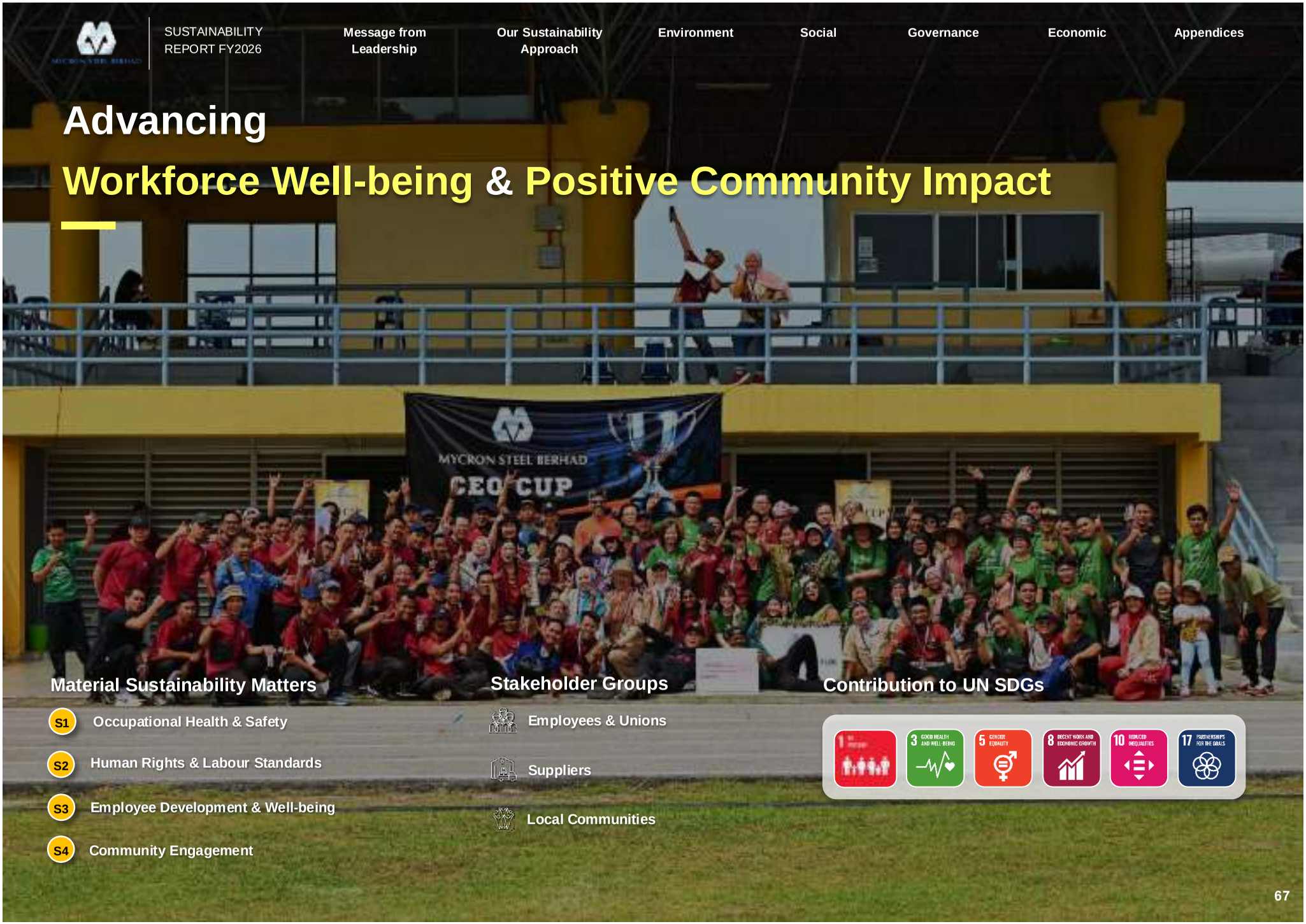
Advancing
Workforce Well-being & Positive Community Impact



Material Sustainability Matters

- S1 Occupational Health & Safety
- S2 Human Rights & Labour Standards
- S3 Employee Development & Well-being
- S4 Community Engagement

Stakeholder Groups

- Employees & Unions
- Suppliers
- Local Communities

Contribution to UN SDGs

OCCUPATIONAL HEALTH AND SAFETY

OHS is fundamental to Mycron's operations, given the inherent risks associated with steel manufacturing. As operating conditions evolve due to asset ageing, process complexities, and changing regulatory requirements, effective management of health and safety risks is essential to safeguarding our employees, contractors and visitors, protecting our assets and maintaining operational continuity.

The Group manages OHS in compliance with Malaysia's Occupational Safety and Health Act 1994, as amended by the Occupational Safety and Health (Amendment) Act 2022, the Factories and Machinery Act 1967, and applicable Department of Occupational Safety and Health ("DOSH") regulations, while incorporating recognised international practices across our operations.

Guided by the Group's OHS Policy, our structured OHS management system encompasses governance and accountability, hazard identification and risk assessment, operational controls, training, performance monitoring, and continuous improvement. Through this approach, we seek to strengthen a generative safety culture, systematically prevent workplace incidents, and advance towards our long-term goal of zero major accidents by 2030.

OHS MANAGEMENT STRUCTURE

Governance & Oversight

- Group-wide OHS Policy
- HSE Committee
- Periodic management reviews of OHS performance

Monitoring & Reporting

- Work authorisation processes
- Operational safety procedures
- ERP
- Incident and accident reporting
- Safety trend monitoring
- Risk management and assessment
- Internal and external audits
- Periodic HSE site

Training & Awareness Programmes

- Structured safety training programmes
- Employee participation in health and safety improvements

Performance

- LTIR tracking
- Corrective and preventive actions

Zero fatalities

Zero fines and penalties from DOSH

Zero occupational illnesses and lost time injuries

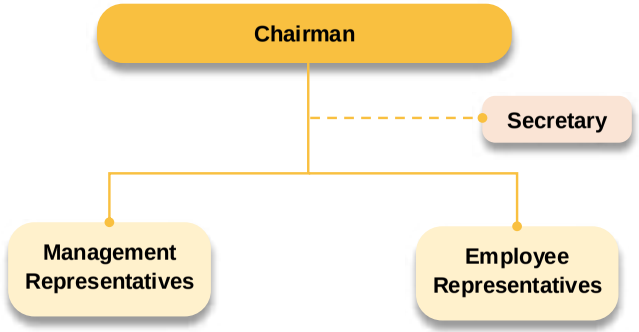
OCCUPATIONAL HEALTH AND SAFETY

Governance and Oversight

The BOD holds ultimate oversight of Mycron's OHS performance and the management of health and safety risks, with oversight supported by RSC. The BOD and RSC receive regular updates on OHS performance, key risks, and corresponding management measures through the Group's established governance and reporting structure.

At the operational level, HSE Committee is established for each business division in accordance with the Occupational Health and Safety Regulations 1994, chaired by COO and comprising both management and employee representatives. The committees meet quarterly to review incidents and emerging risks, strengthen preventive measures, and oversee the implementation of the Group's OHS Policy. The Policy is reviewed annually through Management Review meetings to ensure its continued relevance, effectiveness and compliance with applicable requirements.

HSE Committee Organisational Chart



Roles and Responsibilities of the HSE Committee

- Establish and oversee workplace health and safety procedures and practices
- Identify and implement appropriate corrective actions to prevent injuries, minimise asset damage, and address occupational illnesses
- Promote strong safety culture through employee awareness and Group-wide campaigns
- Evaluate the implementation and effectiveness of OSH management system programmes
- Drive 100% compliance with all mandatory and compulsory training
- Address HSE concerns and unsafe conditions raised by employees and HSE Committee members, ensuring appropriate follow-up actions are taken
- Adopt and maintain ISO 45001 certification



HSE Working Committee

The HSE Committee is supported by dedicated working committees, each focusing on specific areas of health and safety management, to ensure effective implementation and continuous improvement across the Group.

Legal & Document Committee	Emergency Response & Preparedness Committee	Training Committee	Internal Auditor Committee	Risk & Communication Committee	Aspect, Impact & HIRARC Committee	Chemical & Waste Committee
Ensures compliance with regulations and proper documentation	Develops and coordinated emergency response plans	Plans and implements HSE training and awareness programmes	Monitors and audits HSE compliance	Manages risk assessments, hazard communication and employee engagement	Identifies hazards, assesses risks and implements controls	Oversees chemical handling, storage and waste management

OCCUPATIONAL HEALTH AND SAFETY

Monitoring & Reporting

Hazard Risk Assessment and Management

In FY2026, Mycron transitioned from Hazard Identification, Risk Assessment and Risk Control ("HIRARC") to HIRAO, strengthening the Group's approach to OHS risk management in line with its ISO 45001 management system. HIRAO enables the Group to move beyond hazard and risk management by systematically identifying opportunities to strengthen controls and improve safety performance.

HIRAO assessments are conducted across the Group's operational processes, work activities and any potential new operations by designated assessment teams. Hazards are evaluated across routine, non-routine activities, emergency situations and past relevant incidents, and classified into six categories: physical, mechanical, chemical, biological, ergonomic, and psychosocial. The likelihood and severity of identified hazards are assessed to determine its risk level.

Based on the assessed risk level, appropriate controls are established according to the Hierarchy of Controls, prioritising elimination, substitution, isolation, engineering controls, administrative controls, and PPE. Opportunities for improvement are incorporated into action plans, with assigned responsibilities and timelines for implementation. This approach strengthens proactive risk management, reinforces accountability and drives continual improvement in OHS performance across the Group.

Key OHS Risks Identified:
Material & Machinery Handling | Workplace Exposure | Fire & Electrical hazards

OUR HIRAO PROCESS

1. **IDENTIFY HAZARDS**
2. **ASSESS HAZARD RISKS**
3. **IMPLEMENT CONTROLS AND IMPROVEMENTS**
4. **IDENTIFY OPPORTUNITIES**
5. **MONITOR AND REVIEW**

ASSESSMENT SCOPE

Routine Activities
Day-to-day operations

Non-Routine Activities
e.g., maintenance

Emergency Situations
e.g., fire, chemical spill

Past Relevant Incidents
To capture lessons learned

Incident and Near-Miss Reporting

A dedicated team comprising the Safety and Health Officer ("SHO") and HSE representatives from the respective business divisions oversees the reporting and investigation of workplace incidents and accidents. Incidents occurring on-site are promptly communicated through WhatsApp to facilitate timely reporting.

Investigations are led by the relevant area owner with support from the HSE team to establish the circumstances, identify root cause, and determine appropriate corrective and preventive actions. The investigation process includes:

- Conducting root cause analysis using methodologies such as 5-Why and 4M1E
- Establishing appropriate corrective and preventive actions
- Monitoring the implementation and effectiveness of corrective measures
- Reviewing and, where necessary, strengthening existing controls, procedures, and OHS risk assessments

Investigations into workplace incidents during FY2026 found that the majority of injuries involved the hands, primarily arising from caught-in or caught-between machinery and materials, struck-by incidents and material-handling activities. Key contributing factors identified included unsafe work practices, gaps in work instructions, and opportunities to strengthen operational controls.

In response, corrective and preventive measures were implemented, including reviewing HIRAO and work instructions, strengthening engineering and isolation controls, reinforcing Lockout/Tagout ("LOTO") practices, conducting targeted employee training and enhancing supervision of high-risk activities. The lessons learned were communicated through toolbox talks and the effectiveness of corrective actions is subsequently monitored to support continuous improvement and prevent recurrence.

OCCUPATIONAL HEALTH AND SAFETY

Safety Controls for Suppliers and Contractors

We extend our OHS expectations to suppliers and contractors through our Supplier Code of Conduct, reinforcing consistent HSE standards and practices across our supply chain.

Contractors undertaking work at our premises are subject to site-specific safety controls. Prior to commencing work, the scope of work and associated hazards are assessed through a Job Safety Analysis ("JSA"), followed by HSE review and Permit-to-Work ("PTW") approval. Safety induction and pre-job briefings are conducted, where applicable, to ensure relevant hazards, controls, and responsibilities are understood. Compliance is monitored throughout the work, with stop-work orders and penalty actions imposed for HSE non-compliances where necessary.

Suppliers are required to comply with applicable OHS requirements, identify and mitigate workplace risks, provide appropriate PPE and safety training, and maintain mechanisms for reporting workplace hazards and accidents.



Safety induction session conducted for contractors

Emergency Response and Preparedness

The Group maintains ERP measures to effectively manage potential incidents and minimise impacts on our employees, operations, assets, and the surrounding environment. Key emergency scenarios identified across our operations include fires and explosions, toxic gas releases, chemical spills, electrical incidents, natural disasters, and other operational emergencies, supported by established response procedures and dedicated Emergency Response Team ("ERT").

Annual emergency response exercises, including fire, spillage and evacuation drills, are conducted to strengthen preparedness, enhance employee awareness and familiarise employees with established emergency response protocols. Following each exercise, the ERT reviews the effectiveness of the response and identifies opportunities for improvement to strengthen safety and operational readiness.

Through our emergency preparedness framework, we seek to safeguard our people and assets, minimise operational disruption, strengthen business resilience, and maintain effective communication with relevant stakeholders during emergencies.



Emergency Response Evacuation Drill at MST Factory 2

OCCUPATIONAL HEALTH AND SAFETY

Training & Awareness Programmes

In FY2026, Mycron conducted targeted OHS training and awareness programmes to strengthen employee competency, promote safe work practices, and enhance preparedness across our operations. Training programmes are tailored to workplace risks, operational requirements, and relevant regulatory and management system requirements.

3,427 hours
of total safety and health training hours in FY2026

330 employees
trained on health and safety standards in FY2026

Overview of OHS Training & Preparedness Programmes

HAZARD IDENTIFICATION AND ACCIDENT PREVENTION

- HIRAO/HIRARC Training
- Accident Prevention and OHS Awareness

EMERGENCY RESPONSE AND FIRST AID

- Basic Occupational First Aid ("BOFA")
- Fire Safety and Emergency Response

MACHINERY, LIFTING AND MATERIAL HANDLING SAFETY

- Forklift and Overhead Crane Safety Training
- Rigging, Slinging, and Lifting Training
- Welding and Electrical Safety

ENVIRONMENTAL AND SCHEDULED WASTE MANAGEMENT

- Scheduled Waste Management
- Air Pollution Control
- ISO 14001 Environmental Management Awareness Training

CHEMICAL AND OCCUPATIONAL EXPOSURE SAFETY

- Chemical Handling and Safety
- Hearing Conservation and Noise Control
- Radiation Safety
- Ergonomics

OHS SYSTEMS, AUDITING AND LEGAL COMPLIANCE

- ISO 45001, ISO 1400, and ISO 19011 Awareness Training
- ISO 14001 and ISO 45001 Internal Auditing
- Environmental, Safety and Health Legal Compliance Obligations


Hearing Conservation Training Programme



Welding Safety Training


BOFA Training

OCCUPATIONAL HEALTH AND SAFETY

Employee Participation in Health & Safety Improvements

We ensure that all of our workforce, including employees and contractors, participate in the development, implementation, and evaluation of our HSE Management System, from policy formulation to strategic oversight, to on the ground execution. This inclusive approach helps cultivate a safety-first culture and shared commitment of safety that reinforces safe work practice implementation across the organisation.



Safety toolbox briefing for operators



6S programme organised at the storeroom

Direct Participation

Employees actively participate in workplace health and safety through the HSE Committee, which comprises employee and management representatives from various operational lines and departments. Regular meetings provide a two-way communication platform for employees to raise concerns, share feedback, and contribute to improvements in workplace health and safety.

Programme 6S

Employee participation is embedded in Mycron's 6S Programme, which integrates Safety into the principles of Sort, Set in Order, Shine, Standardise, and Sustain. Through the weekly 6S Day, employees take an active role in maintaining safe, organised and efficient work areas. Monthly audits further encourage engagement between the HSE and Sustainability Teams and line employees to identify safety concerns, discuss areas for improvement, and implement timely corrective actions.

Toolbox Briefings & Safety Dialogues

The Group engages employees and contractors on workplace health and safety through toolbox briefings, townhall sessions and on-site dialogues. These channels are used to disseminate HSE policies, procedures, safety requirements, workplace hazards, and incident learnings, while enabling employees to raise concerns, provide feedback, and contribute to a safer workplace.

OCCUPATIONAL HEALTH AND SAFETY

Employee Engagement in Health & Well-being Initiatives

We prioritise our employees' overall well-being by encouraging active participation in initiatives that promote physical and mental well-being, healthy lifestyles, and greater workplace health awareness.

HSE Day
MCRC conducts a monthly HSE Day involving employees across departments and operational lines to promote health, well-being, and HSE awareness. Activities include light exercises, sharing of HSE updates and learnings, and employee engagement on maintaining a safe and healthy workplace.

Health Talks and Screening Activities
A health screening was conducted in collaboration with Management and Science University ("MSU") to promote preventive healthcare and increase employees' awareness of their health and well-being. Employees are provided with outpatient medical treatment coverage for health screenings, medical check-ups and dental services. The Employee Handbook further reinforces our commitment to employee well-being by encouraging relevant departments to organise health talks, awareness campaigns and other health-related activities

Flexible Working Options
Employees may request time off up to twice a month, subject to superior's approval, providing greater flexibility to manage personal commitments and support work-life balance.


HSE Day

Our HSE Performance

In FY2026, the Group recorded a LTIR of 1.75, remaining relatively consistent with the previous financial year and below the Group's target of 2.11. The Group continues to strengthen hazard and risk management, preventive controls, and organisational learning to reduce workplace injuries and improve OHS performance across our operations.

Health and Safety Metrics	FY2024	FY2025	FY2026
Total number of hours worked (hr)	1,264,132	1,261,750	1,485,904
Total number of lost-time injuries	16	11	13
Total number of work-related fatalities	0	0	1
LTIR[1]	2.53	1.74	1.75

[1] *LTIR is based on 200,000 hours worked*

During the reporting period, the Group recorded one work-related fatality across 1,485,904 man-hours worked. Recognising the importance of strengthening workplace safety performance, Mycron has established a target to achieve a fatal occupational injury rate of not more than 2.05 per 100,000 workers by 2030, benchmarked against Malaysia's 2023 national fatal occupational injury rate published by the Department of Statistics Malaysia ("DOSM"). In FY2026, the Group's fatal occupational injury rate exceeded this target. We continue to strengthen our preventive controls, incident investigation and organisational learning to improve OHS performance.

Following the incident, corrective and preventive measures include reinforcing safe work procedures, conducting refresher safety training, strengthening unloading requirements at delivery sites, and enhancing engineering controls on delivery vehicles. As part of the enhanced controls, secondary load-retention measures were introduced to minimise the risk of pipes rolling or falling during delivery activities, while relevant risk assessments and work procedures were reviewed to prevent recurrence. Lessons learned from the incident were also communicated to relevant personnel to reinforce awareness and strengthen safety practices across similar activities.

Moving Forward

Mycron will continue to strengthen OHS performance by reviewing HIRAO and safe work procedures, strengthening controls for material handling and delivery activities, and conducting targeted safety training based on identified incident trends. Greater emphasis will also be placed on incident investigation, corrective actions and contractor safety management to reduce workplace injuries.

HUMAN RIGHTS AND LABOUR STANDARDS

We are committed to respecting and upholding human rights and fundamental labour rights across our operations and value chain. The Group strives to foster a workplace founded on dignity, fairness, and respect by promoting equal opportunity and non-discrimination, fair employment practices, freedom of association, safe and healthy working conditions, and the prohibition of child labour, forced labour, and all forms of exploitation.

Our Management Approach

Respect for human rights is integral to the way Mycron conducts its business and supports the long-term well-being of our workforce, responsible business practices, and sustainable value creation. Our approach is guided by applicable Malaysian employment and labour legislation and internationally recognised human rights principles, including the Universal Declaration of Human Rights ("UDHR"), the International Labour Organization ("ILO") Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights ("UNGPs").

Our human rights and labour practices are supported by the Group's governance framework and relevant policies, including our Sustainability Policy, Diversity Policy and Supplier Code of Conduct. Our Diversity Policy, in particular, establishes Mycron's commitment to diversity and equality in employment and opposition to unlawful and unfair discrimination.

These codes and policies are communicated via emails, the company website, and internal intranet and provided in English and Bahasa Malaysia.

Mycron Human Rights Instruments

Internal Human Rights Instruments

1. Code of Conduct and Ethics for all directors, senior officers and employees
2. MSB Sustainability Policy
3. Supplier Code of Conduct
4. OHS Policy
5. Diversity Policy
6. Employee Handbook
7. Child and Labour Policy

External Human Rights Instruments

1. Universal Declaration of Human Rights ("UDHR")
2. International Labour Organization ("ILO") Fundamental Principles and Rights at Work
3. United Nations Guiding Principles on Business and Human Rights ("UNGPs")
4. Employment Act 1955 (Act 265)
5. Minimum Wages Order 2022
6. Industrial Relations Act 1967
7. United Nations Global Compact ("UNGC")

Board Oversight

The BOD holds ultimate oversight of human rights matters across Mycron's operations and value chain, ensuring that material human rights risks are appropriately considered within the Group's sustainability, risk management and decision-making processes.

The RSC supports the BOD in fulfilling this responsibility by providing quarterly oversight of human rights-related risks, performance and emerging issues, including the effectiveness of relevant policies, controls and mitigation measures. Material matters requiring further attention are escalated to the BOD, where appropriate.

At the management level, the SOC, chaired by the Group CEO, provides strategic direction and oversees the implementation of human rights commitments and initiatives. The SOC reviews performance, emerging risks, and management responses to ensure that human rights considerations are integrated into the Group's sustainability priorities and operational practices.

Supporting this governance structure, the Group Sustainability Officer and SWC coordinate the identification and assessment of human rights risks, consolidate relevant performance data, monitor initiatives and corrective actions, and facilitate the escalation of material matters through the SOC and RSC to the BOD.

Human Rights-Related Performance

Zero substantiated complaints regarding human rights violations

Zero incidents of violations involving human rights of indigenous people

100% employees trained on Code of Conduct and Ethics and internal Human Rights Policies

HUMAN RIGHTS AND LABOUR STANDARDS

Embedding Human Rights Principles Across Value Chain

Mycron extends its human rights and labour standards oversight across its supply chain through the Supplier Code of Conduct, which establishes minimum standards of responsible business conduct for suppliers and relevant third parties across the Group, including contractors, sub-contractors, consultants, vendors and agents. For new business partners, we evaluate their commitment to upholding human rights and require them to sign our Supplier Code of Conduct as a demonstration of compliance with relevant laws and regulations.

Key Human Rights and Labour Standards Applicable to Suppliers

Forced Labour

Suppliers must not use any form of forced, coerced, bonded, indentured or involuntary labour. Employment must be voluntary and workers must be provided with valid employment contracts clearly setting out their terms and conditions, including wages and benefits.

Child Labour

Suppliers are expected to prohibit child labour and comply with applicable Malaysian laws and international labour standards on minimum working age. Given the hazardous nature of manufacturing activities, Mycron does not employ persons below 18 years of age.

Responsible Working Hours

Suppliers must comply with applicable legal limits on regular and overtime working hours. Overtime must be voluntary and appropriately compensated, and employees must be provided with at least one rest day within every seven-day period.

Safe and Appropriate Workplace Conditions

Suppliers are expected to provide safe and conducive workplace and accommodation conditions that meet employees' basic needs, including access to potable water and appropriate sanitary facilities.

Humane Treatment

Suppliers must maintain workplace practices that prohibit harsh or inhumane treatment, including sexual harassment, sexual abuse, mental or physical coercion, and verbal abuse.

Non-Discrimination and Equal Opportunity

Suppliers must provide a workplace free from discrimination in hiring and other employment practices, including discrimination based on race, gender, age, nationality, ethnicity, disability, religion, union membership, marital status, or other protected characteristics. Equal opportunities must be provided for promotion and career development.

Freedom of Association and Collective Bargaining

Suppliers must respect workers' rights to freely associate, seek representation, and collectively bargain in accordance with applicable laws. Workers must be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment.

Fair Wages and Benefits

Suppliers must provide the minimum or prevailing wage, whichever is higher, and comply with legal requirements. Wages and compensation must be paid in a timely manner, with deductions permitted only where legally allowed.

HUMAN RIGHTS AND LABOUR STANDARDS

Assessing Human Rights Issues through a Risk Assessment

The identification, management, and mitigation of potential salient and business-specific human rights issues form part of Mycron's approach to responsible business conduct and sustainable value creation. Human rights and labour-related considerations are integrated into the Group's risk management processes, enabling potential impacts on our workforce and value chain to be considered alongside other business risks. Identified risks are reviewed during quarterly Risk and Sustainability Committee meetings, with appropriate mitigation measures implemented where necessary.

Managing Our Potential Salient Human Rights Issues

Recognising the nature of our manufacturing operations, the Group continues to focus on five potential salient human rights and labour matters and strengthens preventive controls across operations and supply chain. Through this structure approach, we reinforce our commitment to responsible business conduct and ethical labour standards.

Promoting Equal Opportunity and Non-Discrimination

Mycron is committed to fostering an inclusive and respectful workplace where employees are treated fairly, with dignity and respect. The Group adopts a fair and merit-based approach to recruitment and employment, promoting equal opportunities and prohibiting discrimination based on race, religion, gender, age, sexuality, disability, and nationality. These principles are reinforced through the Group's Diversity Policy and Employee Handbook, covering recruitment, performance evaluation and workplace interactions. We do not tolerate discriminatory behaviour, bullying, harassment, or victimisation.

Established grievance mechanisms enable employees to raise concerns confidentially. Managers are trained to manage bullying, harassment, and workplace misconduct reports.

Prohibiting Child and Forced Labour

We remain resolute to a zero-tolerance approach towards child, forced, and indentured labour within our operations. The risk of human violations arising from such labour practices is incorporated into the Group's risk management process, with established preventative controls including compliance with the Children and Young Persons (Employment) Act 1966 (Act 350) and a quarterly employee age verification by the Department of People & Culture.

The Group further extends these expectations to our supply chain through contractual provisions, as set out in the Supplier Code of Conduct.

Zero cases of child, forced or indentured labour identified within our operations in FY2026

Ensuring Fair Working Hours, Wages and Employment Conditions

The Group maintains fair and responsible employment conditions in accordance with applicable labour requirements. To prevent excessive working hours and support employee well-being, working hours and overtime are governed through established controls, with all overtime requiring prior management approval. Employees are also encouraged to fully utilise their annual leave entitlements to maintain a healthy and balanced lifestyle. In FY2026, Mycron employees recorded an average of 42.75 working hours per week, below the regulatory maximum of 45 hours per week. During the year, flexible working arrangements were also introduced to promote work-life balance.

The Group promotes fair and equitable remuneration, with remuneration determined based on job scope, qualifications, skills, and performance. These principles are extended to the supply chain through the Supplier Code of Conduct, which requires suppliers to provide the minimum or prevailing wage.

Supporting Freedom of Association and Collective Bargaining

Mycron respects employees' rights to freedom of association and collective bargaining, in line with ILO principles. Employees are free to form or join trade unions and workers' committees without fear of intimidation, pressure or reprisal, with equal treatment regardless of union or committee membership. Grievance channels are available for employees to raise any related concerns. These principles are also extended to Mycron's supply chain through the Supplier Code of Conduct.

Safeguarding Workplace Health and Safety

We strive to provide a safe and healthy working environment, guided by the Group's OHS Policy. This is supported by established safety management practices, risk assessments, training, and employee participation to identify and manage workplace health and safety risks.

HUMAN RIGHTS AND LABOUR STANDARDS

Stakeholder Engagement on Human Rights Issues

Stakeholder engagement supports Mycron's identification and assessment of potential human rights and labour-related concerns. The Group engages with employees and local community representatives to understand workplace and community matters associated with its operations.

Employee Engagement

In FY2026, we conducted engagement sessions through "Sembang Teh Tarik" at MCRC and "Sembang Santai" at MST, providing employees with a safe and approachable platform to engage directly with People & Culture on workplace experiences, well-being, health and safety, and other employment-related concerns. A designated spokesperson also supports foreign workers in voicing concerns, promoting inclusive and equitable access to grievance channels. Matters raised are documented with appropriate confidentiality and escalated for follow-up.

Community Engagement

Mycron also engages with local community leaders to maintain open dialogue on potential community impacts and human rights-related concerns arising from its operations. Feedback from these engagements is documented and escalated through the SWC, where relevant, to inform appropriate mitigation measures and continuous improvement.

Grievance Mechanism

Employees, service providers, contractors, vendors and suppliers and local communities may raise concerns about any misconduct, inappropriate behaviour, fraud or corrupt practices through our grievance channel, which support confidential and anonymous reporting. Reported matters are reviewed and addressed through our internal grievance management process.

Refer to page 94 - 95 for more information on our grievance mechanism and Whistleblowing Policy.







Moving Forward

Mycron will continue to strengthen human rights and labour practices across our operations and supply chain, with a focus on fair employment practices, safe working conditions, and accessible grievance mechanisms. Moving forward, we will enhance supplier due diligence and monitoring, while strengthening engagement with employees, suppliers, and local communities to identify and address emerging human rights risks.

EMPLOYEE DEVELOPMENT AND WELL-BEING

Our people are fundamental to Mycron's ability to achieve sustainable growth and maintain safe, reliable, and efficient operations. A diverse and inclusive workforce brings together different perspectives, experiences, and capabilities that strengthen innovation, problem-solving, and effective decision-making. Providing fair and equitable opportunities for development, while fostering a workplace where employees feel respected, supported, and empowered, strengthens employee engagement and enables our people to contribute meaningfully to business performance.

The Group also recognises that developing a competent and future-ready workforce is essential to our long-term resilience. Through continuous learning and development, we seek to strengthen both technical capabilities and critical skills such as leadership, communication, problem-solving, and adaptability, while supporting our ability to attract, develop and retain diverse talent.

Workplace Diversity

We enforce strict zero-tolerance on discrimination, bullying, and harassment in line with our Diversity Policy and Code of Conduct and Ethics. Our Diversity Policy sets out the principles that guide our approach to building a workplace where everyone is treated fairly, respected, and given equal opportunities to contribute.

Guiding Principles on Our Diversity Policy

Equal Opportunity

We provide fair and equal opportunities in employment, regardless of gender, race, ethnic origin, disability, age, nationality, religion or belief, marital status or social and cultural background.

Merit-based Decisions

We draw on diverse experience, skills, expertise and perspectives, while maintaining merit as the key criterion in appointments and career development.

Respect for Diversity

We value the different perspectives, background and personal attributes our people bring, and foster a culture of respect, integrity, and openness.

Non-Discrimination

We oppose all forms of unlawful and unfair discrimination and strive to maintain an inclusive and supportive workplace for all.

Shared-Responsibility

Our BOD, management and employees share responsibility in upholding the policy, promoting equal opportunities, and reporting any concerns or practices that may breach it.





EMPLOYEE DEVELOPMENT AND WELL-BEING

The Group strives to foster an inclusive workplace that upholds dignity, equality, and mutual respect, with zero tolerance for discrimination, bullying, harassment and victimisation, in line with our Code of Conduct and Ethics.

Zero cases of discrimination, bullying, harassment and victimisation were reported in FY2026

We are committed to providing equal opportunities and embracing diverse talent, including persons with disabilities. In FY2026, we continued to embrace diversity in ability by providing equitable employment opportunities for person with disabilities, recognising the valuable contributions of individuals of all abilities.

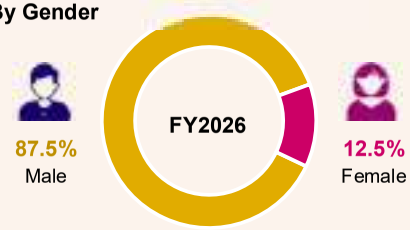
0.18% of Mycron workforce are **persons with disabilities**

Women hold 38% of all management positions at Mycron. While the overall workforce remains predominantly male, reflecting the nature of the steel industry, the Group continues to advance female representation by strengthening opportunities for women, particularly in executive and technical roles.

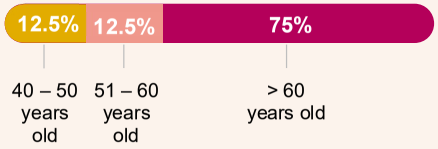
14.3% female representation among Mycron employees in FY2026

BOARD AND LEADERSHIP COMPOSITION

By Gender



By Age Group



MYCRON WORKFORCE PROFILE

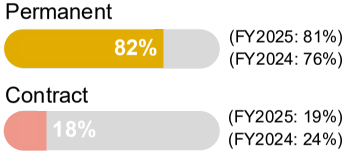
Total Workforce Strength

FY2026	FY2025	FY2024
567	545	530
464 employees	440 employees	405 employees
103 contract workers	105 contract workers	125 contract workers

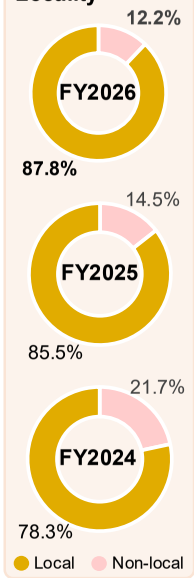
Employee Gender Diversity

FY2026	**83%**	**17%**
FY2025	82%	18%
FY2024	82%	18%

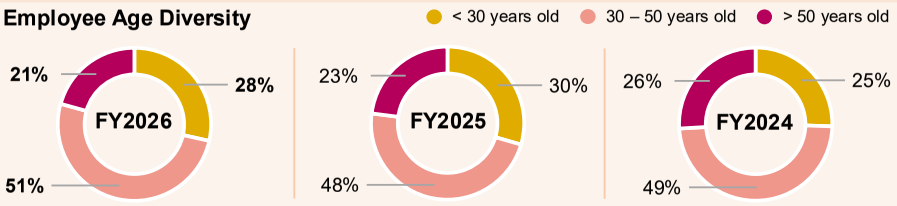
Type of Employment



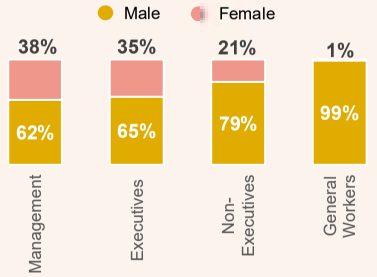
Locality



Employee Age Diversity

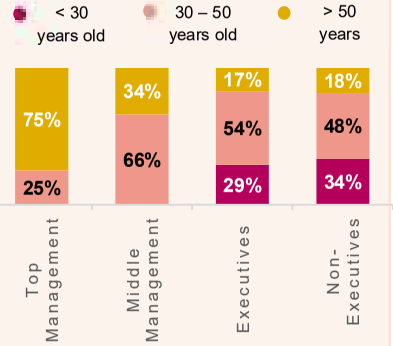


GENDER DIVERSITY BY EMPLOYEE CATEGORY

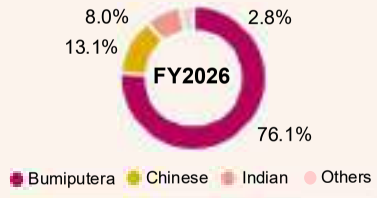


[1] *Management employee category includes top and middle management*

AGE DIVERSITY BY EMPLOYEE CATEGORY



ETHNICITY



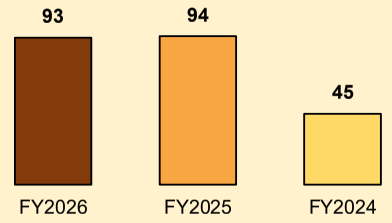
EMPLOYEE DEVELOPMENT AND WELL-BEING

Our Performance

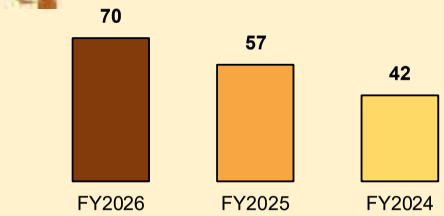
Group Turnover Rate

FY2026	FY2025	FY2024
15.9%	14.8%	10.5%

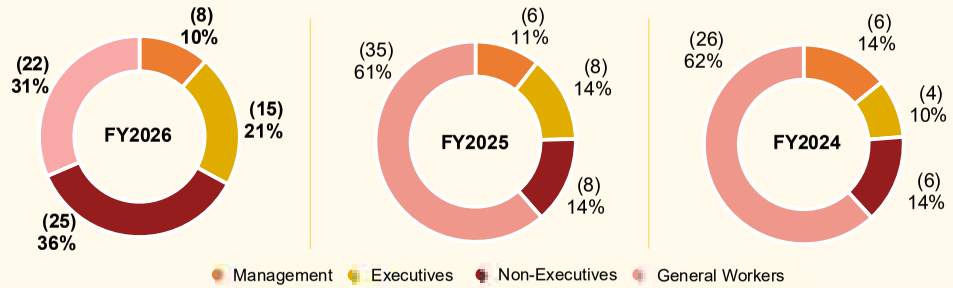
Total New Hires



Total Turnover



Employee Turnover by Category



Parental Leave

	Gender	FY2026	FY2025	FY2024
Number of employees who took parental leave	Male	17	16	12
	Female	5	4	6
Number of employees returned from parental leave	Male	17	16	12
	Female	4	4	6
Number of employees who returned to work after paternal leave ended and were still employed 12 months after returning to work	Male	17	16	12
	Female	4	4	6

Talent Recruitment and Retention

Operating within the iron and steel industry requires a workforce with strong technical capabilities and industry expertise. In FY2026, the Group onboarded 93 new employees, while 70 employees departed due to resignations and retirements. The Group recorded an annual employee turnover rate of 15.9%, slightly higher than the previous financial year.

We continue to monitor employee retention and turnover trends to support a stable, skilled, and productive workforce. Turnover is tracked across employee categories to identify workforce trends and inform talent retention initiatives, succession planning, and workplace planning, supporting the Group's ability to retain critical capabilities and meet its evolving business needs.

In FY2026, the Group's gender salary distribution comprised 78% male and 22% female. We remain committed to fair and equitable remuneration practices, with remuneration determined based on factors such as job responsibilities, experience, qualifications, and performance.

Share of total employee salaries

78% Male

22% Female



EMPLOYEE DEVELOPMENT AND WELL-BEING

Employee Benefits

Mycron provides a comprehensive range of employee benefits designed to promote mental well-being, workplace safety, employee engagement, long-term retention, and professional development. Our employee benefits framework supports career growth and personal development, while recognising outstanding contributions through various awards and incentives. Together, these initiatives contribute to a stable, supportive, and rewarding working environment

Paid Leave Entitlements

- Annual Leave
- Examination and Study Leave
- Compassionate Leave
- Emergency Leave
- Maternity Leave
- Paternity Leave
- Marriage Leave
- Time-Off
- Sick Leave
- Hospitalisation Leave
- Prolonged Illness Leave

"Supporting work-life balance is our top-most priority"

Fringe Benefits

- Company Vehicles and Petrol Cards
- Vehicle Substitution Allowance
- Travelling Allowance
- Parking Allowance/Reimbursement
- Job Relocation Allowance

Healthcare and Insurance Benefits

- Outpatient Medical Reimbursement for employees and immediate family members
- Group Hospitalisation and Surgical Insurance Scheme
- Group Personal Accident Insurance Scheme
- Group Term Life (GTL) Insurance Scheme

Flexible Working Arrangements

- Two-hour time-off entitlement, up to twice a month for each employee
- Work-from-home arrangement on a case-by-case basis
- Flexible clock-in and clock-out hours



Presentation of the Long Service Award to 18 dedicated employees, in recognition of their loyalty, commitment, and valuable contribution throughout the years.

Employee Welfare Initiatives

Amenities and Gifts



We extend thoughtful gestures through donations, tokens, or contributions when employees experience life's milestones. From welcoming a child or marriage celebrations to times of illness, bereavement, and unforeseen disasters. These acts of support reflect our commitment to treating our employees as part of one family.

Professional Memberships and Certifications



The Group sponsors or reimburses professional membership fees and certification renewals for eligible employees. This initiative recognises their commitment to maintaining professional excellence while enhancing their expertise, credibility, and networking opportunities within their respective fields.

Health Talks and Activities



We organise health talks, awareness campaigns, free health screenings, mental health programmes, blood donation drives, and team-building activities to promote good health and work-life balance. These initiatives encourage employees to take charge of their well-being, nurture resilience and strengthen camaraderie across teams.

Long Service Recognition



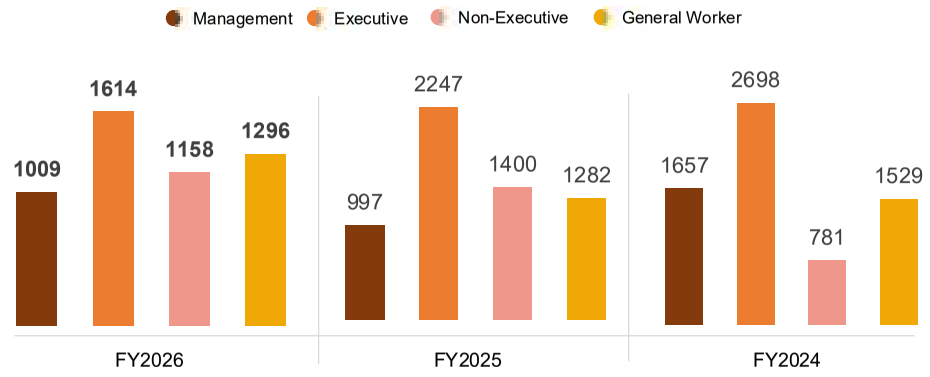
Long-serving employees are recognised through monetary awards and tokens of appreciation in acknowledgement of their dedication, loyalty, and valued contributions to Mycron.

EMPLOYEE DEVELOPMENT AND WELL-BEING

Training & Development Performance

	FY2026	FY2025	FY2024
Total Training Hours	5,076 hours	5,926 hours	6,665 hours
Average Training Hours per Employee	11.13 hours	13.64 hours	16.63 hours
Average Training Days per Employee	1.37 days	1.71 days	2.08 days

Total Training Hours by Employee Category



[1] *Management employee category includes top and middle management*

Empowering Talent through Continuous Development

Mycron is committed to building a skilled, capable and future-ready workforce through continuous learning and development. Guided by a people-first approach and the Group's Training Policy, career development opportunities are provided across career stages, from technical trainees to executives, to strengthen professional and technical capabilities while supporting career progression and evolving business needs.

To ensure learning initiatives remain relevant and targeted, the Group conducts an annual Training Needs Analysis across departments to identify competency and development needs. The findings inform the Group's Annual Training Plan, guiding training priorities and the effective allocation of resources towards employee development.

Types of Training Programmes

- Leadership Skills
- Soft Skills
- Technical and Operational Upskilling
- Environmental, Health and Safety
- Finance, Tax, and Compliance
- Digital and Technology Skills

Mycron invested RM 275,404.41 on employee training and development programmes in FY2026, averaging RM 593.53 per employee

During the reporting period, the Group recorded 1,016 training participations across 159 training programmes, amounting to 5,076 total training hours, or an average of 11.13 training hours per employee. Training participation increased by 42% from 717 in FY2025, reflecting the Group's continued investment in strengthening employee capabilities and supporting continuous professional development.

To support talent development, annual performance reviews are conducted to assess employee performance and development needs.

100% Mycron employees received performance review in FY2026

The Group also invests in early-career talent development through structured internship programmes for students and fresh graduates, supported by department-specific training and supervisor guidance. Upon completion, candidates may progress to on-the-job training and employment opportunities, subject to performance and available vacancies. In FY2026, 15 interns were placed across various functions.

EMPLOYEE DEVELOPMENT AND WELL-BEING

Celebrating Our Diverse Workforce



Mycron celebrates the diversity of our workforce by creating opportunities for employees to connect, celebrate, and appreciate different cultures and traditions. Through festive celebrations and inclusive activities throughout the year, we foster stronger relationships, mutual respect, and a shared sense of belonging across the Group.

Hari Raya Celebration & Employee Appreciation Night

In FY2026, Mycron brought together employees across the Group for its Hari Raya Aidilfitri celebration and Employee Appreciation Night, providing an opportunity for employees from diverse backgrounds and functions to connect and celebrate together. The event featured cultural performances, interactive activities and employee recognition, fostering inclusivity, camaraderie, and a stronger sense of belonging across Mycron.







Chinese New Year Celebration

In February 2026, MST celebrated Chinese New Year with employees, customers and suppliers, bringing together stakeholders from diverse backgrounds to celebrate the festive occasion. Featuring traditional cultural activities, including a lion dance, alongside performances and festive gatherings, the celebration provided an opportunity to foster inclusivity, strengthen employee connections, and build closer relationships with customers and business partners.







EMPLOYEE DEVELOPMENT AND WELL-BEING

Building Team Spirit through Sports

The Group promotes employee well-being and engagement through sports and recreational activities that encourage active lifestyles, strengthen relationships, and foster team spirit across the organisation.

Mycron CEO Cup: *Sukan Rakyat "Jaguh Kampung"*

The annual Mycron CEO Cup brought together employees across the Group for *Sukan Rakyat: Jaguh Kampung*, featuring a series of traditional team-based games. Through friendly competition and shared experiences, the event fostered teamwork, camaraderie and stronger connections across the Group.





Merdeka & Malaysia Day Hiking

In conjunction with Merdeka and Malaysia Day, a group hike was organised at Taman Tugu, providing employees with an opportunity to stay active while celebrating the occasion together. The activity promoted physical well-being and social connection beyond the workplace.





MCRC Sports Club Activities

The MCRC Sports Club supports employee well-being and engagement through year-round sports activities. Pickleball sessions are organised weekly, with coaching provided to employees to encourage participation and skill development. These activities provide regular opportunities for employees to stay active, connect with colleagues, and strengthen team spirit outside the workplace.





EMPLOYEE DEVELOPMENT AND WELL-BEING

Promoting Health Awareness

Mycron promotes employee health and well-being through awareness programmes, health screenings, and wellness initiatives that encourage employees to better understand and manage their health. These initiatives support early detection, preventive care, and healthier lifestyle choices, contributing to a healthier and more informed workforce.

Mycron Pink October: Breast Cancer Awareness

In support of Pink October, Mycron collaborated with BCWA to raise awareness of breast cancer and the importance of early detection. The initiative provided employees with breast cancer awareness education and complimentary examinations, encouraging greater health awareness and proactive preventive care among employees.





Mycron Movember: Men's Health Awareness

In support of Movember, the Group organised a men's health awareness programme featuring a prostate health talk by a medical professional, followed by complimentary health screening for employees. This initiative aimed to increase awareness of men's health issues and promote proactive health management among employees.





COMMUNITY ENGAGEMENT

We recognise that meaningful community engagement plays an important role in fostering inclusive and sustainable development. Our community initiatives are guided by societal needs and the priorities of communities surrounding our operations, reflecting our sustainability values and broader role in nation-building. Through purposeful engagement and investment, we seek to strengthen community well-being, foster lasting relationships and contribute to long-term social and economic resilience.

OUR APPROACH

Mycron's targeted community investment strategy is built on four strategic pillars, prioritising the surrounding community well-being, education, and youth development, support for vulnerable groups and environmental awareness and volunteerism. These focus areas complement the Group's broader sustainability priorities by contributing to social development and strengthening relationships with communities surrounding our operations.

Our key community investment focus areas include:

Focus Area	Objective
Education & Youth Development	To expand access to learning and educational opportunities while developing a future pipeline of skilled talent to support long-term workforce needs.
Community Well-Being	To support initiatives that address the social and essential needs of local communities.
Support for Vulnerable Groups	To provide assistance to children, persons with disabilities and other underprivileged members of the community.
Environmental Awareness & Volunteerism	To promote environmental awareness and encourage sustainable practices through employee participation and community-based initiatives.
Industry & Stakeholder Engagement	To strengthen industry collaboration and stakeholder relationships while supporting the continued development of Malaysia's iron and steel sector

These initiatives are focused on communities surrounding our operations, enabling us to address local needs and create meaningful, long-term value creation.

Before establishing any community partnership, we undertake a due diligence assessment to evaluate the credibility, transparency, and suitability of the organisation. This enables us to direct our contributions towards genuine initiatives that are consistent with our internal requirements and capable of delivering meaningful and lasting benefits to the community.

To facilitate structured community engagement with charitable partners, the Group's Communications and Outreach Team oversees the planning, coordination, and implementation of community initiatives. Employee participation is fostered through a culture of volunteerism and shared social responsibility, with opportunities provided for employees to contribute directly to community initiatives and charitable activities.

In FY2026, we contributed **RM73,170** through sponsorships, donations, community engagement and employee-led initiatives, benefiting **2,197** individuals and supporting 7 organisations.

Performance Metrics	FY2024	FY2025	FY2026
Number of beneficiaries from community investments	2,055	3,218	2,197
Total amount invested (RM)	67,676	31,232	73,170
Number of community programmes organised	13	11	15

COMMUNITY ENGAGEMENT

July 2025

Sponsorship for a Community Gotong-Royong Programme

Mycron supported a community gotong-royong programme at Pangsapuri Taman Sri Rasau, promoting collective responsibility for maintaining a clean and pleasant living environment. The initiative also provided an opportunity to strengthen engagement and foster closer ties with the local community.

Contribution: RM500 **Beneficiaries: Residents of Pangsapuri Taman Sri Rasau**



Gotong-Royong at Pangsapuri Taman Sri Rasau

July 2025

Supporting Community Healthcare

The Group supported the Maaedicare Charitable Foundation through sponsorship of its fundraising gala dinner, contributing to the Foundation's efforts to support the healthcare needs of patients within the community.

Contribution: RM10,000 **Beneficiaries: 750 patients**



Table tennis set donation for Kampung Padang Jawa residents

August 2025

Promoting Active Lifestyles and Community Well-Being

Mycron supported the Kampung Padang Jawa community by contributing a table tennis set, providing residents with greater access to recreational activities. The initiative aims to encourage active lifestyles, social interaction, and community well-being.

Contribution: RM880 **Beneficiaries: 50 residents of Kampung Padang Jawa**

September 2025

Supporting Malayan Tiger Conservation

Mycron supported Persatuan Pelindung Harimau Malaysia (RIMAU) through sponsorship of its RIMAU Gala Dinner, contributing to efforts aimed at protecting and conserving the Malayan tiger and its natural habitat. The initiative reflects the Group's commitment to supporting biodiversity conservation and raising awareness of the importance of protecting Malaysia's endangered wildlife.

Contribution: RM12,500 **Beneficiaries: RIMAU**



Malayan tiger

COMMUNITY ENGAGEMENT

September 2025

Strengthening Industry Engagement

The Group supported the MISIF Annual Dinner as part of its continued engagement with the local iron and steel industry. The initiative provided a platform to strengthen industry relationships, foster collaboration, and maintain engagement with key stakeholders across the sector.

Contribution: RM30,000 **Beneficiaries: Industry Stakeholders**

October 2025

Supporting Breast Cancer Welfare Association Malaysia

Recognising the importance of community health and well-being, Mycron provided sponsorship to the Breast Cancer Welfare Association Malaysia ("BCWA"), supporting the association's efforts to support the community.

Contribution: RM1,500 **Beneficiaries: Individuals with breast cancer and the wider community**

December 2025

Christmas Visit to Persatuan Kebajikan Sayap Kasih Malaysia (IQ70+)

The Group extended its community support to Persatuan Kebajikan Sayap Kasih Malaysia (IQ70+), a welfare organisation supporting children and senior citizens with intellectual disabilities. In conjunction with the festive season, our employees also engaged with residents through activities such as greeting sessions, colouring and interactive activities, fostering meaningful interaction and bringing festive cheer to the community.

Contribution: RM3,102 **Beneficiaries: 68 residents**

March 2026

MCRC *Ihya Ramadan* Programme

In conjunction with Ramadan, MCRC organised its *Ihya Ramadan* Programme on 16 March 2026, bringing together employees and the local community from Padang Jawa and Pangsapuri Taman Sri Rasau through the preparation and distribution of traditional dishes, including *bubur candil*, *rendang ayam* and *ketupat*.

Contribution: RM3,109 **Beneficiaries: 200 local communities**



Christmas visit to Persatuan Kebajikan Sayap Kasih Malaysia



Christmas visit to Persatuan Kebajikan Sayap Kasih Malaysia



Ihya Ramadan Programme



Ihya Ramadan Programme

COMMUNITY ENGAGEMENT

February - March 2026

Celebrating Festive Traditions with our Local Communities

Mycron sponsored festive celebrations within its surrounding communities. This included a *Majlis Berbuka Puasa* organised by KRT Pangsapuri Taman Sri Rasau and a Hari Raya Aidilfitri celebration organised by JPKK Kampung Padang Jawa. These contributions supported community gatherings and strengthened engagement with residents in areas surrounding our operations.

Contribution: RM1,500

Beneficiaries: 1000 residents



Earth Warrior Programme held at MST HQ

April 2026

Supporting a Child's Medical and Essential Needs

The Group provided financial assistance to support the medical needs of a one-year-old child requiring respiratory support. The contribution facilitated the purchase of a CPAP machine, alongside essential supplies including milk formula, diapers, feeding syringes, and feeding tubes. The assistance helped provide access to the necessary medical equipment and essential supplies required for the child's ongoing care and well-being.

Contribution: RM2,000

Beneficiaries: Child under the care of Pusat Kebajikan Sayap Kasih Malaysia



Earth Warrior Programme held at MCRC

April 2026

Earth Warrior

In collaboration with Earth Warriors Association, the Group organised a clean-up programme across its premises and surrounding areas, bringing together employees from MCRC and MST and members of the local community. Participants collected and segregated waste for appropriate recycling and disposal, promoting environmental awareness and responsible waste management. The initiative also strengthened community engagement through collective environmental action.

Beneficiaries: Employees across Mycron and local community members



Earth Warrior Programme held at MST Factory 2

COMMUNITY ENGAGEMENT

June 2026

Educational Visit to Pusat Sains Negara

Mycron and MIGB organised an educational visit to Pusat Sains Negara for children aged 7 to 15 from Rumah Kasih Harmoni Paya Jaras. Through interactive science exhibits, the programme provided the children with an engaging learning experience designed to spark curiosity and encourage interest in science, technology, engineering and mathematics ("STEM"). The programme reflects Mycron's commitment to community enrichment and supporting educational development among underprivileged children.

Contribution: RM2,901

Beneficiaries: 60 children



Educational visit to Pusat Sains Negara

June 2026

Employee Donation Drive

Mycron and MIGB employees came together through an employee-led donation drive in support of Rumah Kasih Harmoni Paya Jaras, a care home for children aged 10 months to 18 years. Employees contributed a range of essential items, including baby necessities, household supplies, and food provisions to support the day-to-day needs of the home and its residents. The initiative reflects our employees' spirit of giving and active participation in supporting the communities around us.

Contribution: RM11,000 worth of items

Beneficiaries: 120 residents of the home



Educational visit to Pusat Sains Negara

Moving Forward

The Group will continue to strengthen community engagement through targeted initiatives in education, community well-being, environmental awareness, and support for vulnerable groups. Greater emphasis will be placed on collaborating with local communities, NGOs and relevant stakeholders, encouraging employee volunteerism, and assessing programme outcomes to guide the continuation or expansion of initiatives that deliver meaningful community impact.

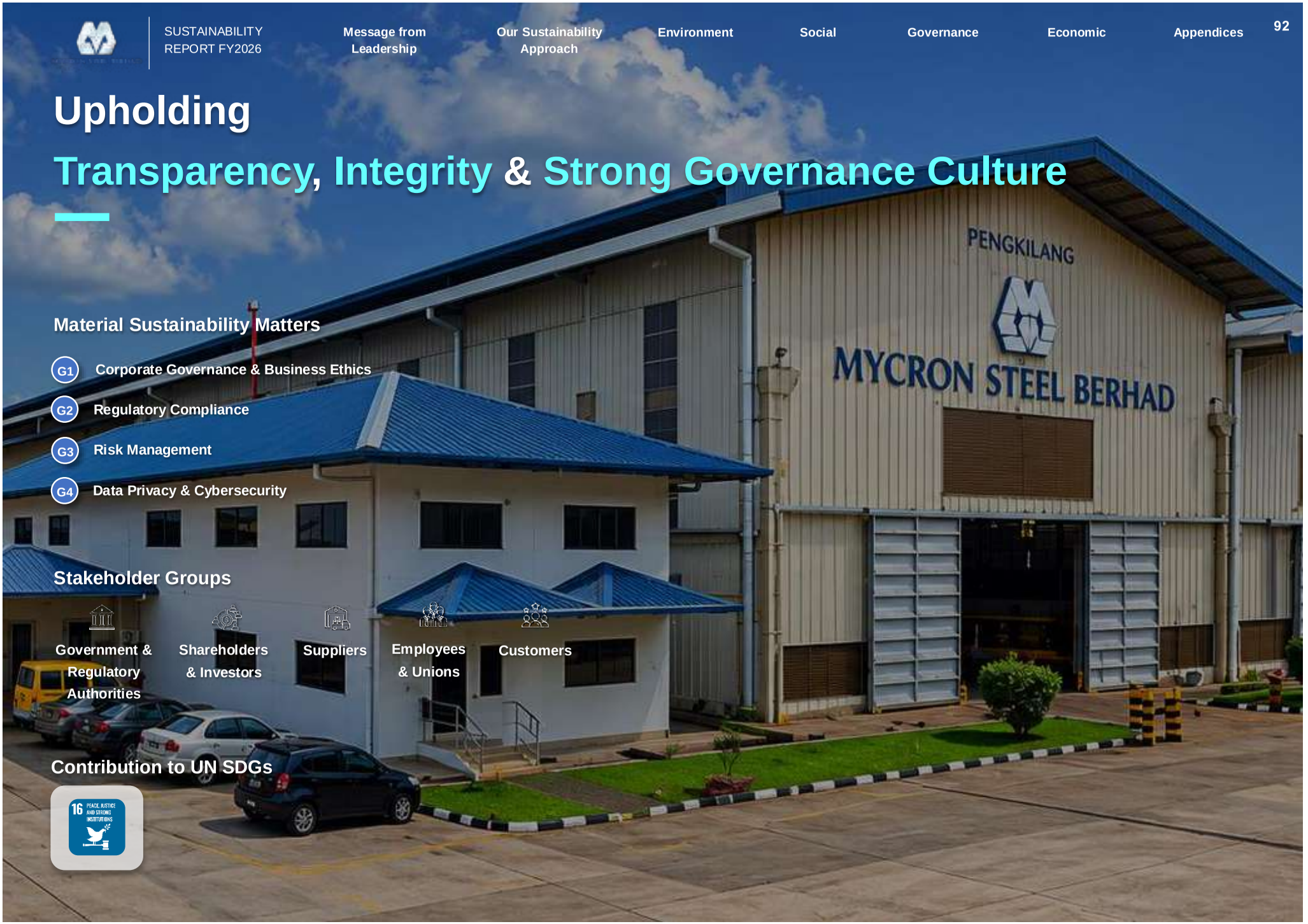


Employee donation drive for Rumah Kasih Harmoni Paya Jaras



Upholding

Transparency, Integrity & Strong Governance Culture



Material Sustainability Matters

- G1 Corporate Governance & Business Ethics
- G2 Regulatory Compliance
- G3 Risk Management
- G4 Data Privacy & Cybersecurity

Stakeholder Groups

Government & Regulatory Authorities | Shareholders & Investors | Suppliers | Employees & Unions | Customers

Contribution to UN SDGs

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

CORPORATE GOVERNANCE AND BUSINESS ETHICS

Mycron is committed to upholding strong corporate governance and ethical business practices, underpinned by integrity, transparency, accountability, and compliance with applicable laws and regulations. Clear policies, governance structures, and internal controls guide responsible decision-making and conduct across the Group. As an established player in Malaysia's cold-roll steel industry, maintaining high standards of business ethics strengthens stakeholder trust and business relationships while supporting long-term resilience, sustainable growth, and value creation.

Embedding Good Governance and Compliance

The Group embeds ethical conduct and responsible governance across its operations and value chain through a structured framework of policies, codes, and procedures that promote integrity, transparency and accountability.

The BOD provides oversight of the Group's Code of Conduct, reinforcing accountability at the highest level and setting expectations for ethical conduct across management and employees. Through this governance framework, Mycron seeks to safeguard stakeholder trust, mitigate legal, financial and operational risks, and support responsible and sustainable business practices.

Codes and Policies

- Anti-Corruption Policy
- Anti-Fraud Policy
- Code of Conduct and Ethics
- Fit and Proper Policy
- Conflict of Interest Policy
- Whistleblowing Policy
- Supplier Code of Conduct
- Diversity Policy
- Procedure for Determining the Remuneration of Directors, Group Managing Director, C-Suite and Senior Officers
- Quality Policy
- Energy Policy
- Occupational Health and Safety (OHS) Policy
- Sustainability Policy
- Environment Policy

**The full policy is available on our official website at https://www.mycronsteel.com/corporate-governance.php*

Zero reported and confirmed incidents of corruption and bribery

Zero political contributions made in FY2026

100% of Mycron workforce received training on anti-corruption

Combatting Anti-Corruption and Fraud

The Group adopts a zero-tolerance approach to bribery, corruption, and fraud, underpinned by the Group's Code of Conduct and Anti-Corruption/Anti-Fraud Framework. The framework comprises policies and procedures for the prevention, detection, reporting, and management of misconduct, supporting compliance with applicable laws and regulatory requirements.

Oversight of the Anti-Corruption Policy rests with the BOD, supported by the Audit and Governance Committee ("AGC") and Anti-Corruption Managing Committee ("ACMC"), which oversee the implementation and effectiveness of anti-corruption measures across the Group.

Mycron conducts Corruption Risk Assessments across its operations to systematically identify, assess, and manage corruption-related risks. Business divisions and departments are responsible for identifying and reporting key corruption risks within their respective areas, enabling appropriate controls and mitigation measures to be implemented.

100% of operations assessed for corruption-related risks

Policy Communication and Training

The Group communicates its anti-corruption requirements to Directors, Senior Management, employees, and business partners through induction programmes, awareness initiatives and the corporate website. Mandatory online anti-corruption training is provided to employees to strengthen awareness of bribery and corruption risks, regulatory requirements and expected standards of conduct, with refresher training conducted every two to three years. Senior personnel and employees in risk-exposed functions sign annual pledges to uphold compliance.

RM 0 cost of corruption-related fines, penalties over the past three financial years

CORPORATE GOVERNANCE AND BUSINESS ETHICS

Due Diligence on Business Partners

The Group conducts due diligence on new business partners, suppliers, contractors, and other third parties to mitigate bribery, corruption and conflict-of-interest risks. Third parties are subject to established procurement and supplier selection procedures and are required to acknowledge the Group's anti-corruption requirements through the Third-Party Declaration Form. Any identified red flags or potential conflicts are escalated to the ACMC for further review and appropriate action.



Whistleblowing Channel

Mycron provides a confidential reporting mechanism for employees, business partners, and members of the public to report suspected improper conduct or wrongdoing involving the organisation, including any: -

- Fraud, bribery and corruption;
- Abuse of authority or conflicts of interest;
- Financial or accounting irregularities;
- Breaches of laws, regulations or Group policies; and
- Health, safety and environmental concerns.

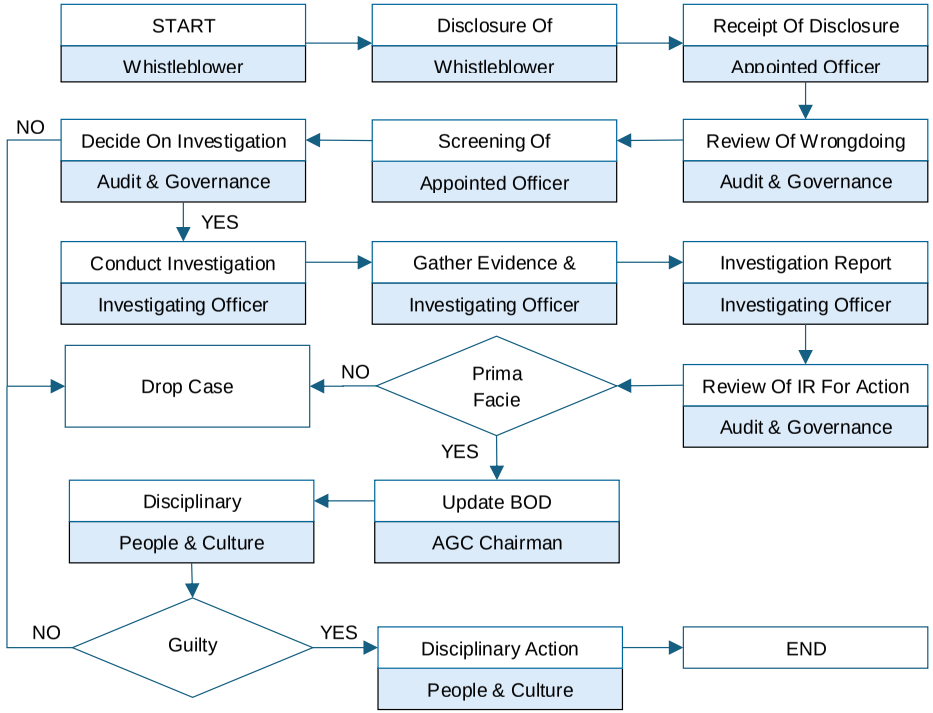
Zero
substantiated whistleblowing cases reported in FY2026

Any non-compliances with the Code of Conduct are addressed through established reporting, investigation, and disciplinary procedures. Suspected violations are reported through the Group's Whistleblowing channels, with appropriate action determined based on the nature and severity of the breach.

Disclosures are made to ACMC or AGC, depending on the personnel involved. Reports received are subject to appropriate review and investigation, with findings escalated through the established governance process for appropriate action.

Mycron's Whistleblowing Policy provides safeguards consistent with the principles of the Whistleblower Protection Act 2010 (Act 711), including confidentiality and protection against detrimental action for disclosures made in good faith. Any retaliation against a whistleblower is treated as a serious breach and may result in disciplinary action.

Whistleblowing Process Flow Chart



CORPORATE GOVERNANCE AND BUSINESS ETHICS

Grievance Mechanism

The Group is committed to maintaining a fair, safe, and supportive working environment. A formal grievance mechanism is provided to enable employees to raise concerns relating to workplace matters, management practices and unethical conduct through established channels.

Our grievance framework provides employees with multiple channels to raise workplace concerns, including through their immediate superior, the Department of People & Culture or, where necessary, direct escalation to Senior Management. All grievances are handled through a fair, impartial, and confidential process, with safeguards against retaliation, and employees have the right to appeal where they are dissatisfied with the outcome of an investigation.

RAISE

Employees submit grievances through the **Grievance Management Form** available on the Employee Intranet.

DOCUMENT

All grievances and outcomes are properly **documented and reviewed** to support transparency, consistency and accountability.

PROTECT

Strict confidentiality is maintained throughout the process to protect the rights and dignity of all parties involved.

Reporting Channels

Mid-level management & below → ACMC: **acmc@melewar-mig.com**

Senior management & above → AGC: **agc@melewar-mig.com**



Moving Forward

Mycron will continue to strengthen its governance, ethical business practices and regulatory compliance by enhancing internal controls, reinforcing employee awareness and integrating sustainability considerations into decision-making and risk management. The Group will also progressively strengthen its governance expectations across suppliers and business partners, supporting greater accountability, transparency and long-term business resilience.

REGULATORY COMPLIANCE

Mycron maintains compliance across its operations and supply chain through adherence to applicable laws and regulatory requirements, supported by an established compliance framework and internal risk management processes.

Relevant Laws and Regulations	
01	Employment Act 1955
02	Occupational Safety and Health Act 1994
03	Factories and Machineries Act 1967
04	Companies Act 2016
05	Industrial Relations Act 1997
06	Environmental Quality Act 1974 and its Amendments
07	Minimum Wages Order 2018 and its Amendments
08	Personal Data Protection Act 2010
09	Children and Young Persons (Employment) Act 1966
10	Bursa Main Market Listing Requirements
11	Malaysian Code on Corporate Governance ("MCCG")



Achievement of ISO 45001:2018 certification at MCRC and MST

Mycron's commitment to regulatory compliance is supported by internationally recognised management systems that strengthen operational consistency, environmental management, and OHS practices. In FY2026, both manufacturing subsidiaries further strengthened its management systems by achieving ISO 45001 certification for OHS Management, reinforcing a systematic approach to managing workplace health and safety risks.

To support ongoing compliance, each department maintains a Legal Compliance Register, which is reviewed quarterly to identify applicable legal and regulatory requirements and monitor compliance status.

ISO 9001:2015
Quality Management System

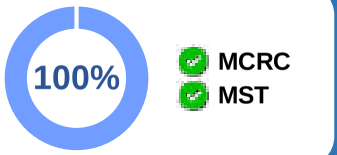
Demonstrates our commitment to service quality and operational excellence.



MCRC
MST

ISO 14001:2015
Environmental Management System

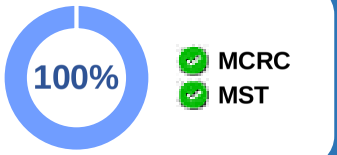
Strengthens our environmental risk management.



MCRC
MST

ISO 45001: 2018
Occupational Health and Safety

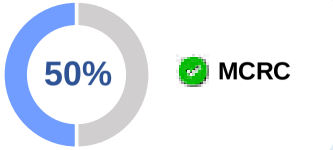
Reinforces our commitment to a safe and healthy workplace for our workforce.



MCRC
MST

ISO 50001: 2018
Energy Management System

Supports improved energy performance and efficient resource utilisation.



MCRC

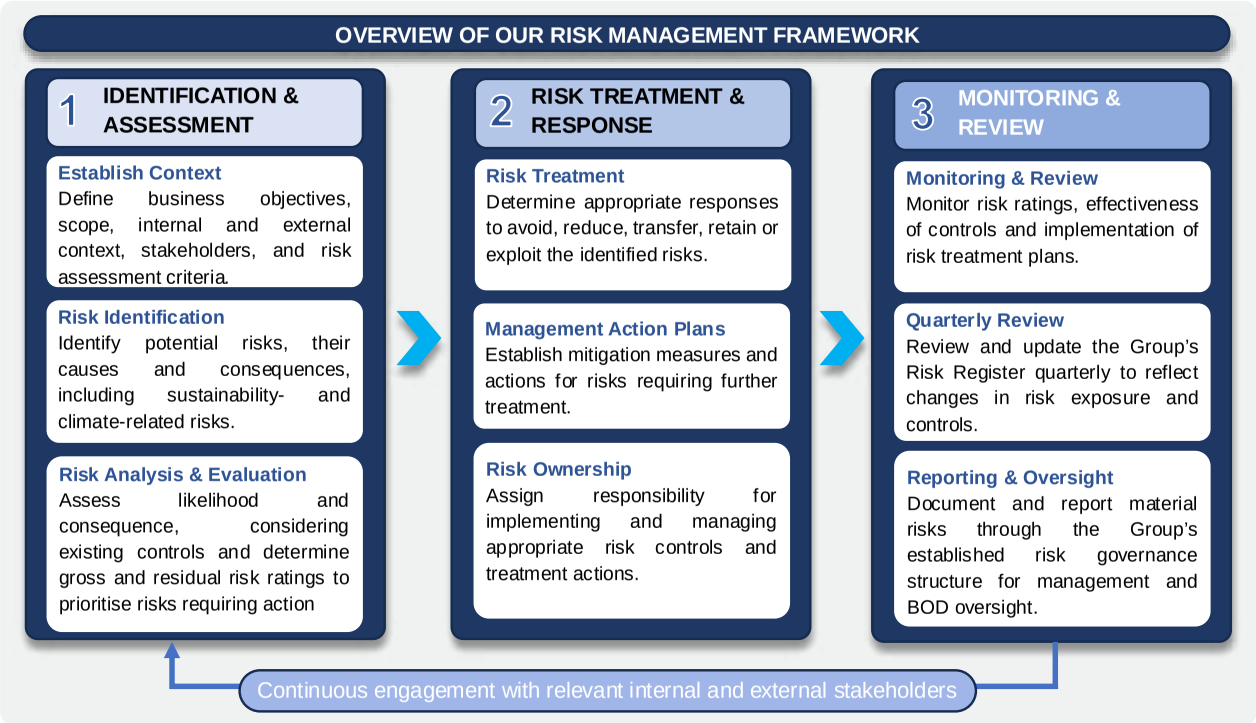
RISK MANAGEMENT

Effective risk management is integral to Mycron's strategic and operational decision-making. In alignment with IFRS S1 and IFRS S2, sustainability- and climate-related risks and opportunities are progressively integrated into the Group's overall risk management processes alongside principal business risks. This enables Mycron to better anticipate and respond to evolving regulatory requirements, climate-related risks, market dynamics, energy costs, potential carbon pricing mechanisms, and stakeholder expectations, while strengthening the Group's long-term resilience and supporting informed strategic decision-making.

Our ERM Framework and Processes

Guided by established risk management principles and industry practices, Mycron's ERM framework provides a structured approach to identify, analyse, evaluate, treat, monitor, and report risks across its operations and value chain. The framework supports informed decision-making by establishing clear risk ownership, assessment criteria, mitigation measures, and ongoing monitoring through the Group's Risk Register.

Material sustainability- and climate-related risks are integrated into the Group's ERM process and Risk Register, with risks reviewed periodically to reflect changes in operating conditions and the external environment. In FY2026, the Group further enhanced its climate risk assessment approach in alignment with IFRS S2, incorporating internal assessments, climate scenario analysis covering physical and transition risks, and consideration of relevant regulatory and market developments.



Governance & Oversight

The BOD holds ultimate oversight of the Group's risk management, supported by the RSC, which oversees the effectiveness of processes for identifying, assessing, treating, and monitoring material risks. Significant matters are escalated to the BOD for deliberation, while coordination with the AGC supports alignment between key risk exposures and risk-based audit coverage.

At the management and operational levels, senior management provides direction on strategic and emerging risks, while respective business units are responsible for managing risks within their areas of operation. Risk ownership extends across the organisation, with employees expected to remain vigilant and accountable for risks relevant to their respective roles. This integrated approach enables Mycron to incorporate sustainability-related and other material risks into its ERM processes, strengthening informed decision-making and the Group's long-term resilience.

RISK MANAGEMENT

1 Risk Identification

Risk identification is an ongoing and structure process embedded across Mycron's operations, supported by regular engagement between the RSC and Management. The Group assesses a broad range of risks, including strategic, operational, financial, legal and compliance risks, as well as sustainability- and climate-related physical and transition risks.

Relevant internal and external developments, including regulatory changes, market preferences, supply chain dependencies and reputational factors, are also considered. Identified risks are assessed based on their likelihood and potential consequences, taking into account existing controls.

2 Risk Assessment Methodology

Identified risks are assessed using Mycron's established risk assessment methodology, considering the likelihood of occurrence and potential consequences of each risk. The initial assessment determines the gross risk rating, after which existing controls and their effectiveness are considered to determine the residual risk exposure.

Likelihood Assessment

The likelihood of each identified risk is assessed based on its probability or frequency of occurrence, using the Group's established rating criteria, ranging from Rare to Almost Certain. Climate-related risks are evaluated to materialise over defined time horizons.

Consequence Assessment

The potential consequences of each risk are evaluated against defined impact criteria, taking into consider the following financial and non-financial potential effects:

- Financial performance in terms of revenue and profit before tax ("PBT")
- Legal, regulatory and compliance consequences
- Health and safety impacts
- Operational disruptions
- Company reputation

Impact levels range from Insignificant to Catastrophic, reflecting the potential severity of consequences.

Existing Controls and Residual Risk

Existing controls and mitigation measures are considered to determine the extent to which the risks are being managed, ranging from Satisfactory to Weak. The resulting residual risk rating reflects the Group's remaining exposure after considering these controls.

Risk Evaluation and Prioritisation

The assessed likelihood and consequences are evaluated using the Group's risk matrix and established risk criteria to determine the overall risk rating. This enables Mycron to prioritise risks according to their significance and determine whether additional treatment or management action is required. Higher-rated risks are prioritised for further mitigation and monitoring, while risks within acceptable levels may be retained and periodically reviewed.

3 Risk Treatment and Management

Risk responses may include avoiding, reducing, transferring, or accepting the risk, supported by appropriate controls and mitigation measures. Management and respective risk owners are responsible for implementing agreed actions, while the RSC monitors key risk exposures, the effectiveness of controls and progress of risk treatment plans. Action plans include strengthening workplace safety and health, implementing resource efficiency initiatives, investing in infrastructures, and enhancing supply chain resilience.

4 Risk Monitoring & Review

Risk management is an ongoing process, with Mycron's risk profile and Risk Register periodically reviewed to reflect changes in risk exposure, controls, and the operating environment. The RSC reviews the Risk Register quarterly, while material risks are reported through the Group's established governance structure for Management and BOD oversight. This process enables the Group to monitor emerging and evolving risks, including sustainability- and climate-related risks, evaluate the effectiveness of mitigation measures, and take appropriate action where necessary.

DATA PRIVACY AND CYBERSECURITY

Cybersecurity and data protection are integral to Mycron's governance approach and business resilience. The Group maintains data governance practices to safeguard the confidentiality, integrity, and availability of information across its operations and value chain. Personal data is managed in accordance with Mycron's Personal Data Privacy Notice and the Malaysian Personal Data Protection Act 2010 ("PDPA") and its amendments, supporting the lawful and transparent processing of personal data and the protection of individual rights. Cybersecurity protocols and controls are implemented to protect information from unauthorised access, disclosure, misuse, and other cyber threats, with data-related risks integrated into the Group's SRRO management framework.

To further strengthen its cybersecurity posture and resilience against cyber and data privacy risks, the Group implements the following measures:

Mycron's Strategies to Improve our Cybersecurity Resilience

Secure Access and Stronger Controls
Strengthen system and application security through secure Virtual Private Network ("VPN") access, Multi-Factor Authentication ("MFA"), password ageing controls and periodic reviews of user access and authorisation levels.

Data Privacy and Cybersecurity Risk Management
Identify, assess, and manage data privacy and cybersecurity risks through regular risk assessments, with identified risks incorporate into the Group's risk register for ongoing monitoring and mitigation.



IT Security and Data Governance Framework
Maintain an IT Security Policy governing the secure collection, processing, storage, and protection of personal data, applicable to employees and relevant third-party service providers.

Cybersecurity Awareness and Preparedness
Strengthen cybersecurity awareness and digital resilience through targeted email communications, periodic phishing simulations and cybersecurity assessments, fostering a security-conscious culture across the Group.

Our Cybersecurity Performance

Indicator	No. of Cases		
	FY2024	FY2025	FY2026
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

Moving Forward

Mycron will continue to strengthen its cybersecurity and data privacy capabilities in response to evolving digital risks and business needs. Moving forward, the Group plans to develop and strengthen its cybersecurity incident response and recovery framework to enhance preparedness, facilitate timely response to cyber incidents and support business continuity. We will also explore appropriate technologies and security solutions to support the evolving needs of its operations while safeguarding critical systems and stakeholder information.

Delivering Sustainable Business Value through Responsible Supply Chain & Quality Excellence

Material Sustainability Matters

- C1 Responsible Supply Chain Management
- C2 Product Quality & Customer Responsibility
- C3 Economic Performance

Stakeholder Groups

Government & Regulatory Authorities | Shareholders & Investors | Financial Institutions | Employees & Unions | Customers

Contribution to UN SDGs



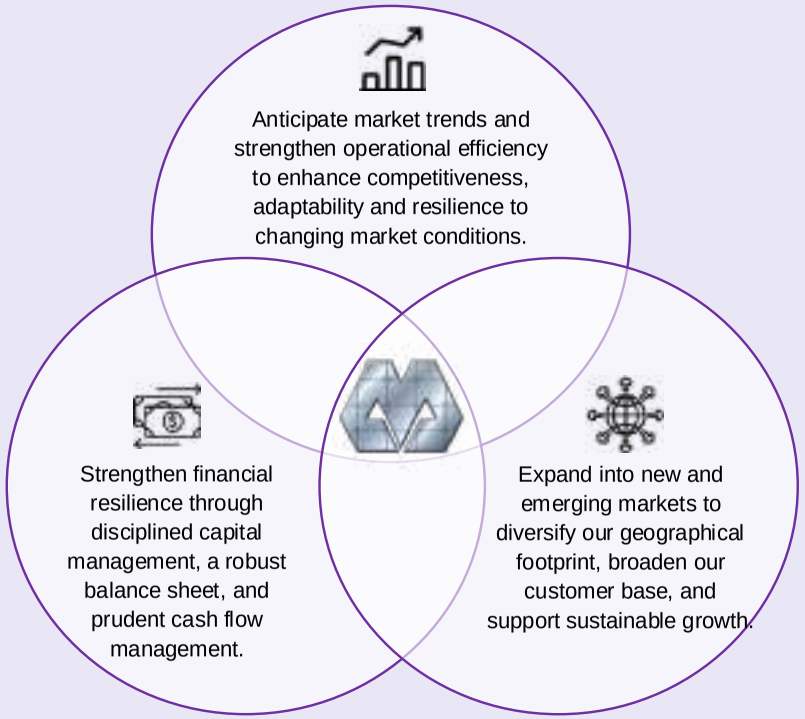
ECONOMIC PERFORMANCE

Economic performance remains fundamental to Mycron's ability to strengthen business resilience and create long-term value for our stakeholders. Through the manufacturing and supply of cold-rolled steel sheets and steel tube products, the Group generates economic value while supporting our customers, employees, suppliers, and the broader industrial value chain.

We strengthen our economic resilience by sustaining diversified revenue streams, maintaining healthy cash flows, and exercising disciplined capital management. At the same time, we continue to pursue strategic opportunities to expand our presence across domestic and international markets, including Asia and Europe, broaden our customer base, and strengthen the competitiveness of our product portfolio.

Our business strategy is anchored on the following priorities to strengthen economic resilience, expand market presence, and position the Group for sustainable long-term growth.

MANAGEMENT APPROACH TO ECONOMIC RESILIENCE



Economic Value Generated (Revenue)

RM765.9 million

(FY2025: RM722 million)

Operating Costs	Employee Wages & Benefits	Payment to Government
RM746.1 million	RM44.9 million	RM1.2 million

Payment to Capital Providers

RM3.5 million

Revenue Growth

6.08%

compared to FY2025

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

As a key player in the midstream and downstream steel value chain, Mycron recognises that a responsible and ethical supply chain is essential to long-term business sustainability. Our suppliers play an important role in supporting labour and human rights standards, environmental performance, and the reliability of our operations.

Our value chain begins with strategic sourcing of raw materials, particularly HRC from domestic and international markets, followed by in-house manufacturing focused on operational efficiency, resource optimisation, and meeting customer requirements. We continue to strengthen supply chain resilience through supplier diversification, responsible sourcing, and ESG engagement, while regularly monitoring performance to identify emerging risks and opportunities for improvement.

SUPPLIER PRE-QUALIFICATION & DUE DILIGENCE PROCESS

In line with ISO 9001:2015 requirements, the Group applies a structured pre-qualification process to assess prospective suppliers prior to engagement, ensuring they meet the Group's established requirements and standards. 100% of new and existing approved suppliers underwent Mycron's supplier due diligence process in FY2026, achieving full assessment coverage.

1 Supplier Information & Verification

Suppliers' corporate information and supporting documents are reviewed, including company profiles and relevant *Suruhanjaya Syarikat Malaysia* ("SSM") records, to verify key company details prior to registration and further assessment.

2 Supplier Performance Evaluation

We conduct supplier performance evaluations for new and existing approved suppliers across four key criteria, incorporating sustainability-related considerations:

- Quality of Goods & Services | HSE Compliance
- Delivery | Administrative & Technical Support

Suppliers are required to achieve a minimum performance score of 80% to qualify for approval or continue engagement with Mycron.

3 Code of Conduct Acknowledgement

Suppliers are required comply and formally acknowledge Mycron's Supplier Code of Conduct, committing to uphold our expectations across labour practices, HSE, business ethics, and management systems throughout their operations and supply chain.

4 Ethics & Anti-Corruption Compliance

Suppliers are required to comply with Mycron's Anti-Corruption Policy, including the disclosure of any potential conflicts of interest.

5 Supplier ESG Assessment

We integrate sustainability criteria into our Tier 1 supplier due diligence process to promote a resilient, transparent and accountable supply chain while strengthening responsible sourcing practices.

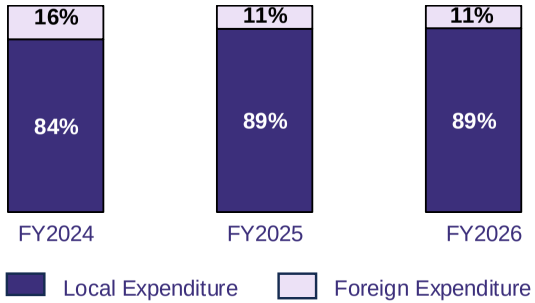
Procurement Spending

We prioritise local sourcing wherever feasible to support domestic economic activity and strengthen supply chain efficiency. However, supply availability and cost competitiveness remain key sourcing considerations, requiring the Group to engage international suppliers where necessary.

In FY2026, 89% of the Group's procurement expenditure was directed to local suppliers, consistent with FY2025. Local sourcing remains an integral part of our supply chain strategy, supporting shorter lead times, reducing exposure to shipment delays and supply chain disruptions, while contributing to lower transportation-related carbon emissions. The Procurement Team oversees the sourcing of materials and continues to strengthen collaboration with local vendors to enhance overall supply chain resilience.

The Group targets to maintain more than 90% local procurement spending by FY2029.

Procurement Spending on Suppliers (%)



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Supplier ESG Assessment

As part of our responsible supply chain management approach, Mycron conducts a Supplier ESG Assessment covering Tier 1 approved suppliers with annual transaction values exceeding RM500,000. The assessment enables us to identify and monitor sustainability-related risks across our supply chain and evaluate suppliers' ESG practices.

Suppliers are assessed across key areas including environmental management and climate change, occupational health and safety, labour and human rights practices, governance and business ethics, and responsible sourcing. These sustainability requirements are integrated into the vendor pre-qualification process, ensuring that both newly registered and renewing Tier 1 suppliers are evaluated against established criteria. Assessment findings support the identification of potential ESG gaps and areas for further supplier engagement and continuous improvement, strengthening the resilience and sustainability of our supply chain.

ESG ASSESSMENT CRITERIA

ENVIRONMENT

Assesses suppliers' approach to environmental management, including energy and fuel use, water and wastewater management, waste management and recycling, climate change awareness and mitigation measures, and GHG emissions tracking and reduction efforts.

SOCIAL

Assessment of suppliers' practices related to occupational health and safety, employee welfare, labour and human rights (including child and forced labour), talent development, and community engagement.

GOVERNANCE

Assesses suppliers' sustainability governance structure and oversight, integration of ESG considerations into business decisions, sustainability reporting practices, relevant policies (e.g., Code of Conduct, Anti-Corruption) and compliance with applicable laws and regulations.

RESPONSIBLE SOURCING

Assessment of suppliers' commitment to responsible sourcing of raw materials, management of suppliers and subcontractors, ESG monitoring performance and continuous improvement efforts to enhance sustainability across the value chain.

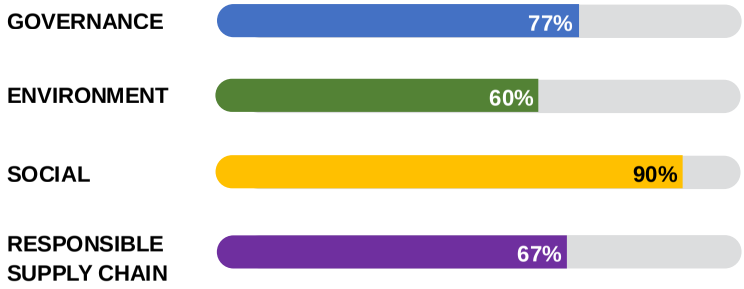
ASSESSMENT PERFORMANCE

30
Tier 1 suppliers assessed

100%
Response rate

ESG ASSESSMENT RESULTS

Of the 30 Tier 1 suppliers invited, 30 responded, resulting in a 100% response rate. The assessment results based on the average scores across suppliers, are as follows:



Key Findings

The assessment indicates relatively strong social and governance practices among our Tier 1 suppliers, while environmental performance and responsible sourcing present opportunities for further engagement, particularly in climate action, GHG reduction target-setting, and decarbonisation planning.

Moving Forward

The Group will continue engaging suppliers to strengthen ESG practices, with particular emphasis on climate action, decarbonisation, and responsible supply chain management.

PRODUCT QUALITY & CUSTOMER RESPONSIBILITY

Driving Excellence in Quality Stewardship

Delivering high-quality steel products that consistently meet customer requirements and applicable regulatory and industry standards remains a key priority for Mycron. Our Quality Management System, supported by the Group's Quality Policy, provides a structured framework for maintaining product quality and reliability throughout our manufacturing processes.

Quality controls are embedded across each stage of production, from incoming HRC coil inspection through to final product inspection, enabling us to monitor product conformity and maintain consistent quality standards. Mycron maintains its ISO 9001:2015 Quality Management System certification, reinforcing our commitment to effective quality management, continual improvement, and consistent product and service delivery. Through robust quality assurance practices and adherence to recognised standards, we seek to strengthen customer confidence while delivering reliable and responsibly manufactured steel products.

100% of Mycron's manufacturing sites are ISO 9001:2015 certified

Product Quality-related Metrics	FY2024	FY2025	FY2026
Number of substantiated incidents of non-compliance concerning the health and safety impacts of our products and services	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0

OUR PRODUCT CERTIFICATIONS

The Group maintains relevant product licences, certifications, and accreditations to support compliance with applicable local and international product requirements. In FY2026, the Group achieved a significant milestone, with MST becoming the first steel pipe manufacturer to obtain the SustainBuild Mark certification, reinforcing our commitment to delivering more sustainable and environmentally responsible steel products.

Entity	Product Name	Product Certification
MCRC	Cold-Reduced Carbon Steel Sheet and Strip of Commercial and Drawing Qualities	MS 2651:2020
	Cold-Reduced Carbon Steel Strip	JIS G 3141:2017
MST	Steel Conduit for Electrical Wiring	BS 31:1940
	Carbon Steel Pipe for Ordinary Piping	JIS G 3452:2010
	Cold Formed Welded Carbon Steel Structural Tubing in Round	ASTM A500/A500M:2013
	Welded Steel Pipe	MS 863:2010
	Carbon Steel Tube for General Structure	JIS G 3444:2015
	Welded Steel Tube	BS EN 10255:2004
	Carbon Steel Tube for Machine Structural Purpose	JIS G 3445:1988
	Light Gauge Steel for General Structure	JIS G 3350:2009
	Non-Alloy Steel Tube for Water and Sewerage	SPAN TS 21827: Part 2:2013
	Cold Formed Welded Structural Hollow Sections of Non-Alloy Steel	MS EN 10219-1:2015
	Rigid Steel Conduit for Cable Management	MS 61386-21:2010
	Steel Tubes for Tubular Scaffolding	MS 1462-2-1:2010
	Loose Steel Tubes for Tube and Couple Scaffolds	BS EN 39:2001

15 **SIRIM-Certified Products**
Licensed under the SIRIM QAS International Product Certification Scheme

15 **Products Certified with Eco-Labelling & MyHIJAU Mark**

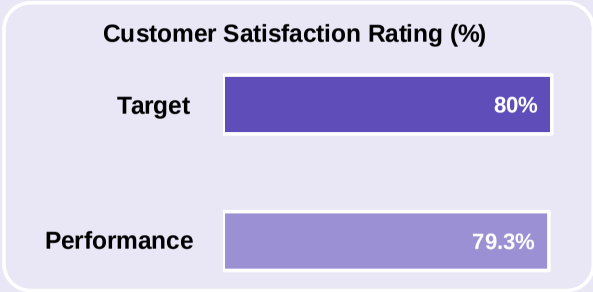
5 **SustainBuild Mark-certified Products**

PRODUCT QUALITY & CUSTOMER RESPONSIBILITY

Customer Responsibility

Our Group remains committed to delivering quality products and services through operational excellence and responsive customer engagement. Our quality assurance processes support consistent product quality and service delivery, while customer feedback provides valuable insights to drive continuous improvement across our operations.

To better understand our customers' expectations and experiences, we conduct an annual Customer Satisfaction Survey covering key areas including product quality and range, order management, delivery performance, technical support, customer service, and pricing. In FY2026, the Group recorded an overall Customer Satisfaction Score of 79.3%, slightly below our 80% target.



Prioritising Customer Satisfaction & Continuous Improvement

To strengthen customer satisfaction, Mycron maintains regular engagement with customers to understand their evolving needs, expectations, and market requirements. Our sales and technical teams conduct customer site visits to gain first-hand insights into how our steel products are used and integrated into customers' production processes. These engagements provide valuable insights into product performance and operational requirements, enabling us to identify areas for improvement and respond effectively to customer needs.

In parallel, the Group implements structured quality management measures across its operations to maintain product consistency, address quality issues and drive continuous improvement in product quality and operational performance.

1. **Strengthening Product Inspection and Quality Control:**
   Quality inspections and testing are conducted throughout our manufacturing processes, including final inspections prior to delivery, to ensure products meet established quality standards and customer specifications.

2. **Customer Complaint Management:**
   Customer complaints are promptly investigated by the relevant sales, technical, and quality teams to identify root causes, implement corrective actions, and prevent recurrence.

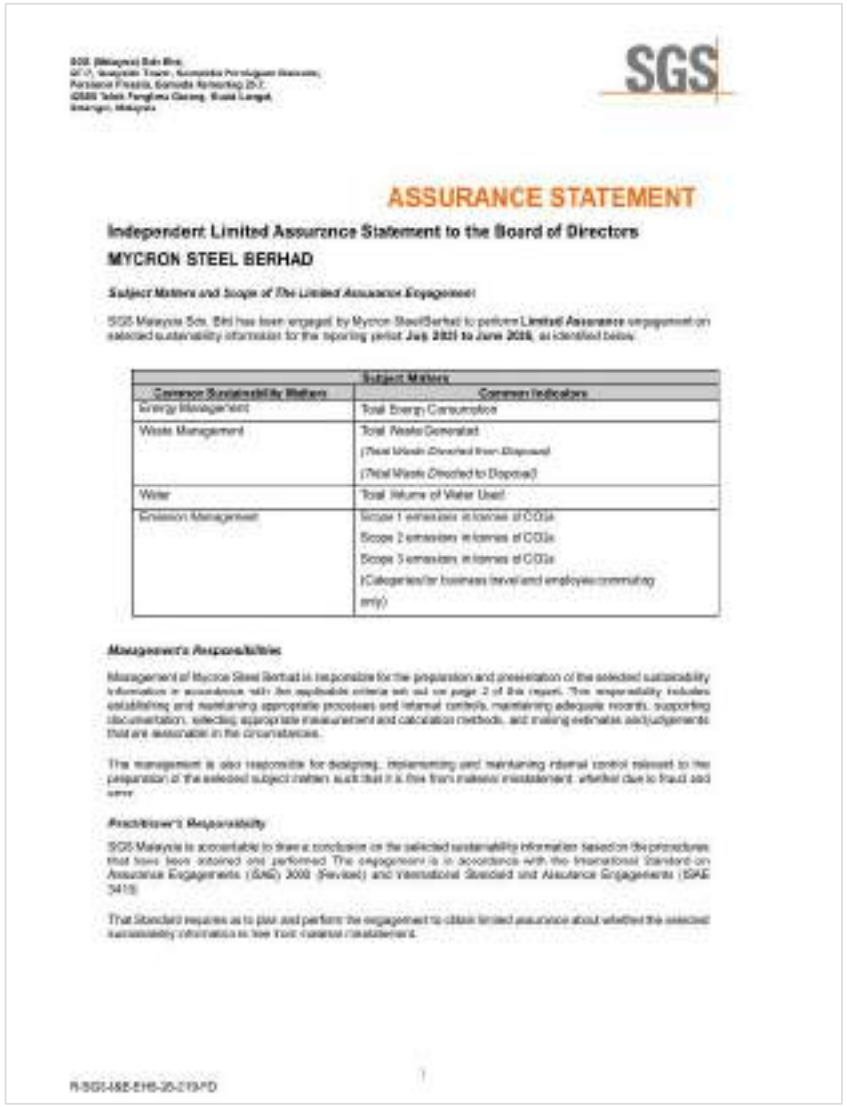
3. **Quality Audits:**
   Regular internal and external quality audits are conducted to assess compliance with established procedures and standards. Identified non-conformities are addressed through corrective and preventive actions, with follow-up monitoring to assess their effectiveness.

4. **Continuous Training and Competency Development:**
   Quality-related training, including inspection and testing, management of quality issues and ISO 9001 requirements, is conducted to strengthen employee competencies and reinforce consistent quality practices.

Moving Forward

Mycron will continue to strengthen product quality through enhanced quality control and inspection practices, process optimisation, and the effective management of product deviations and non-conformities. The Group will also leverage customer feedback and technical engagement to identify opportunities for continuous improvement and ensure that product performance remains aligned with evolving customer requirements. Moving forward, the Group will explore opportunities to further enhance process monitoring, automation and traceability across its manufacturing operations, with the aim of improving product consistency while reducing rejection, rework, and material wastage. These efforts will support operational efficiency, customer satisfaction and the long-term competitiveness of the Group's products.

INDEPENDENT ASSURANCE STATEMENT



SGS

ASSURANCE STATEMENT

Independent Limited Assurance Statement to the Board of Directors

MYCRON STEEL BERHAD

Subject Matters and Scope of The Limited Assurance Engagement

SGS Malaysia Sdn. Bhd has been engaged by Mycron Steel Berhad to perform **Limited Assurance** engagement on selected sustainability information for the reporting period **July 2025 to June 2026**, as identified below:

Subject Matters	
Common Sustainability Matters	Common Indicators
Energy Management	Total Energy Consumption
Waste Management	Total Waste Generated (Total Waste Diverted from Disposal) (Total Waste Directed to Disposal)
Water	Total Volume of Water Used
Emission Management	Scope 1 emissions in tonnes of CO2e Scope 2 emissions in tonnes of CO2e Scope 3 emissions in tonnes of CO2e (Categories for business travel and employee commuting only)

Management's Responsibilities

Management of Mycron Steel Berhad is responsible for the preparation and presentation of the selected sustainability information in accordance with the applicable criteria set out on page 2 of this report. This responsibility includes establishing and maintaining appropriate processes and internal controls, maintaining adequate records, supporting documentation, selecting appropriate measurement and calculation methods, and making estimates and judgements that are reasonable in the circumstances.

The management is also responsible for designing, implementing and maintaining internal control relevant to the preparation of the selected subject matters such that it is free from material misstatement, whether due to fraud and error.

Practitioner's Responsibility

SGS Malaysia is accountable to draw a conclusion on the selected sustainability information based on the procedures that have been obtained and performed. The engagement is in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) and International Standard and Assurance Engagements (ISAE 3410).

That Standard requires us to plan and perform the engagement to obtain limited assurance about whether the selected sustainability information is free from material misstatement.

R-SGS-ASE-EHS-25-219-FD

1



SGS

A limited assurance engagement consists primarily of making enquiries of persons responsible for the preparation of the sustainability information, applying analytical and other procedures, and evaluating the evidence obtained. The procedures performed in a limited assurance engagement are substantially less in extent than those performed in a reasonable assurance engagement. Accordingly, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Applicable Criteria

The selected sustainability information has been prepared by management using the following criteria:

- ISAE 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, International Framework for Assurance Engagements and Related Conforming Amendments
- ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- GHG Protocol Corporate Accounting and Reporting Standard
- GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard

Summary of Procedures and Methodology Performed

The assurance comprised a combination procedures and methodology as below:

- Obtaining an understanding of the processes used to prepare the selected sustainability information
- Making enquiries about relevant management and personnel responsible for sustainability data and reporting
- Reviewing selected supporting documentation, records and source data
- Performing analytical procedures over selected sustainability information and investigating significant movements or variances
- Performing selected recalculations and agreeing selected reported amounts to underlying records
- Evaluating selected assumptions, estimates, emission factors and conversion factors used in the calculations
- Considering the completeness of the reported energy, water, waste and GHG data within the stated reporting boundaries
- Evaluating whether the selected sustainability information has been prepared consistently with the applicable criteria

Statement of Independence and Quality Management

SGS Group of companies is the world's leading testing, inspection, and certification, operating in more than 120 countries. SGS is recognized as the global benchmark for sustainability, quality and integrity. SGS (Malaysia) Sdn. Bhd. affirms our independence from Mycron Steel Berhad being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

SGS Malaysia Sdn. Bhd. have applied our firm's established system of quality management in this assurance engagement. The engagement was planned, performed, documented, reviewed and reported in accordance with our quality management policies and procedures and the requirements of ISAE 3000 (Revised) and ISAE 3410.

The engagement team comprised personnel with appropriate professional competence, technical knowledge and experience relevant to the subject matter, including expertise in sustainability reporting and, where applicable, greenhouse gas emissions measurement, quantification and reporting. The verification team conducted the engagement in accordance with the SGS Code of Integrity.

2

R-SGS-ASE-EHS-25-219-FD

INDEPENDENT ASSURANCE STATEMENT

SGS

Inherent Limitations

Specific inherent limitations relevant to the engagement include the use of estimates, assumptions and employee-provided activity data in the calculation of GHG emissions. In particular, there is a risk that inaccurate employee commuting mileage or commuting frequency, emission factors that are not updated, used in GHG emissions. Such limitations and uncertainties may result in the reported GHG emissions being overstated or understated compared with the actual emissions.

The Scope 2 Electricity Indirect GHG Emission were calculated by using the emission factor for year 2017 of "2017 CDM Electricity Baseline for Malaysia" prepared by MGTC instead of latest emission factor published by Energy Commission applicable to the reporting period which may affect the comparability of the resulting emissions that is used for similar reporting purposes.

Limited Assurance Conclusion

Nothing has come to our attention that causes us to believe that the selected subject matter information of Mycron Steel Berhad for the reporting period July 2025 to June 2026 has not been prepared, in all material respects, in accordance with the applicable criteria described on page 2 of this report.

Restriction on Use

This assurance report is intended solely for the use of Mycron Steel Berhad and its intended users in connection with the Company's sustainability reporting for the reporting period July 2025 to June 2026.

Nalin Wahanlan
Team Leader
Shah Alam
9 September 2026

SGS

APPENDIX A – Subject Matters and Indicators

Common Sustainability Matters	Corresponding Indicators	Value (July 25 – June 26)	Unit
Energy Management	Total Energy Consumption	270,005	GJ
Waste Management	Total Waste Generated (Total Waste Diverted from Disposal (Total Waste Directed to Disposal	10,545.0 10,363.0 181.0	Tonne Tonne Tonne
Water	Total Volume of Water Used	33.97	ML
Emission Management	Scope 1 emissions in tonnes of CO2e	12,160.76	mtCO2e
	Scope 2 emissions in tonnes of CO2e	17,317.27	tCO2e
	Scope 3 emissions in tonnes of CO2e • [illegible] • Employee commuting	940.45 19.99 638.80	mtCO2e tCO2e tCO2e

GHG VERIFICATION STATEMENT



SGS

Greenhouse Gas Verification Opinion

This inventory of Greenhouse Gas emissions in the period 01/07/2025 – 31/06/2026 for

Mycron Steel Berhad

Lot 737, Jalan Sungai Rasau, Seksyen 16, 40200 Shah Alam, Selangor

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

WRI/WBCSD GHG Protocol – A Corporate Accounting and Reporting Standard

For the following activities

Manufacturing of cold rolled coil (CRC) steel sheets, steel tubes and pipes and trading of steel related products

Approved by

Mohd Ruslam Bin Mokhtar
Director
9 September 2026

This opinion is not valid without the full verification scope, objectives, criteria and conclusions available on pages 2 to 3 of this Opinion

Page 1 of 3

SGSPAPER
29256A03



SGS

Greenhouse Gases Verification Opinion

Mycron Steel Berhad provided the GHG statement based on the requirements of WRI/WBCSD Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard. The GHG emissions for the period July 2025 – June 2026 were verified by SGS to a limited level of assurance, in accordance with the agreed verification scope, objectives and criteria.

The emissions are arranged within the following categories:

tCO2e	Year July 2025 – June 2026 (tCO2e)
Scope 1 – Direct GHG Emissions	10,450.16
Scope 2 – Electricity Indirect GHG Emissions	11,007.91
Scope 3 – Other Indirect GHG Emission: Category 6 – Business Travel	16.45
Scope 3 – Other Indirect GHG Emission: Category 7 – Employee Commuting	826.00
TOTAL	22,790.30

SGS has planned and performed the agreed work to obtain the information, explanations and evidence considered necessary to provide a reasonable level of assurance that the GHG emissions are free from material misstatements. The GHG emissions are found to be correct.

Our verification of the GHG Statement of Mycron Steel Berhad included the evaluation of the GHG information system, its control, and its notification protocol. This verification has included the collection of evidence supporting the reported data and the verification of the correct application of Mycron Steel Berhad procedures.

Opinion

Based on the processes and procedures conducted, SGS concludes that there is no evidence that the presented GHG statement:

- is not materially correct and is not a fair representation of GHG data and information, and
- has not been prepared in accordance with the requirements of GHG Protocol, in relation to its quantification, control and notification.

The opinion given in this statement is in accordance with the GHG Statement of "Mycron Steel Berhad's 2026 Annual Greenhouse Gas Inventory (the GHG Statement)" as a whole.

Note: This Opinion is issued, on behalf of Client by SGS Malaysia (SGS) under its General Conditions included in www.sgs.com/terms_and_conditions.htm. A hard copy of this opinion and the supporting GHG Statement is on file at Mycron Steel Berhad. This Opinion does not relieve Client from compliance with any applicable statutory or regulatory requirements or from obtaining any permits or licenses required by applicable laws, regulations, ordinances or by-laws and the enforcement thereof. SGS shall not be responsible for any loss sustained by any person or entity that relies on this Opinion.

Page 2 of 3

SGSPAPER
29256A03

GHG VERIFICATION STATEMENT



SGS

Schedule Accompanying Greenhouse Gas Verification Opinion

Scope

Responsibilities

Inherent Limitations

Level of Assurance



SGS

Scope

- Direct emission from stationary combustion
- Direct emission from mobile combustion

Scope 2: Electricity Indirect GHG Emission

- Employee commuting
- Business travel

- **Title and description of activities**:
- **Location of the activities**:
- **Activities of the organization**:
- **Types of GHGs included**: CO_2, CH_4, and N_2O
- **The verification period**:

GHG VERIFICATION STATEMENT



SGS

Objectives

- Whether the GHG emissions are as declared by the organisation in GHG Statement
- That the data reported are accurate, complete, consistent, transparent and free of material error or omission
- Whether the inventory system complies with the criteria and scope established in the of WRI/WBCSD GreenHouse Gas Protocol – A Corporate Accounting and Reporting Standard

Criteria

Criteria against which the verification assessment is undertaken are the requirements of ISO 14064-3:2019.

Materiality

The materiality assessed of this verification was considered by SGS to be below 10 %.

Lead Verifier

SGS Malaysia Sdn. Bhd.

Page 3 of 4

BURSA PRESCRIBED TABLE



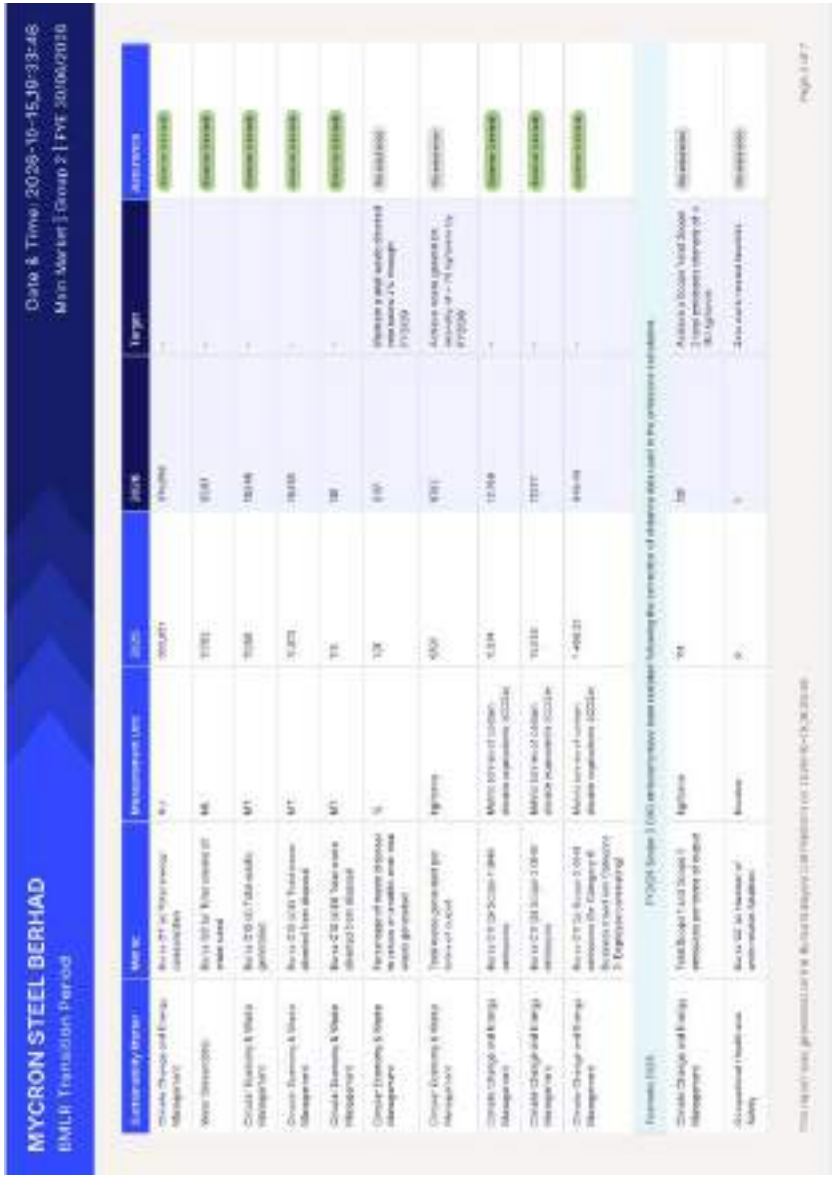
MYCRON STEEL BHD

BMLR Transition Period

Date & Time: 2026-10-14 21:36:45

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

BURSA PRESCRIBED TABLE


MYCRON STEEL BERHAD
BMLR Transition Period

Date & Time: 2026-10-15,10:33:46
Main Market | Group 2 | FYE 30/06/2026


MYCRON STEEL BHD
BMLR Transition Period

Date & Time: 2026-10-14,11:26:45
Main Market | Group 1 | FYE 30/06/2026

BURSA PRESCRIBED TABLE





BURSA PRESCRIBED TABLE


MYCRON STEEL BHD
(BMLR: Transition Period)
Date & Time: 2026-10-14,11:36:45
Main Market | Group 2 | FYE 30/06/2026


MYCRON STEEL BHD
(BMLR: Transition Period)
Date & Time: 2026-10-14,11:36:45
Main Market | Group 2 | FYE 30/06/2026

GRI CONTENT INDEX

GRI Standard	Disclosure Number	Content of Disclosure	Page Number
GRI 2 – General Disclosures 2021	2 – 1	Organisational Details	3 – 4
	2 – 2	Entities included in the organisation's sustainability reporting	4
	2 – 3	Reporting period, frequency and contact point	4
	2 – 4	Restatement of information	49, 55
	2 – 5	External assurance	4, 107 - 111
	2 – 6	Activities, value chain and other business relationships	4
	2 – 7	Employees	73
	2 – 8	Workers who are not employees	73
	2 – 9	Governance structure and composition	10 – 11
	2 – 11	Chair of the highest governance body	10 – 11
	2 – 12	Role of the highest governance body in overseeing the management of impacts	10 – 11, 32
	2 – 13	Delegation of responsibility for managing impacts	10 – 11
	2 – 14	Role of the highest governance body in sustainability reporting	10 – 11
	2 – 16	Communication of critical concerns	10 – 11
	2 – 19	Remuneration policy	11, 32
	2 – 22	Statement on sustainable development strategy	5 – 6, 12 – 13
	2 – 23	Policy commitments	12 – 13, 93
	2 – 24	Embedding policy commitments	12 – 13, 93
	2 – 25	Processes to remediate negative impacts	92 – 95, 70 – 71
GRI 2 – General Disclosures 2021	2 – 26	Mechanisms for seeking advice and raising concerns	92 – 95, 70 – 71
	2 – 27	Compliance with laws and regulations	99
	2 – 28	Membership associations	4
	2 – 29	Approach to stakeholder engagement	14 – 17
	2 – 30	Collective bargaining agreements	68 – 70
GRI 3 – Material Topics 2021	3 – 1	Process to determine material topics	18 – 19
	3 – 2	List of material topics	19
	3 – 3	Management of material topics	20 – 28
GRI 201 – Economic Performance 2016	201 – 1	Direct economic value generated and distributed	101
	201 – 2	Financial implications and other risks and opportunities due to climate change	38 – 43
GRI 202 – Market Presence 2016	202 – 2	Proportion of senior management hired from the local community	73
GRI 204 – Procurement Practices 2016	204 – 1	Proportion of spending on local suppliers	102
GRI 205 – Anti-Corruption 2016	205 – 1	Operations assessed for risks related to corruption	93
	205 – 2	Communication and training about anti-corruption policies and procedures	93

GRI CONTENT INDEX

GRI Standard	Disclosure Number	Content of Disclosure	Page Number
GRI 205 – Anti-Corruption 2016	205 – 3	Confirmed incidents of corruption and actions taken	93
GRI 301 – Materials 2016	301 – 2	Recycled input materials used	65 – 66, 56 – 59
GRI 302 – Energy 2016	302 – 1	Energy consumption within the organisation	50 – 51
	302 – 3	Energy intensity	50 – 51
	302 – 4	Reduction of energy consumption	50 – 51
GRI 303 – Water and Effluents 2018	303 – 1	Interactions with water as a shared resource	52 – 54
	303 – 2	Management of water discharge-related impacts	53 – 55, 62 – 63
	303 – 3	Water withdrawal	55
	303 – 4	Water discharge	55
	303 – 5	Water consumption	55, 63
GRI 305 – Emissions 2016	305 – 1	Direct (Scope 1) GHG emissions	33 – 35, 47 – 49
	305 – 2	Energy indirect (Scope 2) GHG emissions	
	305 – 3	Other indirect (Scope 3) GHG emissions	
	305 – 4	GHG emissions intensity	
	305 – 5	Reduction of GHG emissions	
	305 – 7	Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions	60 – 61

GRI Standard	Disclosure Number	Content of Disclosure	Page Number
GRI 306 – Waste 2020	306 – 1	Waste generation and significant waste-related impacts	56 – 59
	306 – 2	Management of significant waste-related impacts	56 – 59
	306 – 3	Waste generated	56 – 59
	306 – 4	Waste diverted from disposal	56 – 59
	306 – 5	Waste directed to disposal	56 – 59
GRI 308 – Supplier Environmental Assessment 2016	308 – 1	New suppliers that were screened using environmental criteria	102 – 103
GRI 414 – Supplier Social Assessment 2016	414 – 1	New suppliers screened using social criteria	102 – 103
GRI 401 – Employment 2016	401 – 1	New employee hires and employee turnover	74
	401 – 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	75
	401 – 3	Parental leave	74

GRI CONTENT INDEX

GRI Standard	Disclosure Number	Content of Disclosure	Page Number
GRI 403 – Occupational Health and Safety 2018	403 – 1	Occupational health and safety management system	80 – 81
	403 – 2	Hazard identification, risk assessment and incident investigation	82 – 83
	403 – 4	Worker participation, consultation, and communication on occupational health and safety	82 – 85
	403 – 5	Worker training on occupational health and safety	83 – 86
	403 – 6	Promotion of worker health	86
	403 – 7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	80 – 86
	403 – 9	Work-related injuries	86
	403 – 10	Work-related ill health	86
GRI 404 – Training and Education 2016	404 – 1	Average hours of training per year per employee	76
	404 – 2	Programmes for upgrading employee skills and transition assistance programmes	76
	404 – 3	Percentage of employees receiving regular performance and career development reviews	76
GRI 405 – Diversity and Equal Opportunity 2016	405 – 1	Diversity of governance bodies and employees	72 – 73
	405 – 2	Ratio of basic salary and remuneration of women to men	74
GRI 406 – Non-discrimination 2016	406 – 1	Incidents of discrimination and corrective actions taken	68 – 71, 73
GRI 407 – Freedom of Association and Collective Bargaining 2016	407 – 1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	68 – 71
GRI 408 – Child Labor 2016	408 – 1	Operations and suppliers at significant risk for incidents of child labour	69 – 70
GRI 409 – Forced or Compulsory Labor 2016	409 – 1	Operations and suppliers at risk for forced or compulsory labour	69 – 70
GRI 413 – Local Communities 2016	413 – 1	Operations with local community engagement, impact assessments and development programmes	87 – 91
GRI 418 – Customer Privacy 2016	418 – 1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	96

IFRS S2 CONTENT INDEX

IFRS S2 Clause	Disclosure	Page Number
Governance		
IFRS S2.6(a)(i)	The governance body responsible for oversight of CRROs and how the responsibilities are reflected in terms of reference, mandates, role descriptions and other related policies	10, 32
IFRS S2.6(a)(ii)	How the governance body develop appropriate skills and competencies to oversee strategies designed to respond to CRROs	11
IFRS S2.6(a)(iii)	How and how often the governance body is informed about CRROs	10 – 11, 32
IFRS S2.6(a)(iv)	How the governance body considers CRROs in entity's strategy, major transaction decisions, risk management processes and related policies, including trade-offs	
IFRS S2.6(a)(v)	Oversight of target-setting, its progress monitoring and inclusion of performance metrics in remuneration policies	
IFRS S2.6(b)(I)	Management's role in the governance processes, controls and procedures to monitor, manage and oversee CRROs, including the delegation to management-level position or committee and oversight mechanisms	
IFRS S2.6(b)(ii)	Use of controls and procedures by the management to support oversight and its integration with other internal functions	
Strategy		
IFRS S2.9(a)	CRROs that could reasonably affect the entity's prospects	10 – 11, 38 – 43
IFRS S2.9(b)	Current and anticipated effects of the CRROs on the entity's business model and value chain	
IFRS S2.9(c)	Effects of the CRROs on the entity's strategy and decision making, including information about its climate-related transition plan	33 – 43
IFRS S2.9(d)	Effects of CRROs on the entity's financial position, financial performance and cash flows, including its anticipated effects over the short-, medium- and long-term time horizons	38 – 43
IFRS S2.9(e)	Climate resilience of the entity's strategy and business model against climate-related changes, developments and uncertainties	33 – 43
Climate-related Risks and Opportunities		
IFRS S2.10(a)	Description of CRROs that could reasonably affect the entity's prospects	38 – 43
IFRS S2.10(b)	Categorisation of the identified CRROs as physical and transition climate-related risks	
IFRS S2.10(c)	Identification of CRROs and their expected impacts across short-, medium- and long-term time horizons	
IFRS S2.10(d)	Definition of short-, medium- and long-term time horizons in relation to the Group's strategic planning	33
Business Model and Value Chain		

IFRS S2 CONTENT INDEX

IFRS S2 Clause	Disclosure	Page Number
IFRS S2.13(a)	Current and anticipated impacts of identified physical and transition climate-related risks on the Group's business model and value chain	38 – 43
IFRS S2.13(b)	Identification of business operations, facilities and value chain activities most exposed to the CRROs	
Strategy and Decision-making		
IFRS S2.14(a)(i)	Current and anticipated changes to the Group's business model, operations and resource allocation in response to CRROs	38 – 43
IFRS S2.14(a)(ii)	Current and planned direct climate mitigation and adaptation measures across the Group's operations and production processes	
IFRS S2.14(a)(iii)	Current and planned indirect climate mitigation and adaptation measures through engagement with customers, suppliers and other value chain stakeholders	
IFRS S2.14(a)(iv)	Any climate-related transition pathway the entity has, including key assumptions and dependencies	33 – 35
IFRS S2.14(a)(v)	Strategies and planned initiatives to achieve any climate-related targets, including GHG targets	33 – 35
IFRS S2.14(b)	Current and planned allocation of resources towards climate mitigation, adaptation and decarbonisation initiatives	32 – 46
IFRS S2.14(c)	Quantitative and qualitative information on the progress of climate-related transition plans, including performance against established targets	29 – 30, 33 – 34
Financial Position, Financial Performance and Cash Flows		
IFRS 15(a)	Current financial effects of CRROs	38 – 43
IFRS 15(b)	Anticipated financial effects of CRROs over the short, medium and long term	
IFRS 16(a)	Impacts of CRROs on financial position, financial performance and cash flows during the reporting period	
IFRS 16(d)	Anticipated changes in financial performance and cash flows arising from CRROs over the short, medium and long term	
Climate Resilience		
IFRS S2.22(a)(i)	Implications of climate resilience assessment findings on strategy and business model, including how the entity would respond to the effects identified in the climate scenario analysis	33 – 46
IFRS S2.22(a)(iii)	Entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term	33 – 46
IFRS S2.22(b)	Methodology and timing of the climate-related scenario analysis	33, 36 – 37
IFRS S2.22(b)(i)(1)	Climate-related scenarios used and their respective sources	36 – 37
IFRS S2.22(b)(i)(2)	Range and diversity of climate-related scenarios considered	36 – 37

IFRS S2 CONTENT INDEX

IFRS S2 Clause	Disclosure	Page Number
IFRS S2.22(b)(i)(3)	Classification of scenarios according to physical and transition climate-related risks	
IFRS S2.22(b)(i)(4)	Use of climate-related scenarios aligned with the latest international agreement on climate change	
IFRS S2.22(b)(i)(5)	Rationale for selecting climate-related scenarios to assess climate resilience	36 – 37
IFRS S2.22(b)(i)(6)	Time horizons considered in the climate-related scenario analysis	33
IFRS S2.22(b)(i)(7)	Operational scope covered by the climate-related scenario analysis, including locations and business units	36 – 37
IFRS S2.22(b)(ii)(1)	Assumptions regarding climate-related policies and regulatory developments	35
IFRS S2.22(b)(ii)(2)	Assumptions regarding macroeconomic trends and conditions	
IFRS S2.22(b)(ii)(3)	Assumptions regarding national and regional factors, including climate patterns, infrastructure and natural resource availability	
IFRS S2.22(b)(ii)(4)	Assumptions regarding energy usage and energy mix	
IFRS S2.22(b)(ii)(5)	Assumptions regarding technological developments and advancements	
Risk Management		
IFRS S2.25(a)	Processes and policies for identifying, assessing, prioritising and monitoring climate-related risks	36 – 37, 97 – 98
IFRS S2.25(a)(ii)	How climate scenario analysis is used to inform the identification of climate-related risks	36 – 37
IFRS S2.25(a)(iii)	Assessment of the nature, likelihood and magnitude of climate-related risks using qualitative or quantitative criteria	36 – 43, 97 – 98
IFRS S2.25(a)(iv)	Prioritisation of climate-related risks relative to other business risks	36 – 37, 97 – 98
IFRS S2.25(a)(v)	Processes for monitoring and reviewing climate-related risks	
IFRS S2.25(b)	Processes for identifying, assessing, prioritising and monitoring climate-related opportunities, including the use of climate-related scenario analysis	32, 36 – 37
IFRS S2.25(c)	Integration of climate-related risk and opportunity assessment processes into the overall risk management framework	
Climate-related Metrics		
IFRS S2.29(a)(i)	Absolute gross Scope 1, Scope 2 and Scope 3 GHG emissions during the reporting period in metric tonnes tCO_2e	49
IFRS S2.29(a)(ii)	GHG emissions measurement methodology in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)	47, 108 – 110
IFRS S2.29(a)(iii)	Measurement approaches, inputs and assumptions used in GHG emissions calculations, including its rationale	47

IFRS S2 CONTENT INDEX

IFRS S2 Clause	Disclosure	Page Number
IFRS S2.29(a)(iv)	Scope 1 and Scope 2 GHG emissions attributable to the consolidated accounting group, including excluded investees	
IFRS S2.29(a)(v)	Location-based Scope 2 GHG emissions and relevant contractual instruments	
IFRS S2.29(a)(vi)(1)	Scope 3 GHG emissions categories included in the emissions inventory	47, 49
IFRS S2.29(e)	Capital expenditure, financing and investments allocated to CRROs	44, 52
IFRS S2.29(g)(i)	Integration of climate-related considerations into executive remuneration policies and practices	10 – 11, 32
IFRS S2.29(g)(ii)	Percentage of executive management remuneration linked to climate-related considerations during the reporting period	
Climate-related Targets		
IFRS S2.33	Quantitative and qualitative climate-related targets established to monitor progress, including any targets required to meet by law or regulation	34
IFRS S2.33(a)	Metrics used to establish climate-related targets	29 – 30, 34
IFRS S2.33(d)	Timeframes established for achieving climate-related targets	33 – 34
IFRS S2.33(e)	Baseline periods used to measure progress against targets	
IFRS S2.33(f)	Key milestones and interim climate-related targets	
IFRS S2.33(g)	Classification of quantitative targets as absolute or intensity-based	
IFRS S2.33(h)	Alignment of climate-related targets with international climate agreements and relevant national commitments	
IFRS S2.34(b)	Processes for reviewing and evaluating climate-related targets	10 – 11, 33 – 34
IFRS S2.34(c)	Metrics used to monitor progress towards achieving climate-related targets	29 – 30
IFRS S2.35	Performance against climate-related targets, including analysis of trends and changes over time	29 – 30, 34
IFRS S2.36(a)	Type of greenhouse gases covered by GHG emissions reduction targets.	33 – 34
IFRS S2.36(b)	GHG emissions scopes (Scope 1, Scope 2 and/or Scope 3) covered by the targets	29 – 30, 33 – 34
IFRS S2.36(e)	Planned use of carbon credits to achieve net GHG emissions reduction targets	35
IFRS S2.36(e)(i)	Extent of reliance on carbon credits to achieve net GHG emissions targets	
IFRS S2.36(e)(ii)	Third-party verification for carbon credits	
IFRS S2.36(e)(iii)	Types of carbon credits, including nature-based or technology-based solutions and emissions reduction or removal	

IFRS S2 CONTENT INDEX

IFRS S2 Clause	Disclosure	Page Number
IFRS S2.36(e)(iv)	Factors affecting the credibility and integrity of carbon credits, including permanence, additionality and verification	

SASB DISCLOSURE INDEX

Topic	Metric	Code	Page Number
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-IS-110a.1	Climate Change, pages 31 – 49
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-IS-110a.2	
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N_2O), (3) SO_x, (4) particulate matter (PM_{10}), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	EM-IS-120a.1	Pollution and Effluent Management, pages 60 – 65
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	EM-IS-130a.1	Energy Management, pages 50 – 51
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas and (4) percentage renewable	EM-IS-130a.2	
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-IS-140a.1	Water Stewardship, pages 52 – 54
Waste Management	(1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled	EM-IS-150a.1	Circular Economy and Waste Management, pages 56 – 59
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	EM-IS-320a.1	Occupational Health and Safety, pages 68 – 74
Supply Chain Management	Discussion of the process for managing iron ore or coking coal sourcing risks arising from environmental and social issues	EM-IS-430a.1	Responsible Supply Chain Management, pages 102 – 203

Notice of Twenty-Third Annual General Meeting

NOTICE IS HEREBY GIVEN THAT the **23rd Annual General Meeting ("AGM")** of the Company will be held at the **Dewan Berjaya, Main Club House, Bukit Kiara Equestrian & Country Resort, Jalan Bukit Kiara, Off Jalan Damansara, 60000 Kuala Lumpur ("Main Venue")** on **Wednesday, 2 December 2026 at 10.00 a.m.** for the following purposes:

AGENDA	RESOLUTION
AS ORDINARY BUSINESS	
1. To receive the Audited Financial Statements for the year ended 30 June 2026 together with the Reports of the Directors and the Auditors thereon. **[Please refer to Explanatory Note A]**	
2. To approve the payment of Directors' fees (inclusive of benefits-in-kind) up to an amount of RM570,000.00 for the period from 1 January 2027 to 31 December 2027 to be payable quarterly in arrears to the Non-Executive Directors of the Company. **[Please refer to Explanatory Note B]**	**1**
3. Re-election of the following Directors who are retiring in accordance with Article 96(1) of the Company's Constitution and, being eligible, offer themselves for re-election:	
(i) Roshan Mahendran bin Abdullah	**2**
(ii) Azlan bin Abdullah	**3**
(iii) Tengku Datuk Seri Ahmad Shah ibni Almarhum Sultan Salahuddin Abdul Aziz Shah	**4**
4. To re-appoint Messrs. KPMG PLT ("KPMG") as Auditors of the Company, to hold office until conclusion of the next AGM and to authorise the Directors to fix their remuneration.	**5**
AS SPECIAL BUSINESS	
5. To consider and, if thought fit, to pass the following resolutions as Ordinary Resolutions :-	
(a) Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transaction of a Revenue or Trading Nature with Trace Management Services Sdn Bhd	**6**

"THAT approval be hereby given for the renewal of the mandate granted by the shareholders of the Company on 3 December 2025 pursuant to Paragraph 10.09 of the Main Market Listing Requirements ("Listing Requirements") of Bursa Malaysia Securities Berhad ("Bursa Securities"), authorising the Company and/or its subsidiaries to enter into the recurrent related party transaction ("RRPT") of a revenue or trading nature as set out in Section 3.3(A)(i) of the Circular to Shareholders dated 30 October 2026 ("the Circular"), with Trace Management Services Sdn Bhd ("the Related Party") mentioned therein which are necessary, for the Company and/or its subsidiaries for day-to-day operations which are carried out in the ordinary course of business on terms which are not more favourable to the Related Party than those generally available to the public and are not to the detriment of minority shareholders.

RESOLUTION

THAT the authority conferred by such mandate shall commence upon the passing of this resolution and continue to be in force until :-

(i) the conclusion of the next AGM of the Company following the forthcoming AGM at which time it will lapse, unless by a resolution passed at that meeting or Extraordinary General Meeting ("EGM") whereby the authority is renewed; or

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

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

whichever is the earlier.

THAT the Directors be and are hereby authorised to complete and do all such acts and things (including executing such documents as may be required) to give effect to the transactions contemplated and/or authorised by this Ordinary Resolution."

(b) Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transactions of a Revenue or Trading Nature **7**

"THAT the mandate granted by the shareholders of the Company on 3 December 2025 pursuant to Paragraph 10.09 of the Listing Requirements of Bursa Securities, authorising the Company and its subsidiaries ("the Mycron Group") to enter into the RRPTs which are necessary for Mycron Group's day-to-day operations as set out in Sections 3.3(A)(ii) and 3.3(B) of the Circular with the related parties mentioned therein, be and are hereby renewed, provided that:

(i) the transactions are in the ordinary course of business and are on terms which are not more favourable to the related parties than those generally available to the public and on terms not to the detriment of the minority shareholders of the Company; and

(ii) the transactions are made at arm's length and on normal commercial terms.

AND THAT, authority conferred by such renewed and granted mandate shall continue to be in force (unless revoked or varied by the Company in general meeting) until:

(i) the conclusion of the next AGM of the Company following the forthcoming AGM at which time it will lapse, unless by a resolution passed at that meeting or EGM whereby the authority is renewed; or

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

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

whichever is the earlier.

AND THAT the Directors of the Company be authorised to complete and do all such acts and things (including executing such documents as may be required) as they may consider expedient or necessary to give effect to the transactions contemplated and/or authorised by this Ordinary Resolution."

Notice of Twenty-Third Annual General Meeting

RESOLUTION

(c) Authority to Issue and Allot Shares Pursuant to Sections 75 and 76 of the Act **8**

"THAT, subject always to the Act, the Constitution of the Company and the approvals of the relevant governmental/regulatory authorities, where such approval is necessary, the Directors be and are hereby authorised pursuant to Sections 75 and 76 of the Act, to issue and allot shares in the Company at any time until the conclusion of the next AGM, and upon such terms and conditions and for such purposes as the Directors may, in their absolute discretion, deem fit, provided that the aggregate number of shares to be issued does not exceed ten percent (10%) of the total number of issued shares of the Company for the time being and that the Directors be and are also empowered to obtain the approval from Bursa Securities for the listing of and quotation for the additional shares so issued."

By Order of the Board

Lily Yin Kam May
MAICSA 0878038
Company Secretary

Kuala Lumpur
30 October 2026

NOTES:

1. *The 23rd AGM of the Company will be held physically whereby shareholders/proxies/corporate representatives will have to be physically present at the Main Venue and there will be no option for shareholders to participate virtually.*

2. *Applicable to shares held through a nominee account.*

3. *A member entitled to attend and vote at the meeting is entitled to appoint not more than two (2) proxies to attend and vote in his/her stead. A proxy may but need not be a member of the Company.*

4. *Where a member appoints more than one (1) proxy, the appointments shall be invalid unless he/she specifies the proportion of his/her shareholdings to be represented by each proxy.*

5. *Where a member is an Exempt Authorised Nominee which holds ordinary shares in the Company for multiple beneficial owners in one securities account ("omnibus account") as defined under the Securities Industry (Central Depositories) Act, 1991, there shall be no limit to the number of proxies which the Exempt Authorised Nominee may appoint in respect of each omnibus account it holds.*

6. *The instrument appointing a proxy shall be in writing, executed by the appointor or of his/her attorney duly authorised in writing or, if the appointor is a corporation, either under its seal or signed by an officer or attorney so authorised.*

7. *The instrument appointing a proxy must be deposited at the Company's Registered Office, c/o Trace Management Services Sdn Bhd at Suite 11.05, 11th Floor, No. 566, Jalan Ipoh, 51200 Kuala Lumpur, not less than 48 hours before the time appointed for holding the meeting or any adjournment thereof.*

8. *Please ensure ALL the particulars as required in the Form of Proxy are completed, signed and dated accordingly.*

9. *Any alteration in the Form of Proxy must be initialled.*

10. *Form of Proxy sent through email and/or facsimile transmission shall not be accepted.*

Notice of Twenty-Third Annual General Meeting

11. *For the purpose of determining a member who shall be entitled to attend this 23rd AGM, the Company shall be requesting Bursa Malaysia Depository Sdn Bhd in accordance with Articles 72(4)(a), 72(4)(b) and 72(4)(c) of the Company's Constitution and Section 34(1) of the Securities Industry (Central Depositories) Act, 1991 to issue a General Meeting Record of Depositors as at 26 November 2026. Only a depositor whose name appears on the Record of Depositors as at 26 November 2026 shall be entitled to attend, speak and vote at the said meeting or appoint proxy(ies) to attend, speak and/or vote on his/her behalf.*

12. *Explanatory Notes to Ordinary Business:*

(A) Audited Financial Statements for Financial Year Ended 30 June 2026

Pursuant to Section 340(1) and (2) of the Act, the directors shall lay before the Company at its AGM its audited financial statements made up to a date not more than 6 months before the date of the AGM. There is no voting required on item 1 of the Agenda.

(B) Payment of Directors' Fees (inclusive of benefits-in-kind) (Agenda 2)

Pursuant to Section 230(1) of the Act, the shareholders' approval is sought for the proposed payment of Directors' fees (inclusive of benefits-in-kind) to the Non-Executive Directors ("NEDs") for the period from 1 January 2027 to 31 December 2027 which is estimated to be RM570,000.00. The calculation is based on the Directors' fee structure, the estimated number of scheduled Board and Board Committees' meetings, the benefits-in-kind and other emoluments as well as the composition of NEDs, including a provisional sum as a contingency for future appointment of NED on the Board from 1 January 2027 to 31 December 2027.

The resolution is to facilitate payments of the Directors' fees (inclusive of benefits-in-kind) for the period from 1 January 2027 to 31 December 2027.

(C) Re-election of Directors (Agenda 3)

Pursuant to Article 96(1) of the Company's Constitution, at least one-third of the directors of the Company for the time being shall retire from office at every AGM and be eligible for re-election.

During the financial year ended 30 June 2026, the Nomination and Remuneration Committee ("NRC") conducted various assessments, including assessment of the collective performance of the board, individual director's performance, independence assessment of each independent director and the nature and extent of conflict of interest or potential conflict of interest of directors, if any, as well as fit and proper assessment of all the directors. Based on the results of board effectiveness evaluation, all the directors (including the retiring directors) met the performance criteria required of an effective board. Based on the assessment of the retiring directors, the NRC's recommendations have been made and approved by the board. The board (except for the retiring directors who abstained) has recommended for the directors who are to retire in accordance with Article 96(1) of the Company's Constitution to stand for re-election during the AGM.

Information on the Directors standing for re-election is set out in the Profile of Directors section of the Annual Report 2026.

(D) Re-appointment of External Auditors (Agenda 4)

The Audit and Governance Committee ("AGC") had considered the re-appointment of KPMG as External Auditors of the Company and is satisfied with the performance, competency, audit approach, and independence of KPMG. The AGC viewed that KPMG has met the relevant criteria prescribed by Paragraph 15.21 of the Listing Requirements of Bursa Securities, amongst others, adequacy of the experience and resources of the accounting firm, and size and competency of the audit engagement team. The Board endorsed the AGC's recommendation to seek shareholders' approval to re-appoint KPMG as External Auditors of the Company for the ensuing year and to authorise the Directors to fix their remuneration.

Notice of Twenty-Third Annual General Meeting

13. Explanatory Notes to Special Business of Agenda 5:

(E) Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transactions of a Revenue or Trading Nature (Ordinary Resolutions 6 and 7)

The Proposed Ordinary Resolutions 6 and 7, if passed, will empower the Company to conduct RRPTs of a revenue or trading nature which are necessary for the Group's day-to-day operations, and will eliminate the need to convene separate general meetings from time to time to seek shareholders' approval. This will substantially reduce administrative time, inconvenience and expenses associated with the convening of such meetings, without compromising the corporate objectives of the Group or adversely affecting the business opportunities available to the Group.

(F) Authority to Issue and Allot Shares Pursuant to Sections 75 and 76 of the Act (Ordinary Resolution 8)

The Ordinary Resolution proposed under Resolution 8 of the Agenda is a renewal of the general mandate for the Directors to issue and allot shares pursuant to Sections 75 and 76 of the Act. This mandate will provide flexibility for the Company to undertake future possible fund raising activities, including but not limited to placement of shares for purpose of funding the Company's future investment projects, working capital and/or acquisition(s) without having to convene another general meeting.

The Proposed Resolution 8, if passed, will give authority to the Directors of the Company, from the date of the above AGM, to issue and allot shares in the Company up to an amount not exceeding in total ten percent (10%) of the total number of issued shares of the Company for the time being, for such purposes as they consider would be in the interest of the Company. This authority, unless revoked or varied by the Company at a general meeting, will expire at the conclusion of the next AGM of the Company.

As at the date of this Notice, no new shares in the Company were issued pursuant to the mandate granted to the Directors at the 22nd AGM held on 3 December 2025 and which will lapse at the conclusion of the 23rd AGM to be held on 2 December 2026.

14. Pursuant to Paragraph 8.29A of the Listing Requirements of Bursa Securities, all resolutions set out in the Notice of the 23rd AGM will be put to vote on a poll.

The detailed information on Special Business of Agenda 5 except for Ordinary Resolution 8 as mentioned above is set out in the Circular to Shareholders of the Company dated 30 October 2026 which is available at the Share Registrar's website at https://www.tracemanagement.com.my

PERSONAL DATA POLICY

By submitting an instrument appointing a proxy(ies) and/or representative(s) to attend, speak and vote at the AGM and/or any adjournment thereof, a member of the Company (i) consents to the collection, use and disclosure of the member's personal data by the Company (or its agents) for the purpose of the processing and administration by the Company (or its agents) of proxies and representatives appointed for the AGM (including any adjournment thereof) and the preparation and compilation of the attendance lists, minutes and other documents relating to the AGM (including any adjournment thereof) and in order for the Company (or its agents) to comply with any applicable laws, listing rules, regulations and/or guidelines (collectively, the "Purposes"), (ii) warrants that where the member discloses the personal data of the member's proxy(ies) and/or representative(s) to the Company (or its agents), the member has obtained the prior consent of such proxy(ies) and/or representative(s) for the Purposes, and (iii) agrees that the member will indemnify the Company in respect of any penalties, liabilities, claims, demands, losses and damages as a result of the member's breach of warranty.

STATEMENT ACCOMPANYING NOTICE OF ANNUAL GENERAL MEETING
(Pursuant to paragraph 8.27(2) of Main Market Listing Requirements of Bursa Malaysia Securities Berhad)

1. **Details of individuals who are standing for election as directors**

   No individual is seeking election as a director at the forthcoming 23rd AGM of the Company.

2. **General mandate for issue of securities in accordance to paragraph 6.03(3) of Main Market Listing Requirements of Bursa Malaysia Securities Berhad**

   The details of general mandate for directors to allot and issue shares in the Company pursuant to section 75 of the Companies Act 2016 are set out in Note F of explanatory notes to the agenda in the notice of 23rd AGM.

Form of Proxy

(Please refer to the Notes behind)

No. of Shares Held	CDS Account No.

MYCRON STEEL BERHAD
Reg. No. 200301020399 (622819-D)
(Incorporated In Malaysia)

I/We _____

(Full Name as per NRIC/Passport/Certificate of Incorporation in capital letters)

NRIC No./Passport No./Registration. No. _____ Tel. No. _____

of _____

(Full address)

being a member of **MYCRON STEEL BERHAD** hereby appoint:

Full name of proxy in capital letters	*NRIC No./Passport No. of proxy* *Contact No. of proxy* *Email address of proxy*	*Proportion of shareholdings to be represented*	
		No. of shares	*%*

and (if more than one (1) proxy)

Full name of proxy in capital letters	*NRIC No./Passport No. of proxy* *Contact No. of proxy* *Email address of proxy*	*Proportion of shareholdings to be represented*	
		No. of shares	*%*

or failing him/her, the *Chairman of the Meeting as *my/our proxy to vote for *me/us and on *my/our behalf at the **23rd Annual General Meeting ("AGM")** of **Mycron Steel Berhad ("the Company")** to be held at the **Dewan Berjaya, Main Club House, Bukit Kiara Equestrian & Country Resort, Jalan Bukit Kiara, Off Jalan Damansara, 60000 Kuala Lumpur ("Main Venue")** on **Wednesday, 2 December 2026 at 10.00 a.m.** and at any adjournment thereof, on the following resolutions referred to in the Notice of the 23rd AGM. *My/our proxy is to vote as indicated below:

		FIRST PROXY		SECOND PROXY	
Resolution	**Ordinary Business**	**For**	**Against**	**For**	**Against**
1	To approve the payment of Directors' fees (inclusive of benefits-in-kind) up to an amount of RM570,000.00 for the period from 1 January 2027 to 31 December 2027 to be payable quarterly in arrears to the Non-Executive Directors of the Company.				
	Re-election of the following Directors who are retiring in accordance with Article 96(1) of the Company's Constitution and, being eligible, offer themselves for re-election:				
2	(i) Roshan Mahendran bin Abdullah				
3	(ii) Azlan bin Abdullah				
4	(iii) Tengku Datuk Seri Ahmad Shah ibni Almarhum Sultan Salahuddin Abdul Aziz Shah				
5	To re-appoint Messrs. KPMG PLT as Auditors of the Company, to hold office until conclusion of the next AGM and to authorise the Directors to fix their remuneration.				
	Special Business				
6	To approve the Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transaction of a Revenue or Trading Nature with Trace Management Services Sdn Bhd.				
7	To approve the Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transactions of a Revenue or Trading Nature.				
8	Authority to issue and allot shares pursuant to Sections 75 and 76 of the Companies Act 2016.				

(Please indicate with a "√" or "x" in the appropriate space how you wish your vote to be cast. If you do not indicate how you wish your proxy to vote on any resolution, the proxy shall vote as he/she thinks fit, or at his/her discretion, abstain from voting.)

Dated this _____ day of _____ 2026.

_____
Signature of Shareholder(s)/Common Seal

NOTES:-

1. *The 23rd AGM of the Company will be held physically whereby shareholders/proxies/corporate representatives will have to be physically present at the Main Venue and there will be no option for shareholders to participate virtually.*
2. *Applicable to shares held through a nominee account.*
3. *A member entitled to attend and vote at the meeting is entitled to appoint not more than two (2) proxies to attend and vote in his/her stead. A proxy may but need not be a member of the Company.*
4. *Where a member appoints more than one (1) proxy, the appointments shall be invalid unless he/she specifies the proportion of his/her shareholdings to be represented by each proxy.*
5. *Where a member is an Exempt Authorised Nominee which holds ordinary shares in the Company for multiple beneficial owners in one securities account ("omnibus account") as defined under the Securities Industry (Central Depositories) Act, 1991, there shall be no limit to the number of proxies which the Exempt Authorised Nominee may appoint in respect of each omnibus account it holds.*
6. *The instrument appointing a proxy shall be in writing, executed by the appointor or of his/her attorney duly authorised in writing or, if the appointor is a corporation, either under its seal or signed by an officer or attorney so authorised.*
7. *The instrument appointing a proxy must be deposited at the Company's Registered Office, c/o Trace Management Services Sdn Bhd at Suite 11.05, 11th Floor, No. 566, Jalan Ipoh, 51200 Kuala Lumpur, not less than 48 hours before the time appointed for holding the meeting or any adjournment thereof.*
8. *Please ensure ALL the particulars as required in the Form of Proxy are completed, signed and dated accordingly.*
9. *Any alteration in the Form of Proxy must be initialled.*
10. *Form of Proxy sent through email and/or facsimile transmission shall not be accepted.*
11. *For the purpose of determining a member who shall be entitled to attend this 23rd AGM, the Company shall be requesting Bursa Malaysia Depository Sdn Bhd in accordance with Articles 72(4)(a), 72(4)(b) and 72(4)(c) of the Company's Constitution and Section 34(1) of the Securities Industry (Central Depositories) Act, 1991 to issue a General Meeting Record of Depositors as at 26 November 2026. Only a depositor whose name appears on the Record of Depositors as at 26 November 2026 shall be entitled to attend, speak and vote at the said meeting or appoint proxy(ies) to attend, speak and/or vote on his/her behalf.*

* ***Please strike out whichever is not desired. (Unless otherwise instructed, the proxy may vote as he/she thinks fit)***

Fold Here

STAMP

The Secretary
MYCRON STEEL BERHAD
c/o Trace Management Services Sdn Bhd
Suite 11.05, 11th Floor
No. 566, Jalan Ipoh
51200 Kuala Lumpur

Fold Here

NOTICE
There will be no distribution of door gift

www.mycronsteel.com



MYCRON STEEL BERHAD

200301020399 (622819-D)

Lot 717, Jalan Sungai Rasau, Seksyen 16,
40200 Shah Alam, Selangor, Malaysia.
Tel : 603 - 5510 6608 Fax : 603 - 5510 3720
Email : enquiry@mycronsteel.com