



Sustainability Statement for the Financial Year 2023

This Sustainability Statement covers Supercomnet Technologies Berhad Group, which including the following three companies:

1. Supercomnet Technologies Berhad
2. Supercomal Medical Products Sdn. Bhd.
3. Supercomal Advance Cables Sdn. Bhd.

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A Glimpse of STB Group's Statement

As a prominent manufacturer of medical devices, wires, cables and automotive products, Supercomnet Technologies Berhad ("**STB Group**" or the "**Group**") has high standards in delivering quality products to customers. In tandem with this, we recognise the need for sustainable product development and place responsible business practices as our top priorities. Our overarching aim is to engage in endeavours that contribute to the economy, environment and society, to ensure a greener future for generations to come.

In FY2023, the upwards transition from being in the ACE Market of Bursa Malaysia to the Main Market has been a long-awaited milestone for STB Group. The achievement allows for new avenues of growth and investment opportunities.

This year was pivotal as we formalised a Group-wide Sustainability Policy and established our sustainability governance structure to seamlessly integrate sustainable practices in strategic decision-making and across our daily operations. A comprehensive reassessment of material matters was conducted, evaluating their significance and impact on the business and stakeholders. Through this exercise, we prioritised efforts and resources to effectively address key concerns.

To strengthen our global outlook on sustainability, we adopted seven United Nations Sustainable Development Goals ("**UN SDGs**"). These goals were strategically aligned with relevant Environment, Social and Governance ("**ESG**") initiatives to determine present and future targets as well as to further our overall sustainability agenda.

Amidst our achievements, we are committed to address issues such as climate change, social equity and sustainable business conduct. This year, we started disclosing our Scope 1, 2 and 3 greenhouse gas ("**GHG**") emissions, along with electricity and water consumption. We are pleased to report a reduction in our Scope 1, 2 and 3 GHG emissions in FY2023 compared to FY2022.

Reporting Scope and Boundary

The statement details STB Group's ESG journey and performance for the period from 1st January 2023 to 31st December 2023 ("**FY2023**"). Where applicable, a minimum of three years of comparative data is incorporated to demonstrate annual trends.

The scope of reporting covers Supercomnet Technologies Berhad ("**STB**") which comprises two main subsidiaries: Supercomal Medical Products Sdn. Bhd. ("**SMP**"), a wholly-owned subsidiary specialising in the manufacturing of medical cables and devices, and Supercomal Advance Cables Sdn. Bhd. ("**SAC**"), another wholly-owned subsidiary involved in the manufacture and assembly of fuel tanks, wires and cables.

Reporting Framework

The Group's sustainability statement was prepared with reference to Bursa Malaysia Securities Berhad Main Market Listing Requirements ("**MMLR**"), the Sustainability Reporting Guide (3rd edition) issued by Bursa Malaysia Securities Berhad and the recent Illustrative Reporting Guidelines ("**ISRG**"). Our statement adheres to the Global Reporting Initiative

(“GRI”) Standards and the UN SDGs. These guidelines ensure transparent and reliable reporting with regards to our sustainability performance and goals.



Assurance Statement

The data contained in our FY2023 Sustainability Statement has been internally sourced, verified and validated by the respective business divisions and information owners. The Group is dedicated to improving our data collection and analysis processes for accuracy and quality as well as enhancing disclosures.

Feedback

We strive to enhance our sustainability reporting to provide meaningful disclosure of our ESG performance. We value the input of our stakeholders and welcome any questions, feedback or suggestions you may have. Please feel free to contact us through the contact details as outlined below:

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Position: Finance Manager

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Membership

SMP is a member of the Medical Device Authority and Malaysia Medical Device Association which enables us to stay updated on emerging trends, developments and industry best practices.



Medical Device Authority (“MDA”)



Malaysia Medical Device Association (“MMDA”)

ESG Highlights 2023

STB Group's sustainability achievements serve as an indication of our endeavours to promote good corporate governance as well as contribute to societal well-being and environmental conservation. As we reflect on our journey through the fiscal year, we are pleased to share highlights that underscore our dedication to sustainability across three ESG pillars.

Governance



Zero

Cases of corruption and bribery



Zero

Incidents of breaches in customer data

Social



Zero

Cases of human rights violation



7,197

Total training hours



392

Training hours on occupational health and safety practices provided by external experts



43%

Procurement expenditure allocated to local suppliers



4

Community engagement activities carried out

Environment



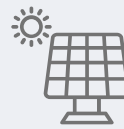
5.5%

Reduction in total energy consumption



25%

Reduction in Scope 2 GHG emissions



31%

Renewable in energy mix

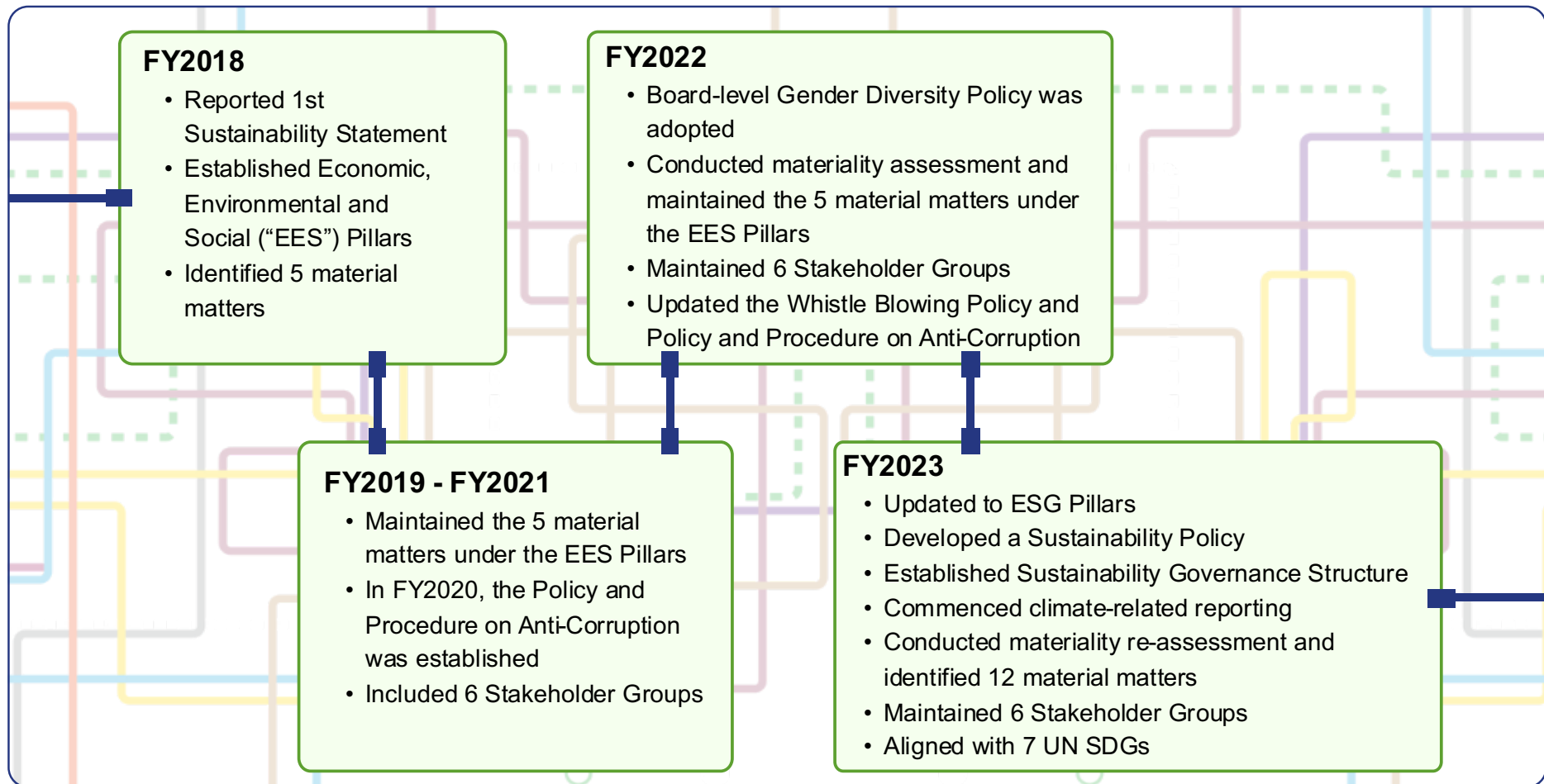


100%

Of non-scheduled wastes diverted from landfill

The Journey Forward

As the Group progresses through the years, we remain resolute in our objective to contribute to continued growth and sustained value. With strategic policies and frameworks in place, we look forward to enhancing our sustainability initiatives in upcoming years while maximising our ESG performance.



Approaching Sustainability

ESG Framework

The Group's ESG framework encapsulates our corporate vision, mission and overarching goal. ESG issues are addressed systematically, ultimately contributing to both the financial performance and the resilience of the Group. The framework is structured on three key pillars that form the foundation of our sustainability efforts. Each pillar entails specific material sustainability matters that are important to both our business operations and our stakeholders.



STB Group's Sustainability Policy

The Group's Sustainability Policy articulates our fundamental sustainability principles. In addition, the Policy facilitates integration of sustainable practices across our operations and value chain. Strategically aligned with the ESG pillars, it ensures a holistic approach to equitable business practices.

Our ESG Principles



Governance

- Uphold the highest standards of business conduct and act with integrity in all our operations.
- Prevent all forms of bribery and corruption throughout the Group's value chain.
- Comply with regulatory and legal requirements in the markets where we operate.
- Protect customer data and privacy against unauthorised access and use.



Social

- Safeguarding basic human rights for our workforce, those within our supply chain and the communities in which we are active.
- Prioritise employee health and safety through comprehensive occupational health and safety programmes and regular safety training.
- Support the well-being and growth of our employees by fostering a workplace culture that encourages their development through training programmes, career advancement opportunities and performance recognition.
- Foster a culture of diversity and inclusion by implementing policies and practices that promote equal opportunities and eliminate discrimination.
- Continuous innovation of sustainable products and services.
- Prioritise suppliers with strong sustainability practices.
- Engage in community development initiatives.



Environment

- Continuously improve energy efficiency, monitor and reduce our carbon footprint across operations.
- Enhance recycling, waste reduction and proper disposal methods which contribute towards a circular economy.
- Monitor and reduce water consumption and implement water conservation practices in our facilities.

Addressing the UN SDGs

The 2030 Agenda for Sustainable Development, incorporating 17 UN SDGs, represents a call to action for businesses and communities to collectively address environmental and social challenges that the world faces. In FY2023, STB Group took a significant step towards this cause by aligning our sustainability strategies with seven UN SDGs, aiming to make substantial contributions on a local as well as on a global scale.



Target 3.8 Achieve access to quality essential health-care services

- We specialise in the manufacturing of OEM medical cable assemblies.
- Most of our products have obtained the American Food and Drug Administration (“FDA”) certification for the North American market.



Target 5.5 Ensure women’s full and effective participation for leadership

- A Gender Diversity Policy is in place to guide the Board of Directors and Senior Management.
- We practise anti-discrimination in the hiring and promotion of women.



Target 7.2: Increase renewable energy use by 2030

- In FY2022, the Group installed solar panels at our manufacturing facilities. In FY2023, our solar panels generated a total of 1,284,178 kWh renewable energy.



Target 8.8 Protect labour rights and promote safe and secure working environments

- The Group is committed to respecting fundamental human rights while adhering to Malaysia’s Employment Act 1955.



Target 12.5 Reduce waste generation

- The Group practices the reducing and recycling of resources to protect the environment.



Target 13.1 Strengthen resilience and adaptive capacity to climate-related hazards

- We aim to reduce electricity consumption to enhance energy efficiency
- We are committed to transitioning from paper usage to electronic documentation



Target 16.5 Reduce corruption and bribery

- Established Anti-Bribery and Corruption Guidelines and Whistle Blowing Policy
- Zero cases of bribery and corruption reported thus far

Measuring Our Performance

Sustainability Key Performance Indicators (“KPIs”) serve as a tangible benchmark for evaluating an organisation's capabilities, permitting us to monitor the Group's long-term sustainability performance. These KPIs provide us with measurable insights, enabling us to make informed strategic decisions aimed at fostering sustainable excellence.

Material Matters	KPIs	FY2023 Progress
Governance		
Corporate Governance and Anti-Corruption	Zero cases of bribery and corruption	Achieved zero cases of bribery and corruption
Data Privacy and Cybersecurity	Zero breaches in data privacy and cybersecurity	Achieved zero breaches in data privacy and cybersecurity
Social		
Occupational Health and Safety	Achieve zero fatalities and lost time incident rate of less than 3.00	Zero fatal injuries recorded Lost Time Injury Rate = 0.64
Labour Practices and Standards	Achieve zero cases of human rights violation, including forced labour, child labour, discrimination and harassment	Zero cases of human rights violation
Responsible Sourcing	Allocate at least 30% of procurement expenditure to local suppliers	43% procurement expenditure allocated to local suppliers
Environment		
Climate Change and Energy Consumption	Achieve more than 5% reduction in total energy consumption compared to FY2021 baseline (16,582 GJ)	9% reduction in total energy consumption compared to FY2021
	Achieve more than 30% renewable energy in the overall energy consumption mix	31% renewable energy in overall energy consumption mix
	Achieve more than 10% reduction in Scope 2 GHG emissions compared to FY2021 baseline (3,380 tCO ₂ e)	39% reduction in Scope 2 GHG emissions compared to FY2021
Water Consumption	Achieve at least 10% reduction in water consumption compared to FY2021 baseline (45.14 ML)	10% reduction in water consumption compared to FY2021

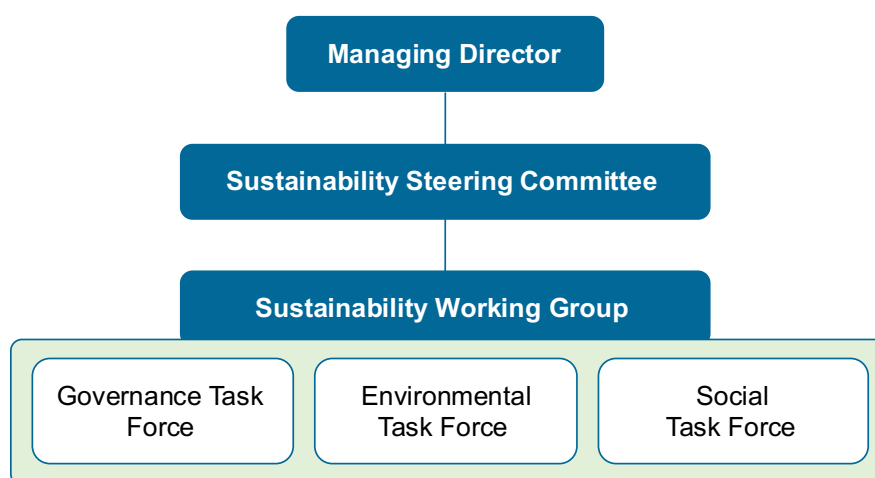
*2021 has been chosen as the baseline year to facilitate meaningful comparisons for our targets related to energy, water, and emissions reductions over time

Leadership and Governance

STB Group established a three-tiered Sustainability Governance Structure that outlines specific roles and responsibilities for the development and implementation of sustainability policies, practices and procedures.

The Managing Director takes on a leadership role by setting the organisational tone and exercising strategic oversight over sustainability strategies, policies and goals including climate-related risks and opportunities. Our Sustainability Steering Committee (“**SSC**”) assists the Managing Director with the management of the Group’s material sustainability matters. Under the purview of the SSC, the Sustainability Working Group (“**SWG**”) is tasked with the day-to-day implementation of sustainability programmes and initiatives.

Supercomnet Technologies Berhad Sustainability Governance Structure



Roles	Responsibilities
Managing Director	<ul style="list-style-type: none"> Strategic oversight over the Group’s overall sustainability strategy including climate-related risks and opportunities. Approves the integration of ESG-related risks and opportunities within the Group’s strategy and risk management including climate-related risks and opportunities.
Sustainability Steering Committee	<ul style="list-style-type: none"> Develops and recommends sustainability strategies, initiatives and targets to the Managing Director. Implements and assesses the performance of sustainability initiatives. Assesses and manages the Group’s ESG and climate-related risks and opportunities. Identifies and proposes changes to sustainability policies, standards and procedures to the Managing Director when required.
Sustainability Working Group	<ul style="list-style-type: none"> Implements and monitors sustainability initiatives in day-to-day operations. Identifies and proposes material sustainability matters relevant to the Group to the SSC. Tracks and reports ESG-related data to the SSC on a regular basis.

Stakeholder Collaboration

Facilitating clear and open dialogue with our stakeholders is vital to upholding the sustainability endeavours of our Group. Acknowledging the important role they play in shaping our business landscape, a variety of communication platforms are employed to ensure their active participation in appraising, analysing and enhancing our ESG strategies.



Investors

Why they Matter

Investors contribute to essential financial resources, significantly shaping the Group's capacity to innovate, expand and navigate evolving market circumstances

Method of Engagement

- Annual General Meetings
- Extraordinary General Meetings
- Corporate communication and investor relations
- Annual report
- Quarterly report
- Bursa Malaysia announcements
- Company website

Areas of Concern

- Company performance
- Dividend
- Business strategy
- Corporate governance
- Corporate activities

Our Responses

- Establishment of Board Charter, Code of Ethics for Directors, Director's Fit and Proper Policy, Gender Diversity Policy, Anti-Corruption Policy, Whistle Blowing Policy and Remuneration Policies and Procedures



Government & Regulatory Authorities

Why they Matter

Conforming to applicable laws, regulations and policies is imperative for ensuring legal and ethical business practices.

Method of Engagement

- Compliance with regulatory framework
- Liaise and meeting with government agencies' officers
- Workshops and seminars organised by relevant regulatory authorities

Areas of Concern

- Corporate governance
- Regulatory compliance

Our Responses

- Compliance with key laws and legislations



Employees

Why they Matter

Employees influence various aspects of production, innovation, quality, safety and overall Group's productivity and success.

Method of Engagement

- Employee briefings
- Open communication via internal channels such as in-house emails, memos and open-door policy
- Continuous training and education
- Performance appraisal and feedback reviews

Areas of Concern

- Career development & advancement
- Fair employment practices
- Occupational health and safety

Our Responses

- Establishment of Whistle Blowing Policy
- Adherence to the Employment Act 1955
- Emphasis on diversity in hiring policy
- Freedom of association
- Implementation of OHSAS 18001
- Provision of comprehensive benefits to employees

Frequency of Engagement

- Annually
- Quarterly
- As needed
- Ongoing



Vendors & Suppliers

Why they Matter

Suppliers and vendors provide us with a comprehensive array of essential components and services indispensable for our seamless operations.

Method of Engagement

- Suppliers' audit & feedback
- Suppliers' meetings
- New suppliers' evaluation procedure
- Supplier and quality evaluation
- Relationship management

Areas of Concern

- Supply chain management
- Supply chain disruptions
- Fluctuating cost of raw materials

Our Responses

- Development of long-term relationships with key suppliers to quickly address price hikes and supply chain disruptions
- Implementation of internal risk assessment procedures



Customers

Why they Matter

Customers drive revenue and offer essential insights for improving products, services, and operational efficiency.

Method of Engagement

- Customer feedback surveys
- Customer visits/meetings
- Relationship management

Areas of Concern

- Timely delivery of products
- Quality products and services

Our Responses

- Adherence to Good Manufacturing Practice ("GMP") regulations
- Utilisation of Class 10k and 100k cleanroom facilities
- Achievement of the following certifications:
 - STB
 - ✓ ISO 9001:2015 Quality Management System ("QMS")
 - ✓ UL Certification
 - ✓ JQA F-Mark
 - ✓ Sony Green Partner
 - SMP
 - ✓ EN ISO 13485:2016 Medical Devices QMS
 - ✓ FDA registered and audited
 - SAC
 - ✓ IATF 19649:2016



Communities

Why they Matter

Community engagement boosts our corporate reputation and contributes to the overall well-being and prosperity of both the Group and the community.

Method of Engagement

- Meeting with local communities or associations
- Corporate social responsibility activities
- Provision of jobs and internship to graduates
- Employment and business opportunities

Areas of Concern

- Good corporate citizenship
- Local job creation

Our Responses

- Development of student internship programmes

Frequency of Engagement

- Annually
- Quarterly
- As needed
- Ongoing

Materiality Assessment

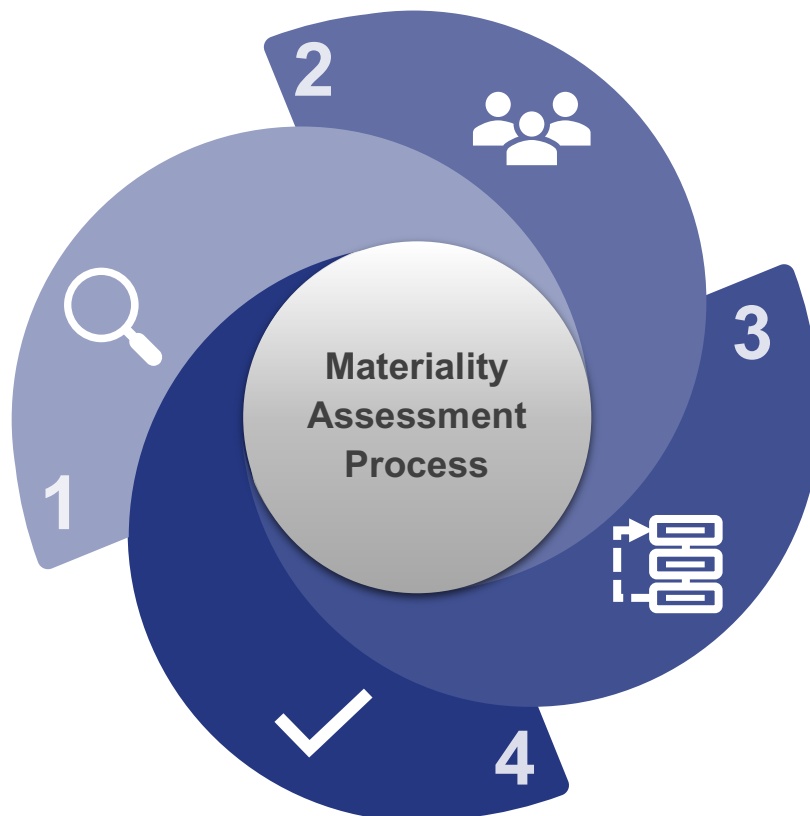
In FY2023, we conducted a materiality reassessment to identify, assess and prioritise our material sustainability matters in alignment with Bursa's latest requirements. The assessment ensures that our sustainability statement accurately reflects the most significant ESG issues for our Group and stakeholders. Through this, we make informed decisions and drive targeted positive change.

1. Identification

We identified 12 material sustainability matters in compliance with Bursa Malaysia's Main Market Listing Requirements and benchmarked against industry best practices which were streamlined based on relevance to the Group and our stakeholders.

2. Survey

A materiality assessment workshop was conducted involving participants from various departments. Participants were provided assessment forms to rank the material sustainability matters in order of importance to the Group's stakeholders and impact on the business.



4. Validation

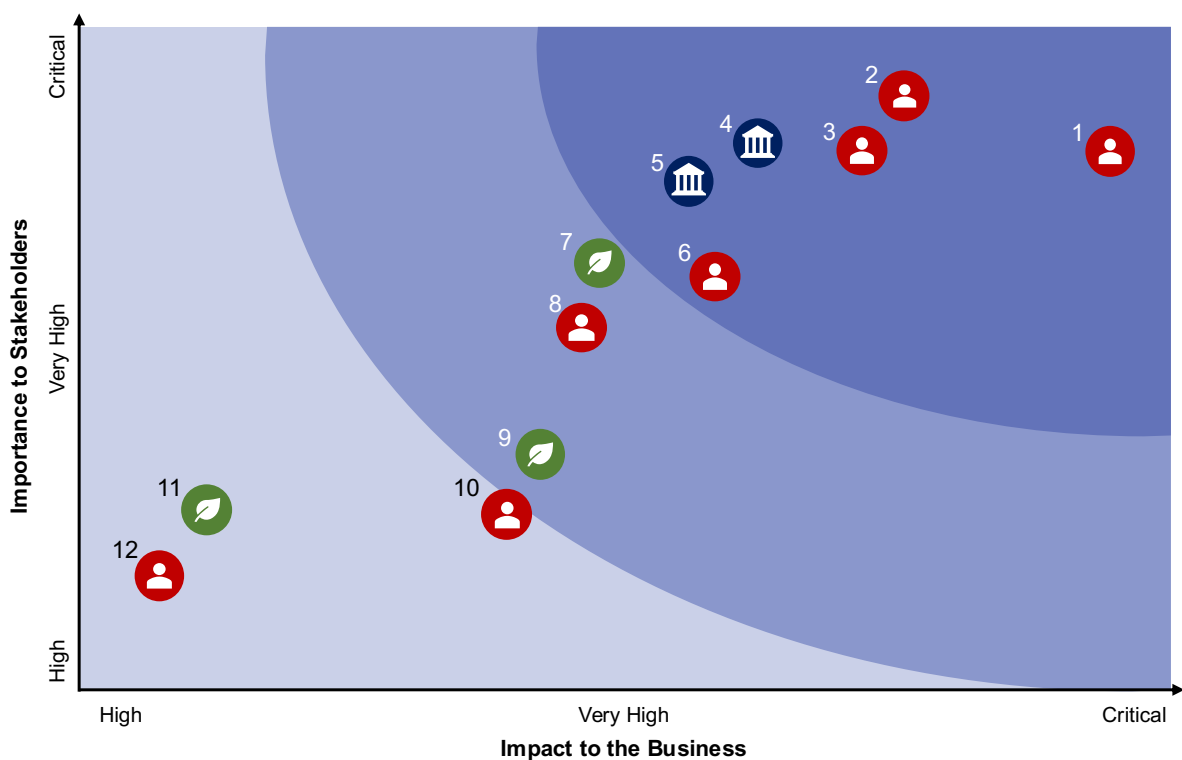
The materiality matrix was reviewed and validated by Senior Management and approved by the Board.

3. Prioritisation

Stakeholders' responses were collected, tabulated and mapped on a materiality matrix to visualise the prioritisation of material sustainability matters.

Materiality Matrix



The materiality matrix highlights topics of significance, serving as an illustrative representation of critical focal points for both the Group and our stakeholders. In FY2023, we identified 12 materiality sustainability matters. The top five material matters were Occupational Health and Safety, Product Quality and Innovation, Talent Attraction and Development, Corporate Governance and Anti-Corruption and Data Privacy and Cybersecurity. From the matrix, it is evident that the health and safety of employees are top priorities for STB Group in our manufacturing operations. The production of quality products is also critical for the success of the Group as well as in meeting customer expectations. Professional development and skill enhancement of employees are important as well as sound governance practices and digital security measures within the Group.







STB's Material Matters for FY2023	
Governance	Social
4. Corporate Governance and Anti-Corruption	1. Occupational Health and Safety
5. Data Privacy and Cybersecurity	2. Product Quality and Innovation
	3. Talent Attraction and Development
	6. Labour Practices and Standards
	8. Responsible Sourcing
	10. Workforce Diversity and Inclusivity
	12. Community Engagement
Environment	
7. Climate Change and Energy Consumption	
9. Waste Management	
11. Water Consumption	

Interconnecting Our Material Sustainability Matters

The Group's material sustainability matters are interconnected with global initiatives such as the UN SDGs and GRI indicators. Each material matter is aligned with concerns and interests of the stakeholder groups associated with them. Hence, the Group's sustainability efforts address specific areas of importance for stakeholders while contributing to the broader context of sustainability.

GOVERNANCE			
Material Matter	GRI Indicators	UN SDGs	Stakeholder Groups
Corporate Governance and Anti-Corruption	2: General Disclosures 3: Material Topics 205: Anti-Corruption		<ul style="list-style-type: none"> Investors Government & Regulatory Authorities Customers Employees Vendors & Suppliers
Data Privacy and Cybersecurity	2: General Disclosures 3: Material Topics 418: Customer Privacy		<ul style="list-style-type: none"> Customers Employees

SOCIAL			
Material Matter	GRI Indicators	UN SDGs	Stakeholder Groups
Occupational Health and Safety	2: General Disclosures 3: Material Topics 403: Occupational Health and Safety		<ul style="list-style-type: none"> Government & Regulatory Authorities Employees
Product Quality and Innovation	3: Material Topics 416: Customer Health and Safety 417: Marketing and Labelling		<ul style="list-style-type: none"> Investors Customers
Talent Attraction and Development	2: General Disclosures 3: Material Topics 401: Employment 404: Training and Education		<ul style="list-style-type: none"> Employees
Labour Practices and Standards	2: General Disclosures 3: Material Topics 408: Child Labour 409: Forced or Compulsory Labour		<ul style="list-style-type: none"> Government & Regulatory Authorities Employees
Responsible Sourcing	2: General Disclosures 3: Material Topics 204: Procurement Practices		<ul style="list-style-type: none"> Customers Vendors & Suppliers
Workforce Diversity and Inclusivity	2: General Disclosures 3: Material Topics 405: Diversity and Equal Opportunities 406: Non-discrimination	 	<ul style="list-style-type: none"> Employees
Community Engagement	3: Material Topics 413: Local Communities		<ul style="list-style-type: none"> Communities

ENVIRONMENT			
Material Matter	GRI Indicators	UN SDGs	Stakeholder Groups
Climate Change and Energy Consumption	2: General Disclosures 3: Material Topics 302: Energy 305: Emissions	 	<ul style="list-style-type: none"> • Investors • Government & Regulatory Authorities • Communities
Waste Management	2: General Disclosures 3: Material Topics 306: Waste		<ul style="list-style-type: none"> • Government & Regulatory Authorities • Communities
Water Consumption	3: Material Topics 303: Water and Effluents		<ul style="list-style-type: none"> • Government & Regulatory Authorities • Communities

Our Path to Decarbonisation

STB Group acknowledges the impact of climate-related risks and opportunities on our long-term value creation. As such, in FY2023, we initiated the integration of climate-related reporting best practices into the preparation of the Sustainability Statement.

Governance

The Board exercises strategic oversight over the Group's efforts to identify, evaluate and incorporate climate-related risks and opportunities as well as monitor the Group's progress in achieving related goals and targets. It also grants approval for the implementation of sustainability strategies recommended by the SSC.

The SSC shares the responsibility of managing the Group's climate-related risks and opportunities by identifying, assessing and integrating these into our business. Supported by the SWG, the SSC also formulates STB Group's sustainability strategy transitioning the Group towards a low carbon economy.

In FY2023, the Board and Senior Management attended four sustainability awareness training sessions and events to stay abreast of contemporary climate-related issues.



For further information on our sustainability governance, please refer to "Leadership and Governance" on page 12.

Strategy

The resilience of the Group's strategy is dependent on our capacity to adapt amidst evolving conditions and emerging risks. An essential element in accomplishing this is aligning the Group's strategy with identified risks and opportunities.

Physical Risks

Physical risks result from the direct impacts of climate change, including short-term acute extreme weather events and long-term chronic increases in temperatures that affect our assets and operations.

Physical Risks	Potential Impact	Opportunities
Acute	<ul style="list-style-type: none"> Supply chain disruptions from floods and other extreme weather events 	<ul style="list-style-type: none"> Cultivate a skilled procurement team adept at navigating supply chain disruptions Robust relationships with key vendors and suppliers backed by contingency plans
Chronic	<ul style="list-style-type: none"> Increased operational costs due to internal temperature control necessitated by rising temperatures 	<ul style="list-style-type: none"> Implement renewable energy alternatives Incorporate passive cooling building designs to reduce energy consumption Adopt climate-resilient workplace practices

Transition Risks

Transition risks are challenges associated with the shift towards a sustainable, low-carbon economy, driven by regulatory changes and shifts in the market.

Transition Risks	Potential Impact	Opportunities
Policy and Legal	<ul style="list-style-type: none"> Policy and regulatory changes requiring GHG emissions monitoring and reduction Climate-related policies impacting our raw material suppliers 	<ul style="list-style-type: none"> Monitor GHG emissions and establish reduction targets and initiatives Keep abreast with evolving regulations Integrate climate-related risk into our supplier evaluation procedures
Technology	<ul style="list-style-type: none"> Increased operational costs due to energy-intensive processes 	<ul style="list-style-type: none"> Implement low-emission technologies for manufacturing and expand the use of renewables
Market	<ul style="list-style-type: none"> Market competition from other suppliers which can affect our revenue and profit margin 	<ul style="list-style-type: none"> Enhance market positioning through product quality consistency, superior after-sales services and the promotion of high-quality, sustainable products
Reputation	<ul style="list-style-type: none"> Heightened climate concerns from stakeholders 	<ul style="list-style-type: none"> Engage with stakeholders to address climate concerns and provide transparent disclosure on sustainability efforts

Risk Management

The Group established risk management practices to safeguard our business, ensure alignment with our strategy and provide assurance to stakeholders. The Board ensures that sustainability risks and opportunities are integral to decision-making across short-, medium-, and long-term strategies. All identified risks, including those related to climate, are managed through our Enterprise Risk Management (“ERM”) framework.

Our ERM risk profile is a valuable tool that enables the Board and management to prioritise high-risk areas. It encompasses the identification and quantification of significant risks, the documentation of controls for risk management and the implementation of a management action plan to enhance control systems for effective risk management.



For further information on our risk management, please refer to our Statement on Risk Management and Internal Control in the Annual Report FY2023.

Metrics and Targets

At STB Group, we track our climate-related performance using the following metrics:

- Scope 1, Scope 2 and limited Scope 3 (business travel and employee commuting) emission (in tonnes of carbon dioxide equivalent or “tCO₂e”)
- Energy consumption (in gigajoules or “GJ”)
- Waste generated (in metric tonnes or “MT”)
- Water consumption (in megalitres or “ML”)

All our GHG emission data adheres to the methodologies of the GHG Protocol Corporate Accounting and Reporting Standard. Our total emissions for the year amounted to 48 tCO₂e

for Scope 1, 2,045 tCO₂e for Scope 2 and 458 tCO₂e from Scope 3 (business travel and employee commuting).



For further information on our climate-related targets, please refer to “Measuring Our Performance” on page 11.

Governance

An Ethical Culture

STB Group's sound governance framework consists of a structured system of principles, policies and processes that delineate our ethical principles and standards across all facets of our operations. These guide the overall management and decision-making within the Group as well as our strategic direction.

Material Sustainability Matters

- Corporate Governance and Anti-Corruption
- Data Privacy and Cybersecurity

Key Stakeholders



Investors



Government and
Regulatory
Authorities



Employees

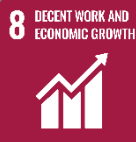


Vendors and
Suppliers



Customers

UN SDGs



8 DECENT WORK AND
ECONOMIC GROWTH



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS

Corporate Governance and Anti-Corruption

Why it Matters?

Effective corporate governance and anti-corruption measures uphold transparency, accountability and foster trust within STB Group. These foundational principles serve to maintain the integrity and reputation of the Group, increasing stakeholder confidence while contributing to long-term growth and success.

Our Approach to Governing Ethically and Minimising Corruption

Maintaining accountability throughout the Group's value chain is achieved by adopting best-practice internal mechanisms and procedures. Our Board provides leadership and oversight to ensure STB Group operates in accordance with the highest moral standards. The Board Charter incorporates the principles of the Malaysian Code of Corporate Governance (“MCCG”) and formalises the Board members’ roles and responsibilities in strengthening corporate governance.

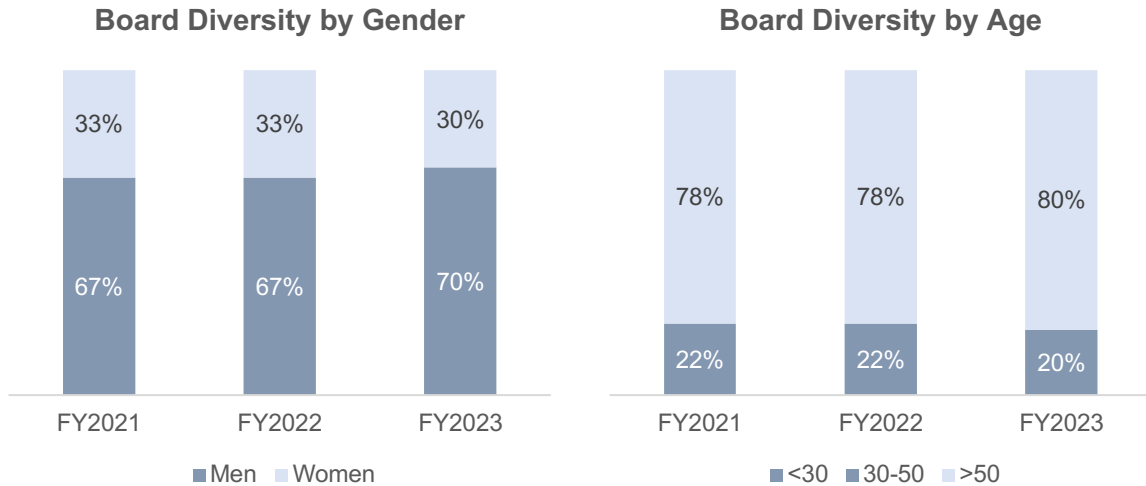
STB Group Policies and Practices	Description
Anti-Corruption Policy	It sets clear guidelines for preventing corruption and bribery while emphasising the importance of compliance with anti-corruption laws and regulations.
Whistle Blowing Policy	Provides a secure and confidential channel for employees and stakeholders to report any concerns or wrongdoings within our Group. This policy encourages transparency and accountability while protecting the individuals who come forward to report such issues.
Code of Ethics for Directors	Sets forth the ethical standards and conduct expected of our directors. It serves as a guide for maintaining high moral and professional principles in their roles and decision-making processes.
Directors’ Fit and Proper Policy	Establishes the qualifications and criteria necessary for individuals to serve as directors in our Group, ensuring that Board members possess the requisite skills, experience and integrity to effectively oversee our operations.
Gender Diversity Policy	In alignment with the MCCG, this policy is dedicated to achieving and maintaining a 30% representation of women on the Board of Directors, promoting gender diversity and inclusivity.
Remuneration Policies and Procedures	Details the framework and principles guiding the remuneration of directors, including compensation structures, performance assessments and other relevant procedures to ensure fairness and transparency.
Sustainability Policy	Underscores our commitment to ESG principles. It outlines our approach to sustainable business practices, environmental conservation and social responsibility.



The policies listed are periodically reviewed to ensure their relevance and appropriateness. To access the full versions of these policies and learn more about our commitment to good corporate governance, please scan the QR code or visit our corporate website at <https://supercomnet.com.my/esg/>

Sustainability Performance

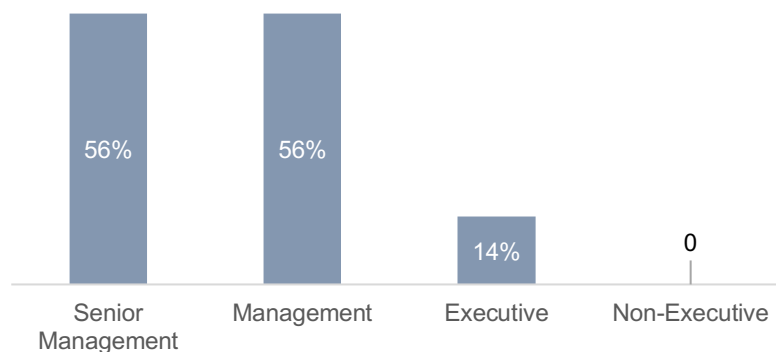
From FY2021 to FY2023, we achieved the recommendation of having 30% women Directors on our Board as stipulated by the MCGG. As a Group, we will continue to advocate equal opportunity and gender equality to have fair representation in the Board.



We are proud to report that there were no incidents of corruption or whistleblowing, reaffirming our steadfast dedication to maintaining integrity in our business conduct. As we transition from the ACE Market to the Main Market, we aim to elevate the anti-corruption training provided to our employees.

	FY2021	FY2022	FY2023
Percentage of operations assessed for anti-corruption risks	100%	100%	100%
No. of confirmed corruption incidents	0	0	0
No. whistleblowing incidents	0	0	0

Percentage of Employee Receiving Training on Anti-Corruption in FY2023



Data Privacy and Cybersecurity

Why it Matters?

The increasing digitisation of operations offers numerous benefits such as streamlining processes and the advancement towards a low-carbon economy. However, with the advancement of technology comes increased cybersecurity threats. Protecting customer privacy and data is vital to maintaining trust and ensuring uninterrupted business operations.

Our Approach to Safeguarding Our Cybersecurity

To address these challenges, we progressively heighten data protection measures which include adhering to Malaysia's Personal Data Protection Act 2010 ("**PDPA**"). The mitigation of data leaks and breaches through regularly updating and maintaining our software and firewall systems are in alignment with the regulatory requirements of the country in which we operate.

Sustainability Performance

In FY2023, we are pleased to report zero incidents of customer privacy breaches or data loss. The Group will continue to maintain the highest standards of data privacy and cybersecurity in all our manufacturing operations.

	FY2021	FY2022	FY2023
Number of substantiated complaints concerning breaches in customer privacy and losses of customer data	0	0	0

Social Positively Impacting Lives

Social responsibility is centred on the well-being of our employees, contributions to community development and the positive impact we have on society. We emphasise health, safety, talent development and inclusivity across our operations. Additionally, the production of top-quality medical and automotive products is matched by our responsible sourcing of raw materials.

Material Sustainability Matters

- Occupational Health and Safety
- Product Quality and Innovation
- Talent Attraction and Development
- Labour Practices and Standards
- Responsible Sourcing
- Workforce Diversity and Inclusivity
- Community Engagement

Key Stakeholders



Investors



Government and
Regulatory
Authorities



Employees



Vendors and
Suppliers



Customers



Communities

UN SDGs

3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Occupational Health and Safety

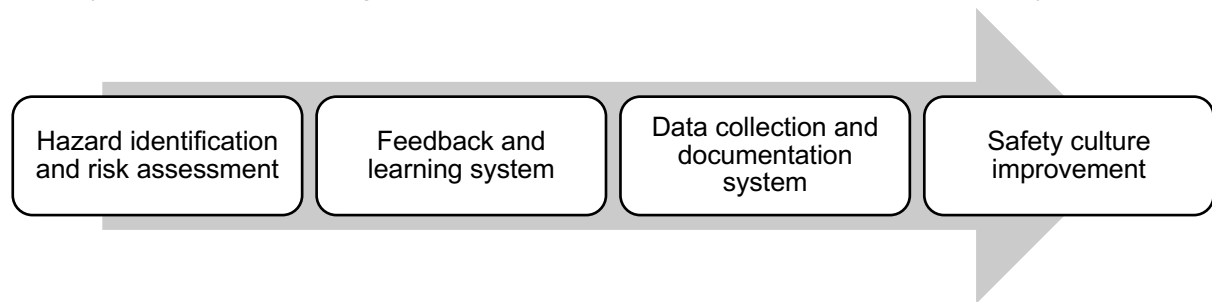
Why it Matters?

The Group strongly emphasises the well-being and safety of our employees and contractors in the workplace. We strive to minimise the occurrence of injuries and illnesses by promoting a healthy, safe and conducive workplace that improves productivity.

Our Management Approach to Occupational Health and Safety

The Management champions continuous improvements in health and safety practices. In safeguarding the well-being of our employees and customers, we are aware of our responsibility to ensure and maintain safe and healthy working conditions, equipment and systems.

Aligned with the internationally recognised Occupational Health and Safety Assessment Series ("**OHSAS 18001**") standard, we have established systems and measures to enhance employees' understanding and implementation of health and safety principles.



The four factors underpinning the OHSAS 18001 serve as a systematic approach to identify, implement and review safety hazards. Our goal is to optimise the process of identifying and addressing hazards, thus inculcating a safety culture within the Group.

Sustainability Performance

Safeguarding Our Workforce Through OSH Training

We provide training on occupational health and safety to ensure that our employees receive the necessary knowledge and skills to maintain a safe working environment.

Safe Forklift Handling

Raising awareness on safe forklift handling methods

20	160
 Employee Trained	 Total Training Hours

Emergency Response Plan and Preparedness

Training staff for emergency response and evacuation procedures

29



232



Employees are urged to promptly report potential hazards to designated representatives who have been appointed to address safety concerns.

Our OSH Metrics and Performance

Out of a cumulative 2,181,816 hours worked in FY2023, we are pleased to report our Group-wide accomplishment of zero fatalities and a LTIR of 0.64.

	FY2021	FY2022	FY2023
Total hours worked	1,901,382	1,700,687	2,181,816
No. of fatalities	0	0	0
No. of work-related ill-health	0	0	0
No. of lost time injuries	7	5	7
Lost time incident rate ("LTIR")	0.74	0.59	0.64

*LTIR was calculated based on Bursa Malaysia Sustainability Reporting Guide of per 200,000 hours worked.

Product Quality and Innovation

Why it Matters?

Ensuring unparalleled product quality with minimal defects entails a rigorous screening process which is part of the Group's operational philosophy. We utilise specialised class 10k and 100k cleanroom facilities, overseen by extensively trained experts to enhance our quality control in specific manufacturing processes. Our quality management aligns with prevailing Good Manufacturing Practice ("**GMP**") regulations, in accordance with the United States Federal Drug Administration ("**FDA**") guidelines.

The Group has acquired certifications including the ISO 9001:2015, EN ISO 13485:2016, FDA 510k, IATF 19649:2016, JQA F-Mark and the UL Certification. Additionally, we were awarded the Sony "Green Partner" certificate. Our adherence to regulatory standards and high benchmarks has culminated in high quality products, eligible for production and distribution to internationally acclaimed manufacturers and established industry leaders.



Our Approach to Continuous Research and Development

The trajectory of our business has been determined by perpetual innovation and development. Embracing new ideas and initiatives to achieve sustainability remains our mission. We work closely with international clients in developing and manufacturing original equipment manufacturer ("**OEM**") solutions tailored to their unique needs and demands.

Sustainability Performance

Highlights from Supercomal Medical Products

From our roots in wires and cables, we have embraced a transformative journey into the sector of medical products. Our strategic diversification has propelled us to the forefront of advanced medical technologies, with a portfolio that includes a distinguished range of OEM medical devices engineered to cater the needs of our esteemed customers. While these highlights offer a glimpse into our suite, our offerings extend beyond these achievements.

Rotational Thrombectomy System

The Rotational Thrombectomy System is meticulously engineered to restore arteriovenous access flow. This fully disposable system is specifically designed for the mechanical de-clotting of arteriovenous fistulae and grafts, addressing abnormal connections or passageways between arteries and veins.

Tissue Oximeter Module Connecting Cable

We design and manufacture tissue oximeter module connecting cables tailored to our customer's tissue oximeter system, ensuring accurate and precise measurement of tissue oximetry.

Gastroscope & Endoscopes

Constructed from flexible fibre optics, the gastroscopes are designed to examine the patient's stomach. We also produce video cables tailored for endoscopes, facilitating the examination of digestive tracts. These video cables consist of a flexible tube equipped with a light and camera, allowing doctors to view images of the patient's digestive tract on a monitor.

Electrocardiogram ("ECG") Electrode Wires

Our ECG electrode cables play a crucial role in ensuring stable signal quality and low impedance produced by the electrodes. Specifically designed for various medical applications, including patient monitoring and diagnostics in neurology and cardiology, our ECG electrode cables contribute to accurate and reliable results.

Disposable Pressure Transducer & Monitoring Cable

The disposable pressure transducer is a sterile and single-use pressure monitoring kit designed to transmit blood pressure information from a pressure monitoring catheter to a patient monitoring system. The accompanying cable facilitates a seamless connection between the customer's disposable pressure transducer and the blood pressure monitoring system.

Highlights from Supercomal Advanced Cables

SAC delivers high-quality OEM wire harnesses and fuel tanks for automobiles that are tailored to meet the dynamic requirements of the automotive industry.

Wire Harnesses & Fuel Tanks

Our wire harnesses support seamless communication and power distribution in complex systems, enhancing overall performance of the vehicle. Our fuel tanks are made according to industry standards for safety, capacity and durability.

Talent Attraction and Development

Why it Matters?

We firmly believe that strategic investments in human capital yield substantial long-term benefits for the Group. To create job satisfaction among our workforce, we continue to create a conducive working environment, supplemented by annual training and development programmes.

Our Approach to Developing a Competent Workforce

STB Group collaborates with various learning institutions to offer on-the-job training programmes for interns and management trainees. The Group has forged partnerships with local universities, facilitating their student internship programmes which aid students and lecturers in their research endeavours, enriching the talent pool within the industry. These initiatives contribute to the development of talents within our Group and the broader community.

Our Performance

Training and Development

In FY2023, we organised 17 training sessions and seminars to refine the skillsets of our employees. The diverse array of activities offered throughout the year includes the following.

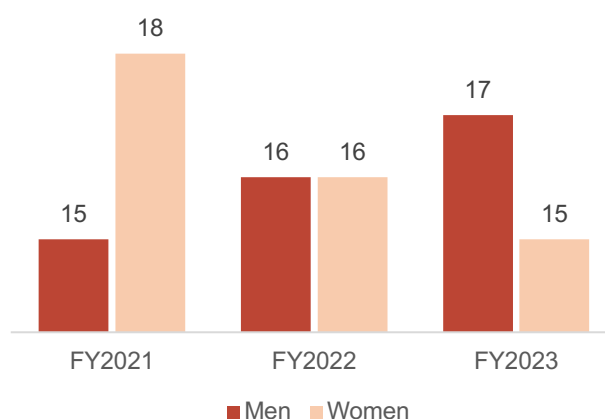
Category	Training Programmes
Audit Training	IATF 16949: 2016 Internal Auditing
	MRS Tool-NSA, PPQ And MPA Audits
ESG Training	Workshop for ESG Introduction and Materiality Assessment
Finance Training	National Taxation 2022 (Budget 2023) Seminar
	ASEAN Finance Innovation Summit
	Seminar on Managing Corporate Tax for Employer
Operational Excellence Training	Six Sigma Green Belt Training
	Overall Equipment Effectiveness (OEE)
	Root Cause Analysis (RCA)
	Statistical Process Control (SPC)
Product Quality Training	Harmonised APQP/ PPAP Requirements
	Products Development Standards
Safety Training	Safe Forklift Training
	Ensuring a Safe and Healthy Workplace
	Safety and Health Conference- Building a Future OSH Culture-Vision, Action, Results
	Emergency Response Preparedness
Soft Skills Training	Effective Supervisory Skills

In our efforts to provide valuable opportunities for skill enhancement and professional development for our employees, we diligently tracked the total training hours invested in each employee category over the course of the year.

Employee Category	Total Training Hours		
	FY2021	FY2022	FY2023
Senior Management	0	14	35
Management	58	35	333
Executive	139	153	701
Non-Executive	7,351	8,730	6,128
Total	7,548	8,932	7,197

Employee Category	Average Training Hours		
	FY2021	FY2022	FY2023
Senior Management	0	7	7
Management	7	7	9
Executive	8	7	8
Non-Executive	8	8	8
Overall average training hours per employee	8	8	8

Average Training Hour by Gender



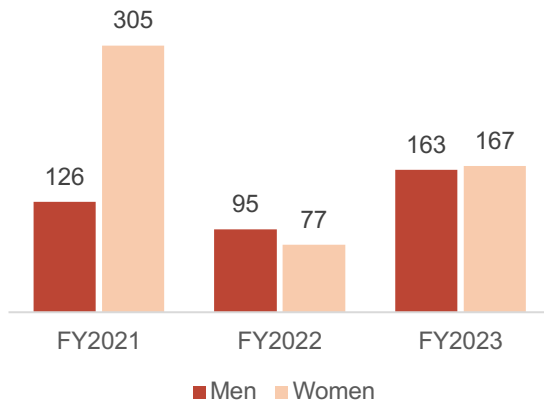
Performance Appraisal

Performance appraisal and feedback reviews played a pivotal role in increasing the potential of our employees. The invaluable insights gathered through this process fuel our determination to provide targeted support, aligning our workforce's aspirations with the Group's strategic objectives.

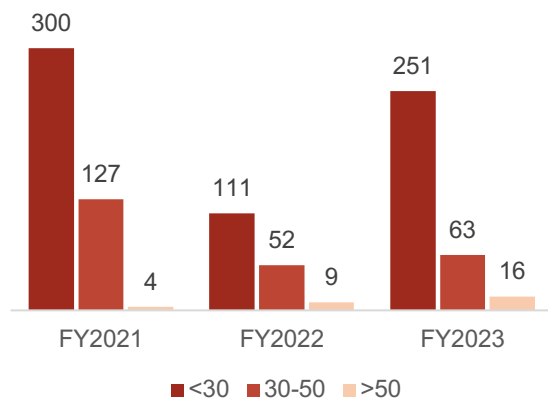
New Hires and Turnover

In the past year, our Group welcomed a cohort of talented and dedicated new hires who have integrated into our team, bringing fresh perspectives and skills to our workforce.

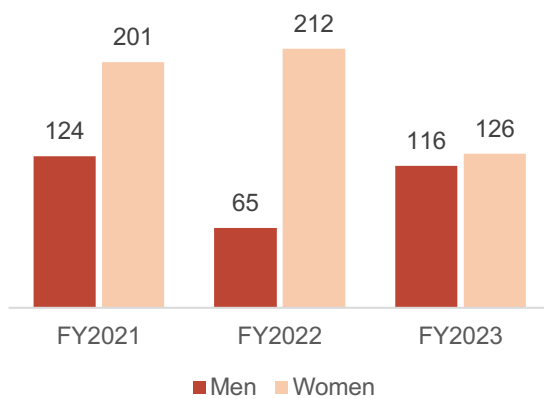
New Hires by Gender



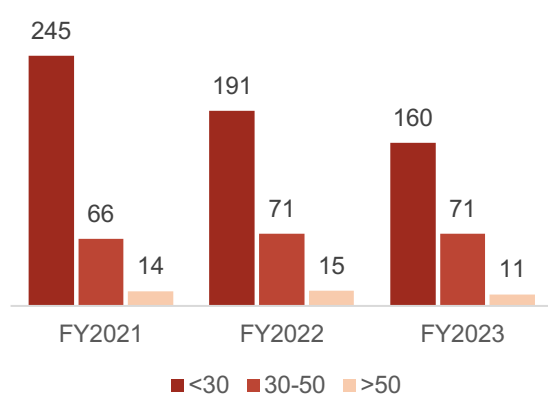
New Hires by Age



Turnover by Gender



Turnover by Age



Total Number of Employee Turnover			
Employee Category	FY2021	FY2022	FY2023
Senior Management	0	0	0
Management	3	2	2
Executive	15	27	19
Non-Executive	307	248	221
Total	325	277	242

Labour Practices and Standards

Why it Matters?

STB Group respects the fundamental rights of people as stated in the International Labour Organisation (“ILO”) Declaration on Fundamental Principles and Rights at Work, protecting the Group against any violations that may arise. Our alignment with these principles include freedom from forced and child labour, adhering to minimum wage regulations, providing fair compensation and maintaining reasonable working hours in accordance with the Malaysia’s Employment Act 1955.

Our Approach to Securing Worker Rights

Our goal is to establish an environment free from harassment and discrimination, prioritising safety, health and proper conduct. In line with local laws and practices, we uphold the rights of our employees to freedom of association and unionisation, ensuring that their voices are heard and respected.

We provide hostel accommodation near our manufacturing facilities for our non-local employees in accordance with The Workers’ Minimum Standards of Housing and Amenities (Amendment) Act 2019 (Act 446).

To enhance the well-being and overall work experience of employees, a comprehensive range of benefits is offered. These include the Employee’s Share Option Scheme (“ESOS”) which was approved in FY2019, allowing eligible employees to be rewarded based on performance and duration of service. The ESOS incentivises long-term dedication and attracts skilled individuals, contributing to the continuous growth of the Group.

Essential healthcare coverage, welfare support and protection through the Employment Injury Scheme and Invalidity Scheme under the Social Security Organisation (“SOCSO”) are also provided. A dedicated company panel doctor is readily available to offer prompt consultations in case of emergencies.

Employee Benefits

 Disability and Invalidity Coverage (“SOCSO”)	 Parental Leave
 Retirement Provision (“KWSP”)	 Annual Leave

Sustainability Performance

Zero incidents of

- Forced Labour
- Child Labour
- Discrimination
- Harassment



In FY2023, we are proud to report **zero** cases of forced and child labour, discrimination and harassment.

Recognising the significance of work-life balance, we offer generous annual and parental leave, empowering our employees to effectively manage their personal and professional responsibilities.

	Gender	Parental Leave
No. of employees that took parental leave	Men	2
	Women	51
No. of employees returned from parental leave	Men	1
	Women	51
No. of employees that returned to work after parental leave ended who were still employed 12 months after their return to work	Men	1
	Women	51

Responsible Sourcing

Why it Matters?

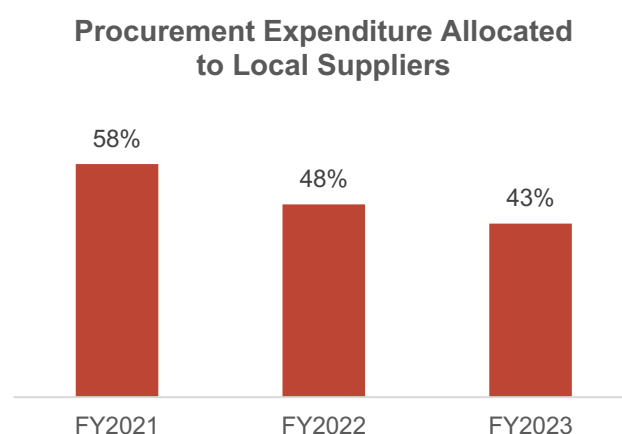
We are dedicated to responsible sourcing practices that contribute to sustainable supply chains. Through our emphasis on local sourcing, we actively promote the growth and development of the domestic economy. Simultaneously, this approach helps reduce costs and minimises carbon footprint resulting from transport emissions, contributing to the decarbonisation of our value chain.

Our Approach to Ensuring Ethical Procurement

We conduct thorough audits of our suppliers, evaluating their processes and standards while actively seeking feedback for continuous improvement. Regular meetings provide a platform for collaboration, sharing best practices and addressing concerns. Prior to engaging new suppliers, our evaluation process ensures alignment with our sourcing standards.

Sustainability Performance

In FY2023, 43% of our expenditure was allocated to local suppliers, while the remaining procurement budget was directed towards foreign suppliers. This is attributable to the Medical Segment's reliance on imported materials for its ongoing expansion.



Workforce Diversity and Inclusivity

Why it Matters?

By nurturing a diverse and inclusive workforce, STB Group promotes a vibrant and dynamic work environment leading to improved performance, innovation and overall success. As such, we embrace individuals from different age groups, ethnicities and cultural backgrounds creating a truly harmonious work environment. There is a deep respect for differing viewpoints and experiences, fostering a culture where every employee feels valued and empowered.

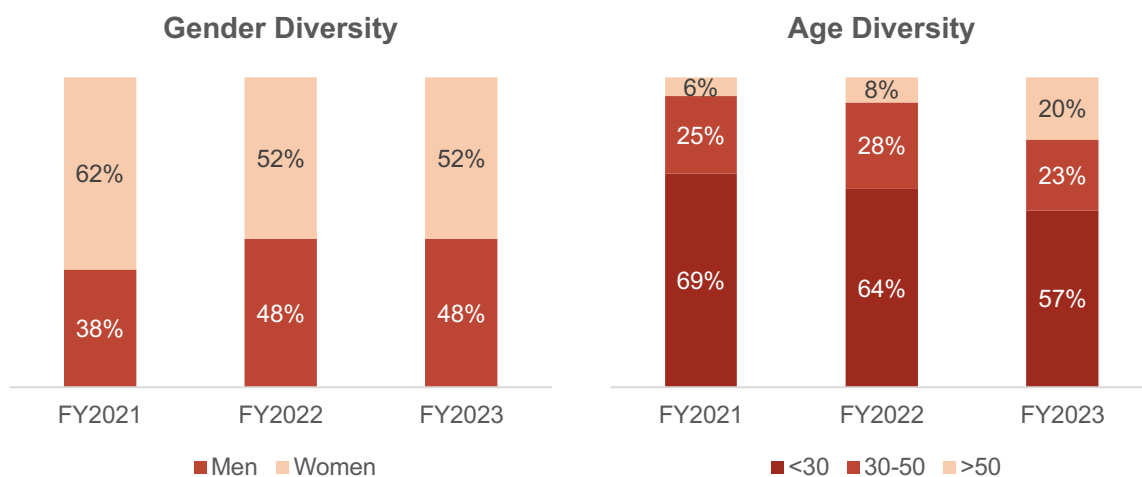
Our Approach to Developing a Diverse Workplace

Our hiring policy places significant emphasis on embracing diversity, acknowledging the value it brings to our Group. We believe that by doing this, we can build a stronger, more resilient organisation that thrives on the unique talents and perspectives of all our employees. In this way, all applicants and existing employees are able to advance in their careers and excel in their professional journey.

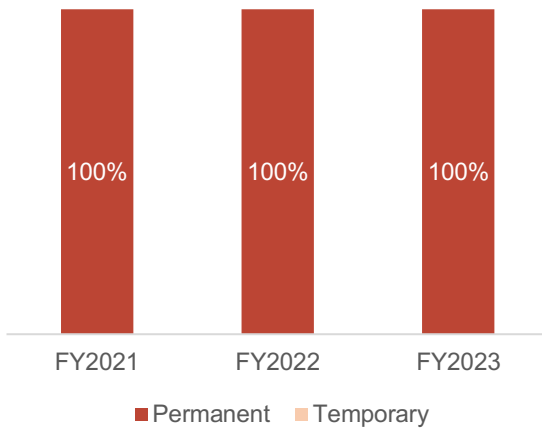
Our Performance

Within the Group, we have successfully maintained an almost equal gender distribution, with a ratio of 48:52 between men and women. This achievement is particularly significant given the labour-intensive nature of the manufacturing industry, underscoring our commitment to fostering diversity and inclusion.

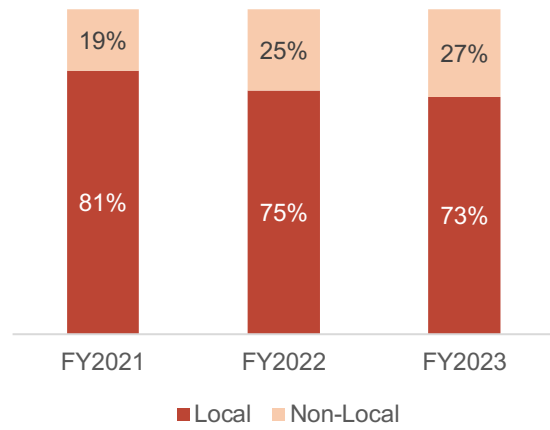
Total Staff Strength in FY2023: 847



Employee Composition

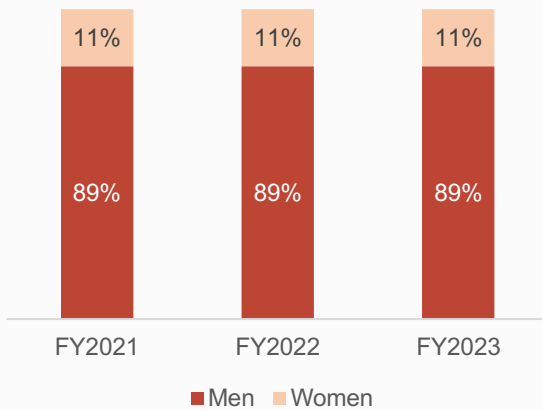


Employee Nationality

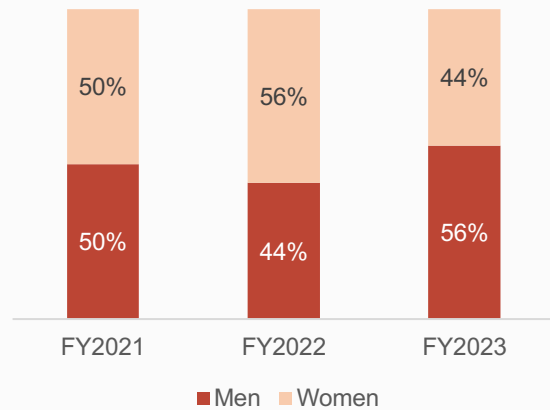


Gender Diversity by Employee Category

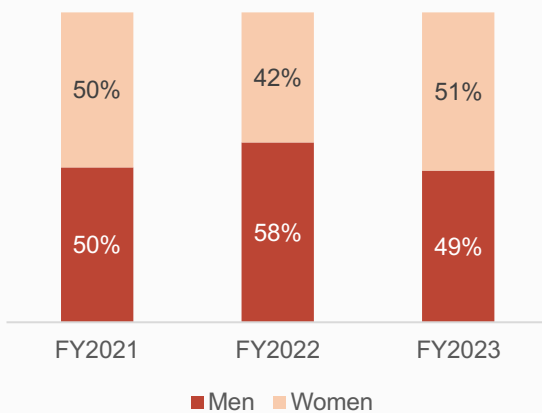
Senior Management



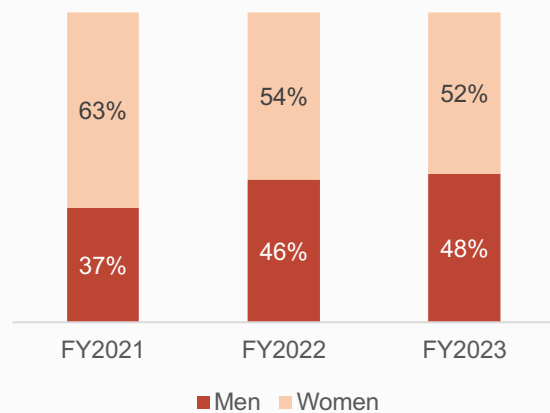
Management



Executives

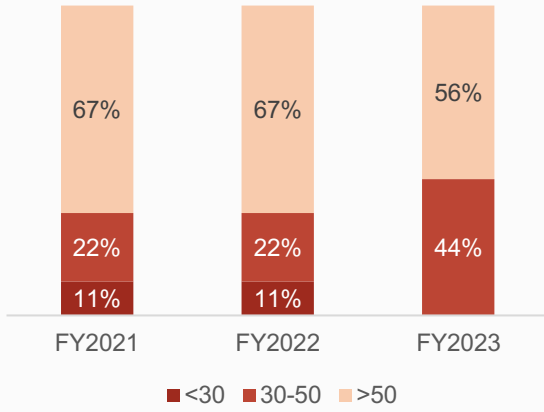


Non-Executives

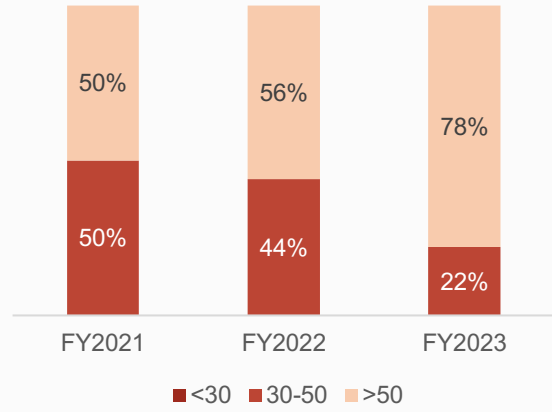


Age Diversity by Employee Category

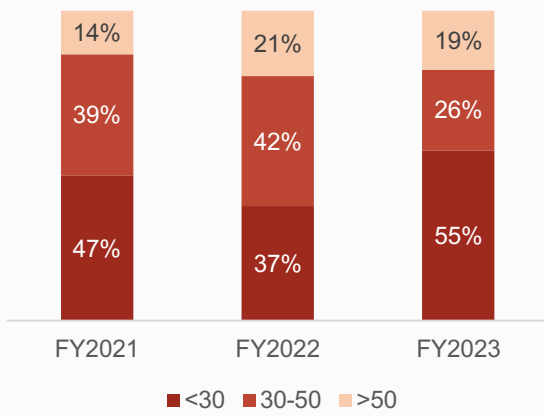
Senior Management



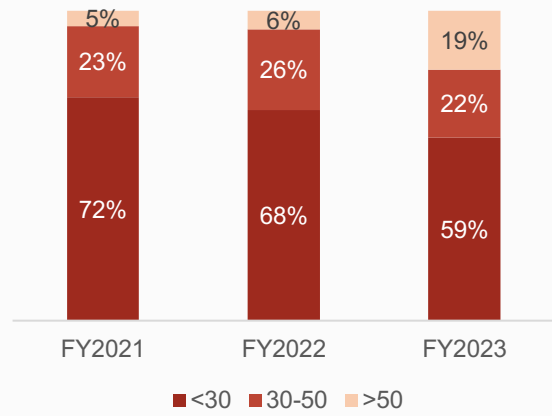
Management



Executives



Non-Executives



Community Engagement

Why it Matters?

We recognise the interconnectedness between our success and the well-being of the communities we serve. Actively engaging with the community, understanding their needs and building meaningful relationships contribute to a more sustainable business model that benefits both the Group and society.

Our Approach to Fulfilling Our Social Responsibility

The Group takes pride in making impactful contributions to the communities where we operate, actively participating in initiatives that enrich the well-being of our society. By investing in our communities, we strive to make a difference in their lives as well as contribute to their welfare.

Sustainability Performance

In FY2023, we carried out four community engagement activities. These encompassed aiding an orphanage, sponsoring a local police department sport event, conducting a complimentary healthcare programme for our staff and fostering employee well-being through a badminton tournament.

Caring for the Future and Uplifting Orphanages

On 9 April 2023, STB Group donated to two orphanages by providing them with food and living expenses, pocket money, personal clothing, medical expenses, books, etc. worth RM1,000. These items were distributed at a “Buka Puasa” event, showcasing our dedication in supporting underprivileged children.



RM1,000
Total Contribution



2
Orphanages

Supporting the Royal Malaysia Police During a Sports Event



50 cartons
of mineral water bottles

On 25 April 2023, STB Group donated 50 cartons of mineral water bottles worth RM490 to the Polis Diraja Malaysia for their Sports Day held at the Kuala Muda District Head Office. Through this gesture, STB Group showed our support towards the community in a small but meaningful way.

Caring for our Employees through Health Screening

132
Employees

On 14 July 2023, STB Group collaborated with PERKESO's Health Screening Programme, offering free health screenings to workers aged between 40 and 59 years old for early detection of non-communicable diseases ("NDCs"). A total of 132 employees benefitted from this programme.



Engaging with Employees: STB Group's Badminton Tournament



41 **RM450**
Employees Awarded to winners

On 25 November 2023, STB Group hosted a badminton tournament for our employees, participated by 41 employees. Each participant received a door gift, and the winners took home cash prizes: RM200 for first place, RM150 for second and RM100 for third.

Environment

A Greener Future

Along with our dedication to excellent manufacturing processes, we acknowledge the importance to minimise environmental impacts and address climate change. As such, along with the creation of high-quality products, we prioritise sustainable practices to reduce our carbon footprint, efficiently manage energy consumption, responsibly monitor water usage and implement effective waste management strategies.

Material Sustainability Matters

- Climate Change and Energy Consumption
- Waste Management
- Water Consumption

Key Stakeholders



Investors



Government and
Regulatory
Authorities



Communities

UN SDGs



Climate Change and Energy Consumption

Why it Matters?

Our specialisation in manufacturing medical, automotive and wire products for clients worldwide has made us aware of the pivotal role we play in climate risk management. Fuelled by the understanding that our energy consumption and GHG emissions impact the global landscape, we strive to curtail our carbon footprint in alignment with the evolving economic landscape.

Our Approach to Decarbonisation

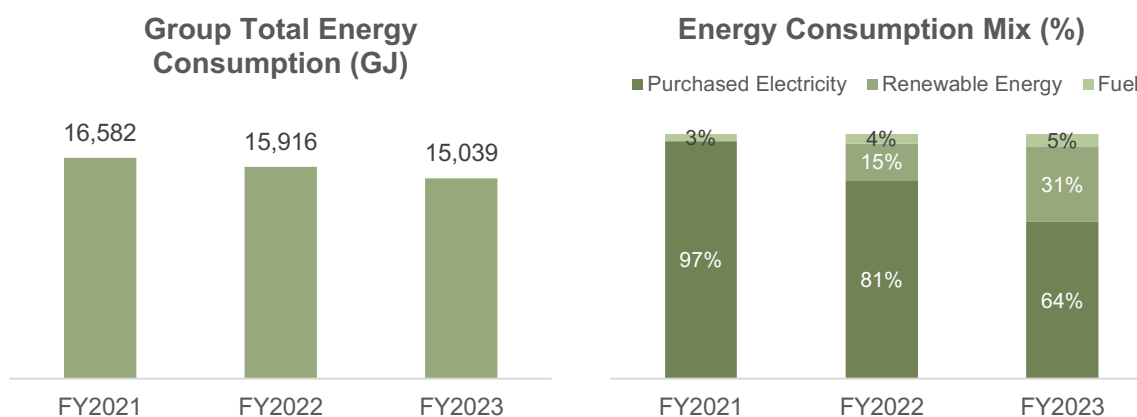
In FY2022, the Group took a step towards sustainability by incorporating solar panels into our energy portfolio, contributing to clean and renewable energy sources. Expanding on this initiative, we procured an electric vehicle (“EV”) for our fleet this year that harnesses electricity as its primary energy source for propulsion, making it a more environmentally friendly alternative to traditional petrol cars. We also minimise our energy footprint by adopting practices such as turning off lights and air conditioning units when they are not in use at our offices and hostels.

Sustainability Performance

Total Energy Consumption and GHG Emissions

Our Group total energy consumption comprises fuel, electricity and renewable energy consumption from STB, SMP and SAC. Additionally, we track our hostel’s electricity consumption.

In FY2023, we achieved a 5.5% reduction in our total energy consumption compared to the previous year, resulting in a 20% decrease in our total GHG emission. During this period, our renewable energy contribution surged, accounting for 31% of our overall energy consumption. 64% of our energy was sourced from purchased electricity through the grid and an additional 5% was attributed to our operational fuel consumption.

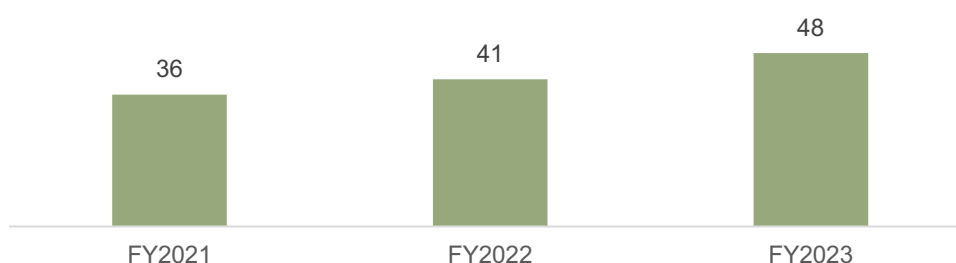


	FY2021	FY2022	FY2023
Scope 1	36	41	48
Scope 2	3,380	2,726	2,045
Scope 3	410	422	455
Total GHG Emissions	3,826	3,189	2,548

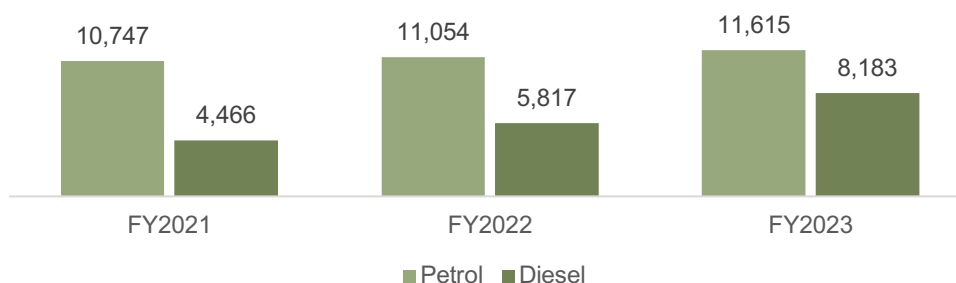
Scope 1 GHG Emissions

Our Scope 1 GHG emissions result from the direct emissions from fuel combustion. We utilise petrol for our company owned vehicles and diesel for our forklifts and generators. In FY2023, our petrol consumption increased by 5% while our diesel consumption increased by 41%. Overall, our Scope 1 GHG emissions amounted to 48 tCO₂e, representing a 17% increase compared to FY2022.

Group Scope 1 GHG Emissions (tCO₂e)



Group Fuel Consumption (L)



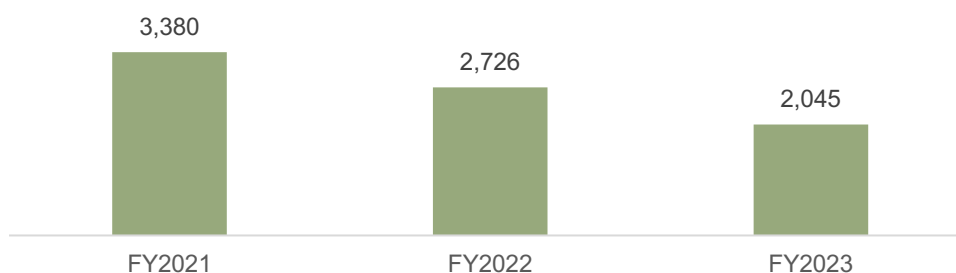
Note:

1. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards
2. Scope 1 emissions factors were sourced from the UK Government's GHG Conversion Factor 2023.

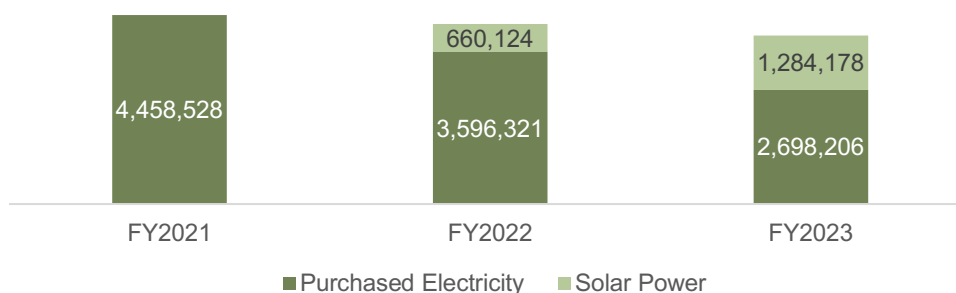
Scope 2 GHG Emissions

Scope 2 GHG emissions arise from the indirect impact of purchased electricity. Recognising this, we installed solar panels in FY2022, a proactive measure aimed at curbing our Scope 2 emissions while reducing operational expenses. In FY2023, the solar panels generated 1,284,178 kWh, offsetting 32% of our total electricity consumption and resulting in a substantial 25% reduction in our Scope 2 GHG emissions.

Group Scope 2 GHG Emissions (tCO₂e)



Group Total Electricity Consumption (kWh)



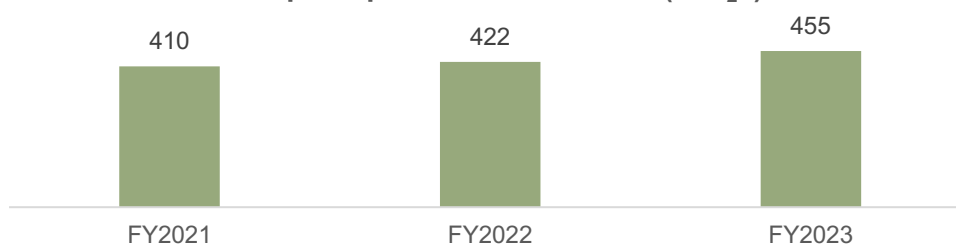
Note:

1. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards
2. Scope 2 emissions factor were sourced from the National Energy Commission: Grid Emissions Factor (GEF) in Malaysia 2021.

Scope 3 GHG Emissions

Our Scope 3 GHG emissions stem from the transportation of employees engaged in business-related travels. This includes the use of vehicles owned by third parties, encompassing both aircraft and employees' personal vehicles. In FY2023, our Scope 3 emissions decreased, primarily attributed to reduced frequency of long-distance international business travels.

Group Scope 3 GHG Emissions (tCO₂e)



	FY2021	FY2022	FY2023
Business Travel (Air)	3.00	3.04	13.56
Business Travel (Land)	0.33	0.57	0.35
Employee Commute	409.94	421.99	455.11

Note:

1. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards
2. Scope 3 emissions factors were sourced from the UK Government's GHG Conversion Factor 2023.

Waste Management

Why it Matters?

Efficient waste management holds immense significance for us as manufacturers. Proper disposal and recycling of our production waste are pivotal in reducing our environmental impact, minimising our carbon footprint and ensuring regulatory compliance.

Our Approach to Waste Management

We have integrated proper disposal practices for production waste into our operations. Oversight and execution of these measures in line with the Environmental Quality Act of 1974 are conducted by our dedicated safety and health officers. The Group ensures that hazardous waste handling aligns with the Environmental Quality (Scheduled Wastes) Regulations of 2005 and relevant guidelines.

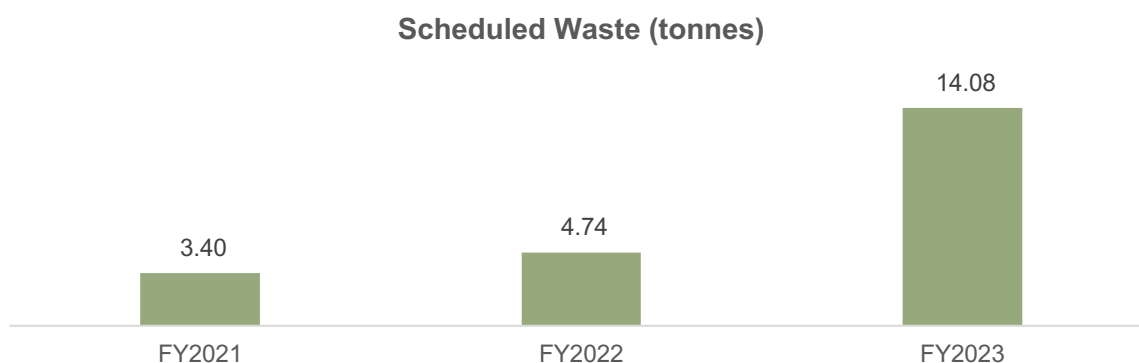
Aside from that, we have also implemented an initiative to reduce paper usage which limits printing to essential needs and digitalised our documentation process while encouraging recycling for better waste management.

Sustainability Performance

Scheduled Waste

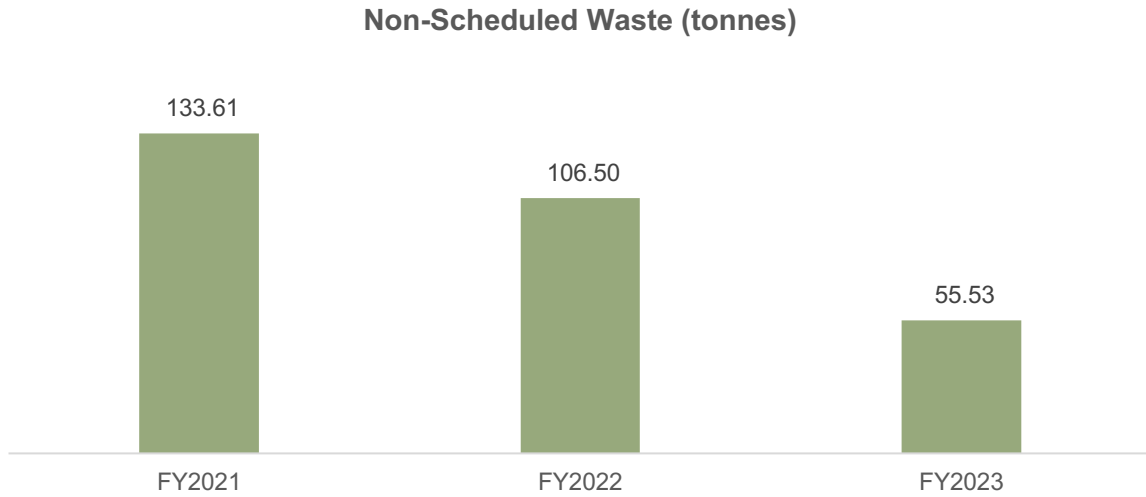
Our scheduled waste comprises SW104, SW110, SW307, SW409 and SW410. All scheduled waste is collected by an approved waste collector sanctioned by the Department of Environment.

SW Code	Description
SW104	Dust, slag, dross or ash containing arsenic, mercury, lead, cadmium, chromium, nickel, copper, vanadium, beryllium, antimony, tellurium, thallium or selenium excluding slag from iron and steel factory
SW110	Waste from electrical and electronic assemblies
SW307	Spent mineral oil-water emulsion
SW409	Containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or scheduled wastes
SW410	Rags, plastics, papers or filters contaminated with scheduled wastes



Non-Scheduled Waste

In FY2023, the Group produced 55.53 tonnes of non-scheduled waste, primarily composed of wire and PVC, representing a noteworthy 48% reduction. Meanwhile, all our non-scheduled waste was recycled.



Water Consumption

Why it Matters?

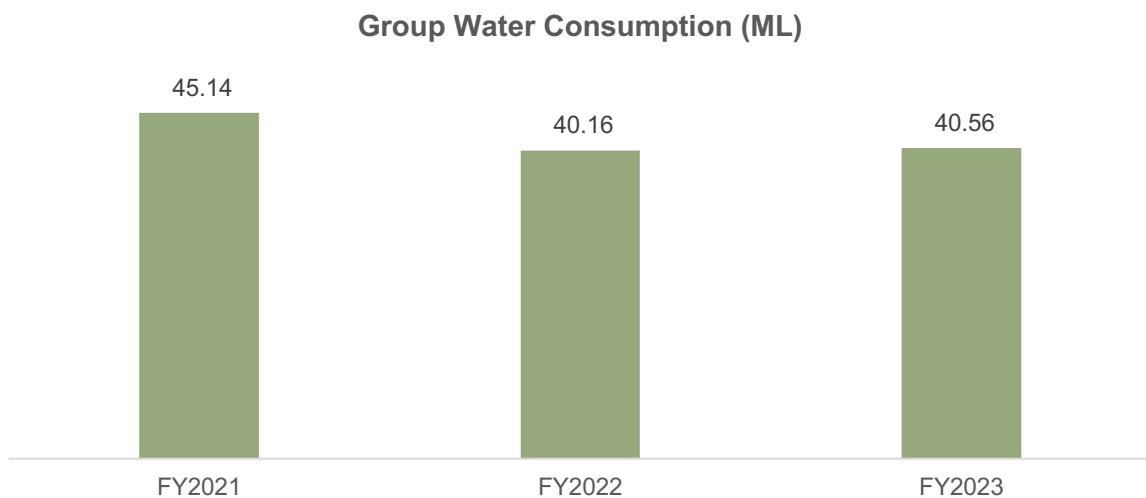
Our water consumption comprises operational and hostel-related usage. Processed water plays a significant role, particularly in the cooling processes during wire extrusion and PVC compounding, constituting 74% of our overall water consumption in FY2023. Hostels, accommodating over 700 employees, contributed to 26% of our total consumption in FY2023. This includes water for daily personal usage, drinking, sanitation, canteen operations and cleaning purposes.

Our Approach to Responsible Water Consumption

To reduce our environmental footprint, we implemented various water-saving initiatives. These initiatives address both operational processes and hostel-related water usage. By optimising our processes at our manufacturing facilities, we aim to enhance sustainability and contribute to the conservation of this essential resource.

Sustainability Performance

In FY2023, we achieved our target to reduce our total water consumption by at least 10% below FY2021 levels, with a total water consumption of 40.56 ML.



Towards Sustainable Excellence

Moving forward, the Group aspires to strengthen initiatives in terms of corporate governance, environmental conservation and the betterment of society. Hence, in the manufacturing of medical and automotive products, our emphasis lies both in product excellence and in conscientious practices aligned with our corporate culture. We continue this sustainability journey with the promise of ensuring ongoing progress, persevering towards a brighter tomorrow.

Performance Data Table

Governance

Indicator	Unit	FY2021	FY2022	FY2023
Corporate Governance and Anti-Corruption				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
• Senior Management	%	0	0	56
• Management	%	0	0	56
• Executive	%	0	0	14
• Non-Executive	%	0	0	0
Bursa C1(b) Percentage of operations assessed for corruption related risks	%	100	100	100
Bursa C1(c) Confirmed incidents of corruption and actions taken	Number	0	0	0
Data Privacy and Cybersecurity				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	0	0	0

Social

Indicator	Unit	FY2021	FY2022	FY2023
Occupational Health and Safety				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.74	0.59	0.64
Bursa C5(c) Number of employees trained on health and safety standards	Number	N/A	N/A	49
Talent Attraction and Development				
Bursa C6(a) Total hours of training by employee category				
• Senior Management	Hours	0	14	35
• Management	Hours	58	35	333
• Executive	Hours	139	153	701
• Non-Executive	Hours	7,351	8,730	6,128
Bursa C6(c) Total number of employee turnover by employee category				
• Senior Management	Number	0	0	0
• Management	Number	3	2	2
• Executive	Number	15	27	19
• Non-Executive	Number	307	248	221
Labour Practices and Standards				

Indicator	Unit	FY2021	FY2022	FY2023
Bursa C6(d) Number of substantiated complaints concerning human rights violation	Number	0	0	0
Responsible Sourcing				
Bursa C7(a) Proportion of spending on local suppliers	%	58	48	43
Workforce Diversity and Inclusivity				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Gender group by employee category				
• Senior Management (Men)	%	89	89	89
• Senior Management (Women)	%	11	11	11
• Management (Men)	%	50	44	56
• Management (Women)	%	50	56	44
• Executive (Men)	%	50	58	49
• Executive (Women)	%	50	42	51
• Non-Executive (Men)	%	37	46	48
• Non-Executive (Women)	%	63	54	52
Age group by employee category				
• Senior Management (<30)	%	11	11	0
• Senior Management (30-50)	%	22	22	44
• Senior Management (>50)	%	67	67	56
• Management (<30)	%	0	0	0
• Management (30-50)	%	50	44	22
• Management (>50)	%	50	56	78
• Executive (<30)	%	47	37	55
• Executive (30-50)	%	39	42	26
• Executive (>50)	%	14	21	19
• Non-Executive (<30)	%	72	68	59
• Non-Executive (30-50)	%	23	26	22
• Non-Executive (>50)	%	5	6	19
Bursa C3(b) Percentage of directors by gender and age				
Men	%	67	67	70
Women	%	33	33	30
<30	%	0	0	0
30-50	%	22	22	20
>50	%	78	78	80
Bursa C6(b) Percentage of employees that are contractors or temporary staff	%	0	0	0
Community Engagement				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	11,170	1,740	1,940

Indicator	Unit	FY2021	FY2022	FY2023
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	2 organisations	1 organisation	3 organisations and 173 individuals

Environment

Indicator	Unit	FY2021	FY2022	FY2023
Climate Change and Energy Consumption				
Bursa C4(a) Total energy consumption	GJ	16,582	15,916	15,039
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	tCO ₂ e	36	41	48
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	tCO ₂ e	3,380	2,726	2,045
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (business travel and employee commuting)	tCO ₂ e	410	422	455
Waste Management				
Bursa C10(a) Total waste generated	Metric tonnes	137.01	111.24	69.61
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	133.61	106.50	55.53
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	0	0	0
Water Consumption				
Bursa C9(a) Total volume of water used	ML	45.14	40.16	40.56

GRI Content Index

Statement of use	Supercomnet Technologies Berhad has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 2: General Disclosures 2021	2-1 Organisational details	4
	2-2 Entities included in the organisation's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	4-5
	2-5 External assurance	5
	2-6 Activities, value chain and other business relationships	4,5
	2-7 Employees	37-39
	2-8 Workers who are not employees	38
	2-9 Governance structure and composition	12
	2-10 Nomination and selection of the highest governance body	12
	2-11 Chair of the highest governance body	12
	2-12 Role of the highest governance body in overseeing the management of impacts	12
	2-13 Delegation of responsibility for managing impacts	12
	2-14 Role of the highest governance body in sustainability reporting	12
	2-16 Communication of critical concerns	23
	2-23 Policy commitments	9
	2-24 Embedding policy commitments	9
	2-25 Processes to remediate negative impacts	23
	2-26 Mechanisms for seeking advice and raising concerns	23
	2-27 Compliance with laws and regulations	23
	2-28 Membership associations	5
2-29 Approach to stakeholder engagement	13-14	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15
	3-2 List of material topics	16
	3-3 Management of material topics	<i>Throughout</i>
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	19-21
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	36
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	24
	205-2 Communication and training about anti-corruption policies and procedures	23-24
	205-3 Confirmed incidents of corruption and actions taken	24
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	43
	302-4 Reduction of energy consumption	43
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	48
	303-5 Water consumption	48
	305-1 Direct (Scope 1) GHG emissions	44

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	44-45
	305-3 Other indirect (Scope 3) GHG emissions	45
	305-5 Reduction of GHG emissions	43
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	46
	306-2 Management of significant waste-related impacts	46
	306-3 Waste generated	46-47
	306-4 Waste diverted from disposal	47
	306-5 Waste directed to disposal	46-47
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	34
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	35
	401-3 Parental leave	35-36
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	27
	403-2 Hazard identification, risk assessment, and incident investigation	27
	403-3 Occupational health services	35
	403-4 Worker participation, consultation, and communication on occupational health and safety	27-28
	403-5 Worker training on occupational health and safety	28
	403-9 Work-related injuries	28
	403-10 Work-related ill health	28
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	33
	404-2 Programmes for upgrading employee skills and transition assistance programs	32
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	24, 37-39
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	35
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	35
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	35
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	40-41
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	25