GOLDPAR PRECISION

ESG & SUSTAINABILITY REPORT 2025

BUILDING QUALITY AND RELIABILITY
THROUGH RESPONSIBLE MANUFACTURING



- ENVIRONMENT
- ETHICS
- HEALTH & SAFETY
- LABOUR
- MANAGEMENT

Precision in Every Detail.
Responsibility in Every Action.

2025 ESG Insight Report

Corporate Governance

Our team of RBA/CSR committee is committed to uphold the social compliance management system using the RBA model by accomplishing the following:

- To develop and maintain a Management System to Facilitate continual improvement of the Social, Safety, Environmental and Business Ethics performance.
- Comply with relevant applicable laws, regulations and customer requirements related to the company operations and products.
- Comply to RBA Code of Conduct Requirements
- To Communicate our social compliance management system policy and requirements to employees, suppliers, customers, relevant stakeholders and general public.

Directors


Low, Boon Hoe


Chua, Hock Leong


Low, Boon Chai


Low, How Wei, Head of sustainability committee

RBA/CSR Committee

The group committee comprise of director and employee with 60% female representatives.


Mastira bt.Abu Kasim


Faidzal Hisyam b. Hashim


Norlin bt.Othman


Siti Rohaya bt. Johor



Basrin b.Samsudin



Mohd Najib b.Saad



Fuziah bt.Ahmad



Ruzila bt. Yusoff



Nurmasnalina bt Rasul



Norjascilah bt Abdul Kadir

ESG RBA Transformation

2023

.HR and director established foundation of CSR, CoC, enhance Labour, Environment, Health & safety, Ethics, Management Review SOP & Policies.

.Sedex membership as guidelines to implement CSR.

.Customer CSR audit validated our engagement and performance. Pledged to move on to RBA

.Internet security management, NDA policies established

2024

. CSR Continues improvement through internal and external audit.

.First understanding of RBA consultation training.

.Appointment of key person to form committee and responsibilities to manage 5 pillar of RBA

.Overview of Labour rights practices and enhancement with stakeholder compliance to RBA CoC.

.Initiate Ethics, RoHs, Risk management to supply chain engagement.

.Continuous monitoring CSR objectives performances review

2023 WCA/CSR External Audit

Total 2 audits conducted. One by third party auditor with 16 findings and 19 findings by customer.

2024 CSR Advance Level External Audit

Total 1 audit conducted by customer with 26 findings.

2025

. RBA commitment and goals

.Full scale training and implementation of RBA CoC with internal and external stakeholder.

.GHG scope 1 & 2 training and policy establishment

.ESG third party audit include accommodation audit

.RBA VAP audit

2025 CSR Advance Level External Audit

Total 2 audits conducted. There is no significant findings. Both conducted by same customer. CSR audit with 9 findings and accommodation audit with 29 findings.

RBA ESG Audit

To ensure that all aspects of ESG implementation—including labor rights (such as forced labor), environment, corporate ethics, supply chain management, and management systems align with international standards and stakeholder expectations, we conducted third-party audit with RBA.

Responsible Business Alliance
Advancing Sustainability Globally

2025 : 1 site

Total 43 findings with 3 priority. CAR is in progress reply and implementation, closure audit target in DEC2026. Overall compliance rating to be announced after VAP validation.

JABATAN KESELAMATAN DAN KESIHATAN PEKERJAAN PERLIS (JKKPP)

2025 : 1 site

Government safety JKKP conducted overhead crane inspection and commented JH-PMA-3956 need to verify the long travel brake system. Overhead crane maintenance company conducted physical test and solved the vibration issues.

Environmental

Environmental Goals and Performances

Objectives	2023 (base year)	2024	2025 Target	2025 Progress
0 major environmental pollution incident. (Environmental Permit & Reporting)	0	0	0	0
Actions and improvement plan: All required permit, licenses and test report for environment are in place and communicated timely to government.				
0 hazardous substances related incident	0	0	0	0
Actions and improvement plan : All required hazardous substances have been identified in our control master list and regular cross reference check with internal SDS. Yearly internal awareness training and communicate with vendors to acknowledge green procurement masterlist.				
Paper carton recycle ratio at least 70% (domestic clients)	83.9%	78.2%	80%	73.62%
Actions and improvement plan: Timely communication with domestic customers to support recycle paper cartons or related paper packaging to improve recycle rates. Outsource recycle company was appointed to collect and monitor the task in 2025.				
Reduce solid waste amount by 0.5%	21.91ton	23.54ton	23.42ton	14ton
Actions and improvement plan: Started data collection in 2024. All employees shall practice waste reduction by re-using and/ recycling waste materials or wastes. Our solid waste consists of purging material, plastic stretch film, material bag, scrap iron, waste carton, paper document, mix plastic part.				
Conduct ambient air monitoring once a year	1	1	1	1
Actions and improvement plan: Environmental Management Representative (EMR) shall ensure that regulatory requirements with regards to air pollution are identified and complied.				
Reduce water usage by 0.5%	9567	8937	8892	10872
Actions and improvement plan: Water usage increment as staff and workers access to direct water filtering with Coway cold and hot system.				

Reduction GHG scope 1 emissions by 0.3% kgCO2e	NA	23464	22756	35635

Actions and improvement plan: Scope 1 emission refers to diesel, significant increases as one of our major customers has shifted their plant to 38.9KM away, which impacted the delivery distance.

Reduction GHG scope 2 emissions by 0.3% tCO2e	NA	2946	2857	2662

Actions and improvement plan: Emission from electricity is reduced as we reduce the number overtime.

Reduction GHG scope 3 emissions by 0.3% tCO2e	NA	NA	Implement 2025	1579.58

Actions and improvement plan: In 2025 implementation scope 3 emission. We are gradually ongoing effort to engage our supply chains to participate.

Environmental Management Policy

Inline with the World's aspiration in protecting the environment, Goldpar Precision Sdn Bhd seeks to implement, promote and maintain an Environmental Management System to mitigate the impacts created by our operations with relation to manufacturing of plastics injection moulding and secondary processes. The policy further extends to all stakeholders employees, suppliers, customers,neighbour.

We shall promote a safe and conducive working environment by building up our Environmental Management System (EMS) based on ISO 14001:2015 Standard for monitoring and reduction of environmental pollution, and conservation of natural resources and energy.

We shall establish an EMS which shall be reviewed at regular internals by top management, for effective implementation and continual improvement.

We shall carry out environmental protection by organizing and prioritizing environmental management and involvement of all employees and persons working on behalf of the organization.

We shall establish objectives and targets for all EMS activities includes all the **RBA code Environmental elements: Environmental Permits& Reporting; Pollution Prevention and Resource Reduction; Hazardous Substances; Solid**

Waste; Air Emissions; Material Restrictions; Water Management; Energy Consumption and Greenhouse Gas Emission, for proper implementation and review at regular intervals by top management.

We shall comply with Malaysian Environmental authorities' rules and other requirements for prevention of environmental pollution including those related to the Restriction Of Certain Hazardous Substances.

We shall provide continual education, training and promotion to all employees and persons working on behalf of the organization for environmental protection and encourage their active participation in environmental protection activities.

Green House Gas (GHG)

GPP is to ensure the Green House Gas (GHG) emission generated from GPP's activities, products and services are evaluated adequately so as to assist in identifying the significant materiality aspects and corresponding quantified data. GPP applies mechanism for managing, controlling significant Green House Gas emission aspects, objectives, targets and mitigate programs.

Restriction on the use of CFCs and Halon

Ozone-depleting substances (ODS) are human-made, stable chemical compounds containing chlorine or bromine, such as CFCs, Halons, and HCFCs. When released, they travel to the stratosphere, where UV radiation breaks them down, releasing atoms that destroy ozone molecules and erode the protective ozone

Currently, the company is not using CFC or other Ozone Depleting Substances (ODS) in any part of the manufacturing processes. EMR shall ensure that this is continuously complied

Energy, Water Management and Air monitoring Principles

GPP actively monitors Energy and Water consumptions, air emissions, ensure machinery, plant facilities are properly maintained to maximize utilization of energy.

Environmental Training

We conduct annual environmental protection training for employees, covering programs on, control pollution, energy and water conservation, Hazardous substances control.

Environmental Training Program 2025	Participants	Hours
ISO 14061:2018 Green House Gas Awareness Training Program	14	6
Operation Control Pollution, Waste Management, Chemical Management, Noise, Air	12	4
Control of RoHs Related Substances/ SDS Control	12	4
Energy and Water Conservation	15	4

Environmental Metric

Risk	**Unit**	**2024**	**2025**
GHG Emission Scope 1(Diesel)	kgCO2e	23464	35635
GHG Emission Scope 2(Electricity)	tCO2e	2946	2662
GHG Emission Scope 3(Value Chain)	tCO2e	NA	1579.58
Air Emission SO2	ug/m3	<67.22	<67.67
Air Emission NO2		4.93	2.82
Water Usage	M3	8937	10872
Energy Consumption	KWh	3,806,975	3,440,264

Solid Waste Generated	KG	23,629	17,345
Schedule Waste Generated	ton	9.07	14.6864

Environmental Monitoring Test

ENVIRONMENT (DOE)	DISPENSER & EFFLUENT-WATER TEST (GOLDPAR & HOSTEL)-WATER DISCHARGE MONITORING	1 TIME/YEAR-TEST REPORT FILLING
	ENVIRONMENTAL BOUNDRY NOISE MONITORING (EXTERNAL)	JBTN ALAM SEKITAR REQUIREMENT-MONTHLY MONITORING REPORT (EHS PIC-PRINTING PIC)
	ENVIRONMENTAL NOISE MONITORING (INTERNAL-MONTHLY)	
	AMBIENT AIR MONITORING-doE	1 TIME/YEAR-MONITORING REPORT FILLING-JBTN ALAM SEKITAR REQUIREMENT
	SPRAY BOOTH (Chimney), STACK EMMISION MONITORING (YEARLY)- AIR EMMISSION	AFTER CHRA-1 YEAR 1 TIME (JBTN ALAM SEKITAR REQUIREMENT)
	PRINTING LEV EMMISION MONITORING (YEARLY)-VENTILATION-After Exhaust Fan	DOE & FLEX AUDIT REQUIREMENT
		ONCE/YEAR-MONITORING REPORT
	SPRAY BOOTH INTERNAL MONITORING (MONTHLY)	MONTHLY REPORT CHECKLIST/INSPECTION
	SCHEDULE WASTE MONITORING (MONTHLY)	MONTHLY REPORT CHECKLIST/INSPECTION

Labour

Guided by our commitment, we continue to safeguard and improve human rights protection, communication, training and awareness of information on the human rights policy to ensure that all actions meet the ethical standards and social responsibilities.

- Comply to the RBA Code of Conduct Requirements.
- To Communicate our social compliance management system policy and requirements to employees, suppliers, customers, relevant stakeholders and general public.

Labour Goals and Performances

Objectives	2023 (base year)	2024	2025 Target	2025 Progress
Comply with RBA prevention of recruitment fees	20%	97%	100%	100%

Actions and improvement plan: In 2023 align with CSR and RBA practices, due diligence was conducted with the local, foreign agents and migrant workers repeatedly before and after they reported to work. Workers hired before 2025 were multiple re investigated on the fees they paid to agents, company concluded reimbursement all the fees in 2025.

Ensure no incidents of child labour	0	0	0	0

Actions and improvement plan: Age verification SOP is established, cross checked with legal document.

Ensure fair employment practices by reviewing employment contracts, labour law quarterly	1x	2x	3x	3x

Actions and improvement plan: In 2025 we established calendar and reminding system to cross check with legal requirements. Refer to monitoring plan. Quarterly review shall implement in 2026

Cultivate good working behaviour, value the voices of employees (Labour Grievance, disciplinary, harassment) Overdue cases more than 5 month	0Cases	0Cases	0Cases	0Cases

Actions and improvement plan: Overdue or pending of unsolved cases from grievance , disciplinary, harassment, to reduce to zero.

Ensure no severe human rights incidents that might damage reputation of GPP and our clients	0	0	0	0

Actions and improvement plan: 2025 Internal audit conducted annually to ensure compliance, there is no major findings on human rights issues.

Maintain ESG Labour survey twice in a year with internal and external stakeholder	N/A	N/A	Starts 2026	Implement 2026

Actions and improvement plan: Lack of 2 way communication. Revised communication SOP in Jan2026 for better internal and external stakeholder communication.

Achieve yearly Labor related training programs	N/A	N/A	Once yearly	Once Yearly

Actions and improvement plan: Annual training programs for Coc and RBA standard to raise employee awareness and safeguard human rights protections.

Twice a year verification of Communication Effectiveness with internal and external stakeholder (labour)	N/A	N/A	50% low concern	Implement 2026

Actions and improvement plan: Analysis and measurements for our RBA performances starting in 2025. We shall survey our communication effectiveness with internal and external stakeholder in 2026.

Employees Human Rights Protection

GPP adheres stricly to RBA standard, upholding fundamental rights of all employees, ensuring equitable working conditions, and respecting the dignity of every individual. We provide training to our employees to raise their awareness and safegaurd human rights protection.

Internal Human Rights Training Program	Frequency	Participants
RBA CoC	Once a year	56
Employee Handbook-Rules, Regulations, Benefits etc	Once a year	56
Labour Policy	Once a year	56
Grievances, Harassment	Once a year	56

Human Rights Due Diligence and Third Party RBA VAP Audits

GPP is committed to safegaurding human rights within our operations and supply chain. We utilize the RBA (Responsible Business Alliance)management mechanism, conducting internal self assessment questionnaires annually to identiy and evaluate risks. In 2025 we intiated third party RBA VAP audit and detected 43 deficiences. We are improvement plans is underway and forecast to full implementation by end of 2026.

Employee Engagement

GPP conducts internal surveys to measure emplyee's satisfaction. ESG questionaire survey was added after RBA VAP audit in 2025.

Employee Survey Programs	Frequency	2025 Participate
Workplace Health and Safety Survey	Once a year	159
Musculoskeletal Pain/Discomfort Survey	Once a year	97
ESG Questionnaire of Stakeholder Concern Survey	Twice a year	Implementation 2026
Grievance & Harassment surveillance questionnaire	Twice a year	Implement 2026

Occupational Health and Safety

We are committed to the needs on Occupational Health and Safety requirements. Therefore, we take all reasonable measure to:

- Protect employees, assets and other parties who working in our premises from potential hazards.
- Promote Occupational Health and Safety awareness to employees and other parties, whose working and entering our premises.
- Ensure compliance with all relevant to Health, Safety and the Environment Regulations include all the RBA Code Health and Safety Elements;

Occupational Safety; Emergency Preparedness; Occupational Injury and Illness; Industrial Hygiene; Physically Demanding Work; Machine Safeguarding, Sanitation, Food and Housing and Health and Safety Communication.

- Review and monitor Occupational Health & Safety performance progress for continual improvement.

Health and Safety Goals and Performances

Objectives	2023 (base	2024	2025 Target	2025 Progress
Maintain ESG Health and Safety survey twice a year with internal and external stakeholder	0	0	Start 2026	Implement 2026

Actions and improvement plan: Lack of 2 way communication. Revised communication SOP, target to implement in 2026.

Cultivate good working behaviour, value the voices of employees (Health and safety Grievance concerns) Overdue cases more than 5 month	0Cases	0Cases	0Cases	0Cases

Actions and improvement plan: Overdue or pending of unsolved cases from health and safety grievance to reduce to zero.

Control effectiveness PPE vs demanding work?	NA	NA	Once a year	Once a year

Actions and improvement plan: PPE evaluation to ensure a safe and healthy workplace

Good and safe workplace environment with zero major accident	0	0	0	0

Actions and improvement plan: HIRAC to identify of new process, new equipment , proper storage, proper training and caution points during trial run process.

Achieve yearly full target of Health and Safety related training programs	60%	60%	100%	100%

Actions and improvement plan: Annual training programs for health and safety to raise employee awareness.

Maintain good record of zero occupational dieses cause by chemical agents	0	0	0	0

Actions and improvement plan: Health and safety monitoring test is monitored annually.

Health and Safety Monitoring Test

SAFETY (DOSH)	NOISE RISK ASSESSMENT (NRA)-dosh	1 TIME EVERY 5YRS- LAST MONITOR JAN 2025- EXP:B4 JAN.2030
	REMARK:ALREADY DONE ON JAN'2025	
	AUDIOMETRIC TEST	1 YEAR 1 TIME- MONITORING REPORT FILLING
	PEST CONTROL MONITORING SERV.-ANT,COCROCH,RODENT	EVERY 2MONTH-SERVICE REPORT SAFETY-AS REQ BY RBA AUDIT
	PEST CONTROL MONITORING SERV.	MONTHLY-INTERNAL MONTHLY REPORT FILING
	CHRA-dosh	EXP.JUNE 2028 -5 YEAR / IF DIRECT BY DOSH GEN.DIRECTOR/ IF HAVE SIGNIFICAN CHANGES ON PROCESS,PRACTICE, CHEMICAL)
	REMARK:ALREADY DONE ON 2023	
	CHEMICAL EXPOSURE MONITORING-dosh	1 YEAR 1 TIME (IF OVER LIMIT 2 TIME- 6 BLN SEKALI)- TOLUNE&XYLONE (FOR SPRAY BOOTH STAFF)-no need due not use chemical as finding during CHRA
	(CEM)-no need due not use chemical as finding during CHRA ANYMORE	
	AKTA KILANG (RENEW CRANE, AIR RECEIVING)	1 TIME / YEAR-SERVICE REPORT FILING (S/O)
	FIRE ALARM SYSTEM (SPKA-FIREARTLINE)	2 TIME / YEAR-SERVICE AGREEMENT, RENEWAL

	-ongoing installation with new contractor as appoint **BY BOMBA**	
	FIRE ALARM SYSTEM (KURAWA)	**4TIME / YEAR-SERVICE REPORT FILLING**
	FIRE EXT, EMERGENCY LIGHT, MAP, SMOKE DETECTOR, KELUAR SIGN, NO BLOCK EXIT (INTERNAL)	**MONTHLY REPORT CHECKLIST/INSPECTION**
	FIRE DRILL (2 TIME/YEAR)	**2 TIME / YEAR- FIRE DRILL REPORT XTVT.**
	FIRST AID MONITORING (MONTLHY) & INVENTORY	**MONTHLY REPORT CHECKLIST/INSPECTION**
	WORKER MC MONITORING (MONTLHY)	**MONTHLY REPORT CHECKLIST/INSPECTION & CHART**
	WORKER ACCIDENT REPORT (MINOR,MAJOR- MONITORING (MONTLHY)	**MONTHLY REPORT CHECKLIST/INSPECTION & CHART**
	WORKER EGRONOMIC SURVEY	**1 TIME / YEAR-SURVEY REPORT AND DIAGRAME**
	SAFETY AT WORKPLACE SURVEY	**1 TIME / YEAR-SURVEY REPORT AND DIAGRAME**
	ESG SURVEY & COMMUNICATION EFFECTIVENESS REPORT	**Every 6 months-SURVEY REPORT**
	PPE EFFECTIVENESS MONITORING (MONTHLY) & INVENTORY	**MONTHLY REPORT CHECKLIST, INSPECTION CHECKLIST-(FIT TEST-RESPIRATOR)-SPRAY DEPT**

Health and Safety Training and Drill

DEPT	SECTION	TRAINING SUBJECT/TITLE	TRAINING TYPE	REMARK
ALL DEPARTMENT	ENVIRONTMENT, SAFETY & HEALTH	FIRST AID & CPR (BOFA) EXP.MAY'2028	EXTERNAL	3year 1 time (EXP-MAY'2028)
		BOMBA-FIRE DRILL	INTERNAL	1 year 2time
		BOMBA TRAINING (ERT)	EXTERNAL	1 year 1time
		FORKLIFT & PADESTARIAN WALKAWAY TRAINING	INTERNAL	1 year 1time
		PPE TRAINING	INTERNAL	1 year 1time
		FORKLIFT TRAINING EXP.JAN2027	EXTERNAL	1 year 1time
		HEARING CONSERVATION TRAINING EXP.JAN2027	EXTERNAL	2year 1 time (EXP.2027)
		WORKER'S RIGHT UNDER SECTION 26A EXP JAN2027	INTERNAL	2year 1 time (EXP.2027)
		CHEMICAL HANDLING & SPILL DRILL EXP.JAN2027	EXTERNAL	2year 1 time (EXP.2027)

Health and Safety Metrics

	2024	2025
Workplace Accident (cases)	1	0
Near Missed (cases)	0	0

Chemical Safety

GPP complies with local chemical safety regulations and customer restriction on hazardous substances. An internal control list of 253 substances is maintained and regularly updated based on regulatory, customer and internal requirements.

Supply Chain Management

GPP is committed to establish mechanism to guide key suppliers to understand and implement RBA requirements relevant to our operations. All GPP suppliers that are listed in the AVL shall be evaluated using risk management techniques to categories them into high risk, medium risk and low risk. GPP shall evaluate high risk suppliers annually to ensure the suppliers' RMA compliance is satisfactory and for non compliances GPP shall communicate with suppliers representative for continuous improvement.

As end of 2025 GPP has no supplier from conflict minerals. Yearly AVL suppliers and site service providers are provided awareness covering environmental protection RoHs, RBA CoC, Due diligence RBA SAQ, NDA, Ethics, ESG concerns surveys.

Topic coverage	Suppliers	Site Service providers
Communicate with suppliers and site service providers to Due diligence RBA SAQ	56	6
Green Procurement / RoHs update	56	6
Awareness on RBA Coc	56	6
Supplier awareness NDA	56	6
Suppliers awareness to acknowledge Business Ethics Awareness letter	56	6
Suppliers awareness responded to ESG surveys	2026 New implementation	2026 New implementation

Supplier Chain Management Goals and Performances

Objectives	2023 (base year)	2024	2025 Target	2025 Progress
Responds of CSR/RBA CoC awareness with suppliers and service providers	N/A	N/A	18	21
Actions and improvement plans: Total 62 awareness notification sent ,however, 21 suppliers including service providers responded				
Next Tier major suppliers communication process of RBA/CSR Code	N/A	N/A	Implement 2026	Implement 2026
Actions and improvement plans: We are supporting our suppliers in strengthening their own sustainable procurement programs so that improved practices can cascade across subsequent tiers of value chain.				
Audit suppliers/ service providers for CSR/RBA Labor, Health & safety, Business Ethics, Environment, Supply chain management	N/A	N/A	1	1
Actions and improvement plans: Yearly conduct workers accommodation audit to ensure the safety, and regulations are met. To extend audit to other service providers & suppliers in 2026				

Business Ethics

GPP adheres RBA Ethics standard to a corporate culture of integrity and has established Business Ethics Policy, implementing Malaysia anti bribery regulatory requirements. We have conduct employee training to thoroughly implement the practice of corporate integrity and ethical business operations.

Business Ethics Goals and Performances

Objectives	2023 (base year)	2024	2025 Target	2025 Progress
Communicate Business Ethics Policy with AVL and employees once a year	1	1	1	1

Actions and improvement plan: Internal training awareness routinely review these policies, includes guidance on how to use our reporting channels.

Yearly Suppliers/ Site provider awareness Anti bribery memo	1	1	1	1

Actions and improvement plan: We established compliance policies, SOP related to anti-corruption, whistleblowing policy and communicate with our supplier, service providers.

Business Ethics Training

ETHICS	GREVIANCE, WHISTLEBLOW & ANTI BRIBERY	INTERNAL	1 YEAR 1 TIME
	INFORMATION SECURITY MANAGEMENT TRANING	INTERNAL	1 YEAR 1 TIME
	BUSINESS ETHICS POLICY (SOP)	INTERNAL	1 YEAR 1 TIME

Governence

An important role of management reviews is to determine progress toward fulfilling the RBA policy and achieving RBA objectives. RBA objectives established through the review period are systematically evaluated to assess progress. Objectives that have been achieved may either be upgraded to a higher performance level, or be closed out to free resources for improvement in another area.

Beside RBA, management also prioritise Information Security to all Goldpar Precision Sdn Bhd Personnel.

Information security is the responsibility of all Goldpar Precision members of boards of directors, officers and employees (hereinafter referred to as Staff}. Each individual must remain aware of information security, and is responsible for assuring appropriate use and safeguarding of

information in the course of business. The ISM Policy (hereinafter called Policy) sets out the concepts of information security that is globally common. Rules and procedures established by Goldpar Precision operations must conform to the Policy, Global ISM Standards (hereinafter called Standards), and Global ISM Common Guidelines.

Management System Goals and Performances

Actions and improvement plan: Internal training awareness routinely to prioritize

Objectives	2023 (base year)	2024	2025 Target	2025 Progress
Conduct yearly internal RBA audit	N/A	1	1	1

Actions and improvement plan: Align with CSR and RBA practices, RBA committee members are committed to conduct yearly internal audit to ensure system is in place.

Conduct yearly ISM check	1	1	1	1

information security to safeguard our customers' and company's data privacy.

2025 Internal audit results

ITEM	DEPT	CATEGORIES / SECTION	CRITERIA RBA	DESCRIPTION	FINDING	STATUS	EFFECTIVE REPLY	REMARK & PIC
1	Health & Safety	Health & Safety - Industrial Hygiene	B.4	RBA H&S-01, ESP-07, RBA MR-03, HIRAC, Chemical handling & spill training, CHRA, CEM report. MISSED OUT HIRAC FOR SOME AREA (TOOLING,PRINTING AND PROD (DEGATING MACHINE) AREA.	NON CONFORMANCE	IN PROGRESS	24-11-25	TRAINING-HR, MONITORING-ENVIRONTMENT/SAFETY (DEPENT ON WHAT ISSUE), HIRAC- SAFETY OFFICER
2	Health & Safety	Health & Safety - Industrial Hygiene	B.4	Free PPE , PPE log book Found at printing area without using R95 PPE and correct gloves	NON CONFORMANCE	IN PROGRESS	24-11-25	SAFETY OFFICER
3	Health & Safety	Health & Safety - Sanitation, Food, & Housing	B.7	Some requirement are not meet yet	NON CONFORMANCE	IN PROGRESS		HR & WESTLITE DORMITORY
4	Health & Safety	Health & Safety - Communication	B.8	No emergency escape route at material store	NON CONFORMANCE	DONE	18-11-25	FAUZIAH-DOC CONTROL
5	Health & Safety	Health & Safety - Communication	B.8	Before work, induction briefing. After work Chemical handling, Emergency response, forklift, firedrill, first aid, overhead crane. Please add in JSA	NON CONFORMANCE	IN PROGRESS	24-Nov-25	SAFETY OFFICER
6	Environmental	Environmental - Hazardous Substances	C.3	No emergency spill kit at chemical storage area	NON CONFORMANCE	DONE	24-Nov-25	HR-CEPSWAM COMP.PERSON
7	Management System	Management System - Corrective Action Process	E.10	CAP process of internal audit need to be documentise and verified effectively	NON CONFORMANCE	IN PROGRESS	24-Nov-25	HR DEPT

From Internal Audit Date : 30 October 2025 & 13 November 2025 - 17 November 2025 , Goldpar's team found 7 Non-Conformance

Changes That Could Affect RBA System

The process of upgrading to RBA system, we shall conduct third party RBA VAP audit to benchmark our system with RBA. We foresee there will be many areas for improvement.

FLEX accommodation audit to make changes

-Water test at every room

-Provide sanitary bin for all female unit

-General waste bin with proper cover

Recommendation for Improvement after internal audit

A)Health & Safety- Promote safety thorought our value chains. By engaging with the stakeholders, we will continue to build trust through sharing information.

-1.1 Need to have more training on PPE

-1.2 Ensure display machine/ equipment safety SOP with foreign native languages

B) Labour – Managing with our internal and external communications , engagement with performance data and surveys, measurement of communication effectiveness. Also continue monitoring working hours.

C) Environmental Performance- There are challenges for paper carton recycling as we depend on customers and outsouce partner collabration to collect the paper cartons. There are occasions that paper cartons would be mistakenly scrap instead of recycle. GHG scope 3 implementation associated with supply chains which requires on going effort to enage and collaborate with business partners.

D) Ethics – Annually we will continue to share our Ethics policy, anti corruption memorandom with internal and external stakeholders, shall extend the mechanism to our website in 2026.

E) Management – Systematic, two way communcation with stakeholder needs, manage interests and concerns, idernify trends and oppoartunities. We regularly review our practices so that they remain current and effective.