

\|NTELL\|GENCE AT SCALE

ANNUAL REPORT 2025

**CORPORATE REPORT &
COMPLIANCE STATEMENTS**



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CHAIRMAN'S STATEMENT

BACKGROUND

The Financial Period Ended 30 June 2025 (FP2025) marked a significant period of strategic adaptation and progress for the Microlink Group, as we continued to navigate a rapidly evolving digital landscape. The global technology sector remained in a state of flux, shaped by economic uncertainties, the maturation of Artificial Intelligence (AI) technologies, and rising demand for intuitive, secure, and agile digital ecosystems. In response, Microlink focused on advancing innovation and collaboration, strengthening core capabilities, delivering resilient solutions across its key verticals: Financial Services, Public Sector, Telco, Enterprise Solutions, and Distribution.

A graphic featuring a large, glowing orange 'AI' text inside a square frame. The frame is surrounded by a complex network of white circuit lines that branch out across the page. In the background, a hand is visible, interacting with a digital interface that displays various data points and charts, suggesting a focus on technology and innovation.

AI



We continue to advance AI innovation, enhance cloud-native platforms and drive enterprise digital transformation, empowering clients with solutions that are both responsible and scalable."



Document



Chairman's Statement (Cont'd.)**OUTLOOK**

Malaysia's economy remains resilient, registering an estimated 5.1% growth in 2024 despite global uncertainties. Looking ahead, the digital economy continues to serve as a cornerstone of national progress, driving innovation, productivity and investment. In 2022, it contributed approximately 23% to GDP, with government targets aiming to raise this to 25.5% by the end of 2025.

In parallel, Malaysia is steadily positioning itself as both a regional and global hub for Artificial Intelligence (AI). Through strategic programmes and infrastructure investment – including the establishment of the National Artificial Intelligence Office (NAIO) to strengthen planning, research and regulatory oversight, as well as major data centre expansions – the country is reinforcing its leadership in Southeast Asia's digital transformation. Additionally, growing attention to cybersecurity frameworks and cross-border data governance highlights the nation's commitment to building a trusted and secure digital environment.

Microlink's strategic priorities align closely with these national trends. We continue to advance AI innovation, enhance cloud-native platforms and drive enterprise digital transformation, empowering clients with solutions that are both responsible and scalable. The establishment of Microlink Labs Sdn Bhd has further accelerated our capacity to deliver long-term, AI-driven digital solutions to meet the evolving demands of our clients and the broader economy.

PERFORMANCE AND RESILIENCE

In FP2025, the Microlink Group recorded total revenue of RM413.2 million, representing a 46.9% increase compared to FY2024. Despite a one-off impairment that impacted overall profitability, the Group's underlying business remained resilient, supported by active engagements in Malaysia, Brunei, and the Persian Gulf.

Across the Group, capabilities in integration services, software development, and distribution remained in demand, supported by long-term technology partnerships. New projects in digital banking transformation, AI and analytics, cloud migration, and national passenger clearance system expanded our client base and solidified our position as a trusted IT partner. The strength of



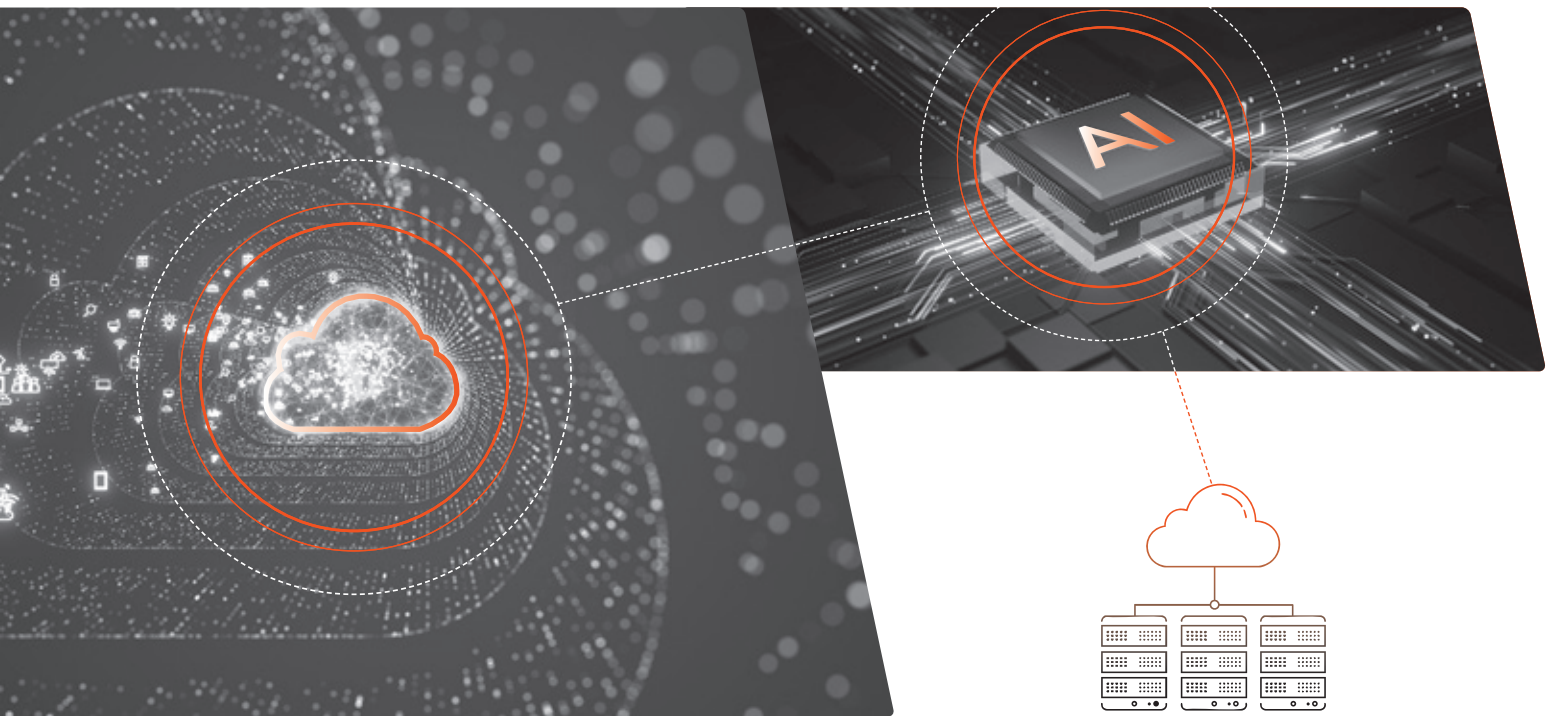
Microlink's business was further validated through industry recognition during FP2025. Notably, the Group was named Top Distributor for IBM Power Server and IBM Storage, reflecting the confidence of our global technology partners in our delivery capabilities.

OUTLOOK- POSITIONING FOR FY2026 AND BEYOND

Looking ahead, Microlink is committed to sustainable growth anchored in technological leadership. In FY2026, we are targeting an uplift in revenue while improving profitability through strategic cost management and value-added project execution. We aim to:

- Expand our ecosystem of technology partnerships
- Scale our presence in high-growth segments such as public sector digitalisation and cross-border enterprise deployments
- Advance our AI and data-driven capabilities in line with national and regional priorities

Our corporate vision is guided by our strategic values – Innovation, Agility, Trust, and Resilience. As businesses and governments place increasing emphasis on digital transformation, we are confident in our ability to meet future needs through reliable, secure, and forward-looking solutions.



APPRECIATION & ACKNOWLEDGEMENT

On behalf of the Board, I would like to express our sincere appreciation to the Microlink management team and all our employees for their steadfast commitment and contribution throughout FP2025. Despite macroeconomic headwinds and a rapidly evolving digital landscape, your resilience, adaptability, and pursuit of excellence have allowed us to maintain operational momentum and deliver on our strategic priorities.

This year, we have taken bold steps towards future-readiness, expanding our innovation agenda and laying strong foundations for long-term value creation. We are proud of the progress achieved and the partnerships deepened, especially as we continue to play a meaningful role in advancing Malaysia's digital and AI ambitions.

As we look to FY2026 and beyond, we remain committed to evolving our business with agility, purpose, and responsibility. With your continued support and trust, I am confident that we will rise to new heights and deliver sustainable outcomes for all stakeholders.

Thank you.

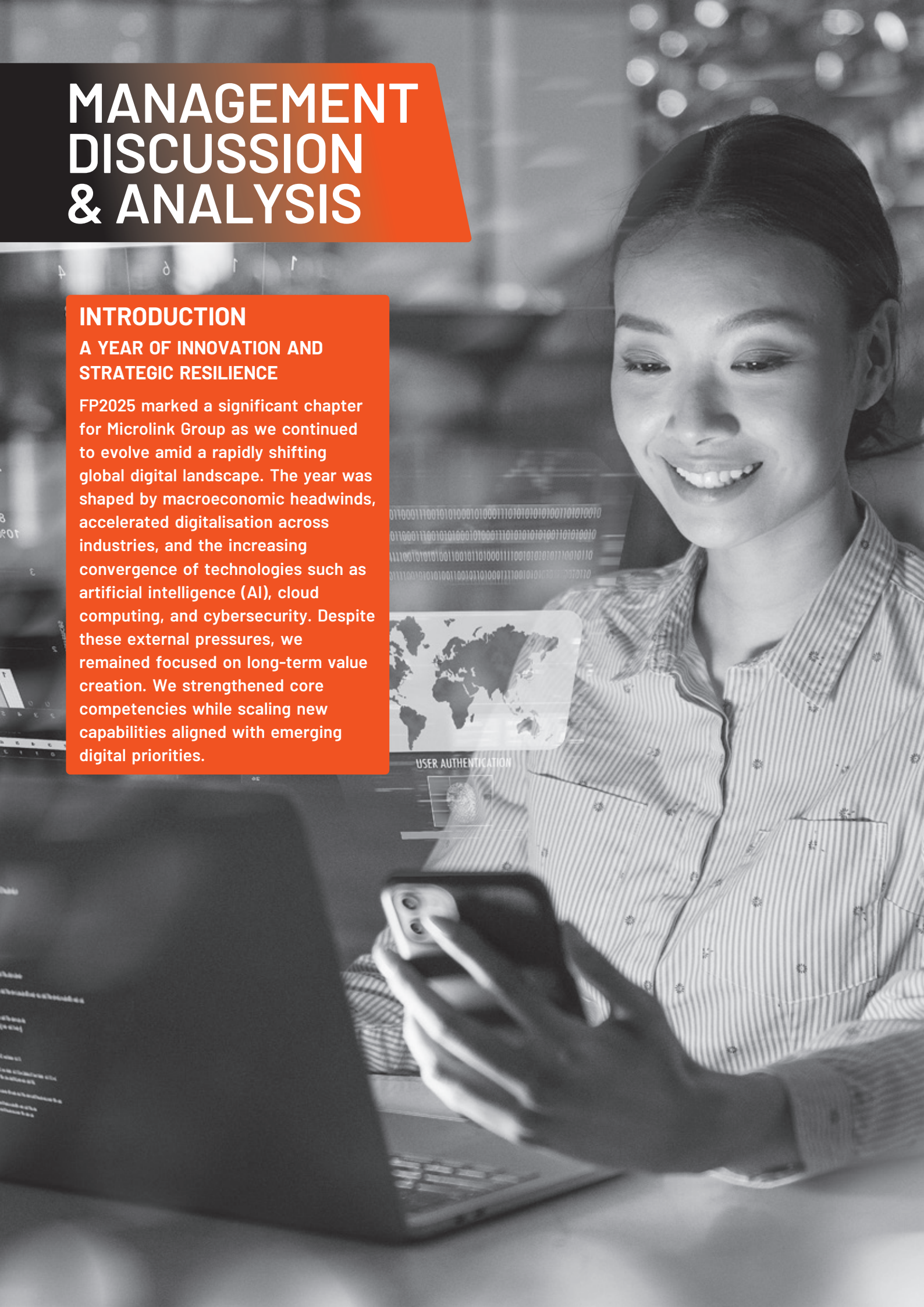
TUN ARIFIN BIN ZAKARIA
CHAIRMAN

MANAGEMENT DISCUSSION & ANALYSIS

INTRODUCTION

A YEAR OF INNOVATION AND STRATEGIC RESILIENCE

FP2025 marked a significant chapter for Microlink Group as we continued to evolve amid a rapidly shifting global digital landscape. The year was shaped by macroeconomic headwinds, accelerated digitalisation across industries, and the increasing convergence of technologies such as artificial intelligence (AI), cloud computing, and cybersecurity. Despite these external pressures, we remained focused on long-term value creation. We strengthened core competencies while scaling new capabilities aligned with emerging digital priorities.



Our transformation efforts extended across business units, supported by sustained focus on product innovation, human capital, and strategic partnerships. We sharpened execution on key projects, enhanced delivery models, and deepened engagements with clients in the Financial Services, Public Sector, Telco, Distribution, and Enterprise Solutions segments. These actions were underpinned by a commitment to resilience and a future-focused mindset. Our goal was to ensure our solutions remained relevant, secure, and scalable in a dynamic market environment.

As the technology sector matures with increasing emphasis on AI readiness, responsible digitalisation, and regulatory compliance, Microlink is well-positioned to play a leading role in enabling digital transformation across Malaysia and the broader ASEAN region.

REVIEW OF BUSINESS OPERATIONS

DELIVERING INNOVATION ACROSS A DIVERSIFIED PORTFOLIO



Microlink continues to strengthen its position as a solution integrator, digital innovator, software developer and technology distributor. We remain committed to delivering purpose-built, industry-aligned solutions that combine technological agility with commercial impact. Our portfolio reflects a strong balance of proprietary platforms, enterprise implementations, and managed services. This is supported by a proven ability to scale delivery across multiple sectors.

DRIVING AI-LED INNOVATION



Microlink Labs Sdn Bhd is the Group's dedicated innovation entity, established to drive our AI and emerging technology agenda. It reflects a long-term commitment to internal R&D, intellectual property development:

Key focus areas include:

- Integration of machine learning and intelligent automation into software solutions.
- Advanced use of AI-based analytics to enhance user experiences and decision-making.
- Development of AI-based solutions tailored to operational and business use cases across diverse industries.
- Piloting of document intelligence solutions to improve operational efficiency for clients.

These initiatives support our strategic aim to lead in responsible AI adoption. This aligns closely with Malaysia's national ambitions to position itself as a regional AI hub.

DIGITAL BANKING AND FINANCIAL SERVICES

Microlink continued to make solid progress in its Financial Services business during FP2025, with both anchor clients and new partners reaffirming their confidence in the Group's capabilities. The year was marked by the successful Go-Live of the Ultron financing solution at Co-operative Bank Pertama Malaysia Berhad (CBP), alongside progress in delivering the Enhanced Digital Core Banking platform for Bank Islam Brunei Darussalam (BIBD). These achievements reaffirmed Microlink's standing as a trusted provider of scalable, Shariah-compliant, and transformation-ready financial solutions.

Beyond these anchor engagements, Microlink also advanced its broader Financial Services portfolio. The Group focused on delivering financing management systems to support consumer credit services, migrating mission-critical settlement systems to the cloud to enhance resilience, and deploying auto financing origination solutions to accelerate digital lending journeys. Longstanding client relationships were further strengthened through the continued provision of support services for national payments infrastructure, now sustained for a 19th consecutive month.

At the same time, Microlink's Next Generation Enhanced Digital Banking platform continued to evolve. Built on a cloud-ready, API enabled architecture, it integrates advanced functionalities tailored for future-focused financial institutions. The platform embeds AI-powered automation to elevate efficiency and decision-making, including eKYC onboarding, risk profiling and credit scoring, intelligent document processing, and AI chatbots. Together, these capabilities support a seamless end-to-end digital customer journey.

Looking ahead, Microlink remains focused on reinforcing its position as the digital banking partner of choice. The Group will continue to foster collaborations with regional industry leaders, broaden its partner ecosystem, and enhance its solution portfolio with advanced AI and strengthened cybersecurity capabilities. Through these efforts, Microlink aims to empower financial institutions to meet the growing demands of digital and virtual banking across Malaysia, Brunei, and the wider ASEAN region.

Management Discussion & Analysis (Cont'd.)

ENTERPRISE SOLUTIONS



Microlink continued to build on its established Enterprise Solutions foundation while enriching the portfolio through new technology alliances and advanced integration capabilities. By combining proven expertise with innovative approaches, the Group delivers smart, scalable, secure, and future-focused solutions. These initiatives reinforce Microlink's position as a trusted partner for enterprises pursuing seamless digital transformation and sustainable growth.

In FP2025, Microlink advanced this portfolio further with a focus on integration platforms and digital transformation enablers, helping organisations enhance agility and strengthen compliance. A key milestone was the Group's appointment as a Boomi Master Reseller in Malaysia, enhancing its ability to deliver cloud-native integration services. Through this role, Microlink is positioned to support enterprises in building modular digital ecosystems, improving interoperability between legacy and next-generation applications, and accelerating digital transformation initiatives.

TELCO

Microlink's Telco Solutions segment made steady progress in FP2025, supported by Microlink Solutions WLL's role in enabling digital transformation for telecommunications operators in the Middle East. The business delivered IT operations and digital solutions that strengthened service capabilities and reinforced Microlink's position as a trusted partner in the telco sector.

Looking ahead, Microlink will continue to build on its expertise in application development, integration, and managed services, while optimising delivery models to enhance scalability and efficiency. These initiatives position the Telco Solutions segment to capture future growth opportunities and support long-term client transformation journeys across the Gulf Region and ASEAN.

PUBLIC SECTOR



In FP2025, Microlink reinforced its position as a trusted partner in Malaysia's Digital Government agenda by delivering secure, AI-enabled, and transformation-ready platforms that improve governance, compliance, and public service delivery.

The year marked the successful delivery of the Jabatan Audit Negara (JAN) Analytics platform, a project valued at RM29 million. The platform enables outcome-based auditing across ministries and agencies by integrating cross-agency datasets and embedding intelligent risk indicators. Through automation, data orchestration, and risk profiling, JAN Analytics provides JAN with powerful tools for fraud detection, financial oversight, and governance assurance, reflecting the national shift towards analytics-driven decision-making.

Microlink also achieved the successful delivery of the Automated Awareness Safety System (AwAS) for the Road Transport Department under the Ministry of Transport, valued at RM35 million. AwAS replaces legacy enforcement systems with a unified, AI-powered platform that leverages Automated Number Plate Recognition (ANPR) and centralised enforcement data management. The system enables real-time violation detection, automated verification, and streamlined summons issuance, significantly improving road safety enforcement efficiency, transparency, and outcomes.

In parallel, the Group secured a landmark win with the Advanced Passenger Screening System (APSS) for the Immigration Department under the Ministry of Home Affairs, valued at RM84 million. APSS is a national security initiative designed to screen travellers prior to their arrival in Malaysia, leveraging multi-agency intelligence to enhance border security while supporting a smoother travel experience. As part of the broader National Integrated Immigration System (NIIS) programme, APSS underscores Microlink's capability in delivering mission-critical, cross-ministry digital platforms of national importance.

Collectively, these projects demonstrate Microlink's ability to execute large-scale, high-value, and AI-ready public sector solutions, reinforcing its role as a key enabler of Malaysia's smart government transformation.

DISTRIBUTION – OUR TRADING SERVICES

In an era where cloud adoption, AI integration, and cybersecurity resilience are reshaping the business landscape, Microlink's Trading Services segment continued to demonstrate strength and resilience in FP2025. The segment recorded steady revenue growth across its trading portfolio, reinforcing its position as a strategic technology procurement and solutions partner for both public and private sector clients.

STRATEGIC PROGRESS AND MARKET POSITIONING

Microlink maintained long-standing partnerships with leading global technology principals, securing significant orders and reinforcing the strength of its Distribution and Trading Services segment. During the year, the Group was also appointed as the IBM Software Group (SWG) Distributor and as an Alibaba Cloud Value Added Distributor, marking a strategic expansion into enterprise software and cloud services. These appointments reflect strong market confidence in Microlink's distribution capabilities and technical expertise. In parallel, regional expansion into East Malaysia and Brunei underscored the Group's ambition to broaden market access and capture emerging demand.

FUTURE-FOCUSED PORTFOLIO

With the acceleration of AI adoption and growing awareness of cybersecurity threats, the Group has strategically enhanced its offerings with AI-enabled solutions, cloud-native services, and resilient infrastructure. These initiatives reflect Microlink's commitment to supporting enterprises in navigating complex digital environments while preparing for the next wave of transformation.

EXTENSIVE PRODUCT ECOSYSTEM

Microlink's distribution portfolio spans enterprise-grade servers, storage, software, and fault-tolerant engineered systems from world-class technology principals. These products are delivered through the Group's subsidiaries and supported by a nationwide network of over 200 channel partners, including System Integrators (SIs), Independent Software Vendors (ISVs), Managed Service Providers (MSPs), and Cloud Service Providers.



Applied Business Systems Sdn Bhd

Oracle	Server, Storage & Software
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First Solution Sdn Bhd

IBM	Server & Storage Appointed as IBM Software Distributor in 2025
Lenovo	Server & Storage
Rocket Software	iCluster - high availability/ disaster recovery solution for IBM Power-I systems
Alibaba Cloud	Alibaba Cloud Value Added Distributor Cloud Computing, Storage, Networking, Security, Big Data and AI



Formis Systems & Technology Sdn Bhd

HPE	Server & Storage and Greenlake (Managed Services)
Penguin Solutions	Fault Tolerant Solution Edge Computing

INDUSTRY RECOGNITION

The strength of Microlink's Trading Services business was further validated through industry recognition during FP2025. Notably, the Group was named Top Distributor for IBM Power Server and IBM Storage.

Management Discussion & Analysis (Cont'd.)

STRATEGY, RISKS & MITIGATION

STRATEGIC DIRECTION

Looking ahead, Microlink will continue to strengthen its position as a trusted digital transformation partner, delivering impactful, technology-driven solutions across Financial Services, Public Sector, Enterprise Solutions, and Distribution. The Group's strategy will be guided by four core pillars:

- **End-to-End Digital Integration:** Continuing to serve as a solution integrator by executing complex, mission-critical digital projects across multiple verticals.
- **AI-Driven Innovation:** Deepening the integration of AI technologies to support intelligent automation, data analytics, and smarter decision-making for clients.
- **Portfolio Diversification:** Expanding its suite of digital and cloud-native solutions through strategic collaborations and tailored product offerings.
- **Collaborative Market Expansion:** Strengthening partnerships across the ecosystem-OEMs, systems integrators, and public sector stakeholders—to support both localised delivery and international expansion.

These strategic thrusts reflected the Group's proactive response to Malaysia's fast-evolving digital economy and the growing demand for secure, AI-enabled platforms.

KEY RISKS AND MITIGATION

 Risk	 Mitigation / Opportunities
Talent Retention and Capability Gaps High industry demand for specialised talent in AI, cybersecurity, cloud, and data engineering.	Continued investment in capacity-building, cross-skilling and certifications to upskill staff developing a future-ready workforce.
Vendor Dependency and Distributorship Risk Regional partner shifts and consolidation affecting distributor relationships.	Strengthened vendor engagement and portfolio diversification, particularly in AI and cybersecurity, to balance dependencies and capture growth opportunities.
Cybersecurity Threats Rising exposure to cyber risks with the expansion of digital offerings.	Embedded security-by-design, partnered with specialists, and robust governance, positioning the Group as a trusted provider of secure solutions.
Evolving Regulatory Landscape Delays in decision-making, evolving procurement rules, and policy changes leading to potential project deferments.	Strategic alignment and maintained regular dialogue with clients, leveraging track record to stay adaptive and preferred in public sector projects.



REVIEW OF FINANCIAL PERFORMANCE

Microlink Solutions Berhad reports its financial performance along four business segments as follows:



A snapshot of the 5-Year Financial Highlights is provided on Page 42 of this Annual Report.

REVENUE

For the 15-month financial period ended 30 June 2025 (FP2025), the Microlink Group recorded total revenue of RM413.2 million, representing a 46.9% increase compared to RM281.3 million in the 12-month period of FY2024.

Performance across segments was as follows:

- Distribution Services: Revenue grew to RM298.3 million (FY2024: RM187.2 million), supported by increased fulfilment activities and stronger demand from enterprise and public sector clients for both hardware and licensed software solutions.
- Financial Services: Revenue of RM87.3 million (FY2024: RM53.4 million), reflecting ongoing project deliveries and digital banking solution implementations.
- Solution Delivery: Revenue of RM Nil million (FY2024: RM3.9 million), primarily due to completion of project delivery and fulfilment activities in prior year.
- Enterprise Solutions: Revenue declined slightly to RM54.9 million (FY2024: RM57.1 million), primarily due to lower project delivery and fulfilment activities in selected sectors.

LOSS BEFORE TAX

The Group recorded a Loss Before Tax (LBT) of RM93.8 million for FP2025, compared to a Loss Before Tax of RM24.9 million in FY2024.

The deeper loss in FP2025 was mainly due to a one-off impairment and write-off charge of RM79.4 million related to goodwill and other assets. In addition, the Group experienced lower project margins in certain segments and higher administrative and operational expenses linked to expansion and restructuring initiatives.

While these factors weighed on profitability, the strong revenue growth reflects continued client demand and underscores the resilience of the Group's core businesses.

LIQUIDITY & CAPITAL RESOURCES

The Group maintained prudent capital management practices throughout the period. As at 30 June 2025:

- Cash and cash equivalents stood at RM16.9 million, compared to RM13.5 million in the prior year, mainly reflecting higher working capital requirements.
- Total borrowings increased to RM69.9 million, up from RM41.1 million previously, largely to support project financing and operational needs.
- Capital expenditure and working capital requirements were funded through a mix of internal cash resources and short- to medium-term financing facilities..

Subsequent to the end of the financial period, the Board announced completion of proposed rights issue with warrants to strengthen the Group's capital base. The funds generated from the exercise is anticipated to support working capital requirements and repay borrowings thereby enhancing overall financial flexibility.



Management Discussion & Analysis (Cont'd.)

OUTLOOK

Malaysia's digital economy continues to be a major driver of national growth, with a targeted contribution of 25.5% to GDP by the end of 2025. National efforts to strengthen the country's digital competitiveness are supported by key frameworks and initiatives, including the National Artificial Intelligence Roadmap, AI Sandbox 2024, and AI untuk Rakyat – all of which aim to promote responsible, inclusive AI adoption while accelerating innovation across industries.

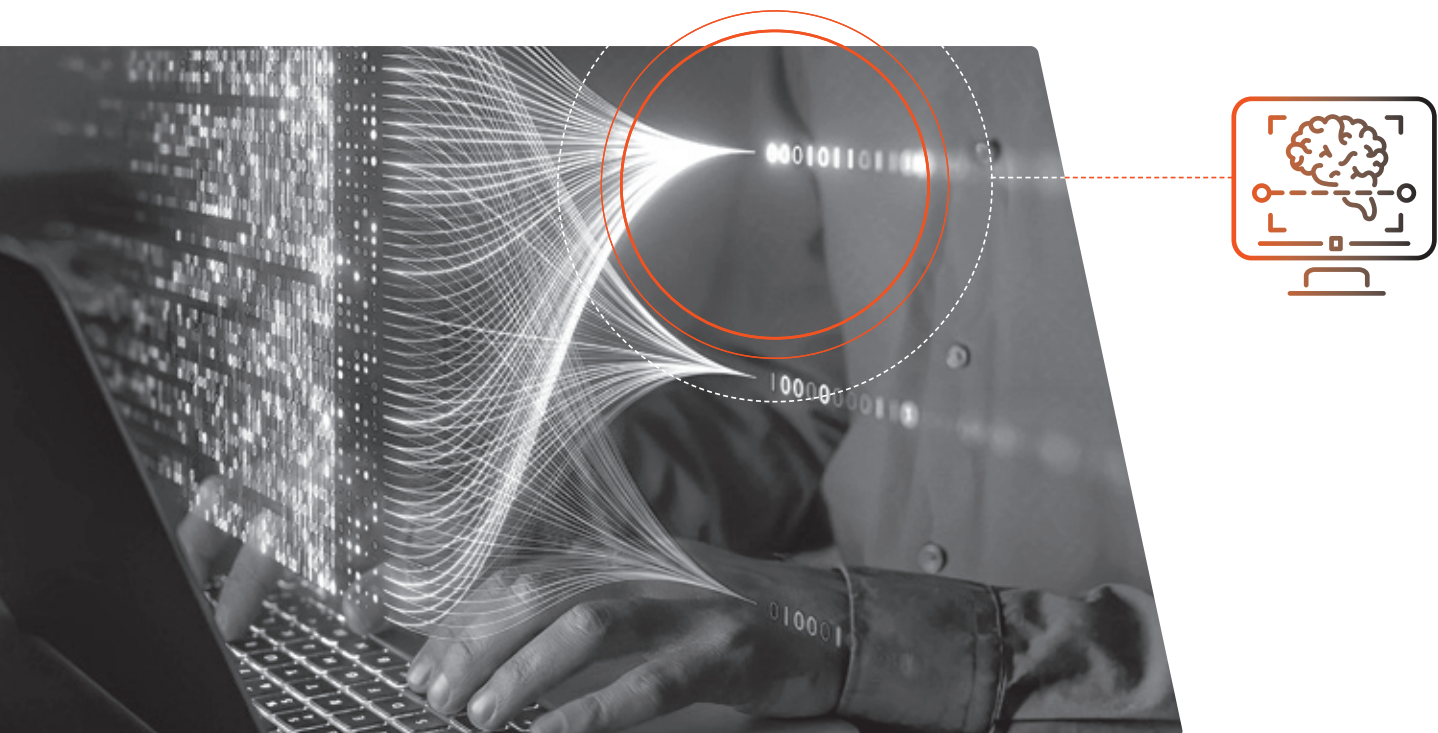
In parallel, businesses across sectors are scaling up their digital transformation efforts, driven by the need for intelligent automation, integrated analytics, and resilient, cloud-ready platforms. The demand for secure, scalable, and AI-ready infrastructure continues to shape technology investments and partner expectations.

Microlink is well-positioned to support this national and industry-wide shift. Through strategic investments such as Microlink Labs Sdn Bhd, the Group has deepened its capacity to design and deliver AI-enhanced, data-driven, and secure digital ecosystems tailored to public and private sector needs. Our long-standing technology partnerships and proven delivery capabilities continue to anchor our growth across key verticals including Financial Services, Public Sector, Enterprise, Telco, and Distribution.

As we move forward, Microlink will focus on:

- Scaling solutions aligned with national AI and digital transformation priorities
- Advancing platform innovation in analytics, cloud, and cybersecurity
- Enhancing project delivery to improve client value and long-term resilience
- Expanding our footprint across ASEAN and the Middle East

With a strategic foundation and an agile delivery approach, Microlink is committed to enabling digital transformation at scale – empowering clients to navigate the future with confidence and purpose.



SUSTAINABILITY STATEMENT

Microlink is committed to embedding sustainability across all facets of its business activities and integrating sustainable practices seamlessly into its operations. The Group recognises that sustainability is a continuous journey, requiring commitment, innovation, and collaboration. By aligning sustainability with its core strategy, Microlink seeks to drive long-term growth, strengthen corporate responsibility, and contribute positively to both the environment and society.

This Sustainability Statement ("Statement") covers the financial year ended 30 June 2025, encompassing the 15-month period from 1 April 2024 to 30 June 2025. All initiatives and performance data disclosed are drawn from the Group's operations covering Microlink Solutions Berhad and its subsidiary companies in Malaysia. This scope of reporting provides a comprehensive and accurate reflection of Microlink's sustainability performance.

The Statement has been prepared in line with the Bursa Malaysia Sustainability Reporting Guide (Third Edition) and its Enhanced Sustainability Reporting Disclosures, and with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). In addition, the Group is progressively strengthening its disclosures to align with the National Sustainability Reporting Framework (NSRF), which incorporates the International Sustainability Standards Board (ISSB) IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures Standard. This reflects Microlink's commitment to continuous improvement and positions the Group for timely compliance when NSRF requirements become mandatory.

OUR APPROACH TO SUSTAINABILITY

GROUP SUSTAINABILITY GOVERNANCE

Microlink maintains a robust governance framework to guide its sustainability objectives. This framework ensures strategic oversight of ESG matters, supports effective risk management and mitigation, and integrates sustainability considerations into business strategies, decision-making processes, and day-to-day operations.

Microlink Group's Board of Directors has oversight responsibility for the delivery of sustainable value to stakeholders, and this is achieved through implementation of the principles, policies, objectives, and strategies of the Group and all its subsidiaries. The Board also oversees climate-related risks and opportunities, ensuring integration into both strategic and financial planning.

Sustainability governance at Microlink is anchored in a three-tier structure that spans all levels of the organisation. This structure ensures that both actual and emerging sustainability matters are given due consideration, and that appropriate action plans are developed, monitored, and executed effectively. It also ensures the Group remains responsive to evolving regulatory requirements, market dynamics, and stakeholder expectations.

GOVERNANCE IN SUSTAINABILITY PROCESSES

**Board of Directors
(Board)**

The Board holds ultimate responsibility for Microlink's sustainability practices and performance. It reviews the adequacy and effectiveness of sustainability initiatives and processes, oversees the Group's material sustainability matters, and provides advice and direction where necessary to ensure long-term value creation for stakeholders.

**Sustainability
Management Team
(SMT)**

Comprises senior representatives from functional departments and is accountable to the Board. The SMT oversees the Group's sustainability performance, monitors progress, and drives the implementation of key initiatives.

**Sustainability
Management Working
Team (SMWT)**

The Sustainability Management Working Team (SMWT) is made up of representatives from functional departments across the Group. It oversees stakeholder engagement activities, coordinates the materiality assessment process, and supports the prioritisation of the Group's sustainability matters for management consideration. The SMWT is also responsible for the day-to-day execution of sustainability initiatives and reports progress and outcomes to the SMT.

The governance structure originates with the Board, the highest decision-making body of the Group, and cascades to the Sustainability Management Team (SMT), which provides oversight and formulates the overall sustainability strategy. It is then further channelled to the Sustainability Management Working Team (SMWT) for execution and implementation of initiatives. The Group periodically reviews its sustainability governance structure and Terms of Reference ("TOR") to ensure continued improvement and alignment with evolving regulatory requirements and stakeholder expectations.

Sustainability Statement (Cont'd.)

STRATEGY – CLIMATE-RELATED OPPORTUNITIES AND TARGETS

This section addresses IFRS S2 requirements on strategy, opportunities, and transition planning, demonstrating Microlink's commitment to progressively aligning with international reporting standards.

In line with IFRS S2 requirements, Microlink has defined short-, medium-, and long-term horizons to guide its carbon reduction pathway. These horizons are directly aligned to the Group's Carbon Reduction Targets and net zero ambition:

Carbon Reduction Targets			
Target Horizon	Scope & Coverage	Target	Basis / Approach
Short-term (FY2027)	Scope 1 & Scope 2	Establish baseline performance metrics and embed efficiency initiatives	Measure, plan and begin optimisation (e.g., office space, building systems); strengthen monitoring of vehicle & electricity use.
Medium-term (FY2030)	Scope 1 & Scope 2	Reduce Scope 2 (location-based) by at least 5% from the FP2025 baseline.	Implement efficiency initiatives and drive responsible energy behaviour. RECs may be used to cover any shortfalls; market-based results disclosed separately.
Long-term (FY2050)	Scope 1 & Scope 2	Net-zero operational emissions.	Prioritise direct reductions; supplement residuals with high-quality RECs and certified offsets.
Progressive (post-FP2025)	Scope 3	Expand coverage and set quantitative targets once full data is available	Currently covers commuting & business travel; supply chain and other categories to be phased in.

Detailed baselines, calculations and annual progress are reported in the Climate Change section.

The Group also recognises the need for transition planning. In the short term, Microlink will focus on strengthening data measurement, detailed planning, and early optimisation efforts. In the medium term, the focus will shift to full implementation of efficiency initiatives and driving responsible energy practices. In the long term, the Group is committed to achieving net zero for Scope 1 and Scope 2, using RECs and certified offsets only where necessary for residual emissions. Scope 3 reporting will be progressively expanded as data coverage improves. At this stage, Microlink has not undertaken climate scenario modelling (such as a 1.5°C pathway), but plans to incorporate this into future assessments as guidance and data availability improve.

Progress will be tracked and disclosed annually against the FP2025 baseline, using both absolute and intensity metrics, to ensure transparency and accountability for stakeholders.

STAKEHOLDER ENGAGEMENT

Microlink engages regularly with its stakeholders to understand their evolving expectations and the ways in which the Group's business practices impact them. The feedback and insights gained through these engagements enable Microlink to identify material sustainability matters more effectively and to develop strategies that balance stakeholder priorities with the Group's long-term business objectives.

Microlink Group's stakeholders are determined based on two factors

1

The degree to which they may be affected by or have the power to affect the Group's MSMs (material sustainability matters)

2

The degree to which they have the power to impact the Group's reputation in the markets that we serve, which may enhance or diminish our ability to make a positive ESG (environmental and social, governance) impact through our products and services.

The Group actively participates in global sustainability initiatives, including the United Nations Global Compact (UNGC), to ensure its business practices remain aligned with stakeholder expectations and international best practices.

KEY STAKEHOLDERS

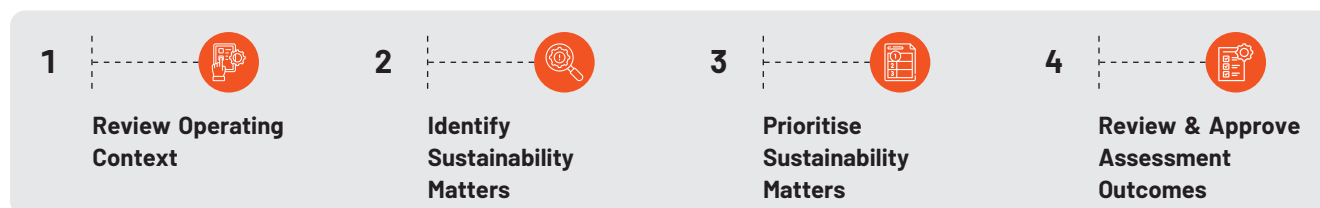
Key Stakeholders	Engagement Method	Frequency of Engagement	Key Focus Area
 Clients	• Meetings • Workshops • Customer Service Channels • Events / Workshops • Website updates • Social Media	• Annually • Daily • Regularly • Ad hoc	• Product and service quality • Product scope and innovation • Brand awareness • Customer experience
 Employees	• Internal Newsletters • Employee Surveys • Employee Engagement Activities • Development Trainings • Workshops • Performance Appraisals	• As and when deemed necessary • Annually • Regularly • Ad hoc	• Strategic direction and business growth • Talent development and career opportunities • Employment benefits and welfare • Employee experience and engagement • Business ethics and governance (including anti-corruption and bribery awareness) • Workplace health and safety • Diversity, equity, and inclusion
 Shareholders and Investment Community	• Performance reports and disclosures • General Meetings • Bursa Announcements • Investor Relations engagements • Media Releases • Website Updates • Social Media	• Annually • Quarterly • Regularly • Ad hoc	• Business performance • Transparency of climate- and ESG-related risks/opportunities • Regulatory compliance and disclosure
 Business Partners & Suppliers	• Formal Meetings / Virtual Meetings • Written Communications • Product Exhibitions • Transaction-Related Interactions	• Annually • Regularly • Ad hoc	• Strategic direction and business growth • Regulatory compliance • Business ethics and governance • Product Innovation • High quality goods and services • Operational efficiency • Business resilience • Anti-Corruption & Bribery and Compliance • Supplier ESG performance
 Community	• Corporate Social Responsibility Activities • Sponsorships and donations • Social Media postings	• Ad hoc	• Contributions to Community • Community Events • Responsible Corporate Citizen
 Authorities / Regulators	• Formal Meetings / Virtual Meetings • Performance reports and disclosures • Events	• Regular • Ad hoc	• Regulatory Compliance • Monitoring and Reporting Processes • Business Ethics and Governance • Alignment with NSRF and Bursa requirements

Sustainability Statement (Cont'd.)

MATERIAL MATTERS

MATERIALITY ASSESSMENT

Microlink Group's materiality assessment process involves reviewing the Group's operating context, including factors that can influence sustainability performance; identifying sustainability issues and matters (i.e. the risks and opportunities relevant to operations); and prioritising MSMs in terms of their materiality for management. In determining the materiality of sustainability matters, both the significance of their sustainability impacts on the Group's business performance and value creation, and their influence on key stakeholders are considered. The Group has reviewed its practices to align with Bursa Malaysia's Enhanced Sustainability Reporting Disclosures.



MATERIALITY AND ESG PRIORITIES

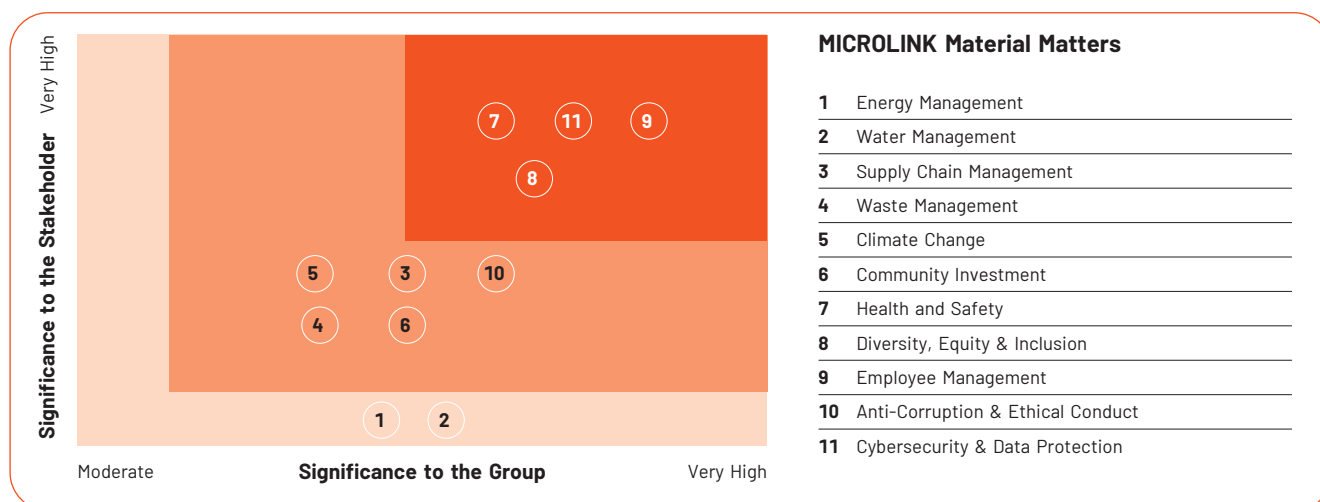
Microlink last conducted a Materiality Assessment Exercise (MAE) in FY2024 to reassess, identify, and prioritise material ESG topics. The MAE focused on two key dimensions:

- The extent to which a topic impacts enterprise value creation; and
- The extent to which a topic influences the Group's ESG agenda.

For this year's Statement, the Materiality Matrix remains consistent with the FY2024 version, as the Group's business nature and operational context have not changed. Accordingly, the data points identified in the previous assessment continue to be relevant and valid. In FY2024, Microlink introduced water consumption as a material topic to strengthen monitoring of areas where Bursa Malaysia requires performance disclosure. While water use has been assessed as having minimal impact on the Group's operations, it continues to be monitored and reported under the Climate Change and Environmental Management category for transparency and regulatory compliance. The Group will keep this under review should its operational profile change.

Looking ahead, Microlink's reporting on materiality will be progressively enhanced in line with the forthcoming National Sustainability Reporting Framework (NSRF). The Group is progressively moving towards closer alignment with the IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2), with selected elements of IFRS S2 already incorporated into this report. These efforts reflect Microlink's commitment to improving transparency and ensuring that its sustainability disclosures remain consistent, reliable, and responsive to evolving regulatory expectations.

MATERIALITY MATRIX



SUSTAINABILITY FRAMEWORK

MICROLINK'S SUSTAINABILITY FRAMEWORK

The materiality determination process has shaped the Microlink Sustainability Framework, which aligns key material matters with the Group's long-term aspirations across three core themes:

- Environment – addressing climate change, energy use, emissions, and waste.
- Social – supporting employees, inclusivity, and community investment.
- Governance – strengthening ethics, accountability, and compliance.

This framework integrates sustainability into operations and strategy, ensuring resilient performance, long-term value creation, and sustained stakeholder trust.

INNOVATION AND GROWTH

Microlink recognises innovation as a critical driver of long-term growth and competitiveness, directly underpinning the Group's economic performance. By embedding innovation into its core strategy, the Group ensures that its solutions and services remain relevant, agile, and aligned with evolving client needs, regulatory requirements, and industry trends.

Through ongoing investment in the development of new solutions and digital capabilities, Microlink delivers differentiated offerings that support customer transformation while opening up new business opportunities. These innovation efforts strengthen the Group's competitiveness and act as a co-related factor in sustaining its economic performance.

To support this, the Group continues to channel resources into solution development, product enhancements, and strategic partnerships, ensuring that innovation remains a cornerstone of its growth journey.



Sustainability Statement (Cont'd.)

PERFORMANCE SCORECARD

Microlink tracks its sustainability progress through a performance scorecard that monitors key indicators across the Environment, Social, and Governance (ESG) pillars. The scorecard enables the Group to assess achievements against targets, identify areas for improvement, and ensure continued alignment with both Bursa Malaysia's Enhanced Sustainability Reporting Disclosures and international best practices.

PERFORMANCE SCORECARD				
AREA	MEASURE	TARGET	FY2024	¹ First 12 months of FP2025
 Environment	Electricity Consumption (Megawatts – electricity use)	Zero Increase	² 9.8% increase in usage over number of workstations	² 17.4% reduction in usage over number of workstations
			³ 4.8% reduction in usage per employee	³ 11.1% increase in usage per employee
	Water Management (Measurement in Megalitres – volume of water consumed)	Zero Increase	6.6% reduction In total consumption	11.7% Increase in total consumption
 Social	Work-related fatalities (Number)	Zero fatalities	Zero fatalities	Zero fatalities
	Women in organisation (%)	Maintain above industry average for IT sector (⁴ 35.0% in 2021)	41.0%	39.1%
 Governance	Confirmed incidents of corruption (%)	Zero Incidents	Zero Incidents	Zero Incidents
	Substantiated complaints concerning breaches of customer privacy or loss of customer information (Number)	Zero Incidents	Zero Incidents	Zero Incidents

¹ For performance scorecard purposes, performance is calculated based on the first 12 months of FP2025. Full FP2025 performance measurements (covering 5 quarters from 1 April 2024 to 30 June 2025) are reflected on page 16 in the Performance Data Table.

² In FY2024, intensity calculations were based on headcount. From FP2025, the method was refined to align with the number of workstations, providing a more consistent measure.

³ Intensity calculations based on FY2024 measure which was based on electrical usage over headcount.

⁴ Data source- Malaysian Digital Economy Corporation (MDEC).

KEY OBSERVATIONS:

- For intensity calculations, in FY2024 consumption was measured over headcount; however, this approach was found to be less stable due to periodic fluctuations in workforce numbers. From FP2025, the method was refined to align with the number of workstations, providing a more consistent basis for measurement. Based on this method, intensity showed a reduction of 17.4%.
- Water consumption increased by 11.7% in FP2025, reflecting higher pantry usage as more employees ate their meals in the office – pantry tap use directly contributed to higher overall water usage.
- Social targets remain on track, with zero workplace fatalities recorded; however, the female workforce percentage dipped slightly to 39.1% (from 41.0% in FY2024), though still above the IT industry average of 35.0%.
- Governance performance remains strong, with no incidents of corruption or customer privacy breaches reported.

MANAGEMENT APPROACH FOR MATERIAL MATTERS

ENVIRONMENT

As a conscientious and responsible organisation, Microlink recognises the importance of safeguarding the environment while creating sustainable value for stakeholders. The Group is committed to acting with accountability, carefully balancing business needs with environmental responsibility, both in the present and for future generations.

In line with this commitment, Microlink prioritises the efficient use of resources while actively mitigating the environmental impacts of its operations. Particular emphasis is placed on addressing climate change through the measurement and management of greenhouse gas (GHG) emissions across Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (selected categories such as business travel and employee commuting).

The Group also remains focused on reducing waste generation, improving recycling practices, and optimising energy use through the adoption of green technologies and environmentally friendly practices. These initiatives underscore Microlink's dedication to minimising its environmental footprint while aligning with regulatory requirements and global sustainability standards.

INTEGRATING ESG RISKS INTO CORPORATE STRATEGY

Microlink integrates environmental, social, and governance (ESG) risks into its Group Risk Register to ensure alignment with business strategy and long-term value creation. This approach allows the Group to manage sustainability-related risks holistically, from governance and compliance issues to workforce resilience and supply chain standards. In line with international best practice and the requirements of IFRS S1 and S2, risks are categorised into short, medium, and long term horizons, and are further classified as transition risks, physical risks, or opportunities.

Examples of ESG risks currently tracked by the Group include:

- **Governance risks** – potential breaches of anti-bribery and corruption (ABC) requirements due to gaps in monitoring or communication.
- **Social risks** – employee disengagement, limited career pathways, and diversity, equity and inclusion (DEI) gaps.
- **Operational risks** – workplace health and safety incidents that may affect productivity and reputation.

By embedding these risks into the enterprise risk framework, Microlink ensures that sustainability considerations are integrated into day-to-day operations and long-term planning, rather than treated as standalone issues.

ESG Risk Management Framework

1. Risk Identification & Assessment

We identify potential ESG risks by looking at our operations, employees, suppliers, and clients. This includes everyday matters such as energy use, commuting patterns, business travel, and waste practices. Risks are noted if they may affect our business continuity, compliance, or reputation.

2. Risk Measurement

Once identified, risks are measured using practical indicators (e.g., electricity consumption, commuting mileage, business travel records). Where possible, we use recognised standards to help us estimate the impact of these risks.

3. Risk Control & Mitigation

We take steps to reduce risks by adopting practical measures such as energy-saving practices in our offices, responsible waste disposal, and encouraging sustainable commuting. At the same time, we set internal guidelines to ensure ESG considerations are integrated into decision-making and day-to-day activities.

4. Risk Monitoring & Reporting

We track ESG performance through periodic reviews and include updates in our annual disclosures. This allows us to measure progress, remain transparent, and refine our actions. Reporting is also shared with senior management and relevant stakeholders to ensure accountability.

Sustainability Statement (Cont'd.)

CLIMATE- AND ESG-RELATED RISKS & OPPORTUNITIES

To reflect transition risks more clearly, Microlink has also begun to assess the potential financial impact of a future carbon tax on its emissions profile. While the Group is still progressing towards full compliance with IFRS S2 and Bursa Malaysia's National Reporting Framework for Sustainability (NRFS), preliminary disclosures have been included to provide early visibility to stakeholders.

ESG Risks & Opportunities Horizon Table			
Horizon	Category	Risks	Opportunities / Mitigation
Short term (up to FY2027)	Transition: Energy use	Energy inefficiencies arising from user behaviour, limited monitoring, or ageing equipment.	Regular reviews of energy use, small efficiency measures (e.g., sensors, HVAC optimisation).
	Transition: Supply chain	Supplier non-conformance with ESG standards.	ESG questionnaires, supplier communication, vendor segmentation.
	Transition: Waste	Lack of awareness, improper disposal.	Expand 3R practices and employee awareness campaigns.
	Transition: Governance (ABC)	Risk of non-compliance with ABC requirements.	Monitoring by ABC Committee, awareness training, reporting channels.
Medium term (to FY2030)	Transition: Workforce & culture	Gaps in training and engagement.	Ongoing investment in skills and inclusivity programmes.
	Transition: Climate change	Low employee awareness of carbon-friendly practices	Green commuting initiatives, Scope 3 expansion, carbon literacy training.
	Physical: Health & safety	Workplace incidents affecting productivity and reputation.	Continuous HSE training and first responder readiness.
	Transition: Regulatory (Carbon tax)	Potential cost impact from carbon tax. Direct Scope 1 exposure is minimal (0.83 tCO ₂ e ≈ RM42/ year). Indirect exposure may arise from higher electricity tariffs (Scope 2). ¹	Scenario planning, REC integration, continued efficiency initiatives, and alignment with IFRS S2/ NRFS requirements.
Long term (to FY2050)	Physical: Climate impacts	Extreme weather events disrupting operations or supply chains.	Strengthen business continuity planning, leverage digitalisation.
	Opportunity: Technology & reputation	Rising expectations on ESG and digital practices.	Invest in cybersecurity, responsible data governance, and CSR/community partnerships.

¹ Scope 2 emissions (433,165.09 kWh / 270.40 tCO₂e) are not directly taxed under most carbon pricing regimes but may influence operating costs if utilities pass on carbon tax costs

Looking ahead

Microlink will continue to expand its ESG risk coverage in line with Bursa's NRFS and IFRS S2 requirements, with the preliminary inclusion of carbon tax exposure in FP2025. The Group is committed to progressively enhancing disclosures by linking ESG risks and opportunities - including emissions and other environmental factors - with potential financial impacts.

ENVIRONMENT



CLIMATE CHANGE - SCOPE 1, SCOPE 2 AND SCOPE 3 EMISSIONS

Microlink recognises climate change as a pressing global challenge and is committed to measuring, managing, and reducing its greenhouse gas (GHG) emissions across its operations and value chain. In line with Bursa Malaysia's Enhanced Sustainability Reporting Disclosures and the emerging National Sustainability Reporting Framework (NSRF), the Group reports its carbon footprint under the three scopes of the GHG Protocol:

- Scope 1 (Direct emissions): Emissions from sources owned or controlled by the Group, such as company vehicles.
- Scope 2 (Indirect emissions): Emissions from the purchase of electricity for office operations, calculated using the location-based grid emission factors for Peninsular Malaysia and Sarawak.
- Scope 3 (Other indirect emissions): Emissions from business travel (flights and mileage claims) and employee commuting, which reflect the broader environmental impacts of the Group's activities

In addition, Microlink monitors water consumption as part of its broader environmental responsibility. While water use has minimal impact given the nature of the Group's business, data is disclosed annually for transparency and to meet regulatory requirements. The Group will continue to review water-related risks and impacts in line with evolving climate considerations and operational changes.

Through the monitoring of these three scopes, Microlink continues to improve transparency and accountability in its reporting, while also identifying opportunities to reduce emissions and strengthen its resilience against climate-related risks.

Scope 1- Direct Emissions

In FP2025, Microlink's Scope 1 emissions amounted to 0.83 tCO₂e, arising solely from company vehicles. These emissions were generated through fuel combustion from the Group's office van. The calculation was based on a distance-based method, using the vehicle's mileage (km) multiplied by the applicable emission factor for older petrol vehicles (0.30 kg CO₂e/km).

Scope 2 (Indirect emissions) / Energy Management

For Microlink, energy management relates to Scope 2 emissions from purchased grid electricity. In FP2025 (15-month period), total electricity purchased was 433,165.09 kWh (1,559.39 GJ). Scope 2 emissions totalled 270.40 tCO₂e (location-based), calculated using grid emission factors of 0.774 kgCO₂e/kWh for Peninsular Malaysia and 0.199 kgCO₂e/kWh for Sarawak (Malaysia Energy Commission - MyEnergyStats, 2022). Market-based Scope 2 is not currently reported, as no renewable energy certificates (RECs) were purchased in FP2025.

During the first 12 months of FP2025, the Group achieved an 8.5% reduction in energy consumption. However, with the inclusion of an additional quarter due to the extended reporting period, overall consumption rose by only 20%, despite the inclusion of the operationalisation of the Cyberjaya project office in January 2025.

A reduction in overall employee headcount influenced the Sustainability Performance Scorecard outcomes, leading to a higher per-employee consumption ratio. While total energy use in FP2025 remained broadly tied to maintaining a similar office footprint, with the exception of the temporary project office in Cyberjaya, the lower headcount magnified per-employee consumption intensity. As such, Microlink is reviewing its Performance Scorecard methodology to ensure energy metrics balance absolute consumption, space utilisation, and headcount for a more accurate picture of efficiency.

At the same time, measures such as the consolidation of Klang Valley employees into a single office at Aurora Place, Bukit Jalil, automated air-conditioning shut-off systems at the end of each workday, and the expanded adoption of cloud technology continue to support energy efficiency. These initiatives, together with staff reminders to switch off lights when not in use, have helped reduce overall electricity consumption and encouraged responsible energy behaviour.

Sustainability Statement (Cont'd.)

These measures underscore Microlink's commitment to energy efficiency and sustainable practices, ensuring that the company operates responsibly while supporting long-term growth.

Energy consumption table – Microlink premises in Malaysia

Item	FY2023	FY2024	FP2025
Total energy consumption (Gigajoules)	1,183.11	1,299.21	1,559.39
Scope 2 emissions in tonnes (tCO ₂ e)	–	–	270.40

Scope 3 (Other Indirect Emissions) – Business Travel and Employee Commuting

FP2025 marks the first year Microlink is reporting Scope 3 emissions, undertaken in compliance with Bursa Malaysia's Enhanced Sustainability Reporting Disclosures. At this stage, reporting encompasses business travel and employee commuting. Wider Scope 3 categories, such as supply chain emissions, will be addressed in future reporting cycles once the Group is ready to broaden its reporting coverage in line with evolving requirements.

Business Travel

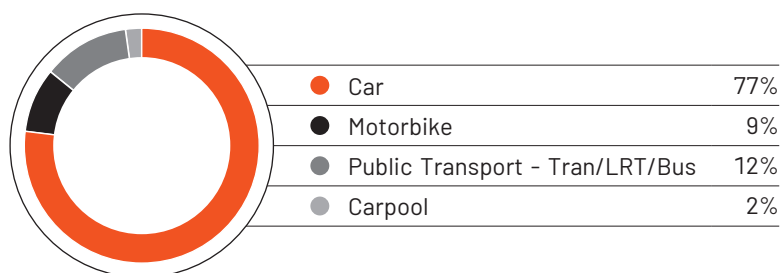
Business travel emissions in FP2025 were calculated based on flight ticket records (for air travel) and employee mileage claims (for road travel). Together, these categories contributed 230.47 tCO₂e, comprising 84.75 tCO₂e from flights and 145.72 tCO₂e from mileage claims.

Employee Commuting

Employee commuting emissions were assessed through an employee survey conducted in FP2025, which received responses from 78% of employees. The data was then extrapolated to the full workforce (322 employees) to provide a complete representation of commuting patterns across the Group for the reported areas.

The analysis showed that employees collectively travelled an estimated 3.77 million km over a standard 12-month period, equivalent to an average of about 11,718 km per employee per year. As FP2025 covered an extended 15-month reporting period, this equated to approximately 4.72 million km in total, or averaged out to 14,648 km per employee. Calculations were based on mode-specific emission factors: car 0.235 kg CO₂/km; motorbike 0.064 kg CO₂/km; mixed-mode public transport 0.06 kg CO₂/pkm; carpool = car factor ÷ (per person, assuming three people per vehicle).

The breakdown by mode of transport is as follows:



This distribution reflects commuting patterns typical of urban, office-based organisations in Malaysia, where private vehicles remain the predominant mode of transport. These commuting activities accounted for 949.19 tCO₂e of Scope 3 emissions in FP2025.

Looking Ahead

By beginning with this category, Microlink takes its first step in Scope 3 reporting, providing greater transparency while recognising that full Scope 3 coverage is a longer-term process. Over time, additional categories, particularly supply chain emissions, will be assessed and incorporated, guided by Bursa Malaysia's requirements and evolving global standards, particularly IFRS S2.

Scope 3 Emissions – FP2025		
Category	Data Source / Basis	Emissions (tCO ₂ e)
Business Travel – Flights	Airline emissions data	84.75
Business Travel – Road	Employee mileage claims (705,001 km)	145.72
Employee Commuting	Employee survey (extrapolated)	949.19
Total Reported Scope 3	–	1,179.66

Scope 3 reporting currently includes business travel and employee commuting only. Supply chain and other categories will be phased in as data quality improves in line with evolving requirements.

GHG Emissions and Intensity Metrics – FP2025		
Metric	FP2025	Basis / Derivation
Scope 1 emissions	0.83 tCO ₂ e	Mileage of office van × emission factor for older petrol vehicles (0.30 kg CO ₂ e/km)
Scope 2 emissions	270.40 tCO ₂ e	Purchased electricity × grid emission factors (0.774 tCO ₂ e/MWh for Peninsular, 0.199 tCO ₂ e/MWh for Sarawak)
Scope 3 emissions	1,179.66 tCO ₂ e	Business travel (flights + mileage claims) + employee commuting survey (extrapolated)
Total emissions (tCO₂e)	1,450.89 tCO₂e	Sum of Scope 1 + 2 + 3
Emissions intensity (tCO ₂ e/employee)	4.51 tCO ₂ e/employee	Total emissions ÷ 322 employees

Scope 1 currently reflects fuel consumption from company vehicles only. Scope 3 covers business travel and employee commuting; supply chain and additional categories will be phased in as data quality improves.

Looking Ahead

FP2025 marks Microlink's baseline year for greenhouse gas emissions reporting across Scope 1, Scope 2, and selected Scope 3 categories (business travel and employee commuting). Moving forward, the Group will strengthen its climate-related disclosures in line with Bursa Malaysia's Enhanced Sustainability Disclosures and IFRS S2 requirements. Scope 3 coverage will be progressively expanded to include supply chain and other categories as standards and data availability improve. At present, Microlink does not purchase renewable energy certificates (RECs) or offsets; however, RECs may be considered to supplement progress where operational reductions fall short, with all usage transparently disclosed alongside gross and market-based emissions. Progress against the FY2030 target will be reported annually, including both absolute and intensity metrics, to ensure transparency for stakeholders. Any future use of RECs or carbon offsets will be disclosed separately, including type, volume, certification standard, and the Scope category to which they are applied.

Carbon Reduction Targets			
Target Horizon	Scope & Coverage	Target	Basis / Approach
Medium-term (FY2030)	Scope 2 (absolute)	5% reduction vs FP2025 baseline (270.40 tCO ₂ e → target 256.88 tCO ₂ e)	Efficiency measures such as office space optimisation. Equivalent to reducing Scope 2 intensity per employee from 0.84 tCO ₂ e/employee in FP2025 to ~0.80 tCO ₂ e/employee. RECs may be used to cover shortfalls, with usage disclosed separately.
Long-term (2050)	Scope 1 & Scope 2	Net zero emissions	Direct reduction as priority, supplemented by high-quality RECs and certified offsets for residual emissions.
Progressive (post-FP2025)	Scope 3 (commuting, travel, supply chain)	Expand coverage and set future targets	Current Scope 3 reporting covers commuting & business travel only; supply chain and additional categories to be phased in.

Sustainability Statement (Cont'd.)

SUPPLY CHAIN MANAGEMENT

Microlink remains committed to managing its supply chain responsibly, with a focus on reducing its environmental footprint and supporting sustainable growth. Wherever possible, the Group prioritises sourcing materials, supplies, and equipment from local suppliers, thereby shortening supply chains, reducing transportation requirements, and lowering associated emissions.

In FP2025, the Group advanced its efforts by beginning to compile ESG-related data within its supply chain. As a starting step, Microlink introduced an ESG-related vendor evaluation form, where practicable, which vendors are now required to complete. This initiative provides greater visibility into suppliers' sustainability practices and supports the Group's goal of aligning procurement decisions with ESG priorities.

Item	FY2023	FY2024	FP2025
Proportion of spending on local suppliers	94%	91%	96%

The Group continues to streamline purchasing processes to achieve economies of scale in both cost and logistics. These improvements, together with an increased emphasis on ESG evaluation, reflect Microlink's broader commitment to embedding sustainability across its value chain.

By focusing on local and responsible procurement, Microlink not only reduces its environmental impact but also contributes to local economic growth. Supporting local suppliers creates jobs, fosters entrepreneurship, and builds stronger, more resilient supply chains that deliver cascading benefits to the wider community. In FP2025, spending on local suppliers increased by 5% compared to FY2024, demonstrating the Group's continued support for local businesses and contribution to resilient, sustainable supply chains.

Looking ahead, Microlink intends to progressively expand its supply chain approach by strengthening ESG monitoring and engagement with suppliers. This will include building supplier capacity to improve their own sustainability practices, enabling closer alignment with evolving Bursa Malaysia requirements and global standards.



Microlink Sustainability Policy: www.microlink.com.my/app/uploads/2024/09/Microlink-Sustainability-Policy.pdf

WASTE MANAGEMENT AND RECYCLING

In FP2025, Microlink advanced its waste management reporting by formally measuring and weighing the waste generated across its operations. This marks a step forward from prior years and provides a more reliable baseline for monitoring and future improvements.

Guided by the 3R principles (Reduce, Reuse, Recycle), the Group continued to prioritise recycling efforts, with a focus on paper, plastics, metals, and e-waste generated through office and IT operations, which were directed to licensed recycling companies registered with the Department of Environment (DOE), Malaysia. During the year, Microlink also organised an office e-waste collection drive, enabling employees to responsibly dispose of personal and office electronic items such as laptops, cables, keyboards, and other peripherals, further supporting proper recycling and recovery of materials.

In total, Microlink successfully diverted 1.215 metric tonnes of office waste from disposal through recycling. This included paper, books, boxes, plastics, and metals. In addition, the Group upgraded and recycled laptops, which were refurbished and donated to a school supporting marginalised children, aligning environmental responsibility with social impact through CSR.

The Group will continue to strengthen awareness among employees, ensuring proper segregation practices and expanding office recycling initiatives to further reduce its environmental footprint.

Category	(metric tonnes)	Notes
Waste Recycled (diverted)	1.215	Includes paper, books, boxes, plastics, metals
Waste to Disposal	1.760	General non-recyclable waste
Total Waste Generated	2.975	

Recycling Rate: 40.84% (calculated as waste recycled ÷ total waste generated × 100)



Microlink Environmental Policy: www.microlink.com.my/app/uploads/2024/09/Microlink-Environmental-Policy-.pdf

SOCIAL



COMMUNITY INVESTMENT INCLUSIVE WELL-BEING

Microlink continues to embrace an inclusive outlook in its contributions to the community, guided by its ambitions for holistic well-being. The Group's CSR efforts are designed to support education, youth development while encouraging employees to champion meaningful causes.

During the financial year, Microlink committed resources to a couple of significant initiatives. The first was support for Sepeda Amal Borneo 2025, a charity cycling event organised by the Malaysian Medical Association (MMA) to raise awareness and funds for children with life-limiting conditions. This event directly contributes to the establishment of Sabah's first Children's Hospice in Kota Kinabalu. Microlink was also proud to support its employee, Koh Lee Lee, who took part alongside fellow cyclists from Malaysia and abroad, advocating for dignity, comfort, and specialised care for vulnerable children.

The Group also advanced its commitment to education and digital inclusion through the donation of upgraded and refurbished laptops to Sekolah Bimbingan Jalinan Kasih (SBJK), a school dedicated to supporting marginalised and at-risk children in Kuala Lumpur. In collaboration with Malaysian Humanitarian Aid and Relief (MAHAR), these laptops were channelled to support SPM students in bridging the digital gap and continuing their learning journey. Microlink also contributed towards employee participation in Sports Charity events.



Lee Lee participated in the Sepeda Amal 2025 cycling event, riding alongside fellow cyclists on the route from Sandakan to Kota Kinabalu, a 600km journey for care and hope.



Group CTO Hong Wye Kean handing over of laptops to SPM candidates at SBJK.



Microlink Team's participation in a Run & Ride Charity

These initiatives illustrate Microlink's commitment to creating lasting positive impact in the communities where it operates, aligning with both its social responsibilities.

Sustainability Statement (Cont'd.)**HEALTH & SAFETY****ENSURING SAFER WORKING ENVIRONMENTS**

Microlink continues to prioritise the safety, health, and well-being of its employees by ensuring strict compliance with safety standards and procedures under the Group's Occupational Safety & Health (OSH) Policy. This framework includes risk assessments, hazard identification, and the implementation of safety protocols designed to foster a culture of safety across all operations.

In FP2025, significant progress was achieved in formalising and strengthening the Group's OSH governance framework:

- The Occupational Safety & Health Policy, including procedures, was officially published in September 2024.
- Committee Formation: An OSH Committee was formally established in October 2024, with four HQ-level committee meetings conducted to date.
- Emergency Response Plan (ERP): The ERP was formalised and distributed across the organisation in April 2025, outlining key emergency protocols and generally accepted safety practices to ensure employee protection in crisis situations.

Complementing these governance measures, the Group also placed strong emphasis on building knowledge, capacity, and awareness among employees:

- Coordinator Training & Registration: Five staff members successfully completed Occupational Safety & Health Coordinator (OSHC) training (between July 2024 and February 2025 and were formally registered as OSHCs, each assigned to oversee different local premises.
- General OSH Awareness at Workplace training was conducted in May 2025, embedding safe work practices across the organisation.

Microlink diligently records all workplace accidents and injuries as part of its commitment to continuous monitoring and risk management. In FP2025, there were zero workplace fatalities and zero Lost Time Incident Rate (LTIR).

Through this combination of structured governance and targeted training, Microlink continues to reinforce a culture of safety, ensuring a healthy work environment and safeguarding employee well-being while contributing to the Group's long-term sustainability.



Microlink Occupational Safety and Health Policy:
www.microlink.com.my/app/uploads/2025/07/Microlink-Occupational-Safety-and-Health-Policy.pdf

Microlink's processes for ensuring safe and healthy work environments:

- 1 Conduct proactive risk assessment and risk control at the workplace to ensure all hazards and safety risks are within controlled levels.
- 2 Provide supervision, information and continual awareness to all employees on safe work practices.
- 3 Drive improvements to the safety and health of work environments through ongoing hazard identification and risk assessment.
- 4 Minimise negative impacts from the work environment by continually seeking practicable improvement in office HSE.

EMPLOYEE MANAGEMENT

Microlink continues to recognise its employees as the backbone of the organisation, acknowledging that their dedication, innovation, and resilience drive the Group's overall success. By fostering a safe, supportive, and engaging workplace, the Group aims to empower its people to realise their full potential while creating sustainable value for stakeholders.

Item	FY2023	FY2024	FP2025
Total number of employees	339	391	322

To support professional growth, Microlink significantly expanded its training and upskilling programmes in FP2025, reflecting the Group's commitment to developing talent at all levels.

Total hours of training by employee category	FY2024	FP2025
Management	0	104
Executive	1,368	6,264

TRAINING & DEVELOPMENT

Training programmes in FP2025 spanned a wide range of areas, such as governance & compliance, technical, sustainability, and soft skills & well-being:

- **Governance & Compliance Training:** Employment Law & Industrial Relations, Anti-Bribery & Corruption (ABC), Risk Management, Withholding Tax, IFRS S2 Climate-related Disclosures, and Occupational Safety & Health (OSH), including First Aid, CPR, and AED.
- **Technical Training:** Power BI, Project Management, Enhancing Detection of Fraud & Money Laundering Using AI, and other role-specific IT and project-based training.
- **Sustainability Training:** UNGC Academy sustainability-related topics, UNGC-organised workshops, and Climate Accelerator programme.
- **Soft Skills & Well-being Training:** Leadership development, Communication, Teamwork, Critical Thinking, Mental Health awareness, Employee Well-being, Office Etiquette, and Team Building.

This structured approach ensures employees remain well-versed in governance, ethics, and regulatory expectations, while also enhancing technical expertise, sustainability awareness, and workplace culture. The examples above highlight the breadth of training provided in FP2025. As part of our membership in the United Nations Global Compact (UNGC), Microlink also leverages the UNGC Academy to provide training and resources for employees, building capacity on sustainability, ethics, and climate-related topics.

EMPLOYEE ENGAGEMENT

To strengthen engagement and promote well-being, Microlink established a Sports Club in FP2025, providing opportunities for employees to participate in activities such as pickleball, badminton, and fitness bootcamps. In addition, festive lunches were organised for all staff, fostering togetherness and a sense of community. These initiatives encourage healthy lifestyles, build camaraderie across teams, and create opportunities for employees to connect beyond the workplace, reinforcing a culture of collaboration and balance.

UPHOLDING LABOUR PRACTICES & EMPLOYEE RIGHTS

Microlink is committed to treating its employees fairly, with dignity and respect. The Group complies with all applicable labour laws, including the Malaysian Employment Act 1955, Industrial Relations Act, and regulations addressing critical issues such as child and forced labour.

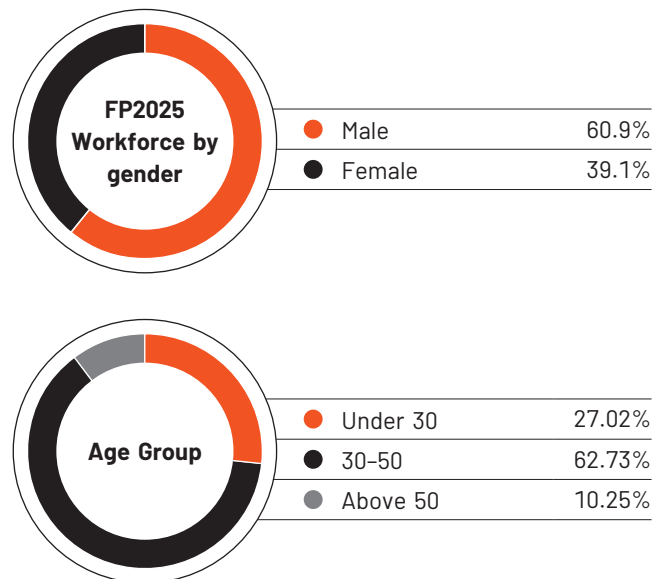
All employees have access to a grievance mechanism to raise concerns related to workplace practices.



Microlink Human Rights Policy:
www.microlink.com.my/app/uploads/2023/02/Human-Rights-Policy.pdf

DIVERSITY, EQUITY & INCLUSION (DEI)

Microlink remains firmly committed to upholding diversity, equity, and inclusion across all levels of the organisation, including at the Board. This commitment ensures that appointments, promotions, and all employee-related decisions are based solely on merit, skills, and performance, while providing the organisation with access to a wide range of perspectives and experiences.



Microlink celebrates the diversity of its workforce, recognising the rich mix of cultures, demographics, experiences, and skills as a fundamental strength. In FP2025, the Group reinforced this commitment by celebrating a range of cultural festivities together, fostering inclusiveness, unity, and mutual respect.

Microlink maintains a zero-tolerance stance on discrimination in any form, with grievance channels available to safeguard fairness and transparency. This commitment is further reinforced through the Group's Human Rights Policy, which safeguards dignity, equality, and respect for all.

Sustainability Statement (Cont'd.)

GOVERNANCE



GOOD CORPORATE GOVERNANCE

The Group remains committed to strengthening Microlink's governance framework in line with evolving regulatory requirements and the increasing emphasis on ethical and responsible business practices. By championing robust governance, risk management, and sustainability standards, the Board plays a pivotal role in safeguarding the Group's reputation and long-term resilience. This steadfast commitment not only reinforces stakeholder trust but also ensures that Microlink continues to create sustainable value for shareholders and the wider community.

ANTI-BRIBERY & CORRUPTION

Microlink continues to uphold the highest standards of integrity, transparency, and accountability in its business conduct, guided by a zero-tolerance stance towards bribery and corruption. The Group's commitment is anchored in its Anti-Bribery and Corruption (ABC) Policy, first introduced in 2015, which prohibits all forms of corruption, including illicit payments, gifts, undue advantages, political contributions, and any behaviour that may compromise ethical decision-making. These principles are reinforced through the Code of Ethics and Conduct, which applies to all Directors, employees, and third parties engaging with the Group.

Building on this foundation, Microlink formalised its Organisational Anti-Corruption Plan (OACP 2025-2028), aligning with the Malaysian Government's National Anti-Corruption Strategy (NACS) 2024-2028. The OACP sets out clear measures to strengthen internal controls, reinforce accountability, and embed good governance across key risk areas such as procurement, project implementation, sales and business development, human resources, and the management of gifts, entertainment, and conflicts of interest.

ABC TRAINING & AWARENESS

In FP2025, Microlink achieved 100% coverage for ABC training across both management and executive levels, compared with 50% and 52% respectively in FY2024. Employees also received regular reminders on the No Gift Policy, annual declaration requirements for potential conflicts of interest, and the availability of a confidential whistleblowing channel. These measures strengthen awareness, reinforce accountability, and ensure all employees understand their role in upholding the Group's ethical standards.

CORRUPTION RISK ASSESSMENT OF OPERATIONS

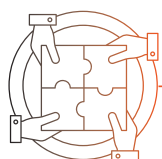
In addition to training, FP2025 marked the first year in which Microlink achieved full coverage in corruption risk monitoring, with 100% of its operations assessed through department-specific corruption risk assessment checklists. By embedding tailored corruption risk evaluation into operational oversight, Microlink ensures early identification of red flags and strengthens safeguards across all areas of its business.

MONITORING & OVERSIGHT

The ABC Management Committee, which monitors key actions, reviews progress reports and ensures compliance with Microlink's ABC-related policies and procedures. Regular internal audits and reviews further support these efforts by ensuring that safeguards remain effective and robust across the Group.



Microlink Anti Bribery and Corruption Policy:
www.microlink.com.my/app/uploads/2023/10/Anti-Bribery-and-Corruption-Policy.pdf



CYBERSECURITY & DATA PROTECTIONS

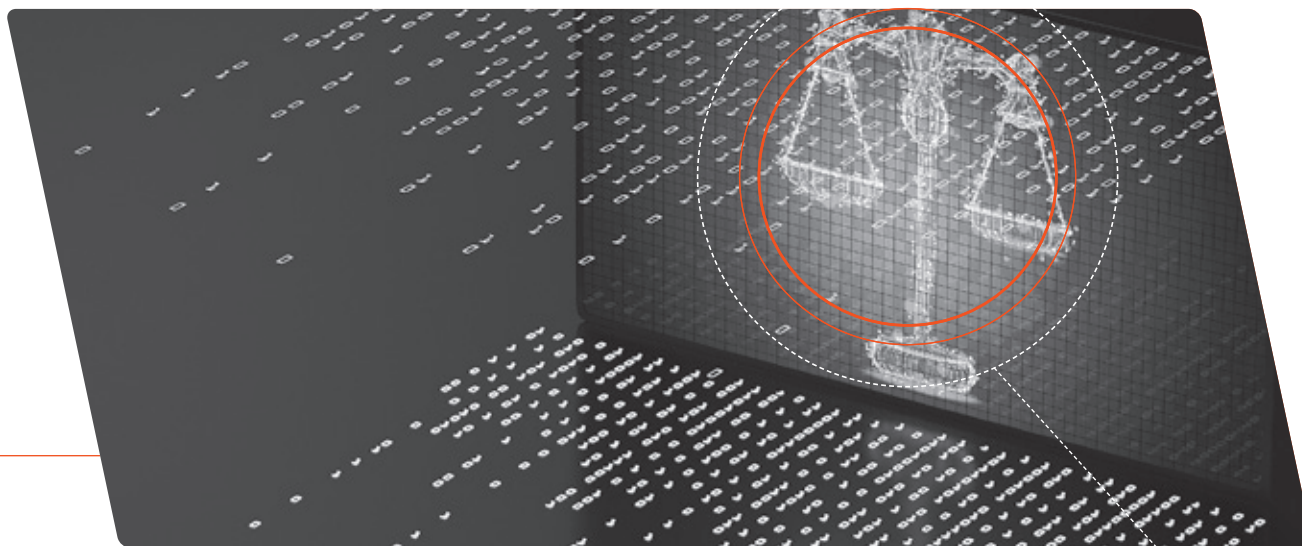
As a digital solutions provider, Microlink operates in a highly complex and evolving environment where cyber risks span organisational, technical, and geographic boundaries. Recognising the increasing sophistication of threats, the Group remains committed to adopting industry best practices to safeguard the security, integrity, and availability of information across all operations.

In FP2025, the Group continued to strengthen its internal awareness by providing employees with regular updates and communications on cybersecurity matters, equipping them with the knowledge to recognise and respond to potential risks. This was complemented by continuous system enhancements and reviews to ensure robust protection against unauthorised access, data compromise, and other vulnerabilities.

The Group also maintains a comprehensive suite of IT security measures to reinforce resilience. Notably, there were no substantiated complaints concerning breaches of customer privacy or data losses in FP2025, reflecting the effectiveness of these ongoing efforts.

Item	FY2023	FY2024	FP2025
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

Looking ahead, Microlink will continue to assess, update, and strengthen its security posture, ensuring alignment with Bursa Malaysia's evolving disclosure expectations on cyber risk management. These proactive measures underscore the Group's commitment to maintaining a secure and trusted environment for stakeholders and customers while staying ahead of regulatory requirements.



Sustainability Statement (Cont'd.)

STATEMENT OF ASSURANCE

Sections of this Sustainability Statement have undergone internal review to reinforce Microlink's commitment to aligning its sustainability framework with the requirements set forth by Bursa Malaysia. During this period of strategic alignment, the Group has focused on strengthening compliance and enhancing the robustness of its sustainability practices.

PERFORMANCE DATA TABLE

Indicator	Unit	FP2025
Anti-corruption		
Bursa C1(a) Percentage of employees who have received training on anti- corruption by employee category		
Management	Percentage	100
Executive	Percentage	100
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Community Investment		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	8,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	2
Diversity, Equity & Inclusion		
Bursa C3(a) Percentage of employees by gender and age group by employee category		
Gender group by employee category		
Management - Male	Percentage	1.55
Management - Female	Percentage	0.31
Executive - Male	Percentage	59.32
Executive - Female	Percentage	38.82
Non-executive/Technical Staff - Male	Percentage	0.00
Non-executive/Technical Staff - Female	Percentage	0.00
General Workers - Male	Percentage	0.00
General Workers - Female	Percentage	0.00
Age group by employee category		
Management - Under 30	Percentage	0.00
Management - Between 30-50	Percentage	1.24
Management - Above 50	Percentage	0.62
Executive - Under 30	Percentage	27.02
Executive Between 30-50	Percentage	61.49
Executive Above 50	Percentage	9.63
General Workers - Under 30	Percentage	0.00
General Workers - Between 30-50	Percentage	0.00
General Workers - Above 50	Percentage	0.00
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	75
Female	Percentage	25
Under 30	Percentage	0
Between 30-50	Percentage	25
Above 50	Percentage	75

Indicator	Unit	FP2025
Energy Management		
Bursa C4(a) Total energy consumption	MWh	433.17
Health & Safety		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost Time Incident Rate ("LTIR")	Rate	0
Bursa C5(c) Number of employees trained on health and safety standards	Number	10
Employee Management		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	104
Executive	Hours	6,264
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	12.11
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	4
Executive	Number	101
Human Rights		
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Supply Chain Management		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	96
Cybersecurity & Data Protection		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	0
Water Management		
Bursa C9(a) Total volume of water used	Megalitres	0.81
Waste Management		
Bursa C10(a): Total waste generated, and a breakdown of the following:	Metric tonnes	2.97
(i) total waste diverted from disposal	Metric tonnes	1.21
(ii) total waste directed to disposal	Metric tonnes	1.76
Emission Management		
Bursa C11(a): Scope 1 emissions in tonnes of CO ₂ e	tCO ₂ e	0.83
Bursa C11(b): Scope 2 emissions in tonnes of CO ₂ e	tCO ₂ e	270.4
Bursa C11(c): Scope 3 emissions in tonnes of CO ₂ e (covering the categories of business travel and employee commuting)	tCO ₂ e	1,179.66

CORPORATE INFORMATION

BOARD OF DIRECTORS

INDEPENDENT NON-EXECUTIVE CHAIRMAN

Tun Arifin bin Zakaria

EXECUTIVE DIRECTORS

Thong Weng Sheng

Wong Kwang Chwen

Monteiro Gerard Clair
(Resigned on 10 June 2024)

INDEPENDENT NON-EXECUTIVE DIRECTORS

Noor Zaliza Yati binti Yahya

Narayanasamy A/L N
Chithambaram

Karen Yap Pik Li
(Appointed on 27 November 2024)

Tai Keat Chai
(Resigned on 29 May 2024)

Martin Chu Leong Meng
(Retired on 4 September 2024)

NON-INDEPENDENT NON-EXECUTIVE DIRECTORS

Dato' Ahmad Najmi bin Abdul
Razak

Tan Wee Hoong
(Appointed on 5 April 2024)

Dato' Wong Gian Kui
(Appointed on 27 October 2025)

Thong Mei Chuen
(Appointed on 27 October 2025)

Danny Hoe Kam Thong
(Appointed on 5 April 2024)
(Resigned on 10 October 2024)

Dato' Sri Chee Hong Leong
(Resigned on 21 October 2024)

GROUP CHIEF EXECUTIVE OFFICER

Ramlee bin Abdullah
(Resigned on 30 November 2024)

BOARD COMMITTEES

Executive Committee

Thong Weng Sheng

Wong Kwang Chwen
(Appointed on 5 April 2024)

Tan Wee Hoong
(Appointed on 5 April 2024)

Dato' Sri Chee Hong Leong (Chairman)
(Appointed as Chairman on 5 April 2024)
(Resigned on 21 October 2024)

Danny Hoe Kam Thong
(Appointed on 5 April 2024)
(Resigned on 10 October 2024)

Monteiro Gerard Clair
(Resigned on 5 April 2024)

Audit & Risk Management Committee

Noor Zaliza Yati binti Yahya (Chairperson)
(Redesignated as Chairperson on 18 July 2024)

Narayanasamy A/L N Chithambaram
(Appointed on 18 July 2024)

Karen Yap Pik Li
(Appointed on 27 November 2024)

Dato' Wong Gian Kui
(Appointed on 27 October 2025)

Tai Keat Chai (Chairman)
(Resigned on 29 May 2024)

Martin Chu Leong Meng
(Retired on 4 September 2024)

Nomination and Remuneration Committee

Narayanasamy A/L N Chithambaram (Chairman)
(Appointed on 5 April 2024)
(Redesignated as Chairman on 27 November 2024)

Karen Yap Pik Li
(Appointed on 27 November 2024)

Tan Wee Hoong
(Appointed on 27 November 2024)

Martin Chu Leong Meng (Chairman)
(Retired on 4 September 2024)

Danny Hoe Kam Thong
(Appointed on 5 April 2024)
(Resigned on 10 October 2024)

COMPANY SECRETARIES

Lim Shook Nyee
[MAICSA No. 7007640]
[SSM PC No. 201908003593]

Zayanah binti Zainal Abideen
[MACS No. 01883]
[SSM PC No. 202208000517]
(Appointed on 2 September 2025)

REGISTERED OFFICE

Ho Hup Tower - Aurora Place
2-07-01 - Level 7
Plaza Bukit Jalil
No 1, Persiaran Jalil 1
Bandar Bukit Jalil
57000 Kuala Lumpur
T +603 9779 1700
F +603 9779 1701
E osem@quadrantbiz.com

HEAD OFFICE

Ho Hup Tower - Aurora Place
2-08-01 - Level 8
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57000 Kuala Lumpur
T +603 9779 1703
F +603 9779 1702

AUDITORS

Baker Tilly Monteiro Heng PLT
Baker Tilly Tower,
Level 10, Tower 1, Avenue 5,
Bangsar South City,
59200 Kuala Lumpur
T +603 2297 1000
F +603 2282 9980

PRINCIPAL BANKERS

United Overseas Bank (Malaysia) Berhad
Ambank (M) Berhad
CIMB Bank Berhad
Malayan Banking Berhad

SHARE REGISTRAR

Bina Management (M) Sdn Bhd
Lot 10, The Highway Centre
Jalan 51/205
46050 Petaling Jaya
Selangor Darul Ehsan
T +603 7784 3922
F +603 7784 1988
E binawin@binamg168.com

STOCK EXCHANGE LISTING

Main Market
Bursa Malaysia Securities Berhad
Stock Code: 0126
Stock Name: MICROLN
Sector: Technology

WEBSITE

www.microlink.com.my

PROFILE OF DIRECTORS

TUN ARIFIN BIN ZAKARIA

Independent Non-Executive Chairman



75



Male



Malaysian



Appointed to the Board on 6 June 2017

Tun Arifin graduated with LLB (Hons) from the University of Sheffield, UK in 1974 and LLM from the University College, London in 1979. He was called to the English Bar at Lincoln's Inn in 1979. Upon graduation, his distinguished legal career began when he joined the Malaysian Judicial and Legal Service before being posted as Federal Counsel in the Advisory Division of the Attorney General's Chambers and later as Magistrate, Sessions Court Judge and Senior Assistant Registrar.

He served in various capacities in the Government of Malaysia, both in the Judicial and Legal Departments before being appointed as a Judicial Commissioner on 1 March 1992, and Judge of the High Court of Malaya in 1994. In 2002, he was elevated as Judge of the Court of Appeal, in 2005 as Judge of the Federal Court and then in October 2008 as Chief Judge of the High Court of Malaya. On 14 September 2011, Tun Arifin was appointed as the 13th Chief Justice of Malaysia, where he served until his retirement on 31 March 2017. In 2013, he was made an Honorary Bencher of Lincoln's Inn.

In June 2012, he also served as Co-Chair of the United Nations Environment Programme (UNEP) World Congress on Justice, Governance and Law for Environmental Sustainability as part of his efforts to improve the status of environmental law in the region.

Tun Arifin is currently the Chairman of the Asian International Arbitration Centre (AIAC) Advisory Council and President of the Inns of Court Malaysia.

He is currently the Chairman of Can-One Berhad and Dutaland Berhad, companies listed on Main Market of Bursa Malaysia Securities Berhad, being directorship, he has held since 2023 respectively.



Profile of Directors (Cont'd.)

THONG WENG SHENG

Executive Director

Age 34

Male

Malaysian

Appointed to the Board on 1 November 2023

Member of Executive Committee

Mr Thong Weng Sheng embarked on his professional journey in 2012, stepping into the media industry as a Senior Writer and Sub-Editor at The Peak Malaysia. During his tenure, he took charge of the lifestyle and business pages, as well as the management of the company's social media platforms.

In 2016, Mr Thong ventured into the logistics sector, joining Insas Pacific-Rent-A-Car Sdn Bhd, a company specialising in car leasing and limousine services. Here he streamlined the company's integrated fleet management system and also successfully introduced a cold-chain logistics division.

Mr Thong joined Omesti Berhad in 2017, where he was initially involved in the groups digital core registry solution and later managing the healthcare portfolio. He then transitioned into Microlink Solutions Berhad, here his responsibilities encompass overseeing business development and strategic management for large-scale IT projects, with a specific emphasis on nurturing Microlink's Financial Service Industry (FSI) and Telco portfolios, both in local and international markets.

Within the Telco sector, Mr Thong played an active role in delivering the Business Support System (BSS) for a local telecommunications organisation. He also played a pivotal role in expanding and overseeing Microlink's telco services into the Middle East. In the realm of FSI, his focus has revolved around expanding Microlink's service offerings through collaborations with partners and the development of proprietary solutions.

In addition to his corporate achievements, Mr Thong is an accomplished athlete, securing 2nd Place in the Under 61kg Category at the Singapore National Open 2019 in Olympic Weightlifting and achieving a top-tier finish in the Penang Bridge Marathon 2014. He has also reached the summit of Mount Kinabalu and holds a 2nd Degree Black belt in Taekwondo.

Mr Thong is the son of Dato' Sri Thong Kok Khee, a deemed major shareholder of Microlink held through Insas Berhad, and the brother of Ms Thong Mei Chuen, a Non-Independent Non-Executive Director of Microlink.

Mr Thong currently serves as a Director at Insas Pacific Rent-A-Car Sdn Bhd and PRAC Transport Sdn Bhd.

WONG KWANG CHWEN

Executive Director

Age 50

Male

Malaysian

Appointed to the Board on 15 March 2024

Member of Executive Committee

Mr Kwang Chwen previously held the position of Group Chief Operating Officer at Microlink Solutions Berhad and his responsibilities include optimising the cost of delivery, resources, quality of service, and compliance to ensure a healthy P&L. In addition to this, he is responsible for defining career paths for program management, quality assurance, solution architecture, and development. As part of the overall Microlink business expansion plan, Kwang Chwen also oversees the strategic execution of a new range of products and solutions, as well as building an extensive partner channel. Kwang Chwen was previously Group Chief Commercial Officer before appointed as Group COO with the core focus of not only in growing the business top and bottom line, but driving digital transformation across the Microlink range of products, especially in the core banking and fintech arena.

Prior to joining Microlink, Kwang Chwen was Country Manager for Avanade Malaysia, before pioneering Fusionex as Senior Vice President to become a regionally recognised Big Data Analytics player. After leaving Fusionex, Kwang Chwen led the transformation journey at IFCA MSC Berhad, joining as Executive Vice President and serving as Chief Executive Officer for one of its business divisions.

DATO' AHMAD NAJMI BIN ABDUL RAZAK**Non-Independent Non-Executive Director**

Age 53

Male

Malaysian



Appointed to the Board on 20 December 2022

With a dynamic career spanning over 27 years in the corporate sector, Dato' Najmi stands as a seasoned leader at the helm of Gading Sari Holdings Sdn Bhd. As Chief Executive Officer, he orchestrates a diverse portfolio of investments across multiple sectors, including mining, automobiles, property development, agriculture, telecommunications, real estate, hospitality, and services.

In addition to his role at Gading Sari Holdings, Dato' Najmi serves as a Director of Microlink Solutions Berhad, a prominent public-listed tech-solutions provider, where he contributes his strategic insights and industry acumen to drive growth and innovation.

A graduate of Indiana University in the United States of America, Dato' Najmi holds a Bachelor of Science in Business with a concentration in Marketing. Throughout his illustrious career, he has occupied various senior management positions and directorships in leading private organizations, harnessing a wealth of experience and expertise across diverse industries.

Beyond his corporate endeavours, Dato' Najmi is deeply engaged in community and sporting leadership roles. He holds positions of prominence within the Asian Hockey Federation as an Executive Board member, while also serving as the Deputy President of the Malaysia Hockey Confederation (MHC). Notably, he chairs the National Team Management Committee for MHC and assumes leadership roles within the Pahang Hockey Association and the Kuantan Hockey Association.

Driven by a profound commitment to philanthropy, Dato' Najmi actively supports charitable initiatives, including his involvement with Yayasan Al-Sultan Abdullah and various corporate social responsibility (CSR) programs. His dedication to driving positive change extends beyond boardrooms and sports arenas, reflecting a holistic approach to leadership that prioritizes both business excellence and social impact.

With a blend of strategic vision, industry insight, and a heart for community service, Dato' Najmi exemplifies leadership excellence, leaving an indelible mark on both the corporate landscape and the wider community.

TAN WEE HOONG**Non-Independent Non-Executive Director**

Age 64

Male

Malaysian



Appointed to the Board on 5 April 2024

Member of Executive Committee | Member of Nomination and Remuneration Committee

Mr Tan has more than 25 years experience in capital markets, corporate advisory and finance, particularly in Malaysia and Singapore. He has worked for renowned Malaysian as well as regional securities houses including RHB Bank Berhad and Kay Hian HSBC (now known as UOB Kay Hian).

In the 1990s, during his stint as Director of Research at various securities houses, Mr Tan was consistently recognised as being among the top equity analysts in Malaysia by respected financial journals such as Asiamoney. He has also been active, via his private consultancy practice in corporate advisory for public listed companies, including a number of reverse take-over transactions and general corporate strategies.

He is currently an Executive Director of Landmarks Berhad, a hospitality and resort developer listed on Main Market of Bursa Malaysia Securities Berhad. He is also currently an Independent Non-Executive Director of Omesti Berhad, a company listed on the Main Market of Bursa Malaysia Securities Berhad, being a directorship he has held since 2018.

He holds a Bachelor of Business (Accounting) degree from Deakin University, Victoria, Australia.

Profile of Directors (Cont'd.)

NOOR ZALIZA YATI BINTI YAHYA

Independent Non-Executive Director

Age 47

Female

Malaysian



Appointed to the Board on 20 December 2022

Re-Designated as Chairperson of Audit & Risk Management Committee on 18 July 2024

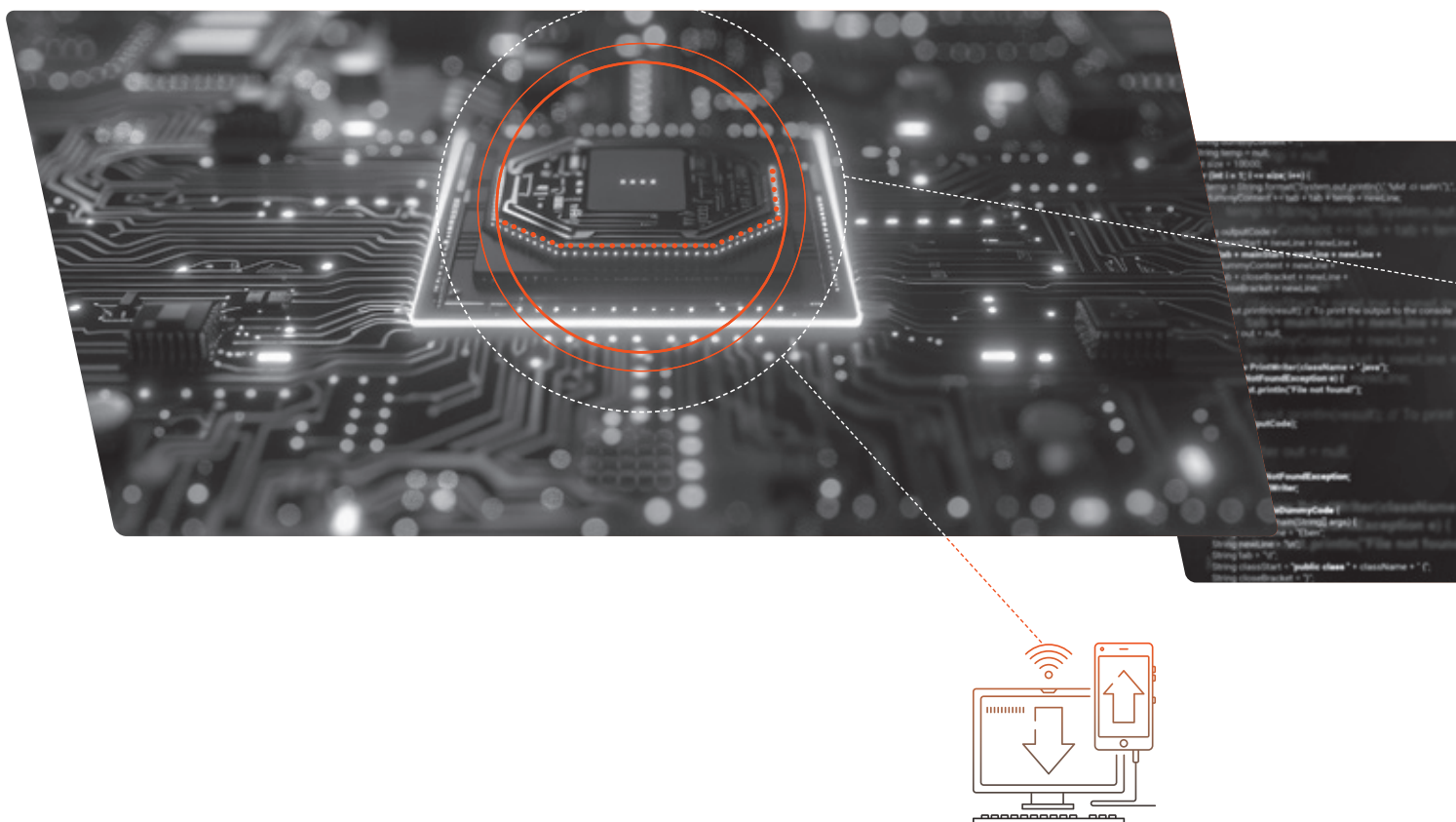
Puan Noor Zaliza is a Chartered Accountant with over 24 years of professional experience across diverse sectors, including oil and gas, financial services, and marine construction. She holds a Bachelor of Accountancy (First Class Honours) from Universiti Putra Malaysia and is a member of both the Malaysian Institute of Certified Public Accountants (MICPA) and the Malaysian Institute of Accountants (MIA).

Puan Noor Zaliza began her career in 1999 as a financial auditor at KPMG, subsequently joined Arthur Andersen & Co in 2000 and Ernst & Young in 2002. Throughout her career, she has held key roles in finance, statutory reporting, corporate services, treasury, and corporate taxation.

In 2010, she joined Petroliaam Nasional Berhad (PETRONAS) and was seconded to Petronas Carigali Sdn Bhd, where she started as a Cost Accountant. By 2012, she advanced to Head of Assets and Cost Allocation Management, overseeing financial reporting and asset management for Upstream Malaysia Finance. From 2016 to 2017, she served as Chief Financial Officer at Sapura Kencana GE Oil & Gas Services Sdn Bhd, where she was responsible for full spectrum of finance functions, including statutory and management reporting, internal controls, treasury, and corporate taxation.

In 2019, she founded Zanoor Synergy Services, a sole proprietorship focused on life insurance, takaful, and unit trust investment activities. She later joined Firmus Consulting Sdn Bhd in 2020 as a Security Consultant, providing advisory services on information technology security policies and practices, before returning to focus on her own business.

Puan Noor Zaliza currently sits on Board of Directors of Flexidynamic Holdings Berhad, a company listed on ACE Market of Bursa Malaysia Securities Berhad, being a directorship she has held since 2020.



NARAYANASAMY A/L N CHITHAMBARAM

Independent Non-Executive Director

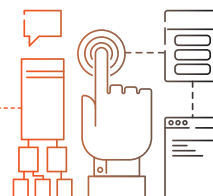
Age 66 \ Male \ Malaysian \ Appointed to the Board on 1 March 2024
Re-Designated as Chairman of Nomination and Remuneration Committee on 27 November 2024
Member of Audit & Risk Management Committee

Mr Narayanasamy A/L N Chithambaram, is a legal professional with a career spanning over three decades. Graduating with a B.A. (Hon) in Law, Sociology, and Social Anthropology from the University of Keele, United Kingdom, in 1990, he brings a wealth of expertise in Corporate Law and Information Technology Law.

His career journey includes essential roles in various organisations, such as serving as the Group Legal Advisor -General Counsel at Haisan Resources Berhad, General Counsel at YFG Berhad, Legal Advisor at Lityan Holdings Berhad, Chief Operating Officer at Bheesma Logistics (M) Sdn Bhd, Head of Corporate Division/Assistant of Managing Director of Pembinaan Nadzri Sdn Bhd and Law Lecturer at Stamford College. A results-driven professional, he boasts extensive experience in corporate transactions, including takeover bids, mergers and acquisitions (M&A), joint ventures, and restructuring.

With a focus on legal, regulatory, and compliance matters, he is also proficient in intellectual property and various legal domains. From Corporate Law to Information Technology Law, he excels in drafting contracts for significant commercial transactions, arbitration management, and overseeing liquidation. Additionally, his expertise extends to conducting comprehensive legal due diligence for M&A, encompassing thorough research into target companies histories, intellectual property, and share data.

In April 2025, he was appointed to the Board of Ho Hup Construction Company Berhad as an Independent Non-Executive Director, a company listed on the Main Market of Bursa Malaysia Securities Berhad.



Profile of Directors (Cont'd.)

KAREN YAP PIK LI

Independent Non-Executive Director



52



Female



Malaysian



Appointed to the Board on 27 November 2024

Member of Audit & Risk Management Committee

Member of Nomination and Remuneration Committee

Karen Yap Pik Li is a Chartered Accountant with over 28 years of experience in finance, accounting, business-related operations and corporate exercises. She graduated with a Diploma in Commerce (Management Accounting) from Tunku Abdul Rahman University of Management & Technology (formerly Tunku Abdul Rahman College) in 1995. She has been a Chartered Accountant with the Malaysian Institute of Accountants (MIA) since December 2001. In addition to this, she became an Associate of the Chartered Institute of Management Accountants (CIMA) in November 2000, carrying the designation Chartered Management Accountant, and later, the title of Chartered Global Management Accountant (CGMA). In March 2024, she was admitted as a Fellow of CIMA.

Ms Karen Yap began her career at Lityan Management Sdn Bhd, a subsidiary of Theta Edge Berhad (formerly known as Lityan Holdings Berhad), as an Accounts Executive in September 1995. Over the years, she took on diverse responsibilities and held various leadership roles, including Assistant Accountant, Accountant, Corporate Finance Manager, and General Manager of Corporate Services. She was appointed Chief Financial Officer (CFO) of the Group in January 2010. During her tenure as CFO, she also served as the Head of Shared Services, overseeing and managing the Groups daily operations, including accounting and finance, procurement, human resources, and administration. She was also responsible for managing corporate and Board of Directors related matters.

In January 2022, she opted to participate in Theta Edge Berhads Voluntary Separation Scheme to explore new career opportunities and focus on personal interests.

In February 2024, she was appointed to the Board of ICT Zone Asia Berhad as an Independent Non-Executive Director. Additionally, she was appointed to the Board of Lebtech Berhad as an Independent Non-Executive Director in June 2025.



DATO' WONG GIAN KUI**Non-Independent Non-Executive Director**

Age 66



Male



Malaysian



Appointed to the Board on 27 October 2025

Member of Audit & Risk Management Committee

Dato' Wong is an accountant by profession and has been a member of the Malaysian Institute of Certified Public Accountants (MICPA) since 1985 and the Malaysian Institute of Accountants (MIA) since 1988. He began his career with Harun, Oh & Wong, a member of Horwath International firm of Chartered Accountants in Malaysia from 1981 to 1990, before joining Stoy Hayward London, Chartered Accountants, from 1990 to 1991. Dato' Wong was appointed as an Executive Director of Insas Berhad (Insas) on 11 September 1992, and assumed the position as the Chief Executive Officer of Insas on 28 February 2019.

He is also currently an Executive Director of the following Bursa listed companies:

1. Inari Amertron Berhad (Inari), since 11 December 2013; and
2. Divfex Berhad (DFX), since 15 December 2020.

Dato' Wong sits on the board of Insas Technology Berhad and Diversified Gateway Berhad, both of which are non-listed public companies wholly owned by Insas and DFX respectively, as well as on the boards of various private companies within the Insas, Inari and DFX groups.

THONG MEI CHUEN**Non-Independent Non-Executive Director**

Age 43



Female



Malaysian



Appointed to the Board on 27 October 2025

Ms Thong Mei Chuen has had 5 years of equity capital markets experience having worked at Credit Suisse in New York from 2004 to 2006, and Deutsche Bank from 2006 to 2009 at their New York, Hong Kong and Singapore offices. She subsequently joined the corporate finance team in Genting Hong Kong from 2009 to mid-2012. On 1 July 2012, she was appointed Head of Global Treasury and Corporate Planning of Insas Berhad. In February 2014, she took on the role of Chief Operating Officer in Microlink Solution Berhad's Singapore division.

Ms Thong is the daughter of Dato' Sri Thong Kok Khee, a deemed major shareholder of Microlink held through Insas Berhad, and the sister of Mr Thong Weng Sheng, an Executive Director of Microlink.

Ms Thong currently sits on the Board of Inari Amertron Berhad as the Alternate Director to Dato' Sri Thong Kok Khee, a Non-Independent Non-Executive Director and substantial shareholder of Inari Amertron Berhad. She also serves as a Non-Independent Non-Executive Director at M&A Equity Holdings Berhad.

Save where disclosed above, none of the Directors has:

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

KEY SENIOR MANAGEMENT

The following section provides details on the senior executives who hold responsibility for management of the principal operations of the businesses within the Microlink Group.

HONG WYE KEAN

Group Chief Technology Officer

Age 47

Male

Malaysian

Appointed on 1 April 2023

Qualifications

BSc (Hons) Information Technology, (Major in Management) University of Malaya

Working Experience

23 years

Profile

Wye Kean, Group Chief Technology Officer at Microlink, leads the Solution Delivery development team, focusing on building and optimising the team's capability and capacity in supporting the business, aligning technology-related decisions with our organisational goals.

With 23 years of experience in the technology industry, Wye Kean has held various leadership positions. He previously served as the CRM Service Line Lead for Avanade Malaysia and in 2017, he founded Kinexure, a business technology firm specializing in CRM.

Wye Kean is a certified Solution Architect for Microsoft Business Application platforms.

NAVRITA KAUR

Group Chief Legal Officer

Age 42

Female

Malaysian

Appointed on 1 August 2022

Qualifications

LLB, University of London; Certificate in Legal Practice (CLP)

Working Experience

18 years

Profile

Navrita has served as Group Chief Legal Officer (GCLLO) since 2022, providing expert and strategic legal advice to senior management across a broad spectrum of matters aimed at mitigating legal risks. She plays a key role in the Group's corporate exercises, leads the negotiation of complex commercial contracts and oversees the drafting of key policies.

Navrita was admitted to the Malaysian Bar in 2007 and began her career as a practising Advocate & Solicitor before transitioning to an in-house legal role. Prior to joining Microlink, she held the positions of Group General Counsel and then subsequently GCLLO of the Omesti Group.

Her work has earned her industry-wide recognition, including being named a Finalist in the Asian Legal Business (ALB) Malaysia Law Awards 2025 in both the In-House Lawyer of the Year and Woman Lawyer of the Year (In-House) categories. In addition, Navrita has been featured in the Legal 500 GC Powerlist Southeast Asia in both 2022 and 2024 and the inaugural Legal 500 GC Powerlist Malaysia 2023.

NG ZUI LIM**Group Chief Operating Officer**

Age 55 | Male | Malaysian | Appointed on 1 September 2024

Qualifications

Bachelor in Computer Science

Working Experience

31 years

Profile

Ng Zui Lim, or better known as Kenzo, was officially appointed as the Group Chief Operating Officer in September 2024. He is tasked with collaborating with the Group CEO in setting and driving organizational vision, structure, and operations strategy. Prior to this appointment, he was the Director of Project Management. In this role, he managed our team of project managers in ensuring that projects are delivered on time, within scope, and within budget, while meeting the quality standards and strategic objectives of the company.

He holds a Degree in Computer Science from Campbell University, North Carolina, and has 31 years of experience in the IT industry, holding various senior positions ranging from business development to project management. In his leisure time, he loves to spend time with his family and working out in the gym. Occasionally, he engages in adventurous activities such as mountain climbing, hiking, and camping.

CHOO KOK HUA**Managing Director, Distribution**

Age 52 | Male | Malaysian | Appointed on 1 September 2024

Qualifications

Advanced Diploma in Computer Studies

Working Experience

28 years

Profile

Choo Kok Hua brings a wealth of experience to his role as Country Manager for Distribution, having built his career in the value-added distribution industry since 1997. A strong believer in performance-driven leadership, he has been instrumental in driving revenue growth and strengthening partnerships with leading technology vendors such as IBM, HPE, Lenovo, Oracle, Penguin Solutions, Rocket Software and Super Micro Computer.

Since joining the company in 2012, Kok Hua has consistently delivered results aligned with corporate objectives while positioning the organization as a trusted and top-performing distributor in the region. His efforts have earned the company numerous accolades, including Top Distributor awards for IBM, Lenovo, and HPE GreenLake. With a deep understanding of the channel ecosystem and a clear focus on execution, Kok Hua continues to play a key role in the company's ongoing success.

Save where disclosed above, none of the Key Senior Management has:

- Any directorship in public companies and listed issuers;
- Any family relationship with any director and/or major shareholder of the Company;
- Any conflict of interests with the Company;
- Other than traffic offences, any convictions for offences within the past 5 years; and
- Any public sanction or penalty imposed by the relevant regulatory bodies during the financial period.