



SUSTAINABILITY STATEMENT

The Board of Directors (“Board”) recognises the importance of prioritizing sustainability in driving its long-term business growth as well as creating shared value for its stakeholders. This Sustainability Statement reports on the Group’s sustainability journey in terms of performance, progress and management of its Environmental, Social and Governance (“ESG”) risks and opportunities during the financial period from 1 July 2023 to 30 June 2024.

ABOUT THIS STATEMENT

Scope and Boundary

This Sustainability Statement focuses on the Environmental, Social and Governance impacts of the Group’s 2 main business operations of oil palm plantation estate management in Indonesia and property development in Malaysia that are material to both our organisation and stakeholders.

Reporting Guidelines

This statement is prepared in accordance with Bursa Malaysia’s Main Market Listing Requirements (“Listing Requirements”) with particular reference to:-

- a. 3rd Edition of Bursa Malaysia’s Sustainability Reporting Guide and Toolkits
- b. 4th Edition of Bursa Malaysia’s Corporate Governance Guide

We also support the United Nations Sustainable Development Goals (“SDGs”) and align our sustainability priorities with the relevant SDGs.

ASSURANCE STATEMENT

As part of the Company’s continuous effort to strengthen the credibility of the Sustainability Statement, data for the following Subject Matters which are disclosed in the Sustainability Statement for the financial year ended 30 June 2024 (“FY2024”) has been verified by the Company’s Internal Auditors using a sampling approach.

The review was conducted in accordance with the reporting scope and boundaries set by Management as detailed in the Sustainability Statement for FY2024. This Statement has undergone thorough review by our Sustainability Steering Committee (“SSC”) and the Audit and Risk Management Committee (“ARMC”) and has been fully endorsed by the Board of Directors of GLB.

In order to continuously improve our reporting and sustainability efforts, we welcome all feedback, ideas and comments from our stakeholders. Please direct enquiries, feedback or comments on GLB’s Sustainability Statement FY2024 via the following email: sustainability@glbhd.com

OUR APPROACH TO SUSTAINABILITY

SUSTAINABILITY FRAMEWORK

GLB has enhanced its sustainability framework to harmonise with its business strategy, guided by the Group’s vision and mission. Our framework aims to address stakeholder needs, minimise environmental footprint, and foster positive contributions to the communities in which we operate. Our sustainability framework emphasises three key focus areas: Environmental Sustainability, Social Sustainability and Governance Sustainability. We endeavour to achieve specific objectives within each focus area by addressing concerns related to our material matters.

Our focus areas:



SUSTAINABILITY GOVERNANCE

Sustainability Governance Structure



STAKEHOLDERS ENGAGEMENT

Our stakeholders are integral to GLB's ongoing sustainability growth and development. Therefore, it's vital that we actively seek to understand their relevant issues and concerns. Our objective is to foster strong, enduring relationships with all stakeholders, meeting their needs and expectations while minimising the impact of our operations for a sustainable future.

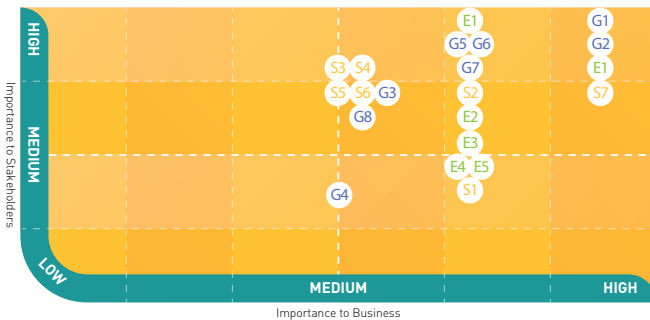
The table below lists our key stakeholder groups and their respective areas of interest as well as methods by which we engage them.

STAKEHOLDERS	ENGAGEMENT PLATFORMS	AREA OF INTEREST OF CONCERNS	OUR RESPONSE
Shareholders, Financiers & Investors 	<ul style="list-style-type: none"> Financial reports and announcements General meetings Annual report Press releases Corporate website 	<ul style="list-style-type: none"> Business strategies and future plan Return on investments Financial and operational performance Good management and corporate governance Sustainability initiatives 	<ul style="list-style-type: none"> Timely updates on the Group's strategy and financial performance via announcements Uphold good governance practices across the Group Monitor sustainability performance and targets via Bursa Malaysia ESG Reporting Platform
Government Agencies & Regulators 	<ul style="list-style-type: none"> Compliances to laws and regulations Participation in government and regulatory events Periodical reporting 	<ul style="list-style-type: none"> Regulatory compliance Corporate governance practices 	<ul style="list-style-type: none"> Regular review and monitor to ensure full compliance with regulatory requirements Adoption of practices outlined in the Malaysian Code on Corporate Governance
Employees / Workers 	<ul style="list-style-type: none"> Internal communications Workshops and trainings Employee engagement survey Employee engagement events 	<ul style="list-style-type: none"> Business growth and strategic direction Inclusive workplace Remuneration and benefits Career development and upskilling opportunities Occupational safety & health 	<ul style="list-style-type: none"> Promote transparent communication with employees Provide equal employment opportunities without discrimination Offer industry-competitive benefits and remuneration packages Provide relevant upskilling and development opportunities Ensure compliance with Occupational Safety and Health Act 1994 [Act 514] and UU No.1 1970 Keselamatan Kesehatan Kerja (K3)
Customers 	<ul style="list-style-type: none"> Customer support channels (i.e. website, email) Regular meetings Showrooms 	<ul style="list-style-type: none"> Customer satisfactions (i.e. high quality products and services with minimal defects) Customer experience (i.e. speed of customer service response) Innovative in enhancing the quality of deliverables Consumer data privacy 	<ul style="list-style-type: none"> Adhere to quality standards Adhere to the Personal Data Protection Act 2010
Suppliers / SubContractors 	<ul style="list-style-type: none"> Regular meetings Quality audit on products and services Contract negotiation Procurement agreement 	<ul style="list-style-type: none"> Transparency in procurement processes Business growth and timely payment 	<ul style="list-style-type: none"> Emphasis on provision of transparent procurement processes Regulatory compliance
Communities 	<ul style="list-style-type: none"> Recurrent dialogues and engagement meetings CSR events Training and briefing sessions 	<ul style="list-style-type: none"> Contribution towards local economy and community Local employment opportunity Health and wellbeing of local communities Sharing of agriculture best practices Occupational Safety, Health and Environmental awareness matters 	<ul style="list-style-type: none"> Investment in welfare to improve community wellbeing
Analyst / Media 	<ul style="list-style-type: none"> Media releases or media briefings Financial reports and announcements General meetings 	<ul style="list-style-type: none"> Transparency in communicating information and updates on business performance 	<ul style="list-style-type: none"> Provide transparent communication through announcements Corporate governance, compliance and sustainability practices

MATERIALITY ASSESSMENT

A materiality assessment is a structured approach for identifying, assessing and prioritising relevant material sustainability matters according to their importance and impact on business operations and stakeholders. The Group’s Material Sustainability Matters were reviewed during the financial year and there are some additions were made to the list.

ESG MATERIALITY MATRIX



MANAGEMENT APPROACH FOR MATERIAL MATTERS

RESPONSES TO SUSTAINABLE DEVELOPMENT GOALS (“SDG(s)”)

The Group recognises the importance and supports the UN SDGs initiative which was launched in 2015. As such, the Group has established programmes to ensure we operate sustainably and responsibly, following our long-standing commitment to ethical corporate citizenship and promoting sustainability in all our activities. All the SDGs are relevant to our operations to varying degrees and we strive to contribute to many of these goals.

MATERIAL SUSTAINABILITY MATTERS

A. ENVIRONMENTAL IMPACT



(i) Environmental Compliance Plantation Division

We are deeply committed to safeguarding biodiversity, ensuring measures are in place to minimise human-wildlife conflicts in our operational areas, maintaining and enhancing high conservation value (HCV) areas and implementing wildlife conservation programmes to protect these areas. Proactive management of human-wildlife conflicts are managed responsibly and effectively through establishment of a Standard Operating Procedures.

(i) Environmental Compliance (cont’d) Plantation Division (cont’d)

In addition, GLB abides by strict policies on zero deforestation, zero burning, greenhouse gas emission and haze management, and peatland protection.

GLB continues to prioritise the prevention and management of forest fires across our operations. We utilise our satellite-based Hotspot Alert Dashboard to track, report, and respond to hotspots within our operations and neighbouring regions on a daily basis. Apart from drones, we utilised fire towers and closed-circuit camera in Indonesia to enable early detection of wildfires across our plantation and neighbouring areas.

Our Company organizes annual fire-fighting exercises in collaboration with local authorities, including the police, army, and local communities, alongside our own fire-fighting teams. We are pleased to report that in FY2024, there were zero instances of non-compliance or environmental-related penalties in these aspects.

These activities are integral to the ISPO certification, which the Group has consistently maintained since its initial achievement. This certification provides stakeholders with a reliable assurance that the Group’s product is produced sustainably, responsibly, and ethically, with comprehensive safeguards in place to mitigate risks. As a testament to our commitment to sustainability, we have successfully completed our ISPO surveillance audit with zero findings for our PT Tasnida Agro Lestari (“PT TAL”) and PT Sumber Bumi Serasi (“PT SBS”) estates.



Property Division

The Group recognises the significant potential impact that construction activities can have on biodiversity and is committed to preserving the flora and fauna of the environment.

(ii) Sustainable Design and Practices



Plantation Division

With a deep sense of responsibility towards our planet, we are dedicated to minimising our environmental impact through sustainable practices, innovation, and responsible resource management.

MATERIAL SUSTAINABILITY MATTERS

(ii) Sustainable Design and Practices (cont'd) Plantation Division (cont'd)

We are committed to conducting our operations sustainably, ensuring that all activities benefit people and the planet while delivering profitability for the company, in alignment with the 3P principles: People, Planet, and Profit.

Property Division

We uphold strict adherence to our policies that safeguard product quality and safety. To further ensure quality and safety, all products undergo rigorous evaluation by our professional architects and engineers. These products must meet and receive approval from accredited quality standards, including SIRIM, SPAN, BOMBA, and Suruhanjaya Tenaga.

We have established initiatives to increase awareness among our employees in efforts to reduce waste such as advocating the use of paperless documents by going digital, reuse items such as paper and segregation of non-recyclable and recyclable waste. Waste segregation has been done by placing different bins in and around our offices.

(iii) Biodiversity, Conservation and Land Use



Plantation Division

We are dedicated to the preservation of primary forests, peatlands and areas classified as High Conservation Value ("HCV") within our locations of operation, encompassing areas rich in biodiversity, rare and at-risk species, as well as areas with essential natural resources and services crucial for fulfilling the basic requirements of local communities. HCV areas are clearly demarcated and marked with signs and banners to ensure they are recognized by our employees and the local community. These areas are also communicated to the local community through regular meetings and briefings. To date, there have been no instances of infiltration by the local population.

(iv) Waste Management



(iv) Waste Management (cont'd) Plantation Division

Through diligent monthly monitoring conducted by qualified personnel, we ensure the proper handling of scheduled waste, emphasizing our dedication to regulatory compliance and environmental stewardship. This commitment extends to the enhancement of our recycling programme, where awareness training sessions for all workers, including those in housing areas, strengthen our eco-friendly initiatives. Adequate and properly designated dumping pits for household waste have been provided, with separate areas for organic and non-organic waste. Scheduled waste is collected regularly by appointed waste collectors. These pits are strategically located away from residential areas and water bodies. To date, no issues have been identified in this regard during JSPO audits.

Property Division

The D'Sini project employs an innovative aluminium formwork system for on-site casting, ensuring consistent structure dimensions and quality finishes while improving project scheduling. Made from structural-grade aluminium alloy, this system is environmentally friendly, adaptable, flexible, accurate, and quick to install. Its design allows for repeated use over a long lifespan, making it both cost-effective and sustainable.

We prioritize recycling valuable building materials like steel bars, timber, concrete, aluminium, plastic, and glass to minimise waste and maximise resource efficiency. For example, we collect and resell scrap iron for recycling, supporting the circular economy and reducing the environmental impact of resource extraction and manufacturing.

(v) Energy and Water



Plantation Division

Our estates primarily rely on diesel fuel for machinery, agricultural equipment and vehicles. In FY2024, we consumed 1,228,960 liters of diesel and petrol across 4 main estates. We recognize the need to reduce our dependence on fossil fuels and are exploring ways to improve efficiency and transition to cleaner alternatives.

Water resources is of utmost importance to the environment, human health and local wildlife. In line with our efforts to conserve water on our estates, the following measures have been put in place:

- a) The fitting of workers' housing with water tanks to harvest and store rain water at the oil palm estates;

MATERIAL SUSTAINABILITY MATTERS (cont'd)

(v) Energy and Water (cont'd)

Plantation Division (cont'd)

- b) Stacking of oil palm fronds along the inter-row of oil palm trees to retain moisture at the Group's oil palm estates;
- c) Application of Empty Fruit Bunch (EFB) at the Group's oil palm estates as mulch to retain soil moisture;
- d) Maintenance of buffer zones and riparian reserves at the Group's oil palm estates to minimise soil run-off and act as a filter to minimise pollution to the waterways;
- e) Regular maintenance of drainage and water pipe system in the Group's estates;
- f) Plant leguminous cover crops to reduce evaporation water losses and conserve soil moisture storage;
- g) Water conservation pits are constructed where practicable to collect water to preserve soil moisture.

Property Division

We are committed to implementing water conservation initiatives and raising employees' awareness on proper water management at all our premises and sites.

These initiatives include:

- Implement rainwater harvesting systems for our sites to reduce water dependency on municipal water.
- Reduce water wastage through regular checking and scheduled maintenance of toilets, pantries, etc.

The total water consumption for the Group was 66.99 megalitres.

B. SOCIAL IMPACT



(i) Plasma Scheme

Besides ensuring a continuous and reliable supply of palm oil, the partnership sees GLB helps to improve the living standards of smallholder farmers by raising productivity of their plantations, thereby increasing their incomes. Under the partnership, GLB trains the plasma smallholders in managing their oil palm plantations in the most sustainable and productive ways, assisting them to acquire bank loans (used to start or run their farms) and also in repaying these debts. An area equivalent to 20% of the company's land has been set aside as a plasma scheme for the local community. The management of this area is fully supported by the company in terms of advice and field maintenance.

(ii) Occupational Safety and Health



Plantation Division

We utilise robust systems such as Hazard Identification, Risk Assessment and Risk Control (HIRARC) as guidelines to systematically identify, mitigate and manage potential hazards and environmental concerns related to Health, Safety and the Environment (HSE).

Within our Plantation Division, we have 5 dedicated employees with Occupational Safety and Health qualifications who are registered with the Department of Human Resources as qualified safety officers. In accordance with local regulations, two qualified environmental coordinators are also available on site.

GLB organises various training programmes every year to keep staff and workers abreast with the necessary safety measures and best practices within their respective workplaces.

HSE Training	FY2023	FY2024
Plantation	37	20
Property	3	2

Property Division

GLB's efforts to manage safety and health in the workplace includes conducting a risk assessment to identify hazards and risks in the workplace and putting measures in place to ensure these hazards and risks will not cause harm to employees and third parties.

Group

In GLB, we prioritise employees welfare, rights and a secure workplace. We have in place an Occupational Safety, Health and Environmental Committee to safeguard our stakeholders. Our **Occupational, Safety, Health and Environmental Policy** as well as Standard Operating Procedures supports our actions to prevent and eliminate any risk of occupational injury and illness to personnel. We also have a qualified safety officer for our Property Division to ensure compliance with safety regulations and standards.

HSE training is carried out regularly. In FY2024, a total of 6 employees have completed OSH-related training. The diagram below highlights various HSE-related programmes across the Group.

In FY2024, the Group recorded a Lost Time Injury ("LTI") frequency rate of 0.97 compared to 0.89 in FY 2023, but the number of cases decreased by 1 case of 4%. The reduction of total workforce by 156 employees contributes to the higher LTI rate in FY2024.

The Group's target is to achieve zero accidents through continuous safety and health monitoring and corrective actions. In FY2024, GLB achieved zero fatality cases at all site operations and also all estates in Indonesia.

MATERIAL SUSTAINABILITY MATTERS (cont'd)

(ii) Occupational Safety and Health (cont'd) Group (cont'd)

Our highest priority is ensuring the health, safety, and well-being of our employees and all workers on site, a commitment we uphold through diligent oversight and ongoing improvement efforts. The presence of an incident reporting mechanism enables us to record occurrences, leading to the development of mitigation plans and preventive measures aimed at reducing workplace incidents.

	FY2023		FY2024	
	Plantation	Property	Plantation	Property
No. of fatalities	0	0	0	0
Lost time incident rate	0.89	0	0.97	0

(iii) Talent Retention and Development



Group

Empowering our people to excel enables the growth and success of the Group. To achieve this goal, we offer continuous learning opportunities designed to support our employees' personal and professional development. In FY2024, we remain committed to investing in training and development programmes, utilising both physical and online channels. We spent 1,006 hours on training, both in internal and external learning and development programmes. We have conducted a 6-month C-suite management training which focuses on enhancing leadership capabilities, fostering innovative thinking, improving decision-making processes, and promoting a deep understanding of market dynamics and organizational behavior.

Employee Category	Total hours of training 2024
Management	46
Executive	743
Non-executive/others	217

Our Group's turnover decreased to 573 in FY2024 from 723 in FY2023, representing a 21% overall reduction. This improvement is the result of enhancing our reward schemes, building a robust talent pipeline, and continuously strengthening our talent development programs.

(iii) Talent Retention and Development (cont'd) Group (cont'd)

Succession planning is crucial for the long-term performance of our Group as we embrace sustainability initiatives. Our Nomination Committee which oversees the succession planning, reviews the Group's human resources plan, including the succession management framework and activities. Succession planning will be executed across the Group in stages, with training programs tailored for managerial staff.

GLB assesses employee satisfaction through indirect indicators such as turnover and absenteeism, considering these as potential signals of underlying organisational issues that may reduce employee contentment.

In this ever-changing business environment, we recognise the significance of continuous training and development for our employees in sharpening their skills and knowledge. The Group conducts Training Needs Analysis as well as annual performance review in order to provide employees with the right training.

(iv) Human Rights



Group

At GLB, we are dedicated to upholding the rights of every employee, recognising the inherent value of their talents and ensuring they are treated with dignity, respect, and fairness. Our Board and Management team are instrumental in establishing ethical guidelines throughout the organisation, demonstrating our unwavering dedication to human rights and the welfare of every individual.

We are devoted to giving top priority to health and safety in the workplace, upholding the right to decent work, supporting freedom of association, promoting equal opportunities, and ensuring protection against discrimination.

In FY2024, GLB's business practices are fully aligned with the Employment (Amendment) Act 2022. We strictly oppose any form of child labor or forced labor and are committed to upholding the working hour regulations mandated by the Act. Our property business division has ensured that these compliance requirements are enforced within our operations. This includes mandating strict adherence to the Employment (Amendment) Act 2022 by our main contractors and their subcontractors, reinforcing our commitment to ethical labor practices and legal compliance at every level of our business partnerships.

MATERIAL SUSTAINABILITY MATTERS (cont'd)

(iv) Human Rights (cont'd)

Access to grievance mechanisms

We have established a mechanism to allow employees to report and resolve complaints or conflicts within our organization. This platform provides individuals with an avenue to voice their concerns openly. Our employees are regularly informed through town hall meeting and emails about our grievance handling process and **Whistleblowing Policy and Procedures**.

We prioritize the swift and effective resolution of policy violations and inappropriate behavior, ensuring that victims of human rights violations have access to remediation and redress processes. Our goal is to achieve zero incidents of socioeconomic non-compliance.

	2024	Target
Number of substantiated complaints concerning human rights violations	Nil	Nil

(v) Employees Engagement and Welfare



Plantation Division

GLB fosters a culture of engagement and inclusion through a range of activities such as team building, festive season celebration and etc. We have also encouraged our employees to improve their physical well-being through participation in our Group sports events.

In addition, GLB has established the Koperasi Karyawan, a platform providing financial assistance and support to employees through fundraising activities. In FY2024, the Koperasi extended loans totaling IDR 137 million to 42 members, compared to IDR 68 million distributed to 44 members in FY2023.

All employees are fairly remunerated according to Upah Minimum Provinsi in accordance with local labour laws.



(v) Employees Engagement and Welfare (cont'd)

Property Division

We are dedicated to continually enhancing the quality of accommodation provided to our workers, recognising that this is crucial for ensuring their welfare and well-being. The living spaces provided to our workers adhere to the required standards, including the provision of adequate amenities and facilities. We meticulously allocate an appropriate number of workers to each living space, ensuring that they have sufficient room and access to essential amenities.

We have established a mechanism to receive, document, and resolve complaints or grievances, which is accessible to all, whether within or outside our organisation, who have concerns about potential acts of wrong doing. This platform provides individuals with an avenue to voice their concerns openly. Our employees are informed about our grievance handling process and **Whistleblowing Policy and Procedures**.

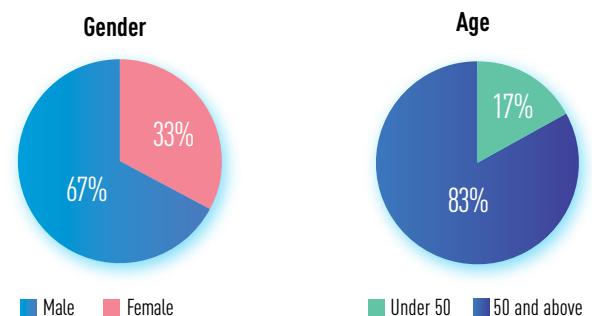


(vi) Diversity, Equity and Inclusion



The Nomination Committee endeavours to create a diverse pipeline with a good mix of people with varied experiences and backgrounds to enrich the organisation including board composition. During the fiscal year under review, GLB had 33% women directors on its board of the holding company. Furthermore, the age distribution within our Board of Directors shows that 17% fall between 30-50 years old, while 83% are above 50, a composition that has remained constant over the past few years.

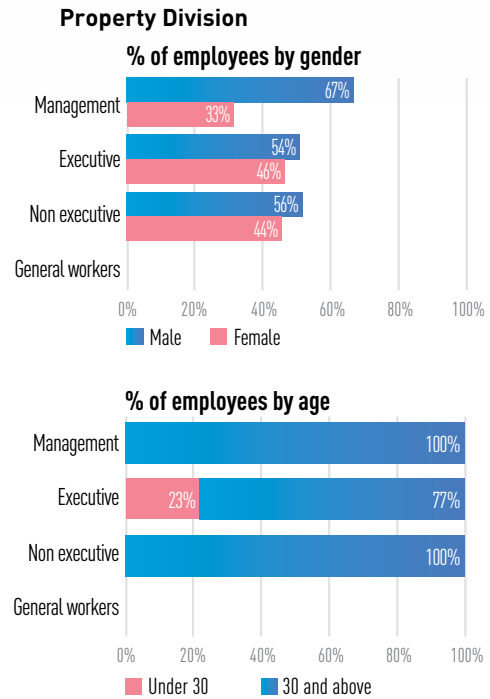
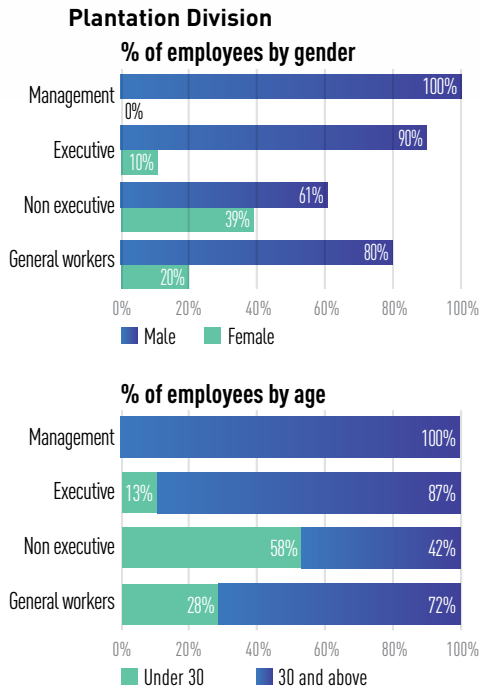
Board Diversity



MATERIAL SUSTAINABILITY MATTERS (cont'd)

(vi) Diversity, Equity and Inclusion (cont'd)

We find strength from the diversity and inclusivity that characterise our workplace. As at 30 June 2024, the total number of employees stood at 1,328 employees with 21% being female and the remaining 79% being male. It is important to note that the predominance of male employees is largely attributed to the nature of our industry, where general labour roles are traditionally filled by males.



(vii) Community Engagement and Development



Plantation Division

As part of its CSR programme, GLB has invested RM37,866 in various initiatives, including subsidising diesel for generators, financial assistance for primary school children and other welfare initiatives for local communities.

Property Division

During FY2024, our Company donated some used computers to Rumah Limpahan Kasih Puchong Perdana, providing the orphans with valuable resources for education and personal development. In June 2024, a community clean-up event at Subang Lake was organised to preserve the local ecosystem, fosters a sense of community among participants, and improves the company's public image by showcasing its dedication to sustainable and socially responsible practices.



C. GOVERNANCE IMPACT

GROUP

(i) Board Stewardship and Governance Practices



We abide by the Malaysian Code on Corporate Governance (MCCG), ensuring our corporate strategy, risk management, and business conduct align with ethical principles and best practices. Details of our corporate governance framework are outlined in the Corporate Governance Overview Statement on pages 27 to 46 of the Annual Report.

During the financial year, we have zero incident which is in breach of regulatory compliance.

(ii) Product and Service Quality



Product and service quality are fundamental principles deeply rooted in GLB's culture. Our history of success stems from delivering goods and services that instil confidence in our customers and this has gained us as one of the market leaders in this industry.

MATERIAL SUSTAINABILITY MATTERS (cont'd)

GROUP (cont'd)

(ii) Product and Service Quality (cont'd)

To achieve this, it demands a holistic approach to quality and safety throughout our entire value chain.

The Plantation Division is actively working on obtaining ISPO (Indonesian Sustainable Palm Oil) certification for all its estates. Currently, two estates have achieved ISPO certification. The Group remains committed to reaching its goal of 100% ISPO certification across all estates.

Our D'Sini project has achieved Green RE certification which is a top-rated green certification tool to uphold the standards of the growing green buildings of Malaysia.

(iii) Data Privacy and Protection



The Group respects the privacy and confidentiality of our directors, employees, workers, counterparties, business partners and customers' personal data. In adhering to the laws and regulations as well as the Group's Code of Conduct, personal data is to be processed only if all legal requirements are met. In addition, we have established a comprehensive **Corporate Disclosure Policy** outlining guidelines for the proper disclosure of material information related to the company. It addresses the company's commitment to regulatory compliance, overseen by the board of directors, with designated spokespersons for communication, clear procedures for electronic and written disclosures, management of forward-looking information, regulation of third-party contacts, handling of rumours, meticulous record-keeping, stringent confidentiality measures, Annual General Meeting ("AGM") protocols, and regular reviews to adapt to market trends and regulatory shifts.

Robust measure has been implemented, including the deployment of antivirus software across all company devices, conducting monthly scans to detect and mitigate potential threats promptly. We also conducted regular trainings and communications to employees in order to effectively ensure data privacy is appropriately managed in a secure and controlled environment. In FY2024, we recorded zero substantiated complaints concerning breaches of customer privacy and zero cases of identified leaks, thefts, or loss of customer data. We will continue to protect our customer's data privacy across all Divisions. Our Privacy Policy is reviewed regularly in compliance with the Personal Data Protection Act 2010.

GROUP (cont'd)

(iii) Data Privacy and Protection (cont'd)

For Plantation Division, as part of our comprehensive Data Backup and Disaster Recovery Plan, we have taken proactive measures by establishing a state-of-the-art co-location data center, ensuring enhanced data security, redundancy, and business continuity in the event of unforeseen disruptions.

(iv) Governance and Regulatory Compliance



Our commitment to effective corporate governance extends to ensuring a diverse and well-balanced Board of Directors. We recognise that a diverse Board enhances decision-making, fosters innovation, and reflects the varied perspectives of our stakeholders. We take multiple approaches in determining the composition of the Board.

GLB's Board Selection Approach

Directors' Fit and Proper Policy	Assess each Director's essential skills and attributes, including character, integrity, knowledge, commitment, independent judgment, and experience, for meaningful contributions to the Company.
Diversity Policy	Promoting diversity based on a good blend of competencies, skills, experience, age, gender, ethnicity, cultural background and other relevant factors.
Guidelines of Directors' Independence Assessment	A guide for having a good balance of independence to foster impartial decision making and governance oversight.
Nomination Committee	Oversee the appointment process, succession planning as well as ensuring that the Board composition aligns with the regulations.

GOVERNANCE IMPACT (cont'd)

GROUP (cont'd)

(iv) Governance and Regulatory Compliance (cont'd)

GLB took comprehensive steps to instill and then to maintain ethical conduct throughout our operations. We insist on strict adherence to our established anti-corruption policies in line with Section 17A of the Malaysian Anti Corruption Commission (Amendment) Act 2018, the Malaysian Code on Corporate Governance (MCCG) and any other applicable laws and regulations. During the financial year, the Internal Auditors reviewed our Anti-Bribery and Anti-Corruption ("ABAC") practices to ensure the Group's adherence to Adequate Procedure requirements.

GLB's efforts to uphold good ethics and high standards of integrity, governance and responsible business practices. This includes policies, procedures and initiatives to build awareness and prevent bribery and corruption within GLB.

(v) Supply Chain Management



Our procurement practices involve engaging multiple suppliers for each item, to ensure a seamless and sufficient supply of materials. To underscore our dedication to ensuring supply chain resilience and supporting local businesses, we prioritize local suppliers, provided they meet our price, quality, performance, and ethical standards. The following is a summary of the proportion of spending on local suppliers.

Proportion of spendings on local suppliers	FY2023 %	FY2024 %
Plantation	100	100
Property	100	100

GROUP (cont'd)

(vi) Customers Satisfaction



Property Division

We are dedicated to achieving complete customer satisfaction by consistently delivering high-quality products and services. We believe that fostering a loyal customer base is key to our business growth and success. To provide exceptional service, we regularly engage with customers, listen to their feedback, and understand their needs.

MOVING FORWARD

In conclusion, our commitment to sustainability goes beyond mere rhetoric, it is embedded in our organisation and informs every decision we make. We recognise that sustainable business practices are not just a moral imperative but also a strategic advantage in today's dynamic business landscape.

PERFORMANCE DATA TABLE FROM ESG REPORTING PLATFORM

GLB as a Listed Issuer is required to provide mandatory ESG disclosures as part of the Main Market Listing Requirements, in line with the enhanced Sustainability Reporting Guide, 3rd Edition. The following performance data table, downloaded from the ESG Reporting Platform summarises indicators that are pertinent against our Material Matters.



SUSTAINABILITY STATEMENT (cont'd)

Indicator	Measurement Unit	2023	2024
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Management	Percentage	100	50
Executive	Percentage	82	79
Non-executive/Technical Staff	Percentage	2	2
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0	0
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	228,651	37,866
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	20,443	21,040
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	0
Management 30 and above	Percentage	100	100
Executive Under 30	Percentage	16	16
Executive 30 and above	Percentage	84	84
Non-executive/Technical Staff Under 30	Percentage	42	45
Non-executive/Technical Staff 30 and above	Percentage	58	55
General Workers Under 30	Percentage	34	28
General Workers 30 and above	Percentage	66	72
Gender Group by Employee Category			
Management Male	Percentage	67	75
Management Female	Percentage	33	25
Executive Male	Percentage	77	79
Executive Female	Percentage	23	21
Non-executive/Technical Staff Male	Percentage	67	60
Non-executive/Technical Staff Female	Percentage	33	40
General Workers Male	Percentage	79	80
General Workers Female	Percentage	21	20
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	67	67
Female	Percentage	33	33
Under 50	Percentage	17	17
50 and above	Percentage	83	83
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	12,422	11,928
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.89	0.97
Bursa C5(c) Number of employees trained on health and safety standards	Number	4	6
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Management	Hours	124	46
Executive	Hours	1,730	743
Non-executive/Technical Staff	Hours	15	25
General Workers	Hours	0	192
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	91	89
Bursa C6(c) Total number of employee turnover by employee category			
Management	Number	1	0
Executive	Number	26	18
Non-executive/Technical Staff	Number	14	10
General Workers	Number	682	545
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100	100
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
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	67	67