

Sustainability Statement

Message from Our Chairman



Dear Stakeholders,

FYE2026 marks an important year in Northern Solar Holdings Berhad's ("Northern Solar" or "the Group") continued journey towards sustainable growth and long-term value creation. As Malaysia accelerates its energy transition, the Board recognises the Group's role in supporting the development of responsible and accessible solar energy solutions, while ensuring that our growth is underpinned by sound governance, disciplined execution, and stakeholder trust.



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Against a challenging operating environment shaped by rising material costs, evolving regulatory expectations, and increasing climate-related considerations, Northern Solar remained focused on strengthening the resilience of its business model. The Group continued to expand its renewable energy portfolio, while reinforcing the foundations required to support long-term performance, including governance, safety, talent development, ethical conduct, and community engagement.

The Board continues to provide oversight of the Group's sustainability direction through structured Environmental, Social and Governance ("ESG") Committee reviews and regular engagement with Management. During the year, we further strengthened our sustainability governance by refreshing the Code of Conduct and Ethics, enhancing anti-bribery and corruption awareness, and reinforcing supplier integrity screening. These efforts reflect our commitment to maintaining high standards of accountability, transparency, and responsible business conduct across the Group.

Our sustainability priorities remain guided by three core pillars: Environmental Stewardship, Social Performance, and Economic and Governance Performance. Through these pillars, Northern Solar seeks to balance business growth with responsible environmental management, employee well-being, community contribution, and ethical value creation. In FYE2026, the Group continued to make progress in areas such as workforce training, workplace safety, community investment, and local economic contribution, demonstrating our commitment to creating value beyond financial performance.

Climate transition remains a central consideration for the Board. As a clean energy solutions provider, Northern Solar is well-positioned to contribute to Malaysia's renewable energy ambitions. At the same time, we recognise the need to manage our own climate-related risks and opportunities in a structured and transparent manner. The Group has established a long-term ambition to work towards net-zero Scope 1 and Scope 2 emissions by 2035 and value-chain emissions by 2050. Detailed baselines, interim milestones and implementation plans will be progressively developed.



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The Group's sustainability efforts are closely linked to our broader value creation agenda. In FYE2026, Northern Solar generated economic value of RM113.00 million, of which RM97.72 million was distributed to stakeholders through operational spending, employee wages and benefits, payments to the government, and community investments. This reflects our commitment to ensuring that business growth contributes meaningfully to our employees, suppliers, communities, shareholders, and the wider economy.

Looking ahead, the Board remains committed to guiding Northern Solar's growth with long-term discipline and sustainability at the core of our decision-making. We will continue to strengthen our governance practices, enhance climate readiness, and invest in capabilities that support the Group's role in Malaysia's clean energy transition. As expectations from regulators, investors, customers, and communities continue to evolve, we remain focused on building a resilient, trusted, and future-ready organisation.

On behalf of the Board, I would like to extend my appreciation to our employees, customers, investors, business partners, and community stakeholders for their continued trust and support. With a clear growth roadmap and a strong commitment to responsible value creation, Northern Solar is well-positioned to contribute to Malaysia's clean energy aspirations while delivering sustainable returns to our shareholders.

AMIRUL AZHAR BIN BAHAROM

Independent Non-Executive Chairman

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ABOUT THIS REPORT

This Sustainability Report presents the ESG performance and commitments of Northern Solar Holdings Berhad for the financial year ended 31 March 2026 ("FYE2026"). It communicates how the Group integrates responsible business practices into its operations, creates long-term value for stakeholders, and supports Malaysia's transition toward a low-carbon economy.

Reporting Scope and Boundary

The information and data in this report cover the operations of Northern Solar Holdings Berhad as a group. Unless otherwise stated, the data represent activities within Malaysia, including Engineering, Procurement, and Construction ("EPCC"), Independent Power Producer ("IPP"), and Operations & Maintenance ("O&M") services. Associate entity outside the Group's operational control is disclosed separately where material and data are available.

Reporting Frameworks and Guidelines

The report has been prepared with reference to recognised sustainability frameworks to ensure comparability and transparency:

Bursa Malaysia Sustainability Reporting Guide (3 rd Edition)	Aligning disclosures with local regulatory expectations and common indicators for listed entities.
Global Reporting Initiative (GRI) Universal Standards 2021	Providing the foundational structure for general and topic-specific disclosures.
IFRS S2/TCFD-aligned Climate-Related Disclosures Standards	Integrating climate governance, risk management, and performance metrics within the Environmental Stewardship section.
United Nations Sustainable Development Goals ("SDGs")	Mapping the Group's contributions to national and global priorities.

Reporting Period and Cycle

This report covers the period from 1 April 2025 to 31 March 2026 and builds upon the disclosures published in the previous sustainability report for FYE2025. Northern Solar Holdings Berhad issues its Sustainability Report on an annual basis.

This Sustainability Statement may contain forward-looking statements on the Group's sustainability strategies, targets, initiatives, and future performance, which are based on current assumptions and available information and may be subject to changes in business, regulatory, market, operational, and other conditions beyond the Group's control.

Data Assurance

While Northern Solar has made reasonable efforts to ensure the accuracy and completeness of the information disclosed in this Sustainability Statement, certain sustainability data may be subject to limitations in availability, reporting boundaries, and collection methodology, and the Group will continue to enhance its data management processes in future reporting periods.

This Sustainability Statement has been reviewed by the Board of Directors, while the underlying sustainability data has been prepared and validated by Management and the respective data owners through the Group's internal reporting and review processes.

The Group has not obtained independent assurance over this Sustainability Statement for FYE2026. As part of our commitment to continuous improvement, we intend to evaluate the appropriate scope and timing for obtaining independent external assurance in future reporting periods to strengthen the reliability and credibility of our sustainability disclosures.

Feedback and Contact

The Group welcomes feedback from stakeholders to improve the relevance and quality of its sustainability reporting. Comments or enquiries may be directed to:

Sustainability Department



Email:
finance@northernsolar.com.my



Tel:
+603 - 7839 8319

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OUR SUSTAINABILITY APPROACH

At Northern Solar, sustainability is more than a commitment; it is embedded in the way we think, act, and do business every day. Our governance structure ensures that every decision we make, from boardroom strategy to field operations, reflects our commitment to environmental stewardship, social responsibility, and ethical conduct.

Sustainability Governance Structure

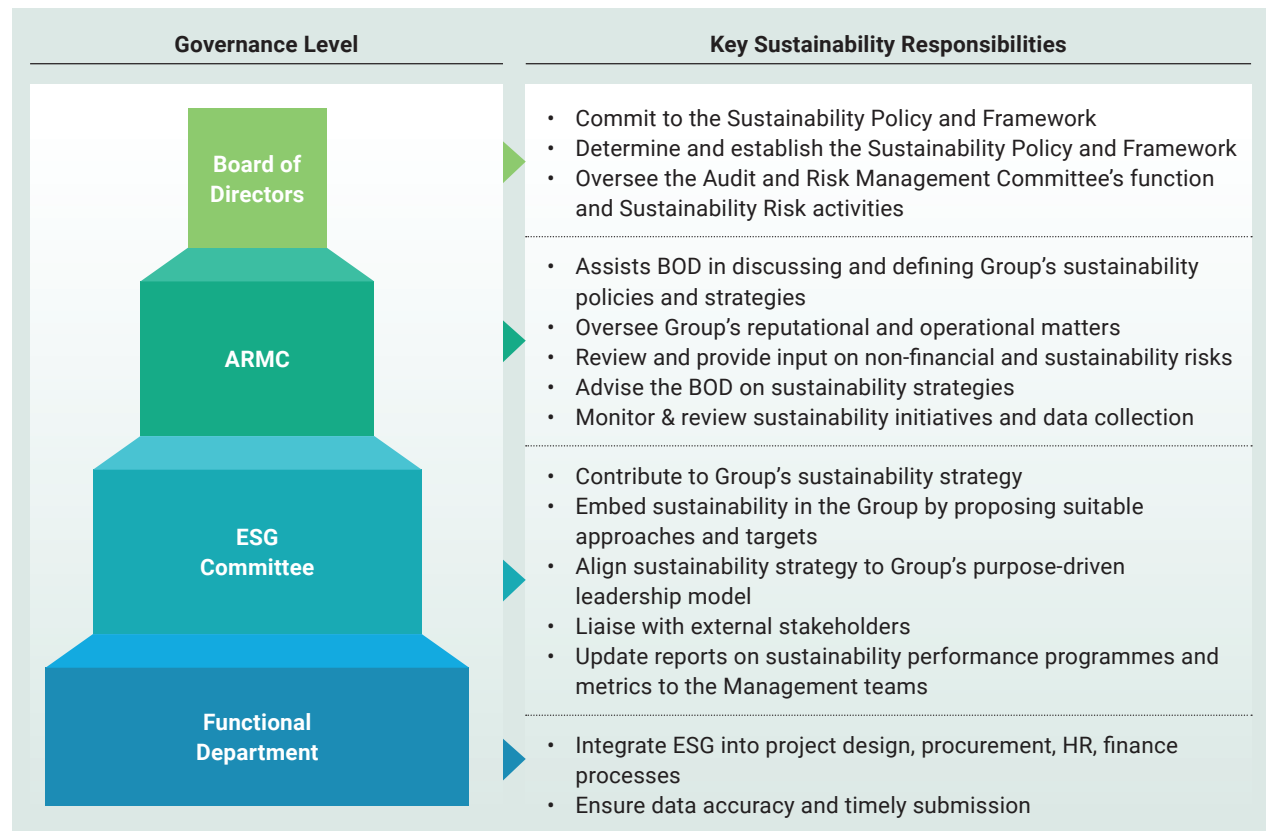
Sustainability oversight begins with the Board of Directors ("the Board"), which holds ultimate accountability for the Group's ESG performance, including risks and opportunities, regulatory compliance, and the integration of ESG principles across the value chain.

The Board recognises that sustainability is a key enabler of long-term value creation and business resilience and therefore makes it a standing priority on its agenda. To stay informed

and effective in guiding this agenda, Board members actively participate in sustainability-related briefings, workshops, and external training programmes throughout the year. These sessions ensure that directors are updated with current ESG trends, regulatory expectations, and global best practices.

To support the Board, we established an ESG Committee, chaired by Chew Win Hoe as Executive Director, with members from Finance, Operations, IT, Human Resources, and Procurement. This committee meets semi-annually to review sustainability performance, assess risks and opportunities, and track progress against our ESG roadmap.

At the operational level, the ESG Committee translates strategic goals into practical actions, encompassing initiatives such as implementing low-carbon solutions and energy efficiency measures, as well as enhancing data accuracy and fostering stakeholder engagement. Each department has designated ESG champions responsible for gathering data, reporting progress, and embedding sustainability practices in their daily operations.



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Policies and Ethical Standards

Our governance framework is built on key corporate policies reflecting integrity, accountability, and transparency:

Document Title	Description	Applicability	Target/Objectives
Code of Conduct and Ethics	Guides employees toward responsible behaviour and fair business practices.	All employees	To ensure all employees act lawfully and ethically, complying with applicable regulations while upholding integrity and rejecting any form of unethical or unlawful conduct.
Anti-Bribery and Corruption Policy	Enforces a zero-tolerance stance on bribery; all personnel undergo periodic training.	All employees	To uphold a zero-tolerance approach toward bribery and corruption by ensuring all employees and business associates act with integrity, comply with the MACC Act 2009, and maintain the highest ethical standards in all business dealings.
Whistle-blowing Policy	Provides confidential channels for reporting concerns without retaliation.	All employees	To provide a safe and confidential platform for employees and stakeholders to report any improper conduct, ensure protection from retaliation, and promote a culture of openness, accountability, and integrity.
Human Rights and Labour Standards Policy	Ensures fair wages, employee well-being, and the prohibition of forced or child labour.	All employees	To uphold equal opportunity and fair treatment for all employees, ensuring a workplace free from discrimination, harassment, and racism. The Group promotes merit-based hiring and advancement grounded in professionalism and integrity.

These policies are annually reviewed to ensure consistency with legal requirements, Bursa Malaysia's Sustainability Reporting Guide, and international frameworks, such as the UN Global Compact.

STAKEHOLDER ENGAGEMENT AND MATERIALITY

Our ability to grow responsibly depends on the trust and collaboration of everyone connected to our business, including employees, suppliers, regulators, investors, and the communities we serve. Listening to these voices helps us focus on the topics that matter most and ensures our actions create meaningful impact.

Engagement must be genuine, continuous, and two-way. Beyond compliance or annual surveys, we view stakeholder dialogue as an opportunity to learn, co-create solutions, and strengthen long-term relationships. Through regular interactions, we gather insights that inform our strategy, guide project design, and shape our sustainability roadmap.

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Stakeholder	Key Topics Raised	Engagement	Frequency
 Employees	Health & safety	Town-hall meetings	Annually
		Training session and evaluation	Post Training
 Customers	- System reliability - Cost efficiency	Project-progress meetings	Weekly to Monthly
		After-sales feedback	Post-project completion
		Client satisfaction surveys	Post-project completion
 Suppliers/Vendors	- Procurement transparency - Payment timelines - Safety standards	Supplier evaluation	Annually
		ESG questionnaires	Annually
 Authorities	- Renewable-energy regulation - Safety compliance - Carbon reporting	Compliance audits	Ad-hoc
		Consultations, participation in SEDA & Energy Commission programmes	Annually
 Investors	- Long-term growth - ESG performance - Risk management	Annual reports	Annually
		ESG briefings	Biannually
		Investor Q&A sessions	Annually
 Communities	- Local employment - Community benefits - Environmental protection	CSR programmes	Annually
		Volunteer activities	Annually
		Impact review	Annually
 Industry Associations	- Renewable innovation - Grid integration - Policy advocacy	Industry dialogue/forum	Annually
		Technical conferences	Annually
		Knowledge-sharing platforms	As and when needed

Materiality Assessment

To identify and prioritise the sustainability topics most relevant to our business and stakeholders, we conducted a structured materiality assessment in FYE2026 in line with the GRI Universal Standards 2021 and Bursa Malaysia Sustainability Reporting Guide (3rd Edition). The process combined qualitative insights and quantitative scoring to ensure that each topic reflects both stakeholder expectations and business impact.

Identify

We reviewed internal policies, industry benchmarks, global frameworks, and peer disclosures to compile a long list of potential ESG topics.



Engage

We gathered input from internal stakeholders (Board, management, head of departments) and external stakeholders (customers, regulators, investors, community partners) through online surveys.



Prioritise

Each topic was scored on its importance to stakeholders and impact on the business. The results were validated by senior management and endorsed by the ESG Committee.



Review

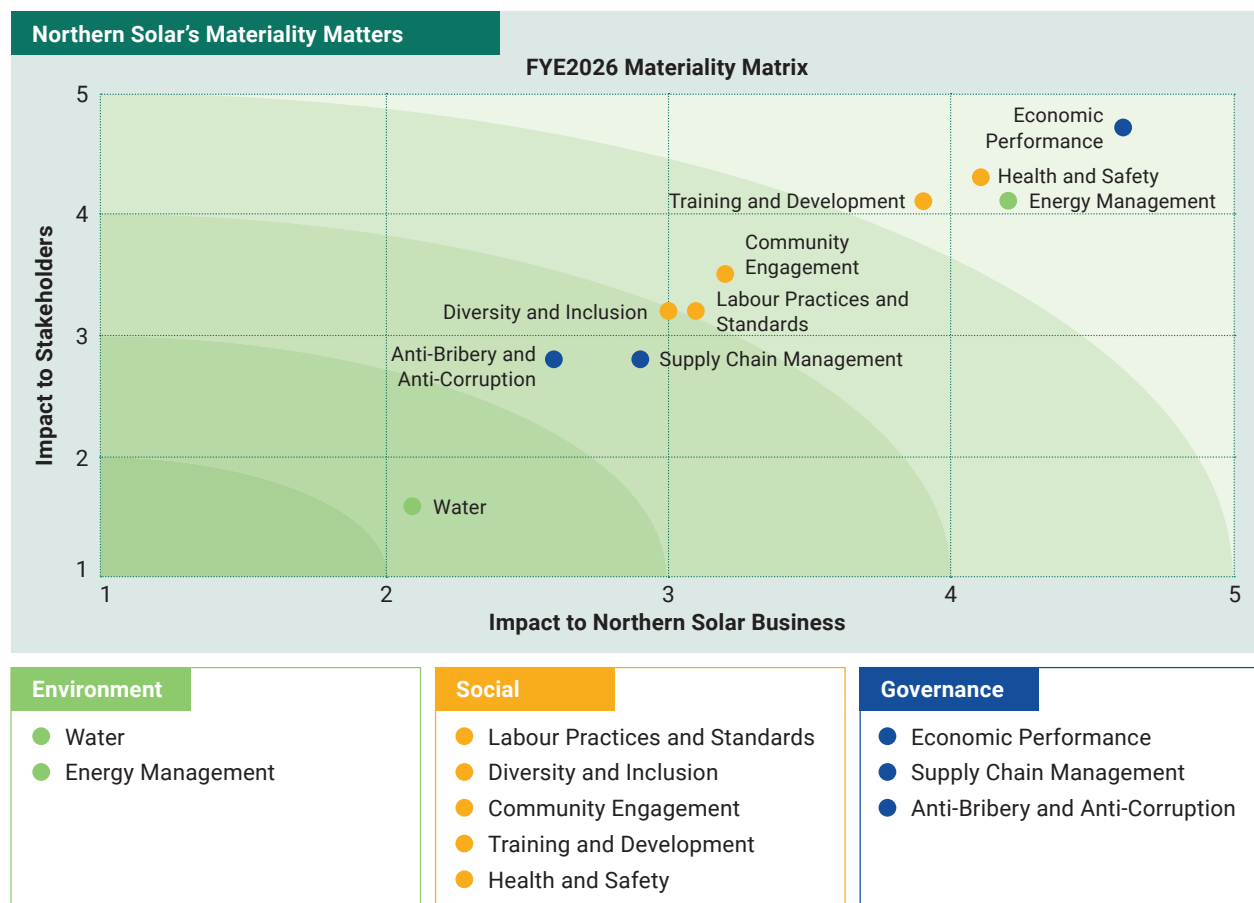
The final list of material topics was reviewed by the Board to ensure alignment with strategic priorities and risk-management frameworks.



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Materiality Matrix FYE2026

In FYE2026, the Group identified 10 key sustainability material topics, which have been mapped in the materiality matrix according to their significance to stakeholders and their potential impact on the organisation.



By focusing on what matters most, we ensure that our resources generate the greatest impact for our stakeholders and reinforce our purpose of powering Malaysia's transition to a cleaner, more inclusive energy future.

Managing our Material Matters

We integrate the UN SDGs with our business value chain. Our material topics form the foundation of Northern Solar's sustainability strategy. Each topic is linked to clear objectives, actionable programmes, and measurable outcomes that contribute to both national and global sustainability priorities. We ensure that our business growth supports broader social and environmental progress.

Material Matter: Energy Management



Why it Matters:

Energy use affects our operating cost, carbon footprint, and credibility as a renewable energy company.

Sustainability Strategies:

1. Improve energy efficiency across operations through digital monitoring and preventive maintenance.
2. Achieve Scope 1 & 2 net-zero emissions by 2035.

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Material Matter: Water



Why it Matters:

Although our operations are not water-intensive, water is still used in offices, project sites, and solar panel cleaning activities.

Sustainability Strategies:

1. Reduce freshwater consumption per MW output through water-efficient cleaning and recycling.
2. Prevent discharge and ensure zero pollution from construction and O&M activities.

Material Matter: Labour Practices and Standards



Why it Matters:

Fair and responsible labour practices are important to employee well-being, productivity, and long-term business resilience.

Sustainability Strategies:

1. Uphold fair wages, equal opportunities, and safe working conditions for all employees and contractors.
2. Ensure compliance with Employment Act 1955 (Malaysia) and ILO conventions.
3. Zero tolerance for child or forced labour.

Material Matter: Diversity and Inclusion



Why it Matters:

A diverse and inclusive workforce supports innovation, fair opportunity, and better decision-making.

Sustainability Strategies:

1. Promote gender diversity at all organisational levels.

Material Matter: Training and Development



Why it Matters:

Employee capability is critical to project quality, safety, innovation, and business growth.

Sustainability Strategies:

1. Enhance technical competency, leadership, and sustainability literacy among employees.
2. Provide structured learning opportunities through internal training programmes, external certifications, and leadership development initiatives.

Material Matter: Community Engagement



Why it Matters:

Our projects contribute to Malaysia's clean energy transition and should also create positive impact for local communities.

Sustainability Strategies:

1. Strengthen community partnerships through renewable-energy education, volunteerism, and local sourcing.
2. Deliver measurable socio-economic benefits to host communities.

Material Matter: Health and Safety



Why it Matters:

Safety is critical due to the nature of solar installation, construction, electrical works, and work-at-height activities.

Sustainability Strategies:

1. Maintain a zero-harm culture through proactive risk management, site inspections, and safety training.
2. Aiming LTIR below one and zero fatalities annually.

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Material Matter: Economic Performance



Why it Matters:

Strong economic performance enables business continuity, reinvestment, job creation, and support for Malaysia's renewable energy transition.

Sustainability Strategies:

1. Drive long-term value creation through stable renewable-energy growth and prudent financial management.
2. Support Malaysia's energy transition objectives and green finance ecosystem.

Material Matter: Supply Chain Management



Why it Matters:

Suppliers and contractors play a key role in project quality, safety, ethical conduct, and ESG performance.

Sustainability Strategies:

1. Strengthen supplier ESG screening and compliance monitoring.
2. Implement a supplier decarbonisation programme focused on reducing Scope 3 emissions.
3. Prioritise local suppliers to boost national renewable-energy capability.

Material Matter: Anti-Bribery and Anti-Corruption ("ABAC")



Why it Matters:

Integrity and ethical conduct are essential to stakeholder trust, regulatory compliance, and responsible business growth.

Sustainability Strategies:

1. Reinforce a zero-tolerance culture through regular training, audits, and whistle-blowing protection.
2. Achieve 100% ABAC policy acknowledgement across all staff.

Each of these strategies represents a long-term commitment, not a one-off initiative. Northern Solar continuously reviews its performance targets and aligns them with stakeholder expectations, regulatory developments, and the evolving SDG agenda.

Sustainability Reporting Roadmap

Northern Solar is progressively strengthening its sustainability reporting approach in line with evolving regulatory expectations, including Bursa Malaysia's Sustainability Reporting Guide, GRI Standards, and the upcoming adoption of IFRS Sustainability Disclosure Standards under the National Sustainability Reporting Framework ("NSRF").



FYE2026

Key Focus:

Enhanced sustainability disclosures through expanded performance data, improved stakeholder engagement, materiality assessment, climate-related disclosures, and clearer ESG governance.



FYE2027 and Beyond

Key Focus:

Continue strengthening reporting practices towards enhanced NSRF and IFRS S1 and S2 readiness, including improved data systems, climate-related risk disclosures, and progressive assurance readiness.

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Environmental Stewardship

Environmental responsibility is an integral part for us as a renewable energy company. From the beginning, our vision has been clear: to lead the current and future generations towards a greener world by reducing CO₂ emissions with technological advancements.

Guided by the belief of “*Sustainability for a Brighter Future*,” we recognise that the actions we take today determine the quality of tomorrow’s environment. In response to the global call for climate action, we have strengthened our commitment by measuring and managing our operational Greenhouse Gas emissions (“GHG”), improving energy efficiency across our projects, and adopting responsible water management practices.

The scope of our environmental management efforts covers energy management and water management as material topics for FYE2026. We have excluded reporting on waste management, effluents and biodiversity indicators this year, as these topics are not material to our core business operations. Nonetheless, we will continue to review their relevance as our business portfolio evolves, particularly with the potential expansion into hybrid and utility-scale solar projects.

Energy Management

As an organisation built around clean energy, we recognise that credibility begins with how responsibly we use energy

in our own operations. Every unit of fuel and electricity we consume directly supports the design, construction, and maintenance of solar projects that, in turn, help others transition away from fossil fuels. Managing our energy consumption is therefore not only a cost consideration but also a reflection of our environmental commitment and operational excellence.

Northern Solar’s total energy consumption comes from two primary sources: direct energy, such as petrol and diesel used in company vehicles and indirect energy from grid electricity powering our offices. While our energy demand is modest compared to conventional industries, it represents an essential enabler of our day-to-day activities, from powering site equipment and monitoring systems to supporting administrative functions and staff mobility. Each litre of fuel and kilowatt-hour of electricity contributes to the delivery of renewable energy solutions that ultimately offset far greater carbon emissions downstream.

Company-wide awareness campaigns encouraged simple yet impactful behavioural changes, such as switching off idle equipment, optimising air conditioning use, and improving vehicle efficiency through responsible driving. Looking forward, Northern Solar will continue integrating energy performance into every aspect of our operations and supply chain.

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Energy Consumption

Description	Unit	FYE2026	FYE2025	FYE2024
Direct Energy				
Petrol Used	liter	5,659.81	N/A	N/A
	GJ	193.57	N/A	N/A
Diesel Used	liter	1,096.48	N/A	N/A
	GJ	41.99	N/A	N/A
Indirect Energy				
Electricity purchased	kWh	72,865.20	37,292.00	22,461.00
	GJ	262.31	134.25	80.85
Total Energy Used	GJ	497.87	134.25	80.85

Direct energy data is available starting from June 2025 onwards, as we began formal monitoring of fuel use during this period. Prior to that, direct energy data was not tracked due to the absence of a structured reporting framework. Moving forward, Northern Solar is committed to strengthening its data management and monitoring systems to ensure more comprehensive and accurate tracking of energy performance across all operations, in line with the principles of transparency and continuous improvement.

GHG Emissions

As a renewable energy company, Northern Solar's business model is inherently designed to enable decarbonisation; yet we recognise that our own operations also contribute to GHG emissions through energy consumption, logistics, and project activities. Understanding, measuring, and reducing these emissions are therefore essential steps in our journey toward achieving net-zero Scope 1 and 2 emissions by 2035 and complete value-chain neutrality by 2050.

In line with the GHG Protocol and IFRS S2 Climate-related Disclosures, Northern Solar calculates its carbon footprint across three emission scopes:

- **Scope 1** – Direct emissions from fuel use in company-owned vehicles, generators, and on-site equipment.
- **Scope 2** – Indirect emissions from purchased electricity consumed in offices.
- **Scope 3** – Other indirect emissions from upstream and downstream activities. For FYE2026, we will focus on category 6 (business travel) and category 7 (employee commuting).

All emissions are tracked in metric tonnes of CO₂ equivalent (tCO₂e), and our FYE2026 data is summarised below.

Emissions Generated

Description	FYE2026	FYE2025	FYE2024
Scope 1			
Petrol usage	13.07	N/A	N/A
Diesel usage	2.93	N/A	N/A
Scope 2			
Electricity purchased	55.23	28.27	17.03
Scope 3			
Employee commuting	800.95	N/A	N/A
Business travel	33.39	19.78	13.65
Total Emissions	905.57	48.05	30.68

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All calculations and references adhere strictly to established standards. The fuel and diesel conversion factors are derived from the GHG Protocol. In contrast, the electricity emission factor is based on the Malaysian Green Technology and Climate Change Corporation study titled "LCOS Personal Carbon Footprint Snapshot," which reports a specific emission factor of 0.758 kg CO₂/kWh.

While it is not possible to eliminate GHG emissions from our business operations, we remain committed to improving resource efficiency and minimising unnecessary environmental impacts. In FYE2026, our solar PV plants collectively generated 10,858,160 kWh of clean energy. This renewable energy generation is estimated to have avoided approximately 8,230 tCO₂e of carbon emissions.

Water

Water plays a supporting yet vital role in Northern Solar's daily operations. Although our business activities are not water-intensive by nature, water remains essential for maintaining healthy workplaces, ensuring construction safety, and cleaning solar panels to optimise performance. We recognise that responsible water management is part of our broader environmental accountability, and even minor efficiency improvements can contribute meaningfully to national conservation efforts.



Currently, Northern Solar's quantitative water data primarily covers office facilities, where consumption is limited to domestic use, including sanitation, cleaning, and staff amenities. Due to the temporary and project-based nature of our construction and maintenance sites, comprehensive water-use data for FYE2026 was not yet available at project locations. As a result, the figures presented in this report reflect only the water consumed across our permanent office premises.

We acknowledge this as a gap in our reporting boundary and are taking proactive steps to close it. In the future, we commit to improving our data collection system that will include water-use tracking at both the office and project levels. Site supervisors and contractors will be required to record meter readings and report monthly consumption data. This expanded monitoring coverage will allow us to establish a complete operational baseline and provide more accurate insights in future sustainability reports.

Water Consumption

Description	FYE2026	FYE2025	FYE2024
Surface water/Total water consumed (m ³)	67.02	241.50	355.50



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Our people are the driving force behind our success. Every solar panel installed, every project completed, and every partnership built reflects the dedication and talent of our people: the engineers, technicians, and staff who turn our sustainability ambitions into tangible results.

Creating a safe, inclusive, and empowering workplace is fundamental not only to business growth but also to the positive social impact we seek to deliver. Through continuous training, fair labour practices, and meaningful community engagement, Northern Solar strives to ensure that progress is shared with our employees, our partners, and the communities we serve.

Diversity and Inclusion

Diversity strengthens our business and drives innovation. By bringing together people with diverse backgrounds, experiences, and perspectives, Northern Solar fosters a culture of collaboration, creativity, and continuous improvement. We promote equal opportunity across all roles and levels of the organisation. We support increasing female participation in the renewable-energy industry, where representation remains low nationwide. As of FYE2026, women comprised 34.56% of our total workforce and 33.33% of leadership positions.



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Employee Demographics

		FYE2026		FYE2025		FYE2024	
		Female	Male	Female	Male	Female	Male
Leadership Representation by Gender							
Position	Independent Director	2	2	3	1	3	1
	Executive Director	0	1	0	1	0	1
	Managing Director	0	1	0	1	0	1
Total		2	4	3	3	3	3
Director Age Group Distribution							
Age Group	<30	0	0	0	0	0	0
	30-39	0	2	0	2	0	2
	40-50	0	0	0	0	0	0
	>50	2	2	3	1	3	1
Total		2	4	3	3	3	3
Employee (non-director) Composition by Age and Gender							
Age Group	<30	24	41	14	31	7	19
	30-39	20	42	20	35	12	21
	40-50	2	6	2	4	1	2
	>50	1	0	1	1	0	1
Total		47	89	37	71	20	43
Employee (non-director) Composition by Nationality and Gender							
Nationality	Melayu	26	54	19	46	11	27
	Chinese	20	34	17	24	9	15
	Indian	0	1	0	1	0	1
	Other	1	0	1	0	0	0
Total		47	89	37	71	20	43

In FYE2026, we recorded zero incidents related to discrimination and committed to maintaining this number in the future.

During the year, the employee turnover rate was 21.93%. A total of 58 permanent and contract new hires joined during the year. All employment terms comply with Malaysian labour laws and are formalised through written agreements. We uphold the principles of fair wages, working hours, and statutory benefits. Temporary and outsourced staff are covered by the same occupational health and safety protections as permanent employees.

Training and Development

We see every employee as an investment in the future of Northern Solar. Our projects succeed due to the knowledge, dedication, and technical capabilities of our employees. We recognise that building a skilled and future-ready workforce requires continuous learning, open knowledge sharing, and a genuine commitment to professional development. Continuous learning is integral to our performance and innovation. The Group's Learning and Development Framework focuses on strengthening employees' technical expertise, safety awareness, and leadership capability.

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In FYE2026, employees completed an average of seven training hours per person, covering topics such as photovoltaic system design, marketing, safety, project management, and personal development. The training programmes conducted in FYE2026:

Powering Digital Growth, Connecting Industries

Introduced digital transformation concepts and tools to enhance operational efficiency and cross-industry collaboration. Highlighted how data and connectivity drive growth in renewable-energy businesses.

Design PV Systems using PVsyst Software Intermediate Level

Strengthened participants' skills in PVsyst for solar-system simulation and performance optimisation. Covered modelling techniques for commercial and utility-scale projects.

Working at Height Course

Emphasised safety training on preventing falls and managing risks associated with working at heights including the correct equipment use and emergency procedures.

Broadening the Base: Practical Approaches to the SST Expansion

Explained updates to Malaysia's Service Tax framework and its business implications. Provided practical guidance on compliance and reporting.

International Green Build Conference 2025

Exposed participants to global best practices in green building and low-carbon construction. Encouraged adoption of sustainable design principles.

Google Ads & YouTube Advertising Workshop (Beginner Intermediate Advanced)

Covered campaign setup, optimisation, and analytics for online marketing through Google Ads and YouTube. Enhanced participants' digital communication skills.

Sustainability Statement Drafting and Creation Workshop

Introduced Bursa Malaysia and GRI standards for sustainability reporting. Provided step-by-step guidance on drafting clear, compliant statements.

Conference on Data Centres towards Net Zero

Shared insights on decarbonising data-centre operations through energy efficiency and renewable integration. Highlighted pathways toward net-zero targets.

MBRS 2.0 for Preparers

Trained finance staff on digital submission of reports under Malaysia's MBRS 2.0 system. Covered key updates and compliance requirements.

Project Resi - BREAKER & OPTIMIZER

Provided practical training on the installation and troubleshooting of breakers and optimisers in residential PV systems. Improved technical safety and performance knowledge.

Project Resi-Selco System Installation

Hands-on course on the whole installation process of SELCO (self-consumption) solar systems. Focused on wiring, inverter setup, and commissioning standards.

Project Resi-Hoymiles Inverter System

Focused on the configuration and integration of Hoymiles inverters in residential PV projects. Covered monitoring setup and post-installation checks.

Mastering Extension of Time Claims

Enhanced understanding of extension-of-time claims in construction contracts. Covered documentation, justification, and negotiation best practices.

As of FYE2026, Northern Solar has conducted the first ESG training session for the management and head of departments. Recognising the growing importance of sustainability in every aspect of business operations, Northern Solar plans to roll out a more structured ESG Fundamentals Training Programme for broader audiences. This initiative will cover key subjects such as sustainability reporting, climate-related risk management, stakeholder engagement, and ethical governance. The objective is to ensure that every employee understands how their roles contribute to the Group's overall sustainability goals.

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In the coming years, Northern Solar will progressively increase both the scope and frequency of learning programmes, with the aim of embedding sustainability awareness into daily decision-making. By combining technical skill-building with ESG capacity development, we aim to nurture a workforce that is not only competent but also conscious of its role in shaping a cleaner and more responsible energy future.

Labour Practices and Standards

A great company is built not only on technology and strategy, but also on people who feel valued, supported, and inspired to do their best work. Aside from developing our employees professionally, we are equally committed to providing the best working culture and conditions. The summary below outlines the key benefits available to both full-time and temporary employees.

Benefit Category	Specific Benefit
Leave Benefits	Annual leave
	Sick leave
	Hospitalisation leave
	Compassionate leave
	Maternity leave
	Paternity leave
Medical Benefits	Hospitalisation & surgical insurance
	Personal accident insurance
	Outpatient medical
Conducive Work Setting	Private meeting pods
	Co-working spaces
	Meeting rooms
	Pantry
	Cosy waiting area
Other Benefits	Surau
	Staff solar EPCC purchase discount
	Incentives (sales staff)
	Car park subsidy

We also recognise that supporting our people goes beyond the workplace. Northern Solar upholds a family-friendly policy by providing parental leave for both male and female employees in accordance with national regulations. During FYE2026, three female employees and three male employees took parental leave, while all employees returned to work and continued employment after their leave period.

To promote a sense of belonging, we regularly host employee engagement events and celebrations throughout the year. These included company trip, dinner celebration, major holiday celebrations (Hari Raya, Christmas, Chinese New Year), and monthly birthday appreciation.



In FYE2026, Northern Solar recorded zero reported incidents or substantiated complaints relating to human rights violations, discrimination, forced labour, or child labour across its operations.

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Health and Safety

At Northern Solar, safety is non-negotiable and underpins everything we do. Our operations, whether at construction sites or in office environments, are governed by a Zero Harm philosophy: every employee and contractor must return home safely at the end of each workday.

To embed this culture, we maintain an Occupational Health and Safety (“OHS”) Management System, guided by the principles of ISO 45001. The system encompasses risk assessments, incident reporting, emergency preparedness, and continuous training. Every project site undergoes regular safety inspections, and all new employees and contractors receive a comprehensive safety induction prior to commencing work.

In FYE2026, Northern Solar recorded 4 days lost-time injuries (“LTIs”) and a Lost Time Incident Rate (“LTIR”) of 3.70. Our ongoing efforts focused on preventive measures, including more frequent toolbox meetings, improved signage in high-risk areas, and enhanced supervision during project installation. During the year, we conducted two modules of training to strengthen our workforce's health and safety: the Basic Working at Height Program and the NIOSH – Tenaga Safety Leader Passport.

To strengthen our long-term safety performance, we continue to reinforce safety awareness through regular occupational health and safety training and periodic evaluations. Moving forward, we aim to further enhance proactive risk management practices across all operations to foster a safer and healthier workplace for our employees.

Occupational Health & Safety

Indicators	FYE2026	FYE2025	FYE2024
Number of Employees Trained in OHS	27	14	13
Percentage of total employees	19.85%	12.96%	20.63%
Number of work-related injuries:			
Minor injuries	1	0	0
Major injuries and fatalities	0	0	0
Lost-time injuries	4 days	0	0
Lost time incident rate	3.70	0	0

Community Engagement

Our projects are not only designed to generate clean power but also to create lasting, positive impact in the places where we operate. Through continuous contributions and partnerships, we aim to support local development, education, and social well-being.

Community Engagement

Indicator	FYE2026	FYE2025	FYE2024
CSR/Community Contribution (RM)	58,662	12,000	5,480
Number of beneficiaries in communities*	13	3	2

* Local schools, residents' associations, and industry partners

In FYE2026, Northern Solar contributed a total of RM58,662 to community and Corporate Social Responsibility (“CSR”) programmes. Between May 2025 and March 2026, the Group supported numerous initiatives to foster sustainable communities and raise public awareness regarding renewable energy solutions.

- **Educational Support and Youth Development:** Northern Solar is dedicated to empowering local educational institutions and youth programmes. A key highlight of this commitment was the donation and installation of a 2.7 kWp solar PV system for SJKC Han Ming. This system powers the school's educational garden water pump and serves as a practical tool for renewable energy awareness. The Group also provided financial sponsorships for fundraising and charity events at SJKC Chung Hua Klang, SJKC Wu Teck, and Foon Yew High School.



Sustainability Statement

- **Industry Collaboration and SME Engagement:** To promote sustainable manufacturing practices and assist businesses in achieving their RE100 and net-zero goals, Northern Solar actively participated in major industry forums. The Group sponsored booths and engagement spaces at the ASEAN Manufacturing Youth Conference and the SME Association Jinjang Kuala Lumpur event. Additionally, Northern Solar sponsored anniversary events for the Malaysian Plastic Manufacturers Association ("MPMA") HQ and Johor Branch, as well as the KLSCCCI 121st Anniversary Dinner.



- **Community Outreach and Renewable Energy Awareness:** Northern Solar leverages community events to educate the public on sustainability solutions. The Group supported local grassroots initiatives by sponsoring the Sunway SPK Damansara Residents Association Dinner. To further bridge the gap between sustainable technology and the public, Northern Solar also sponsored the 32nd Meru Valley Championship, utilising its dedicated Solar Truck to enhance brand visibility and showcase practical sustainable energy solutions directly to participants and attendees.



Collectively, these CSR initiatives reflect Northern Solar's proactive approach in combining community support with sustainability advocacy; empowering education, fostering industrial collaboration, and promoting clean energy awareness for a more sustainable future.

Customer Satisfaction Survey

As a provider of renewable energy solutions, we strive to deliver high-quality products and reliable services that meet or exceed our clients' expectations. Maintaining customer satisfaction is therefore a key indicator of our operational excellence and brand credibility.

Customer Satisfaction Survey Result

Description	FYE2026	FYE2025	FYE2024
Complaints received from customers	459	600	284
Complaints resolution rate (%)	99.78	100.00	100.00
Customer satisfaction survey score (Public customer-review rating based on Google Maps)	4.7/5	N/A	N/A

During FYE2026, Northern Solar recorded 459 customer complaints. The complaints received generally related to technical performance, system functionality, and post-installation support matters. Of the total complaints received, 99.78% were successfully resolved during the reporting period.

Northern Solar continues to provide customer support beyond the project defect liability period, where applicable, particularly for components that remain covered under supplier warranties. This includes follow-up checks and support for key system components such as inverters and solar panels, which generally carry longer warranty periods. The Group views customer complaints as an important source of feedback to identify service gaps, improve customer experience, and strengthen the quality of its post-installation services.

To maintain this performance, Northern Solar will continue to monitor customer feedback, conduct annual satisfaction surveys, and review services to ensure every project upholds the commitment to excellence and transparency.

Sustainability Statement



Strong governance and sound economic management are the foundations of any business's sustainable growth. We believe that long-term success is achieved not only through financial performance, but also through transparent, ethical, and responsible business practices that benefit all stakeholders.

We create economic value through local job opportunities, supplier partnerships, and community investment, while upholding the highest standards of integrity across our operations. Oversight of these commitments is provided by the Board of Directors and the ESG Committee, ensuring that sustainability principles are embedded throughout our decision-making processes.

Economic Performance

In FYE2026, the Group generated a total economic value of RM113.00 million, primarily from the EPCC of solar PV systems. Out of this, RM97.72 million was distributed to stakeholders through operational costs, employee wages and benefits, tax contributions, and community programmes. The remaining RM15.28 million represents economic value retained for reinvestment and future growth.

Direct Economic Impact & Contribution

Description	Unit	FYE2026	FYE2025	FYE2024
Economic Value Generated	MYR	112,995,987	84,865,204	77,974,073
Revenue		112,995,987	84,865,204	77,974,073
Economic Value Distributed		97,719,569	73,456,018	67,885,567
Operational Cost		77,720,560	53,673,659	60,141,242
Employee wage & benefits		13,388,182	9,111,523	5,112,946
Payments to providers of capital		-	5,000,000	-
Payment to the government		6,552,165	5,658,836	2,625,899
Community investment		58,662	12,000	5,480
Economic Value Retained		15,276,418	11,409,186	10,088,506

Sustainability Statement

In line with our vision to promote sustainable growth, Northern Solar will continue to manage its economic resources prudently, balancing profitability with social and environmental value creation. The Group remains committed to supporting Malaysia's renewable-energy transition by reinvesting in clean technologies, workforce capacity, and community development.

Supply Chain Management

We work with a network of suppliers and contractors across Malaysia who support our projects from procurement to installation and maintenance. To promote responsible sourcing, the Group enforces a supplier evaluation that outlines expectations on ethics, labour standards, health and safety, and environmental performance. All new suppliers must acknowledge compliance before engagement, and key suppliers are periodically evaluated for quality, performance, and compliance.

During FYE2026, Northern Solar engaged 332 local suppliers and 22 overseas suppliers. Total spending with suppliers amounted to RM92.82 million, of which RM47.88 million (51.58%) was spent on local vendors. Although the proportion of local spending decreased from 63.33% in FYE2025, the absolute value of spending with local suppliers increased by RM10.63 million, reflecting continued growth in engagement with Malaysian businesses. The lower percentage was mainly driven by higher procurement of specialised equipment from overseas suppliers to support project requirements. Northern Solar remains committed to fostering local economic growth through responsible sourcing and sustained collaboration with local vendors.

Supply Chain Management

Description	Unit	FYE2026	FYE2025	FYE2024
Total local suppliers	pax	332	301	235
Total overseas suppliers		22	9	8
Local suppliers	MYR	47,877,567	37,247,609	24,731,914
Overseas suppliers		44,941,994	21,570,226	37,512,405
Total spend (local and overseas suppliers)		92,819,562	58,817,835	62,244,319
Proportion of local suppliers	%	51.58	63.33	39.73

To further strengthen supply chain governance, Northern Solar aims to introduce an ESG Supplier Assessment Programme starting in FYE2027. This initiative will evaluate suppliers' environmental, social, and governance performance through a structured self-assessment process, helping identify opportunities for improvement and build capacity across the value chain. The Group also aims to establish a Supplier Decarbonisation Framework to monitor and progressively reduce Scope 3 emissions associated with purchased goods and services. By maintaining strong partnerships with local vendors and upholding transparent procurement practices, Northern Solar continues to enhance resilience, accountability, and shared value across its supply chain.

Anti-Bribery and Anti-Corruption

Integrity and transparency are core values that guide every aspect of Northern Solar's operations. We maintain a zero-tolerance policy toward bribery and corruption, ensuring that our business conduct upholds the highest ethical standards in line with the Malaysian Anti-Corruption Commission ("MACC") Act 2009 (Amendment 2018) and Section 17A – Corporate Liability Provision.

In FYE2026, no confirmed cases of bribery or corruption were recorded, continuing our clean track record from previous years. Likewise, no enforcement actions were required. No formal corruption-related risk assessment was conducted for the Group's operations during the reporting period. The Group will consider incorporating corruption risk assessment as part of its risk management or internal control review process moving forward.

Sustainability Statement

Percentage of Operation Assessed & Confirmed Cases of Corruption

	FYE2026	FYE2025	FYE2024
Confirmed incidents of corruption	0	0	0
Number of action(s) taken	0	0	0

Percentage Trained on ABAC (By category)

	FYE2026	FYE2025	FYE2024
Non-Executive	100%	100%	-
Executive	100%	100%	-
Managerial	100%	100%	-
Senior Management	100%	100%	-
BOD	100%	100%	-

To reinforce awareness, since its adoption in December 2024, Northern Solar achieved 100% training coverage on Anti-Bribery and Anti-Corruption across all organisational levels, from the Board of Directors to Non-Executive employees. The training covered policy requirements, reporting procedures, and practical scenarios to strengthen employees' understanding of ethical business conduct.

Northern Solar will continue to uphold and enhance its governance framework through regular policy reviews, employee refresher trainings, and supplier-side ethics awareness. By embedding integrity into every layer of our operations, we aim to maintain stakeholder trust and enhance our reputation as a responsible renewable energy company.



Sustainability Statement

NORTHERN SOLAR HOLDINGS BERHAD

BMLR Transition Period

Date & Time: 2026-07-22_13:33:04
Ace Market | Group 3 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
Anti-Corruption	Percentage of employees who have received training on anti-corruption (Non-executive)	Percentage	100	100	—	No assurance
Anti-Corruption	Percentage of employees who have received training on anti-corruption (Executive)	Percentage	100	100	—	No assurance
Anti-Corruption	Percentage of employees who have received training on anti-corruption (Managerial)	Percentage	100	100	—	No assurance
Anti-Corruption	Percentage of employees who have received training on anti-corruption (Senior Management)	Percentage	100	100	—	No assurance
Anti-Corruption	Percentage of employees who have received training on anti-corruption (BOD)	Percentage	100	100	—	No assurance
Anti-Corruption	Percentage of operations assessed for corruption-related risks	Percentage	N/A	N/A	—	No assurance
Anti-Corruption	Confirmed incidents of corruption and action taken	Number	0	0	—	No assurance
Community/Society	Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	12,000	58,662	—	No assurance
Community/Society	Total number of beneficiaries of the investment in communities	Number	3	13	—	No assurance
Diversity	Percentage of employees (Director, under 30)	Percentage	0.00	0.00	—	No assurance
Diversity	Percentage of employees (Director, between 30-50)	Percentage	100.00	100.00	—	No assurance

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NORTHERN SOLAR HOLDINGS BERHAD

BMLR Transition Period

Date & Time: 2026-07-22_13:33:04
Ace Market | Group 3 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
Diversity	Percentage of employees (Director, above 50)	Percentage	0.00	0.00	—	No assurance
Diversity	Percentage of employees (Non-Director, under 30)	Percentage	41.67	4779	—	No assurance
Diversity	Percentage of employees (Non-Director, between 30-50)	Percentage	56.48	51.47	—	No assurance
Diversity	Percentage of employees (Non-Director, above 50)	Percentage	1.85	0.74	—	No assurance
Diversity	Percentage of employees (Director, male)	Percentage	100.00	100.00	—	No assurance
Diversity	Percentage of employees (Director, female)	Percentage	0.00	0.00	—	No assurance
Diversity	Percentage of employees (Non-director, male)	Percentage	65.74	65.44	—	No assurance
Diversity	Percentage of employees (Non-director, female)	Percentage	34.26	34.56	—	No assurance
Diversity	Percentage of directors (Under 30)	Percentage	0	0	—	No assurance
Diversity	Percentage of directors (Between 30-50)	Percentage	33.33	33.33	—	No assurance
Diversity	Percentage of directors (Above 50)	Percentage	66.67	66.67	—	No assurance
Diversity	Percentage of directors (Male)	Percentage	50.00	66.67	—	No assurance
Diversity	Percentage of directors (Female)	Percentage	50.00	33.33	—	No assurance
Energy Management	Total energy consumption	Gigajoule	134.25	49787	—	No assurance

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NORTHERN SOLAR HOLDINGS BERHAD

BMLR Transition Period

Date & Time: 2026-07-22_13:33:04
Ace Market | Group 3 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
Health and Safety	Number of work-related fatalities	Number	0	0	—	No assurance
Health and Safety	Lost time incident rate (LTIR)	Rate	0	3.70	—	No assurance
Health and Safety	Number of employees trained on health and safety standards	Number	14	27	—	No assurance
Labour Practices and Standards	Total hours of training (Director)	Hours	N/A	68	—	No assurance
Labour Practices and Standards	Total hours of training (Non-director)	Hours	N/A	153	—	No assurance
Labour Practices and Standards	Total number of employee turnover (Director)	Number	0	1	—	No assurance
Labour Practices and Standards	Total number of employee turnover (Non-director)	Number	16	29	—	No assurance
Labour Practices and Standards	Percentage of employees that are contractors or temporary staff	Percentage	6.48	8.82	—	No assurance
Labour Practices and Standards	Number of substantiated complaints concerning human rights violations	Number	0	0	—	No assurance
Supply Chain and Management	Proportion of spending on local suppliers	Percentage	63.33	51.58	—	No assurance
Data Privacy and Security	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	—	No assurance
Water	Total volume of water used	Cubic meters	241.50	6702	—	No assurance
Waste Management	Total waste generated	Metric tonnes	N/A	N/A	—	No assurance
Waste Management	Total waste diverted from disposal	Metric tonnes	N/A	N/A	—	No assurance

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NORTHERN SOLAR HOLDINGS BERHAD

BMLR Transition Period

Date & Time: 2026-07-22_13:33:04
Ace Market | Group 3 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance
Waste Management	Total waste directed to disposal	Metric tonnes	N/A	N/A	—	No assurance
Emissions Management	Scope 1 emissions	Metric tonnes	N/A	16.00	—	No assurance
Emissions Management	Scope 2 emissions	Metric tonnes	28.27	55.23	—	No assurance
Emissions Management	Scope 3 emissions	Metric tonnes	19.78	834.34	—	No assurance

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GRI CONTENT INDEX

Statement of use	Northern Solar Holdings Berhad has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	About Us, Page 2-3
	2-2 Entities included in the organisation's sustainability reporting	Reporting Scope and Boundary, Page 32
	2-3 Reporting period, frequency and contact point	Reporting Period and Cycle, Page 32; Feedback and Contact, Page 32
	2-4 Restatements of information	N/A
	2-5 External assurance	Data Assurance, Page 32
	2-6 Activities, value chain and other business relationships	About Us, Page 2; Supply Chain Management, Page 49
	2-7 Employees	Diversity and Inclusion, Page 42-43
	2-9 Governance structure and composition	Sustainability Governance Structure, Page 33
	2-11 Chair of the highest governance body	Messages from Our Chairman, Page 30-31
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance Structure, Page 33
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance Structure, Page 33
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure, Page 33
	2-15 Conflicts of interest	Policies and Ethical Standards, Page 34
	2-16 Communication of critical concerns	Policies and Ethical Standards, Page 34
	2-17 Collective knowledge of the highest governance body	Sustainability Governance Structure, Page 33
	2-22 Statement on sustainable development strategy	Managing our Material Matters, Page 36-38
	2-23 Policy commitments	Policies and Ethical Standards, Page 34
	2-24 Embedding policy commitments	Policies and Ethical Standards, Page 34
	2-26 Mechanisms for seeking advice and raising concerns	Policies and Ethical Standards, Page 34
	2-27 Compliance with laws and regulations	Policies and Ethical Standards, Page 34; Anti-Bribery and Anti-Corruption, Page 49-50
	2-28 Membership associations	Certifications & Accreditations, Page 6
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality, Page 34-35
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment, Page 35
	3-2 List of material topics	Materiality Matrix FYE 2026, Page 36
	3-3 Management of material topics	Managing our Material Matters, Page 36-38
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance, Page 48
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Reporting Roadmap, Page 38
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Community Engagement, Page 46-47
	203-2 Significant indirect economic impacts	Community Engagement, Page 46-47

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management, Page 49
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Bribery and Anti-Corruption, Page 49-50
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Bribery and Anti-Corruption, Page 49-50
	205-3 Confirmed incidents of corruption and actions taken	Anti-Bribery and Anti-Corruption, Page 49-50
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy Management, Page 39-41
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water, Page 41
	303-3 Water withdrawal	Water, Page 41
	303-5 Water consumption	Water, Page 41
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Demographics, Page 43
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Labour Practices and Standards, Page 45
	401-3 Parental leave	Labour Practices and Standards, Page 45
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, Page 46
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, Page 46
	403-5 Worker training on occupational health and safety	Health and Safety, Page 46
	403-6 Promotion of worker health	Labour Practices and Standards, Page 45
	403-9 Work-related injuries	Health and Safety, Page 46
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Development, Page 43-45
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Training and Development, Page 43-45
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Inclusion, Page 42-43
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity and Inclusion, Page 42-43
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Labour Practices and Standards, Page 45
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labour Practices and Standards, Page 45
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	Community Engagement, Page 46-47
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Bursa Malaysia CSI Prescribed Table, Page 51-54