



The background is a dark, abstract composition. It features glowing green and blue lines that resemble binary code or data streams. The lines are slightly blurred and have a soft, ethereal glow. The overall color palette is dominated by dark blues and greens, with the text providing a high-contrast yellow and teal.

CORPORATE SUSTAINABILITY REPORT 2025

CORPORATE SUSTAINABILITY REPORT

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SCOPE OF REPORTING

This report covers the financial year from 1 January 2025 to 31 December 2025 ("FY2025") and presents an overview of the products and services delivered by GDEX Berhad ("GDEX") and its subsidiaries (collectively referred to as "the Group"). It highlights the Group's progress in advancing its sustainability commitments, guided by the 14 Material Matters identified as most relevant to our principal business activities and stakeholders. These Material Matters were determined and validated through a structured and comprehensive stakeholder engagement process, reflecting the key economic, environmental, and social priorities of the Group's principal business activities i.e. the logistics business in Malaysia only. We shall include our non-logistics business and Netco operations in the next reporting year as we expect contribution from these segments to be higher in 2026.

REPORTING FRAMEWORK

GDEX's Corporate Sustainability Report for FY2025 has been prepared in reference to the following reporting guidelines and frameworks:

- Global Reporting Initiative (GRI) 2021
- Bursa Malaysia Sustainability Reporting Guide (3rd Edition)
- Bursa Malaysia Illustrative Sustainability Reporting Guide
- United Nations Sustainable Development Goals
- IFRS Sustainability Disclosure Standards

FEEDBACK

We value and welcome feedback from our esteemed stakeholders. For any additional clarification, please feel free to reach out to us.

GDEX Sustainability Team
email: sustainability@gdexpress.com

STATEMENT OF ASSURANCE

Assurance Undertaken

In strengthening the credibility of the Sustainability Statement, this Sustainability Statement has been subjected to an internal review by the company's Internal Auditors as well as the Combined Nomination and Remuneration Committee ("CNRC"). The Report has also been approved by the Board of Directors.

Subject Matter

All contents of this sustainability report.

Scope

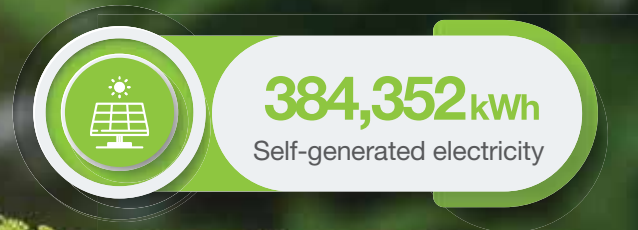
The boundary of the internal review includes the core businesses of the Group.

CORPORATE SUSTAINABILITY REPORT

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Sustainability Highlights 2025



CORPORATE SUSTAINABILITY REPORT

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GDEX'S APPROACH TO SUSTAINABILITY

GDEX continues to embed sustainability at the core of its operations, reinforcing its commitment to creating long-term value for stakeholders while minimising environmental impact and enhancing social responsibility. During FY2025, the Sustainability Working Committee ("SWC") reviewed the Group's FY2024 Material Matters, which encompass environmental stewardship, social responsibility, and robust governance practices, and confirmed their continued relevance and alignment for FY2025. Guided by these priorities, GDEX remains focused on delivering meaningful and measurable progress towards its sustainability objectives through the adoption of innovative solutions, enhanced operational efficiency, and the cultivation of strong strategic partnerships.

Material Sustainability Matters

The Group maintains a structured and systematic stakeholder engagement process to identify, assess, and review material topics that reflect GDEX's significant economic, environmental, and social impacts, as well as matters that substantively influence stakeholder assessments and decisions, in line with international materiality principles. In FY2025, the FY2024 Material Matters were reassessed and confirmed to remain relevant and aligned with the Group's evolving business context and strategic objectives.

The materiality determination process was previously conducted in accordance with the Bursa Malaysia Sustainability Reporting Guide (3rd Edition) and followed three key stages: Identification, Prioritisation, and Validation, that were established during the FY2024 stakeholder engagement cycle. Stakeholder inputs were systematically evaluated and mapped against GDEX's strategic priorities and risk considerations. The resulting Material Matters were subject to formal review and validation by the Board of Directors, with governance oversight provided by the CNRC and supported by the SWC.

GDEX Materiality Matrix



CORPORATE SUSTAINABILITY REPORT

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No	Material Sustainability Matters	Relevant Stakeholders	SDGs
ECONOMIC			
1	Financial Performance	Employees Shareholders	
2	Operational Excellence	Employees	 
3	Digitalisation and Artificial Intelligence (AI)	Employees Customers	  
4	Research & Development (R&D) and Innovation	Employees Customers	   
ENVIRONMENT			
5	Pollution Management	Regulators Community Employees	 
6	Sustainable Resource Management	Employees	    
SOCIAL			
7	Customer Experience	Customers	 
8	Company Culture and Philosophy	Employees	  
9	Occupational Health and Safety	Employees Vendors	 
10	Employee Well Being and Engagement	Employees	  

CORPORATE SUSTAINABILITY REPORT

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No	Material Sustainability Matters	Relevant Stakeholders	SDGs
SOCIAL			
11	Talent Development and Retention	Employees	4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR THE GOALS
12	Community Engagement	Community	2 ZERO HUNGER 4 QUALITY EDUCATION 14 LIFE BELOW WATER 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
GOVERNANCE			
13	Anti-Bribery and Corruption	Employees Suppliers Vendors Business Partners	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS
14	Data Security and Privacy	Employees Customers	9 INDUSTRY INNOVATION AND INFRASTRUCTURE 17 PARTNERSHIPS FOR THE GOALS

Stakeholder Engagement

GDEX maintains an inclusive and structured approach to stakeholder engagement to understand stakeholder needs, concerns, and expectations, and to inform decision-making processes. The Group engages stakeholders through multiple formal and informal communication channels to identify material sustainability topics, assess potential impacts, and explore feasible responses.

Stakeholder feedback is systematically incorporated into the Group’s materiality assessment and sustainability management processes, supporting the continuous enhancement of disclosure quality, transparency, and reporting effectiveness. Engagement outcomes are evaluated in the context of the Group’s strategic objectives, risk management considerations, and sustainability priorities.

The Group is committed to fostering transparent and constructive relationships with key stakeholder groups, including employees, customers, suppliers, vendors, and business partners, as well as government agencies, regulators, local communities, and shareholders. Through regular and open dialogue, GDEX aims to build mutual trust, support continuous improvement, and create long-term value for stakeholders.

Internally, GDEX continues to strengthen communication and coordination across the Group to reinforce good governance practices and ensure the effective implementation of sustainability initiatives. These engagement mechanisms promote alignment with stakeholder expectations and enable sustainability considerations to be embedded across business operations. An overview of the Group’s stakeholder engagement focus, objectives, and approaches for both internal and external stakeholders is presented in the following section.

CORPORATE SUSTAINABILITY REPORT

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Annually



Quarterly



Monthly



Daily



As needed

Stakeholder	Engagement focus/ objectives	Engagement approach	Frequency
Employees 	- Employee welfare - Safety, health, and security - Equal opportunity - Career development	- Training programmes - Educational programmes - Awareness campaign - Safety inspections - Survey - Teambuilding - Townhall - Workshops - Employees' Retreat - Family Day - Lark Moments - GDEX WhatsApp Community	M N M N
Customers 	- Service satisfaction - Innovative offerings - Security protection	- Customer survey - GDEX website and social media platforms - GDEX WhatsApp Support - Call Centre - Customer Experience Centre (CXC) - Customer visits - Point of Presence (POP) outlets - Campaigns and promotions - Event sponsorships	D N
Suppliers, Vendors & Business Partners 	- Competitive pricing - Reliability	- Supplier quotation - Supplier evaluation - Integrator collaboration - External audit exercise - Drafting and vetting of legal documents - Financial matters	A N

CORPORATE SUSTAINABILITY REPORT

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Stakeholder	Engagement focus/ objectives	Engagement approach	Frequency
Government Agencies & Industry Regulators 	• Corporate governance • Regulatory compliance • Licensing • Certifications	• Audits • Site visits • Visitations • Seminars and training	M N
Local Communities 	• Community support and development • Employment opportunities	• Community events • Charity • Internship programme	Q N
Shareholders 	• Corporate governance • Financial performance • Growth plans • Shareholders' returns	• Annual report • Annual General Meeting	A
		• Analyst briefing and roadshows	Q N
		• Investor relations website • Press release • Media interviews • Announcements to Bursa Malaysia	N

Strength in Certification

GDEX remains committed to upholding exemplary standards and delivering reliable, high-quality services to our customers while advancing our sustainability journey. In support of this commitment, the Group maintains adherence to recognised certifications and management system standards, including:

1. ISO 14001:2015 for Environmental Management System ("EMS")
2. ISO 9001:2015 for Quality Management System ("QMS")
3. ISO 37001:2016 for Anti-Bribery Management System ("ABMS")
4. Good Distribution Practice for Medical Devices ("GDPMD")
5. ISO/IEC 27001:2022 for Information Security Management Systems ("ISMS")

CORPORATE SUSTAINABILITY REPORT

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IFRS S2

In accordance with IFRS S2 Climate-related Disclosures, GDEX Berhad has identified key transition and physical climate risks that may influence its operational performance, financial resilience, and long-term strategy (Short term: 1-2 years, Medium term: 3-5 years, Long term: more than 5 years). Transition risks include potential carbon pricing mechanisms, evolving regulatory requirements, and increasing market expectations for low-carbon logistics solutions. Physical risks such as extreme rainfall, flooding, and rising temperatures may disrupt delivery operations and infrastructure performance. These climate-related risks are integrated into the Group's enterprise risk management framework, enabling proactive monitoring, mitigation planning, and continuous improvement to strengthen operational resilience and support the Group's net-zero ambition by 2050.

Strategy & Risk

Transition Risk

Risk Category	Climate Risk	Time Horizon	Potential Impact on GDEX	Mitigation / Strategy	Potential Opportunities
Policy / Regulation	Carbon tax mechanisms	Medium term– Long term	- Increased in operation cost (fuel and electricity) - Margin pressure	- Solar energy adoption - Machine optimisation - Route optimisation	- Lower long-term operating cost - Early-mover advantage in green logistics
Reputation Risk	Perception as high-emission logistics provider	Medium term	Reduced brand competitiveness	- ESG reporting - Renewable energy initiatives - GDEX green initiatives	Attract ESG-focused investors
Market Risk	ESG driven procurement expectations from customers	Medium term	Risk of losing contracts to lower-carbon competitors	- Net-zero roadmap - Sustainability reporting - Green logistics initiatives	- Access to multinational ESG supply chains - New revenue streams from green services
Technology Risk	Transition towards electric or low-emission delivery fleets (Biofuel)	Medium term – Long term	Capital expenditure for fleet upgrade and infrastructure	- Electrification strategy - Digital optimisation equipment	- Lower long-term fuel costs - Compliance with future climate regulation

CORPORATE SUSTAINABILITY REPORT

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Physical Risk

Risk Category	Climate Risk	Time Horizon	Potential Impact on GDEX	Mitigation / Strategy	Potential Opportunities
Acute Physical Risk	• Extreme rainfall and flooding • Flood-prone urban logistics hubs	Short term – Medium term	• Delivery delays • Warehouse disruption • Asset & Parcel damage • Increased maintenance cost	• Flood risk monitoring • Network contingency planning • Facility resilience planning	• Competitive differentiation during disruptions • Improved operational reliability
Acute Physical Risk	Severe storms and unpredictable weather patterns	Short term	• Supply chain interruption • Route inefficiency	• Digital routing optimisation	• Real-time weather-integrated logistics platforms • Faster deliveries • Reduced fuel wastage
Chronic Physical Risk	Rising temperature and heat stress	Medium term – Long term	• Higher cooling energy consumption • Driver safety risks	• Energy efficiency measures • Safety and Health training	• Energy-efficient warehouse design • Lower electricity consumption • Improved workforce productivity

CORPORATE SUSTAINABILITY REPORT

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ECONOMIC PERFORMANCE



GDEX continues to take proactive steps to integrate sustainability into our core business operations and long-term economic planning, in alignment with the Group's strategic vision. Our commitment to innovation and service excellence drives the continuous enhancement of our logistics solutions, enabling us to deliver seamless, efficient, and reliable supply chain services; including express delivery and warehouse fulfilment, to businesses across diverse industries.

As a key enabler of commerce and connectivity, GDEX plays an important role in bridging communities and empowering businesses by facilitating the movement of goods that support livelihoods, aspirations, and economic growth. Sustainability remains embedded at the heart of our operations, as we actively implement environmentally responsible practices to reduce our carbon footprint, optimise resource utilisation, and ensure full compliance with applicable regulatory and environmental requirements. Beyond operational performance, we recognise our broader corporate responsibility to generate lasting value for all stakeholders. This includes fostering a resilient and sustainable ecosystem through strong governance practices, ethical business conduct, and meaningful stakeholder engagement. Our sustainability commitment also extends to job creation, skills development, and the provision of inclusive economic opportunities, reinforcing GDEX's role as a responsible corporate citizen within Malaysia's evolving logistics landscape.

The Group remains firmly committed to advancing digitalisation and investing in cutting-edge technologies to meet the growing demand for high-performance logistics solutions. By leveraging innovation and automation, we continue to enhance our operational capabilities to deliver faster, more efficient, and more sustainable services. In FY2025, the Group recorded total revenue of RM416.0 million reflecting the positive impact of strategic investments and operational transformation initiatives. A key contributor to this performance was the introduction of the GDEX Auto Hub in 2023, a state-of-the-art automated sorting facility representing a significant capital investment of RM25 million. The Auto Hub incorporates environmentally friendly technologies that improve energy efficiency, reduce operational intensity, and enhance processing capacity, underscoring the Group's commitment to sustainable growth and operational excellence.

In parallel, GDEX continues to expand and diversify our service offerings to respond to evolving market demands and digital transformation trends. Our strategic diversification has extended the Group's footprint into new business segments, including smart retail solutions, web and enterprise solutions, cybersecurity services, workplace solutions, and cloud subscription. These initiatives position GDEX as an integrated solutions provider, enabling customers to navigate the digital economy with greater confidence, agility, and resilience.

Looking ahead, GDEX's unwavering focus on technological advancement, service excellence, and sustainability will continue to guide our strategic direction. Through disciplined execution, innovation-driven growth, and responsible business practices, the Group remains committed to creating long-term, sustainable value for our customers, stakeholders, and the communities we serve.

CORPORATE SUSTAINABILITY REPORT

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Operational Excellence

At GDEX Malaysia, we remain committed to delivering exceptional service standards, with a strong focus on timely and reliable deliveries. Our pursuit of operational excellence is underpinned by a culture of continuous evaluation and improvement, supported by rigorous assessments of operational processes aligned with the Group's Quality Policy. These assessments ensure that our logistics operations remain efficient, accurate, and consistently customer-centric. In parallel, our Quality Management Review framework enables the Group to refine strategies, optimise workflows, and proactively address operational and efficiency gaps.

A key demonstration of this commitment is the GDEX Auto Hub in Petaling Jaya, a state-of-the-art automated facility with the capacity to sort up to 350,000 shipments per day. Through the integration of automation and digitalisation, the Auto Hub significantly enhances processing speed, accuracy, and scalability, enabling the Group to deliver fast, seamless, and high-quality services. As a critical milestone under the GDEX 2.0 transformation roadmap, the facility plays a central role in building a comprehensive, technology-driven logistics ecosystem. Leveraging automation, artificial intelligence-enabled logistics solutions, and data analytics, GDEX continues to redefine last-mile delivery efficiency while maintaining strong sustainability and operational excellence standards.

To further strengthen service reliability and organisational resilience, GDEX conducts regular reviews of its Business Continuity Plan. These reviews ensure a robust and future-ready framework that enhances the Group's ability to respond effectively to operational disruptions, sustain peak performance, and uphold the confidence of customers and stakeholders. Looking ahead, GDEX remains focused on leveraging innovation, optimising processes, and expanding its logistics capabilities to deliver not only shipments, but also trust, reliability, and long-term value to businesses and communities across Malaysia.

Digitalisation and Technology

GDEX continues to strengthen operational efficiency through targeted digitalisation initiatives, including online delivery platforms myGDEX and myGDEX Prime, which streamline booking, tracking, and payment processes to deliver a seamless and integrated customer experience. These platforms enhance service responsiveness, improve transaction accuracy, and reduce manual intervention, contributing to improved cost efficiency and customer satisfaction. In parallel, the introduction of the GDEX Auto Hub in Petaling Jaya, equipped with advanced automation and high-speed sorting technologies, has significantly increased parcel-handling capacity, optimised logistics workflows, and enabled faster and more reliable deliveries across the network.



CORPORATE SUSTAINABILITY REPORT

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Digitalisation has also delivered tangible sustainability and cost-saving benefits. The Group's transition to digital platforms has significantly reduced paper usage and administrative overheads, resulting in an increase in savings on paper and printing costs, from RM1.05 million in FY2024 to RM1.23 million in FY2025. These improvements reflect GDEX's commitment to operational efficiency, resource optimisation, and environmental responsibility. The Group will continue to expand paperless workflows and eco-friendly digital solutions to further reduce its environmental footprint while enhancing productivity.

In addition, GDEX continues to digitise and optimise fleet operations through our in-house developed iFleet Management System, a user-centric platform that replaces manual data recording and enables seamless, real-time data collection, monitoring, and reporting. The system provides operational insights that are not achievable through conventional manual processes and supports data-driven decision-making. Key functionalities include real-time vehicle speed, location, and idling time tracking via GPS; comprehensive vehicle cost monitoring covering fuel, maintenance, road tax, and other expenditures; digital management of vehicle documentation such as insurance, inspections, accident records, and summons; as well as utilisation logs including trip records, refuelling data, and inspection histories.

By leveraging real-time analytics, automation, and secure digital systems, GDEX is able to enhance fleet efficiency, reduce operating costs, strengthen regulatory compliance, and minimise environmental impact. These digital capabilities reinforce the Group's commitment to operational excellence, data protection, and sustainable value creation for stakeholders.

To accommodate our diverse client base, we are supporting customers at various levels of digital maturity, through the implementation of an AI-powered Optical Character Recognition (OCR) project. By leveraging Large Language Models (LLMs) and specialised vision capabilities, the system can accurately extract data from handwritten manual consignment notes, eliminating the need for tedious and time-consuming manual entry of data. This transition ensures that physical documentation is seamlessly integrated into our digital ecosystem, significantly increasing accuracy and operational efficiency.

As Malaysia transitions towards a cashless economy, we continue to strengthen strategic partnerships with leading third-party payment service providers, including Touch 'n Go, Boost, GrabPay, and ShopeePay. These payment solutions are fully integrated into the Group's digital platforms – myGDEX and myGDEX Prime, enabling customers to enjoy a seamless, secure, and convenient end-to-end digital payment experience. The integration enhances transaction speed, improves payment reliability, and supports a frictionless customer journey across booking, tracking, and settlement processes.

By adopting and expanding digital payment capabilities, GDEX streamlines financial transactions, reduces manual processing, and improves operational efficiency while enhancing customer convenience and accessibility. These initiatives also support improved cash flow management, transaction transparency, and system traceability, reinforcing the Group's commitment to sound financial governance and customer-centric service delivery. Collectively, these efforts ensure that GDEX's services remain agile, future-ready, and aligned with evolving consumer and business preferences.

Looking ahead, GDEX remains committed to our mission to elevate logistics excellence through continuous digital and AI innovation, robust cybersecurity safeguards, and environmentally responsible business practices. As the Group advances towards next-generation logistics, these integrated digital and sustainability-driven initiatives well position us as a key logistic industry player that demonstrate high efficiency, data security, and sustainable value creation, while supporting Malaysia's broader digital and economic development agenda.



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Supply Chain Management

At GDEX, we are committed to building a sustainable, reliable, and ethical supply chain through the implementation of robust procurement policies and responsible sourcing practices. This commitment enables the Group to maintain high service quality, ensure timely and dependable deliveries, optimise cost efficiency, and uphold the highest standards of integrity and ethical conduct across our operations. To support these objectives, we apply a comprehensive, transparent, and risk-based evaluation process when selecting and engaging suppliers, vendors, agents, contractors, and business partners, ensuring alignment with the Group's quality, governance, and sustainability expectations.

All appointed third-party entities must:

- Comply with applicable ISO certification and quality management standards
- Adhere to the GDEX Vendors' Code of Conduct, which sets out expectations on ethical behaviour, labour practices, health and safety, and environmental responsibility
- Fully comply with the Group's Anti-Bribery and Corruption Policy.

To ensure ongoing compliance and performance, we continue to conduct annual supplier and vendor assessments, reviewing operational performance, compliance status, and adherence to contractual and ethical requirements. In parallel, the GDEX Procurement Policy is regularly reviewed and updated to reflect evolving regulatory requirements, industry standards, and sustainability best practices.

Beyond compliance, GDEX recognises the importance of supporting and enabling suppliers in their transition from conventional business practices towards more sustainable and responsible operations. The Group actively engages with suppliers to raise awareness of sustainability expectations, promote responsible sourcing, and encourage continuous improvement in areas such as environmental management, resource efficiency, workplace safety, and ethical conduct. Where appropriate, GDEX works collaboratively with suppliers to strengthen capabilities, improve processes, and enhance long-term resilience across the supply chain.

The recent US-Iran war has resulted in disruptions to the global supply chain that present significant risks such as prolonged transit times, cost volatility, reduced supplies reliability, and uncertain customer demand. To mitigate this, we work closely with the suppliers to strengthen supply chain resilience through our Strategic Sourcing and Supplier Relationship Management process.

By embedding transparency, accountability, and sustainability into our procurement framework, GDEX reinforces our position as a trusted logistics partner while fostering long-term, responsible relationships within our supply chain network. This approach supports shared value creation, mitigates supply chain risks, and contributes to the development of a more resilient and sustainable logistics ecosystem.

CORPORATE SUSTAINABILITY REPORT

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ENVIRONMENTAL



GDEX continued to strengthen its climate-focused operational strategies, in line with the nation's net-zero carbon pathway towards 2050. While the Group is not mandated to comply with the International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures for FY2025, GDEX began incorporating these disclosures into its sustainability reporting framework, strengthening transparency in how climate-related risks and opportunities are identified, assessed, and integrated into business strategy within the logistics sector. Sustainability considerations are embedded into strategic planning and operational decision-making, with initiatives aligned to the Paris Climate Agreement 2015 and the United Nations Sustainable Development Goals (SDGs). Through this strategic integration, GDEX aims to enhance operational resilience, improve resource efficiency, and capture opportunities arising from the transition towards a lower-carbon economy.

From a metrics and targets perspective, GDEX continues to implement measurable initiatives to reduce its carbon footprint and improve environmental performance. In line with its commitment to reducing carbon emissions and as part of its carbon footprint reduction strategy, GDEX commenced the deployment of electric trucks in December 2025 and electric forklifts in November 2025. The company has also installed electric charging stations at the GDEX Headquarters in Petaling Jaya, to support the charging requirements of these electric trucks. The adoption of electric vehicles marks a significant step towards reducing Scope 1 emissions and transitioning to lower-carbon logistics operations. This initiative complements the solar photovoltaic (PV) system at the GDEX Auto Hub sorting facility in Petaling Jaya, further strengthening the company's transition towards cleaner energy solutions. In addition, GDEX continues to implement its Go Green flyer initiative, first introduced in FY2023. Unlike conventional GDEX flyers, which are made from 100% virgin polyethylene (PE) plastic, the Go Green flyers are manufactured using 80% recycled plastic content, significantly reducing reliance on virgin materials and supporting circular economy practices.

The Group continues to strengthen its environmental management practices through the integration of ISO 14001:2015 Environmental Management System (EMS) and ISO 9001:2015 Quality Management System, providing a structured framework for monitoring carbon emissions, managing waste disposal, and driving continuous performance improvement. As of FY2025, the ISO 14001:2015 EMS certification has been implemented across more than 90% of GDEX's operating subsidiaries in Malaysia, with both certification standards independently verified annually by SIRIM QAS International. These structured systems support the tracking of sustainability performance indicators and reinforce GDEX's commitment to transparent, data-driven climate-related disclosures under IFRS S2.

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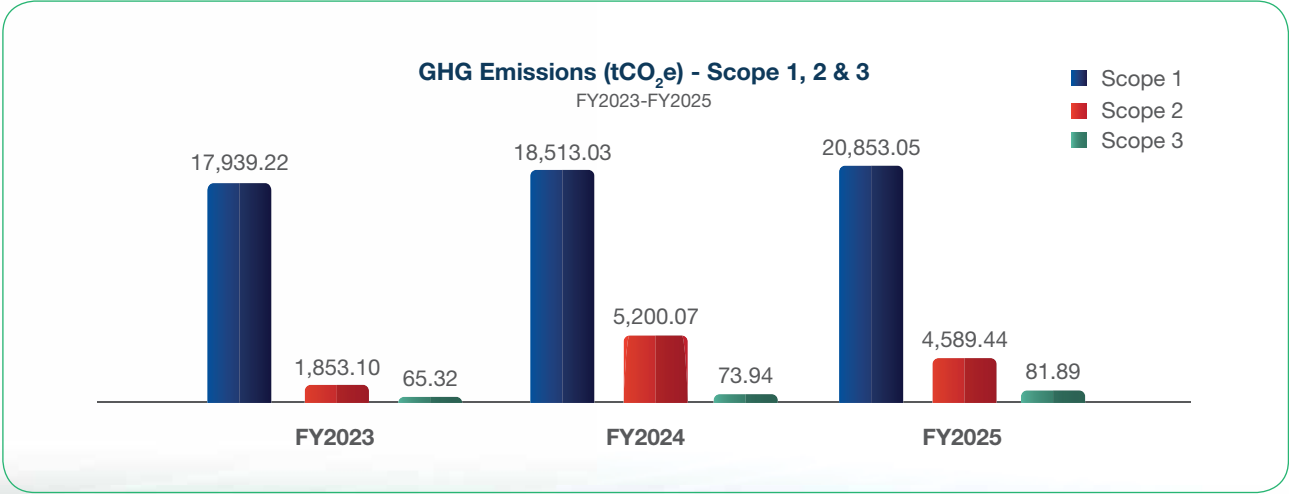
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GHG Emissions

GDEX monitors its climate performance using greenhouse gas (“GHG”) emissions as the primary metric, measured in tonnes of carbon dioxide equivalent (tCO₂e) across Scope 1, Scope 2 and two categories in Scope 3, in accordance with recognised international emission calculation methodologies and relevant grid emission factors. In FY2025, the Group recorded a moderate increase from 18,513.03 tCO₂e to 20,853.05 tCO₂e. This category represents the Group’s most material exposure to transition risk, as potential carbon taxes, low-emission zone policies and fleet decarbonisation requirements could directly impact operating costs. To manage this exposure, GDEX continues to improve route optimisation and fleet utilisation efficiency, while exploring gradual adoption of lower-emission transport technologies to strengthen operational resilience against future regulatory changes.

Accordingly, GDEX focuses on improving emissions efficiency rather than absolute reduction in the short term by improving facility energy management and expanding renewable energy usage. The reduction in Scope 2 emissions during FY2025 from 5,200.07 tCO₂e to 4,589.44 tCO₂e, demonstrates progress in managing energy-related transition risk. The reduction reflects improved energy efficiency measures and the continued contribution of on-site renewable energy generation, reducing reliance on grid electricity and mitigating exposure to future electricity decarbonisation costs. Scope 3 emissions remain comparatively low, with business travel at 75.48 tCO₂e and employee commuting at 6.41 tCO₂e. These categories are monitored as part of broader value-chain emission awareness and operational efficiency initiatives.

Moving forward, GDEX aims to progressively establish quantified emission intensity targets as operational data maturity improves, particularly for emissions per parcel delivered and emissions per kilometre travelled. These indicators will support future decarbonisation planning, including fleet transition strategies and energy efficiency investments, and strengthen the Group’s resilience to climate-related transition risks such as carbon pricing and regulatory requirements. Climate-related metrics are periodically reviewed by the Board of Directors as part of operational performance monitoring to ensure alignment between environmental performance, cost management, and long-term operational sustainability.



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GHG Emissions (tCO ₂ e)			
	FY2023	FY2024	FY2025
Scope 1 (Company Vehicle)	17,939.22	18,513.03	20,853.05
Scope 2 (Energy Consumption)	1,853.10	5,200.07	4,589.44
Scope 3 Category 6: Business Travel	56.54	62.21	75.48
Scope 3 Category 7: Employee Commuting	8.78	11.73	6.41
Total	19,857.64	23,787.04	25,524.38

Scope 1 GHG emissions are calculated according to DEFRA 2023 (FY2023).

Scope 1 GHG emissions are calculated according to DEFRA 2024 (FY2024).

Scope 1 GHG emissions are calculated according to DEFRA 2025 (FY2025).

Scope 2 GHG emission is calculated according to the Malaysia Energy Commission Grid Emissions Factor 2023 (FY2023).

Scope 2 GHG emission is calculated according to the Malaysia Energy Commission Grid Emissions Factor 2024 (FY2024).

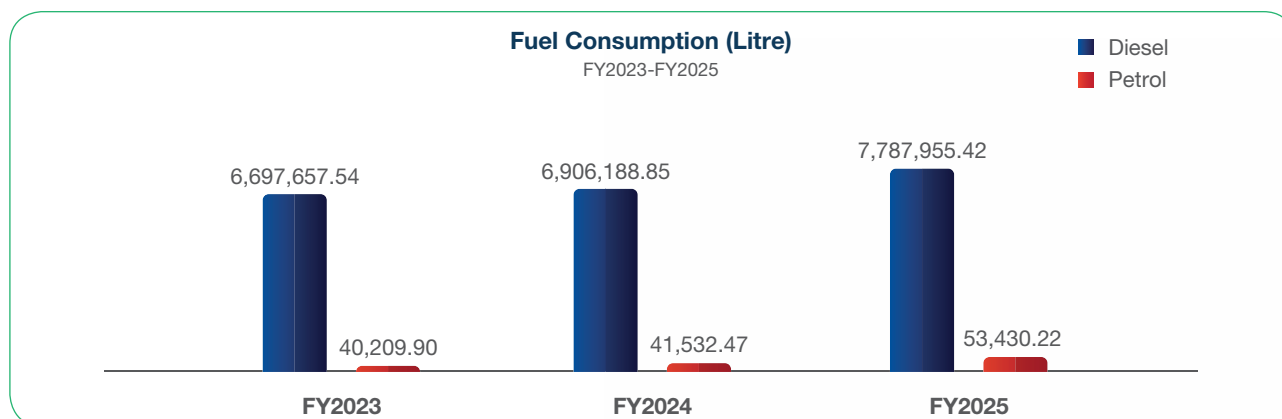
Scope 2 GHG emission is calculated according to the Malaysia Energy Commission Grid Emissions Factor 2024 (FY2025).

Scope 3 GHG emissions are calculated according to the United States Environmental Protection Agency Emission Factor 2023 (FY2023).

Scope 3 GHG emissions are calculated according to the United States Environmental Protection Agency Emission Factor 2024 (FY2024).

Scope 3 GHG emissions are calculated according to the United States Environmental Protection Agency Emission Factor 2025 (FY2025).

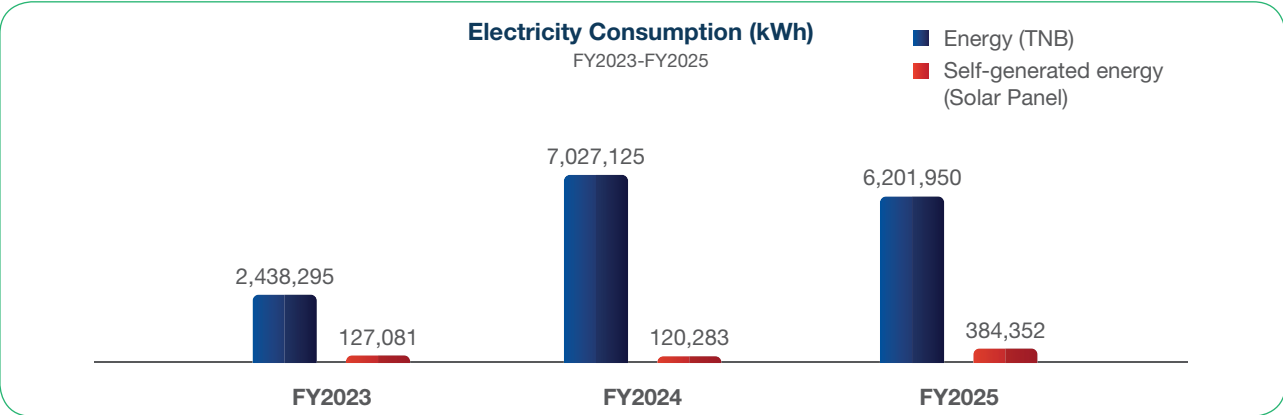
Energy and Fuel Consumption



GDEX recorded total fuel consumption of 7,841,385.64 litres, representing an increase of 893,664.32 litres (12.9%) compared with 6,947,721.32 litres in FY2024. This comprised 7,787,955.42 litres of diesel and 53,430.22 litres of petrol, generating 20,853.05 tCO₂e of Scope 1 emissions. The higher consumption was mainly attributable to expanded delivery volumes and transportation requirements in line with business growth.

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Notwithstanding this increase, GDEX continues to prioritise fuel efficiency and emissions reduction across its fleet operations. The Group continues to progressively replace one-tonne and three-tonne trucks with lighter and more fuel-efficient vehicle models to improve mileage performance and lower emissions intensity per delivery. Fleet optimisation practices, including route planning and load consolidation, are also implemented to minimise unnecessary fuel usage. In addition, a dedicated in-house maintenance team conducts routine inspection and servicing of all company-owned vehicles to ensure optimal engine performance and prevent fuel wastage. This preventive maintenance programme enhances operational efficiency, controls operating costs, extends vehicle lifespan, and supports GDEX’s ongoing transition towards more sustainable logistics operations.



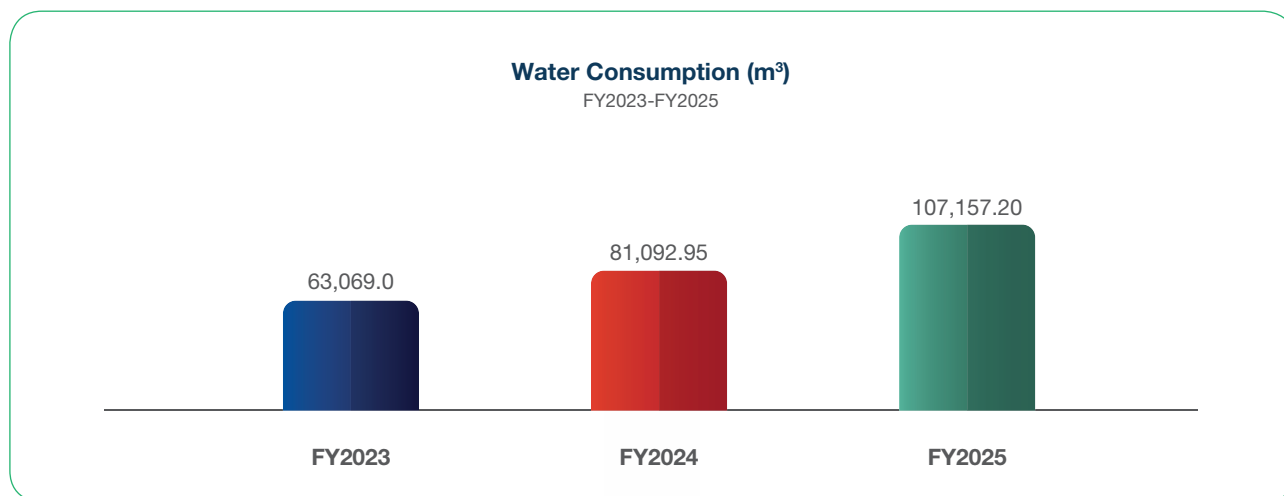
GDEX’s electricity consumption trend from FY2023 to FY2025 reflects the Group’s progressive transition towards a lower-carbon energy profile, supporting its ambition to achieve net-zero carbon emissions by 2050. While grid electricity sourced from Tenaga Nasional Berhad (TNB) remains a primary energy source for operations, consumption trends indicate early progress towards energy optimisation, with TNB electricity usage reduced from 7,027,125 kWh in FY2024 to 6,201,950 kWh in FY2025 as renewable initiatives and efficiency measures began to take effect. We continue to reinforce energy efficiency through employee engagement initiatives that support operational energy optimisation and contribute to emissions reduction efforts. Additionally, we introduced new key performance indicators (KPIs) for GDEX branches in Malaysia, to reduce their respective electricity consumption. In parallel, the significant increase in self-generated solar energy demonstrates a strategic shift towards renewable energy adoption, with solar generation rising from 127,081 kWh in FY2023 to 384,352 kWh in FY2025, driven primarily by the successful installation of the second-phase solar photovoltaic system at the GDEX Auto Hub in Petaling Jaya. This initiative has enabled GDEX to partially offset conventional electricity consumption and reduce reliance on grid-supplied energy, which carries higher carbon intensity.

From a decarbonisation perspective, the expansion of on-site solar generation directly contributes to the reduction of Scope 2 greenhouse gas (GHG) emissions. By increasing the proportion of renewable electricity within its energy mix, GDEX lowers the emissions associated with purchased electricity while improving energy efficiency and operational resilience. The reduction in TNB electricity consumption observed in FY2025 indicates the early positive impact of renewable integration and energy management initiatives. These efforts form a critical component of GDEX’s broader climate transition strategy, demonstrating how targeted investments in renewable infrastructure can translate into measurable emissions reductions and support transparent IFRS S2 climate-related disclosures. Moving forward, we will continue to monitor energy performance metrics and explore additional renewable opportunities to accelerate our pathway towards net-zero while delivering sustainable value to stakeholders.

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Water Withdrawal



GDEX's water consumption trend from FY2023 to FY2025 reflects the Group's expanding operational footprint and increased facility utilisation across its logistics network. Total water usage increased from 81,092.95 m³ in FY2024 to 107,157.2 m³ in FY2025. The upward trend is primarily attributed to higher operational activities, the expansion of sorting and distribution facilities and increased workforce presence at key operational sites. The inclusion of branch and warehouse water usage in FY2024 as well as auto sorting Hub in FY2025 further contributed to the increase of water consumption. As water usage in the logistics sector is largely associated with facility operations, sanitation, and equipment cleaning rather than production processes, the increase in consumption aligns with business growth rather than process inefficiency.

GDEX integrates water resource management into its broader environmental risk management framework, aligning with IFRS S2 expectations on identifying and managing climate and resource-related risks. We conduct regular stakeholder engagements to understand evolving local water challenges and identify opportunities to enhance water efficiency across its logistics facilities. Water-related risks are evaluated using recognised tools such as the World Resources Institute's Aqueduct Water Risk Atlas that support data-driven analysis of water stress and withdrawal impacts.

Operation location	Latitude	Longitude	Country	State	Baseline Water Stress
19, Jln Tandang, Pjs 51, 46050 Petaling Jaya, Selangor	3.0870114	101.6343753	Malaysia	Selangor	Low (<10%)

Based on current assessments, GDEX's key facilities in Petaling Jaya operate within low water-risk zones, with no water withdrawals occurring in areas classified as water-stressed. The Group maintains transparent annual disclosures on water withdrawal volumes, risk assessments, and mitigation measures, reinforcing accountability to stakeholders and regulators.

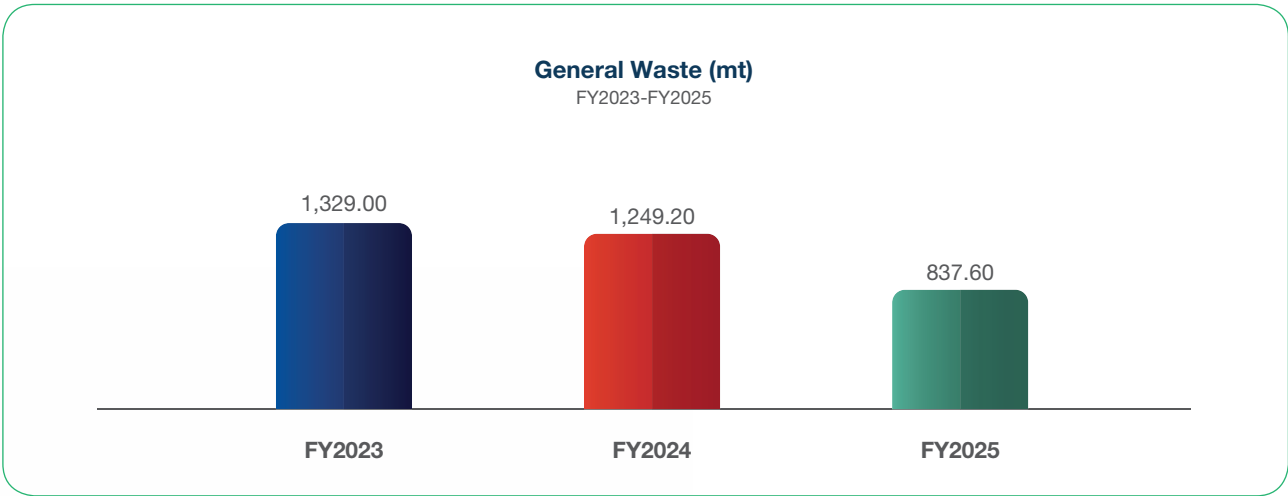
CORPORATE SUSTAINABILITY REPORT

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In parallel with rising operational water demand reflected in FY2025 consumption trends, GDEX continues to strengthen its water stewardship practices through targeted efficiency initiatives, such by promoting responsible water usage and operational awareness among employees. As part of its broader conservation efforts, GDEX has introduced a water-saving initiative targeting a 5% annual reduction in water consumption by FY2027, encouraging continuous improvement in resource efficiency despite ongoing business growth. Complementing these initiatives, the Group has also implemented a rainwater harvesting system at its headquarters to support the use of alternative water sources for non-potable purposes and reduce reliance on treated water supply.

For FY2025, GDEX recorded zero incidents of non-compliance with water-related laws and regulations, underscoring the effectiveness of its governance framework and continued adherence to applicable environmental regulatory requirements. Through this structured governance, monitoring, and conservation efforts, the Group aims to balance operational expansion with responsible water use, ensuring alignment with international sustainability frameworks and long-term environmental stewardship objectives.

Waste and Effluents



GDEX's general waste generation trend from FY2023 to FY2025 demonstrates a positive improvement in waste management efficiency despite ongoing operational activities across its logistics network. Total general waste decreased progressively from 1,249.20 metric tonnes in FY2024 to 837.60 metric tonnes in FY2025. This reduction reflects the effectiveness of the Group's strengthened waste minimisation initiatives, improved operational practices, and enhanced employee awareness of responsible waste handling. The downward trend indicates that GDEX's continuous monitoring and optimisation efforts have contributed to reducing waste intensity while maintaining business growth. We continue to uphold effective waste management practices in ensuring minimal disposal of our waste.

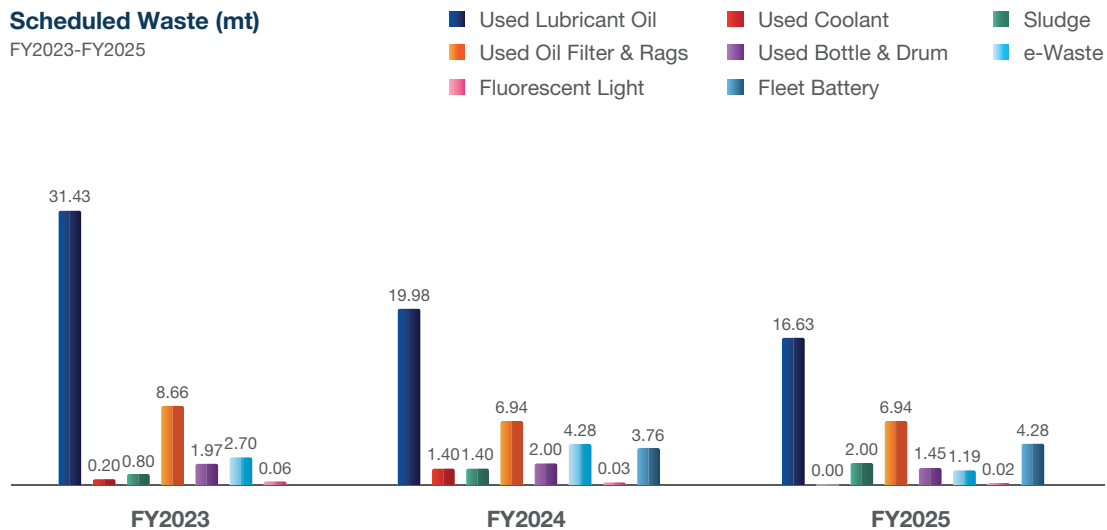
CORPORATE SUSTAINABILITY REPORT

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Scheduled Waste

Scheduled Waste (mt)

FY2023-FY2025



Total waste related to vehicle maintenance activities declined, particularly used lubricant oil, which decreased from 19.98 mt to 16.63 mt, indicating better preventive maintenance and improved oil efficiency. Similarly, used coolant was eliminated (1.40 mt to 0 mt), suggesting process optimisation and tighter material control. However, certain maintenance-related wastes increased, such as fleet batteries, which rose slightly from 3.76 mt to 4.28 mt, reflecting fleet utilisation and battery replacement cycles associated with delivery operations.

Other operational wastes remained relatively stable. Used oil filters & rags stayed constant at 6.94 mt, while used bottles & drums declined from 2.00 mt to 1.45 mt and e-waste decreased from 4.28 mt to 1.19 mt, indicating improved inventory management and equipment lifecycle control. A small amount of fluorescent light waste (0.02 mt) was recorded, while sludge slightly increased from 1.40 mt to 2.00 mt, likely due to periodic maintenance cleaning activities. Overall, the reduction in several key hazardous waste streams alongside controlled increases in maintenance-related waste demonstrates that FY2025 waste generation was mainly influenced by operational intensity, while improved handling and replacement practices helped mitigate environmental impact.

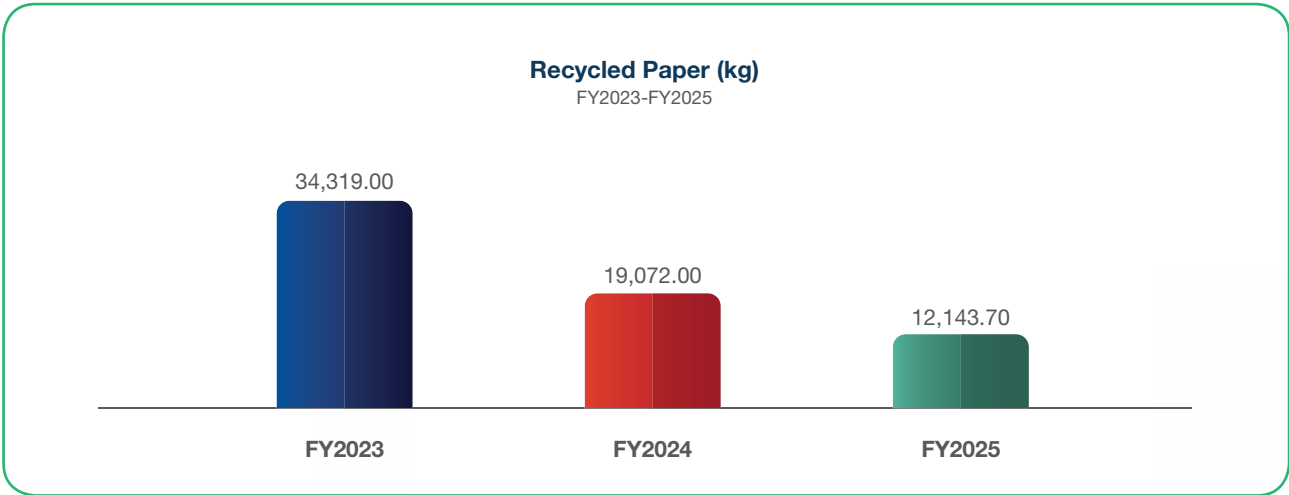
We continue to prioritise the safe and responsible management and disposal of waste in full compliance with the Environmental Quality (Scheduled Waste) Regulations 2005, reinforcing our commitment to regulatory compliance and environmental stewardship. We continued to record no environmental-related incidents, fines, or penalties in FY2025, highlighting the effectiveness of our governance and internal controls. Regular reviews of waste management practices are conducted to maintain high environmental standards, supported by the establishment of a dedicated waste disposal shed designed for the safe storage and handling of petroleum and lubricant waste. In addition, the implementation of a structured scheduled waste disposal programme ensures that hazardous materials are managed responsibly through licensed contractors, further strengthening GDEX's alignment with environmental best practices.

CORPORATE SUSTAINABILITY REPORT

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The significant reduction in overall waste observed in FY2025 demonstrates the positive impact of these initiatives and supports GDEX's broader sustainability strategy, contributing to improved resource efficiency and reduced environmental impact across operations.

Reduce, Reuse, Recycle



The amount of recycled paper collected by GDEX has shown a consistent decline over the three-year period, decreasing from 34,319.00 kg in FY2023 to 19,072.00 kg in FY2024, and further to 12,143.70 kg in FY2025. The FY2025 figure represents a reduction of approximately 36% compared to FY2024. This downward trend does not indicate reduced recycling efforts, but rather reflects the Group's continued transition towards paperless operations and digital documentation across logistics processes, including electronic consignment notes, digital invoicing, system-based reporting, and digital record management. Additionally, employees are encouraged to practise responsible paper usage, such as double-sided printing, reusing materials whenever possible, and prioritising digital communication over physical documents.

Overall, the reduction demonstrates the effectiveness of GDEX's operational digitalisation initiatives in minimising material usage at source, supporting waste prevention and resource efficiency in line with sustainable business practices.

CORPORATE SUSTAINABILITY REPORT

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SOCIAL



OUR PURPOSE

Delivering Sustainable Growth
Towards a Better World



OUR COMPASS

Harmonising People and
Technology to Mobilise Business,
Everywhere

Our Commitment to Customers

At GDEX, delivering exceptional service remains central to our business strategy, as we believe that customer satisfaction is fundamental to sustainable growth and long-term value creation. Guided by our management principles, corporate values, and overarching organisational goals, we continue to embed a customer-centric mindset across all aspects of our operations. This approach is anchored in the GDEX Purpose and Compass, introduced in 2024, as well as GDEX Philosophy, introduced in 2020, which is built upon the principles of the 4P's and 1S (People, Product, Process, Platform, Speed). These pillars serve as the foundation for operational excellence, continuous innovation, and the Group's ongoing transformation within the evolving logistics landscape.

We actively engage with our customers and place strong emphasis on feedback as a key driver for service improvement. Through structured monitoring, performance evaluation, and service quality enhancements, GDEX strives to consistently cater to customer expectations. Our commitment to accessibility is reflected in the ongoing enhancement of our GDEX Point of Presence (POP) outlets, strategically located across key neighbourhoods to provide convenient, reliable, and seamless service experiences for our customers.

As the Group continues to expand its business footprint, we remain focused on revitalising and modernising our branches to create welcoming, efficient, and customer-friendly environments. These initiatives are designed to strengthen engagement between customers and our dedicated frontline teams, fostering trust, efficiency, and long-term relationships. At GDEX, every strategic step forward is guided by our commitment to service excellence, ensuring that customer needs remain at the heart of our journey towards operational excellence and sustainable growth.

CORPORATE SUSTAINABILITY REPORT

cont'd

Customer Satisfaction



The FY2025 Customer Satisfaction Survey results reflect GDEX’s continued commitment to delivering high-quality logistics services and enhancing the overall customer experience. The Group achieved an overall satisfaction score of 97% in FY2025, representing an improvement from 94% in FY2024, driven by GDEX’s strong dedication to service excellence, operational reliability, and continuous customer engagement. This positive trend underscores the effectiveness of ongoing initiatives aimed at strengthening delivery performance, improving digital service platforms, and enhancing customer service responsiveness.

We recorded strong performance across key service areas, with 98% satisfaction in Delivery Experience, 94% in Online Experience, and 95% in Customer Service. The high delivery experience rating reflects the Group’s focus on operational efficiency and timely parcel handling, while improvements in digital platforms and service accessibility contributed to enhanced online user experiences. Meanwhile, the customer service score highlights the dedication of its frontline teams in addressing customer needs promptly and professionally. The increase in overall satisfaction demonstrates how GDEX’s sustained efforts to deliver world-class service standards have strengthened customer trust and reinforced its position as a reliable logistics partner.

These results also support GDEX’s broader sustainability strategy under the Social pillar, where customer satisfaction is viewed as a key indicator of responsible service delivery and long-term business sustainability. Moving forward, GDEX remains committed to further enhancing service quality, leveraging customer feedback, and driving continuous improvement initiatives to maintain high satisfaction levels.

CORPORATE SUSTAINABILITY REPORT

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Our Employees

Our employees are recognised as a critical driver of operational excellence and long-term value creation. Guided by a people-centric culture built on fairness, respect, and inclusivity, we continue to strive to provide a supportive working environment where employees feel valued and empowered to perform at their best. In line with responsible employment practices, the Group maintains competitive remuneration structures, performance-based incentives, and recognition programmes that acknowledge individual and team achievements. Through continuous engagement and open dialogue with employees, we ensure that workplace practices remain aligned with evolving workforce expectations and organisational goals.

Employee well-being and development remain central to our sustainability strategy, as we recognise the direct link between workforce engagement and customer satisfaction outcomes. We continue to invest in structured upskilling initiatives and professional development programmes to enhance technical competencies, leadership capabilities, and service delivery standards. Medical and welfare benefits are also provided to support employee health and resilience. By fostering a motivated and capable workforce, GDEX strengthens its ability to deliver reliable, high-quality services, contributing to the strong customer satisfaction performance achieved in FY2025.

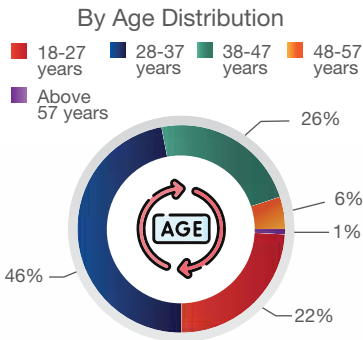
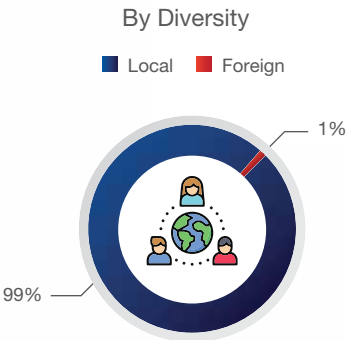
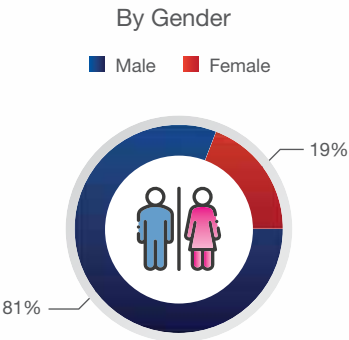
GDEX is committed to upholding internationally recognised human rights principles under the framework of Protect, Respect, and Remedy. The Group promotes equal opportunities, diversity, and inclusion across all levels of employment, ensuring that decisions related to hiring, promotion, and rewards are based on merit and performance. We are pleased to report that no cases of human rights violations were recorded in FY2025, reflecting the effectiveness of our governance framework and ethical workplace culture.

Workplace health and safety remain a key priority, supported by structured scheduling practices designed to promote work-life balance and prevent excessive working hours. Our Employee Handbook outlines workplace rights, benefits, and responsibilities, ensuring transparency and consistency across operations. Furthermore, we strictly adhere to Child Labour Laws, employing only individuals aged 18 and above, aligning with international efforts to eliminate child and forced labour. Our recruitment policies are fully compliant with the Employment (Amendment) Act 2022, ensuring adherence to all government regulations and the national minimum wage policy. Through these measures, GDEX reinforces its commitment to responsible labour practices while building a safe, inclusive, and high-performing workplace that supports both employee well-being and service excellence.

CORPORATE SUSTAINABILITY REPORT

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FY2025 Proportion of Employees



CORPORATE SUSTAINABILITY REPORT

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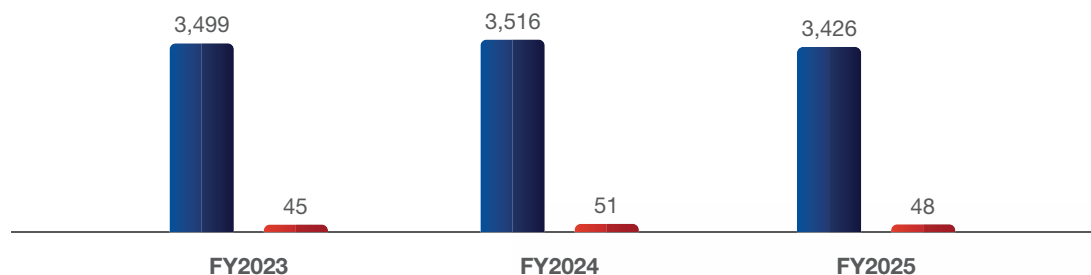
GDEX's workforce profile in FY2025 reflects a diverse and dynamic employee base that supports the Group's operational growth and service delivery excellence. The Group recorded a total of 3,474 employees, primarily local talent representing 99% of the workforce, demonstrating GDEX's commitment to supporting local employment. Inclusive hiring practices remain a priority, including representation from persons with disabilities, while 108 temporary or contract employees provide operational flexibility to meet changing logistics demands.

In terms of gender composition, the workforce comprises 81% male and 19% female employees, reflecting the operational nature of the logistics sector. The age distribution shows a balanced talent pipeline, with the largest proportion aged 28–37 years (46%), followed by 38–47 years (26%) and 18–27 years (22%), supported by experienced employees in older age groups. This diverse workforce structure enables GDEX to maintain operational resilience, strengthen service quality, and support the strong customer satisfaction performance achieved in FY2025, reinforcing the Group's commitment to its social sustainability objectives.

Employee Diversity

FY2023-FY2025

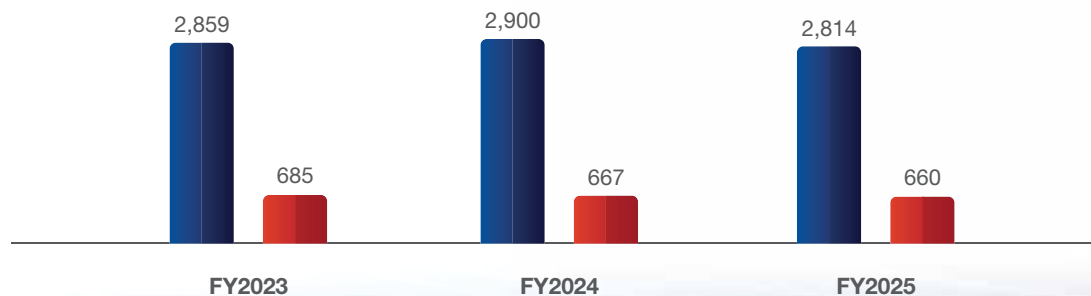
■ Local
■ Foreign Worker



Gender Distribution

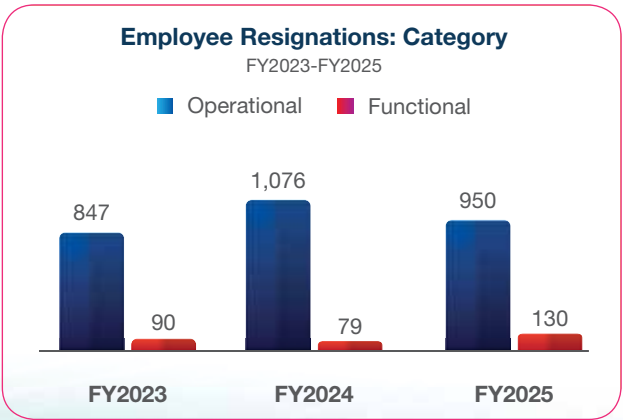
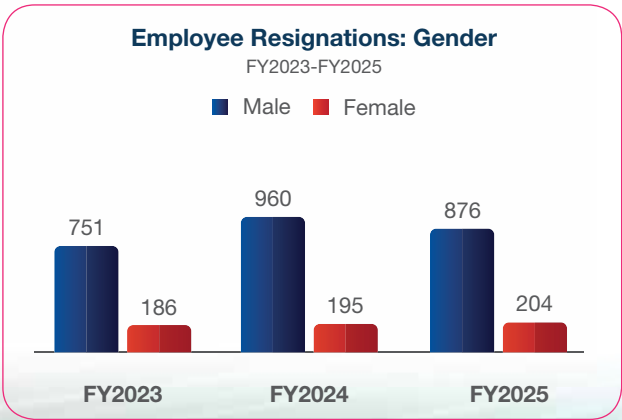
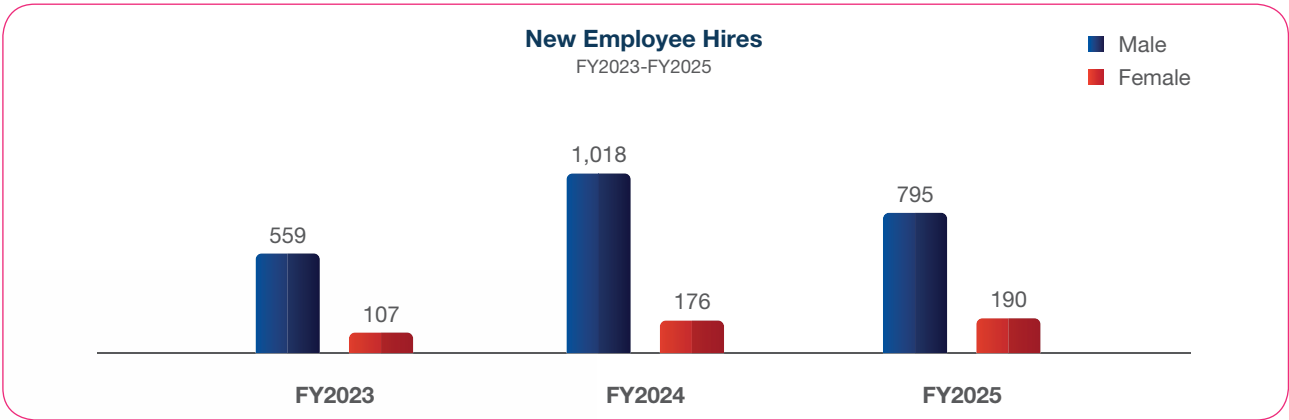
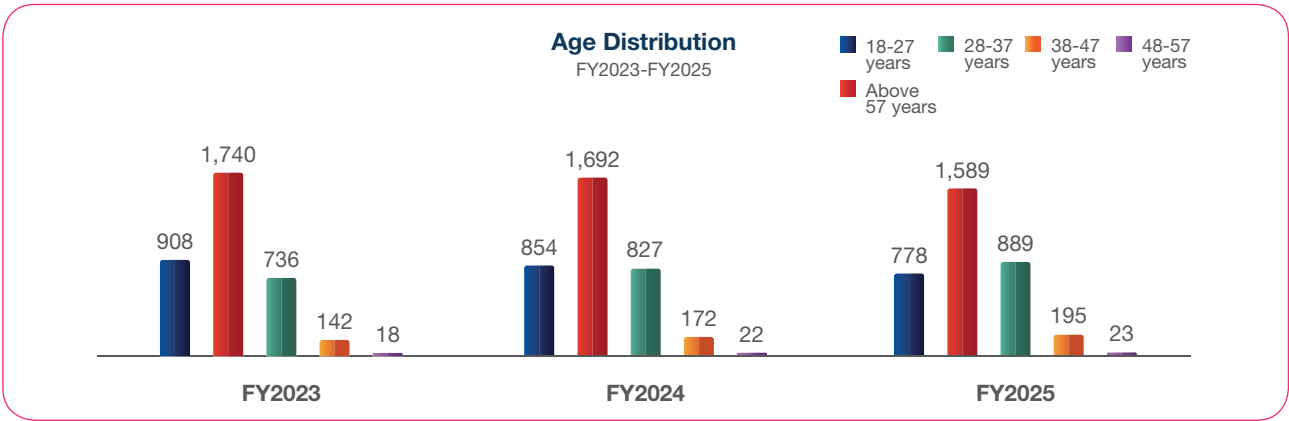
FY2023-FY2025

■ Male
■ Female



CORPORATE SUSTAINABILITY REPORT

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CORPORATE SUSTAINABILITY REPORT

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In FY2025, we recorded a total of 985 new employee hires, comprising 795 male and 190 female employees, reflecting the Group's continued efforts to strengthen operational capacity while supporting workforce diversity. GDEX is committed to the diversity of our employees to ensure equal opportunities in regards to their differences in nationality, race, religion, gender, sexual orientation, and age. The hiring trend aligns with the operational requirements of the logistics industry, where technical and field-based roles remain predominantly male, while gradual improvements in female participation demonstrate GDEX's commitment to inclusive employment practices.

During the same period, 1,080 employees resigned, including 876 male and 204 female employees. Workforce mobility remains a natural aspect of the logistics sector; however, GDEX continues to focus on enhancing employee engagement, career development opportunities, and workplace benefits to support retention and workforce stability. Overall, FY2025 hiring and resignation trends reflect GDEX's proactive approach to managing talent needs while maintaining a resilient workforce capable of delivering consistent service quality and supporting the Group's sustainability objectives.

We continue to be committed to fostering an inclusive and equitable workplace by providing employment opportunities to individuals from diverse backgrounds, including the underprivileged, persons with disabilities and individuals without formal education by providing job and training opportunities. Guided by our principles of inclusivity and non-discrimination, we have one disabled employee. We strongly believe that every individual has the potential to contribute meaningfully to GDEX's success, and we continue to promote equal opportunity employment practices that value capability, dedication, and integrity. To support a safe, fair, and respectful working environment, GDEX has established a Whistleblowing Governance Unit, providing a secure and confidential platform for employees to report concerns related to discrimination, misconduct, or inappropriate workplace behaviour. Employees are encouraged to raise issues directly with senior management without fear of retaliation, reflecting the Group's commitment to transparency, accountability, and an open organisational culture. All reports are handled with strict confidentiality, and significant matters are subject to formal and independent review processes to ensure appropriate action is taken.

GDEX is pleased to reaffirm that no incidents of discrimination, child labour, or forced labour violations were recorded in FY2025, underscoring the effectiveness of our ethical employment practices and human rights governance framework. Moving forward, the Group will continue to strengthen its workplace policies and engagement initiatives to ensure that all employees feel respected, valued, and empowered to grow within an inclusive and responsible organisation.

Talent Development and Retention

Continuous learning, employee engagement, and capability development have always remained the top priorities for GDEX as part of its commitment to building a future-ready workforce. The GDEX Academy plays a central role in workforce development by providing structured industrial training opportunities for school leavers and existing employees, culminating in a professional certification in logistics and express delivery. This initiative is implemented in collaboration with the Ministry of Human Resources' Department of Skills Development, with training programmes aligned to the National Occupational Skills Standards (NOSS) to ensure relevance to industry requirements. Furthermore, we work closely with Pembangunan Sumber Manusia Berhad (PSMB) to co-develop training curricula that equip employees with updated technological, operational, and regulatory competencies, supporting continuous professional growth across the organisation.



CORPORATE SUSTAINABILITY REPORT

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To strengthen governance awareness and promote a safe and ethical workplace, GDEX actively conducts workshops and training sessions covering key areas such as Human Resources policies, Anti-Bribery Management, Whistleblowing practices, Prevention of Sexual Harassment, as well as Occupational Health and Safety procedures. These initiatives reinforce the Group's commitment to ethical conduct, regulatory compliance, and employee well-being as well as ensuring all our employees remain informed of and committed to complying with these policies and procedures. Through continuous investment in learning and development, GDEX aims to nurture talent, enhance organisational resilience, and build a skilled workforce capable of supporting the Group's long-term sustainability objectives.

Occupational Safety and Health

Occupational safety and health (OSH) risks are embedded within the Group's enterprise risk management framework, ensuring that safety considerations are systematically identified, assessed, and monitored alongside operational and sustainability risks. Given the logistics-intensive nature of our operations, which involve vehicles, machinery, and high-movement environments, we maintain robust risk controls designed to minimise workplace hazards and safeguard employees, contractors, customers, and stakeholders. Oversight is provided by the Safety and Health Committee, which monitors compliance with internal policies, regulatory requirements, and ISO-aligned operational standards, while reinforcing a strong safety culture across the organisation.

We adopt a structured incident management process to strengthen risk mitigation effectiveness. Any accident or safety-related event is subject to an independent review to identify root causes, evaluate control effectiveness, and implement corrective and preventive measures. Key findings are integrated into operational risk registers and safety procedures to support continuous improvement and reduce future exposure. As part of GDEX's expansion strategy, safety risks are proactively managed during new branch openings, relocations, and facility upgrades through collaboration between the Network Committee and the Safety and Health Committee. This governance-driven approach ensures that all operational sites adhere to established Branch Set-Up Flow requirements, labour standards, and relevant ISO guidelines, supporting consistent safety performance across the Group.

Through continuous monitoring, employee training, and strengthened governance oversight, GDEX aims to enhance workplace safety, improve risk management maturity, and support operational resilience. Embedding safety risk management within enterprise risk processes not only protects our workforce but also reinforces business continuity and aligns with evolving sustainability and IFRS S2 risk management expectations.

GDEX strengthened its commitment to occupational safety through structured safety training initiatives, with a total of 325 employees participating in various safety-related programmes and 5732 employees were trained on general training in 2025. These efforts reinforce a strong safety culture across the organisation and supporting the Group's ongoing commitment to workplace health, security, and operational excellence.

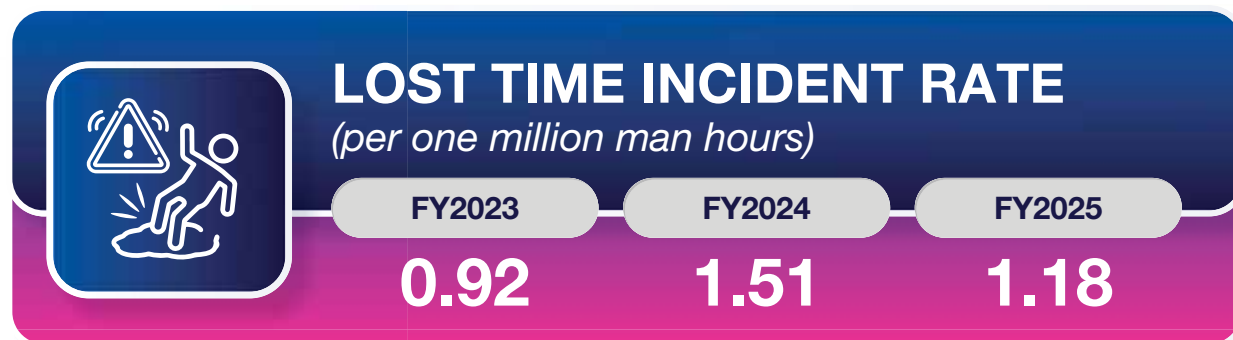
CORPORATE SUSTAINABILITY REPORT

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List of Safety and Health Training

1	Balance Work Life for Better Mental Health
2	First Aid Training
3	Defensive Driving for Linehaul Night Drivers
4	Defensive Driving for Training
5	Defensive Riding for Training
6	6S Awareness
7	Power Pallet Training
8	Fire Drill Evacuation Briefing
9	Flood Drill Evacuation Briefing

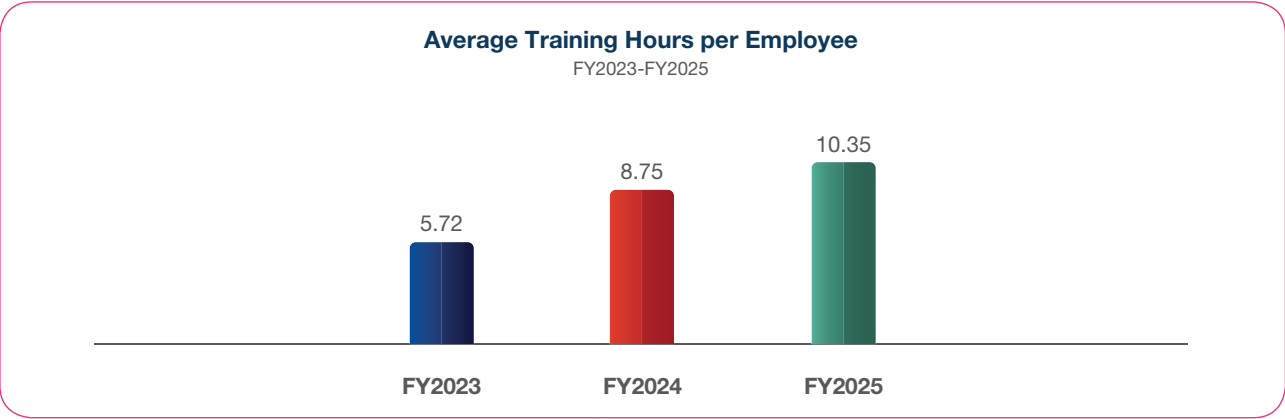
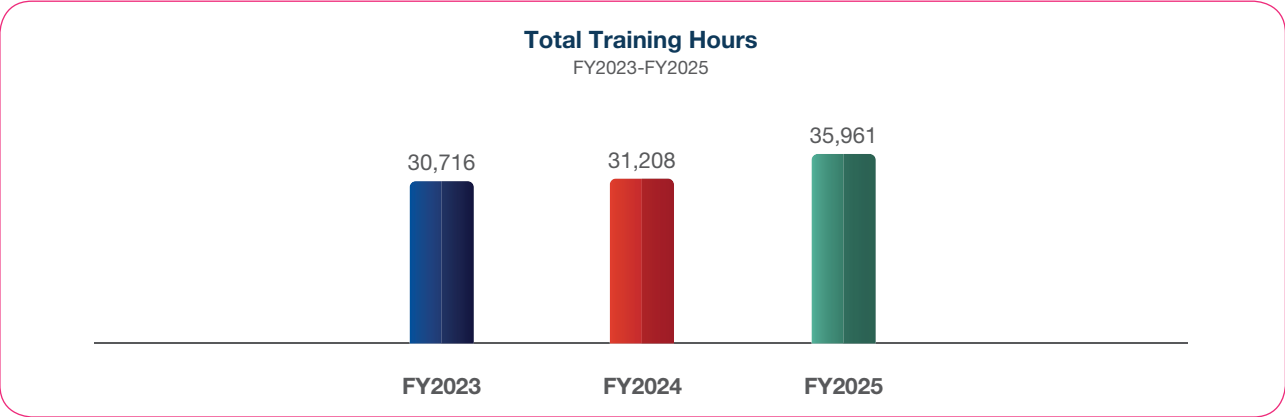
In FY2025, GDEX recorded 11 workplace accident cases with zero fatalities, reflecting the effectiveness of the Group's risk management controls and proactive safety governance embedded within its enterprise risk management framework. The Lost Time Injury Rate (LTIR) improved to 1.18, compared with 1.51 in FY2024, demonstrating strengthened risk mitigation measures, enhanced workforce training, and continuous monitoring of operational hazards. In accordance with the Occupational Safety and Health (Amendment) Act 2022, lost time incidents are tracked as key safety risk indicators, enabling the Group to evaluate control effectiveness and identify areas for improvement. GDEX aims to further reduce the LTIR to 1.0 in FY2026 through ongoing improvement of its safety practices, in alignment with the Department of Occupational Safety and Health (DOSH) Vision Zero campaign, reinforcing a preventive approach to risk management and supporting long-term operational resilience. We maintain comprehensive safety measures across our facilities, including designated safety lanes, clear hazard labelling, and structured handling procedures, ensuring that safety risks are systematically identified, assessed, and managed. By integrating occupational safety, security, and incident monitoring into enterprise risk processes, GDEX strengthens its ability to maintain a safe working environment while safeguarding operational stability and aligning with evolving IFRS S2 risk management expectations.



CORPORATE SUSTAINABILITY REPORT

cont'd

Learning and Development



In FY2025, we recorded 35,961 total training hours, reflecting a continued strategic investment in human capital to support operational resilience and effective risk management. It shows an increase of 4,753 training hours as compared to 31,208 hours in FY2024. Workforce development remains a key component of the Group’s strategy to strengthen service reliability, enhance safety performance, and mitigate operational risks within the fast-paced logistics environment. Training programmes focused on technical competencies, compliance, safety, and governance practices enable employees to respond effectively to operational challenges while supporting consistent service delivery across the network.

The average training hours per employee increased to 10.35 hours in FY2025. This upward trend in both average and total training hours reflects GDEX’s proactive commitment to capability building as part of its broader enterprise risk management strategy. By embedding continuous learning into its operational framework, GDEX enhances workforce readiness, reduces exposure to operational disruptions, and supports sustainable business performance in alignment with evolving IFRS S2 Strategy expectations.

CORPORATE SUSTAINABILITY REPORT

cont'd

Engaging and Empowering Communities

As part of our continuous commitment to community engagement, we actively reach out to the local community to participate in the GDEX enterprise development programme. This impactful initiative continues to be supported by the G-Partner programme and KITA crowdsourcing platform. This programme was designed to boost the local's economy through entrepreneurship especially targeting the young entrepreneurs who drive local business growth and job creation. Throughout FY2025, our Corporate Social Responsibility ("CSR") initiatives were extended to 1,385 individuals, reflecting our continued commitment to making a meaningful impact. These efforts were supported by a total investment of RM 88,362.55.

DATE	PROGRAMME	SDGs
7 January 2025	GDEX X School2U@SK Lenga, Johor	  
17 January 2025	GDEX X School2U @SK Sg Kechil, Pulau Pinang	  
21 January 2025	Educational Trip Programme from Curtin University Mauritius	  
27 August 2025	Educational Trip Programme from Universiti Tunku Abdul Rahman (UTAR)	  
11 August 2025	Sparking Joy with Science	  
28 September 2025	Fun Run, Fund the Future	  
1 November 2025	National Courier Day 2025 (Hari Kurier Negara 2025)	
29 December 2025	Educational Trip Programme from Universiti Teknologi Mara (UITM)	  

CORPORATE SUSTAINABILITY REPORT

cont'd

GDEX x School2U @ SK Lenga, Johor

On 7 January 2025, GDEX collaborated with School2U and SK Lenga, Johor in a meaningful corporate social responsibility (CSR) initiative aimed at empowering education through strategic partnership and community support.

Through this collaboration, GDEX played a key role as the trusted logistics partner, ensuring the efficient delivery of school supplies and educational resources to support students' learning needs. This initiative went beyond logistics, as it reflected a shared commitment to empower children in their education and enable a brighter, more successful future for students.



CORPORATE SUSTAINABILITY REPORT

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GDEX x School2U @ SK Kebangsaan Sungai Kechil, Pulau Pinang

On 17 January 2025, GDEX collaborated with School2U and Sekolah Kebangsaan Sungai Kechil, Pulau Pinang, in a impactful corporate social responsibility initiative aimed at enhancing students' educational experience.

This initiative focused on the provision of essential school supplies alongside the introduction of the DidikSchool2U digital platform, an effort supported by the Minister of Education, YB Puan Fadhlina Siddiq. The platform aims to improve access to digital learning while fostering an interactive and inclusive learning environment for students and teachers alike.

As the trusted logistics partner, GDEX played a crucial role in ensuring the seamless delivery of educational resources, enabling students to receive the tools they need to succeed academically in the digital age. The collaboration between GDEX and DidikSchool2U reflects a shared commitment to empowering education, bridging learning gaps, and supporting long-term academic development.



CORPORATE SUSTAINABILITY REPORT

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Educational Trip Programme from Curtin University Mauritius

On 21 January 2025, GDEX had the pleasure of hosting 42 students from Curtin University Mauritius as part of an educational visit organised in collaboration with The Chartered Institute of Logistics and Transport in Malaysia (CILT).

The students, eager to expand their knowledge, were given an in-depth introduction to GD Express' express delivery operations, with a special focus on GDEX Auto Hub sorting facility. This visit provided them with valuable insights into the logistics industry, showcasing the innovative work GDEX is doing.

We are proud to be able to engage with the next generation of logistics professionals, sharing our expertise and inspiring them to explore the many exciting opportunities in the industry.



CORPORATE SUSTAINABILITY REPORT

cont'd

Educational Trip Programme from Universiti Tunku Abdul Rahman (UTAR)

GDEX hosted students from the Faculty of Information and Communication Technology (FICT), Universiti Tunku Abdul Rahman (UTAR) for an educational visit at our headquarters.

Through a guided tour of the GDEX Auto Hub and dedicated knowledge-sharing sessions, the students were introduced to our operational ecosystem and the technologies that support it. The visit offered practical exposure to key aspects of the courier and logistics value chain, including shipment handling, tracking systems, and customer service processes, while highlighting the critical role of information technology in enabling efficient, reliable operations.



Sparking Joy with Science

On 11 August 2025, GDEX proudly organised an educational initiative to promote social inclusion, foster national pride, and spark curiosity in young minds. Through an interactive learning experience at Petrosains, The Discovery Centre, 37 students and 9 teachers from Rumah Penyayang Darul Ilmi had the opportunity to explore the wonders of science and celebrate the spirit of Merdeka.

This initiative reflects GDEX's dedication to supporting educational enrichment and providing opportunities for underprivileged groups to experience the joy of learning. By nurturing an interest in science and innovation, GDEX aims to inspire the next generation of thinkers and problem-solvers, while contributing to a more inclusive society.

This event is a testament to GDEX's continuous efforts in driving positive social impact, aligned with the company's values of unity, progress, and community development.



CORPORATE SUSTAINABILITY REPORT

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CORPORATE SUSTAINABILITY REPORT

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Fun Run, Fund the Future

The GDEX Heart “*Fun Run, Fund the Future*” event marked a meaningful highlight of the year, demonstrating the power of community spirit and collective action. Held in conjunction with the 100th anniversary celebration of SJKC Chung Hwa (P) KL, the event brought together 582 participants from SJKC Chung Hwa (P) KL and GDEX in a shared commitment to health, unity, and giving back to the community.

Participants, volunteers, donors, and supporters came together to make the event a resounding success. Beyond promoting physical well-being, the fun run played a significant role in raising funds to support the school while commemorating an important educational milestone.

The overwhelming participation and support reflected GDEX’s ongoing commitment to corporate social responsibility and community engagement. The event also reinforced the belief that when individuals and organisations unite for a common cause, meaningful and lasting impact can be achieved.

Through initiatives such as this, GDEX continues to strengthen partnerships, foster goodwill, and contribute positively to the communities it serves.



CORPORATE SUSTAINABILITY REPORT

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CORPORATE SUSTAINABILITY REPORT

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Educational Trip Programme from Universiti Teknologi Mara (UiTM)

As part of GDEX's ongoing commitment to education and digital talent development, GDEX welcomed 25 students from Universiti Teknologi MARA (UiTM), Digital Transformation Management programme, for an industry visit to GD XCHANGE Experience Centre and GDEX Auto Hub.

The visit was aimed at providing students with practical exposure to real-world digital transformation initiatives in the logistics industry. During the session, students were introduced to GDEX's operations and digital journey, particularly how the company transformed from manual processes into a digitally driven logistics ecosystem.

The GDEX IT team also conducted a briefing on the company's digital transformation roadmap, covering areas such as system automation, data integration, operational efficiency, and technology adoption in logistics management. Students gained valuable insights into how digitalisation supports scalability, service reliability, and business sustainability in a fast-paced e-commerce environment.

Through this initiative, GDEX continues to support knowledge sharing, strengthen industry-academic collaboration, and contribute to the development of future-ready digital professionals.



CORPORATE SUSTAINABILITY REPORT

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CORPORATE SUSTAINABILITY REPORT

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Our Commitment to the Nation

Hari Kurier Negara 2025

GDEX participated in the National Courier Day (*Hari Kurier Negara*) Celebration 2025, which brought together industry players, government representatives, and stakeholders to celebrate the vital role that couriers play in driving Malaysia's logistics and e-commerce ecosystem. This event was officiated by the Minister of Communications, Yang Berhormat Datuk Ahmad Fahmi bin Mohamed Fadzil. During the event, GDEX was awarded the Bronze prize in the National Courier Icon (*Tokoh Kurier Negara*) awards.



CORPORATE SUSTAINABILITY REPORT

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GDEX's Appointment in Industrial Council for Transportation & Logistics

GDEX reaffirms its commitment to national development through active industrial contribution to education and talent development initiatives. During the year, a representative of the Company was appointed as a member of the GITC Council of Experts by the Ministry of Higher Education Malaysia, reflecting industry recognition of expertise in the transportation and logistics sector. This appointment supports the national Technical and Vocational Education and Training (TVET) agenda, particularly in shaping industry-relevant skills, strengthening academia–industry collaboration, and contributing to the long-term growth of Malaysia's workforce. GDEX remains committed to supporting national policies and initiatives that enhance human capital development and future-ready talent for the nation.



Supporting National Efforts to Prevent Drug Trafficking

GDEX participated in an engagement session jointly organised by the Narcotics Criminal Investigation Department of the Royal Malaysia Police [*Jabatan Siasatan Jenayah Narkotik* (JSJN), *Polis Diraja Malaysia* (PDRM)] and the Malaysian Communications and Multimedia Commission (MCMC), along with players from the postal and courier industry. The session, led by *Yang Dihormati* Commissioner of Police Datuk Hussein Bin Omar Khan, Director of JSJN/PDRM, focused on addressing the threat of drug trafficking through postal and courier services, covering detection strategies, preventive measures, and enforcement actions. GDEX's participation underscores its commitment to supporting regulatory authorities and maintaining high standards of security, compliance, and corporate responsibility within the logistics industry.

CORPORATE SUSTAINABILITY REPORT

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GOVERNANCE

GDEX Board of Directors (“the Board”) exercises active oversight of sustainability and climate-related matters as an integral part of its corporate governance and strategic decision-making processes, in alignment with IFRS S2 Climate-related Disclosures and global best practices. The Board ensures that sustainability-related risks and opportunities across economic, environmental, and social dimensions, are systematically considered in shaping the GDEX’s strategy, business model, and long-term value creation. The Board oversight is supported by the CNRC and the SWC, which monitor implementation, leadership accountability, and progress against sustainability objectives. These working groups will discuss and report the progress directly to the Board on a semi-annual basis. At the management level, the Chief Sustainability Officer, is responsible for overseeing the Group’s sustainability strategy and execution, ensuring alignment with Board-approved priorities and enterprise-wide integration.

Sustainability and climate-related considerations are embedded within GDEX’s enterprise risk management and performance monitoring frameworks. The Group identifies, assesses, and manages sustainability-related risks including climate transition and physical risks alongside operational and financial risks, while also leveraging sustainability-driven opportunities to enhance resilience and competitiveness. The Board oversees the use of relevant sustainability metrics and targets to monitor performance, inform capital allocation, and support transparent reporting. Through this integrated and governance-led approach, GDEX strengthens its ability to respond proactively to evolving regulatory, market, and stakeholder expectations, while delivering sustainable long-term value for shareholders and the wider community.



In support of this governance framework, GDEX adheres closely to established corporate governance principles and recognised best practices, including the Malaysian Code on Corporate Governance (MCCG), guidance from the Minority Shareholders Watch Group (MSWG), the Corporate Governance Scorecard, the FTSE4Good Bursa Malaysia Index, and the Bursa Malaysia Corporate Governance Guide. These benchmarks guide the Group in upholding high standards of transparency, accountability, and ethical conduct, while ensuring alignment with stakeholder expectations and broader ESG considerations in an evolving business environment.

To promote transparency, accountability, and continuous improvement in corporate governance and sustainability performance, GDEX publishes a comprehensive Corporate Governance Report annually on its official website at www.gdexpress.com, providing stakeholders with timely access to information on the Group’s governance practices, policies, and performance.

CORPORATE SUSTAINABILITY REPORT

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Data Security and Privacy

GDEX integrates cybersecurity and data protection risks into its enterprise risk management framework, in alignment with IFRS S2 risk management disclosure requirements. The Group has implemented advanced Artificial Intelligence (AI) and Machine Learning (ML)-enabled cybersecurity solutions to identify, assess, and manage cyber-related risks on an ongoing basis. These technologies enable real-time threat detection, prevention, and response, strengthening the Group's ability to safeguard the confidentiality, integrity, and availability of data belonging to customers, vendors, and employees. Cybersecurity controls and mitigation measures are subject to regular management reviews to ensure their effectiveness in addressing evolving threat landscapes. In FY2025, we continued to report zero incidents or complaints relating to data breaches involving customers, vendors, or employees; indicating the effectiveness of the Group's cybersecurity risk controls.

To further enhance its cybersecurity risk management maturity, GDEX obtained the ISO/IEC 27001:2022 Information Security Management Systems ("ISMS") certification in FY2025. This internationally recognised standard supports a structured, risk-based approach to information security by strengthening governance, control effectiveness, and continuous improvement processes. Achieving ISO 27001 will further reinforce the Group's ability to manage cybersecurity risks systematically, enhance organisational resilience, and build stakeholder confidence in the Group's information security practices.

Anti-Bribery and Anti-Corruption

Since 2020, GDEX has implemented a comprehensive Anti-Bribery and Corruption (ABC) Policy Statement and a No Gift Policy, which apply to all directors, employees, and relevant third parties engaged by the Group. These policies are aligned with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and reflect GDEX's commitment to fostering a corporate culture grounded in ethics, integrity, and transparency. The Group adopts a strict zero-tolerance approach towards bribery and corruption across all business operations, supported by controls aligned with the ISO 37001:2016 Anti-Bribery Management System.

Oversight of the Group's anti-bribery framework is provided by the Anti-Bribery and Corruption Committee, which is responsible for the implementation, monitoring, and continuous improvement of the Anti-Bribery Management System across the Group. The committee has direct access to the Board and senior management to ensure that bribery and corruption-related matters are addressed promptly and effectively. In addition, GDEX's No Gift Policy explicitly prohibits the solicitation, offering, or acceptance of gifts, entertainment, corporate hospitality, or any items of monetary value that may influence, or be perceived to influence, business decisions. The Whistleblowing Policy and Procedures provides a clear and standardised mechanism for reporting suspected misconduct or irregularities, reinforcing transparency and accountability throughout the Group. All governance policies are publicly accessible on GDEX's corporate website.

GDEX continued to maintain zero reported cases of corruption in FY2025, reflecting the effectiveness of its governance framework and internal controls. The Group continues to strengthen awareness and capability through structured training programmes, with employees completing comprehensive anti-bribery and anti-corruption training and awareness programmes. As GDEX moves forward, the Group remains steadfast in upholding the highest standards of governance and ethical conduct, ensuring that all business activities are carried out responsibly and with integrity at every level of the organisation.

CORPORATE SUSTAINABILITY REPORT

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Regulatory Compliance and Engagement

The Group remains aligned with the latest regulations, standards, and guidelines issued by relevant authorities and regulatory bodies, reflecting GDEX's continued commitment to upholding high standards of corporate governance across the Group. We maintain active and constructive engagement with ministries, regulators, government agencies, and relevant organisations to ensure regulatory compliance, anticipate policy developments, and support responsible business practices.

The following section summarises the key regulatory and stakeholder engagement activities undertaken by the Group during FY2025.





CORPORATE SUSTAINABILITY REPORT

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LIST OF REGULATORY ENGAGEMENT

Date	Event Title and Information	Regulators and Organisations
6 January 2025	GITC signed MoUs with 25 industry associations - This initiative aims to enhance the employability of Technical and Vocational Education and Training (TVET) graduates by aligning educational programs with industry needs. The MoUs focus on several key areas such as Industry-led TVET training, Enhanced job placement opportunities through Work-Based Learning (WBL), and Skill development initiatives.	Government-Industry TVET Coordination Body (GITC)
7 January 2025	International Regulatory Conference 2025 (IRC 2025) in Kuala Lumpur Malaysia - A conference that featured high-impact dialogues, fireside chats, and keynote addresses; focusing on topics such as regulatory transformation, international cooperation, and the transformative role of technology across key sectors.	Malaysian Communications and Multimedia Commission (MCMC)
17 January 2025	ASEAN-BAC Malaysia Chairmanship 2025 - The ASEAN-BAC Malaysia Chairmanship 2025 marks Malaysia's leadership in steering the council's initiatives to strengthen public-private partnerships and economic collaboration across the ASEAN region. As chair, Malaysia focused on Digital Transformation, Sustainability and Green Economy, Inclusive Growth, Trade Facilitation as well as Health Resilience.	ASEAN Business Advisory Council (ASEAN-BAC) Malaysia
21 January 2025	Ministry of International Trade and Industry (MITI) Services Conference 2025 - An engagement with the Minister of MITI and industry leaders to share challenges and explore collaborative efforts to drive growth in Malaysia's services sector.	Ministry of International Trade and Industry (MITI)
23 January 2025	Training Program On Postal Security For Postal And Courier Industry Players - A training program aimed at enhancing the security standards of the postal and courier industry.	Malaysian Communications and Multimedia Commission (MCMC)
23 January 2025	PEMUDAH Private Sector Meeting - A session where private sector stakeholders and government representatives discussed regulatory improvements, business efficiency, and strategies to drive Malaysia's economic growth.	Malaysia Productivity Corporation (MPC)

CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
6 February 2025	PAKEJ Working Group Meeting - A discussion focused on PAKEJ and sustainability initiatives, implementation timelines, sharing sessions on sustainability as well as a panel session on infrastructure and asset sharing in the postal and courier industry.	Malaysian Communications and Multimedia Commission (MCMC)
13 February 2025	Hari Kesedaran Farmasi “TOLAK UBAT TIDAK SAH (TOBaTS)” 3.0 - A public awareness campaign aimed at educating people about the dangers of using unregistered, counterfeit, or illegal medicines.	Bahagian Penguatkuasaan Farmasi (BPFKKM)
19 February 2025	Pelan Accelerator Kurier Negara (PAKEJ) Industry Working Group Meeting - A meeting that focused on brainstorming PAKEJ and Sustainability initiatives, along with their implementation timelines while also featuring sharing sessions on sustainability and a panel discussion on infrastructure and asset sharing in the postal and courier industry.	Malaysian Communications and Multimedia Commission (MCMC)
19 February 2025	Mesyuarat Penolong Pengarah Kastam (Penguatkuasaan) Bersama Syarikat Kurier - A meeting that discussed issues related to import control procedures for trade into the country by courier companies and measures to overcome smuggling activities, particularly prohibited goods such as drugs.	Cawangan Narkotik, Ibu Pejabat (Jabatan Kastam Diraja Malaysia)
26 February 2025	Bengkel Latihan Membantras Penyeludupan Hidupan Liar Di Lapangan Terbang - A workshop to enhance awareness and skills among enforcement officers and relevant stakeholders in preventing and combating wildlife smuggling at airports.	Association of Malaysian Express Carriers (AMEC)
26 February 2025	Code of Practice for Postal Services (CPPS) - A briefing session on the Code of Practice for Postal Services (CPPS) which provided an overview of regulatory guidelines, compliance requirements, and industry best practices to ensure efficient and secure postal service operations.	Postal Forum

CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
13 March 2025	Majlis Peluncuran MADANI Digital Trade The MADANI Digital Trade Launching Ceremony saw industry leaders discussing resilient trade strategies for Malaysian businesses in 2025.	Kementerian Pelaburan, Perdagangan dan Industri
17 March 2025	Research Seminar of Developing A Future-Ready Framework for Enhancing Industry Ready Graduates in Key Sectors of Malaysia (2025-2030) A seminar to evaluate the nation's future talent readiness across the following key sectors: Electric and Electronics, Healthcare and Pharmaceuticals, Aerospace, Medical Devices, Chemicals, ICT Services, Automotive, Logistics, Petroleum Industry.	Universiti Putra Malaysia (UPM) and Universiti Malaya (UM)
17 March 2025	Consultation on Reassessment of Courier Services Autonomous Liberalisation A discussion, chaired by YB Timbalan Menteri MITI, reviewing previous Services Task and Roundtable meetings to reassess autonomous liberalisation in courier services.	Ministry of Investment, Trade and Industry (MITI) & Kementerian Komunikasi (KKOM)
19 March 2025	Panel Forum Kerjaya GITC-PSA: Persediaan Kerjaya Dan Jalanan Industri A forum providing students in Facility Management Technology, Building Services, Civil Engineering, and Wood-Based Technology with industry insights, career guidance, and opportunities to build networks with industry players.	Government-Industry TVET Coordination Body (GITC)



CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
8 April 2025	Industry Dialogue with Ministry of International Trade and Industry (MITI) - A discussion on US tariffs affecting Malaysian exports, market diversification, worker upskilling, and response measures for the 200 factories impacted by the Putra Heights pipeline fire.	Asean Business Advisory Council (ASEAN-BAC) Malaysia
23-25 April 2025	Program Makmal Bagi Kajian Dasar Strategik Sektor POS untuk Akta Perkhidmatan POS 2012 (KDSAPP2012) - A lab programme that serves as a catalyst for exploring policy proposals across various scenarios from the perspectives of all stakeholders; including ministries, agencies, and the industry.	Malaysian Communications and Multimedia Commission (MCMC)
24 April 2025	Public Private Research Network (PPRN) Workshop GITC with Industries Public Private Research Network. - An innovative initiative by the Ministry of Higher Education to promote demand-based innovation programs in driving increased productivity and strengthening Malaysia's economic development.	Government-Industry TVET Coordination Body (GITC)
29 April 2025	Dialogue at Securities Commission (SC) - A dialogue session chaired by the Securities Commission Chairman on improving the skills and expertise of sustainability practitioners in Malaysia.	Securities Commission Malaysia (SC)



CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
14 May 2025	Inisiatif Peningkatan Produktiviti Dan Kecekapan Syarikat Melalui Productivity In Context (PIC) & Transformasi AI - A discussion focuses on improving management practices, adopting technology and digitalisation, as well as process innovation to enhance workforce efficiency and company operations.	Malaysian Productivity Corporation (MPC)
29 May 2025	Launch of the GITC Council of Experts (CoExp) - A program establishing CoExp to provide strategic guidance to GITC as well as support Technical and Vocational Education and Training (TVET) curriculum improvements. The CoExp will also contribute to policy advocacy, industry partnerships, and enhance internships and Work-Based Learning (WBL) for industry-ready graduates.	Government-Industry TVET Coordination Body (GITC)
30 May 2025	Pre-Validation Session Communications and Multimedia Impact Study (AI, Digitalisation and Green Economy) - A discussion focusing on the Communications and Multimedia sector to assess how AI, digitalisation, and sustainability are reshaping workforce needs, identify critical skills, and support future-ready talent for sustainable national growth.	Malaysian Communications and Multimedia Commission (MCMC), in collaboration with Talent Corporation Malaysia Berhad (TalentCorp)



CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
19 June 2025	Sesi Libat Urus Bersama Industri Berkenaan Pematuhan Undang-Undang dan Tindakan Penguatkuasaan Bagi Penyalahgunaan Fleet Card Di Bawah Sistem Kawalan Diesel Bersubsidi 2.0 - A session to enhance the effectiveness of the targeted subsidy programme and to ensure uniformity in subsidy management, as well as improve guidelines related to the use of fleet cards under SKDS 2.0.	Kementerian Perdagangan Dalam Negeri dan Kos Sara Hidup
20 June 2025	Sesi Perbincangan Berkenaan Dasar RUU Jualan Barangan 2025 [AKTA 382] - A session to ensure that the reform initiatives take into account the needs of stakeholders and that the implementation of the reformation of the Sale of Goods Bill is carried out comprehensively.	Bahagian Hal Ehwal Undang-Undang, Jabatan Perdana Menteri (BHEUU, JPM)
25 June 2025	Validation Workshop for Communications and Multimedia Sector Impact Study (Postal & Courier Sub-sector) - A workshop focusing on the postal and courier sub-sector to identify key future roles and skills for a future-ready Malaysian workforce.	Malaysian Communications and Multimedia Commission (MCMC)
26 June 2025	Panel Bagi Sesi Libat Urus Pembangunan Modul Latihan Pasport Keselamatan Kurier (MyCSP) Bersama wakil Industri - An engagement session to obtain direct input from the industry for the development of a safety training module for couriers.	Institut Penyelidikan Keselamatan Jalan Raya Malaysia (MIROS) dan Postal Forum
30 June 2025	Protecting Trust: Scam Awareness in the Postal and Courier Industry - A session to empower postal and courier professionals with the insights needed to safeguard operations, protect personnel, and preserve customer trust in the face of rising scam threats.	POSTAL FORUM

CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
14 July 2025	Engagement Session: Needs Analysis Workshop for Green Delivery Zone Concept - A workshop that focuses on the Feasibility Study of a Green Delivery Zone Concept where the Malaysian Green Technology and Climate Change Corporation (MGTC) conducted a needs analysis by engaging with postal and courier companies to assess the necessity of a Green Delivery Zone Concept.	Malaysian Communications and Multimedia Commission (MCMC)
17 July 2025	National Address Conference 2025 - A conference focused on addressing national addressing systems, exploring innovations, best practices, and strategies to improve address management and enhance service delivery across sectors.	Malaysian Communications and Multimedia Commission (MCMC)
17 July 2025	Bengkel Pasca Monsun Timur Laut (2024/2025) Bersama Industri Telekomunikasi, Pos dan Kurier - A workshop to review the implementation of disaster reporting by agencies and service providers during the monsoon, while gathering suggestions for improvements to standard operating procedures (SOPs) and operational strategies.	Malaysian Communications and Multimedia Commission (MCMC)



CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
5 August 2025	Training Program on Postal Security with Industry Players (Sarawak) - A training program raising awareness of postal security threats, fostering law enforcement–industry collaboration, building capacity in handling prohibited items, and addressing postal and courier security challenges in East Malaysia.	Malaysian Communications and Multimedia Commission (MCMC)
12 August 2025	Young Executives Sustainability Summit (YESS) 2025 - A summit dedicated to young executives, providing them with insights to build sustainability leadership, gain practical tools, and connect with peers driving impact within their organisations.	UN Global Compact Network Malaysia & Brunei (UNGCMYB)
13 August 2025	Inaugural ASEAN TVET Conference in Conjunction with ASEAN Year of Skills 2025 - A conference bringing together policymakers, industry leaders, TVET institutions, and international organisations to discuss challenges, share best practices, and explore strategies in technical and vocational education and training (TVET).	Human Resource Development Corporation (HRD Corp)
18-19 August 2025	Bengkel Pembangunan Draf Malaysian Standard (MS) 2808 – Logistics Management System - A workshop to obtain input and feedback from the members of the Technical Committee on Logistics Transport (NSC 11/TC 1) regarding the draft of MS 2808, and to ensure that the Malaysian Standard can be completed within the stipulated timeframe.	Jabatan Standard Malaysia (JSM)
19 August 2025	Generative AI: Fueling the Next Wave of Productivity & Growth for Business Workshop - A workshop exploring how generative AI can drive productivity, innovation, and business growth across industries.	Malaysia Productivity Corporation (MPC)
27 August 2025	Engagement Session: Needs Analysis Workshop for the Green Delivery Zone Concept - A workshop by MGTC engaging postal and courier companies to deepen the needs analysis and gather insights for implementing the Green Delivery Zone Concept.	Malaysian Communications and Multimedia Commission (MCMC)

CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
2 September 2025	Bengkel Cadangan Penetapan Dasar dan Penggubalan RUU Jualan Barangan (Pindaan) 2025 - A workshop organised to discuss and establish policies, as well as to present the proposed Sale of Goods (Amendment) Bill 2025 based on the conducted study.	Bahagian Hal Ehwal Undang-Undang, Jabatan Perdana Menteri (BHEUU, JPM)
8 September 2025	Sesi Libat Urus Pengerusi Jawatankuasa Komunikasi dan Multimedia, Belia, Sukan dan Badan-Badan Bukan Kerajaan Negeri Pahang Bersama Pemberi Perkhidmatan Industri Telekomunikasi, Pos dan Kurier Negeri Pahang - A discussion to exchange views in pursuit of the best solutions, while also opening up opportunities for closer and more transparent collaboration among the state government, regulatory bodies, industry, and implementing agencies.	Malaysian Communications and Multimedia Commission (MCMC)
9 September 2025	FMM Human Resource/ Industrial Relations Forum - A forum focused on discussing human resource management and industrial relations strategies to enhance workforce productivity and workplace harmony.	Federation of Malaysian Manufacturers (FMM)
22 September 2025	Bengkel Latihan Membanteras Penyeludupan Hidupan Liar di Sempadan Udara Negara - A workshop aimed at enhancing the skills and awareness of enforcement officers and stakeholders to prevent and combat wildlife smuggling at Malaysia's air borders.	Bahagian Pengurusan Biodiversiti dan Perhutanan Kementerian Sumber Asli dan Kelestarian Alam (NRES)



CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
6 October 2025	Perbincangan Bersama Pemegang Taruh – Pembangunan Peraturan Pengendalian Aduan MCMC - A discussion session on the feasibility study for developing complaint handling regulations for the Malaysian Communications and Multimedia Commission (MCMC).	Postal Forum
17 October 2025	Resilience Program for the Northeast Monsoon (MTL) 2025/2026 in the Communications, Postal & Courier Sector, Including Disaster Exhibition & Simulation - A program to launch preparedness initiatives for the Northeast Monsoon (MTL) 2025/2026 in the communications, postal, and courier sectors, featuring disaster exhibitions and simulation activities.	Malaysian Communications and Multimedia Commission (MCMC)
23 October 2025	Workshop on the Courier Network Sharing Framework - A workshop to refine and consolidate the proposed guiding principles of the Courier Network Sharing Framework, as well as to gather feedback and build consensus on implementation strategies and governance mechanisms. This workshop will feature four (4) Focus Group Discussions (FGDs) as follows: - FGD 1 – Operations - FGD 2 – Technical - FGD 3 – Commercial - FGD 4 – Regulatory and Legal	Malaysian Communications and Multimedia Commission (MCMC)
28 October 2025	Seminar on Information Security Management System (ISMS) and Business Continuity Management System (BCMS) - A seminar aimed to provide an overview and guidance on the implementation of ISMS & BCMS framework to protect an organisation's critical assets.	Malaysian Communications and Multimedia Commission (MCMC)
29 October 2025	Generative AI Discovery for Logistics Industry - A discussion aimed at helping logistics organisations leverage AI to drive digital transformation, innovation, and productivity.	Malaysia Productivity Corporation (MPC) in collaboration with PointStar Malaysia

CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
11 November 2025	Malaysian Investment Development Authority (MIDA) Flagship Investment Seminar: The Industrial Cluster Development Initiative in the Central Region - An initiative to broaden the strategic collaboration between MITI and MIDA to strengthen a balanced regional development through a more strategic and integrated industry cluster-based approach in Malaysia's Central Region.	Malaysian Investment Development Authority (MIDA)
17 November 2025	Project Steering Committee for the Development of Communications and Multimedia Future Skills Framework Project Steering Committee (PSC) for the Impact Study of Artificial Intelligence (AI), Digitalisation and Green Economy on the Communications and Multimedia (C&M) Sector Workforce. - A discussion on the impact of AI, digitalisation, and the green economy on the C&M sector workforce, guiding Phase 1 of the study and providing key insights into workforce transformation.	Malaysian Communications and Multimedia Commission (MCMC)
26 November 2025	Focus Group Discussion Project Study on Freight Mode Shift From Road To Rail For Malaysia (FMSRTR) under GEF7-UNIDO AASCT with Logistics Industry - A discussion to gather input, insights, and support from stakeholders, consolidating diverse perspectives to strengthen policies and strategies for the road-to-rail freight shift initiative.	Ministry of Transport (MOT)



CORPORATE SUSTAINABILITY REPORT

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Date	Event Title and Information	Regulators and Organisations
2 December 2025	Postal and Courier Sector Validation Workshop (C&M FSF) - A discussion translating the Impact Study findings into a practical framework to guide workforce development, strengthen talent strategies, and support Malaysia's goal as a regional hub for digital innovation and talent.	Malaysian Communications and Multimedia Commission (MCMC)
12 December 2025	Engagement Session on Postal Security with Jabatan Siasatan Jenayah Narkotik (JSJN), Polis Diraja Malaysia (PDRM) and Postal & Courier Industry Players - A discussion providing insights on postal service security compliance in Malaysia, addressing challenges in combating crime and preventing misuse of postal and courier networks.	Malaysian Communications and Multimedia Commission (MCMC)
15 December 2025	Communication Infrastructure Management System (CIMS) Refresher Training 2025 - A training session to ensure understanding of the Communication Infrastructure Management System (CIMS) workflow and processes, provide guidance on system modules, and address user challenges through feedback.	Malaysian Communications and Multimedia Commission (MCMC)

Conclusion

GDEX continues to advance its sustainability journey through the implementation of green initiatives aligned with the global aspiration of achieving net-zero carbon emissions by 2050. The adoption of renewable energy at our Petaling Jaya facility represents an important milestone in reducing our operational carbon footprint. Going forward, we will continue to progressively introduce new sustainability-focused measures to further improve energy efficiency, lower emissions, and support environmentally responsible logistics solutions. In parallel, we remain committed to strengthening overall business sustainability by upholding sound governance practices and social responsibility. This includes maintaining ethical operations, safeguarding employee well-being, and contributing positively to the communities in which we operate. Collectively, these initiatives support a lower-carbon future while reinforcing long-term business resilience and value creation for our stakeholders.

CORPORATE SUSTAINABILITY REPORT

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GDEX BERHAD

BMLR Transition Period

Date & Time: 2026-04-15 11:09:38

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Anti-Corruption	Percentage of employees who have received training on anticorruption by employee category - Functional	Percentage	80	93	Internal
Anti-Corruption	Percentage of employees who have received training on anticorruption by employee category - Operational	Percentage	80	93	Internal
Anti-Corruption	Confirmed incidents of corruption and action taken	Number	0	0	Internal
Anti-Corruption	Percentage of operations assessed for corruption-related risks	Percentage	74	90	Internal
Community & Society	Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	88,362	100,000	Internal
Community & Society	Total number of beneficiaries of the investment in communities	Number	1,385	500	Internal
Diversity	Percentage of directors by gender - Female	Percentage	30	30	Internal
Energy management	Total energy consumption	Kilowatt	6,201,950	7,000,000	Internal
Health & Safety	Number of work-related fatalities	Number	0	0	Internal
Health & Safety	Lost time incident rate	Rate	118	1.00	Internal
Labour practices and standards	Total hours of training by employee category - Functional & Operational	Hours	35,961	33,800	Internal
Labour practices and standards	Number of substantiated complaints concerning human rights violations	Number	0	0	Internal
Labour practices and standards	Percentage of employees that are contractors or temporary staff	Percentage	315	3.00	Internal
Labour practices and standards	Total number of employee turnover	Number	1,080	1,175	Internal

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CORPORATE SUSTAINABILITY REPORT

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GDEX BERHAD

BMLR Transition Period

Date & Time: 2026-04-15 11:09:38
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Data privacy and security	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	Internal
Water	Total volume of water used	Litre	107157	70,000	Internal
Emissions management	Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	20,853	19,000	Internal
Emissions management	Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	4,589	5,306	Internal
Emissions management	Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	82	70	Internal
Waste management	Total waste diverted from disposal	Metric tonnes	296	200	Internal
Waste management	Total waste directed to disposal	Metric tonnes	837	1,100	Internal