SUSTAINABILITY STATEMENT

IRIS Group Berhad ("IRIS") remains firmly committed to sustainability as a guiding principle in shaping both our long-term corporate strategy and our day-to-day operations. We strive to conduct our business in a manner that is environmentally responsible, socially inclusive, and grounded in sound governance.

This Sustainability Statement presents an overview of our stakeholder engagement activities, material sustainability matters, and our Environmental, Social, and Governance ("ESG") performance for the financial year ended 31 March 2026 ("FY2026").

This Statement has been prepared in accordance with the ACE Market Listing Requirements of Bursa Malaysia as well as in reference to the following frameworks and standards:

- National Sustainability Reporting Framework ("NSRF")
- Global Reporting Initiative (GRI) Sustainability Reporting Standards
- FTSE4Good Bursa Malaysia (F4GBM) Index
- Malaysian Code on Corporate Governance (MCCG)

In addition, IRIS strongly supports the United Nations Sustainable Development Goals ("UN SDGs") and continues to progressively integrate these goals into our sustainability practices.

In FY2026, the Group's ESG rating improved to 3.6 from 3.2 in FY2025 thus maintaining our 3-Star rating in the FTSE4Good Bursa Malaysia Index ("F4GBM"). This continued recognition underscores our ongoing commitment to transparency, ethical governance and the integration of robust ESG practices across our operations.

SCOPE OF REPORTING

This Statement covers the sustainability performance of IRIS and its wholly-owned subsidiaries in Malaysia for FY2026, unless otherwise stated. It provides an overview of the Group's consolidated performance, strategic initiatives, and material developments during the reporting period. Guided by global sustainability reporting standards, it includes comparative historical information, where relevant and available, to enhance transparency and comparability.

STATEMENT OF ASSURANCE

This FY2026 Sustainability Statement has been subjected to an internal review coordinated by the Sustainability Working Group and reviewed by Management. Based on the internal review performed, the Board is of the view that the Sustainability Statement has been prepared in accordance with Bursa Malaysia's Listing Requirements and the applicable sustainability reporting standards, in all material respects. No independent external assurance was obtained for FY2026. The Group will continue to enhance its assurance approach and assess the feasibility of obtaining external assurance in the future.

SUSTAINABILITY STATEMENT

SUSTAINABILITY GOVERNANCE STRUCTURE

A robust governance structure ensures our ESG commitments are translated into measurable, reportable outcomes across all levels of the Group. Governance oversight flows systematically through a dedicated reporting chain:

IRIS Sustainability Governance Structure:

IRIS Board of Directors

Holds ultimate accountability and provides oversight of sustainability strategy, material ESG risks and opportunities, policies, performance and long term value creation.

Risk Management & Sustainability Committee (RMSC)

Provides Board-level oversight of sustainability and enterprise risk matters, including the review of material ESG risks and opportunities, sustainability targets, key initiatives, and progress updates, and recommends significant matters to the Board for consideration and approval.

Enterprise Risk Management & Sustainability Committee (ERMSC)

Provides Management-level oversight on enterprise risk and sustainability matters, including review of material matters, risk protocols, and sustainability priorities submitted by EMRSOC.

Enterprise Risk Management & Sustainability Organising Committee (ERMSOC)

Oversees the working group, synthesising cross-functional sustainability initiatives and monitoring milestones across various business units.

Sustainability Working Group (SWG)

Operates at the ground level, supporting day-to-day data tracking, target implementation, and operational execution.

This integrated governance hierarchy ensures clear cross-functional accountability, robust risk alignment, and the seamless inclusion of ESG considerations into high-level strategic decision-making across the Group.

SUSTAINABILITY STATEMENT

SUSTAINABILITY POLICY & CORE STRATEGY

In January 2026, the Board approved a newly released Sustainability Policy, formalising the transition of our sustainability framework to IRIS. This policy anchors our corporate commitment to integrating ESG principles into our core operations to drive long-term value creation for all stakeholders.

The policy applies across the Group, its subsidiaries, employees, and business partners, guiding both our domestic operations and our expanding international footprint.

IRIS Core Pillars of Commitment

Environmental Stewardship:

We reduce our footprint through energy efficiency, waste reduction, and climate action initiatives.

Social Responsibility:

We foster inclusivity, ensure a safe and healthy workplace, and support community well-being and human rights.

Governance, Ethics and Integrity:

We uphold transparency, integrity, and ethical practices, with clear accountability at every level.

Transparency and Reporting:

We conduct a comprehensive Sustainability performance review and publish the results in the Sustainability Statement of IRIS's Annual Report.

SUSTAINABILITY STATEMENT

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a cornerstone of the Group's sustainability approach. Regular engagement allows us to understand the evolving expectations, build trust and align our strategies with the interests of those who are most impacted by our operations.

Stakeholder Category	Interests & Expectations	Engagement Approach	Engagement Frequency
Investors and Shareholders	• Investment opportunities	Annual General Meeting	Annually
	• Long-term sustainability strategy and outlook	Extraordinary General Meeting	As required
	• Return in investment (ROI)	Quarterly and Annual Reports	Quarterly and annually
	• Dividends and rewards	Bursa announcements	As required
	• Governance on ESG risks/opportunities	Corporate website	Continuously
	• Transparency and disclosure	Social Media posts	Continuously
Customers	• Business outlook	Corporate website	Continuously
	• Market positioning	Social media interactions	Continuously
	• Transparency on products/services sustainability	Electronic Direct Mail	Continuously
	• Quality of products/services	Customer satisfaction survey	Annually
	• Product information	Technology update sessions	As required
	• Ethical and sustainable practices	Technology transfer and training programmes	As required
		Attend tradeshows	As required
		Exhibition stand	As required
Employees	• Safe and healthy work environment	HR Communication Portal	As required
	• Opportunities for professional/career growth and development	Performance management, reviews and feedback	Annually
		Continuous Learning / Training	Regularly
	• Work-life balance	Festive Celebration	As planned
		Employees Engagement activities	As planned
		CSR activities	As planned
Suppliers and Supply Chain Partners	• Local partnerships • Business relationships • Operational efficiencies • Sustainable and ethical procurement practices	Supplier Engagement	Continuously
	• Supply chain transparency and accountability	Supplier meetings	As required

SUSTAINABILITY STATEMENT

STAKEHOLDER ENGAGEMENT (CONT'D)

Stakeholder Category	Interests & Expectations	Engagement Approach	Engagement Frequency
Government and Regulatory Bodies	• Compliance with regulations and standards • Partnerships and collaborations • Advocacy for supportive policies and regulations: nation building agenda	Dialogue sessions with policymakers	When appropriate
		Regulatory audits	As required
		Meetings and briefings	As required
		Attending to queries	As required
		Attend events and tradeshows	When appropriate
		Exhibition stand	When appropriate
Community/ Society	• Corporate Social Responsibility	Sponsorships	As planned
		Charitable works	As planned
		Community outreach programmes	When appropriate
		Blood donation	As planned
	• Job creation for locals	Internship positions	Continuously
Industry Associations and Peers	• Fostering innovation	Industry conferences and tradeshows	Continuously
	• Collaborating on industry-wide sustainability initiatives	Working group collaborations	When appropriate
	• Advocacy for common interests • Knowledge exchange and pursuit	Information sharing platforms and networks	When appropriate
Technology and Business Partners	• Business collaboration	Technology compatibility assessments	When appropriate
	• Technology compatibility and integration	Electronic Direct Mail	When appropriate
		Collaboration platforms and forums	Continuously

SUSTAINABILITY STATEMENT

MATERIAL MATTERS

IRIS conducts periodic assessments of sustainability-related risks and opportunities through ongoing engagement with key stakeholders and consideration of relevant regulatory requirements, industry developments and emerging ESG trends. This process enables us to identify and prioritise matters that are most significant to our business, stakeholders and long-term value creation.

The following sustainability matters were identified as material to IRIS for FY2026. These matters were determined based on their potential impact on IRIS's business performance, strategic objectives and stakeholder interests.

Material Topic	Key Risks	Key Opportunities	Management Approach
Anti-Corruption	Legal penalties, fines, and damage to our corporate reputation.	Building strong trust with stakeholders and investors through an ethical culture.	• Enforcing our updated Anti-Bribery and Anti-Corruption (ABAC) Policy • 100% employee attendance at FY2026 awareness training.
Community Engagement	Low visibility of our social impact and missed opportunities for local partnerships.	Strengthening brand value by helping local communities build sustainable livelihoods.	• Partnering with verified NGOs and certified B Corps to run targeted community programs.
Climate Action	Business disruptions from severe weather and regulatory non-compliance	Emissions reduction and climate resilience	• Preparing for Scope 1, 2 & 3 Greenhouse Gas ("GHG") disclosures as per Bursa Malaysia's Sustainability reporting guidelines
Diversity	Aging workforce	Enhanced employee engagement, broader talent pool	• Cultivating a diverse work environment • Monitoring diversity data
Data Privacy & Security	Cyber threats, data breaches, and the subsequent loss of customer trust.	Earning stakeholder trust through excellent data protection and stewardship.	• Maintaining ISO/IEC 27001 information security certification • Enforcing IRIS Personal Data Protection Act ("PDPA") Policy.

SUSTAINABILITY STATEMENT

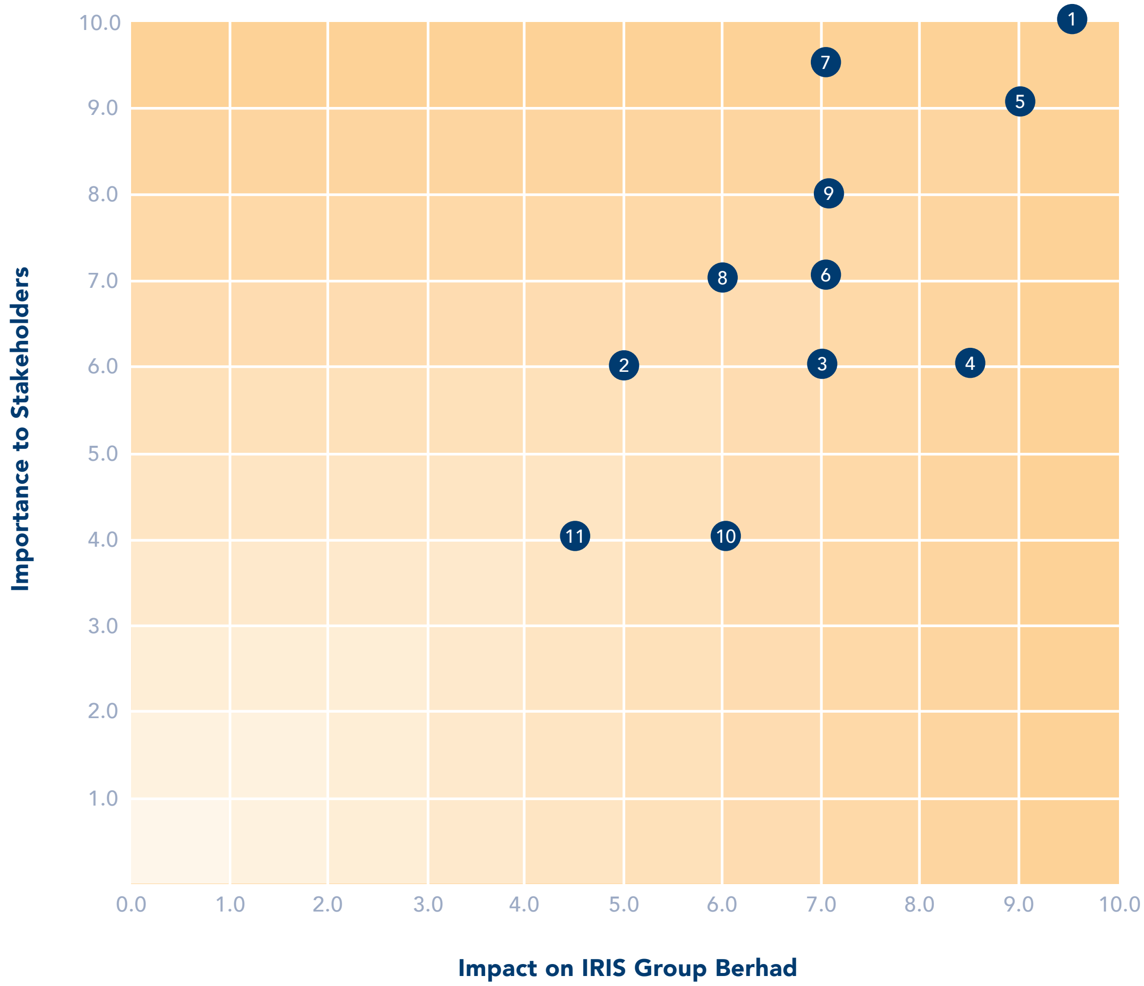
MATERIAL MATTERS (CONT'D)

Material Topic	Key Risks	Key Opportunities	Management Approach
Energy Efficiency	Rising operational costs and environmental penalties	Operational savings and supporting a circular economy through better resource use.	• Continuous maintenance of manufacturing plant and switching to more energy-efficient production processes.
Health & Safety	Workplace accidents, absenteeism, higher insurance costs, and legal liabilities.	Safer workplaces that keep employee morale and retention high.	• Providing continuous safety training for site workers and enforcing strict preventive hazard protocols.
Labour Practices & Standards	Skills gaps and low employee engagement	Talent retention, future-proofing skills, and creating clear upskilling benefits.	• Running targeted talent development programs, technical upskilling, and modern workforce planning.
Supply Chain Management	Non-compliance with ESG standards, reputational risk	Improved vendor compliance and reducing carbon footprint by increasing spending on local suppliers	• Enforcing a Global Vendor Code of Conduct across all supplier tiers. • Increasing spending on local suppliers
Waste Management	High disposal costs, regulatory fines, and environmental damage from poor waste handling.	Lowering environmental impact by recycling more and ensuring safe disposal of hazardous materials.	• Diverting recyclables from landfills and strictly managing hazardous waste through better tracking aligned with ISO EMS 14001
Water Management	Rising operational costs and penalties for environmental non-compliance.	Reducing water usage to lower costs and protect local water supplies.	• Carrying out water-saving initiatives across our facilities and training employees on conservation.

SUSTAINABILITY STATEMENT

FY2026 MATERIALITY MATRIX GRID

Materiality Matrix



1. Anti-Corruption
2. Community Engagement
3. Climate Action
4. Diversity
5. Data Privacy & Security
6. Energy Efficiency
7. Health & Safety
8. Labour Practices & Standards
9. Supply Chain Management
10. Waste Management
11. Water Management

SUSTAINABILITY STATEMENT

ENVIRONMENTAL PERFORMANCE

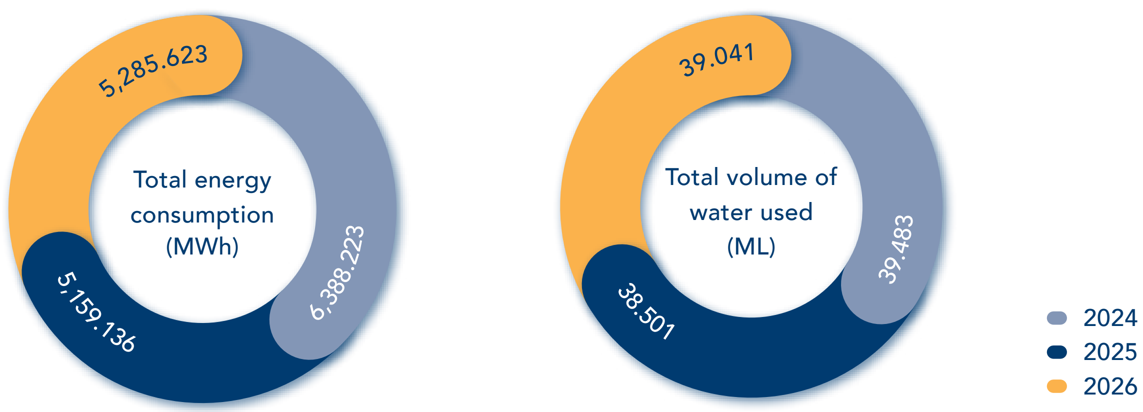
As part of our journey towards compliance with the International Financial Reporting Standards for Climate-related Disclosures ("IFRS S2"), IRIS has begun integrating climate-related risks and opportunities into our Enterprise Risk Management framework and risk register. We are also strengthening our climate data management capabilities in preparation for the disclosure of Scope 1, Scope 2 and Scope 3 GHG emissions, in line with Bursa Malaysia's ACE Market sustainability reporting requirements.

IRIS is committed to minimising our environmental footprint through responsible resource management, continuous improvement, and adherence to certified environmental standards across our operations.

RESOURCE MANAGEMENT

In FY2026, total energy and water consumption increased marginally from FY2025 by 2.5% and 1.4% respectively.

Our rooftop solar PV system supplied 291.304 MWh of clean electricity directly to our facilities. Installed in FY2025, the system continues to supply renewable energy to decrease our reliance on fossil fuels, lower our electricity costs and contribute to national efforts to promote green energy adoption.



Resource Consumption	Unit	FY2024	FY2025	FY2026	Achievement
Total energy consumption	Megawatt-hours (MWh)	6,388.223	5,159.136	**5,285.623**	2.5% increase from FY2025
Total volume of water used	Megalitres (ML)	39.483	38.501	**39.041**	1.4% increase from FY2025

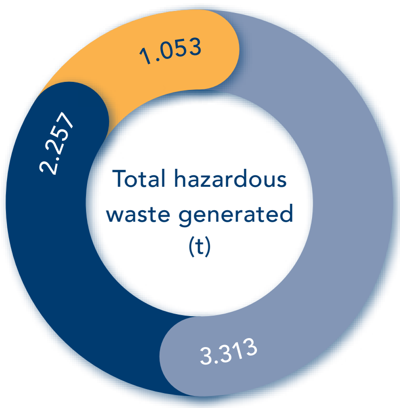
ENVIRONMENTAL PERFORMANCE

FY2026 saw considerable progress in our commitment to responsible waste management, particularly the reduction of hazardous waste generated by our manufacturing division. Total volume of hazardous waste generated dropped to 1.053 tonnes, marking a 53.34% decrease compared to FY2025.

The reduction in FY2026 reflects successful implementation of operational controls, material handling practices and waste minimisation strategies across our facilities.

These efforts are part of our broader environmental sustainability initiatives aimed at reducing the environmental footprint of our manufacturing activities.

In accordance with standard compliance guidelines from the Performance Data Table from Bursa Malaysia ESG Reporting Platform, environmental resource metrics are converted into standardised units (Megawatts, Megalitres and Metric Tonnes).



Environmental Performance Indicator	Unit	FY2024	FY2025	FY2026	Achievement
Total hazardous waste generated	Metric Tonnes (t)	3.313	2.257	**1.053**	Target: >3% YoY Reduction Actual: 53.4% decrease from previous FY
Total textile waste diverted from disposal	Metric Tonnes (t)	0.315	0.3738	**2.2217**	Upcycling and recycling on an uptrend
Major Chemical Spillage Incidents	NA	0	0	**0**	Achieved Target of Zero (0) incidents
Environment related fine or violation	NA	0	0	**0**	Achieved Target of Zero (0) fine or violation

SUSTAINABILITY STATEMENT

SOCIAL PERFORMANCE

In FY2026, IRIS remained committed to contributing meaningfully to the communities where we operate.

Our social strategy prioritises workplace safety, talent development, local economic preference, and meaningful community impact.

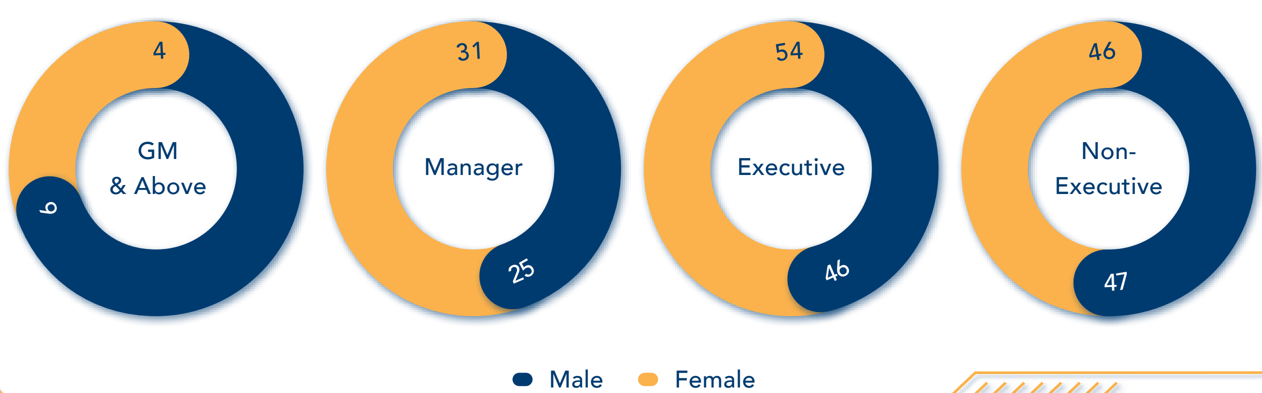
WORKFORCE DIVERSITY

At IRIS, we embrace diversity and inclusive employment practices as drivers of strength and innovation within our workforce.

Percentage of Employees by Gender:

Employee Category	FY2024		FY2025				FY2026			
	♂ Male	♀ Female	♂ Male		♀ Female		♂ Male		♀ Female	
GM & Above			11	3.99%	4	1.45%	**9**	**3.44%**	**4**	**1.53%**
Manager	220	238	24	8.70%	29	10.51%	**25**	**9.54%**	**31**	**11.83%**
Executive			44	15.94%	61	22.10%	**46**	**17.55%**	**54**	**20.61%**
Non-Executive			51	18.48%	52	18.84%	**47**	**17.94%**	**46**	**17.56%**
	48.00%	52.00%	130	47.10%	146	52.90%	**127**	**48.47%**	**135**	**51.53%**

Percentage of Employees by Gender in FY2026



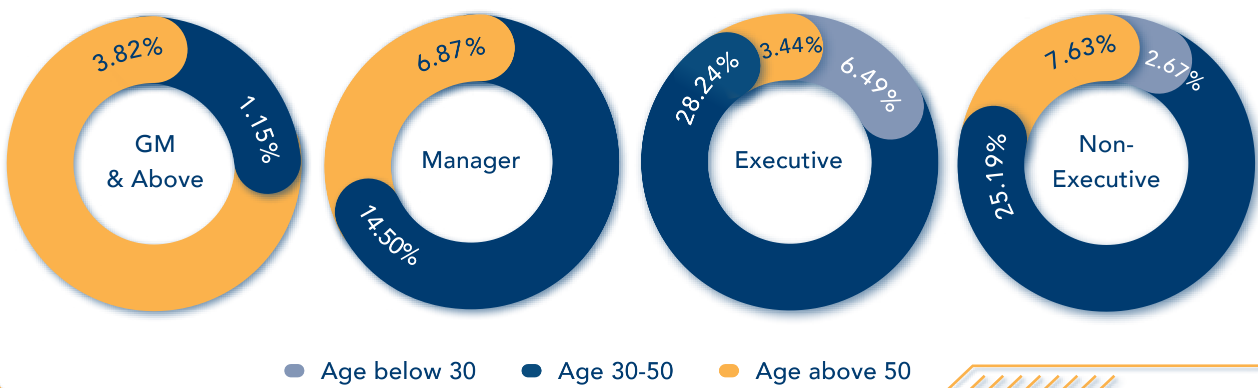
SUSTAINABILITY STATEMENT

SOCIAL PERFORMANCE

Percentage of Employees by Age Group:

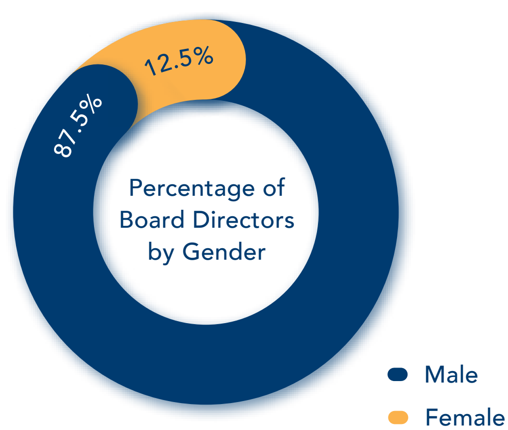
<table>
<tr><th rowspan="2">Employee Category</th><th colspan="3">FY2024</th><th colspan="3">FY2025</th><th colspan="3">FY2026</th></tr>
<tr><th>Age below 30</th><th>Age 30-50</th><th>Age above 50</th><th>Age below 30</th><th>Age 30-50</th><th>Age above 50</th><th>Age below 30</th><th>Age 30-50</th><th>Age above 50</th></tr>
<tr><td>GM & Above</td><td rowspan="4">11%</td><td rowspan="4">69%</td><td rowspan="4">20%</td><td>0.00%</td><td>1.81%</td><td>3.62%</td><td>0.00%</td><td>1.15%</td><td>3.82%</td></tr>
<tr><td>Manager</td><td>0.00%</td><td>12.32%</td><td>6.88%</td><td>0.00%</td><td>14.50%</td><td>6.87%</td></tr>
<tr><td>Executive</td><td>5.43%</td><td>28.99%</td><td>3.62%</td><td>6.49%</td><td>28.24%</td><td>3.44%</td></tr>
<tr><td>Non-Executive</td><td>1.81%</td><td>26.82%</td><td>8.70%</td><td>2.67%</td><td>25.19%</td><td>7.63%</td></tr>
<tr><td></td><td colspan="3">100%</td><td colspan="3">100%</td><td colspan="3">100%</td></tr>
</table>

Percentage of Employees by Age Group in FY2026



Percentage of Board Directors by Gender and Age Group in FY2026:

<table>
<tr><th rowspan="2">Gender</th><th colspan="3">♂ Male</th><th colspan="3">♀ Female</th></tr>
<tr><td colspan="3">87.5%</td><td colspan="3">12.5%</td></tr>
<tr><th rowspan="2">Age Profile</th><th colspan="2">Under 30</th><th colspan="2">30 to 50 yrs</th><th colspan="2">Over 50 yrs</th></tr>
<tr><td colspan="2">0%</td><td colspan="2">0%</td><td colspan="2">100%</td></tr>
</table>



SUSTAINABILITY STATEMENT

SOCIAL PERFORMANCE

WORKPLACE HEALTH AND SAFETY

At IRIS, the health and safety of our employees remain a top priority. We are committed to safeguarding our workforce through comprehensive safety protocols, including proactive risk assessments, targeted training initiatives, and a robust system for incident reporting and investigation. This structured and preventative approach not only mitigates potential hazards but also cultivates a strong culture of safety awareness across all levels of the organisation.

While IRIS has long placed strong emphasis on cultivating a comprehensive safety culture, we recognise the need for continual improvement. Following a slight increase in work-related incidents, we are taking proactive steps to enhance our safety protocols and training initiatives across the organisation. These efforts will further strengthen our safety culture and support our goal of minimising workplace risks through inclusive and continuous learning.

In FY2026, we reported a Lost Time Incident Rate (LTIR) of

1.93 and 86 employees

trained on health and safety standards.

Safety Records	FY2024	FY2025	FY2026
Work-related fatalities	0	0	**0**

Our dedication to employee well-being goes beyond physical safety. We recognise the importance of mental and emotional health and support our team through wellness programmes and resources. By fostering a safe, supportive, and healthy work environment, we empower our people to thrive-leading to a more engaged, resilient, and productive workforce.

LABOUR PRACTICES AND DEVELOPMENT

At IRIS, adherence to international and national labour standards, along with ethical business practices, forms the foundation of our commitment to creating a fair and rewarding workplace. This commitment is reflected in our unwavering respect for employee rights, the cultivation of a diverse work environment, and our ongoing investment in training and development opportunities that support both personal growth and professional development.

Resource Consumption	Unit	FY2024	FY2025	FY2026	Target & Actual
Total training hours: GM & Above	Hours	Total hours 3746	Total hours 5529	**168.5 (13 pax)**	Min 7 Hours / employee – achieved 12.9
Total training hours: Manager	Hours			**1453 (56 pax)**	Min 7 Hours / employee – achieved 25.9
Total training hours: Executive	Hours			**2235 (100 pax)**	Min 7 Hours / employee – achieved 22.4
Total training hours: Non-Executive	Hours			**1261.5 (93 pax)**	Min 7 Hours / employee – achieved 13.5
				Total hours 5118	

SOCIAL PERFORMANCE

Within our production operations, we harness the expertise of both our core workforce and contract or temporary personnel to support a resilient and sustainable supply chain. In collaboration with our partnering agencies, we uphold rigorous social and labour standards throughout the value chain. This includes ensuring fair treatment, compliance with all applicable labour regulations, and the provision of safe, respectful working conditions for all individuals involved in our production processes, regardless of employment status.

Percentage of employees that are contractors or temporary staff:

Employee Category	FY2024		FY2025		FY2026	
	Headcount	%	Headcount	%	Headcount	%
Permanent	300	65.50%	276	77.75%	262	57.71%
Contract / Temporary	158	34.50%	79	22.25%	192	42.29%
TOTAL	458	100%	355	100%	454	100%

Total Number of Employee Turnover by Category:

Employee Category	FY2026
GM & Above	0
Manager	6
Executive	21
Non-Executive	17

Number of substantiated complaints concerning human rights violations: 0

COMMUNITY ENGAGEMENT AND CSR INVESTMENT

Our corporate volunteerism, community frameworks, and procurement strategies are designed to deliver structured environmental, social, and economic enrichment. We believe that sustainable development begins by actively empowering our local ecosystem. In FY2026, IRIS directly invested RM20,920.00 into community initiatives benefiting 106 external beneficiaries. Alongside our social programs, we create substantial regional impact by intentionally prioritising domestic vendors, thereby stimulating economic growth and building supply chain resilience within Malaysia.

IRIS directly invested RM 20,920.00 into community initiatives benefiting 106 external beneficiaries.

SUSTAINABILITY STATEMENT

SOCIAL PERFORMANCE

EMPOWERING THE LOCAL SUPPLY CHAIN

To foster economic resilience and support domestic businesses, IRIS actively prioritizes procurement from local vendors. Sourcing locally minimizes logistics risks, reduces our broader carbon footprint, and directly injects capital back into the Malaysian economy.

Sourcing Category (Spend Ratio)	FY2026 (%)
Spending on Local Suppliers (Malaysia)	74.3
International Suppliers	25.7

Through this balanced procurement model, IRIS assures operational continuity for our products and solutions while continuing to serve as an active driver of Malaysia's industrial ecosystem. Nonetheless, we continue to engage selected international suppliers for specialised materials, advanced technologies and niche expertise that are critical to maintaining product quality, operational efficiency and innovation.

CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES

At IRIS, we believe our responsibility extends beyond business operations to creating a meaningful, positive impact on society and the environment. Through our Corporate Social Responsibility (CSR) activities, we actively invest in initiatives that protect our planet, support local communities, and foster sustainable growth. By blending employee volunteerism with strategic partnerships, we focus on delivering practical, long-term enrichment to the people and ecosystems around us.

Climate Awareness & Eco-Education:

Partnered with the Free Tree Society (FTS) for an Environment Talk on Climate Emergency and collaborated with Zero Waste Malaysia for a Food Waste Workshop upcycling citrus peels into eco-friendly multipurpose household cleaners.

Hands-on Biodiversity Support:

Mobilised IRIS employees to attend educational course at FTS Bangsar (nursery tour, composting, planting workshops) and volunteered for the Zoo Negara Groom Project to spruce up common public facility areas.

Circular Economy Partnerships:

Continued our active textile and fabric recycling partnership in collaboration (since 2019) with Kloth Malaysia to systematically divert textile and fabric waste from landfills.

Annual Blood Donation Campaign:

Continued annual blood collection partnership alongside the National Blood Bank yielding 49 donors with 36 successful donations.

Total successful donors

FY2024	FY2025	FY2026
66	50	36

Sponsorships & Athletic Talent:

Maintained our long-term corporate sponsorship of the prominent KL Open 2025 and Penang PSC International Invitational Tennis Tournament (PCIIT) 2025 to support grassroots athletic progression.

Social Enterprise Empowerment:

Sustained procurement commitments with B-corp certified social enterprise Batik Boutique, for corporate gifts, ensuring fair wages for marginalised artisans.

GOVERNANCE

Strong governance forms the foundation of IRIS's sustainability journey, ensuring that the group's businesses are conducted with integrity, accountability, and compliance with applicable laws and ethical standards.

ANTI-BRIBERY AND ANTI-CORRUPTION

The Group enforces a zero-tolerance policy against all forms of bribery and corruption, maintaining a formal Anti-Bribery and Anti-Corruption ("ABAC") policy since 2020. In January 2026, following the Group's internal Reorganisation, the ABAC Policy was reviewed and adopted under IRIS to reinforce alignment with applicable regulatory expectations, good governance practices, due diligence processes, third-party risk management and employee training protocols. The following indicators align with our ABAC framework:

Operations assessed for corruption-related risks: 100% (Target: 100%)

Confirmed incidents of corruption and actions taken: 0% (Target: 0%)

Employee Category trained on Anti-Corruption	FY2026 (%)
GM & Above	100%
Manager	100%
Executive	100%
Non-Executive	100%

DATA PRIVACY AND SECURITY

As part of our ongoing commitment to responsible data stewardship, IRIS continues to enhance its information security frameworks and privacy safeguards in accordance with international standards.

In FY2026, we maintained full compliance with the ISO/IEC 27001 global standard for information security management and updated our Privacy Policy to address evolving legal requirements and technology risks. To strengthen our internal data protection, we conduct regular simulation tests and training to ensure our employees can identify and prevent phishing scams and other cyber threats.

These initiatives are vital to safeguarding customer trust, meeting regulatory obligations, and ensuring operational resilience in an increasingly digital operating environment.

Number of substantiated complaints concerning breaches of customer privacy and losses of customer data: 0% (Target: 0%)

SUSTAINABILITY STATEMENT

GOVERNANCE

SUPPLY CHAIN MANAGEMENT

In line with our commitment to ethical governance and sustainable procurement, IRIS introduced a Global Vendor Code of Conduct ("GVCoC") in March 2025. This policy outlines clear expectations for our suppliers and business partners, covering areas such as:

- Compliance with all applicable laws and regulations
- Prohibition of bribery, forced labour, and child labour
- Respect for human rights and fair employment practices
- Environmental responsibility and resource efficiency
- Transparent reporting and grievance mechanisms

All new and existing vendors are required to acknowledge and adhere to the GVCoC as part of contractual due diligence. This initiative strengthens supply chain accountability and mitigates ESG-related risks across our procurement practices.

Conclusion

FY2026 marked a pivotal milestone for IRIS. Following our Internal Reorganisation, we established a more effective corporate structure to support the Group's future growth while driving real progress across our ESG pillars.

As we advance our sustainability journey, IRIS remains focused on building a resilient and future-ready organisation. Supported by a robust Sustainability Governance Structure, we will continue to expand our sustainability data collection efforts, enhance reporting capabilities, and progressively align our risk management and disclosure practices with IFRS S1 and IFRS S2.

Guided by our commitment to responsible growth, IRIS will continue to set measurable sustainability targets that support Malaysia's climate aspirations and broader socio-economic development. We recognise that achieving sustainable outcomes requires partnership and collective effort, and we welcome ongoing engagement with our stakeholders as we work together towards a more resilient, inclusive and sustainable future.