



WELLCALL HOLDINGS BERHAD

Registration No: 200501025213 (707346-W)

SUSTAINABILITY REPORT 2025



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ABOUT THIS STATEMENT

This Sustainability Report (“Report”) presents Wellcall Holdings Berhad’s (“Wellcall” or the “Group”) strategic commitment to sustainable value creation through its wholly owned subsidiary, Wellcall Hose (M) Sdn. Bhd. It underscores our integration of environmental, social, and governance (“ESG”) principles into the Group’s operational and decision-making processes.

This Report is developed in alignment with globally recognised reporting frameworks, the Report incorporates insights from key stakeholders such as employees, customers, suppliers and the communities in which we operate, to ensure that our initiatives address diverse expectations and reflect shared values.

It provides a clear account of our sustainability strategy, the rationale guiding each initiative, and the measurable progress achieved to date. By maintaining transparency and accountability, Wellcall aim to advance responsible business practices that contribute to long-term success, strengthen stakeholder confidence, and support a sustainable future.

SCOPE OF THIS REPORT

This Report covers the Group sustainability initiatives and performance for the financial year ended 30 September 2025 (“FYE 2025”) through its wholly owned subsidiary, Wellcall Hose (M) Sdn. Bhd., which operates in Perak, Malaysia. It excludes owned associate Trelleborg Wellcall Sdn. Bhd. that has been ceased operation in FYE 2024.

APPROVAL AND ASSURANCE

This Report has been internally reviewed by the Group Internal Audit and externally assured by Visionwide Sustainability Sdn. Bhd. with limited assurance on Scope 2 Emissions and specific social matter as mentioned in the assurance statement at page 72. The Report has been reviewed and approved by our Board of Directors (the “Board”).

GUIDELINES AND STANDARDS

We ensure that this Report has been prepared in accordance to Main Market Listing Requirements of Bursa Malaysia Securities Berhad (“Bursa Malaysia”) and Global Reporting Initiative Standards (“GRI”), and referring to United Nations Sustainable Development Goals (“UNSDGs”), International Financial Reporting Standards (“IFRS”) S2 Climate-related Disclosures and Task Force on Climate-Related Financial Disclosure (“TCFD”).

FEEDBACK

We welcome feedback and suggestions from all stakeholders to enable us to fulfil or improve our sustainability commitments. Please send your feedback to: wellcall@wellcall.com.my (General Enquiry) or gary.yu@wellcall.com.my (Investors Relation).

PROGRESSIVE STATEMENTS

This Report contains progressive statements in relation to the Group's objectives, strategies, plans, and future initiatives that are interconnected with the Group's business, financial, and non-financial performance. These statements include words and phrases such as **'aims', 'targets', 'believes', 'estimates', 'may', 'should', 'would', and 'will'**.

These statements should not be interpreted as a guarantee of future operating or financial performance. They inherently involve potential risks, uncertainties, or unforeseen repercussions that might cause actual results to vary materially from those projected. Issues that may cause such variations include, but are not limited to, changes in global, national, and regional economic and social conditions, or any matters that have not been reviewed or reported on by the Group's auditors.

ABOUT WELLCALL HOLDINGS BERHAD

The Group has proudly established itself as Malaysia's largest industrial rubber hose manufacturer since 1995, delivering a diversified product portfolio to major industries across the globe, including Oil & Gas, Automotive, Marine, Water, and Construction. Our reputation as a reliable business partner is built upon an unwavering commitment to consistent quality, continuous innovation, and reliable delivery.

As a company listed on Bursa Malaysia, the Group is guided by a foundational commitment to integrity, social responsibility, and ethical practices. We view robust governance and transparency as fundamental to building and maintaining long-term customer trust. This translates directly into a strong focus on sustainability, where we adhere to stringent ecological standards to ensure our productivity is balanced with responsible resource stewardship.

Our operational excellence is demonstrated through our extensive range of high-performance rubber hoses, which are categorised and specialised for diverse and demanding applications worldwide. This product line-up includes critical hoses for the conveyance of air, water, and petroleum products, as well as specialised hoses for welding and handling abrasive materials.

We ensure safety and endurance for hoses utilise in high-risk sectors like petroleum and oil. Our suction and discharge hoses are engineered to handle products with aromatic content up to 50% and withstand temperatures ranging from -20°C to +70°C. These products incorporate robust design features, such as a black Nitrile Butadiene Rubber ("NBR") rubber tube and reinforcement from high-strength synthetic cord and helix wire. Our customer-centric approach allows for extensive customisation in diameter, working pressure, and temperature range, to accommodate every client receives a perfectly tailored solution to enhance their operational efficiency and safety.

Our Vision & Mission

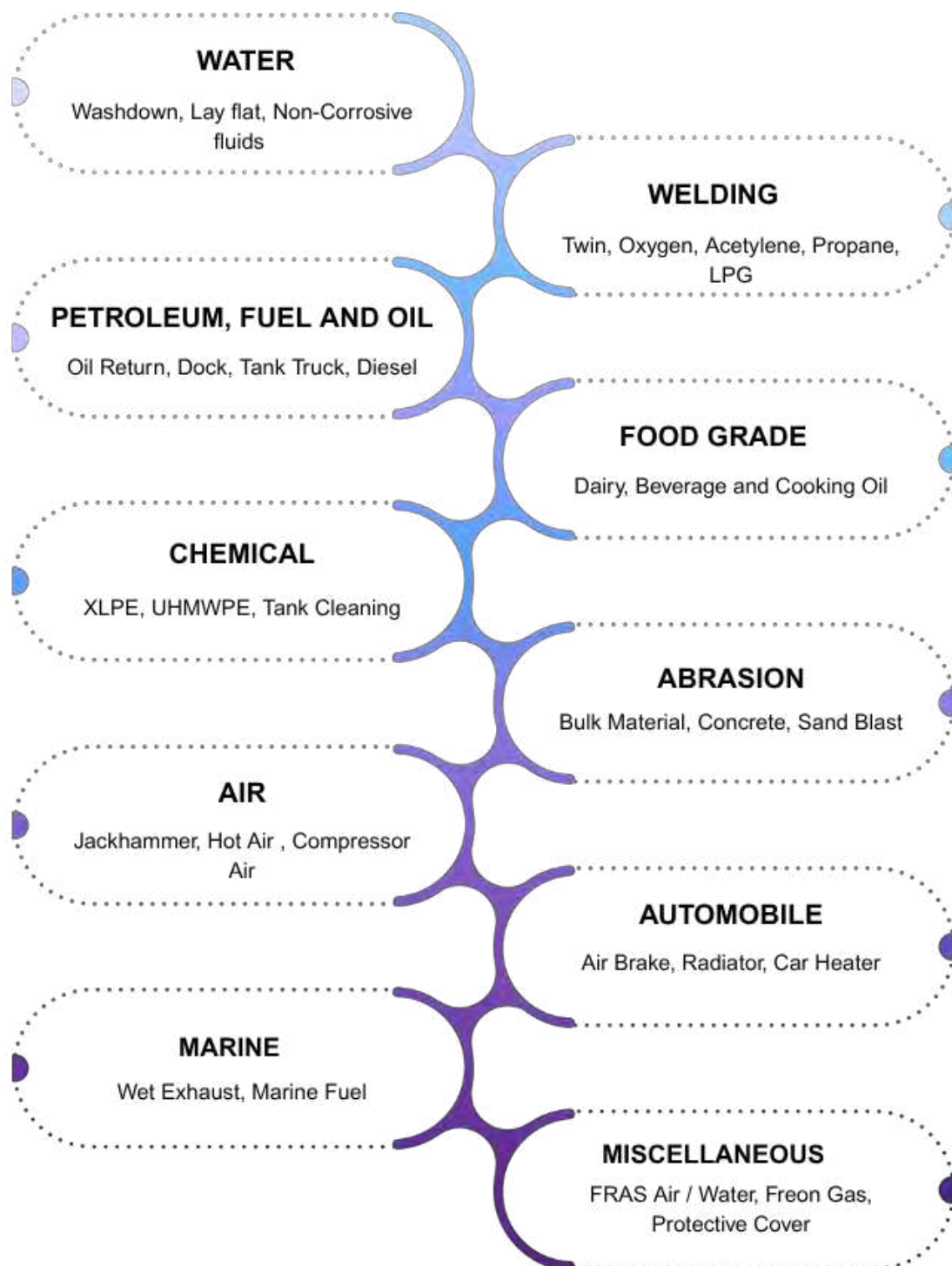
Vision: We strive to be the world's leading manufacturer with excellent quality industry hose products.

Mission: To be a world class industry hose manufacturer providing top quality products with excellent services through continuous improvement and innovation.

Memberships

The Group is an active member of the following organisations:

- Malaysia Rubber Products Manufacturers Association
- Federation of Malaysian Manufacturing

Hose Applications Market**Note:**

- Cross-linked Polyethylene (XLPE)
- Ultra-high-molecular-weight polyethylene (UHMWPE)
- Liquefied Petroleum Gas (LPG)
- Fire Resistant Anti-Static (FRAS)

OUR APPROACH TOWARDS SUSTAINABILITY

Our dedication to sustainability comes from our aspiration to be the leading manufacturer of high-quality industrial hose products on a global scale. We continuously integrate sustainability into our mission, ensuring it aligns with our broader objectives.

Sustainability principles are embedded within our core values:

- Integrity and total commitment
- Global customer satisfaction
- Do it right the first time and every time
- Excellent in quality and competitiveness
- Environment friendly and social responsibility

This integration has profoundly shaped our approach to identifying our material issues.



SUSTAINABILITY GOVERNANCE STRUCTURE

The overall direction for sustainability initiatives is set by the Board, primarily through the Audit Committee (“AC”). The Audit Committee is supported by the Group Sustainability Committee, who set specific goals for sustainability-related activities. Each business unit has a dedicated sustainability committee responsible for tracking and managing the sustainability data.



Board of Directors

The Board holds the highest level of accountability, ultimately responsible for ensuring that sustainability is fully integrated into the strategic direction of the Group and its entire operational scope. This involves setting the 'tone at the top' and providing final review and approval for the Group's core sustainability strategies, disclosures, and long-term value creation goals.

Group Sustainability Committee ("GSC")

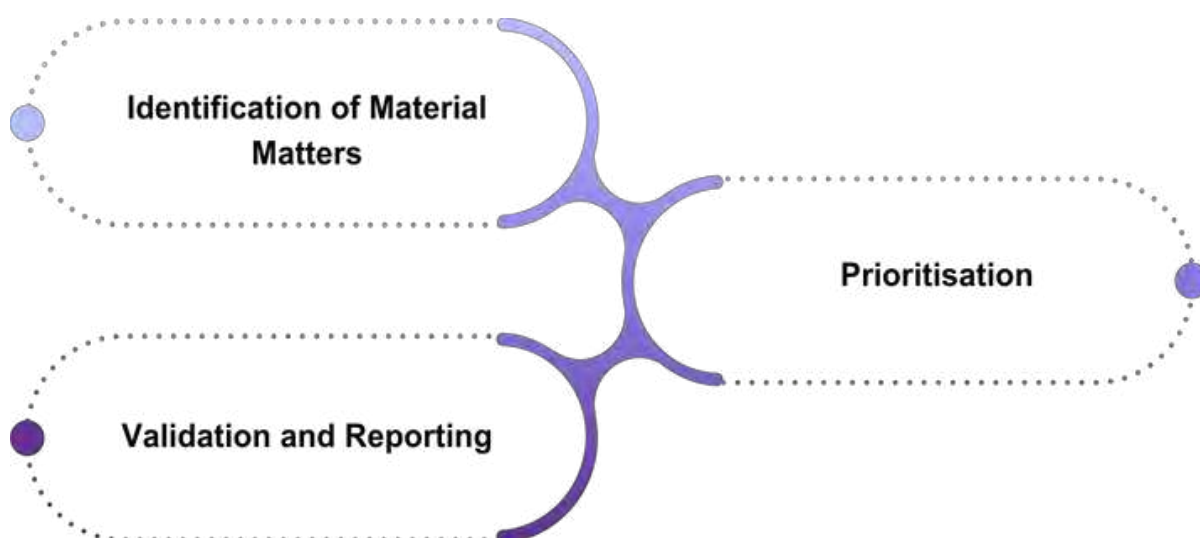
The GSC consists of Managing director and Executive Directors that are entrusted by the Board to oversee the effective formulation, implementation, and management of the Group's defined sustainability strategies. Specifically, the GSC leads the Management team in reviewing business operations to continuously strengthen the established sustainability framework within the organisation and ensure alignment with the overarching goals set by the Board.

Sustainability Steering Committee ("SSC")

The SSC, composed of management team, is established to support the Board in fulfilling its responsibilities related to sustainability execution. The SSC is responsible for overseeing the implementation of all approved sustainability-related policies, measures, and actions to achieve the Group's defined milestones and goals. Furthermore, SSC oversees the preparation of all required sustainability disclosures, recommending them for the Board's final approval.

MATERIALS MATTERS

The Group ensures its sustainability strategy is robust and aligned with stakeholder priorities by adhering to a structured three-step materiality assessment process:



1. Identification of Material Matters

The Group initiates the process with comprehensive desktop research, which includes industry peer comparison and referencing the Sustainability Accounting Standards Board (“SASB”) Industry Standard to generate a foundational list of relevant material topics. Following this internal exercise, the Group engages in active engagement with both internal personnel and key external stakeholders. This is achieved by having stakeholders complete a materiality matrix survey to directly assess both the importance of their concerns and the impact those concerns have on the Group’s objectives.

Wellcall strategically refined its material matters set from FYE 2024 to FYE 2025 to ensure optimal alignment with its business operations, risk profile, and industrial material matter. This involved a clear move towards a more holistic and integrated approach, particularly in social matters: the key themes of FYE 2024 ‘Training and Staff Development’, ‘Child Labour’, ‘Forced Labour’, and ‘Non-Discrimination Policy’ were combined into the unified matter of ‘Employee Engagement, Wellbeing and Development’, while ‘Employee Health and Safety Program’ was streamlined into ‘Occupational Health and Safety,’ signalling a stronger focus on human capital management.

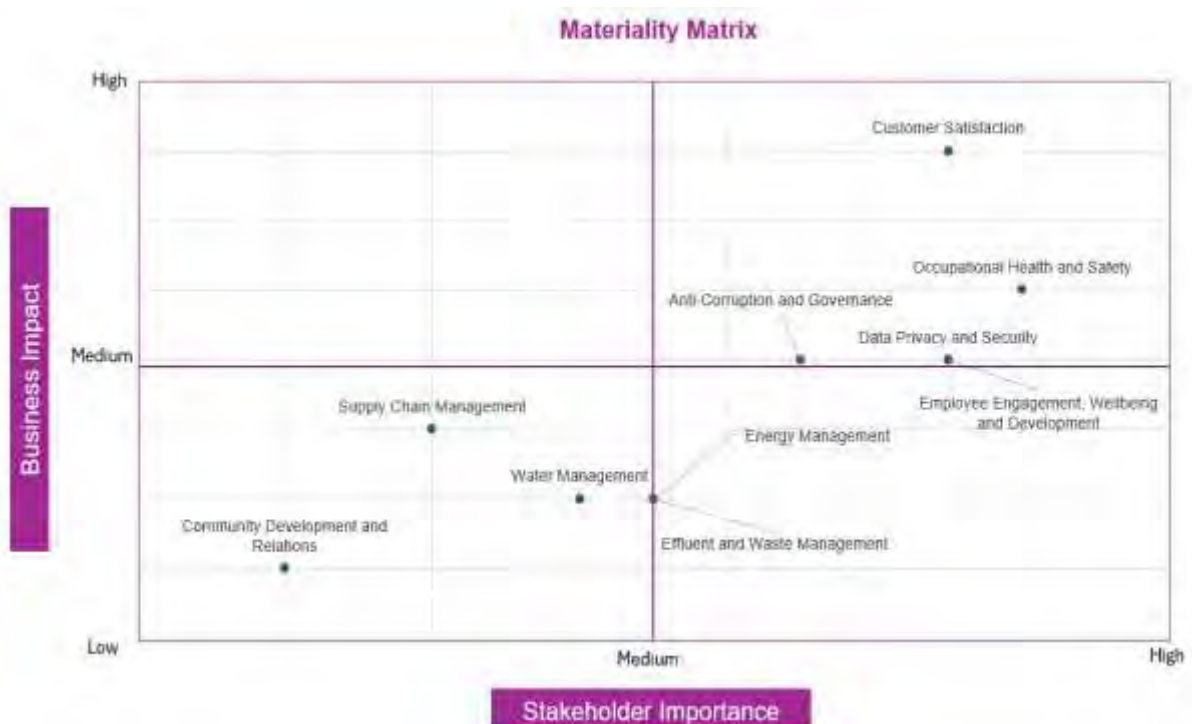
The new addition of ‘Supply Chain Management’ and ‘Customer Satisfaction’ ensures the Group materially addresses the entire value chain, from ethical sourcing upstream to final product quality downstream. Concurrently, environmental topics such as ‘Energy Practices’, ‘Water Effluent’, and ‘Effluents and Waste practices’ were renamed to the more specific ‘Energy Management’, ‘Water Management’, and ‘Effluent & Waste Management’ for enhanced disclosure clarity. Furthermore, the removal of ‘Economic Performance’ from the material matters indicates a focus on presenting social and environmental impacts, as the topic is addressed through statutory financial reporting. These revisions collectively ensure Wellcall’s sustainability strategy is precisely focused on issues presenting a greater risk and opportunity across its operations.

2. Prioritisation

Following the identification phase, the feedback and data received are meticulously analysed and ranked. Material issues are prioritised based on a dual-axis metric: their relevance and importance to external stakeholder concerns and their potential impact on the Group’s objectives. This careful prioritisation allows resources and management focus directed toward the most pressing material issues that directly affect the Group’s ability to create long-term value.

3. Validation and Reporting

The findings from the prioritisation phase are meticulously integrated into this report, forming the foundation of our sustainability disclosures. The outcome of the prioritisation process is presented to, and approved by, the Board. This formal endorsement serves to both validate and approve the materiality process, demonstrating the Group's commitment to transparency, accountability, and robust governance. This structured approach ensures that the Group continually aligns its operations with confirmed stakeholder expectations and advances its sustainability goals in a meaningful and verifiable way.



Material Matters	Definition
Anti-Corruption and Governance	To uphold the highest ethical standards and transparent governance, ensuring zero tolerance for corruption, bribery, and unethical conduct across Wellcall's operation.
Data Privacy and Security	To protect the confidentiality and integrity of sensitive stakeholder data from employees, suppliers, and customers against all unauthorised access or security breaches.
Supply Chain Management	To adopt environmentally and socially responsible practices throughout the supply chain, including prioritising local sourcing where possible.
Employee Engagement, Wellbeing and Development	To ensure all employees receive fair compensation for equal work, while providing comprehensive support and resources.
Occupational Health and Safety	To ensure management and continuous improvement of safety systems, training, and policies to eliminate workplace hazards and ensure a healthy and secure working environment.
Community Development and Relations	To engage with the local community through community activities, charitable involvement, and fostering positive long-term relations that contribute to local social and economic development.
Customer Satisfaction	To employ strategies and practices that actively manage and improve communication and interactions with customers, aimed at consistently enhancing satisfaction and securing long-term loyalty.
Energy Management	To manage and monitor energy consumption effectively to optimise operational efficiency, minimise energy costs, and substantially reduce the associated environmental impacts.
Water Management	To manage and monitor water efficiency across all operations to ensure responsible and efficient use of resources.
Effluent and Waste Management	To adopt management and reduction approaches for both waste and effluents generated by business operations, aiming to minimise environmental impact upon disposal or discharge.

STAKEHOLDERS ENGAGEMENT





Effective stakeholder management is essential to the successful implementation of our corporate sustainability strategies and initiatives. Building strong relationships and fostering trust are crucial, and we actively seek input from individuals across all levels, both within and outside the organisation, to gain a well-rounded understanding of diverse stakeholder viewpoints.

Our stakeholder's engagement primarily is listed below:

STAKEHOLDERS FOCUS AREAS	AND	ENGAGEMENT METHODS	FREQUENCY
Customers <ul style="list-style-type: none"> Customer assessments Anti-corruption and whistleblowing Privacy and data protection 		Feedback survey	Ongoing
		Customer audits	Ongoing
		Online / physical meeting	Ongoing
		Regular meetings	Ongoing
		Customer site visits	Ongoing
Employees: <ul style="list-style-type: none"> Employment practices Training and development Occupational Health and Safety 		In-house trainings	Ongoing
		Corporate / staff memos	Ongoing
		Performance evaluation	Bi-annually
		Regular meetings	Ongoing
		Staff briefings	Ongoing
Management: <ul style="list-style-type: none"> Sustainability governance Business ethics Environmental management and Anti-corruption and whistleblowing 		Monthly Operation reviews	Monthly
		Semi-annual operation review	Semi-annually
		Budget Projection	Annually
Suppliers: <ul style="list-style-type: none"> Supplier assessment Privacy and data protection 		Suppliers' evaluation	Ongoing
		Online / physical meeting	Ongoing
		Supplier audit	Ongoing
		Suppliers briefing	Ongoing
Investors: <ul style="list-style-type: none"> Legal compliance and Anti-corruption and whistleblowing Sustainability governance and strategy Privacy and data protection 		Annual general meeting	Annually
		Press releases	Ongoing
		Corporate website	Ongoing
		Regular updates via Bursa website	Ongoing
		Investor Briefing	Quarterly
Government and regulators: <ul style="list-style-type: none"> Anti-corruption and whistleblowing Legal compliance on environmental and social matters Environmental management Social Management 		Inspections and audits	Ongoing
		Participation of government or regulator organised events	Ongoing
		Regular updates via Bursa website	Ongoing

ALIGNMENT WITH UNSDG GOALS


















UN SDG Goals	Relevant Targets	Description
	Increase substantially the share of renewable energy in the global energy mix.	Transitioning to cleaner energy sources such as solar energy.
	Full and productive employment and decent work for all.	To promote fair labour practices, upholding worker rights, and fostering an inclusive workplace.
	Sustainable management and efficient use of natural resources.	Minimise our operational footprint by monitoring initiatives for resource and production efficiency.
	Take urgent action to combat climate change and its impacts.	To reduce our operational carbon footprint by focusing on energy efficiency and exploring the expansion of operational efficiency.



2025 KEY ESG HIGHLIGHTS

(1 OCTOBER 2024 - 30 SEPTEMBER 2025)

ENVIRONMENT	SOCIAL	GOVERNANCE
EMISSIONS  Scope 1 2,460.30 tonnes CO₂-eq Scope 2 5,063.66 tonnes CO₂-eq Scope 3 10,161.68 tonnes CO₂-eq	OUR PEOPLE   384 of Total Employees 30% female directors in Wellcall	ANTI BRIBERY  ZERO reported case on Anti bribery and corruption
ENERGY GENERATED  Solar Energy Generated 223.19 MWh	TRAINING  2.37 hours average training hours per employees	DATA PRIVACY  ZERO reported case on customer privacy breaches and losses on customer data
WATER CONSUMPTION  Water usage 99,652 m³	HEALTH & SAFETY  ZERO reported case on work-related fatalities  LTIR : 2.45  89 employees were trained on Health & Safety standards	HUMAN RIGHTS  ZERO reported case on human rights violation
WASTE MANAGEMENT  Waste Generated 428.21 tonnes	COMMUNITY  RM 165,988.40 donated to 17 different beneficiaries in FYE 2025	COMPLIANCE  <ul style="list-style-type: none"> NO whistleblowing reports NO fines incurred NO reported case on misconduct



OUR SUSTAINABLE
DEVELOPMENT GOALS



GOVERNANCE

Wellcall views governance as the foundation of our long-term sustainability, ensuring we operate with uncompromising ethics, transparency, and accountability. Our dedication to preventing misconduct and protecting stakeholder rights is formalised by key policies that are implemented across our value chain.

Wellcall's Policies:

- Code of Conduct and Ethics for Directors
- Code of Conduct and Ethics for Employees
- Audit Committee Terms of Reference
- Nomination Committee Terms of Reference
- Remuneration Committee Terms of Reference
- Sustainability Committee Terms of Reference
- Personal Data Protection Policy
- Anti-Bribery and Corruption Policy
- Corporate Disclosure Policy
- Directors' Fit and Proper Policy
- Emergency Succession Policy
- Enterprise Risk Management Policy
- Fraud Policy
- Conflict Of Interest and Related Party Transactions Policy and Procedures
- Succession Planning Policy
- Sustainability Policy
- Whistleblowing Policy

BOARD INTEGRITY, FITNESS, AND CONFLICT OF INTEREST

The Group maintains the highest ethical standards by enforcing the directors' Fit and Proper Policy during appointment and re-election, ensuring Directors possess the necessary integrity, experience, and competence to effectively oversee the Group's strategy, including sustainability. This is reinforced by a strict Conflict of Interest Policy, which mandates continuous declaration of any actual, potential, or perceived conflicts, restricting interested directors from deliberation and voting to guarantee the objectivity and impartiality of all key Board decisions.

ANTI-BRIBERY AND CORRUPTION (“ABC”) POLICY

The Board emphasises on a zero-tolerance approach to all forms of bribery and corruption, firmly embedding its commitment to conducting business with the highest standards of honesty and ethical practice. This mandate is driven from the top, with the Board approval on the ABC Policy and retaining ultimate oversight for its effective implementation across the Group.

The ABC Policy applies comprehensively to all personnel which includes the Board, management, and employees and associated persons, such as external third parties, consultants, contractors, suppliers, and business associates. This accountability structure is reinforced by our governance framework, the AC reviews the policy’s adequacy, Top Management ensures its integration into daily business processes, and the Anti-Bribery & Corruption Compliance Unit (“ABCCU”) oversees the design and implementation of the anti-bribery management system and provides necessary guidance.



Key Internal Controls and Prohibitions for ABAC

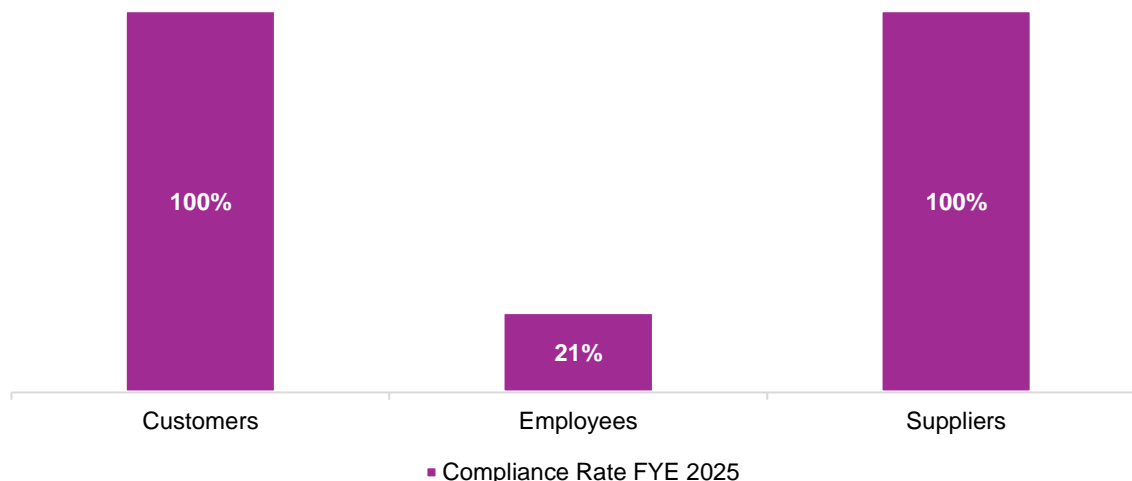
Wellcall enforces our zero-tolerance position through risk mitigation and enforcement, the Group has implemented a series of non-negotiable internal controls. Our policy dictates a strict "No Gift" Policy to prevent conflicts of interest, certain exceptions for gifts include company-to-company exchanges or promotional items of nominal value, all instances of providing or receiving gifts, entertainment, and travel must be immediately declared to the Management.

Our control environment is supported by robust compliance processes, including regular Risk Assessments reviewed semi-annually by the Risk Management Committee (“RMC”) to identify and manage potential exposures. This is complemented by mandatory Due Diligence conducted on all high-risk third parties.

In Procurement, proper controls ensure supplier selection is based purely on the supplier's capability, price, and quality, with new suppliers required to formally acknowledge and accept the ABC Policy.

Finally, the Group ensures protection against retaliation for any employee making a good faith report under the Whistleblowing Policy, with confidential channels available for raising concerns. To reinforce our stance against these unethical practices, we conducted a thorough risk assessment, highlighting key focus areas, as outlined in the table below:

Compliance Rate FYE 2025



	Compliance Rate FYE 2024	Compliance Rate FYE 2025	Methodology of Assessment
Suppliers	In Progress	100%	Via Business Associate Declaration form and email communication
Employees	100 %	21%	ABAC Training to new staff
Customers	100 %	100%	Clause included in invoices, proforma invoices and other customer communications

We adopt a zero-tolerance approach to bribery and corruption. The Group conducts regular risk assessments to identify potential vulnerabilities within our operations, particularly in high-risk areas such as procurement, sales, and government liaisons.

For FYE 2025, we have conducted ABAC Training for new staff as an onboarding program. However, all staff has re-committed to the ABAC Policy in FYE 2025. There were zero (0) confirmed incidents of corruption or legal actions regarding anti-competitive behaviour, anti-trust, or monopoly practices taken against the Group.

WHISTLEBLOWING POLICY

Wellcall's commitment to accountability is further strengthened by our Whistleblowing Policy, which provides a protected and confidential avenue for all personnel and members of the public to report genuine concerns regarding potential wrongdoing. The Group ensures protection against retaliation for any employee making a report in good faith, with confidential channels available through the AC Chairman. This mechanism ensures issues that cannot be resolved through normal reporting lines are brought to the attention of senior governance bodies for systematic investigation and resolution, reinforcing our culture of integrity.

The whistleblowing to be addressed to:

- a) Letter to:
Chairman, Audit Committee
c/o Wellcall Holdings Berhad
Plot 48, Jalan Johan 2/5, Kawasan Perindustrian Pengkalan II, Fasa II 31550
Pusing, Perak Darul Ridzuan.
- b) Email: acchairman@wellcall.com.my

DATA PRIVACY AND SECURITY

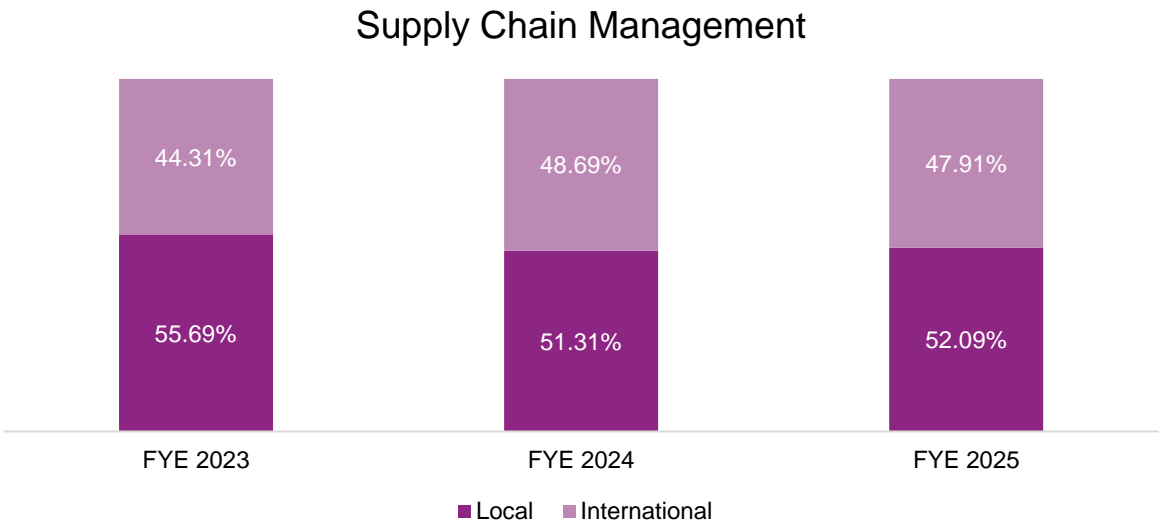
Wellcall is committed to protecting the data privacy of our customers, employees, and business partners in compliance with the Personal Data Protection Act 2010 (PDPA). We have implemented robust cybersecurity measures, including enterprise-grade firewalls, regular data encryption, and strict access controls to prevent unauthorized access.

To ensure ongoing vigilance, relevant employees undergo annual cybersecurity awareness training to identify phishing and malware threats. In FYE 2025, to the best of our knowledge, there were zero (0) substantiated complaints concerning breaches of customer privacy and zero (0) identified leaks, thefts, or losses of customer data.



SUPPLY CHAIN MANAGEMENT

Beyond cost and quality, Wellcall is progressively integrating environmental and social criteria into our procurement practices. We recognise that risks such as forced labour or environmental non-compliance in our supply chain can impact our reputation and operations.



Year	FYE 2023	FYE 2024	FYE 2025
Local (Percentage)	55.69%	51.31%	52.09%
International (Percentage)	44.31%	48.69%	47.91%

PRODUCT SAFETY AND QUALITY MANAGEMENT

Wellcall’s commitment to delivering safe, compliant, and high-quality products is promised by a rigorous, multi-layered certificated system for our product management, laboratory testing, and material sourcing. This comprehensive framework ensures that quality and safety are maintained from the initial design stage through to final delivery.

Quality Assurance and Facilities

Our core operational procedures are certified under ISO 9001:2015, which dictates good quality management practices internally. This standard extends specifically to our Laboratory and Facilities, ensuring all testing and operational environments meet globally recognised quality benchmarks.

Product Quality

Wellcall ensures its hoses meet the technical specifications required for critical applications by adhering to the following industry standards:

Hose Type	Standard Compliant
Air Brake Hose	SAE J1402 Type A
Compressed Air Hose	ISO 2398 Type 1C & 2C
FRAS Air Hose/ Water Hose	AS 2660 Class A
Gas Hose	AS/NZ 1869 Class C & ISO 3821
Marine Fuel Hose	SAE J1527, ISO 7840 A1 & A2
Marine Wet Exhaust Hose	SAE J2006 Style R1 & R2
Sandblast Hose	ISO 3861

RESPONSIBLE SUPPLY CHAIN

Our commitment to ethical and responsible sourcing is integral to our sustainability strategy. In line with this, we initiated our Social Labour Desktop Audit at FYE 2025 as our first supplier social assessment at labour standards within our key supply chain.

Audit Scope

Wellcall initiated a desktop audit involved a comprehensive review of the supplier's internal policies, management systems, and a completed social labour checklist designed to assess social compliance.

We plan to expand the scope of our social labour audit, incorporating additional strategic suppliers and moving towards on-site verification where appropriate, further reinforcing the integrity and social responsibility of our entire supply chain.

CUSTOMER SATISFACTION

Wellcall prioritises customer satisfaction as the top material matter for our long-term business resilience, maintaining a continuous feedback loop to ensure our product and services meets the client requirements.



Customer satisfaction survey is conducted regularly with our global client base. These surveys are designed to capture constructive feedback across three key performance indicators: product performance, delivery efficiency and service quality. The insights gathered are integrated into our ISO 9001 (Quality Management System) to inform on continuous improvement initiatives. We are pleased to report that our customer satisfaction rating achieved **90%** for the period of 1st January 2024 to 31st December 2024, demonstrating our success in meeting our customer expectations for quality and reliability. By valuing customer feedback and reflecting, we ensure our products remain aligned with the evolving needs of the industries we serve.

CLIMATE RISK MANAGEMENT

GOVERNANCE

Wellcall views strong governance as the foundation of our climate resilience. We have established a robust framework that assigns clear responsibilities from the Boardroom to the operational floor, ensuring that climate-related risks and opportunities are not treated in isolation but are fully integrated into our strategic decision-making and financial planning.

A. Board Oversight of Climate-related Risks and Opportunities

The Board holds the highest level of accountability, retaining ultimate responsibility for integrating climate-related matters into the Group's strategic direction and operational scope. The Board sets the 'tone at the top', providing final review and approval for the Group's core sustainability strategies, climate disclosures, and long-term value creation goals.

To ensure effective oversight, the Board delegates specific climate-related responsibilities to key committees:

- **Group Sustainability Committee:** Comprising the Managing Director and Executive Directors, the GSC is entrusted by the Board to oversee the effective formulation, implementation, and management of the Group's defined sustainability strategies. The GSC leads the review of business operations to ensure alignment with the overarching climate goals set by the Board.
- **Audit Committee ("AC"):** The AC provides independent oversight of the Group's internal controls and risk management framework. The AC reviews at twice yearly on the adequacy of the Group's risk management processes, ensuring that material climate risks are identified, assessed, and reported accurately.

Frequency of Oversight: The Board meets periodically or at least on a quarterly basis to deliberate and discuss on sustainability matter and risk arising with external consultant (i.e. AI Smartual Learning Sdn. Bhd.) on the key materials identified. Climate-related issues, specifically those identified as material risks (e.g., transition risks like carbon tax or physical risks like floods), are reviewed by the AC and Board to ensure they are appropriately mitigated and aligned with the Group's long-term financial planning.

Meeting Frequency and Continuous Oversight: To ensure climate resilience is actively monitored, sustainability is established as a standing agenda item at the Board's quarterly meetings. During these sessions, the Board is updated continuously on the Group's sustainability performance, emerging climate risks, and progress against decarbonisation targets. This structure ensures that climate considerations are not treated as ad-hoc topics but are central to the Board's regular strategic deliberations.

B. Management's Role in Assessing and Managing Climate-related Risks

Management is responsible for the execution of the Board's strategic mandates. This is operationalised through a cross-functional structure that ensures climate risks are identified at the operational level and escalated to the highest governance body.

- **Sustainability Steering Committee:** Composed of the management team, the SSC supports the Board in fulfilling its execution responsibilities. The SSC oversees the daily implementation of approved climate policies such as energy efficiency initiatives and solar PV monitoring and prepares all required sustainability disclosures for the Board's final approval.
- **Risk Management Committee:** Climate-related risks are systematically embedded within Wellcall's Enterprise Risk Management ("ERM") framework under the oversight of the RMC. The RMC, comprising the General Manager and all Heads of Department, ensures comprehensive evaluation of climate risks across operational functions. Convening at least twice annually, the committee reviews the Group's risk register and assesses residual risks, including both physical and transition climate risks based on their likelihood and potential impact. Where identified risks exceed established tolerance thresholds, the RMC escalates these matters to the Board and AC for strategic deliberation and resolution planning.

C. Integration into Performance and Remuneration

To reinforce accountability, the Board and Nomination Committee review the performance evaluation system for Directors and Senior Management. We have revised this evaluation process to include sustainability management experience, ensuring that leadership is incentivised to prioritise long-term climate resilience and sustainability performance.

D. Skills and Competency

The Board recognises that effective climate governance requires up-to-date knowledge. Wellcall's Directors and Senior Management actively participate in targeted training programs to remain informed on sustainability standards, climate-related risks, and global best practices.

In FYE 2025, our leadership enhanced their climate competency through specific high level training courses, including:

- **ESG and TCFD Masterclass:** To deepen understanding of climate scenario analysis and financial disclosures.
- **GRI Assurance and Verification:** To ensure the integrity of our sustainability data reporting.
- **Environmental Aspect and Impact Identification:** To sharpen operational ability in identifying localised environmental risks.

STRATEGY

To ensure our business model remains resilient against future uncertainties, Wellcall has conducted a comprehensive scenario analysis aligned with the Intergovernmental Panel on Climate Change (“IPCC”) Shared Socioeconomic Pathways (“SSPs”). These pathways provide a scientifically robust narrative for how global socioeconomic changes and climate policies might evolve, allowing us to stress-test our strategy against three distinct futures.

A. SCENARIO ANALYSIS FRAMEWORK

We evaluated our resilience across Short (1–2.5 years), Medium (2.5–5 years), and Long-term (>5 years) horizons using the following standardised warming pathways:

Wellcall Scenario	Scientific Basis (IPCC)	Narrative Description	Business Implications for Wellcall
Net Zero (1.5°C)	SSP1-1.9 <i>(Sustainability)</i>	"Taking the Green Road" Rapid global shift toward sustainability. Strictly enforced climate policies and high carbon taxes drive deep decarbonisation.	High Transition Risk: Maximum exposure to carbon pricing (taxes) and strict trade regulations. Physical risks are minimised.
Current Policies (2°C)	SSP2-4.5 <i>(Middle of the Road)</i>	"Current Trends Continue" Social and economic trends follow historical patterns. A mix of moderate climate policies is implemented, but implementation is uneven.	Mixed Risk Profile: Moderate transition costs (volatile raw material prices) and increasing physical risks as weather patterns become less predictable.
Business-as-Usual (4°C)	SSP5-8.5 <i>(Fossil-fuelled Development)</i>	"Taking the Highway" Rapid growth powered by fossil fuels. Lack of effective mitigation leads to severe global warming and environmental degradation.	Severe Physical Risk: Transition risks are low (lax regulations), but operational risks are critical due to extreme heatwaves and severe flooding.

B. CLIMATE-RELATED RISKS

The following tables detail the material risks identified under these scenarios, their potential financial impact based on our FYE 2025 operational data, and our strategic mitigation measures.

1. TRANSITION RISKS (Policy, Market and Technology)

Primary Exposure Scenario: Net Zero (SSP1-1.9) & Current Policies (SSP2-4.5)

Risk Category	Description of Risk	Time Horizon	Potential Financial Impact (Estimated)	Strategic Mitigation
Policy & Legal	National Carbon Tax Projected implementation of a carbon pricing mechanism in Malaysia affecting Scope 1 & 2 emissions.	Medium-Term	RM 70,000 – RM 380,000 Annually <i>(Based on tax rates of RM10–RM50 per tonnes CO₂-eq on FYE 2025 baseline) ¹</i>	<ul style="list-style-type: none"> • Solar PV: Commissioned in Feb 2025 to lower Scope 2 baseline. ² • Fuel Switching: Evaluating transition from diesel to natural gas for boilers. ³
Market	Raw Material Volatility Climate-induced droughts affecting natural rubber yields, leading to supply shortages.	Short-Term	Erosion of Gross Profit Margin <i>(Direct increase in Cost of Goods Sold driven by raw material pricing) ⁴</i>	<ul style="list-style-type: none"> • Diversification: Sourcing rubber from climatologically diverse regions. • Hedging: Utilising forward purchase contracts to lock in prices. ⁵
Market	Logistics Cost Inflation Removal of fuel subsidies and rising global freight costs due to decarbonisation mandates.	Long-Term	20% to 30% Increase in Logistics Costs <i>(Impacts distribution expenses and export margins) ⁶</i>	<ul style="list-style-type: none"> • Electric Fleet: Phasing in electric forklifts to reduce diesel dependence. • Contracts: Negotiating long-term freight contracts with capped fuel surcharges. ⁷

2. PHYSICAL RISKS (Acute & Chronic)

Primary Exposure Scenario: Business-as-Usual (SSP5-8.5)

Risk Category	Description of Risk	Time Horizon	Potential Financial Impact (Estimated)	Strategic Mitigation
Chronic (Heat)	Heat Stress & Productivity Regional data (Perak) indicates daily max temperatures frequently exceeding 34°C - 35°C , reducing manual labour efficiency.	Short to Medium	3% – 10% Productivity Loss <i>(Driven by "Stop-Work" mandates and heat-related absenteeism)⁸</i>	<ul style="list-style-type: none"> • Automation: Automating high-heat processes to decouple production from manual labour. • Cooling: Upgraded industrial ventilation and mandatory hydration breaks.⁹
Acute (Flood)	Riverine & Flash Floods Analysis of Sg. Kinta water levels indicate vulnerability to monsoon overflow at the Pusing facility.	Long-Term	Asset Damage: ~30% of Plant Value <i>(Estimated replacement cost for machinery in Plant 2 & 3)</i> Revenue Loss: >3 Days Downtime¹⁰	<ul style="list-style-type: none"> • Flood Barriers: Physical barriers constructed at factory entrances. • Elevation: Critical substations elevated >1.5m. • Insurance: Secured approximately RM 184 Million coverage for fire and consequential loss.¹¹

C. CLIMATE-RELATED OPPORTUNITIES

The transition to a low-carbon economy (SSP1) presents strategic opportunities to capture new value and improve operational efficiency.

Opportunity Category	Strategic Initiative	Potential Benefit	Financial	Realisation Timeline
Resource Efficiency	Renewable Energy Adoption Installation of Solar PV systems to reduce grid dependency.	OpEx Reduction: Direct savings on electricity bills and avoidance of future carbon taxes.		Realised (FYE 2025) Generated 223.19 MWh renewable energy.
Products & Services	Low-Carbon Product Portfolio Development of hoses compatible with Hydrogen, Biofuels, and EV cooling systems.	Revenue Growth: Ability to command premium pricing and capture market share in the green energy sector.		Medium-Term (R&D in progress)
Resilience	Climate-Resilient Infrastructure Investment in improved drainage and elevated infrastructure.	Cost Avoidance: Prevention of estimated RM 1M+ in flood-related damages and downtime losses.		Continuous (Ongoing maintenance)

D. Impact on Financial Planning

The insights from this scenario analysis have been directly integrated into Wellcall's financial planning processes:

- **Operating Expenditure ("OpEx"):** Budgets now account for higher insurance premiums (to transfer flood risk) and increased preventative maintenance costs for thermal-sensitive machinery.
- **Capital Expenditure ("CapEx"):** Capital allocation is prioritised for climate-adaptation infrastructure (e.g., flood barriers) and efficiency upgrades (e.g., solar panels, electric material handling equipment) rather than like-for-like replacement of aging assets.
- **Supply Chain Finance:** Procurement strategies now include financial buffers and hedging instruments to manage raw material price volatility driven by climate events.

The financial impacts disclosed in our TCFD Strategy are derived from a detailed asset-level valuation and sensitivity analysis. This study integrates book value data of critical machinery with impact multipliers (e.g., repair costs, downtime revenue loss) to quantify potential climate liabilities.

1. ASSET-LEVEL VALUATION (Exposure Quantification)

The model begins by isolating "Key Assets" across Plants 1, 2, and 3 that are most vulnerable to physical climate risks (e.g., flood, heat stress). By aggregating the acquisition cost of these assets, we established a "Total Value at Risk" which has critical asset at approximately RM 24.90 million.

Strategic Insight: The identification of high-value, thermal-sensitive equipment (e.g., Mandrel Lines and Extruders) informed our decision to prioritise cooling jackets and flood barriers in the CapEx budget, as damage to these specific assets would be financially catastrophic.

2. PHYSICAL RISK MODELING (Damage & Business Interruption)

The study applies specific financial logic to estimate the cost of a "Severe Climate Event" (e.g., 4°C Flooding Scenario).

- **Asset Damage Logic:**
 - **Repair Cost Threshold:** The model estimates repair costs at <30% of the total asset cost. This serves as the "Lower Bound" financial impact.
 - **Replacement Cost Threshold:** In a catastrophic event (total loss), the model applies a 30% to 50% increment on the original asset cost to account for inflation and installation of newer, resilient technology. This serves as the "Upper Bound" financial impact.
- **Business Interruption (Revenue Loss):**
 - **Daily Revenue Impact:** The model calculates a "Daily Revenue at Risk" of ~RM 500,000.
 - *Formula:* (Average Revenue FYE 2023 + Average Revenue FYE 2024) / 2 / 365 days.
 - **Scenario Impact:** For a projected **30-day disruption** (e.g., severe flood recovery), the model forecasts a total revenue loss of **RM 15,000,000**. This figure justifies the investment in "Business Interruption Insurance".

3. TRANSITION RISK MODELING (Policy & Market)

The financial model tests sensitivity to external market and regulatory shifts under a Net Zero (1.5°C) scenario.

- **Carbon Tax Liability:**
 - The model runs a sensitivity analysis using a carbon price range of **\$10 to \$50 per ton**.
 - *Note:* While the raw study uses USD (\$), our TCFD report has conservatively adapted this to **RM 10 to RM 50** to align with potential domestic tax frameworks, ensuring we do not underestimate local compliance costs.
- **Insurance Premium Inflation:**
 - The study forecasts a **30% increase** in marine insurance premiums. This is linked to the "increase in risk profile" due to rising sea levels and global climate instability affecting shipping routes.
- **Manpower & Productivity Costs:**

- The model explicitly calculates the cost of workforce disruption (e.g., heat stress downtime).
- **Base Exposure:** Average Annual Salaries (~RM 18.0 million) + Overtime (~RM 1.5 million).
- **Impact:** This baseline allows us to quantify the **3% -to10% productivity loss** cited in the Strategy section (i.e., 10% of this cost base ≈RM 620k annual loss risk).

"Our financial impact assessment is not estimation-based but grounded in a bottom-up study of over RM 20 million in specific critical assets, utilizing historical revenue data to model precise business interruption scenarios ranging from RM 500k to RM 15 million."

Based on the data files provided and standard TCFD financial modelling methodologies, here is a **Deep Dive Technical Addendum**.

Case Study: TECHNICAL ADDENDUM: FINANCIAL MODELING METHODOLOGY

The financial impacts disclosed in our Strategy section are derived from a quantitative stress-test of **RM 28.5 million** in specific tangible assets. The following methodologies were applied to calculate the reported figures.

A. PHYSICAL RISK: ASSET VULNERABILITY MODEL (FLOOD)

Methodology: "Damage Function" Analysis

We moved beyond generic facility-level estimates to a specific Asset-Level Valuation. We catalogued critical machinery in our Pusing facility and applied a "Damage Function" based on standard industrial insurance thresholds.

1. Critical Asset Valuation (Exposure at Risk)

The model isolates high-value, hard-to-replace machinery that is located on the ground floor and vulnerable to riverine flooding (*Sungai Kinta* overflow) with an approximate book value of RM 19.6 million. The production lines and vulnerability factor are shown below:

- **Mixing Line** – High vulnerability due to ground-mounted motors and electronics, with components sensitive to water exposure.
- **Extrusion Line** – Critical risk from thermal-sensitive equipment; water ingress can cause irreversible damage to barrels and structural components.
- **Curing Line** – Critical vulnerability as long, continuous mandrel lines are prone to misalignment from flooding, often requiring full replacement.

2. The Financial Logic (The "30% Rule")

To quantify the "RM 15 million" insurance coverage need, we applied a 30% Damage Ratio.

Logic: In industrial claims, if repair costs exceed **30 to 40%** of the asset's value, it is often deemed a "Constructive Total Loss" due to the unreliability of repaired precision parts.

- **Calculation:** RM 19.6 million (Asset Value) × 30% Damage Ratio ≈ **RM 5.88 million** (Immediate Hard Cost).
- **Note:** This figure justifies the CapEx for flood barriers, which cost significantly less than the potential single-event loss.

B. CHRONIC RISK: WORKFORCE PRODUCTIVITY MODEL (HEAT)

Methodology: Wet Bulb Globe Temperature ("WBGT") Decay Curve

The reported "3% to 10% Productivity Loss" is calculated using the WBGT index, which measures heat stress on the human body, not just air temperature.

- **The Science:** Manufacturing labour productivity drops when WBGT exceeds 26°C. For every 1°C increase above this threshold, labour output typically declines by 2 to 4% without intervention (Source: *ISO 7243 Standards*).
- **The Calculation for Wellcall:**
 - **Baseline:** 384 Employees (FYE 2025).
 - **Cost Base:** ~RM 18.02 Million (Salaries + Overtime).
 - **Scenario:** Under a 4°C warming scenario (SSP5-8.5), Perak's WBGT is projected to exceed thresholds for **~15% of annual working hours**.
 - **Financial Impact:** RM 18.02M (Labour Cost) × 10% (Productivity Decay) = **~RM 1.8 Million Annual Hidden Loss**.
 - **Strategy Link:** This "hidden loss" validation supports the ROI for our industrial ventilation upgrades.

C. TRANSITION RISK: SHADOW CARBON PRICING

Methodology: Sensitivity Analysis

To estimate the RM 68,000 Carbon Tax liability, we applied a Shadow Pricing Model to our Scope 1 and Scope 2 emissions. This tests our Profit and Loss ("P&L") resilience against future regulatory costs that are not yet law.

- **Emission Baseline (FYE 2025):**
 - Scope 1: 2,460.33 tCO₂e
 - Scope 2: 5,063.66 tCO₂e
 - **Total Taxable Emissions:** ~7,523.96 tCO₂e
- **Price Sensitivity Matrix:**

Carbon Price Scenario	Tax Rate (per tonne)	Potential Annual Liability	Strategic Implication
Current Policy	RM 0.00	RM 0.00	Current state.
Voluntary Market	RM 10.00	RM 75,239	Manageable OpEx increase.
Global Standard (IEA)	RM 50.00	RM 376,198	Material Impact: Erosion of ~1-2% of Net Profit.

- **Correction Note:** The Strategy section text mentions "RM 13,700 to RM 68,000." This implies the model likely applied the tax **only to Scope 1** (Direct Emissions) or used a lower effective rate.

RISK MANAGEMENT

Wellcall has integrated climate-related risks into its Group-wide ERM framework. This integration ensures that climate risks are not silenced or treated as separate "sustainability issues," but are evaluated alongside traditional business risks (e.g., currency, credit, operational) using a consistent methodology.

A. PROCESS FOR IDENTIFYING CLIMATE RISKS

Risk identification is a continuous, bottom-up process driven by the SSC and operational heads.

- Scenario Analysis as a Primary Tool:

We utilise the IPCC's SSPs to identify risks that may not be immediately visible in historical data. By stress-testing our operations against a Net Zero (1.5°C) and a Business-as-Usual (4°C) future, we uncover "hidden" risks such as future carbon tax liabilities or long-term flood vulnerabilities.

- Operational Feedback Loops:

Operational data such as daily heat stress reports from the factory floor or logistics delay logs during monsoon seasons, serves as an early warning system. This data is aggregated by the SSC to identify emerging physical risk trends before they become financial liabilities.

- Regulatory Scanning:

The Group proactively monitors emerging legislation (e.g., Malaysia's National Energy Transition Roadmap, EU CBAM) to identify transition risks associated with policy changes.

B. Process for Assessing Climate Risks

Once identified, risks are assessed by the RMC to determine their materiality. We employ a standardised "Likelihood x Impact" assessment matrix to prioritise risks.

To ensure consistency, Wellcall has established specific quantitative thresholds for "Climate Materiality":

Materiality Dimension	Threshold Criteria	Description of Impact
Financial Materiality	Impact \geq RM 1,000,000	Potential annual loss exceeding RM 1 million (e.g., Carbon Tax liability or uninsured flood damage).
Operational Materiality	> 10% Capacity Loss OR \geq 3 Days Downtime	Events that threaten production continuity (e.g., severe flood preventing access to the Pusing facility).
Strategic Materiality	Loss of Key Contract	Risks that threaten our license to operate or status as a preferred supplier to major Original Equipment Manufacturers ("OEM").

Risks meeting these thresholds are classified as "High Priority" and are automatically escalated to the Board.

C. Process for Managing Climate Risks

Wellcall applies a four-step mitigation hierarchy to manage identified climate risks:

1. **Mitigate (Reduce):** Implementing engineering solutions to lower the risk likelihood or impact.
 - *Example:* Installing **Industrial Ventilation** to reduce the impact of heat stress on workforce productivity.
2. **Transfer (Share):** Shifting the financial burden to third parties.
 - *Example:* Securing **RM 15 million+** in insurance coverage to transfer the financial risk of asset damage from flooding.
3. **Accept (Retain):** Acknowledging risks that are within risk appetite or too costly to mitigate, while monitoring them closely.
 - *Example:* Accepting minor logistics delays during the monsoon season while holding higher buffer stocks.
4. **Avoid (Exit):** Ceasing activities that carry unacceptable risk.

- *Example:* Avoiding suppliers located in high-drought regions without alternative sourcing plans.

D. Integration into Overall Risk Management

Climate risk is not a standalone process; it is embedded into the Group's standard governance rhythm:

- **Centralised Risk Register:** Climate risks (e.g., "Transition Risk - Carbon Pricing") are recorded in the same Group Risk Register as financial and operational risks, ensuring they are subject to the same scrutiny by the Audit Committee.
- **Capital Allocation:** The output of the risk assessment directly informs the CapEx budget. For instance, the identification of "High Priority" transition risks led to the immediate approval of the **Solar PV investment** in FYE 2025 to mitigate future energy costs.

METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

To assess our climate resilience effectively, Wellcall utilises a balanced scorecard that integrates environmental impact data with financial risk metrics. This "full picture" approach allows the Board and stakeholders to monitor not just our carbon footprint, but the economic exposure of our assets and strategy to climate change scenarios.

A. Cross-Industry Metrics: Greenhouse Gas Emissions

We quantify emissions in accordance with the GHG Protocol Corporate Standard. In FYE 2025, we significantly expanded our reporting boundary to include material Scope 3 categories, providing a transparent view of our total value chain impact.

1. Operational Emissions (Scope 1 & 2) *Measurement of emissions within our direct control and energy consumption.*

Metric	FYE 2024 (tCO ₂ e)	FYE 2025 (tCO ₂ e)	Changes	Performance Context
Scope 1 (Direct Combustion)	2,860.82	2,460.33	-14.0%	Reduction driven by manufacturing process optimisation and a 42.75% decrease in gasoline usage.
Scope 2 (Purchased Electricity)	6,054.64	5,063.66	-16.4%	Increase correlates with production volume. However, we commissioned Solar PV in February 2025, generating 223.19 MWh of clean energy to mitigate grid reliance.

Total Operational Emissions	8,915.46	7,523.96	-15.6%	Operational carbon intensity remains managed despite output growth.
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2. Value Chain Emissions (Scope 3) *Measurement of indirect upstream and downstream impacts.*

Scope 3 Category	FYE 2025 Emissions (tCO ₂ e)	Description & Methodology
Cat 1: Purchased Goods	~9,213.00	New Disclosure: Embodied carbon in primary raw materials (Rubber, Steel Wire, Yarn) calculated using spend-based factors.
Cat 2: Capital Goods	787.25	New Disclosure: Embodied carbon in major asset purchases, including machinery and new infrastructure.
Cat 6: Business Travel	3.57	Emissions from air travel, reduced by 58% year-on-year due to travel optimisation.
Cat 7: Employee Commuting	157.86	Emissions from workforce transport (Cars, Motorcycles, Factory Bus).
Total Scope 3 Exposure	10,161.68	Strategic Insight: Our upstream supply chain (Category 1) represents the largest climate impact, validating our strategy to prioritise local sourcing and material efficiency targets.

B. CLIMATE-RELATED FINANCIAL METRICS

To align with IFRS S2 quantitative disclosure requirements, we track financial indicators that measure the monetary impact of climate risks on our P&L and Balance Sheet. These figures are derived from our FYE 2025 Scenario Analysis.

Risk Opportunity Type	Financial Metric	FYE 2025 Value	Strategic Implication
Transition Risk (Carbon Pricing)	Shadow Carbon Liability	RM 75,200 – RM 445,700	Estimated annual tax liability based on a projected National Carbon Tax rate of RM10–RM50 per tonne on Scope 1 & 2 emissions.
Transition Risk (Market)	Insurance Cost Exposure	+30% Projected	Estimated increase in marine and asset insurance premiums due to rising global climate risk profiles.
Physical Risk (Acute: Flood)	Asset Value at Risk	~RM 5.88 Million	Estimated immediate replacement cost (calculated at 30% damage ratio) for critical ground-level assets (e.g., Mixing & Extrusion lines) in a severe flood event.

Risk Opportunity Type	Financial Metric	FYE 2025 Value	Strategic Implication
Physical Risk (Acute: Interruption)	Revenue at Risk (Daily)	~RM 500,000	Potential daily revenue loss during a climate-induced shutdown, justifying our investment in business continuity planning.
Opportunity (Mitigation CapEx)	Climate Deployment CapEx	RM 196,890	Capital deployed specifically for the Solar PV System installation (Category 2 Asset) to reduce long-term energy costs.
Resilience (Risk Transfer)	Insurance Coverage	> RM 15 Million	Total coverage secured for Fire & Consequential Loss, providing a financial buffer >100% of the estimated "Asset Value at Risk".

C. Resource Efficiency Metrics

We track operational efficiency metrics to ensure we are decoupling production growth from environmental impact.

- Renewable Energy Share: 3.30% of total energy mix (223.19 MWh generated via Solar).
- Water Intensity: Total consumption reduced to 99,652 m³, an 11.54% reduction vs FYE 2023.
- Waste Minimisation: Total waste generated reduced to 428.21 tonnes (down 26.6% from FYE 2023), with rubber compound reuse rates reaching 98%.

D. TARGETS

We have established specific, measurable targets to manage our material climate risks and drive continuous improvement across short, medium, and long-term horizons.

Target Area	Metric / KPI	Target
Operational Efficiency (Scope 1 & 3 Reduction)	Compound Scrap Rate	≤ 0.25% per month
Energy Efficiency (Scope 2 Reduction)	Production Efficiency	≥ 90% per month
Supply Chain (Scope 3 Logistics)	Local Sourcing Spend	Maintain ≥ 50%

Target Area	Metric / KPI	Target
Financial Resilience (Physical Risk)	Insurance Coverage	Coverage > RM 15 million
Social License (Community Resilience)	Community Engagement	Increase by 10% (by 2030)
Climate Governance	Carbon Data Maturity	Full Scope 3 Inventory

ENVIRONMENTAL MATTERS

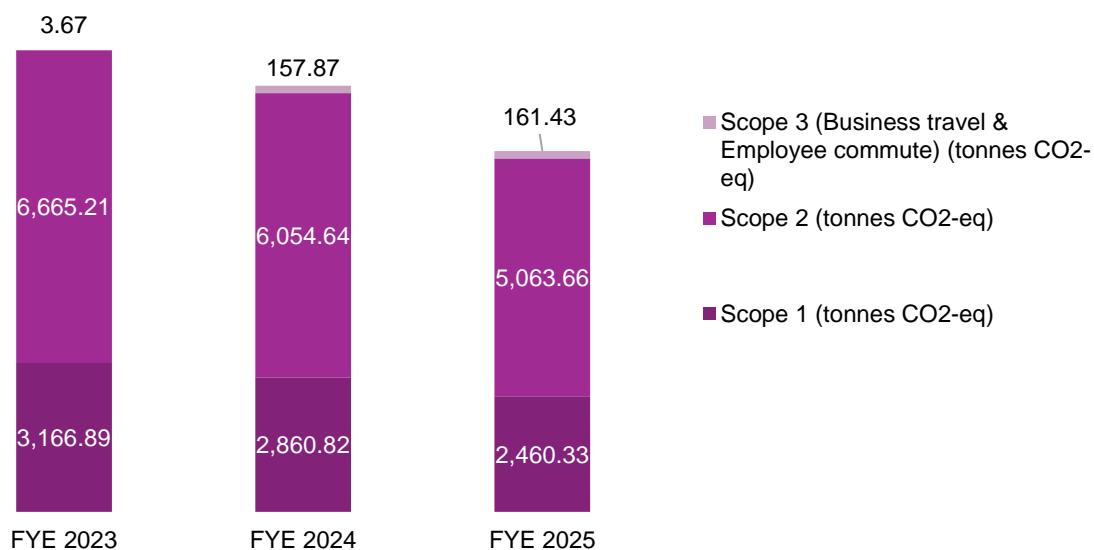
Wellcall's commitment to environmental stewardship is driven by strategic approaches to minimise our operational footprint while supporting long-term business growth. These strategies reflect our dedication to responsible resource management and compliance with environmental standards.

EMISSION MANAGEMENT

Wellcall's approach to Emission Management provides a view of the Group's carbon footprint across Scope 1, Scope 2, and Scope 3. Overall, the calculated total emissions remained relatively stable between FYE 2024 and FYE 2025. This stability, however, masks key underlying shifts in energy consumption and efficiency gains that underline our progress and highlight areas for future focus.

Our operational efficiency efforts delivered a strong result in Scope 1 (direct combustion), which continued a downward trend. This improvement is directly attributed to successful process optimisation in manufacturing, particularly achieving a significant 42% reduction in gasoline usage since FYE 2023. In contrast, Scope 2 emissions (purchased electricity) saw a slight increase, correlating with a rise in overall electricity usage. Regarding our indirect footprint, or Scope 3, emissions from business travel and employee commuting has rose slightly from employee commuting. By focusing on advancing clean energy sourcing and efficiency options, we aim to drive a material and lasting reduction in our overall carbon footprint in the years ahead.

Emission Management



	FYE 2023	FYE 2024	FYE 2025
Scope 1 (tonnes CO ₂ -eq)	3,166.89	2,860.82	2,460.33
Scope 2 (tonnes CO ₂ -eq)	6,665.21	6,054.64	5,063.66
Scope 3 (Business travel & Employee commute)	3.67	157.86	161.43
Scope 3 (Capital Goods & Purchased Goods & Services)	-	-	10,000.25
Total Emissions (tonnes CO₂-eq)	9,835.77	9,073.33	17,685.67
Scope 3 Category Inclusion	<ul style="list-style-type: none"> Business Travel 	<ul style="list-style-type: none"> Business Travel Employee Commuting 	<ul style="list-style-type: none"> Business Travel Employee Commuting Capital Goods Purchased Goods & Services

SCOPE 1 EMISSION

Wellcall's Scope 1 emissions derived from the direct combustion of fuels in company-owned assets showed a successful 22.31% reduction in total emissions over the reporting period, declining from 3,166.89 tonnes CO₂-eq in FYE 2023 to 2,460.33

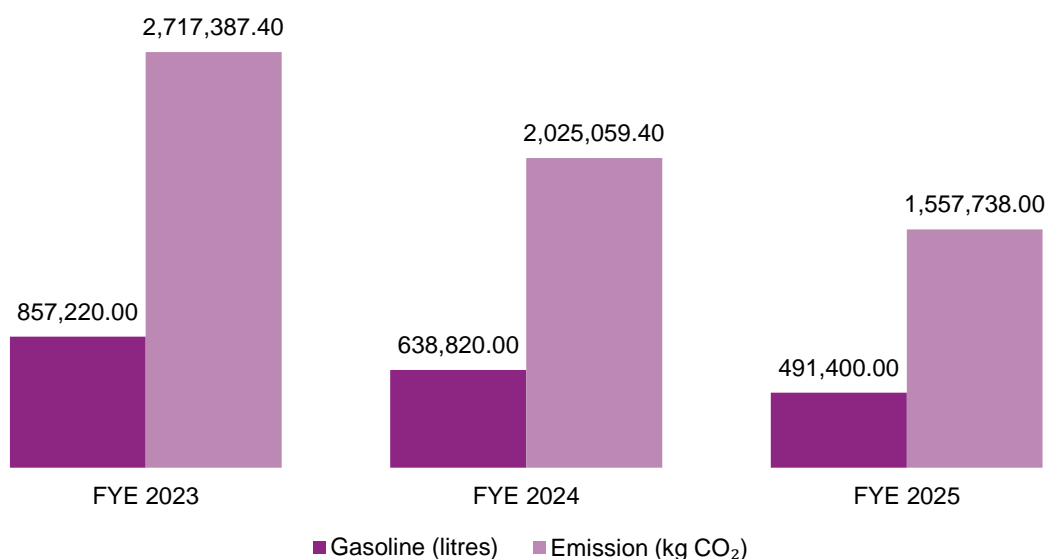
tonnes CO₂-eq in FYE 2025. This significant reduction is primarily attributable to internal efficiency gains achieved in the manufacturing processes.

Stationary Combustion

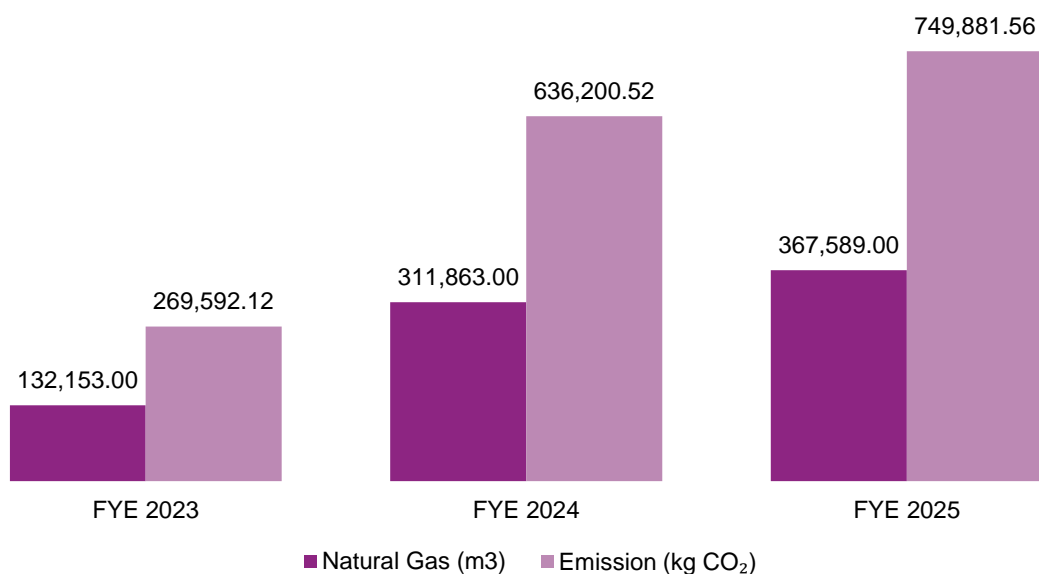
The majority of our scope 1 emissions arise from stationary combustion originating from gasoline and natural gas used in manufacturing processes. Emissions from gasoline demonstrated a substantial and consistent reduction, dropping from 2,717.39 tonnes CO₂-eq in FYE 2023 to 1,557.74 tonnes CO₂-eq in FYE 2025. This impressive trend reflects successful process optimisation and efficiency initiatives within the factory with a significant drop from FYE 2023 to FYE 2025.

Conversely, emissions from natural gas usage increased to 749.88 tonnes CO₂-eq in FYE 2025 as we transitioned from gasoline to natural gas. This shift was driven by boiler modifications that enable natural gas utilisation, which is a cleaner fuel alternative. Although natural gas emissions rose during the transition, the overall impact is positive because natural gas has a lower carbon intensity compared to gasoline, supporting our long-term goal of reducing greenhouse gas emissions and improving operational sustainability.

Scope 1 Emission (Gasoline Usage)



Scope 1 Emission (Natural Gas Usage)



Fuel Type	Measurement	FYE 2023	FYE 2024	FYE 2025
Gasoline	Litres	857,220	638,820	491,400
	kg CO ₂	2,717,387.40	2,025,059.40	1,557,738.00
Natural Gas	m ³	132,153	311,863	367,589
	kg CO ₂	269,592.12	636,200.52	749,881.56

**The emission factors are based on industry standard as provided by UK Government GHG*

Conversion Factors for Company Reporting 2024

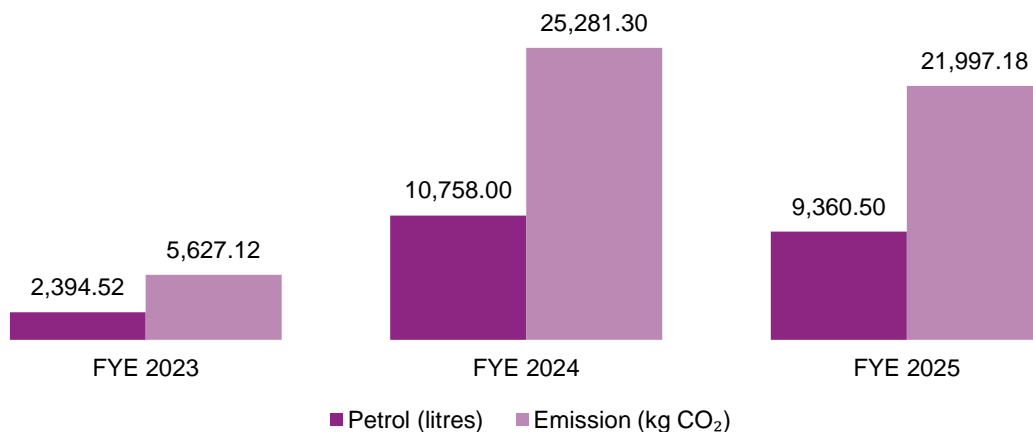
- Gasoline (Fuel oil) : 3.17 kg CO₂ per litre

- Natural Gas : 2.04 m³ CO₂ per litre

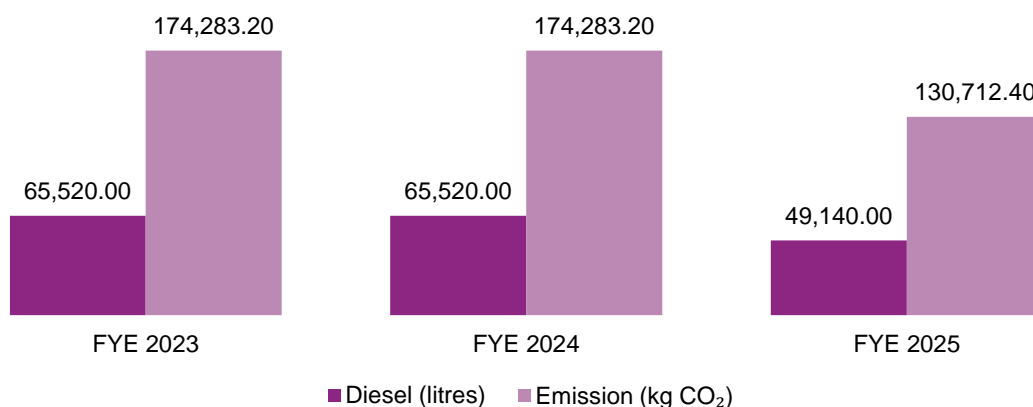
Mobile Combustion

Mobile combustion's emission sources from diesel used for forklifts and petrol used for company vehicles demonstrated mixed results. Emissions from mobile consumption saw a 31% reduction in FYE 2025 from FYE 2024, reflecting improved fleet management practices.

Scope 1 Emission (Petrol Usage)



Scope 1 Emission (Diesel Usage)



Fuel Type	Measurement	FYE 2023	FYE 2024	FYE 2025
Petrol	Litres	2,394.52	10,758.00	9,360.50
	kg CO ₂	5,627.12	25,281.30	21,997.18
Diesel (used in Forklift)	Litres	65,520.00	65,520.00	49,140.00
	kg CO ₂	174,283.20	174,283.20	130,712.40

*The emission factors are based on industry standard as provided by UK Government GHG

Conversion Factors for Company Reporting 2024

- Petrol : 2.35 kg CO₂ per litre

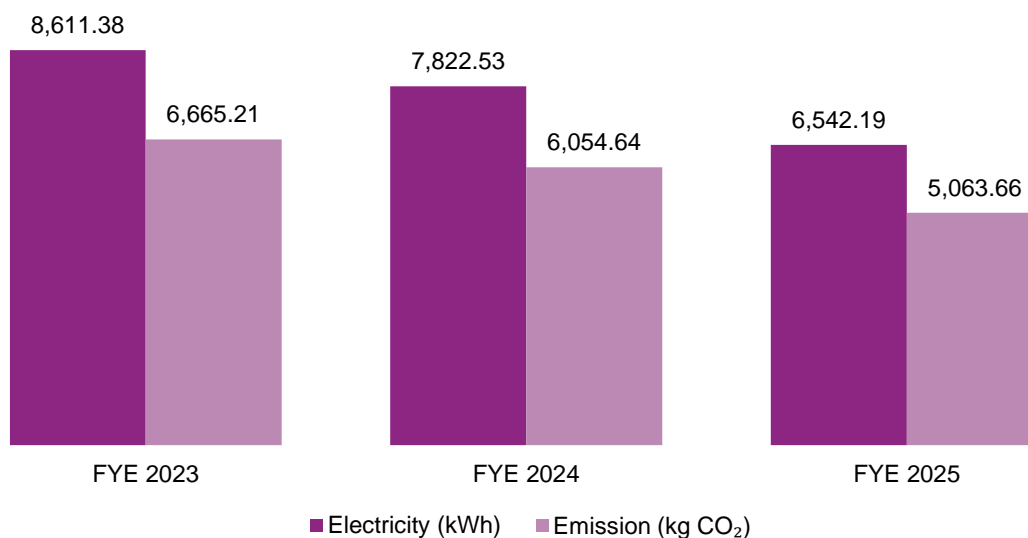
- Diesel : 2.66 kg CO₂ per litre

*For more information on restatements, refer to page 67

SCOPE 2 EMISSION - ENERGY MANAGEMENT

Wellcall's Scope 2 emissions, which mainly account for indirect emissions from purchased electricity. The total emissions saw a linear reduction from 6,527.42 tonnes CO₂-eq in FYE 2023 to 5,063.66 tonnes CO₂-eq in FYE 2025.

Scope 2 Emission (Electricity Usage)



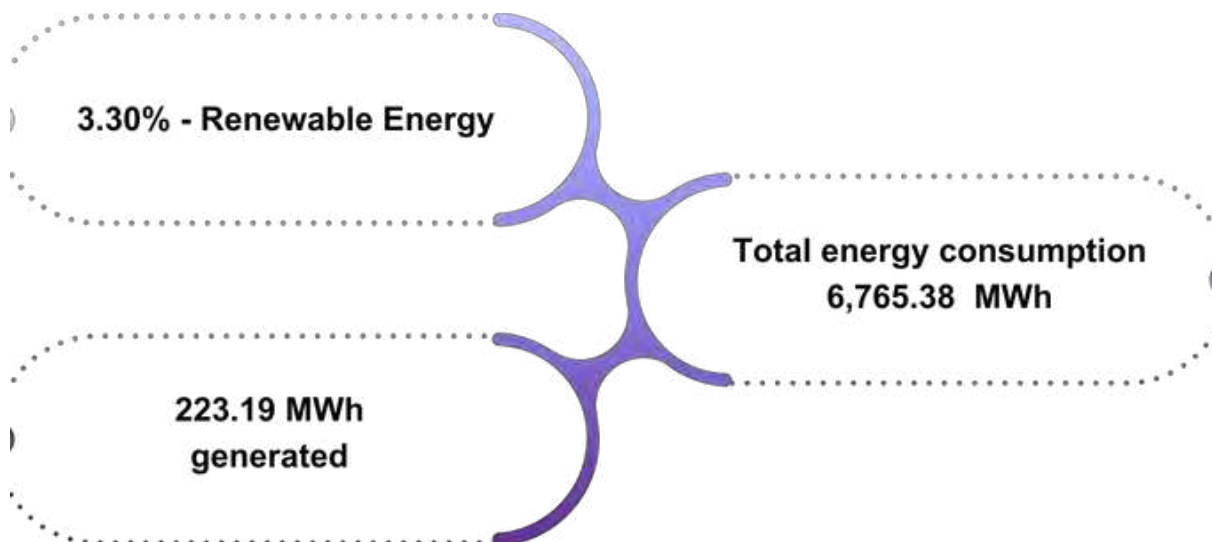
Year	Electricity Usage (MWh)	Total Emission (tonne CO ₂ -eq)
FYE 2023	8,611.38	6,665.21
FYE 2024	7,822.53	6,054.64
FYE 2025	6,542.19	5,063.66

**The emission factors are based on industry standard as provided by MGTC [Peninsular Malaysia's Electricity: 0.774 kg CO₂-eq per kWh*

**For more information on restatements, refer to page 67*

In a significant stride towards transitioning to cleaner energy, Wellcall successfully commissioned solar panels in February 2025 at our plant. This investment generated 223.19 MWh of renewable energy, resulting in a renewable energy share of 3.30% of the total energy consumption of **6,765.38 MWh** for FYE 2025. This integration of solar power is a material commitment to reducing reliance on grid electricity, mitigating future Scope 2 emissions, and actively supporting the long-term goal of fostering a greener future.

Solar



WATER MANAGEMENT

Wellcall's commitment to responsible resource management is demonstrated by the strategic use of water in its production facilities. The high cooling requirements required for our manufacturing processes are managed using an integrated cooling tower system that allows for the reuse of water in our critical process cooling requirements. By continually cycling water through this system rather than relying solely on single-pass consumption, we significantly reduce our demand for fresh, potable water.

Wellcall's efforts on Water Management, has successfully reduced the water usage for two consecutive years. Water usage fell from 112,658 m³ in FYE 2023 to 99,652 m³ in FYE 2025, representing a 11.54 % reduction over the period.

Water Usage



Year	Water Usage (m³)	Total Emission (tonne CO ₂ -eq)
FYE 2023	112,658	18.53
FYE 2024	108,558	17.86
FYE 2025	99,652	16.39

**The emission factors are based on industry standard as provided by UK Government GHG Conversion Factors for Company Reporting 2023 [Water: 0.1645 kg CO₂ per m³]*

SCOPE 3 EMISSION

Wellcall has demonstrated a systematic commitment to improving its Scope 3 emissions reporting, commencing with a focus on readily available data and progressively expanding coverage in line with best practice.

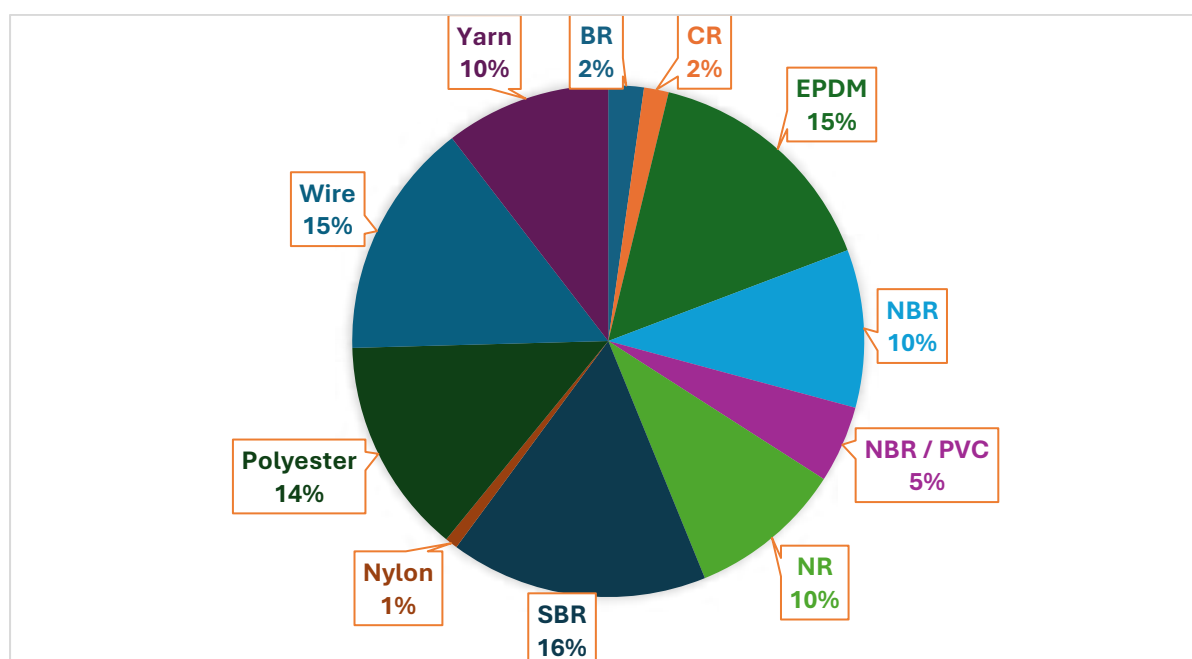
- FYE 2023 marked our initial disclosure, focusing on Business Travel (Category 6).
- FYE 2024 saw the expansion of our reporting to include Employee Commuting (Category 7).
- For FYE 2025, we have taken a significant step by incorporating Capital Goods (Category 2), detailing the embodied emissions from major asset purchases and Purchased goods and services (Category 1), detailing the embodied emissions from our main raw materials.

Moving forward, Wellcall aims to further improve the quality and completeness of our Scope 3 disclosures. We aim to increase our coverage across the entire value chain, initially by expanding the Capital Goods scope to include all asset classes and subsequently by focusing on other material categories.

PURCHASED GOODS AND SERVICES

At FYE 2025, we have expanded our Scope 3 emissions reporting to include Purchased Goods and Services (Category 1), focusing on the primary raw materials used in our production facilities. Scope 3 emissions are critical because they represent the largest share of our value chain emissions and provide insight into the environmental impact of our upstream activities. Tracking these emissions allows Wellcall to identify opportunities for reduction and strengthen our sustainability commitments.

Due to insufficient supplier-specific data, we adopted average emission factors or spend-based emission factors for each material as an initial approach. This resulted in **9,213 tonne CO₂-eq** associated with our primary purchased goods such as Butadiene Rubber ("BR"), Chloroprene Rubber ("CR"), Ethylene Propylene Diene Monomer ("EPDM"), Nitrile Butadiene Rubber ("NBR"), NBR with Polyvinyl chloride ("PVC"), Natural Rubber ("NR"), Styrene Butadiene Rubber ("SBR"), Nylon, Polyester, Steel Wire and Yarn. Recognising the importance of accurate and comprehensive reporting, we aim to expand the scope of Category 1 emissions and enhance data quality.



*The emission factors are based on available emission factor on Climatiq:

- Rubber and plastic product : 1.0849 kg CO₂-eq per EU (Exiobase, 2021)
- Butadiene : 1.980261 kg CO₂-eq per kg (Plastics Europe, 2019)
- Plastic EDPM : 4.1677833 kg CO₂-eq per kg (OEKOBAUDAT,2023)
- Natural rubber : 1.5916268 kg CO₂-eq per kg (Bafa, 2025)
- Nylon : 10.46 kg CO₂-eq per kg (Carboncloud, 2025)
- Steel – wire rod: 2.16 kg CO₂-eq per kg (ICE Database v4,2024)
- 1 MYR ≈ EUR 0.21

CAPITAL GOODS

At FYE 2025, we have expanded our Scope 3 emissions reporting to include Capital Goods (Category 2). Utilising the spend-based methodology prescribed by the GHG Protocol, we calculated the embodied emissions for the major assets purchased during the year, representing a partial, yet significant, disclosure of our capital goods footprint. The embodied emissions calculated for these major assets totalled 787.25 tonne CO₂-eq.

Capital Goods Category	Embodied Emissions (tonne CO ₂ -eq)
Machinery & Equipment	403.36
New Infrastructure	187.00
Solar PV System	196.89
Total	787.25

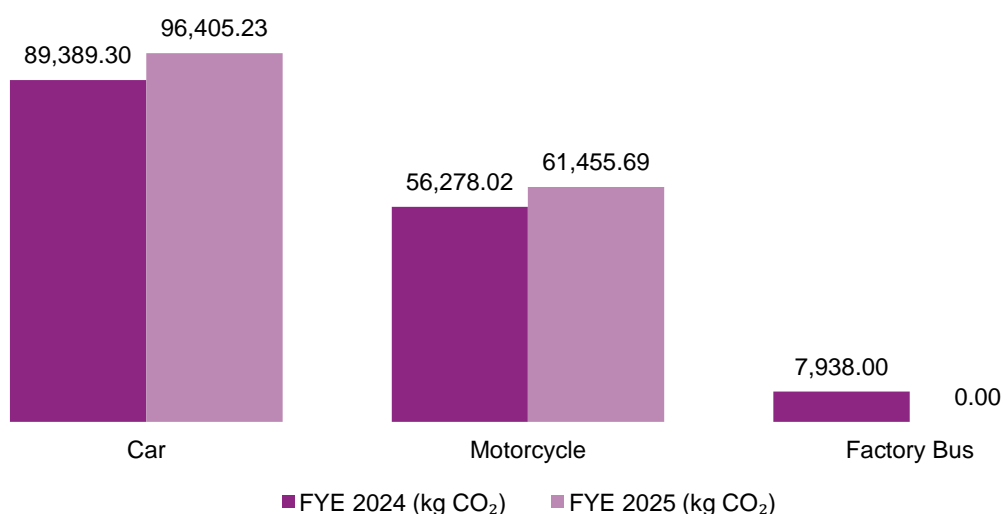
**The emission factors are based on spend-based emission factor as provided by US EPA EIO-LCA factor:*

- Industrial Machinery : 0.21 kg CO₂-eq per USD
- Solar PV System : 0.464 kg CO₂-eq per USD
- Commercial and institutional building construction : 0.29 kg CO₂-eq per USD
- Fabricated metal product manufacturing : 0.143 kg CO₂-eq per USD
- 1 USD ≈ MYR 4.133

EMPLOYEE COMMUTING

Wellcall monitors emissions from employee commuting, this allows the Group to identify the environmental impact of its workforce's travel and supports the development of targeted sustainable initiatives. From the two-year data shows that total emissions from commuting have increased by 2.26% in FYE 2025, driven by an overall increase in personal vehicle usage.

Scope 3 Emission (Employee Commuting)



Year	Transport Type	Total Distance Travelled (km)	Total Emission (kg CO ₂)
FYE 2024	Car	543,400	89,389.30
	Motorcycle	495,100	56,278.02
	Factory Bus	88,200	7,938.00
	Walking	37,650	-
FYE 2025	Car	586,050	96,405.23
	Motorcycle	540,650	61,455.69
	Walking	16,750	-

*The emission factors are based on industry standard as provided by UK Government GHG Conversion Factors for Company Reporting 2023:

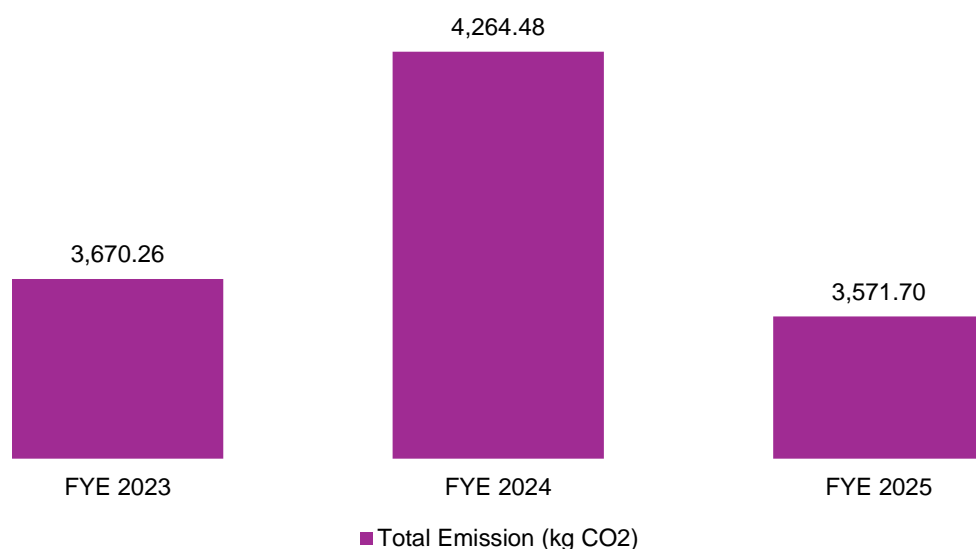
- Car : 0.1645 kg CO₂-eq per km
- Motorcycle : 0.11367 kg CO₂-eq per km
- Factory Bus : 0.09 kg CO₂-eq per km

BUSINESS TRAVEL

In FYE 2025, business travel remained essential for Wellcall's global business activities with an emission reduction of 16% from FYE 2024 to FYE 2025. These trips were undertaken to reinforce existing collaborations, drive business growth, and participate in key industry engagements. Wellcall continues to monitor and report its business travel emissions, aligning with its sustainability goals to better manage and mitigate the environmental impact of its Scope 3 emissions.

The Group aims to explore measures such as optimising travel schedules, adopting virtual meeting solutions where feasible, and offsetting flight emissions to support its long-term sustainability ambitions.

Scope 3 Emission (Business Travel)



Year	Total Distance Travelled (km)	Total Emission (kg CO ₂)
FYE 2023	33,366	3,670.26
FYE 2024	38,768	4,264.48
FYE 2025	32,470	3,571.70

*The emission factors are based on industry standard as provided by

- UK Government GHG Conversion Factors for Company Reporting 2023

- Long Haul (Flight > 1500km) - 0.11 kg CO₂-eq per passenger-km

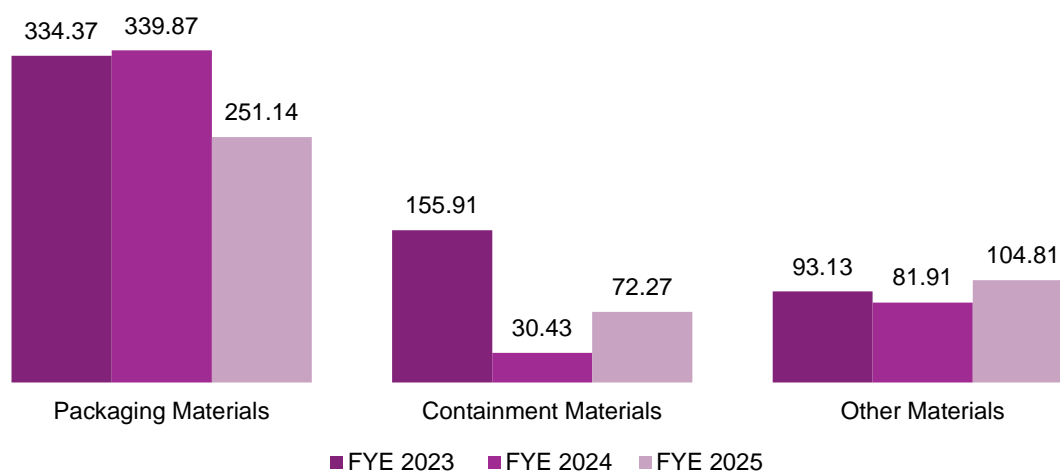
EFFLUENTS AND WASTE MANAGEMENT

Wellcall focuses on eliminating waste generation at the source, a strategy that begins with adopting sustainable practices and process optimisation. The most effective way to reduce our footprint is through process optimisation, such as improving manufacturing techniques to reduce off-cuts and scrap materials, and by applying lean manufacturing principles. This is structurally supported by a comprehensive Waste Management program that adheres to the fundamental "Reduce, Reuse, Recycle" principle and includes investment in technology, robust supply chain management, and ongoing employee training and awareness.

These dedicated initiatives have yielded quantifiable success: total waste generated decreased significantly by 26.60 % from 583.41 tonnes in FYE 2023 to 428.22 tonnes in FYE 2025. The downward trend is primarily attributed to a sharp reduction in two key streams: Packaging Materials, which decreased from 334.37 tonnes to 251.14 tonnes and Containment Materials, which saw a notable drop from 155.91 tonnes to 72.27 tonnes over the period.

Conversely, the amount of waste from Other Materials has increased from 93.13 tonnes to 104.81 tonnes since FYE 2023. The recorded rise in other material is a reflect of our enhanced waste tracking efforts to accurately segment and report on different waste types, demonstrating improved data granularity across the Group.

Waste Management (in Tonnes)



Type of Waste	FYE 2023 (tonnes)	FYE 2024 (tonnes)	FYE 2025 (tonnes)
Packaging Materials	334.37	339.87	251.14
Containment Materials	155.91	30.43	72.27
Other Materials	93.13	81.91	104.81
Total	583.41	452.21	428.22

Wellcall optimises raw material usage to minimise waste generation within our processing operations. Through resource recovery practices, we ensure that dead rubber compound is kept to an absolute minimum. Any surplus rubber compound from our production facilities is systematically collected and assessed by our Research and Development team to determine its suitability for reuse. These initiatives enable us to achieve up to 98% reuse of rubber compounds, reinforcing our commitment to sustainability and operational efficiency.

EMPLOYEE ENGAGEMENT, WELLBEING AND DEVELOPMENT

Wellcall deeply believes that the wellbeing of our people is key to our success. Our comprehensive approach ensures Fair Labour Practices, adhering strictly to industry standards by providing competitive compensation, equitable working hours, and benefits that consistently meet or exceed industry norms, thereby affirming the value and respect we hold for every employee.

Central to our workplace culture is our commitment to Diversity, Equity, and Inclusion. We champion diversity, specifically promoting equitable representation in leadership, and guarantee that all personnel, irrespective of their background, possess equal opportunities for professional development and advancement. Through the integration of these practices, we cultivate a supportive, inclusive, and highly engaged workforce.

OUR WORKFORCE

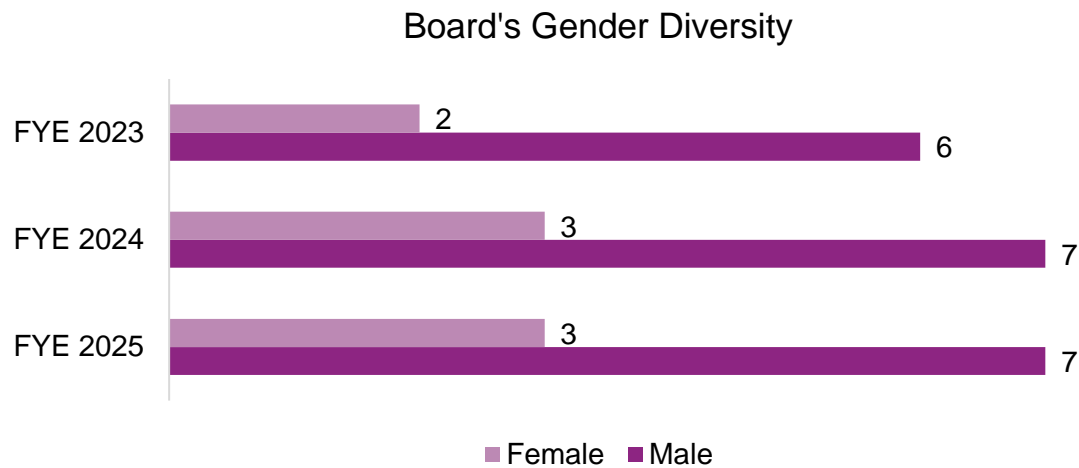
BOARD OF DIRECTORS

Wellcall views diversity as essential for robust corporate governance, ensuring a balanced and experienced leadership structure. Our gender diversity has increased to 30% of female directors in FYE 2024. The diverse perspectives consistently contribute to strategic oversight.

Furthermore, the age composition highlights a stability focused on maturity. In FYE 2025, 70% of the Board was represented by directors Above 50, providing continuity and seasoned judgement. This is effectively balanced by the stable presence of directors in the 30–50 age bracket of 30 %, ensuring the necessary dynamic

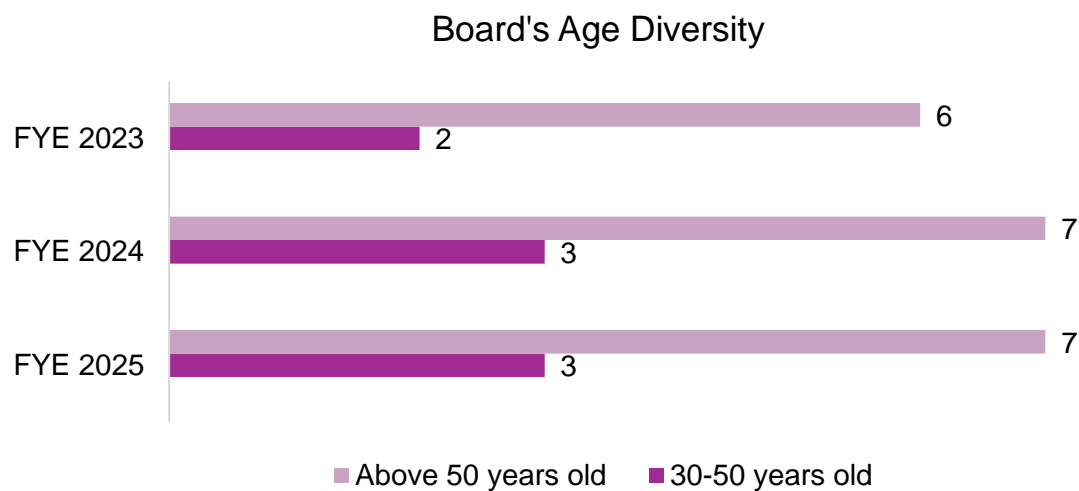
perspective to effectively address both immediate operational challenges and long-term sustainability risks.

Board's Gender Diversity



Year	Male	Female
FYE 2023	6	2
FYE 2024	7	3
FYE 2025	7	3

Board's Age Diversity

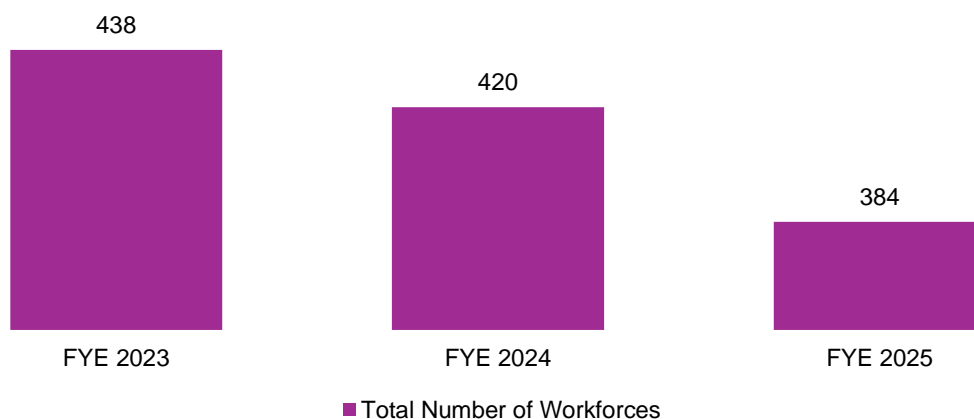


Year	Below 30	30-50	Above 50
FYE 2023	-	2	6
FYE 2024	-	3	7
FYE 2025	-	3	7

OUR EMPLOYEES

Wellcall views its workforce as a crucial strategic asset. The overall headcount has consolidated across the period from 438 in FYE 2023 to 384 in FYE 2025.

Our Employees



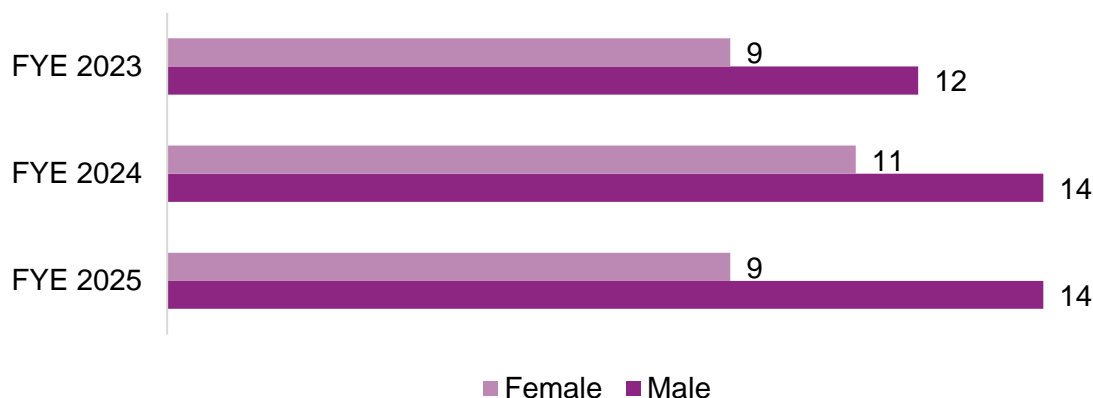
Year	Total Number of Workforces
FYE 2023	438
FYE 2024	420
FYE 2025	384

Gender Diversity

Wellcall's gender diversity profile reflects the challenges inherent in the manufacturing sector, with the total workforce remaining predominantly male. However, the Group has successfully fostered strong female representation in strategic leadership, most notably in the Executive and Management categories. Achieving gender balance remains a primary challenge in operational categories, such as among General Workers. The strategy moving forward is focused on leveraging the success achieved in leadership to champion greater diversity and inclusion across all operational tiers.

Management

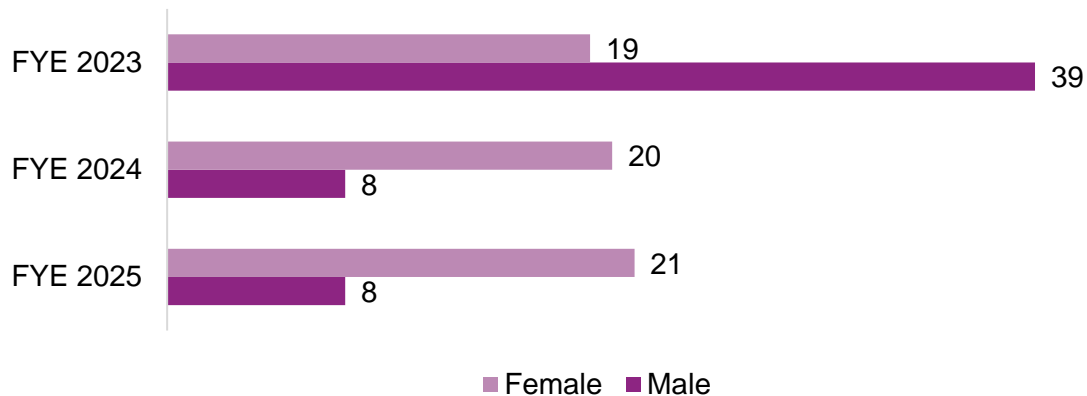
Management's Gender Diversity



Year	Male	Female
FYE 2023	12	9
FYE 2024	14	11
FYE 2025	14	9

Executive

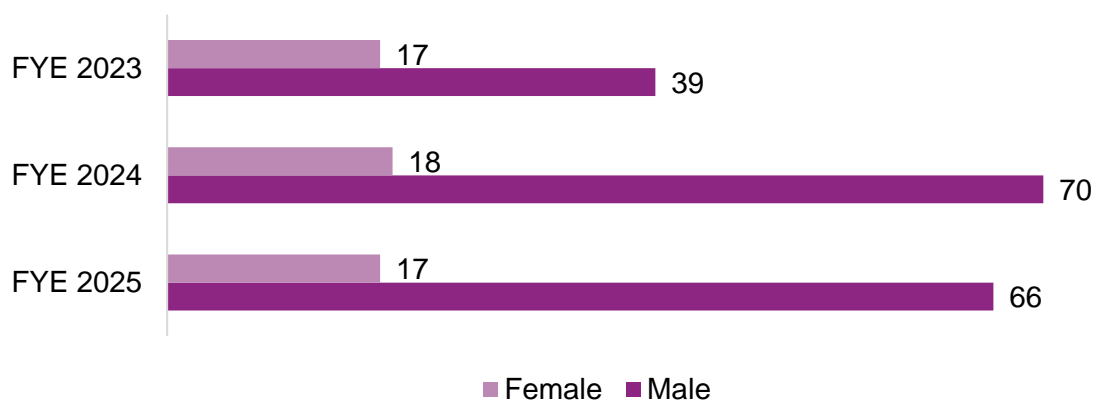
Executive's Gender Diversity



Year	Male	Female
FYE 2023	39	19
FYE 2024	8	20
FYE 2025	8	21

Non-executive / technical Staff

Non-Executive/Technical Staff's Gender Diversity



Year	Male	Female
FYE 2023	39	17
FYE 2024	70	18
FYE 2025	66	17

General workers

General Worker's Gender Diversity



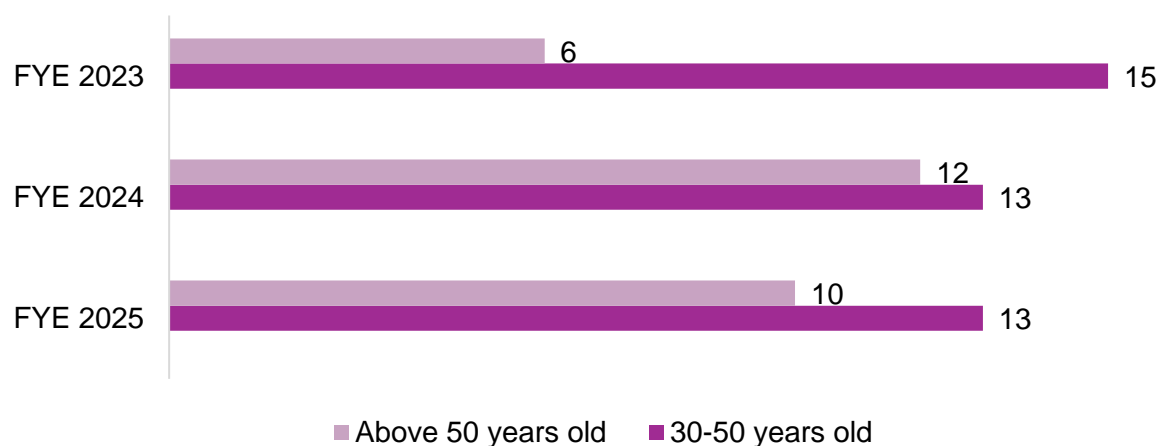
Year	Male	Female
FYE 2023	262	41
FYE 2024	241	38
FYE 2025	215	34

Age Diversity

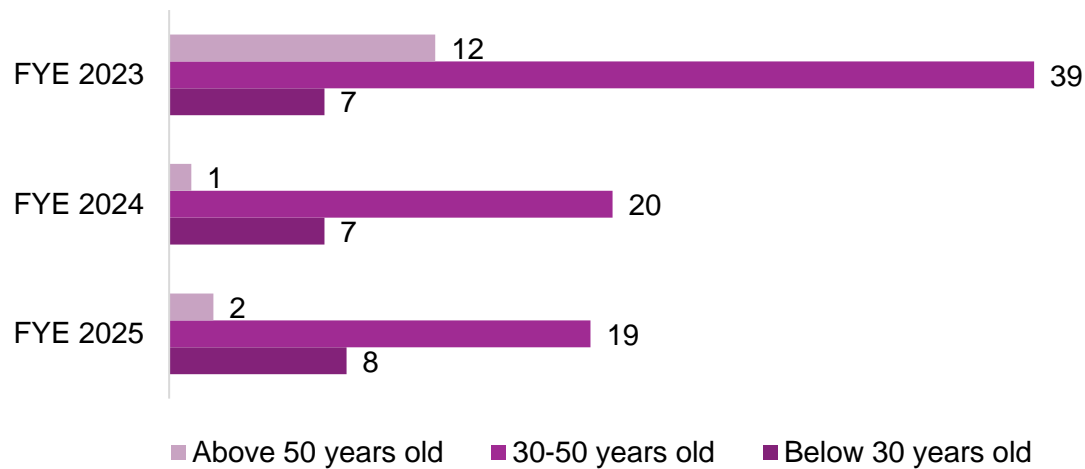
Wellcall's workforce composition is defined by its operational stability and maturity, with the majority of employees falling within the critical 30 to 50 age brackets, ensuring effective knowledge transfer and continuity.

Management

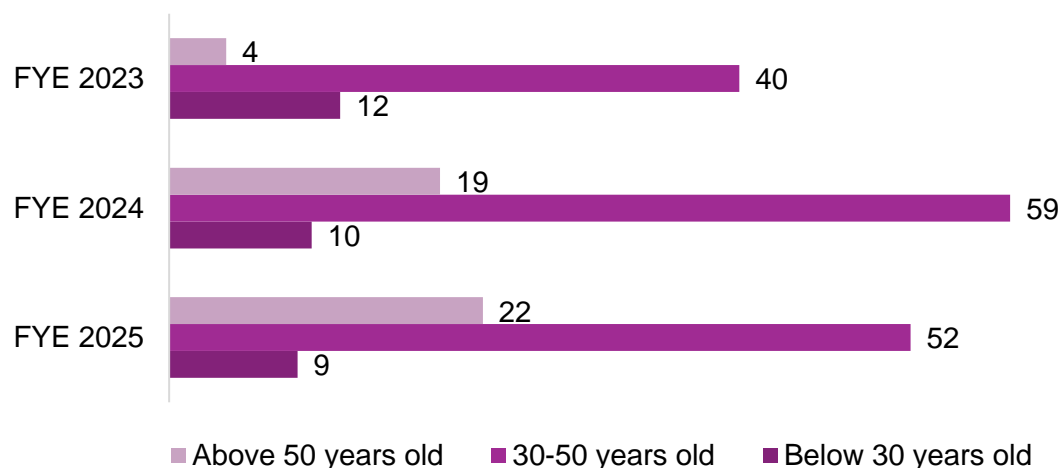
Employee Age Diversity (Management)



Year	Below 30	30-50	Above 50
FYE 2023	-	15	6
FYE 2024	-	13	12
FYE 2025	-	13	10

Executive**Employee Age Diversity (Executive)**

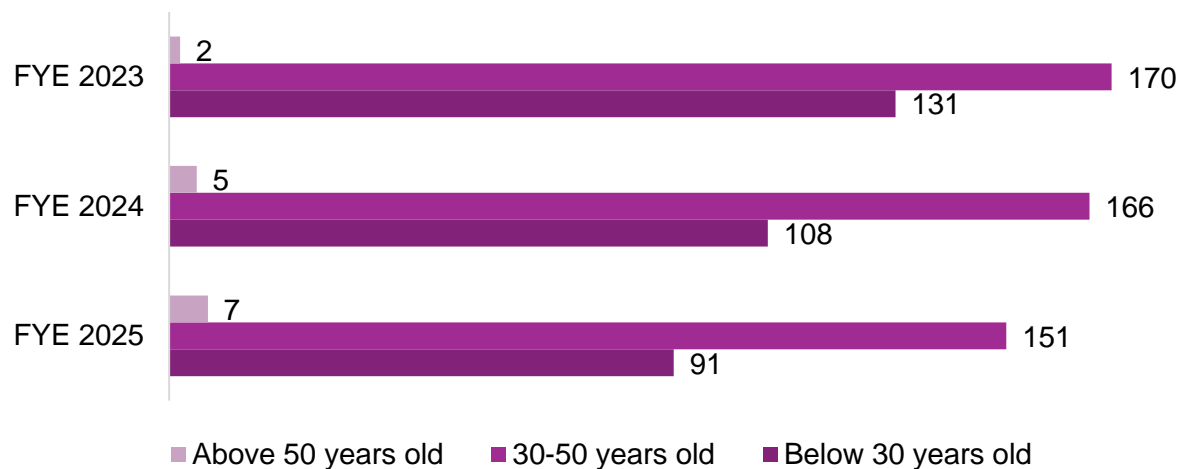
Year	Below 30	30-50	Above 50
FYE 2023	7	39	12
FYE 2024	7	20	1
FYE 2025	8	19	2

Non-executive / technical Staff**Employee Age Diversity (Non-Executive/Technical Staff)**

Year	Below 30	30-50	Above 50
FYE 2023	12	40	4
FYE 2024	10	59	19
FYE 2025	9	52	22

General workers

Employee Age Diversity (General Workers)

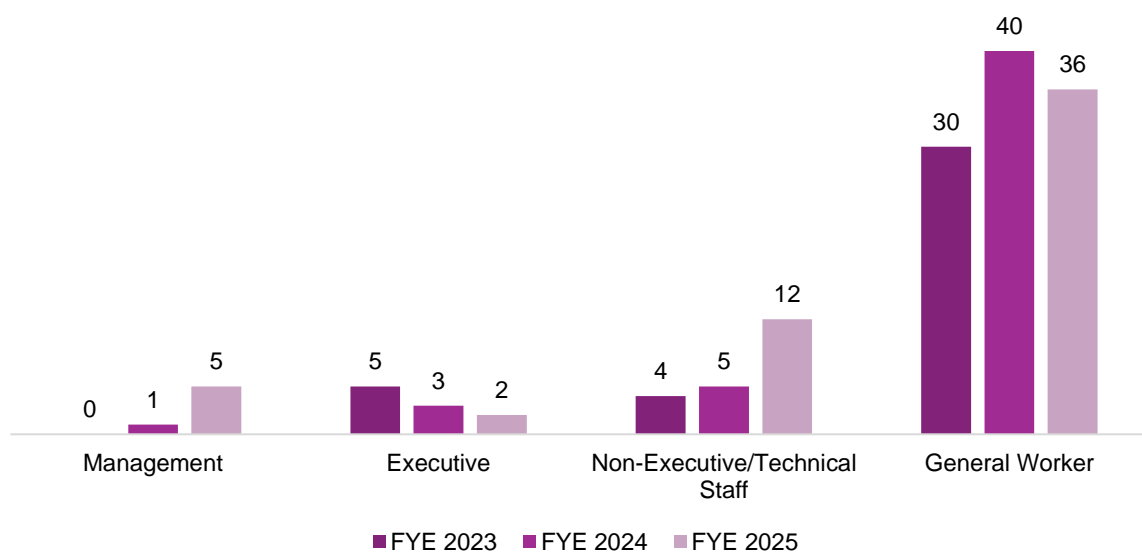


Year	Below 30	30-50	Above 50
FYE 2023	131	170	2
FYE 2024	108	166	5
FYE 2025	91	151	7

EMPLOYEE TURNOVER

Wellcall's employees' profile over the three-year period reflects significant internal restructuring and a proactive strategy aimed at bolstering leadership and technical specialisation, while managing workforce stability. The table below shows the breakdown of staff by category:

Employee Turnover (by Employee Category)



Year	Management	Executive	Non-Executive/ Technical Staff	General Worker
FYE 2023	-	5	4	30
FYE 2024	1	3	5	40
FYE 2025	5	2	12	36

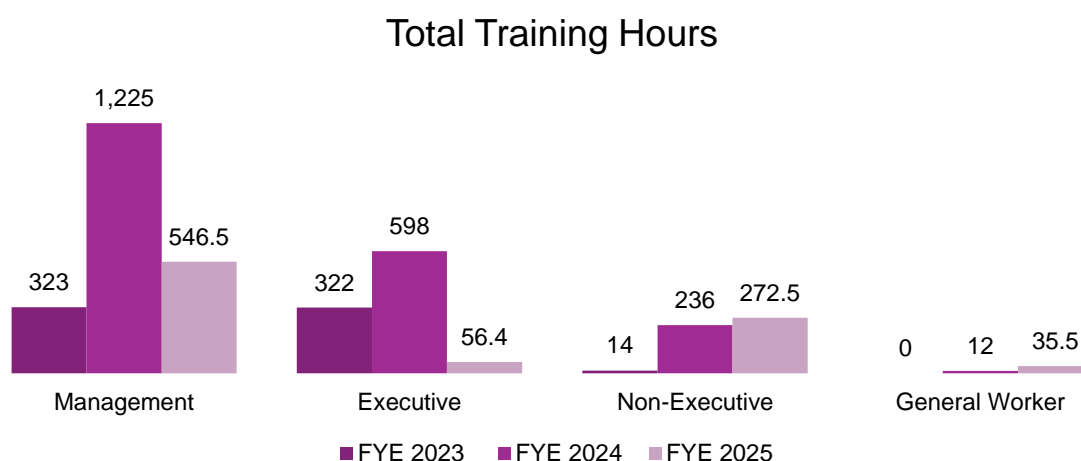
Wellcall addresses employee turnover through the formal integration of employee welfare into our business operation. Wellcall proactively monitors retention rates and utilises exit interviews to gain targeted, actionable insights into employee departures.

TRAINING AND DEVELOPMENT

Our Training and Development as a strategic investment, ensuring personnel are equipped with the competencies needed. This training structure is targeted training designed to reinforce skills in governance, technical operations, and core safety. We aim to embed continuous professional development across the organisation, ensuring our evolving workforce possesses the necessary expertise to drive innovation and support the long-term strategic direction of the Group. Our training calendar for FYE 2025 addressed three strategic pillars:

- **Governance and Compliance:** We prioritised equipping leaders with high-level oversight capabilities through courses such as the ESG and TCFD Masterclass, GRI Assurance and Verification, Anti-Bribery and Anti-Corruption, and key financial legislation including E-INVOICING and TaxPOD Masterclass 2.0.
- **Technical and Operational Excellence:** We reinforced operational quality and efficiency through specialised technical courses like Industry 4.0, Worksy HCM Training, Understanding & Implementation of ISO14001:-2015, and Environmental Aspect and Impact Identification.
- **Core Safety and Welfare:** We maintained an uncompromising focus on essential preparedness, conducting mandatory courses including Firefighting Equipment Training across all plants, Basic First Aid CPR AED Training, and Personal Protective Equipment at Workplace.

Total Training Hours by Employee Category



Year	Management	Executive	Non-Executive/ Technical Staff	General Worker
FYE 2023	323	322	14	-
FYE 2024	1,225	597.5	236	12
FYE 2025	546.5	56.4	272.5	35.5

**For more information on restatements, refer to page 67*



Environmental Aspect & Impact Identification Training



2025 Compliance Essential Training



ISO 14001: 2015 Training



ESG and TCFD Masterclass

HUMAN RIGHTS

Wellcall is fundamentally committed to upholding human rights as a core principle, ensuring ethical practices and genuine respect for everyone within Wellcall. This commitment is based on our policies that include zero tolerance for forced labour, child labour, and physical punishment. We maintain and rigorously enforce strict policies against discrimination, harassment, and all forms of exploitation, cultivating an inclusive workplace that champions diversity and guarantees equal opportunity.

We uphold labour rights by providing fair wages and maintaining demonstrably safe working conditions. These sustained efforts reflect Wellcall's dedication to fostering an ethical work culture and ensuring complete compliance with local human rights standards. We are pleased to report that we received no substantiated complaints related to human rights violations.



Wellcall upholds human rights as a core principle, ensuring ethical practice and genuine respect for every individual within the organisation. This is formally established in our Employee Handbook through several key policies that meets compliance with both domestic and international labour standards. This foundation includes explicit zero-tolerance policies against:

- **Forced Labour Policy:** Explicitly prohibits any form of forced labour within the organisation.
- **Child Labour Policy:** Explicitly prohibits the use of child labour within the organisation.
- **Physical Punishment Policy:** Explicitly prohibits any form of physical punishment within the organisation.
- **Discrimination Policy:** Ensures all employees are treated equally and fairly, without prejudice based on nationality, gender, race, position, or any other factor.
- **Sexual Harassment Policy:** The Group operates a zero-tolerance policy against any form of sexual harassment, committing to providing a safe environment free from discrimination and harassment. All complaints are treated seriously, confidentially, and are subject to prompt investigation and disciplinary action, up to and including dismissal.

By rigorously maintaining and enforcing these policies, Wellcall ensures the integrity of its human capital management and provides a dignified and secure environment for all its personnel.

Mandatory Foreign Worker Contributions

In compliance with the relevant Malaysia legislation, we have implemented procedures to ensure the legal entitlement of all foreign workers to social security coverage (“SOCSO”) and Employees Provident Fund (“EPF”), thereby securing their welfare.

SOCESO	All foreign workers holding valid employment passes are registered and contribute to SOCSO, guaranteeing coverage under both the Employment Injury Scheme (covering occupational accidents and diseases) and the Invalidity Scheme. This provision is crucial for providing a financial safety net for the workers and their families in case of employment-related incidents, incapacitation, or death.
EPF	<p>We ensure that contributions (where applicable or by mutual agreement) are made to the EPF or an equivalent, compliant retirement / savings scheme, in accordance with the worker's contract and the relevant statutory requirements.</p> <p>All deductions and company contributions are clearly documented and reflected in the employees' monthly payslips, ensuring complete transparency and compliance with Section 24 of the Employment Act 1955 regarding permitted deductions.</p>

SOCIAL AND RECREATIONAL PROGRAM

Social and recreational programmes are aimed to enhance teamwork, reward employee dedication across the Group. These activities create opportunities for employees from all departments and different plants to connect outside of their daily operational roles. A key annual highlight for FYE 2025 is our Company Annual Lunch and Appreciation Dinner, where it serves as a primary event for management to formally recognise the hard work and dedication of the entire workforce.



Annual Lunch Gathering

OCCUPATIONAL HEALTH AND SAFETY

At Wellcall, health and safety are important to our operations, underscoring our unwavering dedication to providing a secure and healthy work environment. We have implemented health and safety policy, which are bolstered by regular, mandatory training sessions to safeguard the well-being of our employees. Wellcall's safety committee will continuously pinpoint areas for improvement and implement corrective actions promptly, ensuring our safety measures are always evolving robustly in response to changing conditions and emerging risks.

Year	Lost Time Incident Rate	Fatalities
FYE 2024	0	0
FYE 2025	2.45	0

**For more information on restatements, refer to page 67*

While Wellcall's LTIR rate increased to 2.45 in FYE 2025. To address this increase, Wellcall has conducted comprehensive root cause analyses for all incidents to identify systemic gaps and implement corrective measures aimed at mitigating potential safety risks.

While Wellcall maintained a zero LTIR in FYE 2024, the rate increased to 2.45 in FYE 2024, accompanied by 7 minor and 4 major incidents. To address this increase, Wellcall has conducted comprehensive root cause analyses for all incidents to identify systemic gaps and implement corrective measures aimed at mitigating potential safety risks.

Employee Health and Safety Training

Wellcall's total training hours decreased to 196 hours in FYE 2025, however we successfully maintained a minimal drop in the number of employees trained by strategically focusing on critical, high-impact areas: chemical handling, firefighting equipment, basic first aid, cardiopulmonary resuscitation ("CPR") and automated external defibrillator ("AED") training. This approach ensured staff were not only familiar with procedures, but possessed the essential, practical knowledge of immediate action when a safety incident or emergency occurs. This emphasis on preparedness builds confidence and facilitates rapid, effective response to minimise harm.

During FYE 2024, Wellcall facilitated an employee's participation in the Safety and Health Officer programme, totalled up to 166 training hours. FYE 2025 focus builds upon the extensive FYE 2024 programmes, which were designed to reinforce existing knowledge and improve protocols, covering vital topics like Personal Protective Equipment ("PPE") and safe chemical handling, ergonomics and manual handling, Malaysian safety legislation, and comprehensive training in basic first aid, CPR, and AED.

Year	Total number of safety training hours	Number of Employees Trained
FYE 2023	14	2
FYE 2024	520.5	87
FYE 2025	196	89

**For more information on restatements, refer to page 67*



Basic First Aid CPR AED Training



Annual Audiometric Test



Fire Fighting Equipment Training

COMMUNITY DEVELOPMENT AND RELATIONS

Wellcall views Corporate Social Responsibility (“CSR”) as a commitment to our sustainable development, recognising that a prosperous business is built upon a thriving, inclusive, and well-educated community.

In celebration of Wellcall’s 30 Years Anniversary, our donation has significantly increase by 410% surge in donations from FYE 2024 to a total donation of RM 165,988.40 in FYE 2025. This substantial contribution was directed to seventeen (17) different organisations, underscoring Wellcall's proactive approach to giving back and supporting a diverse range of causes aligned with our core values of compassion and social welfare. Our charitable strategy moves beyond mere financial aid; it fosters long-term partnerships that are designed to create lasting, positive change.

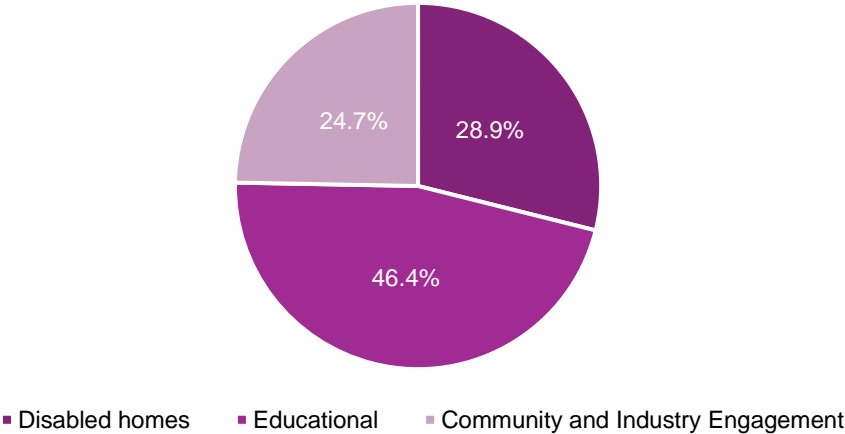
In FYE 2025, Wellcall supports organisations like the Perak Association for Intellectually Disabled and various homes for the disabled, thereby actively working to reduce social inequalities and improve on the inclusive quality of life for the most vulnerable citizens. Secondly, we invest in the future through education, providing vital funding to schools such as *Sekolah Menengah Yuk Choy* and Chinese Taipei School, affirming our belief that access to quality education is the primary catalyst for community strength and economic stability.

Finally, our support extends to Community and Industry Engagement including the Taiwan Chamber of Commerce and Sam Wei Keong Temple. These initiatives collectively underscore our role as a responsible corporate citizen, creating shared, sustainable value in the regions where we operate. By extending support to multiple community segments, Wellcall reaffirms its dedication to building a more inclusive and resilient society, showcasing a responsible corporate citizen who actively drives social progress.



Year	Total Community Donation
FYE 2023	RM47,058.45
FYE 2024	RM32,520.45
FYE 2025	RM165,988.40

FYE 2025 Donation Category



Cash Donation to Beneficiaries



Donation to Handicap Welfare Home Ipoh & Pusat Jagaan Rumah Seri Bahagia

MOVING FORWARD

Moving forward, our focus will centre on strengthening our ethical framework by continuously seeking opportunities to reinforce Anti-Bribery and Corruption oversight and Whistleblowing channels, diligently working to maintain our clean record on integrity and data protection.

Operationally, we aim for environmental resilience by mitigating the complexities of our evolving energy mix, embedding process optimisation and exploring opportunities to accelerate the expansion of our renewable energy capacity. Socially, the strategy concentrates on enhancing human capital by strengthening our leadership and technical talent pipeline by utilising continuous feedback to improve retention and diversity programmes.

We aim to maintain our commitment to local economic empowerment by reinforcing local sourcing and working towards community engagement activities. This unified and adaptive approach ensures our operations are designed for long-term sustainable value creation.

RESTATEMENT

We have restated the following quantitative information due to improvements in data collection for:

- Electricity Usage for FYE 2024
- Scope 1 Emission – Petrol Usage and Emission for FYE 2024
- Scope 3 Emission – Employee Commuting for FYE 2024
- Waste Management for FYE 2024
- Total Training Hours for FYE 2023 and FYE 2024
- Total Safety Training Hours for FYE 2023 and FYE 2024
- LTIR for FYE 2024
- Number of Employees on nGender and Age Diversity for FYE 2024

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Anti Corruption	Anti Corruption training	Percentage	21	50	No assurance
Emission Management	Scope 1 Emission	metric tonnes co2e	2,460.33	—	No assurance
Anti Corruption	Percentage of operations assessed for corruption related risks	Percentage	0	50	No assurance
Anti Corruption	Confirmed incidents of corruption and action taken	Number	0	0	No assurance
Community / Society	Total amount invested in the community where the target beneficiaries are external to the listed issuer	Number	165,988.4	—	External (Limited)
Community / Society	Total number of beneficiaries of the investment in communities	Number	17	—	No assurance
Water	Total volume of water used	cubic meter	99,652	—	External (Limited)
Data privacy and security	Number of substantiated complaints concerning breaches of customer privacy	Number	0	0	No assurance
Supply Chain Management	Proportion of spending on local suppliers	Percentage	52.09	—	No assurance
Labour Practices and Standards	Total Training Hours- Management	Hours	546.5	—	No assurance
Labour Practices and Standards	Total Training Hours- Executive	Hours	56.4	—	No assurance
Labour Practices and Standards	Total Training Hours - Non-Executive	Hours	272.5	—	No assurance
Labour Practices and Standards	Total Training Hours - General Worker	Hours	35.5	—	No assurance

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Labour Practices and Standards	Percentage of employees that are contractors or temporary staff	Percentage	2.01	—	No assurance
Labour Practices and Standards	Total number of employee turnover by employee category - Management	Number	5	—	No assurance
Labour Practices and Standards	Total number of employee turnover by employee category - Executive	Number	2	—	No assurance
Labour Practices and Standards	Total number of employee turnover by employee category - Non-executive	Number	12	—	No assurance
Labour Practices and Standards	Total number of employee turnover by employee category - General Workers	Number	36	—	No assurance
Labour Practices and Standards	Number of substantiated complaints concerning human rights violations	Number	0	0	No assurance
Health and Safety	Number of work-related fatalities	Number	0	0	No assurance
Health and Safety	Lost time incident rate	Rate	2.45	—	No assurance
Health and Safety	Number of employees trained on health and safety standards	Number	89	—	No assurance
Energy Management	Total Energy Consumption	MWh	6,765.38	—	External (Limited)
Emission Management	Scope 2 Emission	metric tonnes CO2	5063.66	—	No assurance
Director diversity	Male	percentage	70	—	No assurance
Director diversity	Female	percentage	30	—	No assurance
Director diversity	Under 30	percentage	0	—	No assurance

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Director diversity	Between 30 - 50	percentage	30	—	No assurance
Director diversity	Above 50	percentage	70	—	No assurance
Employee Diversity	Management under 30	Percentage	0	—	No assurance
Employee Diversity	Management between 30-50	Percentage	57	—	No assurance
Employee Diversity	Management above 50	Percentage	43	—	No assurance
Employee Diversity	Executive Under 30	Percentage	28	—	No assurance
Employee Diversity	Executive between 30 -50	Percentage	66	—	No assurance
Employee Diversity	Executive above 50	Percentage	6	—	No assurance
Employee Diversity	Non-Executive Under 30	Percentage	11	—	No assurance
Employee Diversity	Non-Executive between 30 -50	Percentage	63	—	No assurance
Employee Diversity	Non-Executive above 50	Percentage	26	—	No assurance
Employee Diversity	General Workers Under 30	Percentage	37	—	No assurance
Employee Diversity	General Workers Between 30-50	Percentage	61	—	No assurance
Employee Diversity	General Workers Above 50	Percentage	2	—	No assurance
Employee Diversity	Management Male	Percentage	61	—	No assurance
Employee Diversity	Management Female	Percentage	39	—	No assurance
Employee Diversity	Executive Male	Percentage	28	—	No assurance

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Employee Diversity	Executive Female	Percentage	72	—	No assurance
Employee Diversity	Non-Executive Male	Percentage	80	—	No assurance
Employee Diversity	Non-Executive Female	Percentage	20	—	No assurance
Employee Diversity	General Workers Male	Percentage	86	—	No assurance
Employee Diversity	General Workers Female	Percentage	14	—	No assurance



LIMITED STATEMENT OF ASSURANCE ON WELLCALL HOLDINGS BERHAD ("WELLCALL" OR "THE COMPANY") SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR ENDED 30 SEPTEMBER 2025

To: Board of Directors, Stakeholders and Interested Parties of Wellcall

Introduction and Objective

Visionwide Sustainability Sdn. Bhd. ("Visionwide") has been engaged by Wellcall, in the capacity as an outsourced Internal Auditor, to conduct a limited review on the Sustainability Statement of WELLCALL for the financial year ended 30 September 2025 ("FYE 2025") ("Report").

Visionwide is providing limited assurance on the accuracy and reliability of the specific social sustainability performance information on the subject matters narrated in the "Scope and Subject Matters" section below. This limited assurance statement applies to the related social information as described below.

Scope and Subject Matters

The following common social sustainability indicators relate to Wellcall and all its subsidiaries, for the period from 1 October 2024 to 30 September 2025 ("Reporting Period").

The selected common sustainability indicators presented in the Report, which are subjected to our verification, include:

No.	Common Sustainability Indicator	Areas Covered
1.	Labour Practices	(i) Total training hours excluding Employee Health and Safety Training hours
2.	Community/Social Investment	(i) Total value of community investments/contributions (e.g., in cash or in-kind).
3.	Our Workforce	(i) Total number of employees
4.	Scope 2 Emission	(i) Electricity Consumption
5.	Water Management	(i) Water Consumption

Collectively known as ("Subject Matters").

Visionwide

Methodology

Our overall verification was conducted with reference to Bursa Malaysia Securities Berhad's Sustainability Reporting Guide 3rd Edition and the Main Market Listing Requirements in relation to the sustainability Report. In addition, we have also referred to United Nation's Sustainability Development Goals as well as the Global Reporting Initiative for the evaluation on the overall presentation of the Report. Furthermore, we have integrated the standards and principles set forth in the Institute of Internal Auditors' International Professional Practices Framework while conducting the review.

Our verification and evaluation works were planned and carried out to provide a limited, rather than an absolute assurance on the information/data disclosed in the Report. We have conducted our verification and evaluation based on the following procedures:

- Interview and discussion with the key personnel who are responsible for collating relevant sustainability reporting information and writing various parts of the Report.
- Review internal and external supporting documentation.
- Cross-reference and check on the quantitative information collected from various sources.
- Verify the specific sustainability performance data of the subject matters as narrated in the "Scope and Subject Matters" section below, on sampling basis.

During the verification and evaluation process, issues noted on the accuracy of certain information disclosed in the draft Report were raised and clarified with the Management of WELLCALL. Subsequent rectifications or amendments were properly incorporated in the final Report.

Limitation

Our responsibility to provide a limited assurance is subjected to the following limitations as our procedures exclude the verification and evaluation of the following:

- Information/data of the Subject Matters outside of the Reporting Period.
- Other information contained in WELLCALL Annual Report for the FYE 2025.
- Data from any contractor or third-party.

This limited assurance engagement relies on a risk-based sampling basis for data samples selection and hence this limited assurance statement should not be relied upon to detect all errors, omissions or misstatements that may potentially exist.

Visionwide

Opinion

Based on our methodology and the evidence that we have obtained on the matters covered in the Subject Matters as described above, Visionwide is of the view that the Subject Matters as disclosed in the Report are fairly stated, properly prepared and supported.

Yours faithfully,





Cheng Lai Chuan
Director

Visionwide Sustainability Sdn. Bhd.

Date: 26 December 2025



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