



GUH HOLDINGS BERHAD

(196101000062 (4104-W))



Sustainability Statement 2024

TABLE OF CONTENTS

MESSAGE FROM LEADERSHIP	3
CHAIRMAN'S STATEMENT	3
CEO'S MESSAGE.....	3
SUSTAINABILITY AT A GLANCE	4
ABOUT THIS SUSTAINABILITY STATEMENT	4
SCOPE OF BOUNDARIES	4
REPORTING FRAMEWORKS	4
OUR REPORTING STANDARDS	5
ASSURANCE STATEMENT	5
ALIGNMENT WITH SDG GOALS AND KEY METRICS AND TARGETS	5
COMMITMENT TOWARDS SUSTAINABILITY	9
SUSTAINABILITY CORPORATE GOVERNANCE STRUCTURE	10
MATERIALITY ASSESSMENT PROCESS	12
STAKEHOLDER ENGAGEMENT	13
GOVERNANCE MATTERS	15
ANTI BRIBERY AND CORRUPTION POLICY	15
WHISTLEBLOWING POLICY	16
CUSTOMER PRIVACY REGULATIONS/DATA PROTECTION	17
ECONOMIC PERFORMANCE	17
PROCUREMENT PRACTICES	18
SOURCE OF RAW MATERIALS	19
ETHICAL SUPPLIER ASSESSMENTS	19
ENVIRONMENTAL MATTERS	20
OUR SUSTAINABLE JOURNEY	20
ENERGY PRACTICES	20
ENERGY MANAGEMENT	21
ENVIRONMENT COMPLIANCE	23
EMISSION DISCHARGE	23
SCOPE 1- GHG EMISSIONS	23
SCOPE 2 – GHG EMISSIONS	24
SCOPE 3 – GHG EMISSIONS	25
EMPLOYEE COMMUTING	26
BUSINESS TRAVELS	27
EFFLUENTS AND WASTE PRACTICES	27
WASTE WATER TREATMENT PLANT	28
WATER EFFLUENT SYSTEM.....	28
SOCIAL MATTERS	28
UPHOLDING HUMAN RIGHTS	29

LABOUR MANAGEMENT AND RELATIONSHIP	29
DIVERSITY, EQUALITY AND INCLUSION	30
WORKFORCE BY GENDER.....	30
WORKFORCE BY EMPLOYEE CATEGORY	32
EMPLOYEE TURNOVER.....	32
CONTRACTORS OR TEMPORARY EMPLOYMENT	33
WORKFORCE BY AGE.....	33
WOMEN REPRESENTATION	34
EMPLOYEE HEALTH AND SAFETY PROGRAMME.....	34
TRAINING AND STAFF DEVELOPMENT	40
OCCUPATIONAL HEALTH AND SAFETY.....	41
SUPPORTING THE LOCAL COMMUNITY	43
CONCLUSION	44
STATEMENT OF INTERNAL AUDIT ASSURANCE	
SUSTAINABILITY PERFORMANCE DATA	

SUSTAINABILITY STATEMENT

MESSAGE FROM LEADERSHIP

CHAIRMAN'S STATEMENT

It is with great pride and responsibility that I present GUH Holdings Berhad's Sustainability Statement for the year. At GUH, the Group remain steadfast in its commitment to embedding sustainability across all facets of its operations. As a diversified conglomerate, GUH recognise the pivotal role we play in driving economic growth while safeguarding environmental and social well-being for future generations.

In 2024, significant strides have been made in advancing sustainability agenda. From integrating environmentally friendly practices into manufacturing processes to enhancing the corporate governance framework, these efforts reflect a holistic approach to creating long-term value. Employee development, community engagement, and resource efficiency have also been prioritised, demonstrating the Group's dedication to building a resilient and responsible organisation.

Moving forward, GUH is committed to further aligning its strategies with global sustainability goals, particularly the United Nations Sustainable Development Goals (SDGs). Through innovation, collaboration, and continuous improvement, we aim to strengthen our position as a sustainability-driven enterprise. On behalf of the Board, heartfelt appreciation is extended to our employees, stakeholders, and partners for their unwavering support in charting a sustainable path towards growth and progress.

Tan Sri Dato' Seri H'ng Bok San

Chairman

GUH Holdings Berhad

CEO'S MESSAGE

At GUH Holdings Berhad, sustainability is not just a commitment, it is an integral part of its strategy and values. As the Group navigate an increasingly complex business environment, the need to balance economic success with social responsibility and environmental stewardship remains a priority. In 2024, efforts were reinforced to ensure that operations contribute positively to the communities served while minimising our environmental footprint.

This year, the focus has been on advancing initiatives that align with the long-term sustainability goals, including energy efficiency, waste reduction, and fostering a diverse, inclusive workplace. These efforts are supported by robust governance practices that ensure transparency and accountability across all levels of the Group. Additionally, the Group remain committed to engaging with stakeholders to drive meaningful change and create shared value.

Looking ahead, addressing global challenges such as climate change, resource scarcity, and social inequality is imperative. GUH is determined to be a leader in sustainability by embracing innovation, leveraging technology, and maintaining strong partnerships to build a resilient and sustainable future. Together, growth can be achieved in a way that benefits both business and mother earth.

Carbon footprint assessment for printed circuit boards production is being conducted to measure and mitigate environmental impact to be presented in the next report.

Thank you for the continued trust and support as journey towards a more sustainable future continues.

Datuk Seri Kenneth H'ng Bak Tee

Chief Executive Officer/Group Managing Director

GUH Holdings Berhad

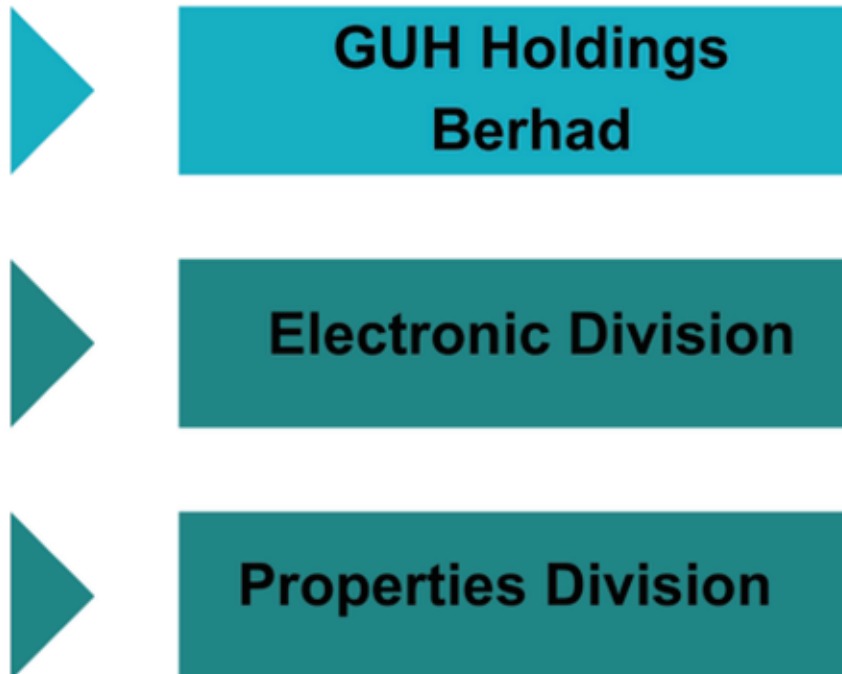
SUSTAINABILITY AT A GLANCE

ABOUT THIS SUSTAINABILITY STATEMENT

The Board of Directors of GUH Holdings Berhad ("GUH", "GUH Holdings" or "the Group") is committed to embedding sustainability at the heart of its business strategy, recognising its importance for the long-term success of GUH and its subsidiaries ("GUH Group"). Beyond mere compliance, GUH strives to lead in environmental sustainability, social well-being, and strong governance ("ESG"). The efforts are focused on reducing environmental footprint, fostering an inclusive culture, and maintaining transparency, which strengthens stakeholder relationships and enhances operational efficiency. This Sustainability Statement highlights progress and reaffirms the Group's dedication to innovation, continuous improvement, and creating lasting value for a sustainable future.

SCOPE OF BOUNDARIES

This Sustainability Statement, prepared in accordance to Bursa Malaysia guidelines, highlights GUH Group's 2024 achievements, focusing on the Electronic and Properties Divisions as these divisions cumulatively contribute approximately 96% of the GUH Group's revenue. Each division has implemented strategies to enhance resource efficiency, reduce environmental impact, and uphold ethical practices, achieving key milestones in energy conservation, waste reduction, and water optimisation. The Properties Division emphasises sustainable project development, while the Electronic Division focuses on carbon reduction and eco-friendly innovations. GUH Group is committed to integrating sustainability across its operations, aiming for long-term environmental stewardship and value creation.



REPORTING FRAMEWORKS

The reporting timeframe for this statement is from 1 January to 31 December 2024 for the financial year end. This 2024 reporting period highlights GUH Group's strategic achievements in financial performance, operations, and market growth. With a diverse portfolio in manufacturing, property development and utilities, GUH focused on

SUSTAINABILITY STATEMENT

innovation, sustainability and expansion. GUH Holdings and the Electronic Division advanced in digitalisation and sustainable practices, while the Properties Division launched community-focused projects. Operationally, 2024 saw new products, market expansions, and a strengthened commitment to ESG, showcasing GUH's resilience and commitment to sustainable, long-term growth.

OUR REPORTING STANDARDS

This Statement has been prepared in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Securities"), following the guidelines provided in Bursa Securities' Sustainability Reporting Guide - 3rd Edition and its accompanying Toolkits. This Statement reflects a commitment to the 17 United Nations Sustainable Development Goals (SDGs), addressing global sustainability challenges. By integrating the SDGs into the sustainability strategy, meaningful contributions are made towards a sustainable future, focusing on areas such as climate action, responsible consumption and production, gender equality, and economic growth.

This alignment not only reinforces the Group's dedication to ethical and responsible business practices but also highlights an ambition to drive positive change across operations and the broader communities served. Through this Statement, ongoing efforts are demonstrated to incorporate the SDG framework into strategic planning, ensuring that business objectives support the global sustainability agenda, and that growth continues in a socially, environmentally, and economically responsible manner.



ASSURANCE STATEMENT



The performance data in this Sustainability Statement has been validated internally by information owners and reviewed by Internal Auditors, ensuring accuracy and transparency. Although external parties have not been engaged for verification, GUH recognises its value for credibility and may consider it as sustainability initiatives grow. By continually refining the Group's validation processes, GUH aims to uphold high standards of integrity in its reporting and is open to future external assurance aligned with global standards.

ALIGNMENT WITH SDG GOALS AND KEY METRICS AND TARGETS

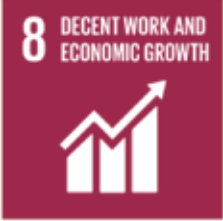


GUH is committed to integrating sustainability into its business operations by aligning with the United Nations Sustainable Development Goals (SDGs). By focusing on key areas such as clean water, renewable energy, responsible production, climate action, and sustainable infrastructure, the company ensures long-term resilience and environmental responsibility. These efforts not only reduce operational risks and costs but also enhance corporate reputation, employee well-being, and stakeholder engagement. The following highlights showcase the company's key achievements in advancing sustainability, reinforcing its commitment to a greener, more sustainable future.

SUSTAINABILITY STATEMENT



These achievements strengthen GUH Holdings Berhad's sustainability commitments, enhance resilience, and contribute to long-term corporate success depict in the table below:-

SDG Goal	Relevant Targets	Suggested Metrics for GUH Group	Metrics	Target (FYE 2024)
SDG 6: Clean Water and Sanitation 	Target 6.3: Improve water quality by reducing pollution and minimising release of hazardous materials	- Percentage reduction in water pollutants	< 1.0 mg/L (copper)	Achieved: 0.56 mg/L
		- Wastewater treatment compliance rate	pH 5.5 ~ 9	Achieved: pH 8.4
	Target 6.4: Increase water-use efficiency and address water scarcity	- Water consumption per unit of production	1 m ² unit produced to 1 m ³ of water	Achieved: 1 m ² unit produced to 1 m ³ of water
		- Water recycling/reuse rate	3%	Achieved: 2.15%
SDG 7: Affordable and Clean Energy 	Target 7.2: Increase the share of renewable energy in the energy mix.	- Percentage of energy from renewable sources	1%	Achieved: 1%
		- Reduction in fossil fuel energy use	5% by 2028 from 2023 baseline Scope 1	Achieved 15% improvement compared to 2023
	Target 7.3: Double the global rate of improvement in energy efficiency	- Energy consumption per output unit	45m ² unit produced per kWh of electricity	Achieved: 45m ²
		- Investment in energy-efficient technologies	RM2million	Achieved: RM2 million


SUSTAINABILITY STATEMENT

SDG Goal	Relevant Targets	Suggested Metrics for GUH Group	Metrics	Target (FYE 2024)
SDG 8: Decent Work and Economic Growth 	Target 8.5: Achieve full and productive employment and decent work	- Percentage of employees receiving fair wages	Compliant with min wage 100%	Achieved: 100%
		- Employee turnover and job satisfaction rates	< 3% Employee turnover 80% Job Satisfaction rate	Achieved: 2% Achieved: 89%
	Target 8.8: Protect labour rights and promote safe working environments	- Number of workplace safety incidents	LTIFR <1.00	Achieved: 1.27
		- Compliance rate with labour standards	100%	No summon
SDG 9: Industry, Innovation and Infrastructure 	Target 9.5: Enhance scientific research and technological capabilities of industrial sectors	- Number of innovative sustainable solutions implemented	3	1
		- Percentage of new real estate projects incorporating sustainable designs	N/A	N/A
SDG 11: Sustainable Cities and Communities 	Target 11.3: Enhance inclusive and sustainable urbanisation	- Use of eco-friendly building materials	5%	0%
		- Volume of waste diverted from landfills	0	0
	Target 11.6: Reduce environmental impact of cities by improving waste management	- Percentage of waste recycled or reused	98%	Achieved: 98%

SUSTAINABILITY STATEMENT

SDG Goal	Relevant Targets	Suggested Metrics for GUH Group	Metrics	Target (FYE 2024)
SDG 12: Responsible Consumption and Production 	Target 12.5: Substantially reduce waste generation through prevention, reduction, recycling, and reuse	- Total waste generation per unit of output (Scheduled and Non-Scheduled Waste)	0.0050MT/m ²	Achieved: 0.0050MT/m ²
		- Number of sustainability practices implemented	2	1
	Target 12.6: Encourage companies to adopt sustainable practices and integrate sustainability information into reporting	- Publication of annual sustainability report	Yearly	Achieved
		- Emissions reduction targets set and met annually	5% annually	Establishing baseline for 2023/2024
SDG 13: Climate Action 	Target 13.2: Integrate climate change measures into policies, strategies, and planning	- Climate risk assessment conducted for major projects	Min 1	Achieved: conducted ISO14067 for Printed Circuit Boards production
		- Number of climate-awareness training sessions held for employees	Min 3 trainings per year for climate awareness training	Achieved: conducted more than 64 trainings hours on ESG and Climate related activities
	Target 13.3: Improve education and raise awareness on climate change mitigation, adaptation, and impact reduction	- Area of land under sustainable management practices	-	Nil

SUSTAINABILITY STATEMENT

SDG Goal	Relevant Targets	Suggested Metrics for GUH Group	Metrics	Target (FYE 2024)
SDG 15: Life on Land 	Target 15.1: Ensure the conservation and sustainable use of terrestrial ecosystems	- Biodiversity initiatives or partnerships formed	-	Nil
		- Percentage of projects with biodiversity assessments.	-	Will allocate an average, 9% of the future development land as green area
	Target 15.5: Take action to reduce degradation of natural habitats and halt biodiversity loss.	- Initiatives to protect local ecosystems and species	1	Achieved: 2
		- Number of partnerships focused on sustainable initiatives	1	Achieved: 1

COMMITMENT TOWARDS SUSTAINABILITY

The Board of Directors acknowledges that operating a sustainable business is essential, especially considering the rapid changes in the external environment, customer preferences, regulatory frameworks, and investor expectations. By understanding long-term trends, GUH Group is well-positioned to seize emerging opportunities. The Group remains committed to anticipating future customer needs, working collaboratively with regulators, fostering a positive reputation, and engaging employees, all of which reinforce a solid business case for sustainability.

Sustainability serves as a key framework for GUH Group to navigate social and environmental shifts, including technological advancements, evolving government policies, and changing customer demands. In support of this, the Group has developed comprehensive Sustainability Policies and Guidelines, which apply to all Directors and employees, ensuring consistent implementation across the organisation.

The Board also recognises the critical role of good governance in meeting environmental and social responsibilities. As such, it remains focused on aligning GUH Group's corporate culture with principles that prepare the business for the future. The Group's sustainability strategy is guided by a clear approach to meeting its environmental, social, and governance (ESG) obligations.

In identifying material sustainability matters essential to its operations, GUH Group takes a proactive approach, ensuring that these areas are carefully managed and prioritised. These material matters are categorised into four core components: economic, environmental, social and governance. This structured approach ensures effective oversight and management of the Group's sustainability efforts.

SUSTAINABILITY CORPORATE GOVERNANCE STRUCTURE

The Board of Directors, comprising seven members including the Chairman, CEO/Group Managing Director, two Non-Executive Directors, and three Independent Non-Executive Directors, is responsible for setting the strategic direction of GUH Group. Sustainability has been seamlessly integrated into this strategic planning process, with structured governance ensured through the collaborative efforts of the CEO/Group MD, Chief Operating Officer (COO), and senior management. The Board holds ultimate accountability for overseeing risk management and internal controls, underscoring its commitment to sustainability and sound governance practices.

GUH Group's sustainability governance framework is carefully designed to ensure the effective oversight and management of sustainability initiatives and performance. At the top of this structure is the Board of Directors, which is ultimately responsible for guiding the Group's sustainability efforts. The Risk Management & Sustainability Committee consists of three Independent Non-Executive Directors, plays a crucial role in assisting the Board. This Committee is tasked with identifying, evaluating, and managing significant risks that may affect the business, including risks related to new investments or divestments. It also ensures the development and execution of effective action plans to mitigate these risks.

The day-to-day management of sustainability matters is led by the CEO/Group MD, COO, and senior management team, working in close collaboration with the Committee. This approach ensures that sustainability is deeply embedded in GUH Group's operations, with clearly defined responsibilities and a unified focus throughout the organisation.

The Committee's role extends to ensuring that sustainability strategies are fully integrated into the Group's overall business model. This includes evaluating the sustainability impact of all new investments and divestments, as well as establishing systems to manage the Group's broader risk profile. The governance structure promotes a proactive and holistic approach to sustainability, allowing GUH Group to exceed its sustainability goals and objectives.

The Risk Management & Sustainability Committee convenes at least once annually, with additional meetings scheduled as needed. The current members of the Committee are:

Members of Committee	Designation
Ms. Phoon Yee Min	Chairlady, Independent Non-Executive Director
Dato' Dr. Gan Kong Meng	Member, Independent Non-Executive Director
Mr. Teng Chang Yeow	Member, Independent Non-Executive Director

These members play a pivotal role in driving sustainability efforts within GUH Group. The diverse expertise and leadership brought by each member, along with coordination across executive and board levels, foster meaningful engagement with senior management and mobilise support from the broader workforce.

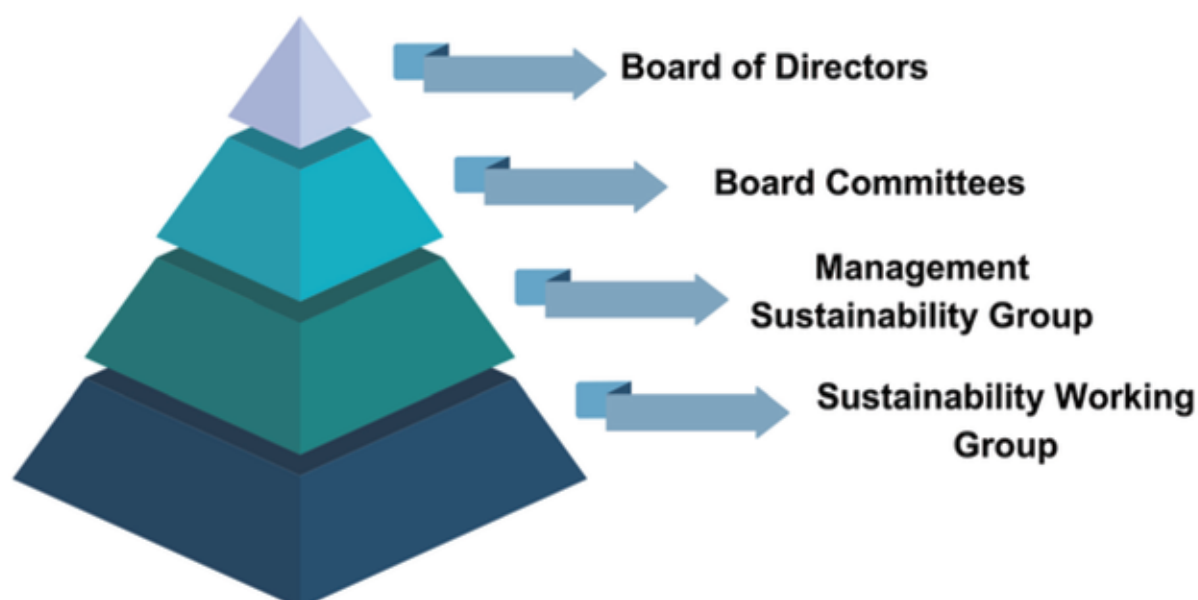
The Risk Management & Sustainability Committee is directly accountable for overseeing GUH Group's sustainability strategy and performance. Its key responsibilities include:

- Overseeing the Group's risk management activities and approving appropriate risk management procedures and methodologies.
- Reviewing operational risk reports from all divisions of GUH Group.
- Assessing risks associated with new investments or divestments.
- Evaluating the effectiveness of risk management at the divisional level.
- Providing recommendations to the Board on risk management policies.
- Monitoring the Group's overall risk exposure and recommending changes to risk management strategies as needed.
- Collaborating with other committees, management, internal auditors, and external auditors to assess significant risks and ensure timely mitigation efforts.
- Evaluating risk management processes and the effectiveness of measures to address identified risks and prevent fraud.
- Ensuring GUH Group's risk management and sustainability policies are effectively communicated and embedded in the corporate culture.

SUSTAINABILITY STATEMENT

- Aligning sustainability strategies with the Group's broader corporate strategy and values to enhance focus and effectiveness.
- Overseeing the management of material sustainability issues, setting sustainability strategies, priorities, and targets, and ensuring these are communicated to stakeholders.
- Monitoring and reporting on the Group's progress in achieving its sustainability commitments in the context of Environmental, Social, and Governance (ESG) factors.
- Reviewing the Group's annual Sustainability Report/Statement for submission to the Board for approval and publication.

Risk management is an integral part of GUH Group's management system, with the Board firmly believes that effective risk management is essential to the Group's sustainability. Through the establishment of a robust risk management and control framework, led by the Risk Management & Sustainability Committee, GUH Group is equipped to meet performance and profitability goals while making informed decisions based on comprehensive risk insights. The Board retains ultimate responsibility for managing the risks and internal controls associated with all divisions within GUH Group, ensuring a sustainable and resilient future for the organisation.



SUSTAINABILITY CORPORATE STRUCTURE	
Board of Directors	Responsible for the Company's strategy and organisation and provides oversight of its financial and non-financial performance reporting. The Board approves the Group's ESG and sustainability strategy and Sustainability Statement.
Board Committees	<ul style="list-style-type: none"> • Audit Committee Oversight of the accuracy of the Group's financial and ESG and sustainability reporting. • Risk Management & Sustainability Committee Oversight of the structure and content of the Group's ESG and sustainability reporting and ensures that the overall approach is in line with the Group's strategy.
Management Sustainability Group	Responsible for the execution of the Group's ESG and sustainability strategy, which includes ensuring compliance with mandatory reporting obligations.
Sustainability Working Group	Provides strategic leadership and execution support and drives the implementation of GUH Group's ESG and sustainability strategy, ensuring focus and alignment.

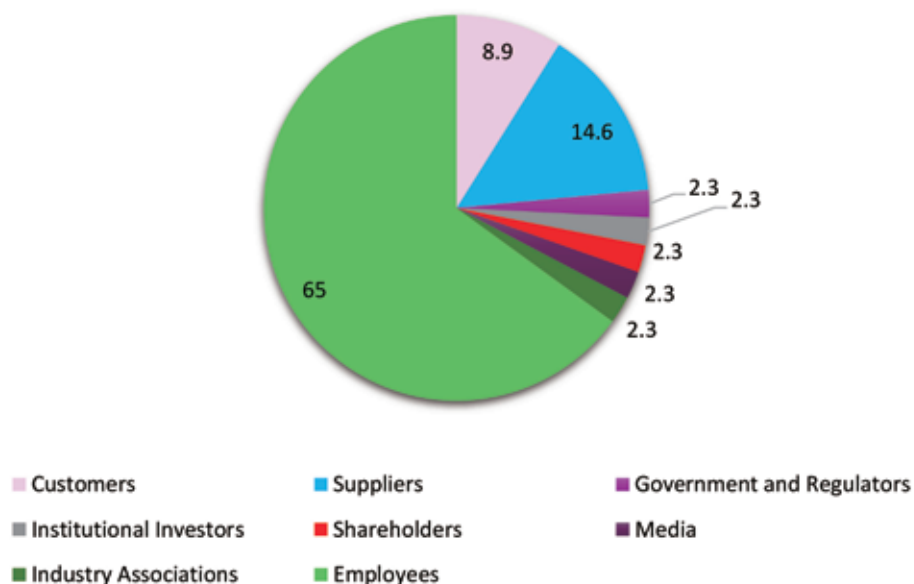
MATERIALITY ASSESSMENT PROCESS

GUH Group identifies its sustainability matters by assessing the significance and materiality of each of the sustainability concerns based on its level of impact and influence to the Group, by taking the current economic, environmental and social trends both locally and globally into consideration. The materiality assessment was conducted internally during the financial year under review. The materiality assessment enables GUH Group to identify and prioritise potential key sustainability risks and opportunities that may impact GUH Group business operation and key stakeholders.

The materiality assessment process on sustainability matters of GUH Group is reflected below:



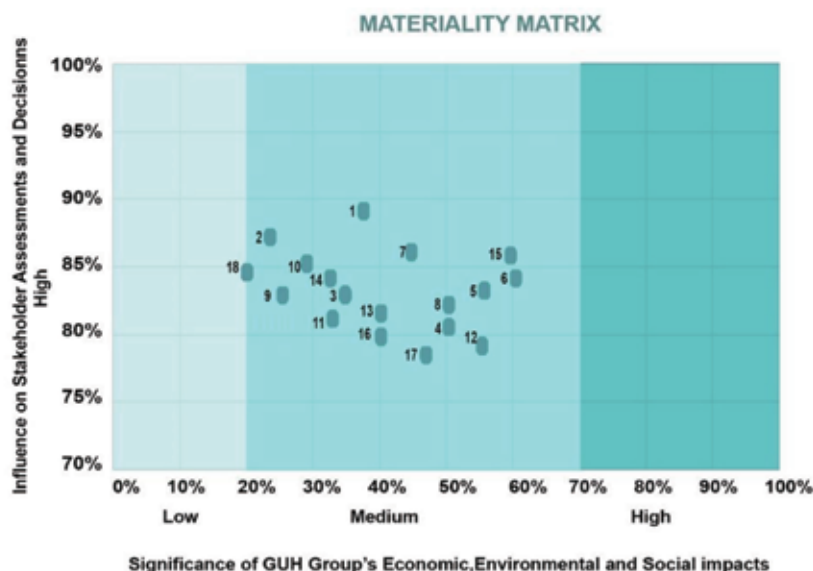
Material Matrix Assessement (Based on responses by %)



Based on the stakeholder engagement chart, the survey results indicate that the majority of respondents (65%) are employees of GUH Holdings Berhad. Other significant stakeholder groups include suppliers (14.6%) and customers (8.9%). Smaller portions represent categories such as government and regulators, institutional investors, shareholders, media, industry associations, and contractors. This distribution highlights a strong internal perspective from employees, while external stakeholder views are also taken into consideration, especially from

SUSTAINABILITY STATEMENT

key business partners and regulatory bodies. This mix ensures a balanced materiality assessment, capturing both internal and external priorities.



No.	Indicators	No.	Indicators
1	Economic Performance	10	Supporting the Local Communities
2	Procurement Practices	11	Labour Management and Relationship
3	Source of Raw Materials	12	Occupational Health and Safety
4	Energy Practices	13	Training and Staff Development
5	Water Effluent System	14	Diversity, Equality and Inclusion
6	Emissions Discharge	15	Corporate Governance
7	Effluents and Waste practices	16	Human Rights
8	Environmental Compliance	17	Employee Health and Safety Programme
9	Ethical Supplier Assessment	18	Customer Privacy Regulations / Data Protection

STAKEHOLDER ENGAGEMENT

Stakeholder	Area of Concern	Engagement	Our Response
Government	<ul style="list-style-type: none"> - Compliance with relevant rules and regulations - Corporate governance - Tax contributions - Social impact - Safety - Collaboration with public sector initiatives - Obtaining approvals and permits 	<ul style="list-style-type: none"> - Industry training and seminars - Regular inspections by local authorities - Security and safety measures and procedures - Announcements / Press Releases - Corporate website 	<ul style="list-style-type: none"> - Compliance with requirements and adherence (whenever possible) to best practices - Responsible reporting
Shareholders & Investors	<ul style="list-style-type: none"> - Long-term financial and operational growth 	<ul style="list-style-type: none"> - General Meetings - Announcements / Press Releases 	<ul style="list-style-type: none"> - Focus on financial, operational performance,

SUSTAINABILITY STATEMENT

Stakeholder	Area of Concern	Engagement	Our Response
	<ul style="list-style-type: none"> - Investment returns and associated risks - Business strategies and directions - Maximisation of shareholders' value - Corporate governance and transparency 	<ul style="list-style-type: none"> - Annual Report - Corporate website 	<ul style="list-style-type: none"> internal and external control and risk management - Responsible and regular reporting - Compliance with accounting standards and regulations
Employees	<ul style="list-style-type: none"> - Remuneration and benefits - Job satisfaction and work-life balance - Health and wellness - Workplace safety - Leadership support - Training and career growth 	<ul style="list-style-type: none"> - Meetings and discussions - Internal and external job training - Security and safety measures and procedures 	<ul style="list-style-type: none"> - Annual performance review - Career enhancement through trainings - Conducive and safe working environment - Team building events - Whistleblowing procedures - Employee handbook
Customers	<ul style="list-style-type: none"> - Reliable / high quality of products and services - Customer requirements / satisfaction - Timely delivery - Competitive pricing - Sustainable long-term relationship 	<ul style="list-style-type: none"> - Social media - Customer feedback form - Customer engagements and meetings - Marketing - Regular visits 	<ul style="list-style-type: none"> - Compliance with relevant regulatory requirements - On-time delivery - Teamwork - Quality checking on products
Vendors and Suppliers	<ul style="list-style-type: none"> - Quality of goods and services - Undisruptive supply - Competitive pricing and terms of payment - Cost efficiency - Compliance with the latest law and regulations 	<ul style="list-style-type: none"> - Suppliers, consultant and contractor engagement and meetings - Supplier evaluation form 	<ul style="list-style-type: none"> - Standard purchasing procedures with review and approval system - Buy-off materials for testing prior to production or sampling to customers - Tender of contract to fix price - Communication of latest rules and regulations within the same industry
NGOS	<ul style="list-style-type: none"> - Social contributions - Local community support 	<ul style="list-style-type: none"> - Donations and sponsorships - Participate in Corporate Social Responsibility programmes 	<ul style="list-style-type: none"> - Monetary contributions to the needy community - Gotong-royong - GUH-Kasih

GOVERNANCE MATTERS

GUH Group is fully committed to maintaining the highest standards of integrity, honesty, and fairness in all aspects of its business operations. This dedication is evident in the Company's strict compliance with all applicable laws and regulations, ensuring its activities are conducted with transparency and ethical responsibility. By delivering accurate and timely information to stakeholders, including investors, employees, customers, and the broader public, GUH Group fosters a culture of openness and trust. The Group upholds the rights, dignity, and diversity of all individuals, recognising the essential role that every stakeholder plays in its success. This principle forms the foundation for robust corporate governance structures that promote accountability and ethical decision-making at every level of the organisation.

In line with its sustainability objectives, GUH Group prioritises practices that reduce its environmental impact while positively contributing to societal well-being. The Group actively supports initiatives aimed at addressing social challenges and advancing community development, embodying its commitment to corporate social responsibility. By embedding sustainable practices into its business model, GUH Group not only minimises its environmental footprint but also establishes itself as a leader in responsible business conduct. This approach highlights the Company's belief in balancing economic performance with environmental stewardship and social responsibility.

GUH Group also places great emphasis on delivering high-quality products and services, ensuring customer satisfaction remains central to its strategy. Employee well-being is a top priority, with the Group offering a supportive workplace, competitive compensation, and opportunities for professional growth. Financial integrity is upheld through rigorous financial reporting and responsible resource management, reinforcing the Group's long-term sustainability and profitability. These comprehensive efforts demonstrate GUH Group's unwavering commitment to ethical business practices, environmental conservation, and social responsibility, setting a benchmark for excellence in corporate governance.

ANTI BRIBERY AND CORRUPTION POLICY

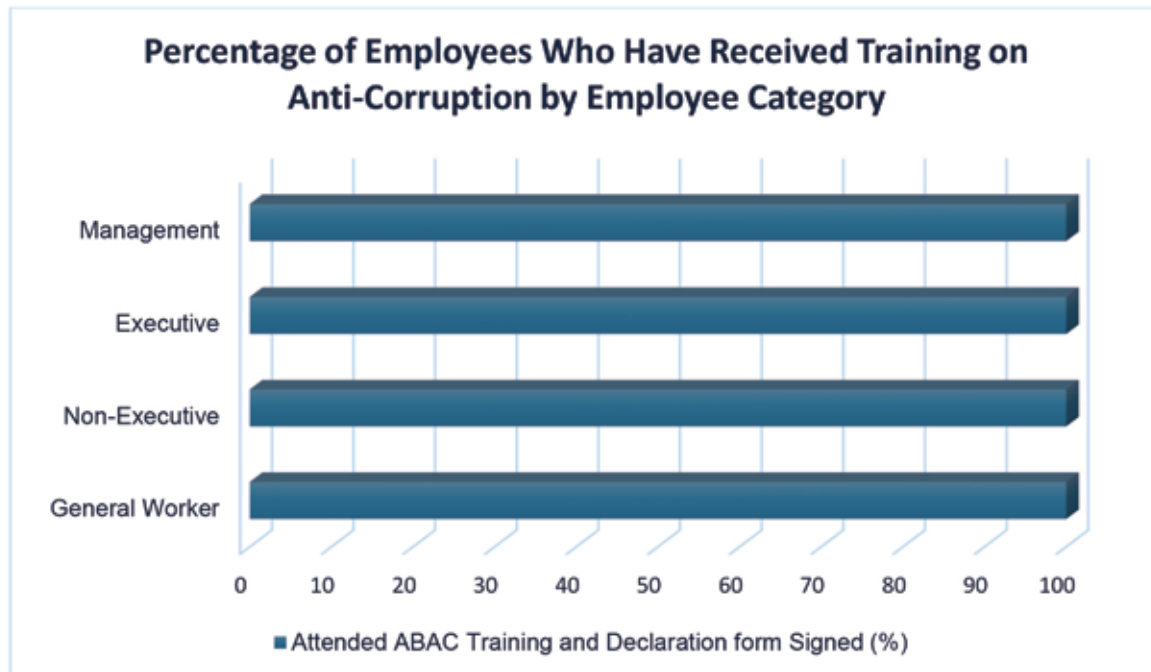
Business integrity and ethics are central to GUH Group's success, with a strong commitment to ethical conduct and strict compliance with all relevant laws. The Audit Committee, led by an Independent Non-executive Director, oversees potential risks, internal audits, and compliance efforts. GUH Group enforces the Malaysian Anti-Corruption Commission (Amendment) Act 2018 and follows a zero-tolerance Anti-bribery and Corruption Policy, including a "No Gift" Policy to prevent bribery. Across fiscal years 2022, 2023, and 2024, GUH recorded zero substantiated complaints regarding bribery or gift-giving, meeting its goal of a corruption-free environment.

GUH Group has ZERO case of substantiated complaints pertaining to Anti-Bribery & Corruption and gift giving incidents.

Anti-Corruption	FYE 2022	FYE 2023	FYE 2024	Target
Confirmed incidents of corruption and action taken	0 case	0 case	0 case	0 case

SUSTAINABILITY STATEMENT

GUH reinforces its commitment towards its Anti-Bribery and Corruption Policy. The Group has mandated all employees to undergo its yearly Anti-Bribery and Anti-Corruption training. Following are the percentages of employees undergoing the Anti-Bribery and Anti-Corruption training and with the declaration form signed.



GUH Group enforces a strict mandate requiring all contractors and suppliers to adopt and strictly adhere to comprehensive Anti-Bribery and Anti-Corruption policies, reflecting its unwavering commitment to ethical business practices and integrity. Currently, GUH Group's contractors and suppliers are notified in all necessary documents.

The risk assessment covers various operational areas in daily business operations. Due diligence checks were performed on potential business partners and employees were trained to recognise and report suspicious behaviour. Overall, with the efforts of the risk management framework, commendable targets have been achieved across all areas of operation.

Percentage of operations assessed for corruption-related risks of GUH Group is 100% from FYE 2022 to FYE 2024.

WHISTLEBLOWING POLICY

GUH Group upholds the highest standards of ethics, integrity, and transparency. A Whistleblowing Policy has been established, providing a safe, confidential way for employees and stakeholders to report concerns about potential misconduct, fraud, or unethical behaviour. This policy applies to all associated parties, including employees, contractors, and suppliers. Additionally, all employees complete an annual Conflict-of-Interest Declaration to reinforce integrity and prevent conflicts. Individuals can report concerns anonymously through designated whistleblowing channels.

Email	Letter
whistleblowing@guh.com.my	Human Resource Department GUH Holdings Berhad Part of Plot 1240 & 1241, Bayan Lepas Free Industrial Zone, Phase 3, 11900 Bayan Lepas, Penang, Malaysia.

Reports should include detailed information such as the nature of the concern, relevant dates, individuals involved and supporting evidence to facilitate thorough investigation and resolution.

Confidentiality is paramount in the whistleblowing process. GUH Group ensures that all reports are treated with the utmost confidentiality, and the identity of the whistleblower is fully protected, in compliance with legal requirements and investigative needs. In promoting a culture of transparency and accountability, GUH Group demonstrates its commitment to upholding ethical standards and fostering trust within the organisation.

SUSTAINABILITY STATEMENT

CUSTOMER PRIVACY REGULATIONS/DATA PROTECTION

GUH Group ensures fair and ethical practices within its operations through the pivotal role of its Internal Audit Department in upholding the highest standards of integrity and compliance. This commitment is further reinforced by the Group's adherence to stringent personal data protection guidelines, consistent with the Personal Data Protection Act 2010. The organisation is dedicated to safeguarding personal and sensitive information, employing robust data and security measures to prevent unauthorised access or disclosure to external entities. Additionally, GUH Group ensures that all critical documents, including authority-approved blueprints and pricing information, are securely stored in locations that are accessible only to personnel with the appropriate authorisation, highlighting the Company's dedication to confidentiality and the protection of sensitive information.

Data Privacy and Security	FYE 2022	FYE 2023	FYE 2024	Target
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0 case	0 case	0 case	0 case

GUH Group has ZERO number of complaints on breach data.

ECONOMIC PERFORMANCE

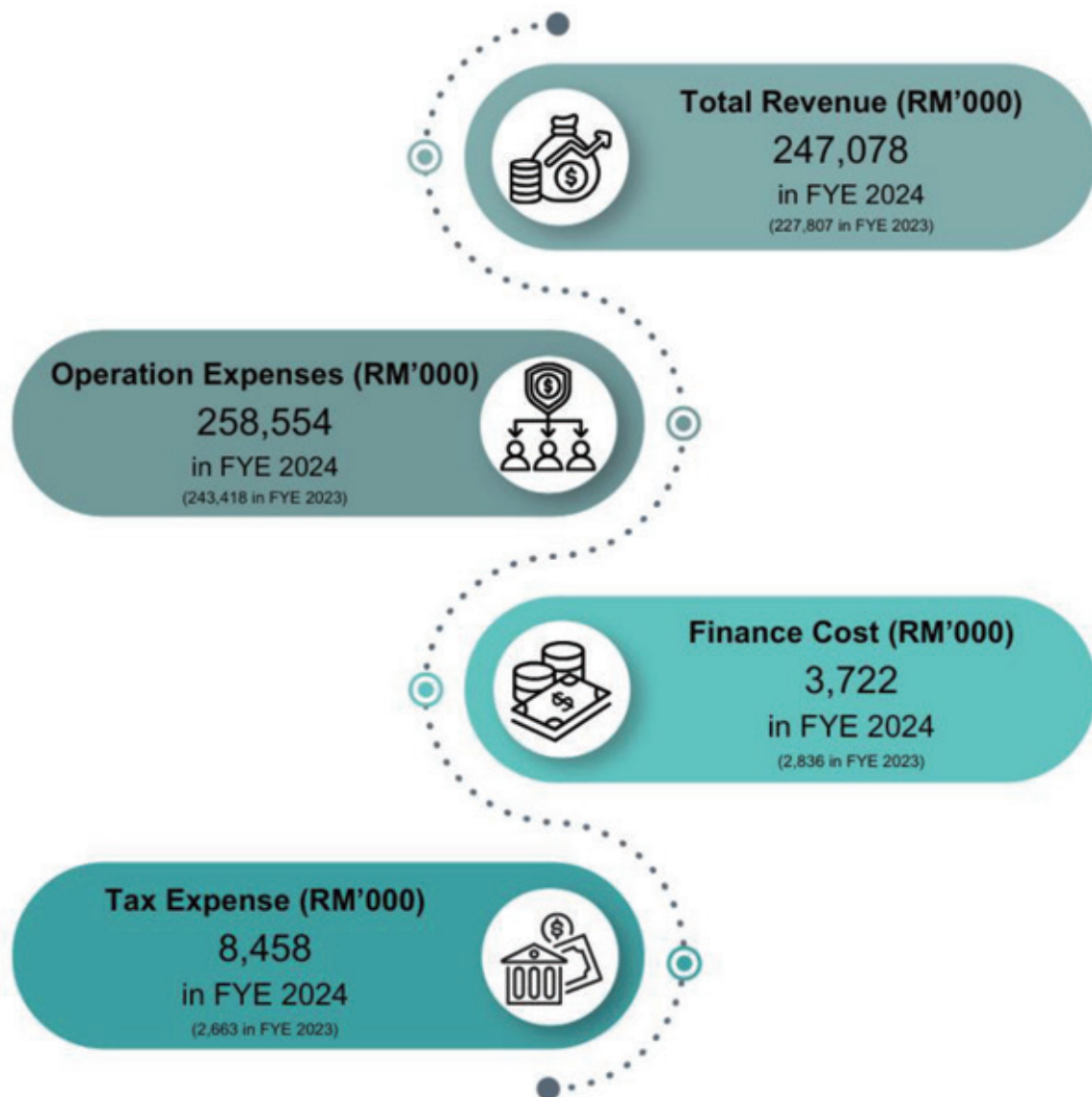
For the financial year ended ("FYE") 2024, GUH Holdings Berhad recorded a total revenue of RM247.08 million, marking an increase from RM227.81 million in FYE 2023. Despite the growth in revenue, the Group experienced rising operational costs, with operation expenses increased to RM258.55 million in FYE 2024, compared to RM243.42 million in previous year.

The Group also incurred higher finance costs of RM3.72 million in FYE 2024 compared to RM2.84 million in FYE 2023, due to an increase in loans and borrowings. Additionally, tax expense surged to RM8.46 million in FYE 2024 from RM2.66 million in FYE 2023, largely attributable to changes in tax provisions.

Although the Group achieved revenue growth, the higher operating and finance costs, alongside increased tax expense, have impacted its overall economic performance for the year.

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SUSTAINABILITY STATEMENT



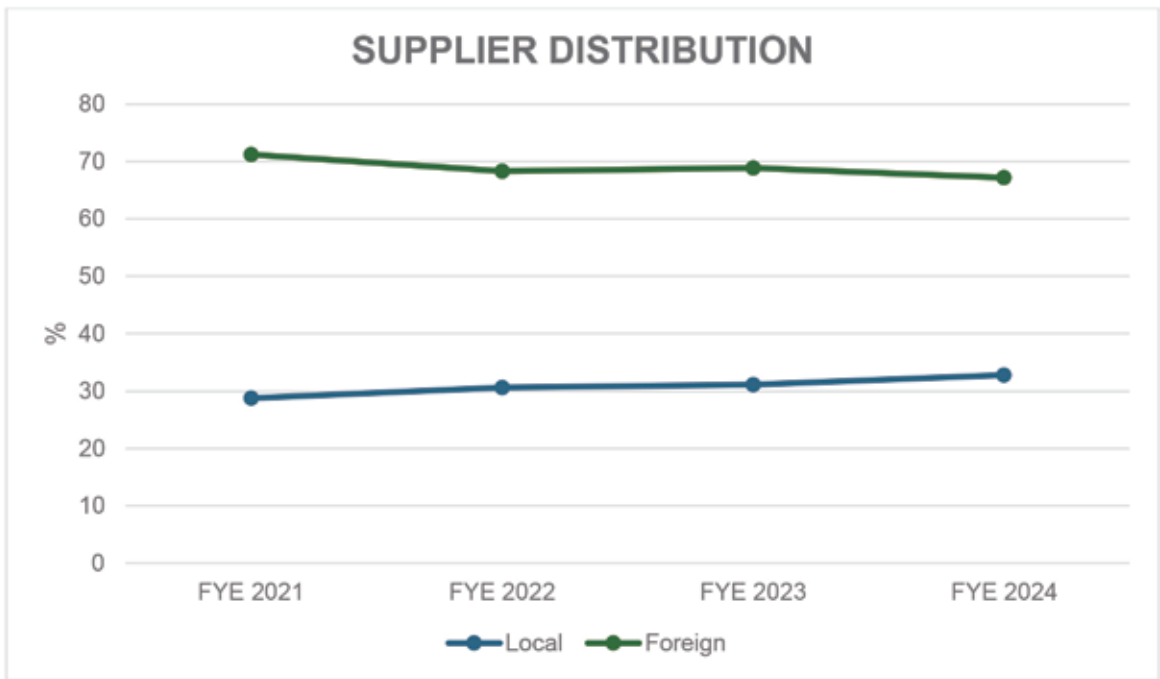
PROCUREMENT PRACTICES

Over the past four years, GUH Holdings Berhad has shown a gradual increase in local supplier engagement while maintaining a significant reliance on foreign suppliers. In 2022, local suppliers accounted for 30.65%, with foreign suppliers at 69.35%. Local procurement increased to 31.12% in 2023, and a further to 32.81% in 2024.

Supply Chain Management	FYE 2022	FYE 2023	FYE 2024
Proportion of spending on local suppliers	30.65%	31.12%	32.81%

This reflects a consistent effort to strengthen local supply chains, potentially reducing logistics risks, foreign dependency, and enhancing economic contributions to local businesses. Despite the reliance on foreign suppliers remaining above 67%, the upward trend in local sourcing suggests a strategic move towards supply chain diversification and resilience.

SUSTAINABILITY STATEMENT



SOURCE OF RAW MATERIALS

GUH primarily sources its key raw materials from well-established suppliers located in Taiwan, Japan, and China—regions renowned for their advanced materials technology and robust manufacturing ecosystems. The primary materials include Dry Film, Copper Clad Laminate (CCL), and a variety of other critical components essential in the production of high-quality printed circuit boards (PCBs). Dry Film is a photosensitive material used in the imaging process during PCB fabrication, while Copper Clad Laminate serves as the foundational substrate onto which circuit patterns are etched. Additionally, GUH procures various chemicals, resins, and specialty films that support different stages of PCB manufacturing. All sourcing activities are conducted with a strong emphasis on quality assurance, material reliability, and alignment with international standards for performance and environmental compliance.

ETHICAL SUPPLIER ASSESSMENTS

GUH has conducted a preliminary assessment of its key suppliers to evaluate potential social and environmental risks within its supply chain. This initial review aimed to identify gaps, assess current supplier practices, and understand areas where improvements are needed to align with GUH's sustainability and compliance expectations.

As part of its commitment to responsible sourcing and sustainable business practices, the company is now working towards developing a comprehensive supplier assessment framework. This framework will:

- Establish clear social and environmental criteria based on international standards and best practices
- Introduce systematic evaluation tools for supplier selection, onboarding, and ongoing monitoring
- Promote transparency and accountability through regular reporting and performance tracking
- Encourage capacity building among suppliers to support continuous improvement in sustainability performance

The framework will serve as a foundation for strengthening supply chain governance, reducing ESG-related risks, and fostering long-term partnerships with responsible suppliers.

ENVIRONMENTAL MATTERS

Moving forward, GUH Group will continue to fulfil its responsibilities for environmental sustainability. As such, the organisation has encouraged all levels of employees to practise good sustainability habits to be embedded into the essence of its operations.

The organisation's commitment is evident through its multifaceted approach to environmental conservation, encompassing ESG centric practices which include energy efficiency, product waste management; as well as natural resources preservation via promoting recycling and the use of eco-friendly materials. Through these strategic initiatives, GUH Group has been actively reducing its environmental carbon footprint, employing renewable energy technologies and product-life cycle strategies to enhance production efficiency in all areas of its business. This target is achieved using planned strategies and responsible resource management, such as optimising the use of treated water and renewable energy within its operations, while also extending these principles to GUH Group's upstream and downstream supply chain network.

OUR SUSTAINABLE JOURNEY

GUH Group's sustainable journey is a testament to its belief in the power of collective action, no matter how small, can be utilised to address global environmental challenges. By fostering a culture of sustainability within the organisation and among its key stakeholders, GUH aims to inspire a shift towards more sustainable business practices globally. The Group's unwavering dedication to environmental responsibility underscores its role as a catalyst for positive change, driving forward the agenda for a greener and more sustainable future.

As with previous years, GUH has been leading the sustainability efforts meticulously, encouraging stakeholders to adopt sustainability practices and by adopting International GRI Sustainability practices. This commitment extends beyond internal operations, as the organisation continues its diligent ESG compliance using strict environmental regulations, ensuring that all activities are conducted in a manner that minimises ecological impact. Innovation and collaboration are central to GUH Group's approach to environmental sustainability.

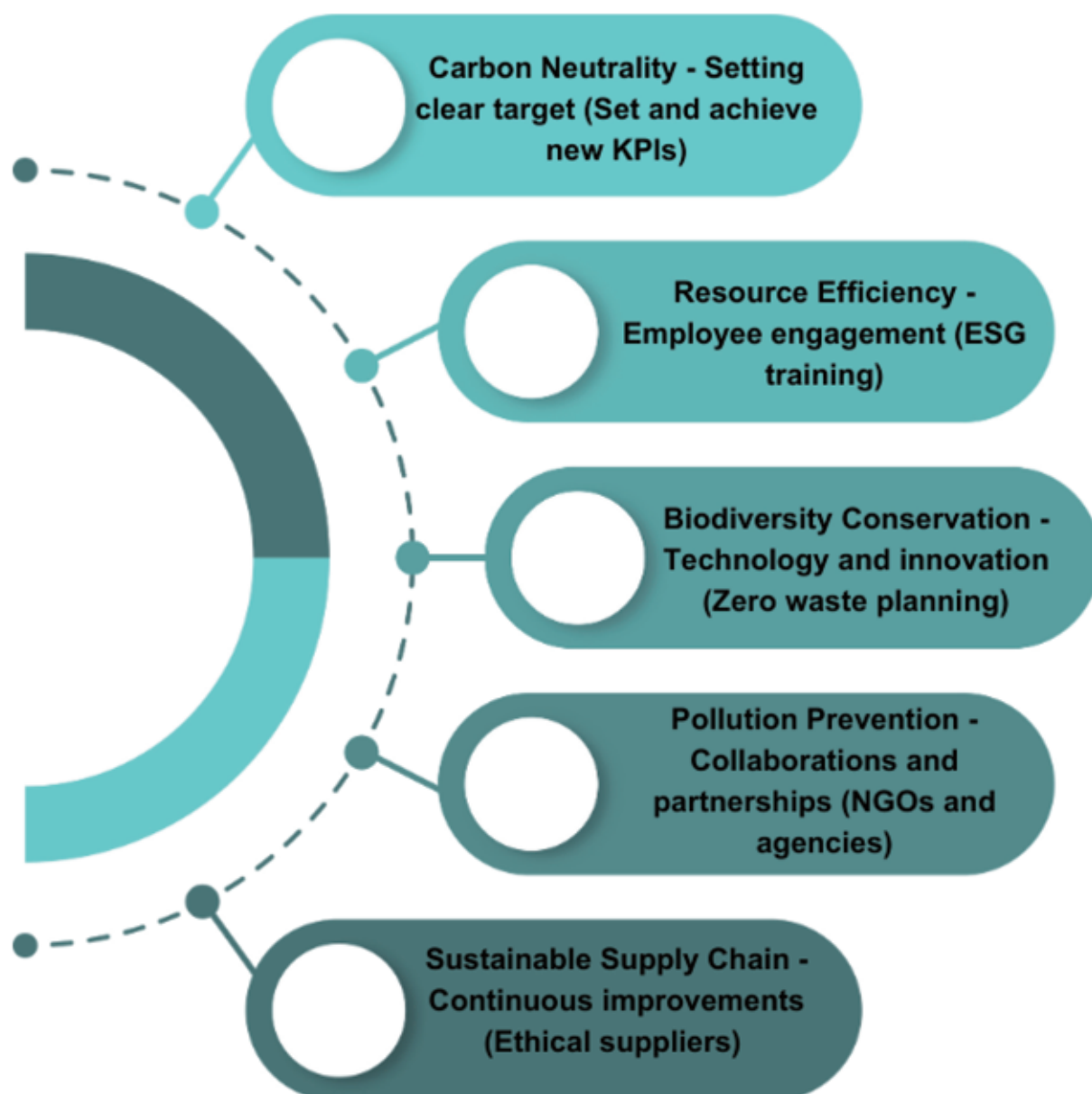
GUH Group has continued to invest in renewable energy sources such as electric vehicles, showcasing its commitment to adopting cleaner energy efficiency, while reducing greenhouse gas emissions. These efforts are part of a broader vision to contribute positively to a sustainable future, demonstrating leadership in environmental stewardship within the industry and the communities it serves.

ENERGY PRACTICES

Consistently for the past financial years, GUH Group has been successful in lowering its GHG CO₂ emissions across its main Divisions. This positive change is clearly reflected in the following Scope 1, Scope 2 and Scope 3 emission data in the following sections of the Statement. This challenging endeavour underscores GUH Group's goal to become an environmentally socially responsible business entity and committed to Malaysia's Zero Carbon target by the year 2050. At GUH, the Group envisions itself to continue and support in environmental sustainability within the industry. The Group's vision extends beyond mere compliance, and it strives to set the standard for responsible environmental stewardship, inspiring others to participate in creating a greener, more sustainable future for generations to come by committing to previous key objectives and implementation plans.

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SUSTAINABILITY STATEMENT



Environmental sustainability is not just a priority but a core value at GUH Group. Through the updated Environmental Strategy for FYE 2023/24 a steadfast commitment to preserving the planet and creating a sustainable future is reaffirmed. Leading by example and embracing innovation, collaboration, and continuous improvement, GUH Group is confident in making a significant and lasting impact on environmental sustainability, both within the organisation and beyond.

ENERGY MANAGEMENT

GUH is committed to implementing a robust and forward-thinking energy management strategy that supports its sustainability objectives and aligns with global climate action efforts. It actively manages greenhouse gas (GHG) emissions across Scope 1, Scope 2, and Scope 3, adopting a structured approach to identify, measure, and reduce the environmental impact.

Scope 1 – Direct Emissions Management

Scope 1 emissions are generated from sources that are directly owned or controlled by the company, including fuel combustion from internal operations and refrigerant usage in cooling systems.

SUSTAINABILITY STATEMENT

To address these direct emissions, GUH has implemented a range of initiatives aimed at improving operational efficiency and reducing its carbon footprint:

- **Energy-Efficient Fleet and Machinery:** Transitioning to energy-efficient vehicles and machinery helps reduce dependency on conventional fuels. Where feasible, the company explores the adoption of electric or hybrid alternatives.
- **Optimised Fuel Use:** Internal fuel management protocols are in place to monitor and optimise consumption, reducing unnecessary idling, streamlining logistics, and promoting responsible vehicle use.
- **Preventive Maintenance Programs:** Ensuring regular servicing of vehicles, machinery, and refrigeration systems minimises fuel wastage and the likelihood of refrigerant leaks.
- **Refrigerant Control and Monitoring:** The company has heightened its attention to refrigerant management through improved detection systems and scheduled maintenance to prevent emissions from high-impact refrigerants.
- **Process Innovation:** By integrating new technologies and process improvements, GUH enhances its operational performance while reducing the environmental footprint of core activities.

Scope 2 – Indirect Emissions from Energy Consumption

Scope 2 emissions result from the purchase of electricity for operational use. Though indirect, these emissions are a key area of focus for GUH's sustainability strategy.

Key efforts to manage Scope 2 emissions include:

- **Energy Efficiency Programs:** The company actively encourages energy conservation through improved lighting systems, efficient HVAC systems, and energy-conscious behavioural practices among employees.
- **Monitoring and Benchmarking:** Electricity usage is continuously monitored across divisions to identify trends and inefficiencies, enabling targeted improvements and informed decision-making.
- **Adoption of Renewable Energy:** Where possible, GUH is working toward integrating renewable energy sources, such as solar power, to supplement its energy requirements and reduce dependence on grid electricity derived from fossil fuels.
- **Employee Engagement and Awareness:** Sustainability awareness campaigns help embed energy-saving habits throughout the workforce, ensuring that energy efficiency is a shared responsibility.
- **Green Building Practices:** In facilities and properties under GUH's management, the adoption of green design elements further supports reduced energy demand and optimised indoor environments.

Scope 3 – Value Chain and Indirect Emissions

Scope 3 emissions encompass all other indirect emissions that occur across GUH's value chain, including those associated with upstream suppliers, business travel, commuting, waste generation, and downstream activities.

Managing Scope 3 emissions requires collaboration, data transparency, and systemic change across stakeholders. GUH has begun laying the foundation for Scope 3 emissions management through the following initiatives:

- **Supplier Engagement and Sustainability Criteria:** The company encourages suppliers and contractors to adopt environmentally responsible practices and considers sustainability performance in procurement decisions.
- **Sustainable Logistics and Business Travel:** Where possible, GUH promotes low-emission transport options, virtual meetings, and efficient travel planning to minimise emissions associated with business operations.
- **Waste Minimisation and Circular Practices:** The company aims to reduce waste sent to landfill by increasing recycling, reuse, and waste diversion practices across operations.
- **Employee Commuting and Remote Work:** Flexible work arrangements and remote working policies are considered part of GUH's approach to reducing commuting-related emissions.

SUSTAINABILITY STATEMENT

- **Data Collection and Reporting Frameworks:** As Scope 3 tracking involves extensive data gathering from external sources, GUH is working to strengthen collaboration with stakeholders and improve emissions transparency throughout its supply chain.

In terms of energy management, the table below depicts the megawatt for Scope 1 and Scope 2. Based on the table below, there is a decline in total energy consumption.

Energy Management	Unit	FYE 2022	FYE 2023	FYE 2024*
Petrol consumption	Litre	40,310.00	41,755.00	29,872.42
Diesel consumption	Litre	120,286.00	101,975.00	84,805.60
Electricity consumption	MWh	34,482.087	29,431.701	28,133.20

**Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income*

Total Energy Consumption	Unit	FYE 2022	FYE 2023	FYE 2024*
Petrol	MW	0.04	0.05	0.03
Diesel	MW	0.15	0.13	0.10
Electricity	MW	3.94	3.36	3.21
Total		4.13	3.54	3.34

**Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income*

ENVIRONMENT COMPLIANCE

GUH is pleased to report that there were no environmental compliance violations or penalties recorded during the reporting period. This reflects the Group's ongoing commitment to adhering to all applicable environmental laws, regulations, and industry best practices across its operations.

EMISSION DISCHARGE

SCOPE 1- GHG EMISSIONS

Scope 1 greenhouse gas (GHG) emissions encompass direct emissions from sources owned or controlled by GUH. These include emissions from fuel combustion in company-operated machinery, vehicles, and on-site energy use, as well as emissions related to refrigeration systems. Refrigeration, a critical component in certain operational activities, contributes to Scope 1 emissions due to the potential release of hydrofluorocarbons (HFCs) and other refrigerants, which are potent greenhouse gases.

Recognising the environmental impact of these emissions, GUH has implemented measures to monitor and minimise refrigerant leaks and optimise energy efficiency in refrigeration processes. This section presents a comprehensive overview of the company's Scope 1 emissions, highlighting key sources, historical trends, and ongoing initiatives to mitigate environmental impacts. By investing in advanced technologies and adopting stringent maintenance protocols, GUH underscores its commitment to sustainable practices and reducing its overall carbon footprint.

Comparing FYE 2023, the notable volume of diesel utilised for Electronic Division had totalled 98,570 litres. This figure has shown a sharp decrease for the following year FYE 2024 to just 83,705.25 litres. This reduction directly reflects GUH Group's approach to diesel consumption over time. On the other hand, petrol usage within the same division peaked at 17,665 litres in FYE 2022 before declining to 13,059.33 litres in FYE 2024. These figures represent a fluctuating but overall decreasing trend in liquid fuel consumption, with no recorded usage of natural gas during the period under review. Following table shows the total of Scope 1 emissions for GUH as a group.

SUSTAINABILITY STATEMENT

Scope 1 Emissions in Tonnes of CO ₂ e	FYE 2022	FYE 2023	FYE 2024*
Petrol	93.12	96.45	70.20 ¹
Diesel	322.36	273.30	225.58 ²
Refrigerant	-	-	1,597.84 ³
Total	415.48	369.75	1,893.62

*Note: For FYE 2024, includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income.

To reduce Scope 1 emissions, GUH Group implemented targeted strategies such as optimising fuel consumption by maintaining a fleet of energy-efficient vehicles and transitioning to hybrid or electric alternatives where possible. Regular maintenance of equipment and machinery can minimise fuel wastage and emissions. Introducing advanced monitoring systems for refrigerants and ensuring timely maintenance can help reduce leakage and emissions from refrigeration units. Additionally, adopting alternative low-carbon fuels and encouraging process innovation to enhance operational efficiency can further decrease direct emissions. By integrating these measures, GUH can significantly lower its Scope 1 footprint and align with sustainability goals.

SCOPE 2 – GHG EMISSIONS

As part of its commitment to sustainability, GUH Group actively manages its Scope 2 greenhouse gas (GHG) emissions, which primarily stem from electricity consumption across its divisions. Understanding the environmental implications of energy usage, GUH Group prioritises energy-saving practices and continuously works to reduce its carbon footprint. Key strategies include integrating renewable energy sources, such as solar power, and promoting responsible electricity use among employees and operations.

GUH Group has consistently prioritised energy-saving initiatives, reflecting its commitment to reducing energy consumption and minimising environmental impact. A key aspect of this strategy involves integrating renewable energy sources, such as solar power, into its operations to decrease reliance on conventional, fossil-fuel-based energy. In addition to leveraging clean energy, the Group actively promotes a culture of responsible electricity usage among employees and stakeholders, encouraging conscious efforts to reduce wastage and optimise energy efficiency. These combined measures underscore GUH's dedication to sustainability and its proactive approach to addressing climate change challenges.

In FYE 2022 and FYE 2023, GUH Group's Scope 2 emissions from electricity usage stood at 26,896.03 MT CO₂e and 22,956.73 MT CO₂e, respectively. By FYE 2024, emissions further decreased to 21,324.96 MT CO₂e. With the integration of solar energy, 279.75 MT CO₂e was avoided, reducing net emissions to 21,045.22 MT CO₂e. This demonstrates GUH Group's commitment to reducing its carbon footprint through renewable energy adoption and energy efficiency initiatives CO₂e.

Energy Management	Unit	FYE 2022	FYE 2023	FYE 2024*
Total Energy Consumption	MWh	34,482.087	29,431.701	28,133.20

¹ The emission factor is extracted from Defra 2024 and 2.35 Kg/CO₂ was used to calculate the emission factor.

² The emission factor is extracted from Defra 2024 and 2.66 Kg/ CO₂ was used to calculate the emission factor.

³ The emission factors (Global Warming Potential, GWP) for each refrigerant used in the calculations:

- R22: 1,760
- R32: 771
- R410A: 2,088
- R410: 2,088 (assumed same as R410A)
- R407C: 1,774
- G2: 1 (placeholder, negligible impact)

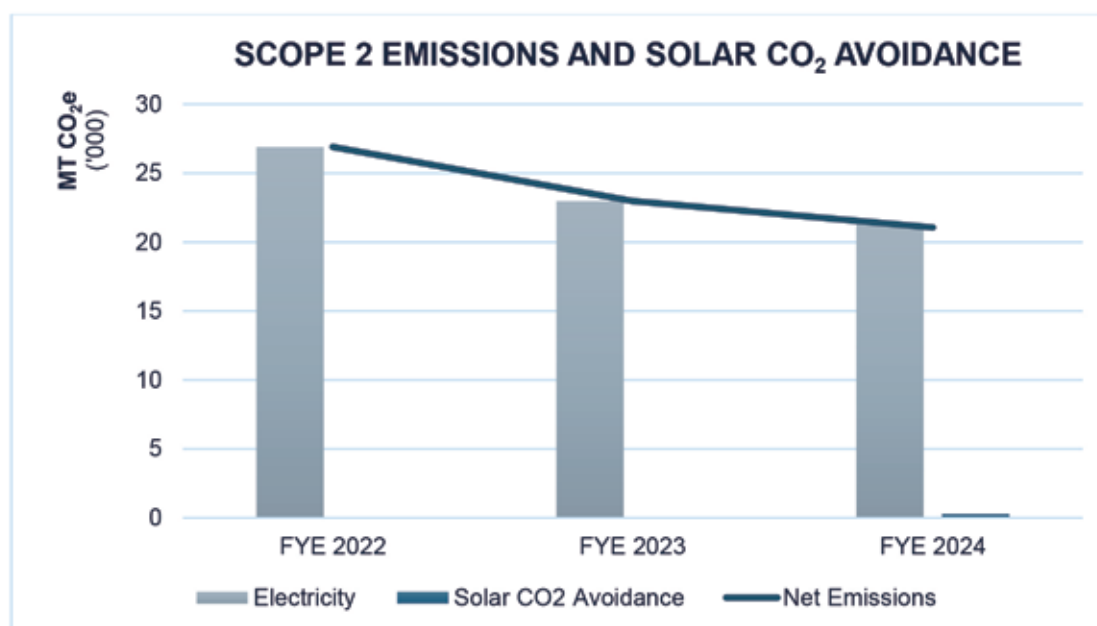
Source: <https://www.ipcc.ch/report/ar6/wg1/>

SUSTAINABILITY STATEMENT

Scope 2 Emissions in Tonnes of CO ₂ e	FYE 2022	FYE 2023	FYE 2024*
Electricity ⁴	26,896.03	22,956.73	21,324.96
Solar CO ₂ avoidance	-	-	279.75
Net emissions	26,896.03	22,956.73	21,045.22

*Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income. Solar CO₂ Avoidance refers to the amount of carbon dioxide (CO₂) emissions prevented by generating electricity using solar energy instead of conventional fossil fuels. It quantifies the emissions reduction benefit of solar power by estimating how much CO₂ would have been emitted if the same amount of electricity had been produced from the local grid or fossil-based sources.

To decrease Scope 2 emissions, GUH Group considers the procurement of renewable energy sources, such as solar power, to replace or supplement electricity derived from fossil fuels. Investing in energy-efficient technologies, such as LED lighting, energy-saving machinery, and high-efficiency HVAC systems, can further reduce electricity consumption. Conducting regular energy audits to identify and address inefficiencies within operations is also critical. Additionally, raising awareness among employees to adopt energy-conserving practices, such as switching off unused equipment and optimizing cooling and heating systems, can contribute to reduced emissions. By implementing these strategies, GUH can effectively lower its indirect emissions from purchased electricity while enhancing overall energy sustainability.



SCOPE 3 – GHG EMISSIONS

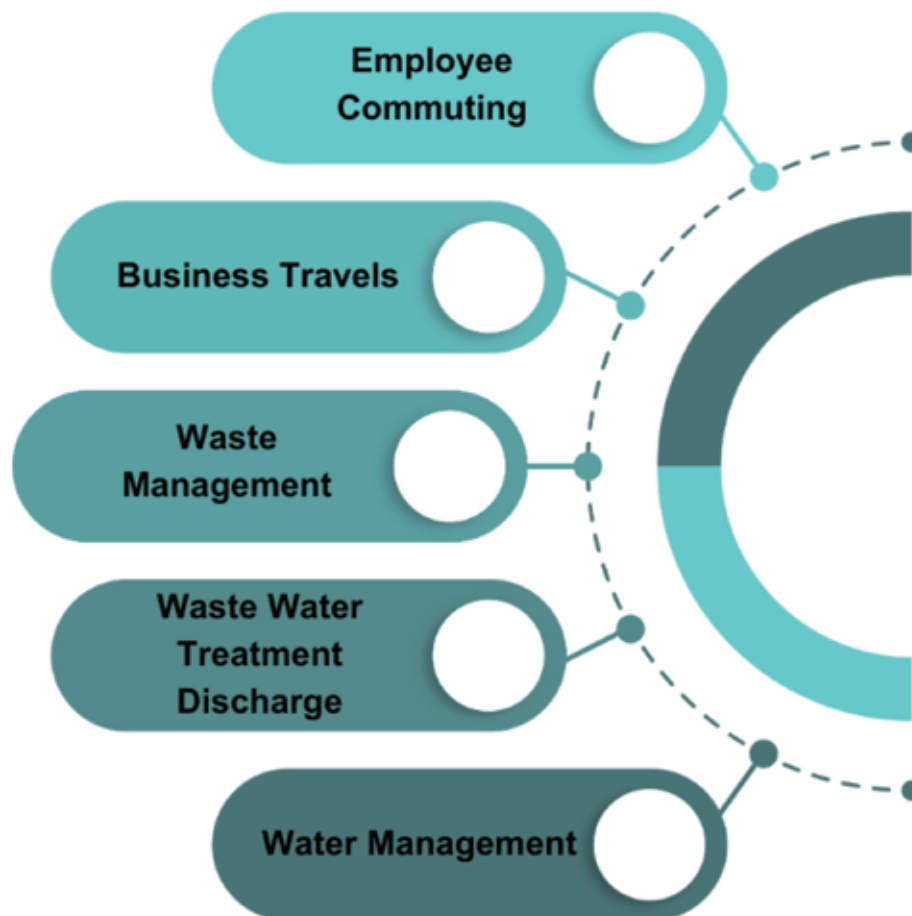
GUH Group has been actively managing Scope 3 emissions to achieve its target of reducing the total carbon footprint across all three divisions covered in this report. Scope 3 emissions include indirect greenhouse gas emissions that occur both upstream and downstream in the value chain, which are not directly controlled by the company but are linked to its operations. These emissions arise from purchased goods and services, wastewater treatment, employee commuting, business travel, and transportation-related activities.

A detailed transportation data analysis highlights a significant portion of Scope 3 emissions stemming from employee commuting, factory buses, and vans, emphasising the importance of sustainable mobility solutions. Additionally, emissions from business travel and procurement of goods and services further reinforce the need for responsible sourcing, supplier engagement, and efficiency improvements in logistics and waste management.

⁴ For the calculation related to CO₂ Emission Reduction (MT), the following calculation are:
CO₂ emission (kg) = Electricity consumption x Emissions factor with 0.758kg.

SUSTAINABILITY STATEMENT

GUH Group continues to implement strategic measures such as promoting low-carbon transportation options, optimising procurement practices, and improving resource efficiency to effectively mitigate Scope 3 emissions and align with its broader sustainability goals.



EMPLOYEE COMMUTING

Scope 3 emissions from employee commuting represent an important aspect of GUH Group's sustainability efforts. These emissions are generated from various modes of transportation used by employees, including cars, motorcycles, factory buses, factory vans, bicycles, and walking. By analysing the environmental impact of these commuting methods, the Group aims to identify opportunities to reduce its carbon footprint, promote greener alternatives, and encourage more sustainable commuting practices among its workforce.

Scope 3 Category 7 Emissions in Tonnes of of CO ₂ e	FYE 2022	FYE 2023	FYE 2024*
Employee Commuting ⁵	239.12	283.94	224.84

**Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income*

⁵ The emission factors for employee commuting are as follows:

- Average Car: 0.16983
- Average motorcycle: 0.11367
- Van: 0.23128
- Bus: 0.02493

Source: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023>

SUSTAINABILITY STATEMENT

BUSINESS TRAVELS

In FYE 2023, GUH Group recorded 53,923.50 Kg/CO₂ from Scope 3 business travel emissions, primarily from flights across all divisions. However, in FYE 2024, emissions decreased to 47,933 Kg/CO₂, indicating a reduction in business travel activities. This decline may be attributed to enhanced travel policies, increased reliance on virtual meetings, or strategic efforts to optimise corporate travel and reduce environmental impact.

Scope 3 Category 6 Emissions in Tonnes of of CO ₂ e	FYE 2022	FYE 2023	FYE 2024*
Business Travels ⁶	60.40	53.92	47.93

**Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income*

EFFLUENTS AND WASTE PRACTICES

GUH Group is committed to sustainable waste management by effectively handling both scheduled and non-scheduled waste in compliance with environmental regulations. Scheduled waste refers to hazardous or regulated waste that requires strict handling, storage, and disposal methods under regulatory frameworks. This includes metal hydroxide sludge, copper chloride etchant, PCB scrap, and solder dross, which are primarily recovered or treated through approved facilities to minimise environmental impact.

On the other hand, non-scheduled waste consists of general industrial waste and non-hazardous materials, including paper, plastics, and packaging materials, which are managed through recycling, reuse initiatives, and proper disposal methods. GUH Group prioritises waste recovery, with a significant portion of scheduled waste being treated through recovery processes such as smelting and resource extraction, while non-scheduled waste is diverted from landfills through recycling programs.

By implementing strict waste tracking, resource optimisation, and process improvements, GUH Group ensures that waste generation is minimised, while maximising resource recovery and sustainability efforts in line with its environmental commitment.



⁶ Calculation based on <https://www.icao.int/environmental-protection/Carbonoffset/Pages/default.aspx>

SUSTAINABILITY STATEMENT

Waste	Unit	FYE 2024
Scheduled Waste	MT	2,879.60
Non-Scheduled Waste	MT	239.22
Total Waste	MT	3,118.82

Waste Management	Unit	FYE 2024
Total Waste Generated	MT	3,118.82
Total Waste Diverted from Disposal	MT	3,052.52
Total Waste Directed to Disposal	MT	66.30

Overall, GUH Group continues to strengthen its waste management strategies, focusing on maximising recovery, minimising landfill contributions, and improving sustainable waste processing methods. GUH commitment to responsible waste disposal and recycling underscores its role in advancing environmental sustainability.

WASTE WATER TREATMENT PLANT

In 2024, GUH Group's wastewater treatment plant processed a total of 815,935 m³ of wastewater, ensuring compliance with environmental standards and efficient water resource management. The treatment process, however, contributed to 151.76 metric tons (MT CO₂e) of Scope 3 emissions, based on an emission factor of 0.186 Kg/CO₂e per m³. This underscores the carbon footprint associated with wastewater processing, reinforcing the need for improved efficiency, optimised energy use, and emission reduction strategies.

To mitigate environmental impact, GUH Group is actively exploring water recycling initiatives, process optimization, and energy-efficient treatment technologies. By implementing these measures, the company aims to reduce both water consumption and carbon emissions, aligning with its broader sustainability and decarbonization commitments.

WATER EFFLUENT SYSTEM

GUH Group recognises the importance of responsible water management as a critical component of its environmental sustainability efforts. Acknowledging water as a valuable and finite resource, the company prioritises efficient water usage across its operations to reduce waste and minimise its environmental impact. GUH Group is committed to adopting sustainable water practices, such as monitoring consumption levels, implementing water-saving technologies, and promoting awareness of responsible water use among employees. Through these efforts, GUH Group aims to minimise its water footprint, conserve resources, and contribute to the protection of local water ecosystems.

The following section provides an overview of water consumption metrics across GUH Group:

Water	Unit	FYE 2022	FYE 2023	FYE 2024*
Total volume of water used	Megalitres	654.68	750.26	623.85

**Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income*

SOCIAL MATTERS

In FYE 2024, GUH Group reaffirms its commitment to fostering a positive social impact through sustainability initiatives. The Group recognises that operations extend beyond economic performance, such operations significantly influence the communities in which GUH Group operates. As part of its holistic approach to sustainability, GUH Group is dedicated to promoting social well-being, inclusivity, and responsible business practices.

This section of the Sustainability Statement highlights ongoing efforts to engage with stakeholders, address social challenges, and contribute to the development of vibrant, resilient communities. Priority is given to initiatives that enhance employee welfare, promote diversity and inclusion, and support local economies through community engagement and development programmes. By integrating social considerations into its business strategy, GUH Group aims to create lasting value for stakeholders while ensuring that growth aligns with the principles of social

SUSTAINABILITY STATEMENT

responsibility. Through these efforts, the Group is committed to making meaningful changes and contributing to a more equitable and sustainable future for all.

UPHOLDING HUMAN RIGHTS

GUH Group is committed to upholding and promoting human rights in all its operations. Respect for human rights is essential for fostering a positive workplace culture and building sustainable relationships with stakeholders. This commitment extends to all employees, contractors, suppliers, and communities impacted by the Group's activities, emphasising adherence to internationally recognised human rights standards, ensuring a safe and inclusive environment free from discrimination and exploitation.

GUH Group has ZERO case of substantiated complaints concerning human rights violations.

Policies are implemented to prevent human rights abuse and to conduct training programmes that empower employees to advocate for these rights. Additionally, engagement with suppliers ensures alignment with organisational values and promotes responsible sourcing.

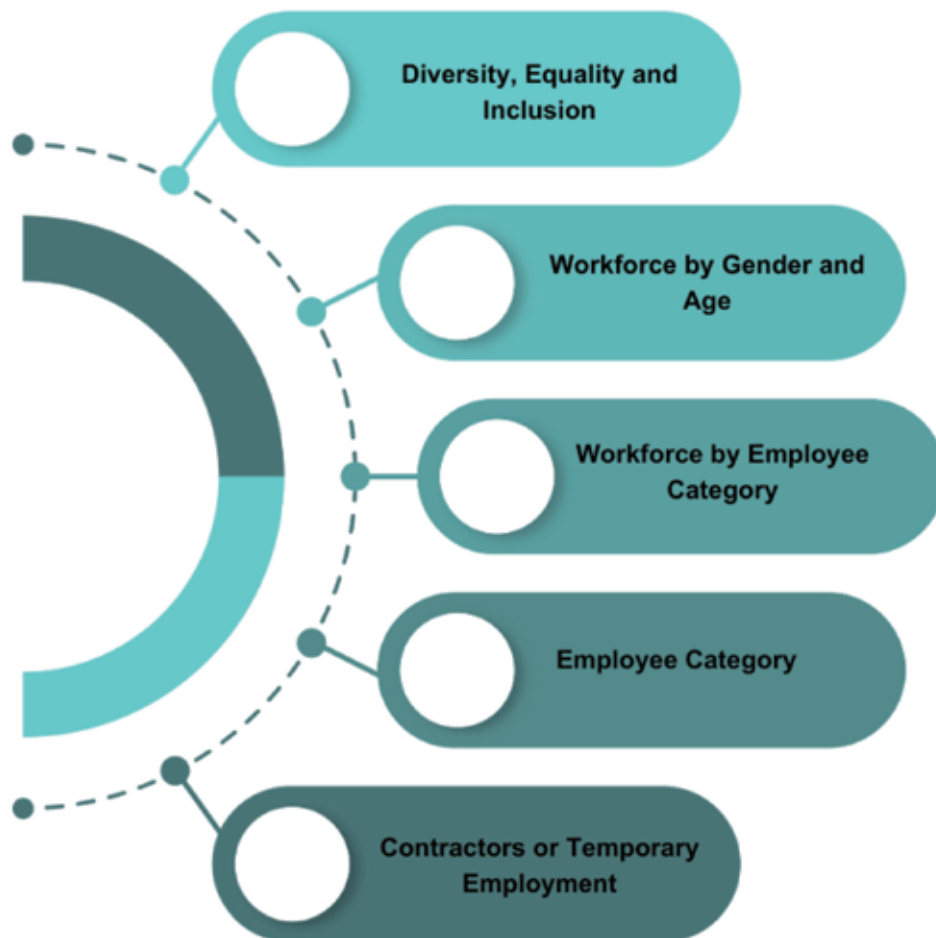
Human Rights Violation	FYE 2022	FYE 2023	FYE 2024	Target
Number of substantiated complaints concerning human rights violations	0 case	0 case	0 Case	0 case

By fostering a culture of respect and accountability, GUH Group aims to create a positive impact on the communities served, reaffirming its dedication to human rights as a core aspect of corporate responsibility.

LABOUR MANAGEMENT AND RELATIONSHIP

Labour management at GUH is a key component of its corporate governance and operational strategy. With business interests spanning electronics, property development, utilities, and other sectors, GUH places strong emphasis on cultivating a productive and compliant workforce. Human resource policies at GUH are designed to attract, develop and retain talent across its subsidiaries, while ensuring alignment with Malaysian labour laws and industry best practices. GUH adopts a structured approach to workforce planning, training, and performance evaluation, aiming to enhance efficiency and support long-term business sustainability. Below shows the key components in labour management in GUH.

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In addition to regulatory compliance, GUH Holdings Berhad focuses on creating a positive and inclusive working environment. The company promotes open communication between management and staff, encourages professional development, and supports employee well-being through health and safety initiatives. Labour relations are managed with an emphasis on mutual respect, fair treatment, and ethical practices. Through continuous improvement in labour management, GUH seeks to strengthen employee engagement, reduce turnover, and contribute to the overall success of its diverse business operations.

DIVERSITY, EQUALITY AND INCLUSION

GUH Group is committed to fostering a diverse and inclusive workplace, recognising that varied perspectives enhance creativity and problem-solving. In 2024, initiatives were implemented to promote diversity at all levels of the organisation, ensuring equitable and accessible hiring practices for individuals from different backgrounds.

Training programmes focus on cultural competency and unconscious bias, empowering employees to contribute to an inclusive environment. Additionally, support for underrepresented groups through equal career advancement opportunities and mentorship programmes, developing leaders who reflect the diversity of the communities served.

GUH Group is dedicated to measuring and reporting diversity efforts to ensure accountability and continuous improvement. By embedding diversity and inclusion into its corporate culture, the Group aims to create a workplace that drives business success while championing social equality and belonging for all employees.

WORKFORCE BY GENDER

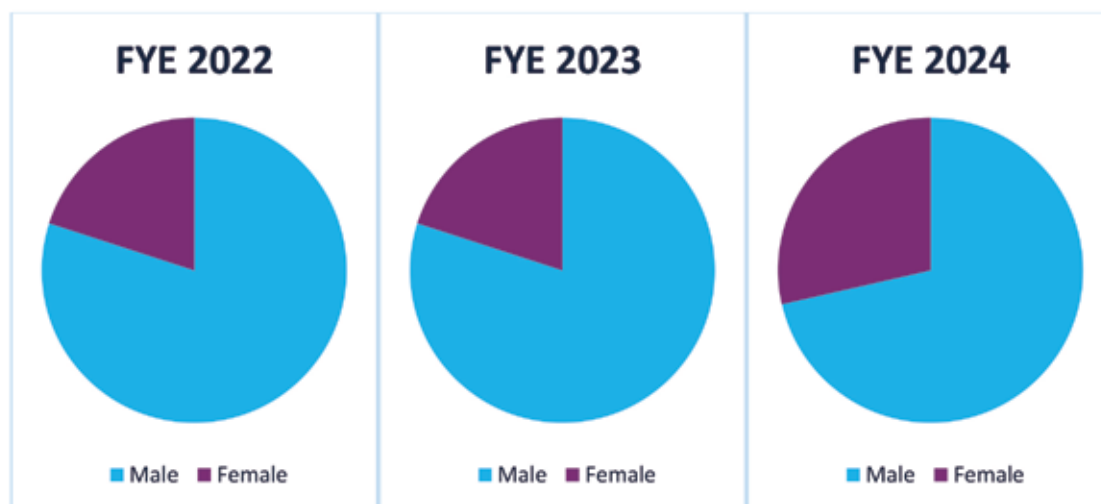
In 2024, GUH Group upheld a balanced workforce, demonstrating its commitment to gender diversity. An equitable work environment with equal growth opportunities for both male and female employees was prioritised. This diversity strengthens the team's perspectives and drives innovation across the Group.

GUH Group recognises the importance of diversity within its Board of Directors, ensuring a balanced and inclusive leadership team. Over the past three financial years, the Board composition has remained at 71.43% male and 28.57% female. While this reflects our existing structure, we acknowledge the value of diverse perspectives in

SUSTAINABILITY STATEMENT

driving strategic growth and decision-making. Moving forward, we remain committed to fostering greater gender diversity and inclusivity at the leadership level, aligning with best governance practices to enhance board effectiveness and representation.

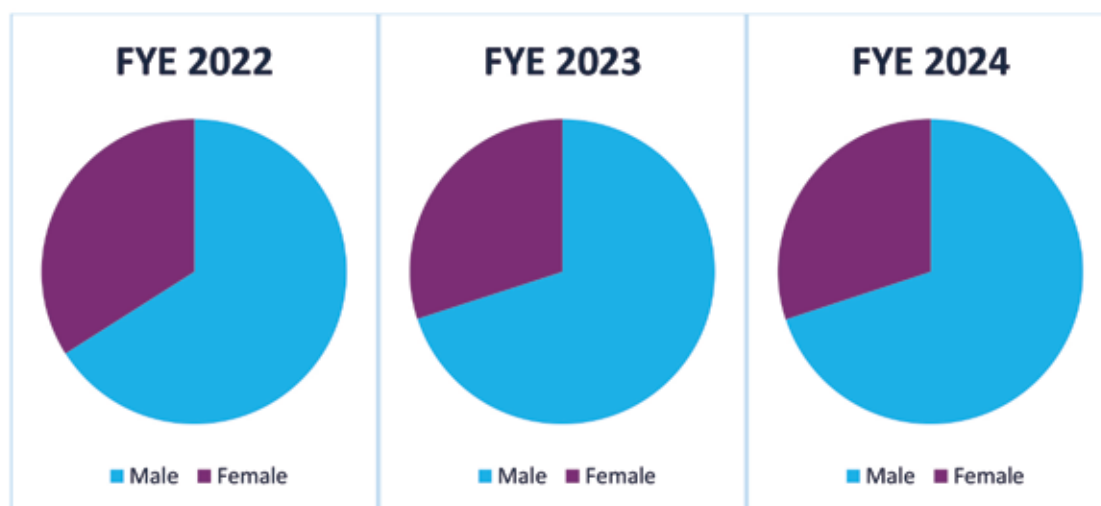
The data provided shows the gender distribution for the members of the Board of Directors and employees within our Group from FYE 2022 to FYE 2024.



Percentage of directors by gender:

Year	Male (%)	Female (%)
FYE 2022	80.00%	20.00%
FYE 2023	80.00%	20.00%
FYE 2024*	71.43%	28.57%

**Note: FYE 2024 includes only GUH Holdings, given that the Board of Directors of GUH Holdings oversees the corporate governance of the entire Group*



Percentage of employees by gender:

Gender	FYE 2022		FYE 2023		FYE 2024*	
	Total No.	Percentage	Total No.	Percentage	Total No.	Percentage
Male	444	66.00%	505	70.00%	477	69.94%
Female	224	34.00%	220	30.00%	205	30.06%
Total	668	100.00%	725	100.00%	682	100.00%

**Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income*

WORKFORCE BY EMPLOYEE CATEGORY

GUH Group's workforce is structured across key employee categories that support its diverse business operations: Management, Executive, Non-Executive, and General Staff. This framework ensures that each team contributes specialised expertise and drives strategic goals effectively. By fostering development within each category, skill enhancement is encouraged and clear growth paths are provided, supporting both individual career progression and the overall success of GUH Group.

Percentage of employees by gender, for each employee category:

Employee Category	FYE 2022			
	Male		Female	
	Total No.	Percentage	Total No.	Percentage
Management	29	76.00%	9	24.00%
Executive	82	59.00%	57	41.00%
Non-Executive	102	58.00%	75	42.00%
General Worker	231	74.00%	83	26.00%

Employee Category	FYE 2023			
	Male		Female	
	Total No.	Percentage	Total No.	Percentage
Management	30	79.00%	8	21.00%
Executive	84	59.00%	59	41.00%
Non-Executive	97	57.00%	72	43.00%
General Worker	294	78.00%	81	22.00%

Employee Category	FYE 2024*			
	Male		Female	
	Total No.	Percentage	Total No.	Percentage
Management	30	71.43%	12	28.57%
Executive	75	57.69%	55	42.31%
Non-Executive	93	58.86%	65	41.14%
General Worker	279	79.26%	73	20.74%

*Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income

EMPLOYEE TURNOVER

In FYE 2024, GUH Group closely monitored employee turnover as part of its commitment to maintaining a stable and engaged workforce. The turnover rate reflected a proactive approach to employee satisfaction and retention, with targeted initiatives aimed at fostering a positive work environment and promoting career development. By analysing turnover trends, areas for improvement are identified and employee engagement strategies are enhanced, ensuring that GUH Group remains an employer of choice within the industry. Focus on nurturing talent and providing growth opportunities contributes to a motivated workforce, ultimately driving the Group's success and sustainability objectives.

Total number of employee turnover by employee category:

Year	Management	Executive	Non-Executive	General Worker
FYE 2022	2	32	37	82
FYE 2023	8	31	18	57
FYE 2024*	-	16	15	65

*Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income

SUSTAINABILITY STATEMENT

CONTRACTORS OR TEMPORARY EMPLOYMENT

In FYE 2024, GUH Group strategically incorporated contractors and temporary employment to enhance workforce flexibility and effectively address fluctuating project demands. This approach allows the Group to undertake diverse projects while focusing on core competencies, contributing to overall efficiency in achieving sustainability and business goals. The commitment to fostering a collaborative environment, ensuring that all workers, including contractors and temporary employees, receive the support needed for successful integration into the corporate culture.

Percentage of employees that are contractors or temporary employee across three fiscal years:

- **GUH Holdings**

	FYE 2022	FYE 2023	FYE 2024
Contractors (%)	4.00%	4.00%	-
Temporary Staff (%)	-	-	-

- **Electronic Division**

	FYE 2022	FYE 2023	FYE 2024
Contractors (%)	17.00%	13.00%	11.00%
Temporary Staff (%)	-	-	-

- **Properties Division**

	FYE 2022	FYE 2023	FYE 2024
Contractors (%)	24.00%	23.00%	3.00%
Temporary Staff (%)	-	20.00%	-

WORKFORCE BY AGE

In FYE 2024, GUH Group recognises the importance of a diverse workforce by age, leveraging the strengths and perspectives of employees across various age groups. The workforce comprises a mix of younger employees, who bring fresh ideas and innovative approaches, and more experienced workers, whose knowledge and expertise contribute to operational stability and mentorship opportunities. This multi-generational workforce enhances collaboration, fosters a culture of continuous learning, and drives commitment to sustainability by integrating diverse viewpoints into our business strategies, ultimately positioning GUH Group for sustained growth and success.

Percentage of directors by age group:

Year	Age			
	30 and below	31-40	41-50	51 and above
FYE 2022	-	10.00%	10.00%	80.00%
FYE 2023	-	10.00%	10.00%	80.00%
FYE 2024*	-	-	14.29%	85.71%

**Note: FYE 2024 includes only GUH Holdings, given that the Board of Directors of GUH Holdings oversees the corporate governance of the entire Group*

Percentage of employees by age group:

Age	FYE 2022		FYE 2023		FYE 2024*	
	Total No.	Percentage	Total No.	Percentage	Total No.	Percentage
30 and below	222	33.00%	284	39.00%	290	42.52%
31-40	196	29.00%	191	26.00%	158	23.17%
41-50	133	20.00%	123	17.00%	126	18.48%
51 and above	117	18.00%	127	18.00%	108	15.84%

**Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income*

SUSTAINABILITY STATEMENT

Percentage of employees by age group, for each employee category:

Employee Category	FYE 2022									
	30 and below		31- 40		41-50		51 and above		Total	
	Total No.	%	Total No.	%	Total No.	%	Total No.	%	Total No.	%
Management	1	2.00	9	24.00	4	11.00	24	63.00	38	100
Executive	49	35.00	39	28.00	23	17.00	28	20.00	139	100
Non-Executive	43	24.00	25	14.00	53	30.00	56	32.00	177	100
General Worker	129	41.00	123	39.00	53	17.00	9	3.00	314	100

Employee Category	FYE 2023									
	30 and below		31- 40		41-50		51 and above		Total	
	Total No.	%	Total No.	%	Total No.	%	Total No.	%	Total No.	%
Management	1	3.00	10	27.00	4	11.00	22	59.00	37	100
Executive	37	26.00	52	36.00	24	17.00	30	21.00	143	100
Non-Executive	37	22.00	28	17.00	43	25.00	61	36.00	169	100
General Worker	209	56.00	101	27.00	52	14.00	14	3.00	376	100

Employee Category	FYE 2024*									
	30 and below		31- 40		41-50		51 and above		Total	
	Total No.	%	Total No.	%	Total No.	%	Total No.	%	Total No.	%
Management	0	0.00	12	28.57	9	21.43	21	50.00	42	100
Executive	40	30.77	41	31.54	21	16.15	28	21.54	130	100
Non-Executive	37	23.42	26	16.46	39	24.68	56	35.44	158	100
General Worker	213	60.51	79	22.44	57	16.19	3	0.85	352	100

*Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income

WOMEN REPRESENTATION

GUH Group is committed to promoting gender diversity and empowering women within the workforce. Over the past three years, the representation of female employees has remained a focal point of diversity initiatives. In FYE 2022, there were 224 female employees, which slightly decreased to 220 employees in FYE 2023. By FYE 2024, the number further declined to 205 employees.

This trend indicates a need for continued focus on attracting and retaining female talent within the organisation. Despite the fluctuations in numbers, GUH Group remains dedicated to fostering an inclusive workplace that supports women's professional growth and development. Programmes and policies are actively implemented to enhance gender diversity, ensuring that the workforce reflects a balanced representation of all genders, and creating opportunities for women to thrive in their careers.

EMPLOYEE HEALTH AND SAFETY PROGRAMME

In FYE 2024, GUH Group places a strong emphasis on employee well-being as a core component of the organisational culture. Dedication is given to fostering a supportive work environment that promotes physical, mental, and emotional health. Well-being initiatives include comprehensive health and wellness programmes, flexible work options, and resources designed to encourage a healthy work-life balance. By cultivating a culture of support and care, employees are empowered to excel both personally and professionally, which enhances productivity and contributes to a positive workplace environment. GUH Group recognises that investing in employee well-being is crucial for improving engagement, retention, and overall success.

SUSTAINABILITY STATEMENT

Below are the activities held by GUH in FYE 2024:



Sri Larian Rakan Muda – Earth & Care Edition 2024

In line with a commitment to environmental sustainability and community well-being, 13 employees participated in the Rakan Muda Run: Earth & Care Edition. This event, which featured a 5km fun run and a 3km fun walk, was designed to raise awareness about environmental and social causes. It provided an inclusive platform for participants of all ages and fitness levels to come together with a shared goal, to contribute to a healthier planet and a stronger, more supportive community.

The Rakan Muda Run focused on promoting sustainability and community care, celebrating collective efforts in making a positive impact on both the environment and society. Participation in the event highlights a commitment to these important causes, reinforcing a dedication to employee wellness, social responsibility, and environmental stewardship.



Medical Check-up – with PERKESO

Employee health plays a vital role in fostering a productive and positive work environment. To support this, a comprehensive health screening programme was successfully conducted in collaboration with PERKESO. The screening included essential health checks such as blood tests, BMI calculations, blood pressure monitoring, and urine tests, providing employees with valuable insights into their overall well-being. Participation in the check-up demonstrated employees' commitment to proactively maintaining their health and preventing potential health issues.

By prioritising health and well-being, the company continues to reinforce its dedication to creating a supportive and sustainable work environment for all employees.



Recycling at Corporate Office

Meaningful steps were taken at the corporate office to support a greener future by organising a cleanup of the storeroom and workstations, sorting various items such as carton boxes, plastics, bottles, and other materials. Each item was carefully separated for recycling, ensuring that valuable resources were diverted from landfills. All recyclable materials were sent to the Tzu Chi Environment Protection Education Centre-Taman Sri Nibong, an organisation dedicated to environmental stewardship and sustainable practices.

These efforts contribute to promoting a more sustainable future, demonstrating the positive impact that responsible recycling can have on the environment. By embracing these practices, significant progress is being made toward environmental preservation and waste reduction.

SUSTAINABILITY STATEMENT



International Coastal Clean-up 2024

In conjunction with International Coastal Cleanup 2024, the Centre for Marine and Coastal Studies (CEMACS) at Universiti Sains Malaysia organised a successful cleanup event. A group of 33 employees joined more than 220 volunteers to remove a total of 425kg of waste from Penang's stunning coastline. Common items collected included beverage and plastic bottles, straws, and cigarette butts, highlighting the urgent need for continued awareness and action. Unexpected items such as air conditioner gas tanks and packing foam were also found, further emphasising the wide range of waste impacting the environment.

This event highlighted the importance of collective responsibility in safeguarding our coastal ecosystems.



Adventist Charity Centennial Run

Penang Adventist Hospital, a non-profit institution established in 1924, has been providing quality healthcare services to the community. In support of its centennial celebration, 40 enthusiastic employees participated in the 4km run at Penang Youth Park. This event not only promoted health and fitness but also raised vital funds for patients in need of major surgeries. Each participant's involvement directly contributed to supporting those requiring medical care. The event was a powerful display of community spirit and solidarity, demonstrating how collective action can create a meaningful impact.

It emphasised the importance of giving back to essential healthcare services and supporting those in need within the community.



Food and Groceries Distribution - Penang Community Care PGCC

Penang Community Care was established in January 2014 with a mission of helping the needy by providing food and essential services, aims to alleviate hunger and support the underprivileged. Penang Community Care operates with a vision of "No Hunger" and is committed to serving the community with compassion and care. The group, comprising retirees and volunteers, offers a variety of services to those in need, including monthly grocery distributions, medical aid for children with cancer and disabilities, support for disabled adults, and assistance to B40 and B20 students.

In partnership with the dedicated team at Penang Community Care PGCC, food packs were distributed to 65 individuals, and essential groceries, including rice, soya sauce, and baked beans were provided to 150 families in need. This effort demonstrated the profound impact of community solidarity in making a real difference. Every act of kindness creates meaningful change, and being part of such a valuable initiative is deeply humbling.

SUSTAINABILITY STATEMENT



ERT GENBA

The Electronic Division has been actively ensuring safety and compliance through a series of key measures. These include regular inspections of first aid kits, fire hydrants, and firefighting equipment, as well as conducting chemical spill drills and fogging the factory area to maintain a safe environment. Safety and health initiatives also involved completing Chemical Health Risk Assessment (CHRA) interviews and conducting quarterly Safety and Health Committee Inspection Audits. Additionally, audits were carried out by the Department of Occupational Safety and Health (DOSH), and efforts to prevent dengue were made in collaboration with the Ministry of Health Malaysia (KKM). Fire safety measures, such as hydrant pressure checks and emergency shower tests, were conducted alongside training on chemical spill management and fire extinguisher use for security personnel.

These activities demonstrate a strong commitment to upholding the highest safety standards across all operations.



GUK Kasih Programme

The GUK Kasih Programme is GUK Properties' flagship Corporate Social Responsibility (CSR) initiative, dedicated to uplifting local communities through charitable activities, social contributions, and sustainable support.

Focusing on one family each month, primarily in Negeri Sembilan, particularly around GUK developments, the programme provides monthly contributions and targeted initiatives to address community needs. More than ten families have benefited from this initiative, receiving RM700.00 in support per family. This includes RM200.00 for essential food supplies such as sugar, salt, flour, rice, milk, and other basic necessities, alongside RM500.00 in financial assistance to help ease their burdens.

By collaborating with NGOs and ADUN offices, GUK Properties ensures that aid is delivered effectively and thoughtfully to those most in need. More than just charity, the GUK Kasih Programme reflects GUK Properties' commitment to being a responsible corporate entity. Through goodwill, sustainability efforts, and community partnerships, GUK Properties strives to make a lasting impact, building not just homes, but stronger, more connected communities.

This initiative highlights GUK Properties' vision as "Tomorrow's Developer, Building Communities", creating a legacy of care, trust, and shared success for Negeri Sembilan and beyond.

SUSTAINABILITY STATEMENT



Iftar Kasih Ramadan bersama

- Pusat Jagaan Anak Yatim Kausar NS, Pusat Jagaan Pertubuhan Anak Yatim Al-Khair
- Pusat Jagaan Anak Yatim & Miskin Perempuan Mawarku

GUH Properties hosted the Iftar Kasih Ramadan event at Dewan Royale Qaseh, Seremban 2, to celebrate the spirit of Ramadan and extend support to underprivileged children. The event brought together children from three local care centres: Pusat Jagaan Anak Yatim Kausar NS, Pusat Jagaan Pertubuhan Anak Yatim Al-Khair, and Pusat Jagaan Anak Yatim & Miskin Perempuan Mawarku.

The children were given Duit Raya, and a cheque donation of RM3,003.78 was presented to support the care centres' initiatives.

The Iftar Kasih Ramadan event exemplifies GUH Properties' dedication to strengthening community connections, promoting cultural understanding, and making meaningful difference in the lives of those in need. Through this initiative, GUH Properties reinforces its reputation as a responsible corporate leader committed to fostering compassionate and sustainable communities.



Jom Derma Darah

In a continued effort to support the well-being of the community, GUH Properties organised a Blood Donation and Health Awareness Campaign, at the GUH Properties Sales Gallery in Seremban. This initiative, in collaboration with Tabung Darah Hospital Tuanku Ampuan Najihah, Kuala Pilah, and Klinik Mediviron Seremban 2, aimed to promote health awareness and encourage blood donation, with a target of collecting 50 bags of blood.

The event witnessed 29 donors coming forward to support the cause, leading to the successful collection of 23 bags of blood bags. Attendees also had the opportunity to free health screenings and consultations, emphasizing the importance of regular health check-ups and overall community well-being.

This campaign demonstrates GUH Properties' dedication to promoting a healthier and more compassionate society, underscoring its commitment as a responsible corporate citizen devoted to supporting essential community health initiatives.

SUSTAINABILITY STATEMENT



Kepayang Go Green

The Kepayang Go Green & Clean programme was launched at Padang Kepayang Heights, Seremban, by GUH Properties in collaboration with SWM Environment Sdn. Bhd. The event featured the KitaRecycle initiative by SWM Environment Sdn. Bhd. Its primary goal was to raise recycling awareness and promote sustainable practices within the Taman Bukit Kepayang community.

The event included engaging activities such as a colouring competition, a craft competition using recycled materials, and the 5kg Drop & GO recycling initiative. Residents also had the opportunity to gain valuable insights through an educational briefing on the KitaRecycle programme by SWM Environment.

In the lead-up to the event, GUH Properties conducted an awareness campaign for its employees and launched social media initiatives to encourage community involvement. Additionally, to support long-term sustainability efforts, GUH Properties contributed two KitaRecycle facilities to Kepayang Heights 1 and Kepayang Residence.

This initiative highlights GUH Properties' commitment to environmental sustainability and community involvement, reinforcing its position as a responsible corporate citizen and a key partner in fostering a greener future.



Community Visit and Groceries Donation to Pertubuhan Kebajikan USJ

In a meaningful gesture of giving back, 14 team members from the Utilities Division of Teknoserv Engineering Sdn Bhd recently visited Pertubuhan Kebajikan USJ Subang Jaya. The team spent quality time with the residents, gaining a deeper understanding of their lives and challenges.

During the visit, the team walked through the home, followed by a briefing from the caretaker, who shared valuable insights into the daily struggles faced by the residents and the home's ongoing needs. The team had the opportunity to interact with the residents, offering companionship and spreading positivity.

Essential food items, including rice, noodles, cooking oil, biscuits, and coffee, along with daily necessities such as laundry detergent were donated. Additionally medicines, including Panadol and pain relief patches, were also provided.

This meaningful experience highlighted the importance of community, kindness, and the positive impact of contributing to those in need.

TRAINING AND STAFF DEVELOPMENT

At GUH Group, employee development is prioritised through comprehensive training programmes designed to enhance skills and competencies across all levels of the organisation. In FYE 2024, concerted efforts were made in various training initiatives, focusing on both technical and soft skills to ensure the workforce remains competitive and adaptable to the evolving industry landscape.

Training programmes include on-the-job training, workshops, and external courses, allowing employees to expand their knowledge and stay updated with the latest industry trends and technologies. Continuous learning is recognised as essential for personal and professional growth, fostering a culture of innovation and excellence within the company. By equipping employees with the necessary tools and knowledge, GUH Group not only enhances individual performance but also strengthens overall organisational capability, contributing to long-term sustainability goals. Following are the types of training programmes conducted by GUH.



Total hours of training by employee category:

FYE 2022		
Employee Category	Total Training Hours (General Training)	Total Training Hours (Health and Safety Training)
Management	111 hours	104 hours
Executive	1,033 hours	1,214 hours
Non-Executive	152 hours	600 hours
General Worker	16 hours	67 hours

FYE 2023		
Employee Category	Total Training Hours (General Training)	Total Training Hours (Health and Safety Training)
Management	454 hours	419 hours
Executive	1,339 hours	1,617 hours
Non-Executive	163 hours	272 hours
General Worker	0 hours	162 hours

SUSTAINABILITY STATEMENT

FYE 2024*		
Employee Category	Total Training Hours (General Training)	Total Training Hours (Health and Safety Training)
Management	658 hours	510 hours
Executive	613 hours	1,694 hours
Non-Executive	27 hours	512 hours
General Worker	0 hours	192 hours

*Note: FYE 2024 only takes in GUH Holdings, Electronic Division and Properties Division due to the significant of income contribution

GUH Group has conducted total of 1,298 hours of general training and 2,908 hours of health and safety training in FYE 2024.

These training initiatives exemplify our unwavering commitment to developing a workforce that is not only equipped with the necessary skills to excel but also deeply attuned to the importance of workplace safety. By investing in both general and health and safety training, we aim to empower our employees with knowledge and practices that enhance their professional growth while ensuring a secure and compliant work environment. These efforts reflect our broader commitment to sustainability and organisational excellence, reinforcing our dedication to responsible and forward-thinking business practices.

OCCUPATIONAL HEALTH AND SAFETY

GUH Group is committed to fostering a safe and healthy work environment for all employees, contractors, and stakeholders. Recognising that health and safety are vital to its operations, rigorous safety protocols are complied with and continuous investment is made in health initiatives that prioritise employee well-being. The approach to occupational health and safety includes regular fire and safety drills, comprehensive training, and strict compliance with ISO 45001 standards.

In FYE 2024, safety measures were strengthened by enhancing risk assessment procedures, conducting frequent inspections, and implementing a range of programmes focused on emergency preparedness, fire safety, and chemical handling. Through initiatives such as the Health & Safety Conference and targeted safety training, the aim is to cultivate a culture where every individual is proactive in maintaining a safe workplace. The ongoing commitment to occupational safety not only safeguards the workforce but also upholds GUH Group's responsibility to create a resilient, sustainable, and compliant operational environment. Within the three years, there were no fatalities involved but several minor injuries were recorded.

GUH Group has ZERO number of work-related fatalities across three financial years.

- Work-related Fatalities

Health and Safety	FYE 2022 Cases	FYE 2023 Cases	FYE 2024 Cases	Target Cases
Number of work-related fatalities	0	0	0	0

- Minor Injuries

Description of work-related accidents/ injuries	FYE 2022					
	Fatality		Major		Minor	
	Cases	Lost days	Cases	Lost days	Cases	Lost days
Hand fracture caused by industrial fan	0	0	0	0	1	60
Total	0	0	0	0	1	60

Description of work-related accidents/ injuries	FYE 2023					
	Fatality		Major		Minor	
	Cases	Lost days	Cases	Lost days	Cases	Lost days
Body injury caused by chemical splash	0	0	0	0	1	14
Foot injury caused by falling PCB	0	0	0	0	1	14
Finger injury caused by drill bit	0	0	0	0	1	14
Total	0	0	0	0	3	42

Description of work-related accidents/ injuries	FYE 2024					
	Fatality		Major		Minor	
	Cases	Lost days	Cases	Lost days	Cases	Lost days
Eye injury caused by chemical splash	0	0	0	0	1	8
Finger injury caused by steel bar	0	0	0	0	1	10
Total	0	0	0	0	2	18

- Lost Time Incident Rate ("LTIR")

Health and Safety	FYE 2022 Rate	FYE 2023 Rate	FYE 2024* Rate
Lost time incident rate	0.48	0.03	1.27

**Note: FYE 2024 only takes in GUH Holdings, Electronic Division and Properties Division due to the significant of income contribution*

SUSTAINABILITY STATEMENT

- Health and Safety Trainings


Year	Number of Employees Trained on Health & Safety Standards (Health and Safety Trainings)
FYE 2022	163
FYE 2023	203
FYE 2024*	229

**Note: FYE 2024 includes only GUH Holdings, Electronic Division and Properties Division, given its significant contribution of income*

Safety and health training at GUH is essential to ensure a secure and productive workplace for all employees. This training focuses on educating employees about potential hazards, proper use of personal protective equipment (PPE), emergency response protocols, and maintaining compliance with safety standards. By fostering awareness and teaching practical safety measures, GUH aims to reduce workplace risks, prevent accidents, and promote a culture of accountability and well-being. Through consistent and comprehensive training, GUH underscores its commitment to protecting its team members and maintaining a safe and healthy working environment.

SUPPORTING THE LOCAL COMMUNITY

In FYE 2024, GUH Group demonstrated its commitment to community support and social responsibility, contributing RM147,188.41 in donations to various beneficiaries and organisations. Community investment efforts aimed at addressing local needs and foster positive impacts within the communities where the Group operates. By supporting 36 beneficiaries, including religious and cultural charities, educational institutions, and social welfare organisations, GUH Group sought to enhance community well-being and support meaningful initiatives.



GUH Group has contributed RM147,188.41 in community investment and social responsibility initiatives in FYE 2024.

Community/Society	FYE 2022	FYE 2023	FYE 2024
Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM35,100.00	RM86,989.75	RM147,188.41
Total number of beneficiaries of the investment in communities	16	15	36

These contributions reflect GUH Group's dedication to building sustainable partnerships with local organisations and supporting causes aligned with its values. Fostering community resilience and addressing social needs is an essential component of corporate responsibility, and GUH Group remains committed to making a positive difference through ongoing community engagement and investment.

CONCLUSION

In conclusion, GUH Group remains steadfast in its commitment to sustainable growth, operational excellence, and responsible corporate governance. Achievements across environmental, social, and governance dimensions in FYE 2024 underscore its dedication to embedding sustainability into every facet of its business. Moving forward, the Group aims to further strengthen initiatives, with a focus on reducing its environmental footprint, enhancing social value, and upholding high standards of integrity and transparency.

As GUH Group progresses on the sustainability journey, the Group recognises that continuous improvement and innovation are essential to addressing emerging challenges and seizing new opportunities. By deepening engagement with stakeholders and aligning strategies with global best practices, GUH Group is well-positioned to drive long-term value for stakeholders and contribute to a more sustainable future.

STATEMENT OF INTERNAL AUDIT ASSURANCE

Assurance Undertaken

In strengthening the credibility of the Sustainability Statement, selected data pertaining to common indicators of this Sustainability Statement for the financial year ended 31 December 2024 ("FY2024") have been subjected to an internal review by the Group's internal auditors.

Limited Assurance Conclusion

Based on our review performed, nothing has come to our attention that causes us to believe there is any material misstatement of the data presented in the Sustainability Statement for the FY2024, in accordance with the Subject Matter stated below guided by the Bursa Malaysia Listing Requirements and Bursa Sustainability Reporting Guide 3rd Edition.

Subject Matter

The Subject Matters covered by the internal auditors are limited to the following indicators for the FY2024:

No.	Sustainability Matters	Common Indicators
1	Energy Management	Energy consumption within the organisation
2	Emissions Management	<ul style="list-style-type: none">• Scope 1 emissions in metric tonnes of CO₂e• Scope 2 emissions in metric tonnes of CO₂e• Scope 3 emissions in metric tonnes of CO₂e (at least for the categories of business travel and employee commuting)
3	Water	<ul style="list-style-type: none">• Total volume of water used
4	Waste Management	<ul style="list-style-type: none">• Total waste generated, and a breakdown of:• (i) total waste diverted from disposal; and (ii) total waste directed to disposal
5	Health and Safety	<ul style="list-style-type: none">• Number of employees trained on health and safety standards• Number of work-related fatalities• Lost Time Incident Rate
6	Diversity	<ul style="list-style-type: none">• Percentage of employees by gender and age group, for each employee category• Percentage of directors by gender and age group
7	Labour practices and standards	<ul style="list-style-type: none">• Total hours of training by employee category• Percentage of employees that are contractors or temporary staff• Total number of employee turnover by employee category• Number of substantiated complaints concerning human rights violations
8	Supply chain management	<ul style="list-style-type: none">• Proportion of spending on local suppliers
9	Data privacy and security	<ul style="list-style-type: none">• Number of substantiated complaints concerning breaches of customer privacy and losses of customer data
10	Anti-corruption	<ul style="list-style-type: none">• Percentage of operations assessed for corruption-related risks• Percentage of employees who have received training on anti-corruption by employee category• Total number and nature of confirmed incidents of corruption
11	Community / Society	<ul style="list-style-type: none">• Total amount invested in the community where the target beneficiaries are external to the listed issuer• Total number of beneficiaries

Scope

The scope of this assurance review includes the Company's operations in the following entity:

- GUH Holdings Berhad
- GUH Circuit Industry (PG) Sdn Bhd
- GUH Properties Sdn Bhd

SUSTAINABILITY PERFORMANCE DATA

Indicator	Measurement Unit	2024
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	100.00
Executive	Percentage	100.00
Non-Executive	Percentage	100.00
General Workers	Percentage	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	147,188.41
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	36
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management 30 and below	Percentage	0.00
Management 31-40	Percentage	28.57
Management 41-50	Percentage	21.43
Management 51 and above	Percentage	50.00
Executive 30 and below	Percentage	30.77
Executive 31-40	Percentage	31.54
Executive 41-50	Percentage	16.15
Executive 51 and above	Percentage	21.54
Non-Executive 30 and below	Percentage	23.42
Non-Executive 31-40	Percentage	16.46
Non-Executive 41-50	Percentage	24.68
Non-Executive 51 and above	Percentage	35.44
General Workers 30 and below	Percentage	60.51
General Workers 31-40	Percentage	22.44
General Workers 41-50	Percentage	16.19
General Workers 51 and above	Percentage	0.85
Gender Group by Employee Category		
Management Male	Percentage	71.43
Management Female	Percentage	28.57
Executive Male	Percentage	57.69
Executive Female	Percentage	42.31
Non-Executive Male	Percentage	58.86
Non-Executive Female	Percentage	41.14
General Workers Male	Percentage	79.26
General Workers Female	Percentage	20.74
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	71.43
Female	Percentage	28.57
30 and below	Percentage	0.00
31-40	Percentage	0.00
41-50	Percentage	14.29
51 and above	Percentage	85.71
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	3.34
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.27
Bursa C5(c) Number of employees trained on health and safety standards	Number	229
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	1,168

SUSTAINABILITY PERFORMANCE DATA

Indicator	Measurement Unit	2024
Executive	Hours	2,307
Non-Executive	Hours	539
General Workers	Hours	192
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	10.63
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	0
Executive	Number	16
Non-Executive	Number	15
General Workers	Number	65
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	32.81
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	623.850000
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	3,118.82
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	3,052.52
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	66.30
Bursa (Emissions management)		
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	1,893.62
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	21,045.22
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	272.77

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