, and evolving sustainability reporting requirements, including the Bursa Malaysia Sustainability Reporting Guide (3rd Edition).

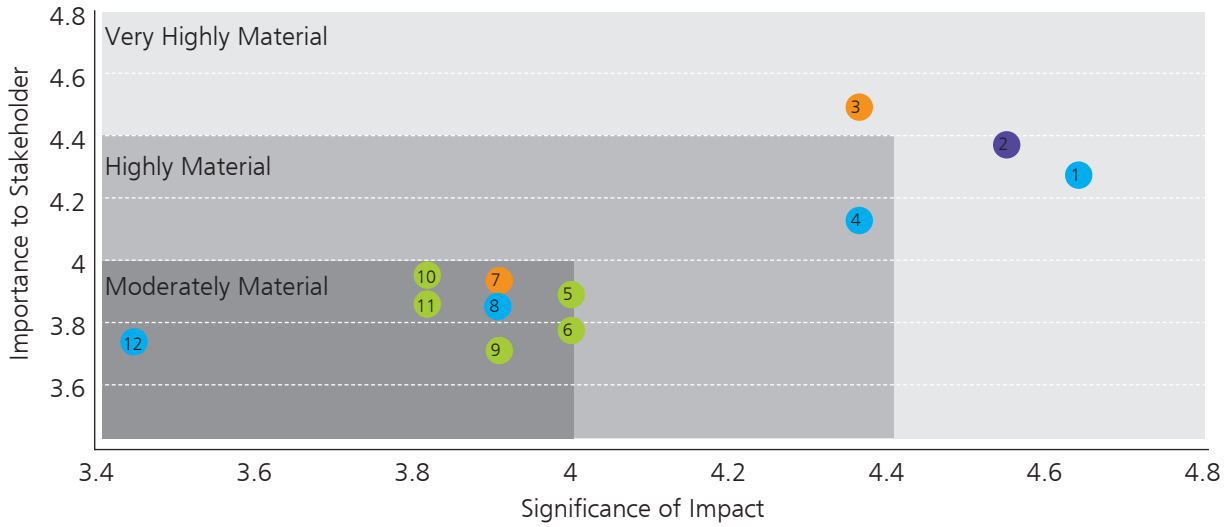
The materiality assessment methodology included:-

- Reviewing the previous year's material topics and assessing their relevance.
- Developing and administering an online survey to engage key internal stakeholders in validating the significance of identified topics.
- Conducting internal discussions within the BOD and respective committees to evaluate the potential impact of EESG issues on IWB Group's operations, reputation, and financial performance.

Based on the outcome of this review, IWB Group concluded that the existing material sustainability matters remain appropriate and continue to reflect the sustainability topics that have the most significant impact on IWB Group's business and stakeholders. For FYE June 2026, the prioritisation of sustainability matters was reviewed and updated to reflect IWB Group's current sustainability priorities.

The following material sustainability matters continue to guide IWB Group's sustainability strategy, initiatives, and disclosures, taking into consideration both stakeholder expectations and their significance to IWB Group's long-term business sustainability.

ICONIC WORLDWIDE BERHAD MATERIALITY ASSESSMENT MATRIX



List of Material Topics

Environment
Social
Governance
Cybersecurity

1. Health & Safety
2. Data Privacy
3. Anti-corruption
4. Labor Practices
5. Energy Management
6. Material Sourcing and Consumption
7. Supply Chain Management
8. Community Investment
9. Emissions Management
10. Waste Management
11. Water Management
12. Diversity & Inclusion

Sustainability Report (Cont'd)

9. Sustainability Governance

IWB Group integrates sustainability considerations into its corporate governance framework to ensure that sustainability remains an integral part of its business strategy, decision-making processes, and long-term value creation.

The BOD has overall responsibility for overseeing IWB Group's sustainability agenda, including the management of material sustainability matters, sustainability-related risks and opportunities, and the implementation of IWB Group's sustainability strategy. In discharging its responsibilities, the BOD provides strategic direction and oversight to ensure that sustainability considerations are aligned with IWB Group's vision, mission, and business objectives.

With support from Management team, the overall responsibilities of the BOD in relation to sustainability governance remains paramount to IWB Group as below:-

- Aligning the sustainability initiatives in line with the IWB Group's overall business strategy.
- Provide oversight and guidance on the integration of sustainability into existing frameworks adhered to by the IWB Group.
- Monitor the IWB Group's sustainability performance.
- Identify and engage with key stakeholders to obtain feedback related to sustainability.
- Consider sustainability risks and opportunities across the IWB Group and its business operations.
- Promote employee awareness and foster a culture towards sustainability.

Code of Ethics and Conduct

IWB Group is committed to conducting its business with integrity, accountability, and professionalism. IWB Group's **Code of Ethics and Conduct** sets out the expected standards of ethical behaviour for directors and employees, reinforces sound corporate governance practices, and promotes responsible business conduct throughout the organisation.

For further details, please refer to the corporate website under *Investor Relations > Corporate Governance & Meeting*:-
https://www.iconicworldwide.com.my/investor-relations/

Regulatory Compliance

Compliance with applicable laws, regulations, and regulatory requirements forms the foundation of IWB Group's governance framework. IWB Group is committed to complying with all relevant legislation governing its business operations, including anti-corruption laws and other regulatory obligations.

IWB Group continues to strengthen its internal policies, operational procedures, and management practices to support compliance, mitigate regulatory risks, and promote responsible and sustainable business operations.

Anti-Bribery and Anti-Corruption

IWB Group is committed to conducting its business with integrity, transparency, and in compliance with all applicable laws and regulations, including the MACC Act and the relevant anti-corruption legislation in the jurisdictions where IWB Group operates.

IWB Group's ABAC Handbook outlines the principles, policies, and expected standards of conduct to prevent bribery and corruption across the organisation. IWB Group adopts a zero-tolerance approach towards all forms of bribery and corruption. Any breach of the ABAC Handbook may result in disciplinary action and, where applicable, legal action in accordance with IWB Group's policies and the relevant laws and regulations.

Sustainability Report (Cont'd)

9. Sustainability Governance (Cont'd)

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

For FYE June 2026, 100% of non-executive employees completed anti-corruption training, achieving IWB Group's training target for this employee category. Executive employee participation was 65% during the reporting period. IWB Group continues to strengthen employee awareness through regular training programmes to reinforce ethical business conduct and support a strong culture of integrity across the organisation.

Looking ahead, the Group has set a target of achieving 100% completion of anti-corruption training across all employee categories in the next financial year.

Category	Unit of measurement	Financial Year Ended			
		Financial Period Ended ("FPE") June 2024	FYE June 2025	FYE June 2026	Target for next FY
C1(a) Percentage of employees who have received training on anti-corruption by employee category					
Executive	%	21	71	65	100
Non-Executive	%	24	73	100	100

Risk Management

IWB Group's Enterprise Risk Management framework supports the identification, assessment, monitoring, and mitigation of risks that may affect the achievement of its strategic and operational objectives, including sustainability-related risks.

The RMWC, a management-level committee reporting to the Audit and Risk Management Committee, is responsible for coordinating IWB Group's risk management activities. Comprising representatives from IWB Group's principal business segments, the RMWC meets periodically to review IWB Group's risk profile, identify emerging risks, assess the effectiveness of mitigation measures, and recommend appropriate actions. Identified risks and corresponding mitigation measures are documented and monitored through IWB Group's Risk Register.

For FYE June 2026, IWB Group achieved 100% coverage of operations assessed for corruption-related risks, reflecting its continued commitment to strengthening governance and corruption risk management across its operations.

Beyond corruption-related risk assessments, IWB Group continued to enhance its broader enterprise risk assessment processes in line with the Bursa Malaysia Sustainability Reporting Guide (3rd Edition). During the reporting period, IWB Group commenced a comprehensive assessment covering all active operating entities to strengthen the identification and assessment of sustainability-related risks. The outcomes of this assessment are expected to be incorporated into IWB Group's Risk Register in the next financial year, further enhancing IWB Group's enterprise risk management framework.

Entity	Unit of measurement	Financial Year Ended		
		FPE June 2024	FYE June 2025	FYE June 2026
C1(b) Percentage of operations assessed for corruption-related risks				
Group	%	0	53	100

Sustainability Report (Cont'd)

9. Sustainability Governance (Cont'd)

Whistleblowing Policy and Mechanism

The IWB Group has established a Whistleblowing Policy to provide a structured mechanism for employees and external stakeholders to raise concerns regarding potential misconduct, unethical behaviour, or violations of applicable laws and regulations. The Policy outlines the procedures, reporting channels, and processes for handling and investigating reported concerns in a fair and confidential manner.

For FYE June 2026, IWB Group received no whistleblowing reports and recorded zero confirmed incidents of corruption. IWB Group remains committed to maintaining high standards of integrity and ethical conduct across its operations and continues to uphold its target of zero confirmed incidents of corruption in the next reporting period.

For further details on the Whistleblowing Policy and Mechanism, please refer to the "ABAC Handbook", available on the website under *Investor Relations* > *Corporate Governance & Meeting:-*
https://www.iconicworldwide.com.my/investor-relations/

Entity	Unit of measurement	Financial Year Ended			
		FPE June 2024	FYE June 2025	FYE June 2026	Target for next FY
C1(c) Confirmed incidents of corruption and action taken					
Group	Number	0	0	0	0

Data Privacy

The IWB Group is committed to protecting the privacy and security of personal and confidential information relating to its customers, employees and business partners. IWB Group complies with the requirements of the PDPA and implements appropriate policies, procedures and technical safeguards to protect personal data from unauthorised access, misuse, disclosure or loss. All personal data collection and processing activities are conducted in accordance with applicable legal and regulatory requirements.

For FYE June 2026, IWB Group recorded zero substantiated complaints concerning breaches of customer privacy or losses of customer data. IWB Group remains committed to strengthening its data protection practices and maintaining its target of zero substantiated complaints relating to customer privacy and data protection in the next reporting period.

Entity	Unit of measurement	Financial Year Ended			
		FPE June 2024	FYE June 2025	FYE June 2026	Target for next FY
C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data					
Group	Number	0	0	0	0

Sustainability Report (Cont'd)

10. Economic

Procurement Practices

IWB Group recognises the importance of responsible procurement practices in supporting economic development and strengthening relationships with suppliers within the communities where IWB Group operates. IWB Group remains committed to promoting local sourcing where practicable, while ensuring that procurement decisions continue to consider business requirements, operational efficiency, quality, and sustainability considerations.

Local Sourcing

For FYE June 2026, 93% of IWB Group's total procurement expenditure was allocated to local suppliers, exceeding the previous reporting year's target of maintaining at least 50% local procurement expenditure.

By engaging local suppliers, IWB Group contributes to the growth of local businesses while supporting a more resilient supply chain and fostering mutually beneficial relationships with suppliers.

Entity	Unit of measurement	Financial Year Ended			
		FPE June 2024	FYE June 2025	FYE June 2026	Target for next FY
C7(a) Proportion of spending on local suppliers					
Group	%	52	84	93	95

Future Focus

IWB Group remains committed to maintaining responsible procurement practices and strengthening engagement with local suppliers. IWB Group will continue to explore opportunities to enhance local sourcing, support supplier development, and promote sustainable procurement practices across its operations.

For the next reporting period, IWB Group has established a target to maintain at least 95% of procurement expenditure with local suppliers, subject to operational requirements and availability of suitable local suppliers

Community Investment

IWB Group recognises the importance of contributing positively to the communities where it operates through responsible community investment initiatives. IWB Group remains committed to supporting community well-being, assisting vulnerable groups, strengthening relationships with local organisations, and promoting environmental sustainability.

For FYE June 2026, IWB Group's community investment initiatives supported various groups, including children, the elderly, and disadvantaged individuals, through the following programmes:-

- Pre-loved items donation campaign
- Old folks home visitation
- Road to Give (charity walk)
- Bubur Lambuk Distribution
- Ramadan CSR initiative with Pusat Jagaan Nasyiatul Aisyiyah
- Kechara foods distribution
- Charity Green Parade (charity run)
- Blood donation drive (collobration with Penang Adventist Hospital)
- Donation Face Mask to Kindergarten & Primary School

Sustainability Report (Cont'd)

10. Economic (Cont'd)

Community Investment

IWB Group also undertook environmental initiatives during the reporting period to support sustainability efforts and promote environmental awareness:-

- Reduction of paper consumption, particularly for internal and external communications.
- Reduction of electricity consumption using energy-efficient equipment, such as light emitting diode ("LED") lighting and inverter air-conditioning units and switching off electrical appliances when not in use.

Impact and Contributions

Through these initiatives, IWB Group supported 27 beneficiary organisations and communities during the reporting period and invested a total of RM104,950.10 in community programmes. These initiatives contributed to improving community well-being, supporting vulnerable groups and strengthening partnerships with local organisations.

IWB Group exceeded its previous reporting year's target of contributing a minimum of RM20,000 towards community investment and supporting at least nine beneficiary organisations, demonstrating its continued commitment to creating positive social impact.

Entity	Unit of measurement	Financial Year Ended			
		FPE June 2024	FYE June 2025	FYE June 2026	Target for next FY
C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer					
Group	RM	20,000	150,158.76	104,950.10	Minimum RM20,000
C2(b) Total number of beneficiaries of the investment in communities					
Group	Number	4	21	27	Minimum 2 organisations

Future Commitments

Looking ahead, IWB Group remains committed to expanding its community outreach efforts and strengthening collaborations with local organisations. IWB Group plans to continue supporting community well-being through initiatives such as orphanage visits, environmental conservation activities including beach clean-up programmes, and other community engagement initiatives that address local needs.

For the next reporting period, IWB Group has established a target to support at least 2 beneficiaries through its community investment initiatives, with a minimum annual investment of RM20,000, while continuing to enhance the effectiveness and reach of its programmes.

Sustainability Report (Cont'd)

10. Economic (Cont'd)

We trust our efforts and contributions have provided the much-needed support to the local communities and non-profit organisations ensuring that vulnerable groups receive better care.



Pre-loved items donation campaign



Road to Give



Bubur Lambuk Distribution



Charity Green Parade



Blood donation drive
(collaboration with Penang Adventist Hospital)



Ramadan CSR initiative with
Pusat Jagaan Nasyiatul Aisyiyah

Sustainability Report (Cont'd)

10. Economic (Cont'd)

Recognising the importance of consistent and continuous contributions to society, IWB Group has also implemented various initiatives to provide essential support and comfort to local communities, while also strengthening relationships within the community.



Donation Face Mask to Primary Schools



Donation Face Mask to Kindergartens



Old folks home visitation



Kechara foods distribution

Sustainability Report (Cont'd)

11. Environment

Energy Management

IWB Group recognises the importance of responsible energy management in improving operational efficiency, reducing operating costs, and minimising greenhouse gas emissions. IWB Group continues to monitor its energy consumption and implement energy efficiency initiatives across its operations as part of its commitment to environmental sustainability.

Entity	Unit of measurement	Financial Year Ended		
		FPE June 2024	FYE June 2025	FYE June 2026
C4(a) Total energy consumption				
Group	MWh	9,100.89	601.83	491.85
	GJ	32,763.22	2,166.57	1,770.65

For FYE June 2026, IWB Group's total energy consumption decreased from 2,166.57 GJ in FYE June 2025 to 1,770.65 GJ, primarily attributable to lower operational energy demand and the continued implementation of energy efficiency initiatives across IWB Group's operations. IWB Group remained focused on improving energy performance through operational optimisation and energy conservation measures, contributing to lower overall energy consumption during the reporting period.

Key initiatives taken by IWB Group to improve energy efficiency include:-

- Conversion to energy-saving LED lighting.
- Strategic unit assignment and closing of unoccupied units by floors / levels.
- Switching off all electrical equipment not in active use.
- Maintaining optimal temperature settings for air-conditioning systems to improve energy efficiency.
- Utilisation of timer controls and other energy-saving systems for lighting and air-conditioning units.
- Ongoing monitoring of energy consumption to identify opportunities for further efficiency improvements.

Solar Energy

As part of its commitment to supporting the development of renewable energy, IMED operates a solar PV system at its manufacturing facility. The solar PV system generates renewable electricity, which is exported to the national grid under the NEM NOVA programme.

For FYE June 2026, IWB Group's solar PV systems generated approximately 536,790 kWh of renewable electricity, resulting in estimated avoided GHG emissions of 397.22 tCO_2e. The avoided emissions were equivalent to approximately 109% of the Group's Scope 2 emissions for the reporting period, demonstrating the contribution of renewable energy generation towards reducing IWB Group's reliance on grid electricity and its associated GHG emissions.

Sustainability Report (Cont'd)

11. Environment (Cont'd)

Energy Management (Cont'd)

Solar Energy (Cont'd)

IWB Group will continue to monitor the performance of its solar PV system and explore opportunities to further expand renewable energy initiatives and improve energy efficiency across its operations as part of its long-term sustainability journey.





Future Focus

IWB Group will continue to monitor its energy consumption and identify opportunities to improve energy efficiency through its operations. As part of its ongoing sustainability journey, IWB Group is enhancing its energy management practices, strengthening energy consumption monitoring, and evaluating additional energy-saving initiatives to support long-term operational efficiency and environmental sustainability.

Emission Management

This FY marks IWB Group's first year of reporting its GHG emissions. IWB Group measures and discloses Scope 1 and Scope 2 GHG emissions in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard (2004), applying the operational control approach. Under this approach, GHG emissions are reported for operations over which IWB Group has operational control, providing a consistent basis for measuring and managing emissions attributable to its activities.

Scope 1 GHG emissions were calculated using emission factors from the GHG Protocol calculation tools and guidance, referencing the U.S. Environmental Protection Agency ("EPA") GHG Emission Factors Hub, where applicable. Scope 2 GHG emissions were calculated using the latest applicable Malaysia Grid Emission Factor ("GEF") published by the Energy Commissions Malaysia.

Scope 1 GHG emissions primarily arise from fuel consumed by company-owned vehicles and stationary fuel combustion. Scope 2 GHG emissions comprise indirect GHG emissions associated with purchased electricity consumed across IWB Group's operations.

Sustainability Report (Cont'd)

11. Environment (Cont'd)

Emission Management (Cont'd)

As FYE June 2026 represents IWB Group's first year of disclosing Scope 1 and Scope 2 GHG emissions, no changes were made to the organisational boundary, calculation methodology, emission factors or key assumptions during the reporting period. IWB Group intends to maintain a consistent methodology in future reporting periods to ensure comparability of GHG emissions data over time.

For FYE 2026, IWB Group recorded the following GHG emissions across its operations.

Entity	Unit of measurement	Financial Year Ended		
		FPE June 2024	FYE June 2025	FYE June 2026
C4(a) TotalC11(a) Scope 1 Emission energy consumption				
Group	Tonnes of CO_2e ("tCO_2e")	-	-	24.28
C11(b) Scope 2 Emission				
Group	tCO_2e	-	-	363.97

To improve energy efficiency and reduce GHG emissions, IWB Group implemented the following initiatives during the reporting period:-

- Raised employee awareness of energy conservation through responsible use of lighting and air-conditioning systems; and
- Progressively replaced ageing lighting and equipment with more energy-efficient alternatives.
- Continue to utilise solar PV systems to generate renewable energy. Further details are provided under the Solar Energy section above.

IWB Group will continue to strengthen its energy management practices by investing in energy-efficient equipment and identifying opportunities to optimise operational performance. These initiatives support IWB Group's efforts to reduce GHG emissions while contributing to its long-term sustainability objectives.

Water Management

IWB Group recognises the importance of responsible water management in supporting operational efficiency and environmental sustainability. IWB Group monitors and tracks its water consumption to enhance resource management practices and improve awareness of responsible water usage across its operations.

Entity	Unit of measurement	Financial Year Ended		
		FPE June 2024	FYE June 2025	FYE June 2026
C9(a) Total volume of water used				
Group	ML	203.68	5.70	8.06

Sustainability Report (Cont'd)

11. Environment (Cont'd)

Water Management (Cont'd)

To optimise water usage, IWB Group has implemented initiatives, which include:-
- Awareness programmes on the importance of water and energy conservation in the workplace.
- Affixing advisory notifications at strategic locations to promote water and energy conservation
- Rainwater harvesting for gardening purposes.

For FYE June 2026, IWB Group's total water consumption increased from 5.70 ML in FYE June 2025 to 8.06 ML, primarily attributable to higher operational activities at ISRSB resulting in increased water usage during the reporting period. Nonetheless IWB Group continues to implement water conservation initiatives to minimise water consumption and wastage and promote responsible use of water resources.

IWB Group will continuously monitor its water consumption performance and implement appropriate measures to enhance resource efficiency across its operations.

12. Social

Diversity

IWB Group recognises that a diverse and inclusive workforce is essential to driving innovation, strengthening organisational resilience, and supporting long-term business sustainability. Employees are a key contributor to IWB Group's continued growth, and IWB Group remains committed to attracting, developing, and retaining talents by providing equal opportunities and a supportive working environment. IWB Group strives to foster a workplace culture that values diversity, promotes inclusion, and enables employees to develop their capabilities while contributing meaningfully to IWB Group's objectives.

Entity	Category	Age Group	Unit of measurement	Financial Year Ended		
				FPE June 2024	FYE June 2025	FYE June 2026
C3(a)i Percentage of employees by age group and employee category						
Group	Executive	≤29	%	39	41	33
		30 – 49	%	51	50	52
		≥50	%	9	9	15
	Non-Executive	≤29	%	65	62	57
		30 – 49	%	30	29	29
		≥50	%	5	8	14
C3(a)ii Percentage of employees by gender and employee category						
Group	Executive	Male	%	49	46	43
		Female	%	51	54	57
	Non-Executive	Male	%	72	72	71
		Female	%	28	28	29

Sustainability Report (Cont'd)

12. Social (Cont'd)

Diversity (Cont'd)

Entity	Age Group	Unit of measurement	Financial Year Ended		
			FPE June 2024	FYE June 2025	FYE June 2026
C3(b)i Percentage of directors by age group					
Group	≤29	%	0	0	0
	30 – 49	%	67	59	56
	≥50	%	33	41	44
C3(b)ii Percentage of directors by gender					
Group	Male	%	61	64	62
	Female	%	39	36	38

Labour Practices

IWB Group is committed to fostering a supportive and inclusive workplace where employees are empowered through continuous learning, skills development, and career advancement opportunities. IWB Group invests in a range of training, mentoring, and coaching programmes to enhance employees' competencies, support professional growth, and equip them with the skills required to meet evolving business needs.

For FYE June 2026, employees participated in various technical and non-technical training programmes aimed at strengthening job-specific competencies, leadership capabilities, regulatory compliance, and personal development. The training programmes covered a broad range of topics, including operational excellence, occupational safety and health, information technology, quality management, customer service and leadership development, reflecting IWB Group's commitment to building a capable and future-ready workforce.

IWB Group recorded a total of 269 training hours, exceeding its previous reporting year's target of providing a minimum of 250 training hours. While the total training hours were lower than those recorded in FYE June 2025, IWB Group remained committed to investing in employee development through continuous learning initiatives that support the enhancement of employees' knowledge, technical competencies and professional capabilities.

Entity	Category	Unit of measurement	Financial Year Ended			Target for next FY
			FPE June 2024	FYE June 2025	FYE June 2026	
C6(a) - Total hours of training by employee category						
Group	Executive	Number	78	695	231	Minimum 16 training hours
	Non-executive	Number	237	2,200	38	

Sustainability Report (Cont'd)

12. Social (Cont'd)

Labour Practices (Cont'd)

Beyond employee development, IWB Group continues to monitor key workforce indicators to support effective human capital management. As at FYE June 2026, no employees were engaged under contract or temporary employment arrangements, with IWB Group's workforce comprising entirely permanent employees.

During the reporting period, IWB Group recorded employee turnover of 10 executive employees and 26 non-executive employees. These workforce metrics enable IWB Group to assess workforce stability, strengthen talent attraction and retention strategies, and support the development of a fair, inclusive and sustainable workplace.

Entity	Category	Unit of measurement	Financial Year Ended		
			FPE June 2024	FYE June 2025	FYE June 2026
C6(b) - Percentage of employees that are contractors or temporary staff					
Group	-	%	5.85	17.65	0
C6(c) - Total number of employee turnover by employee category					
Group	Executive	Number	50	21	10
	Non-executive	Number	120	37	26

Employee Benefits

At IWB Group, we are committed to fostering the culture rooted in equity and fairness across our workforce. Through fair employment practices and the provision of decent working conditions across our operations, IWB Group upholds the dignity of our employees and fosters mutual respect for all its people.

IWB Group's Human Resource Policy affirms our responsibility to uphold employee rights and well-being by offering a comprehensive range of benefits, including leave entitlements, public holidays, claims, salary reviews, healthcare support, and recognition initiatives. Consistent with fair employment standards, every employee is guaranteed at least one rest day within a seven-day work cycle.

Wages and benefits are managed in line with contractual agreements and in strict compliance with Malaysian labour laws and regulations. Employees receive overtime compensation strictly in compliance with applicable laws, regulations and standard practices. All statutory deductions are applied, covering contributions to the SOCSO, EPF, EIS, and MTD. IWB Group also complies with the minimum wage requirements currently in force. In addition to SOCSO, IWB Group also provides TPD coverage as well as GHS coverage to its employees.

Beyond statutory benefits, the IWB Group encourages a harmonious and cooperative workplace culture through various engagement and team-building activities. During the reporting period, employees participated in a wide range of events, such as: -

- Employee sports activities, including a Pickleball Tournament.
- Festive celebrations to foster inclusivity and strengthen workplace relationships.
- Staff birthday celebrations to recognise and appreciate employees.
- Annual Gala Dinner to celebrate achievements and promote employee engagement.

Sustainability Report (Cont'd)

12. Social (Cont'd)

Employee Benefits (Cont'd)

Through these initiatives, IWB Group continues to foster a supportive, inclusive, and engaging workplace where employees feel recognised. Importantly, IWB Group is proud to report that, to date, there have been zero complaints concerning human rights violations.

Entity	Unit of measurement	Financial Year Ended			
		FPE June 2024	FYE June 2025	FYE June 2026	Target for next FY
C6(d) Number of substantiated complaints concerning human rights violations					
Group	Number	0	0	0	0



Iconic Group Pickleball Tournament



Iconic Christmas Gift Exchange Gathering Dinner



Staff Birthday Celebration



Iconic Group Dopamine Glam Gala Annual Dinner



Iconic Hill – Durian Feast



Dato' Seri Lucky Tan Birthday Party

Sustainability Report (Cont'd)

12. Social (Cont'd)

Occupational Health and Safety

The health, safety and well-being of our employees are one of our top priorities. We are committed to maintaining a safe and healthy work environment where employees can carry out their duties without risk. Our Environmental, Safety & Health Policy, approved by the Group Managing Director, guides our approach and reinforces strict compliance with safety protocols across all operations.

With emphasis on health, safety and the wellbeing of the employees, the IWB Group continues to enforce strict compliance to safety protocols to ensure a safe environment in the respective workplaces such as the emphasis of utilising personal safety and protective equipment, obtaining valid building permits and renewing them annually and conducting regular inspections on all safety equipment.

To maintain a safe working environment, IWB Group has implemented various OHS measures, including:-

- Quality uniforms and personal protective equipment such as safety helmets, safety shoes, protective visors, gloves and face masks are provided to the employees where necessary at no cost.
- Valid entry pass and regular inspections are conducted to prohibit unauthorised personnel / trespassers.
- Ensuring that all machineries at the construction sites and manufacturing facility are duly certified by the Jabatan Keselamatan Dan Kesihatan Pekerjaan Malaysia.
- Medical facilities (i.e. sick bay and first aid kits) are in place and the inhouse first aiders are trained and tested for their competency periodically or upon expiry and renewal of the first aider certificate of competency.
- Panel doctor (24 hours services) is located within 2km from the manufacturing facility and the medical expenses are covered for all employees.
- Proper signages for health and safety measures.
- Health & Safety competent personnel have been identified to ensure continuous compliance to the health and safety protocols.
- Regular health and safety training (e.g. First Aider Training, Fire Safety Training, Forklift Safety Training, etc.) are provided.
- OHS matters are discussed in weekly meetings, regular workplace inspections, and safety seminars are conducted to ensure compliance with regulatory requirements and to strengthen overall safety awareness.

IWB Group has also established Emergency Response Teams across its active operating entities to enhance emergency preparedness and response capabilities.

These initiatives have contributed to IWB Group maintaining zero major occupational accidents over the past three years. Any workplace incidents, including minor injuries, lost-time incidents, or property damage, are investigated, documented through Incident Investigation Reports, and reviewed to identify root causes and implement corrective actions as part of IWB Group's commitment to continuous improvement.



AED Training

Sustainability Report (Cont'd)

12. Social (Cont'd)

Occupational Health and Safety (Cont'd)

Entity	Unit of measurement	Financial Year Ended			
		FPE June 2024	FYE June 2025	FYE June 2026	Target for next FY
C5(a) Number of work-related fatalities					
Group	Number	0	0	0	0
C5(b) Lost time incident rate					
Group	Rate	0	0	0	0
C5(c) Number of employees trained on health and safety standards					
Group	Number	25	7	10	At least 1 employee from each department

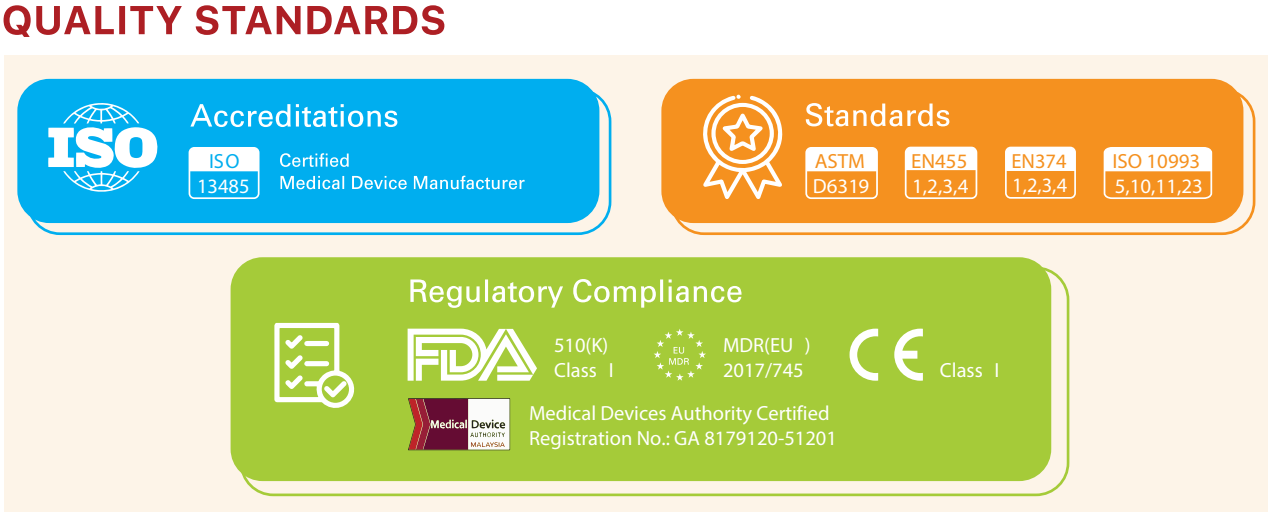
Product and Services Responsibility (Social)

IWB Group is committed to delivering quality products and services that meet applicable regulatory requirements and customer expectations. IWB Group places strong emphasis on product quality, safety, reliability, and responsible business practices across its operating segments, while continuously seeking opportunities to enhance customer satisfaction and operational excellence.

As part of this commitment, IWB Group maintains the relevant certifications and licences for its PPE manufacturing operations to ensure that its face mask products comply with applicable quality, safety, and technical requirements, as well as essential health and safety standards.

IWB Group continues to review and enhance its quality management processes to maintain product integrity, strengthen customer confidence, and support continuous improvement across its operations.

The certifications include the following:-



ICONIC WORLDWIDE BERHAD
BMLR Transition Period

Date & Time: 2026-10-21_15:25:30
Main Market | Group 2 | FYE 30/06/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
Anti-corruption	C1(a) Percentage of employees who have received training on anti-corruption by employee category - Executive	%	71	65	100	No assurance
Anti-corruption	C1(a) Percentage of employees who have received training on anti-corruption by employee category - Non-Executive	%	73	100	100	No assurance
Anti-corruption	C1(b) Percentage of operations assessed for corruption-related risks	%	53	100	100	No assurance
Anti-corruption	C1(c) Confirmed incidents of corruption & action taken	Number	0	0	0	No assurance
Community / Society	C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	150,158.76	104,950.10	Minimum RM20,000	No assurance
Community / Society	C2(b) Total number of beneficiaries of the investment in communities	Number	21	27	Minimum of 2	No assurance
Diversity	C3(a) Percentage of employees by gender & age group, for each employee category - Executive, Male	%	46	43	No specific target has been set	No assurance
Diversity	C3(a) Percentage of employees by gender & age group, for each employee category - Executive, Female	%	54	57	No specific target has been set	No assurance
Diversity	C3(a) Percentage of employees by gender & age group, for each employee category - Non-Executive, Male	%	72	71	No specific target has been set	No assurance

ICONIC WORLDWIDE BERHAD

BMLR Transition Period

Date & Time: 2026-10-21_15:25:30

Main Market | Group 2 | FYE 30/06/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
Diversity	C3(a) Percentage of employees by gender & age group, for each employee category - Non-Executive, Female	%	28	29	No specific target has been set	No assurance
Diversity	C3(a) Percentage of employees by gender and age group, for each employee category - Executive, ≤29	%	41	33	No specific target has been set	No assurance
Diversity	C3(a) Percentage of employees by gender and age group, for each employee category - Executive, 30 – 49	%	50	52	No specific target has been set	No assurance
Diversity	C3(a) Percentage of employees by gender and age group, for each employee category - Executive, ≥50	%	9	15	No specific target has been set	No assurance
Diversity	C3(a) Percentage of employees by gender and age group, for each employee category - Non-Executive, ≤29	%	62	57	No specific target has been set	No assurance
Diversity	C3(a) Percentage of employees by gender and age group, for each employee category - Non-Executive, 30 – 49	%	29	29	No specific target has been set	No assurance
Diversity	C3(a) Percentage of employees by gender and age group, for each employee category - Non-Executive, ≥50	%	8	14	No specific target has been set	No assurance
Diversity	C3(b) Percentage of directors by gender and age group - Male	%	64	62	No specific target has been set	No assurance

ICONIC WORLDWIDE BERHAD
BMLR Transition Period

Date & Time: 2026-10-21 15:25:30
Main Market | Group 2 | FYE 30/06/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
Diversity	C3(b) Percentage of directors by gender and age group - Female	%	36	38	No specific target has been set	No assurance
Diversity	C3(b) Percentage of directors by gender and age group - ≤29	%	0	0	No specific target has been set	No assurance
Diversity	C3(b) Percentage of directors by gender and age group - 30 – 49	%	59	56	No specific target has been set	No assurance
Diversity	C3(b) Percentage of directors by gender and age group - ≥50	%	41	44	No specific target has been set	No assurance
Energy Management	C4(a) Total energy consumption	MWh	601.83	491.85	No specific target has been set	No assurance
Health & safety	C5(a) Number of work-related fatalities	Number	0	0	0	No assurance
Health & safety	C5(b) Lost time incident rate	Rate	0	0	0	No assurance
Health & safety	C5(c) Number of employees trained on health & safety standards	Number	7	10	At least 1 employee from each department	No assurance
Labour practices & standards	C6(a) Total hours of training by employee category - Executive	Number	695	231	Minimum 16 training hours	No assurance
Labour practices & standards	C6(a) Total hours of training by employee category - Non-Executive	Number	2,200	38	Minimum 16 training hours	No assurance
Labour practices & standards	C6(b) Percentage of employees that are contractors or temporary staff	%	17.65	0	No specific target has been set	No assurance
Labour practices & standards	C6(c) Total number of employee turnover by employee category - Executive	Number	21	10	No specific target has been set	No assurance

ICONIC WORLDWIDE BERHAD

BMLR Transition Period

Date & Time: 2026-10-21_15:25:30

Main Market | Group 2 | FYE 30/06/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
Labour practices & standards	C6(c) Total number of employee turnover by employee category - Non-Executive	Number	37	26	No specific target has been set	No assurance
Labour practices & standards	C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0	No assurance
Supply chain management	C7(a) Proportion of spending on local suppliers	%	84	93	95	No assurance
Data privacy & security	C8(a) Number of substantiated complaints concerning breaches of customer privacy & losses of customer data	Number	0	0	0	No assurance
Water	C9(a) Total volume of water used	Megalitres	5.70	8.06	No specific target has been set	No assurance

ICONIC WORLDWIDE BERHAD
IFRS S2

Date & Time: 2026-10-21_15:25:30
Main Market | Group 2 | FYE 30/06/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
GHG emissions	Scope 1	Metric tonnes of carbon dioxide equivalents (tCO2e)	N/A	24.28	No specific target has been set	No assurance
GHG emissions	Scope 2 Location-based	Metric tonnes of carbon dioxide equivalents (tCO2e)	N/A	363.97	No specific target has been set	No assurance