



Empowering Experiences with Intelligence

Annual Report 2025

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ABOUT SCICOM

Scicom (MSC) Berhad is Malaysia's foremost BPO and digital transformation provider, delivering customer lifecycle management, digital platforms, and AI-powered technology solutions to governments, enterprises, and multinational corporations across the globe. With over 20 years of proven expertise, Scicom integrates proprietary platforms, deep industry knowledge, and operational excellence to deliver large-scale digital transformation and customer engagement initiatives.

Our end-to-end portfolio covers business process outsourcing, citizen services, digital platforms, advanced analytics, and next-generation AI capabilities, including machine learning, automation, and AI-as-a-Service. These solutions empower clients to achieve measurable improvements in efficiency, business growth, and customer satisfaction.

By fusing industry expertise with cutting-edge AI, Scicom delivers innovative, customer-focused solutions that address today's most pressing challenges and position clients for sustainable success:

AI-Driven Customer Lifecycle Management

Harnessing AI to transform customer care through predictive analytics, intelligent automation, and personalised, data-driven experiences that elevate service quality.

Gov-Tech Reinvented with AI

Modernising public service delivery with AI-powered solutions that streamline government operations and enhance citizen engagement, enabling more agile and responsive governance.

Digital Commerce and Innovation

Unlocking new revenue streams and improving operational effectiveness by leveraging AI and advanced analytics to optimise services, drive growth, and deliver tangible business outcomes.

Future-Ready Corporate Education

Equipping workforces with critical digital and analytical skills through AI-powered learning solutions designed to upskill employees for an AI-enabled future.

Aspiring to become a global leader in AI-driven digital services, Scicom is dedicated to creating sustainable value for all stakeholders while continuously enhancing client and citizen experiences. With a foundation built on sound governance, ethical practices, and a commitment to talent development and sustainability, the Group contributes actively to the long-term economic and social advancement of the communities it serves.

AWARDS AND RECOGNITION

International Association of Outsourcing Professionals (IAOP)



Our recognition as a “Leader” in the IAOP 2025 Global Outsourcing 100 (GO100) list reflects our continued commitment to excellence and innovation within the outsourcing industry. The International Association of Outsourcing Professionals (IAOP) is a global organisation that recognises excellence in the outsourcing industry.

The annual Global Outsourcing 100 list highlights the top service providers based on performance, innovation, and impact. Scicom’s inclusion in the 2025 list demonstrates its sustained leadership and strong performance in the global outsourcing arena. This year, Scicom has also achieved additional distinctions in the following categories:

- Sustained Excellence
 - All Star Company
 - Customer References
 - Awards & Certifications
 - Programs for Innovation
 - Programs for Social Impact
- Outsourcing Service Areas:
- Customer Relationship Management
 - Transaction Processing

Service Capability & Performance (SCP) Standards



The Service Capability & Performance (SCP) Standards are globally recognised benchmarks that evaluate the effectiveness of service organisations across multiple dimensions. Developed by Service Strategies, the SCP Certification assesses a company’s ability to deliver high-quality service through a detailed examination of foundational and functional criteria such as planning, strategy, financial management, service delivery, and technology utilisation.

Scicom’s 2024 SCP Certification, achieved under the Category: Innovating, recognises our excellent process, measurement, and continuous improvement practices that are consistently executed. Innovation continues to drive our mission to enhance the customer experience, create customer value, and foster long-term customer loyalty.

Our above-benchmark scores reaffirm Scicom’s strategic positioning as a leader in service capability and operational excellence—validating our approach to strategic planning, financial management, employee development, and technology utilisation. This recognition not only highlights our current achievements but also sets a strong foundation for sustained future growth.

A stylized illustration of a person's head and shoulders in profile, facing right. They are wearing a large, futuristic headset with a microphone. The image is rendered in a blue and orange color scheme with a digital, wireframe aesthetic. The background features abstract, glowing lines and dots, suggesting a high-tech or AI environment.

REDEFINING CUSTOMER EXPERIENCE THROUGH AI

CUSTOMER LIFE-CYCLE MANAGEMENT

Scicom collaborates with leading global brands across industries such as aviation, financial services, telecommunications, consumer electronics, media, travel, e-commerce, healthcare, and the public sector. We deliver tailored solutions for both B2C and B2B markets, transforming every interaction into an opportunity to strengthen customer satisfaction and loyalty.

For more than 27 years, Scicom has been recognized as a global leader in the Customer Service BPO industry, consistently ranked among the world's top 100 companies. Our AI-powered autonomous contact centre solutions deliver measurable business impact through seamless, multilingual, omnichannel customer experiences that span acquisition, service, and back-office operations.

OUR SOLUTIONS

- **Contact Centre Technology and Transformation Services**

- Autonomous Contact Centres
- Customer-Centric Digital Transformation Consulting

- **Core Contact Centre and AI Solutions**

- Human + Machine Collaboration
- Generative AI – Large Language Models (LLMs) for Knowledge Base

- **Data-Driven Insights and Customer Management**

- Data Analytics & Customer Insights
- Customer Segmentation, Lead Generation & Conversion
- Churn Management

- **Customer Engagement and Experience Solutions**

- Omnichannel & Multi-Lingual Customer Experiences
- Conversational AI
- Automation – Chatbots & IVR Deflection
- Design-Led Customer Experience (CX) Strategy

TRANSFORMING GOVERNANCE FOR A DIGITAL NATION



SCICOM GOV-TECH

Scicom Gov-Tech empowers governments to modernize operations by leveraging digital transformation, advanced analytics, artificial intelligence, and resilient cybersecurity frameworks. These solutions enhance citizen services while enabling government agencies to achieve strategic goals, improve performance outcomes, and lower operational costs. Through this integrated approach, Scicom Gov-Tech helps transform public service delivery with innovative, technology-driven solutions.

OUR SOLUTIONS

- **Government Infrastructure and Data Solutions**

- Digital Government Platforms, Cloud Computing & Cybersecurity
- Analytics & Business Intelligence

- **Education Solutions**

- International Student Management Systems

- **Immigration and Border Control Solutions**

- Border Control Solutions
- E-Visa & Permit Systems
- Advanced Passenger Screening (APS) & Interpol Integration
- Migrant Worker Management Systems
- E-Passport Personalisation

- **Digital Identity and Verification Solutions**

- Digital ID & Citizen Identity Management
- eKYC (Know Your Customer) Solutions
- Document Verification & Management

HARNESSING DATA, DESIGN, AND AI TO DRIVE GROWTH



SCICOM DIGITAL

Scicom Digital accelerates business growth by reshaping traditional operations into fully connected digital ecosystems. With expertise spanning digital strategy, customer experience design, data and analytics, cloud solutions, application development, automation, cybersecurity, and digital marketing. Scicom Digital enhances efficiency, streamlines workflows, and deepens customer engagement while unlocking new revenue streams.

OUR SOLUTIONS

- **AI Technology Integration**

- Generative AI, Machine Learning, Robotic Process Automation

- **Data and Analytics**

- Advanced Data Insights & Analytics
- Blockchain Applications

- **Digital Strategy and Marketing**

- E-Commerce Platforms & Strategy
- Digital Marketing Solutions

- **Experience Design and Development**

- Customer Experience Design
- Website & Mobile App Development
- Content Strategy & Management



WHERE HUMAN
POTENTIAL
MEETS DIGITAL
INTELLIGENCE

SCICOM EDUCATION

Scicom Education delivers a wide spectrum of training solutions, ranging from interactive eLearning modules to dynamic, in-person sessions that blend traditional and digital learning methods. Our programmes are strategically aligned with clients' business goals, ensuring employees not only acquire essential skills but also perform at their highest potential. As the dedicated education arm of the Scicom Group, we specialise in creating customised learning experiences that strengthen workforce capabilities and drive long-term success.

OUR SOLUTIONS

- **Data-Driven Learning Analytics and Skill Development**

- Learning Analytics & Skill Gap Analysis

- **Compliance and Accreditation Programs**

- Compliance Training
- Accreditation Programs

- **Integrated Blended Learning and Onboarding Programs**

- Employee Onboarding Solutions
- Blended Learning Programmes

- **Digital Learning Platforms**

- Learning Management Systems (LMS)
- Customised eLearning Modules
- Mobile Learning & Microlearning Solutions

. WHERE HUMAN . INTELLIGENCE . MEETS ARTIFICIAL . INGENUITY

ARTIFICIAL INTELLIGENCE

Scicom drives large-scale digital transformation with AI solutions engineered for measurable impact. At the forefront of digital innovation, our AI technologies are redefining BPO operations—enhancing efficiency, accuracy, and scalability for governments and global enterprises alike.

Focused on delivering Value, Innovation, and Efficiency in the digital era, we design and manage platforms that support millions of users. Intelligent, reliable, and results-driven, Scicom powers seamless experiences every single day.

OUR SOLUTIONS

- **AI-Powered Omnichannel CX**

- Autonomous Agentic AI Voice Box
- AI-Domain Chat Interactions
- AI-Domain Email Interactions
- Autonomous AI Agentic Voice Unified Avatars

- **AI-Driven Customer Experience Solutions**

- AI-Powered Sentiment Analysis
- AI-Driven Personalisation Engine
- AI Co-Pilot for Agents
- AI-Powered Customer Feedback Analysis

- **AI-Enhanced Operations and Workforce Solutions Core**

- AI-Based Workforce Management
- AI-Enhanced Training Platform
- AI-Enhanced Quality Assurance
- Automated Call Summarisation Tool

- **AI-Powered Data and Decision Intelligence**

- Predictive Analytics Engine
- NLP-Based Call Analysis
- AI-Driven Knowledge Base
- AI Chatbots and Virtual Assistants

CORPORATE PROFILE

BOARD OF DIRECTORS

Krishnan A/L C. K. Menon

Non-Independent Non-Executive
Director/ Chairman

Dato' Sri Leo Suresh Ariyanayakam

Non-Independent Executive Director/
Chief Executive Officer

Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah

Independent Non-Executive Director

Datuk (Dr.) Joseph Dominic Silva

Independent Non-Executive Director

Mahani Binti Amat

Independent Non-Executive Director

Mior Mokhtar Bin Mior Abu Bakar

Independent Non-Executive Director

Hong Kean Yong

Independent Non-Executive Director

Dr. Teoh Chooi Shi

Independent Non-Executive Director

AUDIT COMMITTEE

Datuk (Dr.) Joseph Dominic Silva

Chairman

Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah

Member

Mior Mokhtar Bin Mior Abu Bakar

Member

Dr. Teoh Chooi Shi

Member

RISK AND SUSTAINABILITY COMMITTEE

Hong Kean Yong

Chairman

Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah

Member

Mahani Binti Amat

Member

Dr. Teoh Chooi Shi

Member

NOMINATING & REMUNERATION COMMITTEE

Mahani Binti Amat

Chairperson

Datuk (Dr.) Joseph Dominic Silva

Member

Mior Mokhtar Bin Mior Abu Bakar

Member

COMPANY SECRETARIES

Ng Siew Mee (MAICSA 7071920)

(SSM PC No. 202308000561)

Te Hock Wee (MAICSA 7054787)

(SSM PC No. 202008002124)

REGISTERED OFFICE

Unit 30-01, Level 30, Tower A
Vertical Business Suite
Avenue 3, Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur, Malaysia
Tel : 03 2783 9191
Email : info@vistra.com

SHARE REGISTRAR

Tricor Investor &
Issuing House Services Sdn Bhd

Unit 32-01, Level 32, Tower A
Vertical Business Suite
Avenue 3, Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur, Malaysia
Tel : 03 2783 9299
Email : is.enquiry@vistra.com

STOCK EXCHANGE LISTING

Main Market of Bursa Malaysia
Securities Berhad
(Listed since 26 September 2005)
Stock Name : SCICOM
Stock Code : 0099

AUDITORS

PricewaterhouseCoopers PLT
Level 10, Menara TH 1 Sentral
Jalan Rakyat, Kuala Lumpur Sentral
P O box 10192
50706 Kuala Lumpur, Malaysia
Tel : 03 2173 1188 Fax : 03 2173 1288

PRINCIPAL BANKERS

HSBC Bank Malaysia Berhad

Kuala Lumpur Main Branch, Level 2,
Menara IQ, Lingkaran TRX
55188 Tun Razak Exchange, Kuala Lumpur,
Malaysia

CIMB Bank Berhad

KLCC Branch, C04-C05
Concourse Level, Petronas Tower 3 Suria
KLCC, Jalan Ampang,
50088 Kuala Lumpur, Malaysia

AmFunds Management Berhad

10th Floor, Bangunan Ambank Group
No. 55, Jalan Raja Chulan
50200 Kuala Lumpur, Malaysia

Public Mutual Berhad

Menara Public Bank 2
No. 78, Jalan Raja Chulan
50200 Kuala Lumpur, Malaysia

UOB Asset Management (Malaysia) Berhad

Level 20, UOB Plaza 1, 7, Jalan Raja Laut
50350 Kuala Lumpur, Malaysia

Hong Leong Bank Berhad

Level 10, Menara Hong Leong
No.6 Jalan Damanlela, Bukit Damansara
50490 Kuala Lumpur, Malaysia

Malayan Banking Berhad

Lot C21-C, Concourse Expansion
Suria KLCC, Kuala Lumpur City Centre
50088 Kuala Lumpur, Malaysia

CORPORATE OFFICE

25th Floor Menara TA One
22, Jalan P. Ramlee
50250 Kuala Lumpur, Malaysia
Tel : 03 2162 1088 Fax : 03 2164 9820

WEB

URL : www.scicom-intl.com
E-mail : business@scicom.com.my

GROUP STRUCTURE



SCICOM (MSC) BERHAD
(Kuala Lumpur and Cyberjaya, Malaysia)
Holding Company



**SCICOM CONTACT CENTRE SERVICES
PRIVATE LIMITED**
(Bangalore, India) 100% owned



SCICOM LANKA (PRIVATE) LTD
(Colombo, Sri Lanka) 100% owned

SCICOM (ACADEMY) SDN BHD
(Kuala Lumpur, Malaysia) 100% owned

SCICOM AI SDN BHD
(Formerly known as Scicom E Solutions Sdn Bhd)
(Kuala Lumpur, Malaysia) 100% owned



SCISOLUTIONS (MAURITIUS) LTD
(Mauritius) 100% owned



PT SCICOM INDONESIA
(Jakarta, Indonesia) 100% owned

**SCICOM INTERNATIONAL
COLLEGE SDN BHD**
(Kuala Lumpur, Malaysia) 70% owned

MEDICONNECT SDN BHD
(Kuala Lumpur, Malaysia) 100% owned



SCICOM INC
(Glenview, Illinois, USA) 100% owned



SCICOM (CAMBODIA) CO. LTD
(Phnom Penh, Cambodia) 100% owned



SCICOM INTERNATIONAL (UK) LIMITED
(London, UK) 100% owned



BOARD OF DIRECTORS

KRISHNAN MENON

Non-Independent Non-Executive Director/Chairman

Krishnan Menon, a Malaysian male aged 75, was appointed to the Board of Scicom on 10 March 2004. He is a Fellow of the Institute of Chartered Accountants in England and Wales, and a member of both the Malaysian Institute of Accountants and The Malaysian Institute of Certified Public Accountants.

His career includes 13 years in public practice at Messrs Hanafiah, Raslan and Mohamed, where he served as a Partner for 7 years. He then held the position of General Manager at Public Bank Berhad, later being promoted to Executive Vice-President. After working with two public-listed companies, he served as Chief Operating Officer of Putrajaya Holdings Sdn Bhd from 1997 to 2000.

Currently, he is the Non-Independent Non-Executive Chairman of Econpile Holdings Berhad. He has attended all five (5) Board meetings held during the financial year.



BOARD OF DIRECTORS

DATO' SRI LEO ARIYANAYAKAM

Non-Independent Executive Director/Chief Executive Officer

Dato' Sri Leo Ariyanayakam, a Sri Lankan and Malaysian Permanent Resident, male, aged 62, was appointed to the Board of Scicom on 30 October 2002. He serves as the Chief Executive Officer and an Executive Director of the Company. He holds a Bachelor's Degree in Biochemistry.

With over 25 years of senior-level experience, he has expertise in technology solutions, process development, and the commercial and strategic aspects of business development, acquired through leadership roles in startups and global multinationals. His primary responsibilities include maximizing shareholders' value, making high level decisions on the Group's business development, finance, human capital, culture, operations, and strategies, as well as shaping the future growth and direction of the Group worldwide.

He does not hold any directorships in other public companies or listed issuers in Malaysia outside of the Company. He has attended all five (5) Board meetings held during the financial year.



BOARD OF DIRECTORS

DATO' NICHOLAS JOHN LOUGH @ SHARIF LOUGH BIN ABDULLAH

Independent Non-Executive Director

Dato' Nicholas John Lough, a British citizen and Malaysian Permanent Resident, male, aged 73, was appointed to the Board of Scicom on 14 May 2014. He is a member of the Audit Committee and the Risk and Sustainability Committee. He holds a diploma from the National Association of Goldsmiths, London, Great Britain, and is a member of the Gemological Association of Great Britain.

With extensive experience in Corporate Finance and Strategic Planning, he brings valuable expertise to the Board. He is currently a director of Hong Leong MSIG Takaful Berhad, serving as Chairman of the Group's Board Risk Committee and as a member of the Group's Board IT Committee and the Nomination and Remuneration Committee.

He has attended all five (5) Board meetings held during the financial year.



BOARD OF DIRECTORS

DATUK (DR.) JOSEPH DOMINIC SILVA

Independent Non-Executive Director

Datuk (Dr.) Joseph Dominic, a Malaysian male aged 60, was appointed to the Board of Scicom on 7 February 2018. He serves as Chairman of the Audit Committee and is a member of the Nominating and Remuneration Committee.

He holds a postgraduate degree in Finance from the University of Wales and a Master's degree in Research (Business) from the University of Liverpool. Additionally, he completed the Senior Management Programme at Henley Management College, United Kingdom, and has participated in numerous executive programmes across Europe and Asia. In recognition of his contributions to the business and financial sectors, he was awarded an Honorary Doctorate in Business Administration by SEGi University, Malaysia.

With over 35 years of experience in banking, insurance, corporate finance, and investments, he has held senior leadership roles in both local and international financial institutions across Asia, Europe, and other global markets. He was the immediate past Chief Executive Officer of MIDF Amanah Investment Bank Berhad, a position he held until the end of 2024. Prior to that, he served as Head of Investments at Khazanah Nasional Berhad, Malaysia's sovereign wealth fund.

He does not hold any other directorships in public companies or listed issuers in Malaysia outside of the Company. He has attended all five (5) Board meetings held during the financial year.



BOARD OF DIRECTORS

MAHANI BINTI AMAT

Independent Non-Executive Director

Mahani Binti Amat, a Malaysian, female, 71, was appointed to the Board of Scicom on 15 June 2017. She is the Chairperson of the Nominating and Remuneration Committee, and a member of the Risk and Sustainability Committee. Mahani holds a Bachelor of Economics (Majoring in Business Administration) from the University of Malaya.

She started her career in Bank Negara Malaysia in 1977 where she held various positions in Reserves Management. She then moved on to RHB Bank in Singapore in 1984, and thereafter to the Kuala Lumpur Head Office in 2001, amassing a total of 20 years of experience in commercial banking. In RHB, she held various positions in Treasury and Offshore banking, Consumer Banking, up to Executive Vice President of Operations and Services. She was previously on the Board of AIA Public Takaful Berhad. She is currently a director in JP Morgan and AIA Berhad.

She has attended all five (5) Board meetings held during the financial year.



BOARD OF DIRECTORS

MIOR MOKHTAR BIN MIOR ABU BAKAR

Independent Non-Executive Director

Mior Mokhtar, a Malaysian male aged 70, was appointed to the Board of Scicom on 1 January 2023. He serves as a member of the Audit Committee and the Nominating and Remuneration Committee. He is a member of the Association of Chartered Certified Accountants.

With 30 years of experience, his expertise includes financial management, commercial operations, internal audit, risk management, and supply chain management. He started his career as a management executive at Petroliam Nasional Berhad in 1981 and held various roles within the Petroliam Nasional Berhad Group, including Vice President, Commercial of Trans Thai-Malaysia (Thailand) Ltd. After leaving Petroliam Nasional Berhad Group in 2010, he served as Deputy General Manager of PT Radiant Bukit Barisan in Jakarta in 2015. He has also served on the Board of Handal Energy Berhad and is presently a Director of Business Development at Cargomind Sdn. Bhd.

He does not hold any other directorships in public companies or listed issuers in Malaysia outside of the Company. He has attended all five (5) Board meetings held during the financial year.



BOARD OF DIRECTORS

HONG KEAN YONG

Independent Non-Executive Director

Hong Kean Yong, a Malaysian male aged 63, was appointed to the Board of Scicom on 1 January 2025. He became Chairman of the Risk and Sustainability Committee on 27 August 2025. He earned a Bachelor of Engineering (Honours) in Electrical and Electronics Engineering from the University of Malaya.

Between April 2011 and June 2018, he served as Senior Vice President of Strategic Planning and Technology Advisor at Taylors Education Group, where he advised the Group Chief Executive Officer on technology adoption and supervised the Chief Information Officer of the Higher Education Division.

Prior to that, he was the Group Chief Information Officer at Hong Leong Financial Group Berhad from April 2008 to March 2011. In this role, he was responsible for formulating the Group's IT strategy and overseeing all subsidiaries' IT functions. He contributed significantly to shaping the Group's IT vision and architecture, aligning technology initiatives with business objectives.

He is currently an Independent Non-Executive Director of AMMB Holdings Berhad. He has attended both Board meetings held during the financial year since his appointment.



BOARD OF DIRECTORS

DR. CARRINE TEOH CHOOI SHI

Independent Non-Executive Director

Dr. Carrine Teoh, a Malaysian female aged 49, was appointed to the Board of Scicom on 1 May 2025. She serves as a member of the Audit Committee and the Risk and Sustainability Committee. She holds a Bachelor's degree in Electrical and Electronics Engineering from Nanyang Technological University, Singapore, a Master of Business Administration from the University of South Australia, and a PhD in Information Technology from Universiti Teknologi PETRONAS.

She is the President (Cybersecurity and Governance) of the ASEAN CIO Association and is a member of the Malaysian Institute of Management. With extensive experience in technology and cybersecurity, Dr. Teoh specializes in aligning and integrating technology risk governance with business strategies across various sectors. Her core areas of expertise include cybersecurity, corporate strategy, and risk management.

She does not hold any other directorships in public companies or listed issuers in Malaysia outside of the Company. Since her appointment, she has attended the single Board meeting held during the financial year.

None of the Directors have any:

- family relationship with any Director and/or major shareholder of the Company;
- conflict of interest with the Company;
- conviction for offences within the past five (5) years (other than traffic offences, if any); or
- public sanction or penalty imposed by the relevant regulatory bodies during the financial year.

A portrait of Kelvin Loke Cheong Hian, a middle-aged man with short dark hair and glasses, wearing a dark blue suit jacket over a dark blue button-down shirt. He is standing against a dark, textured background with a large, glowing orange and blue arc on the left side.

SENIOR MANAGEMENT TEAM

KELVIN LOKE CHEONG HIAN

Chief Financial Officer

Kelvin, a Malaysian male aged 50, has been with Scicom since September 20, 2004. He was appointed Chief Financial Officer on July 31, 2019. In his role, Kelvin oversees the Group's financial compliance and commercial functions, including financial reporting, budgeting, treasury and corporate finance.

With 20 years of accounting experience, Kelvin previously worked as an auditor at Ernst and Young and served as a Corporate Analyst at another listed Malaysian company. He earned a Bachelor's degree in Accountancy with Honours from Northern University of Malaysia (University Utara Malaysia) and is a member of the Malaysian Institute of Accountants.

A portrait of Benny Philip, a man with dark hair, smiling, wearing a white shirt and a black blazer. He is standing against a background of a large, glowing orange and blue arc, resembling a stylized planet or a light effect.

SENIOR MANAGEMENT TEAM

BENNY PHILIP

Chief Operating Officer – Customer Lifecycle Management

Benny, a Malaysian Permanent Resident, male aged 57, joined Scicom on July 21, 2004, and was appointed COO on July 1, 2008. As COO of Customer Lifecycle Management, Benny oversees the Group's business process outsourcing operations, responsible for service delivery, client management, human resources, learning & development, project management, and quality assurance.

Benny holds a Master's degree in Human Resources Management and a Bachelor's degree in Mathematics. He has over 25 years of management experience, including 15 years in senior leadership roles, gained from organizations such as Unilever, Panasonic, Ford Motor Company, and HSBC. Before joining Scicom, Benny served at HSBC as a Vice President in Human Resources and Projects & Planning within the Group Global Resourcing division.

In 2011, Benny was honored with the Malaysia HR Leader of the Year award, and in 2014, he received the Asia Outstanding Leadership Award from CMO Asia.

A portrait of Deivendran Pathmanathan, a middle-aged man with a mustache, wearing a dark suit, white shirt, and a red tie with small white dots. He is smiling and standing against a dark background with a large, glowing orange and blue arc on the left side.

SENIOR MANAGEMENT TEAM

DEIVENDRAN PATHMANATHAN

Chief Digital and Disruption Officer

Deivendran, a Malaysian male aged 59, joined Scicom on July 1, 2024, as the Chief Digital and Disruption Officer (CDDO). With over 30 years of experience in technology and engineering, he has played a key role in founding and leading Infinite QL, his own company, and has spearheaded numerous innovative projects.

His notable achievements include designing the M-BIKE biometric clearance system for motorcyclists at the Johor-Singapore border, developing the high-security i-DERAS network management system for the Ministry of Defence, and pioneering digital video recording solutions for the Genting Group. He co-developed an RFID-based cargo tracking system for KLIA, created a system to monitor ATM fraud for BSN Bank, and designed award-winning pedestrian turnstile technology. Throughout his entrepreneurial ventures, Deivendran has consistently pushed the boundaries of technological innovation across various industries. His forward-thinking approach and expertise have earned him prestigious awards such as the Deloitte Technology Fast 500 and Red Herring Global 100.

In his role as CDDO, Deivendran is tasked with leading Scicom's AI transformation, fostering innovation, and identifying disruptive business opportunities. His leadership will be crucial in advancing AI-driven solutions and maintaining Scicom's competitive edge in the rapidly evolving digital landscape.

A portrait of Chandima Hemachandra, a middle-aged man with dark hair, wearing a dark suit jacket over a striped shirt. He is standing with his hands clasped in front of him. The background is a dark, textured surface with a large, glowing orange and blue arc on the right side.

SENIOR MANAGEMENT TEAM

CHANDIMA HEMACHANDRA

Chief Technology Officer

Chandima, a 62-year-old Sri Lankan male, joined Scicom on January 20, 2011, as the Chief Technology Officer (CTO). With over 33 years of experience in information technology, he possesses extensive expertise in implementing large-scale and highly complex projects for major financial institutions across the UK, Malaysia, Sri Lanka, and Kenya. He is a Fellow of the British Computer Society (FBCS) – Chartered Institute for IT, UK, placing him among the most senior and respected professionals in the IT field.

Before joining Scicom, Chandima served as the Chief Information Officer (CIO) at Sri Lanka Insurance Corporation (SLIC), the country's oldest and one of its largest insurance providers. He has also provided consultancy services to numerous government and private organizations and has been an adviser to three national advisory councils in Sri Lanka. His early career included roles such as Systems Analyst at British Hartford-Fairmount Engineering in the UK. He later held senior positions including Chief Manager ICT at the Commercial Bank of Ceylon, Head of ICT and Banking Operations (Deputy General Manager/CIO) at Hatton National Bank, and CIO at CfC Stanbic Bank, the East African headquarters of Standard Bank Africa, based in Nairobi, Kenya. Additionally, Chandima served as a Board Director and was a member of the Board's Integrated Risk Management Committee at the National Savings Bank in Sri Lanka. He holds an Honours degree in Mathematics & Computer Science from the University of Middlesex, UK.



SENIOR MANAGEMENT TEAM

RAMESH TOURANEY

Chief Operating Officer – Digital Enterprise Solutions

Ramesh, a 59-year-old male and a Spanish national, joined Scicom on August 1, 2025, as the Chief Operating Officer of Digital Enterprise Solutions. He is responsible for the strategy, operations, and commercial growth of Scicom's Digital Enterprise Solutions business, delivering innovative and scalable solutions to enterprise clients globally.

He has over 30 years of international leadership experience across technology, outsourcing, consultancy and finance, including roles as COO and CFO in high-growth and turnaround environments. Prior to joining Scicom, Ramesh co-founded a UK-based technology start-up and managed a global consultancy advising on strategic transformation, operational restructuring, and financial engineering. His earlier career included 17 years in the technology sector, an IPO on the London Stock Exchange, and nine acquisitions across Europe.

Ramesh is a Fellow of the Association of Chartered Certified Accountants (FCCA) and is fluent in English and Spanish.



SENIOR MANAGEMENT TEAM

WONG YEE LING

Chief Risk Officer

Yee Ling, a 52-year-old Malaysian female, joined Scicom on March 1, 2011, and was appointed Chief Risk Officer on October 1, 2023. She is responsible for overseeing the Group's enterprise risk management, promoting responsible business growth, and strengthening risk practices across the organization.

Before joining Scicom, Yee Ling worked at PricewaterhouseCoopers LLP in the UK and PricewaterhouseCoopers Malaysia. She has over 25 years of experience in diverse areas such as risk management, auditing, financial and management accounting, reporting, operational improvement, governance, and corporate transactions including mergers and acquisitions, domestic and cross-border fund-raising, and initial public offerings.

Yee Ling holds a Bachelor of Arts (Hons) in Economics from the University of Manchester. She is a member of the Malaysian Institute of Accountants and an affiliate of the UK's Institute of Chartered Accountants.



SENIOR MANAGEMENT TEAM

SHANTI JACQUELINE JEYA RAJ

Senior Vice President - Human Resources, Learning & Development and Total Quality Management

Shanti, a 60-year-old Malaysian female, joined Scicom on January 3, 2000, as a Customer Relationship Executive. Within a year, she took the lead of the Group's Training Department, serving both internal and external clients. She was later appointed Head of the Customer Experience Team, where she established service quality standards for Scicom's operations.

Her subsequent role was as an Operations and Training Consultant at Scicom (Academy) Sdn. Bhd., where she contributed to numerous projects across the Group. Currently, she oversees all aspects of human resources, learning and development, and ensures that the Group's quality initiatives, including processes, comply with ISO and SCP standards. She is responsible for continuously reviewing, monitoring, and enhancing all accreditations to improve operational effectiveness and efficiency throughout the organization. Shanti was promoted to Senior Vice President (SVP) on July 1, 2008.

Before joining Scicom, she gained 13 years of experience working with various multinational corporations, specializing in marketing communications, training and development, and client services.

Shanti holds a Bachelor's Degree in Business Studies and a Diploma in Public Relations. Additionally, she is a certified trainer of the Service and Support Professionals Association in the United States, holding the Certified Support Professional designation.



SENIOR MANAGEMENT TEAM

SHEREEN DYER

Senior Vice President - Legal Affairs

Shereen, a 50-year-old British female, joined Scicom on November 1, 2012, and was appointed Senior Vice President on July 1, 2017. As Head of Legal Affairs, she oversees regulatory and legislative compliance (excluding corporate secretarial matters), contract review and management, and provides legal advice and support to all internal departments.

Shereen was called to the Bar at Lincoln's Inn in 2003 and before joining Scicom, she was in independent practice for 9 years. Her experience both at the Bar and in outsourcing gives her the special skills required to provide legal support to Scicom.

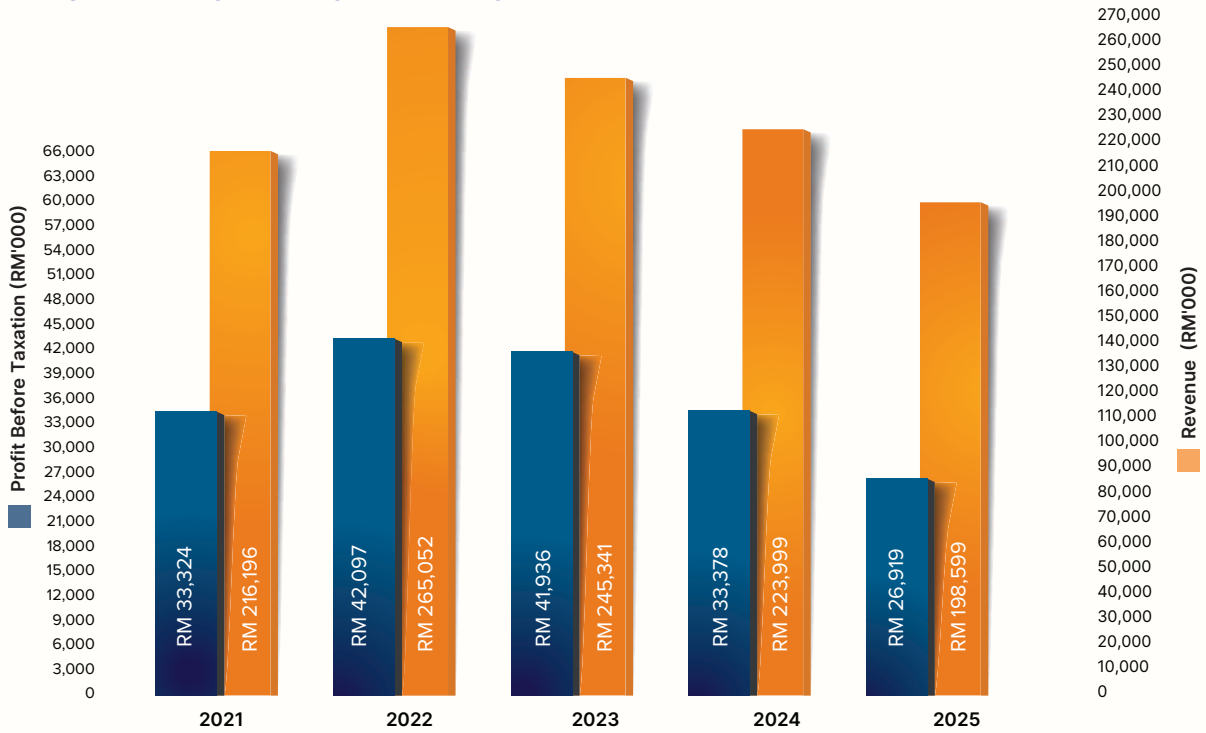
None of the Senior Management Staff have any:

- family relationship with any Director and/or major shareholder of the Company;
- conflict of interest with the Company;
- directorship in public companies and listed issuers;
- conviction for offences within the past 5 (five) years (other than traffic offences, if any); and
- public sanction or penalty imposed by the relevant regulatory bodies during the financial year.

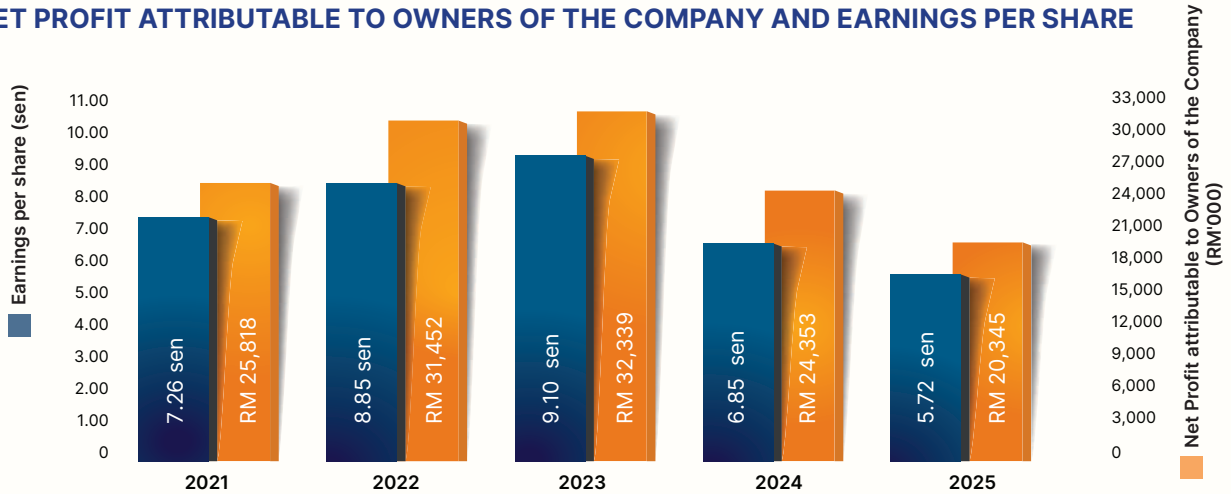
GROUP FINANCIAL HIGHLIGHTS

	Group		Company	
	2025 RM	2024 RM	2025 RM	2024 RM
PROFITABILITY (RM'000)				
Operating revenue	198,599	223,999	191,174	218,258
Profit before taxation ("PBT")	26,919	33,378	23,891	33,435
Net profit for the financial year	20,640	24,348	16,884	24,780
Net profit attributable to the equity holders of the Company	20,345	24,353	16,884	24,780
KEY BALANCE SHEET DATA (RM'000)				
Total assets	144,938	155,342	138,505	148,209
Total liabilities	29,620	40,654	29,484	36,522
Capital and reserves attributable to equity holders of the Company	116,652	116,317	109,021	111,687
Net cash position	50,093	44,238	49,610	43,725
FINANCIAL RATIOS				
Profitability:				
- Revenue growth (%)	-11.3%	-8.7%	-12.4%	-8.9%
- PBT growth (%)	-19.4%	-20.4%	-28.5%	-18.2%
- Net profit growth (%)	-15.2%	-24.7%	-31.9%	-21.1%
- Basic earnings per share (sen)	5.72	6.85	N/A	N/A
- Diluted earnings per share (sen)	5.72	6.85	N/A	N/A
- Asset turnover (times)	1.37	1.44	1.38	1.47
- Net return on equity (times)	0.18	0.21	0.15	0.22
Liquidity:				
- Current (times)	4.82	4.74	5.39	5.39
- Cash over total assets (%)	34.6%	28.5%	35.8%	29.5%
- Trade receivables turnover (months)	2.69	2.82	2.64	2.75
Financing (excluding lease liabilities):				
- Debt over equity (times)	-	-	-	-
- Gearing (times)	-	-	-	-
Market Based (as at 30 June):				
Market capitalisation (RM'000)	321,685	321,685	-	-
Price-earning ratio (times)	15.82	13.21	-	-
Dividend Yield (%)	6.1%	7.2%	-	-
Net Asset Per Share (sen)	32.82	32.72	-	-

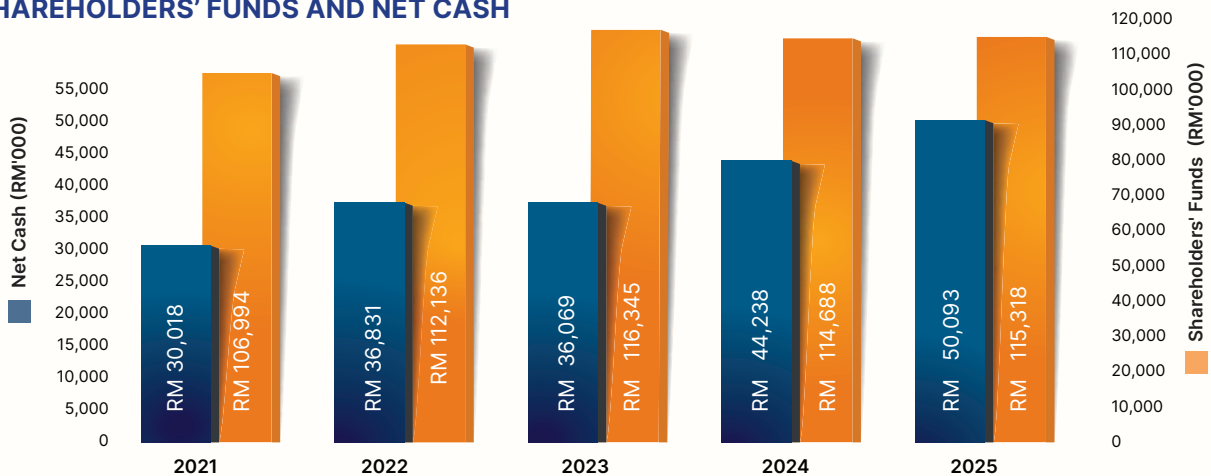
REVENUE AND PROFIT BEFORE TAXATION



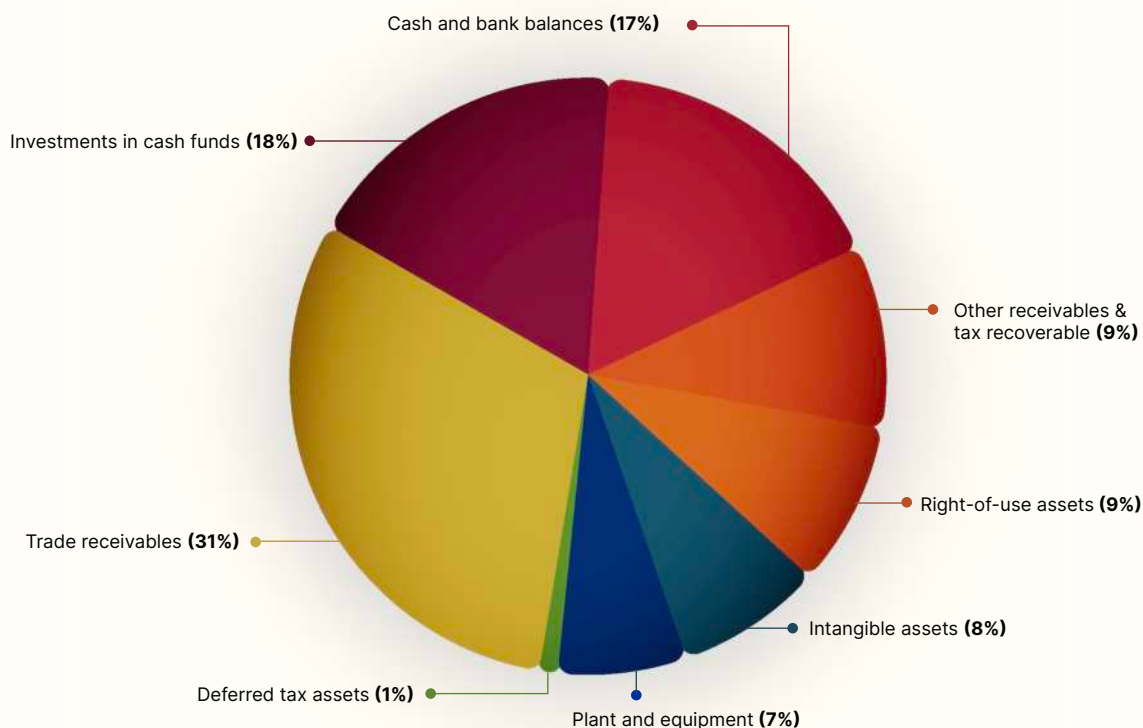
NET PROFIT ATTRIBUTABLE TO OWNERS OF THE COMPANY AND EARNINGS PER SHARE



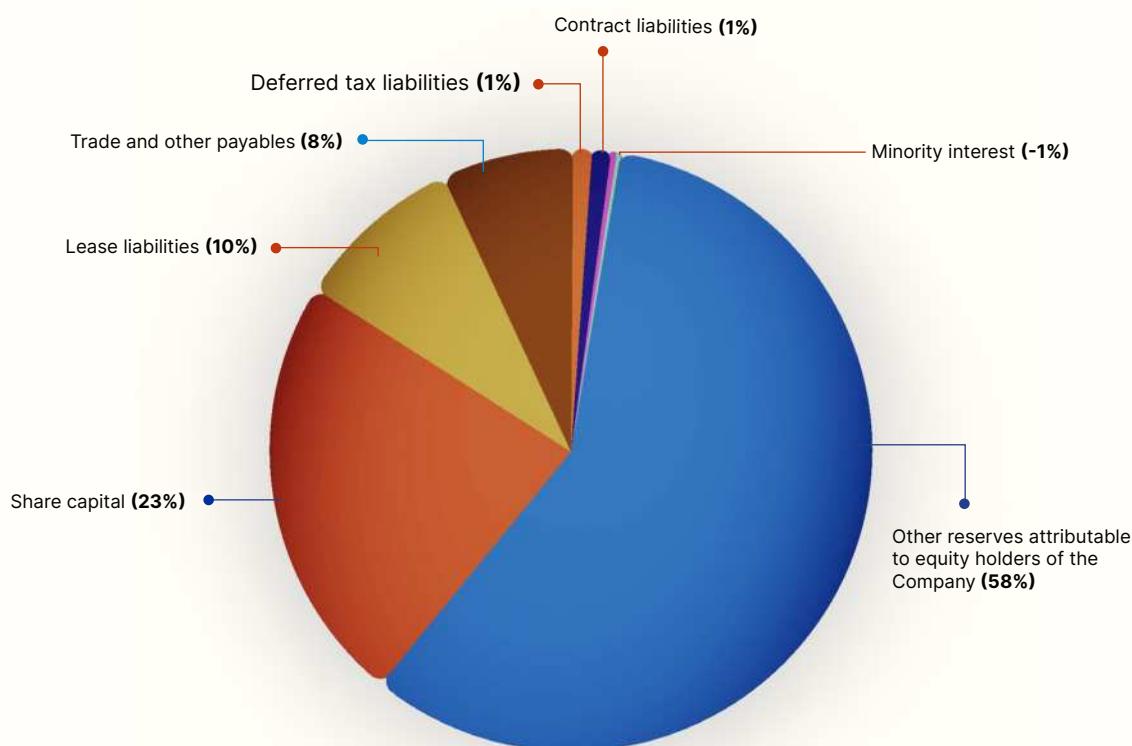
SHAREHOLDERS' FUNDS AND NET CASH

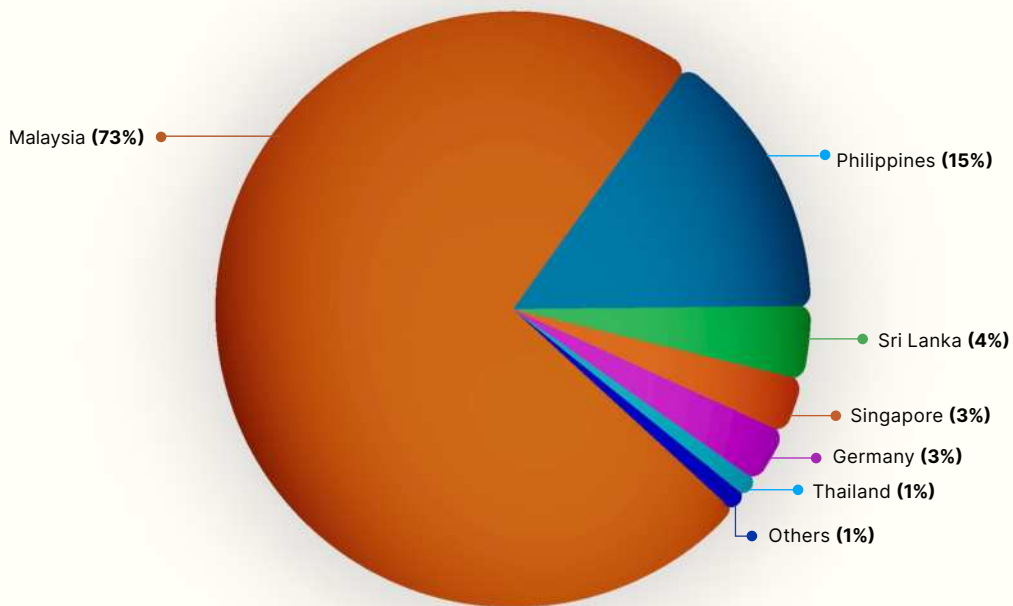
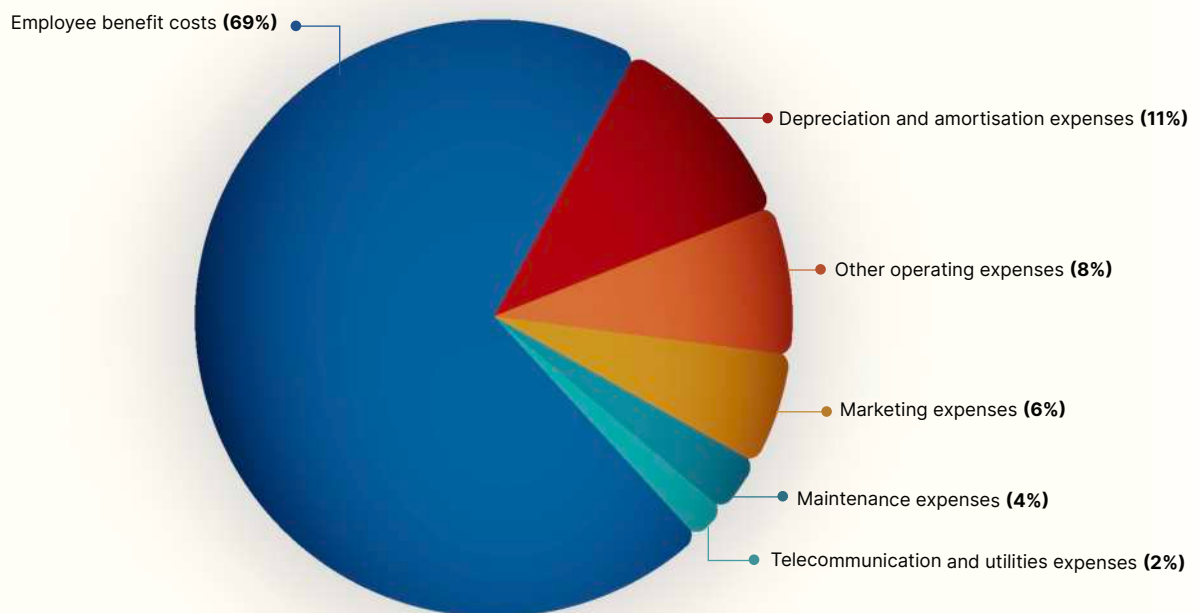


TOTAL ASSETS



TOTAL LIABILITIES, CAPITAL AND RESERVES



REVENUE BY LOCATION**OPERATING EXPENSES**

MANAGEMENT DISCUSSION AND ANALYSIS

Group Overview

Scicom (MSC) Berhad (“Scicom” or “the Group”) is a Bursa Malaysia-listed leader in digital services and technology innovation. From its inception as a Business Process Outsourcing (BPO) pioneer, Scicom has strategically evolved into a Gov-Tech and AI-powered national solutions provider, delivering mission-critical platforms and digital transformation for both government and enterprise clients.

The Group operates at the nexus of artificial intelligence, citizen-service modernisation, and digital infrastructure transformation, underpinned by deep domain expertise in managing large-scale technology ecosystems, compliance-driven operations, and multilingual engagement across markets.

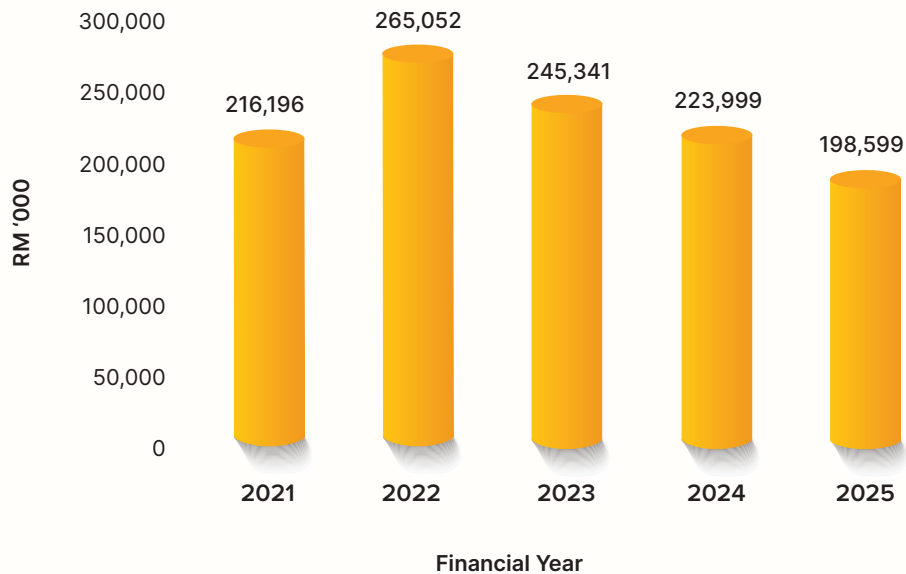
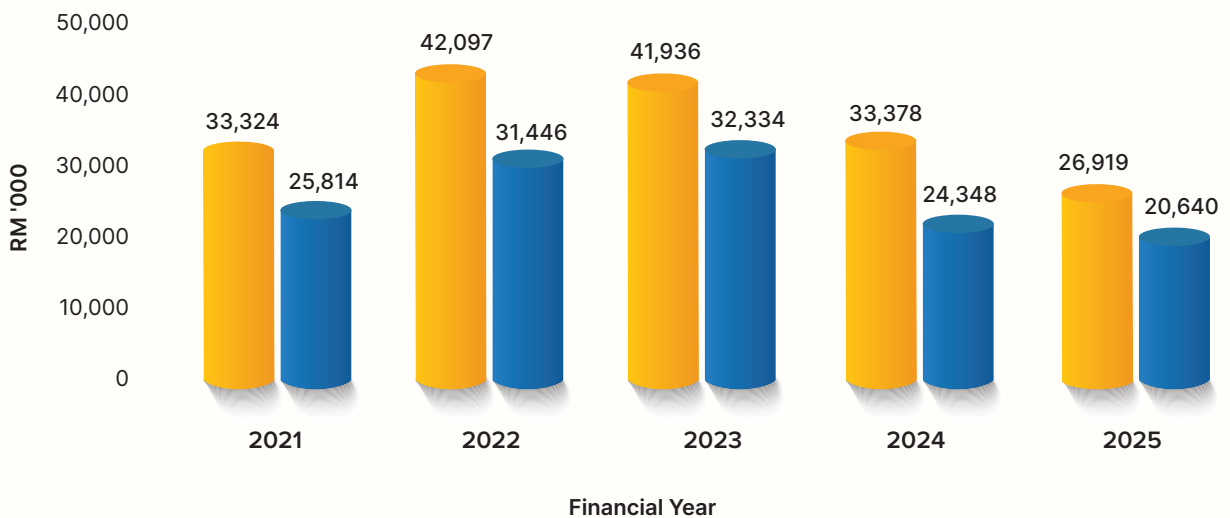
Operating Environment

The global outsourcing sector remains highly competitive and cost sensitive. In Malaysia and across the wider ASEAN region, structural shifts toward digital government transformation and AI-enabled citizen services are accelerating. This paradigm shift offers significant opportunities for trusted partners, such as Scicom that blend operational excellence with proprietary technology to deliver measurable public and enterprise value.

FY2025 Performance Overview

Key Metric	FY2025	FY2024	% Change
REVENUE	198,599	223,999	-11.3%
PROFIT BEFORE TAX (PBT)	26,919	33,378	-19.4%
PROFIT AFTER TAX (PAT)	20,640	24,348	-15.2%
DIVIDEND PAYOUT (SEN)	5.5	6.5	-15.3%

Scicom reported a revenue of RM198.6 million and a Profit Before Tax of RM26.9 million, with a Net Profit of RM20.6 million. A total dividend payout of 5.5 sen per share was declared, representing a payout ratio of 94.7%, reflecting Scicom’s consistent commitment to shareholder value.

GROUP REVENUE**GROUP PROFIT**

Profit Before Tax Profit After Tax

The Group processed approximately 245.9 million transactions across voice, digital, social, and data-driven workflows, demonstrating strong operational throughput and platform resilience.

Financial Strength and Shareholder Value

Scicom maintains an asset-light, cash-generative balance sheet, closing FY2025 with cash and bank balances of RM50.1 million, compared with RM44.2 million in FY2024, and zero borrowings (excluding MFRS 16 lease liabilities).

Free cash flow generation stood at RM34.9 million, enabling continued dividend distributions and reinvestment in innovation.

Capital expenditure during the year was RM9.4 million, focused on technology and software investments that support revenue-generating activities. The Fixed Asset Turnover Ratio remained efficient at 9.2x, underscoring Scicom's disciplined capital management.

At year-end, the share price closed at RM0.905, with a market capitalisation of RM321.7 million. Since its 2005 IPO, Scicom has achieved a compound total shareholder return exceeding 1,025%, reinforcing its long-term value creation track record.

Dividend Policy

While the Group has no formal dividend policy, it has consistently returned around 90% of net profit to shareholders over the past five years.

In FY2025, four interim dividends totaling 5.5 sen per share (RM19.55 million) were paid, translating to a dividend yield of 6.1%, a testament to Scicom's strong cash flow and shareholder-centric philosophy.

Business Review



Scicom's proprietary AI technology stack integrates Large Language Models (LLMs), Natural Language Processing (NLP), predictive analytics, and process automation within both enterprise and government ecosystems.

This vertically integrated AI infrastructure enables:

- Data sovereignty and compliance for government clients.
- Scalable automation, reducing service costs and improving margins.
- Enhanced citizen and customer experiences, with measurable gains in resolution time, satisfaction, and policy insights.

AI is now a core revenue driver, actively embedded in Scicom's contracts and service delivery operations.



FY2025 marked a strategic inflection point for Scicom, driven by major wins in national digital transformation and citizen-service modernisation.

These multi-year, high-impact projects encompass:

- Integrated border management and compliance platforms.
- Citizen engagement and e-service delivery portals.
- Digital ecosystems for trade facilitation, education, and economic enablement.

These platforms deliver long-term recurring revenue and strategic positioning at the national level.

Telekom Malaysia Partnership

A landmark achievement was Scicom's strategic partnership with Telekom Malaysia (TM) — combining TM's national digital infrastructure with Scicom's AI-powered service delivery capabilities.

This collaboration enables the joint development of next-generation customer and citizen experience platforms, positioning both entities to lead in Malaysia's national AI and digital transformation agenda while enabling regional export of these solutions.



ENTERPRISE BPO TRANSFORMATION

While the global BPO market experienced headwinds, Scicom sustained performance by embedding AI and analytics into enterprise contracts.

This shift from volume-based competition to value driven delivery has allowed margin preservation and strengthened client retention through automation, predictive insights, and omnichannel engagement.

Segmental Risk

The tables below outline the key enterprise risks faced by the Group and the corresponding mitigating controls. The Group is committed to continuously monitoring the risk environment and taking appropriate actions to address these risks effectively.

Description	Risk Trend	Risk Impact	How Does the Risk Affect Scicom and How We Manage It
Information Security			The Group faces increasing information security risks due to the growing volume and sensitivity of data managed across all business segments. The adoption of advanced technologies such as Artificial Intelligence (AI), Internet of Things (IoT), and Large Language Models (LLMs) further elevates the risk of data breaches. Such incidents may lead to service disruption, financial losses, regulatory penalties, legal implications, and reputational damage. Compliance obligations under the Personal Data Protection Act (PDPA) 2010 (as amended 2024) and international data privacy frameworks add further complexity. Mitigation: The Group has implemented a robust Information Security Management Framework, certified to ISO 27001:2022, to ensure confidentiality, integrity and availability of information. This framework incorporates strict access controls, encryption, incident reporting protocols, and periodic internal and external audits. Mandatory employee awareness and compliance training reinforce a strong security culture. Ongoing system enhancements ensure alignment with evolving security standards and regulatory requirements. Outlook: The Group recognises that information security risks will intensify as data volumes grow and regulatory expectations evolve. To remain resilient, the Group will continue investing in advanced security technologies, enhancing governance processes, and embedding a culture of accountability to safeguard its information assets and maintain the confidence of regulators, clients, and stakeholders.
Cybersecurity			The Group's reliance on digital platforms, cloud services, and interconnected systems exposes it to persistent cybersecurity threats such as ransomware, malware, and phishing. A successful cyberattack could compromise the confidentiality, integrity, or availability of information assets, disrupt critical operations, and result in contractual or regulatory liabilities. Compliance requirements under the Cybersecurity Act 2024, sector-specific guidelines issued by the Malaysian Communications and Multimedia Commission (MCMC), and international cybersecurity standards intensify the Group's exposure to legal, regulatory, financial and reputational risks, particularly where cybersecurity governance, incident response, and third party oversight are concerned. Mitigation: The Group operates its own Security Operations Centre (SOC) and employs a multi-layered defence strategy that includes advanced threat detection, firewalls, and encryption technologies. Regular penetration testing and vulnerability assessments are conducted to identify and remediate security weaknesses. Comprehensive incident response and disaster recovery plans are in place to minimise downtime and safeguard service continuity. Cyber awareness programmes are delivered across the organisation to reduce exposure to social engineering risks. Policies and practices are continuously reviewed and updated to reflect evolving threats and regulatory requirements. Outlook: Cybersecurity threats are rapidly evolving and becoming more sophisticated, with regulatory expectations expanding in parallel. The Group will continue to strengthen its defences through investments in advanced security solutions, enhanced monitoring capabilities, and collaboration with regulators and industry partners. These efforts will strengthen cyber resilience, ensure compliance with emerging requirements, and preserve stakeholder trust in an increasingly complex digital environment.

Description	Risk Trend	Risk Impact	How Does the Risk Affect Scicom and How We Manage It
AI Governance and Emerging Regulations			The Group is increasingly deploying AI-enabled solutions across its customer lifecycle management and GovTech platforms. While AI enhances efficiency and decision-making, it introduces evolving regulatory risks. International frameworks such as the European Union AI Act have already established detailed compliance requirements. In Malaysia, the National AI Governance and Ethics Guidelines have been issued, setting out principles of transparency, accountability, fairness, and human oversight in AI deployment. In addition, dedicated AI legislation is anticipated, which is expected to further codify legal obligations and enforcement mechanisms. Non-compliance may lead to restrictions on access to tenders, regulatory sanctions, or a loss of stakeholder trust. Mitigation: In response, the Group has started embedding AI governance practices into its development and deployment activities. Recognising that regulatory expectations are still taking shape globally and locally, the Group is working towards establishing a comprehensive AI Governance Framework to ensure consistency, accountability, and alignment with emerging international and domestic standards. Outlook: The regulatory landscape for AI is expected to evolve rapidly, with increasing emphasis on accountability, transparency, fairness, and explainability. The Group views this as both a compliance obligation and a competitive differentiator. By strengthening its AI governance practices ahead of formal legislation, the Group aims to build stakeholder confidence, secure eligibility for future GovTech and Customer Lifecycle Management tenders, and position itself as a responsible and trusted provider of AI-enabled solutions in Malaysia and the region.
Technological Changes			Rapid advancements in digital technologies are reshaping the Group's Customer Lifecycle Management and Gov-Tech solutions. While these innovations create opportunities, they also introduce risks such as system or business model obsolescence, integration complexity, and rising operational costs. Compliance with evolving regulations on data usage, digital platforms, and emerging technologies adds further challenges. Failure to adapt quickly could erode the Group's competitive edge, reduce operational efficiency, and constrain future growth. Mitigation: The Group actively monitors global technology trends and evaluates their implications for its operations, client solutions, and regulatory obligations. A structured technology refresh cycle ensures platforms remain up to date, while strategic investments in next-generation technologies safeguard long-term competitiveness. Talent acquisition and development are prioritised to ensure the Group retains the expertise required to implement and manage new systems effectively. Regular reviews of operational procedures ensure alignment with both industry best practices and emerging regulatory standards. Outlook: The Group is committed to continuous improvement and agile adaptation in response to technological change. By integrating technology assessments, investment discipline, and workforce upskilling into its business strategy, the Group aims to remain relevant, compliant, and efficient in a rapidly evolving digital landscape.

Risk Trend:



Escalation



Reduction



Stable

Risk Impact:



Low



Moderate



High

Description	Risk Trend	Risk Impact	How Does the Risk Affect Scicom and How We Manage It
Business Continuity			The Group faces significant business continuity risks, particularly within its Customer Lifecycle Management and GovTech operations, which require uninterrupted service delivery. Potential disruptions may arise from natural disasters, cyberattacks, IT or system failures, operational breakdowns, or supply chain interruptions. Such events could impair the Group's ability to sustain critical operations, meet contractual obligations, and maintain client confidence. Mitigation: To address these risks, the Group has established a comprehensive Business Continuity Plan (BCP) supported by a Disaster Recovery Plan (DRP). These frameworks set out detailed procedures for responding to and recovering from disruptions, ensuring critical functions remain operational with minimal service impact. Key elements include redundant systems, secure data backups, crisis management protocols, and defined escalation procedures. The BCP and DRP are subject to regular testing and simulation exercises, and updated to reflect emerging risks, regulatory developments, and industry best practices. Continuous employee training ensures staff are prepared to respond effectively to different disruption scenarios. Outlook: As client expectations for uninterrupted service delivery continue to rise, and as regulators impose more stringent requirements on operational resilience, business continuity is becoming increasingly critical. The Group will strengthen its capabilities through robust redundancy planning, greater automation, and expanded adoption of cloud-based recovery solutions. By embedding resilience into both its operations and organisational culture, the Group seeks not only to safeguard long-term contracts and regulatory compliance but also to reinforce client trust and secure a stronger competitive position in the marketplace.

Description	Risk Trend	Risk Impact	How Does the Risk Affect Scicom and How We Manage It
ESG			ESG embodies the Group's dedication to ethical governance and moral responsibility toward environmental sustainability and the communities in which it operates. This commitment not only reinforces the Group's values but also plays a crucial role in ensuring long-term relevance and viability in an evolving global landscape. The Group's ESG principles aims to create a positive impact on society while navigating the complexities of modern business challenges. The Group recognises that responsible governance involves transparency, accountability, and ethical decision-making, fostering trust among stakeholders. Environmental sustainability initiatives focus on reducing the Group's ecological footprint, promoting resource efficiency, and supporting initiatives that contribute to a healthier planet. Meanwhile, social responsibility emphasises engagement with employees, ensuring fair labour practices, and enhancing diversity and inclusion within the workforce. For more information on the Group's comprehensive ESG framework, strategy, and initiatives, please refer to the Corporate Sustainability Statement. This document provides detailed insights into the Group's ongoing efforts to integrate ESG considerations into its operations, ensuring that its practices align with global standards and contribute to sustainable development. Outlook: As ESG expectations intensify globally, the Group recognises sustainability as both a regulatory imperative and a strategic enabler of long-term value creation. Going forward, the Group will prioritise measurable emissions reduction, deeper integration of ESG considerations into supply chain management, and expanded initiatives that directly benefit employees and the wider community. In addition, the Group will reinforce Board-level oversight of ESG, embed sustainability metrics into performance monitoring, and enhance disclosures in line with Bursa Malaysia's Listing Requirements, adopted ESG guidelines and applicable accounting standards. These measures will ensure transparency, accountability, and ethical decision-making remain at the heart of the Group's operations.

Risk Trend:



Risk Impact:



OUTLOOK FY2026 AND BEYOND

Scicom enters FY2026 from a position of strategic and financial strength.

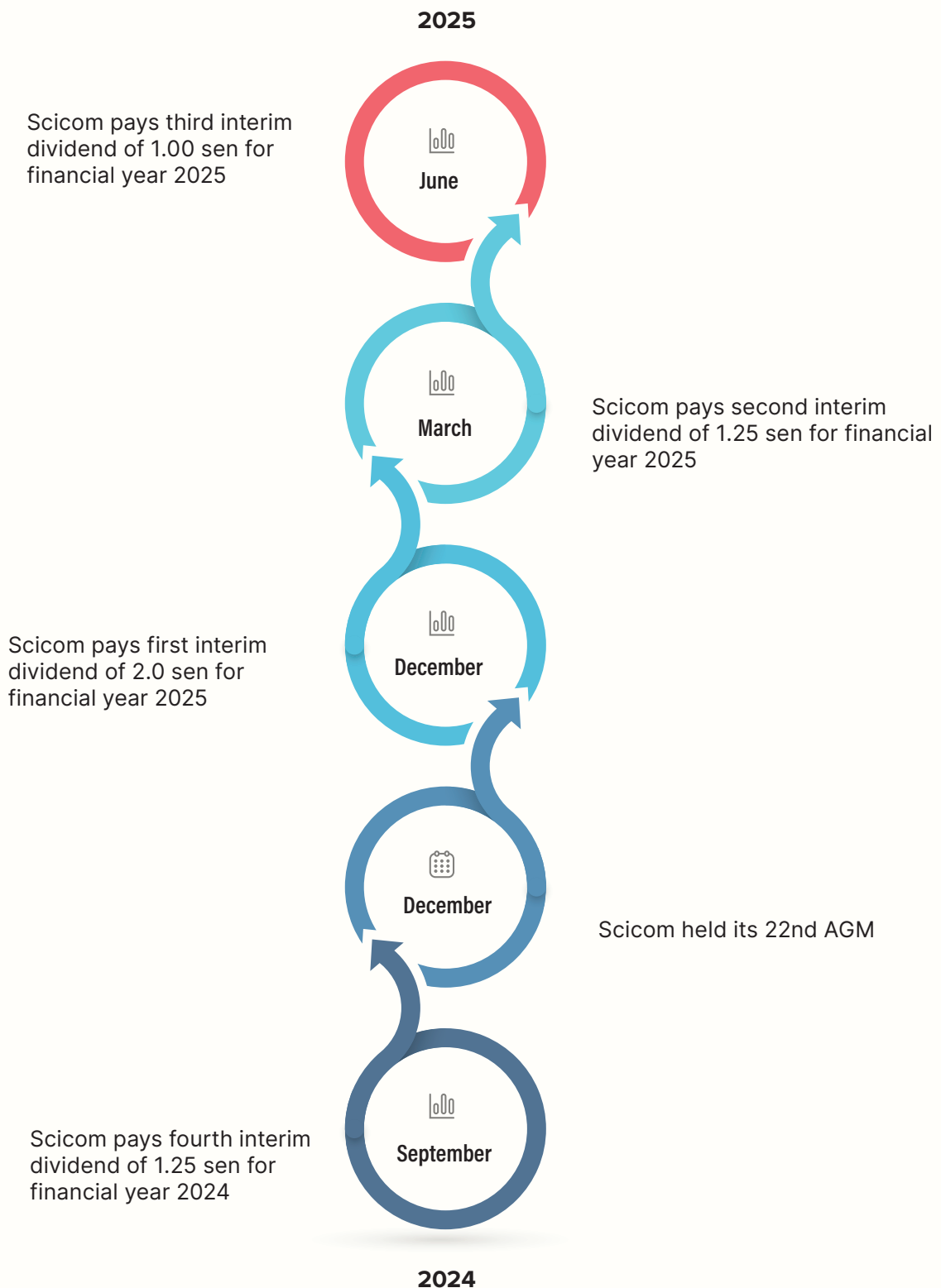
1. National Champion – Scicom’s platforms now underpin Malaysia’s digital government transformation agenda.
2. TM Partnership Leverage – Scaling national and regional initiatives through co-developed AI-powered citizen experience platforms.
3. Recurring Revenue Base – Multi-year Gov-Tech programmes ensure predictable cash flows.
4. Sustainable Shareholder Value – Strong free cash flow supports both reinvestment and dividend continuity.

Conclusion

FY2025 was a transformative year for Scicom. While BPO volumes softened, the Group achieved significant traction in Government Technology, solidified its Telekom Malaysia partnership, and operationalised its AI-driven technology stack.

Scicom today is no longer just a BPO provider, it is a national AI and Gov-Tech champion, driving digital sovereignty, citizen empowerment, and sustainable value creation for Malaysia and the wider region.

CORPORATE MILESTONE



CORPORATE SUSTAINABILITY STATEMENT

SUSTAINABILITY ACHIEVEMENTS & HIGHLIGHTS FOR FY2025

As Scicom continues to navigate an evolving business environment, we consistently refine our Environmental, Social, and Governance (ESG) priorities to ensure our operations remain responsible, resilient, and aligned with sustainable business practices.

Scicom's commitment to the SDGs



Scicom is committed to shaping a sustainable future by aligning our organisational objectives with the United Nations 2030 Agenda. Our efforts are focused on Sustainable Development Goals (SDGs) 3, 4, 5, 8, 10, and 13, reflecting our dedication to promoting good health and well-being, quality education, gender equality, decent work and economic growth, reduced inequalities, and climate action. Through targeted initiatives and responsible business practices, we strive to create lasting, meaningful impact for our stakeholders, society, and the environment.

We remain steadfast in strengthening our sustainability practices, enhancing transparency in our disclosures, and driving continual improvement across all ESG dimensions. We welcome feedback or inquiries regarding this Sustainability Statement 2025 at sustainability@scicom.com.my.

Scicom recognises that sustainable development is a shared responsibility. Our actions are aligned with the **United Nations Sustainable Development Goals (SDGs)**, focusing on the areas where we can create the greatest positive impact through our operations, workforce practices, and community engagement.

The table below outlines how Scicom's key initiatives contribute to the UN 2030 Agenda for Sustainable Development.

SDG	Relevant Target	Scicom Initiatives / Activities	Expected Outcome / Impact
SDG 4 – Quality Education	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.	Through Scicom (Academy), we deliver training programmes, digital-skills workshops, and internships for local fresh graduates and young professionals.	Enhance youth employability through structured learning and hands-on digital training, preparing participants for roles in the knowledge economy.
SDG 8 – Decent Work and Economic Growth	8.5 By 2030, achieve full and productive employment and decent work for all women and men—including young people and persons with disabilities—and ensure equal pay for work of equal value.	Maintain equitable pay practices through regular compensation reviews, inclusive recruitment, and workforce upskilling initiatives that promote fair employment and career advancement.	Support local economic stability and inclusive growth, attracting and retaining top talent through equitable opportunities and sustainable employment practices.
SDG 13 – Climate Action	13.3 By 2030, improve education, awareness-raising, and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.	Implement employee awareness programmes and operational measures—such as energy-efficient lighting, smart thermostats, and paper-use reduction—to minimise electricity use and greenhouse gas emissions.	Reduce carbon emissions and resource consumption, achieving measurable progress in energy efficiency and environmental stewardship.

Note:

These SDG linkages complement Scicom's disclosures under GRI Standards 201 (Economic), 302–305 (Environmental), and 401–405 (Social), and align with the Bursa Malaysia Sustainability Reporting Guide (3rd Edition) and FTSE4Good Index Series assessment criteria.

Future Alignment – FY2026 Focus Areas

To further strengthen our contribution to the UN SDGs, Scicom will expand its mapping and reporting framework in FY2026 to include:

- SDG 5 – Gender Equality and SDG 10 – Reduced Inequalities, reflecting Scicom's continuing commitment to diversity, inclusion, and equitable pay.
- Measurable annual goals within each SDG category (e.g., Maintain at least 25% female representation on the Board, Achieve a 5% reduction in Scope 2 emissions).
- Consistent reporting language, using action-focused impact verbs such as Enhance, Support, and Reduce to ensure clarity, comparability, and precision in disclosures.

1. Scicom's Sustainability Approach

Scicom adopts a holistic ESG approach designed to embed sustainability into every aspect of our operations. Our framework defines clear goals and actionable priorities that drive long-term value creation for all stakeholders — including our employees, clients, shareholders, and the communities we serve. Through this integrated approach, we aim to accelerate sustainable growth while ensuring that our business continues to operate responsibly and with purpose.

Economic	→ Develop and deliver sustainable business solutions that create value for our customers, employees, shareholders, and communities. → Invest in digital solutions to improve operational efficiencies and enhance customer experience and satisfaction. → Implement and enhance cybersecurity measures to protect our IT infrastructure from cyberattacks, data breaches, and other risks.
Environmental	→ Continuously identify, evaluate, and implement energy efficiency initiatives to reduce our consumption of energy and resources. → Reduce waste through waste prevention, recycling, and promote awareness and participation among employees and stakeholders. → Increase awareness and understanding of environmental policy initiatives within the Group through training, communication, and engagement.
Social	→ Provide a safe and healthy workplace for all employees. Prevent sexual harassment and violence. → Promote equal employment opportunities and prevent discrimination of any kind. → Offer competitive compensation and benefits packages and create a positive work environment for all employees. → Improve employee competency levels by providing relevant training programs. → Actively encourage employees to get involved in community-based initiatives, charity, and/or other social work.
Governance	→ Ensure that all ESG and sustainability initiatives have top-down buy-in from the Board of Directors and Senior Management Team. → Establishment of a Sustainability Working Committee made up of representatives from all departments to design and coordinate sustainability initiatives. → Engage and maintain meaningful relationships with stakeholders to ensure that their perspectives are considered in the development and implementation of sustainability initiatives.

Scicom is committed to upholding the highest professional, legal, and ethical standards to maintain the trust and confidence of our stakeholders. We foster a strong culture of integrity, transparency, and accountability across the Group, ensuring that compliance and ethical conduct underpin every aspect of our business operations.

Our ESG governance framework is supported by a comprehensive suite of policies and procedures that guide responsible decision-making and behaviour across all areas of the organisation:

Environmental	Social	Governance
• Environmental Policy • Sustainability Policy • Terms of Reference – Sustainability Committee	• Personal Data Protection Policy • Human Rights Policy • Non-Discrimination Policy • Health & Safety Policy • Diversity Policy • HR Policy • Physical Security Policy	• Board Charter • Limits of Authority • Whistleblowing Policy and Procedures • Code of Business Conduct and Ethics • Anti-Bribery and Anti-Corruption Policy • Investor Relations Policy • Directors' Assessment Policy • External Auditors Assessment Policy • Corporate Disclosure Policy and Procedures • Succession Planning Policy • Remuneration for Director and Senior Management Policy and Procedures • Enterprise Risk Management Policy • Insider Dealing Policy • Procurement Policy

Our policies and professional standards apply to all employees, and any violations will result in serious repercussions, including a thorough investigation followed by appropriate consequence management.

2. FTSE4Good Index and Adoption of Global Sustainability Frameworks

Scicom has been a constituent of the FTSE4Good Index Series since June 2022, which is assessed under the FTSE Russell ESG Ratings methodology. This index evaluates companies across three key dimensions: Environmental, Social, and Governance (ESG), further subdivided into 14 thematic areas.

Given Scicom's role as a Business Process Outsourcing (BPO) and Digital Solutions provider, several environmental themes within the framework are less directly applicable compared to resource-intensive sectors such as manufacturing, energy, or natural resources. Nonetheless, Scicom continues to focus on the environmental areas most material to our operations, including energy efficiency, responsible consumption, and climate action.

In the latest FTSE4Good Index review conducted in June 2025, Scicom achieved an ESG rating of 3.1 out of 5, consistent with our 2024 score. This positions us on par with the sub-sector average under the Industrial Classification Benchmark (Supersector: Industrial Goods & Services) and above the broader industry mean. Maintaining this performance reflects Scicom's ongoing commitment to transparency, governance excellence, and continuous improvement in sustainability practices.

For FY2025, Scicom continues to align its disclosures with two internationally recognised sustainability frameworks:

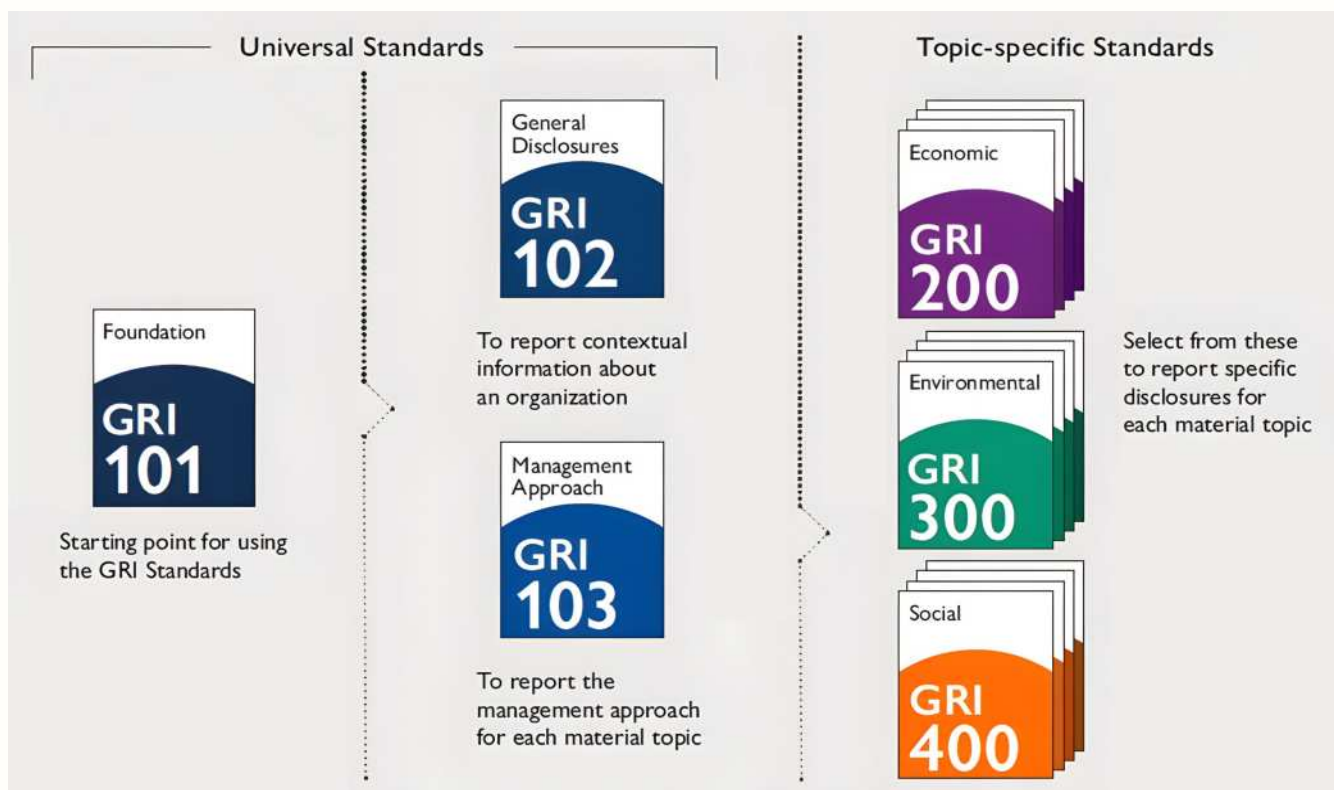
- The Global Reporting Initiative (GRI) Standards – Topic Disclosures, providing a robust foundation for identifying and managing material ESG topics relevant to our business and stakeholders; and
- The Bursa Malaysia Sustainability Reporting Guide (3rd Edition), ensuring full compliance with local regulatory requirements and consistency in ESG reporting standards.

These frameworks enable Scicom to present clear, comparable, and credible sustainability information, addressing both global benchmarks and local stakeholder expectations as we strengthen our ESG performance year over year.

FTSE Russell ESG Ratings



Global Reporting Initiative - Topic Disclosures



The Global Reporting Initiative (GRI) Standards Topic Disclosures offer a globally recognised framework that is particularly well-suited to addressing the unique ESG aspects of the BPO industry. For Scicom, these GRI material topics form the foundation of our ESG initiatives and reporting, guiding both our strategic planning and day-to-day operations. This approach ensures that our efforts are focused on areas where we can have the greatest impact, making our sustainability practices both effective and meaningful.

Scope and Boundaries

This Sustainability Statement covers the activities of Scicom (MSC) Berhad and its active subsidiaries for the financial year ended 30 June 2025, providing a transparent view of our Environmental, Social, and Governance (ESG) performance across key operational regions.

The entities included within the reporting scope are as follows:

Malaysia

- Scicom (MSC) Berhad
- Scicom (Academy) Sdn. Bhd.
- Scicom AI Sdn. Bhd. (Formerly known as Scicom E Solutions Sdn. Bhd.)

Sri Lanka

- Scicom Lanka (Private) Ltd.

This scope represents the full extent of Scicom's operational footprint, capturing all material business activities that contribute to our sustainability performance. The report focuses primarily on operations in Malaysia and Sri Lanka, which together account for the majority of Scicom's workforce and business activity.

Wherever possible, we have provided three years of comparative quantitative data to illustrate performance trends and progress over time. This enables our stakeholders to assess the Group's trajectory and the effectiveness of our sustainability initiatives.

Scicom's sustainability disclosures are prepared in accordance with the principles of the Global Reporting Initiative (GRI) Standards and the Bursa Malaysia Sustainability Reporting Guide (3rd Edition), ensuring our reporting remains accurate, balanced, comparable, and complete.

Sustainability Reporting Principles

Scicom's sustainability reporting is guided by the Global Reporting Initiative (GRI) Standards Reporting Principles, ensuring that our disclosures are transparent, balanced, and meaningful to all stakeholders. These principles form the foundation of our reporting framework and are designed to uphold the highest levels of quality, integrity, and accountability across all ESG dimensions.

Data Quality

- **Accuracy:** All information presented in this report is derived from verified data sources to ensure precision and reliability in assessing Scicom's sustainability performance.
- **Verifiability:** Data is systematically collected, reviewed, and validated through internal controls, enabling third-party verification where applicable.

Information Presentation

- **Balance:** We present both achievements and areas for improvement to provide a fair and objective view of our sustainability performance.
- **Clarity:** Our disclosures are communicated in a concise and accessible manner, ensuring that all stakeholders — from employees to investors — can clearly interpret our progress and priorities.

Comparative and Contextual Analysis

- **Comparability:** We report data consistently year-on-year to facilitate performance tracking and benchmarking against industry peers.
- **Sustainability Context:** Each disclosure is framed within Scicom's broader operating environment, showing how our actions contribute to both national and global sustainability objectives.

Reporting Coverage

- **Completeness:** We aim to include all material ESG aspects relevant to our operations and stakeholder interests, ensuring that the information provided enables comprehensive evaluation.
- **Timeliness:** Our disclosures are prepared and presented in line with the Group's annual reporting cycle, ensuring that stakeholders have access to up-to-date and relevant information for decision-making.

These principles ensure that Scicom's sustainability report is transparent, credible, and aligned with both international best practices and Bursa Malaysia's disclosure expectations, allowing our stakeholders to evaluate our impact and progress with confidence.

Sustainability Report Governance

Effective governance is central to Scicom's sustainability strategy and underpins the credibility, transparency, and integrity of our reporting. The Group's governance framework ensures that Environmental, Social, and Governance (ESG) principles are embedded across all operations and decision-making processes.

Oversight of sustainability matters rests with the Board of Directors, which has delegated authority to the Risk and Sustainability Committee (RSC). Acting on behalf of the Board, the RSC provides direction, oversight, and review of Scicom's ESG policies, strategies, and disclosures to ensure alignment with the Group's long-term business objectives and stakeholder expectations.

The RSC is supported by a Management level Sustainability Committee, chaired by the Group Chief Executive Officer and comprising members of senior management. The Committee, plays a pivotal role in driving the implementation of the Group's sustainability agenda. It is responsible for setting ESG priorities, monitoring progress against key performance indicators, and ensuring effective integration of sustainability initiatives across business units.

The governance structure ensures that sustainability-related risks and opportunities are managed with the same rigour as financial and operational risks. Key responsibilities include:

- Establishing sustainability strategies, priorities, and measurable targets in alignment with Scicom's corporate vision.
- Reviewing and monitoring the adoption of ESG-related policies and frameworks across all operating entities.
- Evaluating ESG risks and performance indicators, ensuring that mitigation and improvement plans are effectively implemented.
- Overseeing sustainability reporting to ensure accuracy, transparency, and consistency with regulatory requirements and global best practices.

The RSC reviewed and the Board endorsed this Sustainability Statement 2025, confirming that it meets Scicom's reporting standards and is consistent with the Group's overall governance principles. Scicom's Enterprise Risk Management (ERM) framework now explicitly integrates climate-related and other sustainability risks alongside traditional financial and operational risks. This integration ensures that these risks are assessed, monitored, and managed with the same level of rigor.

Although this Sustainability Statement has not been externally assured, all data and disclosures have been internally validated by Management to ensure completeness and reliability. The Group continues to evaluate the feasibility of obtaining independent assurance in future reporting cycles to further strengthen stakeholder confidence in Scicom's ESG disclosures.

2.1 Scicom's Material Topics and GRI Standards Alignment

In alignment with the Global Reporting Initiative (GRI) Standards – Topic Disclosures, Scicom has identified a set of material ESG topics that are central to our sustainability strategy and stakeholder engagement. These topics represent the areas where our operations have the greatest impact — both within our organisation and across the communities we serve — and where our stakeholders expect meaningful progress and transparency.

Our materiality assessment process involves a structured approach combining industry benchmarking, stakeholder consultations, and internal management reviews. Each material topic is evaluated based on two key dimensions:

1. Significance to stakeholders, reflecting the expectations, concerns, and priorities of our key stakeholder groups; and
2. Relevance to Scicom's business, based on the potential impact of each topic on the Group's performance, resilience, and long-term value creation.

The resulting Materiality Matrix provides a clear view of Scicom's key ESG priorities and is reviewed annually by the RSC to ensure continued relevance. A comprehensive reassessment is undertaken every three years, or sooner if there are significant changes to our business model, operating environment, or stakeholder landscape.

In FY2025, Scicom maintained 18 core material topics under the Economic (GRI 200 series), Environmental (GRI 300 series), and Social (GRI 400 series) categories. Consistent with the previous year, these topics include areas such as energy and emissions management, labour practices, community engagement, and governance integrity.

These material topics serve as the foundation for our ESG reporting and performance tracking, ensuring that our initiatives address the issues most relevant to our stakeholders and the sustainability of our business.

Scicom's Materiality Matrix

Importance to Stakeholders	High	308 - Supplier Environment Assessment 414 - Supplier Social Assessment	201 - Economic Performance 202 - Market Presence 203 - Indirect Economic Impacts 204 - Procurement Practices 205 - Anti-Corruption 207 - Tax 302 - Energy 303 - Water and Effluents 305 - Emissions 306 - Waste 401 - Employment - Hires/ Turnover 403 - Occupational Health and Safety 404 - Training and Education 405 - Diversity and Equal Opportunity 406 - Non-discrimination 409 - Forced or Compulsory Labour 413 - Local Communities 418 - Customer Privacy
	Medium		
	Low		
		Low	Medium High

Importance to Scicom

We have identified the following ESG topics as material to our business and stakeholders. In the following sections, we will provide a detailed overview of our performance on each of these material topics, along with our plans for improvement.

Governance (Series 100)					
101 – Foundation					
102 – General Disclosure					
103 – Management Approach					
Economic (Series 200)		Environmental (Series 300)		Social (Series 400)	
GRI Index No.	Sustainability Statement's Ref No.	GRI Index No.	Sustainability Statement's Ref No.	GRI Index No.	Sustainability Statement's Ref No.
201 - Economic Performance	3.2.1	302 – Energy	3.3.1	401 - Employment	3.4.1
202 - Market Presence	3.2.2	303 – Water and Effluents	3.3.2	403 - Occupational Health and Safety	3.4.2
203 - Indirect Economic Impacts	3.2.3	305 – Emissions	3.3.1	404 - Training and Education	3.4.3
204 - Procurement Practices	3.2.4	306 – Waste	3.3.3	405 - Diversity and Equal Opportunity	3.4.4
205 - Anti-Corruption	3.2.5			406 - Non discrimination	3.4.5
207 – Tax	3.2.6			409 - Forced or Compulsory Labour	3.4.6
				413 - Local Communities	3.4.7
				418 - Customer Privacy	3.4.8

Materiality Matrix and Stakeholder Engagement

At Scicom, we recognise that the success and credibility of our sustainability efforts depend on how effectively we engage with our stakeholders and respond to their expectations. Our Materiality Matrix is designed to reflect this commitment, aligning Scicom's strategic priorities with the environmental, social, and governance (ESG) issues that matter most to our stakeholders and to our business.

Materiality Matrix

Scicom's Materiality Matrix is developed through a structured evaluation process that combines stakeholder feedback, peer benchmarking, external research, and management assessment. Each material topic is plotted according to its importance to stakeholders and its impact on Scicom's business operations and long-term value creation.

The Matrix is reviewed annually by the RSC to ensure that it remains relevant and responsive to the evolving business landscape and stakeholder priorities. Every three years, a comprehensive review is conducted to validate the continued alignment of material topics with Scicom's strategy and ESG objectives.

In FY2025, stakeholder engagement identified consistent focus on topics such as data privacy and protection, employee well-being, responsible procurement, fair labour practices, anti-corruption compliance, and climate impact reduction.

Stakeholder Engagement

We view stakeholder engagement as a continuous and collaborative process that fosters transparency, mutual understanding, and shared value creation. Scicom engages regularly with its diverse stakeholder groups including employees, clients, investors, regulators, suppliers, and local communities through formal and informal channels to understand their perspectives and incorporate their input into our sustainability strategy.

Our engagement mechanisms include:

- Consultations and meetings with government agencies and regulators to ensure compliance.
- Annual General Meetings, investor briefings, and public disclosures to communicate performance and strategy to shareholders and analysts.
- Client performance reviews, satisfaction surveys, and monthly operational meetings to strengthen service excellence and partnership value.
- Employee engagement programmes, learning and development initiatives, and SPEAK surveys to gather feedback, improve workplace well-being, and foster inclusion.
- Community partnerships and corporate social responsibility (CSR) activities that focus on education, digital access, and local empowerment.

This continuous dialogue enables Scicom to refine its ESG focus areas, ensuring that our sustainability priorities remain relevant, data-driven, and aligned with the long-term interests of our stakeholders.

3. Sustainability Topic Disclosures

The following section outlines Scicom's performance across its key Environmental, Social, and Governance (ESG) pillars, aligned with the Global Reporting Initiative (GRI) Standards. Each topic disclosure highlights our management approach, key initiatives, and progress against measurable indicators for the financial year ended 30 June 2025.

3.1 Governance (Topic Series 100)

Strong corporate governance is the foundation of Scicom's sustainability strategy. We believe that robust governance practices are essential for maintaining stakeholder trust, managing risk effectively, and ensuring long-term business resilience. Our governance framework is designed to uphold transparency, integrity, and accountability across all levels of the organisation.

Board Oversight

The Board of Directors, through the RSC, provides strategic oversight of Scicom's ESG agenda and performance. The RSC comprises four members and has a dual mandate, overseeing both the Group's risk management framework and its sustainability governance.

The RSC is responsible for overseeing the integration of sustainability principles and ESG considerations into the Group's governance, strategy, and risk management processes.

- **Integrate Sustainability into Strategy:**
Assist the Board in embedding sustainability considerations into strategic planning, performance evaluation, and long-term business objectives.
- **Oversee ESG Risks:**
Ensure proactive and effective measures are established to identify, monitor, and mitigate material ESG risks that may impact the Group's operations, assets, or reputation.
- **Promote Governance, Ethics, and Responsible Conduct:**
Uphold high standards of corporate governance and ethical conduct by ensuring robust policies on anti-bribery, corruption, and related compliance areas are effectively implemented and monitored.

This governance structure ensures that ESG principles are embedded into Scicom's decision-making processes, reinforcing the Group's commitment to responsible and ethical business conduct.

Sustainability Committee

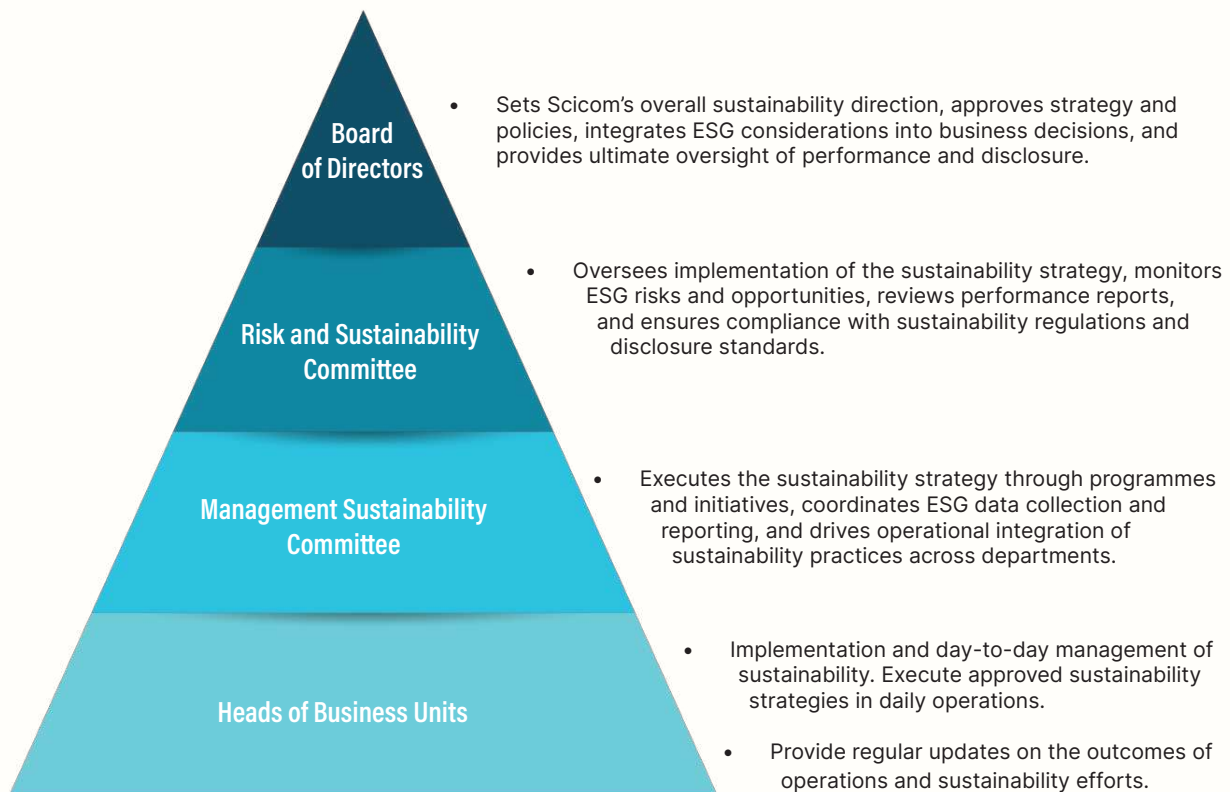
The Sustainability Committee, chaired by the Group Chief Executive Officer, comprises senior executives from key business divisions. It acts as the operational arm of the RSC, responsible for implementing the Group's sustainability strategies, monitoring performance, and reporting progress to the Board.

The Committee's key functions include:

- Developing and implementing ESG strategies, action plans, and measurable KPIs aligned with the Group's objectives.
- Ensuring effective communication and collaboration across departments to embed ESG practices throughout the organisation.
- Reporting ESG performance and progress to the RSC on a half yearly basis.

Management Approach

Scicom's governance approach is aligned with the GRI Standards' governance principles and the Bursa Malaysia Corporate Governance Guidelines. We maintain a clear separation of duties between the Board, management, and operational teams to ensure effective checks and balances.



Our governance policies cover key areas such as:

- Board independence and evaluation
- Anti-bribery and anti-corruption (ABAC) compliance
- Risk management and internal controls
- Stakeholder engagement and disclosure transparency
- Ethical business conduct and whistleblowing

By maintaining these rigorous standards, Scicom continues to strengthen governance maturity across the organisation, ensuring that sustainability and integrity remain at the heart of our operations.

Stakeholder Engagement

Scicom recognises that effective governance extends beyond compliance, it also involves ongoing engagement with stakeholders to ensure that governance practices remain responsive, inclusive, and accountable. The company's stakeholder engagement mechanisms (detailed below) inform governance priorities, enabling the Board to address evolving ESG expectations and regulatory requirements in a proactive manner.

Stakeholder Group	Forms of Engagement	Issues of Concern
Government & Regulators Governments in key markets in which we operate and regulators that govern our operating environments	• Dialogues and meetings • Periodic reporting	• Compliance with current laws and regulations
Investors/ Shareholders Institutional and retail investors, shareholders & investment analysts	• Annual General Meetings (AGMs) • Corporate announcements • Analyst briefings & media releases • Corporate website	• Financial performance • Return on Investment/ Equity
Customers Users of Scicom's diverse range of solutions	• Periodic performance evaluations • Periodic meetings/ engagements • Customer service channel • Corporate website/ social media channels	• User experience • Customer Services • Solution pricing
Business Partners/ Suppliers/ Consultants Third party suppliers, vendors and advisors who contribute to the Group's procurement, production and service delivery capabilities	• Periodic performance evaluations • Periodic meetings/ engagements	• Enhancing an ethical and fair procurement system
Employees Employees responsible for the day-to-day operations of our business divisions	• Department meetings • Performance appraisals • Training sessions • Engagements via social media channels • Annual employee feedback survey	• Job satisfaction • Talent development • Career progression • Recognition, remuneration and benefits • Workplace health and safety • Recruitment and retention of skilled workers
Local Communities Local communities and the general public in the countries we operate in	• Community engagement and outreach events • CSR activities • Social media channels	• Ethical code of conduct • Community welfare • Environmental and social impact

3.2 Economic (Series 200)

Scicom's economic strategy is anchored in the belief that sustainable growth is achieved through the integration of profitability, responsible management, and long-term stakeholder value. As a key player in Malaysia's Customer Lifecycle Management (CLM) and Gov-Tech industries, Scicom recognises the importance of maintaining a balanced economic performance that benefits not only shareholders but also employees, clients, suppliers, and the communities in which we operate.

Our approach to economic performance extends beyond financial results to include continuous investment in people, technology, and ethical business practices across all markets where Scicom has a presence.

Financial Viability

Scicom is committed to delivering consistent, profitable growth while embedding sustainable practices into every aspect of our business. Through disciplined cost management, strategic diversification, and operational efficiency, we ensure long-term financial resilience and value creation for our stakeholders.

Employee Remuneration

We offer competitive remuneration packages that meet or exceed industry standards and comply fully with all local labour laws and regulatory requirements. Regular market benchmarking ensures that compensation structures remain equitable and reward performance, productivity, and commitment to Scicom's values.

Investment in Technology

Innovation remains a cornerstone of our growth strategy. Scicom continues to allocate resources toward technological advancements including AI-enabled automation, data analytics, and digital transformation tools, to enhance operational efficiency, improve client satisfaction, and support scalable service delivery.

Ethical Procurement

Scicom upholds high standards of integrity and transparency in all procurement activities. We ensure that our suppliers and service providers adhere to our economic, environmental, and social criteria as outlined in Scicom's Vendor Code of Conduct and Procurement Policy. Supplier relationships are evaluated based on ethical conduct, quality, reliability, and alignment with our sustainability values.

Management Approach and Methods

Budgeting and Planning

Scicom employs a rigorous budgeting and financial-planning process to optimise resource allocation, manage operational risks, and ensure alignment with corporate objectives. Financial plans are reviewed periodically to reflect market developments and evolving business priorities.

Performance Metrics

We track our economic performance through a robust system of Key Performance Indicators (KPIs) and benchmarking measures. These metrics are reviewed quarterly by the Senior Management Team and the Board of Directors. Strategic adjustments are made based on a comprehensive analysis of both financial outcomes and stakeholder feedback, ensuring that business decisions remain data-driven and responsive.

Stakeholder Engagement

Transparent communication with stakeholders is a central part of Scicom's economic governance. We maintain open dialogue with shareholders, employees, and clients through structured engagement channels. Our Annual Report and GRI-aligned Sustainability Report serve as the primary platforms for disclosing financial and economic information, enabling stakeholders to assess our performance in a clear and accountable manner.

Regular Auditing

Independent third-party auditors conduct regular reviews of Scicom's financial and operational data to ensure accuracy, integrity, and compliance with applicable standards. This commitment to external verification reinforces confidence in the reliability of our reporting and our adherence to the highest standards of corporate governance.

Our Commitment

Scicom's economic management approach reflects our unwavering commitment to balanced, responsible, and transparent operations. Through continuous evaluation, stakeholder engagement, and prudent decision-making, we strive to enhance our economic contribution in ways that align with both our business strategy and broader sustainability objectives.

3.2.1 Economic Performance

In FY2025, Scicom delivered a stable financial and operational performance despite a challenging global environment and industry-wide digital transformation pressures. The Group recorded revenues of RM198.6 million and a Profit After Tax (PAT) of RM20.6 million, supported by continued operational excellence and disciplined cost management. A dividend payout of 5.5 sen per share was declared for the year, reflecting Scicom's ongoing commitment to shareholder returns while balancing reinvestment for long-term growth. The Group managed over 245.9 million transactions across multiple channels including voice, social media, data processing, and visa processing, underscoring our scale, resilience, and capability to deliver mission-critical services for both public and private sector clients.

Key Financial Highlights:

- Managed 245.9 million transactions (FY2024: 253.9 million) across diverse service lines.
- Declared a dividend of 5.5 sen per share (FY2024: 6.5 sen).
- Dividend payout ratio at 94.7% (FY2024: 94.9%).
- Dividend yield at 6.1% (FY2024: 7.2%).
- Total tax contributions: RM8.4 million by the Group (FY2024: RM10.0 million) and RM7.0 million by employees (FY2024: RM5.3 million).

Drivers of Financial and Operational Performance

Diverse Service Portfolio

Scicom's diversified portfolio encompassing Customer Lifecycle Management (CLM), Gov-Tech, Digital Transformation and Technology Outsourcing continues to be a cornerstone of our business resilience. This balanced mix reduces dependence on any single sector or client while providing opportunities for growth in multiple verticals. In FY2025, the Group successfully onboarded three new clients and renewed 88% of expiring contracts, demonstrating the trust and confidence our clients place in our long-term capabilities. The continued adoption of AI-powered and autonomous contact centre technologies further differentiates Scicom's offerings, delivering measurable cost efficiencies and performance improvements to clients.

Client Relationships

Our success is built on long-term partnerships founded on trust, performance, and innovation. By embedding AI-driven customer experience solutions, Scicom has enhanced service personalisation and response times, improving customer satisfaction and retention. The average client tenure increased to 7.8 years in FY2025, with 61% of clients having been with Scicom for over five years, a strong indicator of enduring client confidence and service excellence.

Global Footprint and Operational Efficiency

Scicom's global operating footprint enables the Group to serve clients across multiple geographies with consistency and reliability. Leveraging AI-enabled workforce management systems, Scicom has optimised resource deployment across time zones, ensuring 24/7 service continuity while maintaining cost efficiency.

This global delivery model allows Scicom to balance talent utilisation, sustain high service quality, and manage operational risks effectively across its regional hubs in Malaysia and Sri Lanka.

Innovation and Technology Investment

Innovation remains central to Scicom's business strategy. In FY2025, the Group continued investing in artificial intelligence, autonomous contact centre technologies, cloud infrastructure, and advanced analytics. These investments have enhanced scalability, reduced turnaround times, and improved both client satisfaction and internal productivity.

The deployment of autonomous contact centres has streamlined routine workflows, allowing human agents to focus on complex, high-value interactions — resulting in faster resolutions and enhanced service quality.

Talent Empowerment

People remain the foundation of Scicom's success. Our focus on attracting, developing, and retaining top talent is complemented by a strong culture of continuous learning and technological empowerment.

The integration of AI-assisted tools and ongoing training in automation technologies have strengthened employee capabilities, ensuring that our workforce remains agile and future-ready. These initiatives have also contributed to higher engagement levels and productivity across all operating units.

Scicom's FY2025 performance reflects its resilience, adaptability, and commitment to delivering sustainable economic value. Through strategic diversification, client-centric innovation, disciplined financial management, and investment in human capital, Scicom continues to position itself as a trusted partner in the digital economy while contributing positively to national and regional economic development.

TARGET ACTION PLANS FOR FY2026

To achieve positive net profit growth in FY2026, Scicom will continue to prioritise the following strategies:

Enhance Client Outcomes

Leverage the power of artificial intelligence (AI) and automation to consistently exceed client expectations through innovative, data-driven solutions. These initiatives will enhance efficiency, elevate service quality, and deliver measurable value, reinforcing Scicom's position as a trusted partner in digital transformation.

Drive Revenue Growth

Strengthen business development efforts to attract new clients and expand into high-potential markets. The focus will be on diversifying revenue streams and scaling Scicom's AI-powered and autonomous contact centre offerings, positioning the Group for sustainable top-line growth.

Organic Growth

Foster organic expansion by deepening relationships with existing clients, enhancing engagement, and broadening service adoption. Through tailored solutions and the integration of AI-driven capabilities, Scicom aims to increase client retention, satisfaction, and lifetime value.

Implement Cost-Saving Measures

Drive operational excellence by identifying and implementing cost-optimisation initiatives across all business units. Utilising AI and automation, Scicom will streamline processes, reduce overheads, and enhance overall profitability while maintaining the highest standards of service delivery.

Drive Technological Innovation

Accelerate the deployment of autonomous contact centre technologies and advanced AI-enabled tools to unlock new revenue opportunities, boost productivity, and future-proof the organisation. By embedding continuous innovation into its operations, Scicom will sustain its competitive advantage and reinforce its commitment to long-term, technology-led growth.

3.2.2 Market Presence

Scicom's market presence reflects not only our economic performance but also the value we create for the communities and regions in which we operate. As a leader in Malaysia's CLM and Gov-Tech industries, we take a holistic view of market presence, one that extends beyond financial growth to include social impact, fair employment, and sustainable contribution to local economies.

Entry-Level Wages

Scicom remains committed to ensuring fair and equitable compensation across all locations where we operate. Entry-level wages across our key markets continue to exceed national minimum wage benchmarks, reaffirming our dedication to equitable pay and employee well-being. In FY2025, Scicom's average entry-level wage in Malaysia is 18% (FY2024:34%) and in Sri Lanka is 9% (FY2024:34%) above the local minimum wage.

This commitment underscores our ongoing effort to support local economic stability, attract top talent, and ensure dignified livelihoods for our employees.

Local Employment and Leadership

We believe that nurturing local talent strengthens both our organisation and the communities we serve. As of FY2025, 76% of middle and senior management roles in Malaysia (FY2024: 73%) and 100% in Sri Lanka (FY2024: 100%) were held by local employees.

This approach reinforces our philosophy of empowering local leadership, enhancing cultural relevance, and fostering long-term economic inclusion in every region where Scicom operates.

Compliance with Labour Laws

Scicom fully complies with all applicable labour laws and employment regulations in every country of operation. Our Human Resources and Legal teams work collaboratively to ensure alignment with evolving local and international labour standards, including wage, working-hour, and non-discrimination requirements.

Governance and Oversight

The Group conducts annual reviews of its market presence strategy, with performance indicators and findings presented to the Senior Management Team and the Board of Directors. These reviews evaluate key dimensions such as local hiring, wage parity, labour compliance, and customer satisfaction, ensuring that our market presence remains aligned with both business goals and our broader sustainability commitments.

Through this integrated approach, Scicom continues to build a market presence that balances economic strength, social contribution, and governance integrity, ensuring that our growth contributes meaningfully to the communities and economies in which we operate.

TARGET ACTION PLANS FOR FY2026

In FY2026, we will commit to the following:

Fair Wages and Compensation

- Ensure that 100% of employees across all operating regions receive wages above the statutory minimum, with the lowest-paid employee earning at least 20% above the national minimum wage in both Malaysia and Sri Lanka.
- Conduct an annual wage and benefits assessment to ensure that compensation remains competitive, fair, and reflective of inflationary trends and regional economic conditions.
- Maintain market-aligned remuneration structures to attract and retain skilled talent, ensuring Scicom continues to lead the CLM and Gov-Tech industries as an employer of choice.

Compliance with Labour Laws

- Achieve and sustain full compliance with labour and employment laws in all jurisdictions, including adherence to wage regulations, benefits entitlements, working-hour requirements, and employee protections.
- Ensure that all statutory contributions for eligible employees are made accurately and on time, in full compliance with local employment and social security regulations.
- Conduct regular internal audits to verify compliance and strengthen governance over HR and payroll processes.

Employee Retention and Development

- Maintain an employee turnover rate below industry average, through enhanced engagement initiatives, career progression opportunities, and continuous investment in training and well-being programmes.
- Strengthen succession planning by actively monitoring the development of identified successors, ensuring leadership continuity and smooth transitions for critical roles.
- Expand leadership training and mentorship programmes to accelerate readiness for mid- and senior-level successors.

Promotion and Local Employment

- Continue to prioritise local employment and leadership representation, maintaining strong participation of local talent in senior management roles in all operating regions.
- Uphold a merit-based promotion framework that ensures advancement decisions are guided by performance, potential, and capability, while fostering diversity and equal opportunity.

3.2.3 Indirect Economic Impact

At Scicom, we recognise that our business operations generate value far beyond direct financial performance. Through our activities, we create indirect economic benefits that strengthen the communities, supply chains, and local economies in which we operate. These benefits extend to a broad ecosystem of stakeholders — including local suppliers, educational institutions, and community organisations — supporting social and economic development across our markets.

Key Impacts of Our Indirect Economic Activities:

Local Procurement and Supply Chain Support

Scicom practices 'Local first' procurement policy by placing strong emphasis on sourcing from local suppliers to foster economic resilience and employment within the regions where we operate. In Malaysia and Sri Lanka, a significant proportion of our procurement spending is channelled to local vendors, enabling small and medium enterprises (SMEs) to grow alongside our operations. This approach not only promotes job creation and local enterprise development but also strengthens our supply chain through long-term, mutually beneficial partnerships.

Education and Skill Development

Scicom remains committed to employee development by offering targeted training programs to improve skills and knowledge. These initiatives are organized by our Learning and Development team within the Human Resources department or through online courses provided by the Group's education division. Employees are also encouraged to enroll in external training programs that are relevant and beneficial for their personal growth and career advancement.

Social Welfare and Community Support

Scicom continues to invest in initiatives that enhance social welfare and community well-being. Our contributions to charities, NGOs, and grassroots organisations help improve access to education, technology, and essential services for underserved populations. These efforts play an important role in strengthening community resilience and indirectly supporting local economic development by enabling greater social inclusion and opportunity creation.

TARGET ACTION PLANS FOR FY2026

In FY2026, Scicom aims to continue supporting communities and contributing to long-term economic and societal value. Our focus will be on the following initiatives:

Community Engagement and Social Welfare

- Strengthen engagement between Scicom, its employees, and the communities in which we operate by organising regular community events and charity drives.
- Encourage and support employee-led volunteer initiatives, empowering staff to play an active role in addressing local community needs and promoting social inclusion.
- Enhance Scicom's social impact by aligning community programmes with key areas such as education, digital access, and well-being, ensuring that every initiative delivers measurable and lasting benefits.

Resource Allocation and Donations

- Continue Scicom's long-standing commitment to donating surplus laptops and PCs to orphanages, schools, and underserved communities. These contributions aim to improve digital literacy and access to education, creating pathways to greater employability and economic empowerment.
- Identify opportunities to repurpose additional equipment or resources for social programmes that align with Scicom's sustainability and community objectives.

Partnerships with Educational Institutions and NGOs

- Strengthen partnerships with educational institutions, training centres, and NGOs to expand internship, apprenticeship, and capacity-building opportunities for youth and underserved groups.
- Collaborate on initiatives that promote digital skills development and workforce readiness, contributing to long-term socio-economic progress in local communities.

Employee Participation and Stakeholder Engagement

- Ensure full participation of employees in the SPEAK employee engagement survey, promoting open communication, feedback, and inclusion in shaping Scicom's internal culture and community engagement agenda.
- Use insights from the survey to guide enhancements in Scicom's employee well-being and corporate citizenship programmes, ensuring that initiatives remain relevant and responsive to stakeholder expectations.

3.2.4 Procurement Practices

Scicom is committed to responsible, transparent, and sustainable procurement practices that balance cost-effectiveness with ethical, social, and environmental considerations. Our procurement framework is guided by documented policies and procedures designed to ensure that every supplier relationship upholds the highest standards of integrity, accountability, and sustainability.

Responsible and Sustainable Sourcing

Scicom's procurement approach prioritises sourcing from local suppliers wherever feasible, supporting regional economies and reducing the environmental footprint associated with logistics and transportation. By fostering strong partnerships with local vendors, we contribute to job creation, enterprise development, and the overall resilience of the local supply chain.

In FY2025, 72% of Scicom's purchases in Malaysia (FY2024: 61%) and 98% in Sri Lanka (FY2024: 95%) were made from local suppliers. The proportion of local vendors reached 89% in Malaysia (FY2024: 87%) and 93% in Sri Lanka (FY2024: 92%). These figures demonstrate our ongoing commitment to strengthening local supply ecosystems and promoting inclusive economic growth.

Ethical Supplier Conduct

All vendors are required to complete a Vendor Declaration Pledge, affirming compliance with Scicom's Vendor Code of Conduct (VCOC), Anti-Bribery and Anti-Corruption (ABAC) Policy, and Human Rights and Non-Discrimination Policy.

Through this pledge, vendors commit to:

- Upholding principles of integrity, transparency, and good corporate governance.
- Maintaining robust internal systems to prevent bribery, fraud, and corruption.
- Complying with all applicable anti-corruption and anti-fraud legislation.
- Supporting national and local initiatives aimed at promoting ethical business practices.

Scicom's Procurement Policy also outlines expectations for responsible environmental and social performance among suppliers, ensuring that ethical procurement principles are embedded throughout the value chain.

Governance and Oversight

The Group's procurement activities are overseen by the Procurement Committee and supported by internal audit mechanisms to ensure compliance with established guidelines. Periodic reviews of supplier performance, sustainability alignment, and policy adherence are conducted to strengthen accountability and continuous improvement.

By maintaining high standards of ethical conduct and prioritising local partnerships, Scicom's procurement strategy not only supports business continuity but also reinforces our commitment to sustainable growth, community empowerment, and transparent corporate governance.

TARGET ACTION PLANS FOR FY2026

For FY2026, Scicom's targets with respect to our Procurement Practices are as follows:

Local Supplier Engagement

- Maintain a minimum of 75% of total suppliers sourced locally across all major operating regions, reinforcing Scicom's commitment to strengthening domestic supply chains and supporting local enterprise growth.
- Continue to prioritise local suppliers that demonstrate competitive pricing, high-quality service delivery, and adherence to Scicom's sustainability and ethical governance standards.

Sustainable Procurement Practices

- Ensure all vendors comply with Scicom's Vendor Code of Conduct (VCOG), Anti-Bribery and Anti-Corruption (ABAC) Policy, and Human Rights and Non-Discrimination Policy, maintaining integrity and accountability across the supply chain.
- Include a requirement for vendors to declare their compliance with Scicom's Environmental Policy and Sustainability Policy.

3.2.5 Anti-Corruption

Scicom is unwavering in its commitment to conducting business ethically, transparently, and responsibly. We uphold the highest standards of integrity and corporate governance, recognising that corruption undermines business values, weakens institutions, and harms the communities in which we operate.

Scicom's approach is guided by a zero-tolerance policy toward all forms of bribery, fraud, and unethical behaviour, and reinforced by a robust governance framework, clear internal policies, and continuous employee education.

Commitment to Ethical Conduct

At Scicom, integrity is central to the way we do business. We believe that long-term success can only be achieved when our operations are grounded in ethical behaviour, compliance, and trust. We are committed to the prevention, detection, and response to corruption risks across all aspects of our operations and supply chains.

This commitment extends to all employees, directors, subsidiaries, and business associates, including vendors, suppliers, contractors, intermediaries, and consultants. Scicom's culture of compliance is reinforced by well-defined policies and procedures that promote ethical decision-making and accountability at every level of the organisation.

Anti-Corruption Framework

Scicom's anti-corruption framework is built on four key pillars: strong governance, comprehensive policies and procedures, ongoing training, and robust reporting mechanisms. Together, these ensure that the Group maintains the highest ethical standards in all business dealings.

Anti-Bribery and Anti-Corruption (ABAC) Policy

Scicom's ABAC Policy complements our Code of Business Conduct and Ethics, applying to all employees, directors, and external business associates. The policy prohibits all forms of bribery and corruption — including facilitation payments, kickbacks, and conflicts of interest — and clearly outlines expectations for ethical conduct when dealing with business partners and government entities.

The ABAC Policy aligns with the Guidelines on Adequate Procedures issued by the Prime Minister's Department of Malaysia, in accordance with Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018.

Scicom strictly enforces this policy and will not tolerate any breach. Violations are investigated promptly, and appropriate disciplinary or legal action is taken in accordance with company procedures and relevant legislation.

Code of Business Conduct and Ethics

Scicom's Code of Business Conduct and Ethics (the "Code") defines the principles that govern the professional behaviour of all employees and directors. It sets out expectations relating to honesty, transparency, fair dealing, and compliance with all applicable laws and regulations. The Code was reviewed and approved by the Board of Directors in May 2025 as part of its annual corporate governance review. It promotes full, fair, and accurate disclosure; the prompt reporting of any violations; and accountability in all aspects of our operations.

The Code, along with related corporate policies, is accessible to all employees through the Scicom Enterprise System and reinforced through mandatory training and regular communication campaigns.

Vendor Code of Conduct

Scicom expects its business partners to operate with the same high ethical standards that we uphold internally. The Group's Vendor Code of Conduct (VCOC) outlines minimum standards for vendors in areas such as business ethics, labour and human rights, health and safety, data protection, and environmental stewardship.

All vendors are required to sign a Vendor Declaration Pledge, affirming compliance with the VCOC, the Anti-Bribery and Anti-Corruption (ABAC) Policy, and the Human Rights and Non-Discrimination Policy. Through this pledge, vendors commit to:

- Upholding integrity, transparency, and good corporate governance.
- Implementing internal controls to prevent bribery and fraud.
- Complying fully with all anti-corruption and anti-fraud laws.
- Supporting local and national anti-corruption initiatives.

Training and Awareness

Scicom recognises that awareness and education are critical to preventing corruption. All employees and directors are required to complete annual ABAC and Code of Conduct training delivered through Scicom's eLearning Management System (SeLMS). The training modules provide practical guidance on recognising, preventing, and reporting unethical behaviour, and reinforce Scicom's zero-tolerance stance on bribery and corruption.

In FY2025, 96% of employees (FY2024: 100%) and 100% of the Board of Directors (FY2024: 100%) completed the mandatory training. Periodic refresher courses and communication campaigns are conducted throughout the year to ensure continuous awareness and compliance.

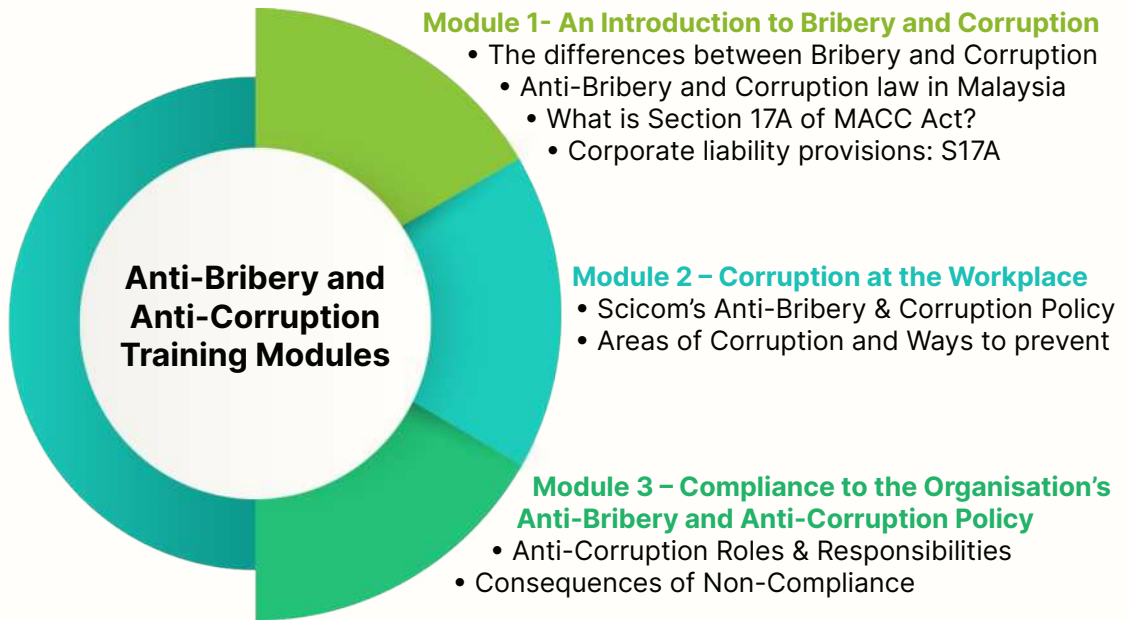
All training content is reviewed annually to remain aligned with current legislation, regulatory developments, and best practices in governance.

Monitoring, Auditing, and Risk Management

Scicom regularly conducts risk assessments to identify and mitigate corruption-related risks across its business operations and geographies. These assessments inform the Group's risk-management strategies and ensure that mitigation measures are robust and responsive.

In addition, internal and external audits are carried out periodically to assess compliance with the ABAC Policy and related procedures. The Audit Committee of the Board receives updates on audit outcomes, policy implementation, and compliance matters to ensure transparency and accountability.

This structured oversight enables Scicom to maintain a proactive stance on governance and integrity management.



Reporting and Whistleblower Protection

Scicom has established secure, confidential, and independent channels for reporting suspected misconduct. The Whistleblowing Policy provides a formal mechanism for employees, contractors, and stakeholders to raise concerns relating to corruption, fraud, misuse of company assets, or ethical violations.

Reports can be submitted directly to Independent Directors whose contact details are provided within the Whistleblowing Policy, available publicly on Scicom’s website.

TARGET ACTION PLANS FOR FY2026

Scicom's FY2026 targets for Anti-Corruption are as follows:

Zero Tolerance for Corruption

- Maintain Scicom's zero-incident record of corruption, bribery, or unethical conduct across all business operations, subsidiaries, and partnerships.
- Reinforce the Group's zero-tolerance stance through continuous communication, leadership advocacy, and integration of ethical principles into day-to-day operations.

ABAC Awareness and Education

- Ensure that 100% of employees complete the annual Anti-Bribery and Anti-Corruption (ABAC) training via the Scicom eLearning Management System (SeLMS).
- Deliver refresher training courses to all employees each year to strengthen understanding of ethical obligations, reporting mechanisms, and relevant legal requirements.
- Continue to communicate ABAC awareness across the organisation through multiple internal channels, including employee handbooks, newsletters, staff meetings, bulletin boards, and digital platforms.

Leadership and Accountability

- Require Heads of Departments and managers to regularly reinforce Scicom's ABAC standards with their teams, emphasising that any breach of policy or law will result in strict disciplinary or legal action.
- Incorporate ABAC compliance as part of management performance indicators to ensure continuous accountability across leadership levels.

Compliance Monitoring and Auditing

- Conduct periodic internal and external audits to assess compliance with Scicom's ABAC Policy, Code of Business Conduct and Ethics, and Vendor Code of Conduct.
- Use audit findings to strengthen internal controls, risk mitigation processes, and employee awareness of compliance standards.

Induction and Integration

- Ensure all new employees receive comprehensive ABAC briefings as part of their induction process, ensuring early alignment with Scicom's ethical and governance culture.

3.2.6 Tax

Scicom is firmly committed to maintaining responsible and transparent tax practices, recognising that the payment of taxes is an essential contribution to the economic and social development of the countries in which we operate. We view tax compliance not merely as a legal obligation, but as an integral part of our commitment to good governance, ethical business conduct, and nation-building.

We believe that transparency in our tax affairs is fundamental to building and sustaining stakeholder trust. Our tax strategy is designed to ensure that all obligations are met in full, on time, and in accordance with the laws and regulations of each jurisdiction where Scicom conducts business.

Responsible Tax Management

Scicom has established comprehensive policies and procedures to guide its tax governance and compliance processes. These govern all aspects of tax management across the Group, including corporate taxes, indirect taxes, employment-related taxes, and any other levies imposed by governmental authorities. Our approach ensures consistency, accuracy, and integrity in all tax-related matters.

Tax Performance in FY2025

In FY2025, Scicom continued to uphold its strong compliance record and timely fulfilment of tax obligations across all jurisdictions. The Group's total tax payments amounted to RM8.4 million (FY2024: RM10.0 million), reflecting disciplined financial management and alignment with applicable statutory requirements.

The Group's effective tax rate for FY2025 was 23%, compared to 27% in FY2024, primarily due to operational efficiencies and the timing of certain tax deductions and incentives.

Employee-related tax contributions also increased, amounting to RM7.0 million (FY2024: RM5.3 million), reflecting Scicom's ongoing commitment to fair employment practices and full compliance with local payroll and statutory contribution requirements.

Commitment to Transparency and Accountability

Scicom's tax management practices are overseen by the Finance Department and reviewed periodically by senior management to ensure continued compliance and transparency. The Group maintains open communication with tax authorities in all jurisdictions and adheres strictly to applicable reporting and disclosure standards.

Through responsible tax conduct, Scicom continues to contribute positively to national development, community welfare, and long-term economic sustainability in the markets where we operate.

TARGET ACTION PLANS FOR FY2026

Our FY2026 targets for Tax include the following:

Full Compliance with Tax Regulations

- Maintain 100% compliance with all applicable tax laws and regulations in every jurisdiction where Scicom operates, ensuring accuracy, transparency, and timely payment of all tax obligations.

Responsible and Transparent Tax Practices

- Continue to uphold ethical tax governance by maintaining clear documentation, robust internal controls, and transparent reporting in accordance with statutory and regulatory requirements.

Ongoing Oversight and Assurance

- Conduct periodic reviews of tax policies and procedures to ensure alignment with evolving tax legislation and best practices in corporate governance.
- Maintain open and constructive engagement with relevant tax authorities to ensure full compliance and accountability across all operations.

3.2.7 Commitment to Responsible AI: Ethical, Secure, and Sustainable AI Implementation

At Scicom, the integration of Artificial Intelligence (AI) is guided by a firm commitment to responsibility, transparency, and sustainability. We recognise both the transformative potential and the societal and environmental implications of AI. Our approach ensures that every AI initiative is developed and deployed in a manner that safeguards people, protects data, and supports our broader sustainability goals.

Data Privacy and Security

Scicom upholds the highest standards of data protection across all AI-enabled solutions:

- **Strict Compliance:** Full adherence to data-privacy regulations (including PDPA) in all jurisdictions of operation.
- **Data Minimisation:** Collection and processing only of data essential for defined, legitimate purposes.
- **Anonymisation & Pseudonymisation:** Application of privacy-preserving techniques to protect individual identities.
- **Robust Security Controls:** Deployment of encryption, access management, and intrusion-detection systems to defend against cyber threats.
- **Regular Audits:** Periodic internal and external audits to validate the effectiveness of all safeguards.

Ethical and Transparent AI

We ensure that our AI systems are designed and managed in line with ethical principles of fairness, accountability, and explainability.

- **Bias Mitigation:** Continuous testing and review of algorithms to identify and minimise potential bias.
- **Transparency:** Clear communication on how AI models function, the data they use, and the decisions they inform.
- **Accountability:** Defined human oversight for all AI-driven outcomes, with escalation procedures for review.
- **Ethical Frameworks:** Development of internal guidelines based on international best practices and societal expectations.

Environmental Stewardship in AI

We aim to reduce the environmental footprint of AI by embedding efficiency in every stage of model development and deployment.

- **Energy-Efficient Infrastructure:** Use of optimised computing environments and model-training methods to lower energy use.
- **Sustainable Hardware Management:** Responsible procurement and disposal of AI-related equipment, minimising e-waste.
- **Green AI Research:** Exploration of technologies that improve performance while reducing resource intensity.

AI Governance and Ethics Committee

To strengthen oversight, Scicom will establish an AI Governance and Ethics Committee responsible for:

- Setting and maintaining AI ethical principles and policies.
- Conducting ethical reviews of AI projects.
- Delivering AI awareness and training programmes.
- Monitoring AI-related risks and ensuring alignment with Scicom's corporate values.

TARGET ACTION PLANS FOR FY2026

- Scicom will continue to advance responsible AI through measurable initiatives:
- Establish the AI Governance and Ethics Committee by Q2 FY2026.
- Launch an AI Awareness Module on SeLMS with 100 % employee completion.
- Conduct the first AI Ethics Audit by FY2026 year-end.
- Implement energy-optimised computing protocols to reduce AI training energy consumption by 10 %.

Through these actions, Scicom reaffirms its commitment to using AI responsibly, enhancing efficiency and client value while protecting privacy, minimising environmental impact, and promoting social benefit.

3.3 Environmental (series 300)

Scicom remains deeply committed to minimising its environmental footprint through responsible energy management, resource efficiency, and emissions reduction. We recognise that energy is a finite resource and that responsible consumption is essential not only for environmental stewardship but also for operational efficiency and long-term cost optimisation.

Our environmental strategy is guided by a holistic approach that integrates policy, technology, and behavioural change across the organisation. We continually evaluate our performance and invest in initiatives that promote sustainability in every facet of our operations.

3.3.1 Energy and Emissions

Energy Management

Scicom's energy management strategy is built around three key principles:

1. **Reduce** – Lower overall energy consumption through targeted efficiency initiatives and the use of smart technologies.
2. **Monitor** – Continuously track and analyse energy usage to identify opportunities for optimisation.
3. **Engage** – Actively involve employees in sustainability programmes to promote conscious energy use and collective responsibility.

The table below illustrates our electricity usage in kilowatt-hours (kWh) from FY2023 to FY2025.

Electricity consumption('000kWh)	FY2025	FY2024	FY2023
Malaysia	3,337	4,797	5,459
Sri Lanka	780	694	655
Total	4,117	5,491	6,114

In FY2025, Scicom achieved a 25% reduction in total electricity consumption, decreasing from 5.491 million kWh in FY2024 to 4.117 million kWh. This milestone reflects the Group's ongoing commitment to energy efficiency, cost reduction, and environmental responsibility.

Energy Efficiency Initiatives

Several key initiatives contributed to the significant reduction in energy use during FY2025:

- **Smart Thermostats:** Installed across all floors, these devices automate air-conditioning schedules to operate only during working hours and shut down during evenings, weekends, and public holidays. This initiative alone enabled a 25% reduction in total electricity consumption while maintaining comfortable indoor temperatures between 19°C and 24°C.
- **LED Lighting Upgrades:** Scicom installed 752 new LED lights, achieving 100% LED conversion across its premises (up from 97% in FY2024), further reducing energy demand.
- **Employee Awareness:** To reinforce energy-saving behaviours, "Save the Planet" posters were displayed across office spaces, and staff computer screensavers were updated with sustainability messages to keep energy conservation top of mind.
- **Energy Efficiency Training:** Employees received regular training and communication on energy-conscious practices, promoting accountability at every level.

Employee Engagement and Sustainable Culture

Scicom has embedded energy responsibility into its workplace culture through the following ongoing initiatives:

- **Smart Thermostat Automation:** Automatic shutdown of air-conditioning units after hours and on non-operational days.
- **Mindful Lighting Practices:** Encouraging employees to switch off lights in unused areas.
- **Conscientious Printing:** Promoting digital review and monochrome printing to reduce ink and paper waste.
- **Paper-Saving Defaults:** All printers are set to double-sided printing by default.
- **Reuse and Recycling:** Reuse of packaging and office materials to extend product life cycles.
- **Energy Conservation:** Shutting down computers and appliances when not in use.
- **Sustainable Drinking Habits:** Promoting reusable mugs over single-use cups.
- **Power Down Protocol:** Encouraging staff to unplug electrical devices at the end of the workday.

To ensure consistent adoption, these practices are reinforced through periodic environmental awareness training and included in employee onboarding and policy handbooks.

Emissions

Scicom continues to make measurable progress in reducing its carbon footprint, reflecting our ongoing commitment to environmental stewardship and responsible energy use. Our emissions performance is closely tied to our success in optimising energy efficiency across all operations through technology adoption, behaviour change and operational controls. Scicom recognises that climate change presents both risks and opportunities for our business. Potential risks include increased regulatory scrutiny related to carbon emissions, potential physical risks to our infrastructure due to extreme weather events, and shifting consumer preferences towards more sustainable service providers. Conversely, we see opportunities in developing and offering climate-friendly digital solutions to our clients, enhancing energy efficiency across our operations to reduce costs, and attracting environmentally conscious investors.

Prioritising energy reduction at the source has lowered both our carbon footprint and operating costs, providing a scalable and measurable solution that aligns with Scicom's sustainability goals and enhances operational efficiency.

Scope 1

Scicom does not operate any owned or controlled sources of direct emissions, such as fuel-burning equipment or company-owned vehicles. As a service-based company operating primarily from leased office spaces, our operations do not generate direct Scope 1 emissions.

Scope 2

CO2 emission (tonne)	FY2025	FY2024	FY2023
Malaysia	2,529	3,636	4,258
Sri Lanka	554	526	465
Total	3,083	4,163	4,723

CO2 emission calculated using <https://lcosbasic.mgtc.gov.my/> and <https://www.energy.gov.lk/ODSM/Carbon-Footprint.html>

In FY2025, Scicom successfully reduced total Scope 2 carbon emissions by 26%, from 4,163 tonnes of CO₂ in FY2024 to 3,083 tonnes, achieving one of the most significant annual reductions in the Group's recent history. This achievement directly correlates with the 25% decrease in total energy consumption, from 5.49 million kWh to 4.12 million kWh, driven primarily by the installation of smart thermostats, improved lighting systems, and stronger energy management practices.

The introduction of smart thermostats across all non-24-hour operations has proven to be particularly impactful. These systems automatically regulate air-conditioning schedules, allowing operation only during office hours and automatically shutting down during evenings, weekends, and public holidays. This initiative alone has led to a 1.37 million kWh reduction in electricity usage, translating into both lower emissions and meaningful cost savings.

Beyond immediate efficiency gains, this measure has established a scalable, long-term model for responsible energy consumption, aligning with Scicom's broader sustainability strategy. By targeting energy reduction at the source, we are effectively reducing our indirect (Scope 2) emissions and supporting Malaysia's and Sri Lanka's national climate objectives under the Paris Agreement.

To maintain momentum, Scicom has set a target for a further 5% reduction in electricity consumption and emissions in FY2026, building on the gains made in FY2025. This will be achieved through continued technological optimisation, enhanced monitoring systems, and increased employee participation in conservation initiatives.

Our ongoing focus on energy efficiency has yielded a dual benefit, reducing our carbon footprint while simultaneously lowering operational costs. This outcome underscores the strategic alignment between environmental sustainability and business performance, demonstrating that responsible energy management can serve as a driver of both ecological impact and corporate resilience.

Scicom remains dedicated to expanding these initiatives in the coming years, incorporating renewable energy opportunities, expanding employee engagement programmes, and reinforcing sustainability awareness at every organisational level. Through these efforts, we continue to strengthen our position as a responsible and forward-thinking organisation committed to supporting global and national climate goals.

Scope 3

In FY2025, Scicom initiated the collection of data on employees' modes of transportation and travel distances to facilitate the calculation of Scope 3 emissions. Based on the collected data, the estimated Scope 3 emissions for Scicom are 317 metric tonnes. The collected data will allow Scicom to monitor our Scope 3 emissions and develop initiatives to reduce them in the future.

Green Mobility Initiatives

Scicom initiated collaborations with BYD and began discussions with Tesla and Proton to promote Electric Vehicle (EV) adoption among employees. These partnerships aim to encourage the transition towards cleaner transportation solutions, reducing commuting-related emissions while promoting sustainable lifestyle choices within the workforce.

TARGET ACTION PLANS FOR FY2026

Scicom remains committed to reducing its environmental footprint through focused energy management, operational efficiency, and emissions reduction initiatives. Building on the success of FY2025, our FY2026 targets expand on these achievements with long-term objectives aligned to global climate goals and our internal sustainability roadmap.

Greenhouse Gas (GHG) Emissions Reduction

- Reduce Scope 2 and 3 GHG emissions by 50% by 2030, in alignment with Scicom's long-term sustainability targets and global climate benchmarks.
- Continue optimising energy usage across all offices and facilities through data-driven monitoring, smart automation, and sustainable operations.
- Explore opportunities for renewable energy integration and carbon offset initiatives to further mitigate indirect emissions.

Electric Vehicle (EV) Incentive Programme

- Offer financial or non-financial incentives to employees who transition to electric vehicles (EVs), helping to reduce commuting-related carbon emissions.
- Strengthen partnerships with EV manufacturers, including BYD, Tesla, and Proton, to promote cleaner transportation options for staff and stakeholders.

Energy Efficiency and Infrastructure Improvements

- Maintain full 100% LED lighting across all Scicom facilities to enhance energy efficiency and reduce power consumption.
- Continue investing in energy-efficient technologies, such as smart thermostats, intelligent lighting controls, and energy meters, to optimise building performance.
- Implement an ongoing energy optimisation programme focused on reducing energy waste and improving overall operational efficiency.

Employee Engagement and ESG Awareness

- Sustain the Group-wide ESG awareness drive, reinforcing the importance of responsible energy use and environmental stewardship through internal communications, events, and campaigns.
- Incorporate ESG and environmental awareness programmes into all new-hire induction courses, ensuring that every employee understands Scicom's sustainability commitments from the outset.
- Continue developing employee-led sustainability initiatives, including energy challenges and awareness programmes, to embed environmental responsibility within the company culture.

Long-Term Energy and Sustainability Goals

- Achieve measurable energy efficiency improvements by 2030, supported by continuous monitoring, equipment upgrades, and employee participation.
- Maintain transparent reporting on Scicom's environmental performance, including annual disclosures on energy consumption, emissions, and sustainability progress.

3.3.2 Water

Scicom recognises the importance of responsible water management as part of our broader commitment to environmental sustainability. Efficient water use is essential to ensuring the long-term conservation of natural resources and minimising our operational impact on the environment.

In FY2025, Scicom's operations in Sri Lanka recorded total water consumption of 2.428 megalitres, an increase from 2.172 megalitres in FY2024. The rise was primarily due to the addition of 50 new employees to support a major project expansion.

At our Malaysia operations, water consumption data is not available, as water supply and metering are centrally managed by the building landlord and are not separately tracked for Scicom's occupied premises. The Group continues to explore opportunities to improve monitoring and measurement capabilities where operationally feasible.

To raise awareness of water conservation, Scicom implemented a series of internal communication initiatives, including educational posters displayed across all departments and project areas, reminding employees to use water mindfully. These messages were also integrated into computer screensavers to ensure ongoing reinforcement of sustainable behaviour.

As part of Scicom's broader ESG learning and development programme, all employees participated in an eLearning training module on sustainability, which included specific guidance on the responsible use of water and other natural resources. This initiative forms part of our continuing effort to embed sustainability principles across every level of the organisation.

By promoting conscious consumption and environmental responsibility among employees, Scicom aims to cultivate a culture of sustainability that extends beyond the workplace and contributes to the responsible use of resources within the communities we serve.

TARGET ACTION PLANS FOR FY2026

Water Conservation Awareness

- Continue to raise awareness of water conservation among all employees through targeted communication campaigns, internal newsletters, and visual reminders promoting responsible water use.
- Encourage employees to adopt sustainable daily habits, such as reducing unnecessary water consumption and promptly reporting leaks or wastage within office facilities.

ESG Awareness and Continuous Learning

- Maintain the ESG awareness drive across all departments to ensure employees remain informed, engaged, and accountable for sustainable practices within their work environment.
- Integrate ESG principles and water conservation education into all new-hire induction programmes, ensuring that every employee understands Scicom's environmental responsibilities and sustainability objectives from their first day.
- Conduct periodic refresher sessions and eLearning updates to reinforce understanding of resource conservation and the role employees play in supporting Scicom's sustainability goals.

3.3.3 Waste Management

Scicom remains committed to minimising waste generation and promoting responsible waste management practices across all its operations. Our approach aligns with the principles of reduce, reuse, and recycle, ensuring that resources are utilised efficiently while environmental impacts are mitigated.

Through continuous improvement and staff engagement, Scicom strives to embed sustainable waste management practices into our daily operations and corporate culture.

3.3.3.1 Paper Usage

In line with the Group's commitment to environmental conservation, Scicom continues to manage paper consumption responsibly across all office locations.

All office printers are configured to default to double-sided printing, and employees are encouraged to print only when essential. This practice has led to measurable reductions in paper use while fostering a culture of digital efficiency.

Looking ahead, Scicom is progressing toward a fully paperless environment through the digitisation of key Human Resources, Procurement, and Finance processes. Transitioning to digital document management not only reduces reliance on paper but also enhances operational efficiency, data security, and sustainability outcomes.

In addition, Scicom continues to reinforce the "Think Before You Print" message through its Email Signature Policy, ensuring consistent reminders to employees to minimise unnecessary printing.

3.3.3.2 Waste Recycling

Scicom has made tangible progress in waste reduction through a combination of operational measures, infrastructure improvements, and awareness initiatives. Since FY2022, recycling bins have been installed throughout all office premises to encourage waste segregation, and water refilling stations have been introduced to eliminate the use of single-use plastic bottles.

In FY2025, Scicom achieved several key milestones aligned with the waste management targets set at the beginning of the year:

- **E-Waste Disposal:** End-of-life IT equipment was disposed of exclusively through licensed Environmental Agency-approved recycling facilities, ensuring compliance with regulatory standards.
- **Regulated Waste Disposal:** General office waste was channelled to certified waste management companies for responsible treatment and recycling.
- **Awareness Campaigns:** Environmental sustainability posters were displayed across all departments and projects and also featured as default screensavers on staff computers to reinforce daily awareness.

- **Employee Education:** As part of Scicom's broader ESG initiative, a dedicated eLearning training module on sustainability was completed by all employees, strengthening collective understanding of responsible waste practices.
- **Waste Diversion:** A total of 1.87 metric tonnes of waste was diverted from landfills, comprising fluorescent lamp recycling, regulated e-waste disposal, and the donation of seven refurbished PCs to the Rose Foundation.

At present, the total volume of waste directed to disposal is not measurable due to limitations in data tracking and collection processes. We plan to implement measurement systems in the next financial year.

In addition to these initiatives, Scicom's e-waste recycling process continues to ensure that all discarded IT assets are handled in accordance with the Environmental Quality Act 1974 and relevant regulatory frameworks, supporting safe and sustainable disposal.

TARGET ACTION PLANS FOR FY2026

Moving forward, Scicom aims to expand its recycling initiatives to cover additional waste streams and to increase the reuse of materials where feasible. The Group will also continue to enhance staff engagement and awareness of responsible waste management through periodic campaigns, training, and the reinforcement of sustainability messages across all operations.

By integrating waste reduction into our day-to-day operations, Scicom is not only improving resource efficiency but also contributing to the broader goal of environmental stewardship and sustainable corporate growth.

Embedding a Recycling Culture

- Foster a strong recycling culture across all Scicom offices by embedding sustainable waste practices into daily operations and employee behaviour.
- Continue to provide accessible recycling facilities and promote the principles of reduce, reuse, and recycle, ensuring that environmental responsibility becomes a core part of Scicom's workplace culture.

Responsible Waste Management

- Maintain the engagement of certified waste management partners to ensure that all waste, including general, electronic, and hazardous waste, is disposed of responsibly and in full compliance with regulatory requirements.
- Reinforce Scicom's commitment to ensuring that 100% of waste is managed in an environmentally responsible manner, with continued focus on waste segregation, regulated disposal, and recycling.

Employee Engagement and Awareness

- Strengthen employee participation in environmental initiatives through ongoing sustainability engagement programmes such as awareness campaigns, internal events, and digital learning.
- Promote recycling habits among employees by encouraging personal responsibility and offering practical tools, training, and visibility on progress.

Sustainable Mobility and Carbon Reduction

- Continue to encourage the use of public transportation and low-emission commuting options to further reduce Scicom's operational carbon footprint.
- Support ongoing carbon offset initiatives through energy efficiency, waste reduction, and digital transformation efforts that reduce paper dependency and resource intensity.

3.4 Social (GRI Topic Series 400)

At Scicom, we recognise that our people and communities are the foundation of our long-term success. Beyond financial performance, we strive to create positive social impact through responsible employment practices, diversity and inclusion, employee well-being, and meaningful community engagement.

This section outlines our progress and initiatives under the Social pillar of our ESG framework, focusing on three key areas, Human Capital Development, Social Opportunity, and Corporate Governance, which collectively drive sustainable value creation for our stakeholders.

Human Capital Strategy

Scicom's human capital strategy is designed to attract, develop, and retain exceptional talent while nurturing a safe, supportive, and inclusive work environment. We believe that empowering our employees to learn, grow, and lead is fundamental to sustaining our business performance and delivering value to our clients and communities.

- We offer competitive remuneration and comprehensive benefits that align with market standards and reward both performance and potential.
- We invest in continuous learning and professional development, ensuring that employees are equipped with the skills required to thrive in an evolving digital and technology-driven landscape.
- We cultivate a diverse, equitable, and inclusive workplace where every employee feels valued and respected, and where opportunities for growth are based on merit.

Our approach to human capital management integrates structured performance reviews, career progression pathways, and leadership-development initiatives, all of which contribute to a motivated, agile, and high-performing workforce.

Equal Opportunity and Social Impact

At the heart of Scicom's social responsibility is our belief that everyone deserves access to opportunities that enhance quality of life. Through our community and social-impact programmes, we aim to contribute to local development in areas aligned with the United Nations Sustainable Development Goals (SDGs), particularly those related to education, health, and decent work.

- We engage with local communities, educational institutions, and NGOs to support access to learning, digital literacy, and employment opportunities.
- We promote equal access to healthcare, training, and education, helping to build capacity and resilience among underserved populations.
- We ensure that our workplace remains free from discrimination, harassment, and bias, underpinned by clear policies on non-discrimination, diversity, and human rights.

Through these initiatives, Scicom continues to strengthen its role as a socially responsible corporate citizen that empowers individuals, supports communities, and contributes to national socio-economic growth.

Corporate Governance and Ethical Conduct

Strong corporate governance is fundamental to Scicom's sustainability. Our governance framework ensures that all operations are conducted with integrity, accountability, and transparency, reflecting our commitment to upholding stakeholder trust.

- Scicom's Board of Directors is composed of qualified and experienced professionals, the majority of whom are independent, ensuring balanced oversight and objectivity in decision-making.
- We maintain clear and robust policies covering anti-bribery and corruption, whistleblowing, risk management, and business ethics.
- Continuous training and awareness programmes reinforce our culture of compliance and responsible corporate conduct across all levels of the organisation.

By embedding ethical principles and good governance practices into every aspect of our operations, Scicom continues to uphold its reputation as a trusted, responsible, and forward-looking organisation.

3.4.1 Employment

At Scicom, we recognise that our people are the driving force behind our success. Our commitment to fair employment practices, employee well-being, and inclusive growth underpins every aspect of our operations. We aim to create a workplace where individuals can thrive, contribute meaningfully, and realise their full potential in an environment built on trust, respect, and opportunity.

Our employment management approach is guided by principles that ensure equity, engagement, and excellence across all levels of the organisation.

Employee Well-Being

Scicom places a strong emphasis on the physical, mental, and emotional well-being of our employees. We provide a safe, healthy, and supportive work environment that enables our people to perform at their best.

Our employee well-being programmes include:

- Comprehensive health and safety policies aligned with local regulations and international best practices.
- Health insurance, medical benefits, and wellness initiatives to promote preventive care and work-life balance.
- Access to mental health resources and counselling support, ensuring employees have the tools to manage stress and maintain resilience.

By prioritising holistic well-being, Scicom fosters a healthy and motivated workforce that is engaged, productive, and aligned with the company's long-term goals.

Fair and Equitable Treatment

Scicom upholds the principle of fairness and equality in all employment practices. We are committed to ensuring that every employee is treated with dignity and respect, irrespective of race, gender, age, religion, nationality, or disability.

- Our hiring and promotion practices are merit-based, ensuring opportunities for advancement are determined solely by performance, capability, and potential.
- We maintain transparent performance management systems to provide regular feedback, identify development needs, and reward high performance.
- Our compensation and benefits packages are benchmarked against market standards, ensuring that Scicom remains competitive as an employer of choice in the BPO and Digital Services industry.

This commitment to equity and transparency enables us to attract and retain top talent while fostering trust and loyalty across our workforce.

Diversity and Inclusion

We believe that a diverse workforce drives innovation, creativity, and resilience. Scicom is proud to maintain an inclusive environment where employees of all backgrounds feel valued, respected, and empowered to contribute.

Our diversity and inclusion agenda includes:

- Equal access to development programmes and leadership opportunities.
- Active efforts to ensure gender balance and the representation of local talent across all management levels.

Organizing activities and events to celebrate and promote awareness of various community festivals. Through these initiatives, we aim to build a workplace that reflects the diversity of the communities we serve and strengthens our organisational culture.

Employee Engagement

Employee engagement remains a cornerstone of Scicom's human capital strategy. In FY2026, we will focus on enhancing the Employee Experience, ensuring that our people feel connected, empowered, and inspired throughout their career journey.

We will continue to conduct annual employee engagement surveys, focus groups, and ad-hoc surveys to assess engagement levels, identify areas for improvement, and design meaningful interventions.

These insights will guide our efforts to:

- Strengthen communication and collaboration.
- Recognise employee achievements and contributions.
- Foster career growth and internal mobility.

The ultimate goal is to maximise individual and team performance at every stage of the employee lifecycle while ensuring alignment with Scicom's core values and business objectives.

GRI Disclosure – Employment

Scicom's GRI data disclosure for Employment is based on indicators covering:

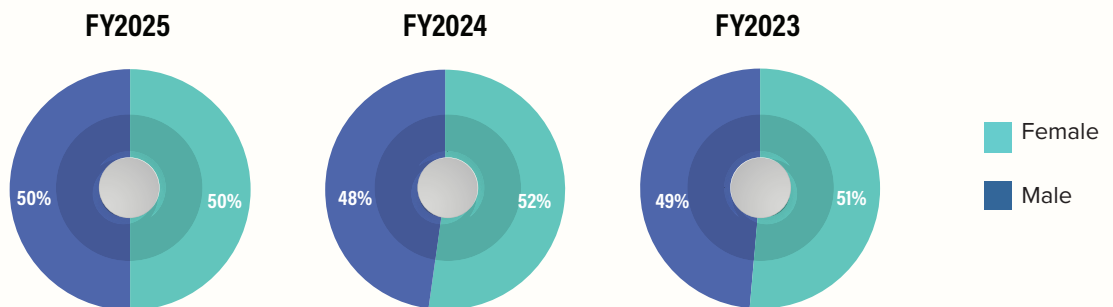
- New employee hires, reflecting workforce expansion and diversity.
- Employee benefits, including compensation, welfare, and non-financial rewards.
- Parental leave, ensuring support for employees balancing family responsibilities with career progression.

These disclosures reinforce Scicom's commitment to maintaining transparency and accountability in our employment practices, while continuously improving how we attract, retain, and support our people.

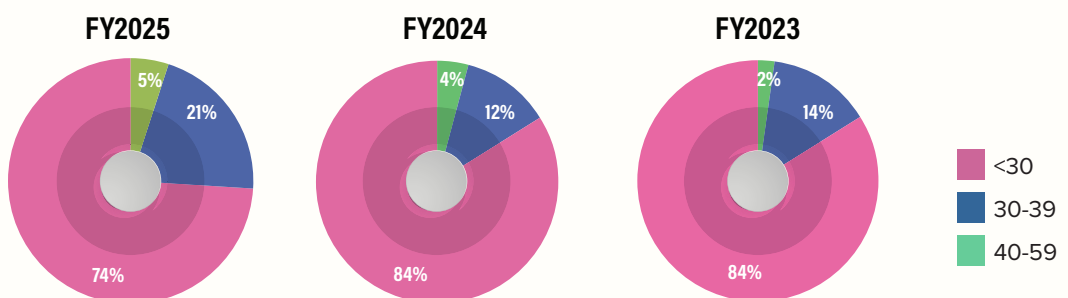
3.4.1.1 New Employees

The total number of new recruits is 827 in FY2025, compared to 1,092 in FY2024.

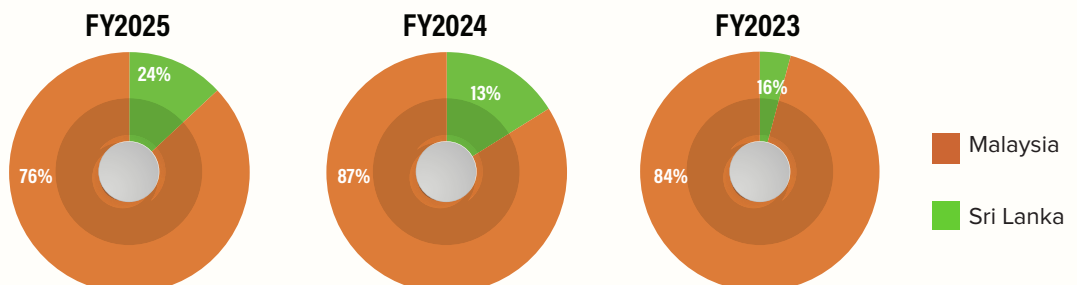
New Employees by Gender



New Employees by Age Group



New Employees by Region



Youth Employment Initiatives

Scicom remains deeply committed to supporting youth employment and skill development, recognising that young professionals are vital to the future of the digital economy. Our ongoing policy focuses on creating meaningful employment opportunities for individuals under the age of 30, particularly recent graduates and those entering the workforce for the first time.

In FY2025, Scicom employed 615 young individuals, compared to 915 in FY2024. While the number of new hires reflects project-specific adjustments in our operational requirements, our emphasis on nurturing early career talent remains unchanged. We continue to provide training, mentorship, and career progression pathways that empower young employees to develop essential skills and grow within the organisation.

Minimum Wage Compliance

Scicom maintains a strong commitment to fair compensation and regulatory compliance across all its operating regions. We ensure that 100% of our full-time employees earn wages above the statutory minimum, reflecting our commitment to equitable pay and employee well-being.

In Malaysia, the lowest-paid employee earns 118% of the local minimum wage. Similarly, in Sri Lanka, all full-time employees are compensated above the legal threshold, with the lowest-paid employee earning 109% of the local minimum wage.

This continued compliance underscores Scicom's dedication to ethical employment practices, fair remuneration, and social responsibility, ensuring that all employees benefit from a living wage that supports their quality of life and financial security.

3.4.1.2 Employee Benefits

Scicom recognises that our employees are central to the Group's continued success and long-term growth. As a leading BPO and digital services provider in Malaysia and Sri Lanka, we are committed to providing a competitive, fair, and comprehensive benefits framework that supports the well-being, security, and engagement of all employees.

Our remuneration philosophy is designed to reward performance, recognise contribution, and promote retention. Pay structures are tailored to reflect individual qualifications, experience, and market benchmarks, ensuring equitable compensation across all levels. Importantly, 100% of our workforce earns above the government-mandated minimum wage in every country of operation.

Financial and Welfare Support**Short-Term Salary Advances**

Scicom continues to offer short-term financial assistance to employees experiencing urgent financial needs. These salary advances help staff manage unforeseen personal or family expenses, reinforcing our commitment to employee welfare. In FY2025, the total value of loans disbursed to employees amounted to RM505,000, compared to RM652,000 in FY2024.

Medical and Life Coverage

We provide comprehensive medical insurance and life-term coverage for all employees, benchmarked regularly against industry standards to ensure competitiveness and relevance. In FY2025, total premiums paid amounted to RM3.8 million, compared to RM4.0 million in FY2024. Our benefits framework includes inpatient and outpatient coverage, life assurance, and additional wellness initiatives that promote preventive care and physical well-being.

Employee Engagement and Recognition

Treat Allowance

Scicom allocates a monthly treat allowance for each project or team, enabling departments to organise group entertainment and bonding activities. These initiatives help nurture team cohesion, build morale, and celebrate collective achievements.

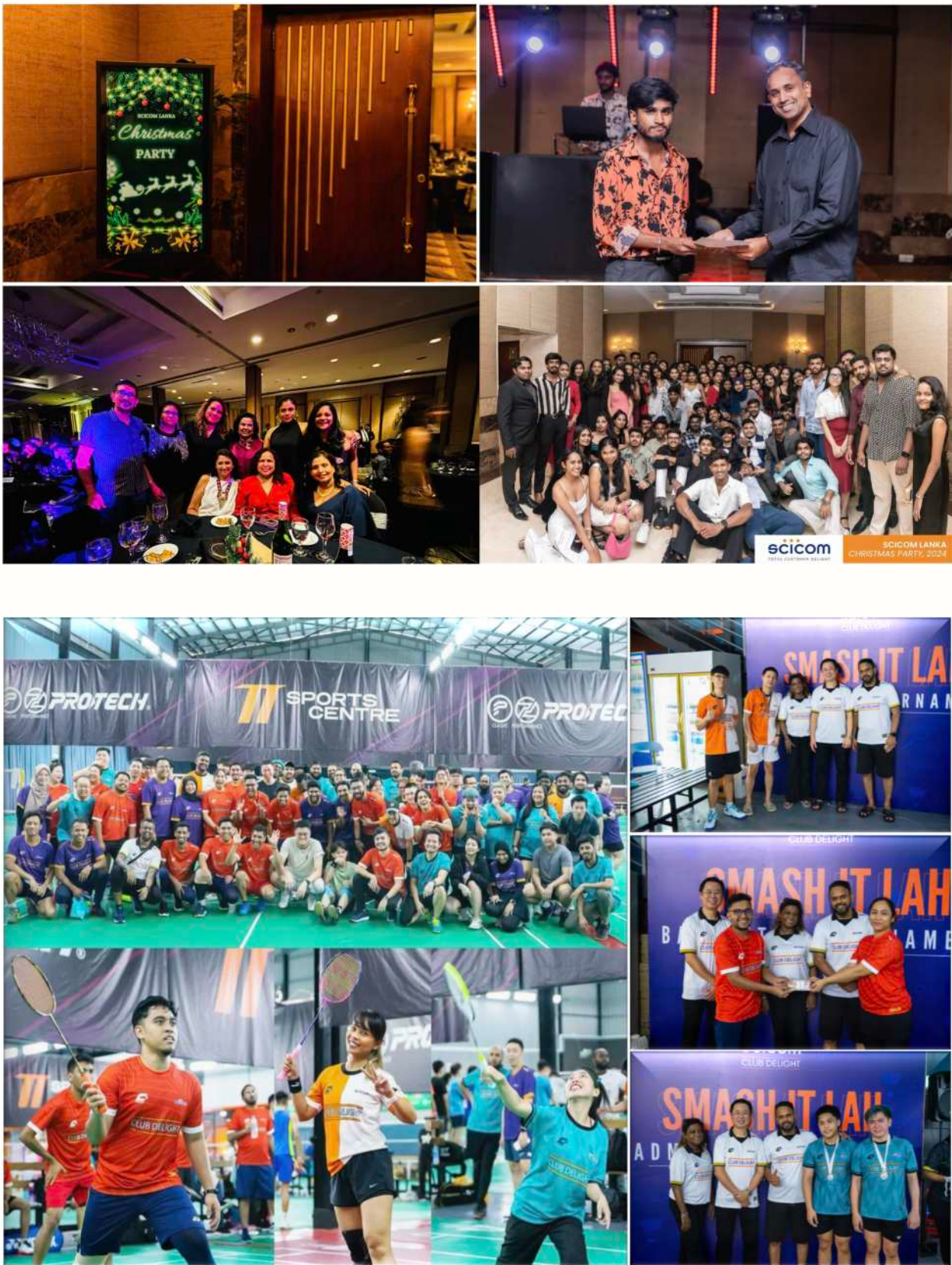
Staff Events and Cultural Engagement

Scicom organises various staff events annually to celebrate milestones, encourage teamwork, and recognise employee contributions.

- In Sri Lanka, Scicom Lanka's "Summerfest" was held on 30 August 2024 at the Air Force Grounds in Colombo. The event brought together staff across departments for a day of camaraderie and celebration, reinforcing team spirit and appreciation for shared success.
- The Annual Year-End Get-Together on 19 December 2024 celebrated employee achievements, long service awards, and the festive season. This event, a highlight of the year, fosters unity and appreciation within the Scicom family.
- In Malaysia, the Club Delight "SMASH IT LAH" Badminton Tournament was held on 7 September 2024 at the TT Sports Centre in Petaling Jaya. Featuring 48 teams from various departments, the event promoted healthy competition, physical fitness, and community engagement. Winners received cash prizes and medals, while all participants enjoyed a fun, family-friendly atmosphere.

These activities underscore Scicom's belief in maintaining a balanced, engaging, and inclusive work culture, where collaboration and enjoyment complement professional excellence.





Leadership Development and Succession Planning

Scicom recognises that sustained success depends on strong leadership continuity. The Remuneration Review Committee and Board of Directors formally reviewed and approved the Succession Plan for FY2026 on 29 September 2025. This plan ensures that future leadership talent is developed internally, promoting career advancement while maintaining organisational stability and resilience.

By offering a robust mix of financial support, health coverage, engagement activities, and professional development opportunities, Scicom continues to position itself as an employer of choice, one that values its people as partners in long-term success.

3.4.1.3 Parental Leave

Scicom recognises the importance of supporting employees in achieving a healthy work-life balance, particularly during significant life events such as the arrival of a new child. The Group fully complies with employment laws governing parental leave in all jurisdictions where we operate and continues to uphold family-friendly policies that promote employee well-being and inclusivity.

As part of our commitment to fostering a supportive workplace, Scicom provides the following benefits in accordance with statutory requirements:

- Maternity Leave: 98 days of paid leave for all eligible female employees.
- Paternity Leave: 7 days of paid leave for all eligible male employees who have served a minimum of 12 months with the company.

These provisions reflect Scicom's dedication to ensuring that all employees are given the time and support they need to care for their families while maintaining continuity in their professional growth.

TARGET ACTION PLANS FOR FY2026

Employee Health, Safety, and Well-being

- Ensure that all employees are provided with comprehensive medical and life insurance coverage, aligned with market standards and reviewed annually for competitiveness.
- Maintain a zero-incident workplace, with no reported cases of occupational injuries.
- Organise annual health check-ups, wellness campaigns, and well-being seminars to promote preventive health awareness and physical fitness.
- Engage a qualified mental health partner to operate a confidential helpdesk, providing professional counselling and consultation services to employees.
- Conduct refresher training for Occupational Safety and Health Administration (OSHA) members and ensure all employees receive annual safety awareness training.
- Continuously monitor workplace conditions to identify and rectify potential hazards promptly.
- Promote mental health awareness through ongoing campaigns, workshops, and manager-led discussions that encourage open communication and psychological safety.

Learning, Development, and Career Growth

- Expand the number of training modules available on Scicom's eLearning Management System (SeLMS) to strengthen continuous learning and digital capability development.
- Identify and deliver role-specific training programmes tailored to shared services, management staff, and operational teams.
- Establish dedicated training funds for each level of management to support professional certifications, leadership development, and upskilling initiatives.
- Ensure every employee has access to at least one structured training or learning opportunity per year to enhance career growth and performance.

Fair Employment and Equal Opportunity

- Maintain fair and equal representation of all communities across the Group, ensuring a workplace free of discrimination or bias.
- Guarantee equal employment opportunities and pay equity for all employees, regardless of gender, age, or physical ability.
- Continue Scicom's long-standing commitment to youth employment, providing job opportunities for new graduates and first-time job seekers under the age of 30.

Non-Discrimination and Inclusive Practices

- Achieve zero cases of discrimination across all operations.
- Ensure full adherence to Scicom's Non-Discrimination Policy by all employees, managers, and external partners.
- Conduct training sessions for management staff on managing and preventing discrimination in the workplace.
- Strengthen reporting and grievance procedures to ensure that employees feel safe and supported when raising concerns.
- Reaffirm Scicom's commitment to equal pay for equal work, ensuring no gender-based disparities in remuneration.
- Integrate policy awareness sessions into induction programmes and employee briefings to reinforce understanding of employee rights and responsibilities.
- These FY2026 targets reinforce Scicom's ongoing commitment to fostering a workplace culture rooted in equity, safety, respect, and continuous growth — ensuring that every employee can thrive both personally and professionally while contributing to the Group's long-term success.

3.4.2 Occupational Health and Safety (OHS)

Scicom is fully committed to providing a safe, healthy, and supportive work environment for all employees. We believe that occupational health and safety (OHS) is not only a compliance requirement but a fundamental responsibility — one that protects our people, strengthens operational resilience, and sustains organisational excellence.

Our OHS management approach is guided by four key principles: prevention, participation, preparedness, and continuous improvement. These principles form the foundation of our health and safety framework and are embedded in every aspect of our operations across Malaysia and Sri Lanka.

Prevention and Risk Management

The cornerstone of Scicom's safety strategy is prevention: identifying, assessing, and mitigating workplace hazards before they result in harm.

In FY2025, Scicom's Occupational Safety and Health (OSH) Committee continued to play a central role in safeguarding the workplace environment. The committee conducted comprehensive risk assessments across all office floors, focusing on hazard identification, emergency preparedness, and safety infrastructure improvements, especially as more employees transitioned back to on-site work.

The committee also oversees three dedicated subcommittees:

- **Fire Marshalls** – responsible for fire prevention and evacuation readiness.
- **Emergency Response Team (ERT)** – tasked with coordinating emergency actions during incidents.
- **First Aiders** – trained personnel who provide immediate medical assistance in emergencies.

To enhance competency and readiness, members of these subcommittees participated in targeted training sessions throughout FY2025, including:

- Basic Occupational First Aid, CPR & AED Training Course (November 2024)
- Fire Prevention, Preparedness & Response Training for ERT (January 2025)
- Proficiency in Fire Prevention and Fire Fighting for Scicom Lanka staff (December 2024)

The OSH Committee convened five meetings during the year to review incident data, evaluate preventive measures, and align with statutory safety requirements.





Employee Participation and Training

Scicom believes that active employee involvement is essential to achieving our OHS objectives. In FY2025, the Group launched an online OHS awareness programme, achieving a remarkable 97% completion rate across the workforce.

A total of 1,595 employees underwent OHS training during the year (FY2024: 2,106 employees), demonstrating continued engagement despite evolving operational needs. Employees also participated in annual building-wide fire drills conducted in collaboration with Jabatan Bomba dan Penyelamat Malaysia.

Employees are encouraged to participate in every stage of the safety management process — from risk assessments and hazard control to feedback and policy reviews. This participatory approach ensures that safety remains a shared responsibility embedded in the company culture.

Incident Management and Performance

Scicom maintains a comprehensive incident management system designed to capture, investigate, and address all workplace incidents promptly.

In FY2025, the Group recorded zero workplace injuries or work-related fatalities. However, there were two off-site deaths due to road accidents involving employees, which were addressed through counselling support and internal reviews to explore preventive measures.

The continued absence of workplace injuries reflects Scicom's success in implementing proactive safety measures and maintaining a culture of vigilance and care.

Health Coverage and Preventive Care

Employee health and well-being are integral to Scicom's OHS strategy. The Group provides 100% medical coverage for all staff, ensuring access to comprehensive health and life insurance benefits.

During FY2025, Scicom implemented several initiatives to promote preventive health and workplace safety, including:

- Flu vaccinations for staff (July 2024)
 - Staff Wellness Day, held in collaboration with Fitness First (November 2024)
 - Monthly air-quality monitoring on every office floor, including HVAC inspections to ensure clean ventilation and air circulation.
 - Routine hazard mitigation and facility maintenance, ensuring a safe, hazard-free environment.
 - Updated fire exit routes with visible signage and evacuation maps on every floor.
- The Group continues to evaluate the introduction of road safety training for employees who commute regularly, further supporting employee safety beyond the workplace.

Mental Health and Well-being

Recognising that mental health is a vital component of overall employee wellness, Scicom formalised a mental health and well-being programme during FY2025 in partnership with The Mind Psychological Services & Training.

This initiative launched on 1 September 2025, following manager awareness sessions in August 2025, underscores Scicom's holistic approach to health and safety, encompassing both physical and psychological well-being.

The programme provides:

- Confidential counselling and therapy sessions with licensed clinical psychologists and counsellors.
- Access to an online resource hub offering self-care materials, wellness tools, and mindfulness resources.
- Guidance and support for employees navigating personal or work-related challenges.

This initiative reinforces Scicom's commitment to fostering a supportive and empathetic workplace, where employees' emotional resilience and mental health are prioritised alongside physical safety.

Commitment to Continuous Improvement

Scicom's approach to occupational health and safety is one of continuous enhancement. We remain dedicated to reviewing policies, updating training materials, and aligning our practices with international standards.

By prioritising prevention, empowering participation, and promoting holistic well-being, Scicom continues to uphold its commitment to achieving zero workplace injuries, maintaining a safe and healthy workplace, and strengthening the overall resilience of our workforce.

TARGET ACTION PLANS FOR FY2026**Health and Medical Coverage**

- Ensure that 100% of employees are provided with comprehensive medical and life insurance coverage, reviewed annually to remain competitive with industry standards.
- Continue to expand the scope of health benefits to include preventive care, wellness support, and medical assistance for both physical and mental health needs.

Safety Assessments and Risk Mitigation

- Conduct comprehensive annual safety risk assessments across all operations to proactively identify, evaluate, and mitigate potential hazards.
- Regularly monitor workplace conditions and promptly address any defects or risks to maintain safe, compliant, and hazard-free environments.
- Sustain Scicom's target of zero workplace injuries, ensuring a continued record of safe and incident-free operations.

Employee Wellness and Preventive Health Programmes

- Organise annual health check-ups, wellness campaigns, and well-being seminars for employees, focusing on physical health, nutrition, and lifestyle improvement.
- Continue collaborations with health and fitness partners to host Wellness Days and awareness activities that encourage active participation and healthy habits.

Mental Health and Emotional Well-being

- Engage a professional mental health provider to maintain a dedicated helpdesk and confidential consultation services for employees.
- Expand access to mental health resources and awareness sessions, ensuring employees understand how to seek support and maintain psychological resilience.
- Promote a culture of openness around mental health through ongoing communication, leadership engagement, and wellness initiatives.

Safety Training and Education

- Provide targeted training for Occupational Safety and Health Administration (OSHA) members, ensuring they are equipped with the latest safety standards, regulatory updates, and emergency response procedures.
- Conduct annual OSHA refresher courses for all employees to reinforce workplace safety awareness and embed best practices across all levels of the organisation.

Continuous Improvement and Employee Engagement

- Strengthen employee participation in safety programmes by encouraging feedback and involvement in risk assessments and workplace safety initiatives.
- Review and update the OHS Management System annually to align with international best practices and enhance overall resilience.

These FY2026 targets reaffirm Scicom's ongoing dedication to ensuring a safe, healthy, and supportive workplace, one that safeguards both the physical and mental well-being of every employee while reinforcing a culture of accountability, prevention, and care.

3.4.3 Training and Education

At Scicom, we view training and education as strategic enablers of long-term organisational success. Our commitment to employee learning and career development ensures that every member of our workforce is equipped with the knowledge, tools, and mindset needed to thrive in a rapidly evolving digital environment.

We believe that investing in our people enhances not only individual potential but also strengthens the Group's capacity to deliver innovation, operational excellence, and service quality to our clients worldwide.

Our Training and Education Framework

Scicom's training and development management approach is guided by four key principles:

1. Needs Assessment

Regular assessments are conducted to identify both organisational and individual learning requirements, ensuring that training initiatives are relevant, targeted, and aligned with evolving business needs.

2. Structured Training Plans

Training and development plans are designed for each employee based on their role, career aspirations, and identified skill gaps.

3. Diverse Learning Channels

A variety of learning methods are offered, including on-the-job coaching, classroom instruction, workshops, webinars, and digital learning modules via Scicom's proprietary eLearning Management System (SeLMS).

4. Employee Feedback

We continually gather feedback to evaluate training effectiveness and to improve learning content, delivery methods, and accessibility.

This structured approach ensures that every employee has the opportunity to enhance their capabilities while contributing meaningfully to Scicom's business growth and service excellence.

Employee Development Programmes

Scicom's Employee Development Programme provides a comprehensive framework for learning and professional growth. It includes a range of development resources such as:

- Online courses and eLearning modules
- In-person workshops and technical skills training
- Coaching, mentoring, and leadership guidance

Through Scicom (Academy) Sdn. Bhd., our education arm, we design and deliver virtual training programmes that support both onboarding and continuous learning. These programmes are deployed through the Scicom eLearning Management System (SeLMS) under the Global Connect Programme, ensuring that employees across regions receive consistent, high-quality training that enhances competency and readiness.

Leadership Development and Succession Planning

Scicom recognises that sustained organisational growth depends on strong leadership and a robust succession pipeline. Our Leadership Development Programme equips employees with the skills and insights needed to take on greater responsibilities, preparing them for leadership roles through workshops, coaching, and cross-functional rotations.

The Group continuously invests in senior management capability-building while identifying emerging leaders across all divisions. Selected high-potential employees are rotated through different business functions to broaden their exposure and operational understanding.

Scicom's succession planning framework, reviewed and approved by the Nominating and Remuneration Committee and the Board of Directors, ensures business continuity and supports long-term leadership sustainability.

Talent Management and Mentorship

Our STARS talent recognition initiative, introduced in FY2024, continues to identify and nurture top-performing employees across the organisation. This initiative highlights individuals who demonstrate excellence, innovation, and leadership potential.

Complementing this, Scicom is developing a formal mentorship programme that pairs emerging talent with senior leaders, providing guidance, skill transfer, and career growth support. These initiatives are designed to empower employees at every level to reach their full potential and contribute to Scicom's continued success.

Training Performance and Outcomes

In FY2025, Scicom maintained its strong focus on employee learning despite structural project transitions during the year.

- A total of 2,830 employees participated in training programmes (FY2024: 4,386 employees).
- The total number of training days recorded was 13,892 (FY2024: 39,005 days).
- The average training duration per employee was 12 days, compared to 15 days in FY2024.

The reduction in training volume was primarily due to the cessation of two projects during the financial year. Nevertheless, Scicom continued to prioritise the quality and effectiveness of learning outcomes through enhanced course design, tailored content, and post-training evaluations.

In FY2025, the Group contributed RM0.51 million to the Human Resource Development Fund (HRDF) (FY2024: RM0.71 million), reflecting ongoing investment in upskilling and talent development.

Continuous Learning Culture

As a learning organisation, Scicom remains committed to cultivating a culture of lifelong learning. Our focus extends beyond technical training to include soft skills, leadership readiness, and personal development. Through initiatives such as digital learning integration, internal knowledge-sharing, and leadership mentoring, we ensure that employees continue to evolve alongside the company's strategic ambitions.

By empowering our people with relevant skills and development opportunities, Scicom is preparing its workforce to lead confidently in an increasingly digital, dynamic, and interconnected world.

TARGET ACTION PLANS FOR FY2026

By implementing these Training and Education action plans, Scicom aims to enhance employee capabilities and foster a culture of continuous learning and development.

Skills Development and Career Growth

- Ensure that all employees are provided with training opportunities that enhance their skills, knowledge, and professional readiness.
- Conduct annual skills assessments to measure the effectiveness of training programmes, linking outcomes to employee development and career progression.
- Continue the Fast-Track Leadership Programme for high-potential employees, providing structured pathways for career advancement and leadership readiness.
- Maintain focus on diversity and inclusion training to cultivate a workplace culture that values respect, equality, and collaboration.

Learning Platforms and Digital Education

- Expand the number of training modules available on Scicom's eLearning Management System (SeLMS), broadening access to digital learning resources for employees at all levels.
- Integrate interactive and role-specific modules that align with the job scopes of shared services, operations, and management teams, ensuring relevance and impact.
- Continue to enhance the onboarding experience by embedding SeLMS learning content into induction programmes, ensuring new hires are equipped with the knowledge and tools for early success.

Training Resources and Investment

- Establish dedicated training funds for each management level to support ongoing learning, professional certification, and leadership development.
- Partner with educational institutions and training providers to offer external courses, internships, and apprenticeships, strengthening Scicom's talent pipeline.
- Ensure that all training investments are aligned with business needs, future skills priorities, and employee growth trajectories.

Compliance and Organisational Learning

- Conduct annual compliance training for all employees, targeting 100% completion to reinforce integrity, data security, and ethical business conduct.
- Provide periodic refresher courses on core operational and governance policies to ensure continued compliance with both internal and external standards.

Through these initiatives, Scicom continues to strengthen its position as a learning-driven organisation, committed to empowering employees, nurturing leadership talent, and fostering a culture of continuous professional growth that supports both personal development and corporate excellence.

3.4.4 Diversity and Equal Opportunity

At Scicom, diversity and inclusion are fundamental to our culture, success, and sustainability. We believe that embracing different perspectives, backgrounds, and experiences strengthens our ability to innovate, adapt, and lead in an increasingly interconnected world.

Scicom's commitment extends beyond compliance, it is woven into our values, policies, and everyday practices. We aim to create an environment where every employee feels valued, respected, and empowered to contribute to Scicom's collective success.

Inclusive Culture and Governance

Scicom fosters a workplace culture built on equality, meritocracy, and respect. Diversity and inclusion are championed at every level of the organisation, from the Board of Directors to operational teams, ensuring that these principles are embedded across our policies, practices, and leadership approach.

Our Non-Discrimination Policy, reviewed and endorsed by the Board annually, underscores our zero-tolerance stance toward any form of discrimination or harassment. The policy serves as a foundation for ensuring equal treatment in all aspects of employment, from recruitment and compensation to development and promotion.

We are equally committed to gender equity, inclusive hiring, and transparent remuneration, ensuring fairness across all functions and regions.

Key Initiatives and Policies

Inclusive Hiring Practices

To ensure equal opportunity throughout the employment lifecycle, Scicom implemented several initiatives, including:

- Inclusive job descriptions that eliminate bias in language and expectations.
- Diverse sourcing and recruitment panels, ensuring a balanced representation of perspectives in hiring decisions.
- Data monitoring and reporting on hiring demographics to continuously improve diversity outcomes.

These efforts ensure a more equitable selection process that values capability, character, and potential above all else.

Equal Opportunity in Remuneration

Scicom upholds a merit-based approach to compensation, ensuring that pay differentials reflect only experience, skill, and performance. Our compensation structures are reviewed annually to prevent inequality based on gender, ethnicity, or other personal characteristics.

Diversity and Inclusion Metrics

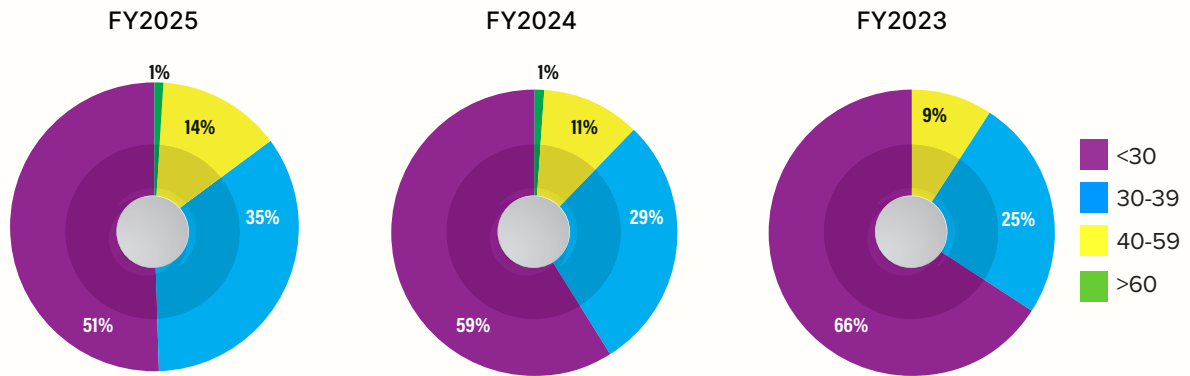
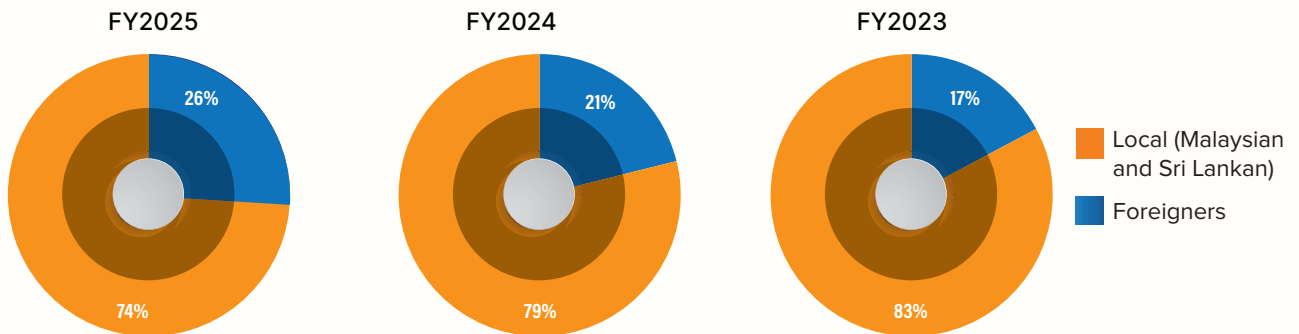
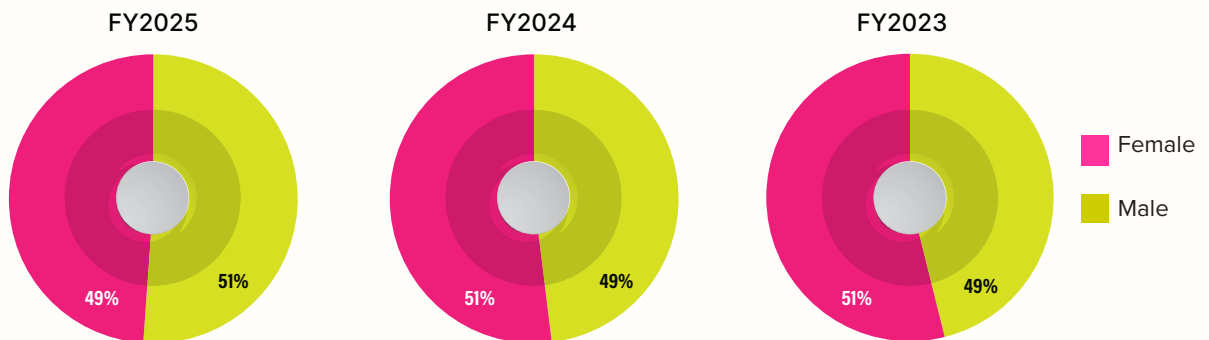
We continue to track and publish workforce composition metrics to maintain transparency and accountability.

Workforce Representation

In FY2025, 49% of Scicom's total workforce were women. We remain committed to sustaining balanced gender representation across all functions and levels.

Board of Directors

25% of Scicom's Board members are women (two female Directors), reflecting meaningful progress toward gender diversity in corporate governance. Further disclosures on Board age diversity are being reviewed to strengthen transparency and inclusivity reporting.

Workforce Demographics Breakdown by Age, Nationality, and Gender (FY2023-FY2025)**Staff breakdown by Age Group****Staff breakdown by Nationality****Staff breakdown by Gender**

Women in Leadership

Scicom remains steadfast in its mission to empower women at all organisational levels, particularly in leadership and decision-making roles.

We continue to provide:

- Leadership development programmes tailored for women professionals.
- Inclusive hiring and promotion policies designed to eliminate structural barriers to advancement.
- Mentoring and coaching initiatives to support long-term career progression.

Our long-term goal is to increase the proportion of women in senior management and on the Board, ensuring gender balance remains a hallmark of Scicom's leadership culture.

Cultural and Racial Inclusion

Scicom embraces the cultural richness of its workforce, recognising that diversity in heritage, religion, and background fosters empathy, collaboration, and innovation.

- **Cultural Celebrations**

We actively celebrate cultural festivals and national holidays through company events and festive gatherings that promote understanding, unity, and mutual respect.

- **Respectful Workplace Culture**

Our culture of respect and fairness empowers employees to bring their authentic selves to work. We maintain open communication channels for feedback and continuously reinforce inclusive practices through internal communications and leadership engagement.

Performance Measurement and Accountability

Diversity and inclusion indicators are integrated into Scicom's performance review and reporting systems, ensuring that progress is monitored at both operational and leadership levels.

This structured approach allows the organisation to measure the impact of diversity initiatives, identify improvement areas, and maintain continuous progress toward inclusivity goals.

The Long-Term Value of Diversity

Promoting diversity and inclusion is not just an ethical commitment, it is a strategic advantage. By fostering an inclusive workforce, Scicom:

- Drives innovation through diverse perspectives and creative problem-solving.
- Supports economic growth by attracting and developing talent from all communities.
- Builds social cohesion by promoting mutual respect and equality, both within the organisation and across the communities we serve.

Diversity strengthens our identity, enhances performance, and enables us to deliver sustainable value to all stakeholders now and in the future.

3.4.5 Non-discrimination

At Scicom, respect, fairness, and equality form the foundation of our workplace culture. We are committed to maintaining an environment where all individuals are treated with dignity and are provided with equal opportunities to grow, contribute, and succeed free from any form of discrimination or harassment.

Scicom's Non-Discrimination Policy explicitly prohibits unjust or prejudicial treatment on the basis of race, gender, religion, age, disability, marital status, socio-economic background, or nationality. This policy applies to all stages of employment, from recruitment and compensation to training, promotion, and career advancement, ensuring that merit and performance are the only determining factors in all employment decisions.

Commitment and Oversight

Scicom maintains a zero-tolerance approach toward all forms of discrimination, harassment, and unfair treatment. Our governance framework reinforces accountability at every level, ensuring that managers, employees, and business partners uphold the same ethical and professional standards.

In FY2025, there were no reported cases of discrimination or harassment within Scicom. This outcome underscores the strength of our preventive measures and our employees' trust in the company's fair and transparent processes.

During the year, the Board of Directors conducted its annual review and reaffirmed the Group's Non-Discrimination Policy, ensuring its continued alignment with Scicom's core values and the evolving needs of our diverse workforce.

Reporting and Awareness Mechanisms

To further strengthen safeguards, Scicom established a dedicated reporting channel for sexual harassment and workplace misconduct, managed confidentially by the Human Resources Department. This mechanism provides employees with a secure and trusted avenue to voice concerns without fear of retaliation or stigma.

To reinforce awareness, educational and preventive materials have been prominently displayed throughout all Scicom offices — including posters on every floor and digital reminders across internal communication channels — emphasising employees' rights, available support systems, and the company's commitment to a respectful, inclusive workplace.

Our Ongoing Commitment

We continue to build upon this foundation by cultivating awareness, providing management training on recognising and addressing discrimination, and embedding inclusivity into all areas of leadership and operations. Scicom's goal is to ensure that every employee feels safe, respected, and valued, with equal access to opportunities that enable them to thrive both professionally and personally.

TARGET ACTION PLANS FOR FY2026

Diversity and Equal Opportunity

Scicom remains committed to fostering an inclusive workforce that reflects the diversity of the communities in which we operate. In FY2026, we will continue to ensure that diversity, fairness, and merit remain integral to all recruitment, promotion, and leadership processes.

Key Targets:

- Maintain fair and equitable representation of different communities across all levels of the Group.
- Ensure equal employment opportunities and pay equity for all employees, regardless of gender, age, or physical ability.
- Continue our policy of hiring and developing young, inexperienced job seekers and recent graduates, contributing to national youth employment and talent development.
- Incorporate diversity and inclusion awareness into onboarding programmes and internal communication to reinforce an inclusive workplace culture from day one.
- Monitor and report on diversity metrics, including gender and age representation in the workforce and leadership positions, to drive transparency and accountability.

Non-Discrimination

Scicom upholds a zero-tolerance policy toward all forms of discrimination and harassment. Our goal for FY2026 is to ensure complete adherence to our Non-Discrimination Policy and to continuously strengthen preventive, reporting, and response mechanisms across the organisation.

Key Targets:

- Achieve zero cases of workplace discrimination or harassment throughout the Group.
- Ensure 100% adherence to Scicom's Non-Discrimination Policy by all employees, contractors, and business partners.
- Continue to hire, evaluate, and promote strictly based on merit, ensuring transparent and bias-free decision-making processes.
- Enhance reporting channels for discrimination and harassment cases, ensuring employees have safe, confidential, and accessible avenues to raise concerns.
- Communicate Scicom's Non-Discrimination Policy to all employees annually to reinforce awareness of employee rights and corporate responsibilities.
- Provide specialised training for management on identifying, managing, and responding to discrimination cases, ensuring swift, fair, and sensitive resolution.
- Maintain pay parity across all employee categories, ensuring no gender-based disparities in remuneration.

Training and Education

In line with Scicom's commitment to continuous learning, FY2026 will focus on expanding access to training and development programmes that enhance both professional capability and leadership readiness.

Key Targets:

- Ensure that all employees have access to relevant training opportunities aligned with their roles, career paths, and performance goals.
- Increase the number of training modules available on Scicom's eLearning Management System (SeLMS), ensuring comprehensive coverage of both technical and soft-skill development areas.

- Identify and deliver role-specific training programmes tailored to shared services, operations, and management staff to enhance job relevance and productivity.
- Establish dedicated training funds for each management tier to ensure equitable access to development opportunities and professional certifications.
- Integrate diversity, inclusion, and ethics modules into SeLMS to strengthen awareness of equitable workplace conduct and employee responsibilities.

Commitment to Continuous Improvement

Through these FY2026 targets, Scicom reaffirms its long-standing commitment to diversity, equity, learning, and inclusion as the foundation of sustainable business growth. We will continue to monitor progress, engage employees, and benchmark against global best practices to ensure a workplace that is fair, safe, inclusive, and empowering for all.

3.4.6 Forced or Compulsory Labour

At Scicom, we uphold the highest standards of ethical conduct and human rights protection across all aspects of our operations. We recognise that forced or compulsory labour constitutes a severe violation of fundamental human rights and has no place in a responsible or sustainable organisation.

Scicom enforces a zero-tolerance policy toward any form of forced, bonded, trafficked, or involuntary labour. This commitment is enshrined in our Human Rights Policy and Code of Business Conduct, which collectively guide the behaviour of all employees, contractors, and business partners. These policies explicitly prohibit any practice that compromises personal freedom or violates labour rights, ensuring that all work performed at or on behalf of Scicom is undertaken voluntarily and under fair conditions.

Commitment and Compliance

Scicom's commitment to eradicating forced labour extends across its entire value chain. We require that all business associates, including vendors, suppliers, and contractors, comply fully with applicable national labour laws and Scicom's internal governance standards.

Our compliance framework includes:

- Regular internal audits to verify that all operations adhere to Scicom's labour and ethical standards.
- Periodic third-party assessments to validate that no forced labour, child labour, or exploitative conditions exist within our supply chain.
- Mandatory employee awareness through onboarding and periodic training to reinforce understanding of human rights obligations and ethical practices.

All employee contracts clearly define terms of employment, including working hours, benefits, rights, and grievance mechanisms, ensuring full compliance with relevant labour legislation governing working hours, overtime, and freedom of employment.

Governance and Oversight

In alignment with our public commitment to upholding internationally recognised human rights, preventing child labour, and eliminating forced labour, the Board of Directors conducts an annual review of Scicom's Human Rights Policy and Non-Discrimination Policy. This review ensures continued alignment with global frameworks such as the UN Global Compact and ILO Core Conventions.

As of FY2025, Scicom remains in full compliance with these policies, with zero reported cases of forced or compulsory labour, discrimination, or related violations.

Reporting and Grievance Mechanisms

To ensure transparency and accountability, Scicom maintains a dedicated Whistleblowing Channel that allows employees, contractors, and other stakeholders to confidentially and anonymously report any suspected incidents of harassment, bullying, human rights violations, or forced labour.

All reports are handled with the utmost confidentiality and are investigated promptly and impartially. Retaliation against any whistleblower is strictly prohibited, reinforcing our culture of openness, integrity, and accountability.

Our Ongoing Commitment

Scicom will continue to strengthen its due diligence processes, supplier engagement, and employee education programmes to prevent any risk of forced or exploitative labour. Our goal is to ensure that every individual working within or alongside Scicom does so in a safe, fair, and respectful environment, consistent with the principles of freedom, dignity, and equality that define our corporate values.

TARGET ACTION PLANS FOR FY2026

Scicom remains unwavering in its commitment to upholding the highest standards of human rights and ethical labour practices. We recognise that respect for human dignity and freedom of choice at work are fundamental to building a sustainable and responsible business. For FY2026, our focus is on strengthening enforcement, awareness, and accountability mechanisms to ensure that no form of forced, compulsory, or exploitative labour exists within our operations or value chain.

Human Rights Protection

- **Zero Incidents of Human Rights Violations**
Maintain zero cases of human rights violations across all operations and supply chains through continuous monitoring, audits, and compliance enforcement.
- **Policy Adherence Across All Parties**
Ensure full adherence to Scicom's Human Rights Policy by all employees, suppliers, contractors, and business partners, reinforcing shared accountability for ethical conduct.
- **No Child Labour and Only Voluntary Labour Practices**
Guarantee compliance with Scicom's No Child Labour and Voluntary Labour Policies, ensuring that all employment relationships are entered into freely and without coercion.
- **Regular Audits and Due Diligence**
Conduct periodic internal audits and third-party reviews to verify that all business operations and supply partners meet Scicom's human rights and labour compliance standards.

Training and Awareness

- **Human Rights and Labour Standards Training**
Deliver ongoing training sessions and eLearning modules for employees, suppliers, and partners to raise awareness of human rights, fair labour practices, and the prohibition of forced or compulsory labour.
- **Awareness Integration**
Incorporate human rights and anti-exploitation awareness into employee induction and supplier onboarding programmes to ensure early and consistent understanding of expectations.

Workplace Protection

- **Zero Tolerance for Harassment and Bullying**
Ensure that all employees are protected from any form of workplace harassment, bullying, or intimidation through strict enforcement of Scicom's policies and regular awareness campaigns.
- **Safe and Respectful Work Environment**
Maintain a culture of respect and integrity by promoting open communication, equal treatment, and mutual accountability across all teams and functions.

Whistleblowing and Reporting Mechanisms

- **Enhanced Whistleblower Protection**
Continue to safeguard and strengthen the company's secure, confidential, and anonymous whistleblowing channel, ensuring all employees can safely report any suspected violations of human rights or labour standards.
- **Incident Monitoring and Response**
Implement structured monitoring and review processes for all reports received through the whistleblowing channel to ensure timely and impartial investigation, resolution, and corrective action.
- **Ongoing Commitment**
Through these FY2026 initiatives, Scicom reaffirms its zero-tolerance stance on human rights violations, forced labour, and exploitation. Our approach is built on prevention, transparency, and accountability, and ensures that all employees and partners uphold the principles of fairness, dignity, and respect that define Scicom's corporate values.

3.4.7 Local Communities

Scicom recognises that the strength and resilience of its business are deeply connected to the well-being of the communities in which it operates. We are committed to creating meaningful, long-term value for these communities through education, skill development, social welfare initiatives, and sustainable engagement programmes that foster inclusive growth and shared prosperity.

In FY2025, Scicom's community initiatives were guided by the principle of empowering people through knowledge, opportunity, and care. Our efforts centred on three pillars, education and skills development, charitable contributions, and community well-being; each designed to deliver measurable social impact and align with our broader ESG objectives.

Education and Skill Development

Recognising that education is one of the most powerful drivers of social progress, Scicom continued to support training and employment initiatives that equip individuals with market-relevant skills. These initiatives aim to enhance employability, improve livelihoods, and contribute to the long-term economic development of local communities.

Through these programmes, Scicom helps to build a stronger talent pipeline while nurturing the capabilities needed to support Malaysia's and Sri Lanka's growing digital economies.

Charitable Contributions and Social Welfare

In FY2025, Scicom contributed RM 56,134 to four charitable organisations (FY2024: RM 6,000), marking a significant increase from the previous year. The higher contribution reflects our commitment to creating sustainable social impact through targeted community investments.

Funds were strategically directed toward community welfare, education, and health-related initiatives, ensuring that every contribution generated tangible and lasting benefits. While Scicom continued to prioritise community giving, we also balanced these initiatives with long-term investments in sustainability, employee development, and digital transformation – key pillars for lasting societal progress.

Additionally, Scicom donated seven desktop computers to the Rose Foundation (Removing Obstacles to Cervical Screening) in February 2025. The donation supported the Foundation's mission to improve access to early detection and preventive healthcare for women, reinforcing Scicom's commitment to advancing community health and digital inclusion.

Blood Donation Drive



In May and June 2025, Scicom held blood donation drives at our Kuala Lumpur and Sri Lanka offices, involving employees from both locations. The events were smoothly organized, with healthcare professionals overseeing a safe and efficient donation process. Participants gained awareness of the significance of regular blood donations and their vital role in saving lives. This initiative enhanced community health initiatives and reinforced our employees' dedication to social responsibility and collective well-being.

Looking Ahead

As we move into FY2026, Scicom will continue to deepen its community engagement efforts. Our focus will be on strengthening partnerships with educational institutions, non-profit organisations, and local communities to create scalable, sustainable outcomes.

We plan to increase charitable contributions while aligning them more closely with our long-term ESG goals – particularly those related to education, digital access, and women's health. Through these continued efforts, Scicom aims to make a positive, enduring difference in the communities that form the foundation of our success.

TARGET ACTION PLANS FOR FY2026

Scicom remains steadfast in its commitment to building inclusive, resilient, and thriving communities through meaningful engagement, social welfare initiatives, and employee participation. Our community impact strategy for FY2026 focuses on strengthening connections between employees, society, and the environment—ensuring that our growth contributes positively to the communities in which we operate.

Community Engagement and Social Well-being

- **Strengthen Employee and Community Engagement**
Increase the level of engagement between employees and local communities through structured outreach programmes, volunteerism, and joint social initiatives that promote inclusivity and collective well-being.
- **Organise Community Events and Charity Drives**
Plan and execute community-focused events and charity drives throughout the year, encouraging employees to take an active role in giving back. Scicom will continue to provide logistical and financial support for employee-led initiatives that align with our social impact objectives.
- **Employee-driven Community Activities**
Encourage and empower employees to design and lead their own community service projects, fostering a sense of purpose and ownership in Scicom's social responsibility agenda.

Education and Digital Inclusion

- **Technology Donations to Underserved Communities**
Donate excess laptops, PCs, and other IT equipment to orphanages and educational institutions to help bridge the digital divide, expand access to learning tools, and improve digital literacy within local communities.

- **Partnerships with Educational Organisations**

Strengthen collaborations with local schools, universities, and non-profit organisations to deliver digital skills training and mentorship programmes aimed at youth empowerment and employability.

Health and Well-being Initiatives

- **Promote Community Health Awareness**

Explore opportunities to partner with local healthcare providers and NGOs to organise health awareness campaigns, vaccination drives, and well-being sessions that benefit both employees and local communities.

- **Mental Health and Wellness Integration**

Extend Scicom's mental wellness initiatives beyond the workplace through community-based awareness programmes that promote psychological well-being and resilience.

Employee Engagement and Feedback

- **SPEAK Survey Participation**

Ensure 100% participation in the annual SPEAK Survey, enabling all employees to share feedback on community involvement and social impact activities. Insights from this survey will guide Scicom's continuous improvement in community engagement strategies.

- **Recognising Employee Contributions**

Introduce recognition programmes that highlight employees and teams who actively contribute to community welfare and volunteerism, reinforcing a culture of empathy and civic responsibility.

Ongoing Commitment

Through these FY2026 targets, Scicom seeks to enhance its role as a responsible corporate citizen, integrating community engagement into the fabric of its business strategy. By promoting education, digital access, social welfare, and employee-led volunteerism, Scicom will continue to create shared value for both society and the organization, empowering communities while fostering a culture of compassion, purpose, and inclusion.

3.4.8 Customer Privacy

In today's interconnected digital landscape, protecting customer privacy is more than a regulatory requirement, it is a cornerstone of trust and a defining element of Scicom's corporate integrity. Guided by the Global Reporting Initiative (GRI) standards, our approach to customer privacy centres on the responsible collection, processing, and protection of personal information entrusted to us by clients and end users.

We recognise that robust data governance and cybersecurity are essential to maintaining stakeholder confidence. Accordingly, Scicom has implemented comprehensive policies, standard operating procedures (SOPs), and governance frameworks designed to ensure that all customer data is managed with the highest level of care, security, and compliance.

Cybersecurity and Information Governance

The global escalation of cyber threats in recent years has reaffirmed the importance of proactive defence strategies. As a key national provider of Government Technology (Gov-Tech) and digital services, Scicom continues to invest in advanced systems, protocols, and best practices to safeguard critical infrastructure, digital assets, and networks.

In FY2025, 91% of Scicom employees (FY2024: 95%) completed training on the Personal Data Protection Act (PDPA) through our eLearning Management System (SeLMS). This ongoing training ensures that every employee understands their responsibilities in protecting sensitive information and maintaining compliance with relevant data protection legislation.

ISO 27001 Certification and Continuous Improvement

Scicom successfully renewed its ISO/IEC 27001:2013 certification for Information Security Management Systems (ISMS), demonstrating our continued commitment to maintaining rigorous security standards. Although not a mandatory requirement in the BPO industry, this certification underscores Scicom's leadership in implementing global best practices for data protection and risk management.

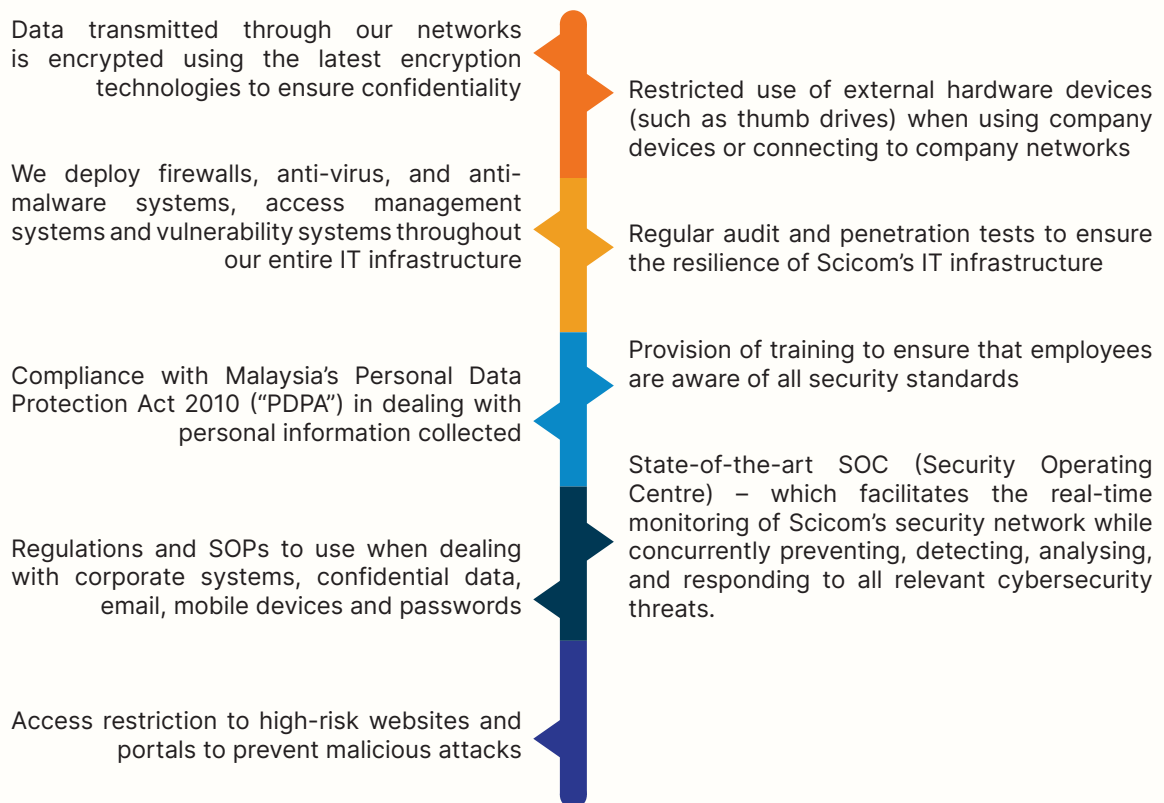
Regular audits and compliance assessments are conducted to evaluate the effectiveness of our information security controls, ensuring continuous improvement and resilience against evolving cyber risks.

Performance and Accountability

Throughout FY2025, Scicom maintained a strong record of compliance, with no significant data breaches or penalties related to privacy violations. This achievement reflects the effectiveness of our governance structure, employee vigilance, and continuous investment in secure digital infrastructure.

Our unwavering focus on information security and privacy protection remains integral to building trust with our stakeholders: clients, customers, employees, and partners alike. Scicom will continue to enhance its data protection framework through technology upgrades, employee education, and adherence to internationally recognised standards, ensuring that customer privacy remains protected at every stage of our operations.

Scicom's IT Security Protocols & Practices are listed as follows:



TARGET ACTION PLANS FOR FY2026

Scicom remains fully committed to safeguarding client information through a robust governance framework, continuous system improvements, and a strong culture of accountability. Our FY2026 data privacy and cybersecurity objectives focus on strengthening protection, enhancing employee awareness, and maintaining full regulatory compliance across all markets in which we operate.

Data Privacy and Compliance

- Zero Data Breach Commitment**
 Maintain Scicom's exemplary record of zero data privacy breaches, ensuring that all customer and client data continues to be managed with the highest level of confidentiality and care.
- Ongoing Policy Review and Legal Alignment**
 Review and update Scicom's Privacy and Data Protection Policies on a bi-annual basis to ensure continued alignment with evolving national and international data protection regulations, including the Personal Data Protection Act (PDPA) and equivalent frameworks in all jurisdictions of operation.

Compliance Auditing

Conduct annual internal and third-party audits of data storage, transfer, and processing systems to confirm adherence to Scicom's information security and privacy policies.

Cybersecurity and Risk Management

- **System Monitoring and Continuous Improvement**

Strengthen cybersecurity resilience through the continuous monitoring of digital infrastructure and proactive upgrades to mitigate emerging risks. This includes reviewing system vulnerabilities and implementing advanced defensive protocols.

- **Policy Adherence**

Ensure that all employees, contractors, and business partners comply with Scicom's Cybersecurity Policy and Information Security Management System (ISMS) standards to maintain end-to-end protection across the Group's operations.

- **ISO/IEC 27001 Certification Maintenance**

Maintain and continually improve Scicom's ISO/IEC 27001:2013 certification, ensuring all practices remain consistent with international information-security standards.

Employee Awareness and Training

- **Annual Data Privacy Training**

Achieve 100% completion rate for mandatory Data Privacy and Information Security training for all employees through the Scicom eLearning Management System (SeLMS), ensuring staff remain current on data protection requirements.

- **Data Privacy Refresher Course**

Implement yearly refresher courses to reinforce awareness of evolving threats, best practices, and the latest regulatory expectations.

- **Cybersecurity Awareness Campaigns**

Continue regular internal awareness programmes to educate employees on phishing prevention, password hygiene, and responsible data-handling behaviours.

Incident Preparedness and Governance

- **Incident Response and Reporting**

Maintain an effective incident response framework to ensure rapid detection, escalation, and resolution of any potential data or cybersecurity threat.

- **Governance and Oversight**

Regularly brief the Board of Directors and the Sustainability Committee on cybersecurity performance, privacy compliance metrics, and audit outcomes to ensure effective oversight and accountability.

Our Ongoing Commitment

Through these FY2026 initiatives, Scicom seeks to preserve the trust of its clients and partners by continuously enhancing its data governance practices. By maintaining a zero-breach record, ensuring 100% employee training compliance, and proactively managing cybersecurity risks, Scicom continues to uphold its reputation as a secure, transparent, and responsible Gov-Tech and digital services provider.

3.5 Sustainability Data in Numbers

Scicom's sustainability data for the financial period from 1 July 2022 to 30 June 2025 is summarised in the table below.

Material Topics	GRI	Detail	Unit	Malaysia			Sri Lanka		
				2025	2024	2023	2025	2024	2023
Direct economic value generated and distributed	201-1	Direct economic value generated							
		Revenue	RM'million	191.2	218.4	241.1	7.4	5.6	4.2
		Economic value distributed							
		Annual dividend	RM'million	19.5	23.1	28.4	-	-	-
		Employee benefit expenses	RM'million	114.3	135.1	153.2	5.3	3.9	2.9
		Income tax expenses	RM'million	6.3	9.0	9.6	-	-	-
Market Presence	202-1	Ratios of standard entry level wage vs local minimum wage	Male	1.5:1	1.7:1	1.7:1	1.1:1	1.7:1	1.7:1
			Female	1.5:1	1.7:1	1.7:1	1.1:1	1.7:1	1.7:1
	202-2	Local Senior Management	%	76%	73%	78%	100%	100%	100%
Procurement Practices	204-1	Percentage of total purchase value from local vendors	%	72%	61%	80%	98%	95%	93%
		Percentage of local vendors	%	89%	87%	91%	93%	92%	98%
Energy	302-1	Direct Energy consumption	kWh (million)	3,337	4,797	5,459	0,780	0,694	0,655
Emissions	305-1	Direct Energy consumption	Tonnes	2,529	3,636	4,258	554	526	465
Employment	401 - 1	Employees by gender	Male	53%	51%	49%	58%	47%	46%
			Female	47%	49%	51%	42%	53%	54%
		Women in Leadership Positions	%	36%	34%	36%	42%	48%	50%
			Joining the Group - By Gender	Male 48%	49% 51%	52% 48%	45% 55%	46% 54%	49% 51%
Health & Safety	403-2	Injuries (workforce) Fatalities Lost Day Rate	Local Staff	66%	75%	81%	100%	100%	100%
			Foreign Staff	34%	25%	19%	-	-	-
Training	404-1	Number of training sessions	Sessions	267	371	479	192	219	215
		Number of training programmes conducted	Programmes	46	101	62	23	12	34
		Total training days	Days	9,822	35,829	40,284	4,069	3,177	4,412
	404-3	Employees receiving performance review	%	100%	100%	100%	100%	100%	100%
Diversity	405-1	Employees Diversity – By Age Group	<30 years old	40%	53%	64%	88%	88%	92%
			30-39 years old	42%	34%	27%	9%	9%	5%
			40-59 years old	17%	13%	9%	3%	3%	3%
			>60 years old	1%	1%	-	-	-	-

3.6 Performance Data Table

Scicom's Performance Data Table from ESG Reporting Platform is summarised in the table below.

Indicator	Measurement Unit	2025	2024
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Top Management	Percentage	100%	100%
Senior Management	Percentage	100%	100%
Middle Management and Below	Percentage	95%	100%
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100%	100%
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	-	-
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	56,134	6,000
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	-
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
<i>Age Group by Employee Category</i>			
Senior Management Under 30	Percentage	-	-
Senior Management Between 30-50	Percentage	45%	59%
Senior Management Above 50	Percentage	55%	41%
Middle Management Under 30	Percentage	7%	19%
Middle Management Between 30-50	Percentage	88%	77%
Middle Management Above 50	Percentage	5%	4%
Executive Under 30	Percentage	58%	68%
Executive Between 30-50	Percentage	41%	31%
Executive Above 50	Percentage	1%	1%
Non-executive Under 30	Percentage	60%	80%
Non-executive Between 30-50	Percentage	38%	18%
Non-executive Above 50	Percentage	2%	2%
<i>Gender Group by Employee Category</i>			
Senior Management Male	Percentage	77%	72%
Senior Management Female	Percentage	23%	28%
Middle Management Male	Percentage	61%	64%
Middle Management Female	Percentage	39%	36%
Executive Male	Percentage	48%	49%
Internal assurance	External assurance	No assurance	(*)Restated

Indicator		Measurement Unit	2025	2024
Executive Female		Percentage	52%	51%
Non-executive Male		Percentage	50%	58%
Non-executive Female		Percentage	50%	42%
Bursa C3(b) Percentage of directors by gender and age group				
Male		Percentage	75%	62%
Female		Percentage	25%	38%
Below 30		Percentage	-	-
30 - 39		Percentage	-	-
40 - 59		Percentage	13%	25%
Above 60		Percentage	87%	75%
Bursa (Energy management)				
Bursa C4(a) Total energy consumption		Megawatt	4,117	5,491
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities		Number	-	-
Bursa C5(b) Lost time incident rate ("LTIR")		Rate	-	-
Bursa C5(c) Number of employees trained on health and safety standards		Number	1,595	2,106
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Senior Management		Hours	507	256
Middle Management		Hours	3,123	1,720
Executive		Hours	107,504	310,065
Bursa C6(b) Percentage of employees that are contractors or temporary staff		Percentage	28%	24%
Bursa C6(c) Total number of employee turnover by employee category				
Below 30		Number	864	1,644
30 - 50		Number	268	379
Above 50		Number	6	6
Male		Number	559	957
Female		Number	579	1,072
Bursa C6(d) Number of substantiated complaints concerning human rights violations		Number	-	-
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers		Percentage	91%	89%
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data		Number	-	-
Bursa (Water)				
Bursa C9(a) Total volume of water used		Megalitres	2.428	2.172
Internal assurance	External assurance	No assurance	(*)Restated	

Indicator		Measurement Unit	2025	2024
Bursa (Waste management)				
Bursa C10(a) Total waste generated		Metric tonnes	1.87	-
Bursa C10(a)(i) Total waste diverted from disposal		Metric tonnes	1.87	-
Bursa C10(a)(ii) Total waste directed to disposal		Metric tonnes	-	-
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e		Metric tonnes	-	-
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e		Metric tonnes	3,083	-
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)		Metric tonnes	317	-
Internal assurance	External assurance	No assurance	(*)Restated	

Note 1: At present, the total volume of waste directed to disposal is not measurable due to limitations in data tracking and collection processes. We plan to implement measurement systems in the next financial year.

Note 2: Scicom does not operate any owned or controlled sources of direct emissions, such as fuel-burning equipment or company-owned vehicles. As a service-based company operating primarily from leased office spaces, our operations do not generate direct Scope 1 emissions.

3.7 Looking ahead to a sustainable Future

Scicom made progress in FY2025 to advance our sustainability goals and we are committed to continuing this journey in the years to come. We recognise that there is still more work to be done, and we will continue to engage with our stakeholders to work together to create a more sustainable future. We thank our employees, customers, suppliers, and other stakeholders for their support as we work to build a more sustainable future.

CORPORATE GOVERNANCE OVERVIEW STATEMENT

The Board of Directors (“Board”) of Scicom (MSC) Berhad (“Scicom” or the “Company”) recognises the importance of maintaining corporate governance best practices. The Board is committed to ensure that a high standard of corporate governance is practised throughout Scicom and its subsidiaries (“the Group”) as a fundamental part of discharging its responsibilities to protect and enhance long-term shareholder value while safeguarding the interests of all stakeholders.

The Board believes in playing an active role in guiding the Management through its oversight review while at the same time steer the Group’s business direction and strategy.

The Board is pleased to share the manner in which the principles and best practices as set out in the Malaysian Code on Corporate Governance (“MCCG”) have been applied within the Group during the financial year ended 30 June 2025 (“FY2025”).

The detailed application for each best practice as set out in the MCCG during the FY2025 is disclosed in the Corporate Governance Report (“CG Report”) which is available on the Company’s corporate website, www.scicom-intl.com as well as the website of Bursa Malaysia Securities Berhad (“Bursa Securities”). Where a specific best practice has not been applied during the financial year, the non-application, including reasons thereof, and the alternative practice adopted, if any, is also mentioned in the CG Report.

PRINCIPLE A: BOARD LEADERSHIP AND EFFECTIVENESS

1. Roles and Responsibilities of the Board

The Board comprises of competent individuals with specialised skills and knowledge providing clear and effective leadership to the Group. The Board is responsible for charting the strategic direction of the Group as well as overseeing the conduct, performance, risk management and internal controls of the Group’s business activities as well as corporate governance practices of the Group. In order to ensure a constantly well-balanced Board, careful consideration is given when selecting and balancing the composition of Independent and Non-Independent Directors.

The Board is guided by the Board Charter and Limits of Authority (“LOA”) which define matters that are specifically reserved for the Board and certain authorities and discretion delegated to the Chief Executive Officer (“CEO”). The key matters reserved for the Board’s approval include but not limited to setting overall Group strategy and direction, approving major corporate plans, approving quarterly and annual financial statements and annual budgets, as well as monitoring financial and operational performance of the Group.

The Board has also delegated certain roles and responsibilities to its Board Committees namely, Audit Committee (“AC”), Nominating and Remuneration Committee (“NRC”) and Risk and Sustainability Committee (“RSC”) which operate within clearly defined Terms of Reference (“TOR”).

2. Board Composition and Balance

The Board currently has eight (8) members comprising :

- One (1) Non-Independent Non-Executive Director;
- One (1) Executive Director; and
- Six (6) Independent Non-Executive Directors.

This is in compliance with Paragraph 15.02(1)(a) of the Main Market Listing Requirements of Bursa Securities (the “MMLR”) which requires at least two (2) directors or one third (1/3) of the Board, whichever is the higher, to be Independent Directors. Further, none of the Directors is an active politician.

A brief profile of the Directors is included in the Board of Directors – Profiles as set out on pages 16 to 23 of the Annual Report.

The Board is well-balanced and comprises highly respected professionals of various backgrounds and industries which are relevant to the Group’s business activities. The Directors’ wide-ranging experience and expertise provide the Group with the strategic thinking that is vital for the Group’s success.

The Board is committed to ensuring fair and equal opportunities for both genders, with all Board appointments based on merit, experience, qualifications, and other relevant attributes. There are currently two (2) women Directors on the Board, representing 25% of its composition. The Company remains in compliance with Paragraph 15.02(1)(b) of the MMLR, which requires a minimum of one (1) woman Director.

The Board is satisfied with the level of independence demonstrated by the Independent Directors during the financial year and their ability to act in the best interest of the Group.

The Independent Non-Executive Directors provide the necessary checks and balances on the Board’s decisions and decision-making process. During any decision-making process, the majority view of the Board will be duly considered whereby no single Board member can be dominant.

None of the Non-Executive Directors participate in the Group’s day-to-day management activities. The Independent Non-Executive Directors play a pivotal role in ensuring corporate accountability and provide an essential source of impartial and professional advice and judgment to safeguard the interests of the Group and its stakeholders.

In order to achieve a balance of power and authority, there is a clear division of responsibility between the Chairman of the Board and the CEO, via the appointment of separate Board members to hold respective positions. The Chairman provides leadership and direction at the Board level to maintain good corporate governance for the Board to perform its responsibilities effectively. The CEO is responsible for the day-to-day running of the Group’s business and ensuring that the Group’s policies and strategies as approved and adopted by the Board are implemented with the assistance of the Senior Management Team (“SMT”).

3. Board Charter and Responsibilities

The Company has in place a Board Charter that sets out, amongst others, the responsibilities, authorities, procedures, evaluation and structure of the Board and Board Committees including a formal schedule of matters reserved to the Board for consideration and decision as well as relationship between the Board with its management and shareholders. The Board Charter is reviewed and updated periodically.

To facilitate efficient management, the Board has approved authority to the Management for certain specified activities through a clear and formally defined LOA, which is the primary instrument that governs and manages the business and operations decisions in the Group. Whilst the objective of the LOA is to empower Management, the key principle adhered to in the formulation of the LOA is to ensure that a system of internal controls and checks and balances are incorporated therein.

The LOA is implemented in accordance with the Group's policies and procedures as well as the statutory and regulatory requirements. The LOA is periodically reviewed and updated to ensure relevance to the Group's operations.

4. Board Meetings

The Board meets at least quarterly to, inter alia, approve the quarterly announcements to Bursa Securities, statutory financial statements, the Group's business plans, and also to review the Group's financial performance and standing. Additional meetings are convened as and when necessary to deliberate on urgent matters.

During the FY 2025, five (5) Board meetings were held. The Directors' attendance for the Board meetings held during the financial year under review is as follows:

Name of Director	Number of meetings attended/ Number of meetings held
Krishnan A/L C.K. Menon (Chairman)	5/5
Dato' Sri Leo Suresh Ariyanayakam	5/5
Dato' Nicholas John Lough @ Sharif Lough bin Abdullah	5/5
Datuk (Dr.) Joseph Dominic Silva	5/5
Mahani Binti Amat	5/5
Mior Mokhtar Bin Mior Abu Bakar	5/5
Hong Kean Yong (Appointed on 1 January 2025)	2/2
Dr. Teoh Chooi Shi (Appointed on 1 May 2025)	1/1
Elakumari A/P Kantilal (Resigned on 28 October 2024)	2/2
Fa'izah Binti Mohamed Amin (Demised on 8 September 2024)	0/1

All Directors complied with the minimum attendance requirement of at least 50% of Board meetings held during the financial year as stipulated under Paragraph 15.05 of the MMLR.

Minutes of Board meetings which include a record of the decisions and resolutions of the Board meetings are maintained by the Company Secretary.

5. Supply of Information

The Directors have full, unrestricted and timely access to all information and direct access to the SMT to enable them to discharge their duties and responsibilities effectively. The Board is provided with the meeting agenda and Board papers at least five (5) working days in advance of the Board meeting. This enables the Directors to have sufficient time to review the Board papers and seek clarification or further details from the Management or the Company Secretary before each meeting to ensure preparedness for the meeting.

Access to the Board papers by the Directors is done through a collaborative software which allows the Directors to securely access Board documents electronically.

Where applicable, briefings and presentations by management or relevant external consultants are also held at Board meetings to advise the Board and provide relevant information and clarification for an informed decision making by the Board.

In addition, the Directors have unrestricted access to the advice and services of the Company Secretary and are regularly updated on new statutory and regulatory requirements relating to duties and responsibilities of the Directors. All the Directors, whether collectively as a Board or in their individual capacity, may seek independent professional advice at the expense of the Group in carrying out his or their duties respectively.

6. Directors' Fit and Proper Policy

The Directors' Fit and Proper Policy was last reviewed on 30 August 2024. It serves to guide the NRC and the Board in reviewing and assessing candidates for appointment to the Board, as well as Directors seeking re-election, in accordance with Paragraph 15.01A of the MMLR.

This policy outlines the overarching criteria used to assess a candidate's ability to effectively discharge their duties as a Director, including integrity, independence of mind, and overall suitability. All new Director nominees, as well as Directors who are retiring and subject to re-election at the Annual General Meeting ("AGM"), are required to complete a self-declaration form confirming their compliance with the fit and proper criteria.

The NRC will evaluate whether the candidate meets the required standards based on the declaration, prior to making a recommendation to the Board for consideration and approval.

7. Retirement and Re-election of Directors

The Company's Constitution requires at least one third (1/3) of the Board members to retire by rotation at the AGM, and also for all the Directors to retire once every three (3) years, of which the Directors will then be eligible to offer themselves for re-election.

At the forthcoming AGM, Dato' Sri Leo Suresh Ariyanayakam and Mahani Binti Amat are retiring pursuant to Clause 76(3) of the Constitution of the Company. Additionally, Hong Kean Yong and Dr. Teoh Chooi Shi, who were appointed during the year retire pursuant to Clause 78 of the Constitution of the Company. The aforesaid Directors have offered themselves for re-election at the forthcoming AGM. The Board has indicated their support of the re-election of the Directors, in the explanatory note to the Notice of Twenty Third AGM of the Company.

8. Tenure of Independent Directors

Notwithstanding the recommendation of the MCCG that the tenure of an Independent Director shall not exceed a term limit of 9 years, the Board is of the view that the tenure of an Independent Director alone should not be the criterion to determine a Director's independence as there are advantages to be gained from the long-serving directors who possess good insight and knowledge of the Group's businesses and affairs.

The Board conducts annual assessment on the independence of all Independent Directors. The Board concluded that all Independent Directors have met the independence criteria set out in the MMLR. Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah's independence, who has served as an Independent Non-Executive Director of the Company for a cumulative term of more than nine (9) years, has not been affected by his long tenure as he has demonstrated his ability to exercise independent judgement, provide objective views and act in the best interest of the Company. Hence, the Board will seek the approval of the shareholders of the Company at the forthcoming AGM through a two-tier voting process to retain him as Independent Non-Executive Director of the Company.

9. Training and Professional Development of Directors

All the Directors have complied with the Mandatory Accreditation Programme Part I as prescribed by Bursa Securities. The Directors are also encouraged to and have attended various conferences and seminars which are conducted both in-house and by external parties, in order to enable them to effectively discharge their duties, as well as keep abreast of the industry, regulatory and other related developments.

Directors are also required to attend the Mandatory Accreditation Programme Part II: Leading for Impact (LIP) by 1 August 2025 ("MAP II"), pursuant to the MMLR. Some of the Directors had attended MAP II, as disclosed below.

The seminars and training courses attended by the Directors during the financial year under review are listed below:

Name of Director	Training/Conference Attended
Krishnan A/L C.K Menon	- Anti Bribery and Anti-Corruption by Scicom (Academy) Sdn. Bhd. - AI Leadership Conference 2025 by PWC.
Dato' Sri Leo Ariyanayakam	- Anti Bribery and Anti-Corruption by Scicom (Academy) Sdn. Bhd. 7th Border Management & Identity Conference by International Organization for Migration (IOM) UN Association of Professional Social Compliance Auditors (APSCA). - AI Leadership Conference 2025 by PWC. - Mandatory Accreditation Programme Part II: Leading for Impact (LIP) by Institute of Corporate Directors Malaysia (ICDM). - London Tech Week 2025 by Founders Forum Group, UK Informa PLC, UK London & Partners, UK.

Name of Director	Training/Conference Attended
Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah	• Anti Bribery and Anti-Corruption by Scicom (Academy) Sdn. Bhd. • Building Sustainable Credibility: Assurance, Greenwashing and the Rise of Green-Hushing by Bursa Malaysia. • Bursa Malaysia - Building Sustainable Credibility: Assurance, Greenwashing and The Rise of Green-Hushing by Bursa Malaysia. • HLFM Mandatory Anti-Bribery and Corruption E-learning 2024 for Directors by HLFM. • AMLA 2001: Risk, Challenges & Vulnerabilities Towards Risk Based Approach for Directors by HLAH Group. • Mandatory Accreditation Programme Part II: Leading for Impact (LIP) by Institute of Corporate Directors Malaysia (ICDM). • HLFM Group In-House Directors' training on Moving from the recommendations of the Task Force on Climate-related Financial Disclosures to International Financial Reporting Standards ("IFRS") S1 and IFRS S2 By HLFM. • The Broader Application of Taawun Concept in Takaful by HLMT Shariah.
Mahani Binti Amat	• Navigating Directorship: Legal Consequences, Responsibilities and Risk in Office by ICDM. • E- Invoicing briefing by AIA. • Preventing Fraud: The Board's Roles and Responsibilities by FIDE Forum. • AML/CFT & TFS: Evolving Challenges & Expectation in Regulatory Compliance by Visioon Solutions Sdn Bhd. • Training and Information on Technology Developments by JP Morgan Chase Bank Berhad. • Climate Risk Management and Scenario Analysis (CRMSA), Climate Change and Principle – Based Taxonomy (CCPT) and Climate Risk Stress Testing (CRST) – Regulatory Responsibility on Climate Risks by Asia School of Business & LIAM. • Launch of Directors' Remuneration Report 2024 by FIDE Forum. • Shariah Related Session and Session On Hajah and Darurah by AIA. • AML, FATF and the Emerging Risk Landscape by AIA. • IT Security/Unveiling AIA's Automation and Digital Transformation Journey by AIA. • Future of Audit by AIA. • Climate Risk Training: Transition Climate Risk by JP Morgan Chase Bank Berhad. • BNM's engagement session with Chairpersons in conjunction with the release of Annual Report 2024, Economic and Monetary Review 2024 and Financial Stability Review for the 2nd Half 2024 by Bank Negara Malaysia. • 2025 Climate Risk Stress Testing by AIA. • Annual Cyber Security Awareness by AIA. • The Influence of Board Culture on Corporate Performance by FIDE. • Sasana Symposium 2025 by Bank Negara Malaysia. • Asia School of Business: 10th Anniversary Celebrations - Leadership & Entrepreneurship – The Resilience Playbook by FIDE Forum. • Mandatory Accreditation Programme Part II: Leading for Impact (LIP) by Institute of Corporate Directors Malaysia (ICDM). • Anti Bribery and Anti-Corruption by Scicom (Academy) Sdn. Bhd.

Name of Director	Training/Conference Attended
Datuk (Dr.) Joseph Dominic Silva	- Sasana Symposium 2025 by Bank Negara Malaysia. - Mandatory Accreditation Programme Part II: Leading for Impact (LIP) by Institute of Corporate Directors Malaysia (ICDM). - Anti-Money Laundering and Counter Financing of Terrorism (AML/CFT) by MIDF Group 2024. - Anti Bribery and Anti-Corruption by Scicom (Academy) Sdn. Bhd.
Mior Mokhtar Bin Mior Abu Bakar	- Anti Bribery and Anti-Corruption by Scicom (Academy) Sdn. Bhd. - Mandatory Accreditation Programme Part II: Leading for Impact (LIP) by Institute of Corporate Directors Malaysia (ICDM).
Hong Kean Yong	- Anti Bribery and Anti-Corruption by Scicom (Academy) Sdn. Bhd. - Mandatory Accreditation Programme Part II: Leading for Impact (LIP) by Institute of Corporate Directors Malaysia (ICDM). - Cyber Security Awareness Program by By AmBank Group. - Anti-Money Laundering Awareness Session by AmBank Group. - Board Technology Day by AmBank Group - Refresher on Basel FIRB (Foundation Internal Ratings Based by AmBank Group. - Board Artificial Intelligence (AI) Day by AmBank Group. - Overview of the Group's Sustainability Journey by AmBank Group.
Dr. Teoh Chooi Shi	Anti Bribery and Anti-Corruption by Scicom (Academy) Sdn. Bhd.

10. Board Committees

In order to enhance the Board's effectiveness as well as to comply with certain fiduciary duties, the Board has established the following standing committees, which operate within clearly defined TOR.

• AC

The TOR of the AC is accessible at the Company's website at www.scicom-intl.com and summary of activities are contained in the AC Report as set out on pages 147 to 151 of this Annual Report.

• NRC

The NRC was formed on 12 May 2010 and is responsible for proposing candidates for directorship and assessing the directors on an ongoing basis.

The TOR of the NRC is accessible at the Company's website at www.scicom-intl.com.

The composition of the NRC complies with the requirements of Paragraph 15.08A of the MMLR. In addition, the NRC assesses the contribution of individual Board members, the effectiveness of the Board and the Board Committees.

The NRC is responsible for determining the remuneration of the Directors and SMT to ensure that the Company is able to attract, retain, develop and motivate Executive Directors and SMT members of the calibre required to effectively manage the Group's operations in alignment

with its long-term strategic objectives. The remuneration framework reflects the experience, responsibilities, and performance of each Director and SMT member. It is designed to align rewards with both corporate and individual performance. The remuneration of Independent Non-Executive Directors, meanwhile, is structured to preserve their objectivity and independence in all Board deliberations.

The current members of the NRC are as follows:

1. Mahani Binti Amat - Independent Non-Executive Director (Chairperson)
2. Datuk (Dr.) Joseph Dominic Silva - Independent Non-Executive Director
3. Mior Mokhtar Bin Mior Abu Bakar - Independent Non-Executive Director

The NRC held five (5) meetings during the financial year.

The summary of activities undertaken by the NRC during FY 2025 are:

- Reviewed and recommended Directors' fees payable to the Directors for FY 2024;
- Reviewed the effectiveness of the Board, Board Committees and individual Directors and made appropriate recommendations to the Board;
- Reviewed the term of office and performance of the AC and each of its members;
- Reviewed and assessed the independence of the Independent Directors;
- Reviewed the character, experience, integrity, competence and time commitment of key officers;
- Evaluated and determined training needs of the Directors;
- Reviewed the fit and proper criteria of the retiring Directors, and recommended their re-election to the Board;
- Reviewed succession plan for senior management;
- Reviewed salary adjustment and bonus for SMT;
- Reviewed the separation of Audit and Risk Management Committee into AC and RSC;
- Reviewed the employment contract of the CEO; and
- Reviewed the following documents within the scope of the NRC before recommending them to the Board for approval:
 - (a) TOR of the NRC
 - (b) Diversity Policy
 - (c) Directors' Fit and Proper Policy
 - (d) Directors' Assessment Policy
 - (e) Remuneration policy and procedure for Board and Senior Management
 - (f) Succession Planning Policy
- Reviewed, assessed and recommended the qualified candidate of Chief Operating Officer to Board;
- Renewed the Board and Board Committee's Composition.

• RSC

The RSC was formed on 26 September 2023. The main duties and responsibilities of the RSC as specified in the TOR adopted on 30 November 2023 and updated on 27 August 2025.

The detailed TOR of the RSC is accessible at the Company's website at www.scicom-intl.com.

In discharging its duties and responsibilities, the RSC is assisted by the Group Risk Department and the Management Sustainability Committee.

The current members of the RSC are as follows:

1. Hong Kean Yong - Independent Non-Executive Director (Chairman)
2. Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah - Independent Non-Executive Director
3. Mahani Binti Amat - Independent Non-Executive Director
4. Dr. Teoh Chooi Shi - Independent Non-Executive Director

During FY 2025, four (4) RSC meetings were held. The attendance for the RSC meetings held during the financial year under review is as follows:

Name of Director	Number of meetings attended/ Number of meetings held
Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah (Chairperson)	4/4
Datuk (Dr.) Joseph Dominic Silva	3/4
Mahani Binti Amat (Appointed on 20 November 2024)	4/4
Hong Kean Yong (Appointed on 1 January 2025)	2/2
Dr. Teoh Chooi Shi (Appointed on 1 May 2025)	1/1
Fa'izah Binti Mohamed Amin (Demised on 8 September 2024)	0/1
Elakumari A/P Kantilal (Ceased office on 28 October 2024)	1/1

The summary of activities undertaken by the RSC during FY 2025 are:

- Reviewed and monitored the progress of on-going risk management activities for identifying, evaluating, monitoring and managing risks.
- Reviewed status reports on changes in the Group's risk profile to ensure significant risks are managed effectively in a timely manner on a quarterly basis.
- Reviewed the Group's risk management and sustainability system and practices to ensure that they are operating adequately and effectively.
- Received assurance from the CEO and CFO that the Group's risk management and internal control system is operating adequately and effectively, in all material aspects.
- Reviewed the following documents within the scope of the RSC before recommending them to the Board for approval:
 - (a) TOR of the RSC
 - (b) TOR of the Sustainability Committee (Management Level)
 - (c) Enterprise Risk Management Policy
 - (d) Sustainability Policy
 - (e) Environmental Policy
 - (f) Crisis Management and Emergency Response Policy
 - (g) Business Continuity Policy
 - (h) Board Policy Management Framework
- Reviewed the Statement of Risk Management and Internal Control and provided feedback to the AC via its Chairperson who also serves as a member of the RSC.
- Reviewed the Sustainability Statement and recommended it to the Board for approval prior to the inclusion in the annual report.

The Chairman of the Board is not a member of the Board Committees (i.e. AC, NRC and RSC). This is to ensure there is check and balance as well as objective review by the Board.

The Board Committee meetings are conducted separately from the Board meetings, to enable objective and independent discussion during the meetings.

11. Board Members Appointment Process

The NRC considers and recommends new appointment to the Board. In discharging this duty, the NRC will address the suitability of an individual by taking into consideration the individual's skills, knowledge, expertise and experience, professionalism and integrity.

12. Diversity Policy

The Board has adopted a Diversity Policy, having regards to balancing the mix of skills, expertise and industry experience, gender, age, ethnicity and backgrounds of the Directors and SMT for effective oversight of the Group.

The Board is of the view that while it is important to promote diversity, the normal selection criteria of a Director, based on effective blend of competences, skills, experience and knowledge in areas identified by the Board, should remain a priority and not compromised. The Board currently has 25% of women representation.

The NRC is delegated with the overall responsibility for implementation, monitoring and periodic review of the Diversity Policy.

13. Board Effectiveness Evaluation

The NRC is responsible to assist the Board to assess the effectiveness of individual Directors, the Board and the Board Committees. The Board evaluation is performed annually with the objective to enhance its effectiveness, strength and to identify areas that needs improvements.

During the financial year under review, the Board, through the NRC, had conducted the annual evaluation on:-

- I. The Board of Directors
- II. Board Committees
- III. Individual Directors
- IV. Chairman of the Board
- V. Independent Directors

The evaluation process was conducted via a pre-set questionnaires approved by the Board. The main criteria considered include the following:

- Skills and experience of individual directors.
- Roles and responsibilities of the Board and individual directors.
- Time commitment.
- Performance in addressing material sustainability risks and opportunities.
- Fit and proper criteria.

The review was based on a Board evaluation process that had been established with the assistance of the Company Secretary in order to determine the effectiveness of the Board as a whole, its committees and the contributing performance of each individual Director.

The results of the evaluation were summarised by the Company Secretary and discussed by the NRC which were then reported to the Board. Based on the report of the NRC, the Board is satisfied with the current composition of the Board members and is well balanced with the right mix of high-caliber individuals with the necessary skills and qualifications, credibility and independence to discharge its duties and responsibilities effectively.

14. Directors' Remuneration

The Remuneration Policy and Procedure for Director and Senior Management was last reviewed on 24 February 2024 and is accessible at the Company's website at www.scicom-intl.com. There is an annual evaluation on the performance of the Executive Director and SMT. The remuneration package for the Executive Director and SMT are structured to link rewards to corporate and individual performance while the remuneration for Non-Executive Directors reflects the experience and level of responsibilities undertaken by individual Non-Executive Director.

The Board will consider and approve the remuneration package of SMT whilst the annual fees payable to Non-Executive Directors will be recommended to the shareholders at the AGM for their approval. The Executive Director does not participate in any way in determining his own remuneration package.

The Directors did not receive any remuneration from its subsidiaries except from the Company. The breakdown of the Directors' remuneration paid for the financial year under review is as follows:

	Fees RM	Salaries RM	Defined- Contribution plans RM	Benefits- in-kind RM	Total RM
Executive Director					
Dato' Sri Leo Ariyanayakam	-	1,394,880	168,242	7,200	1,570,322
Non-Executive Directors					
Krishnan A/L C.K Menon	120,000	-	-	-	120,000
Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah	105,000	-	-	-	105,000
Mahani Binti Amat	106,110	-	-	-	106,110
Datuk (Dr.) Joseph Dominic Silva	110,000	-	-	-	110,000
Mior Mokhtar Bin Mior Abu Bakar	86,699	-	-	-	86,699
Elakumari A/P Kantilal	28,342	-	-	-	28,342
Hong Kean Yong	42,151	-	-	-	42,151
Dr. Teoh Chooi Shi	14,205	-	-	-	14,205
Total	612,507	1,394,880	168,242	7,200	2,182,829

15. Whistleblowing

The Group is committed to the highest standard of integrity and accountability in the conduct of its businesses and operations. In striving to conduct its affairs in an ethical, responsible and transparent manner, the Group provides an avenue for all employees and stakeholders of the Group to disclose any improper conduct within the Group vide the implementation of the Group's Whistleblowing Policy which is published on the Company's corporate website at www.scicom-intl.com.

The Whistleblowing Policy establishes the Group's position in encouraging employees and other stakeholders to raise genuine concerns about possible improprieties in matters relating to financial reporting, compliance and other malpractices or misconducts that may have occurred. The whistleblowing channels are established to help employees and other stakeholders raise concerns directly to either of the two designated Independent Directors without fear of reprisals or retaliations.

The identity of the whistleblower will be kept confidential and protection will be accorded to the whistleblower against any form of reprisal or retribution.

Any concerns raised will be investigated by an independent party designated by the three (3) Independent Directors and a report along with recommended action plan(s) will be provided to the Board for review and approval as appropriate.

16. Anti-Bribery and Anti-Corruption Policy

The Group has established an Anti-Bribery and Anti-Corruption Policy ("ABAC Policy") which sets out the minimum standards of conduct and guiding principles in respect of bribery and corruption risk which may arise in the business activities of the Group. Accordingly, adequate procedures have been implemented to mitigate bribery and corruption risks of the Group.

The ABAC Policy was last revised on 27 February 2025 and is published on the Company's corporate website at www.scicom-intl.com.

17. Employee Code of Conduct

The Group's Employee Engagement Team conducts regular engagement, dialogue and training programs to inculcate the core values as the corporate culture of the Group.

All employees are required to read, understand and abide by the Code and the Code will be reviewed from time to time by the Board. The Code describes measures put in place to handle issues relating to:

- Conflicts of interest;
- Bribery and corrupt practices;
- Unlawful and unethical behaviour;
- Protection and proper use of company assets; and
- Compliance with laws, rules and regulations.

18. Qualified and Competent Company Secretary

The Company Secretaries are appointed by the Board to provide Directors with advice on compliance and corporate governance issues.

The Board has unrestricted access to the advice and services of the Company Secretaries. The Company Secretaries play an advisory role to the Board in relation to the Company's Constitution, Board's policies, procedures and compliance with the relevant regulatory requirements including codes, guidance and legislations.

PRINCIPLE B: EFFECTIVE AUDIT AND RISK MANAGEMENT

1. Financial Reporting

The Board aims to convey a balanced and understandable assessment of the Group's performance and prospects in its quarterly announcements, annual reports and other public reports to the shareholders. The Board retains the responsibility for the preparation of the Group's and Company's financial statements. The Directors are required by the Companies Act 2016 to prepare the Group's and the Company's statutory financial statements with all material disclosures, ensure accuracy and completeness, in compliance with the Malaysian Accounting Standards Board ("MASB") approved accounting standards in Malaysia for Entities Other Than Private Entities, as well as the rules and regulations under the said Act. In order to properly achieve this, the AC assists the Board in overseeing the Group's financial reporting process and the quality of its financial reporting.

The Statement by Directors pursuant to Section 251(2) of the Companies Act 2016, in relation to the preparation of the financial statements is set out on page 234 of the Annual Report.

2. Risk Management and Internal Controls

The Board continues to maintain and review its risk management process and internal control procedures to ensure a sound system of risk management and internal control to safeguard shareholder's investments and the assets of the Group and the Company.

In discharging its duties in ensuring the effectiveness of the Group's systems of risk management and internal control, the Board has entrusted this responsibility to the AC and RSC. The scope and results of the AC and RSC review are detailed in the Statement on Risk Management and Internal Control as set out on pages 138 to 146 of the Annual Report.

3. Relationship with Auditors

The Board, through the AC, has a professional and transparent relationship with both the Group's internal and external auditors.

(a) Internal Auditors

The internal auditors report directly to the AC and has unrestricted access to the AC. The internal auditors are tasked to independently review the effectiveness of the risk management process and internal controls of the Group.

The AC has appointed an outsourced professional internal audit firm. The internal audit firm conducts regular reviews on the Business Unit operations based on an annually approved Internal Audit Plan. Ad-hoc audits are also commissioned by the AC as and when necessary.

The objective of the internal audit function is to provide a disciplined approach to evaluate and improve the effectiveness of risk management, internal controls and governance processes and serves as source of independent advice to the AC on the state of the internal controls and the results of the risk mitigating strategies and to recommend appropriate improvements.

The internal auditors attend the AC meeting quarterly to present their audit observations, recommendations and report on the status of corrective actions implemented by the Management. The minutes of the AC meetings are tabled to the Board for information and serve as useful references, particularly if there are pertinent issues that any Directors wish to highlight or seek clarification on.

(b) External Auditors

The AC and the Board place great emphasis on the objectivity and independence of the external auditors in providing relevant and transparent reports to the shareholders. The AC undertakes an assessment on the independence of the external auditors annually.

The Board has obtained assurance from the external auditors on their independence in discharging their duties throughout the conduct of the audit engagement.

The external auditors attended the AC meeting thrice during the financial year to discuss their audit plans, fees, audit findings and their review of the Group's and the Company's financial statements.

Disclosure of non-audit fees is included under AC Report as set out on page 149 of the Annual Report.

Other facets of the relationship between the AC and both the internal and external auditors are elaborated in the AC Report as set out on pages 147 to 151 of the Annual Report.

PRINCIPLE C: INTEGRITY IN CORPORATE REPORTING AND MEANINGFUL RELATIONSHIP WITH STAKEHOLDERS

1. Communication between the Company and its Investors and Other Stakeholders

The Board acknowledges the importance of on-going engagement and communication with stakeholders and to ensure that communication is timely, regular, transparent and effective.

The Group has established a dedicated section for Investor Information on the Company's corporate website at www.scicom-intl.com where shareholders as well as members of the public may access the latest information on the Group. Information is also communicated through the following channels:

- Various disclosures and announcements to Bursa Securities including quarterly results;
- Press releases and announcements to Bursa Securities and to the media;
- Publication of the Company's Annual Report; and
- Annual General Meetings.

Annual Report

Annual Report is a vital source of information for shareholders, investors and the general public. Information on the Group's business performance, financials and its management are disclosed in the Annual Report. The contents of the Annual Report are continuously enhanced to take into account the latest development in corporate governance and regulatory requirements.

While the Group endeavors to provide as much information as possible to its shareholders, the Group is mindful of its confidentiality obligations as well as the requirements of the legal and regulatory frameworks governing the release of material and price sensitive information.

The notice of Company's AGM together with the Annual Report are sent to every shareholder at least twenty eight (28) days before the meeting. The Annual Report is also available on the Company's corporate website.

2. Announcements to Bursa Securities

Announcements on quarterly financial results, circulars and other general announcements are made via Bursa LINK in full compliance with regulatory authorities' disclosure requirements and are also available on the Company's corporate website.

3. Investor Relations

The Board recognises the importance of keeping shareholders and investors informed of the Group's business and corporate developments. The Chairman of the Board and CEO have been appointed as spokespersons to communicate with all audience constituents, providing information, data and analysis and responding to questions concerning the Group's operations and financial position.

The objective is to provide updates on the Group's financial performance, corporate developments as well as to address issues that the institutional investors and analysts may have with regard to the business or operations of the Group.

4. Company Website

The Company's corporate website can be accessed by the public at www.scicom-intl.com. It archives all corporate and financial information made to the public, such as quarterly announcement of the financial results of the Group, announcements and disclosures made pursuant to the disclosure requirements as set out in MMLR and other corporate information on the Group.

The public may also direct queries through a dedicated email contact provided in the said website.

The corporate information section is also on the website where information such as profile of Directors, Board Charter, Code of Business Conduct and Ethics, Whistleblowing Policy, Remuneration for Director and Senior Management Policy and Procedures, Director Fit and Proper Policy, as well as the TOR for the AC, NRC and RSC are made available to the shareholders and public.

5. The AGM and Communication with Stakeholders

The AGM is the principal forum for dialogue and communications which offers an opportunity for the Board and the SMT to interact with the shareholders. During the AGM, the Chairman of the Board, other Board members, SMT and the external auditors of the Company are available to respond to any questions and queries as raised by the shareholders. Where appropriate, the Chairman will endeavour to provide the shareholders with written answers to any significant questions which cannot be readily answered during the AGM.

As recommended by the MCCG, the notice of AGM will be dispatched to shareholders at least twenty-eight (28) days before the AGM, to allow shareholders to have additional time to go through the Annual Report and make the necessary attendance and voting arrangements.

The Twenty Second AGM of the Company was conducted physically at Sime Darby Convention Centre, Kuala Lumpur on 11 December 2024. All resolutions were voted by poll. The poll results were verified by the appointed Independent Scrutineer and announced to Bursa Securities on the same day. The Minutes of the Twenty- Second AGM was also published on the Company's website no later than 30 business days after the conclusion of the said meeting.

Focus Areas and Future Priorities

The Board recognises the importance of embedding sustainability practices into strategic priorities of the Group, so as to build long-term viability and value creation for the shareholders. With the increased attention given to sustainability and climate change by the general public and the investment community, the Board will increase its focus in integrating environmental, social and governance considerations in the strategies and operations of the Group.

This Statement was approved by the Board at its meeting held on 29 September 2025.

STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

Pursuant to Paragraph 15.26 (b) of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Securities") and as guided by the Statement on Risk Management and Internal Control – Guidelines for Directors of Listed Issuers, issued by the Task Force on Internal Control, with the support and endorsement of Bursa Securities as well as the Malaysian Code on Corporate Governance, the Board of Directors (the "Board") of Scicom (MSC) Berhad (the "Company") is pleased to provide the following statement which outlines the nature and scope of the risk management and internal control of the Company and its group of companies (the "Group") for the financial year ended 30 June 2025.

BOARD ACCOUNTABILITY

The Board is ultimately responsible for the Group's risk management and internal control systems, and for reviewing its effectiveness to safeguard shareholders' investment and the Group's assets. The Board recognises the importance of maintaining a sound system of risk management and internal controls, which includes the establishment of an appropriate control environment and framework, covering risk management, financial, organisational, operational and compliance controls.

The Board acknowledges its responsibility with regard to the following:

- Identification of principal risks and over-sight over the implementation of appropriate control measures in order to manage risks; and
- Reviewing the adequacy, effectiveness and integrity of the internal control systems and management information systems, as well as systems for compliance with applicable laws, regulations, rules, directives and guidelines.

The Group's system of risk management and internal control applies principally to the Company and its subsidiaries.

The Senior Management Team ("SMT") is responsible for implementing the Board's policies on risks and controls, whereas the remaining human capital is made responsible for internal controls through their accountability in achieving the Group's overall objectives.

In view of the limitations that are inherent in any system of risk management and internal control, this system is designed to manage, rather than eliminate risks that may impede the achievement of the Group's business objectives. Accordingly, the internal control systems in place can only provide reasonable but not absolute assurance against material misstatement or losses.

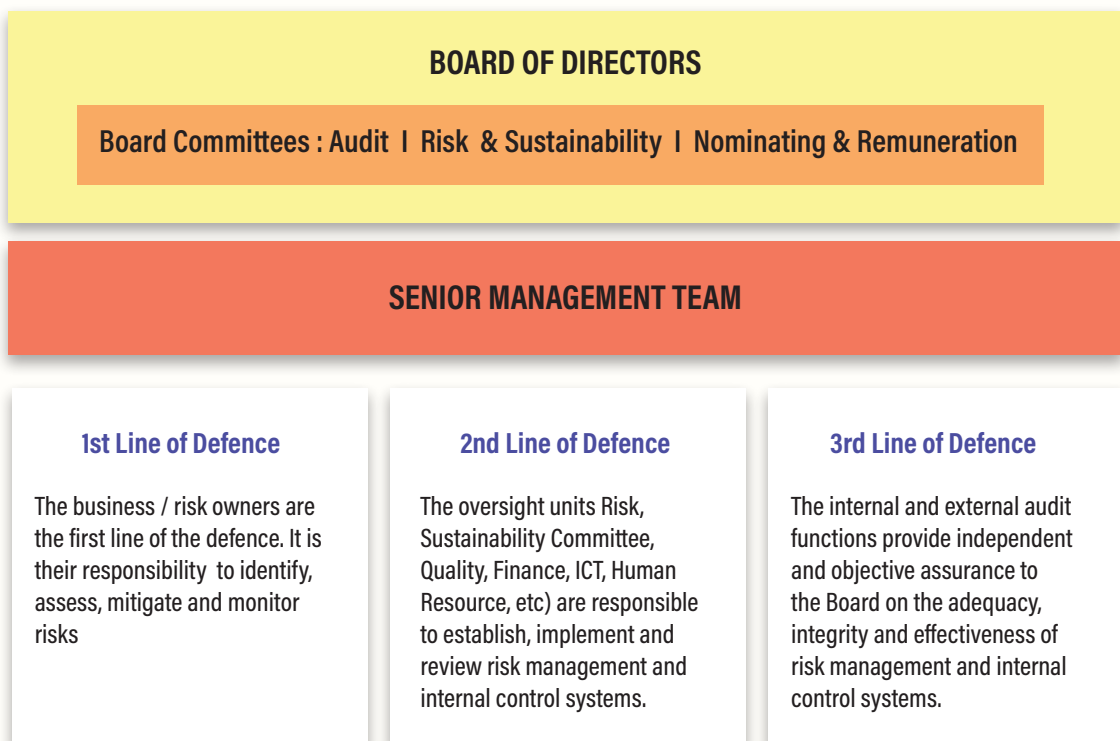
The Board recognises that the continuous enhancement of the system of risk management and internal control of the Group is paramount in responding to the evolving threat landscape.

RISK MANAGEMENT

The Board is fully cognisant of the importance to establish and maintain a structured risk management and sustainability framework to sustain and enhance good corporate governance practices. The Board has established risk governance structure and risk management framework to facilitate on-going risk management processes for identifying, evaluating and managing significant risks faced, or that the Group may potentially be exposed to in pursuing its business objectives.

Risk Governance Structure

The risk governance structure provides a transparent and effective structure involving active participation of the Board and SMT in the risk management process to ensure a uniform view of risk across the Group with clearly defined roles and responsibilities of all stakeholders, taking into consideration the three (3) lines of defense governance model in the risk management process.



The Risk and Sustainability Committee (“RSC”) through the SMT and the Management Sustainability Committee is also responsible for creating and promoting a risk and sustainability culture as well as Environmental Social Governance (“ESG”) awareness amongst the Group’s human capital, via a readily accessible knowledge framework for risk and sustainability management.

The Group Risk Department and the Management Sustainability Committee work closely with the SMT in the implementation of the risk management and sustainability policy and procedures as well as in the process of identification, evaluation, implementation and monitoring of action plans to mitigate risks identified. Periodic reviews are conducted by the Group Risk Department and Management Sustainability Committee to ensure compliance and that risks are adequately identified and addressed in a timely manner. Matters arising during the periodic reviews are reported and escalated or cascaded, as the case may be, in a timely manner to the SMT and the RSC as appropriate.

Risk Management Framework

The risk management framework adopted by the Group is generally aligned with the principles and guidelines in the ISO 31000 standard on Risk Management.

RISK MANAGEMENT FRAMEWORK

DESCRIPTION

Risk Management Governance

Define risk management governance structure, roles and responsibilities and risk management framework.

Establishing the Context

Identify internal and external factors and parameters relevant to risk management and defined risk appetite.

Risk Assessment

Identify risks using the six sigma (5W1H) methodology, analyse and evaluate impact of risks (i.e. likelihood and significance of risk).

Risk Treatment

Ascertain the measures in place and to be put in place to manage risks.

Monitoring and Review

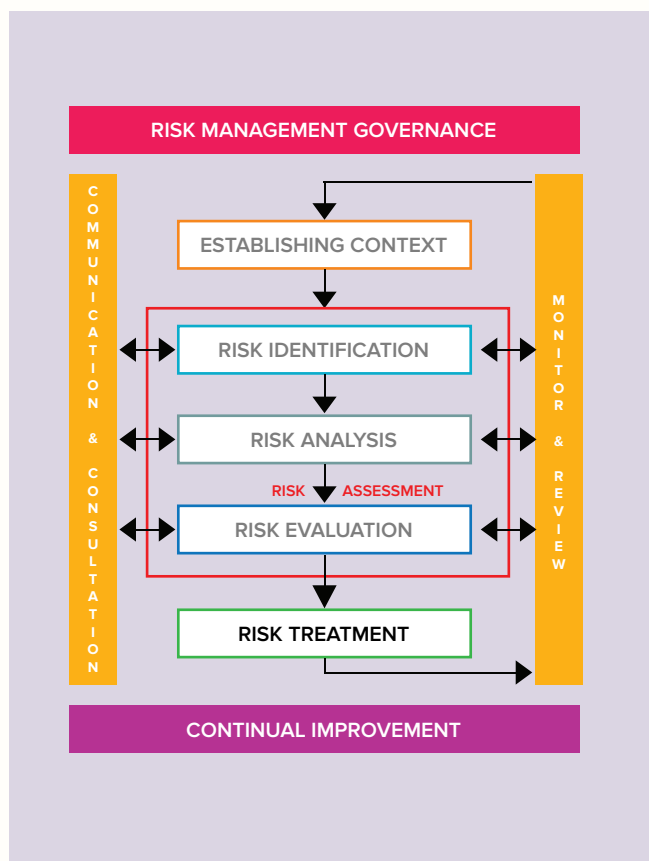
Regular risk reporting and monitoring.

Communication and Consultation

Effective communication of risk and how it is managed, including seeking internal/external consultation where applicable.

Continual Improvement

Continuous improvement on risk management framework and processes within the Group.



The adequacy and effectiveness of risk management processes are continually reviewed by the Board in accordance with the Group's risk monitoring and reporting of significant risks that may impact the achievement of the Group's business operations and evaluating the adequacy and effectiveness of controls in place to mitigate these risks.

Principal Risks

The Group has identified the following principal risks which are critical to the success of the Group's business objectives:

- Information and Cyber Security
- Technological Changes
- Business Continuity
- Environment, Social and Governance

Risk Management Activities During the Financial Year

During the financial year under review, the following risk management activities were conducted:

- The Board continually assesses the adequacy and effectiveness of the Company's risk management and internal control practices, as well as determining the acceptable risk appetite, reviewed, refined and approved based on the Group's risk management framework.
- The Board reviewed the significant risks identified for the Group and the mitigation plans associated thereto as well as the changes to Group risk profile on a quarterly basis.
- The Board reviewed the Enterprise Risk Management Policy and Sustainability Policy, and approved amendments thereto on 30 August 2024.

CONTROL ENVIRONMENT AND STRUCTURE

In addition to the risk management process, the Board and SMT have established numerous processes to ensure the effectiveness and integrity of the internal control system, taking into consideration changes to the business environment and/or regulatory guidelines. The key elements of the Group's control environment include the following:

Organisation Structure

The Board is supported by established Board Committees in the execution of some of the Group's fiduciary responsibilities, namely the RSC, Audit Committee ("AC") and the Nominating and Remuneration Committee. Each Board Committee has clearly defined terms of reference.

The Group has in place an organisation structure with a defined scope of responsibility and clear lines of accountability. A process of hierarchical reporting is in place which provides for a documented and auditable trail of accountability. The daily implementation of the Group's strategies is delegated to the SMT, which has established well-structured management reporting procedures for effective supervision of the Group's operations by the Board.

The respective Heads of Departments, for both operations and shared services, report on any deviations in corporate strategy and monitor the Group's progress towards the attainment of its business objectives.

The Board and the AC respectively, communicate their views on the control procedures to the SMT in the following manner:

- On an ad-hoc basis during the Board and the AC meetings; and/or
- As and when updates to both the Code of Business Conduct and Ethics or current internal control policies and procedures are tabled to both the Board and the AC, for their approval.

Audit Committee

The Board has empowered the AC, which meets at least on four (4) occasions each financial year, to review the adequacy and integrity of the Group's system of risk management and internal controls. The AC assumes the overall duties of reviewing the external auditors' annual audit plan and audit reports, as well as findings and recommendations on internal controls, governance and efficiency matters, if any, as highlighted annually in their Internal Control Recommendations.

In addition, the AC also reviews and approves the adequacy of the scope as per the internal auditors' audit plan for the financial year. The AC also receives quarterly updates on the Group's system of internal controls from the internal auditors.

The details of activities carried out by the AC are set out in the AC Report on pages 147 to 151.

Internal Audit

The internal audit function is established by the Board to undertake continuous review and assessment on related party transactions, as well as the adequacy, effectiveness and efficiency of governance, risk management and internal controls implemented by the Group.

Audit reports, along with the observations, root causes and recommendations as well as Management's responses and action plans for improvement and/or rectification, were tabled to the AC for review and deliberation. Any rectification or timeline extension would also be tabled to the AC on a quarterly basis.

The internal auditors report directly to the AC and is independent from the activities or operations of the Group. This function of the Group has been outsourced to an independent third party. The AC has engaged the services of an independent professional firm to provide much of the assurance it requires regarding the effectiveness as well as the adequacy and efficiency of the Group's system of internal controls in discharging their governance responsibilities.

The internal auditors adopt the International Professional Practices Framework ('IPPF') that organises authoritative guidance promulgated by the Institute of Internal Auditors with authoritative guidance organised in the IPPF as mandatory and recommended guidance for internal auditing.

The internal audit plan is prepared using a risk-based approach and presented to the AC for approval on a yearly basis. The internal audit plan is updated quarterly to take into consideration the changes in the risk profile. The audit area focuses on areas of high risk to ensure that adequate correction actions are in place to mitigate the risk in a timely manner.

Observations arising from the internal audit are presented, together with Management's response and proposed corrective actions, to the AC for review and approval. The internal auditors subsequently perform follow up audit to determine the extent of corrective actions implementation and report the status on the closure of audit issues to the AC on a quarterly basis. It is the responsibility of the Management in ensuring that corrective actions are implemented in a timely manner.

Limits of Authority

The Limits of Authority ("LOA") manual sets out the authorisation limits for various levels and also those matters requiring Board's approval to ensure segregation of duties, accountability and control over the Group's financial commitments. The LOA manual is reviewed and updated periodically to reflect business, operational and structural changes as appropriate.

Formal organisational structure is in place with all the companies in the Group with clear reporting channels established. Appropriate approval process and authority limits are in place on procurement transactions covering both capital and revenue expenditure items, acquisition and disposal of assets and other major business transactions.

Policies, Guidelines and Procedures

The Group's policies, guidelines and procedures are continuously reviewed and further enhanced, on a periodical basis in order to raise the standards of the Group's current system of internal controls as well as to take into account relevant changes to the legal and regulatory requirements that are applicable to the Group (if any). The Board has in place extensive and properly documented policies, guidelines and procedures, which are made readily available to the Group's human capital via the Group's intranet website.

Whistleblowing Policy

The Group has in place a Whistleblowing Policy which was last reviewed on 27 May 2025 and established an internal Standard Operating Procedure on Whistleblowing Disclosure Handling. The Whistleblowing Policy provides an avenue for employees and general public to report actual or suspected malpractice, misconduct or violations of the Group policies and procedures in a safe and confidential manner.

Code of Business Conduct and Ethics

The Board has in place a written Code of Business Conduct and Ethics which is available on the Group's website that summarises the Group's values, business and ethical principles and standards of professional conduct.

Employees of the Group are also bound by the Employee Code of Conduct and Ethics established which is accessible by all employees via the intranet. This policy outlines the rules and regulations that the Group and all its employees are required to adhere to and non-compliance may be subject to disciplinary action. Included in the policy is a section in relation to the "accuracy of company records", which emphasises the need for accurate recording and reporting of information, all business records and communications to be clear, truthful and accurate, and prohibition of false entries being made in the Group's books and records.

All vendors who are engaged by the Group are required to comply with the terms and conditions stipulated in the Vendor Code of Conduct.

Anti-Bribery and Anti-Corruption Management

As part of the Company's commitment against all forms of bribery and corruption, the Board has adopted the Anti-Bribery and Anti-Corruption Policy, which was last reviewed on 27 February 2025. The said policy complements the Code of Business Conduct and Ethics and sets out the key guidelines governing areas such as the conduct with customers in relation to entertainment, and the receipt and giving of gifts. The Anti-Bribery and Anti-Corruption Policy and Code of Business Conduct and Ethics reinforce the Group's zero-tolerance stance against any acts of bribery and corruption, and the commitment to act professionally, fairly and with integrity in all business dealings and relationships.

Information Security Management

Confidentiality, integrity and availability of information are crucial at various extents to the day-to-day operations and strategic decision making of the Group. To safeguard the information assets (which can be in various forms – digital, manual, disc, tape, etc.), the Group has established an Information Security Policy and Information Security Management System Policy Manual to clearly define the roles and responsibilities as well as the processes for effective management of information assets (covering the end-to-end life cycle of an information asset from the creation, management, use and handling up to its disposal) and its associated risks.

Cyber Security Management

Cyber security risks are heightened with the increased reliance on the internet and information technology as well as increased instances of offsite network access as the Group expands its hiring strategy to include remote working. The Group has set up a security operation centre and implemented various measures to mitigate cyber security risks which amongst others include the deployment of comprehensive IT security tools (e.g. firewall, antivirus software, intrusion detection and notification systems, etc.), the conduct of regular internal and/or external penetration tests and vulnerability assessments, the establishment of work from home policy and procedures as well as the roll out of periodic information and cyber security awareness training to employees of the Group.

Strategic Business Plan and Annual Budget

The SMT currently has in place a comprehensive business plan and detailed budgeting process where all business units and shared services prepare budgets for the financial year which are approved both at operating unit level and by the Chief Executive Officer ("CEO") and the Chief Financial Officer ("CFO"). The preparation of the annual budget is driven by the Finance Department via inputs from the respective Heads of Departments, Heads of Operations and other shared services.

Upon approval of the annual budget by the Board, the Group's performance is tracked and measured against the approved budget on a monthly basis, with explanation of significant variances being highlighted to the attention of the CEO by the Finance Department.

The Board reviews the Group's unaudited quarterly results before the same was announced to Bursa Securities, to enable the stakeholders to gauge the Group's financial performance and position, in comparison with prior periods.

Business Continuity Planning

The Group's Business Continuity Planning ("BCP") function is headed by the SMT, which is responsible for identifying activities and operations which are critical to the sustainability and continuity of business in the event of a disaster or other adverse circumstances. The SMT's BCP-related activities include the establishment of succession planning, putting in place additional redundancies in network infrastructure and the establishment of a secondary data centre where key operational activities can be resumed in the event of disaster occurrence.

The SMT has employed a risk-based approach in identifying the key initiatives and their respective levels of importance, via the review of the Group's critical systems, single point failures and their impact on the Group's overall business. During the financial year, selected critical areas as identified by the risk priority were tested to assess the effectiveness of the implemented BCP initiatives and these tests were successfully executed. BCP is an on-going process which requires continuous updating and testing.

Human Capital Competency and Talent Management

The competencies of employees are enhanced through structured development programs and potential candidates are subject to a stringent recruitment process. A Performance Management Process is established with performance indicators to measure employee performance and performance reviews are conducted on a regular basis. Action plans to address employee development needs are prepared and implemented timely in order to ensure that employees are able to deliver expected performance and therefore contribute to meeting the Group's business objectives, plans and targets.

In addition, the Group promotes a safe, harmonised and cohesive working environment for all our employees. An employee grievance procedure is in place to provide an avenue for employees to raise concerns or issues on work rules and regulations, policies and procedures, health and safety, wages, individual victimisation, harassment, etc. so that adequate actions can be taken by Management in assisting our employees.

External Certifications

The Group's operations are periodically monitored, reviewed and evaluated so as to maintain its annual International Organisation for Standardisation ("ISO") 9001 on Quality Management Systems, ISO 27001 on Information Security Management System and Service Capability and Performance ("SCP") Standards certification or accreditation status.

Statutory Audit

As part of the annual statutory audit of the Group, the external auditors are required under International Standards on Auditing, to obtain an understanding of the accounting and internal control systems sufficient to plan their audit and develop an effective audit approach. In doing so, the external auditors may carry out a review of certain internal control systems that are significant to the Group, and may identify any internal control deficiencies, together with their respective recommendations for improvement, if any. These will be highlighted to the AC in the form of an Internal Control Recommendation.

Management Accountability

Management is accountable to the Board for the implementation of processes in identifying, evaluating, monitoring and reporting of risks and internal control. The Board has received assurance from the CEO and the CFO that the Group's risk management and internal control system is operating adequately and effectively, in all material aspects, based on the risk management and internal control framework of the Group.

Review of this Statement by External Auditors

This Statement on Risk Management and Internal Control has been reviewed by the external auditors as required by Paragraph 15.23 of the Main Market Listing Requirements of Bursa Securities for inclusion in the Annual Report for the financial year ended 30 June 2025. The limited assurance review was performed in accordance with Audit and Assurance Practice Guide ("AAPG") 3 issued by the Malaysian Institute of Accountants. AAPG 3 does not require the external auditors to form an opinion on the adequacy and effectiveness of the risk management and internal control of the Group.

CONCLUSION

The Board is satisfied and of the view that the Group's system of risk management and internal controls are sound and sufficient to safeguard shareholders' interest and assets of the Group. There were no material losses incurred during the financial year under review up to the date of the Annual Report as a result of weaknesses in internal control that would result in material losses, contingencies or uncertainties requiring separate disclosure in the Annual Report.

The Board believes that the development of the system of risk management and internal controls is an on-going process and has taken steps throughout the financial year to improve on the existing risk management and internal control processes and procedures, and will continue to do so, on an on-going basis. This highlights the Board's commitment in ensuring the adequacy and effectiveness of the system in protecting the shareholders' investment and the Group's assets.

This Statement is made in accordance with the Board's approval at its meeting held on 29 September 2025.

AUDIT COMMITTEE REPORT

The Board of Directors (the “Board”) of Scicom (MSC) Berhad (the “Company”) is pleased to present the Audit Committee (the “Committee”) Report for the financial year ended 30 June 2025.

A. COMPOSITION AND MEETINGS

(i) General

The current composition of the Committee is as below:

1. Datuk (Dr.) Joseph Dominic Silva
Chairman/ Independent Non-Executive Director
2. Dato’ Nicholas John Lough @ Sharif Lough Bin Abdullah
Member/ Independent Non-Executive Director
3. Dr. Teoh Chooi Shi
Member/ Independent Non-Executive Director
4. Mior Mokhtar Bin Mior Abu Bakar
Member/ Independent Non-Executive Director

All members of the Committee are Independent Non-Executive Directors and financially literate. None of the members were former key audit partners of the Company’s existing External Auditors, PricewaterhouseCoopers PLT. Encik Mior Mokhtar Bin Mior Abu Bakar is a member of the Association of Chartered Certified Accountants. The composition of the Committee meets the requirements of Paragraph 15.09 of the Main Market Listing Requirements (the “Listing Requirements”) of Bursa Malaysia Securities Berhad and the Step-Up Practice 9.4 of the Malaysian Code on Corporate Governance.

During the financial year, the Committee met five (5) times. The attendance of each of the members is as follows:

Name of Committee Member	Number of meetings attended/ Number of meetings held
Datuk (Dr.) Joseph Dominic Silva	5/5
Dato’ Nicholas John Lough @ Sharif Lough Bin Abdullah	5/5
Mahani Binti Amat (Resigned on 27 August 2025)	5/5
Mior Mokhtar Bin Mior Abu Bakar	5/5
Dr. Teoh Chooi Shi (Appointed on 27 August 2025)	N/A

The External Auditors attended three (3) out of the five (5) meetings, with private sessions conducted without the Management’s presence on 29 August 2024 and 27 May 2025.

The Committee had two (2) private sessions with the Internal Auditors without the presence of Management, on 29 August 2024 and 27 February 2025, to discuss on issues, if any, encountered during the course of internal audit.

A brief profile of the individual Committee members is included in the Board of Directors – Profiles as set out on pages 16 to 23.

The Committee was established by the Board on 30 August 2005. The Board had on 26 September 2023 resolved to separate the Audit and Risk Management Committee into two separate committees namely, Audit Committee, and Risk and Sustainability Committee.

The Terms of Reference of the Committee is available on the Company's website at www.scicom-intl.com.

B. SUMMARY OF ACTIVITIES

The Committee has carried out the following activities in discharging its duties and responsibilities in accordance with the Committee's Terms of Reference:

(i) Internal Control and Governance

The Committee acknowledges that effective internal controls is an essential and indispensable part of corporate governance. The internal control and governance activities conducted by the Committee include:

- A review the Group's internal control system and practices to ensure that they are operating adequately and effectively.
- A receipt of assurance from the CEO and CFO that the Group's risk management and internal control system is operating adequately and effectively, in all material aspects.
- A review of the following documents within the scope of the AC before recommending them to the Board for approval:
 - a. TOR of the AC
 - b. Anti-Bribery and Anti-Corruption Policy
 - c. Limits of Authority
 - d. Whistleblowing Policy and Procedure
 - e. Whistleblowing Incident Handling Procedure
 - f. External Auditors' Assessment
 - g. Non-Assurance Services Concurrence Policy
 - h. Insider Dealing
 - i. Corporate Disclosure Policy and Procedures
 - j. Investor Relations
- A review of the Statement on Risk Management and Internal Control, the Corporate Governance Overview Statement and the Audit Committee Report, and recommended to the Board for approval prior to the inclusion in the annual report.

(ii) Internal Audit

- Reviewed and approved the Internal Auditor's terms of engagement, proposed remuneration and internal audit plan for the financial year 2025 on 29 August 2024 to ensure adequacy of scope and coverage on auditable entities or areas, taking into consideration the changes in the Group's risk profile.

- Reviewed the adequacy of the scope, functions, resources and competencies of the internal audit functions.
- Reviewed and discussed with the Internal Auditors on their internal audit findings and progress on each of the issues arising from the internal audit, amongst others, the following:
 - The effectiveness and adequacy of governance, risk management, operation and compliance processes.
 - Recommendations by the Internal Auditors, the representations made and the corrective actions taken by Management in addressing and resolving issues and ensured that all issues were adequately addressed on a timely basis.

(iii) External Audit

- Reviewed the External Auditor's terms of engagement, proposed remuneration and the audit plan for the financial year ended 30 June 2025 covering audit scope, independence, audit focus areas and audit timetable to ensure that their scope of work adequately covers the activities of the Group, before recommending the same to the Board for approval.
- Reviewed and discussed with the External Auditors on the annual audited financial statements, particularly on issues that arose during the course of the audit and their resolution, key accounting and audit adjustments as well as the unadjusted differences identified during the audit.
- Met with the External Auditors without the presence of Management on two (2) occasions to discuss on issues encountered during the course of the audit and significant matters related to audit plan and strategy.
- Reviewed management representation letter provided to the External Auditors.
- Reviewed the independence and objectivity of the External Auditors and their services including non-audit services.

Description	Group (RM)	Company (RM)
Fees for statutory audit		
- PricewaterhouseCoopers PLT ('PwC') Malaysia	332,304	275,122
- Other auditors	20,881	-
Fees for non-audit services		
- Member firms of PwC Malaysia	20,450	20,450

Note: The fees for other services incurred include annual review of the statement on internal control and risk management, agreed-upon-procedures, tax and advisory services.

- Reviewed the suitability of the External Auditors taking into consideration amongst others, their competency, audit quality, adequacy of resources, communication and interaction and made recommendation to the Board on their re-appointment and remuneration.

(iv) Financial Reporting and Compliance

- Reviewed the unaudited quarterly financial results and annual audited financial statements of the Group and the Company, including the announcements pertaining thereto, before submission to the Board for consideration and approval. The CFO was present during the meetings to present and explain the financial performance of the Group to the members of the Committee.

(v) Related Party Transactions and Conflict of Interest

- Reviewed the related party transactions or conflict of interest situation that may arise within the Company and the Group, on half yearly basis, to ensure that transactions are in line with the Listing Requirements and on arm's length basis and not to the detriment of the minority shareholders. There were no related party transactions or potential conflict of interest during the financial year ended 30 June 2025.

(vi) Others

- Reviewed the proposed interim dividends for the financial year under review, taking into consideration the cash flow requirements before recommending to the Board for approval.
- Reviewed the Terms of Reference of the Committee and recommended to the Board revisions to be made, where necessary.

C. INTERNAL AUDIT FUNCTION

The Committee is aware of the importance of an independent and adequately resourced internal audit function in discharging its duties and responsibilities. The Group's internal audit function, which reports directly to the Committee, assists in reviewing the effectiveness of the Company's internal control systems whilst ensuring that there is an appropriate balance of controls and risks in achieving its business objectives. The Internal Auditors also carry out investigative audit where there are improper, dishonest and illegal acts reported.

The Internal Auditors review the effectiveness of the internal control structures over the Group's activities focusing on high risk areas using a risk-based approach. The scope of internal audit covers the audits of all operating units and follow-up audits on all key departments and operations, including subsidiaries within the Group.

The Group's internal audit function is outsourced to a third-party professional firm, which is independent of the activities and operations of the Group. The internal audit was conducted using a risk-based approach and was guided by the International Professional Practices Framework (IPPF).

The Internal Auditors are empowered by the Committee to conduct independent scheduled audits to ensure there are effective risk monitoring, internal controls, governance process and compliance procedures to provide the level of assurance required by the Board. The Internal Auditors also conduct additional assurance assignments and/or special reviews upon request by the Committee and/or the Board.

The Internal Auditors present their reports to the Committee for review and deliberation on a quarterly basis. Key control issues, significant risk and recommendations are highlighted, along with Management's responses and actions for improvement and/or rectification, where applicable. This enables the Committee to execute its oversight function by reviewing and deliberating the audit issues and recommendations as well as Management's responses. Where applicable, the Committee will direct the Management to establish necessary steps to strengthen the system of internal control based on the Internal Auditors' recommendations.

During the financial year, the Internal Auditors carried out the following activities in accordance with the internal audit plan approved by the Committee which includes:

(i) Internal Audit Execution

The following areas are covered during the financial year under review:

- Business Development/Customer Relationship Management
- Operation Management
- Procurement and Third-Party Risk Management
- Fixed Asset Management
- Business Continuity Management
- Anti-Bribery and Anti-Corruption Programme Monitoring and Enforcement
- Whistleblowing Handling Process

Internal audit reports, along with the observations, root causes and recommendations as well as Management's responses and action plans for improvement and/or rectification were tabled to the Committee for review and deliberation on a quarterly basis.

(ii) Follow Up Audit Execution

Regular follow up audits were conducted with Management on agreed corrective actions taken on outstanding audit issues to ensure key risks and control weaknesses were addressed effectively and timely. The status of implementation of the said agreed corrective actions along with rectification timeline extension were reported to the Committee on a quarterly basis.

(iii) Internal Audit Plan for financial year 2025

Prepared and presented the internal audit plans for financial year 2025 to the Committee for deliberation and approval on 29 August 2024 and revised on 30 September 2024. The internal audit plans were prepared using risk-based approach to ensure that the audit plans priority are based on the Group's significant risks and inputs from various sources including the Group risk profile, business plans and strategies, past audit issues and feedback from external audit, Management and the Committee.

The Committee had also assessed the adequacy of the scope, competency and resources of the internal audit function for the financial year 2025.

The cost incurred by the Group's internal audit during the financial year amounted to RM88,000.

This Audit Committee Report is made in accordance with the Board's approval at the Board meeting held on 29 September 2025.

STATEMENT OF DIRECTORS' RESPONSIBILITY

The Directors are responsible for ensuring that the financial statements of the Group and the Company are drawn up in accordance with the Malaysian Financial Reporting Standards, International Financial Reporting Standards and the provisions of the Companies Act 2016, so as to give a true and fair view of the state of affairs of the Group and the Company as at 30 June 2025.

In preparing the financial statements for the financial year ended 30 June 2025, the Directors have:

- Adopted the appropriate and relevant accounting policies and applied them consistently;
- Made judgment, estimates and assumptions that are reasonable and prudent;
- Ensured adoption of the applicable approved Financial Reporting Standards in Malaysia and the provisions of the Companies Act 2016; and
- Prepared the financial statements on a going-concern basis.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at all times the financial position of the Group and the Company to ensure that the financial statements comply with the Companies Act 2016.

The Directors have also taken the necessary steps to ensure that appropriate systems are in place for safeguarding the assets of the Group and the Company for the prevention and detection of fraud and other irregularities. The systems, by their nature, can only provide reasonable and not absolute assurance against material misstatements, loss or fraud.

A Statement by Directors pursuant to Section 251 of the Companies Act 2016 is set out on page 234 of the Annual Report.

CONTENT

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SCICOM (MSC) BERHAD
(Incorporated in Malaysia)

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DIRECTORS' REPORT



The Directors are pleased to submit their report to the members together with the audited financial statements of the Group and of the Company for the financial year ended 30 June 2025.

PRINCIPAL ACTIVITIES

The principal activities of the Company are that of an investment holding company and the provision of customer contact centre services within the Business Process Outsourcing ("BPO") space, which offers multi-lingual, multi-channel customer care, technical support help desk, consultative sales and associated fulfilment. The Group provides electronic solutions and applications for payment on-line processing, border security services, digital platforms, software solutions and education which includes educational and industrial training services primarily focused on customer care in the service industry.

There have been no significant changes in the principal activities of the Group and of the Company during the financial year.

FINANCIAL RESULTS

	<u>Group</u> RM	<u>Company</u> RM
Profit for the financial year attributable to:		
- Owners of the Company	20,344,850	16,884,304
- Non-controlling interest	294,862	-
Profit for the financial year	<u>20,639,712</u>	<u>16,884,304</u>

DIVIDENDS

The dividends on ordinary shares paid or declared by the Company since 30 June 2024 were as follows:

	RM
(a) In respect of the financial year ended 30 June 2024, a fourth interim dividend of 1.25 sen, tax exempt, per ordinary share, paid on 30 September 2024.	4,443,170
(b) In respect of the financial year ended 30 June 2025, a first interim dividend of 2.0 sen, tax exempt, per ordinary share, paid on 27 December 2024.	7,109,071
(c) In respect of the financial year ended 30 June 2025, a second interim dividend of 1.25 sen, tax exempt, per ordinary share, paid on 28 March 2025.	4,443,170
(d) In respect of the financial year ended 30 June 2025, a third interim dividend of 1.00 sen, tax exempt, per ordinary share, paid on 25 June 2025.	3,554,535
	<u>19,549,946</u>

DIRECTORS' REPORT

● ● ● (CONTINUED)

DIVIDENDS (CONTINUED)

On 27 August 2025, the Board of Directors declared a fourth interim dividend of 1.25 sen, tax exempt, per ordinary share of RM4,443,170, payable on 30 September 2025.

RESERVES AND PROVISIONS

All material transfers to or from reserves and provisions during the financial year have been disclosed in the financial statements.

DIRECTORS

The Directors in office during the financial year and during the period from the end of the financial year to the date of the report are:

Krishnan a/l C. K. Menon	
Dato' Sri Leo Suresh Ariyanayakam	
Dato' Nicholas John Lough @ Sharif Lough bin Abdullah	
Mahani binti Amat	
Datuk (Dr.) Joseph Dominic Silva	
Mior Mokhtar bin Mior Abu Bakar	
Hong Kean Yong	(Appointed on 1 January 2025)
Dr. Carrine Teoh Chooi Shi	(Appointed on 1 May 2025)
Elakumari a/p Kantilal	(Resigned on 28 October 2024)
Fa'izah binti Mohamed Amin	(Demised on 8 September 2024)

The Directors of subsidiaries (excluding Directors who are also Directors of the Company) in office during the financial year until the date of this report are:

Roddy Jaysen Samsamy	
Peshotan Parvez Jamasji	
Jayakumar a/l Narayana Pillai Sreedharan Nair	(Resigned on 23 July 2025)

DIRECTORS' BENEFITS

Since the end of the previous financial year, no Director has received or become entitled to receive a benefit (other than the benefits shown under Director's remuneration and disclosed in Note 7 to the financial statements) by reason of a contract made by the Company or by a related corporation with the Director or with a firm of which the Director is a member, or with a company in which the Director has a substantial financial interest.

Neither during nor at the end of the financial year was the Company or any of its subsidiaries a party to any arrangements whose object was to enable the Directors to acquire benefits by means of the acquisition of shares in, or debentures of, the Company or any other body corporate.

DIRECTORS' REMUNERATION

The aggregate amounts of emoluments received by Directors of the Group and of the Company during the financial year were as follows:

DIRECTORS' REPORT

• • • (CONTINUED)

DIRECTORS' REMUNERATION (CONTINUED)

	<u>Group</u>	<u>Company</u>
<u>Directors of the Company</u>	<u>RM</u>	<u>RM</u>
Executive Director:		
- Salaries and bonuses	1,394,880	1,394,880
- Defined contribution plans	168,242	168,242
- Estimated monetary value of benefits-in-kind	7,200	7,200
Non-executive Directors:		
- Fees	<u>612,507</u>	<u>612,507</u>

INDEMNITY AND INSURANCE FOR DIRECTORS, OFFICERS AND AUDITORS

The Company maintains a corporate liability insurance for the Directors and officers of the Group throughout the financial year, which provides appropriate insurance cover for the Directors and officers of the Group. The amount of insurance premium paid by the Company for the financial year ended 30 June 2025 was RM54,020.

To the extent permitted by the Companies Act 2016, the Company has agreed to indemnify its auditors, PricewaterhouseCoopers PLT, against claims by third parties arising from the statutory audit (for an unspecified amount) as part of the terms of its statutory audit engagement. No payment has been made to reimburse PricewaterhouseCoopers PLT during or since the end of the financial year.

DIRECTORS' INTERESTS IN SHARES AND DEBENTURES

According to the Register of Directors' Shareholdings required to be kept under Section 59 of the Companies Act 2016, none of the Directors who held office at the end of the financial year held any shares or debentures in the Company or its subsidiaries or subsidiaries of the holding company during the financial year except as follows:

	<u>Number of ordinary shares of the Company</u>			
	<u>At</u>			<u>At</u>
	<u>1 July 2024</u>	<u>Bought</u>	<u>Disposed</u>	<u>30 June 2025</u>
	<u>'000</u>	<u>'000</u>	<u>'000</u>	<u>'000</u>
<u>Direct interest in shareholdings</u>				
Krishnan a/l C. K. Menon	21,035	100	-	21,135
Dato' Sri Leo Suresh Ariyanayakam	92,637	342	-	92,979
Dato' Nicholas John Lough @ Sharif Lough bin Abdullah	<u>1,045</u>	<u>-</u>	<u>-</u>	<u>1,045</u>
<u>Deemed interest in shareholdings</u>				
Krishnan a/l C. K. Menon ¹	3,519	-	-	3,519
Dato' Nicholas John Lough @ Sharif Lough bin Abdullah ²	<u>1,063</u>	<u>-</u>	<u>-</u>	<u>1,063</u>

¹ Deemed interest by virtue of his shareholdings in Netinsat Asia Sdn. Bhd., pursuant to Section 59 of the Companies Act 2016.

² Deemed interest by virtue of his shareholdings in Melewar Leisure Sdn. Bhd., pursuant to Section 59 of the Companies Act 2016.

DIRECTORS' REPORT

• • • (CONTINUED)

OTHER STATUTORY INFORMATION

- (a) Before the financial statements of the Group and of the Company were prepared, the Directors took reasonable steps:
 - (i) to ascertain that proper action had been taken in relation to the writing off of bad debts and the making of provision for doubtful debts and satisfied themselves that all known bad debts had been written off and that adequate provision had been made for doubtful debts; and
 - (ii) to ensure that any current assets, which were unlikely to be realised in the ordinary course of business including the values of current assets as shown in the accounting records of the Group and of the Company had been written down to an amount which the current assets might be expected so to realise.
- (b) At the date of this report, the Directors are not aware of any circumstances:
 - (i) which would render the amounts written off for bad debts or the amount of the provision for doubtful debts inadequate to any substantial extent; or
 - (ii) which would render the values attributed to current assets in the financial statements of the Group and of the Company misleading; or
 - (iii) which have arisen which would render adherence to the existing method of valuation of assets or liabilities of the Group and of the Company misleading or inappropriate.
- (c) At the date of this report:
 - (i) there are no charges on the assets of the Group and of the Company which have arisen since the end of the financial year which secure the liabilities of any other person; and
 - (ii) there are no contingent liabilities in the Group and in the Company which have arisen since the end of the financial year.
- (d) No contingent or other liability of any company in the Group has become enforceable or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the Directors, will or may affect the ability of the Company and its subsidiaries to meet their obligations when they fall due.
- (e) At the date of this report, the Directors are not aware of any circumstances not otherwise dealt with in this report or the financial statements of the Group and of the Company which would render any amount stated in the respective financial statements misleading.
- (f) In the opinion of the Directors:
 - (i) the results of the operations of the Group and of the Company during the financial year were not substantially affected by any item, transaction or event of a material and unusual nature; and
 - (ii) there has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect substantially the results of the operations of the Group and of the Company for the financial year in which this report is made.

DIRECTORS' REPORT

● ● ● (CONTINUED)

SUBSIDIARIES

The details of the subsidiaries of the Group and Company are as follows:

<u>Name</u>	<u>Place of business and country of incorporation</u>	<u>Group's effective interest</u>		<u>Principal activities</u>
		<u>2025</u>	<u>2024</u>	
		%	%	
<u>Subsidiaries of the Company</u>				
Scicom (Academy) Sdn. Bhd.	Malaysia	100	100	Provides customer service training products as well as contact centre consulting and marketing services
Scicom International College Sdn. Bhd.	Malaysia	70	70	Dormant
Scicom E Solutions Sdn. Bhd.	Malaysia	100	100	Provides electronic solutions and applications for payment on-line processing, border security services, digital platforms and software solutions
Scicom Contact Centre Services Private Limited	India	100	100	Dormant
Scicom International (UK) Ltd.	United Kingdom	100	100	Dormant
Scicom Inc. (Subsidiary of Scicom International (UK) Ltd.)	United States of America	100	100	Dormant
PT Scicom Indonesia	Indonesia	100	100	Dormant
Scicom Lanka (Private) Limited	Sri Lanka	100	100	Provides customer contact centre outsourcing services
Scicom (Cambodia) Co. Ltd.	Cambodia	100	100	Dormant
SciSolutions (Mauritius) Ltd.	Mauritius	100	100	Dormant
Mediconnect Sdn. Bhd.	Malaysia	100	100	Dormant

DIRECTORS' REPORT

• • • (CONTINUED)

AUDITORS' REMUNERATION

Auditors' remuneration for the financial year ended 30 June 2025 for the Group and the Company is as follows:

	<u>Group</u> RM	<u>Company</u> RM
Fees for statutory audit		
- PricewaterhouseCoopers PLT ("PwC"), Malaysia	332,304	275,122
- Other auditors	20,881	-
Fees for other services		
- Member firms of PwC Malaysia	<u>20,450</u>	<u>20,450</u>

AUDITORS

The auditors, PricewaterhouseCoopers PLT (LLP0014401-LCA & AF 1146), have expressed their willingness to accept re-appointment as auditors.

This report was approved by the Board of Directors on 29 September 2025. Signed on behalf of the Board of Directors:

DATO' SRI LEO SURESH ARIYANAYAKAM
DIRECTOR

KRISHNAN A/L C. K. MENON
DIRECTOR

Kuala Lumpur

STATEMENTS OF COMPREHENSIVE INCOME

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

		<u>Group</u>		<u>Company</u>	
	<u>Note</u>	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
		RM	RM	RM	RM
REVENUE	6	198,598,742	223,999,127	191,173,517	218,257,683
OPERATING EXPENSES					
- Depreciation and amortisation expenses		(18,891,293)	(18,770,364)	(16,529,269)	(16,441,775)
- Employee benefit costs	7	(119,604,427)	(140,471,023)	(113,547,405)	(132,250,534)
- Net reversal on impairment of financial assets		-	-	7,587,420	1,926,566
- Bad debts recovered		-	-	-	-
- Maintenance expenses		(6,001,503)	(5,558,191)	(11,994,049)	(11,059,609)
- Rental expenses	8	(299,947)	(319,949)	(207,298)	(292,700)
- Telecommunication and utilities expenses		(4,004,900)	(5,621,899)	(3,437,921)	(4,981,769)
- Travelling expenses		(1,166,308)	(1,155,155)	(970,156)	(788,587)
- Marketing expenses		(10,748,230)	(8,757,787)	(10,744,897)	(8,739,417)
- Other operating expenses		(11,560,920)	(9,979,382)	(18,127,697)	(12,409,643)
		(172,277,528)	(190,633,750)	(167,971,272)	(185,037,468)
PROFIT FROM OPERATIONS		26,321,214	33,365,377	23,202,245	33,220,215
FINANCE INCOME	9	1,616,611	1,469,435	1,613,898	1,467,113
FINANCE COST	9	(1,019,216)	(1,456,378)	(925,086)	(1,252,801)
PROFIT BEFORE TAXATION	10	26,918,609	33,378,434	23,891,057	33,434,527
TAXATION	11	(6,278,897)	(9,030,395)	(7,006,753)	(8,654,433)
PROFIT FOR THE FINANCIAL YEAR		20,639,712	24,348,039	16,884,304	24,780,094

STATEMENTS OF COMPREHENSIVE INCOME

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

		Group		Company	
	Note	2025	2024	2025	2024
		RM	RM	RM	RM
OTHER COMPREHENSIVE EXPENSE					
Items that may be subsequently reclassified to profit or loss:					
- Currency translation differences		(459,583)	(234,867)	-	-
TOTAL COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR		20,180,129	24,113,172	16,884,304	24,780,094
PROFIT/(LOSS) FOR THE FINANCIAL YEAR ATTRIBUTABLE TO:					
- Owners of the Company		20,344,850	24,352,843	16,884,304	24,780,094
- Non-controlling interest		294,862	(4,804)	-	-
		20,639,712	24,348,039	16,884,304	24,780,094
TOTAL COMPREHENSIVE INCOME/(EXPENSE) FOR THE FINANCIAL YEAR ATTRIBUTABLE TO:					
- Owners of the Company		19,885,267	24,117,976	16,884,304	24,780,094
- Non-controlling interest		294,862	(4,804)	-	-
		20,180,129	24,113,172	16,884,304	24,780,094
Earnings per share:					
- Basic/Diluted (sen)	12	5.72	6.85		

The above statements of comprehensive income should be read in conjunction with the accompanying notes.

STATEMENTS OF FINANCIAL POSITION

● ● ● AS AT 30 JUNE 2025

		Group		Company	
	Note	2025	2024	2025	2024
		RM	RM	RM	RM
NON-CURRENT ASSETS					
Plant and equipment	14	9,879,327	13,490,379	8,503,548	12,406,587
Intangible assets	15	11,758,010	8,901,707	11,266,069	7,441,733
Right-of-use assets	16	12,651,537	21,154,815	11,973,952	19,940,971
Interests in subsidiaries	17	-	-	667,283	-
Other receivables, deposits and prepayments	19	3,214,387	3,249,358	3,023,958	3,248,758
Amounts due from subsidiaries	20	-	-	2,053,990	2,467,092
Deferred tax assets	26	2,107,938	1,041,129	-	-
		39,611,199	47,837,388	37,488,800	45,505,141
CURRENT ASSETS					
Trade receivables	18	44,541,327	52,570,267	42,088,406	50,044,687
Other receivables, deposits and prepayments	19	5,986,936	6,539,933	4,420,040	4,567,089
Amounts due from subsidiaries	20	-	-	320,000	463,852
Tax recoverable		4,705,858	4,156,091	4,577,549	3,903,021
Investments in cash funds	21	24,073,155	22,471,078	24,073,155	22,471,078
Cash and bank balances	22	26,019,724	21,766,805	25,537,100	21,254,351
		105,327,000	107,504,174	101,016,250	102,704,078
LESS: CURRENT LIABILITIES					
Contract liability	24	581,696	498,630	581,696	498,630
Amounts due to a subsidiary	20	-	-	4,534,610	-
Trade and other payables	23	11,147,963	13,052,814	7,862,647	10,215,718
Lease liabilities	25	9,657,739	9,124,020	8,852,150	8,354,476
Tax payable		477,176	-	-	-
		21,864,574	22,675,464	21,831,103	19,068,824
NET CURRENT ASSETS		83,462,426	84,828,710	79,185,147	83,635,254

STATEMENTS OF FINANCIAL POSITION

● ● ● AS AT 30 JUNE 2025 (CONTINUED)

		Group		Company	
	Note	2025	2024	2025	2024
		RM	RM	RM	RM
LESS: NON-CURRENT LIABILITIES					
Contract liability	24	1,331,319	1,913,015	1,331,319	1,913,015
Deferred tax liabilities	26	1,608,466	1,975,426	1,608,466	1,975,426
Lease liabilities	25	4,815,870	14,089,870	4,712,719	13,564,869
		7,755,655	17,978,311	7,652,504	17,453,310
NET ASSETS		115,317,970	114,687,787	109,021,443	111,687,085
EQUITY ATTRIBUTABLE TO OWNERS OF THE COMPANY					
Share capital	27	35,545,356	35,545,356	35,545,356	35,545,356
Currency translation reserve	28	(7,798,958)	(7,339,375)	-	-
Retained earnings	28	88,905,695	88,110,791	73,476,087	76,141,729
TOTAL EQUITY ATTRIBUTABLE TO OWNERS OF THE COMPANY		116,652,093	116,316,772	109,021,443	111,687,085
NON-CONTROLLING INTEREST		(1,334,123)	(1,628,985)	-	-
TOTAL EQUITY		115,317,970	114,687,787	109,021,443	111,687,085

The above statements of financial position should be read in conjunction with the accompanying notes.

STATEMENTS OF CHANGES IN EQUITY

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

Attributable to owners of the Company						
Note	Issued and fully paid ordinary shares		Non- distributable	Distributable	Non- controlling interest	Total equity
	Number of shares unit	Share capital RM	Currency translation reserve RM	Retained earnings RM	RM	RM
<u>Group</u>						
Balance as at 1 July 2024	355,453,560	35,545,356	(7,339,375)	88,110,791	(1,628,985)	114,687,787
Currency translation difference	-	-	(459,583)	-	-	(459,583)
Profit for the financial year	-	-	-	20,344,850	294,862	20,639,712
<i>Total comprehensive (expense)/income for the financial year</i>	-	-	(459,583)	20,344,850	294,862	20,180,129
Transactions with owners:						
Dividends for financial year ended:						
- 30 June 2024	13	-	-	(4,443,170)	-	(4,443,170)
- 30 June 2025	13	-	-	(15,106,776)	-	(15,106,776)
<i>Total transactions with owners</i>		-	-	(19,549,946)	-	(19,549,946)
Balance as at 30 June 2025		<u>355,453,560</u>	<u>35,545,356</u>	<u>(7,798,958)</u>	<u>88,905,695</u>	<u>(1,334,123)</u>
						<u>115,317,970</u>

STATEMENTS OF CHANGES IN EQUITY

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

Attributable to owners of the Company						
Note	Issued and fully paid ordinary shares		Non- distributable	Distributable	Non- controlling interest	Total equity
	Number of shares unit	Share capital RM	Currency translation reserve RM	Retained earnings RM	RM	RM
<u>Group</u>						
Balance as at 1 July 2023	355,453,560	35,545,356	(7,104,508)	89,528,331	(1,624,181)	116,344,998
Currency translation difference	-	-	(234,867)	-	-	(234,867)
Profit/(Loss) for the financial year	-	-	-	24,352,843	(4,804)	24,348,039
<i>Total comprehensive (expense)/income for the financial year</i>	-	-	(234,867)	24,352,843	(4,804)	24,113,172
Transactions with owners:						
Dividends for financial year ended:						
- 30 June 2023	13	-	-	(7,109,071)	-	(7,109,071)
- 30 June 2024	13	-	-	(18,661,312)	-	(18,661,312)
<i>Total transactions with owners</i>	-	-	-	(25,770,383)	-	(25,770,383)
Balance as at 30 June 2024	355,453,560	35,545,356	(7,339,375)	88,110,791	(1,628,985)	114,687,787

STATEMENTS OF CHANGES IN EQUITY

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

Company	Note	Issued and fully paid ordinary shares		Distributable	Total equity
		Number of shares	Share capital	Retained earnings	
		unit	RM	RM	
Balance as at 1 July 2024		355,453,560	35,545,356	76,141,729	111,687,085
Profit and total comprehensive income for the financial year		-	-	16,884,304	16,884,304
Transactions with owners:					
Dividends for the financial year ended:					
- 30 June 2024	13	-	-	(4,443,170)	(4,443,170)
- 30 June 2025	13	-	-	(15,106,776)	(15,106,776)
Total transactions with owners		-	-	(19,549,946)	(19,549,946)
Balance as at 30 June 2025		<u>355,453,560</u>	<u>35,545,356</u>	<u>73,476,087</u>	<u>109,021,443</u>
Balance as at 1 July 2023		355,453,560	35,545,356	77,132,018	112,677,374
Profit and total comprehensive income for the financial year		-	-	24,780,094	24,780,094
Transactions with owners:					
Dividends for the financial year ended:					
- 30 June 2023	13	-	-	(7,109,071)	(7,109,071)
- 30 June 2024	13	-	-	(18,661,312)	(18,661,312)
Total transactions with owners		-	-	(25,770,383)	(25,770,383)
Balance as at 30 June 2024		<u>355,453,560</u>	<u>35,545,356</u>	<u>76,141,729</u>	<u>111,687,085</u>

The above statements of changes in equity should be read in conjunction with the accompanying notes.

STATEMENTS OF CASH FLOWS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
CASH FLOWS FROM OPERATING ACTIVITIES				
Net profit for the financial year	20,639,712	24,348,039	16,884,304	24,780,094
<u>Adjustments for:</u>				
(Reversal) on/Allowance for impairment of financial assets:				
- advances to subsidiaries	-	-	(7,621,723)	(2,004,727)
- amounts due from subsidiaries	-	-	34,303	78,161
Amortisation of intangible assets	3,660,764	3,249,657	2,738,493	2,189,373
Depreciation of plant and equipment	6,279,588	6,397,929	5,823,757	6,048,934
Depreciation of right-of-use assets	8,950,941	9,122,778	7,967,019	8,203,468
Loss on disposal of plant and equipment	-	5,007	-	5,007
Plant and equipment written off	88,530	1,547	88,530	1,547
Finance income	(1,616,611)	(1,469,435)	(1,613,898)	(1,467,113)
Finance cost	1,019,216	1,456,378	925,086	1,252,801
Unrealised foreign exchange loss/(gain)	828,211	(246,442)	827,861	(246,506)
Taxation	6,278,897	9,030,395	7,006,753	8,654,433
Operating profit before changes in working capital	46,129,248	51,895,853	33,060,485	47,495,472
Changes in working capital:				
Trade and other receivables	8,620,980	4,395,898	8,332,203	4,711,450
Trade and other payables	(2,409,935)	2,085,662	(2,857,806)	954,026
Amounts due from subsidiaries	-	-	13,892,897	4,969,385
Cash generated from operating activities	52,340,293	58,377,413	52,427,779	58,130,333
Income tax paid	(8,431,910)	(9,950,009)	(8,388,921)	(9,904,159)
Income tax refunds	497,540	9,622	340,680	-
Net cash generated from operating activities	44,405,923	48,437,026	44,379,538	48,226,174

STATEMENTS OF CASH FLOWS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

	Note	Group		Company	
		2025	2024	2025	2024
		RM	RM	RM	RM
CASH FLOWS FROM INVESTING ACTIVITIES					
Advances to subsidiaries		-	-	(2,533,890)	(2,335,473)
Repayment of advances by a subsidiary		-	-	652,694	300,000
Proceeds from disposal of plant and equipment		-	10,494	-	10,494
Acquisition of intangible assets		(6,571,042)	(2,525,664)	(6,562,829)	(2,525,664)
Purchase of plant and equipment		(2,822,240)	(2,825,224)	(2,009,248)	(2,235,921)
Interest received		553,152	1,469,435	550,439	1,467,113
Placement of investments in cash funds		(4,000,000)	(6,340,547)	(4,000,000)	(6,301,858)
Redemption of investments in cash funds		2,517,595	-	2,517,595	-
Increase in fixed deposits with maturity of more than 3 months		(2,000,000)	983,100	(2,000,000)	983,100
Net cash used in investing activities		(12,322,535)	(9,228,406)	(13,385,239)	(10,638,209)
CASH FLOWS FROM FINANCING ACTIVITIES					
Payment of dividends		(19,549,946)	(25,770,383)	(19,549,946)	(25,770,383)
Payment of principal element of lease liabilities		(9,136,269)	(9,071,932)	(8,354,476)	(8,152,621)
Payment of interest element of lease liabilities		(1,019,216)	(1,456,378)	(925,086)	(1,252,801)
Net cash used in financing activities		(29,705,431)	(36,298,693)	(28,829,508)	(35,175,805)
NET MOVEMENT IN CASH AND CASH EQUIVALENTS		2,377,957	2,909,927	2,164,791	2,412,160
EFFECT OF FOREIGN EXCHANGE MOVEMENT ON CASH AND CASH EQUIVALENTS		(125,038)	(98,835)	117,958	250,263
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE FINANCIAL YEAR		15,766,805	12,955,713	15,254,351	12,591,928
CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR		18,019,724	15,766,805	17,537,100	15,254,351
Deposits with maturity of more than 3 months		8,000,000	6,000,000	8,000,000	6,000,000
CASH AND BANK BALANCES AT THE END OF THE FINANCIAL YEAR (NOTE 22)		26,019,724	21,766,805	25,537,100	21,254,351

The above statements of cash flows should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS

●●● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1 GENERAL INFORMATION

The principal activities of the Company are that of an investment holding company and the provision of customer contact centre services within the Business Process Outsourcing ("BPO") space, which offers multi-lingual, multi-channel customer care, technical support help desk, consultative sales and associated fulfilment. The Group provides electronic solutions and applications for payment on-line processing, border security services, digital platforms, software solutions and education which includes educational and industrial training services primarily focused on customer care in the service industry. Details of the principal activities of subsidiaries are shown in Note 17 to the financial statements.

The Company is a public limited liability company incorporated and domiciled in Malaysia. The Company is listed on the Main Market of Bursa Malaysia Securities Berhad ("Bursa Securities").

The address of the registered office of business of the Company is as follows:

Unit 30-01, Level 30
Tower A, Vertical Business Suite
Avenue 3, Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur

The address of the principal place of business is as follows:

25th Floor, Menara TA One
22 Jalan P. Ramlee
50250 Kuala Lumpur

2 BASIS OF PREPARATION

The financial statements of the Group and the Company have been prepared in accordance with the Malaysian Financial Reporting Standards ("MFRS"), International Financial Reporting Standards and the requirements of the Companies Act 2016 in Malaysia.

The financial statements have been prepared under the historical cost convention except as disclosed in the material accounting policy information in Note 3 to the financial statements.

Preparation of financials statements of the Group and the Company in conformity with MFRS requires the use of certain critical accounting estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reported period. It also requires Directors to exercise their judgement in the process of applying the Group's and the Company's accounting policies. Although these estimates and judgements are based on the Directors' best knowledge of current events and actions, actual results may differ. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 4.

NOTES TO THE FINANCIAL STATEMENTS

••• FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

2 BASIS OF PREPARATION (CONTINUED)

(a) Amendments to published standards that are effective and applicable to the Group and Company

The Group and the Company have applied the following for the first time for the financial year beginning on 1 July 2024:

- Amendments to MFRS 101 'Disclosure of Accounting Policies'
- Amendments to MFRS Practice Statement 2 'Disclosure of Accounting Policies'
- Amendments to MFRS 108 'Definition of Accounting Estimates'
- Amendments to MFRS 112 'Deferred Tax related to Assets and Liabilities arising from a Single Transaction'

The adoption of the amendments listed above did not have any significant impact on the current financial year or any prior financial year and is not likely to affect future financial years.

Amendments to MFRS 101 and MFRS Practice Statement 2 'Disclosure of Accounting Policies'

These amendments provide guidance and examples to help entities applying materiality judgements to accounting policy disclosures. The amendments aim to help entities provide accounting policy disclosures that are more useful, by replacing the requirement for entities to disclose their 'significant' accounting policies with a requirement to disclose their 'material' accounting policies.

The amendments had a minor impact on the consolidated financial statements of the Group. The Group has performed a reassessment of its accounting policy disclosures against the amended guidance, which resulted in minor changes to the section on accounting policies.

(b) New standards and amendments that are applicable to the Group and Company but not yet effective

Amendments effective for annual periods beginning on or after 1 January 2025

- Amendments to MFRS 16 'Lease Liability in a Sale and Leaseback'
- Amendments to MFRS 101 'Classification of Liabilities as Current or Non-current' and 'Non-current Liabilities with Covenants'
- Amendments to MFRS 121 'Lack of Exchangeability'

Amendments effective for annual periods beginning on or after 1 January 2026

- Amendments to MFRS 9 and MFRS 7 'Amendments to the Classification and Measurement of Financial Instruments'

New standards effective for annual periods beginning on or after 1 January 2027

- New standards to MFRS 18 'Presentation and Disclosure in Financial Statements'
- New standards to MFRS 19 'Subsidiaries without Public Accountability: Disclosure'

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

2 BASIS OF PREPARATION (CONTINUED)

(b) New standards and amendments that are applicable to the Group and Company but not yet effective (continued)

New standards effective for annual periods beginning on or after 1 January 2027 (continued)

MFRS 18 replaces MFRS 101 Presentation of Financial Statements, which would result in the following changes:

- (i) (a) Income and expenses are classified into 3 new main categories:
 - i. Operating category which typically includes results from the main business activities;
 - ii. Investing category that presents the results of investments in associates and joint ventures and other assets that generate a return largely dependently of other resources; and
 - iii. Financing category that presents income and expenses from financing liabilities.
- (b) Entities are required to present two new specified subtotals: 'Operating profit or loss' and 'Profit or loss before financing and income taxes'.
- (ii) Management-defined performance measures are disclosed in a single note and reconciled to the most similar specified subtotal in MFRS Accounting Standards.
- (iii) Changes to the guidance on aggregation and disaggregation which focus on grouping items based on their shared characteristics.

The Group and Company will adopt the above new standards and amendments when they become effective in the respective financial periods. The Group and Company is in the process of assessing the impact of the adoption of these new standards and amendments to existing standards.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION

The principal accounting policies applied in the preparation of these consolidated financial statements are set out below:

(a) Consolidation

(i) Subsidiaries

Subsidiaries are all entities over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the relevant activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are deconsolidated from the date that control ceases.

The Group applies the acquisition method to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair values of the assets transferred, the liabilities incurred to the former owners of the acquiree and the equity interests issued by the Group. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement and fair value of any pre-existing equity interest in the subsidiary. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are, with limited exceptions, measured initially at their fair values at the acquisition date. The Group recognises any non-controlling interest in the acquiree on an acquisition-by-acquisition basis, either at fair value or at the non-controlling interest's proportionate share of the recognised amounts of acquiree's identifiable net assets.

The excess of the consideration transferred, the amount of any non-controlling interest in the acquiree and the acquisition-date fair value of any previous equity interest in the acquiree over the fair value of the identifiable net assets acquired is recognised as goodwill. If the total of consideration transferred, non-controlling interest recognised and previously held interest measured is less than the fair value of the net assets of the subsidiary acquired in the case of a bargain purchase, the difference is recognised directly in profit or loss. Acquisition-related costs are expensed as incurred.

If the business combination is achieved in stages, the carrying value of the acquirer's previously held equity interest in the acquiree is remeasured to fair value at the acquisition date, any gains or losses arising from such re-measurement are recognised in profit or loss.

Any contingent consideration to be transferred by the Group is recognised at fair value at the acquisition date. Subsequent changes to the fair value of the contingent consideration that is deemed to be an asset or liability is recognised in accordance with MFRS 9 in profit or loss. Contingent consideration that is classified as equity is not remeasured, and its subsequent settlement is accounted for within equity.

Inter-company transactions, balances and unrealised gains on transactions between Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the transferred asset.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

Non-controlling interests in the results and equity of subsidiaries are shown separately in the consolidated statement of comprehensive income, statement of changes in equity and statement of financial position respectively.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(b) Investments in subsidiaries in separate financial statements

In the Company's separate financial statements, investments in subsidiaries are carried at cost less accumulated impairment losses. On disposal of investments in subsidiaries the difference between disposal proceeds and the carrying amounts of the investments are recognised in profit or loss.

(c) Plant and equipment

Plant and equipment are stated at historical cost less accumulated depreciation and impairment losses. The cost of an item of plant and equipment initially recognised includes its purchase price and any cost that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the Company and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are recognised as expenses in profit or loss during the financial period in which they are incurred.

Gains or losses on disposals are determined by comparing proceeds with carrying amount and are included in 'other operating expenses' in profit or loss.

Plant and equipment are depreciated on the straight-line method to allocate the costs to their residual values over their estimated useful lives, summarised as follows:

Furniture and fittings	20%
Office equipment and computers	20%
Telecommunications equipment	20%
Office renovations	20 - 50%
Motor vehicles	20%

Depreciation on assets under construction commences when the assets are ready for their intended use.

Residual values and useful lives of assets are reviewed, and adjusted if appropriate, at the end of each reporting period.

At the end of the reporting period, the Group and the Company assess whether there is any indication of impairment. If such indications exist, an analysis is performed to assess whether the carrying amount of the asset is fully recoverable. A write down is made if the carrying amount exceeds the recoverable amount. See accounting policy Note 3(e) on impairment of non-financial assets.

(d) Intangible assets

Software licences

Separately acquired software licences are recognised at fair value at the acquisition date and are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is calculated using the straight-line method to allocate the cost of software licences over their estimated useful lives of five years.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(d) Intangible assets (continued)

Software licences (continued)

The costs of computer software by external suppliers are amortised from the point at which the asset is ready for use over its estimated useful life.

Costs associated with maintaining computer software programmes are recognised as an expense as incurred.

Software development cost

Research expenditure is recognised as an expense when incurred. Costs incurred on development projects (relating to the design and testing of new or improved products) are recognised as intangible assets when the following criteria are fulfilled:

- (i) it is technically feasible to complete the intangible asset so that it will be available for use or sale;
- (ii) management intends to complete the intangible asset and use or sell it;
- (iii) there is an ability to use or sell the intangible asset;
- (iv) it can be demonstrated how the intangible asset will generate probable future economic benefits;
- (v) adequate technical, financial and other resources to complete the development and to use or sell the intangible asset are available; and
- (vi) the expenditure attributable to the intangible asset during its development can be reliably measured.

Other development expenditures that do not meet these criteria are recognised as an expense when incurred. Development costs previously recognised as an expense are not recognised as an asset in subsequent period.

The capitalised cost includes expenditures that are directly attributable to the development of the software and any other costs directly attributable to bringing the intangible assets to a working condition for its intended use. Cost capitalised includes staff costs and other overhead costs directly attributable to the development of the software.

The software development costs are initially measured at cost. Subsequent to initial recognition, the software development costs are measured at cost, less accumulated amortisation and less accumulated impairment losses.

Capitalised development costs recognised as intangible assets are amortised from the point at which the asset is ready for use on a straight-line basis over its useful life, not exceeding 7 years. Intangible assets that are not yet available for use are not subject to amortisation but tested annually for impairment.

Concession assets

The Group and the Company recognise concession assets in accordance with IC Interpretation 12 Service Concession Arrangements ("IC Interpretation 12") when it has a right to charge for usage of the concession assets and expects future economic benefits from it. Concession assets are initially measured at fair value based on the considerations for providing development services. Subsequent to initial recognition, the concession assets are measured at cost, less accumulated amortisation and accumulated impairment losses.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(d) Intangible assets (continued)

Concession assets (continued)

The cost includes expenditures such as staff costs and other overhead costs that are directly attributable to the development of the concession assets and any other costs directly attributable to bringing the intangible assets to a working condition for its intended use.

The concession assets are amortised over the expected useful life of the intangible assets ranging from 6 to 15 years.

The Group and the Company have the right to charge the users for the services rendered and retains a share of the fees. The fees collected are subject to negotiations with the grantors of the concession arrangements. At the end of the contract period, the concession assets will be transferred to grantor, and the Group and the Company will have no further involvement in its operation and maintenance requirements.

(e) Impairment of non-financial assets

Assets that are not yet available for use not subject to amortisation are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the carrying amount of the asset exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

The impairment loss is charged to profit or loss, any subsequent increase in recoverable amount is recognised in profit or loss.

(f) Financial assets

(i) Classification

The Group and the Company classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value through profit or loss ("FVTPL"); and
- those to be measured at amortised cost

(ii) Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade-date, the date on which the Group and the Company commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group and the Company have transferred substantially all the risks and rewards of ownership.

(iii) Measurement

At initial recognition, the Group and the Company measures a financial asset at its fair value plus, in the case of a financial asset not at FVTPL, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVTPL are expensed in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(f) Financial assets (continued)

(iii) Measurement (continued)

Subsequent measurement of debt instruments depends on the Group and on the Company's business model for managing the asset and the cash flow characteristics of the asset. The Group reclassifies debt investments when and only when its business model for managing those assets changes.

Debt instruments

The Group and the Company currently classifies its debt instrument into the following category:

Amortised cost

Assets that are held for collection of contractual cash flows where those cash flows represent solely payment of principal and interest ("SPPI") are measured at amortised cost. Interest income from these financial assets is included in other income using the effective interest rate method. Any gain or loss arising on derecognition is recognised directly in profit or loss and presented in other gains/(losses) together with foreign exchange gains and losses. Impairment losses are presented as separate line item in the statement of comprehensive income or statement of profit or loss and statement of comprehensive income as applicable.

FVTPL

Assets that do not meet the criteria for amortised cost or FVOCI are measured at FVTPL. The Group may also irrevocably designate financial assets at FVTPL if doing so significantly reduces or eliminates a mismatch created by assets and liabilities being measured on different bases. Fair value changes is recognised in profit or loss and presented net within other gains/(losses) in the period which it arises.

(iv) Subsequent measurement – Impairment

Equity instruments

The Group and the Company subsequently measure all equity investments at fair value. Where the Group's and the Company's management have elected to present fair value gains and losses on equity investments in OCI, there is no subsequent reclassification of fair value gains and losses to profit or loss following the derecognition of the investment. Dividends from such investments continue to be recognised in profit or loss as other income when the Group's and the Company's right to receive payments is established.

Changes in the fair value of financial assets at FVTPL are recognised in other gains/(losses) in the statement of profit or loss as applicable.

Impairment for debt instruments

The Group and the Company assesses on a forward-looking basis the expected credit loss ("ECL") associated with its debt instruments carried at amortised cost. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(f) Financial assets (continued)

(iv) Subsequent measurement – Impairment (continued)

Impairment for debt instruments (continued)

The Group and the Company have the following of financial instruments that are subject to the ECL model:

- Trade receivables
- Other receivables, deposits and prepayments
- Amount due from subsidiaries

While cash and cash equivalents and investment in cash funds are also subject to the impairment requirements of MFRS 9, the identified impairment loss was immaterial.

ECL represent a probability-weighted estimate of the difference between present value of cash flows according to contract and present value of cash flows the Group and the Company expects to receive, over the remaining life of the financial instrument.

The measurement of ECL reflects:

- an unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes;
- the time value of money; and
- reasonable and supportable information that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions.

Trade receivables

The Group and the Company measure the loss allowance at an amount equal to lifetime ECL at initial recognition and throughout its life.

Other receivables, deposits, prepayments and amount due from subsidiaries

At each reporting date, the Group and the Company apply general 3-stage approach to measures ECL through loss allowance at an amount equal to 12 months ECL if credit risk on a financial instrument or a group of financial instruments has not increased significantly since initial recognition. For all other financial instruments, a loss allowance at an amount equal to lifetime ECL is required.

A summary of the assumptions underpinning the Group's and the Company's ECL model using general 3-stage approach is as follows:

Category	Group's definition of categories	Basis of recognising ECL
Performing	Debtors have a low risk of default and a strong capacity to meet contractual cash flows	12 months ECL
Underperforming	Debtors for which there is a significant increase in credit risk due to actual or expected significant adverse changes in business, financial or economic conditions that are expected to cause a significant change to the subsidiary's ability to meet its obligations	Lifetime ECL
Non-performing	Debtors for which there are evidence indicating the assets are credit impaired	Lifetime ECL

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(f) Financial assets (continued)

(iv) Subsequent measurement – Impairment (continued)

Other receivables, deposits, prepayments and amount due from subsidiaries (continued)

Based on the above, loss allowance is measured on either 12 months ECL or lifetime ECL using a PD x LGD x EAD methodology as follows:

- PD (“probability of default”) – the likelihood that the debtor would not be able to repay during the contractual period;
- LGD (“loss given default”) – the percentage of contractual cash flows that will not be collected if default happens; and
- EAD (“exposure at default”) – the outstanding amount that is exposed to default risk.

In deriving the PD and LGD, the Group and the Company uses judgement in making these assumptions and selecting the inputs to the impairment calculation, based on the Group’s and the Company’s past history and existing market conditions, as well as forward-looking estimates at the end of each reporting period.

Significant increase in credit risk

The Group and the Company considers the probability of default upon initial recognition of asset and whether there has been a significant increase in credit risk on an ongoing basis throughout each reporting period. To assess whether there is a significant increase in credit risk, the Group and the Company compares the risk of a default occurring on the asset as at the reporting date with the risk of default as at the date of initial recognition. It considers available reasonable and supportable forward-looking information.

The following indicators are incorporated:

- internal credit rating
- external credit rating (as far as available)
- actual or expected significant adverse changes in business, financial or economic conditions that are expected to cause a significant change to the debtor’s ability to meet its obligations
- actual or expected significant changes in the operating results of the debtor
- significant increases in credit risk on other financial instruments of the same debtor
- significant changes in the value of the collateral supporting the obligation or in the quality of third-party guarantees or credit enhancements
- significant changes in the expected performance and behaviour of the debtor, including changes in the payment status of debtor in the group and changes in the operating results of the debtor
- Macroeconomic information (such as market interest rates or growth rates) is incorporated as part of the internal rating model

Regardless of the analysis above, a significant increase in credit risk is presumed if a debtor is more than 30 days past due in making a contractual payment.

Definition of default and credit-impaired financial assets

The Group and the Company defines a financial instrument as default, which is fully aligned with the definition of credit-impaired, when it meets one or more of the following criteria:

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(f) Financial assets (continued)

(iv) Subsequent measurement – Impairment (continued)

Definition of default and credit-impaired financial assets (continued)

(a) Quantitative criteria:

The Group and the Company defines a financial instrument as default, when the counterparty fails to make contractual payment within 120 days of when they fall due.

(b) Qualitative criteria:

The debtor meets unlikeliness to pay criteria, which indicates the debtor is in significant financial difficulty. The Group and the Company considers the following instances:

- the debtor is in breach of financial covenants
- concessions have been made by the lender relating to the debtor's financial difficulty
- it is becoming probable that the debtor will enter bankruptcy or other financial reorganisation
- the debtor is insolvent

Groupings of instruments for ECL

Receivables are assessed on individual basis for ECL measurement, as credit risk information is obtained and monitored based on each customer.

Amounts due from subsidiaries mainly comprise of advances and payments on behalf. The Company monitors the results of the subsidiaries on an individual basis regularly. As at the end of the financial year, the maximum exposure to credit risk is represented by their carrying amounts in the statement of financial position.

Write off

(a) Trade receivables

Trade receivables and unbilled receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, the failure of a debtor to engage in a repayment plan with the Group and the Company, and a failure to make contractual payments.

Impairment losses on trade receivables are presented as part of net loss/reversal on impairment of financial assets within operating profit. Subsequent recoveries of amounts previously written off are credited against the same line item.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(f) Financial assets (continued)

(iv) Subsequent measurement – Impairment (continued)

Write off (continued)

(b) Other receivables

The Group and the Company writes off financial assets, in whole or in part, when it has exhausted all practical recovery efforts and has concluded there is no reasonable expectation of recovery. The assessment of no reasonable expectation of recovery is based on unavailability of debtor's sources of income or assets to generate sufficient future cash flows to repay the amount. The Group and the Company may write off financial assets that are still subject to enforcement activity. Subsequent recoveries of amounts previously written off will result in impairment gains.

(g) Offsetting financial instruments

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously. The legally enforceable right must not be contingent on future events and must be enforceable in the normal course of business and in the event of default, insolvency or bankruptcy.

(h) Leases

A lease is a contract, or part of a contract, whereby the lessor conveys to the lessee the right to control the use of an identified asset for a period of time in exchange for consideration.

(i) Accounting by lessee

Leases are recognised as right-of-use ("ROU") asset and a corresponding liability at the date on which the leased asset is available for use by the Group and the Company (i.e. the commencement date).

Contracts may contain both lease and non-lease components. The Group and the Company allocates the consideration in the contract to the lease and non-lease components based on their relative stand-alone prices. However, for leases of properties for which the Group and the Company is a lessee, it has elected the practical expedient not to separate lease and non-lease components. Both components are accounted for as a single lease component and payments for both components are included in the measurement of lease liability.

(a) Lease term

In determining the lease term, the Group and the Company considers all facts and circumstances that create an economic incentive to exercise an extension option, or not to exercise a termination option. Extension options (or periods after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not to be terminated).

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(h) Leases (continued)

(i) Accounting by lessee (continued)

(a) Lease term (continued)

The Group and the Company reassess the lease term upon the occurrence of a significant event or change in circumstances that is within the control of the Group and the Company and affects whether the Group and the Company is reasonably certain to exercise an option not previously included in the determination of lease term, or not to exercise an option previously included in the determination of lease term. A revision in lease term results in remeasurement of the lease liabilities.

(b) ROU assets

ROU assets are initially measured at cost comprising the following:

- The amount of the initial measurement of lease liability;
- Any lease payments made at or before the commencement date less any lease incentive received;
- Any initial direct costs; and
- Decommissioning or restoration costs.

The ROU assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. If the Group and the Company is reasonably certain to exercise a purchase option, the ROU asset is depreciated over the underlying asset's useful life. In addition, the ROU assets are adjusted for certain remeasurement of the lease liabilities.

(c) Lease liabilities

Lease liabilities are initially measured at the present value of the lease payments that are not paid at that date. The lease payments include the following:

- Fixed payments (including in-substance fixed payments), less any lease incentive receivable;
- Variable lease payments that are based on an index or a rate, initially measured using the index or rate as at the commencement date;
- Amounts expected to be payable by the Group and by the Company under residual value guarantees;
- The exercise price of a purchase and extension options if the Company is reasonably certain to exercise that option; and
- Payments of penalties for terminating the lease, if the lease term reflects the Group and the Company exercising that option.

Lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the Group and the Company, the lessee's incremental borrowing is used. This is the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the ROU in a similar economic environment with similar term, security and conditions.

Lease payments are allocated between principal and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

Variable lease payments that depend on sales are recognised in profit or loss in the period in which the condition that triggers those payments occurs.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(h) Leases (continued)

(i) Accounting by lessee (continued)

(c) Lease liabilities (continued)

The Group and the Company presents the lease liabilities as a separate line item in the statement of financial position. Interest expense on the lease liability is presented within the finance cost in profit or loss in the statement of comprehensive income.

(d) Reassessment of lease liabilities

The Group and the Company is also exposed to potential future increases in variable lease payments that depend on an index or rate, which are not included in the lease liability until they take effect. When adjustments to lease payments based on an index or rate take effect, the lease liability is remeasured and adjusted against the ROU assets.

(e) Short-term leases and leases of low value assets

Short-term leases are leases with a lease term of 12 months or less. Low-value assets comprise IT equipment and small items of office furniture. Payments associated with short-term leases of equipment and vehicles and all leases of low-value assets are recognised on a straight-line bases as an expense in profit or loss.

(ii) Accounting by lessor

As a lessor, the Group determines at lease inception whether each lease is a finance lease or an operating lease. To classify each lease, the Group makes an overall assessment of whether the lease transfers substantially all of the risks and rewards incidental to ownership of the underlying asset to the lessee. As part of this assessment, the Group considers certain indicators such as whether the lease is for the major part of the economic life of the asset.

(a) Finance leases

The Group classifies a lease as a finance lease if the lease transfers substantially all the risks and rewards incidental to ownership of an underlying asset to the lessee.

The Group derecognises the underlying asset and recognises a receivable at an amount equal to the net investment in a finance lease. Net investment in a finance lease is measured at an amount equal to the sum of the present value of lease payments from lessee and the unguaranteed residual value of the underlying asset.

Initial direct costs are also included in the initial measurement of the net investment. The net investments are subject to MFRS 9 impairment (see accounting policy Note 3(f)(iv) on impairment of financial assets). In addition, the Group reviews regularly the estimated unguaranteed residual value.

As a manufacturer lessor, the Group and Company recognise revenue equal to the fair value of the underlying asset or the present value of the lease payments, whichever is lower. These lease payments are discounted using a market rate of interest. The selling profit or loss is calculated as the difference between the recognised revenue and the cost of sale. This profit or loss are recognised at the commencement date of the lease. This is done irrespective of whether the lessor transfers the underlying asset.

NOTES TO THE FINANCIAL STATEMENTS

••• FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(i) Trade and other receivables

Trade receivables are amounts due from customers for merchandise sold or services performed in the ordinary course of business. Other receivables generally arise from transactions outside the usual operating activities of the Group and the Company. If collection is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

Trade receivables are recognised initially at the amount of consideration that is unconditional unless they contain significant financing components, where they are recognised at fair value plus transaction costs. Other receivables are recognised initially at fair value plus transaction costs.

After recognition, trade and other receivables are subsequently measured at amortised cost using the effective interest method, less loss allowance. See accounting policy Note 3(f)(iv) on impairment of financial assets.

(j) Cash and cash equivalents

For the purpose of the statement of cash flows, cash equivalents are held for the purpose of meeting short-term cash commitments rather than for investment or other purposes. Cash and cash equivalents comprise cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of 3 months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

(k) Share capital

(i) Classification

Ordinary shares are classified as equity. Other shares are classified as equity and/or liability according to the economic substance of the particular instrument.

(ii) Dividend distribution

Liability is recognised for the amount of any dividend declared, being appropriately authorised and no longer at the discretion of the Group and the Company, on or before the end of the reporting period but not distributed at the end of the reporting period.

Distributions to holders of an equity instrument is recognised directly in equity.

(iii) Earnings per share

Basic earnings per share

Basic earnings per share is calculated by dividing:

- the profit attributable to owners of the Company, excluding any costs of servicing equity other than ordinary shares; and
- by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the financial year and excluding treasury shares.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(k) Share capital (continued)

(iii) Earnings per share (continued)

Diluted earnings per share

Diluted earnings per share adjusts the figures in the determination of basic earnings per share to take into account:

- the after-income tax effect of interest and other financing costs associated with dilutive potential ordinary shares; and
- the weighted average number of additional ordinary shares that would have been outstanding assuming the conversion of all dilutive potential ordinary shares.

(l) Trade and other payables

Trade and other payables represent liabilities for goods or services provided to the Group and the Company prior to the end of financial year which are unpaid. Trade and other payables are classified as current liabilities unless payment is not due within 12 months after the reporting period. If not, they are presented as non-current liabilities.

Trade payables are subsequently measured at amortised cost using the effective interest method.

(m) Current and deferred income tax

Tax expense for the period comprises current and deferred income tax. The income tax expense or credit for the period is the tax payable on the current period's taxable income based on the applicable income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses. Tax is recognised in profit or loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case the tax is also recognised in other comprehensive income or directly in equity, respectively.

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the end of the reporting period in the countries where the Group's subsidiaries and joint venture operate and generate taxable income.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities. This liability is measured using the single best estimate of the most likely outcome.

Deferred tax is provided in full, using the liability method, on temporary differences arising between the amounts attributed to assets and liabilities for tax purposes and their carrying amounts in the financial statements. Deferred tax is also not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred tax is determined using tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period and are expected to apply when the related deferred tax asset is realised or the deferred tax liability is settled. Deferred tax assets are recognised to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, unused tax losses or unused tax credits can be utilised.

Deferred tax liability is recognised for all taxable temporary differences associated with investments in subsidiaries, except where the timing of the reversal of the temporary difference is controlled by the parent and it is probable that the temporary difference will not reverse in the foreseeable future.

NOTES TO THE FINANCIAL STATEMENTS

••• FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(m) Current and deferred income tax (continued)

Deferred income tax assets are recognised on deductible temporary differences arising from investments in subsidiaries only to the extent that it is probable the temporary difference will reverse in the future and there is sufficient taxable profit available against which the deductible temporary difference can be utilised.

Deferred and income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred income tax assets and liabilities relate to taxes levied by the same taxation authority on either the taxable entity or different taxable entities where there is an intention to settle the balances on a net basis.

The Group and Company recognises deferred tax asset and a deferred tax liability for all deductible and taxable temporary differences associated with right-of-use asset and lease liabilities respectively.

(n) Employee benefits

(i) Short-term employee benefits

Wages, salaries, paid annual leave and sick leave, bonuses, and non-monetary benefits that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liabilities are presented as 'trade and other payables' in the statement of financial position.

(ii) Post-employment pension benefits

The Group has various post-employment pension benefit schemes in accordance with local conditions and practices in the countries in which it operates. These benefits plans are defined contribution plans.

A defined contribution plan is a pension plan under which the Group and the Company pays fixed contributions into a separate entity (a fund) on a mandatory, contractual or voluntary basis and the Group and the Company have no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees benefits relating to employee service in the current and prior periods.

The Group and the Company's contributions to defined contribution plans are charged to profit or loss in the period to which they relate. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(iii) Profit-sharing and bonus plans

The Group and the Company recognises a liability and an expense for bonuses and profit-sharing, based on a formula that takes into consideration the profit attributable to the Group and the Company's shareholders after certain adjustments. The Group and the Company recognises a provision where contractually obliged or where there is a past practice that has created a constructive obligation.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(o) Provisions

Provisions are recognised when the Group and the Company have a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and a reliable estimate of the amount can be made.

Where the Group and the Company expects a provision to be reimbursed by another party, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as finance cost expense.

(p) Contingent assets and liabilities

The Group and the Company does not recognise contingent assets and liabilities other than those arising from business combinations, but discloses its existence in the financial statements. A contingent liability is a possible obligation that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of the Group and the Company or a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation. A contingent liability also arises in the extremely rare case where there is a liability that cannot be recognised because it cannot be measured reliably. However, contingent liabilities do not include financial guarantee contracts. A contingent asset is a possible asset that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of the Group and the Company. The Group and the Company does not recognise contingent assets but discloses its existence where inflows of economic benefits are probable, but not virtually certain.

(q) Revenue recognition for contracts with customers

Revenue which represents income arising in the course of the Group's and the Company's ordinary activities is recognised by reference to each distinct performance obligation promised in the contracts with customers. Revenue from contracts with customers is measured at its transaction price, being the amount of consideration which the Group and the Company expect to be entitled in exchange for transferring promised goods or services to a customer, net of goods and service tax, rebates and discounts. Transaction price is allocated to each performance obligation on the basis of the relative stand-alone selling prices of each distinct good or services promised in the contract. Depending on the substance of the respective contract with the customer, revenue is recognised when the performance obligation is satisfied, which may be at a point in time or over time.

The revenue of the Group and the Company is derived from provision of outsourcing services and education.

Revenue from providing services is recognised over time in which the services are rendered. Otherwise, revenue is recognised at a point in time when the customer obtains control of the asset. Both are subject to credit terms ranging from 30 to 120 days.

For certain contracts, the Group and the Company applied the practical expedient to recognise revenue in the amount to which the Group and the Company have the right to invoice as its right to consideration from customers correspond directly with the value to the customers of the services performed to date. Evidence of value to the customer can include metrics such as the number of staff assigned to deliver outsourcing services or the number of participants enrolled in educational and industrial training programs. As a result, the Group and the Company also applied the practical expedient to not disclose information about unsatisfied performance obligation as at the reporting date.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(q) Revenue recognition for contracts with customers (continued)

Outsourcing services

Outsourcing services consist of Business Process Outsourcing (“BPO”) services which offer multi-lingual, multi-channel customer care, technical support help desk, consultative sales and associated fulfilment. The Group and the Company also provide electronic solutions and applications for payment on-line processing, border security services, digital platforms and software solutions.

Certain outsourcing contracts include multiple deliverables, such as the fulfilment of different outsourcing services. For services with deliverables that are substantially the same and have the same pattern of transfer to the customer, a single performance obligation is identified. For services with deliverables that are distinct, the transaction price is allocated to each performance obligation based on stand-alone selling prices. Where these are not directly observable, they are estimated based on expected cost plus margin.

Revenue is recognised based on the actual service provided to the end of the reporting period as a proportion of the total services to be provided.

For manufacturer lessor service, the Group and the Company recognise revenue equal to the fair value of the underlying asset or the present value of the lease payments, whichever is lower. Contracts may contain both lease and non-lease components. The Group and the Company allocate the consideration in the contract to the lease and non-lease components based on estimates using a cost-plus approach.

Estimates of revenues, costs or the extent of progress toward completion are revised if circumstances change. Any resulting increase or decrease in estimated revenue or cost is reflected in profit or loss in the period in which the circumstances that give rise to the revision become known by management.

For fixed-price contracts, the customers pay the fixed amount based on a payment schedule. If the outsourcing services rendered exceed the payments, an unbilled trade receivable is recognised. If the payments exceed the outsourcing services rendered, contract liability is recognised.

Education

Education consists of educational and industrial training services primarily focused on customer care in the service industry. Revenue from industrial training services is recognised over time using the output method.

(r) Contract liabilities

A contract liability represents the obligation of the Group and the Company to transfer or outsourcing services to a customer for which consideration has been received (or the amount is due) from the customers.

(s) Interest income

Interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset except for financial assets that subsequently become credit-impaired. For credit-impaired financial assets the effective interest rate is applied to the net carrying amount of the financial asset (after deduction of the loss allowance). Interest income on financial assets at amortised cost and FVTPL are recognised under finance income.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

3 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

(t) Dividend income

Dividend income is recognised when the Group's and the Company's right to receive payment is established. This applies even if they are paid out of pre-acquisition profits. However, the investment may need to be tested for impairment as a consequence.

(u) Foreign currencies

(i) Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates (the "functional currency"). The financial statements are presented in Ringgit Malaysia, which is the Company's functional and presentation currency.

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions or valuation where items are remeasured. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss. However, exchange differences are deferred in other comprehensive income when they are attributable to items that form part of the net investment in a foreign operation.

All foreign exchange gains and losses are presented in profit or loss on a net basis within 'other operating expenses'.

(iii) Group companies

The results and financial position of all the Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities for each statement of financial position presented are translated at the closing rate at the date of that statement of financial position;
- income and expenses for each statement of comprehensive income are translated at average exchange rates (unless this average is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the rate on the dates of the transactions); and
- all resulting exchange differences are recognised as a separate component of other comprehensive income.

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other financial instruments designated as hedges of such investments, are recognised in other comprehensive income.

(v) Segment reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision-maker.

The chief operating decision makers, who are responsible for allocating resources and assessing performance of the operating segments, has been identified as the Group's and the Company's Board of Directors that makes strategic decisions.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

Estimates and judgements are continually evaluated by the Directors and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Group and the Company makes estimates and assumptions concerning the future. The estimates are based on the Group's best of knowledge of current events, historical experience, actions that the Group and the Company may undertake in the future and on various other assumptions that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, rarely equal the related actual results. To enhance the information content of the estimates, certain key variables that are anticipated to have material impact to the Group's results and financial position are tested for sensitivity to changes in the underlying parameters. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are outlined below.

(a) Impairment of intangible assets – software development costs and software under development

The Group and the Company assess the impairment of intangible assets that are not yet available for use or whenever events or changes in circumstances indicate that the carrying amount of the asset may not be recoverable (i.e. the carrying amount is more than the recoverable amount).

The recoverable amount is determined using the fair value less cost to sell ("FVLCS") method, applying the income approach of the present value technique. The inputs used in the projected future cash flows include industry trends, general market and economic conditions, and other available information which represent the market participants' expectations of the asset. Changes to any of these assumptions would affect the recoverable amount.

The key assumptions used results and conclusion of the impairment assessments are set out in Note 15.

5 SEGMENT REPORTING

Management monitors the operating results of its business units separately for the purpose of making decisions about resource allocation and performance assessment. Segment performance is evaluated based on operating profit or loss.

The Group organises its business in the following operating segments:

- (i) Outsourcing services comprising of BPO services which offer multi-lingual, multi-channel customer care, technical support help desks, consultative sales and associated fulfilment. The Group also provides electronic solutions and applications for payment on-line processing, border security services, digital platforms and software solutions.
- (ii) Education includes educational and industrial training services primarily focused on customer care in the service industry.

Inter-segment pricing is determined based on negotiated terms.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

5 SEGMENT REPORTING (CONTINUED)

(a) Operating segments

Segment results represent segment operating revenue less segment expenses.

Segment assets disclosed for each segment represent assets directly managed by each segment, primarily include plant and equipment, and receivables. Unallocated assets mainly include cash and bank balances, deferred tax assets, tax recoverable, investments in cash funds and plant and equipment of the dormant entities in the Group.

Segment liabilities comprise operating liabilities and exclude tax liabilities and deferred tax liabilities.

Segment capital expenditure comprises additions to plant and equipment and intangible assets.

For the financial year ended 30 June 2025

	Outsourcing services	Education	Inter segment eliminations	Total
	RM	RM	RM	RM
External revenue	198,587,452	11,290	-	198,598,742
Inter segment revenue*	19,019,750	640,000	(19,659,750)	-
Total revenue	<u>217,607,202</u>	<u>651,290</u>	<u>(19,659,750)</u>	<u>198,598,742</u>
Segment results	44,864,964	347,543	-	<u>45,212,507</u>
Finance income				1,616,611
Finance cost				(1,019,216)
Depreciation and amortisation expenses				(18,891,293)
Profit before taxation				<u>26,918,609</u>
Taxation				(6,278,897)
Net profit for the financial year				<u>20,639,712</u>

* Inter segment revenue has been eliminated at the respective segment revenue. The inter segment revenue was entered into in the normal course of business and at prices available to third parties or at negotiated terms.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

5 SEGMENT REPORTING (CONTINUED)

(a) Operating segments (continued)

As at 30 June 2025

	<u>Outsourcing services</u>	<u>Education</u>	<u>Inter segment eliminations**</u>	<u>Total</u>
	RM	RM	RM	RM
Segment assets	85,596,054	1,177,074	1,248,541	88,021,669
Unallocated assets:				
- Deferred tax asset				2,107,938
- Tax recoverable				4,705,858
- Cash and bank balances				26,019,724
- Investments in cash funds				24,073,155
- Others				9,855
Total assets				<u>144,938,199</u>
Segment liabilities	39,220,818	9,383,799	(21,070,030)	27,534,587
Unallocated liabilities:				
- Tax liabilities				477,176
- Deferred tax liabilities				1,608,466
Total liabilities				<u>29,620,229</u>

For the financial year ended 30 June 2025

	<u>Outsourcing services</u>	<u>Education</u>	<u>Inter segment eliminations**</u>	<u>Total</u>
	RM	RM	RM	RM
Capital expenditure	9,392,562	720	-	9,393,282
Significant non-cash expenses:				
- Depreciation and amortisation expenses	18,886,427	4,866	-	18,891,293
- Unrealised foreign exchange loss	827,862	349	-	828,211
- Impairment loss	(7,587,420)	-	7,587,420	-

** Inter segment eliminations relate to inter segment receivables and payables balances which has been eliminated at the respective segment assets and liabilities.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

5 SEGMENT REPORTING (CONTINUED)

(a) Operating segments (continued)

For the financial year ended 30 June 2024

	Outsourcing services	Education	Inter segment eliminations	Total
	RM	RM	RM	RM
External revenue	223,995,759	3,368	-	223,999,127
Inter segment revenue*	9,915,886	579,826	(10,495,712)	-
Total revenue	<u>233,911,645</u>	<u>583,194</u>	<u>(10,495,712)</u>	<u>223,999,127</u>
Segment results	51,912,167	223,574	-	<u>52,135,741</u>
Finance income				1,469,435
Finance cost				(1,456,378)
Depreciation and amortisation expenses				(18,770,364)
Profit before taxation				<u>33,378,434</u>
Taxation				(9,030,395)
Net profit for the financial year				<u>24,348,039</u>

* Inter segment revenue has been eliminated at the respective segment revenue. The inter segment revenue was entered into in the normal course of business and at prices available to third parties or at negotiated terms.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

5 SEGMENT REPORTING (CONTINUED)

(a) Operating segments (continued)

As at 30 June 2024

	<u>Outsourcing services</u>	<u>Education</u>	<u>Inter segment eliminations**</u>	<u>Total</u>
	RM	RM	RM	RM
Segment assets	108,760,375	164,286	(3,028,232)	105,896,429
Unallocated assets:				
- Deferred tax asset				1,041,129
- Tax recoverable				4,156,091
- Cash and bank balances				21,766,805
- Investments in cash funds				22,471,078
- Others				10,030
Total assets				<u>155,341,562</u>
Segment liabilities	63,993,568	9,839,861	(35,158,490)	38,674,939
Unallocated liabilities:				
- Deferred tax liabilities				1,975,426
- Others				3,410
Total liabilities				<u>40,653,775</u>

For the financial year ended 30 June 2024

	<u>Outsourcing services</u>	<u>Education</u>	<u>Inter segment eliminations**</u>	<u>Total</u>
	RM	RM	RM	RM
Capital expenditure	5,346,576	4,309	504,105	5,854,990
Significant non-cash expenses:				
- Depreciation and amortisation expenses	18,596,895	5,435	168,034	18,770,364
- Unrealised foreign exchange gain	(246,442)	-	-	(246,442)
- Impairment loss	(1,926,566)	-	1,926,566	-

** Inter segment eliminations relate to inter segment receivables and payables balances which has been eliminated at the respective segment assets and liabilities.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

5 SEGMENT REPORTING (CONTINUED)

(b) Geographical information

In determining the geographical segments of the Group, the geographical disclosure is determined based on the following:

- Revenue is based on the country in which the customer is located.
- Total assets and capital expenditure are determined based on where the assets are located.

The Group provides services to clients based in the following geographical areas:

	Revenue		Assets **	
	2025	2024	2025	2024
	RM	RM	RM	RM
Malaysia *	144,598,465	176,069,867	35,335,123	43,643,600
Philippines	29,000,914	22,992,115	-	-
China	-	1,154,393	-	-
Singapore	5,880,962	6,058,018	-	-
Hong Kong	802,086	1,763,606	-	-
Sri Lanka	7,413,935	5,588,076	2,168,138	3,152,659
Thailand	2,962,827	3,036,605	-	-
Germany	6,064,233	5,610,326	-	-
Others	1,875,320	1,726,121	-	-
	<u>198,598,742</u>	<u>223,999,127</u>	<u>37,503,261</u>	<u>46,796,259</u>

* Group's home country.

** Represents non-current assets excluding deferred tax assets.

(c) Major customers

Four (2024: four) individual customers representing 11% (2024: 11%) of total customers contributed 80% (2024: 66%) of the Group's revenue.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

6 REVENUE

Revenue from contracts with customers and the timing of revenue recognition are as follows:

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Outsourcing services:				
- Over time	198,587,452	218,015,959	191,173,517	212,277,883
- Point in time	-	5,979,800	-	5,979,800
Education:				
- Over time	11,290	3,368	-	-
	198,598,742	223,999,127	191,173,517	218,257,683

7 EMPLOYEE BENEFIT COSTS

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Salaries and bonuses	103,028,601	120,284,039	97,677,045	112,563,797
Defined contribution plans	9,140,412	12,107,358	8,190,946	11,834,277
Other employee benefits	4,148,301	5,396,400	4,438,107	5,199,847
Staff welfare	1,111,484	456,884	1,065,678	426,271
	117,428,798	138,244,681	111,371,776	130,024,192
Directors' remuneration:				
- Salaries and bonuses	1,394,880	1,394,880	1,394,880	1,394,880
- Defined contribution plans	168,242	168,242	168,242	168,242
- Fees	612,507	663,220	612,507	663,220
	119,604,427	140,471,023	113,547,405	132,250,534

The estimated monetary value of benefits-in-kind of Director amounted to RM7,200 (2024: RM7,200) for the Group and the Company.

Key management personnel ("KMP") are the persons who have authority and responsibility for planning, directing and controlling the activities of the Group or the Company either directly or indirectly. The KMP of the Group or of the Company are the Executive Directors and Non-Executive Directors of the Company. Whenever exist, related party transactions also include transactions with entities that are controlled, jointly controlled or significantly influenced directly or indirectly by any KMP or their close family members.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

8 RENTAL EXPENSES

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Expenses relating to short-term leases:				
- Apartments	127,135	58,046	55,020	58,046
- Others	140,560	229,863	121,106	203,619
	267,695	287,909	176,126	261,665
Expenses relating to low value assets:				
- Office equipment	32,252	32,040	31,172	31,035
	299,947	319,949	207,298	292,700

Total amount of cashflows in relation to lease arrangements of the Group and the Company during the financial year ended 30 June 2025 were RM10,455,432 (2024: RM10,848,259) and RM9,486,860 (2024: RM9,698,122), respectively.

9 FINANCE INCOME AND COST

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Finance income:				
- Interest income	1,616,611	1,469,435	1,613,898	1,467,113
Finance cost:				
- Interest on lease liabilities	(1,019,216)	(1,456,378)	(925,086)	(1,252,801)

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

10 PROFIT BEFORE TAXATION

Profit before taxation is arrived at after charging/(crediting):

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Auditors' remuneration:				
- Fees for statutory audit				
- PricewaterhouseCoopers PLT ("PwC"), Malaysia	332,304	318,645	275,122	262,953
- Other auditors	20,881	4,052	-	-
- Fees for other services				
- Member firms of PwC Malaysia	20,450	294,350	20,450	272,750
Depreciation of plant and equipment	6,279,588	6,397,929	5,823,757	6,048,934
Depreciation of right-of-use assets	8,950,941	9,122,778	7,967,019	8,203,468
Amortisation of intangible assets	3,660,764	3,249,657	2,738,493	2,189,373
Foreign exchange gain:				
- Realised	214,473	(302,671)	199,841	(311,189)
- Unrealised	828,211	(246,442)	827,861	(246,506)
Loss on disposal of plant and equipment	-	5,007	-	5,007
Net reversal on impairment of financial assets:				
- amount due from subsidiaries	-	-	34,303	78,161
- advances to subsidiaries	-	-	(7,621,723)	(2,004,727)
Marketing expenses	10,748,230	8,757,787	10,744,897	8,739,417
Professional fees	1,376,720	1,169,665	1,306,540	1,035,922
Plant and equipment written off	88,530	1,547	88,530	1,547
Maintenance expenses	6,001,503	5,558,191	11,994,049	11,059,609
Software subscription and support services	3,387,215	4,438,927	3,090,155	7,741,641

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

11 TAXATION

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Income tax:				
Current financial year:				
- Malaysian tax	6,749,060	8,632,965	6,337,534	8,638,368
Under provision of tax in prior financial years:				
- Malaysian tax	1,036,179	237,621	1,036,179	236,368
	7,785,239	8,870,586	7,373,713	8,874,736
Deferred taxation (Note 26):				
Relating to origination and reversal of temporary differences	(1,506,342)	159,809	(366,960)	(220,303)
	6,278,897	9,030,395	7,006,753	8,654,433

The Malaysian current income tax is calculated at the statutory tax rate of 24% (2024: 24%) of the estimated assessable profit for the financial year.

Taxation for other jurisdictions is calculated at rates prevailing in the respective jurisdictions.

The subsidiary of the Company, Scicom E Solutions Sdn. Bhd. ("E Solution") has been granted full income tax exemption under Pioneer Status Incentive under Section 7, Promotion of Investments Act 1986 on its statutory income derived from its activities approved as Multimedia Super Corridor Malaysia Qualifying Activities. Under this exemption, E Solution's statutory income from its approved activities was exempted from tax during the Company's Exempt Period, which commenced from 1 December 2017 until 30 November 2023. The exemption was subject to the conditions of the grant.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

11 TAXATION (CONTINUED)

The explanation of the relationship between tax expense and profit before taxation is as follows:

	Group		Company	
	2025	2024	2025	2024
	%	%	%	%
Numerical reconciliation between the average effective tax rate and the Malaysian statutory tax rate:				
Malaysian statutory tax rate	24	24	24	24
Tax effects of:				
- Expenses not deductible for tax purposes	1	2	9	1
- Income not subject to tax	-*	(2)	(8)	(2)
- Under provision of taxation expenses	5	3	4	3
- Recognition and utilisation of previously unrecognised capital allowances and tax losses	(7)	-*	-	-*
Average effective tax rate	23	27	29	26

* Less than 1%

12 EARNINGS PER SHARE

Basic earnings per share

Basic earnings per share of the Group is calculated by dividing the net profit for the financial year by the weighted average number of issued ordinary shares during the financial year.

	Group	
	2025	2024
Profit for the financial year attributable to owners of the Company (RM'000)	20,345	24,353
Weighted average number of issued ordinary shares ('000)	355,454	355,454
Basic earnings per share (sen)	5.72	6.85

There is no dilutive potential ordinary share outstanding during the financial year.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

13 DIVIDENDS

The dividends paid by the Company during the financial year are set out below:

	2025		2024	
	<u>Gross dividend per share</u>	<u>Amount of dividend, tax exempt</u>	<u>Gross dividend per share</u>	<u>Amount of dividend, tax exempt</u>
	sen	RM	sen	RM
First interim dividends paid in respect of the financial years ended:				
- 30 June 2025	2.00	7,109,071	-	-
- 30 June 2024	-	-	2.00	7,109,071
Second interim dividends paid in respect of the financial years ended:				
- 30 June 2025	1.25	4,443,170	-	-
- 30 June 2024	-	-	2.00	7,109,071
Third interim dividends paid in respect of the financial years ended:				
- 30 June 2025	1.00	3,554,535	-	-
- 30 June 2024	-	-	1.25	4,443,170
Fourth interim dividends paid in respect of the financial years ended:				
- 30 June 2024	1.25	4,443,170	-	-
- 30 June 2023	-	-	2.00	7,109,071
	<u>5.50</u>	<u>19,549,946</u>	<u>7.25</u>	<u>25,770,383</u>

Subsequent to the financial year, on 27 August 2025 the Board of Directors declared a fourth interim dividend of 1.25 sen, tax exempt, per ordinary share of RM4,443,170, payable on 30 September 2025.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

14 PLANT AND EQUIPMENT

Group

	As at 1 July 2024	Additions/ Charge for the financial year	Write off	Currency translation differences	As at 30 June 2025
	RM	RM	RM	RM	RM

2025

Cost

Furniture and fittings	9,061,104	26,604	(5,451)	(68,119)	9,014,138
Office equipment and computers	70,176,246	2,757,298	(1,009,003)	(378,020)	71,546,521
Telecommunications equipment	10,544,311	-	-	-	10,544,311
Office renovations	14,536,833	38,338	-	(107,038)	14,468,133
Motor vehicles	-	-	-	-	-
	<u>104,318,494</u>	<u>2,822,240</u>	<u>(1,014,454)</u>	<u>(553,177)</u>	<u>105,573,103</u>

Accumulated depreciation

Furniture and fittings	7,838,456	578,775	(5,343)	(66,002)	8,345,886
Office equipment and computers	60,200,733	4,526,485	(920,581)	(317,078)	63,489,559
Telecommunications equipment	9,698,135	453,455	-	-	10,151,590
Office renovations	13,090,791	720,873	-	(104,923)	13,706,741
Motor vehicles	-	-	-	-	-
	<u>90,828,115</u>	<u>6,279,588</u>	<u>(925,924)</u>	<u>(488,003)</u>	<u>95,693,776</u>

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

14 PLANT AND EQUIPMENT (CONTINUED)

<u>Group</u>	<u>As at 1 July 2023</u>	<u>Additions/ Charge for the financial year</u>	<u>Write off</u>	<u>Disposal</u>	<u>Currency translation differences</u>	<u>As at 30 June 2024</u>
	RM	RM	RM	RM	RM	RM
<u>2024</u>						
<u>Cost</u>						
Furniture and fittings	9,077,567	31,876	(5,632)	(47,649)	4,942	9,061,104
Office equipment and computers	68,123,999	2,590,590	(17,639)	(546,417)	25,713	70,176,246
Telecommunications equipment	10,637,779	-	-	(93,468)	-	10,544,311
Office renovations	14,412,175	202,758	(85,800)	-	7,700	14,536,833
Motor vehicles	2,657	-	(2,657)	-	-	-
	<u>102,254,177</u>	<u>2,825,224</u>	<u>(111,728)</u>	<u>(687,534)</u>	<u>38,355</u>	<u>104,318,494</u>
<u>Accumulated depreciation</u>						
Furniture and fittings	7,242,023	644,554	(5,596)	(47,649)	5,124	7,838,456
Office equipment and computers	56,294,417	4,440,966	(16,128)	(542,765)	24,243	60,200,733
Telecommunications equipment	9,320,333	459,421	-	(81,619)	-	9,698,135
Office renovations	12,315,564	852,988	(85,800)	-	8,039	13,090,791
Motor vehicles	2,657	-	(2,657)	-	-	-
	<u>85,174,994</u>	<u>6,397,929</u>	<u>(110,181)</u>	<u>(672,033)</u>	<u>37,406</u>	<u>90,828,115</u>

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

14 PLANT AND EQUIPMENT (CONTINUED)

Company

	As at 1 July 2024	Additions/ Charge for the financial year	Write off	As at 30 June 2025
	RM	RM	RM	RM
<u>2025</u>				
<u>Cost</u>				
Furniture and fittings	6,959,091	25,277	(5,451)	6,978,917
Office equipment and computers	58,348,351	1,983,971	(1,009,003)	59,323,319
Telecommunications equipment	7,038,138	-	-	7,038,138
Office renovations	11,501,460	-	-	11,501,460
	<u>83,847,040</u>	<u>2,009,248</u>	<u>(1,014,454)</u>	<u>84,841,834</u>

Accumulated depreciation

Furniture and fittings	5,764,626	571,719	(5,343)	6,331,002
Office equipment and computers	49,380,373	4,120,879	(920,581)	52,580,671
Telecommunications equipment	6,191,964	453,455	-	6,645,419
Office renovations	10,103,490	677,704	-	10,781,194
	<u>71,440,453</u>	<u>5,823,757</u>	<u>(925,924)</u>	<u>76,338,286</u>

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

14 PLANT AND EQUIPMENT (CONTINUED)

Company

	As at 1 July 2023	Additions/ Charge for the financial year	Write off	Disposal	As at 30 June 2024
	RM	RM	RM	RM	RM
<u>2024</u>					
<u>Cost</u>					
Furniture and fittings	7,011,303	1,069	(5,632)	(47,649)	6,959,091
Office equipment and computers	56,817,503	2,090,604	(13,339)	(546,417)	58,348,351
Telecommunications equipment	7,131,606	-	-	(93,468)	7,038,138
Office renovations	11,443,012	144,248	(85,800)	-	11,501,460
	<u>82,403,424</u>	<u>2,235,921</u>	<u>(104,771)</u>	<u>(687,534)</u>	<u>83,847,040</u>

Accumulated depreciation

Furniture and fittings	5,180,008	637,863	(5,596)	(47,649)	5,764,626
Office equipment and computers	45,825,712	4,109,254	(11,828)	(542,765)	49,380,373
Telecommunications equipment	5,814,161	459,422	-	(81,619)	6,191,964
Office renovations	9,346,895	842,395	(85,800)	-	10,103,490
	<u>66,166,776</u>	<u>6,048,934</u>	<u>(103,224)</u>	<u>(672,033)</u>	<u>71,440,453</u>

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

14 PLANT AND EQUIPMENT (CONTINUED)

	<u>Group</u>		<u>Company</u>	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
	RM	RM	RM	RM
<u>Net book value</u>				
Furniture and fittings	668,252	1,222,648	647,915	1,194,465
Office equipment and computers	8,056,962	9,975,513	6,742,648	8,967,978
Telecommunications equipment	392,721	846,176	392,719	846,174
Office renovations	761,392	1,446,042	720,266	1,397,970
	<u>9,879,327</u>	<u>13,490,379</u>	<u>8,503,548</u>	<u>12,406,587</u>

15 INTANGIBLE ASSETS

<u>Group</u>	<u>As at</u>	<u>Additions/</u>		<u>Currency</u>	<u>As at</u>
<u>2025</u>	<u>1 July 2024</u>	<u>Charge for the</u>	<u>Write off</u>	<u>translation</u>	<u>30 June 2025</u>
	RM	RM	RM	RM	RM
<u>Cost</u>					
Software licences	17,933,489	338,243	-	(210,642)	18,061,090
Software development costs	9,081,184	-	(2,312,299)	(106,469)	6,662,416
Software under development*	-	6,232,799	-	-	6,232,799
	<u>27,014,673</u>	<u>6,571,042</u>	<u>(2,312,299)</u>	<u>(317,111)</u>	<u>30,956,305</u>
<u>Accumulated amortisation</u>					
Software licences	14,114,579	1,721,788	-	(172,061)	15,664,306
Software development costs	3,998,387	1,938,976	(2,312,299)	(91,075)	3,533,989
	<u>18,112,966</u>	<u>3,660,764</u>	<u>(2,312,299)</u>	<u>(263,136)</u>	<u>19,198,295</u>

*Included in software under development are concession assets amounting to RM1,262,758.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

15 INTANGIBLE ASSETS (CONTINUED)

<u>Group</u>	<u>As at 1 July 2023</u>	<u>Additions/ Charge for the financial year</u>	<u>Currency translation differences</u>	<u>As at 30 June 2024</u>
	RM	RM	RM	RM
<u>2024</u>				
<u>Cost</u>				
Software licences	17,909,334	8,240	15,915	17,933,489
Software development costs	6,547,791	2,517,424	15,969	9,081,184
	<u>24,457,125</u>	<u>2,525,664</u>	<u>31,884</u>	<u>27,014,673</u>
<u>Accumulated amortisation</u>				
Software licences	12,229,340	1,856,438	28,801	14,114,579
Software development costs	2,422,564	1,393,219	182,604	3,998,387
	<u>14,651,904</u>	<u>3,249,657</u>	<u>211,405</u>	<u>18,112,966</u>

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

15 INTANGIBLE ASSETS (CONTINUED)

<u>Company</u>	<u>As at 1 July 2024</u>	<u>Additions/ Charge for the financial year</u>	<u>As at 30 June 2025</u>
	RM	RM	RM
<u>2025</u>			
<u>Cost</u>			
Software licences	15,511,728	330,030	15,841,758
Software development costs	5,666,660	-	5,666,660
Software under development	-	6,232,799	6,232,799
	<u>21,178,388</u>	<u>6,562,829</u>	<u>27,741,217</u>
<u>Accumulated amortisation</u>			
Software licences	12,130,952	1,525,902	13,656,854
Software development costs	1,605,703	1,212,591	2,818,294
	<u>13,736,655</u>	<u>2,738,493</u>	<u>16,475,148</u>

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

15 INTANGIBLE ASSETS (CONTINUED)

<u>Company</u>	<u>As at 1 July 2023</u>	<u>Additions/ Charge for the financial year</u>	<u>As at 30 June 2024</u>
	RM	RM	RM
<u>2024</u>			
<u>Cost</u>			
Software licences	15,503,488	8,240	15,511,728
Software development costs	3,149,236	2,517,424	5,666,660
	<u>18,652,724</u>	<u>2,525,664</u>	<u>21,178,388</u>
<u>Accumulated amortisation</u>			
Software licences	10,523,780	1,607,172	12,130,952
Software development costs	1,023,502	582,201	1,605,703
	<u>11,547,282</u>	<u>2,189,373</u>	<u>13,736,655</u>
	<u>2025</u>	<u>2024</u>	<u>2025</u>
	RM	RM	RM
<u>Net book value</u>			
Software licences	2,396,784	3,818,910	2,184,904
Software development costs	3,128,427	5,082,797	2,848,366
Software under development	6,232,799	-	6,232,799
	<u>11,758,010</u>	<u>8,901,707</u>	<u>11,266,069</u>
			<u>7,441,733</u>

Software licences relate to licences purchased that are not integral to any plant and equipment.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

15 INTANGIBLE ASSETS (CONTINUED)

Impairment assessments for software under development

Software under development are intangible assets that are not yet available for use. These assets are not amortised but are tested for impairment annually.

In the current financial year, the recoverable amount of the software under development was determined using the FVLCS method, applying the income approach. The cash flow projections were based on an approved management budget and cover the contract period with no terminal value. The fair value measurement is categorised as a Level 3 fair value, based on inputs used in the valuation technique.

The valuation technique uses a set of cash flows that represent the probability-weighted average of all possible future cash flows expected to be generated. Inputs used in the valuation technique are assumed to represent the market participants' expectations. The key assumptions used in the FVLCS calculations included a revenue growth rate ranging from 4% to 11% and a discount rate of 10%.

From the assessment performed, no impairment charge is required as at 30 June 2025 as the recoverable amount exceeds the carrying amount included in the financial statements.

Based on the sensitivity analysis performed, the Directors concluded that no reasonable change in the assumptions would cause the carrying amounts of the software under development to exceed its recoverable amount.

16 RIGHT-OF-USE ASSETS

	Office Building	
	<u>2025</u>	<u>2024</u>
	RM	RM
<u>Net book value</u>		
<u>Group</u>		
At the beginning of the financial year	21,154,815	27,769,140
Modification	470,823	3,043,602
Depreciation	(8,950,941)	(9,122,778)
Termination	-	(529,857)
Currency translation differences	(23,160)	(5,292)
At the end of the financial year	<u>12,651,537</u>	<u>21,154,815</u>
<u>Company</u>		
At the beginning of the financial year	19,940,971	25,630,694
Modification	-	3,043,602
Depreciation	(7,967,019)	(8,203,468)
Termination	-	(529,857)
At the end of the financial year	<u>11,973,952</u>	<u>19,940,971</u>

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

17 INTERESTS IN SUBSIDIARIES

	Company	
	2025	2024
	RM	RM
Unquoted shares at cost	3,187,392	3,187,392
Advances to subsidiaries	22,108,887	29,063,327
	25,296,279	32,250,719
Less: Impairment loss	(24,628,996)	(32,250,719)
	667,283	-

The advances are unsecured and are non-interest bearing with no fixed terms of repayment. The Company does not anticipate any repayment from subsidiaries.

During the financial year, the Company recognised a net reversal on impairment loss of RM6,954,440 (2024: RM2,004,727) in respect of advances to subsidiaries and RM667,283 (2024: nil) for unquoted shares.

The movements in provision for impairment of interests in subsidiaries are as follows:

	Company	
	2025	2024
	RM	RM
At the beginning of the financial year	32,250,719	34,255,446
Reversal during the financial year	(7,621,723)	(2,004,727)
At the end of the financial year	24,628,996	32,250,719

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

17 INTERESTS IN SUBSIDIARIES (CONTINUED)

Details of the measurement of ECL on the advances to subsidiaries is shown below:

	<u>Expected credit loss rate</u>	<u>Basis for recognition of expected credit loss provision</u>	<u>Estimated gross carrying amount at default</u>	<u>Loss allowance</u>	<u>Carrying amount (net of impairment provision)</u>
	%	RM	RM	RM	RM
<u>Company</u>					
<u>2025</u>					
Non-performing	100	Lifetime ECL	<u>22,108,887</u>	<u>(22,108,887)</u>	<u>-</u>
<u>2024</u>					
Non-performing	100	Lifetime ECL	<u>29,063,327</u>	<u>(29,063,327)</u>	<u>-</u>

Details of the subsidiaries are as follows:

<u>Name</u>	<u>Place of business and country of incorporation</u>	<u>Group's effective interest</u>		<u>Principal activities</u>
		<u>2025</u>	<u>2024</u>	
		%	%	
<u>Subsidiaries of the Company</u>				
Scicom (Academy) Sdn. Bhd.*	Malaysia	100	100	Provides customer service training products as well as contact centre consulting and marketing services
Scicom International College Sdn. Bhd. *	Malaysia	70	70	Dormant
Scicom E Solutions Sdn. Bhd. *	Malaysia	100	100	Provides electronic solutions and applications for payment on-line processing, border security services, digital platforms and software solutions
Scicom Contact Centre Services Private Limited ^	India	100	100	Dormant

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

17 INTERESTS IN SUBSIDIARIES (CONTINUED)

Details of the subsidiaries are as follows: (continued)

<u>Name</u>	<u>Place of business and Country of incorporation</u>	<u>Group's effective interest</u>		<u>Principal activities</u>
		<u>2025</u>	<u>2024</u>	
		%	%	
<u>Subsidiaries of the Company</u> (continued)				
Scicom International (UK) Ltd.^	United Kingdom	100	100	Dormant
Scicom Inc.^ (Subsidiary of Scicom International (UK) Ltd.)	United States of America	100	100	Dormant
PT Scicom Indonesia ^	Indonesia	100	100	Dormant
Scicom Lanka (Private) Limited **	Sri Lanka	100	100	Provides customer contact centre outsourcing services
Scicom (Cambodia) Co. Ltd. ^	Cambodia	100	100	Dormant
SciSolutions (Mauritius) Ltd. ^	Mauritius	100	100	Dormant
Mediconnect Sdn. Bhd.*	Malaysia	100	100	Dormant

* Audited by PricewaterhouseCoopers PLT ("PwC") Malaysia.

** Audited by a firm other than PwC Malaysia.

^ Not required by their local laws to appoint statutory auditors.

Non-controlling interests are not material to the Group.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

18 TRADE RECEIVABLES

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Receivables				
- Billed	22,824,355	32,391,132	21,746,428	31,126,984
- Unbilled	21,716,972	20,179,135	20,341,978	18,917,703
	44,541,327	52,570,267	42,088,406	50,044,687

Measurement of ECL

The Group's and the Company's historical experience in collection of trade receivables falls largely within the credit period. Due to these factors, the Directors believe that no additional credit risk beyond amounts provided for collection losses is inherent in the Group's and the Company's trade receivables. Credit terms of trade receivables range from 30 to 120 days (2024: 30 to 120 days). The fair value of trade receivables approximates its carrying value.

The gross carrying amount of trade receivables (with individually significant balances which are separately assessed for ECL measurement) represent maximum exposure to credit risk to the Group and the Company are as follows:

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Current (not past due):				
- Billed receivables	16,999,492	29,947,165	16,828,563	28,916,583
- Unbilled receivables	21,716,972	20,179,135	20,341,978	18,917,703
Past due billed receivables:				
- 1 to 30 days	4,266,173	1,302,335	3,959,283	1,176,948
- 31 to 60 days	1,236,872	645,372	683,102	583,185
- 61 to 90 days	36,169	368,702	34,652	336,194
- More than 90 days	285,649	127,558	240,828	114,074
	44,541,327	52,570,267	42,088,406	50,044,687

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

19 OTHER RECEIVABLES, DEPOSITS AND PREPAYMENTS

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
<u>Financial assets</u>				
Non-current assets:				
Deposits	3,214,387	3,249,358	3,023,958	3,248,758
Current assets:				
Other receivables	1,092,339	290,699	1,122,383	331,667
Deposits	1,203,279	1,569,602	1,101,908	1,291,883
	2,295,618	1,860,301	2,224,291	1,623,550
<u>Non-financial assets</u>				
Prepayments	2,940,062	3,340,828	2,195,749	2,943,539
Other receivables*	751,256	1,338,804	-	-
	3,691,318	4,679,632	2,195,749	2,943,539
Total current assets	5,986,936	6,539,933	4,420,040	4,567,089

*Other receivables that are non-financial assets comprise of government service tax, value added tax and economic service charge.

The Group's and the Company's other receivables financial assets are neither past due nor impaired.

The credit quality of the Group's and the Company's other receivables can be assessed by historical information of counterparty defaults. Other receivables of the Group and the Company are due from counterparties with no history of defaults.

The Group and the Company have assessed the ECL for other receivables and deposits to be immaterial.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

20 AMOUNTS DUE FROM/(TO) SUBSIDIARIES

The carrying amount of the amounts due from/(to) subsidiaries are as follows:

	Company	
	2025	2024
	RM	RM
<u>Non-current assets</u>		
Amounts due from subsidiaries	15,162,698	15,541,497
Less: Loss allowances	(13,108,708)	(13,074,405)
	2,053,990	2,467,092
<u>Current assets</u>		
Amounts due from subsidiaries	753,690	897,542
Less: Loss allowances	(433,690)	(433,690)
	320,000	463,852
Amounts due from subsidiaries	2,373,990	2,930,944
<u>Current liabilities</u>		
Amounts due to a subsidiary	(4,534,610)	-

(a) Amounts due from subsidiaries

The amounts due from subsidiaries are non-trade, unsecured, interest-free and repayable on demand.

Impairment loss

The movement in impairment loss is as follows:

	Company	
	2025	2024
	RM	RM
At the beginning of the financial year	13,508,095	13,429,934
Allowance on impairment for the financial year	34,303	78,161
At the end of the financial year	13,542,398	13,508,095

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

20 AMOUNTS DUE FROM/(TO) SUBSIDIARIES (CONTINUED)

(a) Amounts due from subsidiaries (continued)

Impairment loss (continued)

The impairment of amounts due from subsidiaries are individually determined. The impairment loss recognised are in relation to subsidiaries with indication of impairment estimated based on the financial condition of the respective subsidiaries.

Details of the measurement of ECL is shown below:

	<u>Expected credit loss rate</u>	<u>Basis for recognition of expected credit loss provision</u>	<u>Estimated gross carrying amount at default</u>	<u>Loss allowance</u>	<u>Carrying amount (net of impairment provision)</u>
<u>Company</u>	<u>%</u>	<u>RM</u>	<u>RM</u>	<u>RM</u>	<u>RM</u>
<u>2025</u>					
Underperforming	38	Lifetime ECL	3,852,556	(1,478,566)	2,373,990
Non-performing	100	Lifetime ECL	12,063,832	(12,063,832)	-
			<u>15,916,388</u>	<u>(13,542,398)</u>	<u>2,373,990</u>
<u>2024</u>					
Underperforming	34	Lifetime ECL	4,473,052	(1,542,108)	2,930,944
Non-performing	100	Lifetime ECL	11,965,987	(11,965,987)	-
			<u>16,439,039</u>	<u>(13,508,095)</u>	<u>2,930,944</u>

(b) Amounts due to a subsidiary

The amounts due to a subsidiary is denominated in Ringgit Malaysia, unsecured, repayable on demand and bear no interest.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

21 INVESTMENTS IN CASH FUNDS

	Group and Company	
	2025	2024
	RM	RM
Investments in cash funds	24,073,155	22,471,078

Investments in cash funds comprise of investment in money market and short-term and medium-term income funds.

The fair values are within Level 1 of the fair value hierarchy as detailed in Note 32(b) (2024: Level 1).

The credit quality of financial institutions in respect of investments in cash funds are as follows:

	Group and Company	
	2025	2024
	RM	RM
AAA	18,406,508	16,997,378
AA2	5,666,647	5,473,700
	24,073,155	22,471,078

The credit quality of the above balances is assessed by reference to RAM Rating Services Berhad.

22 CASH AND BANK BALANCES

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Cash on hand and in bank	7,328,124	9,766,805	6,845,500	9,254,351
Deposits with licenced banks	18,691,600	12,000,000	18,691,600	12,000,000
Cash and bank balances	26,019,724	21,766,805	25,537,100	21,254,351
Less:				
- deposits with maturity of more than 3 months	(8,000,000)	(6,000,000)	(8,000,000)	(6,000,000)
Cash and cash equivalents	18,019,724	15,766,805	17,537,100	15,254,351

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

22 CASH AND BANK BALANCES (CONTINUED)

The credit quality of financial institutions in respect of cash and bank balances and deposits with licenced banks are as follows:

	<u>Group</u>		<u>Company</u>	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
	RM	RM	RM	RM
Cash on hand	53,730	73,057	53,444	67,154
Cash at bank and deposits with licenced banks:				
AAA	25,847,007	21,577,982	25,483,656	21,187,197
AA3	28,726	14,674	-	-
A2	1,498	1,705	-	-
No rating	88,763	99,387	-	-
	<u>26,019,724</u>	<u>21,766,805</u>	<u>25,537,100</u>	<u>21,254,351</u>

The credit qualities of the above balances are assessed by reference to RAM Rating Services Berhad and Fitch Ratings.

23 TRADE AND OTHER PAYABLES

	<u>Group</u>		<u>Company</u>	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
	RM	RM	RM	RM
<u>Financial liabilities</u>				
Trade payables	17,832	229,880	17,354	226,459
Accruals	3,683,321	4,096,155	3,036,154	3,697,201
Other payables	2,143,217	2,690,234	1,018,644	1,768,883
Deposits	1,091,904	1,711,079	1,091,904	1,711,079
Provisions	677,291	677,059	515,384	577,739
	<u>7,613,565</u>	<u>9,404,407</u>	<u>5,679,440</u>	<u>7,981,361</u>
<u>Non-financial liabilities</u>				
Other payroll-related liabilities	2,763,860	2,794,505	2,183,207	2,234,357
Other payables	770,538	853,902	-	-
	<u>11,147,963</u>	<u>13,052,814</u>	<u>7,862,647</u>	<u>10,215,718</u>

Credit terms of trade payables range from 30 to 90 days (2024: 30 to 90 days).

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

24 CONTRACT LIABILITY

	Group and Company	
	2025	2024
	RM	RM
Non-current	1,331,319	1,913,015
Current	581,696	498,630
	1,913,015	2,411,645

Contract liability represents unfulfilled performance obligations for paid outsourcing maintenance services.

Movement of contract liability during the financial year were as follows:

	Group and Company	
	2025	2024
	RM	RM
At the beginning of the financial year	2,411,645	-
Increase due to cash received, excluding amounts recognised as revenue	-	2,411,645
Revenue recognised during the financial year	(498,630)	-
At the end of the financial year	1,913,015	2,411,645

25 LEASE LIABILITIES

The Group and the Company lease office buildings. Rental contracts duration are typically between three (3) to six (6) years with extension options. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions.

The Group and the Company has several lease contracts for premises that include extension and termination options. These options are negotiated by management to provide flexibility in managing the portfolio of leased assets and align with the Group's and the Company's business needs. Management exercises judgement in determining whether these extension and termination options are reasonably certain to be exercised.

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Current	9,657,739	9,124,020	8,852,150	8,354,476
Non-current	4,815,870	14,089,870	4,712,719	13,564,869
	14,473,609	23,213,890	13,564,869	21,919,345

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

25 LEASE LIABILITIES (CONTINUED)

Reconciliation of changes in liabilities arising from financing activities

The following table illustrates the changes in liabilities arising from financing activities, including both changes arising from cash flows and non-cash changes during the financial year:

	<u>Group</u>		<u>Company</u>	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
	RM	RM	RM	RM
As at the beginning of financial year	23,213,890	30,070,103	21,919,345	27,558,221
Modification	470,823	3,043,602	-	3,043,602
Termination	-	(529,857)	-	(529,857)
<i>Non-cash changes</i>				
Interest expense	1,019,216	1,456,378	925,086	1,252,801
<i>Financing cash flows</i>				
Payment of lease liabilities				
- principal portion	(9,136,269)	(9,071,932)	(8,354,476)	(8,152,621)
- interest portion	(1,019,216)	(1,456,378)	(925,086)	(1,252,801)
Currency translation differences	(74,835)	(298,026)	-	-
As at the end of financial year	<u>14,473,609</u>	<u>23,213,890</u>	<u>13,564,869</u>	<u>21,919,345</u>

Minimum lease payments payable on the lease liabilities are as follows:

	<u>Group</u>		<u>Company</u>	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
	RM	RM	RM	RM
Within 1 year	10,158,631	10,140,358	9,321,337	9,279,562
1 – 2 years	4,873,006	9,767,230	4,768,908	9,321,337
2 – 3 years	-	4,882,974	-	4,768,908
	<u>15,031,637</u>	<u>24,790,562</u>	<u>14,090,245</u>	<u>23,369,807</u>
Less: Future finance charges	(558,028)	(1,576,672)	(525,376)	(1,450,462)
	<u>14,473,609</u>	<u>23,213,890</u>	<u>13,564,869</u>	<u>21,919,345</u>

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

26 DEFERRED TAXATION

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities and when the deferred taxes relate to the same authority. The following amounts are shown in the statements of financial position:

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Deferred tax assets:				
- To be recovered within 12 months	1,955,463	408,308	-	-
- To be recovered after more than 12 months	152,475	632,821	-	-
	<u>2,107,938</u>	<u>1,041,129</u>	<u>-</u>	<u>-</u>
Deferred tax liabilities:				
- To be recovered within 12 months	(776,310)	(404,982)	(776,310)	(404,982)
- To be recovered after more than 12 months	(832,156)	(1,570,444)	(832,156)	(1,570,444)
	<u>(1,608,466)</u>	<u>(1,975,426)</u>	<u>(1,608,466)</u>	<u>(1,975,426)</u>

The movements during the financial year relating to deferred taxation are as follows:

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
At the beginning of the financial year	(934,297)	(774,488)	(1,975,426)	(2,195,729)
(Credited)/charged to profit or loss (Note 11):				
- Plant, equipment and intangible assets	(312,095)	495,037	(344,659)	496,683
- Right-of-use assets	1,749,464	1,365,534	1,912,084	1,365,535
- Lease liabilities	(1,842,454)	(1,353,330)	(2,005,074)	(1,353,330)
- Provisions	(13,376)	(180,682)	(14,965)	(150,631)
- Tax losses	1,105,229	(348,413)	-	-
- Unrealised foreign exchange	360,450	(137,955)	360,450	(137,954)
- Contract liability	459,124	-	459,124	-
	1,506,342	(159,809)	366,960	220,303
Translation differences	(72,573)	-	-	-
At the end of the financial year	<u>499,472</u>	<u>(934,297)</u>	<u>(1,608,466)</u>	<u>(1,975,426)</u>

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

26 DEFERRED TAXATION (CONTINUED)

The movements during the financial year relating to deferred taxation are as follows: (continued)

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
<u>Deferred tax assets</u> (before offsetting)				
- Lease liabilities	3,418,189	5,260,643	3,255,569	5,260,643
- Provisions	149,117	162,493	123,692	138,657
- Tax losses	2,084,209	1,051,553	-	-
- Unrealised foreign exchange	301,289	-	301,289	-
- Contract liability	459,124	-	459,124	-
	6,411,928	6,474,689	4,139,674	5,399,300
Offsetting	(4,303,990)	(5,433,560)	(4,139,674)	(5,399,300)
Deferred tax assets (after offsetting)	2,107,938	1,041,129	-	-
<u>Deferred tax liabilities</u> (before offsetting)				
- Plant, equipment and intangible assets	2,876,087	2,563,992	2,874,391	2,529,732
- Right-of-use assets	3,036,369	4,785,833	2,873,749	4,785,833
- Unrealised foreign exchange	-	59,161	-	59,161
	5,912,456	7,408,986	5,748,140	7,374,726
Offsetting	(4,303,990)	(5,433,560)	(4,139,674)	(5,399,300)
Deferred tax liabilities (after offsetting)	1,608,466	1,975,426	1,608,466	1,975,426

The amount of unused tax losses for which no deferred tax assets is recognised in the statement of financial position is as follows:

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Unused tax losses	2,882,681	10,474,081	-	-

No deferred tax assets are recognised from the above due to uncertainty of their recoverability.

Under the Malaysia Finance Act 2021, any accumulated unused tax losses brought forward from year of assessment ("YA") 2018 can be carried forward for 10 consecutive years of assessment (i.e: from YA 2018 to 2028).

Under Sri Lanka Inland Revenue Act, any accumulated unused tax losses brought forward can be carried forward for 6 consecutive years of assessment.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

26 DEFERRED TAXATION (CONTINUED)

The tax losses are available for set off against future taxable profit of the Group with the remaining period up to tax expiry are as below:

	Group	
	2025	2024
	RM	RM
Expiring in 2025	-	2,420,043
Expiring in 2026	116,880	128,071
Expiring in 2027	278,446	305,105
Expiring in 2028	1,855,086	6,756,148
Expiring in 2029	632,269	864,714
	<u>2,882,681</u>	<u>10,474,081</u>

The availability of unused tax losses for offsetting against future taxable profits of the respective subsidiaries in Malaysia are subject to no substantial changes in shareholdings of those subsidiaries under the Income Tax Act, 1967 and guidelines issued by the tax authority.

A Capital Gains Tax ("CGT") on the gains from disposal of shares in unlisted companies incorporated in Malaysia was enacted in November 2024 and is effective for disposals made on or after 1 March 2025. The Company expects deductible temporary differences of RM70,000 (2024: RM137,000), arising from the expected capital losses, as the cost of investments in subsidiaries were impaired in the past. However, no deferred tax assets ("DTA") are to be recognised on these deductible temporary differences as there are no foreseeable capital gains in the near future, for which the capital losses can be utilised.

27 SHARE CAPITAL

	Group and Company	
	2025	2024
	RM	RM
Issued and fully paid ordinary shares with no par value		
At the beginning/end of the financial year	<u>35,545,356</u>	<u>35,545,356</u>

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

28 RESERVES

(a) Retained earnings

Retained earnings represent the cumulative earnings of the Group and the Company attributable to the owners of the Company.

(b) Currency translation reserve

Currency translation reserve occurs on consolidation where the exchange differences arising from the translation of the net investment in foreign operations, and of borrowings and other currency instruments are taken to owners of the Company.

29 COMMITMENTS

Capital expenditure authorised by the Directors not provided for in the financial statements are as follows:

	Group		Company	
	2025	2024	2025	2024
	RM	RM	RM	RM
Authorised and contracted:				
- Plant and equipment	297,333	761,474	69,941	761,474

30 SIGNIFICANT RELATED PARTY DISCLOSURES

Parties are considered related if the party has the ability to directly or indirectly control the other party or exercise significant influence over the other party in making financial or operational decisions.

(i) The related parties and their relationships with the Group are as follows:

<u>Related parties</u>	<u>Relationship</u>
Scicom (Academy) Sdn. Bhd.	Subsidiary
Scicom International College Sdn. Bhd.	Subsidiary
Scicom E Solutions Sdn. Bhd.	Subsidiary
Scicom Contact Centre Services Private Limited	Subsidiary
Scicom International (UK) Ltd.	Subsidiary
Scicom Inc.	Subsidiary
PT Scicom Indonesia	Subsidiary
Scicom Lanka (Private) Limited	Subsidiary
Scicom (Cambodia) Co., Ltd.	Subsidiary
SciSolutions (Mauritius) Ltd.	Subsidiary
Mediconnect Sdn. Bhd.	Subsidiary

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

30 SIGNIFICANT RELATED PARTY DISCLOSURES (CONTINUED)

(ii) Significant related party transactions

In addition to related party disclosures mentioned elsewhere in the financial statements, set out below are other significant related party transactions. The related party transactions described below were carried out on terms and conditions agreed with related parties.

	Company	
	2025	2024
	RM	RM
Purchase services from subsidiaries	(12,141,760)	(10,685,449)
Purchase of assets from a subsidiary – (non cash)	(7,669,098)	-
Advances to subsidiaries	(2,533,890)	(2,335,473)
Repayment of advances by a subsidiary	652,694	300,000

(iii) Key management personnel ("KMP") are the persons who have authority and responsibility for planning, directing and controlling the activities of the Group or the Company either directly or indirectly. The KMP of the Group or of the Company includes Executive Directors and Non-Executive Directors of the Company. Whenever exist, related party transactions also include transactions with entities that are controlled, jointly controlled or significantly influenced directly or indirectly by any KMP or their close family members. The remuneration of key management personnel are disclosed under Note 7.

31 FINANCIAL RISK MANAGEMENT OBJECTIVE AND POLICIES

The Group's and the Company's activities expose it to a variety of financial risks from its operations including market risk, credit risk, liquidity risk and capital management risk. The Group's and the Company's overall financial risk management objectives are to ensure that the Group and the Company create value for its shareholders and to ensure that adequate financial resources are available for the development of the Group's and the Company's businesses. The Group and the Company operate within clearly defined guidelines that are approved by the Board of Directors and seek to minimise potential adverse effects on its financial performance. Such guidelines are reviewed annually by the Board of Directors and periodic reviews are undertaken to ensure that the Group's and the Company's policy guidelines are complied with. Financial risk is managed by a risk management committee who in turn ensures adherence to the policies approved by the Board of Directors.

It is and has been throughout the current and previous financial year, the Group's and the Company's policy that no derivatives shall be undertaken except for the use as hedging instruments where appropriate and cost-efficient. The Group and the Company do not apply hedge accounting.

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

31 FINANCIAL RISK MANAGEMENT OBJECTIVE AND POLICIES (CONTINUED)

The following sections provide details regarding the Group's and the Company's exposure to the above-mentioned financial risks and the objectives, policies and processes for the management of these risks.

(a) Market risk

Market risk refers to the risk that changes in market prices such as foreign exchange rates and other prices will affect the Group's and the Company's financial position and cash flows.

(i) Foreign currency exchange risk

The Group and the Company are exposed to currency risk as a result of foreign currency transactions entered into currencies other than their functional currency, mainly US Dollar ("USD"). The Group's and the Company's foreign currency exchange risk primarily arises from revenue contract rates and purchases of goods and services denominated in currencies other than their functional currency.

The Group's and the Company's exposure to USD are as follows:

	Group and Company	
	2025	2024
	RM	RM
USD		
Trade receivables	827,209	1,376,479
Cash and bank balances	7,801,427	9,562,948
Trade and other payables	(8)	(455,985)
Total exposure	8,628,628	10,483,442
<i>Impact on profit after tax/ equity for the financial year</i>		
5% increase against MYR	327,888	542,172
5% decrease against MYR	(327,888)	(542,172)

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

31 FINANCIAL RISK MANAGEMENT OBJECTIVE AND POLICIES (CONTINUED)

(a) Market risk (continued)

(ii) Price risk

The Group and the Company are exposed to price risk arising from the investments in cash funds. The impact of the price risk is assessed to be immaterial to the Group and the Company.

(b) Credit and counterparty risk

Credit risk arises from potential default on sales made on deferred credit terms.

Credit risk refers to the risk that a counter party will default on its contractual obligations resulting in a financial loss to the Group and the Company.

At the reporting date, the Group's and the Company's maximum exposure to credit risk are represented by the carrying amounts of each class of financial assets recognised in the statements of financial position.

(i) Trade receivables

There is concentration of credit risk with respect to the Group and the Company's trade receivable, where two (2024: two) customers contributed RM12.3 million (2024: RM15.9 million) of the Group's and the Company's trade receivables. Credit risk is managed through the Group's and the Company's historical experience in collection of trade receivables.

The Group's and the Company's customers are mainly significant entities comprising multinational organisations and Malaysian government agencies. The Group and the Company consider the risk of material loss in the event of non-performance by a customer to be unlikely. For all trade receivables, the Group and the Company apply the lifetime ECL approach in measuring ECL. To measure the ECL, trade receivables are assessed individually. The credit quality of the trade receivables that are neither past due nor impaired can be assessed by reference to historical information about counterparties.

The Company determines the probability of default for trade receivables individually considering the payment profiles of sales over a period of 1 year before the reporting date, the corresponding historical credit losses experienced within this period, macroeconomic information (such as market interest rates) and expected timing of repayment. No significant changes to estimation techniques or assumptions were made during the reporting period.

(ii) Other receivables and deposits

The Group and Company use the three stages approach for deposits and other receivables which reflect their credit risk and how the loss allowances are determined for each of those stages. The Group and Company determine the probability of default for these deposits and other receivables considering historical data and macroeconomic information (such as market interest rates).

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

31 FINANCIAL RISK MANAGEMENT OBJECTIVE AND POLICIES (CONTINUED)

(iii) Amount due from subsidiaries

Amounts due from subsidiaries mainly comprise of advances and payments on behalf. The Company monitors the results of the subsidiaries and joint venture on an individual basis regularly. As at the end of the financial year, the maximum exposure to credit risk is represented by their carrying amounts in the statement of financial position.

The Company uses the three stages approach for amounts due from subsidiaries which reflect their credit risk and how the loss allowances are determined for each of those stages. The Company determines the probability of default for these amounts due from subsidiaries individually using internal information available.

(iv) Bank balances and investments in cash funds

Bank balances and investments in cash funds are with approved financial institutions and reputable banks.

As at the end of the reporting period, the maximum exposure to credit risk arising from cash and bank balances is represented by the carrying amounts in the statements of financial position.

In view of the sound credit rating of counterparties, management does not expect any counterparties to fail to meet their obligations, as such the identified impairment loss was immaterial.

The credit quality of the financial institutions in respect of the investments in cash funds and bank balances are set out in Note 21 and 22 respectively.

(c) Liquidity risk

Liquidity risk is the risk that the Group or the Company will encounter difficulty in meeting financial obligations due to shortage of funds. The Group and the Company have sufficient cash and bank balances and investments in cash funds.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

31 FINANCIAL RISK MANAGEMENT OBJECTIVE AND POLICIES (CONTINUED)

(c) Liquidity risk (continued)

Analysis of financial instruments by the remaining contractual maturities

The table below summarises the maturity profile of the Group and the Company's liabilities at the reporting date based on contractual undiscounted repayment obligations:

Group	On demand RM	Within 1 year RM	1 – 2 years RM	2 – 3 years RM	Total RM
2025					
Trade and other payables	641,794	6,971,771	-	-	7,613,565
Lease liabilities	-	10,158,631	4,873,006	-	15,031,637
	<u>641,794</u>	<u>17,130,402</u>	<u>4,873,006</u>	<u>-</u>	<u>22,645,202</u>
2024					
Trade and other payables	1,148,019	8,256,388	-	-	9,404,407
Lease liabilities	-	10,140,358	9,767,230	4,882,974	24,790,562
	<u>1,148,019</u>	<u>18,396,746</u>	<u>9,767,230</u>	<u>4,882,974</u>	<u>34,194,969</u>

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

31 FINANCIAL RISK MANAGEMENT OBJECTIVE AND POLICIES (CONTINUED)

(c) Liquidity risk (continued)

Analysis of financial instruments by the remaining contractual maturities (continued)

The table below summarises the maturity profile of the Group and the Company's liabilities at the reporting date based on contractual undiscounted repayment obligations: (continued)

Company	On demand RM	Within 1 year RM	1 – 2 years RM	2 – 3 years RM	Total RM
2025					
Trade and					
other payables	641,794	5,037,646	-	-	5,679,440
Lease liabilities	-	9,321,337	4,768,908	-	14,090,245
Amounts due to a subsidiary	4,534,610	-	-	-	4,534,610
	<u>5,176,404</u>	<u>14,358,983</u>	<u>4,768,908</u>	<u>-</u>	<u>24,304,295</u>
2024					
Trade and					
other payables	1,148,019	6,833,342	-	-	7,981,361
Lease liabilities	-	9,279,562	9,321,337	4,768,908	23,369,807
	<u>1,148,019</u>	<u>16,112,904</u>	<u>9,321,337</u>	<u>4,768,908</u>	<u>31,351,168</u>

(d) Capital risk management

The objective of the Group and the Company's capital management is to maintain an optimal capital structure and ensure availability of funds in order to support its business and maximise shareholders' value. The Group and the Company's strategy for managing capital was unchanged from previous years.

The Group and the Company defines capital as the total equity and debts of the Group and the Company. Total debts include current and non-current borrowings, excluding lease liabilities. As of 30 June 2025, the Group and the Company had no outstanding borrowings.

NOTES TO THE FINANCIAL STATEMENTS

● ● ● FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

32 FINANCIAL INSTRUMENTS

(a) By category:

	<u>Group</u>		<u>Company</u>	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
	RM	RM	RM	RM
<u>Financial assets – at amortised cost</u>				
Trade receivables	44,541,327	52,570,267	42,088,406	50,044,687
Other receivables excluding prepayments and statutory refundables	5,510,005	5,109,659	5,248,249	4,872,308
Amount due from subsidiaries	-	-	2,373,990	2,930,944
Cash and bank balances	26,019,724	21,766,805	25,537,100	21,254,351
	<u>76,071,056</u>	<u>79,446,731</u>	<u>75,247,745</u>	<u>79,102,290</u>
<u>Financial assets – FVTPL</u>				
Investments in cash funds	<u>24,073,155</u>	<u>22,471,078</u>	<u>24,073,155</u>	<u>22,471,078</u>
<u>Financial liabilities – at amortised cost</u>				
Trade and other payables excluding statutory liabilities	7,613,565	9,404,407	5,679,440	7,981,361
Amounts due to a subsidiary	-	-	4,534,610	-
Lease liabilities	14,473,609	23,213,890	13,564,869	21,919,345
	<u>22,087,174</u>	<u>32,618,297</u>	<u>23,778,919</u>	<u>29,900,706</u>

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

32 FINANCIAL INSTRUMENTS (CONTINUED)

(a) By category: (continued)

The following financial assets and financial liabilities are subject to offsetting:

Company	Gross amounts of recognised financial assets/ (liabilities)	Gross amounts of recognised financial (liabilities)/assets set-off in the statement of financial position	Net amount
	RM	RM	RM
<u>Financial assets</u>			
<u>2025</u>			
Amounts due from subsidiaries	<u>7,688,318</u>	<u>(5,314,328)</u>	<u>2,373,990</u>
<u>2024</u>			
Amounts due from subsidiaries	<u>16,439,040</u>	<u>(13,508,096)</u>	<u>2,930,944</u>
<u>Financial liabilities</u>			
<u>2025</u>			
Amounts due to subsidiaries	<u>(9,848,938)</u>	<u>5,314,328</u>	<u>(4,534,610)</u>
<u>2024</u>			
Amounts due to subsidiaries	<u>(13,508,096)</u>	<u>13,508,096</u>	<u>-</u>

NOTES TO THE FINANCIAL STATEMENTS

• • • FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025 (CONTINUED)

32 FINANCIAL INSTRUMENTS (CONTINUED)

(b) Fair value measurement

The Group and the Company measure fair value using the following fair value hierarchy that reflects the significance of the input used in making the measurements:

- (i) Level 1 - quoted price (unadjusted) in active market for identical assets or liabilities;
- (ii) Level 2 - inputs other than quoted prices included within Level 1 that are observable for the assets or liabilities, either directly (that is, as prices) or indirectly (that is, derived from prices); and
- (iii) Level 3 - inputs for the assets or liabilities that are not based on observable market data (that is, unobservable inputs).

There were no transfers between levels for recurring fair value measurements during the financial year.

The carrying value of the balances disclosed in the financial statements approximates their fair values and are equivalent to nominal values due to the relatively short-term nature of these financial instruments except as disclosed in the notes to the financial statements.

33 CONTINGENT LIABILITY

A subsidiary of the Company received tax assessment notices of RM1.2 million, INR23.8 million (2024: RM1.3 million, INR23.8 million) for years of assessment 2005 to 2012. These assessments are in respect to transfer pricing adjustments and the disallowance of certain expenses for tax purposes. Currently, the subsidiary is challenging the assessments in the Income Tax Appellate Tribunal, in India on the ground that the matter has become barred by limitation of time. The Board of Directors have received expert advice on this matter from a tax agent. Based on the advice received, the Board of Directors are of the view that no liability will crystallise from these assessments.

34 APPROVAL OF FINANCIAL STATEMENTS

The financial statements have been approved for issue in accordance with a resolution of the Board of Directors on 29 September 2025.

STATEMENT BY DIRECTORS

●●● PURSUANT TO SECTION 251(2) OF THE COMPANIES ACT 2016

We, Dato' Sri Leo Suresh Ariyanayakam and Krishnan a/l C. K. Menon, two of the Directors of Scicom (MSC) Berhad, do hereby state that, in the opinion of the Directors, the accompanying financial statements set out on pages 160 to 233 are drawn up so as to give a true and fair view of the financial position of the Group and of the Company as at 30 June 2025 and financial performance of the Group and of the Company for the financial year ended 30 June 2025 in accordance with the Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act 2016 in Malaysia.

Signed on behalf of the Board of Directors in accordance with their resolution dated 29 September 2025.

DATO' SRI LEO SURESH ARIYANAYAKAM
DIRECTOR

KRISHNAN A/L C. K. MENON
DIRECTOR

Kuala Lumpur

STATUTORY DECLARATION

●●● PURSUANT TO SECTION 251(1) OF THE COMPANIES ACT 2016

I, Loke Cheong Hian, the Officer primarily responsible for the financial management of Scicom (MSC) Berhad, do solemnly and sincerely declare that the financial statements set out on pages 160 to 233 are, to the best of my knowledge and belief, correct and I make this solemn declaration conscientiously believing the same to be true, and by virtue of the provisions of the Statutory Declarations Act, 1960.

LOKE CHEONG HIAN
OFFICER

Subscribed and solemnly declared by the abovenamed at Kuala Lumpur on 29 September 2025.

Before me:

SHAIFUL HILMI BIN HALIM (NO.W804)
COMMISSIONER FOR OATHS

INDEPENDENT AUDITORS' REPORT

● ● ● TO THE MEMBERS OF SCICOM (MSC) BERHAD

(Incorporated in Malaysia)

Registration No. 200201029763 (597426-H)

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Our opinion

In our opinion, the financial statements of Scicom (MSC) Berhad ("the Company") and its subsidiaries ("the Group") give a true and fair view of the financial position of the Group and of the Company as at 30 June 2025, and of their financial performance and their cash flows for the financial year then ended, in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act 2016 in Malaysia.

What we have audited

We have audited the financial statements of the Group and of the Company, which comprise the statements of financial position as at 30 June 2025 of the Group and of the Company, and the statements of comprehensive income, statements of changes in equity and statements of cash flows of the Group and of the Company for the financial year then ended, and notes to the financial statements, including material accounting policy information, as set out on pages 160 to 233.

Basis for opinion

We conducted our audit in accordance with approved standards on auditing in Malaysia and International Standards on Auditing. Our responsibilities under those standards are further described in the "Auditors' responsibilities for the audit of the financial statements" section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence and other ethical responsibilities

We are independent of the Group and of the Company in accordance with the By-Laws (on Professional Ethics, Conduct and Practice) of the Malaysian Institute of Accountants ("By-Laws") and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code"), and we have fulfilled our other ethical responsibilities in accordance with the By-Laws and the IESBA Code.

Our audit approach

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements of the Group and of the Company. In particular, we considered where the Directors made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters, consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the financial statements as a whole, taking into account the structure of the Group and of the Company, the accounting processes and controls, and the industry in which the Group and the Company operate.

INDEPENDENT AUDITORS' REPORT

● ● ● TO THE MEMBERS OF SCICOM (MSC) BERHAD (CONTINUED)

(Incorporated in Malaysia)

Registration No. 200201029763 (597426-H)

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the Group and of the Company for the current financial year. These matters were addressed in the context of our audit of the financial statements of the Group and of the Company as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matters	How our audit addressed the key audit matters
Revenue recognition Refer to Note 3(q) in the material accounting policy information and Note 6 of the financial statements. During the financial year ended 30 June 2025, the Group and the Company recognised revenue of RM198.6 million and RM191.2 million, respectively, primarily derived from outsourcing services. Revenue is recognised upon satisfaction of services at pre-agreed terms, which include the required resources to render the service and rates agreed with respective customers. Terms with each customer may vary and this will impact revenue recognised. We focused on revenue recognition as it required significant time and resources to audit at the transaction level and is material to the financial statements.	We have performed the following audit procedures: - Reviewed customer contracts to identify standard and non-standard terms in accordance with the requirements under MFRS 15 "Revenue from Contracts with Customers"; - Evaluated and tested the design and operating effectiveness of controls over revenue recognition processes; - Checked revenue recognised based on satisfaction of performance obligations to provide outsourcing services; - Checked revenue recognised to rates agreed in respective contracts; and - Tested material non-standard journal entries and other adjustments posted to revenue accounts. Based on procedures performed above, we did not identify any material exceptions.
Impairment assessment on software under development Refer to Notes 3(d) and 3(e) in the material accounting policy information and Note 15 of the financial statements. As at 30 June 2025, the Group's and the Company's software under development amounted to RM6.2 million. The Group performs impairment assessments on intangible assets that are not yet available for use annually. We focused on the above as the assumptions made by the Group and the Company in determining the recoverable amounts are inherently uncertain and require significant judgement.	We have performed the following audit procedures: - Assessed the appropriateness of the methodology adopted by management for the impairment assessments in accordance with MFRS 136 "Impairment of Assets"; - Evaluated the reasonableness of key assumptions used by management, in particular revenue growth rates, by comparing with business plans and market data, where appropriate; - Engaged our internal valuation experts to assess the reasonableness of the discount rates; - Checked the sensitivity analysis performed by management by stress testing the discount rates and revenue projected; and - Checked the appropriateness of disclosures in the financial statements. Based on procedures performed above, we did not identify any material exceptions.

INDEPENDENT AUDITORS' REPORT

●●● TO THE MEMBERS OF SCICOM (MSC) BERHAD (CONTINUED)

(Incorporated in Malaysia)

Registration No. 200201029763 (597426-H)

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Information other than the financial statements and auditors' report thereon

The Directors of the Company are responsible for the other information. The other information comprises the Directors' Report and Statement on Risk Management and Internal Control, which we obtained prior to the date of this auditors' report, and the 2025 Annual Report, which is expected to be made available to us after that date. Other information does not include the financial statements of the Group and of the Company and our auditors' report thereon.

Our opinion on the financial statements of the Group and of the Company does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements of the Group and of the Company, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements of the Group and of the Company or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditors' report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the financial statements

The Directors of the Company are responsible for the preparation of the financial statements of the Group and of the Company that give a true and fair view in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act 2016 in Malaysia. The Directors are also responsible for such internal control as the Directors determine is necessary to enable the preparation of financial statements of the Group and of the Company that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements of the Group and of the Company, the Directors are responsible for assessing the Group's and the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Group or the Company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements of the Group and of the Company as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with approved standards on auditing in Malaysia and International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITORS' REPORT

● ● ● TO THE MEMBERS OF SCICOM (MSC) BERHAD (CONTINUED)

(Incorporated in Malaysia)

Registration No. 200201029763 (597426-H)

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Auditors' responsibilities for the audit of the financial statements (continued)

As part of an audit in accordance with approved standards on auditing in Malaysia and International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- (a) Identify and assess the risks of material misstatement of the financial statements of the Group and of the Company, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- (b) Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and of the Company's internal control.
- (c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- (d) Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's or on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements of the Group and of the Company or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group or the Company to cease to continue as a going concern.
- (e) Evaluate the overall presentation, structure and content of the financial statements of the Group and of the Company, including the disclosures, and whether the financial statements of the Group and of the Company represent the underlying transactions and events in a manner that achieves fair presentation.
- (f) Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

INDEPENDENT AUDITORS' REPORT

● ● ● TO THE MEMBERS OF SCICOM (MSC) BERHAD (CONTINUED)

(Incorporated in Malaysia)

Registration No. 200201029763 (597426-H)

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTINUED)

Auditors' responsibilities for the audit of the financial statements (continued)

From the matters communicated with the Directors, we determine those matters that were of most significance in the audit of the financial statements of the Group and of the Company for the current financial year and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

In accordance with the requirements of the Companies Act 2016 in Malaysia, we report that the subsidiaries of which we have not acted as auditors, are disclosed in Note 17 to the financial statements.

OTHER MATTERS

This report is made solely to the members of the Company, as a body, in accordance with Section 266 of the Companies Act 2016 in Malaysia and for no other purpose. We do not assume responsibility to any other person for the content of this report.

PRICEWATERHOUSECOOPERS PLT
LLP0014401-LCA & AF 1146
Chartered Accountants

KHAIRUL AZHAR BIN NORHAN
03750/06/2027 J
Chartered Accountant

Kuala Lumpur
29 September 2025

ADDITIONAL COMPLIANCE INFORMATION



The information set out below is disclosed in compliance with the Listing Requirements of Bursa Securities:

1. STATUS OF UTILISATION OF PROCEEDS RAISED FROM CORPORATE PROPOSAL

The Company did not undertake any corporate proposal during the financial year ended 30 June 2025.

2. MATERIAL CONTRACTS INVOLVING DIRECTORS AND MAJOR SHAREHOLDERS' INTERESTS

For the financial year ended 30 June 2025, no material contract was entered into or was subsisting between the Group and its Directors or major shareholders.

3. RECURRENT RELATED PARTY TRANSACTIONS OF A REVENUE AND TRADING NATURE ("RRPT")

There was no RRPT entered into by the Group and the Company during the financial year ended 30 June 2025.

ANALYSIS OF SHAREHOLDINGS



SHARE CAPITAL AS AT 26 SEPTEMBER 2025

Total number of issued shares	:	355,453,560 shares
Class of securities	:	Ordinary shares
Voting rights	:	One vote per ordinary share

DISTRIBUTION OF SHAREHOLDINGS AS 26 SEPTEMBER 2025

<u>Size of Shareholdings</u>	<u>No. of Shareholders</u>	<u>%</u>	<u>No. of Shares</u>	<u>%</u>
Less than 100 shares	126	2.500%	3,918	0.001%
100 to 1,000 shares	742	14.719%	447,927	0.126%
1,001 to 10,000 shares	2,473	49.058%	12,790,404	3.598%
10,001 to 100,000 shares	1,455	28.863%	46,685,979	13.134%
100,001 to less than 5% of issued shares	243	4.820%	219,382,852	61.719%
5% and above of issued shares	2	0.040%	76,142,480	21.422%
	5,041	100.000%	355,453,560	100.000%

LIST OF 30 LARGEST SHAREHOLDERS AS AT 26 SEPTEMBER 2025 (As shown in the Record of Depositors)

<u>No.</u>	<u>Name of Shareholder</u>	<u>No. of Shares Held</u>	<u>%</u>
1	MAYBANK NOMINEES (ASING) SDN BHD PLEDGED SECURITIES ACCOUNT FOR LEO SURESH ARIYANAYAKAM	54,886,160	15.441%
2	KRISHNAN A/L C K MENON	21,256,320	5.980%
3	CIMSEC NOMINEES (TEMPATAN) SDN BHD CIMB FOR AUGUSTUS RALPH MARSHALL (PB)	17,500,000	4.923%
4	RHB NOMINEES (ASING) SDN BHD PLEDGED SECURITIES ACCOUNT FOR LEO SURESH ARIYANAYAKAM	12,867,600	3.620%
5	KHOO LOON SEE	11,924,888	3.355%
6	CGS INTERNATIONAL NOMINEES MALAYSIA (ASING) SDN BHD PLEDGED SECURITIES ACCOUNT FOR LEO SURESH ARIYANAYAKAM (MY2262)	10,460,000	2.943%
7	CITIGROUP NOMINEES (ASING) SDN BHD EXEMPT AN FOR CITIBANK NEW YORK (NORGES BANK 22)	10,012,600	2.817%
8	TA NOMINEES (ASING) SDN BHD PLEDGED SECURITIES ACCOUNT FOR LEO SURESH ARIYANAYAKAM	7,869,400	2.214%
9	RHB NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES ACCOUNT FOR OOI KENG THYE	7,560,800	2.127%
10	MAYBANK NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES ACCOUNT FOR OOI KENG THYE	7,178,200	2.019%
11	ALLIANCEGROUP NOMINEES (ASING) SDN BHD PLEDGED SECURITIES ACCOUNT FOR LEO SURESH ARIYANAYAKAM (8117550)	7,115,794	2.002%
12	RHB CAPITAL NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES ACCOUNT FOR JAGANATH DEREK STEVEN SABAPATHY	6,883,200	1.936%
13	RHB NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES ACCOUNT FOR JAGANATH DEREK STEVEN SABAPATHY	5,870,000	1.651%

ANALYSIS OF SHAREHOLDINGS (CONTINUED)

• • •

No.	<u>Name of Shareholder</u>	<u>No. of Shares Held</u>	<u>%</u>
14	ALI BIN ABDUL KADIR	5,000,000	1.407%
15	CITIGROUP NOMINEES (TEMPATAN) SDN BHD EMPLOYEES PROVIDENT FUND BOARD (PHEIM)	4,454,300	1.253%
16	RHB NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES ACCOUNT FOR CHENG CHEW GIAP	3,131,400	0.881%
17	MAYBANK NOMINEES (TEMPATAN) SDN BHD EXEMPT AN FOR ARECA CAPITAL SDN BHD (CLIENTS' ACCOUNT)	2,795,900	0.787%
18	HSBC NOMINEES (ASING) SDN BHD SIX SIS FOR BANK SARASIN CIE	2,500,000	0.703%
19	P DEIVENDRAN K PATHMANATHAN	2,475,000	0.696%
20	CIMSEC NOMINEES (TEMPATAN) SDN BHD CIMB FOR NETINSAT ASIA SDN BHD (PB)	2,440,000	0.686%
21	HLB NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES ACCOUNT FOR ANDREW LIM ENG GUAN	2,425,400	0.682%
22	AMBANK (M) BERHAD PLEDGED SECURITIES ACCOUNT FOR ALI BIN ABDUL KADIR (SMART)	2,397,800	0.675%
23	GAN BOON AIK	2,138,300	0.602%
24	ALLIANCEGROUP NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES ACCOUNT FOR ANDREW LIM ENG GUAN (7000817)	2,042,800	0.575%
25	CIMSEC NOMINEES (TEMPATAN) SDN BHD CIMB FOR JAGANATH DEREK STEVEN SABAPATHY (PB)	1,915,000	0.539%
26	PUBLIC NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES FOR OOI KENG THYE (E-PPG)	1,906,200	0.536%
27	LEE BEOW THEANG	1,906,000	0.536%
28	MAYBANK NOMINEES (TEMPATAN) SDN BHD PLEDGED SECURITIES ACCOUNT FOR DOH JEE MING	1,748,300	0.492%
29	MOHD SALLEH BIN HJ HARUN	1,650,800	0.464%
30	CHENG CHEW GIAP	1,623,800	0.457%
Total		223,935,962	62.999%

ANALYSIS OF SHAREHOLDINGS (CONTINUED)

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SUBSTANTIAL SHAREHOLDERS AS AT 26 SEPTEMBER 2025 (as per Register of Substantial Shareholders)

No.	Name of Shareholder	Direct Interest	%	Deemed Interest	%
1	Dato' Sri Leo Suresh Ariyanayakam	93,239,463	26.23%	0	0.00%
2	Krishnan A/L C K Menon	21,256,320	5.98%	3,518,704 ¹	0.99%
3	Sreekumar A/L P Narayana Pillai	16,000,000	4.50%	3,518,704 ¹	0.99%
	¹ Deemed interested by virtue of his shareholdings in Netinsat Asia Sdn Bhd				

DIRECTORS' SHAREHOLDING AS AT 26 SEPTEMBER 2025

No.	Name of Shareholder	Direct Interest	%	Deemed Interest	%
1	Dato' Sri Leo Suresh Ariyanayakam	93,239,463	26.23%	0	0.00%
2	Krishnan A/L C K Menon	21,256,320	5.98%	3,518,704 ¹	0.99%
3	Dato' Nicholas John Lough @ Sharif Lough bin Abdullah	0	0.00%	2,108,000 ²	0.30%
4	Mahani Binti Amat	0	0.00%	0	0.00%
5	Datuk (Dr.) Joseph Dominic Silva	0	0.00%	0	0.00%
6	Mior Mokhtar Bin Mior Abu Bakar	0	0.00%	0	0.00%
7	Hong Kean Yong	0	0.00%	0	0.00%
8	Dr. Teoh Chooi Shi	0	0.00%	0	0.00%
	¹ Deemed interested by virtue of his shareholdings in Netinsat Asia Sdn Bhd				
	² Deemed interested by virtue of his shareholdings in Melewar Leisure Sdn Bhd				

GLOSSARY OF ABBREVIATIONS



AAPG	Assurance Practice Guide
ABAC	Anti-Bribery and Anti-Corruption
AC	Audit Committee
AED	Automated External Defibrillator
AGM	Annual General Meeting
AI	Artificial Intelligence
AI-Powered CX	AI-Driven Customer Experience
AlaaS	AI-as-a-Service
API	Application Programming Interface
APS	Advanced Passenger Screening
AR	Annual Report
ASEAN	Association of South East Asian Nations
B2B	Business to business
B2C	Business to consumer
BCP	Business continuity planning
Board	Board of Directors
BPO	Business Process Outsourcing
Bursa Securities	Bursa Malaysia Securities Berhad
CDDO	Chief Digital and Disruption Officer
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CG Report	Corporate Governance Report
CGT	Capital Gains Tax
CIO	Chief Information Officer
CLM	Customer Lifecycle Management
CO ₂	Carbon Dioxide
COO	Chief Operating Officer
Code	Code of Business Ethics and Conduct
CRO	Chief Risk Officer
CSR	Corporate Social Responsibility
CTO	Chief Technology Officer
CX	Customer Experience
CX Strategy	Design-Led Customer Experience Strategy
DRP	Disaster Recovery Plan
DTA	Deferred Tax Assets

GLOSSARY OF ABBREVIATIONS (CONTINUED)



E Solution	Scicom E Solutions Sdn Bhd
EAD	Exposure at Default
ECL	Expected Credit Loss
eKYC	Know Your Customer
EPS	Earnings per Share
ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ERT	Emergency Response Team
ESG	Enviromental, Social and Governance
EV	Electric Vehicle
FBCS	Fellow of the British Computer Society
FCCA	Fellow of the Association of Chartered Certified Accountants
FTSE4Good	Financial Times Stock Exchange 4 Good Index
FVLCS	Fair Value Less Cost to Sell
FVOCI	Fair Value Other Comprehensive Income
FVTPL	Fair Value Through Profit or Loss
FVOCI	Fair Value Other Comprehensive Income
FY	Financial Year
GHG	Greenhouse Gas Emissions
Gov-Tech	Government Technology
GRI	Global Reporting Initiative
HR	Human Resources
HRDF	Human Resources Development Fund
IAOP	International Association of Outsourcing Professionals
ICT	Information and Communication Technology
IESBA	International Ethics Standards Board for Accountants
IOT	Internet of Things
IPO	Initial Public Offering
IPPF	International Professional Practices Framework
ISO	International Organisation for Standardisation
ISO/IEC 27001:2013	International Organisation for Standardisation / International Electrotechnical Comission 27001:2013 — Information Security Management System
IT	Information Technology
KMP	Key Management Personnel
KPI	Key Performance Indicator

GLOSSARY OF ABBREVIATIONS (CONTINUED)



LED	Light Emitting Diode
LGD	Loss Given Default
LLM	Large Language Models
LLP	Limited Liability Partnership
LMS	Learning Management System
LOA	Limits of Authority
MACC	Malaysian Anti-Corruption Commission
MASB	Malaysian Accounting Standards Board
MCCG	Malaysian Code on Corporate Governance
MCMC	Malaysian Communications and Multimedia Commission
MFRS	Malaysia Financial Reporting Standards
MIA	Malaysian Institute of Accountants
ML	Machine Learning
MMLR	Main Market Listing Requirements
MSC	Multimedia Super Corridor
NGO	Non-Governmental Organisation
NLP	Natural Language Processing
NRC	Nominating and Remuneration Committee
OCI	Other Comprehensive Income
OHS	Occupational Health and Safety
OSH	Occupational Safety and Health Committee
OSHA	Occupational Safety and Health Administration
PAT	Profit After Taxation
PBT	Profit Before Taxation
PD	Probability of Default
PDPA	Personal Data Protection Act
PhD	Doctor of Philosophy
PwC	PricewaterhouseCoopers PLT
R&D	Research and Development
RFID	Radio-Frequency Identification
RM	Ringgit Malaysia
ROI	Return on Investment
ROU	Right-Of-Use
RPA	Robotic Process Automation
RSC	Risk and Sustainability Committee

GLOSSARY OF ABBREVIATIONS (CONTINUED)



SaaS	Software as a Service
Scicom	Scicom (MSC) Berhad
SCP	Service Capability & Performance
SCP Index	Service Capability & Performance Index (Certification Score)
SDG	Sustainable Development Goals
SeLMS	Scicom eLearning Management System
SME	Small and Medium Enterprise
SMT	Senior Management Team
SOC	Security Operating Centre
SOP	Standard Operating Procedure
SPPI	Solely Payment of Principal and Interest
SVP	Senior Vice President
TOR	Terms of Reference
The Company	Scicom (MSC) Berhad
The Group	Scicom (MSC) Berhad and its subsidiaries
TM	Telekom Malaysia
TOR	Terms of Reference
TQM	Total Quality Management
UI/UX	User Interface / User Experience
UK	United Kingdom
USA	United States of America
USD	United States Dollar
VCOC	Vendor Code of Conduct
VIU	Value-In-Use
YA	Year of Assessment

GROUP DIRECTORY



Scicom (MSC) Berhad

25th Floor, Menara TA One
22, Jalan P. Ramlee
50250 Kuala Lumpur Malaysia
Tel : 603 2162 1088
Fax : 603 2164 9820
Email : business@scicom.com.my

2nd Floor, Mercu MQA 3539,
Jalan Teknokrat 7
63000 Cyberjaya
Selangor Darul Ehsan Malaysia

Scicom AI Sdn Bhd

(Formerly known as Scicom E Solutions Sdn Bhd)
25th Floor, Menara TA One
22, Jalan P. Ramlee
50250 Kuala Lumpur Malaysia
Tel : 603 2162 1088
Fax : 603 2164 9820

2nd Floor, Mercu MQA 3539,
Jalan Teknokrat 7
63000 Cyberjaya
Selangor Darul Ehsan Malaysia

Scicom (Academy) Sdn. Bhd.

25th Floor, Menara TA One
22, Jalan P. Ramlee
50250 Kuala Lumpur Malaysia
Tel : 603 2162 1088
Fax : 603 2164 9820

Scicom International College Sdn Bhd

25th Floor, Menara TA One
22, Jalan P. Ramlee
50250 Kuala Lumpur Malaysia
Tel : 603 2162 1088
Fax : 603 2164 9820

Mediconnect Sdn Bhd

25th Floor, Menara TA One
22, Jalan P. Ramlee
50250 Kuala Lumpur Malaysia
Tel : 603 2162 1088
Fax : 603 2164 9820

Scicom Lanka (Private) Limited

466, Galle Road,
Colombo 3, Sri Lanka
Tel : 94 11 5882885

PT Scicom Indonesia

Sampoerna Strategic Square
South Tower Level 30
Jl. Jendral Sudirman Kav. 45-46
Karet Semanggi, Setiabudi
Jakarta Selatan, DKI Jakarta
12930, Indonesia

Scicom Inc

234, Waukegan Road Glenview,
Illinois, 60025 United States of America

Scicom Contact Centre Services Private Limited

124/125, Nenapu, Ground Floor,
Soundarya Layout, Hessarghatta Road,
Bangalore, 560073 India

Scicom Cambodia Co., Ltd

No. 33, Street 29 Corner Street 294
Phum 4, Sangkat Tonle Bassac
Khan Chamkarmorn, 120301 Phnom Penh

NOTICE OF TWENTY-THIRD ANNUAL GENERAL MEETING



NOTICE IS HEREBY GIVEN that the Twenty-Third Annual General Meeting ("23rd AGM") of the Company will be held at Banyan & Casuarina, Ground Floor, Sime Darby Convention Centre, 1A, Jalan Bukit Kiara 1, 60000 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia on Monday, 1 December 2025 at 10.00 a.m. to transact the following businesses: -

A. Ordinary Business

1. To receive the Audited Financial Statements for the financial year ended 30 June 2025 together with the Reports of the Directors and Auditors thereon. (Please refer to the Explanatory Notes to the Agenda)

2. To approve the payment of Directors' fees to the following Non-Executive Directors for the financial year ended 30 June 2025:-

(i) Krishnan A/L C. K. Menon – RM120,000	(Ordinary Resolution 1)
(ii) Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah – RM105,000	(Ordinary Resolution 2)
(iii) Mahani Binti Amat – RM106,110	(Ordinary Resolution 3)
(iv) Datuk (Dr.) Joseph Dominic Silva – RM110,000	(Ordinary Resolution 4)
(v) Mior Mokhtar Bin Mior Abu Bakar – RM86,699	(Ordinary Resolution 5)
(vi) Hong Kean Yong – RM42,151	(Ordinary Resolution 6)
(vii) Dr. Teoh Chooi Shi – RM14,205	(Ordinary Resolution 7)
(viii) Elakumari A/P Kantilal – RM28,342	(Ordinary Resolution 8)

3. To re-elect the following Directors who are retiring pursuant to Clause 76(3) of the Constitution of the Company:-

(i) Dato' Sri Leo Suresh Ariyanayakam; and	(Ordinary Resolution 9)
(ii) Mahani Binti Amat	(Ordinary Resolution 10)

4. To re-elect the following Directors who are retiring pursuant to Clause 78 of the Constitution of the Company.

(i) Hong Kean Yong	(Ordinary Resolution 11)
(ii) Dr. Teoh Chooi Shi	(Ordinary Resolution 12)

5. To re-appoint PricewaterhouseCoopers PLT as Auditors of the Company for the ensuing year and to authorise the Directors to fix their remuneration. (Ordinary Resolution 13)

B. Special Business

5. **ORDINARY RESOLUTION** (Ordinary Resolution 14)
AUTHORITY TO ALLOT AND ISSUE SHARES PURSUANT TO SECTIONS 75 AND 76 OF THE COMPANIES ACT 2016

"THAT pursuant to Sections 75 and 76 of the Companies Act 2016, the Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Securities") ("Listing Requirements") and the approval of the relevant government/ regulatory authorities, where such approval is necessary, the Directors of the Company be and are hereby empowered to issue and allot shares in the Company from time to time until the conclusion of the next Annual General Meeting ("AGM"), at such price and upon such terms and conditions and for such purposes as the Directors may, in their absolute discretion, deem fit provided that

NOTICE OF TWENTY-THIRD ANNUAL GENERAL MEETING



5. ORDINARY RESOLUTION

(Ordinary Resolution 14)

AUTHORITY TO ALLOT AND ISSUE SHARES PURSUANT TO SECTIONS 75 AND 76 OF THE COMPANIES ACT 2016 (CONTINUED)

the aggregate number of shares to be issued pursuant to this resolution, when aggregated with the total number of such shares issued during the preceding twelve (12) months does not exceed 10% of the total number of issued shares (excluding treasury shares) of the Company for the time being AND THAT the Directors be and are also empowered to obtain approval for the listing of and quotation for the additional shares so issued on Bursa Securities.

AND THAT such authority shall continue to be in force until the conclusion of the next AGM of the Company held after the approval was given or at the expiry of the period within which the next AGM is required to be held after the approval was given, whichever is the earlier, unless revoked or varied by an ordinary resolution of the Company at a general meeting."

6. CONTINUATION IN OFFICE OF DATO' NICHOLAS JOHN LOUGH @ SHARIF LOUGH BIN ABDULLAH AS INDEPENDENT NON-EXECUTIVE DIRECTOR (Ordinary Resolution 15)

"THAT authority be and is hereby given to Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah who has served as an Independent Non-Executive Director of the Company for a cumulative term of more than nine (9) years, to continue in office as an Independent Non-Executive Director of the Company until the next Annual General Meeting in accordance with the Malaysian Code on Corporate Governance."

7. To transact any other business of which due notice shall have been given in accordance with the Constitution of the Company and the Companies Act 2016.

By Order of the Board

NG SIEW MEE (MAICSA 7071920) (SSM PC No. 202308000561)

TE HOCK WEE (MAICSA 7054787) (SSM PC No. 202008002124)

Company Secretaries

Kuala Lumpur

30 October 2025

NOTES:-

1. For the purpose of determining who shall be entitled to attend this Twenty-Third Annual General Meeting ("23rd AGM"), the Company shall be requesting Bursa Malaysia Depository Sdn Bhd to make available to the Company, a Record of Depositors as at 21 November 2025. Only a member whose name appears on this Record of Depositors shall be entitled to attend this 23rd AGM or appoint a proxy to attend, speak and vote on his/her behalf.
2. A member who is entitled to attend and vote in this 23rd AGM is entitled to appoint a proxy or attorney or in the case of a corporation, to appoint a duly authorised representative to attend, speak and vote in his/her place. A proxy may but need not be a member of the Company.

NOTICE OF TWENTY-THIRD ANNUAL GENERAL MEETING



NOTES:- (CONTINUED)

3. A member of the Company who is entitled to attend and vote at a general meeting of the Company may appoint not more than two (2) proxies to attend, speak and vote instead of the member at the 23rd AGM.
4. Where a member of the Company is an authorised nominee as defined in the Securities Industry (Central Depositories) Act 1991 ("Central Depositories Act"), it may appoint not more than two (2) proxies in respect of each securities account it holds in ordinary shares of the Company standing to the credit of the said securities account.
5. Where a member of the Company is an exempt authorised nominee which holds ordinary shares in the Company for multiple beneficial owners in one securities account ("omnibus account"), there is no limit to the number of proxies which the exempt authorised nominee may appoint in respect of each omnibus account it holds. An exempt authorised nominee refers to an authorised nominee defined under the Central Depositories Act which is exempted from compliance with the provisions of Section 25A(1) of the Central Depositories Act.
6. Where a member appoints more than one (1) proxy, the proportion of shareholdings to be represented by each proxy must be specified in the instrument appointing the proxies.
7. The appointment of a proxy may be made in a hard copy form or by electronic form in the following manner and must be received by the Company not less than forty-eight (48) hours before the time appointed for holding the 23rd AGM or adjourned general meeting at which the person named in the appointment proposes to vote:
 - (i) In hard copy form
In the case of an appointment made in hard copy form, this proxy form must be deposited with the Company's Share Registrar at Tricor Investor & Issuing House Services Sdn. Bhd., Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia, or alternatively, the drop box located at Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia.
 - (ii) By electronic means via Vistra Share Registry and IPO (MY) portal
The proxy form can be electronically lodged with the Share Registrar of the Company via ("The Portal") at <https://srmy.vistra.com>. Kindly refer to the Administrative Guide for the 23rd AGM on the procedures for electronic submission of proxy form via The Portal.
8. Please ensure ALL the particulars as required in the proxy form are completed, signed and dated accordingly.
9. Last day, date and time for lodging the proxy form is **Saturday, 29 November 2025 at 10.00 a.m.**
10. Any authority pursuant to which such an appointment is made by a power of attorney must be deposited with the Share Registrar of the Company at Tricor Investor & Issuing House Services Sdn. Bhd., Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia or alternatively, deposited in the drop box located at Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia not less than forty-eight (48) hours before the time appointed for holding the 23rd AGM or adjourned general meeting at which the person named in the appointment proposes to vote. A copy of the power of attorney may be accepted provided that it is certified notarially and/or in accordance with the applicable legal requirements in the relevant jurisdiction in which it is executed.

NOTICE OF TWENTY-THIRD ANNUAL GENERAL MEETING



NOTES:- (CONTINUED)

11. For a corporate member who has appointed an authorised representative, please deposit the **ORIGINAL** certificate of appointment of authorised representative with the Share Registrar of the Company at Tricor Investor & Issuing House Services Sdn. Bhd., Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia or alternatively, deposited in the drop box located at Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia. The certificate of appointment of authorised representative should be executed in the following manner:
 - (i) If the corporate member has a common seal, the certificate of appointment of authorised representative should be executed under seal in accordance with the constitution of the corporate member.
 - (ii) If the corporate member does not have a common seal, the certificate of appointment of authorised representative should be affixed with the rubber stamp of the corporate member (if any) and executed by:
 - (a) at least two (2) authorised officers, one of whom shall be a director; or
 - (b) any director and/or authorised officers in accordance with the laws of the country under which the corporate member is incorporated.
12. Pursuant to Paragraph 8.29A(1) of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad, all resolutions set out in this Notice will be put to vote by poll.

EXPLANATORY NOTES TO THE AGENDA:

- (i) Item 1 on the Agenda - Audited Financial Statements for the financial year ended 30 June 2025

This item is meant for discussion only. The provision of Sections 248(2) and 340(1)(a) of the Companies Act 2016 require that the audited financial statements and the Reports of the Directors and Auditors thereon be laid before the Company at its Annual General Meeting. As such, this item is not a business which requires a motion to be put forward to vote by shareholders.

- (ii) Ordinary Resolutions 1 to 8 - Directors' fees for the financial year ended 30 June 2025

The proposed Ordinary Resolutions 1 to 8, if passed, will facilitate the payment of Directors' fees for the financial year ended 30 June 2025, details of which are disclosed in the Corporate Governance Overview Statement of the Annual Report 2025 and Corporate Governance Report. The Directors' fees payable includes fees payable to Independent Directors and Non-Independent Non-Executive Chairman as members of the Board and Board Committees.

- (iii) Ordinary Resolutions 9 to 12 - Re-election of Directors

Dato' Sri Leo Suresh Ariyanayakam, Mahani Binti Amat, Hong Kean Yong and Dr. Teoh Chooi Shi are standing for re-election as Directors of the Company and being eligible, have offered themselves for re-election at the 23rd AGM.

Their profiles are disclosed in the Board of Directors' Profile of the Annual Report 2025.

NOTICE OF TWENTY-THIRD ANNUAL GENERAL MEETING



EXPLANATORY NOTES TO THE AGENDA: (CONTINUED)

The retiring Directors have no conflict of interest with the Company and have no family relationship with any Director and/or major shareholder of the Company. The Nominating and Remuneration Committee (“NRC”) has considered the performance and contribution, time and commitment, and fit and proper criteria of the retiring Directors. Based on the recommendation of the NRC, the Board is supportive of their re-election based on the following justifications:-

(a) Ordinary Resolution 9 – Re-election of Dato’ Sri Leo Suresh Ariyanayakam as Director of the Company

Dato’ Sri Leo Suresh Ariyanayakam is a Non-Independent Executive Director and Chief Executive Officer of the Company. He contributes tremendously to the Group by overseeing the Group’s operations as well as directing business growth and strategic direction of the Group. His expertise and hard work had been instrumental to the growth and development of the Group.

(b) Ordinary Resolution 10 – Re-election of Mahani Binti Amat as Director of the Company

Mahani Binti Amat is an Independent Non-Executive Director (“INED”) of the Company. She has demonstrated her independence through her engagement in Board and Board committee meetings by giving valuable feedbacks for Board’s deliberation and decision-making process.

(c) Ordinary Resolutions 11 and 12 – Re-election of Hong Kean Yong and Dr. Teoh Chooi Shi as Directors of the Company

Hong Kean Yong and Dr. Teoh Chooi Shi were appointed as INEDs of the Company on 1 January 2025 and 1 May 2025 respectively. They have exercised due care and carried out their professional duty proficiently as INEDs of the Company.

(iv) Ordinary Resolution 13 - Re-appointment of Auditors

The Board had, through the Audit Committee, considered the re-appointment of PricewaterhouseCoopers PLT as the Auditors of the Company. The factors considered by the Audit Committee in making the recommendation to the Board to table their re-appointment at the 23rd AGM are disclosed in the Audit Committee Report of the Annual Report 2025.

(v) Ordinary Resolution 14 – Authority to allot and issue shares pursuant to Sections 75 and 76 of the Companies Act 2016

This proposed resolution, if passed, will empower the Directors to issue and allot up to a maximum of 10% of the total number of issued shares of the Company for the time being for such purposes as the Directors consider would be in the best interest of the Company. This authority will, unless revoked or varied by the Company in a general meeting, expire at the conclusion of the next Annual General Meeting or the expiration of the period within which the next Annual General Meeting is required by law to be held, whichever is the earlier.

This is a renewal of the mandate obtained from shareholders at the last Annual General Meeting held on 11 December 2024. The mandate is to provide flexibility to the Company to issue new securities without the need to convene separate general meeting to obtain its shareholders’ approval so as to avoid incurring additional costs and time.

The purpose of this general mandate, if passed, will enable the Directors to take swift action in the event of a need to issue and allot new shares in the Company for fund raising exercise including but not limited to further placement of shares for purpose of funding current and/or future investment projects, working capital, repayment of bank borrowings, acquisitions or such other application as the Directors may deem fit in the best interest of the Company.

As at the date of this Notice, no new shares in the Company were issued pursuant to the mandate granted to the Directors at the last Annual General Meeting held on 11 December 2024 and the mandate will lapse at the conclusion of the 23rd AGM.

NOTICE OF TWENTY-THIRD ANNUAL GENERAL MEETING



EXPLANATORY NOTES TO THE AGENDA: (CONTINUED)

(vi) Ordinary Resolution 15 – Continuation in office of Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah as INED

Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah has served as an INED of the Company since 14 May 2014.

The Board had, through the NRC, carried out the necessary assessment on Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah and recommended that he continues to act as INED of the Company based on the following justifications:-

- (a) He met the independence criteria as set out in Main Market Listing Requirements of Bursa Malaysia Securities Berhad; and
- (b) His length of service on the Board has not affected his ability to display high level of integrity and exercise independent judgement and decision-making while acting in the best interests of the Company, shareholders and stakeholders, and is able to express unbiased views without any influence.

PROXY FORM



SCICOM (MSC) BERHAD
Registration No. 200201029763 (597426-H)
 (Incorporated in Malaysia)

<i>CDS Account No.</i>
<i>No. of shares held</i>

I/We.....
 [Full name in block, NRIC/Passport/Company No.]

Tel:

of.....
 [Full address]

being member(s) of SCICOM (MSC) BERHAD hereby appoint:

Full Name (in Block)	NRIC/Passport No.	Proportion of Shareholdings	
		No. of Shares	%
Address			

and/or failing him/her

Full Name (in Block)	NRIC/Passport No.	Proportion of Shareholdings	
		No. of Shares	%
Address			

or failing him/her, the Chairperson of the Meeting, as my/our proxy/proxies to vote for me/us and on my/our behalf at the Twenty-Third Annual General Meeting of the Company which will be held at Banyan & Casuarina, Ground Floor, Sime Darby Convention Centre, 1A, Jalan Bukit Kiara 1, 60000 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia on **Monday, 1 December 2025 at 10.00 a.m.** or at any adjournment thereof, and to vote as indicated below:

Description of Resolution	Resolution	FOR	AGAINST
To approve the payment of Director's fee to Krishnan A/L C. K. Menon amounting to RM120,000.	Ordinary Resolution 1		
To approve the payment of Director's fee to Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah amounting to RM105,000.	Ordinary Resolution 2		
To approve the payment of Director's fee to Mahani Binti Amat amounting to RM106,110.	Ordinary Resolution 3		
To approve the payment of Director's fee to Datuk (Dr.) Joseph Dominic Silva amounting to RM110,000.	Ordinary Resolution 4		
To approve the payment of Director's fee to Mior Mokhtar Bin Mior Abu Bakar amounting to RM86,699.	Ordinary Resolution 5		
To approve the payment of Director's fee to Hong Kean Yong amounting to RM42,151.	Ordinary Resolution 6		
To approve the payment of Director's fee to Dr. Teoh Chooi Shi amounting to RM14,205.	Ordinary Resolution 7		
To approve the payment of Director's fee to Elakumari A/P Kantilal amounting to RM28,342.	Ordinary Resolution 8		
To re-elect Dato' Sri Leo Suresh Ariyanayakam as Director.	Ordinary Resolution 9		
To re-elect Mahani Binti Amat as Director.	Ordinary Resolution 10		
To re-elect Hong Kean Yong as Director.	Ordinary Resolution 11		
To re-elect Dr. Teoh Chooi Shi as Director.	Ordinary Resolution 12		
To re-appoint PricewaterhouseCoopers PLT as Auditors of the Company for the ensuing year and to authorise the Directors to fix their remuneration	Ordinary Resolution 13		
Authority to allot and issue shares pursuant to Sections 75 and 76 of the Companies Act 2016	Ordinary Resolution 14		
Continuation in office of Dato' Nicholas John Lough @ Sharif Lough Bin Abdullah as Independent Non-Executive Director	Ordinary Resolution 15		

PROXY FORM (CONTINUED)



Please indicate with an "X" in the space provided whether you wish your votes to be cast for or against the resolutions. In the absence of specific direction, your proxy will vote or abstain as he thinks fit.

Signed this _____ day of _____ 2025

Signature#
Member

* Manner of execution:

- (a) If you are an individual member, please sign where indicated.
- (b) If you are a corporate member which has a common seal, this proxy form should be executed under seal in accordance with the constitution of your corporation.
- (c) If you are a corporate member which does not have a common seal, this proxy form should be affixed with the rubber stamp of your company (if any) and executed by:
 - (i) at least two (2) authorised officers, one of whom shall be a director; or
 - (ii) any director and/or authorised officers in accordance with the laws of the country under which your corporation is incorporated.

NOTES:-

1. For the purpose of determining who shall be entitled to attend this Twenty-Third Annual General Meeting ("23rd AGM"), the Company shall be requesting Bursa Malaysia Depository Sdn Bhd to make available to the Company, a Record of Depositors as at 21 November 2025. Only a member whose name appears on this Record of Depositors shall be entitled to attend this 23rd AGM or appoint a proxy to attend, speak and vote on his/her behalf.
2. A member who is entitled to attend and vote in this 23rd AGM is entitled to appoint a proxy or attorney or in the case of a corporation, to appoint a duly authorised representative to attend, speak and vote in his/her place. A proxy may but need not be a member of the Company.
3. A member of the Company who is entitled to attend and vote at a general meeting of the Company may appoint not more than two (2) proxies to attend, speak and vote instead of the member at the 23rd AGM.
4. Where a member of the Company is an authorised nominee as defined in the Securities Industry (Central Depositories) Act 1991 ("Central Depositories Act"), it may appoint not more than two (2) proxies in respect of each securities account it holds in ordinary shares of the Company standing to the credit of the said securities account.
5. Where a member of the Company is an exempt authorised nominee which holds ordinary shares in the Company for multiple beneficial owners in one securities account ("omnibus account"), there is no limit to the number of proxies which the exempt authorised nominee may appoint in respect of each omnibus account it holds. An exempt authorised nominee refers to an authorised nominee defined under the Central Depositories Act which is exempted from compliance with the provisions of Section 25A(1) of the Central Depositories Act.
6. Where a member appoints more than one (1) proxy, the proportion of shareholdings to be represented by each proxy must be specified in the instrument appointing the proxies.
7. The appointment of a proxy may be made in a hard copy form or by electronic form in the following manner and must be received by the Company not less than forty-eight (48) hours before the time appointed for holding the 23rd AGM or adjourned general meeting at which the person named in the appointment proposes to vote:
 - (i) **In hard copy form**
In the case of an appointment made in hard copy form, this proxy form must be deposited with the Company's Share Registrar at Tricor Investor & Issuing House Services Sdn. Bhd., Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia, or alternatively, deposited in the drop box located at Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia.
 - (ii) **By electronic means via Vistra Share Registry and IPO (MY) portal ("The Portal")**
The proxy form can be electronically lodged with the Share Registrar of the Company via The Portal at <https://srmy.vistra.com>. Kindly refer to the Administrative Guide for the 23rd AGM on the procedures for electronic submission of proxy form via The Portal.
8. Please ensure ALL the particulars as required in the proxy form are completed, signed and dated accordingly.
9. Last day, date and time for lodging the proxy form is **Saturday, 29 November 2025 at 10.00 a.m.**
10. Any authority pursuant to which such an appointment is made by a power of attorney must be deposited with the Share Registrar of the Company at Tricor Investor & Issuing House Services Sdn. Bhd., Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia or alternatively, the drop box located at Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia not less than forty-eight (48) hours before the time appointed for holding the 23rd AGM or adjourned general meeting at which the person named in the appointment proposes to vote. A copy of the power of attorney may be accepted provided that it is certified notarially and/or in accordance with the applicable legal requirements in the relevant jurisdiction in which it is executed.
11. For a corporate member who has appointed an authorised representative, please deposit the ORIGINAL certificate of appointment of authorised representative with the Share Registrar of the Company at Tricor Investor & Issuing House Services Sdn. Bhd., Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia or alternatively, the drop box located at Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, W. P. Kuala Lumpur, Malaysia. The certificate of appointment of authorised representative should be executed in the following manner:
 - (i) If the corporate member has a common seal, the certificate of appointment of authorised representative should be executed under seal in accordance with the constitution of the corporate member.

PROXY FORM (CONTINUED)



NOTES:- (CONTINUED)

11. (continued)

(ii) If the corporate member does not have a common seal, the certificate of appointment of authorised representative should be affixed with the rubber stamp of the corporate member (if any) and executed by:

- (a) at least two (2) authorised officers, one of whom shall be a director; or
- (b) any director and/or authorised officers in accordance with the laws of the country under which the corporate member is incorporated.

12. Pursuant to Paragraph 8.29A(1) of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad, all resolutions set out in this Notice will be put to vote by poll.



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