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Message from the Board

Dear Stakeholders,

The Board of Directors (the "Board") of Amplefield Limited (the "Company", and together with its subsidiaries, the "Group") is pleased to present the Group's Sustainability Report for the financial year ended 30 September 2025 ("FY2025"). This Report outlines the Group's approach to sustainability and highlights the key economic, environmental, social and governance ("EESG") matters that are material to our business and stakeholders.

The Board, led by the Chairman, has overall responsibility for the oversight of the Group's sustainability strategy and performance. Sustainability considerations are integrated into the Group's strategic planning and risk management processes. The Board is supported by the Risk Management Committee ("RMC") and the sustainability task force (the "Task Force"), which assist in identifying, reviewing and monitoring material EESG matters, risks and performance indicators across the Group.

During FY2025, the Group reviewed its material sustainability topics to ensure their continued relevance in light of changes to the operating environment, business activities and stakeholder expectations. Following this review, the Board confirmed that the existing material topics remain appropriate. In addition, recognising the increasing importance of climate-related risks, the Group refreshed its assessment of climate-related physical and transition risks relevant to its operations.

The Group continued to enhance its climate-related disclosures by aligning, where appropriate, with the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"). During the financial year, the focus was on reviewing and updating the identification of climate-related risks. The Group will continue to adopt a phased approach to climate reporting, including progressing towards scenario analysis over time. In line with regulatory developments, the Group will work towards alignment with the International Sustainability Standards Board ("ISSB") standards, including IFRS S1 and IFRS S2, in accordance with the timelines prescribed by the Singapore Exchange ("SGX").

In FY2025, the Group maintained stable sustainability performance. We recorded zero incidents of corruption and no cases of material non-compliance resulting in significant fines or sanctions. The Group continued to track and report its greenhouse gas ("GHG") emissions. On the social front, employee training improved, with average training hours increasing to 12.0 hours (FY2024: 7.8 hours) per employee, exceeding internal targets. We also maintained zero work-related injury cases, reflecting our ongoing commitment to employee safety and well-being.

We would like to extend our sincere appreciation to all stakeholders for the unwavering support throughout this sustainability journey.

Sincerely,

For and on behalf of the Board

Mr Albert Saychuan Cheok

Chairman

28 January 2026

Our Sustainability Story

About the Group

The Group is committed to embedding sustainable development into its business strategy and operations, with the objective of creating positive value for society and the communities in which it operates.

Founded in 1989 and listed on the Catalist of the SGX since 2016, the Group is led by its controlling shareholder, Dato Sri Yap Teiong Choon, who holds direct and/or deemed interests in the Company.

The Group operates across Southeast Asia, with a presence in Kuala Lumpur and Johor Bahru, Malaysia, and in Lipa and Malvar, Batangas, the Philippines.

The Group's sustainability approach is guided by material topics identified through stakeholder engagement and materiality assessment processes and aligned with the Global Reporting Initiative ("GRI") Standards. Further details are provided in the GRI Content Index page 26 onwards. This Sustainability Report supplements the Group's FY2025 Annual Report.

Reporting Period and Scope

This Sustainability Report ("Report") provides a comprehensive summary of the Group's management approach and performance regarding key sustainability issues. This Report covers the financial year from 1 October 2024 to 30 September 2025.

The reporting scope encompasses the operations of all active subsidiaries of the Company, namely, Amplefield Development Inc. ("ADI"), Amplefield Facilities Sdn Bhd ("AF") and Niche Properties Sdn Bhd ("NPSB"), and our newly acquired manufacturing subsidiary CAM Connectivity (Phils.) Inc. ("CCPI") is presented separately in view of CCPI's different segment nature from the other subsidiaries, the practice of which will be kept in the foreseeable future until further notice is given.

Reporting Framework

This Report has been prepared in compliance with Rule 711B and Practice Note 7F of Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited ("SGX-ST") ("Catalist Rules").

We have developed this Report with reference to the GRI Standards, the most widely recognised framework for sustainability reporting globally. In preparing our disclosures, we have adhered to the GRI reporting principles of stakeholder inclusiveness, sustainability context, materiality, and completeness. Additionally, this Report incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to address climate-related risks and opportunities.

Internal Review and Assurance

To ensure the accuracy and reliability of the data presented, this Report has undergone a thorough internal review by our management team. While we have not sought external assurance for the current reporting period, we remain committed to transparency and will evaluate the necessity of external assurance for our future sustainability disclosures as our reporting maturity evolves.

Access and Feedback

As part of our ongoing commitment to environmental conservation, we have minimised paper usage by not distributing physical copies of this Report. Shareholders and stakeholders may access the digital version via Company Website, https://www.amplefield.com and via SGXNet, www.sgx.com/securities/company-announcements.

We welcome your feedback to help us improve our sustainability practices and reporting. Please direct your comments or inquiries to:

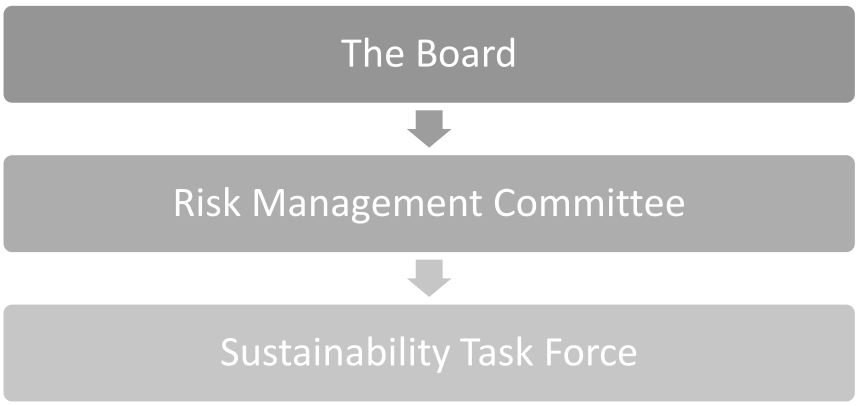
- Email: investor_relations@amplefield.com
- Postal Address: 101A, Upper Cross Street, #11-16 People's Park Centre, Singapore 058358

Sustainability Governance

The Group recognises that an effective sustainability governance framework is fundamental to long-term value creation. The Board has overall responsibility for the oversight of sustainability matters and ensures that material environmental, social, and governance ("ESG") considerations are integrated into the Group's strategy, risk management and long-term business objectives.

The Risk Management Committee ("RMC"), led by an Executive Director and comprising key members of management, supports the Board in overseeing the implementation of sustainability strategies, policies, and procedures across the Group. The RMC reviews and recommends sustainability-related matters, including the identification and management of material ESG factors, and monitors progress through regular reporting and updates.

A Sustainability Task Force has been established to drive the implementation of the Group's sustainability initiatives. The Task Force comprises Directors, executives, and a general manager, and operates under the oversight of an Executive Director, who reports to the RMC to ensure effective coordination, accountability, and escalation of key sustainability issues.



Stakeholder Engagement

Effective stakeholder engagement is integral to the Group's business operations and long-term sustainability. The Group seeks to build and maintain strong relationships with its diverse stakeholders by actively considering their needs, expectations, and concerns in the development of its sustainability initiatives and strategies.

Engagement with stakeholders is conducted on a regular and timely basis through multiple channels, including online platforms, meetings, seminars and face-to-face interactions. Details of the Group's key stakeholder groups and corresponding engagement activities are summarised in the stakeholder engagement table below, which outlines the key engagement approaches, stakeholder expectations, and areas of concern for each group.

Stakeholders	***Area of Concern***	***Means of Engagement***	***Frequency of Engagements***	***Section Reference***
Employees	• Remuneration and benefits • Training and development • Ethics and conduct • Diversity and fair employment • Health and safety	• Performance appraisal • Training and education • Whistle blowing mechanism • Regular email communication	• Annual • Year round • Annual • Year round	• Governance • Occupational Health and Safety • Social
Suppliers and Contractors	• Health and safety • Environmental compliance • Social compliance	• Site inspections and site meetings • Supplier and contractors' evaluation • Whistle blowing mechanism	• Annual • Annual • Annual	• Environmental • Occupational Health and Safety • Governance
Governments and regulators	• Anti-corruption • Employment practices • Health and safety	• Licensing • Site inspection	• Annual • Annual	• Environmental • Occupational Health and Safety

Community	• Environmental and social compliance • Regulatory and industrial requirements	• SGX announcements • Annual reports • Sustainability reports • Whistle blowing mechanism	• Half-yearly • Annual • Annual • Annual	• Social • Environmental • Economic • Governance
Shareholders and investors	• Economic performance • Anti-corruption	• SGX announcements • Annual reports • Investor relations management • Sustainability reports • Whistle blowing mechanism	• Half-yearly • Annual • Half-yearly • Annual • Annual	• Governance • Economic

Materiality Assessment

During the financial year, the Group conducted a review of the continued relevance of its existing material topics through engagement with both internal and external stakeholders. This review was undertaken to confirm that the previously identified material topics remain appropriate in reflecting the Group's key sustainability risks, opportunities and impacts. The review process involved mapping the existing material topics from the prior reporting year against prevailing sustainability reporting guidance and the GRI Standards. This enabled the Group to validate continued relevance of topics.

During FY2025, the scope of the Group expanded with the inclusion of CCPI, a manufacturing subsidiary. We recognise that the addition of manufacturing operations may introduce new sustainability impacts, risks and opportunities that are not fully reflected in the existing material topics. The Group intends to conduct a comprehensive, group-wide materiality assessment in the next reporting cycle, which will include the identification and evaluation of sustainability topics relevant to the expanded scope of operations, including CCPI, to ensure that the Group's material topics remain robust, forward-looking and representative of its evolving business profile.

Following this review, the Group retained 15 material topics that are considered to be of highest significance for the reporting year. The material topics and the updated materiality matrix are presented below.

IMPACT TO STAKEHOLDERS	Low	Medium	High
High			× Economic Performance × Anti-corruption × Compliance with Laws & Regulations × Employment
Medium	× Training and Education × Diversity and Equal Opportunity × Non-discrimination	× Occupational Health & Safety × Energy Consumption × GHG Emissions × Water Management	
Low	× Indirect Economic Impacts	× Waste Management × Supplier Environmental Assessment × Supplier Social Assessment	
	IMPACT TO BUSINESS		

ECONOMIC	ENVIRONMENTAL	SOCIAL	GOVERNANCE

• Economic Performance • Indirect Economic Impacts	• Energy Consumption • Greenhouse Gas (“GHG”) Emissions • Water Management • Waste Management • Supplier Environmental Assessment	• Occupational Health and Safety • Employment • Training and Education • Diversity and Equal Opportunity • Non-discrimination • Supplier Social Assessment	• Anti-corruption • Compliance with Laws and Regulations

Sustainability Performance & Targets

Following the recent inclusion of a new subsidiary into the Group, we are currently reviewing our sustainability framework to encompass our expanded operational footprint. Consequently, we are re-evaluating our medium-term targets. Updated Group-wide targets will be established and communicated once sufficient baseline data from the new subsidiary has been collected and analyzed.

Social

We remain steadfast in our commitment to creating a safe working environment, underscored by our goal to maintain zero incident rates resulting in employee fatality or disability in FY2026. To support this, we employ accredited Safety Officers to oversee safety procedures and coordinate with our tenants for periodic earthquake and fire drills in compliance with Bureau of Fire Protection (BFP) requirements in FY2025. Moving forward, we will continue to uphold strict industry standards, ensuring at least one contractor remains ISO-certified and that we comply fully with all occupational health and safety laws.

In terms of employee turnover, our turnover rate increased to 19% (FY2024: 4%). The higher turnover rate for FY2025, not fulfilling the target for turnover rate not exceeding 10% set in FY2024, was due to cessation of a site office and rationalization of the staff there. For FY2026, we have set a target for turnover rate not exceeding 10% (FY2025: 10%). We will also endeavour to increase the participation rate of women and younger staff among our workforce. For employee training and education, we exceeded our training target of 192 hours for FY2025, achieving a total of 311 hours of training with an average of 12.0 hours (FY2024: 7.8 hours) per employee. For FY2026, we have set a target of 390 hours (FY2025: 192 hours) of training for all employees or an average of 15.0 hours of training per employee.

We continue to prioritise professional development. In FY2025, we exceeded our training benchmarks, achieving total training hours. For FY2026, we have kept our target to ensure an average of 8.0 hours of training per employee.

Environmental

We are committed to minimizing the environmental impact of our operations. Our accredited Pollution Control Officer (PCO) ensures that industrial tenants meet all environmental standards and minimise pollutants. Concurrently, we are actively promoting energy efficiency by implementing LED lighting across our facilities wherever practicable. We will continue to improve our performance against all sustainability metrics.

Economic

The Group is committed to delivering strong economic performance and creating long-term value for its stakeholders. Economic sustainability remains a core element of the Group's business strategy, supporting sustainable growth and contributing positively to the wider economy.

Economic Performance

(GRI 201-1)

Our economic performance is of crucial importance to our stakeholders, particularly our investors and employees.

In FY2025, the Group recorded a revenue of approximately S$8 million (FY2024: approximately S$13 million), and profit before tax of S$0.5 million (FY2024: S$0.7 million). For more details, please refer to the Chairman's Statement on page 2 and the Group's financial statements on pages 36 to 41 of the Company's Annual Report FY2025.

The Group operates across three core business segments: (i) property development and construction; (ii) facility provider and rental; and (iii) manufacturing, for which we acquired control of CCPI since the beginning of FY2025. We have considered business segments (i) and (ii) above as the Non-Manufacturing segment and business segment (iii) above as the Manufacturing segment.

The Group currently manages a small and medium enterprise ("SME") Park in Batangas, the Philippines, which provides industrial facilities to export-oriented manufacturers operating within a designated free trade zone. In addition, the Group owns six blocks of four-storey terraced shop/offices in Kuala Lumpur, held as an investment property that generates recurring rental income.

Economic Performance	Unit	FY2022	FY2023	FY2024	FY2025
Revenue and Net Profit					
Revenue	SGD '000	12,176	8,622	12,945	7,942
Profit / Loss After Tax	SGD '000	-5,319	-1,649	554	378
Economic Value Distributed					
Total Economic Value Distributed	SGD '000	17,853	11,709	13,204	7,131
Operating Costs	SGD '000	16,758	10,444	11,988	5,145
Employee Wages and Benefits	SGD '000	845	962	918	1,707
Payments to providers of capital	SGD '000	159	215	196	147
Payments to governments by country	SGD '000	91	88	110	132
Community investments	SGD '000	0	0	0	0

Indirect Economic Impacts

(GRI 203-2)

Contribution to Industry Practice

The Group continues to build on the success of its SME Park concept in the Philippines, which brings together small and medium-sized manufacturers to support larger exporters operating within the free trade zone. The SME Park provides essential facilities, utilities, and security, and enables close proximity and stronger supply chain linkages between SMEs and their customers, strengthening collaboration within the export manufacturing ecosystem.

In line with our strategic growth in the Philippines, the Group acquired CAM Connectivity Philippines, Inc. ("CCPI"), a well-established manufacturing company offering one-stop manufacturing solutions. CCPI specialises in the design, casting, machining, surface finishing and assembly of aluminium- and zinc-based components for sectors including computer storage, automotive and precision technology, supporting regional supply chains with integrated services under one roof.

Governance

The Group is committed to responsible business practices through the implementation of robust governance frameworks that promote ethical conduct, transparency, and accountability across its operations. The Group seeks to operate responsibly and sustainably while meeting the expectations of its stakeholders.

Anti-corruption

(GRI 205-1, 205-2, 205-3)

The Group adopts a zero-tolerance approach towards corruption, bribery, and unethical conduct, and does not condone any form of impropriety or wrongdoing by employees in the course of their employment. The Group maintained zero confirmed cases of corruption in FY2025.

During the financial year, the Group assessed its significant operations for corruption-related risks using factors such as geographical location and nature of activities. This risk assessment enabled the Group to identify areas with higher potential risk and implement appropriate preventive controls. Employees were also informed and trained on recognising potential corrupt practices and the appropriate actions to take when confronted with such situations.

The Group will continue to strengthen its anti-corruption programme. In FY2026, the Group aims to maintain its zero-incident record, reinforce the implementation of relevant policies, and foster a strong culture of integrity and anti-corruption awareness among employees.

Percentage of operations assessed for corruption-related risks					
	FY2022	**FY2023**	**FY2024**	**FY2025**	
				Non-Manufacturing	**Manufacturing**
Number of operations assessed for corruption-related risks as at the end of Reporting Period	4	3	3	3	1
Total number of operations as at the end of Reporting Period	4	3	3	3	1
Percentage of operations assessed for corruption-related risks	100%	100%	100%	100%	100%

Percentage of employees who have received training on anti-corruption by employee category						
	Unit	**FY2022**	**FY2023**	**FY2024**	**FY2025**	
					Non-Manufacturing	**Manufacturing**
Management	Number of employees who received	7	8	7	8	4
	Total number of this category	8	8	8	12	4
	Percentage	87%	100%	88%	67%	100%
Staff (excluding Management)	Number of employees who received	5	7	7	9	9

	Total number of this category	16	15	16	14	85
	Percentage	31%	47%	44%	64%	11%

There was a decrease in the percentage of employees who received anti-corruption training by employee category during the financial year, primarily due to the inclusion of a new subsidiary, which expanded the employee base.

Confirmed incidents of corruption and action taken					
	FY2022	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
Number of confirmed incidents	0	0	0	0	0

Compliance with Laws and Regulations

(GRI 2, Disclosure 2-27)

Personnel Policy and Whistleblowing Policy

The Group is committed to upholding high ethical standards across all operations and business activities. A comprehensive Personnel Policy has been established to promote professionalism, integrity, and ethical conduct. The policy includes provisions on conflicts of interest, requiring all employees to declare any actual or potential conflicts involving the Group or its stakeholders. All employees are required to familiarise themselves with and comply with the Personnel Policy.

Members of the governance bodies and employees are required to participate in relevant training to ensure they are adequately equipped to discharge their duties and responsibilities. Any breaches of the code of conduct set out in the Personnel Policy are subject to disciplinary action. No violations were reported in FY2025.

The Personnel Policy also incorporates a Whistleblowing Policy approved by the Audit Committee, which sets out clear procedures for the reporting and investigation of concerns. Employees and external parties may confidentially report issues, including improper financial reporting or other misconduct, to the Chairman of the Audit Committee. Reports can be submitted via a dedicated email address at whistleblower@amplefield.com or through the Group's website at https://amplefield.com. All reports are followed up appropriately, with independent investigations conducted where necessary. The Group recorded zero whistleblowing reports in FY2025.

Interested Person Transactions

The Group complies with applicable regulatory requirements governing interested person transactions. All such transactions are properly documented and submitted to the Audit Committee for review to ensure they are conducted on an arm's length basis, on normal commercial terms, and are not prejudicial to the interests of the Company or its shareholders.

Dealing in Securities

The Group has established guidelines on dealings in its securities to promote compliance with insider trading laws. Directors and employees are notified to refrain from trading in the Group's securities during closed periods, which commence one month prior to the announcement of the Group's half-year and full-year financial results and end on the date of such announcements. Directors and employees are required to observe insider trading laws at all times, and Directors are prohibited from dealing in the Group's securities on a short-term basis.

Environmental

TCFD Report

Governance

At Amplefield, the Board provides strategic oversight of the Group's sustainability agenda and is responsible for ensuring that material sustainability matters, including climate-related considerations, are integrated into the Group's strategic direction and aligned with its long-term objectives.

The Risk Management Committee ("RMC"), chaired by an Executive Director and comprising key members of management, supports the Board in implementing and executing sustainability-related policies and procedures across the Group. The RMC plays a key role in identifying and reviewing climate-related risks, recommending sustainability strategies and policies, and overseeing material environmental, economic, social and governance ("EESG") factors. Regular monitoring and progress updates are provided to the Board.

A Sustainability Task Force has been established to support the execution of sustainability initiatives. The Task Force comprises Directors, executives and a general manager, and operates under the oversight of an Executive Director who reports to the RMC.

Strategy

During the year, the Group commenced its inaugural climate-related disclosures aligned with the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"). This represents an initial step in embedding climate considerations into the Group's strategic planning and risk management processes across the short-term (1–5 years), medium-term (5–7 years) and long-term (beyond 7 years) horizons.

Through this assessment, the Group identified key climate-related risks and evaluated their potential impacts on business operations and financial performance, as summarised below.

Risk Type	Risk	Time Period	Risk Impact (Factors that influence impact on operations and finances)
Acute	Extreme rainfall and increased flooding events	Short, Medium Term	• Reduced revenue due to business disruption and damaged or destroyed assets • Increased insurance costs
Chronic	Increasing mean temperatures	Medium, Long term	• Increased labour costs • Reduced productivity and higher health risks (e.g. heat exhaustion, heat stroke) • Higher energy cooling costs • Increased maintenance costs due to wear and tear
	Sea-level rise	Long term	• Higher capital expenditure for preventive measures • Reduced revenue • Increased insurance costs
	Changes in precipitation patterns	Long term	• Changes in supply and market prices • Increased insurance costs • Higher operating costs
Pol icy	Introduction of carbon taxes	Medium term	• Increased operational expenses

	Changes in building regulations and higher energy and resource efficiency standards	Short, Medium term	• Increased operational and capital expenditure to comply with regulatory requirements
	Enhanced sustainability reporting requirements	Short, Medium term	• Increased compliance and reporting costs
Technology	Increased adoption of sustainable technologies and solutions	Long term	• Higher capital and operating costs, including investments in green building technologies, smart energy systems, and low-carbon retrofits
Market	Changes in investor and financier preferences	Medium, Long term	• Reduced access to capital • Higher financing costs
Reputational	Changing customer and stakeholder expectations	Medium, Long term	• Potential loss of revenue and market share • Exposure to fines or penalties due to environmental non-compliance

Risk Management

Climate-related risks identified by the RMC, including typhoons, storms, and flooding, could materially affect the Group's operations in the Philippines and Malaysia. To mitigate these risks, the Group has implemented preventive maintenance measures, including ensuring roofing systems are waterproof and roof gutters remain unobstructed. An upgrading programme has also been introduced to enhance resilience by replacing existing gutters with durable stainless-steel materials.

These mitigation measures form part of the Group's broader risk management framework, which systematically identifies, assesses, and manages climate-related risks to support operational continuity and resilience.

Metrics and Targets

To further align with TCFD recommendations, the Group is committed to progressively enhancing its climate-related metrics and targets by adopting leading practices. This includes strengthening capabilities to collect, measure, and report emissions and energy-related data. For detailed performance disclosures, please refer to the Energy Consumption and GHG Emissions sections of this Report.

Energy Consumption

(GRI 302-1, 302-3)

As part of the Group's commitment to energy conservation, energy-efficient Light-Emitting Diode ("LED") lighting has been progressively implemented across its facilities. The Group will continue to prioritise energy efficiency by developing plans to replace ageing equipment with more energy-efficient alternatives, including exploring the adoption of solar energy solutions.

In FY2025, the Group allocated approximately 2% of revenue towards maintenance expenditure to ensure facilities, including lighting systems, are operating at optimal efficiency.

Our energy consumption during the financial year is based on estimates. Moving forward, we will work towards improving the accuracy of our energy consumption and reporting processes

Total Energy Consumption					
	Unit	**FY2023**	**FY2024**	**FY2025**	
				Non-Manufacturing	**Manufacturing**
Total energy consumption (electricity)[1]	GJ	515.2	510.0	523.9	8,641
Diesel Consumption	Litres	0	0	0	2,512
LPG Consumption	Kg	0	0	0	297,966

Energy intensity ratio					
	Unit	**FY2023**	**FY2024**	**FY2025**	
				Non-Manufacturing	**Manufacturing**
Energy Intensity[2]	GJ / Revenue in million	59.8	59.0	165.1	1,810.0

The sharp increase in energy intensity of Non-Manufacturing segment from 59.0 GJ/Revenue in million in FY2024 to 165.1 GJ/Revenue in million in FY2025 is mainly due to the significant drop in revenue from property development and construction from S$10.2 million in FY2024 to S$0.4 million in FY2025 while the energy usage remains largely the same in FY2024 and FY2025.

Water Management

(GRI 303-5)

As a participant in the real estate industry, water consumption is a relevant consideration, particularly in relation to tenant operations. The Group requires its industrial tenants to comply with applicable local water-related regulations. At the SME Industrial Park in the Philippines, tenants are required to meet the requirements of the RA 9275 Clean Water Act and comply with effluent and wastewater standards prescribed by the Department of Environment and Natural Resources.

The Group conducts regular monitoring of tenant operations to ensure ongoing compliance with these standards. In addition, the Group supports Lima Water Corporation in conducting periodic environmental compliance audits and wastewater testing.

Total volume of water consumption					
	Unit	**FY2023**	**FY2024**	**FY2025**	
				Non-Manufacturing	**Manufacturing**
Total volume of water used[3]	m^3	345.0	340.0	1,585	89,843

[1] The total electricity consumption covers offices and plants in Kuala Lumpur (Malaysia), Johor Bahru (Malaysia) and the Philippines.
[2] Energy Intensity only includes electricity consumption data
[3] Total water consumption covers offices and plants in Johor Bahru (Malaysia) and the Philippines only.

Water consumption intensity ratio					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
Water consumption intensity	m^3 / Revenue in million	40.0	39.5	4857.4	18819.2

GHG Emissions

(GRI 305-1, 305-2, 305-4)

Scope 1 greenhouse gas ("GHG") emissions comprise direct emissions from sources owned or controlled by the Group. In the current year, Scope 1 emissions were recorded following the inclusion of a new subsidiary with fuel consumption. In prior years, Scope 1 emissions were negligible as the Group did not operate fuel-intensive machinery or consume significant quantities of fuel.

Scope 2 GHG emissions arise primarily from purchased electricity, as the Group does not utilise steam, heating, or cooling from external sources. Overall energy consumption increased during the financial year, resulting in higher Scope 2 emissions.

The reporting scope for GHG emissions expanded in the current financial year due to the addition of a new subsidiary.

Despite the increase in absolute emissions, the Group's emission intensity was 35.5 tCO_2e (FY2024: 9.4 tCO_2e) per million dollars of revenue generated for FY2025, reflecting continued focus on operational efficiency.

GHG Emissions					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
Scope 1 emissions	Tonnes of CO2e	0	0	0	882.6
Scope 2 emissions[4]	Tonnes of CO2e	110.7	121.5	112.5	1664.5

GHG Emissions intensity ratio					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
Emission Intensity	Tonnes of CO2e / Revenue in million	12.4	9.4	35.5	533.5

[4] Scope 2 emissions are calculated using the Grid Emission Factor (GEF) in Malaysia, 2017-2019 published by Malaysia Energy Information Hub (MEIH) and the Department of Energy (DOE) Philippines 2015-2017 National Grid Emission Factor (NGEF).

Waste Management

(GRI 306-3)

The Group monitors the operations of facility users and tenants to ensure compliance with applicable environmental standards and policies prescribed by relevant government agencies and local authorities, particularly in relation to waste collection and disposal.

In the Philippines, the Group requires its industrial tenants to comply with the RA 9003 Ecological Solid Waste Management Act. In addition, the Group's Materials Recovery Facilities are maintained in proper working condition to support the systematic segregation, processing, treatment, and disposal of solid waste, as well as the effective management of other waste streams.

Total waste generated					
	Unit	**FY2023**	**FY2024**	**FY2025**	
				Non-Manufacturing	**Manufacturing**
Total waste generated	Metric tonnes	10	10	10	39

Supplier Environmental Assessment

(GRI 308-1)

The Group is committed to upholding high environmental standards across its supply chain and expects its major suppliers, contractors, and subcontractors (collectively, "suppliers") to operate in compliance with applicable environmental and safety requirements.

Suppliers are assessed based on relevant certifications and their compliance with local environmental and occupational safety regulations. In the Philippines, contractors are required to comply with the RA 9275 Clean Water Act and the RA 9003 Ecological Solid Waste Management Act, as well as regulations issued by the Department of Environment and Natural Resources and the Department of Labor and Employment. Suppliers are also required to be duly registered with the appropriate licensing and accreditation bodies, such as the Philippine Contractors Accreditation Board ("PCAB") under the Department of Trade and Industry, or other relevant authorities applicable to their operations.

As part of the supplier evaluation process, the Group reviews suppliers' environmental track records and publicly available information. Where appropriate, suppliers may be requested to provide their Standard Operating Procedures ("SOPs") to assess alignment with the Group's environmental requirements.

In FY2025, the Group continued to screen suppliers based on their environmental practices. For future significant projects, contractors will be qualified and shortlisted based on their environmental credentials and performance history, with contract awards determined through a transparent tender process. This approach supports the Group's ongoing efforts to integrate sustainability considerations into its supply chain management.

Percentage of suppliers that were screened using environmental criteria				
	Unit	**FY2023**	**FY2024**	**FY2025**

				Non-Manufacturing	Manufacturing
Number of suppliers screened	Number	1	1	1	0
Number of total suppliers	Number	4	4	4	3
Percentage of suppliers	Percentage	25%	25%	25%	0%

Social

Occupational Health and Safety

(GRI 403-1, 403-2, 403-9, 403-10)

The Group places the highest priority on the safety, health, and well-being of its employees and is committed to providing a safe and healthy working environment at all times.

The Group's operations are managed in compliance with applicable occupational health and safety laws and regulations, including the Occupational Safety and Health Act 1994 of Malaysia and the Occupational Safety and Health Standards (as amended, 1989) of the Philippines. A robust occupational health and safety management system is in place, incorporating hazard identification, risk assessment, and risk control processes.

To enhance preparedness, tenants conduct regular fire and natural disaster drills at operating units located in higher-risk areas. In the Philippines, a trained and accredited Safety Officer oversees the implementation of safety protocols and coordinates earthquake and fire drills for staff at the Group's properties. Tenants are also required to comply with local regulatory requirements, including mandatory drills prescribed by the Bureau of Fire Protection ("BFP"), with legal compliance reviewed on an annual basis. In addition, a Pollution Control Officer ("PCO") is responsible for ensuring that pollutant levels at the Group's properties are minimised.

The Group continues to invest in workplace improvements to promote a safe and healthy environment. During the year, initiatives included upgrading office facilities, conducting regular servicing of air-conditioning systems to improve indoor air quality, and providing high-grade Personal Protective Equipment ("PPE") and protective gear to occupational health and safety personnel operating in higher-risk areas in the Philippines. Employees are regularly briefed on emergency response procedures and the handling of health and safety incidents, supported by the distribution of health-related materials and awareness resources.

Employees and contractors are encouraged to promptly report any health and safety incidents, non-compliance, or non-conformities to designated management representatives. Relevant information is made accessible through the Group's intranet to support transparency and timely communication.

In FY2025, the Group recorded zero workplace incidents. We ensured that 100% of contractors for non-manufacturing segment were ISO-certified or fully compliant with applicable occupational health and safety laws, underscoring the Group's continued commitment to employee safety and well-being.

	FY2023	**FY2024**	**FY2025**	
			Non-Manufacturing	**Manufacturing**
Number of work-related fatalities (Total)	0	0	0	0
Number of high-consequence work-related injuries	0	0	0	0
Rate of high-consequence work-related injuries (%)	0	0	0	0

Number of recordable work-related injuries[5]	0	0	0	0
Rate of recordable work-related injuries (%)	0	0	0	0
Number of fatalities as a result of work-related ill health	0	0	0	0
Cases of recordable work-related ill health	0	0	0	0

Absentee rate[6] (days per staff per year)					
	Unit	**FY2023**	**FY2024**	**FY2025**	
				Non-Manufacturing	**Manufacturing**
All employees	days/per staff per year	1.9	1.7	1.8	6.7
Philippines	days/per staff per year	0.2	0.57	1.4	6.7
Malaysia	days/per staff per year	2.7	2.2	1.5	0

Percentage of contractors/suppliers to be ISO (45001:2018 or 14001:2015 or 9001:2015) certified and/or comply fully with local OHS laws and regulations					
	Unit	**FY2023**	**FY2024**	**FY2025**	
				Non-Manufacturing	**Manufacturing**
Percentage of contractors	Percentage	100%	100%	100%	0%

Employment

(GRI 401-1, 401-2, 401-3)

Employees are a key driver of the Group's long-term success. The Group offers competitive remuneration packages, including performance-based bonuses, complemented by a comprehensive range of benefits such as medical coverage, healthcare services, parental leave, and retirement provisions. The Group fully complies with applicable government policies and regulations on parental leave and provides the necessary support to employees during such periods.

In FY2025, on a like-for-like basis without the newly added subsidiary, our turnover rate was 19% (FY2024: 4%), while our target was not exceeding 10% (FY2024: 20%). The relatively higher turnover rate compared to FY2024 was due to closure of a site office and rationalisation of its staff. However, during FY2025, the scope of workforce data expanded following the inclusion of a new subsidiary and

[5] This is based on work-related incidents that resulted in more than three days of medical leave or more than 24 hours of hospitalisation.

[6] Absentee rate is based on medical leave taken by staff, regardless of whether it is work-related or not. The total figure presented is the Group's average absentee rate.

the Group recorded an overall employee turnover rate of 8%. The Group does not engage employees on temporary or part-time contracts, and all employees are employed on a permanent basis.

Total Employee Turnover					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
Total Turnover	Number	3	1	5	4
Total number of employees	Number	23	24	26	89
Percentage of Turnover	Percentage	13%	4%	19%	4%

Employee Turnover by Age Group (X=age)						
		Unit	FY2023	FY2024	FY2025	
					Non-Manufacturing	Manufacturing
X < 30	No. of Turnover	Headcount	2	0	1	0
	Turnover Rate	Percentage	100%	0%	7%	0%
30 <= X <= 50	No. of Turnover	Headcount	0	1	4	2
	Turnover Rate	Percentage	0%	7%	5%	3%
X > 50	No. of Turnover	Headcount	1	0	0	2
	Turnover Rate	Percentage	13%	0%	0%	15%

Employee Turnover by Gender						
		Unit	FY2023	FY2024	FY2025	
					Non-Manufacturing	Manufacturing
Male	No. of Turnover	Headcount	1	1	3	1
	Turnover Rate	Percentage	7%	7%	17%	2%
Female	No. of Turnover	Headcount	2	0	2	3
	Turnover Rate	Percentage	25%	0%	25%	8%

Employee Turnover by Region						
		Unit	FY2023	FY2024	FY2025	
					Non-Manufacturing	Manufacturing
Malaysia	No. of Turnover	Headcount	0	0	3	0

	Turnover Rate	Percentage	0%	0%	16%	0%
Philippines	No. of Turnover	Headcount	2	1	2	4
	Turnover Rate	Percentage	29%	14%	2%	4%

Training and Education

(GRI 404-1, 404-3)

The Group is committed to the holistic development of its employees by continuously enhancing their skills and competencies. A combination of in-house and external training programmes is provided to address the diverse roles, responsibilities, and specialisations across the workforce. Training is delivered through various formats, including workshops, seminars, courses, conferences and classroom sessions.

During the year, the Group continued to identify suitable training opportunities for employees to support skills development, knowledge enhancement and readiness for expanded roles and responsibilities.

In FY2025, the Group expanded its reporting scope to include a newly added subsidiary. As a result, the Group's consolidated training figures for FY2025 are not directly comparable with those of prior financial years.

On a like-for-like basis without the newly added subsidiary, training delivered within the existing reporting scope totalled 311.5 hours (averaging 12.0 hours per employee), thereby achieving and exceeding the Group's minimum training target of 192 hours. Whereas the total training hours within new reporting scope for FY2025 are 849.5 hours.

Looking ahead, the Group will maintain the same training target, while continuing to evaluate training performance at a Group-wide level under the expanded reporting scope, to ensure consistency and relevance as the organisation grows.

Average hours of training by gender						
		Unit	FY2023	FY2024	FY2025	
					Non-Manufacturing	Manufacturing
Average hours of training for total employees	Total	Hours	4.2	7.8	12.0	5.9
	Male	Hours	3.9	7.7	10.6	5.4
	Female	Hours	4.8	7.9	15.0	6.6

51% of our employees received annual performance and career development reviews for the financial year. During the process, the employees provide their feedback to the Management. We are committed to identifying appropriate trainings through various forms and means to enhance the skills of our employees. The performance review numbers for the year had a sharp drop due to additional scope.

On a like-for-like basis without the newly added subsidiary, within the existing reporting timelines 54% (FY2024: 62%) of our employees received annual performance and career development reviews.

Percentage of employees receiving regular performance and career development reviews					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
Male	Percentage	44%	60%	33%	50%
Female	Percentage	30%	67%	100%	50%
Total	Percentage	74%	62%	54%	50%

Diversity and Equal Opportunity

(GRI 405-1)

The Group recognises that a diverse and inclusive workforce is fundamental to achieving strong business performance and creating long-term value for the Company and the communities in which it operates.

As at 30 September 2025, the Group employed a total of 115 employees, comprising 58% male and 42% female. Our workforce represents a broad range of age groups and nationalities, bringing together diverse experiences, perspectives and skill sets that collectively enhance the Group's capabilities and support sustainable growth. The Group does not employ any temporary or part-time employees.

The employee profile presented below reflects a significant increase in total headcount arising from changes in reporting scope. Accordingly, the figures for the current financial year are not directly comparable with those of the prior financial years.

Employee profile by gender					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
Male	Headcount	15	15	18	49
	Percentage	65%	63%	69%	55%
Female	Headcount	8	9	8	40
	Percentage	35%	37%	31%	45%

Employee profile by age group					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
< 30	Headcount	2	4	2	12
	Percentage	9%	8%	8%	13%
30 <= and <= 50	Headcount	13	14	13	64
	Percentage	56%	59%	50%	72%
> 50	Headcount	8	8	11	13
	Percentage	35%	33%	42%	15%

Employee profile by region				
	Unit	FY2023	FY2024	FY2025

				Non-Manufacturing	Manufacturing
Malaysia	Headcount	16	17	19	0
	Percentage	70%	71%	73%	0%
Philippines	Headcount	7	7	7	89
	Percentage	30%	29%	27%	100%

Percentage of Directors by gender					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
Total	Headcount	8	8	7	5
Male	Headcount	8	8	6	4
	Percentage	100%	100%	86%	80%
Female	Headcount	0	0	1	1
	Percentage	0%	0%	14%	20%

Percentage of Directors by age group (X=age)					
	Unit	FY2023	FY2024	FY2025	
				Non-Manufacturing	Manufacturing
X < 30	Headcount	0	0	0	0
	Percentage	0	0	0%	0%
30 <= X <= 50	Headcount	3	3	1	2
	Percentage	37%	37%	14%	40%
X > 50	Headcount	5	5	6	3
	Percentage	63%	63%	86%	60%

New Hire Rate by Age Group (X=age)						
		Unit	FY2023	FY2024	FY2025	
					Non-Manufacturing	Manufacturing
X < 30	New Hires	Headcount	2	0	1	2
	New Hire Rate	Percentage	100%	0%	50%	17%
30 <= X <= 50	New Hires	Headcount	0	2	3	11
	New Hire Rate	Percentage	0%	14%	23%	17%
X > 50	New Hires	Headcount	0	0	3	1
	New Hire Rate	Percentage	0%	0%	27%	8%

New Hire Rate by Gender

		Unit	FY2023	FY2024	FY2025	
					Non-Manufacturing	Manufacturing
Male	New Hires	Headcount	0	1	6	7
	New Hire Rate	Percentage	0%	7%	33%	14%
Female	New Hires	Headcount	2	1	1	7
	New Hire Rate	Percentage	25%	11%	13%	18%

Employee New Hires by Region						
		Unit	FY2023	FY2024	FY2025	
					Non-Manufacturing	Manufacturing
Malaysia	No. of New Hires	Headcount	0	1	5	0
	New Hire Rate	Percentage	0%	6%	26%	0%
Philippines	No. of New Hires	Headcount	2	1	2	14
	New Hire Rate	Percentage	29%	14%	29%	16%

Non-discrimination Policy

(GRI 406-1)

The Group is committed to non-discrimination and to providing equal opportunities for all employees. We maintain a zero-tolerance approach towards any form of discrimination or harassment in the workplace, including those based on race, ethnicity, nationality, religion, gender, age or any other protected characteristic.

Employee remuneration is determined in a fair and equitable manner, taking into account prevailing market conditions as well as individual roles, responsibilities, performance and experience, without regard to gender, race or nationality.

Employees who believe they have been subject to unfair or discriminatory treatment may raise their concerns with the Human Resources department. All complaints are reviewed and investigated in a timely manner, and appropriate remedial actions are taken where necessary.

In FY2025, the Group did not receive any complaints or legal actions relating to discrimination, nor were any cases reported to the relevant authorities.

Supplier Social Assessment

(GRI 414-2)

In addition to environmental considerations, the Group places strong emphasis on upholding high social standards across its supply chain. Suppliers are assessed based on criteria relevant to their operations, including workplace health and safety practices, corporate social responsibility initiatives and historical compliance records.

With respect to labour practices, suppliers are required to comply with all applicable local laws and regulatory requirements, including those issued by relevant authorities such as the Department of Labour and the Department of Environment in the Philippines. Contractors engaged in significant development and construction activities are required to hold ISO 45001:2018 certification, or an equivalent local standard, and to fully comply with applicable occupational health and safety (OHS) regulations.

The Group actively monitors contractors' health and safety performance at project sites and encourages non-certified contractors to obtain the relevant certifications where feasible. All suppliers are expected to adhere to the social standards applicable to their respective operating locations, ensuring alignment with the Group's broader social responsibility objectives.

Percentage of suppliers that were screened using social criteria					
	Unit	**FY2023**	**FY2024**	**FY2025**	
				Non-Manufacturing	**Manufacturing**
Percentage of suppliers	Percentage	25%	25%	25%	20%

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