

*Aztech*

**SUSTAINABILITY REPORT 2025**



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## Recognitions and Awards

**Aztech is privileged to be ranked among Southeast Asia's top 500 companies by Fortune for the second year running.**

-Aztech Global's Chairman and CEO Mr Michael Mun.



"This accolade celebrates the dedication of our team in transforming customer ideas into scalable, market-ready solutions. Our deep engineering expertise, operational agility, and disciplined cost management provide a strong foundation for growth, as we strengthen our manufacturing capabilities in Malaysia and capture emerging global trends."

In addition, we are honoured to receive the following accolades:

- Named one of the **"Singapore's 2025 Best Managed Companies"** by Deloitte Private for second consecutive year
- Awarded **"The Enterprise Award"** at the Singapore Business Awards 2025 by The Business Times and DHL Worldwide Express
- Named one of **"Singapore's Fastest Growing Companies 2025"** by the Straits Times for third consecutive year

## About This Report

This annual publication of our sustainability report covers Aztech Global Ltd. and its group of subsidiaries ("Aztech" or "the Group") illustrated in Figure 1, the same as disclosed in Aztech Annual Report 2025 ("AR 2025").

This report should be read in conjunction with AR 2025 and other sustainability-related disclosures on Aztech Global's website to provide a balanced and comprehensive view of our overall sustainability performance. A copy of this Report is available on Aztech Global's and SGX's websites.

### Reporting Period

All information, statistics and targets presented reflect progress from January 1 through December 31, 2025 ("FY2025"), the same reporting period as covered in AR 2025. All financial figures are reported in Singapore dollars (S\$), unless otherwise stated.

No restatements were made from the previous report and there were no significant changes to the organisation and its supply chain during the reporting period.

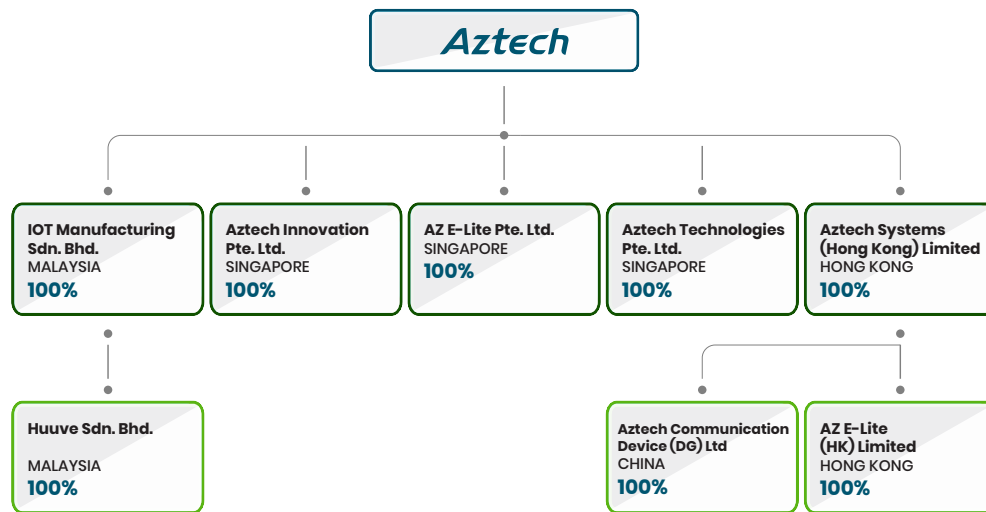


Figure 1 - Aztech organisational boundary and countries of operation

### Internal Review

In addition to internal controls and verification mechanisms, we have engaged an independent consultant, CLA Global TS Risk Advisory Pte Ltd, to review our sustainability reporting process in accordance with the International Standards for the Professional Practice of Internal Auditing issued by The Institute for Internal Auditors (as set out in Paragraph 5.3 of Practice Note 7.6 of the Listing Manual).

### Framework Referenced

Aztech Global Ltd and its group of subsidiaries activities and disclosures in this report align and comply with the Singapore Exchange Securities Trading Limited ("SGX-ST") Mainboard Listing Rules 711A, 711B, Practice Note 7.6 Sustainability Reporting Guide and the SGX Core ESG Metrics.

Furthermore, this report refers to the following globally recognised frameworks, disclosure practices and transparency requirements: the Global Sustainability Standards Board Global Reporting Initiative ("GRI") Standard, and the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD").

### Note on Forward-Looking Statements

Certain statements in this Report are "forward-looking statements" that reflect Aztech's current views of future events, considering our present and future sustainability strategies, and the environment in which the Group will operate. These views necessarily involve risks, uncertainties and assumptions which may cause the actual performance or achievements of Aztech or industry, to be materially different from the future performance or achievements expressed or implied by such forward-looking statements and financial information.

Aztech expressly disclaims the obligation to publicly release any updates or revisions to any forward-looking statement to reflect any change in its expectations when conditions or circumstances on which any such statement or information has changed.


### Sustainability Report Contact

We value your feedback to further improve on our sustainability performance. Please address all feedback to the Sustainability Committee at [sustainability@aztech.com](mailto:sustainability@aztech.com)

# Board Statement


**Dear Stakeholders,**

The Board of Directors (“the Board”) is pleased to present the 2025 Sustainability Report of Aztech. This report highlights Aztech’s strategy on key Environment, Social and Governance (“ESG”) topics for the financial year ended 31 December 2025.

 **Sustainability Strategy**

Aztech’s success relies on our ability to strengthen operational resilience amidst shifting geopolitical dynamics and trade barriers, competitive market landscape, supply chain risks, diverging ESG policies and extreme weather events that impact both our operations and our people.

To create long-term business value and position Aztech as a net-zero business partner of choice, it is important to transition the Group’s business operations to a low-carbon and circular economy model. We have established a long-term Climate Action 2050 Roadmap and voluntarily published the inaugural set of Scope 3 emissions in our 2024 Sustainability Report. The medium-term Sustainable & Lean Operations 2030 Initiative has multiple cross-functional workstreams to drive decarbonisation, capacity building, and systematically transform the way we do business.

 **Net-Zero Commitment**

Aztech aspires to achieve net-zero emissions by 2050, aligned with the Science Based Targets initiative (“SBTi”) Corporate Net-Zero Standard criteria. The Climate Action 2050 Roadmap was established to chart our net-zero pathways. Our pace of decarbonisation, especially the scope 3 value chain emissions, depends heavily on close collaboration with value chain business partners to drive innovations, improve efficiency, reduce demand for virgin resources, and create low-carbon products and solutions.

Our emissions reporting references the Greenhouse Gas (“GHG”) Protocol and ISO 14064-1 reporting standards. Scope 1 emissions are direct emissions from our operations while scope 2 emissions are mainly from purchased electricity. Scope 3 value chain emissions are upstream and

downstream from our organisational boundary, and are generated by our suppliers and customers. This year, we continue reporting the same set of FY2024 inaugural Scope 3 emissions categories.

Sustainability Pillar	Governance Sustainable Value Creation	Environment Environment & Climate Resilience	Social People & Local Communities
Strategy & Goal	Uphold Aztech’s core values of Integrity, Commitment and Excellence • Aztech Ethos • Smarter Solutions	Reduce our environmental impact and build climate resilience • Climate Resilience • Resource Conservation	Safe and respectful work environment for all • Responsible Supply Chain
Referenced Framework & ISO Standard	Three Lines of Defence Risk Management Framework – The Institute of Internal Auditors (“IIA”)  Sustainability Reporting Standards – SGX, GRI and TCFD	Corporate Net-Zero Standard – Science Based Targets initiative (“SBTi”)  GHG emissions Corporate Accounting and Reporting Standard – GHG Protocol  ISO 14064-1 GHG emissions and removals quantification and reporting  ISO 14001 Environmental Management Systems	Responsible Business Alliance (“RBA”) Code of Conduct  ISO 45001 Occupational Health & Safety Management System
Action Plan	Sustainable & Lean Operations 2030 Initiative • 100% renewable electricity in manufacturing facilities by 2030 • UL 2799 Zero Waste to Landfill • RBA Responsible Factory Initiative  Climate Action 2050 Roadmap • Net-zero emissions by 2050		

## Board Statement

### Transition to Renewable Electricity

Aztech is committed to procuring and matching electricity consumed in our manufacturing facilities with 100% renewable electricity (“RE”) by 2030. This year, we have procured 804,000 kWh of China Green Electricity Certificate for our manufacturing facility in China, which contributed 5.1% RE mix in manufacturing facilities total electricity consumptions. In addition, we have signed a power purchase agreement for the Malaysia manufacturing facility to install an on-site roof-top solar photovoltaic system. The system is scheduled to deliver additional electricity from renewable sources by middle of 2026.

### Waste Reduction – Zero Waste to Landfill

“Reduce, Reuse, Recycle” is the sustainable way of doing business and we understand the importance of diverting waste from landfills to conserve resources and reduce pollution. This year, we have taken a step further to kick-start the UL 2799 Environmental Claim Validation Procedure for Zero Waste to Landfill (“UL 2799 ZWTL”) at both China and Malaysia manufacturing facilities. The program is part of our Sustainable & Lean Operations 2030 Initiative to support Aztech’s progressive transition to low-carbon and circular business model.

### Responsible Factory Initiative

Aligned with our social strategy to provide a safe and respectful work environment for all, our Malaysia manufacturing facility has joined the Responsible Factory Initiative (“RFI”) programme administered by Responsible Business Alliance (“RBA”) to demonstrate Aztech’s commitment to RBA’s Code of Conduct and corporate social responsibility. This is part of our Sustainable & Lean Operations 2030 Initiative to enhance the Group’s competitive edge and strengthen its position as a responsible factory of choice.

### Our Gratitude

The Board wishes to express gratitude to all at Aztech, as well as to stakeholders and business partners who have contributed to our sustainability efforts. Thank you for your continued support and partnership as we work towards a more sustainable world.

### Strategic ESG Commitments & Progress

#### Aztech’s Commitments

##### Scope 1 and 2 GHG Emissions Reduction

Percentage reduction from FY2021 baseline

#### 2025 Progress



##### Renewable Electricity at Manufacturing Facilities

Percentage of electricity from renewable sources



##### ISO Certifications

Percentage of manufacturing facilities which have maintained the following ISO certifications:

- ISO 9001 Quality Management Systems (“QMS”)
- ISO 13485 Medical Devices QMS
- ISO 14001 Environmental Management Systems



##### Responsible Supply Chain

- Percentage of strategic new suppliers screened using both environmental and social criteria



##### Compliance & Workplace Safety

Percentage of operations that reported zero incidents of

- non-compliance with regulations
- bribery and corruption cases
- workplace fatalities and high-consequence work-related injuries



# Sustainable Value Creation

## About Aztech

Listed on the Mainboard of the Singapore Exchange on 12 March 2021, Aztech has a rich history spanning over 40 years in electronics technologies. The Group has evolved from its early days as a manufacturer of personal computers, sound cards, and digital enhanced cordless telecommunications phones to become a comprehensive provider of electronic design, engineering, and manufacturing solutions for Internet of Things (“IoT”) devices.

Headquartered in Singapore, Aztech’s operations extend across China (including Hong Kong) and Malaysia. The company boasts three research and development (“R&D”) centres in Singapore, Hong Kong, and Shenzhen, along with two manufacturing facilities in Dongguan and Johor. By offering end-to-end services from design and development to manufacturing, testing, and supply chain management, Aztech provides seamless value creation for its diverse clientele.

## Aztech Ethos

Aztech takes pride in delighting people with smarter solutions through our integrated design, engineering, and manufacturing expertise. Guided by a culture of integrity, commitment, and excellence, we transform ideas into reality by doing the right thing even when it is challenging to deliver quality, safe, and innovative products and services, while fostering relationships built on trust and capability.

As the key technology enabler for the connected world of tomorrow, we are committed to our sustainability pillars of “Sustainable Value Creation”, “Environment and Climate Resilience”, and “People and Local Communities” that drive the long-term value creation of our business in a responsible and sustainable manner. Empowered by an enterprising spirit, we embrace challenges, celebrate diversity and seek to delight people with ever-smarter solutions that truly matter.

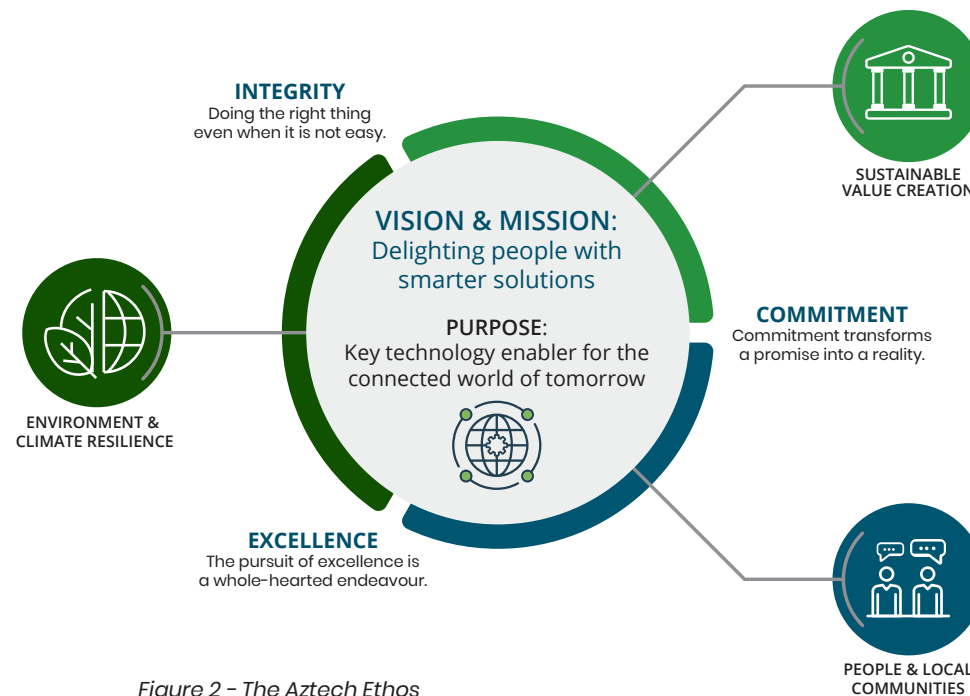


Figure 2 - The Aztech Ethos

Sustainable Value Creation

Transition to Low-Carbon & Circular Economy

The switch to a circular economy is a complex transformation process for Aztech as well as the global electronics value chain. Aztech recognises the opportunities to reduce resource consumption, improve product quality, enhance its competitive edge and create sustainable business value as we transition the Group's operations to a low-carbon and circular economy business model.

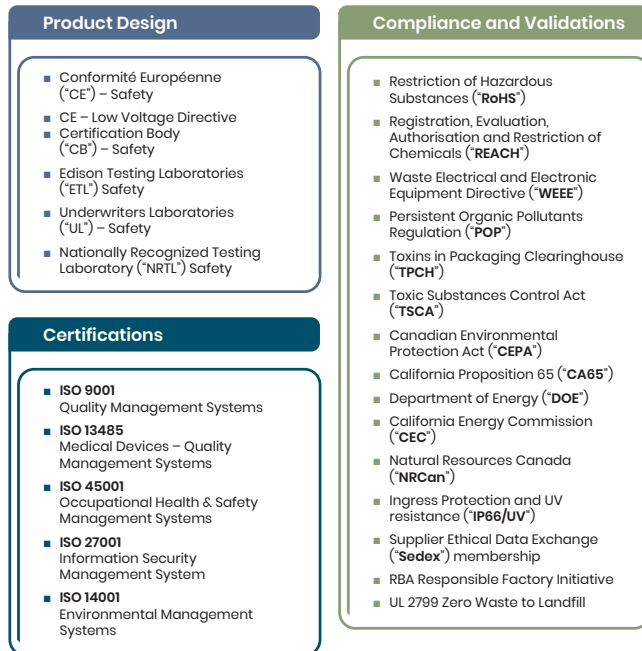


Figure 4 - Compliance & Certifications

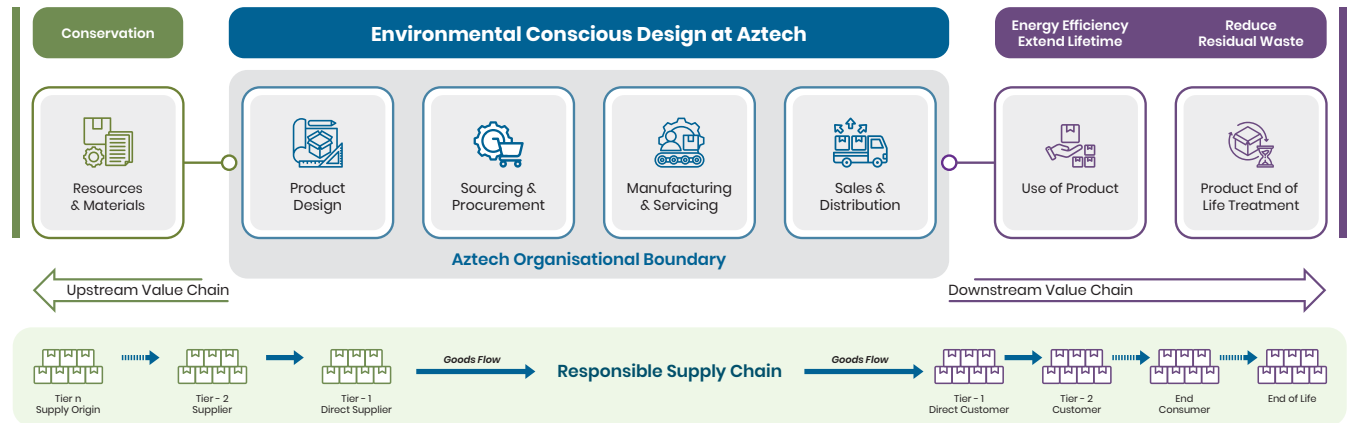


Figure 3 - Aztech's organisational boundary, value chain and supply chain

Compliance & Certifications

Aztech has an uncompromising stance on environmental laws and regulations compliance. We integrate environmental considerations in our business practices and processes, as well as environmental due diligence as per our Environmental Policy. All our manufacturing locations have maintained the ISO 14001 Environmental Management Systems certification. Over the years, we have strengthened our product design and manufacturing capabilities to deliver solutions that meet international standards and compliance requirements (refer Figure 4).

Lean Manufacturing

As an integral part of our Sustainable and Lean Operations 2030 Initiative, Aztech adopts the lean process improvement approach. Facing increasing challenges such as rising customer's expectations, fluctuating demand and intense competition, lean manufacturing capabilities are fundamental in ensuring Aztech stays competitive.

**FY2025 Performance**

100% of Aztech manufacturing facilities maintained the following ISO certifications

- ISO 9001 Quality Management Systems ("QMS")
- ISO 13485 Medical Devices QMS
- ISO 14001 Environmental Management Systems

Sustainable Value Creation

Sustainability Governance



Aztech has integrated sustainability governance into the principles-based approach of the Three Lines Model to ensure robust sustainability risk management and internal oversight, focusing on: accountability, actions and assurance.

Governance & Strategy Oversight



The Board provides overall guidance and policy directions to the Sustainability Committee ("SC"), as well as reviews and approves findings made by the SC.

First Line of Defence

The Heads of Departments ("HoDs") oversee the sustainability reporting of respective functions and locations. The HoDs are responsible for implementing effective risk control procedures on a day-to-day basis. This consists of identifying, assessing and mitigating sustainability-related operational risks.

Employees assume the first-line role of providing products and services to customers in compliance with the requirements and expectations set by HoDs and the SC. Employee representatives from across various functions are engaged in sustainability-related monitoring and reporting.

Second Line of Defence

Reporting to the Board, the SC and the Senior Management Team are collectively responsible in developing and implementing the sustainability strategy and targets as approved by the Board.

The SC will oversee progress against goals and targets, ensure sustainability initiatives and climate-related issues are addressed by respective HoDs.

Third Line of Defence

Independent consultants are engaged to provide assurance to the SC and the Board that the first- and second lines' efforts are consistent with expectations.

The internal review conducted by the independent consultant assures the reliability of internal control processes for ESG data disclosure and reporting.

The main difference between this third line role and the first two lines is its high level of organisational independence and objectivity.

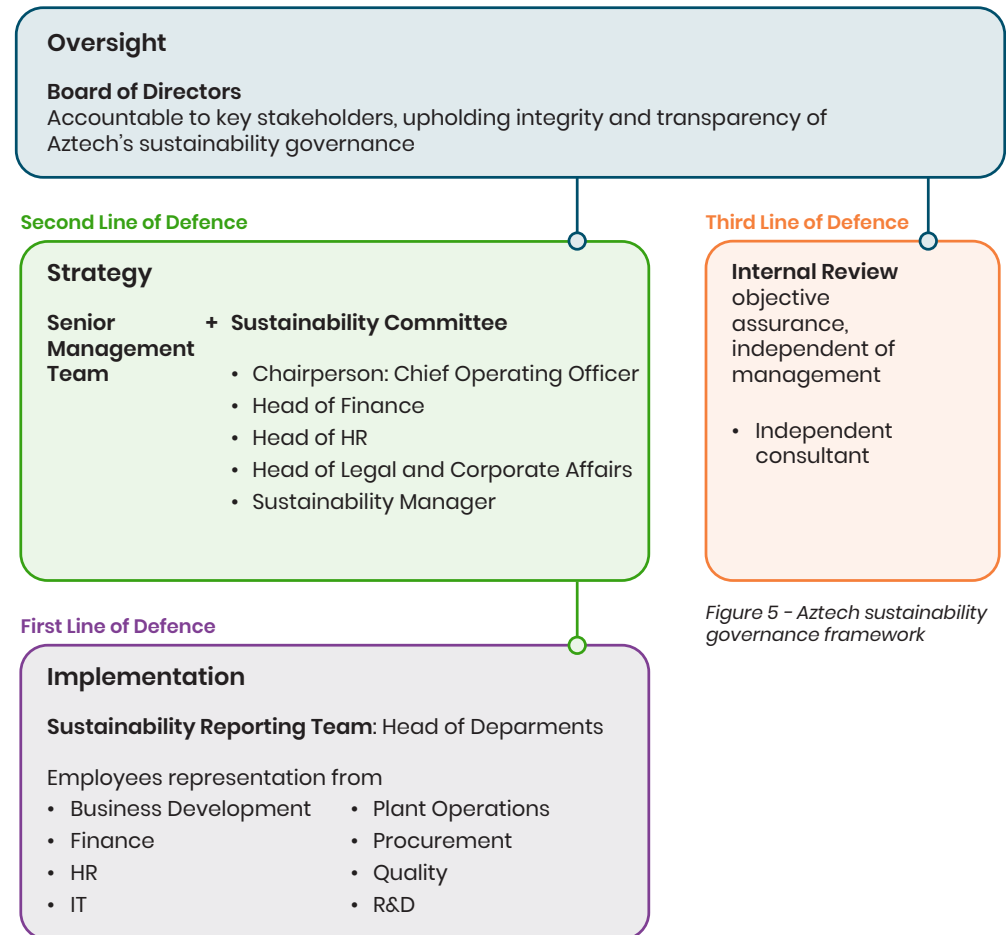


Figure 5 - Aztech sustainability governance framework

## Sustainable Value Creation

### Stakeholder Engagement

Aztech’s stakeholders are individuals or groups whose interests are affected or could be affected by our activities. We strive to continually engage our stakeholders meaningfully to foster mutually beneficial relationships based on trust and respect that have been cultivated through years of collaborative partnership.

We engage with key stakeholders via various channels on issues relevant to the business operations and the respective stakeholder groups. The objectives of these efforts are to bring together different perspectives, discuss any conflicting points of view that arise, and learn from one another.

To support meaningful and transparent engagement with our key stakeholders, we employ a combination of formal and informal communication channels. We proactively consider language barriers, cultural differences and jurisdiction-specific internet censorship requirements when engaging with stakeholders.

	Employees	Customers	Suppliers / Service Providers	Local Communities	Investors / Shareholders / Financial Institutions	Government / Regulators
<b>Engagement channels and frequency</b>	<ul style="list-style-type: none"> <li>Regular employee communication</li> <li>Annual performance evaluation</li> <li>Social and team-building activities</li> </ul>	<ul style="list-style-type: none"> <li>Company website</li> <li>Customer inspection visit/audit</li> <li>Customer feedback survey</li> <li>Trade events</li> </ul>	<ul style="list-style-type: none"> <li>Company website</li> <li>Site inspection visit/audit</li> <li>Supplier performance assessment</li> <li>Trade events</li> </ul>	<ul style="list-style-type: none"> <li>Participation in community activities</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meeting</li> <li>Annual Report</li> <li>Investor meetings and conferences</li> <li>Public announcements via SGXNet &amp; company website</li> </ul>	<ul style="list-style-type: none"> <li>Seminars conducted by regulators</li> <li>Relevant government association membership</li> </ul>
<b>Topics of concern</b>	<ul style="list-style-type: none"> <li>Career progression</li> <li>Occupational health and safety</li> <li>Talent retention</li> <li>Workers’ welfare</li> </ul>	<ul style="list-style-type: none"> <li>Decarbonisation</li> <li>Competitive prices</li> <li>Customer privacy &amp; data security</li> <li>Reliability &amp; quality assurance</li> <li>Workers’ welfare</li> </ul>	<ul style="list-style-type: none"> <li>Credibility</li> <li>Occupational health and safety</li> <li>Reliability &amp; quality assurance</li> <li>Workers’ welfare</li> </ul>	<ul style="list-style-type: none"> <li>Building community support</li> <li>Socially responsible corporate citizen</li> </ul>	<ul style="list-style-type: none"> <li>Business strategy</li> <li>Financial performance</li> <li>Governance &amp; compliance</li> </ul>	<ul style="list-style-type: none"> <li>Governance &amp; compliance</li> </ul>
<b>Aztech’s responses</b>	<ul style="list-style-type: none"> <li>Performance-based remuneration to motivate and retain employees</li> <li>Equal opportunities for professional development and capability building</li> </ul>	<ul style="list-style-type: none"> <li>Integrating climate actions into our operations</li> <li>Provide quality and competitive products and services</li> <li>Protection of confidential information</li> </ul>	<ul style="list-style-type: none"> <li>Assess and provide performance-based feedback</li> </ul>	<ul style="list-style-type: none"> <li>Donations to local community organisations</li> <li>Support meaningful community causes</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable value creations and financial performances</li> <li>Transparent and timely dissemination of material developments</li> </ul>	<ul style="list-style-type: none"> <li>Comply with all relevant laws and regulations</li> </ul>



Sustainable Value Creation

**Sustainability Risk Management**

We are integrating risk management with sustainability management, analysing the dynamic impact exerted on our business performance, and transforming sustainability risk management into a competitive lever for sustainable growth.

Aztech's sustainability governance framework is a core part of our risk management approach, and the Board is ultimately responsible for sustainability risk management and internal controls.

**Strategic:** the SC advises the Board on sustainability and climate-related risks and opportunities.

**Tactical:** the Group functions HoDs oversee risk management process in their area of responsibility, with insights and support from the SC.

**Operational:** At the front-line operational level, all employees are empowered to address the day-to-day risks that arise within their area of responsibility.

Aligning with Aztech's Enterprise Risk Management ("ERM") process as illustrated in Figure 6, we are working towards incorporating the sustainability related risks in ERM risk registry. Depending on the sources of risk and the impacts on our business, adaptation or mitigation actions will be implemented.

**Capacity Building:** understanding of past events in relation to Aztech's business model and operations, building up capacity to anticipate and respond effectively to critical situations.

**Risk Monitoring:** interpretation of risks in relation to Aztech's context, continuously monitor current operations and assess the effectiveness of the risk management system.

**Competitive Lever:** application of sustainability and climate-related insights in steering our long-term business strategy and short-term operational adaptation for sustainable business value creation.

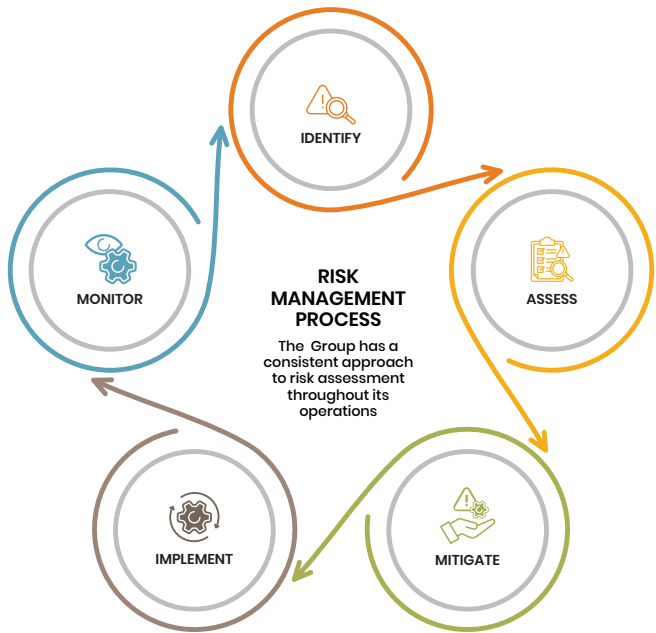


Figure 6 - Aztech risk management process

**Risk Management Process**

**Identify**

We analyse and identify current and emerging sustainability risks in relation to our business strategy and objectives, taking into consideration the short-term (less than 3 years), medium-term (3 to 10 years) and long-term (more than 10 years) time horizons.

**Assess**

The risks are assessed and ranked in terms of their likelihood of occurrence and potential impact.

**Mitigate**

We formulate adaptation or mitigation measures to prevent or reduce the risks. Depending on the origins of the risk, we may implement measures in collaboration with our supply chain business partners.

**Implement**

We implement controls and actions to manage risks within risk appetite, maintaining compliance with standards and procedures.

**Monitor**

We monitor and verify that controls and actions are effective in managing the risks.

Sustainable Value Creation

Materiality Assessment

Aztech Materiality Matrix

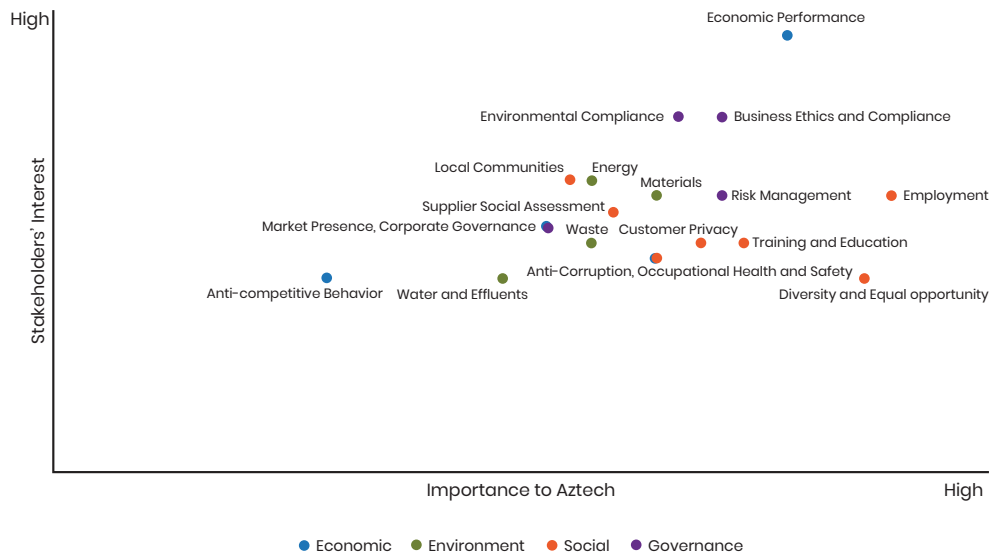


Figure 7 - Aztech materiality matrix

Materiality Assessment Methodology

Identification

We identify material topics and assess impacts on an ongoing basis, based on information from

- Sector peers benchmarking
- Key stakeholders' engagement
- Industry-based material topics

This ongoing process allows us to actively identify and manage the impacts as they evolve, and as new ones arise.

Aztech engaged independent consultant to conduct a comprehensive stakeholder engagement and materiality assessment in FY2022, and the outcome is illustrated as materiality matrix in Figure 7. The assessment helped us understand the implications of our decisions and actions to sustain our business operations. Aztech is committed to periodically assess the relevance of material topics to reflect the evolving interests of our stakeholders and business direction. Our materiality assessment methodology is illustrated in Figure 8 below.

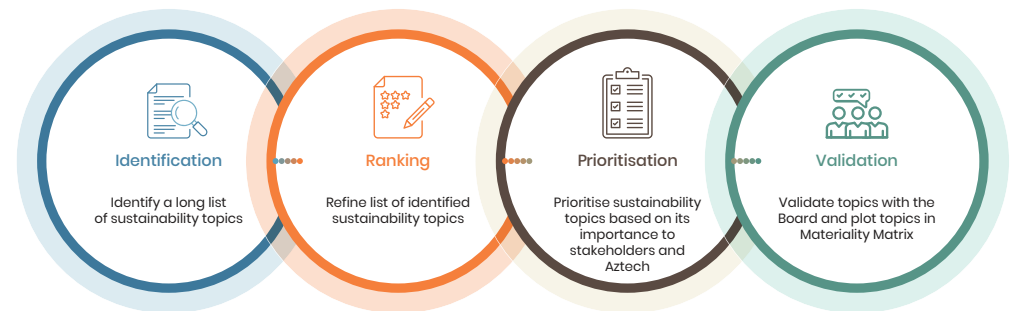


Figure 8 - Materiality assessment methodology

Ranking & Prioritisation

Based on the identified actual and potential impacts, we rank the list based on the significance of the impacts to Aztech and our key stakeholders. The subsequent prioritisation step ensures we address the most significant impacts first and help us determine the material topics for the annual sustainability reporting.

Validation

Annually, the SC and the Board will validate the material topics to ensure alignment with key stakeholders' interests and importance to Aztech business operations.










## Sustainable Value Creation

### Material Topics

Our approach is guided by Aztech’s sustainability goals: “Reduce our environmental impact and build climate resilience”, “Safe and respectful work environment for all”, and “Uphold Aztech’s core values of Integrity, Commitment and Excellence”. The following ESG framework describes how we manage and report externally on material ESG topics and how we contribute to the United Nations Sustainable Development Goals (“UN SDGs”).

We focus on UN SDGs that are most relevant to operating our business responsibly, which are UN SDG 8 “Decent work and economic growth” and UN SDG 12 “Responsible consumption and production”, while UN SDG 17 “Partnerships for the goals” reflects our approach to sustainability and is fundamental to the way we run our business. In addition, our operations also contribute to six supporting UN SDGs 3, 5, 6, 10, 13 and 16.

Based on the engagement dialogues we had with key stakeholder groups in FY2025, the list of material topics identified in FY2022 remains relevant with no significant changes in results. We have grouped the material topics into three main sustainability pillars and reported them in relevant section of this report.

Sustainability Pillars	Environment	Social	Governance
	Environment & Climate Resilience	People & Local Communities	Sustainable Value Creation
Sustainability Goals	Reduce our environmental impact and build climate resilience	Safe and respectful work environment for all	Uphold Aztech’s core values of Integrity, Commitment and Excellence
Aligned with United Nations Sustainable Development Goals	  	   	 
Material Topics / GRI Referenced	<p>GRI 301 Materials                      GRI 305 Emissions</p> <p>GRI 302 Energy                              GRI 306 Waste</p> <p>GRI 303 Water and effluents</p>	<p>GRI 202 Market Presence              GRI 405 Diversity and Equal Opportunity</p> <p>GRI 401 Employment                      GRI 413 Local Communities</p> <p>GRI 403 Occupational Health and Safety      GRI 414 Supplier Social Assessment</p> <p>GRI 404 Training and Education</p>	<p>GRI 2 General Disclosure              GRI 206 Anti-competitive Behaviour</p> <p>GRI 201 Economic Performance              GRI 418 Customer Privacy</p> <p>GRI 205 Anti-corruption</p>

Sustainable Value Creation

**Business Ethics & Compliance**

To achieve our strategic goal of “Uphold Aztech’s core values of Integrity, Commitment and Excellence” and alignment with UN SDG 16 “Peace, Justice, and Strong Institutions”, we adopt an uncompromising stance towards the responsible conduct of our business and strive for fairness, honesty, integrity and compliance with all applicable laws and regulations in each of the jurisdictions in which our Group operates.

**Approach**

Aztech has instituted policies governing responsible business conduct with relevant controls and processes. We are committed to adopting a risk-based approach to prevent and mitigate potential negative impacts with regards to the protection of environment, health and safety of our employees and respect for human rights.

The Group abides by all applicable local laws and regulations and supports the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, International Labour Organisation guidelines. We have incorporated the applicable guidelines, legal requirements and commitments in our policies.

The policy commitments, upon approval by the Chief Executive Officer, were communicated and made available for all employees to access through our internal portal. Training was also provided to the relevant persons to enhance their understanding of the policies and enable the policies to be implemented more effectively. Policy commitments were also communicated to our third-party business partners, such as suppliers, either as part of the agreement and/or contract or the qualification process.

List of policies:

- Anti-Bribery and Anti-Corruption Policy
- Code of Business Conduct and Ethics
- Conflict of Interest Policy
- Data Privacy Policy
- Diversity Policy
- Environmental Policy
- Human Rights Policy
- Responsible Minerals Policy
- Sustainable Packaging Policy
- Whistle-Blowing Policy

The Group conducts regular assessment of its policies and related risks. We continuously monitor and update business operations and policies to mitigate negative impacts to stakeholders. The Board and senior management are regularly updated on Aztech’s ethics and compliance performance to facilitate their spearheading of the team in achieving excellent business conduct.

**Grievance Mechanism**

Aztech has implemented a Whistle-Blowing Policy (“Policy”) which sets out the mechanism for reporting suspected wrongdoing or misconduct and how the Group addresses any reports received. The Policy is communicated to all staff. All employees are responsible for reporting any suspected wrongdoing.

The Group is committed to ensuring that all employees who have reported incidents in good faith are protected against any form of detrimental or unfair treatment. All information reported to the Group are treated as confidential to protect the identity of the whistle-blowers. The Policy makes provision for whistle-blowers to report matters anonymously.

Violations of any policy commitments and Aztech’s Code of Business Conduct and Ethics may be reported to the Head of Legal or the AC Chairman at [whistleblower@aztech.com](mailto:whistleblower@aztech.com).

**FY2025 Performance**

- There have been no reported whistle-blowing incidents



Sustainable Value Creation



**Anti-Corruption**

Aztech strictly adheres to responsible business practices and its Anti-Bribery and Anti-Corruption Policy (“Policy”) and Code of Business Conduct and Ethics (“Code”).

**Approach**

Upon commencing their employment with the Group, all employees are required to, read the policies available on an acknowledgement page, including the Policy and the Code, and to acknowledge that they have read and hereby undertake to comply with all such policies. All full time employees, save for production personnel, are required to attend a training session on the Group’s Policy and Code annually.

In the event the Policy, Code and/or other policies of the Group are updated, the Management team will notify all employees of such update(s). Employees shall be required to read the documents available on an acknowledgement page and acknowledge that they have read and hereby undertake to comply with the documents on such page.

The CEO, Key Management Personnel, all Heads of Departments (“HoDs”), managers and staff in the procurement, purchasing and logistics departments across the Group’s office locations and employees who are related to the CEO, a director or a substantial shareholder of the Group are required to complete an annual confirmation of compliance with the Group’s Policy and Code.

The Group’s zero-tolerance stance against bribery and corruption is expressly conveyed in the Policy and the Code. The Policy sets out the framework for detecting, reporting and preventing instances of corruption. The Code reiterates the Group’s commitment to acting professionally, fairly and with integrity in all its business dealings and relationships wherever the Group operates, complying with laws relating to bribery and corruption in each of the jurisdictions in which the Group operates and implementing and enforcing effective systems to counter bribery and corruption.

**FY2025 Performance**

- Achieved target of zero incidents of corruption reported

The risk of employees receiving or giving bribes and/or engaging in any other acts of corruption is mitigated by the training provided to employees annually to ensure they are aware of the Group’s stance against bribery and corruption and the penalties and legal ramifications which may arise from engaging in acts of bribery and/or corruption.

The Group has implemented stringent internal controls to mitigate the risk and impact of incidents of bribery and/or corruption. These include;

- (i) reviewing the Policy and the Code from time to time to ensure they are in line with the applicable laws and regulations and reflect the Group’s business practices
- (ii) providing annual training on the Policy and the Code to all full-time employees, save for production personnel; and
- (iii) requiring Employees who, by nature of their position of influence or job scope may be at a higher risk of encountering bribery and/or corruption, such as heads of departments, managers and staff in the procurement, purchasing and logistics departments across the Group’s office locations, to complete an annual confirmation of their compliance with the Group’s Policy and Code.

The Group’s Policy sets out how employees may report any instances of bribery and/or corruption to ensure that the Group will be able to promptly address any reported instances of bribery and corruption.

## Sustainable Value Creation

### Anti-Competitive Behaviour

Aztech has implemented a Contract Management Policy (“Policy”) and a Code of Business Conduct and Ethics (“Code”).

#### Approach

The Policy sets out the Group’s stringent contract review procedure whereby any department which is provided a contract to be entered into by the Group is required to forward it to the Group’s Legal department, which then reviews each contract prior to it being signed by the relevant HoD.

The Legal department reviews the terms of each contract, including whether it contains any anti-competitive clauses or any other clauses that would contravene applicable competition/anti-trust laws. Contracts which contain such clauses will be subject to renegotiation or deemed void.

The Legal department maintains a record of legal actions the Group has been or is a party to. To date, the Group has not been the subject of any legal actions in relation to anti-competitive behaviour, violations of anti-trust laws or monopoly practices.

The Code provides that the Group shall comply with the prevailing competition / anti-trust laws in the jurisdictions in which the Group operates and that the Group is committed to acting professionally, fairly and with integrity in all of its business dealings and relationships wherever it operates.

The Legal department shall send a reminder regarding the contract review procedure to all heads of departments at the start of each year. Heads of departments are to remind staff in their departments of the contract review procedure.

The Legal department shall, as applicable, update its record of legal actions the Group is a party to.

#### FY2025 Performance

- The Group has not been the subject of any legal actions in relation to anti-competitive behaviour, violations of anti-trust laws or monopoly practices.

### Customer Privacy Protection

Aztech recognises the increasing cyber security threats amidst the rapid digitalisation trend that could potentially compromise customer privacy. Our ability to protect and secure customers’ personal data, intellectual property rights and trade secrets is core to sustain the healthy business relationships.

#### Approach

To strengthen Aztech’s cybersecurity posture, we have initiated several key updates:

#### Security Operations Center (“SoC”) Implementation

- Established a dedicated SoC to monitor, detect, and respond to security threats in real-time.
- Enhanced visibility into our IT environment to proactively address potential risks.

#### Multi-Factor Authentication (“MFA”)

- Rolled out MFA across all critical systems and applications. This added an extra layer of protection to prevent unauthorized access, even if passwords are compromised.

#### IT Security Policy Enhancement

- Enhanced and updated our IT security policies to align with industry best practices.
- Established clear guidelines for data protection, access control, and incident response.

#### Adoption of ISO 27001:2022 Standard

- Began implementing the ISO 27001:2022 framework to formalize our Information Security Management System (“ISMS”).
- Focused on risk management, continuous improvement, and compliance with international standards.

#### Engagement of External Independent Consultants

- Regularly engaged external cybersecurity experts to review and assess our IT security policies and controls.
- Ensured an unbiased evaluation of our cybersecurity measures and identified areas for improvement.

#### FY2025 Performance

- Achieved target of zero incidents of customer data leakage

# Environment & Climate Resilience



## Path to Climate Resilience

Climate change is multi-faceted, dynamic and immensely complex as the range of potential economic, geopolitical, social, and environmental developments interacts and impacts business operations. To build resilience and to mitigate the impact of climate change, we are implementing changes and innovations across our operations. The Sustainable & Lean Operations 2030 Initiative integrates the medium-term decarbonisation workstreams into our business operations, thereby advancing towards our long-term Climate Action 2050 Roadmap.

## Climate-Related Scenario Analysis

The outcome of the climate-related scenario analysis will allow us to:

- focus on key risks and opportunities that are significant to our business
- support our business strategy decision-making
- inform our sustainability strategy and mitigation plans

To better understand the impact of climate-related risks and opportunities to our business, we are in the process of integrating climate-related scenario analysis with financial impacts on our operations. We will continue to review and gradually transition to quantitative analysis as our understanding and capability mature.



Environment & Climate Resilience

Climate-Related Risks & Opportunities

Time Horizon	Physical		Transition			
	Acute	Chronic	Policy & Legal	Technology	Market	Reputation
Short-term < 3 years	<ul style="list-style-type: none"> <li>Increased severity of extreme weather events</li> <li>Disrupt operations</li> </ul>	<ul style="list-style-type: none"> <li>Changing weather patterns</li> <li>Rising mean temperature</li> </ul>	<ul style="list-style-type: none"> <li>Geopolitical trade sanctions and tariffs</li> <li>Impact of carbon &amp; energy policies</li> </ul>	<ul style="list-style-type: none"> <li>Cost of transitioning to lower emissions technology</li> <li>Substitution of existing products and services with lower emissions options</li> </ul>	<ul style="list-style-type: none"> <li>Uncertainty in market signals</li> <li>Shifting market preference to low carbon products &amp; services</li> </ul>	<ul style="list-style-type: none"> <li>Increased stakeholder scrutiny over climate actions</li> <li>Strategic climate action partnership</li> </ul>
Mid-term 3 – 10 years	<ul style="list-style-type: none"> <li>Production downtime and increased operational costs</li> <li>Impact on physical assets</li> <li>Human environmental damage</li> </ul>	<ul style="list-style-type: none"> <li>Impact on supply chain resilience</li> <li>Impact on the way we work</li> <li>Impact on the health and well-being of our people</li> </ul>	<ul style="list-style-type: none"> <li>Increase the speed of change in climate-related impacts</li> <li>Local content requirements favour the local company over the global company</li> </ul>	<ul style="list-style-type: none"> <li>Increase investment in low carbon &amp; circular product designs and manufacturing technologies</li> </ul>	<ul style="list-style-type: none"> <li>Demand for decarbonisation of the supply chain</li> <li>Shifting consumer preference to low consumption living</li> </ul>	<ul style="list-style-type: none"> <li>Access &amp; cost of capital</li> <li>Changing social license to operate expectations</li> </ul>
Long-term > 10 years	<ul style="list-style-type: none"> <li>Availability &amp; cost of natural resources and raw materials</li> </ul>	<ul style="list-style-type: none"> <li>Rising sea levels</li> <li>Biodiversity loss</li> </ul>				
<b>Aztech's Response</b>	<p>We are working towards incorporating the identified risks into the Aztech ERM risk registry</p> <ul style="list-style-type: none"> <li>→ Identify business risks, competitive risks and systemic risks</li> <li>→ Top-down group-level and bottom-up asset-level exposure and vulnerability assessment</li> <li>→ Implement adaptation and mitigation measures</li> </ul>					

Environment & Climate Resilience

**Sustainable & Lean Operations 2030 Initiative**

In 2024, Aztech has established the Climate Action 2050 Roadmap that is science-based and data-driven, to steer our long-term net-zero strategy planning. Our Sustainable & Lean Operations 2030 Initiative is driving our medium-term decarbonisation efforts across business operations and supporting the UN SDG 13 Climate Action, to reduce GHG emissions and adapt to the unavoidable impacts of climate change.

Under the Sustainable & Lean Operations 2030 Initiative, we are currently working on the following workstreams:

- Transition to Renewable Electricity
- Waste Reduction – Zero Waste to Landfill
- RBA Responsible Factory Initiative
- Governance & Risk Management

Electricity consumption	2025
Grid electricity purchased from other energy sources (MWh)	
- Manufacturing locations	15,723
- Others	853
China Green Electricity Certificate purchased (MWh) <sup>1</sup>	804
Total electricity consumed (MWh) <sup>2</sup>	15,773
Electricity consumption intensity (MWh/\$M revenue)	36.47
Percentage of renewable electricity mix in manufacturing locations	5.1%

Note: Grid electricity purchased is defined as electricity purchased from a grid where a contract is not in place regarding the renewable attributes.

1. Contracted renewable electricity in China manufacturing location where we have purchased and surrendered Green Electricity Certificates (GECs). These electricity align with zero Scope 2 emissions reporting on a market basis.
2. Total electricity consumption includes commercially purchased attributes which enabled us to claim zero emissions. It is a mixture of market and location based methods.

**Transition to Renewable Electricity**

We aim to source 100% renewable electricity (“RE”) for all our manufacturing facilities by 2030. Achieving this goal is an important milestone in Aztech’s efforts to meet our net-zero emissions by 2050 commitment.

As part of the RE transition plan, we will progressively step up the procurement of RE and increase the use of electricity from renewable sources in our electricity mix.

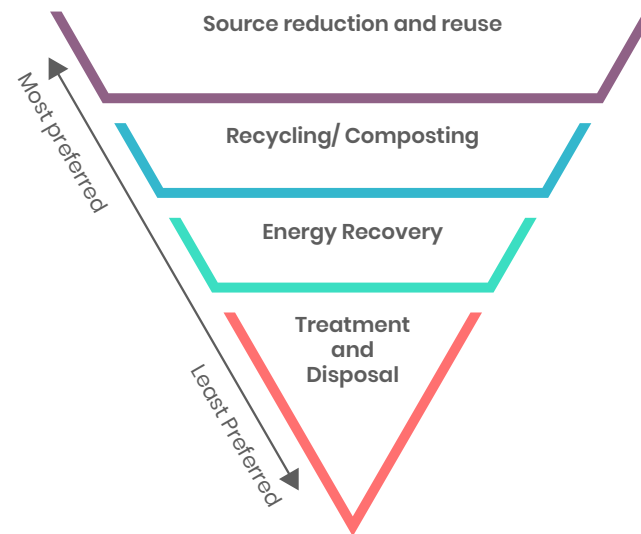
**Waste Reduction – Zero Waste to Landfill**

Effective waste management reduces environmental pollution. This year, our China and Malaysia manufacturing facilities have embarked on UL 2799 Environmental Claim Validation Procedure for Zero Waste to Landfill programme.

The operational waste is divided into hazardous waste and general waste. Our waste management approach aligns with the waste hierarchy framework to establish the order of preference for managing waste (refer to Figure 10). Where possible, we reduce and divert our operational waste away from incineration or landfill, through off-site diversion to re-use or recycle efforts.

Disposal of hazardous waste is strictly through registered third-party service providers to comply with environmental regulations and to minimise negative impacts on the local communities where we operate.

The Group generated a total of 786.4 tonnes of waste in Malaysia and China manufacturing facilities, and the waste intensity ratio was 1.818. The increase is mainly due to additional waste streams were documented and waste disposal methodology was updated in accordance with UL 2799 ZWTL.



Waste generated at manufacturing locations	2025
Total (tonnes)	<b>786.4</b>
Waste intensity ratio (tonnes/\$M revenue)	1.818
- Hazardous	6.0%
- Non-hazardous	94.0%
Divert from landfill	98.9%
- Recycle, reuse, recover	87.7%
- Incineration with energy recovery	0.6%
- Incineration without energy recovery	0.3%
- Others	10.3%
Waste to off-site landfill	1.1%

Figure 10 - Waste management approach

Environment & Climate Resilience



**GHG Emissions Management**

The GHG emissions are calculated and reported with reference to the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1. The equity share approach was used for the GHG emissions inventory, considering all emissions that Aztech has share of equity. This approach best reflects our economic interest, which is the extent of rights a company has to the risks and rewards flowing from an operation.

The emission factor sources are primarily aligned with local regulations and requirements. Where these do not exist, the Intergovernmental Panel on Climate Change (“IPCC”), UK Government GHG Conversion Factors for Company Reporting and Department of Environment, Food & Rural Affairs (“DEFRA”) factors are used.

**Scope 1 GHG Emissions**

Scope 1 emissions are direct GHG emissions from facilities fully or partially owned by Aztech, which include fugitive emissions and emissions from fuel used by company vehicles FY2025 recorded 70.6% reduction in scope 1 emissions relative to FY2024, due to fugitive emissions reduction from refrigerant consumptions and phasing out of R22 which has high emission factor.

**Scope 2 GHG Emissions**

In 2025, we transitioned to dual reporting methods for emissions from purchased electricity. The location-based method reflects the emissions grid intensity of the location where the Aztech facility is located. In addition, the market-based method was included to reflect the China Green Electricity Certificates and contractual instruments where we have the exclusive rights to the attribute claims.

**Scope 3 GHG Emissions**

Scope 3 emissions are indirect GHG emissions generated as a result of activities undertaken across the value chain, either upstream or downstream of our operations. Scope 3 emissions that are deemed to be material at the Group level are reported on an equity basis.

Scope 3 categories 14 and 15 have been identified as not material to the Group’s business model and were therefore excluded from the FY2024 inaugural Scope 3 reporting. Categories 1, 4, 9, 10, 11 and 12 have been identified as material but were excluded due to a lack of data readiness and limited data visibility. We are working with our business partners to continuously improve our value chain emissions reporting and overcome these data constraints.

This year, we continue to report the same set of FY2024 Scope 3 emissions categories and achieved a 35.9% year-over-year emissions reduction, mainly due to reduced capital spending (category 2), improved waste disposal methods in accordance with UL 2799 ZWTL (category 5) and improved data accuracy with respect to employees’ commuting (category 7).

Scope 1, 2 and 3 equity basis GHG emissions (tCO <sub>2</sub> e)	2025
Scope 1 emissions	182.1
Scope 2: location-based emissions	10,126.6
Scope 2: market-based emissions <sup>1</sup>	9,747.5
Total scope 1 and 2 location-based emissions	10,308.7
Scope 3 emissions	39,372.4
Scope 1 and 2 location-based emissions intensity (tCO <sub>2</sub> e/\$M)	23.84

<sup>1</sup> China manufacturing facility purchased electricity with Green Electricity Certificates (GECs) reported as zero emissions.

Environment & Climate Resilience

Sources of Scope 3 equity basis GHG emissions (tCO <sub>2</sub> e)	2025
<b>Upstream emissions</b>	
1. Purchased goods and services	Not included <sup>1</sup>
2. Capital goods	294.0
3. Fuel and energy-related activities	2,594.5
4. Upstream transportation and distribution	Not included <sup>1</sup>
5. Waste generated in manufacturing operations <sup>3</sup>	8.5
6. Business travel <sup>4</sup>	62.1
7. Employee commuting <sup>5</sup>	35,794.1
8. Upstream leased assets	98.0
<b>Downstream emissions</b>	
9. Downstream transportation and distribution	Not included <sup>1</sup>
10. Processing of sold products	Not included <sup>1</sup>
11. Use of sold products	Not included <sup>1</sup>
12. End-of-life treatment of sold products	Not included <sup>1</sup>
13. Downstream leased assets <sup>6</sup>	521.2
14. Franchises	Not applicable <sup>2</sup>
15. Investments	Not applicable <sup>2</sup>
<b>Total</b>	<b>39,372.4</b>

Note: The sum of the categories may be slightly different to the total due to rounding.

- 1. Not included in 2024 inaugural set of Scope 3 categories due to data challenges.
- 2. Not applicable or no longer applicable to Aztech's business activities.
- 3. For China and Malaysia manufacturing facilities: adopt waste-type-specific method to calculate emissions from waste disposal in line with GHG protocol Guidelines.
- 4. Includes business travels by air, based on ICAO Carbon Emissions Calculator.
- 5. Based on annual employee commute survey - FY2025 has larger % sample size relative to total employees compare to FY2024.
- 6. Leased out Dong Guan and Gelang Patch facilities during the Sales and Purchase Agreement processing period.



**Resource Conservation**

We recognise that businesses have the responsibility to preserve and protect the environment, and the ability to contribute positively to sustainable development. Integrating responsible consumption and production in Aztech's business operations is critical in achieving UN SDG 12. One of the key initiatives in the Sustainable and Lean Operations 2030 Initiative is to strengthen our Lean Manufacturing implementation, to conserve resources and to reduce waste generation.

As part of our environmental policy, we are committed to the responsible usage of energy and seek to conserve energy through efficient energy usage in all business activities. Our manufacturing sites adhered to the outlined 'plan-do-check-act' approach to continuously improve our environmental performance. Please refer to our website for Environmental Policy.

Environment & Climate Resilience

**Sustainable Packaging Initiatives**

Sustainable packaging serves as an important lever for Aztech to participate in the circular economy, to reduce our Scope 3 emissions, and to conserve materials used in our products and packaging. Our Sustainable Packaging Materials Team is dedicated to reducing the use of carbon-intensive packaging materials and primary raw materials, in particular through packaging design optimisation, to conserve crucial resources and transition towards a circular economy.

**Approach**

The target is to actively phase out the use of plastic foams (i.e., EPE, EPP, EPS), shrink, wrap and stretch in product packaging.

The Sustainable Packaging Materials Team has been tasked to incorporate environmental conscious design to refresh the current product packaging solution. Aztech aims to reduce the use of plastics for packaging in the first place to achieve the highest environmental value. We eliminated overpackaging where each product is individually wrapped with plastic or paper. We collaborate with our customers and suppliers to pack and transport the products more efficiently and improve pallet efficiency. Please refer to our website for our Sustainable Packaging Policy.

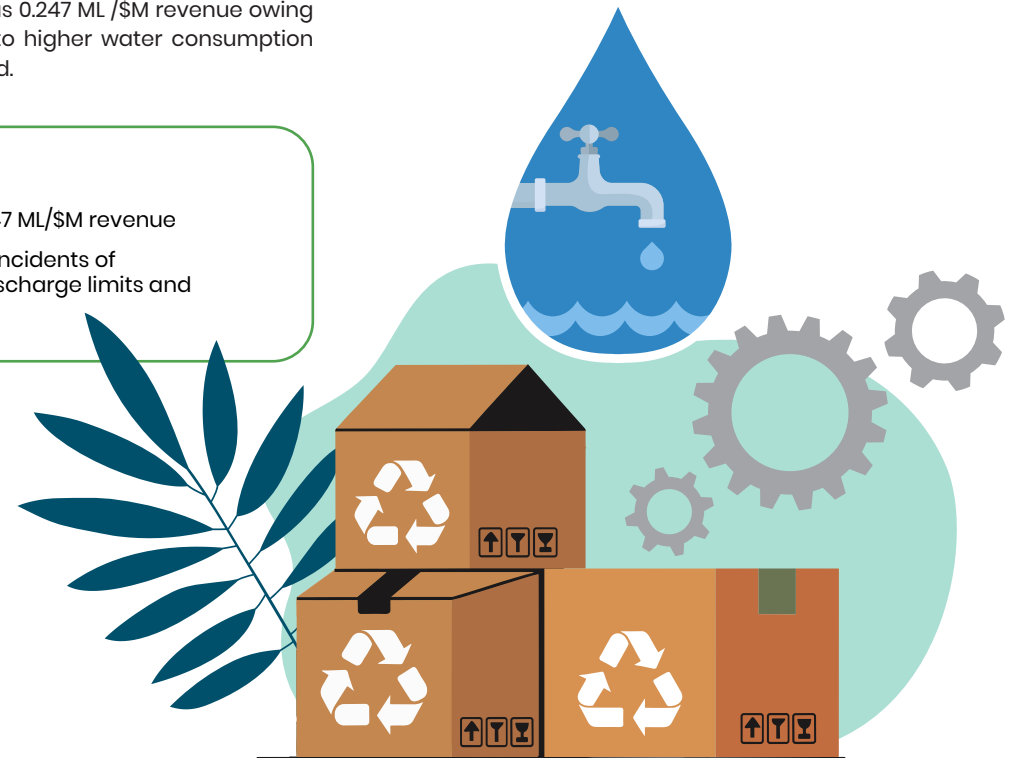
**Water & Effluent Management**

We recognise the importance of supporting UN SDG 6 “Ensure availability and sustainable management of water and sanitation for all”. We strive to implement responsible water management and improve water quality by reducing pollution. Our manufacturing sites adhere strictly to the local government regulations on water and effluent discharge.

In FY2025, the Group’s water consumption decreased by 20.8% to 107ML relative to the previous year and the water consumption intensity ratio was 0.247 ML /\$M revenue owing to lower productivity leading to higher water consumption per dollar of revenue generated.

**FY2025 Performance**

- Water intensity ratio 0.247 ML/\$M revenue
- Achieved target of zero incidents of non-compliance with discharge limits and regulations



# People & Local Communities



Aztech upholds the United Nations Universal Declaration of Human Rights, the core labour standards of ILO, the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact’s Principles on Human Rights, and the RBA Code of Conduct.

To achieve our social goal of “Safe and respectful work environment for all” and to support Aztech’s contribution to UN SDGs 3, 5, 8 and 10, we integrate the following principles of social responsibility into our business operations and value chain:

- Respect for human rights
- Respect for the rule of law
- Respect for international norms of behaviour

## Board Diversity

Aztech recognises the benefits of diversity in the Board’s composition and its diverse workforce. The Board maintained 67% independence ratio as set out in our target and achieved 17% women board appointments in FY2025.

## Workforce Diversity

Aztech provides equal employment opportunities in terms of skillset, expertise and competencies. We do not discriminate employees according to their race, age, gender, religion, ethnicity, facial attractiveness, marital status, physical impairments, sexual preference, political viewpoints or nationality. There were no cases of discrimination reported in FY2025, and the percentage of women in the management team stood at 38%. We achieved 100% hiring of management personnel from the local communities, exceeding our target of at least 80% local hiring.

The Group employed an average of 1,346 full-time employees in FY2025, and employee turnover was 16%. The breakdown in new hires and employee turnover is as follows:

2025 employee hiring and turnover	Gender		Age group		
	Women	Men	Under 30	30-49	Over 50
Hiring rate	47%	53%	56%	38%	5%
Turnover rate	43%	57%	48%	48%	4%

Note: The sum of the categories may be slightly different to the total due to rounding.

Employee training hours	2025
Women	18
Men	16
Average	17

Management diversity	2025
Percentage management personnel hired from local community	100%
Percentage of women in management team	38%
Percentage of women in total workforce	41%

Note: Management personnel includes employees who are manager and above in the locations of the Group’s operations.

## Fair Employment

We believe the continuous adoption of fair practices and building of meaningful partnership with our employees remain key to allowing our diverse talents to flourish and attract complementary talents. We engage our talents starting from onboarding to ensure their fit into the organisation culture and perform effectively in their role. Fast-track programme is also available for motivated employees to encourage and drive positive performance with the right reward.

We hire and reward employees based on performance, work attitude, and team spirit, striving to achieve equitable diversity of gender, age, and nationality in our workforce. Within the organisation, we aim to ensure that all employees are provided with equal opportunities to progress and develop their career. We have designed a process to standardise candidate evaluation process based on technical knowledge and qualification.

People & Local Communities



**Fair Remunerations**

Aztech demonstrates our care towards our people with competitive employee benefits and ensures fair and safe working environment to retain and attract talents to our organisation.

We review remuneration policies and packages regularly to ensure that our compensation and benefits are in line with market. To align the interests of the employees with those of the Group, employees are rewarded equitably for their contributions.

Variable bonuses are awarded to eligible employees based on the individual's contribution to the Group, profitability of the Group, current economic and business situation, government's wage guidelines, and internal and external salary equality.

**Employee Health & Wellbeing**

Geopolitical tensions and evolving socioeconomic dynamics have a major impact on the global electronic manufacturing value chain. To maintain competitive and agile operations, competent human capital is a critical driver for Aztech to sustain our productivity, innovation and value creation.

We place great consideration in our human capital investments, which include opportunities for formal and informal education, on-the-job training, and the establishment of adequate health care and safety systems.

**Training & Education**

The growing plurality of ways to get work done (e.g., artificial intelligence, process automation, robotics) challenges the traditional notion of work being performed primarily by employees in well-defined jobs and rapidly giving way to a broader focus on higher-value, non-routine work and skills.

Regular review and assessment of employees' training and development needs are conducted to determine critical skills gap at both departmental and individual levels. We encourage and provide support to all employees to embark on lifelong learning in both technical and soft-skills training.

FY2025 average training hours per employee was 17 hours, exceeded our target by 29%. During the year, average training hours per women was 18 hours, while that for the men was 16 hours.

**Open Communication Channel**

As part of our commitment to foster an open and inclusive workplace, we implemented an "Open Communication Channel" initiative in Malaysia manufacturing location. The objective is to empower employees to voice their thoughts and suggestions to enhance work efficiency as well as promote transparency and engagement.

QR code is provided for employee to submit feedback on any aspects of their work/experience to promote an open communication channel between employees and management while ensuring a safe and confidential space for information sharing.

People & Local Communities

**Occupational Health & Safety**

Aztech is steadfast in its commitment to prioritising the health and safety of our employees, adhering to internationally recognised standards and regulations.

We have robust occupational health and safety management systems, designed to comply with legal requirements and industry standards, ensuring a safe and healthy workplace environment for all. We provide access to non-occupational medical and healthcare benefits through medical and dental reimbursement, health screening and insurance.

In Singapore, we comply with the Workplace Safety and Health regulations to create a safe and secure working environment. In China, we adhere to the Law of the People’s Republic of China on Work Safety and Labour Law, underscoring our dedication to upholding safety standards across our operations. In Malaysia, we follow the Occupational Safety and Health Act 1994 to safeguard the health and safety of our employees. By adhering to these regulations, Aztech demonstrates its unwavering commitment to providing a workplace where employees can perform their duties confidently and securely.

All our manufacturing locations have maintained the ISO 9001 Quality Management Systems and Malaysia has ISO 45001 Occupational Health and Safety Management Systems certifications.

**Hazard Identification, Risk Assessment and Incident Investigation**

The Environmental, Health and Safety (“EHS”) committee is responsible to:

- Assist in the development of safety and health rules and safe systems of work
- Review the effectiveness of safety and health programmes
- Carry out studies on the trends of accidents, near-miss accidents, dangerous occurrences, occupational poisoning or occupational disease
- Report any unsafe or unhealthy conditions or practices at the place of work and make recommendations for corrective actions
- Review the safety and health policies at the place of work and make recommendations for any revision of such policies

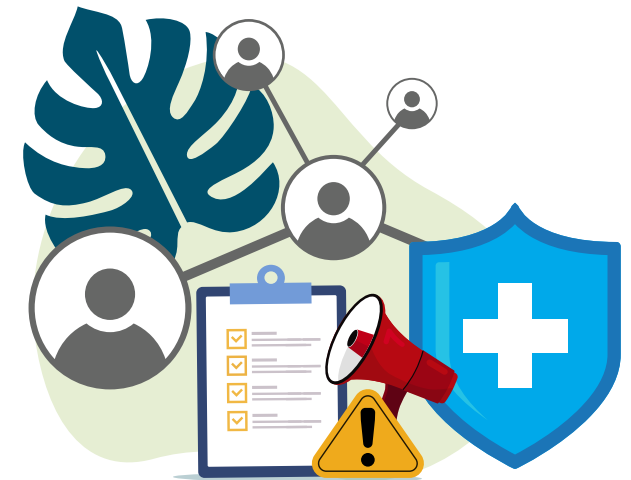
We have implemented Hazard Identification, Risk Assessment and Risk Controls (“HIRARC”) to identify safety hazards, implement proper control measures and to coach employees to handle potential safety hazards effectively.

**FY2025 Performance**

- Achieved our target of zero stop-work notice, zero fatalities and zero high-consequence work-related injuries.
- Achieved the target of not more than 5 recordable work-related injuries. Each incident was evaluated with corrective and/or preventive actions implemented to mitigate recurrence of such accidents.

**Approach**

- Periodically review the legal and other requirements
- Risk assessments and risk mitigations



- Conduct Gemba Walk and continuous improvement
- Engage employees through daily toolbox meetings
- Conduct annual Internal Audit and Management Review

To mitigate fire hazards at the workplace and its impact, Aztech has implemented fire prevention measures across its operating sites to raise fire awareness, reduce the risk of fire incidents and ensure the preparedness and safety of our employees, customers and property.

All workplace injuries and accidents are subject to investigation to determine the root cause to deploy an effective course of corrective and preventive measures. Standard operating procedures (“SOPs”) are also reviewed to prevent the recurrence of workplace injuries, and counsel is offered to affected employees to observe and adhere to the SOPs to achieve workplace safety. Major workplace accidents and corrective actions will be lodged with the local authority, and an audit will be performed by an appointed officer from the authority. Effectiveness of corrective action is also assessed and verified by the health and safety officer at the respective sites.

### Responsible Supply Chain

Aztech takes utmost care to ensure our suppliers' adherence to ethical standards such as conflict-free minerals sourcing, eliminating child labour, and ensuring a safe working environment. We are dedicated to enhancing compliance and fostering resilient partnerships within our supply chain business partners.



We have implemented Supplier Qualification and Monitoring Procedure that covers both environmental and social assessments of strategic suppliers. All qualified suppliers acknowledged and signed the Statement of Anti-Corruption, which sets out the supplier's undertakings in relation to bribery and corruption in transactions with the relevant company in the Group. We expect our suppliers, service providers and business partners to promote implementation of the requirements set out in our Code of Business Conduct and cascade it in their respective supply chains.

Any reported non-compliance will be promptly communicated to the affected supplier for rectification and improvement within a set time limit. Failure on the part of the affected supplier to oblige would result in the disqualification and termination of business. During the year, none of our suppliers were disqualified or terminated arising from non-compliance.

#### FY2025 Performance

- Achieved our target of 100% screening of qualified new suppliers using both environmental and social criteria during onboarding stage

### No Child Labour, No Forced & Bonded Labour

We firmly reject any form of child labor, forced labor, modern slavery, debt bondage, trafficking, or any other form of labour not conducted voluntarily or non-compliant with the ILO standards. This includes any form of oppression in the vicinity of the workplace, be it economic or of any other kind. We do not provide contract of service to any person below the age of 18 years.

Workers must be provided with documented employment terms or an offer of employment in a language the person should be able to understand. Migrant workers need to be treated with special diligence and shall receive the relevant work-related information before they depart from their country of origin, and must always have access and full control over their identity or immigration documents.

### Responsible Factory Initiative

This year, we have embarked on a journey to progressively strengthen Aztech's position as a responsible factory of choice. The Malaysia manufacturing facility has joined RBA's

Responsible Factory Initiative ("RFI") and will progressively integrate RBA Code of Conduct into business operations and management systems.

### Responsible Minerals

Aztech understands the importance of responsible mineral sourcing and is committed to supply chain initiatives that support responsible sourcing of tantalum, tin, tungsten and gold, as well as cobalt.

We expect our suppliers to source minerals from smelting plants that are certified under the Conflict-Free Smelter program developed by the RBA Responsible Minerals Initiative ("RMI") and the Global e-Sustainability Initiative ("GeSI"), and provide proper verification including the completion of Conflict Minerals Reporting Template ("CMRT").

### Membership Association

In our commitment to staying at the forefront of our industry and continuously improving our value creation capabilities, we have maintained our membership with the following associations:

- Supplier Ethical Data Exchange ("SEDEX") that promotes ethical business practices. Aztech's regular participation in Sedex Members Ethical Trade Audits ("SMETA") demonstrates our commitment to ethical sourcing, sustainable practices, and social responsibility.
- Singapore Business Federation ("SBF") that champions the interests of the business community in Singapore and internationally, and acts as the bridge between businesses and the Government. Hence, our membership with SBF allows Aztech to continue to gain valuable strategic insights and seize new opportunities that lie ahead.

People & Local Communities

**Local Community Engagement**

Aztech embraces the philosophy of giving back to the community and various Corporate Social Responsibility (“CSR”) initiatives were carried out across various locations to empower vulnerable stakeholders, strengthen local community ties, encourage a culture of giving and teamwork among employees.

**Project Refresh**

In April 2025, Singapore employees volunteered in Project Refresh, an initiative aimed at supporting seniors and low-income families in refurbishment work such as painting, cleaning, and decluttering.



In addition, Aztech donated ovens and purchased Heart Bakers Cookies for the seniors and families. The purchase of cookies supported low-income stay-home mothers and aspiring home bakers by equipping them with baking, business, and marketing skills to kick-start their own home baking ventures.

**Blood donation and local community engagement**



Our China employees have actively participated in various activities, including a blood donation drive, local household well-being visitation, as well as an environmental cleanup activity. Through these events, the team bonded and fostered stronger ties with the local community where we operate.



**Spreading love and care**

In November 2025, Malaysia employees visited an orphanage and underprivileged home. Aztech donated essential food items and heavy-duty wet and dry vacuums to support the children’s daily needs. This initiative reflects our commitment to giving back to the community and spreading care and hope to those in need.



**Running for a good cause – SGX Bull Charge 2025**

Led by the Group’s CEO Mr Michael Mun and COO Mr Jeremy Mun, employees from different functions came together and laced up for the SGX Cares Bull Charge Charity Run on 7 November 2025. The employees cheered each other on through sweat and steps, knowing that the funds raised in the event would empower underprivileged children and families, persons with disabilities, as well as the elderly through SGX’s adopted charities.



# Annex

## Core SGX ESG Metrics

	2023	2024	2025
Revenue (S\$ M)	896.3	621.6	432.5
<b>Environmental Metrics</b>			
Scope: Group		<b>GHG Emissions</b>	
Scope 1 (tCO <sub>2</sub> e) <sup>1</sup>	986.3	620.3	182.1
Scope 2: location-based emissions (tCO <sub>2</sub> e)	13,273.1	10,841.9	10,126.6
Scope 2 market-based emissions (tCO <sub>2</sub> e) <sup>2</sup>	-	-	9,747.5
Scope 3 (tCO <sub>2</sub> e) <sup>3,4</sup>	-	61,452.8	39,372.4
Total Scope 1 and scope 2 location-based emissions (tCO <sub>2</sub> e)	14,259.4	11,462.2	10,308.7
Scope 1 and scope 2 location-based emissions intensity (tCO <sub>2</sub> e / S\$ M)	15.91	18.44	23.84
Note 1: FY2025 reduction due to fugitive emissions reduction from refrigerant consumptions and phasing out of R22 which has high emission factor.			
Note 2: China manufacturing facility purchased electricity with Green Electricity Certificates (GECs) reported as zero emissions.			
Note 3: Scope 3 category 2, 3, 5, 6, 7, 8 and 13 from FY2024 onwards			
Note 4: FY2025 reduction mainly due to reduced capital spending (category 2), improved waste disposal methods in accordance with to UL 2799 ZWTL (category 5), and improved data accuracy with respect to employees' commuting (category 7).			
Scope: Group		<b>Electricity Consumption</b>	
Electricity consumption (MWh) <sup>5</sup>	21,050	18,181	15,773
Green Electricity Certificate (GEC, MWh)	-	-	804
Electricity consumption intensity (MWh / S\$ M)	23.49	29.25	36.47
Note 5: Total electricity consumption includes electricity with GECs and reported as zero emissions			
Scope: Group		<b>Water Consumption</b>	
Water consumption (ML)	168	135	107
Water consumption intensity (ML / S\$ M)	0.187	0.217	0.247

Note: The sum of the categories may be slightly different to the total due to rounding.



Annex

Core SGX ESG Metrics

	2023	2024	2025
<b>Environmental Metrics</b>			
Scope: Manufacturing locations		<b>Waste Generation</b>	
Waste mix (%)			
• Hazardous	5.3	6.3	6.0
• Non-hazardous	94.7	93.7	94.0
Waste divert from landfill (%) <sup>6</sup>	-	-	98.9
• Recycle, reuse, recover	70.3	87.9	87.7
• Incineration	-	-	0.9
• Non-recycled / Others	29.7	12.1	10.3
Waste to off-site landfill (%)	-	-	1.1
Total waste generation (tonnes) <sup>6</sup>	335.3	549.5	786.4
Waste generation intensity (tonnes / S\$ M)	0.374	0.884	1.818
Note 6: FY2025 documented additional waste streams and updated waste disposal methodology in accordance with UL 2799 ZWTL.			
<b>Social Metrics</b>			
Scope: Group		<b>Employment</b>	
Average number of employees <sup>7</sup>	1,727	1,757	1,346
Turnover rate (%)	23	16	16
Note 7: average over 12 months period, excludes part-time and agency workers			
Scope: Group		<b>Gender Diversity</b>	
Current employee mix (%)			
• Women	41	38	41
• Men	59	62	59
New hires mix (%)			
• Women	37	42	47
• Men	63	58	53

Note: The sum of the categories may be slightly different to the total due to rounding.

Annex

Core SGX ESG Metrics

	2023	2024	2025
<b>Social Metrics</b>			
Scope: Group		<b>Gender Diversity</b>	
Turnover mix (%)			
• Women	48	47	43
• Men	52	53	57
Scope: Group		<b>Age-Based Diversity</b>	
Current employee mix (%)			
• < 30 years old	51	52	47
• 30 to 50 years old	45	43	47
• > 50 years old	4	5	6
New hires mix (%)			
• < 30 years old	74	48	56
• 30 to 50 years old	23	47	38
• > 50 years old	3	5	5
Turnover mix (%)			
• < 30 years old	57	44	48
• 30 to 50 years old	40	48	48
• > 50 years old	3	8	4
Scope: Group		<b>Development &amp; Training</b>	
Average training hours per employee	18	13	17
• Women	15	14	18
• Men	20	12	16

Note: The sum of the categories may be slightly different to the total due to rounding.



Annex

**Core SGX ESG Metrics**

	2023	2024	2025
<b>Social Metrics</b>			
Scope: Manufacturing facilities		<b>Occupational Health &amp; Safety</b>	
Number of fatalities	0	0	0
High-consequence injuries	0	0	0
Recordable injuries	4	5	4
Recordable work-related ill health cases	0	0	0
<b>Governance Metrics</b>			
Scope: Group		<b>Board Composition</b>	
Board independence (%)	67	67	67
Women on the board (%)	17	17	17
Scope: Group		<b>Management Diversity</b>	
Women in the management team (%)	41	36	38
Management personnel hired from the local community (%)	97	98	100
Scope: Group		<b>Ethical Behaviour</b>	
Anti-corruption disclosures: number of discussion & standards	GRI 205	GRI 205	GRI 205
Number of incidents of corruption reported and actions taken	0	0	0
<b>Alignment with Frameworks</b>	GRI, TCFD		
<b>Assurance</b>	Internal review of sustainability reporting process		

Note: The sum of the categories may be slightly different to the total due to rounding.

# GRI Content Index

<b>Statement of use</b>	Aztech Global Ltd has reported the information cited in this GRI content index for the period January 1 through December 31, 2025, with reference to the GRI Standards.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	Sustainability Report 2025 > About Aztech
	2-2 Entities included in the organisation's sustainability reporting	Sustainability Report 2025 > About This Report Sustainability Report 2025 > About Aztech
	2-3 Reporting period, frequency and contact point	Sustainability Report 2025 > About This Report
	2-4 Restatements of information	Sustainability Report 2025 > About This Report
	2-6 Activities, value chain and other business relationships	Sustainability Report 2025 > About Aztech
	2-7 Employees	Sustainability Report 2025 > Annex > Social Metrics
	2-9 Governance structure and composition	Sustainability Report 2025 > Sustainable Value Creation > Approach to Sustainability Governance
	2-10 Nomination and selection of the highest governance body	Annual Report 2025 > Corporate Governance Report Principle 4
	2-11 Chair of the highest governance body	Annual Report 2025 > Corporate Governance Report Principle 3
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report 2025 > Corporate Governance Report Principle 1 and 2
	2-13 Delegation of responsibility for managing impacts	Annual Report 2025 > Corporate Governance Report Principle 1 and 2
	2-14 Role of the highest governance body in sustainability reporting	Annual Report 2025 > Corporate Governance Report Principle 1 and 2
	2-15 Conflicts of interest	Annual Report 2025 > Corporate Governance Report Principle 1 and 2
	2-16 Communication of critical concerns	Annual Report 2025 > Corporate Governance Report Principle 10
	2-17 Collective knowledge of the highest governance body	Annual Report 2025 > Corporate Governance Report Principle 1 and 2
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2025 > Corporate Governance Report Principle 5
	2-19 Remuneration policies	Annual Report 2025 > Corporate Governance Report Principle 7
	2-20 Process to determine remuneration	Annual Report 2025 > Corporate Governance Report Principle 7
	2-22 Statement on sustainable development strategy	Sustainability Report 2025 > Board Statement
	2-23 Policy commitments	Publicly available policies published on Aztech website
		Sustainability Report 2025 > Board Statement
		Sustainability Report 2025 > Sustainable Value Creation > Business Ethics & Compliance
	2-24 Embedding policy commitments	Sustainability Report 2025 > Sustainable Value Creation > Business Ethics & Compliance



GRI Content Index

<b>GRI 2: General Disclosures 2021</b>	2-25 Processes to remediate negative impacts	Whistle-Blowing Policy as published on Aztech website Sustainability Report 2025 > Sustainable Value Creation > Business Ethics & Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Whistle-Blowing Policy as published on Aztech website Sustainability Report 2025 > Sustainable Value Creation > Business Ethics & Compliance
	2-27 Compliance with laws and regulations	Sustainability Report 2025 > Sustainable Value Creation > Business Ethics & Compliance
	2-28 Membership associations	Sustainability Report 2025 > People & Local Communities > Membership Association
	2-29 Approach to stakeholder engagement	Sustainability Report 2025 > Sustainable Value Creation > Stakeholder Engagement
	<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics
	3-2 List of material topics	
	3-3 Management of material topics	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Annual Report 2025 > Corporate Governance Report Principle II and I2
<b>GRI 202: Market Presence 2016</b>	202 Management approach to manage market presence-related impacts	Sustainability Report 2025 > People & Local Communities
	202-2 Proportion of senior management hired from the local community	Sustainability Report 2025 > Annex > Social Metrics
<b>GRI 205: Anti-corruption 2016</b>	205 Management approach to managing risks related to corruption	Sustainability Report 2025 > Sustainable Value Creation > Business Ethics & Compliance
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report 2025 > Annex > Governance Metrics
	205-3 Confirmed incidents of corruption and actions taken	
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report 2025 > Sustainable Value Creation > Business Ethics & Compliance
<b>GRI 301: Materials 2016</b>	301 Management approach to managing packaging materials	Sustainability Report 2025 > Environment & Climate Resilience > Resources & Materials Conservation > Sustainable Packaging Initiatives
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	Sustainability Report 2025 > Environment & Climate Resilience > Climate Resilience
	302-3 Energy intensity	Sustainability Report 2025 > Annex > Environmental Metrics
<b>GRI 303: Water and Effluents 2018</b>	303 Management approach to managing water consumptions	Sustainability Report 2025 > Environment & Climate Resilience > Resources & Materials Conservation
	303-5 Water consumption	Sustainability Report 2025 > Annex > Environmental Metrics
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2025 > Environment & Climate Resilience > Climate Resilience
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2025 > Annex > Social Metrics
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	



GRI Content Index

<b>GRI 306: Waste 2020</b>	306 Management approach to managing waste	Sustainability Report 2025 > Environment & Climate Resilience > Resources & Materials Conservation
	306-3 Waste generated	Sustainability Report 2025 > Annex > Environmental Metrics
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Sustainability Report 2025 > People & Local Communities > Human Capital
		Sustainability Report 2025 > Annex > Social Metrics
<b>GRI 403: Occupational Health</b>	403-1 Occupational health and safety management system	
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Sustainability Report 2025 > People & Local Communities > Human Capital
		Sustainability Report 2025 > Annex > Social Metrics
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Sustainability Report 2025 > People & Local Communities > Diversity & Equal Opportunity
		Sustainability Report 2025 > Annex > Social Metrics
<b>GRI 413: Local Communities 2016</b>	413 Local community engagement	Sustainability Report 2025 > People & Local Communities > Local Community Engagement
<b>GRI 414: Supplier Social Assessment 2016</b>	414 Management approach to managing supplier social assessment	Sustainability Report 2025 > People & Local Communities > Responsible Supply Chain
	414-2 Negative social impacts in the supply chain and actions taken	
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2025 > Sustainable Value Creation > Business Ethics & Compliance



# TCFD Content Index

TCFD PILLAR	RECOMMENDATION	LOCATION
<b>GOVERNANCE</b> Disclose the organisation's governance around climate-related risks and opportunities	(a) Describe the board's oversight of climate-related risks and opportunities	Sustainability Report 2025 > Board Statement
	(b) Describe management's role in assessing and managing climate-related risks and opportunities	Sustainability Report 2025 > Sustainable Value Creation > Approach to Sustainability Governance
<b>STRATEGY</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material	(a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	Sustainability Report 2025 > Board Statement
	(b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning	Sustainability Report 2025 > Environment & Climate Resilience > Climate Scenario Analysis
	(c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
<b>RISK MANAGEMENT</b> Disclose how the organisation identifies, assesses, and manages climate-related risks	(a) Describe the organisation's processes for identifying and assessing climate-related risks	Sustainability Report 2025 > Sustainable Value Creation > Approach to Sustainability Risk Management
	(b) Describe the organisation's processes for managing climate-related risks	Sustainability Report 2025 > Environment & Climate Resilience > Climate Related Risks & Opportunities
	(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	
<b>METRICS &amp; TARGETS</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Sustainability Report 2025 > Environment & Climate Resilience > Climate Resilience
	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Sustainability Report 2025 > Sustainable Value Creation > Material ESG Topics
	(c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Sustainability Report 2025 > Annex > Environmental Metrics

