POWERMATIC DATA SYSTEMS LIMITED

SUSTAINBILITY REPORT

2026

SUSTAINABILITY REPORT SR2026

CONTENTS *P1*

SUSTAINABILITY REPORT SR2026

1. Introduction

1.1 Company Overview & Strategic Outlook (FY2026)

Established in Singapore on 1 February 1989 and listed on the SGX since 1992, Powermatic Data Systems operates as an investment holding company with six wholly-owned subsidiaries across Singapore, China, and Malaysia. The Group is structured into two primary segments: the manufacturing and sale of wireless connectivity products (its core profit driver), and the property redevelopment of the freehold Harrison Food Building.

At the heart of the Group lies its wireless connectivity division, which operates under the Compex brand. The company designs and manufactures a comprehensive array of high-performance hardware, including wireless radio modules, embedded boards, indoor and outdoor access points, and antennas. Beyond manufacturing its own designs, the Group provides tailored OEM and ODM solutions. These products serve a broad spectrum of industries—from healthcare (enabling mobile access to patient databases) and security (long-range surveillance transmission) to factory automation (power meters and robotics) and industrial PCs. A cornerstone of its technological edge is a long-standing partnership with Qualcomm Atheros; since 2014, its subsidiary Compex Systems has been an official Qualcomm Authorized Design Centre in Southeast Asia, providing proprietary hardware and software expertise to system integrators, design houses, and Fortune 500 corporations. Geographically, the Group maintains a diversified footprint, with FY2026 sales distributed across Asia (44%), Europe (40%), and the USA (16%).

Concurrently, the property development segment is progressing steadily. The redevelopment comprises 43 units and was 30% completed as of FY2026, with 16 units already sold. Management expects construction to conclude and the Temporary Occupation Licence to be obtained within FY2027.

However, FY2026 proved challenging. Global tariffs, regional conflicts, and the explosive rise of AI disrupted supply chains by redirecting critical memory chipsets and engineering talent. This environment caused customers to delay Wi-Fi 7 hardware refreshes, extending the lifecycle of legacy Wi-Fi 5 designs and dampening order momentum for the wireless core.

In response, the Board has instituted a decisive 36-month strategic roadmap. Technologically, the Group aims to aggressively push validated Wi-Fi 7 modules into SD-WAN and industrial gateways, while beginning sampling of Wi-Fi 8 modules next quarter to capture early enterprise and AI-edge orders. Strategically, it is doubling down on high-value, mission-critical verticals where it already has a foothold—Transportation (35% of revenue), Cybersecurity (25%), and Heavy Industrial/Mining (15%)—rather than competing in low-margin consumer spaces. To future-proof its portfolio, the R&D pipeline is pivoting toward AI integration, designing modules optimized for low-latency edge inference, industrial AI, and real-time analytics.

Despite this clear vision, the Group navigates notable constraints. At Financial Capital Resources we remain limited, requiring cost-effective investment choices to balance growth and sustainability priorities. In dealing with our Human Capital, our workforce size and skills pipeline remain limited; retention and leadership bandwidth are critical to sustaining growth. In terms of Intellectual Capital, our proprietary technology and process know-how are strong, but patent portfolio and innovation capacity require further strengthening.

1.2 Report Scope and Structure

Board Statement

Powermatic Data Systems Ltd (hereafter referred to as “PDS” or the “Group”) is pleased to present the Eighth annual Sustainability Report (the “SR Report”) which covers our Group’s performance from 1 April 2025 to 31 March 2026 (the “reporting period”).

This Report covers the Group’s key sustainability issues, management approach, and related performance. It is prepared following the ISSB standards Dec 2023 in connection with the SASB standards. Our company is belonged to wireless communication industry, one of the six industries under Technology and Communication category. In addition, This SR has been prepared with reference to the Global Reporting Initiative (“GRI”) Standards 2021, serving as our primary framework for disclosing ESG performance.

Our board of directors continues to appoint a steering committee headed by our executive director, Ms. Katherine Ang and a working committee consisting of senior staff of the Singapore HQ and our subsidiary in Suzhou, China and Johore, Malaysia to supervise the sustainability report during FY2026.

During the process, our committees have worked closely with all HODs and our stakeholders from whom we gathered valuable material ESG factors for our sustainability assessment. The Sustainability Report for FY2026 will be reviewed by the Internal auditors.

As at the date of this report, the Company has half the Board with independent Directors as the Chairman is an Executive Non-Independent Director. All directors had attended the courses required by the SGX. Our board takes yearly sustainability reporting seriously, and all concerns of stakeholders are duly discussed and put into our business strategy to make room for improvements. The BOD wishes to thank all parties who participated in the compilation of this report.

The outcomes and effectiveness of these processes are analysed by the Sustainability Committee and submitted for approval by the Board once a year. Our commitment to sustainability is not static; we are dedicated to the continual refinement of our sustainability approach and strategies. Through annual reviews of existing and potential ESG factors, we maintain an adaptive framework that aligns with evolving global standards.

Chairman, Board of Directors

1.3 R&D and Core IP

Innovation, Responsibility and Sustainable Wireless Connectivity

Innovation and technology development are at the core of our long-term sustainability strategy. Through continuous investment in research and development (“R&D”), we strengthen our capabilities in advanced wireless connectivity technologies while supporting the evolving needs of industries that require reliable, efficient and scalable wireless solutions.

Our R&D are focused on the development of Wi-Fi 7 solutions for enterprise, industrial and embedded applications. Leveraging our core expertise in RF engineering, thermal management, RF signal optimization, we continuously enhance product efficiency, reliability and system performance.

Figure 1 The driverless JustWiFi7™ Series enables simple, driver-free Wi-Fi 7 integration through SFP+ or 10Gbps RJ45 connectivity, reducing development effort and accelerating deployment.

A key pillar of our innovation strategy is simplifying Wi-Fi 7 adoption through the introduction of JustWiFi7. By reducing firmware and driver integration complexity, JustWiFi7 supports faster deployment timelines, improves integration efficiency and contributes to extended product lifecycle sustainability.

Our core intellectual property and engineering capabilities include:

· RF design optimization

· High-density and compact wireless module integration

· Thermal management and power-efficient system design

· Advanced signal routing and connectivity solutions

These capabilities support the development of scalable wireless solutions that enable faster, more reliable and energy-efficient connectivity applications across diverse operating environments.

Beyond product performance, sustainability considerations are incorporated throughout our product development lifecycle. Our products are designed in compliance with key environmental regulations, including EU RoHS and USA REACH requirements, ensuring responsible material selection and reduced environmental impact.

Despite ongoing challenges, including supply constraints affecting DDR and flash memory availability as well as increasing costs of key industrial inputs such as energy, silver and gold, Compex remains committed to responsible and sustainable sourcing practices. We work closely with qualified responsible suppliers and global smelters in alignment with OECD Conflict Minerals guidance to support ethical sourcing of 3TG materials (Tin, Tungsten, Tantalum and Gold).

By continuously strengthening our R&D capabilities and core IP portfolio, the group remains committed to driving sustainable innovation, enabling smarter connectivity solutions and supporting a more connected and environmentally responsible future.

Figure 2 showcases our latest Wi-Fi 7 modules family, engineered for enhanced power efficiency, improved heat dissipation and diplexer to reduce the need for multiple antennas. Supporting dual-band dual-concurrent, the modules are available in Standard MiniPCIe and M.2 variants, offering flexible combinations across the 2.4GHz, 5GHz and 6GHz bands.

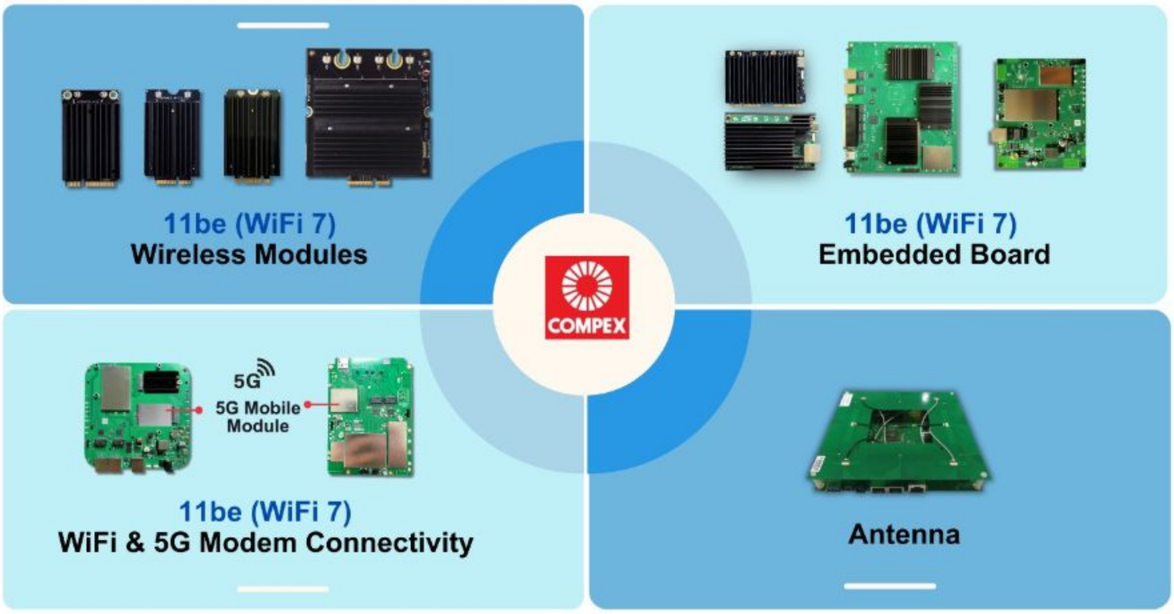


Figure 3 highlights our Wi-Fi solutions portfolio, from wireless modules to embedded boards and antenna. Featuring the latest Wi-Fi 7 and 5G cellular integration, these solutions empower businesses and developers to build with future-ready and high-performance wireless solutions.

2. Governance

2.1 Sustainability Governance Structure

Powermatic has integrated the concept of sustainability into our business operations. To promote sustainability affairs, we have established the Sustainability Steering Committee, chaired by the executive director, Ms Katherine Ang, and a Working Committee headed by our Finance Manager, Mr. Kevin Tse as the chief coordinator of the yearly reporting process. To ensure our report keeps in line with the latest SR standards and provide training to our HODS, we also engage a third-party consultant to assist us with the reporting process.

In accordance with the Company's vision and goals, we have formulated an ESG policy and devised goals, execution strategies, and management systems.

The Working Committee consists of several subgroups, including "Employee Care", "Customer and Supplier Care", "Environmental Care", and "Community Care" and Risk Management Team. Each subgroup is led by department heads, who are responsible for formulating projects and organizing action teams based on long-term goals.

They are responsible for regularly reviewing various risks faced by the organization, implementing controls, and proposing improvement plans.

The Working Committee holds half yearly review meetings for each group separately, with both the Chairman and the Chief coordinator. This is to ensure that the effectiveness of the actual operations of various tasks and initiatives. At the end of each year, all information, including key work progress, project benefits, and annual performance, is summarized and reported to the Chairman of the Sustainability Steering Committee. This ensures consistency in the board members' understanding of policies and outcomes.

The followings are the leaders of the varies sub-committee from our Suzhou factory:

1.Employee Care Team: Led by the HR manager and worker representatives, Sun Honglian.
2. Customer and Supplier Care Team: Led by the purchasing manager and relevant employees. Sally Chen
3. Environmental Care Team: Led by the factory manager and relevant personnel, Chen Fei
4. Community Care Team: Led by the PR manager and relevant personnel, Xiang YanHong
5. Risk Management Team: Led by the IT manager and relevant personnel, Marc Li

At our Johor factory, the subcommittee leaders are as follows:

1.Employee Care subgroup: Led by the HR manager, and workers' representatives, Jasmine Chan
2. **Customer and Supplier Care subgroup:** Led by the Purchasing Manager or Sales Manager and related employees, Ting Yi Xiang
3.**Community Care subgroup**: Led by the PR Manager and related personnel, Lim Hui Jun
4. **Risk Management Team**: Led by the IT manager and related personnel, Steven Chong

In this reporting year, we provide a summary of each of their 5-year plans in the respective ESG topics of concern. They have spent many hours learning and writing their plans.

2.2 Stakeholder Engagement

There are six types of stakeholders interacting with our entity. They are shareholders & investors, customers, employees, contractors & suppliers, government & regulators, public associations and organizations and community. They are important to the journey to our sustainable development process.

At Powermatic, we maintain open channels of communication with our stakeholders to ensure our sustainability strategy remains aligned with their expectations and the evolving global landscape.

Engagement Matrix

Stakeholder Group	Methods of Engagement	Key Topics of Concern
Shareholders & Investors	* Annual General Meetings (AGM) * Company websites and quarterly financial disclosures * Annual Reports	* Corporate Governance and economic performance * International trade conflicts affecting the semiconductor industry * Company development and growth
Customers	* Regular and ad-hoc meetings and events * Email, teleconferences, and site visits	* Product and service quality standards * Regulatory compliance
Employees	* Training programs and skill development * Periodical social gatherings and official functions * Online meetings	* Human Resources, welfare, and Occupational Health & Safety (OHS) * Corporate culture and CSR development
Contractors & Suppliers	* Multi-level communications via emails and meetings * Regular vendor conferences and events	* Supply chain management and delivery timelines * Quality Control (QC) and compliance
Government & Regulators	* Participation in SGX, ACRA, and trade association events * Industry functions	* Greenhouse Gas (GHG) emissions and climate action * Anti-corruption and tripartite cooperation * Corporate Governance
Communities	* Active identification and regular visits by the Community Care Team * Community interaction and service support	* Raising CSR awareness * Local talent sourcing and recruitment * Volunteering and charitable donations

Our Approach to Materiality

The feedback gathered through these channels informs our sustainability priorities. By addressing concerns such as **international trade impacts**, **GHG emissions**, and **supply chain resilience**, we strengthen our operational stability and community cohesion.

3. Strategy

3.1 Sustainability Strategy and Goals

Powermatic aligns its long-term operational strategies with the United Nations Sustainable Development Goals (SDGs) to ensure concrete actions are taken toward sustainable growth. The company also adopts IFRS S2 disclosure recommendations to identify risks and opportunities within its business model.

Sustainability Goals Alignment Matrix

UN SDG	Key Focus Area	Strategic Actions
SDG 4: Quality Education	**Talent Cultivation** (4.4)	* Utilize the PDDRO (Plan, Design, Do, Review, Outcome) management loop for training development. * Establish a trustworthy employer brand through regulatory safety certifications and workplace construction.
SDG 5: Gender Equality	**Diversity & Inclusion** (5.1, 5.5)	* Set measurable targets for female representation in management, engineering, and technical R&D roles. * Strengthen anti-harassment policies and provide regular awareness training to foster a safe, respectful, and inclusive workplace culture.
SDG 6: Clean Water and Sanitation	**Green Product Design** (6.3)	* Build a green smart factory by refining production processes to reduce pollution. * Strengthen power-saving models in product design to lower overall power consumption.
SDG 8: Decent Work and Economic Growth	**Governance** (8.2)	* Cultivate talent to transform innovative R&D technologies into tangible business benefits. * Prioritize operational risk management, information security, and occupational health and safety.
SDG 11: Sustainable Cities and Communities	**Governance** (11.6)	* Commit to periodic community giving and the creation of a symbiotic home for residents. * Ensure long-term profitability to support ongoing local community contributions.
SDG 12: Responsible Consumption and Production	**Supply Chain Management** (12.2)	* Implement Hazardous Substance-Free (HSF) standards for all suppliers. * Comply with RBA regulations and hold annual supplier conferences to promote green management.
SDG 13: Climate Action	**Energy & GHG Management** (13.3)	* Internalize environmental protection concepts across the entire value chain. * Implement internal environmental education to support green smart factory operations.
SDG 16: Peace, Justice and Strong Institutions	**Governance** (16.5, 16.6)	* Enhance information transparency to protect the rights of shareholders and stakeholders. * Continuously strengthen corporate governance frameworks.

UN SDG	Key Focus Area	Strategic Actions
SDG 17: Partnerships for the Goals	**Global Partnerships** (17.16)	* Establish a global after-sales service system and update customer service processes. * Optimize product customization to become value-creation partners with customers.

3.2 Risks and Opportunities

3.2.1 Risks Category

ESG Risk Management Framework

The risk management team is responsible for identifying, measuring, and responding to these risks to maintain them within manageable boundaries.

ESG Type	Risk Category	Definition
Governance	**Operational Risk**	Uncertainty factors affecting various stages of the supply, production, and sales processes.
Governance	**Market Risk**	Risks related to fluctuations in interest rates, exchange rates, stock prices, or raw material prices.
Governance	**Financial Risk**	The possibility of bankruptcy due to the inability to repay debt interest or principal (default risk).
Governance	**Information Security Risk**	Internal and external threats to information assets that could lead to operational disruptions.
Social	**Human Resource Risk**	Labor-related aspects including recruitment, performance evaluation, salary management, and employee training.
Environment / Social	**Environmental Health and Safety Risk**	Risks concerning occupational disasters, environmental impact, self-pollution, or public health incidents (e.g., pandemics).
Environment / Social	**Emerging Risks**	New business risks that lack established evaluation frameworks, such as those driven by climate change.

3.2.2 Risks Management Structure

Board of Directors:

Serving as the highest decision-making unit for corporate risk management, the Company's Board of Directors is responsible for approving risk management policies and relevant by-laws, overseeing the implementation of all risk management systems, and ensuring the effective operation of the management mechanism.

Sustainability Steering Committee (SSC) and its subgroups:

The Company has established the SSC under the leadership of the Chairman. The SSC is the unit for risk management policy implementation and is responsible for promoting the Company's risk management operations:

- Formulate risk management policies and related procedures
- Implement the risk management policy approved by the Board of Directors
- Review issues related to the Company's risk control
- Supervise the overall implementation and coordination of the operation
- Overall risk identification, prevention, and monitoring or major risk control issues
- Yearly reports were submitted to the Board of Directors.

The reports covered the progress of carbon footprint assessments and the execution status of sustainability initiatives. There were no material topics discussed during these reports.

Risk Management Team:

The risk management team is composed of representatives appointed from various departments within the Company. They are responsible for executing risk management operations. Including the fundamental risk identification in all company operational dimensions, proposals of improvement/response strategies and control plans, and implementation of routine risk management.

The Risk Management Care Group's 5-year Plan – Suzhou Team

The Risk Management Care Group's 2026–2030 plan, led by Suzhou Factory IT Manager Marc Li, aims to build an intelligent IT risk system, shifting from passive response to proactive shaping. Phase 1 (2026–2027) focuses on infrastructure: comprehensive risk assessment, security strategy development, 80% efficiency improvement, training, and equipment risk control with a RMB 20,000 annual budget. Phase 2 (2028–2029) establishes a three-tier governance framework with annual audits. Phase 3 (2029–2030) emphasizes organizational safeguards and dedicated funding. Success is measured by leading, lagging, and cultural indicators, embedding risk management into corporate strategy to ensure safe digital development.

The Risk Management Care Group's 5-year Plan – Malaysia Team

The Risk Management Care Group's 2026–2030 plan, led by IT Manager Mr. Steven Chong, targets "Zero Critical Downtime" and "100% Data Integrity" across Singapore and Malaysia while ensuring SGX compliance. Phase 1 (2026–2027, ~S$71,800/year) deploys Fortigate firewalls, endpoint protection, and NAS backup. Phase 2 (2028–2029) refreshes aging hardware, virtualizes ERP servers for 99.9% uptime, and automates source code backups. Phase 3 (2030) conducts annual DR drills, completes TCFD disclosures, and embeds risk culture into KPIs. Funding is 0.5% of annual revenue (FY2025: S$14.36M). Success metrics include <1 hour RTO for ERP failure and 99% VPN usage.

4. Material Topics

4.1 Materiality Assessment

In order to align information disclosure content more closely with stakeholders' expectations, in 2025/6, we gathered insights from committee members to analyse and review extensively. These insights served as the foundation for report compilation, allowing stakeholders to gain a clear understanding of our sustainability efforts in operational governance, environmental protection, and social contribution.

4.1.1 Materiality Analysis Method and Process

Phase I Identification of Stakeholders
Phase II Collection of corporate impact items
Phase III Integrate corporate impact items into sustainability issues
Phase IV Analysis and Ranking of Material Topics
Phase V Issue Impact Evaluation and Discussion
Phase VI Establish material topics

4.1.2 List of material topics

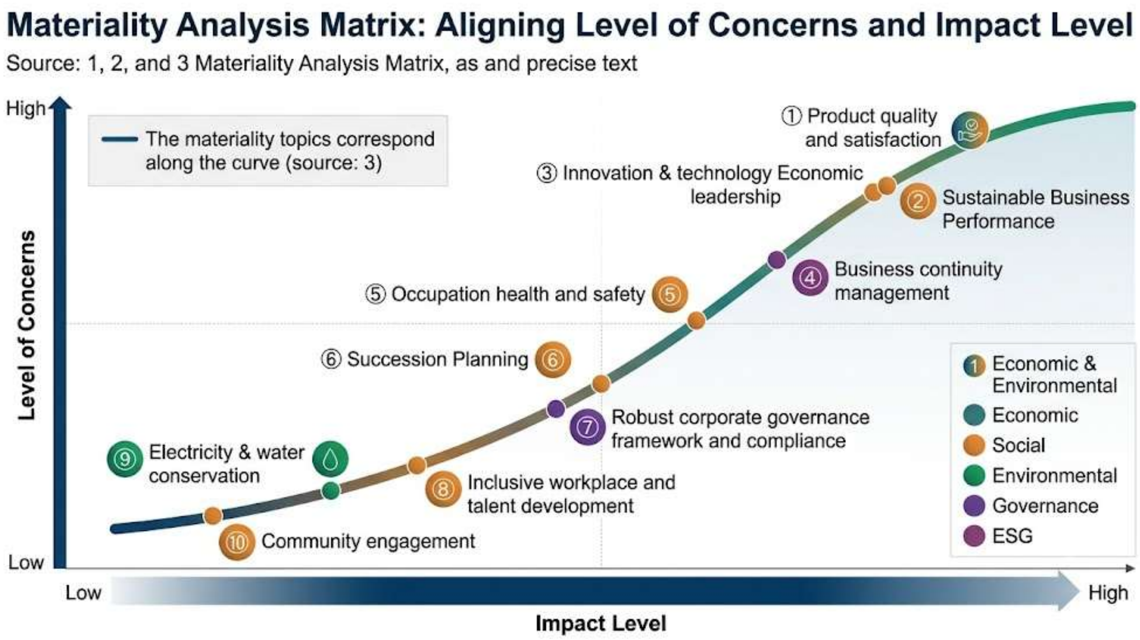
During this reporting year, our stakeholders were asked the varies material topics and discussed among the sustainability committee members.

Our materiality assessment process for SR2026 involved the Group's Senior Management in identifying sustainability factors deemed material to our businesses and our stakeholders, this is to ensure that our resources are better deployed to create sustainable value for our stakeholders. Our 10 key factors prioritized by the working committee in this reporting year are as follows:

①*Product quality and satisfaction (Economic & Environmental)*
② *Sustainable Business Performance (Economic)*
③ *Innovation & technology leadership (Economic)*
④ *Business continuity management (ESG)*
⑤ *Occupation health and safety (Social)*
⑥*Succession Planning (Social)*
⑦ *Robust corporate governance framework and compliance (Governance)*
⑧ *Inclusive workplace and talent development (Social)*
⑨ *Electricity & water conservation (Environmental)*
⑩ *Community engagement (Social)*

4.1.3 Materiality Analysis Matrix

This year's materiality analysis was conducted through questionnaires to understand the level of concern among stakeholders and corporate executives regarding sustainability issues and climate change, as well as the impact of these issues on the Company. Based on this reply, the assessment was very much the same as previous year. The 10 material topics were identified as follows:



4.2 Industry-Specific Issues

4.2.1. Climate Risk Identification Results

Our risk committee have conducted discussion on the climate risk topics and generally rank its materiality as follows:

Code	Risk topics	Ranking of materiality
R 5	Changes in customer service expectations and demands	3
R 6	Increasing stakeholder concern and negative feedback	4
PR 3	Average temperature increase	5
R 1	Carbon pricing/carbon tax mechanism	2
R 2	Renewable energy regulations	1

https://www.epa.gov/climate-indicators/climate-change-indicators-heavy-precipitation

4.2.2. Climate Opportunity Identification Results

We also found the opportunity topics in relation to the risk identified.

Code	Opportunity topics	Ranking of materiality
O 5	Use of low-carbon energy	1
O 2	Use of green/smart buildings	2
O 1	Use of more efficient transportation and production models	3
O 3	Reducing water used and consumption	4
O 4	R&D and innovation of low-carbon services	5

We shall evaluate these topics further under Climate-related Financial Disclosures (TCFD) chapter later. As these topics are relatively new to our organization, we shall engage external consultant in the field to enhance our effort in the area.

4.2.3. Power Consumption & Emissions

Our actual power consumption this year was lower due to much lower revenue and production.

Year	Actual Consumption (KWh) of the Group	Turnover (S$M)	(KWh/S$)
2016	526,528	15.5	0.03397
2017	630,015	15.4	0.04091
2018	628,323	16.1	0.03903
2019	619,834	21.0	0.02951
2020	498,600	21.8	0.02287
2021	752,405	26.2	0.02871
2022	561,886	27.9	0.02013
2023	642,540	30.9	0.02079
2024	638,825	28.1	0.02273
2025	552,704	14.4	0.03838
2026	595,855	28.5	0.02091
Average	**604,320**	**22.35**	**0.02890**

Figure 6 KWh Consumption vs the Revenue (KWh/S$ represents the energy consumed per monetary unit of sales)

Year	Total indirect CO2 or Carbon Equivalent Emissions (Metric Tons)	Turnover (Revenue in Millions, S$)	Emissions Intensity (MT/S$'000)
2016	392	15.5	0.02529
2017	469	15.4	0.03045
2018	468	16.1	0.02906
2019	425	21.0	0.02023
2020	353	21.8	0.06175
2021	533	26.2	0.02034
2022	398	27.9	0.01426
2023	455	30.9	0.01472
2024	446	28.1	0.01587
2025	218	14.4	0.01513
2026	436	28.5	0.01529
Average	**418**	**22.3**	**0.02387**

Figure 7 Emissions Intensity https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator

5. Performance Metrics

5.1 Environmental Metrics

ELECTRICITY CONSUMPTION	Singapore (SIN)	Suzhou (SZ)	Malaysia (MY)	Total SIN/MY/SZ
Total kWh used	30,823	469,341	95,691	595,855
Total amount in Singapore $	8,482	71,350	15,294	95,126.49

WATER CONSUMPTION	Singapore (SIN)	Suzhou (SZ)	Malaysia (MY)	Total SIN/MY/SZ
Total ton used (Cu M)	16	677	621	1,314
Total amount in Singapore $	53	518	911	1,482

5.2 Social Metrics

Particulars	FY2026			
	SZ	SGP	MY	Group Total
All workers	64	12	18	94
Management	7	7	3	17
Male workers ratio	41%	58%	72%	49%
Female workers ratio	59%	42%	28%	51%
Tertiary Education and above	43	7	17	67
Below Tertiary Education	21	5	1	27
Below 40 years old	35	2	17	54
Above 40 years old	29	10	1	40
Production Workers	18	0	0	18
Monthly Training hour per month per staff	2	0	2	2
Monthly Training hour per month per worker	2	0	0	2

Key Social Metrics of Powermatic Group of Companies FY2026

5.3 Governance Metrics

	Suzhou Plant China	SG HQ	Kulai Plant Malaysia	Group	%
Department	# Of Workers	# Of Workers	# Of Workers	# Of Workers	% Of the Group
Executive Director	-	2	-	2	2%
Finance, Shipping &Warehouse Staff	7	3	1	11	12%
Management Information System	3	1	1	5	5%
Production	20	-	-	20	21%
Sales, Marketing & E-commerce	-	2	7	9	10%
Purchasing	3	1	-	4	4%
R&D, Technical Support	12	1	7	20	21%
Quality Control	15	-	1	16	17%
HR and Management Support	3	-	1	4	4%
Logistic & Property	1	2	-	3	4%
Total	64	12	18	94	100

Manpower distribution within the group of companies 2025/26

6. Environmental Stewardship (SASB)

6.1 Topic-Specific Disclosures

6.1.1. Use of Water Resources and Risk Management

The bulk of Powematic Group's water usage are for daily operation of staff and fire safety purposes. In FY2026, we used and discharged 1,314 metric tons of water in total.

Our operation waste can be divided into general industrial waste and hazardous industrial waste. The waste has been centralized, stored, and managed to effectively control the output of waste sources. This is achieved through the use of a business waste declaration management system and the collection of waste disposal records within the facility, allowing for the gathering and tracking of data related to waste production and transportation. The waste has been classified as appropriate, and the waste that cannot be recycled is entrusted to be treated by professional, qualified waste organizations according to the best treatment technology corresponding to the waste characteristics. The Company conducts non-periodical follow up to ensure that the waste is properly disposed of, and the hazardous industrial waste is not transported to be treated abroad.

6.2 Waste Reduction Initiatives

We practise IECQ QC 080000 Hazardous Substance Process Management (HSPM) system in our operating plant. Our waste including scraps and discharges is contracted out to licensed companies for proper disposal to ensure an environmentally friendly process is carried out thoroughly. We also make known to our customers that some parts of our products must be properly disposed of or decommissioned after being used. Clear instructions are attached to the manual of our products.

6.3 Hazardous Waste Training

While we have advocated for hazardous waste training for all our employees involved in waste management, we did not generate any hazardous waste materials during this reporting year. However, we recognize the importance of preparedness and the need for our employees to have the necessary knowledge and skills and we have in place a training plan to ensure that our employees are well-equipped in handling hazardous waste, should the need arise in the future.

6.4 Work Place Air and Environment Compliance

Our production plant in Suzhou is in full compliance with the workplace safety regulations mandated by the authority. The last inspection by the government official was in June 2025, no irregularity was sighted.

6.5 Supply Chain

We practise RBA standards in our operating process in advocating sustainable solutions. In dealing with our suppliers, we ensure that proper evaluation procedures are reported in our assessment checklist which includes their business conduct, labour practices, safety & health, and environmental management.

Customer and Supplier Care Group’s 5-year Plan - Suzhou

Based on the five-year strategic plan (2026–2030) led by Purchasing Manager Ms. Sally Chen, the Customer and Supplier Care Group aims to build an efficient, collaborative, and sustainable ecosystem. The strategy follows three phases: first ensuring stability through risk management and rule-setting (e.g., reducing single-source procurement, implementing ESG clauses), then increasing efficiency via deepened collaboration (e.g., green procurement, low-carbon solutions), and finally achieving market leadership. Success metrics include reducing single-source materials below 10%, full ESG coverage for top suppliers, zero major ESG violations, and gaining at least three strategic clients due to ESG performance.

Customer and Supplier Care Group’s 5-year Plan – Malaysia

The Customers & Suppliers Care Group’s 2026–2030 plan, led by Sales Manager Mr. Ting Yi Xiang, aims to build trusted, long-term partnerships beyond transactions. Addressing supply chain and *customer relationship instability, priorities progress from defining strategic partners and annual visits (P1), to joint planning (P2), and formalised agreements with sustainability initiatives (P3). Phase 1 (2026–2027, 1–1.5% of revenue) builds trust via visits and surveys. Phase 2 (2028–2029, ~2% of sales) assigns account owners for joint planning. Phase 3 (2030, 2–2.5% of sales) formalises multi-year partnerships. Success metrics include repeat business, on-time delivery, and cross-departmental feedback.*

6.6 Compliance

We are not aware of any violations of the laws and regulations pertaining to the environmental aspects. We have also set up policies and standard operating procedures to ensure environmental compliance such as

- Workers are well informed of policies and procedures in the event of contamination
- Products are labelled with the environmental requirements
- All materials used are within the limit of environmental requirements
- The equipment used are environment friendly
- Applying the precautionary principle to reduce or avoid negative impacts on the environment
- Updating the latest compliance rules & regulations with relevant authorities and trade associates

6.7 Climate Change Policy and Commitments

We recognize the business imperative of integrating climate change into our investment strategies and view the physical, regulatory and reputation risks of climate change as material to our clients' objectives, especially over medium and long-term investment horizons.

Considering the current climate-related disclosure landscape, we are committed to the following active management strategies in alignment with our industries and commitments:

1) To engage stakeholders in promoting climate-related disclosure
2) To advocate with policymakers, regulators and stock exchanges to encourage climate-related disclosure guidance
3) To take an active role in collaborative research regarding carbon, plastics, and methane water, promote best practices and benchmark firms' performance on these metrics over time.
4) To set realistic, achievable and time-bound targets related to climate change.

6.8 Recycle Policy

- Use of recycled papers for printing internal documents (used papers with one side blank).
- Recycling of usable components from damaged or unsold finished goods that are waiting for destruction or disposal.
- The electrostatic outfits for production operators are thoroughly washed and recycled for future use when operators resigned.

6.9 Company Water and Electricity Management System

Our **Company Water and Electricity Management System** ensures efficient, safe, and responsible use of energy and water. It follows three core principles: *saving first* (e.g., turning off lights and taps when not in use), *safety standards* (no unauthorized wiring or modifications), and *responsibility to people* (department heads oversee compliance). Key measures include optimizing air conditioner use (25°C, or below 10°C in winter), reporting leaks within 24 hours, and encouraging water recycling.

6.10 Company water and electricity maintenance management system

The **maintenance system** complements this by mandating regular inspections (daily, weekly, monthly), emergency planning, and strict safety protocols—only certified personnel may perform electrical work. Maintenance records, including equipment logs and drawings, are kept for at least five years.

Together, these systems reduce waste and operating costs, prevent accidents, and promote sustainability. We regularly publish consumption data, adopt smart technologies, and reward employee suggestions for improvement.

The detail policies of the company's water and electricity management system and its maintenance were published in the previous reports which we have decided not to repeat here in this report.

Environment Care Group's 5-year Plan - Suzhou

The Environmental Care Group's 2026–2030 plan, led by Factory Manager Chen Fei, aims to make the company a benchmark in Suzhou Industrial Park through safety compliance and green low-carbon practices. Phase one (2026–2027) focuses on foundational safety: chemical storage upgrades, 100% employee training, regular safety assessments (RMB 22,000), annual environmental testing (RMB 7,400/year), hazardous waste treatment (RMB 2,500/year), and full LED lighting replacement. Phase two (2028–2029) ensures continued compliance with zero accidents. Phase three (2030) drives value through enhanced safety skills and energy/waste management. Success metrics include 8% energy reduction per output unit, 40% carbon intensity reduction (vs. 2023), and 50% hazardous waste resource utilization.

7. Climate-related Financial Disclosures (TCFD)

7.1 Governance, Strategy, Risk Management, Metric and Targets

In our climate Strategy assessment and review process we have identified the following Four Aspects:

- **Changes in customer service expectations and demands R5**
- **Increasing stakeholder concern and negative feedback R6**
- **Costs of transition to low-carbon technologies R3 and**
- **Adopting more efficient production and distribution processes O1**

as our key current climate risk and opportunity topics at this point in time.

In order to promptly grasp and respond to climate risks and opportunities, the following table summarizes our climate-related risks and opportunities, management strategies and response measures, and lists topics of climate risks and opportunities in descending order of materiality.

7.1.1 Changes in customer service expectations and demands R5

Risk & Opportunity topics	Changes in customer service expectations and demands R5
Description of situation	As the global awareness of environmental protection increases, customers will continue to pay attention to carbon reduction in manufacturing processes and packaging materials, which will lead to increased operating costs. PDS must change the testing process and provide production methods that reduce environmental impact; if we fail to actively meet customer requirements, customer confidence may be reduced.
When Who What impact	Short term Downstream customers Reduced revenue due to lower sales volume; increasing operating costs from inefficiencies and resource strain.
Our measures	1. Through various departmental organizations, we communicate with our customers to understand their climate change concerns and needs, reach consensus, set up carbon pathways and commitments, and follow a timeline to meet customer requirements. 2. Proactively communicate with customers to reach an agreement on the change of shipping cartons to recyclable black boxes for shipment to minimize the consumption of resources in the production process

7.1.2 Increasing stakeholder concern and negative feedback R6

Risk & Opportunity topics	Increasing stakeholder concern and negative feedback R6
Description of situation	Climate-related financial disclosures must be consistent with annual report disclosures in the future. If we fail to actively manage and reduce greenhouse gases, it may lose investors' confidence and harm the Company's reputation, which in turn will affect revenue; bank credit lines may also be reduced, which will increase the cost of capital. The global awareness of environmental protection has increased, and downstream customers are demanding more stringent standards of sustainability from their suppliers. If we do not actively set up goals to cope with the situation, it may cause customers to gravitate towards other companies that have low carbon emissions, resulting in a decline in the Company's revenues.
When Who What impact	Short term Downstream customers Reduce revenue or increasing operating costs
Our measures	We have plans to actively cooperate with government regulations and international organization initiatives, fulfilling corporate social responsibilities, and demonstrate management performance in all aspects of sustainability

7.1.3 Costs of transition to low-carbon technologies R3

Risk & Opportunity topics	Costs of transition to low-carbon technologies R3
Description of situation	In order to reduce carbon footprints, it is important to improve the efficiency of process testing, reduce the energy consumption of machinery and equipment, and implement energy-saving measures. The Company needs to consider investing in the research and development of low-carbon technologies for transition, the replacement of energy consuming equipment and other costs.
When **Who** **What impact**	Medium term The Company's own operations Increasing expenditure or increasing operating costs
Our measures	1. Introduce a power consumption modelling system for plant facilities, apply energy monitoring, and plan energy-saving programs for energy-consuming equipment every year. 2. We have set an energy management target, the average energy saving rate from 2025 onwards will be no less than 1%

7.1.4 Adopting more efficient production and distribution processes O1

Risk & Opportunity topics	Adopting more efficient production and distribution processes O1
Description of situation	Semiconductor packaging and testing is a highly labour-intensive industry. Adopting industrial automation production technology will significantly reduce labour costs and human error rates, and reduce power consumption when test equipment is idle, thus improving overall production efficiency and reducing electricity costs. Currently, Our trucks are still predominantly diesel-based. Switching to petrol-electric hybrid vehicles would improve energy conversion efficiency and reduce carbon emissions and fossil fuel costs.
When **Who** **What impact**	Medium term The Company's own operations Improving production efficiency Cost savings
Our measures	1. We have planned to phase out diesel trucks and gradually switch to diesel-electric trucks. 2. Intelligent Dispatch System is expected to be introduced in 2025 to enhance operational efficiency. 3. Continuously evaluating the need and feasibility of automatic sleep and standby scheduling system for testing machines and warehouse automation introduction

8. Social Responsibility (GRI)

8.1 Impact on Employees and Communities

8.1.1 Employment of Suitable Personnel According to the management strategy

As part of our talent development and succession planning initiatives, Compex Technologies Sdn Bhd. participated in the TAR UMT (Tunku Abdul Rahman University of Management and Technology) Career Fair in Kuala Lumpur. The objective of this engagement was to connect with fresh graduates and internship candidates, particularly in the areas of Software Development and Sales. By actively engaging with young talents, we aim to build a sustainable talent pipeline that supports our future workforce requirements.

The career fair also served as a platform to enhance the company's visibility and employer branding among university students and graduates. Through direct interaction with potential candidates, we were able to showcase our company culture, career opportunities, and industry expertise. In addition, the event provided valuable insights into the aspirations and perspectives of the younger generation, enabling us to attract individuals who can contribute fresh ideas, innovative thinking, and new approaches to improve our business. Through such initiatives, we are strengthening our talent reserve plan while supporting the long-term sustainability and growth of our organization.

8.1.2 Career Growth (employee well-being)

Powermatic has developed a multitude of training solutions that are centred on the Company's goals and employees' career development. Through systematic learning roadmaps, we have developed five main types of training and built an environment where employees may learn and grow on the job. Five Major education and Training Systems Training and Development Roadmap - five Major Education and Training Systems Enhancement of professional skills in testing and systems is a major focus of the education and training program. Through a complete and effective training program, employees can become the transmitter of professional skills and create opportunities for employees to become lecturers and take the responsibility of nurturing new comers, thereby working together to advance the profession in order to achieve the goals of succession and knowledge management.

Subjects	Purpose	Contents
New Employee Orientation	To understand company policies and ethics regulations	Company profiles, Engagement, regulations, company policies, employee rights, ethics and work-related laws and regulations
Growth Management Training	To cultivate employees' knowledge and management skills	Employee knowledge, attitude, teamwork, management skills, and management activities
Compulsory Training	To further educate testing and related systematic professional skills	Skills and knowledge that are required for certain jobs

On-the-job Training	Required training linked for specific positions	Training that is mandatory specific work; e.g., the technician is required to take a test and related equipment training
Compliance Training	Law, regulation and standard compliance training	Training that improves the sustainability of the work environment and operations of employees and the Company in accordance with laws and regulations related to business activities, policies promoted by the Company, and certain domestic or international standards

8.2 Internal Training

8.2.1 Training Hours

The following are the external and internal training hours from April 2025 to March 2026.

Training Project	Training Hours
Safety Training	**22**
Occupational Health Training	**22**
External Fire Fighting Training	**32**
Equipment Safety Training	**8**
Special Equipment Training	**4**
Electricity Safety Training	**4**
Tax Bureau Training	**8**
Fire Fighting Training	**4**
Workshop Training	**24**
Internal Company Training	**35**
Total Training Hours	**163**

8.2.2 Training Structure

The Internal Trainings were conducted throughout the year with subjects concerned all employees of the operation. The lecturers were the senior and experienced staff in their fields. The trainees were tested after the classes through written, oral and practice tests to ascertain their proficiency.

Within the group, we track our progress of material factors by systematically identifying relevant information and data. And to conduct Gap analysis to ensure the expectation of our stakeholders and the company are going along well. Also, we set performance targets that are aligned with our strategy to ensure that we maintain the right course on our path to sustainability.

8.2.3. The skill training and improvement of inspectors (QC personnel) was 100% satisfied during the last reporting year.

8.2.4 For prevention of quality abnormalities we continue to use existing manpower and resources to check the system. We used DFMEA and PFMEA to analyse the failure rates. And using 4M1E to monitor.

8.2.5 For purchasing unit, our centralized procurement order placement and delivery date confirmation centralized procurement implemented has successfully in reducing manpower wastage and obtaining price discounts and good services. We will further strengthen the coordination between the sales unit and the purchasing unit for better result in the coming year.

8.3 Community Cohesive Building

Collaboration and Partnerships

In our effort to strengthen both internal and external cohesiveness and our corporate social responsibility, we are planning to attempt comprehensive approach to reach out to all possible areas of community engagements programs such as:

- Provide sponsorship to support certain cultural organizations in their performance,
- Caring for disadvantaged people

- Organizing "Powermatic Family Day" Brings Employees Closer to Their Families
- Supporting in Charity Purchase
- Organizing Year-end company party
- Donating to Social Welfare Foundation

Our annual dinner brings employees together to strengthen workplace relationships and celebrate collective accomplishments!

Fostering employee engagement and a sense of belonging through team celebrations and recognition moments.

Celebrating the festive season while fostering a connected and supportive work environment

Community Care Group's 5-year Plan -Suzhou *The Community Care Group's 2026–2030 plan, led by PR Manager Ms. Xiang Yanhong, aims to position the company as a "trustworthy technology neighbour" in Suzhou Industrial Park. Phase 1 (2026–2027) builds trust through neighbourhood environmental micro-renovations and senior smartphone tutoring. Phase 2 (2028–2029) deepens impact with tech support and job guidance services. Phase 3 (2030) shifts from philanthropy to co-creation, launching a "Youth Growth Camp" for dual-income families. Success metrics include one regular community partner, 20 direct beneficiaries annually, 5% volunteer participation, one co-created project covering at least one residential area, and a municipal social responsibility award. The path evolves from giving to co-creation, embedding community care into long-term competitiveness.*
Community Care Group's 5-year Plan - Malaysia *The Community Care Group's 2026–2030 plan, led by PR Manager Ms. Jasmine Chan, aims to position Powermatic/Compex as a trusted technology neighbour in Kulai district and I-Park Indahpura Industrial Park. Addressing digital divides, low STEM awareness, and limited community engagement, the roadmap prioritises trust building (2026–2027, ~MYR 5,000/year) with CSR coordination and STEM lectures; brand deepening (2028–2029, ~MYR 8,000/year) with wellness activities and annual reports; and ecosystem co-creation (2030, MYR 34,000) with internships and home study makeovers. Total budget: ~MYR 60,000. Success measures include community reach, beneficiary impact, ≥20% employee participation, and enhanced brand reputation.*

8.4 Reporting Criteria

We strictly follow the local governments HR requirements on labour practices, human rights, and community development.

8.4.1 Core Labor Human Rights Initiatives and Specific Plans

Free choice of occupation	• Strictly prohibit forced labour; all work is done on a voluntary basis. • The company and third-party intermediaries should never withhold any personal documents.
Protection of minors	• Employing child labour under the age of 16 is prohibited. • Formulating protective measures for minor workers aged 16–18. • Respect every employee; no kind of discrimination is permitted throughout the employment process.
Non-discrimination	• Respect every employee; no kind of discrimination is permitted throughout the employment process. • Non-job-related factors, such as age, gender, and so on, should have no bearing on employees' employment rights, including aspects like salary and training

8.4.2 Respect for Career Plans

All employment contracts are mutually agreed between the employer and the employee. As required by law, any changes to the terms of employment requires consent from the employee. Employees who wish for a change of role or to take on different career plans may do so by raising a transfer request, subject to a department head's approval. Employees who wish to resign may do so freely by serving a required period of notice. All the employer is prohibited from treating workers unfairly or forcing them to work in any form.

8.4.3 Anti-discrimination

The Company is committed to providing a workplace free from harassment and unlawful discrimination. In the recruitment and hiring process （e.g., compensation, promotion, incentives, training opportunities, etc.）, there is no discrimination or harassment of employees due to race, skin colour, age, gender, sexual orientation, gender identity and gender expression, race or ethnicity, disability, pregnancy, religion, political leanings, membership in certain organization, military service status, confidential genetic information, or marital status. No incidents of discrimination occurred in FY2026.

Employees Care Group's 5-year Plan – Malaysia

The Employee Care Group's 2026–2030 plan, led by HR Manager Ms. Lim Hui Jun, aims to build a human-centred workplace for Malaysia employees, improving retention and engagement. Addressing the lack of structured care programs (P1), weak HOD people-management skills (P2), and culture (P3), Phase 1 (2026–2027) establishes anonymous feedback and quarterly check-ins. Phase 2 (2028–2029) strengthens HOD capabilities and career development frameworks. Phase 3 (2030) integrates care through team bonding and company trips. Success is measured by retention rates, feedback quality, and surveys. The immediate next step is obtaining management approval to launch Phase One.

Employees Care Group's 5-year Plan – Suzhou

The Employee Care Group's 2026–2030 plan, led by HR Manager Ms. Sun Hong-lian, aims to transform employee care into a strategic advantage. Phase 1 (2026–2027) addresses health and workspace pain points through the "Mental and Physical Health" project and improved office environments. Phase 2 (2028–2029) deepens systematic care with digital tools and a "Psychological Health Panoramic Support Plan." Phase 3 (2030) builds a self-driven culture via workshops, volunteer activities, and real-time happiness monitoring. With an annual budget of 3–8% of HR costs, the plan targets 95% employee satisfaction and key talent retention, striving for "Suzhou's Best Employer" recognition.

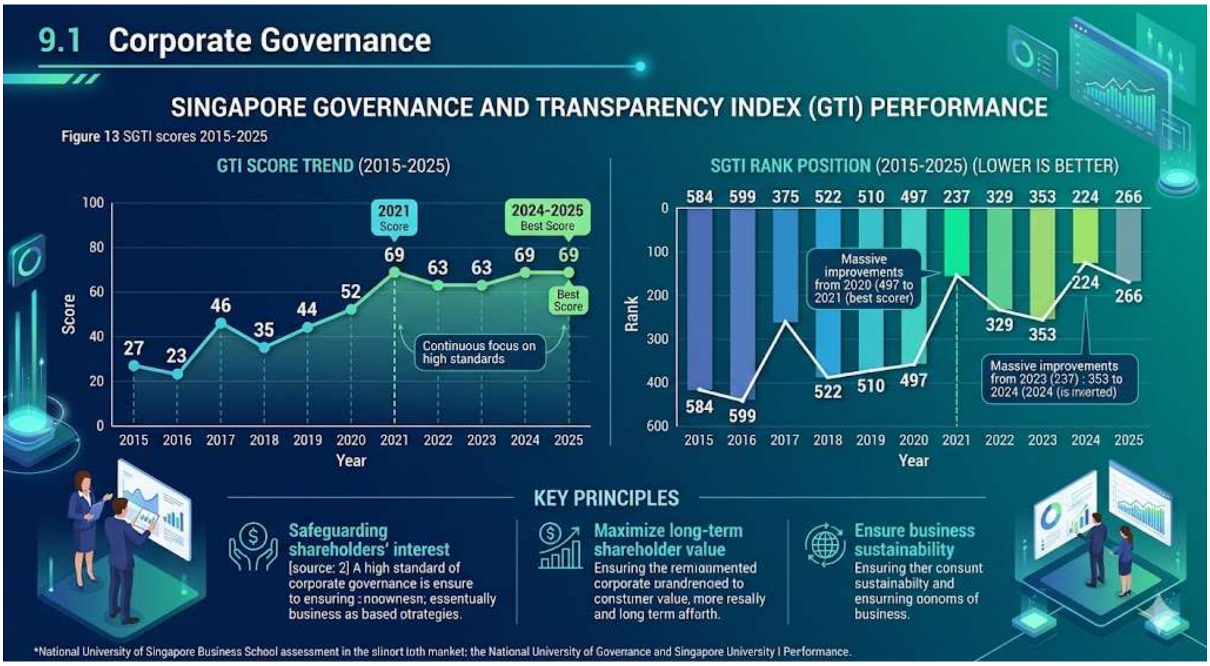
9. Governance

9.1 Corporate Governance

A high standard of corporate governance is integral in ensuring the sustainability of the Group's business as well as safeguarding shareholders' interest and maximizing long-term shareholder value. Our overall Singapore Governance and Transparency Index (GTI) score assessed by the National University of Singapore Business School was 69 in FY2025, same as FY2024.

GTI Year	Rank	Score
2025	266	69
2024	224	69
2023	353	63
2022	329	63
2021	237	69
2020	497	52
2019	510	44
2018	522	35
2017	375	46
2016	599	23
2015	584	27

Figure 13 SGTI scores 2015-2025



9.2 Whistle-blowing Policy

The Company is committed to the highest standards of transparency, ethics, and accountability. This Whistle-blowing Policy provides employees, vendors, customers, and other stakeholders a trusted avenue to report serious concerns—particularly fraud, governance failures, or unethical conduct—without fear of retaliation.

All reports are channelled directly to the Audit and Risk Management Committee (ARMC) Chairman. The ARMC ensures that each complaint receives an independent, confidential investigation with appropriate follow-up actions, including disciplinary or legal measures and remediation of control weaknesses. Whistle-blowers' identities are protected, and they are safeguarded against any detrimental or unfair treatment for reporting in good faith.

A dedicated whistle-blower email address is available for reporting suspected fraud, corruption, or dishonest practices. This policy is published on the Company's website and communicated to all employees. The ARMC reviews the policy regularly to ensure its effectiveness. During this reporting year, no complaints were received.

9.3 Anti-corruption Policy

Powermatic strictly abides by a zero-tolerance Anti-Corruption Policy, fully aligned with the RBA Code of Conduct. We prohibit all forms of bribery, kickbacks, and improper gifts. Every transaction is transparent, accurately recorded, and auditable. Whistleblowers are protected without retaliation. This policy applies to all employees, subcontractors, and supply chain partners without exception.

Our staff are required to strictly comply with the Group's Anti-corruption policy as spelt out clearly in the Employee Handbook.

9.4 Risk Management

The management has put in place an internal control and risk management system to safeguard shareholders' investment and company's assets. The ARMC is tasked to oversee and review the adequacy and effectiveness of the Company's risk management function.

The system of internal control provides reasonable, but not absolute assurance that the Group will not be adversely affected by any event that could be reasonably foreseen in the light of current business environment and its inherent risks.

The Group, with the help of internal Auditors, has prepared a documentation on its risk profile which summarizes the material risks faced by the Group and the countermeasures in place to manage or mitigate those risks for the review by the ARMC and the Boards. The documentation provides an overview of the Group's key risks, how they are managed and the various assurance mechanisms in place. It allows the Group to address the on-going changes and the challenges in the business environment, reduces uncertainties and facilitates the shareholder value creation process.

We outsourced our internal audit function to a well-established, mid-tier local risk advisory firm. On an annual basis, the internal auditors prepare the internal audit plan for ARMC's approval. These audits are conducted to assess the adequacy and effectiveness of the Group's risk management and internal control systems, including financial, operational, compliance, and information technology controls. Concerted efforts are made to rectify lapses and non-compliance reported by the internal auditors.

9.5 Investor Relations

We welcome all stakeholders to approach us and support the sustainability of our business. Investors can reach us via our company website at *www.Powermatic.com.sg* or read our company's latest information at *www.SGX.com* or actively participate at the AGM.

9.6 Full Alignment with the RBA Code of Conduct

Powermatic is fully committed to upholding the highest standards of corporate social responsibility. Our operations, management systems, and supply chain practices are in **full alignment with the Responsible Business Alliance (RBA) Code of Conduct (Version 8.0)**.

We adhere to all five sections of the Code: **Labor, Health & Safety, Environment, Ethics, and Management Systems**. Furthermore, we require the same commitment to ethical and responsible practices from our partners and suppliers.

This commitment is validated through our internal audit mechanisms and management procedures, ensuring continuous compliance with the RBA's strict standards.

10 The Harrison Food Building

As part of our sustainability journey, we have decided to turn the existing factory at 9 Harrison Road into a modern food building which we named it "The Harrison Food Building", a state-of-the-art facility designed for large-scale food production and processing. Located in a strategic industrial zone, this facility is tailored to meet the demands of modern food manufacturing while prioritizing safety and hygiene standards. The details of the building can be obtained via our company website at https://www.powermatic.com.sg/harrison-food-building/

The redevelopment comprises a total of 43 units with a total area of 79,021 sq ft, of which 16 units with a total area of 28,245 sq ft had been sold as at the end of FY2026. Revenue and costs are recognized using the percentage of completion method. As at the end of FY2026, the redevelopment was 30% complete. The Group expects the redevelopment to be completed within FY2027, with the Temporary Occupation Licence expected to be obtained by Q1 2027

Architecture Expression of Exterior and Interior design

11. Conclusion

11.1 Final Remarks

Powermatic upholds corporate governance and we have a due sense of our mission, are committed to building a sustainable business, and care about environmental and social sustainability. We have established the "Corporate Governance Principles", "Ethical Corporate Management Best Practice

Principle", and "Sustainable Development Best Practice Principles" as a code of conduct in guiding Powermatic in promoting and managing the environmental, social and governance policies. These 3 major aspects of corporate governance are incorporated into the Company's governance and operations in order to achieve the goal of sustainable development. The Board of Directors reviews the implementation of sustainable development on a yearly basis, and makes recommendations for improvement in order to strengthen the realization of sustainable development. The established governance framework is based upon relevant legislation, regulations, and standards at home and abroad, such as the Company Act, Securities and Exchange Act, International Standards or Agreements, Responsible Business Alliance（RBA） Code of Conduct, and Recommendations of the Task Force on Climate-related Financial Disclosures （TCFD）, Sustainability Accounting Standards Board (SASB) and International Sustainability Standards Board (ISSB).
In short, our six major governance principles are

1. ***Establish effective corporate governance structure***
2. ***Protect interests of shareholders***
3. ***Strengthen Board of Directors functions***
4. ***Exert the audit committee functions***
5. ***Enhance information transparency***
6. ***Protect interests of stakeholders***

We reaffirm that our company will continue to support the sustainability of the global movement and ensure our fullest cooperation in transparency related to it.

11.2 Call to Action

In line with the sustainability effort of governments where we have operated, we also wish to call upon our stakeholders to engage along with our journey in achieving a better global trade ecosystem together.

PowerData System Limited

Core ESG Metrics SR2026

1. Environmental

TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT	DESCRIPTION
Greenhouse Gas Emissions ("GHG")	Absolute emissions by: Scope II	436 tCO2e	GRI 305-1, GRI 305-2, GRI 305-3, TCFD, SASB 110, WEF core Metrics	All description here and below follows the guidelines given in the Core ESG Metrics by the Singapore Exchange Dec 2021
	Emission intensities by: Scope II	0.01543 (t/S$'000)	GRI 305-4, TCFD, SASB 110	
Energy Consumption	Total energy consumption 469,341	595,855KWhs	GRI 302-1, TCFD, SASB 130	
	Energy consumption Intensity	0.03641 (kWh/S$)	GRI 303-5, SASB 140, TCFD, WEF core	

			metrics	
Water Consumption	Total water consumption	1,348 Cu M		
	Water consumption intensity	0.3761Cu M per M2 (1,348 Cu M /3,583.6 M2 （total Production floor area）	TCFD, SASB IF-RE-140a.1	
Water Generation	Total waste generated	Nil	TCFD, SASB IF-RE-140a.1	

2. Social

TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT	DESCRIPTION
Gender Diversity	Total current employees 94 Male: 46 Female: 48	Male: 49% Female: 51%	GRI 405-1, SASB 330, WEF core metrics	
Age-Based Diversity	Current employees by age groups (94 employees as of 31st March 2026)	Above 40 of age: 40 or 42.5% Below 40 or age: 54 or 57.5%	GRI 405-1, WEF core metric	Calculation based on Current Employees
Employment	Total turnover (Total workforce of the group reduced from 102 to 94 as of 31st Mar 2026)	Total number: 15 Total turnover: 16%	GRI 401-1, SASB 310, WEF core metrics	Turnover rates = No. of terminates / workers at end of that period. (15/94=165%)
	Total number of Employees	Number as of 31 Mar 2026: 94 Average over the year: 98	Commonly reported metric by SGX issuers	Total workers reduced over the year from 102 to 94
Development & Training	Average training hours per employee	20 – 24 Hrs/employee per year Total 94 employees (group)	GRI 404-1, WEF core metrics	
	Average training hours per employee by gender	2 hrs per month for all employees	GRI 404-1, WEF core metrics	
Occupational Health & Safety	Fatalities	zero	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	
	High-consequence injuries	zero	GRI 403-9, WEF core metrics, MOM (Singapore)	
	Recordable injuries	zero	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	
	Recordable work-related ill health cases	zero	GRI 403-10, WEF expanded metrics, MOM (Singapore)	

3. Governance

TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT	DESCRIPTION
Board Composition	Board independence	50 %	GRI 102-22, WEF core metrics	
	Women on the board	17 %	GRI 102-22, GRI 405-1, WEF core metrics	
Management Diversity	Women in the management team	33%	GRI 102-22, GRI 405-1, WEF core metrics, SASB 330	
Ethical Behaviour	Anti-corruption disclosures	We have an Anti-corruption policy. There is no compliant	GRI 205-1, GRI 205-2 and GRI 205-3	
	Anti-corruption training for employees	About 40 staff were trained.	GRI 205-2, WEF core metrics	Our Anti-corruption policy is included in the Employee Handbook.
Certifications	List of relevant certification	GB/T19001- 2016 ISO 9001:2015 (Management System Standard)	Commonly reported metric by SGX issuers	
Alignment with Frameworks	Alignment with frameworks and disclosure practices	We adopted GRI 2021 and SDGs frameworks	SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F	
Assurance	Assurance of sustainability report	Yes, Company Internal Auditor	SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F	

GRI CONTENT INDEX

GRI Standard 2021- Disclosure Title		Page Reference & Remarks
GRI 2: General Disclosures 2021		
ORGANISATIONAL PROFILE		
2-1	Organizational details	AR Report 2026: Pg [01]
2-2	Entities included in the organization’s sustainability reporting	AR Report 2026: Pg [01]
2-3	Reporting period, frequency and contact point	SR Report 2026: Pg [3-4]
2-4	Restatements of information	No restatement of information for SR Report 2026
2-5	External assurance	Yes, we have internal auditor to review and provide third party opinion
2-6	Activities, value chain and other business relationships	AR Report 2026: Pg [02-06]
2-7	Employees	SR Report 2026: Pg [22-27]
2-8	Workers who are not employees	Not applicable, this Sustainability Report specifically

		addresses employees in Singapore, Malaysia, and the People's Republic of China (PRC)
2-9	Governance structure and composition Annual Report 2025	AR Report 2026: Pg [08-34]
2-10	Nomination and selection of the highest governance body	AR Report 2026: Pg [22-25]
2-11	Chair of the highest governance body	AR Report 2026: Pg [17-21]
2-12	Role of the highest governance body in overseeing the management of impacts	AR Report 2026: Pg [08-34]
2-13	Delegation of responsibility for managing impacts	AR Report 2026: Pg [27-30]
2-14	Role of the highest governance body	AR Report 2026: Pg [08-34]
2-15	Conflicts of interest	AR Report 2026: Pg [33-34]
2-16	Communication of critical concerns	Sustainability Report 2026: Pg [8]
2-17	Collective knowledge of the highest governance body	AR Report 2026: Pg [08,15]
2-18	Evaluation of the performance of the highest governance body	AR Report 2026: [Pg 14-21]
2-19	Remuneration policies	AR Report 2026: Pg [22-25]
2-20	Process to determine remuneration	AR Report 2026: Pg [22-25]
2-21	Annual total compensation ratio Unable to disclose due to confidentiality constraints	Nil
2-22	Statement on sustainable development strategy	SR Report 2026: Pg [9-10]
2-23	Policy commitments	AR Report 2026: Pg [2-4] Chairman's Statement
2-24	Embedding policy commitments	SR Report 2026: Pg [26-31] Social & Governance
2-25	Processes to remediate negative impacts	AR Report 2026: Pg [27-30]
2-26	Mechanisms for seeking advice and raising concerns	AR Report 2026: Pg [33-34]
2-27	Compliance with laws and regulations	SR Report 2026: Pg [16-21]
2-28	Membership associations	Member of SBF Singapore
2-29	Approach to stakeholder engagement	SR Report 2026: Pg [8]
2-30	Collective bargaining agreements	Not applicable
GRI 2: General Disclosures 2021		
MATERIAL TOPICS		
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed Annual Report 2026	AR Report 2026: Pg [07]
GRI 205: ANTI-CORRUPTION 2016		

205-3	Confirmed incidents of corruption and actions taken	Nil
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organisation	SR Report 2026: Pg [14-15]
GRI 303: WATER AND EFFLUENTS 2018		
303-1	Water withdrawal	SR Report 2026: Pg [15]
GRI 305: EMISSIONS 2016		
305-2	Energy indirect (Scope 2) GHG emissions	SR Report 2026: Pg [13]
GRI 306: WASTE 2020		
306-2	Management significant waste-related impacts	SR Report 2026: Pg [15]
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	SR Report 2026: Pg [15-16] Also see your ESGenome at the SGX Website
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	SR Report 2026: Pg [23-25]
403-5	Worker training on occupational health and safety	SR Report 2026: Pg [23-25]
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Nil
403-9	Work-related injuries	Nil
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	SR Report 2026: Pg [23-25]
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community Engagement, impact assessments, and development programs	SR Report 2026: Pg [23-25]

End of Report

POWERMATIC DATA SYSTEMS LIMITED

178 Paya Lebar Rd, #05-05, Singapore 409030
Tel: +65 6288 8220 Fax: +65 6280 9947
Co. Reg. No.: 198900414E
www.powermatic.com.sg