



HUMAN CAPITAL & COMMUNITY DEVELOPMENT

- Human Rights and Labour Standards
- Employee Engagement and Wellbeing
- Safety and Health
- Community Engagement

SDGs aligned:

HUMAN RIGHTS AND LABOUR STANDARDS

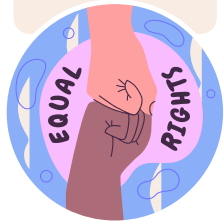
GRI 2-7, 2-8, 2-30, 202-2, 401-1, 401-2, 401-3, 404-1, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1

We respect and uphold fundamental human rights across our operations and value chain.



UN SDG aligned:

Mycron is committed to fostering a workplace built on dignity, fairness, inclusion, and respect. Our principle policy is to uphold the UN Universal Declaration of Human Rights, alongside labour rights enshrined in the Malaysian Employment Act, Industrial Relations Act, Trade Union Act, and Immigration Act. We require the same standards of compliance from our suppliers and partners, ensuring that respect for human rights is embedded across our value chain.



In 2025, we received

- ZERO substantiated complaints regarding human right and labour right violations.
- ZERO incidents of violations involving the human rights of indigenous people.



BOARD OVERSIGHT

The Board of Directors holds ultimate accountability for upholding and protecting human rights across Mycron's operations and value chain. Oversight is delegated to the Risk and Sustainability Committee (RSC), which meets quarterly to review human rights performance, assess potential risks, and ensure alignment with the Group's sustainability strategy and compliance requirements.

At the management level, the Sustainability Oversight Committee (SOC), chaired by the Group CEO, provides direction on human rights initiatives, monitors performance metrics, and ensures effective responses to emerging risks. Supporting this, the Senior ESG Officer and Sustainability Working Committee (SWC) consolidate data, track progress of initiatives, and escalate material issues to management and the Board.

HUMAN RIGHTS POLICIES

- Child Labour
- Forced Labour
- Hours of work
- Workplace condition
- Wage and Benefits
- Non-discrimination
- Humane treatment
- Right of collective bargaining and freedom of association

COMMUNICATION

We ensure that our human rights and labour standards commitments are clearly communicated across the organisation and value chain. Employees can access the Human Rights Policy via the internal intranet, while business partners are guided through our Code of Conduct. To promote clear understanding among our diverse workforce, both documents are available in English and Malay. Additionally, a designated spokesperson has been appointed to support foreign workers in communicating any issues or concerns related to human rights and labour standards, ensuring inclusivity, fairness, and respect across all levels of the organisation.



GRIEVANCE MECHANISM

Employees and stakeholders may raise workplace or human rights concerns through a formal grievance process available on the Employee Intranet or by meeting directly with the designated PIC. All reports are handled confidentially, fairly, and without retaliation.

Whistleblowing channel acmc@melewar-mig.com age@melewar-mig.com

HUMAN RIGHTS AND LABOUR STANDARDS

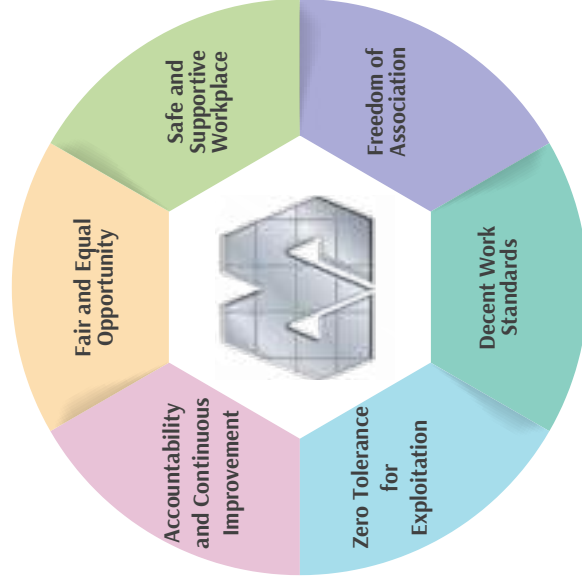
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We respect and uphold fundamental human rights across our operations and value chain.



Mycron Steel Berhad's Core Human Rights Values

Respect for human rights is a fundamental value that shapes the way Mycron conducts its business and engages with stakeholders. Guided by international human rights principles and aligned with Malaysian labour laws, we are committed to fostering a culture of dignity, fairness, and ethical conduct. These commitments extend across our operations and supply chain, ensuring that every individual connected to our business is treated with integrity and respect.



Fair and Equal Opportunity

We are committed to creating an inclusive workplace where every employee is treated with dignity and respect, free from any form of discrimination. Employment decisions are based on merit, skills, and performance, ensuring equal opportunity regardless of race, gender, religion, or background.

Safe and Supportive Workplace

We prioritise the health, safety, and overall wellbeing of our employees by maintaining workplace conditions that are fair, humane, and conducive to professional growth. Our operations are designed to provide a supportive environment where harassment, abuse, and unsafe practices are strictly prohibited.

Freedom of Association

Mycron upholds the right of all employees to freely associate, seek representation, and engage in collective bargaining in accordance with Malaysian employment legislation. We encourage open and transparent dialogue between employees and management to address workplace matters, including employment terms, working conditions, and welfare concerns, without fear of reprisal, intimidation, or discrimination.

Collective bargaining processes are recognised as an important mechanism to ensure fair treatment and to strengthen mutual respect across all levels of the organisation. By fostering a culture of trust and collaboration, Mycron continues to promote constructive employee-management relations that support a harmonious, inclusive, and equitable workplace.

Decent Work Standards

We align our operations with legal requirements and industry best practices to ensure fair wages, working hours, and benefits. This commitment reflects our belief that decent work standards are essential to the financial security and wellbeing of our employees and their families.

Zero Tolerance for Exploitation

We strictly prohibit child labour, forced labour, or any exploitative practices within our operations and supply chain. By working closely with our partners, suppliers, and contractors, we reinforce our responsibility to protect the most vulnerable and uphold human dignity at all levels of business activity.

Accountability and Continuous Improvement

We recognise that human rights are an evolving priority. Through governance oversight and regular monitoring, we continuously review and strengthen our practices to ensure compliance with international standards and local laws, embedding accountability throughout our value chain.

Managing Working Hours

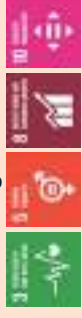
We uphold fair and responsible labour practices by ensuring that average working hours do not exceed 45 hours per week, in line with Malaysian employment law. Our average working hours per week is 42.75 hours, reflecting our commitment to protecting employee wellbeing, promoting work-life balance, and maintaining a healthy, productive workforce.

HUMAN RIGHTS AND LABOUR STANDARDS

GRI 2-7, 2-8, 2-30, 202-2, 401-1, 401-2, 401-3, 404-1, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1

We respect and uphold fundamental human rights across our operations and value chain.

UN SDG aligned:



LOCAL EMPLOYMENT

We place strong emphasis on local employment and sourcing, reflecting our commitment to supporting the national workforce and economy. As of the reporting year, all of our employees (excluding contract workers) are Malaysians, underscoring our dedication to empowering local talent and fostering inclusive growth within the communities where we operate.

EQUAL PAY FOR EQUAL WORK

We uphold fair and equitable compensation practices in full compliance with the Malaysian Employment Act 1955, the Minimum Wages Order, and all other applicable labour regulations. All employees are paid wages that meet or exceed Malaysia's national minimum living wage, ensuring fair compensation that supports a decent standard of living. Remuneration is determined based on each employee's job scope, qualifications, skills, and performance, irrespective of gender, age, ethnicity, or background. Our salary structure and performance evaluation framework are designed to promote equal pay for equal work, with annual reviews conducted to ensure fair, transparent, and merit-based salary adjustments.

COMMITMENT TO RESPONSIBLE MINING

Although we do not conduct any mining activities as a midstream and downstream player in the steel industry, we recognise the importance of supporting responsible mining practices that uphold human rights and labour rights. To ensure this, we assess our suppliers to verify that their sourcing and production processes align with ethical, legal, and sustainable standards. All suppliers are also required to comply with our Supplier Code of Conduct, which outlines expectations for responsible business practices and respect for human rights.

HUMAN RIGHTS AND LABOUR RIGHTS RISK ASSESSMENT

At Mycron, human rights considerations are an integral part of our risk assessment and management processes. Potential labour and human rights issues are reviewed during our quarterly Risk and Sustainability Committee meetings to ensure timely identification and mitigation. For new business partners, we evaluate their commitment to upholding human rights and require them to sign our Code of Conduct as a demonstration of compliance with relevant laws and regulations.

Internally, our working teams continuously monitor workplace practices to identify any potential human rights violations. We also adopt a supportive approach towards employees facing challenges in their roles. We prioritise reassignment to suitable roles over medical board-out, ensuring continued inclusion and meaningful contribution. Furthermore, we are committed to engaging nearby communities to ensure that our operations do not negatively impact their wellbeing and to address any concerns through open dialogue and collaboration.

STAKEHOLDER ENGAGEMENT ON HUMAN RIGHTS ISSUES



To strengthen our commitment to respecting human rights, Mycron's team regularly conducts consultations with local community leaders to identify and address any potential human rights concerns related to our operations. The photo illustrates one of our stakeholder engagement sessions, where our team discussed community wellbeing and labour-related matters.

Findings and feedback from these consultations are documented and reported to the Sustainability Working Committee. The insights gathered are used to enhance our internal policies and mitigation measures, ensuring that community voices are reflected in our decision-making processes.

EMPLOYEE ENGAGEMENT AND WELLBEING

GRI 2-7, 2-8, 2-30, 202-2, 401-1, 401-2, 401-3, 404-1, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1

We prioritise employee engagement and wellbeing to foster a supportive and inclusive workplace.

UN SDG aligned:



MYCRON STEEL BERHAD BOARD AND EMPLOYEE DIVERSITY FY2025

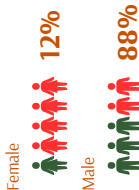
Total Number of Employees : 440

Total Number of Contracted Workers : 105

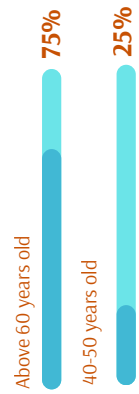
Total Number of Workforce : 545

BOARD DIVERSITY

By Gender

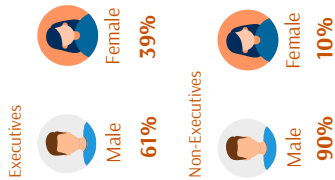


By Age Group

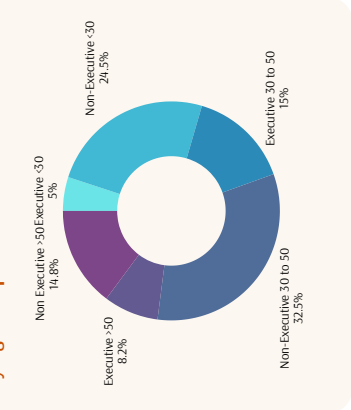


EMPLOYEE DIVERSITY

By Gender

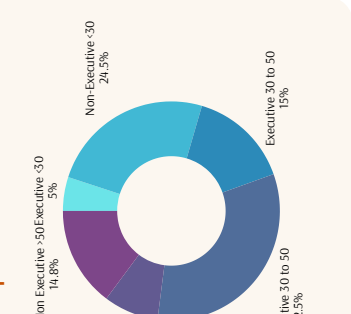


By Age Group



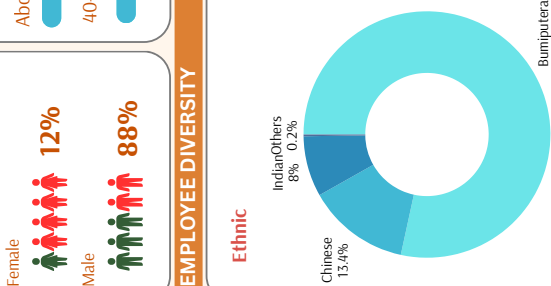
EMPLOYEE DIVERSITY (Gender and Age Group)

By Gender

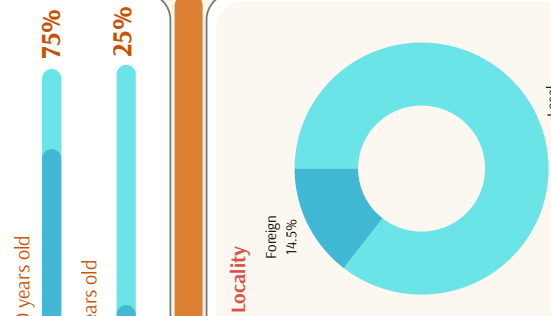


EMPLOYEE DIVERSITY

Ethnic



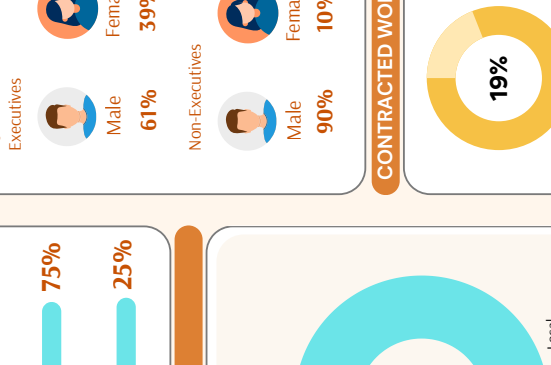
Locality



*100% of our senior executives are hired from the local community (Malaysia)

CONTRACTED WORKERS, TURNOVER RATE AND RETENTION RATE

Contracted Workers



Turnover rate



Retention Rate



Mycron maintains a healthy and balanced workforce composition, ensuring that **no form of discrimination** occurs during the hiring process. The Group places **strong emphasis on local hiring**, reflecting our commitment to empowering the surrounding communities. We are also proud to employ one individual with a disability, reinforcing our commitment to workplace inclusivity and equal opportunity.

Over the past three consecutive years, we have consistently achieved a **retention rate of above 80%**, demonstrating the trust and loyalty of our employees. While the iron and steel industry remains physically demanding and therefore reflects a higher proportion of male employees, Mycron values the contributions of all genders, backgrounds, and age groups in driving the Group's progress.

This approach is **guided by our Human Rights Policy**, which upholds principles such as non-discrimination, humane treatment, fair wages and benefits, safe working conditions, freedom of association, and the prohibition of child labour and forced labour. By embedding these values into our operations, **we create an inclusive and respectful workplace that fosters fairness, opportunity, and long-term sustainability.**

MATERNITY LEAVE



5 employees took maternity leave

5 returned to work in the reporting period after maternity leave ended

100% Employees retained 12 months after returning from parental leave

DISABILITY

1 employee has a disability

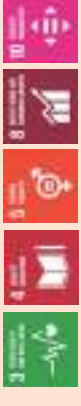


EMPLOYEE ENGAGEMENT AND WELLBEING

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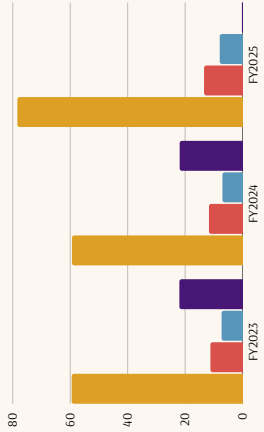
We prioritise employee engagement and wellbeing to foster a supportive and inclusive workplace.

UN SDG aligned:



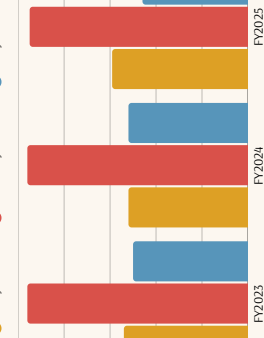
ETHNIC DIVERSITY BY YEAR

● Bumiputera ● Chinese ● Indian ● Others



AGE DIVERSITY BY YEAR

● <30 years old ● 30 to 50 years old ● >50 years old



OTHER HIGHLIGHTS

Human Rights, Labour Practices and Standards	FY2023	FY2024	FY2025
% of workforce that are contractors	22.40	23.58	19.27
% of workforce that are foreign workers	21.80	21.70	14.50
Workforce turnover rate (%)	13.35	10.45	14.81
Percentage of global staff with a disability	0.18	0.18	0.18

We take pride in building a workplace that reflects the strength of our local communities. By prioritising local hiring, we not only contribute to national employment but also empower Malaysians to grow with us. This commitment is reflected in the reduced number of foreign workers in FY2025, highlighting our ongoing effort to create sustainable local opportunities.

Our workforce is predominantly made up of employees aged 30 to 50 – a testament to the depth of experience and stability that drives our success. We also embrace diversity in ability, with 0.18% of our global staff comprising persons with disabilities, underscoring our belief that every individual has a valuable role to play in shaping Mycron’s future.

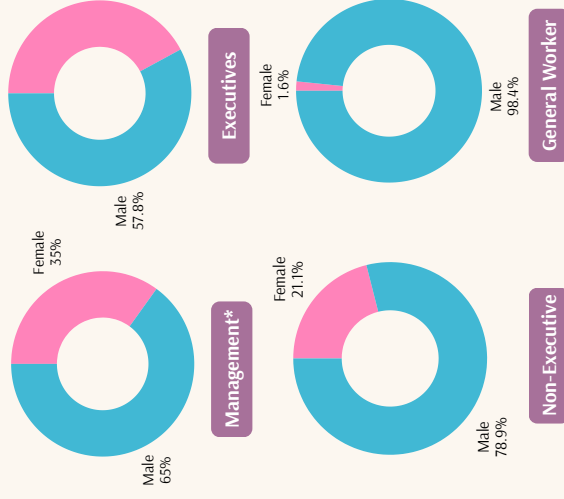
GENDER COMPOSITION

Human Rights, Labour Practices and Standards

	FY2023	FY2024	FY2025
% of employees that are male	82.26	81.72	82.05
% of employees that are female	17.74	18.28	17.95
Percentage of women in the global workforce	14.67	13.77	15.78

GENDER COMPOSITION BY CATEGORY

● Female ● Male



We are committed to fostering an inclusive and equitable workplace where women are empowered to grow and lead. The Group continues to strengthen female representation across all employment levels, supported by fair hiring practices, equal opportunities for career advancement, and access to training and development. Through these efforts, Mycron strives to cultivate a diverse workforce that drives innovation, collaboration, and long-term organisational success.



*Management comprises both top management and middle management

EMPLOYEE ENGAGEMENT AND WELLBEING

GRI 2-7, 2-8, 2-30, 202-2, 401-1, 401-2, 401-3, 404-1, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1

We prioritise employee engagement and wellbeing to foster a supportive and inclusive workplace.

UN SDG aligned:



Employees are the backbone of Mycron Steel Berhad, and their wellbeing is central to sustaining productivity and long-term success. The Company places genuine care in supporting employees' mental health, workplace safety, and professional development. A wide range of programmes, trainings, and benefits are provided to nurture both personal and career growth, while outstanding contributions are recognised through awards and incentives. Beyond this, Mycron fosters an open and inclusive culture where employees are encouraged to share their views and ideas, reflecting the Group's belief that a healthy, engaged, and valued workforce drives collective progress.

Safe and Inclusive Workplace

We believe every employee deserves to work in a safe and respectful environment. We take a **zero-tolerance approach to sexual harassment, whether verbal, physical, or non-verbal**. Employees are encouraged to speak up and report any concerns to the Group People and Culture Department, where matters will be handled with care and confidentiality. Clear action will be taken against any form of misconduct. By addressing this issue openly, we aim to protect our people's wellbeing and strengthen a workplace culture built on respect, trust, and dignity.



Staff Wellfare Amenities and Gifts

Caring for staff welfare is part of our culture of compassion. When employees experience life's milestones—whether the joy of welcoming a child, a marriage celebration, or the difficult times of illness, bereavement, and unforeseen disasters—the company extends thoughtful gestures through donations, tokens, or contributions. These acts of support reflect our commitment to treating employees as part of one family, standing by them in moments of happiness and hardship.



Leave

Supporting work-life balance is a priority, and one of the ways we achieve this is by offering a comprehensive range of leave benefits tailored to different life circumstances.

- Annual Leave
- Compassionate Leave
- Emergency Leave
- Maternity Leave
- Paternity Leave
- Marriage Leave
- Examination & Study Leave
- Time-Off
- Sick Leave and Hospitalisation Leave
- Prolonged Illness Leave

These provisions ensure that employees have the flexibility to care for themselves and their families, pursue personal growth, and manage unexpected situations without compromising their wellbeing or professional commitments.

Professional Memberships and Certifications

To support continuous professional development and industry engagement, the Group may sponsor or reimburse professional membership fees and certification renewals for eligible employees. This initiative recognises employees' commitment to maintaining professional excellence while enhancing their expertise, credibility, and networking opportunities within their respective fields.

Health Talks and Activities

Employee wellbeing is central to a thriving workplace. To promote good health and work-life balance, various initiatives are organised, including health talks, awareness campaigns, free health screenings, mental health programmes, blood donation drives, and team-building activities. These programmes encourage employees to take charge of their health, nurture resilience, and strengthen camaraderie across teams—all while ensuring work responsibilities remain uninterrupted.

Medical and Insurance Benefits

- Outpatient Medical Benefits
- Group Hospitalisation and Surgical Insurance Scheme
- Group Personal Accident Insurance Scheme
- Group Term Life (GTL) Insurance Scheme

Other Benefits

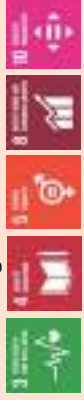
- Company Vehicles and Petrol Cards
- Operating Expenses for Company Owned Vehicles
- Vehicle Substitution Allowance
- Travelling Allowance
- Mobile Phone Expenses
- Parking Allowance/Reimbursement
- Transfer (Relocation) Allowance
- Long Service Awards

EMPLOYEE ENGAGEMENT AND WELLBEING

GRI 2-7, 2-8, 2-30, 202-2, 401-1, 401-2, 401-3, 404-1, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1

We prioritise employee engagement and wellbeing to foster a supportive and inclusive workplace.

UN SDG aligned:



Stronger Together: Building Bonds Beyond Work

Mycron CEO Cup: Bowling Tournament



Mycron CEO Cup: Bowling Tournament brought together employees from all subsidiaries to compete in a friendly competition. The event not only encouraged work-life balance and a healthy lifestyle, but also fostered teamwork and strengthened inter-subsidary relationships.

MCRC Sports Club Activities



The MCRC Sports Club, established by one of the Group's subsidiaries, plays an active role in promoting employee wellbeing and engagement. The club regularly organises friendly competitions such as carrom, badminton, and pickleball, providing employees with opportunities to stay active, build camaraderie, and strengthen teamwork beyond the workplace.

Yoga Class



To support employee wellness and mental health, yoga sessions were introduced as part of the Group's employee engagement initiatives. These classes provide a space for staff to relax, recharge, and improve physical fitness while reducing stress.

EMPLOYEE ENGAGEMENT AND WELLBEING

GRI 2-7, 2-8, 2-30, 202-2, 401-1, 401-2, 401-3, 404-1, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1

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UN SDG aligned:



Empowering Minds, Inspiring Change

Breast Cancer Awareness Month



A breast cancer awareness campaign was held to support women's health, where all female employees received cupcakes, and employees were encouraged to wear pink as a symbol of solidarity and early detection awareness.

Benefit: Strengthened awareness of breast cancer prevention while fostering care, inclusivity, and support among employees.

November - Men's Health Awareness Month



The campaign raised awareness for men's health issues, including prostate cancer, testicular cancer, mental health, and suicide prevention. Male staff were given free haircuts as a gesture of solidarity.

Benefit: Encouraged early health awareness, reduced stigma around men's health, and promoted open conversations on wellbeing in the workplace.

International Women's Day



A celebration to promote gender equality and inclusivity, where female employees received crocheted flowers and chocolates, while employees were encouraged to wear purple as a symbol of support.

Benefit: Fostered appreciation for women in the workplace, reinforced inclusivity, and promoted a culture of respect and equality.

EMPLOYEE ENGAGEMENT AND WELLBEING

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UN SDG aligned:



Celebrating Diversity, Creating Joy

Deepavali Celebration



A vibrant cultural celebration featuring a traditional kolam design and festive cookies giveaways.

Benefit: Fostered workplace inclusivity, promoted appreciation of cultural diversity, and created a festive atmosphere.

Chinese New Year Celebration



The celebration brought together employees and guests from across the Group with vibrant lion dances, firecracker displays, traditional dishes, and fun games.

Benefit: Promoted cultural appreciation, unity, and festive cheer among employees and guests.

Hari Raya Aidilfitri Celebration



A Group-wide celebration across all subsidiaries featuring festive contests such as Best Outfit and Menganyam Ketupat, along with musical chairs and lucky draw sessions.

Benefit: Strengthened unity, cultural appreciation, and employee bonding.

EMPLOYEE ENGAGEMENT AND WELLBEING

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We prioritise employee engagement and wellbeing to foster a supportive and inclusive workplace.

UN SDG aligned:



Employee Personal Development Training

At Mycron, we believe that investing in our people is investing in the future of the Group. We are committed to providing employees with continuous personal development opportunities that not only enhance their technical expertise but also strengthen individual skills such as leadership, communication, problem-solving, and adaptability.

Our Commitment:

We are dedicated to creating a culture of lifelong learning where employees are supported in developing their full potential. Personal development training is a core component of our training policy, ensuring that every employee has access to programmes that align with both organisational goals and personal career aspirations.

Training Provided:

Employees are nominated for a wide range of personal development trainings designed to build holistic capabilities, including:

- Leadership and Supervisory Skills:
- Communication and Interpersonal
- Time and Stress Management
- Problem-Solving and Critical Thinking
- Digital and Technical Upskilling

By offering these programmes, Mycron empowers employees to take charge of their personal growth, build confidence, and contribute more meaningfully to the success of the Group.

Our Progress and Achievements

As part of our commitment, the Group invested RM298,330 in a wide range of training programmes and courses. A total of 717 participants, ranging from line workers to executives, attended these programmes, amounting to 5,926 training hours or an average of 13.47 training hours per employee. This reflects a 16% increase from the previous year's 618 participants, demonstrating our continuous progress in enhancing employee capabilities.

Internship

The Group actively supports talent development by providing structured internship opportunities for students and fresh graduates. Through hands-on exposure, mentorship, and real workplace experience, interns gain valuable industry insights and practical skills. This initiative reflects our commitment to nurturing future talent, encouraging continuous learning, and contributing to the development of Malaysia's next generation workforce.

Training and Development	FY2023	FY2024	FY2025
% attended awareness training on anti-corruption/anti-fraud	100	100	100
Total hours of training by employees	5,310	6,665	5,926
Total hours of training by employee management category	1,635	1,657	997
Total hours of training by employee executive category	2,238	2,698	2,247
Total hours of training by employee non-executive category	1,437	2,310	2,682



Training and Development

RM298,330 invested in various training programmes and courses

5,926	13.64	1.71
total training hours	average training hours per employee	average training days per employee
2,682	2,247	997
total training hours non-executives	total training hours executives	total training hours management



SAFETY AND HEALTH

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-9

We prioritise the wellbeing of our employees and stakeholders by fostering a safe and healthy workplace.

UN SDG aligned:



Creating a safe and healthy environment for our employees, contractors, visitors, and stakeholders is fundamental to Mycron's sustainability journey. We comply with Malaysia's Occupational Safety and Health 1974 (Amendment 2022) Act, Factories and Machinery Act 1967, and all relevant Department Occupational Safety and Health (DOSH) regulations, while embedding international best practices across our operations. Guided by our OHSE Policy, we are committed to building a generative safety culture with the long-term goal of achieving zero major accidents by 2030.

FY2025 Achievements

1.74
lost time injury frequency rate (LTIFR)

!
work-related fatalities for 3 consecutive years

295
employees trained on health & safety standard

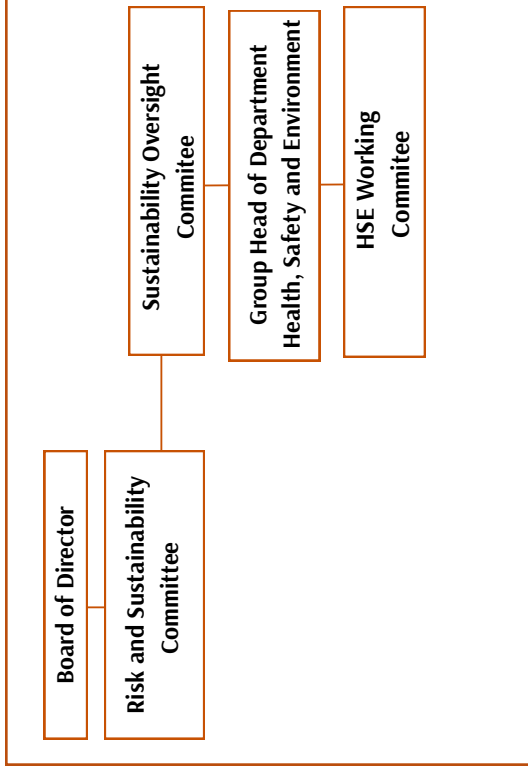
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incident of non-compliance related to environmental and social laws and/or regulation in the area of occupational health and safety

Board Oversight Committee



Board members during the quarterly Risk and Sustainability Committee meeting and plant visit, reinforcing oversight and commitment to HSE.

Health, Safety and Environment (HSE) Organisational Chart



The Board of Directors holds ultimate accountability for HSE, with oversight delegated to the Risk and Sustainability Committee (RSC), comprising four Board members. Strategic direction is provided by the Sustainability Oversight Committee (SOC), led by the Group CEO with support from the C-level executives. The Group Head of HSE reports to the SOC, while the HSE Working Committee manages day-to-day execution and escalation of material issues.

Safety and Health	FY2023	FY2024	FY2025
Lost time injury frequency rate (#of cases/200K manhours)	1.75	2.53	1.74
Number of work-related fatalities	0	0	0
Number of employees trained on health & safety standard	315	309	295
Number of work-related employee fatalities, over last 3 years	0	0	0
Number of work-related contractor fatalities, over last 3 years	0	0	0
Percentage of sites with OHSAS certification	0	0	0

SAFETY AND HEALTH

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-9

We prioritise the wellbeing of our employees and stakeholders by fostering a safe and healthy workplace.

UN SDG aligned:



Our Commitment

We uphold the highest standards of safety and health through our OHSE Policy, which applies to employees, contractors, visitors, and business partners. The Policy is built on a principle of continuous improvement, ensuring that our practices evolve with changing risks, regulatory requirements, and industry best practices. All parties engaged with Mycron are required to comply with the Group's Code of Conduct, ensuring accountability and ethical practices. Regular training, internal audits, and proactive risk assessments further strengthen our culture of shared responsibility and safety excellence.

Communication

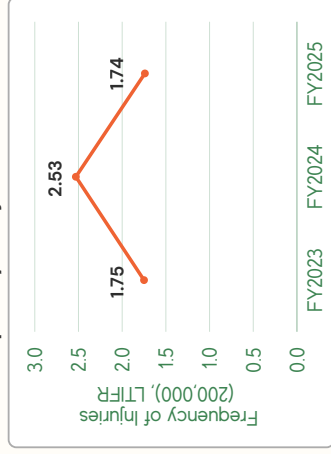
The OHSE Policy is communicated through the company website, employee intranet, townhalls, and stakeholder meetings, and is made available in both English and Malay. To reinforce accountability, employees, contractors, and business partners are required to acknowledge compliance through the Code of Conduct.

Our Target

Baseline Lost Time Injury Rate (LTIR): 2.11
Long-term Goal: Zero major accidents by 2030

Progress Against Target

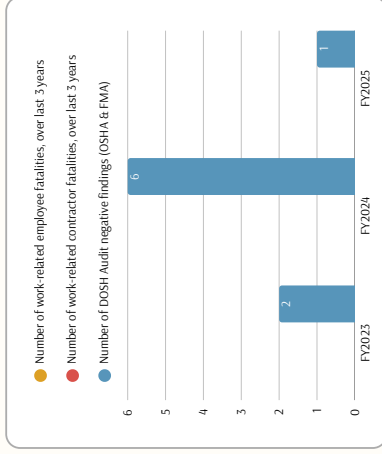
Frequency of Injuries, LTIFR



FY2025 Target: 2.11

In FY2025, the Group achieved an outstanding milestone with a Lost Time Injury Frequency Rate (LTIFR) of 1.74, representing a 31% reduction from the previous year's 2.53. This achievement reflects the Group's ongoing commitment to maintaining a safe and healthy workplace. Moving forward, the Group will continue to strengthen its safety initiatives, conduct regular Gemba Walks, and enhance training programmes to further reinforce safety awareness, prevent incidents, and promote a culture of continuous improvement across all operations.

Number of work-related fatalities and DOSH Audit negative findings



The Group proudly maintained zero work-related fatalities for both employees and contractors in FY2025, marking the third consecutive year of achieving this milestone. In addition, the number of DOSH audit non-compliances decreased significantly, from six findings in FY2024 to only one finding in FY2025, demonstrating our unwavering commitment to making Mycron Steel Berhad a safe and secure workplace for all workers.

Our Approach

At Mycron, the health, safety, and well-being of our employees, contractors, and stakeholders are our top priority. We adopt a holistic approach to Occupational Safety and Health (OSH) management that combines top-down guidance with active employee participation.

Each factory has a dedicated HSE Committee, which includes management, HSE officers, and worker representatives from every line and department, ensuring that safety concerns from all levels are heard and addressed. The HSE Committee is supported by the HSE Working Committees, each focusing on specific areas of safety and health management:

- Legal and Document Committee – ensures compliance with regulations and proper documentation.
- Emergency Response & Preparedness Committee – develops and coordinates emergency plans.
- Training Committee – plans and implements HSE training and awareness programmes.
- Internal Auditor Committee – monitors and audits HSE compliance.
- Risk and Communication Committee – manages risk assessments, hazard communication, and employee engagement.
- Aspect, Impact, and HIRARC Committee – identifies hazards, assesses risks, and implements controls.
- Chemical and Waste Committee – oversees chemical handling, storage, and waste management.

SAFETY AND HEALTH

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-9

We prioritise the wellbeing of our employees and stakeholders by fostering a safe and healthy workplace.

UN SDG aligned:



Hazard Identification, Risk Assessment, and Risk Control (HIRARC)

At Mycron, workplace safety is managed systematically through a structured Hazard Identification, Risk Assessment, and Risk Control (HIRARC) process. This process ensures that potential hazards are proactively identified, risks are assessed, and appropriate control measures are implemented across all operations.

For each work activity, a dedicated assessment team evaluates the task by considering the work conditions, organisational context, past accident records, and applicable regulations. Hazards are classified into categories such as physical, mechanical, chemical, electrical, thermal, ergonomic, and fire-related risks. Each hazard is then assessed based on its severity and frequency, which determines the overall risk level.

Existing control measures are reviewed using a hierarchy of controls, including:

- Elimination – removing the hazard entirely when feasible.
- Substitution/Isolation – replacing hazardous materials or isolating the risk.
- Engineering controls – implementing safety barriers, machine guards, ventilation systems, and proper wiring.
- Management controls – establishing procedures, training, SOPs, and safe work practices.
- Personal Protective Equipment (PPE) – providing gloves, helmets, masks, earplugs, and other necessary gear.

Opportunities for improvement are identified during the HIRARC process, such as upgrading equipment, introducing automation, enhancing ventilation, or increasing employee training. Action plans are then assigned to responsible officers with clear timelines for implementation.



Reporting Practices

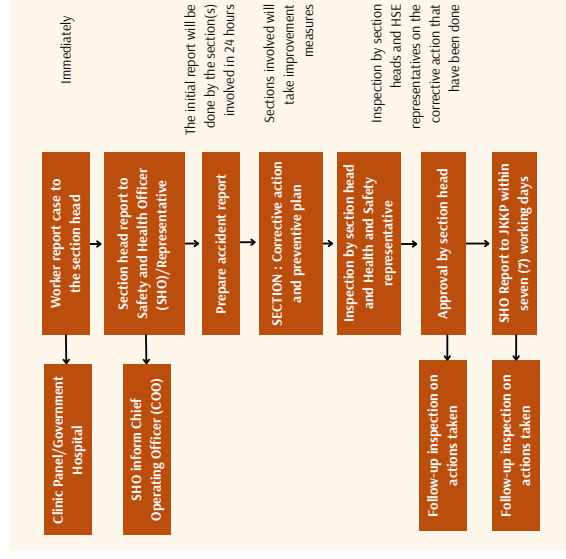
We maintain best practices in reporting health and safety incidents, ensuring transparency, regulatory compliance, and continuous improvement in protecting employee wellbeing.



Announcement of Safety and Health Incidents

Mycron is committed to the transparent reporting of all safety and health incidents. Announcements are made at the factory assembly points when the accidents occur, and updates are shared through meetings and official information channels, ensuring awareness and reinforcing our shared responsibility for workplace safety.

Incident and Accident Reporting Procedure



HSE Management Framework

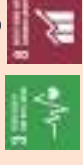
Beyond the establishment of the HSE Committee, HIRARC, and reporting practices, Mycron fosters a strong safety culture through its comprehensive HSE Management Framework. The 6S culture—adapted from the 5S Kaizen concept with Safety integrated as the sixth element—has been deeply embedded across operations, supported by regular workplace audits to ensure continuous improvement. The company also organises HSE campaigns, briefings, and training sessions that reinforce awareness and embed safety as a core value throughout the organisation.

SAFETY AND HEALTH

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-9

We prioritise the wellbeing of our employees and stakeholders by fostering a safe and healthy workplace.

UN SDG aligned:



Employee Engagement



We acknowledge the importance of employee participation in managing safety and health matters. Each factory has its own HSE Working Committee, comprising both employee and employer representatives from various operational lines and departments. These committees meet regularly to review workplace safety and health issues and provide recommendations for improvement. The outcomes are then escalated by the respective HSE Officers to the Group HSE Meeting, where matters from all factories are consolidated, discussed, and addressed in a structured manner.

6S



The Group has adopted a 6S programme, derived from the traditional 5S concept – Sort, Set in Order, Shine, Standardise, and Sustain – with the addition of Safety as the sixth element. This enhancement reinforces our commitment to maintaining a safe, organised, and efficient workplace. To strengthen the practice, 6S Day is observed every Thursday, complemented by monthly audits conducted by the HSE Team and Sustainability Team across all four factories.

During these audits, the team engages with line leaders, assesses workplace conditions, and provides feedback the following day to ensure prompt corrective actions. Through this initiative, we have cultivated a strong culture of safety, orderliness, and discipline throughout the Group.

HSE Day



Once every month, the MCRC organises the HSE Day, a compulsory programme for all employees across departments and operation lines. This initiative serves as a platform to strengthen awareness, reinforce accountability, and foster a culture of safety and health across the workplace.

HSE Day activities include:

- Light exercises to encourage wellbeing and alertness.
- A collective oath to the Environmental, Safety, and Health (ESH) Policy.
- Updates on new regulations, requirements, and standards.
- Sharing of recent HSE cases and upcoming activities.
- Discussion on workplace improvements and corrective actions.

SAFETY AND HEALTH

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-9

We prioritise the wellbeing of our employees and stakeholders by fostering a safe and healthy workplace.

UN SDG aligned:



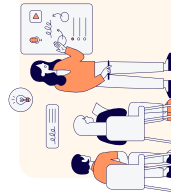
HSE Briefing

In FY2025, we conducted **70 hours** of health and safety briefing for new employees



Health and Safety Training

We recognise that a safe workplace begins with awareness and knowledge, which is why safety and health trainings are conducted regularly and continuously across all operations. These programmes equip employees with the skills and preparedness needed to identify, prevent, and respond to potential risks effectively. Through ongoing training, we cultivate a strong safety culture where every individual takes responsibility for maintaining a secure and healthy work environment.



766 hours

Spent on Safety & Health campaign activities

List of training and programmes

- SoHELP 2024 Engagement Session (DOSH Selangor)
- Hearing Conservation Administrator (HCA) – Compliance to OSH (Noise Exposure) Regulations
- Competency on Safe Driving and Forklift Handling
- HSE Awareness Training (In-House)
- National Occupational Safety & Health (OSH) Seminar 2024
- ISO 45001:2018 Awareness on Implementation, Establishment & Maintenance of system
- Lessons from Court Cases 2/2024 – Accident Prevention through Learning
- Guidance on Environmental Aspects, Impacts & Environmental Audit
- Chemical Health Risk Assessment (CHRA): Interpretation and Post Activities
- OSH Awareness Course – Refresher for OYK
- Effective Internal Audit Technique
- Safe Handling of Overhead Gantry Crane Training
- ISO 14001:2015 Internal Auditor Training
- Contractor Safety Briefing
- Safety and Health Refresher Training
- Forklift Training
- Arm Guard & Cut-Resistance Glove Safety Briefing
- Safety Briefing for Packing Members
- Radiation Safety Refresher Course (2024 & 2025)
- Overhead Gantry Crane Recertification
- Certified Environmental Professional in the Operation of Industrial Effluent Treatment Systems (Physical-Chemical Processes)
- OSH Train the Trainer Competency-Based Programme
- Seminar Orang Yang Berwibawa (Siri 3/2024)
- Amendment to the Environmental Quality Act 2024
- SOP – Signal Crane
- Radiation Safety Awareness
- Overhead Crane & Hoist Safety Handling Training
- Hazard Identification, Risk Assessment & Opportunities (HIRAO)
- Essential Documentation for ISO 45001:2018 Occupational Health & Safety Management System
- Production Planning, Scheduling, and Control
- Packing Cold Roll Coil (PGEO)
- Basic Occupational First Aid (BOFA)
- Towards Sustainable Development and Implications of AKAS 2024 Amendment



SAFETY AND HEALTH

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-9

We prioritise the wellbeing of our employees and stakeholders by fostering a safe and healthy workplace.

UN SDG aligned:



Radiation Protection Awareness Training



Evacuation Drill



Hazard Identification Risk Assessment & Opportunities (HIRAO) Training



HSE Campaign



Going Forward : ISO 45001 Certification

In line with our commitment to workplace safety and health, all operating plants are pursuing ISO 45001 certification. Preparations and initial audits have been carried out by the HSE Committee as part of the certification process.

Assurance

Our Group's Health and Safety Management data covering work-related fatalities, lost time incident rate (LTIR), and employees trained on health and safety standards are being verified by third party verifier Crowe Governance Sdn Bhd.

COMMUNITY ENGAGEMENT

GRI 413-1

We strengthen our relationships by supporting initiatives that benefit local communities.

UN SDG aligned:



HIGHLIGHTS

RM31,232

Contributed to local communities

3,218

Beneficiaries reached

11

Community initiatives implemented



WHY IT MATTERS?

As a responsible corporate citizen, we are committed to creating a positive social impact beyond our core business. Strong community relations not only foster trust and goodwill but also contribute to long-term social and economic resilience. Supporting communities aligns with our sustainability values and reinforces our role in nation-building.

OUR APPROACH

Our approach to community engagement is guided by inclusivity, relevance, and long-term value creation. We focus on four main areas:

- **Supporting Neighbouring Communities** – Strengthening relationships with nearby residents through donations, community activities, and festive programmes that foster unity and enhance quality of life.
- **Education and Health Support** – Promoting access to education and healthcare through sponsorships, outreach initiatives, and contributions that empower learning and well-being.
- **Humanitarian Support** – Providing aid and resources to vulnerable groups and communities affected by hardship, in support of social resilience and compassion.
- **Environmental Awareness and Volunteerism** – Encouraging active participation among employees and local communities in initiatives that promote environmental stewardship and sustainability awareness.

Through these initiatives, we aim to build meaningful connections, drive social progress, and ensure our growth continues to benefit both the company and society as a whole.

Community Engagement	FY2023	FY2024	FY2025
Total estimated number of beneficiaries from investment in communities*	695	2,055	3,218
Total amount invested in the community** (MYR)	62,640	67,676	31,232

*The number of beneficiaries are indicative and approximate in nature.

**The amount invested in the community is rounded to the nearest Ringgit.

COMMUNITY ENGAGEMENT

GRI 413-1

We strengthen our relationships by supporting initiatives that benefit local communities.

UN SDG aligned:



Supporting Neighbouring Communities

Mycron strives to build strong and meaningful relationships with the communities surrounding our operations, particularly the residents of Kampung Padang Jawa and Pangsapuri Sungai Rasau. In 2025, we supported the community through donations of electrical equipment, canopies, and monetary aid, benefitting over 150 households. These efforts reflect our commitment to uplift and support local needs.

Beyond monetary contributions, we actively engage with the community by participating in local programmes and activities. For example, during Ramadan, we took part in “Program Berbuka Puasa” and distributed over 200 packs of traditional delicacies, including lemang and rendang, to strengthen ties and share festive joy with the local community.

Our engagement goes beyond festive gestures. We maintain regular dialogues with community leaders to better understand current needs, address concerns, and explore collaborative opportunities. This long-standing relationship forms the foundation for continuous partnership. Looking ahead, we are planning to expand our contribution by supporting educational initiatives, such as tuition classes, to empower local youth and families.

1,700 Beneficiaries* reached

RM8,488 Contributed



Education Support

Sponsored RM2000 for a student with excellent SPM results in support of quality education.



Health Support

Sponsored the Health for Humanity Fundraiser Ball in support of good health and wellbeing.



*The number of beneficiaries are indicative and approximate in nature

COMMUNITY ENGAGEMENT

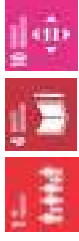
GRI 413-1

We strengthen our relationships by supporting initiatives that benefit local communities.

UN SDG aligned:



Humanitarian Support Back to School and Chinese New Year Celebration



Mycron organised the Back to School and Chinese New Year Community Outreach Programme to support 17 underserved children, including those affected by poverty, neglect, or single-parent challenges. Through this initiative, the Group contributed RM3,000 in financial aid, distributed school supplies, and organised engaging activities followed by a buffet lunch. This programme reflects our values of compassion and unity, easing the burden of school expenses while bringing joy to the children. It also supports the UN SDGs, particularly SDG 1 (No Poverty), SDG 4 (Quality Education), and SDG 10 (Reduced Inequalities).



Environmental Awareness & Volunteerism Earth Warrior



In collaboration with Earth Warriors Association, Mycron organised a **premises clean-up programme** that brought together 50 employee volunteers and local community members. Together, we collected and segregated over **200 kg of waste** for proper disposal and recycling. This initiative not only improved the cleanliness of our facilities but also strengthened relationships with the surrounding community, who benefitted from a cleaner and safer environment. The programme reflects our commitment to shared environmental responsibility and contributes to the UN SDGs, particularly SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

• Responsible Supply Chain Management

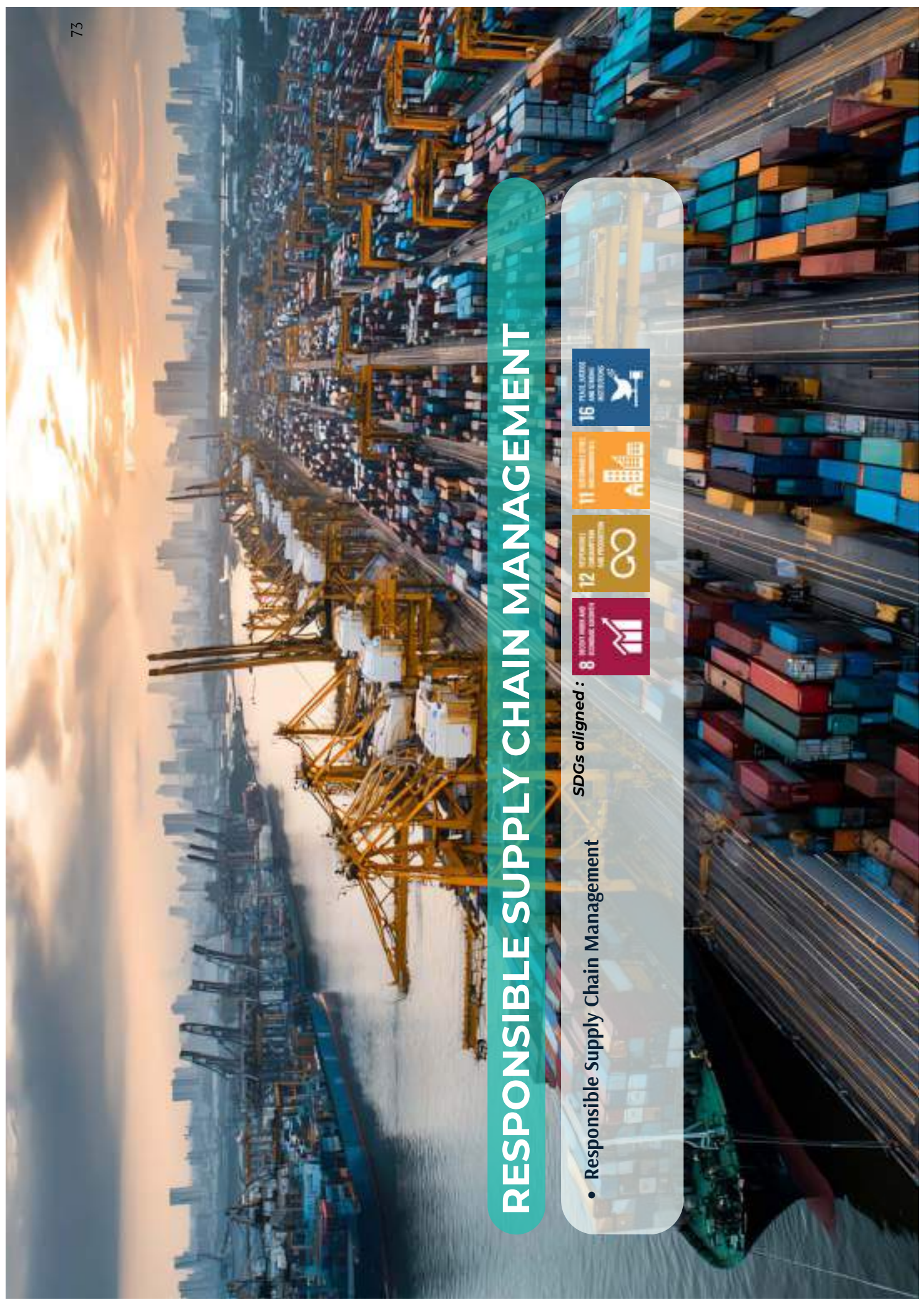
SDGs aligned:

8 **DECENT WORK AND ECONOMIC GROWTH**

12 **RESPONSIBLE CONSUMPTION AND PRODUCTION**

11 **SUSTAINABLE CITIES AND COMMUNITIES**

16 **PEACE, JUSTICE AND STRONG INSTITUTIONS**



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

GRI 204-1, 308-1, 414-1

We collaborate with suppliers to promote ethical, responsible, and sustainable practices.

UN SDG aligned:



We believe that building a sustainable business begins with fostering a responsible and ethical supply chain. By partnering with suppliers who share our values, we not only strengthen business resilience but also contribute to sustainable growth across our industry and local communities. Our commitment extends beyond transactional relationships. We strive to ensure that every link in our supply chain upholds the highest standards of integrity, social responsibility, and environmental stewardship.

OUR APPROACH



To reinforce accountability and sustainability in our supply chain, we have established clear expectations for our suppliers through our **Supplier Code of Conduct**, which is shared and signed prior to any business engagement. This ensures alignment with ethical, social, and environmental standards from the outset.

In addition, we conduct the **Supplier ESG Assessment Survey**, which all approved suppliers are required to complete. This assessment allows us to evaluate their practices in areas such as environmental management, labour rights, health and safety, and governance. **The findings help us to identify potential risks, drive improvements, and promote continuous alignment with our sustainability objectives.**

Through these measures, we are building a supply chain that not only supports our operational needs but also advances long-term sustainability and shared value creation.

OUR ACHIEVEMENT

In 2025, we strengthened our commitment to a responsible and sustainable supply chain by increasing our spending on local suppliers to 89% compared to the previous year. This reflects our dedication to uplifting local businesses. Additionally, 97% of our approved suppliers underwent social and environmental assessments during selection and re-selection processes, ensuring ethical practices, compliance, and sustainability across our supply chain.

Supplier Engagement	FY2023	FY2024	FY2025
% spending on local suppliers (exclude procurement of raw steel material & equipment where there are no comparable local alternatives)	82	84	89
% approved supplier subjected to social & environmental impact assessment/ review (applies only to key suppliers with transaction value >RM500K/year)	80	93	97



MOVING FORWARD

We remain steadfast in our commitment to Environmental, Social, and Governance (ESG) excellence. We recognise that our responsibility goes beyond delivering quality steel products. It extends to reducing our environmental footprint, supporting our people, and contributing positively to society.

Looking ahead, we are focused on embedding sustainability across our operations. This includes reducing carbon emissions, improving energy and resource efficiency, and minimising waste generation. We are equally committed to creating a safe, inclusive, and supportive workplace while fostering meaningful community development initiatives.

To strengthen transparency and accountability, we are aligning our reporting with IFRS S1 and IFRS S2 standards, ensuring that climate-related risks and opportunities are integrated into our strategy, risk management, and disclosures. This reinforces our long-term resilience and supports informed decision-making by our stakeholders.

As we move forward, we will continue to uphold strong governance and ethical practices, while working collaboratively with stakeholders to drive sustainable growth. Guided by our long-term ambition to contribute to a low-carbon future, we are determined to position Mycron Steel Berhad as a responsible and forward-looking leader in the Malaysian steel industry.



STATEMENT OF ASSURANCE

To strengthen the credibility and reliability of our Sustainability Statement, Mycron subjected selected sustainability indicators to an independent internal review for FY2025. The review was undertaken by Crowe Governance Sdn Bhd, our appointed internal auditors, and subsequently endorsed by the Audit and Governance Committee.

The internal review covered key areas across our operations at Mycron Steel CRC Sdn Bhd (“CRC”) and Melewar Steel Tube Sdn Bhd (“MST”), including:

- **Water Management:** covering municipal water withdrawal, harvested rainwater, total water usage, and net water consumption per tonne of output.
- **Health and Safety Management:** covering work-related fatalities, lost time incident rate (LTIR), and employee training on health and safety standards.
- **Diversity:** covering the representation of employees and directors by gender and age group.
- **Community and Society:** covering the total amount invested in community initiatives benefiting external stakeholders.
- **Anti-Corruption:** covering employee training on anti-corruption, refresher training frequency, and operations assessed for corruption-related risks.
- **Labour Practices and Standards:** covering training hours by employee category, proportion of contract and temporary staff, and employee turnover.

The review concluded that there were no significant control weaknesses in the areas assessed. However, opportunities for further improvement were noted, which will serve as valuable input for strengthening our sustainability governance, reporting processes, and operational practices moving forward.

Our assurance process demonstrates our commitment to transparency, accountability, and continuous enhancement of our sustainability disclosures in alignment with stakeholder expectations and international best practices.



GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	UN SDG	Page References
GENERAL DISCLOSURE					
	General Disclosure				
	GRI 2 - General Disclosures 2022	The organization and its reporting			
		2-1	Organizational details		3
		2-2	Entities included in the organisation's sustainability reporting		3
		2-3	Reporting period, frequency and contact point		3
		2-4	Restatements of information		3
		2-5	External assurance		3, 76-77
		Activities and workers			
		2-6	Activities, value chain and other business relationships		3
		2-7	Employees 75-78	5,6	57
		2-8	Workers who are not employees		57
		Governance			
		2-9	Governance structure and composition		20
		2-14	Role of the highest governance body in sustainability reporting	5,16	20
		Strategy, policies and practices			
		2-22	Statement on sustainable development strategy		14-18, 21-24
		2-23	Policy commitments		14-18, 21-24
		2-24	Embedding policy commitments		14-18, 21-24
		2-25	Processes to remediate negative impacts	16	14-18, 21-24
		2-26	Mechanisms for seeking advice and raising concerns		14-18, 21-24
		2-27	Compliance with laws and regulations		14-18, 21-24
		2-28	Membership associations		3
		Stakeholder Engagement			
		2-29	Approach to stakeholder engagement		13
		2-30	Collective bargaining agreements	16,8	54-55
	Material Topics 2021				
	GRI 3 - Material Topics 2021	3-1	Process to determine material topics		11-12, 14-18
		3-2	List of material topics		11-12, 14-18
		3-3	Management of material topics		11-12, 14-18
	GRI 201 - Economic Performance 2016				
		201-2	Financial implications and other risks and opportunities due to climate change	14	
	GRI 202 - Market Presence 2016				
		202-2	Proportion of senior management hired from the local community		
	GRI 204 - Procurement Practices 2016				
		204-1	Proportion of spending on local suppliers		
	ECONOMIC				

GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	UN SDG	Page References
GOVERNANCE	GRI 205 - Anti-corruption 2016				
		205-1	Operations assessed for risks related to corruption		21-24
		205-2	Communication and training about anti-corruption policies and procedures	16	21-24
		205-3	Confirmed incidents of corruption and actions taken		21-24
	GRI 418 - Customer Privacy 2016				
		418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	16	23
	GRI 301 - Materials 2016				
		301-2	Recycled input materials used	12	42-48
	GRI 302 - Energy 2016				
		302-1	Energy consumption within the organisation		38-39
	302-3	Energy intensity	7, 12, 13	38-39	
	302-4	Reduction of energy consumption		38-39	
GRI 303 - Water and Effluents 2018					
	303-1	Interactions with water as a shared resource			
	303-2	Management of water discharge-related impacts			
	303-3	Water withdrawal	6, 7	40-41, 49-52	
	303-4	Water discharge			
	303-5	Water consumption			
GRI 305 - Emissions 2016					
	305-1	Direct (Scope 1) GHG emissions		25-36	
	305-2	Energy indirect (Scope 2) GHG emissions		25-36	
	305-3	Other indirect (Scope 3) GHG emissions	13	25-36	
	305-4	GHG emissions intensity		25-36	
	305-5	Reduction of GHG emissions		25-36	
	305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions		40-43	
GRI 306 - Waste 2020					
	306-1	Waste generation and significant waste-related impacts		44-48	
	306-2	Management of significant waste-related impacts		44-48	
	306-3	Waste generated	12	44-48	
	306-4	Waste diverted from disposal		44-48	
	306-5	Waste directed to disposal		44-48	
GRI 308 - Supplier Environmental Assessment 2016					
	308-1	New suppliers that were screened using environmental criteria	8, 11, 12, 16	74	
ENVIRONMENTAL					

GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	UN SDG	Page References
SOCIAL	GRI 401 - Employment 2016				
		401-1	New employee hires and employee turnover		57-59
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5, 8	57-59
		401-3	Parental leave		57-59
	GRI 403 - Occupational Health and Safety 2018				
		403-1	Occupational health and safety management system		64-69
		403-2	Hazard identification, risk assessment, and incident investigation		64-69
		403-4	Worker participation, consultation, and communication on occupational health and safety		64-69
		403-5	Worker training on occupational health and safety	3, 8	64-69
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		64-69
		403-9	Work-related injuries		64-69
	GRI 404 - Training and Education 2016				
		404-1	Average hours of training per year per employee		63
		404-3	Percentage of employees receiving regular performance and career development reviews	4, 5, 8	63
GRI 405 - Diversity and Equal Opportunity 2016					
	405-1	Diversity of governance bodies and employees	5, 10	54-55, 57-59	
GRI 406 - Non-discrimination 2016					
	406-1	Incidents of discrimination and corrective actions taken	5, 10	54-55, 57-59	
GRI 407: Freedom of Association and Collective Bargaining 2016					
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	10	54-55, 57-59	
GRI 408 - Child Labor 2016					
	408-1	Operations and suppliers at significant risk for incidents of child labor	10	54-55, 57-59	
GRI 409 - Forced or Compulsory Labor 2016					
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	10	54-55, 57-59	
GRI 413 - Local Communities 2016					
	413-1	Operations with local community engagement, impact assessments, and development programs	11	70-72	
GRI 414: Supplier Social Assessment 2016					
	414-1	New suppliers that were screened using social criteria	8, 11, 12, 16	74	

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2023	2024	2025
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	11.20	15.06	13.64
Executive	Percentage	11.00	14.81	14.55
Non-executive	Percentage	77.80	70.12	71.82
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Disclosure of number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies	Number	0	0	0
Disclosure of cost of fines, penalties or settlements in relation to corruption	MYR	0.00	0.00	0.00
Percentage signed pledge by senior personnel & position exposed to such risk	Percentage	100.00	100.00	100.00
Percentage attended refresher every 2-3 years	Percentage	100.00	0.00	0.00
	Internal assurance	External assurance	No assurance	
			(*)Restated	

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2023	2024	2025
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	62,640.70	67,676.00	31,232.10
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	695*	2,055	3,218
Number of complaints received relating to community	Number	0	0	0
Number of confirmed & outstanding issues	Percentage	0.00	0.00	0.00
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	0.25	0.49	0.23
Management Between 30-50	Percentage	7.96	7.90	8.18
Management Above 50	Percentage	6.22	6.67	5.23
Executive Under 30	Percentage	3.73	3.95	4.77
<div style="display: flex; justify-content: space-between; align-items: center;"> Internal assurance External assurance (*) Restated </div>				

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2023	2024	2025
Executive Behaviors 30-50	Percentage	7.46	7.90	6.82
Executive Above 50	Percentage	2.98	2.96	2.95
Non-executive Under 30	Percentage	22.89	20.99	24.55
Non-executive Between 30-50	Percentage	32.34	32.84	32.50
Non-executive Above 50	Percentage	16.17	16.30	14.77
Gender Group by Employee Category				
Management Male	Percentage	7.51	7.74	8.86
Management Female	Percentage	3.67	3.77	4.77
Executive Male	Percentage	6.56	6.79	8.41
Executive Female	Percentage	4.44	4.53	6.14
Non-executive Male	Percentage	71.24	71.70	64.77
Non-executive Female	Percentage	6.56	5.47	7.05
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	86.00	86.00	87.50
Female	Percentage	14.00	14.00	12.50
Under 30	Percentage	0.00	0.00	0.00
Between 30-60	Percentage	29.00	29.00	25.00
Above 60	Percentage	71.00	71.00	75.00

Internal assurance

External assurance

No assurance

(*) Restated

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2023	2024	2025
Percentage of women in the global workforce.	Percentage	14.67	33.77	15.78
Number of Board Directors	Number	7	7	8
Number of independent Directors on the board	Number	4	4	4
Number of women on the board	Number	1	1	1
Annual General Meeting: Number of days between the date of notice and date of meeting	Number	26	28	26
Percentage of women on the Executive committee or equivalent.	Percentage	33.30	33.30	33.30
Percentage of employees by gender for each employee category	Percentage	0.00	0.00	0.00
Percentage of employees by age group	Percentage	0.00	0.00	0.00
Percentage of employees by ethnicity	Percentage	0.00	0.00	0.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	56,445.25	90,504.31	92,728.15
Net energy consumption per tonne output (megajoules/tonne)	Megajoules	1,380.00	1,466.00	1,470.00
Percentage renewable energy of total energy consumption	Percentage	8.56	5.27	5.24
Internal assurance	Edernal assurance	No assurance	(*)Restated	

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2023	2024	2025
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.75	2.53	1.74
Bursa C5(c) Number of employees trained on health and safety standards	Number	315	309	295
Number of work-related employee fatalities, over last 3 years	Number	0	0	0
Number of work-related contractor fatalities, over last 3 years	Number	0	0	0
Percentage of sites covered by recognized environmental management systems such as ISO14001 or EMAS	Percentage	25.00	100.00	100.00
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category	Hours			
Management	Hours	1,635	1,657	997
Executive	Hours	2,238	2,698	2,247
Non-executive/Technical Staff	Hours	1,437	2,310	2,682
Internal assurance		External assurance		(*) Restated
				No assurance

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2023	2024	2025
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	22.40	23.58	19.27
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	8	6	6
Executive	Number	2	4	8
Non-executive/Technical Staff	Number	6	6	8
General Workers	Number	37	26	35
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Percentage of workforce that are foreign workers	Percentage	21.80	21.70	14.50
Total hours of training by employees	Hours	5,310	6,665	5,926
Total number of employee turnover	Number	53	42	57
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	82.00	84.00	88.89

Internal assurance

External assurance

No assurance

(*)Restated

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2023	2024	2025
Percentage supplier subjected to social & environmental impact assessment/review (applies only to key suppliers with transaction value >RM500/year)	Percentage	80.00	93.00	96.77
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	97,510,000	180,450,000	127,620,000
Three years of total water withdrawal data is disclosed by source - Municipal potable water	Cubic meters	153,544.00	253,868.00	195,157.00
Three years of total water withdrawal data is disclosed by source - Harvested rainwater	Cubic meters	1,524.69	3,044.56	2,800.29
Net water consumption per tonne output (Litres/Tonne)	Tonnes	0.00	0.00	0.00
Net water consumption per tonne output	Cubic meters	0.66	0.81	0.56
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	6,194.00 [†]	14,884.00	13,150.47
<div style="display: flex; justify-content: space-between; align-items: center;"> Internal assurance External assurance No assurance </div>				
				†) Restated

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2023	2024	2025
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	7,868.00 *	14,569.00	12,975.43
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	316.00	315.00	175.04
Disclosure of three years of hazardous waste generation (tonnes)	Metric tonnes	809.00 *	1,883.00	1,271.00
Disclosure of three years of non-recycled waste generation (tonnes)	Metric tonnes	186.00	175.00	133.00
Disclosure of three years of waste recycled (tonnes)	Metric tonnes	7,190.00	12,825.00	11,741.00
Percentage Waste disposal to refuse or landfills over total waste generated	Percentage	2.27 *	1.18	1.01
Total waste generated per tonne of output (Kg/Tonne)	Kilograms/Tonne	55.57 *	66.96	57.91
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	6,737.00	11,162.00	11,574.90
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	9,010.00	14,352.00	14,233.65

Internal assurance External assurance No assurance (*) Restated

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS



Notice of Twenty-Second Annual General Meeting

NOTICE IS HEREBY GIVEN THAT the 22nd Annual General Meeting (“AGM”) of the Company will be held at the **Dewan Berjaya, Bukit Kiara Equestrian & Country Resort, Jalan Bukit Kiara, Off Jalan Damansara, 60000 Kuala Lumpur (“Main Venue”)** on **Wednesday, 3 December 2025 at 10.00 a.m.** for the following purposes:

AGENDA	RESOLUTION
AS ORDINARY BUSINESS	
1. To receive the Audited Financial Statements for the year ended 30 June 2025 together with the Reports of the Directors and the Auditors thereon. [Please refer to Explanatory Note A]	
2. To approve the payment of Directors’ fees amounting to RM480,000.00 for the period from 1 January 2026 to 31 December 2026 to be payable quarterly in arrears to the Non-Executive Directors of the Company.	1
3. To approve an amount of up to RM88,000.00 as benefits payable to the Non-Executive Directors of the Company for the period from 1 January 2026 to 31 December 2026. [Please refer to Explanatory Note B]	2
4. To re-elect the following Directors who are retiring in accordance with Article 96(1) of the Company’s Constitution and who, being eligible, offer themselves for re-election:	
(i) Tunku Dato’ Yaacob Khyra	3
(ii) Dato’ Mohd Zahir bin Zahur Hussain	4
5. To re-elect Dato’ Dr. Kili Ghandhi Raj A/L K R Somasundram who is retiring in accordance with Article 103 of the Company’s Constitution and who, being eligible, offers himself for re-election.	5
6. To re-appoint Messrs. KPMG PLT as Auditors of the Company, to hold office until conclusion of the next AGM and to authorise the Directors to fix their remuneration.	6
AS SPECIAL BUSINESS	
7. To consider and, if thought fit, to pass the following resolutions as Ordinary Resolutions:-	
(a) Proposed Renewal of Shareholders’ Mandate for Recurrent Related Party Transaction of a Revenue or Trading Nature with Trace Management Services Sdn Bhd	7
<p>“THAT approval be hereby given for the renewal of the mandate granted by the shareholders of the Company on 3 December 2024 pursuant to Paragraph 10.09 of the Main Market Listing Requirements (“Listing Requirements”) of Bursa Malaysia Securities Berhad (“Bursa Securities”), authorising the Company and/or its subsidiaries to enter into the recurrent related party transaction (“RRPT”) of a revenue or trading nature as set out in Section 3.3(A)(i) of the Circular to Shareholders dated 30 October 2025 (“the Circular”), with Trace Management Services Sdn Bhd (“the Related Party”) mentioned therein which are necessary, for the Company and/or its subsidiaries for day-to-day operations which are carried out in the ordinary course of business on terms which are not more favourable to the Related Party than those generally available to the public and are not to the detriment of minority shareholders.</p>	



Notice of Twenty-Second Annual General Meeting

RESOLUTION

THAT the authority conferred by such mandate shall commence upon the passing of this resolution and continue to be in force until :-

- (i) the conclusion of the next AGM of the Company following the forthcoming AGM at which time it will lapse, unless by a resolution passed at that meeting or Extraordinary General Meeting (“EGM”) whereby the authority is renewed; or
- (ii) the expiration of the period within which the next AGM of the Company is required to be held pursuant to Section 340(2) of the Companies Act 2016 (“the Act”) but shall not extend to such extension as may be allowed pursuant to Section 340(4) of the Act; or
- (iii) revoked or varied by a resolution passed by the shareholders in a general meeting of the Company;

whichever is the earlier.

THAT the Directors be and are hereby authorised to complete and do all such acts and things (including executing such documents as may be required) to give effect to the transactions contemplated and/or authorised by this Ordinary Resolution.”

(b) Proposed Renewal of Shareholders’ Mandate for Recurrent Related Party Transactions of a Revenue or Trading Nature

8

“THAT the mandate granted by the shareholders of the Company on 3 December 2024 pursuant to Paragraph 10.09 of the Listing Requirements of Bursa Securities, authorising the Company and its subsidiaries (“the Mycron Group”) to enter into the RRPTs which are necessary for Mycron Group’s day-to-day operations as set out in Sections 3.3(A)(ii) and 3.3(B) of the Circular with the related parties mentioned therein, be and are hereby renewed, provided that:

- (i) the transactions are in the ordinary course of business and are on terms which are not more favourable to the related parties than those generally available to the public and on terms not to the detriment of the minority shareholders of the Company; and
- (ii) the transactions are made at arm’s length and on normal commercial terms.

AND THAT, authority conferred by such renewed and granted mandate shall continue to be in force (unless revoked or varied by the Company in general meeting) until:

- (i) the conclusion of the next AGM of the Company following the forthcoming AGM at which time it will lapse, unless by a resolution passed at that meeting or EGM whereby the authority is renewed; or
- (ii) the expiration of the period within which the next AGM after the date it is required to be held pursuant to Section 340(2) of the Act but shall not extend to such extension as may be allowed pursuant to Section 340(4) of the Act; or
- (iii) revoked or varied by resolution passed by the shareholders in general meeting of the Company;

whichever is the earlier.

AND THAT the Directors of the Company be authorised to complete and do all such acts and things (including executing such documents as may be required) as they may consider expedient or necessary to give effect to the transactions contemplated and/or authorised by this Ordinary Resolution.”

Notice of Twenty-Second Annual General Meeting

RESOLUTION**9****(c) Authority to Issue and Allot Shares Pursuant to Sections 75 and 76 of the Act**

“THAT, subject always to the Act, the Constitution of the Company and the approvals of the relevant governmental/regulatory authorities, where such approval is necessary, the Directors be and are hereby authorised pursuant to Sections 75 and 76 of the Act, to issue and allot shares in the Company at any time until the conclusion of the next AGM, and upon such terms and conditions and for such purposes as the Directors may, in their absolute discretion, deem fit, provided that the aggregate number of shares to be issued does not exceed ten percent (10%) of the total number of issued shares of the Company for the time being and that the Directors be and are also empowered to obtain the approval from Bursa Securities for the listing of and quotation for the additional shares so issued.”

By Order of the Board

KENNETH GOH KWAN WENG (BC/G/88)

Company Secretary

Kuala Lumpur
30 October 2025

NOTES:

1. *The 22nd AGM of the Company will be held physically whereby shareholders/proxies/corporate representatives will have to be physically present at the Main Venue and there will be no option for shareholders to participate virtually.*
2. *Applicable to shares held through a nominee account.*
3. *A member entitled to attend and vote at the meeting is entitled to appoint not more than two (2) proxies to attend and vote in his/her stead. A proxy may but need not be a member of the Company.*
4. *Where a member appoints more than one (1) proxy, the appointments shall be invalid unless he/she specifies the proportion of his/her shareholdings to be represented by each proxy.*
5. *Where a member is an Exempt Authorised Nominee which holds ordinary shares in the Company for multiple beneficial owners in one securities account (“omnibus account”) as defined under the Securities Industry (Central Depositories) Act, 1991, there shall be no limit to the number of proxies which the Exempt Authorised Nominee may appoint in respect of each omnibus account it holds.*
6. *The instrument appointing a proxy shall be in writing, executed by the appointor or of his/her attorney duly authorised in writing or, if the appointor is a corporation, either under its seal or signed by an officer or attorney so authorised.*



Notice of Twenty-Second Annual General Meeting

7. *The instrument appointing a proxy must be deposited at the Company's Registered Office, Suite 11.05, 11th Floor, No. 566, Jalan Ipoh, 51200 Kuala Lumpur, not less than 48 hours before the time appointed for holding the meeting or any adjournment thereof.*
8. *Please ensure ALL the particulars as required in the Form of Proxy are completed, signed and dated accordingly.*
9. *Any alteration in the Form of Proxy must be initialled.*
10. *Form of Proxy sent through facsimile transmission shall not be accepted.*
11. *For the purpose of determining a member who shall be entitled to attend this 22nd AGM, the Company shall be requesting Bursa Malaysia Depository Sdn Bhd in accordance with Articles 72(4)(a), 72(4)(b) and 72(4)(c) of the Company's Constitution and Section 34(1) of the Securities Industry (Central Depositories) Act, 1991 to issue a General Meeting Record of Depositors as at 27 November 2025. Only a depositor whose name appears on the Record of Depositors as at 27 November 2025 shall be entitled to attend, speak and vote at the said meeting or appoint proxy(ies) to attend, speak and/or vote on his/her behalf.*
12. *Explanatory Notes to Ordinary Business:*

(A) Audited Financial Statements for Financial Year Ended 30 June 2025

The audited financial statements are laid in accordance with Section 340(1)(a) of the Act for discussion only under Agenda 1. They do not require shareholders' approval and hence, will not be put for voting.

(B) Benefits Payable to Non-Executive Directors (Ordinary Resolution 2)

Section 230(1) of the Act provides amongst others that the fees of the Directors and any benefits payable to the Directors of a listed company and its subsidiaries shall be approved at a general meeting.

The proposed Ordinary Resolution 2 is to seek shareholders' approval for payment of Directors' Benefits (excluding Directors' fees) to the Non-Executive Directors for the period from 1 January 2026 to 31 December 2026.

The benefits comprises the meeting allowances, benefits-in-kind and other emoluments payable to the Non-Executive Directors of the Company.

In determining the estimated total amount of remuneration (excluding Directors' fees) for the Non-Executive Directors of the Company, the Board considered various factors including the number of scheduled meetings for the Board and Board Committees as well as the number of Non-Executive Directors involved in these meetings.

The Board is of the view that it is just and equitable for the Non-Executive Directors to be paid the directors' remuneration (excluding Directors' fees) as and when incurred, particularly after they have discharged their responsibilities and rendered their services to the Company and its subsidiaries throughout the relevant period.

Notice of Twenty-Second Annual General Meeting

13. Explanatory Notes to Special Business of Agenda 7:

(C) Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transactions of a Revenue or Trading Nature (Ordinary Resolutions 7 and 8)

The Proposed Ordinary Resolutions 7 and 8, if passed, will empower the Company to conduct RRPTs of a revenue or trading nature which are necessary for the Group's day-to-day operations, and will eliminate the need to convene separate general meetings from time to time to seek shareholders' approval. This will substantially reduce administrative time, inconvenience and expenses associated with the convening of such meetings, without compromising the corporate objectives of the Group or adversely affecting the business opportunities available to the Group.

(D) Authority to Issue and Allot Shares Pursuant to Sections 75 and 76 of the Act (Ordinary Resolution 9)

The Ordinary Resolution proposed under Resolution 9 of the Agenda is a renewal of the general mandate for the Directors to issue and allot shares pursuant to Sections 75 and 76 of the Act. This mandate will provide flexibility for the Company to undertake future possible fund raising activities, including but not limited to placement of shares for purpose of funding the Company's future investment projects, working capital and/or acquisition(s) without having to convene another general meeting.

The Proposed Resolution 9, if passed, will give authority to the Directors of the Company, from the date of the above AGM, to issue and allot shares in the Company up to an amount not exceeding in total ten percent (10%) of the total number of issued shares of the Company for the time being, for such purposes as they consider would be in the interest of the Company. This authority, unless revoked or varied by the Company at a general meeting, will expire at the conclusion of the next AGM of the Company.

As at the date of this Notice, no new shares in the Company were issued pursuant to the mandate granted to the Directors at the 21st AGM held on 3 December 2024 and which will lapse at the conclusion of the 22nd AGM to be held on 3 December 2025.

14. Pursuant to Paragraph 8.29A of the Listing Requirements of Bursa Securities, all resolutions set out in the Notice of the 22nd AGM will be put to vote on a poll.

The detailed information on Special Business of Agenda 7 except for Ordinary Resolution 9 as mentioned above is set out in the Circular to Shareholders of the Company dated 30 October 2025 which is available at the Share Registrar's website at <https://www.tracemanagement.com.my>

PERSONAL DATA POLICY

By submitting an instrument appointing a proxy(ies) and/or representative(s) to attend, speak and vote at the AGM and/or any adjournment thereof, a member of the Company (i) consents to the collection, use and disclosure of the member's personal data by the Company (or its agents) for the purpose of the processing and administration by the Company (or its agents) of proxies and representatives appointed for the AGM (including any adjournment thereof) and the preparation and compilation of the attendance lists, minutes and other documents relating to the AGM (including any adjournment thereof) and in order for the Company (or its agents) to comply with any applicable laws, listing rules, regulations and/or guidelines (collectively, the "Purposes"), (ii) warrants that where the member discloses the personal data of the member's proxy(ies) and/or representative(s) to the Company (or its agents), the member has obtained the prior consent of such proxy(ies) and/or representative(s) for the Purposes, and (iii) agrees that the member will indemnify the Company in respect of any penalties, liabilities, claims, demands, losses and damages as a result of the member's breach of warranty.

STATEMENT ACCOMPANYING NOTICE OF ANNUAL GENERAL MEETING

Pursuant to Paragraph 8.27(2) of the Listing Requirements of Bursa Securities, the details of the Directors who are seeking for re-election or reappointment in Agenda 4 and 5 of the Notice of the 22nd AGM of the Company are set out in the Directors' Profile on pages 22, 28 and 29 of this Annual Report.

The detailed information relating to general mandate for issue of securities pursuant to Paragraph 6.03(3) of the Listing Requirements of Bursa Securities are set out under Note D of the Notice of the 22nd AGM of the Company.

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FORM OF PROXY

(Please refer to the Notes behind)



MYCRON STEEL BERHAD
Reg. No. 200301020399 (622819-D)
(Incorporated In Malaysia)

No. of Shares Held	CDS Account No.

I/We _____
(Full Name as per NRIC/Passport/Certificate of Incorporation in capital letters)

NRIC No./Passport No./Reg. No. _____ Tel. No. _____

of _____
(Full address)

being a member of **MYCRON STEEL BERHAD** hereby appoint:

Full name of proxy in capital letters	NRIC No./Passport No. of proxy Contact No. of proxy Email address of proxy	Proportion of shareholdings to be represented	
		No. of shares	%

and (if more than one (1) proxy)

Full name of proxy in capital letters	NRIC No./Passport No. of proxy Contact No. of proxy Email address of proxy	Proportion of shareholdings to be represented	
		No. of shares	%

or failing him/her, the *Chairman of the Meeting as *my/our proxy to vote for *me/us and on *my/our behalf at the **22nd Annual General Meeting (“AGM”)** of **Mycron Steel Berhad (“the Company”)** to be held at the **Dewan Berjaya, Bukit Kiara Equestrian & Country Resort, Jalan Bukit Kiara, Off Jalan Damansara, 60000 Kuala Lumpur (“Main Venue”)** on **Wednesday, 3 December 2025 at 10.00 a.m.** and at any adjournment thereof, on the following resolutions referred to in the Notice of the 22nd AGM. *My/our proxy is to vote as indicated below:

Resolution	Ordinary Business	FIRST PROXY		SECOND PROXY	
		For	Against	For	Against
1	To approve the payment of Directors' fees amounting to RM480,000.00 for the period from 1 January 2026 to 31 December 2026 to be payable quarterly in arrears to the Non-Executive Directors of the Company.				
2	To approve an amount of up to RM88,000.00 as benefits payable to the Non-Executive Directors of the Company for the period from 1 January 2026 to 31 December 2026.				
	To re-elect the following Directors who are retiring in accordance with Article 96(1) of the Company's Constitution and who, being eligible, offer themselves for re-election:				
3	(i) Tunku Dato' Yaacob Khyra				
4	(ii) Dato' Mohd Zahir bin Zahur Hussain				
5	To re-elect Dato' Dr Kili Ghandhi Raj A/L K R Somasundram who is retiring in accordance with Article 103 of the Company's Constitution and who, being eligible, offers himself for re-election.				
6	To re-appoint Messrs. KPMG PLT as Auditors of the Company, to hold office until conclusion of the next AGM and to authorise the Directors to fix their remuneration.				
	Special Business				
7	To approve the Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transaction of a Revenue or Trading Nature with Trace Management Services Sdn Bhd.				
8	To approve the Proposed Renewal of Shareholders' Mandate for Recurrent Related Party Transactions of a Revenue or Trading Nature.				
9	Authority to issue and allot shares pursuant to Sections 75 and 76 of the Companies Act 2016.				

(Please indicate with a “v” or “x” in the appropriate space how you wish your vote to be cast. If you do not indicate how you wish your proxy to vote on any resolution, the proxy shall vote as he/she thinks fit, or at his/her discretion, abstain from voting.)

Dated this _____ day of _____ 2025

Signature of Shareholder(s)/Common Seal

NOTES:-

1. *The 22nd AGM of the Company will be held physically whereby shareholders/proxies/corporate representatives will have to be physically present at the Main Venue and there will be no option for shareholders to participate virtually.*
2. *Applicable to shares held through a nominee account.*
3. *A member entitled to attend and vote at the meeting is entitled to appoint not more than two (2) proxies to attend and vote in his/her stead. A proxy may but need not be a member of the Company.*
4. *Where a member appoints more than one (1) proxy, the appointments shall be invalid unless he/she specifies the proportion of his/her shareholdings to be represented by each proxy.*
5. *Where a member is an Exempt Authorised Nominee which holds ordinary shares in the Company for multiple beneficial owners in one securities account ("omnibus account") as defined under the Securities Industry (Central Depositories) Act, 1991, there shall be no limit to the number of proxies which the Exempt Authorised Nominee may appoint in respect of each omnibus account it holds.*
6. *The instrument appointing a proxy shall be in writing, executed by the appointor or of his/her attorney duly authorised in writing or, if the appointor is a corporation, either under its seal or signed by an officer or attorney so authorised.*
7. *The instrument appointing a proxy must be deposited at the Company's Registered Office, Suite 11.05, 11th Floor, No. 566, Jalan Ipoh, 51200 Kuala Lumpur, not less than 48 hours before the time appointed for holding the meeting or any adjournment thereof.*
8. *Please ensure ALL the particulars as required in the Form of Proxy are completed, signed and dated accordingly.*
9. *Any alteration in the Form of Proxy must be initialled.*
10. *Form of Proxy sent through facsimile transmission shall not be accepted.*
11. *For the purpose of determining a member who shall be entitled to attend this 22nd AGM, the Company shall be requesting Bursa Malaysia Depository Sdn Bhd in accordance with Articles 72(4)(a), 72(4)(b) and 72(4)(c) of the Company's Constitution and Section 34(1) of the Securities Industry (Central Depositories) Act, 1991 to issue a General Meeting Record of Depositors as at 27 November 2025. Only a depositor whose name appears on the Record of Depositors as at 27 November 2025 shall be entitled to attend, speak and vote at the said meeting or appoint proxy(ies) to attend, speak and/or vote on his/her behalf.*

* *Please strike out whichever is not desired. (Unless otherwise instructed, the proxy may vote as he/she thinks fit)*

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STAMP

The Secretary
MYCRON STEEL BERHAD
Suite 11.05, 11th Floor
No. 566, Jalan Ipoh
51200 Kuala Lumpur

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NOTICE
There will be no distribution of door gift

www.mycronsteel.com



MYCRON STEEL BERHAD

200301020399 (622819-D)

Lot 717, Jalan Sungai Rasau, Seksyen 16,
40200 Shah Alam, Selangor, Malaysia.
Tel : 603 - 5510 6608 Fax : 603 - 5510 3720
Email : enquiry@mycronsteel.com