

SUSTAINABILITY STATEMENT



ABOUT THIS STATEMENT

The 2025 Sustainability Statement for Golden Land Berhad and its subsidiaries (“GLB” and “Group”) is herewith presented, detailing our Environmental, Social, and Governance (ESG) strategies, commitments, performance, opportunities, and risks for the financial period of 1 July 2024 to 30 June 2025.

This statement should be read in conjunction with the Group’s consolidated financial statements which are prepared in accordance with the Malaysian Financial Reporting Standards (MFRS), IFRS (International Financial Reporting Standards) Accounting Standards and the requirements of the Companies Act 2016 in Malaysia.

Central to this Statement are the material ESG impacts derived from the Group’s two core business operations: oil palm plantation estate management in Indonesia and property development in Malaysia. The reporting boundary is established around the extent of ownership and management control within which GLB implements its policies. This includes GLB’s corporate policies, workforce, and other policies associated with managing business operations.

This marks our 8th annual Sustainability Statement, published in adherence to Bursa Malaysia’s Main Market Listing Requirements and guided by various relevant frameworks, standards, and references including:

- Bursa Malaysia’s Sustainability Reporting Guide (3rd Edition)
- Bursa Malaysia’s Corporate Governance Guide (4th Edition)
- Malaysian Code on Corporate Governance (“MCCG”)
- Industry best practices where relevant/United Nations Sustainable Development Goals (“UN SDGs”)

This statement outlines our response to material matters which impact our business and our ability in delivering value to all our stakeholders. Where applicable, three-year data trends (FY2023 - FY2025) are provided to demonstrate our continuous progress in reporting ESG topics.

ASSURANCE STATEMENT

This Sustainability Statement that was reviewed and approved by our Board of Directors, reflects our commitment to transparency and accuracy. For FY2025, our Group undertook a thorough internal review of its sustainability data. The process involved close collaboration with relevant business units and data owners, along with review and endorsement by our Sustainability Steering Committee (“SSC”), to ensure the reported information provides a fair and accurate account of our sustainability efforts. We have verified that the statistics presented are supported by underlying records or based on sound management judgment. Notwithstanding this, we are continuously striving to improve our data collection and analysis processes.

While this Statement was not subjected to internal review by our internal auditor and/or review by independent assurance providers, our team remains committed to strengthening our assurance processes. For the current reporting year, we engaged an external sustainability advisory team, affiliated to our external auditors to assist us in enhancing our sustainability reporting, as we progressively work towards alignment with the IFRS S1 & S2.

FEEDBACK & ACCESSIBILITY

As mentioned, we are committed to continuous improvement in our sustainability efforts and highly value your feedback on our Sustainability Statement. As such, please reach out to us with your feedback if any, to:

Email: sustainability@glbhd.com

OUR SUSTAINABILITY APPROACH

Aligned with GLB’s vision and mission, our Sustainability Framework serves as the foundation of our sustainability approach. It is built upon 3 key sustainability pillars that address our most material matters and emphasise the UN SDGs relevant to our operations. This reporting year, we have strengthened the Framework by introducing core initiatives specifying targeted actions and measurable outcomes. We believe these enhancements will help us achieve meaningful progress and ensure robust stakeholder engagement in our journey to a sustainable future.

OUR SUSTAINABILITY APPROACH (cont'd)

SUSTAINABILITY GOVERNANCE

Sustainability Governance Structure



STAKEHOLDERS ENGAGEMENT

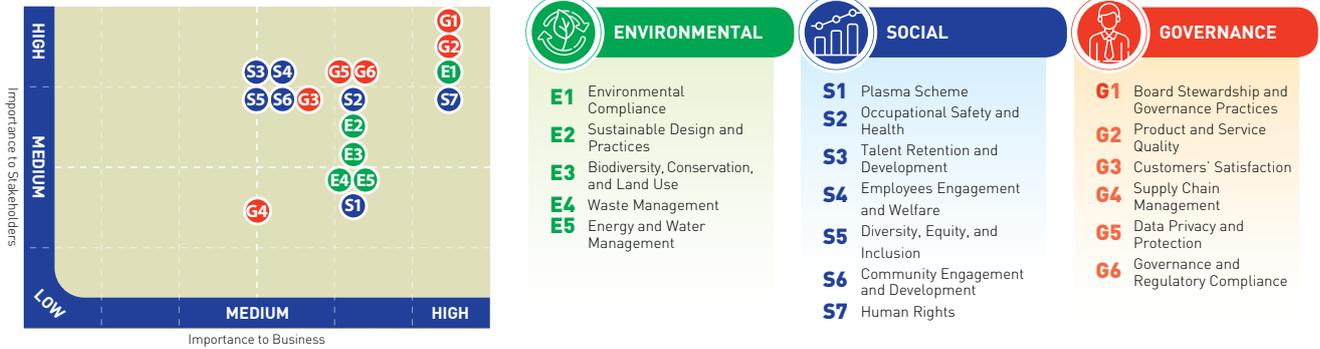
Our stakeholders play a fundamental role in GLB's ongoing sustainability journey. We actively engage with them to understand their perspectives, concerns, and expectations, which are crucial inputs to our decision-making processes and influence our ESG performance. The table below details our key stakeholder groups, their areas of interest, and our methods of engagement.

STAKEHOLDERS	ENGAGEMENT PLATFORMS	AREAS OF INTEREST	OUR RESPONSE
Shareholders, Financiers & Investors 	<ul style="list-style-type: none"> Annual report Corporate website Financial reports and announcements General meetings Press releases 	<ul style="list-style-type: none"> Business strategies and future plan Financial and operational performance Good management and corporate governance Return on investments Sustainability initiatives 	<ul style="list-style-type: none"> Timely updates on the Group's strategy and financial performance via announcements Monitor sustainability performance and targets via Bursa Malaysia ESG Reporting Platform Uphold good governance practices across the Group
Government Agencies & Regulators 	<ul style="list-style-type: none"> Compliances to laws & regulations Participation in government & regulatory events Periodical reporting 	<ul style="list-style-type: none"> Corporate governance practices Regulatory compliance 	<ul style="list-style-type: none"> Adoption of practices outlined in the Malaysian Code on Corporate Governance Regularly review and monitor to ensure full compliance with regulatory requirements
Employees/ Workers 	<ul style="list-style-type: none"> Employee engagement events Employee engagement survey Internal communications Workshops and trainings 	<ul style="list-style-type: none"> Business growth & strategic direction Career development & upskilling opportunities Inclusive workplace Occupational Safety & Health Remuneration & benefits 	<ul style="list-style-type: none"> Ensure compliance with Occupational Safety and Health Act 1994 (Act 514) and UU No.1 1970 Keselamatan Kesehatan Kerja (K3) Promote transparent communication with employees Provide equal employment opportunities without discrimination Provide relevant upskilling and development opportunities Offer industry-competitive benefits and remuneration packages
Customers 	<ul style="list-style-type: none"> Customer support channels (i.e. corporate website, email) Regular meetings Showrooms 	<ul style="list-style-type: none"> Consumer data privacy Customer satisfaction (i.e. high-quality products and services with minimal defects) Customer experience (i.e. customer service response speed) Innovative in enhancing deliverables quality 	<ul style="list-style-type: none"> Adhere to quality standards Adhere to the Personal Data Protection Act 2010
Suppliers / Contractors 	<ul style="list-style-type: none"> Contract negotiation Procurement agreements Quality audit on products and services Regular meetings 	<ul style="list-style-type: none"> Business growth and timely payment Transparency in procurement processes 	<ul style="list-style-type: none"> Emphasis on provision of transparent procurement processes Regulatory compliance
Communities 	<ul style="list-style-type: none"> Corporate social responsibility (CSR) events Recurrent dialogues and engagement meetings Training and briefing sessions 	<ul style="list-style-type: none"> Contribution towards local economy and community Health and well-being of local communities Local employment opportunity Sharing of agriculture best practices Occupational Safety, Health and Environmental awareness matters 	<ul style="list-style-type: none"> Investment in welfare to improve community well-being
Analyst / Media 	<ul style="list-style-type: none"> Media releases or media briefings Financial reports and announcements General meetings 	<ul style="list-style-type: none"> Transparency in communicating information and updates on business performance 	<ul style="list-style-type: none"> Corporate governance, compliance, and sustainability practices Provide transparent communication through announcements

MATERIALITY ASSESSMENT

Issues that matter most to our stakeholders directly shape our sustainability journey. This year, our focus remained on the existing material matters, as identified in our FY2024 report. We continue to be guided by this Framework in our sustainability strategy.

ESG MATERIALITY MATRIX



ENVIRONMENTAL IMPACT

UN SDG Alignment



[E1] Environmental Compliance & [E3] Biodiversity, Conservation, and Land Use

The Group is aware that its operations, particularly in plantations and property development, can negatively impact biodiversity. Our operations in both the oil palm plantation and property development segments are guided by our commitment to responsible land use and biodiversity conservation. In our plantation activities, we adopt a “no burning” and “no deforestation,” “no peat,” “no exploitation” (NDPE) approach. We also implement buffer zones along rivers and riparian reserves to safeguard ecosystems and wildlife corridors.

In property development, we integrate green spaces into our project planning to reduce ecological disruption.

Across these 2 segments, we seek to balance business growth with biodiversity preservation, contributing to ecosystem resilience and long-term sustainability.

Our Approach on Biodiversity-Related Practices

Biodiversity-Related Practices

We strive to avoid and minimise our biodiversity impacts through informed planning and operational practices, while seeking ways to enhance local ecosystems as part of our evolving sustainability approach:

Key Practices	Description
Plantation & Property Development	
Compliance with all relevant environmental legislation and obligations imposed by government regulators	<ul style="list-style-type: none"> Communicate applicable environmental laws and regulations to employees and contractors. Assess compliance performance across our operations and supply chain. Maintain full compliance with Indonesia Sustainable Palm Oil (ISPO) requirements to secure continued certification across our ISPO-certified estates.



ENVIRONMENTAL IMPACT (cont'd)

Key Practices	Description
Plantation Segment	
Maintenance and preservation of protected zones	<ul style="list-style-type: none"> • Demarcate signs and banners to mark High Conservation Value (HCV) areas and prevent unauthorised entry. • Conduct regular meetings with local communities to ensure they understand and respect protected areas. • Implement wildlife conservation programs and SOPs (Standard Operating Procedures) to minimise human-wildlife conflicts. • Uphold principles of zero deforestation, zero burning, greenhouse gas management, haze prevention, and peatland protection.
Fire prevention and management measures for our plantations	<ul style="list-style-type: none"> • Daily hotspot monitoring using a satellite-based Hotspot Alert Dashboard covering our estates and neighbouring areas. • Expanding our fire suppression capabilities by adding 3 new hydrant pumps, bringing the total to 10 units. • Deploying drones, fire towers, and closed-circuit cameras for early wildfire detection. • Conducting annual fire-training exercises with local authorities (police, army) and communities to ensure fire preparedness.
Property Development Segment	
Avoid or reduce deforestation associated with our activities and supply chain	<ul style="list-style-type: none"> • Prioritise developing previously cleared land, like brownfield sites, to avoid or minimise deforestation. • Avoid developments near forest reserves or ecologically sensitive areas.

Our Performance

Our consistent monitoring and practices have resulted in zero instances of unauthorised access to HCV areas. Furthermore, our estates in Indonesia, PT Tasnida Agro Lestari ("PT TAL") and PT Sumber Bumi Serasi ("PT SBS"), have successfully passed the ISPO surveillance audits in February 2025 and January 2025, respectively, with zero findings.

[E2] Sustainable Design and Practices

Sustainable design and practice are essential for minimising environmental impact, improving long-term operational efficiency, and supporting the transition toward a low-carbon future. For GLB, integrating sustainability into our property development projects enhances project valuation, supports regulatory compliance, and aligns with shifting customer expectations, especially amid rising energy costs and climate-related challenges.

Our Approach

Sustainable Design

We take a well-rounded approach to sustainable design by considering environmental impact, occupants' needs, and long-term economic value at every stage of our project development. Our strategies include:

- Integrating green and open spaces into our developments to improve urban liveability and enhance the well-being of occupants.
- Adoption of advanced construction technologies like Industrialised Building System (IBS) components helps improve design accuracy, optimise resource use, reduce waste, and increase overall efficiency.
- Extending sustainable practices across our supply chain through responsible procurement, fair labour, and environmental stewardship among contractors and suppliers.



ENVIRONMENTAL IMPACT (cont'd)

Sustainable Practices

In our drive for environmental stewardship, we also champion environmental awareness among our employees. These efforts include reusing paper for internal documentation and engaging our employees through ESG-related competitions.



[E4] Waste Management

We recognise that oil palm plantation operations and property development activities generate significant amounts of waste, which, if not properly managed, can lead to resource depletion, environmental degradation, and higher operational costs. Waste reduction at the source, optimising material use, and ensuring responsible disposal, enables us to contribute to environmental conservation, promote a circular economy, and enhance project efficiency.

Our Approach

We manage waste through careful resource planning, optimising resource utilisation, and ensuring responsible disposal. Our approach is guided by the “4Rs” principles of reduce, reuse, recycle, and recover. The following is a breakdown of our key practices:

Key Practices	Description
Plantation & Property Development	
Compliance with all relevant environmental legislation and obligations imposed by government regulators	<ul style="list-style-type: none"> Communicate applicable environmental laws and regulations to employees and contractors. Assess compliance performance across our operations and supply chain. Ensure full compliance with the ISPO requirements in all our ISPO-certified estates. Waste is collected by our third-party licensed waste collectors and sent to government-approved landfills or incineration facilities when required.
Plantation Segment	
Waste repurposing	<ul style="list-style-type: none"> Divert palm fronds to be converted into pulp mulch for soil enrichment.
Property Development Segment	
Implement responsible disposal across all our development projects	All waste is managed in compliance with environmental regulations, including the Environmental Quality Act 1974 and the Environmental Quality (Scheduled Wastes) Regulations 2005.
Avoid or reduce wastage of raw materials in our project developments	Raw materials are purchased based strictly on actual project requirements to avoid over-ordering and minimise on-site surplus.
Leveraging technology & prefabrication to reduce waste	In projects like Taman Lavender, we utilise prefabricated Acotec Wall Panels, to reduce material waste and enhance building accuracy.
4Rs: Reduce, Reuse, Recycle, Recover	<ul style="list-style-type: none"> Our commitment includes everything from steel bars and timber to concrete, aluminium, plastic, and glass. Excess materials are sorted into reusable and non-reusable items. Reusable materials are stored for later use, while non-reusable materials are recycled, sold, or recovered to minimise waste.

Our Performance

As of FY2025, ISPO audits have consistently confirmed full compliance with waste management requirements, with no non-conformities identified.



ENVIRONMENTAL IMPACT (cont'd)

[E5] Energy and Water Management

Responsible management of water and energy is crucial for our operations. As both resources face increasing scarcity and cost, we are focusing on enhancing our conservation efforts. This approach allows us to reduce operational costs, lower our carbon emissions, meet customer demand for sustainable practices, and protect the environment and communities.

Our Approach

GLB's water management approach centres on efficient usage and conservation measures:

Efficient Usage & Conservation Measures	
Plantation & Property Development	
<ul style="list-style-type: none"> • Monitor water uses to detect inefficiencies and ensure responsible consumption. • Perform preventative maintenance on water infrastructure to minimise losses and leaks. • Implementing Rainwater Collection to reduce reliance on municipal water. • Focus on reducing energy consumption across both segments and offices. • Encourage energy-conscious practices among staff and contractors, such as switching off idle equipment. 	
Plantation Segment	
<ul style="list-style-type: none"> • Install water tanks on worker housing at oil palm estates to harvest and store rainwater. • Stack oil palm fronds along tree inter-rows to retain soil moisture. • Maintain buffer zones and riparian reserves to reduce soil runoff and filter pollutants from waterways. • Plant leguminous cover crops to minimise evaporative water loss and maintain soil moisture. • Construct water conservation pits, where practicable, to collect water and preserve soil moisture. • Maintain and service plantation machinery, agricultural equipment, and vehicles regularly to improve fuel efficiency and minimise unnecessary consumption. 	
Property Development & Offices	
<ul style="list-style-type: none"> • Adopt energy-efficient lighting and appliances across offices and completed developments. • Regular maintenance of building systems and equipment, including air-conditioning to prevent unnecessary energy wastage. 	

Our Performance

In FY2025, we continued our transition towards a more sustainable future, whilst finding ways to reduce our reliance on fossil fuels. Our four main estates used a combined 3,000 litres of diesel and petrol, while our property development segment's total consumption was at 104,398 litres due to the use of heavy machinery, equipment, and vehicles required for large-scale property development and construction activities.

The Group's total water consumption also saw an increase, rising from 67 megalitres to 88 megalitres during the reporting period. This rise was a direct result of our business expansion, specifically due to the establishment of new project site offices.

Group's Water Consumption	FY2025	FY2024	FY2023
Total Water Consumption (Megalitres)	88	67	67

SOCIAL IMPACT

UN SDG Alignment



[S1] Plasma Scheme

Aside from ensuring a continuous supply of palm oil, we believe that true success comes from a strong partnership with our smallholder farmers.

SOCIAL IMPACT (cont'd)

Our Approach

The support provided as part of this partnership is listed in the table below:

Support Provided	Description
Land Allocation	Set aside an area equivalent to 20% of our company's land for the plasma scheme, dedicated to benefiting local communities.
Capacity Building	Provide hands-on training on sustainable and productive plantation management.
Financial Assistance	Assist smallholders in securing and repaying bank loans for plantation development and operational needs.
Certification Support	Provide resources and guidance to help smallholders achieve ISPO certification, with compliance to sustainability standards.

Our Performance

To date, we have supported a total of 489 independent smallholders, providing resources for 977 hectares of land to achieve ISPO certifications. This ensures their contribution to a responsible supply chain, encompassing environmental, social, and economic viability, while meeting important sustainability standards.

[S2] Occupational Safety and Health

Proactive health and safety management is essential for both our business segments, ensuring protection for our employees, increasing productivity, and maintaining trust. In our plantation segment, we face unique challenges arising from usage of heavy machinery, fire hazards, and outdoor work while our property development segment has to deal with risks like construction hazards, noise pollution, and chemical exposure.

Our Approach

Regulatory Compliance

We align our health and safety practices with the Occupational Safety and Health Act 1994 (OSHA), which serves as the principal framework for both our construction and property management activities.

Health and Safety

In line with our commitment to workplace safety, we maintain health and safety policies and procedures, guided by ongoing risk assessments that are robustly reviewed and updated. Our Occupational Safety, Health, and Environment (OSHE) Committee, supported by a qualified safety officer, ensures compliance, addresses risks, and monitors performance across all sites. We also provide health and safety training for our employees to close skill gaps and improve awareness.

Hazard Identification, Risk Assessment, and Risk Determining Control (HIRADC)

In order to systematically identify, assess, and mitigate Health, Safety, and Environment (HSE) risks, we have implemented a HIRADC framework across our operations.

Emergency Response Team

We have established a dedicated emergency response team for forest and land fires, supported by simulations and drills to ensure readiness. The following table shows the number of employees who participated in health and safety training sessions during the reporting period:

Number of employees trained on health and safety standards	FY2025	FY2024	FY2023
Plantation Segment	29	20	37
Property Development Segment	43	2	3

Our Performance

Regarding safety performance, GLB recorded a Lost Time Incident Rate (LTIR) of 0.73 in FY2025, a decrease from 0.97 in FY2024. The total number of LTI cases in FY2025 decreased by 10 from FY2024 which had 27 cases.

The Group remains steadfast in its commitment to achieving zero accidents through ongoing safety and health monitoring and, prompt corrective actions. We are pleased to report zero fatalities across all our site operations and Indonesian estates in FY2025.

SOCIAL IMPACT (cont'd)

OSHE	FY2025		FY2024		FY2023	
	Plantation	Property	Plantation	Property	Plantation	Property
No. of Fatalities	0	0	0	0	0	0
LTIR	0.73	0	0.97	0	0.89	0

1. Lost time incident rate refers to the loss of productivity associated with accidents or injuries arising out of or in the course of work.

[S3] Talent Retention and Development

Group

We firmly believe that the growth and success of our Group is intrinsically linked to the excellence of our people. To meet future challenges and remain competitive, we encourage and empower our employees to recognise and take ownership of their training need, as their development is paramount to the Group's and their personal achievements.

Our Approach

Training & Development

GLB has provided continuous learning opportunities that promote both personal and professional development with a total of 1,756 hours delivered via physical and online channels.

Total Training Hours by Employee Category	FY2025	FY2024	FY2023
Management	33	46	124
Executive	1,474	743	1,730
Non-Executive/ Technical Staff	25	25	15
General Workers	224	192	0
Total	1,756	1,006	1,869

Succession Planning

Our Nomination Committee regularly reviews our human resources strategy and succession framework for the Group's long-term success. A new succession plan, specifically for senior managerial positions, has been drawn up and shared to the Nomination Committee. This plan, which includes specific training programs for our managerial staff, will be rolled out across the Group in phases.

Our Performance

Employee Turnover

In FY2025, the Group's turnover was 502, marking a 12% reduction from the 573 reported in FY2024. Separately, efforts have been made to improve talent management, leading to positive results. These improvements were achieved through enhancing reward schemes, building a robust talent pipeline, and strengthening talent development programs.

Employee Turnover by Staff Category (%)	FY2025	FY2024	FY2023
Management	0.2	0	0.2
Executive	5.2	3.2	3.6
Non-Executive/ Technical Staff	1.6	1.7	1.9
General Workers	93	95.1	94.3

[S4] Employees Engagement and Welfare

We have been actively committed to the well-being of our oil palm plantation workforce as demonstrated by our support given to the Koperasi Karyawan, an internal cooperative established to offer financial assistance to employees. This assistance is provided in the form of internal loans, which are funded by a revolving fund built from members' contributions. The interest on these loans is agreed upon collectively and democratically by the members of the cooperative during their general assembly meetings, ensuring the terms are fair and transparent.

For FY2025, the Koperasi platform extended a total of IDR 160 million to 12 members, directly contributing to their financial stability. This initiative complements our fundamental commitment to fair employee remuneration, ensuring all employees are paid in accordance with the Upah Minimum Provinsi and local labour laws.



In addition, the living accommodation for both our plantation and property development employees consistently adhere to all required standards, ensuring the provision of adequate amenities and facilities. We also meticulously manage the allocation of workers to each living space, thereby guaranteeing sufficient room and access to all essential services.

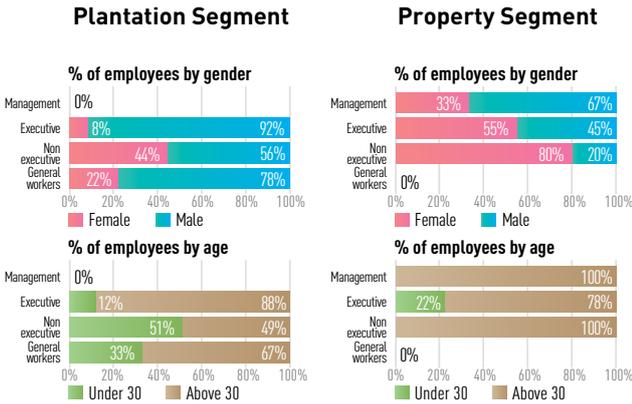
Our dedication to worker welfare is evident in our continuous efforts to enhance the quality of their accommodation, as we believe appropriate living conditions are fundamental to their well-being. To this end, all our provided living spaces meet stringent standards and are equipped with ample amenities and facilities. We also carefully manage occupancy levels, ensuring each worker has sufficient space and convenient access to essential services.



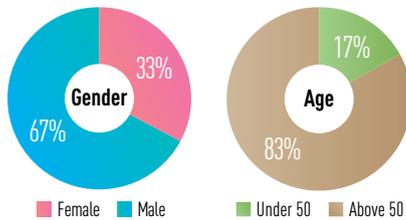
SOCIAL IMPACT (cont'd)

[S5] Diversity, Equity, and Inclusion

We foster a merit-based, non-discriminatory work environment. As at 30 June 2025, the Group had 1,307 employees, with the workforce distribution being 77% male and 23% female. The company recognises that while gender diversity is crucial for balanced decision-making, the traditionally male-dominated nature of the industry largely influences this current distribution.



The Group's objective is to cultivate a diverse talent pipeline, including our Board, to bring together a variety of experiences and backgrounds. As of this fiscal year, 33% of the holding company's Board of Directors are women. The age distribution for the Board is 17% in the 30-50 age range and 83% over 50.



[S6] Community Engagement and Development

Community well-being is central to GLB's strategy, allowing us to build strong relationships with local residents surrounding our developments.

Our Approach

Through our CSR initiatives, we support community programmes that benefit external beneficiaries such as non-profits, schools, and local foundations. We work closely with beneficiaries to ensure our contributions address real needs and deliver meaningful impact.

Plantation Segment

With a dedicated investment of RM51,713, we provided support to schools, orphanages, and flood victims, positively impacting the lives of 12,300 beneficiaries.

Property Development Segment

Over the last 12 months, our efforts included providing financial assistance for programs during the holy month of Ramadan. This support was given to the Jawatankuasa Pembangunan dan Keselamatan Kampung (JPKK) and Jawatankuasa Pembangunan dan Keselamatan Kampung Orang Asli (JPKKOA). Additionally, we provided support to the Subang Jaya Welfare Home for the Elderly and Disabled, aiming to improve their daily lives. Recognising the broader needs of our community, our outreach also extended to animal welfare where we proudly supported SPCA Selangor through donations of pet food and cleaning supplies, aiding their invaluable work in rescuing and caring for stray cats and dogs.



[S7] Human Rights

Group

Based on our human right's due diligence exercise, our salient human rights focus include:

- Ensuring fair labour practices and prevention of all forms of forced or child labour within our workforce and supply chain.
- Promoting safe and healthy working conditions for all employees and contractors.
- Respecting community rights and engaging transparently with local populations impacted by our developments.

We remain committed to providing effective grievance mechanisms for all employees to report potential human rights concerns or violations without fear of retaliation. Our Whistleblowing Policy and Procedures offers a confidential and accessible avenue for employees and external stakeholders to voice their concerns. Our employees through town hall meetings and emails, are regularly reminded of this Policy.

All reports will be promptly investigated, and we are committed to providing or cooperating in appropriate remediation and redress for any adverse human rights impacts caused or contributed to by our operations. Our goal is to achieve zero incidents of socioeconomic non-compliance related to human rights.

Our Performance

During the reporting period, there were no reported incidents or complaints related to labour standards or human rights violations, such as child labour or forced labour, within the Company or our supply chain.

Number of substantiated complaints pertaining to labour standards and human rights violations in FY2025, FY2024, and FY2023	None Reported
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GOVERNANCE IMPACT

UN SDG Alignment



[G1] Board Stewardship and Governance Practices

GLB believes that governance and highest standards of integrity and transparency in all aspects of our operations are key to being a responsible corporate entity. We strictly uphold these values by abiding to the Malaysian Code on Corporate Governance (MCCG), to ensure ethical alignment and best practices in our corporate strategy, risk management, and business conduct. A comprehensive overview of our corporate governance framework can be found in the Corporate Governance Overview Statement, detailed on pages 26 to 45 of our Annual Report. We are proud to report zero incidents of regulatory non-compliance during the financial year.

[G2] Product and Service Quality

The Group places strong emphasis on service quality in both our plantation and property development segments. In our plantation segment, we have successfully maintained our ISPO certification at two estates. Our D'Sini project has received Green RE certification, a highly-rated standard for green buildings in Malaysia. This certification demonstrates our commitment to meeting the country's rising standards for sustainable construction in our Taman Lavender project.

[G3] Customers' Satisfaction

At GLB, customer satisfaction is at the heart of everything we do, driven by our consistent delivery of high-quality products and services. We firmly believe that nurturing a loyal customer base is fundamental to our sustained business growth and success. To ensure we provide truly exceptional service, we proactively engage with our customers, actively listen to their valuable feedback, and deeply understand their evolving needs.

[G4] Supply Chain Management

The Group focuses on sourcing from local small and medium-sized enterprises (SMEs) to support national economic development. Our local partners must meet strict standards for price, quality, performance, and ethics. This approach allows us to share best practices while also considering ESG matters and creating local employment and wealth. Our procurement strategy focuses on engaging multiple suppliers for each item to guarantee a seamless and sufficient supply of materials. The proportion of our spending allocated to local suppliers is summarised below.

Proportion of Spendings on Local Suppliers (%)	FY2025	FY2024	FY2023
Plantation Segment	100	100	100
Property Development Segment	100	100	100

[G5] Data Privacy and Protection

Sound personal data practices are foundational for our operations in cultivating customer trust, mitigating any legal risks, and solidifying our standing as a market player. GLB maintains a comprehensive and robust data security framework, fully compliant with the Personal Data Protection Act 2010 (PDPA).

Our layered approach includes mandatory 90-day password renewals, automatic account lockout after three failed login attempts, and the use of VPN alongside SSL/TLS encryption to secure all data transmissions between servers and clients. To bolster our internal network protection and safeguard sensitive data with alignment to PDPA, we have implemented a multi-layered security framework. As part of this framework, we segment our wireless networks for guests and employees, enforce stringent firewall policies to prevent unauthorised lateral access to our servers, and restrict direct server access from the public internet. Furthermore, our systems undergo regular backups to three separate storage devices within distinct, segmented networks, ensuring both data integrity and resilience. We are pleased to report that there were no substantiated complaints concerning breaches of customer privacy and losses of customer data since FY2022.

Number of substantiated complaints pertaining to breaches of customer privacy and losses of customer data in FY2025, FY2024, FY2023, and FY2022	None Reported
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GOVERNANCE IMPACT (cont'd)

[G6] Governance and Regulatory Compliance

Effective corporate governance at GLB is underpinned by our dedication to a diverse and well-balanced Board of Directors. We recognise that such diversity is crucial; it strengthens our decision-making capabilities, fosters a culture of innovation, and ensures we embody the broad perspectives of our stakeholders. Our approach to shaping the Board's composition involves multiple, strategic considerations encompassing:

Policies	Summary
Director's Fit and Proper Policy	GLB has established a "Directors' Fit and Proper Policy" to thoroughly assess the suitability of its Board members. This policy comprehensively evaluates all relevant attributes, including their competence, capability, honesty, integrity, fairness, ethical behaviour, and financial soundness.
Diversity Policy	Advocating for diversity that integrates a rich blend of varied competencies, skill sets, professional experience, age groups, genders, ethnic origins, cultural perspectives (e.g., work-life balance, problem-solving approaches, and communication styles).
Nomination Committee	Responsible for the meticulous oversight of director appointments and succession planning, thereby ensuring the Board's composition remains fully compliant with prevailing regulations.

GLB has undertaken comprehensive measures to both instil and sustain ethical conduct across all operations. We mandate strict adherence to our established anti-corruption policies, aligning fully with Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018, the Malaysian Code on Corporate Governance (MCCG), and all other applicable laws and regulations.

FUTURE ASPIRATIONS

Sustainability is woven into GLB's identity, driving our growth and advancing our ESG agenda. Beyond our direct operations, our commitment extends to the communities we serve through our plantation segment and property development segment. As we move forward, we will remain vigilant to new environmental practices and technological advancements, ensuring continuous adaptability and improvement in our pursuit of a sustainable future for all.

PERFORMANCE DATA TABLE FROM ESG REPORTING PLATFORM

As a Listed Issuer, GLB is mandated to provide ESG disclosures in accordance with the Main Market Listing Requirements and the enhanced Sustainability Reporting Guide, 3rd Edition. The performance data table below, sourced directly from our ESG Reporting Platform, summarises key indicators pertinent to our identified Material Matters:

Indicator	Measurement Unit	2023	2024	2025
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	100.00	50.00	76.00
Executive	Percentage	82.00	79.00	86.00
Non-executive/Technical Staff	Percentage	2.00	2.00	92.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	0.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	228,651.00	37,866.00	57,961.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	20,443	21,040	13,459
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	0.00	0.00	0.00
Management 30 and above	Percentage	100.00	100.00	100.00
Executive Under 30	Percentage	16.00	16.00	16.00
Executive 30 and above	Percentage	84.00	84.00	84.00
Non-executive/Technical Staff Under 30	Percentage	42.00	45.00	45.00
Non-executive/Technical Staff 30 and above	Percentage	58.00	55.00	55.00
General Workers Under 30	Percentage	34.00	28.00	32.00
General Workers 30 and above	Percentage	66.00	72.00	68.00

Indicator	Measurement Unit	2023	2024	2025
Bursa (Diversity)				
Gender Group by Employee Category				
Management Male	Percentage	67.00	75.00	67.00
Management Female	Percentage	33.00	25.00	33.00
Executive Male	Percentage	77.00	79.00	75.00
Executive Female	Percentage	23.00	21.00	25.00
Non-executive/Technical Staff Male	Percentage	67.00	60.00	51.00
Non-executive/Technical Staff Female	Percentage	33.00	40.00	49.00
General Workers Male	Percentage	79.00	80.00	78.00
General Workers Female	Percentage	21.00	20.00	22.00
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	67.00	67.00	67.00
Female	Percentage	33.00	33.00	33.00
Under 50	Percentage	17.00	17.00	17.00
50 and above	Percentage	83.00	83.00	83.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	12,422.00	11,928.00	186,721.00
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.89	0.97	0.73
Bursa C5(c) Number of employees trained on health and safety standards	Number	4	6	72
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	124	46	33
Executive	Hours	1,730	743	1,474
Non-executive/Technical Staff	Hours	15	25	25
General Workers	Hours	0	192	224
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	91.00	89.00	68.00
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	1	0	1
Executive	Number	26	18	26
Non-executive/Technical Staff	Number	14	10	8
General Workers	Number	682	545	467
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100.00	100.00	100.00
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	67.000000	67.000000	88.000000
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	-	-	2,622.56
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	-	119.05
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	-	2,503.51
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	-	-	28.90
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	-	-	80,537.48
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	-	433.22