



ASTI HOLDINGS LIMITED

SUSTAINABILITY  
REPORT 2025

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## 1. Board Statement

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The Board of Directors (the “Board”) of ASTI Holdings Limited (the “Company” or “ASTI”, and together with its subsidiaries, the “Group”) is pleased to present the Company’s annual Sustainability Report (the “Report”) for the financial year ended 31 December 2025 (“FY2025”). This report demonstrates our commitment to positive social, environmental, and business outcomes for all stakeholders.

FY2025 was marked heavily by heightened geopolitical tensions which have resulted in prolonged and sweeping changes to the global trade landscape. As we navigate increasing operational costs and addressing climate change, we are reminded of the importance of imbuing our business with good sustainability practices.

Now more than ever, it is imperative that we foster a collaborative spirit to combat the effects of global warming. We at ASTI are keenly aware that combating climate change and implementing sustainable practices across its supply chain are goals that cannot be achieved alone. As such the Group is fully committed to playing its part in contributing to the global fight against climate change by educating, assessing and selecting its business processes and partners. Our climate change strategy comprises a comprehensive sustainability framework that considers the effects of climate change on all the different facets of our business. Subsequently, the Group will adjust its policies and procedures to manage the risks posed by climate change.

In FY2025, the Group aims to redouble its efforts towards collaboration, working together with its stakeholders to counteract the various risks posed by climate change. We aim to not only survive climate change but to thrive in it despite the risks that it poses to our business. Going forward, the Group aims to continue working with its stakeholders to implement policies and processes that allow it to counteract the risks arising from climate change.

The Board maintains oversight of ASTI’s sustainability performance, supported by the Sustainability Steering Committee (“SSC”). The Board provides strategic direction and establishes a robust governance framework to identify, evaluate, and manage environmental, social, and governance (“ESG”) issues material to the Group and its stakeholders. Sustainability considerations are integral to the Board’s review of the Company’s long-term strategic direction. Our sustainability efforts are led by the SSC and supported by the Sustainability Task Force (“STF”).

We are dedicated to embedding sustainability into our strategic decision-making processes and will continue to engage with stakeholders while monitoring the ESG factors and economic performance (collectively, the “Material Factors”) essential to the long-term success of our business. We invite your continued support as we advance on this sustainability journey, repositioning our operations to emerge as a stronger, more resilient organization.

This Report outlines our efforts and achievements in meeting sustainability goals and targets throughout FY2025. It provides a detailed account of our approach, practices, and performance with respect to the identified Material Factors.

## 2. About this Report

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### 2.1 Reporting Scope and Period

This Sustainability Report, published annually, presents the Group's policies, practices, initiatives, performance, and goals related to its Material Topics for the Reporting Period from 1 January to 31 December 2025. It consolidates data and information from ASTI, its subsidiaries, and associated products and services during this timeframe.

As at the date of publication, Telford Group ("Telford") remains the business unit with the most significant sustainability impact within ASTI's portfolio. Unless otherwise specified, all reported data pertains to active subsidiaries operating in Singapore, Malaysia, China, The Philippines, and United Kingdom.

In FY2025, the Group made restatements to improve reporting accuracy. Average training hours data have been restated to align computation methodology across all two years to ensure comparability. Please refer to the individual footnotes for the corresponding restatements.

### 2.2 Framework

The FY2025 Report has been prepared with reference to the Global Reporting Initiative ("**GRI**") Standards covering the period from 1 January 2025 to 31 December 2025 ("**Reporting Period**"). The GRI Standards has been chosen due to its global recognition as a sustainability reporting standard and for representing the best global practices for reporting on economic, environmental, and social topics. The GRI Content Index section of the Report provides a detailed reference to the relevant GRI Standards. The Group has adopted the GRI reporting principles of Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability.

This Report met the requirements of Listing Rule 711A and 711B on sustainability reporting, as established by the Singapore Exchange Securities Trading Limited ("**SGX-ST**"). The Board has reviewed and approved the reported information, including the material topics. Furthermore, the Group has mapped its sustainability efforts according to the 2030 Agenda for Sustainable Development by incorporating the United Nations Sustainable Development Goals ("**UN SDGs**"), emphasising the Group's contributions to sustainable development.

The Group's climate-related disclosures were also guided by the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**"). Following the publication of the International Sustainability Standards Board ("**ISSB**") Standards – International Financial Reporting Standards ("**IFRS**") S1 and IFRS S2, collectively the IFRS Sustainability Disclosure Standards ("**SDS**"), the Group has conducted a gap analysis against its existing TCFD reporting and is in the process of aligning its climate-related disclosures to the ISSB Standards. The Group's transition is guided by the phased approach recommended by the Singapore Exchange Regulation in aligning its reporting of climate-related disclosures in accordance with ISSB Standards.

### 2.3 Feedback

For any enquires, comments or feedback regarding both the Group's sustainability performance and report, please send them to [enquiries@astigp.com](mailto:enquiries@astigp.com).



### 3. Corporate Profile

The Group, listed on the mainboard of the Singapore Exchange, provides Tape and Reel packaging services, Tape Making Services, Manpower Services and Integrated Circuit Programming Services to renowned Original Equipment Manufacturers, contract manufacturers and component distributors globally.

Headquartered in Singapore, ASTI has 7 strategically positioned factories. Our operations are located in the following cities:



## 4. Performance Highlights and Targets

To drive continuous improvement in sustainability performance, the Group has established clear targets for each material topic. Progress toward these targets is systematically monitored and evaluated through an annual review process, ensuring accountability and transparency in reporting. This structured approach enables the Group to measure achievements effectively and identify areas for enhancement across its sustainability initiatives. The table below highlights the Group's FY2025 targets and performance.

Material Topics	Targets	Our Performance
<b>Economic</b>		
1. Economic Performance	Perpetual <ul style="list-style-type: none"> <li>The Group will strive to increase the economic performance to pre-COVID levels in the subsequent years.</li> </ul>	For the full year ended 31 December 2025, a revenue of \$36.9 million (FY2024: \$35.5 million) was recorded; an increase of \$1.4 million from the previous corresponding year ended 31 December 2024.
<b>Environment</b>		
2. Energy	Short-Term (1-2 years) <ul style="list-style-type: none"> <li>Reduce reliance on non-renewable and high GHG emission energy sources.</li> </ul>	The Group is in the midst of discussion with a third party to provide solar power generating system
	Medium-Term (by 2030) <ul style="list-style-type: none"> <li>Reduce energy consumption intensities by 10% from FY2023 baseline.</li> </ul>	The Group is still in the midst of reviewing and aligning its processes to achieve the relevant objectives by 2030.
	Long-Term (by 2050) <ul style="list-style-type: none"> <li>Reduce energy consumption intensities by 30% from FY2023 baseline.</li> </ul>	The Group is still in the midst of reviewing and aligning its processes to achieve net zero by 2050.
3. Emissions	Short-Term (1-2 years) <ul style="list-style-type: none"> <li>Perform Scope 3 assessment.</li> </ul>	We are targeting to commence Scope 3 emissions inventoring by FY2027.
	Medium-Term (by 2030) <ul style="list-style-type: none"> <li>Reduce GHG emission intensities by 30% from FY2023 baseline.</li> <li>Track Scope 3 emissions.</li> </ul>	The Group is still in the midst of reviewing and aligning its processes to achieve the relevant objectives by 2030.
	Long-Term (by 2050) <ul style="list-style-type: none"> <li>Achieve net zero emissions.</li> </ul>	The Group is still in the midst of reviewing and aligning its processes to achieve net zero by 2050.
<b>Social</b>		
4. Employment	Perpetual <ul style="list-style-type: none"> <li>The Group will endeavour to maintain the turnover rate through increased talent training.</li> </ul>	The Group has managed to reduce its turnover rate significantly from 92% in FY2024 to 51% in FY2025.

Material Topics	Targets	Our Performance
5. Occupational Health and Safety	Perpetual <ul style="list-style-type: none"> <li>• ASTI aims to have no workplace incident leading to fatalities or permanent disability during the year.</li> </ul>	Zero incidents of workplace incident leading to fatalities or permanent disability.
6. Training and Education	Perpetual <ul style="list-style-type: none"> <li>• The Group will provide training according to the training calendar and endeavour to continue to increase the average number of training hours per employee annually.</li> </ul>	The Group continues to provide its employees with relevant trainings and maintain an average of 1.6 training hours per employee.
7. Diversity and Equal Opportunity	Perpetual <ul style="list-style-type: none"> <li>• The Group seeks to achieve greater board diversity while maintaining the talent and skillsets to serve the Company, shareholders and other stakeholders.</li> </ul>	The Group’s Board comprises experienced members from relevant and diverse backgrounds.
8. Supplier Social Assessment	Perpetual <ul style="list-style-type: none"> <li>• Continue supplier screening to ensure screening of all new suppliers for social standards i.e., environmental, ethical practices and social assessment. The screening is adjusted according to the goals of the Company. It is important to determine the financial and social transparency of the various suppliers.</li> </ul>	The Group conducted screening for all new suppliers for social standards.
9. Customer Privacy	Perpetual <ul style="list-style-type: none"> <li>• No incidents of data and cybersecurity breaches.</li> </ul>	Zero incidents of data and cybersecurity breaches.
<b>Governance</b>		
10. Anti-corruption	Perpetual <ul style="list-style-type: none"> <li>• Zero confirmed cases which are unethical, fraudulent, or corrupt in nature.</li> </ul>	Zero incidents of confirmed cases which are unethical, fraudulent, or corrupt in nature.

## 5. Sustainability Governance

### 5.1. Sustainability Strategy

The Board and Management remain strongly committed to practicing sustainability as a core part of the Group’s business. Furthermore, the Board and Management believes that sustainable practices must be influenced and based on its stakeholders to ensure its meaningfulness and applicability. Hence, the Board and Management aim to continue interacting with all relevant stakeholders to imbue sustainability practices into its business practices.

### 5.2. Sustainability Governance Structure



#### Board of Directors (the “Board”)<sup>1</sup>

The Board is responsible for overseeing ASTI’s sustainability performance, with the Sustainability Steering Committee (“SSC”) providing essential support. The Board considers sustainability issues when evaluating ASTI’s long-term strategic plans.

#### Sustainability Steering Committee (“SSC”)

The Group’s sustainability strategy is spearheaded by the SSC. The SSC’s key responsibility is to establish a sustainability governance framework that identifies, evaluates and manages key ESG issues identified by ASTI through communicating with its stakeholders. Currently, the Group’s SSC is led by the CEO who is supported by ASTI and Telford’s senior management. The SSC also acts as the main advisor to the Board, helping to ensure that the Group’s ESG policies and practices are aligned with ASTI’s strategic goals.

To track the Group’s ESG progress, the SSC convenes twice a year to ensure that the Group is on track regarding its ESG performance. During said meeting, the Group reviews its performance against its established sustainability targets and provides the Board with a comprehensive update on sustainability reporting measures. These meetings ensures that the Group stays on track with its sustainability goals and remains on top of any ESG related regulations and trends. Ultimately, such meetings ensure accountability and commitment from the Group to its sustainability commitments.

#### Sustainability Task Force (“STF”)

The Group’s STF acts as a support to the SSC, its main responsibilities lie in implementing sustainability initiatives and programs across the Group. STF is primarily composed of management from various divisions. Ultimately, their goal is to execute and bring to life the strategy that was set forth and advanced by the SSC.

## 6. Stakeholder Engagement

The Group believes that the key to a sustainable future lies in collaboration and meaningful policy changes. Hence, it has redoubled its efforts and commitments towards its stakeholders and their concerns. By engaging with its stakeholders, the Group can ensure that its sustainability efforts are effective in addressing their concerns whilst achieving the Group’s business objectives. The Group’s approach to engaging with stakeholders can be seen in the table below:

Key Stakeholders	Key Topics of Concern	Mode of Engagement	Frequency of Engagement
Investors and Shareholders	<ul style="list-style-type: none"> <li>▪ Financial performance</li> <li>▪ Business performance and outlook</li> <li>▪ Corporate Governance</li> <li>▪ Compliance with laws and regulations</li> </ul>	Media releases	Ad-hoc
		SGX’s announcements	Ad-hoc
		Annual general meeting (“AGM”) for Shareholders	Annually
		Annual report	Annually
		Circulars	Ad-hoc
		Sustainability report	Annually
Employees	<ul style="list-style-type: none"> <li>▪ Career development</li> <li>▪ Employee engagement</li> <li>▪ Staff bonding</li> <li>▪ Health and safety</li> <li>▪ Talent attraction and retention</li> <li>▪ Training and education</li> <li>▪ Diversity and equal opportunities</li> </ul>	Company handbook	Employees are briefed on the handbook during on boarding. Softcopy of handbook is available on a server/HR portal for employees when requested. An acknowledgement form is signed on the day the employee received the handbook.
		New employee orientation	First week of work
		Training	Employees are given an average of 1.6 training hours per year depending on job requirements
		Whistle blowing policy	AC Chairman conducts regular checks on the effectiveness of the whistleblowing channels and policy.
		Diversity and equal opportunities	Employees of different age groups and genders are employed.
		Performance evaluation	The management performs yearly staff evaluations
Customers	<ul style="list-style-type: none"> <li>▪ Customer satisfaction</li> <li>▪ Quality of facilities and services</li> <li>▪ Health and safety impact of product</li> </ul>	On premise support and feedback	Whenever required
		Customer satisfaction survey	Feedback surveys conducted throughout the year

Key Stakeholders	Key Topics of Concern	Mode of Engagement	Frequency of Engagement
Suppliers	<ul style="list-style-type: none"> <li>▪ Business performance and outlook</li> <li>▪ Fair selection process</li> </ul>	Supplier selection process	Prior to supplier selection
		Supplier assessment	Annually
		Meeting with suppliers to discuss better ways of working	Annually

## 7.1. Materiality Assessment

The Group identifies and prioritises sustainability issues of concern to our stakeholders by assessing their impact on the business, economy, environment, and people through a materiality assessment process. The findings from this assessment inform the development of the Group’s sustainability strategy, initiatives, and goals. This methodology consists of several key steps, including an annual review performed by the SSC to evaluate the relevance of Material Topics, identify shifts in stakeholder priorities, and address emerging areas of concern. In determining the Material Topics, we referenced GRI's guidance and employed a four-step process:



Based on the Group’s FY2025 materiality assessment, the Group has identified 8 material topics, two less than the previous year of 10. During the Group’s FY2025 materiality assessment, it reassessed all its material topics, in FY2025 it deemed Supplier Social Assessment and Customer Privacy to be immaterial due to its low impact on the Group’s business operations. These 8 material topics were then ranked according to their importance to the Group, by categorizing them as either “Highly Critical”, “Critical” or “Moderate”.






Highly Critical Material Issues	Critical Material Issues	Moderate Material Issues
1. Energy	4. Occupational Health and Safety	7. Anti-corruption
2. Emissions	5. Training and Education	8. Diversity and Equal Opportunity
3. Employment	6. Economic Performance	







Environmental
  Social
  Governance
  Economic

### 7.1.1. Supporting The United Nations Sustainable Development Goals (UN SDGs)

Alongside its stakeholders, the Group also aims to contribute to the global efforts to combat climate change. By aligning its sustainability goals with the UN SDGs, the Group can ensure that its sustainability efforts are congruent with global ESG efforts. Hence, the Group has identified 11 priority UN SDGs where it can create the

most significant impact for its society and the international community. The 11 chosen UN SDGs are laid out in the table below.

UN SDGs	Description	ASTI's position	Examples of ASTI's efforts
	<p><b>Goal 3: Good Health and Well-being</b></p> <p>Ensure healthy lives and promote well-being for all at all ages.</p>	<p>ASTI strives to ensure good physical and mental health for our people at the workplace and in our community, including online safety and cyber wellness.</p>	<p>Implement and rigorously monitor workplace health and safety protocols to ensure a safe environment for all employees.</p> <p>Offer wellness programmes and mental health support like issuance of Health Maintenance Organisation card and services with BUPA Medical, helping improve the overall well-being of employees.</p>
	<p><b>Goal 5: Gender Equality</b></p> <p>Achieve gender equality and empower all women and girls.</p>	<p>ASTI is dedicated to promoting gender equality within our organisation and the communities we serve.</p>	<p>Adopt fair employment practices aligned with local regulatory requirements.</p>
	<p><b>Goal 7: Affordable and Clean Energy</b></p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<p>ASTI is committed to leveraging clean energy technologies to improve operational efficiency and play a role in the global shift toward a sustainable energy future for everyone.</p>	<p>Implement energy-efficient technologies to reduce energy consumption.</p>
	<p><b>Goal 8: Decent Work and Economic Growth</b></p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>ASTI is focused on developing our people and the community and creating a vibrant work environment across our global operations.</p>	<p>Provide ongoing training and upskilling opportunities for employees, promoting career growth and long-term economic stability.</p>
	<p><b>Goal 9: Industry, Innovation and Infrastructure</b></p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</p>	<p>ASTI innovates continuously to bring the best services to our customers and collaborates with change makers to build an effective and sustainable ecosystem.</p>	<p>Develop resilient and sustainable supply chains to reduce environmental impact and support responsible production.</p>

UN SDGs	Description	ASTI's position	Examples of ASTI's efforts
	<p><b>Goal 10: Reduced Inequalities</b></p> <p>Reduce inequality within and among countries.</p>	<p>ASTI is dedicated to reducing inequalities within our Group and the communities we operate in.</p>	<p>Ensure fair pricing and transparency in dealings with suppliers, especially in developing countries.</p>
	<p><b>Goal 12: Responsible Consumption and Production</b></p> <p>Ensure sustainable consumption and production patterns.</p>	<p>ASTI actively monitors and improves our resource and waste practices to increase circularity in our business operations and supply chain.</p>	<p>Implement recycling programmes for waste generated from manufacturing, encouraging a circular economy.</p>
	<p><b>Goal 13: Climate Action</b></p> <p>Take urgent action to combat climate change and its impacts.</p>	<p>ASTI is focused on minimising our environmental footprint in our business operations and value chain to meet our carbon reduction targets.</p>	<p>Set targets for reducing greenhouse gas emissions within operations and implement practices to meet these targets.</p>
	<p><b>Goal 14: Life Below Water</b></p> <p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>ASTI is committed to conserving and sustainably utilising the oceans, seas, and marine resources to support sustainable development.</p>	<p>Minimise single-use plastics within operations and encourage sustainable alternatives in supply chains.</p>
	<p><b>Goal 15: Life on Land</b></p> <p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	<p>ASTI is dedicated to protecting, restoring, and promoting the sustainable use of terrestrial ecosystems.</p>	<p>Ensure that ASTI's operations adhere to sustainable land use practices, preventing deforestation and habitat degradation.</p>
	<p><b>Goal 16: Peace, Justice and Strong Institutions</b></p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<p>ASTI advocates for peaceful and inclusive societies that foster sustainable development.</p>	<p>Implement strong governance and compliance frameworks that uphold integrity, accountability, and transparency.</p> <p>Encourage transparency and accessibility of information on ASTI's sustainability efforts, fostering trust among stakeholders and the public.</p>

## 7.2. Environmental

### 7.2.1. Energy and Emissions

#### Impact on ASTI

The Group recognises its operations consume substantial energy and generate GHG emissions that contribute to climate change. To grow sustainably, the Group aims to reduce both energy use and GHG emissions. Excessive energy consumption and GHG emissions could result in the higher global temperatures, causing mechanical failures or increased costs to maintain and operate the Group’s machinery. A lower energy consumption and GHG emissions can lower the Group’s energy costs, as well as allowing the Group to more easily maintain its manufacturing machinery.

#### Management Approach

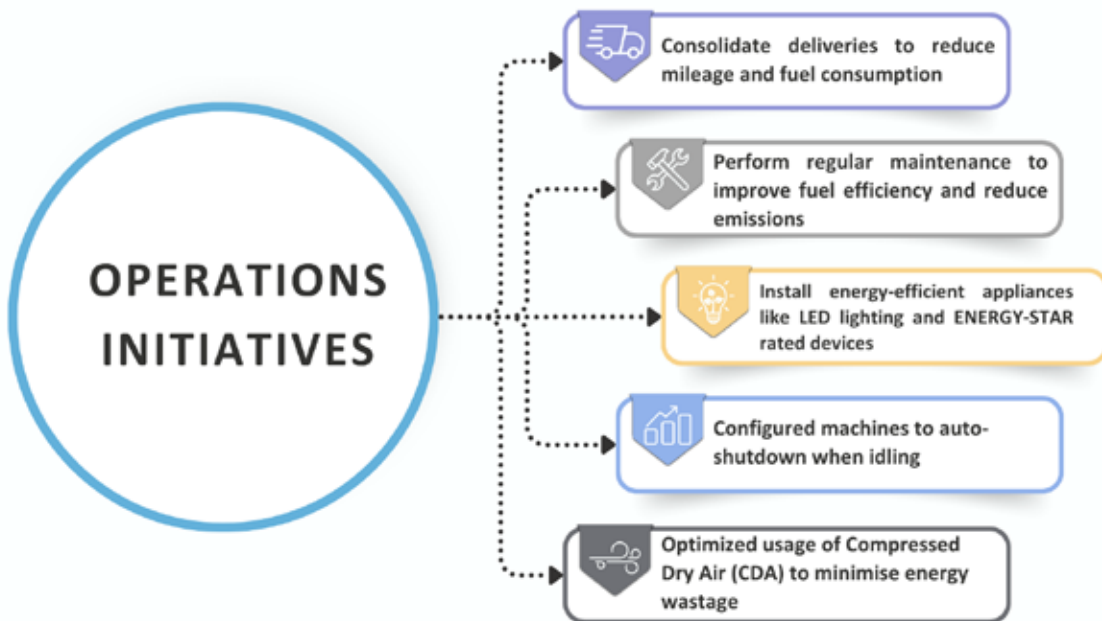
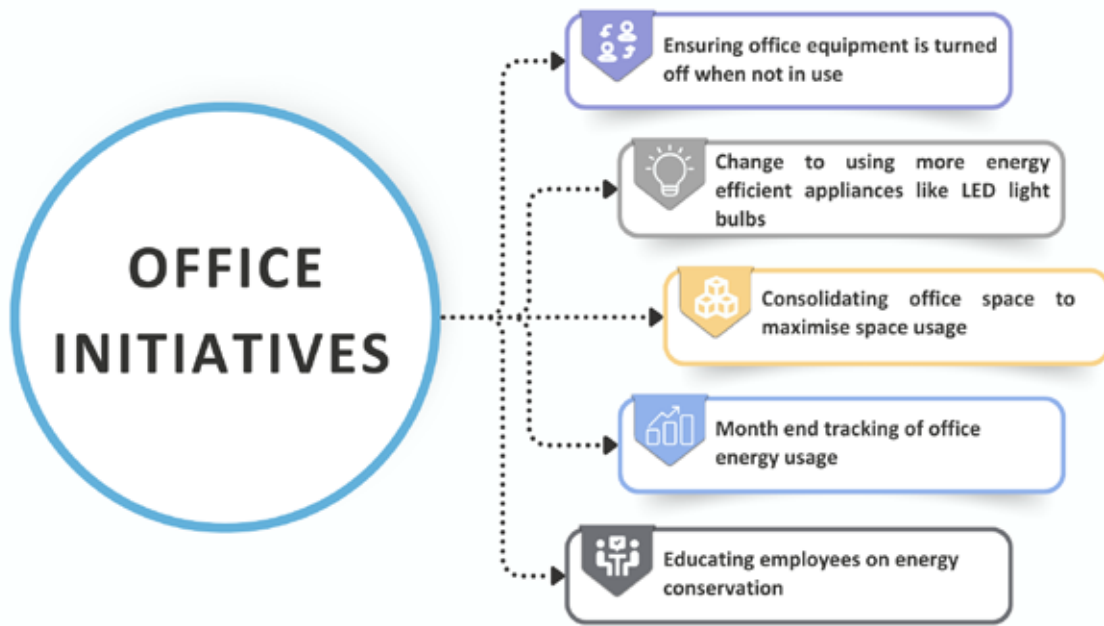
The Group’s approach to energy efficiency relies on identifying its energy sources used within its operations and adjusting its policies and procedures to improve the Group’s efficiency of these sources. Ultimately, the Group is focused on the goal of achieving sustainable growth.

To date, the Group’s operations is primarily fuelled by two sources of energy:

Energy Source	Group Operations
Diesel	Manufacturing processes
Purchased Electricity	Office operations and equipment

The Group tracks its energy consumption monthly to ensure energy efficiency. Any processes that are deemed inefficient based on the Group’s internal metrics will warrant further investigation by the Group to bring them back in line with the Group’s energy efficiency expectations. Furthermore, the Group educates all employees on energy conservation with reference to the Energy Efficiency and Conservation Act of the Philippines. Such education will provide its employees with the agency to spearhead energy conservation initiatives on the ground, ensuring that energy usage will remain efficient.

The tables below provide a comprehensive overview of the Group’s energy conservation initiatives:



The Group will seek broader solutions, including renewable energy adoption, to improve energy efficiency and reduce its carbon footprint.

### Our Performance

In FY2025, the Group saw a decrease in its energy usage and GHG emissions. In particular, the Group’s diesel consumption decreased to 20,035 litres (FY2024: 71,159 litres) and electricity consumption decreased to 9,316,946 kWh (FY2024: 9,661,354 kWh). In FY2025, the Group also began tracking its petrol and natural gas usage and will adopt this year as a baseline for future comparisons. Subsequently it saw a decrease in its GHG emissions to 6,407 (FY2024: 6,801), representing a decrease of 5.8%.



The table below provides an in-depth look into the Group's key statistics for energy consumption and GHG emissions across FY2024 and FY2025:

Performance Indicator	FY2025	FY2024 <sup>2</sup>
<b>Energy consumption</b>		
Diesel consumption (litre)	20,035	71,159
Petrol consumption (litre)	8,154	-
Natural gas consumption (kWh)	301,772	-
Electricity consumption (kWh)	9,316,946	9,661,354
<b>Energy consumption intensity<sup>3</sup></b>		
Diesel consumption intensity (litre/ m <sup>2</sup> floor area)	2	7
Petrol consumption intensity (litre/ m <sup>2</sup> floor area)	9	-
Natural gas consumption intensity (kWh/ m <sup>2</sup> floor area)	455	-
Electricity consumption intensity (kWh/ m <sup>2</sup> floor area)	857	955
<b>GHG emissions</b>		
Scope 1 emissions <sup>4</sup> (tonnes CO <sub>2</sub> e)	125	214
Scope 2 emissions <sup>5</sup> (tonnes CO <sub>2</sub> e)	6,282	6,587
Total GHG emissions (tonnes CO <sub>2</sub> e)	6,407	6,801
GHG emissions intensity (tonnes CO <sub>2</sub> e/ m <sup>2</sup> floor area)	0.59	0.67

### *Telford Philippines*

Telford Philippines has continued to optimise its processes to ensure efficient usage of energy and fuel, reducing its GHG emissions compared to FY2024. Overall, Telford Philippines saw an increase in vehicle diesel consumption of about 20% from FY2024, due to the resumption of machinery operations in FY2025. However, this is offset by the reduction in generator usage for test runs as part of cost-cutting initiatives in FY2025.

Furthermore, Telford Philippines also saw slight increase in electricity consumption to 8.07 million kWh (FY2024: 7.88 million), a 2 % increase in electricity consumption.

<sup>2</sup> Moving forward, we are using FY2024 as the base year for comparison of energy consumption and emission data as we had only begun the consolidation of these data for the Group in FY2024. Prior years' data only included Telford Philippines. Comparison of Telford Philippines performance is disclosed below.

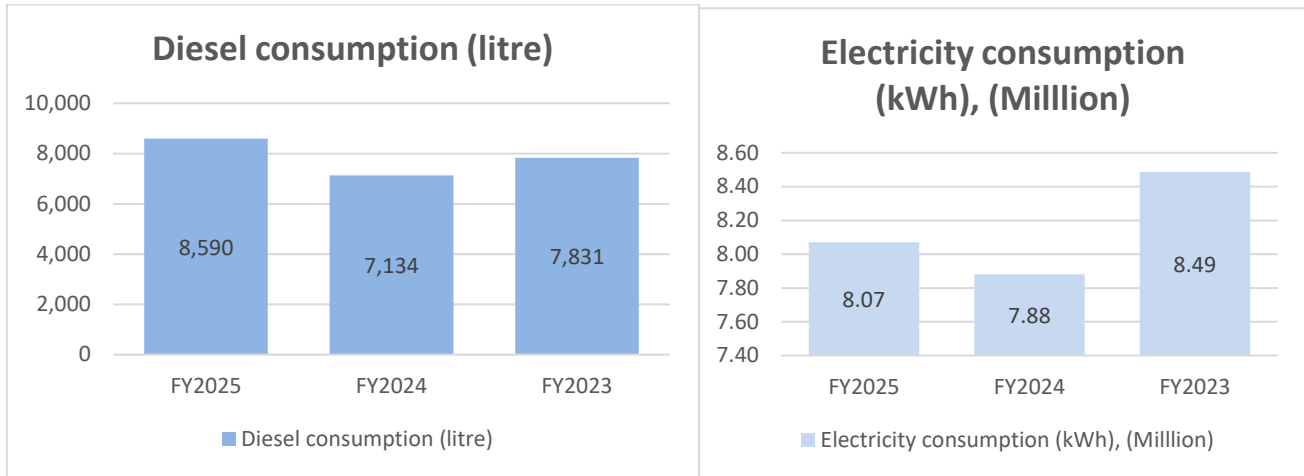
<sup>3</sup> Intensities are computed using the floor area of the corresponding entities responsible for the usage as the respective denominator.

<sup>4</sup> GHG emissions from the consumption of diesel fuel controlled by the Group (Scope 1 emissions) are calculated based on the UK DEFRA 2024 recommended emission factors.

<sup>5</sup> GHG emissions from electricity purchased by the Group (Scope 2 emissions) are calculated based on the latest emissions factor published by the various authorities for the corresponding locations.

The table below provides a 3-year comparison of diesel and energy consumption at Telford Philippines:

### Energy Consumption (Telford Philippines)



Performance Indicator	FY2025	FY2024	FY2023
<b>Energy consumption</b>			
Diesel consumption – vehicles (litre)	8,377	7,134	7,831
Diesel consumption – on-site generator (litre)	213	48,550	Not reported <sup>6</sup>
Electricity consumption (kWh)	8,065,622	7,876,819	8,487,155

### GHG Emissions (Telford Philippines)

Performance Indicator	FY2025	FY2024	FY2023
<b>GHG emissions</b>			
Scope 1 emissions (tonnes CO <sub>2</sub> e)	22	150	21
Scope 1 emissions, exclude on-site generator (tonnes CO <sub>2</sub> e)	22	19	Not reported <sup>4</sup>
Scope 2 emissions (tonnes CO <sub>2</sub> e)	5,594	5,572	5,560
Total GHG emissions (tonnes CO <sub>2</sub> e)	5,615	5,722	5,581
Total GHG emissions, exclude on-site generator (tonnes CO <sub>2</sub> e)	5,615	5,591	

### Energy Consumption Intensity (Telford Philippines)

Performance Indicator	FY2025 <sup>7</sup>	FY2024	FY2023
<b>Energy consumption intensity</b>			
Diesel consumption intensity (litre/ m <sup>2</sup> floor area)	1.54	16.05	0.68
Electricity consumption intensity (kWh/ m <sup>2</sup> floor area)	1,444	2,269	734
GHG emissions intensity (tonnes CO <sub>2</sub> e/ m <sup>2</sup> floor area)	1.01	1.65	0.48

<sup>6</sup> Data for this metrics is only collected beginning FY2024. Moving forward, FY2024 will be used as the base year for comparison.

<sup>7</sup> There is an increase of production floor area from 3,470 m<sup>2</sup> to 5,586 m<sup>2</sup>.

## 7.2.2. Water

### Impact on ASTI

Water is essential for maintaining both personnel and equipment. Excessive use raises costs and ineffective wastewater management risks affecting local communities and ecosystems. Poor management can lead to regulatory penalties and reputational harm, while effective management lowers costs and improves relationships with authorities and communities.

### Management Approach

The Group’s strategy for water conservation is shaped by its commitment to Operational Excellence, Employee Awareness, and Regulatory Compliance. Currently the Group has initiatives that that exemplify these core values. The table below provides an overview of the Group’s water conservation approach:



### Our Performance

In FY2025, the Group’s total water consumption is 22.11 ML (FY2024: 17.98) with an intensity of 2.03 L per m<sup>2</sup> floor area. The following table highlights the Group’s water withdrawal, which is primarily from third party sources:

Performance Indicator	FY2025	FY2024
<b>Water Withdrawn</b>		
Water Withdrawn (Megalitres)	22.11	17.98
Water Withdrawal Intensity (Litres per m <sup>2</sup> )	2.03	1.78

## 7.3. Economic

### 7.3.1. Economic Performance

#### Impact on ASTI

For the full year ended 31 December 2025, a revenue of \$36.9 million (FY2024: \$35.5 million) was recorded; an increase of \$1.4 million from the previous corresponding year ended 31 December 2024.

#### Management Approach

The Group believes that maintaining a healthy financial position is integral to its longevity and sustainable growth. By maintaining a strong and healthy financial balance, the Group becomes capable to adapt to any changes in the business landscape capturing any business and ESG opportunities that comes its way. Hence, the Group aims to continue reiterating and innovating on its business operations to ensure that it remains at the forefront of its industry.

#### Our Performance

The distribution of economic value generated in FY2025 is as follows:

Year		FY2025	FY2024	FY2023
		S\$ 'million	S\$ 'million	S\$ 'million
<b>Economic value generated (Revenue)</b>		<b>36.9</b>	<b>35.5</b>	<b>51.6</b>
Economic value distributed	Operating costs	(12.6)	(49.0)	(54.9)
	Employee wages and benefits	(21.8)	(5.7)	(5.5)
	Payments to providers of capital	(0.2)	(1.2)	(0.5)
	Payments to governments	(1.0)	(0.7)	(2.0)
<b>Economic value retained</b>		<b>1.1</b>	<b>(9.1)</b>	<b>(5.0)</b>

## 7.4. Social

### 7.4.1. Talent Attraction and Retention

#### Impact on ASTI

The Group believes that building a strong work culture is integral to retaining employees and attracting fresh talent. Building a strong base of seasoned and new employees will allow the Group to continually refine its processes whilst embracing new opportunities. A failure to attract and retain strong talent could result in organisational inefficiencies.

#### Management Approach

The Group performs checks of its annual benefits package and compensation packages to ensure that it is competitive against industry standards. Alongside its benefits package, the Group also pays special attention to its human resources (“HR”) data, like its employee turnover, overtime and training days. The HR data acts a yardstick for the health of the Group’s employees. Finally, the Group heavily considers and prioritises feedback given during exit interviews, which it also utilises to improve its business operations.

For the Group’s current employee body, the Group wants to ensure that its employees can live up to their fullest potential. The Group conducts annual performance appraisals across all job levels, which allows its employees to reflect on their performance and identify areas for improvement in their work. The Group pairs its performance appraisals with its open communications stance, empowering its employees by making them in charge of their career growth.

Finally, the Group aims to ensure that its employees are well taken care of, so that they may focus on their professional development. All full-time employees at ASTI are provided with health insurance coverage and meal allowances.

#### Our Performance

##### *New hires<sup>8</sup> - Group*

In FY2025, the Group welcomed 1,575 new hires, achieving a new hire rate<sup>9</sup> of 71 %. The breakdown of new hires by gender and age group are as follows:

Performance Indicator	FY2025		FY2024	
New employee hires	1,575		518	
<b>By Gender</b>				
Female	1,010	64%	339	65%
Male	565	36%	179	35%
<b>By Age Group</b>				
Below 30 years old	1,092	69%	316	61%
Between 30 to 50 years old	477	30%	193	37%
Above 50 years old	6	1%	9	2%

<sup>8</sup> Total new hires and turnovers and total number of employees include permanent and contract staff.

<sup>9</sup> New hire rate is computed based on confirmed new hires during the reporting period over the average number of employees during the reporting period by gender and age group.



*Turnover - Group*

In FY2025, the Group observed an employee turnover of 1,137, or an employee turnover rate<sup>10</sup> of 51 %. The breakdown of turnover of employees by gender and age group for the Group are as follows:

Performance Indicator	FY2025		FY2024	
Employee turnover	1,137		1,816	
<b>By gender</b>				
Female	790	69%	1,343	74%
Male	347	31%	473	26%
<b>By age group</b>				
Below 30 years old	610	54%	913	50%
Between 30 to 50 years old	510	45%	880	48%
Above 50 years old	17	1%	23	2%

In response to increasing customer demand and industry growth, the Group has expanded its workforce in factory operations. While continuing to exercise prudent cost management, it has strategically recruited additional staff to support elevated production requirements. This approach ensures that the Group remains agile and responsive to market opportunities, while maintaining operational efficiency and upholding its commitment to sustainable business practices.

**7.4.2. Diversity and Equal Opportunities**

*Impact on ASTI*

ASTI supports equal opportunities for all employees and job candidates in hiring and promotions. These policies help maintain employee engagement and attract top talent. A strong and motivated workforce ensures that the Group continually improve its business operations in line with fair work practices and regulations.

*Management Approach*

ASTI remains wholly committed to maintaining a diverse and inclusive workplace. The Group has built its HR policies to maintain a diverse and inclusive workplace. Additionally, the Group is also committed to maintaining fair hiring practices for all qualified candidates, regardless of their disabilities. Finally, the Group remains vigilant to ensure that its remuneration remains competitive with market standards.

*Our Performance*

As at 31 December 2025, the Group had a workforce of 2,420 employees, the breakdown of the Group’s workforce by gender and region is as follows:

Performance Indicator <sup>11</sup>	As at 31 December 2025	As at 31 December 2024	As at 31 December 2023
<b>Total employees by gender</b>			

<sup>10</sup> Turnover rate is computed based on number of leavers during the reporting period over the average number of employees during the reporting period by gender and age group.

<sup>11</sup> Moving forward, we are using FY2024 as the base year for comparison of total employees as we had only begun the consolidation of these data for the Group in FY2024. Prior years’ data only included Telford Philippines.

Performance Indicator <sup>11</sup>	As at 31 December 2025		As at 31 December 2024		As at 31 December 2023	
Female	1,599	66%	1,402	70%	1,442	75%
Male	821	34%	602	30%	489	25%
<b>Total employees by age group</b>						
Below 30 years old	1,041	43%	647	32%	861	45%
Between 30 to 50 years old	1,296	54%	1,269	63%	1,049	54%
Above 50 years old	83	3%	88	5%	21	1%
<b>Total employees</b>	<b>2,420</b>		<b>2,004</b>		<b>1,931</b>	

In addition to our employees, we have 25 workers who are not employees in FY2025. They are outsourced security guards.

### Breakdown by employment type<sup>12</sup>

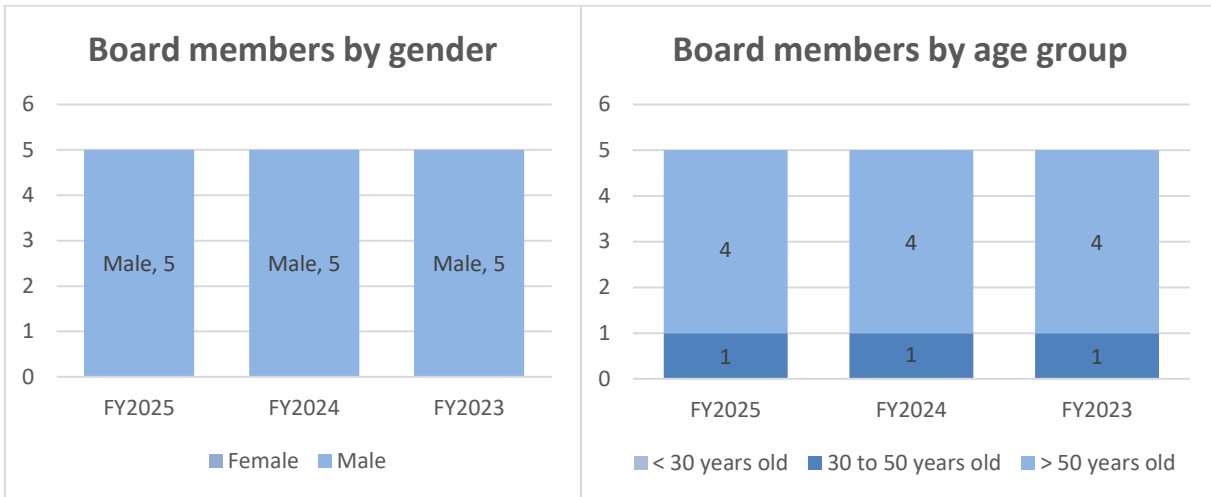
Performance Indicator	As at 31 December 2025		As at 31 December 2024	
<b>Full-time employees by gender</b>				
Female	1,589	66%	1,391	70%
Male	820	34%	601	30%
<b>Full-time employees by region</b>				
Singapore	12	1%	7	0.3%
Malaysia	90	3%	53	2.7%
United Kingdom	45	2%	49	2.5%
Philippines	2,262	94%	1,842	92.5%
Others	-	-	41	2%
<b>Total full-time employees</b>	<b>2,409</b>		<b>1,992</b>	
<b>Part-time employees by gender</b>				
Female	10	91%	11	91%
Male	1	9%	1	9%
<b>Part-time employees by region</b>				
Singapore	1	9%	1	9%
Malaysia	-	-	0	-
United Kingdom	10	91%	11	91%
Philippines	-	-	0	-

<sup>12</sup> Data for this metrics is only collected beginning FY2024. Moving forward, FY2024 will be used as the base year for comparison.

Others	-	-	0	-
<b>Total part-time employees</b>	<b>11</b>		<b>12</b>	
<b>Permanent employees by gender</b>				
Female	1,214	69%	1,391	71%
Male	558	31%	569	29%
<b>Permanent employees by region</b>				
Singapore	12	1%	8	0.4%
Malaysia	44	2%	52	2.7%
United Kingdom	55	3%	59	3.0%
Philippines	1,661	94%	1,839	93.8%
Others	-	-	2	0.1%
<b>Total permanent employees</b>	<b>1,772</b>		<b>1,960</b>	
<b>Temporary employees by gender</b>				
Female	385	59%	11	25%
Male	263	41%	33	75%
<b>Temporary employees by region</b>				
Singapore	1	-	-	-
Malaysia	46	7%	3	7%
United Kingdom	-	-	1	2%
Philippines	601	93%	3	7%
Others	-	-	37	84%
<b>Total temporary employees</b>	<b>648</b>		<b>44</b>	

## Board Diversity

The Group aims to maintain a diverse board that contains a variety of skillsets, ensuring that the Group remains nimble and able to adapt to changes in the industry. The composition of the Board as at 31 December 2025 is as follows:



Performance Indicator	As at 31 December 2025		As at 31 December 2024		As at 31 December 2023	
<b>Board members by gender</b>						
Female	0	-	0	-	0	-
Male	5	100%	5	100%	5	100%
<b>Board members by age group</b>						
Below 30 years old	0	-	0	-	0	-
Between 30 to 50 years old	1	20%	1	20%	1	20%
Above 50 years old	4	80%	4	80%	4	80%
<b>Total Board members</b>	<b>5</b>		<b>5</b>		<b>5</b>	

### 7.4.3. Training and Education

#### Impact on ASTI

Since its founding, the Group has been led by employees and values their talent as key to growth. In a rapidly changing industry, staff must continually enhance their skills to stay competitive. To avoid falling behind, the Group is committed to providing continuous training for our employees and building an adaptable workforce.

#### Management Approach

The Group has developed a framework that identifies potential skills required, and crafts intricate yet targeted training sessions for its employees. The Group’s HR department bears the responsibility of identifying potential future important skills and crafting a training program to develop the Group’s employees with those skills. A large contributor to the Group’s training program is its in-house learning and development team who crafts training programs and conducts them to ensure that the Group’s employees are kept up to date. More specifically, employees from Telford Philippines are required to undergo and pass certification trainings before deployment. Ultimately, the Group aims to empower its employees, providing them with ample opportunities for professional development at ASTI.



## Our Performance

During the Reporting Period, the Group's employees attended a total of 5,715 hours of training. Each employee received an average of 2.5 hours of training. We have redefined our breakdown by employee category and will use FY2025 as the base year for tracking of training hours moving forward. The breakdown of average training hours by gender and employee category is as follows:

Performance Indicator	As at 31 December 2025
<b>Total Number of Training Hours by Gender</b>	
Female	3,494
Male	2,221
<b>Total Number of Training Hours by Management Level</b>	
Senior Management	198
Middle Management	298
General Staff	5,219
<b>Average Training Hours Per Employee by Gender</b>	
Female	2.2
Male	2.7
<b>Average Training Hours Per Employee by Management Level</b>	
Senior Management	9.9
Middle Management	5.8
General Staff	2.2



## 7.4.4. Occupational Health and Safety

### Impact on ASTI

ASTI prioritises employee health and safety, and is committed to providing a safe and healthy working environment by adopting industry best practices and complying with local regulations. The Group follows industry best practices and local regulations to minimise workplace accidents. Any lapse in safety procedures could lead to serious injury or death among employees.

### Management Approach

The Group has developed a comprehensive safety framework that aims to eliminate and minimise any potential occupational risks that might be faced by its employees in their working environment. The Group has officiated a comprehensive Safety Handbook that is meant to provide the proper procedures for all its business operations whilst compiling the workplace health and safety requirements across of the Group's entities. For any production personnel that work in the client's premises, the Group ensures that its employees are following the safety guidelines is followed.

### Training

The Group provides a myriad of health and safety training programmes that are aimed at ensuring that its employees are both aware of potential safety hazards, but also able to recognise and report potentially unsafe situations. These trainings are commonly carried out by the Group's own health and safety team, who obtain health and safety training to keep themselves up to date on the latest health and safety guidelines. To supplement the Group's internal health and safety trainings, it also hires qualified training providers to provide more occupational health and safety training to its employees.

The key health and safety training provided to its employees include the following:

- First Aid at Work
- Basic Life Support and Use of Defibrillator
- Basic Safety Training for all new employees.
- Mental Health Management Training

The Group's main occupational health and safety training is aimed at ensuring that its employees are equipped with the necessary skills and training to deal with any potential safety hazards or act as first responders to any accidents that may have occurred. By educating its employees, the Group aims to have its employees actively participate in their own and their coworker's safety.

### Fire Safety

Fire drills are key to ensuring employees' safety in the event of an emergency. In order to ensure that its employee body remains ready in the event of an emergency, the Group conducts fire drills biannually to familiarise its employees with the evacuation procedures. Additionally, the Group aims to reinforce its employees' preparedness by displaying evacuation procedures throughout its premises, where they are easily accessible by at all times by all occupants.

### Equipment Maintenance

The Group aims to minimise mechanical failure by performing regular and thorough maintenance on all its machinery, equipment and work areas. The Group also conducts regular safety inspections to locate any potential hazards and to place safety procedures if required.



### Certifications

On top of the Group’s operations, its commitment to safety has resulted in the Group being awarded certifications for its safety policies. Amongst these certificates, the key highlights are ISO 9001: 2015, ISO 14004: 2015 and NEBOSH Level 3 which were awarded to Telford Service Sdn Bhd and Reel Service Ltd respectively.

### Our Performance

The Group’s operations related work injuries and ill-health cases in FY2025 are as follows:

Performance Indicator	FY2025	FY2024	FY2023
Number of workplace fatalities	-	-	-
Number of high consequence work-related injuries <sup>13</sup>	-	-	-
Number of recordable work-related injuries	-	-	2
Number of work-related ill-health cases <sup>14</sup>	-	-	-

Moving forward, the Group aims to continually improve and reiterate its safety protocols and procedures to meet industry standards.

## 7.4.6. Compliance with Laws and Regulations

### Impact on ASTI

Compliance with applicable laws and regulations is fundamental to sustainable growth and represents a core element of sound corporate governance. During the reporting period, the Group reinforced its commitment to ethical and transparent business practices by ensuring adherence to these requirements across all operations. This approach underpins the Group’s long-term resilience and reflects its dedication to integrity and accountability. By embedding strong governance principles, the Group fosters trust and loyalty, strengthening relationships with existing customers while building confidence among new stakeholders.

### Management Approach

The Group places strong emphasis on maintaining compliance with the evolving regulatory landscape, recognising that proactive risk management and the identification of opportunities are essential to sustainable business operations. All policies and procedures outlined in the Company Handbook are carefully aligned with local laws and regulatory requirements in each jurisdiction where the Group operates. Furthermore, by ensuring that employees uphold the Group’s core values and conduct business to the highest ethical standards, the Group fosters a safe and positive working environment while consistently delivering quality products and services.

### Our Performance

The Group has met its target of zero (FY2024: zero) cases of non-compliance with any local laws and regulations during the Reporting Period. Going forward, the Group aims to continue improving and reviewing its compliance checking processes to ensure that it remains compliant with any applicable laws and regulations.

<sup>13</sup> High consequence work-related injuries refer to injuries from which a worker cannot, does not, or is not expected to fully recover to his/her pre-injury health status within six (6) months.

<sup>14</sup> Work-related ill-health cases refer to cases of negative impacts on health arising from exposure to hazards at work.



### 7.4.7. Environmental Compliance

#### Impact on ASTI

Adherence to environmental laws is essential for the Group to maintain its licence to operate and ensure sustainable business practices. These regulations, which vary across the countries in which the Group operates, address externalities such as air, water, land, and noise pollution. Full compliance with both environmental and socioeconomic requirements is a priority for the Group, as it minimises operational impact on local ecosystems and supports long-term sustainability. Failure to comply with these regulations could result in licence revocation, leading to the cessation of operations.

#### Management Approach

The Group has established comprehensive waste management policies to ensure full compliance with regulatory requirements and to minimise environmental impact. These policies govern the proper handling and disposal of general, hazardous, and recyclable waste across all facilities. At Telford Philippines, for example, waste output is closely monitored under the oversight of the Environment, Health, and Safety (EHS) Committee. This committee operates under the supervision of a Philippine Economic Zone Authority (PEZA)-certified officer and ensures that all waste is collected, treated, and disposed of in accordance with applicable regulations.

In addition to waste management, Telford Philippines maintains strict compliance with environmental standards by documenting and reporting wastewater discharge analyses, noise level testing, and air emission data in line with the requirements of the Department of Environment and Natural Resources (DENR). The Group also prioritises spill prevention and response readiness. Employees receive annual safety awareness training and participate in spill containment drills to ensure that appropriate protocols are followed in the event of an incident.

To further strengthen compliance, the EHS Team actively monitors changes in environmental regulations relevant to the Group's operations. Regular knowledge-sharing sessions are conducted during team meetings to communicate updates and reinforce adherence to the latest requirements.

#### Our Performance

During the Reporting Period, the Group recorded zero (FY2024: zero) incidents of non-compliance with environmental laws and regulations in any of the locales that the Group operates in.

## 7.5. Governance

### 7.5.1. Anti-corruption

#### Impact on ASTI

The Group acknowledges that reputation is an essential asset and forms the basis of its business relationships. Maintaining a reputation for ethical behaviour fosters trust among stakeholders, supports operational expansion, and promotes sustainable growth. In safeguarding its reputation, the Group prioritises the prevention of financial crime and corruption throughout all offices.

The Group exercises ongoing vigilance against activities that may compromise integrity, such as conflicts of interest, the acceptance of gifts or bribes, and the improper disclosure of confidential or insider information. Incidents of corruption have the potential to significantly undermine stakeholder confidence, disrupt key partnerships, and affect long-term business viability. Through the implementation of robust preventative measures, the Group ensures its credibility, keeping trust at the forefront of core operations. This dedication fosters a transparent and secure environment for employees and the business, reinforcing the Group's capacity for responsible and sustainable growth.

#### Management Approach

The Group recognises that building a strong ethical workforce is essential to shaping the change it seeks within the industry. To uphold this commitment, all employees are required to comply with the Group's Code of Conduct and anti-corruption policies. Education plays a central role in this effort. From the moment employees join the Group, they undergo a mandatory induction programme that introduces workplace ethics and the whistleblowing policy, ensuring they understand how to identify and prevent unethical practices.

The Group provides multiple whistleblowing channels, enabling employees to report suspected fraud, corruption, dishonest practices, or other inappropriate activities in a fair, respectful, and timely manner. These mechanisms are designed to address issues early and maintain integrity across operations. Where misconduct is confirmed, disciplinary or other corrective actions are taken promptly to reinforce accountability.

By embedding these principles into its culture, the Group fosters transparency and trust, creating an environment where ethical behaviour is the norm. This approach not only protects the Group's reputation but also strengthens its ability to build lasting business relationships and achieve sustainable growth.

#### Our Performance

During the reporting period, the Group recorded zero incidents of corruption (FY2024: zero). This outcome reflects the effectiveness of its governance framework and commitment to ethical business practices. Looking ahead, the Group will continue to strengthen its anti-corruption policies and enhance employee education on recognising and preventing unethical behaviour.

### 7.5.2. Corporate Governance

#### Impact on ASTI

The Group recognises that fostering a transparent work environment is fundamental to maintaining accountability and building trust with stakeholders. This responsibility is embedded within its corporate governance framework, which serves as the foundation for ethical and effective decision-making. Strong governance practices enable the Group to respond swiftly to stakeholder feedback, driving continuous improvement in business processes that can lead to cost efficiencies and more sustainable operations.



Conversely, weak governance could result in organisational stagnation, diminishing competitiveness and eroding stakeholder confidence. By prioritising robust governance standards, the Group ensures agility, resilience, and long-term success, reinforcing its commitment to transparency and sustainable growth.

### Management Approach

The Group's approach to corporate governance is centred on promoting transparency and accountability, which are essential for building trust with stakeholders. To achieve this, the Group encourages open communication between stakeholders and the Board and remains responsive to feedback. For example, an online feedback channel is available on the Group's website, providing stakeholders with a direct avenue to share their views.

In addition to external engagement, the Group ensures that employees uphold ethical standards by requiring strict adherence to established policies and procedures. These measures reinforce the Group's commitment to integrity and responsible business conduct, creating a governance framework that supports sustainable growth and stakeholder confidence.

### Our Performance

The Group has reviewed its corporate governance processes that were in place during FY2024. In FY2025, there were no recorded incidents of unethical behaviour. Moving forward, the Group remains committed to enhancing its corporate governance practices, enabling it to respond promptly to stakeholder feedback and prevent unethical business practices.

## 8. Climate Report

The Group has identified climate change as a central priority within its ESG framework, recognising its pivotal role in driving sustainable growth. In alignment with the Paris Agreement’s objective to limit global temperature rise to below 1.5°C, the Group remains dedicated to incorporating climate considerations into its strategy and operations.

To enhance transparency and accountability, the Group has initially adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), allowing stakeholders to better understand how climate-related risks and opportunities may affect future performance. Building on this foundation, the Group is progressively moving towards the adoption of IFRS S2, the new global standard for climate-related disclosures. This transition reflects the Group’s commitment to continuous improvement in climate risk management and reporting, ensuring that its disclosures remain relevant, comprehensive, and aligned with best practices.

Through this evolving approach, the Group strengthens its responsible business practices and long-term resilience, while providing stakeholders with greater clarity on its climate strategies and their impact on sustainable growth.

### 8.1. Governance

The Board plays a central role in overseeing the Group’s sustainability performance, supported by the Sustainability Steering Committee (SSC). As part of its review of the Group’s long-term strategic plans, the Board integrates sustainability considerations, including the management of climate-related risks and opportunities. To ensure accountability, the Board and Management conduct annual assessments of each relevant entity’s performance against established sustainability targets.

Further details on the governance framework can be found in Section 5.2: Sustainability Governance Structure.

### 8.2. Strategy

The Group’s strategy places strong emphasis on identifying and managing climate-related risks and opportunities as part of its long-term sustainability objectives. These risks are categorised across three-time horizons: short-term (within 1 year), medium-term (by 2030), and long-term (by 2050). Physical risks, such as damage caused by extreme weather events, and transition risks arising from changes in policies, legal requirements, technology, and market dynamics, have significant implications for the Group’s operations, financial planning, and overall business strategy.

At the same time, evolving market conditions, technological advancements, and increasing consumer demand for sustainable products present new opportunities for growth and innovation. To address these challenges and capitalise on emerging opportunities, the Group conducts climate-change scenario analyses, which inform its approach to managing climate-related risks and integrating resilience into its business model.

Scenario	Paris-aligned scenario (Below 2°C)	No mitigation scenario (4°C)
<b>Description</b>	The world manages to reduce CO <sub>2</sub> emissions through several measures.	The world fails to curb rising CO <sub>2</sub> emissions by Year 2100 and impacts from extreme weather events are assumed to grow in magnitude.

Scenario	Paris-aligned scenario (Below 2°C)	No mitigation scenario (4°C)
<b>Rationale</b>	To evaluate the transitional impacts within an economy transitioning to a low carbon world. It reflects measures required to limit global warming to under 2°C.	To evaluate the physical risks under a high-emission scenario, consistent with a future where policy changes to reduce emissions are limited.
<b>Underlying model</b>	This model considers factors such as greenhouse gas emissions and policy developments which serve as a foundation for the Group to analyse how different climate scenarios may impact its business operations and strategy over the short-, medium-, and long-term time horizon.	This model considers factors such as increased frequency of extreme weather events and rising mean temperature. Climate models and scientific assessments play a key role in shaping the narrative of such scenarios.
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>▪ Global adoption of renewable energy, advancements in technology, regulatory frameworks, and changes in consumer behaviour.</li> <li>▪ Assumptions related to the physical impacts of climate change; such mean temperature rise and extreme weather events.</li> <li>▪ Collective global effort to mitigate climate change and transition towards a low-carbon economy.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The continuation of high greenhouse gas emissions and a lack of climate policy.</li> <li>▪ Limited technological advancements in clean energy and low levels of international cooperation to achieve climate goals.</li> </ul>

### 8.3. Climate-related Risks and Opportunities (“CRROs”)

In FY2025, the Sustainability Steering Committee (SSC) undertook a comprehensive reassessment to identify climate-related risks and opportunities (CRROs) that could impact the Group’s operations and long-term strategy. This reassessment was documented in a CRRO register, which was thoroughly evaluated and finalised by the SSC to ensure accuracy and relevance.

Using advanced scenario analysis models, the Group identified six key climate-related risks and seven climate-related opportunities. These findings are critical for shaping the Group’s strategic response to climate change, as they influence operational resilience, financial planning, and future growth. The associated mitigation measures and initiatives aim not only to address potential risks—such as physical impacts from extreme weather and transition risks from regulatory changes—but also to leverage opportunities arising from technological innovation, evolving market preferences, and sustainability-driven business models.

By integrating these insights into its decision-making process, the Group reinforces its commitment to climate resilience and sustainable value creation. A summary of the identified risks, opportunities, and corresponding mitigation strategies is provided below.

Risk Type	Impact	Mitigating Measures
<b>Physical Risks</b>		
<p><b>Acute</b> 1. <i>Increased severity of extreme weather events, such as droughts, extreme precipitation and frequent flooding</i></p>	<p>One of the Group’s factories is located within 40 kilometres of an active volcano. Climate change may increase the severity of volcanic eruptions, which could significantly disrupt factory operations<sup>15</sup>. Additionally, flooding could disrupt the Group’s operations.</p>	<p>The Group seeks to strengthen employee readiness for climate-related events by conducting regular drills and training sessions. In addition, the Group develops and periodically updates comprehensive emergency response plans, outlining clear procedures to be followed in the event of extreme weather conditions or volcanic eruptions.</p>
<b>Transition Risks</b>		
<p><b>Policy and Legal</b> 2. <i>Mandates on and regulation of existing products and services</i></p>	<p>The Group anticipates rising compliance costs as regulatory requirements for sustainability reporting and sustainable production methods continue to increase.</p> <p>Greater exposure to litigation may lead to heightened scrutiny from regulatory authorities, resulting in potential investigations and compliance challenges.</p> <p>These factors underscore the importance of maintaining robust governance and risk management practices to ensure operational resilience and regulatory adherence.</p>	<p>The Group remains committed to staying informed about potential regulatory changes and actively contributing to discussions that shape future mandates.</p> <p>The Group continues to invest in the automation of its production lines to ensure consistent delivery of high-quality products that fully comply with environmental laws and regulatory requirements.</p> <p>These initiatives reinforce the Group’s focus on operational efficiency, compliance, and sustainability.</p>

<sup>15</sup> Bressan, D. (2023, July 3). How will climate change impact volcanic eruptions? Forbes.

<https://www.forbes.com/sites/davidbressan/2023/07/03/how-will-climate-change-impact-volcanic-eruptions/>



Risk Type	Impact	Mitigating Measures
<p><b>Market</b></p> <p><i>3. Increased cost of raw materials</i></p>	<p>The Group’s manufacturing processes are highly energy-intensive, requiring stable and cost-effective electricity for operations such as wafer fabrication and testing. Rising energy costs or disruptions in power supply can significantly increase operating expenses and reduce cost competitiveness.</p> <p>Additionally, volatility in the supply of critical components—such as silicon wafers and specialized chemicals—can disrupt ASTI’s production schedules. These fluctuations may lead to delays, inefficiencies, and increased operational costs, ultimately impacting delivery commitments and customer satisfaction.</p>	<p>The Group should invest in research and development to identify alternative materials that can replace more expensive raw materials without compromising product quality, thereby reducing overall costs. In addition, the Group should establish relationships with multiple suppliers across regions with more stable pricing to minimize dependency on any single source and mitigate supply chain risks.</p>
<p><b>Reputation</b></p> <p><i>4. Shifts in consumer preferences</i></p> <p><i>5. Increased stakeholder concern or negative stakeholder feedback</i></p>	<p>Customers increasingly expect products and services to be manufactured through environmentally responsible processes. They seek sustainability without compromising on performance or quality, making eco-friendly production a key differentiator for businesses aiming to maintain competitiveness and meet evolving market demands.</p> <p>Negative perceptions from stakeholders can harm the Group’s reputation, leading to diminished trust and credibility in the market. This reputational damage may impact customer relationships, investor confidence, and long-term business sustainability.</p>	<p>To meet growing customer expectations for environmentally sustainable products and services, the Group will prioritize continuous improvement in packaging processes and explore innovative solutions that reduce environmental impact without compromising quality. At the same time, the Group will actively source raw materials that comply with sustainability standards, ensuring alignment with customer requirements.</p> <p>Furthermore, the Group will maintain regular engagement with stakeholders through meetings, surveys, and feedback sessions to understand their concerns and expectations, fostering transparency and trust.</p>

Business Opportunities	
<p><b>Resource Efficiency</b></p>	<ul style="list-style-type: none"> <li>• <b>Adopt More Efficient Modes of Transport and Logistics</b> The Group should optimize transportation routes and leverage advanced</li> </ul>

	<p>logistics solutions to reduce fuel consumption and emissions. This includes using consolidated shipments, energy-efficient vehicles, and digital tools for route planning to minimize environmental impact.</p> <ul style="list-style-type: none"> <li> <b>Implement Comprehensive Recycling Practices</b>            The Group should establish robust recycling programs within its operations to reduce waste and promote resource recovery. This involves recycling packaging materials, production scraps, and other reusable components, contributing to a circular economy approach.         </li> <li> <b>Transition to Energy-Efficient Buildings</b>            The Group should invest in upgrading facilities to meet modern energy-efficiency standards. This includes installing smart lighting systems, improving insulation, and integrating renewable energy sources to lower carbon footprint and operational costs.         </li> <li> <b>Reduce Water Usage and Consumption</b>            The Group should implement water-saving technologies and processes across its operations. Measures such as recycling water in production, installing low-flow fixtures, and monitoring consumption can significantly reduce environmental impact and operational expenses.         </li> </ul>
<b>Products and Services</b>	<ul style="list-style-type: none"> <li> <b>Ability to Diversify Business Activities</b>            The Group can explore opportunities to expand into complementary or emerging sectors, reducing reliance on a single revenue stream. Diversification helps mitigate risks associated with market fluctuations and creates new avenues for growth and innovation.         </li> <li> <b>Shift in Consumer Preferences</b>            The Group must adapt to evolving customer expectations, such as increased demand for sustainable products, digital solutions, and personalized services. Staying responsive to these changes ensures continued relevance and competitiveness in dynamic markets.         </li> </ul>
<b>Markets</b>	<ul style="list-style-type: none"> <li> <b>Diversification and Expansion into Sustainability-Focused Markets</b>            The Group can strengthen its growth strategy by diversifying business activities and entering developing markets that prioritize sustainability initiatives. At the same time, adapting to shifts in consumer preferences—such as demand for eco-friendly products and responsible practices—will position the Group as a competitive and forward-thinking organization in emerging sectors.         </li> </ul>

## 8.4. Risk Management

The Group recognises that a robust risk management framework is essential for safeguarding long-term business sustainability and maintaining stakeholder confidence. Climate change presents significant challenges that can impact operations, supply chains, and regulatory compliance. To address these risks proactively, the Group has integrated environmental considerations into its Enterprise Risk Management (“ERM”) Framework.

The ERM Framework serves as a structured approach to identifying, assessing, and mitigating risks, including those arising from climate change and other sustainability-related factors. By treating ESG risks as core



business risks, the Group ensures that potential climate impacts—such as resource scarcity, extreme weather events, and evolving environmental regulations—are systematically evaluated and managed within acceptable risk thresholds.

This framework also supports strong corporate governance and continuous monitoring of regulatory developments. Through annual ERM reviews, the Group aligns its strategies with emerging sustainability standards and stakeholder expectations. By embedding climate resilience into risk management processes, the Group strengthens its ability to adapt to future uncertainties while protecting its reputation and ensuring long-term value creation.

## **8.5. Metrics and Targets**

In addition to our existing metrics and targets, we continually adopt best practices to enhance our disclosures, including those related to the TCFD framework and IFRS S2. This Report tracks, measures, and discloses our environmental performance, including energy consumption and GHG emissions. Our environmental metrics are detailed in section 7.2. Environmental.

## 9. GRI Content Index

<b>Statement of use</b>	ASTI has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	2.1 <b>Reporting Scope and Period</b> , Page 4
	2-2 Entities included in the organisation's sustainability reporting	
	2-3 Reporting period, frequency and contact point	2.3 <b>Feedback</b> , Page 4
	2-4 Restatements of information	2.1 <b>Reporting Scope and Period</b> , Page 4
	2-5 External assurance	In accordance with SGX requirements, our sustainability reporting process is subject to internal review.
	2-6 Activities, value chain and other business relationships	2.1 <b>Reporting Scope and Period</b> , Page 4
	2-7 Employees	7.4. <b>Social</b> , Page 21-24
	2-8 Workers who are not employees	We have 25 workers who are not employees in FY2025 (FY2024: 24). They are outsourced security guards.
	2-9 Governance structure and composition	5.2. <b>Sustainability Governance Structure</b> , Page 8  Refer to Corporate Governance Report <sup>16</sup> for details on the group's overall governance structure.
	2-10 Nomination and selection of the highest governance body	Refer to Corporate Governance Report <sup>17</sup> for details.
	2-11 Chair of the highest governance body	Refer to Corporate Governance Report <sup>17</sup> for details.

<sup>16</sup> Corporate Governance Report will be published with the Annual Report at a later date.

GRI STANDARD	DISCLOSURE	LOCATION
	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to Corporate Governance Report <sup>17</sup> for details.
	2-13 Delegation of responsibility for managing impacts	Refer to Corporate Governance Report <sup>17</sup> for details.
	2-14 Role of the highest governance body in sustainability reporting	5.2. <b>Sustainability Governance Structure</b> , Page 8
	2-15 Conflicts of interest	Refer to Corporate Governance Report <sup>18</sup> for details.
	2-16 Communication of critical concerns	Refer to Corporate Governance Report <sup>18</sup> for details.
	2-17 Collective knowledge of the highest governance body	In FY2023, the Board attended a sustainability training program.
	2-18 Evaluation of the performance of the highest governance body	Refer to Corporate Governance Report <sup>18</sup> for details.
	2-19 Remuneration policies	Refer to Corporate Governance Report <sup>18</sup> for details.
	2-20 Process to determine remuneration	Refer to Corporate Governance Report <sup>18</sup> for details.
	2-21 Annual total compensation ratio	Refer to Corporate Governance Report <sup>18</sup> for details.
	2-22 Statement on sustainable development strategy	5.1. <b>Sustainability Strategy</b> , Page 8
	2-23 Policy commitments	7.4. <b>Social</b> , Page 20-28 7.5. <b>Governance</b> , Page 29-30
	2-24 Embedding policy commitments	Refer to Corporate Governance Report <sup>18</sup> for details.
	2-25 Processes to remediate negative impacts	Refer to Corporate Governance Report <sup>18</sup> for details.
	2-26 Mechanisms for seeking advice and raising concerns	2.3 <b>Feedback</b> , Page 4  <b>6. Stakeholder Engagement</b> , Page 9-10
	2-27 Compliance with laws and regulations	7.4.6. <b>Compliance with Laws and Regulations</b> , Page 27

<sup>17</sup> Corporate Governance Report will be published with the Annual Report at a later date.

GRI STANDARD	DISCLOSURE	LOCATION
		7.4.7. <b>Environmental Compliance</b> , Page 28
	2-28 Membership associations	There are no reportable memberships of associations.
	2-29 Approach to stakeholder engagement	<b>6. Stakeholder Engagement</b> , Page 9-10
	2-30 Collective bargaining agreements	Collective bargaining agreements apply to selected type of employees across the various locations of ASTI operations.
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	7.1. <b>Materiality Assessment</b> , Page 11
	3-2 List of material topics	7.1. <b>Materiality Assessment</b> , Page 11
<b>Economic Performance</b>		
<b>GRI 201: Economic Performance 2016</b>	3-3 Management of material topics	7.3. <b>Economic</b> , Page 19
	201-1 Direct economic value generated and distributed	
<b>Anti-corruption</b>		
<b>GRI 205: Anti-corruption 2016</b>	3-3 Management of material topics	7.5.1. <b>Anti-corruption</b> , Page 29
	205-3 Confirmed incidents of corruption and actions taken	7.5.1. <b>Anti-corruption</b> , Page 29
<b>Energy and Emissions</b>		
<b>GRI 302: Energy 2016</b>	3-3 Management of material topics	7.2.1. <b>Energy and Emissions</b> , Page 14-15
	302-1 Energy consumption within the organisation	7.2.1. <b>Energy and Emissions</b> , Page 15-17
	302-3 Energy intensity	7.2.1. <b>Energy and Emissions</b> , Page 15-17
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	7.2.1. <b>Energy and Emissions</b> , Page 15-17
	305-2 Energy indirect (Scope 2) GHG emissions	7.2.1. <b>Energy and Emissions</b> , Page 15-17
	305-4 GHG emissions intensity	7.2.1. <b>Energy and Emissions</b> , Page 15-17
<b>Talent Attraction and Retention</b>		

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 401: Employment 2016</b>	3-3 Management of material topics	7.4.1. <b>Talent Attraction and Retention</b> , Page 20
	401-1 New employee hires and employee turnover	7.4.1. <b>Talent Attraction and Retention</b> , Page 20-21
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	7.4.1. <b>Talent Attraction and Retention</b> , Page 20
<b>Occupational Health and Safety</b>		
<b>GRI 403: Occupational Health and Safety 2018</b>	3-3 Management of material topics	7.4.4. <b>Occupational Health and Safety</b> , Page 26-27
	403-2 Hazard identification, risk assessment, and incident investigation	7.4.4. <b>Occupational Health and Safety</b> , Page 26-27
	403-5 Worker training on occupational health and safety	7.4.4. <b>Occupational Health and Safety</b> , Page 26-27
	403-8 Workers covered by an occupational health and safety management system	7.4.4. <b>Occupational Health and Safety</b> , Page 26-27
	403-9 Work-related injuries	7.4.4. <b>Occupational Health and Safety</b> , Page 26-27
	403-10 Work-related ill-health	7.4.4. <b>Occupational Health and Safety</b> , Page 26-27
<b>Training and Education</b>		
<b>GRI 404: Training and Education 2016</b>	3-3 Management of material topics	7.4.3. <b>Training and Education</b> , Page 24
	404-1 Average hours of training per year per employee	7.4.3. <b>Training and Education</b> , Page 24-25
<b>Diversity and Equal Opportunity</b>		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	3-3 Management of material topics	<b>In response to increasing customer demand and industry growth, the Group has expanded its workforce in factory operations. While continuing to exercise prudent cost management, it has strategically recruited additional staff to support elevated production requirements. This approach ensures that the Group remains agile and responsive to market opportunities, while maintaining operational efficiency and upholding its</b>

GRI STANDARD	DISCLOSURE	LOCATION
		commitment to sustainable business practices.  <b>7.4.2. Diversity and Equal Opportunities, Page 25</b>
	405-1 Diversity of governance bodies and employees	In <b>response to increasing customer demand and industry growth</b> , the Group has expanded its workforce in factory operations. While continuing to exercise prudent cost management, it has strategically recruited additional staff to support elevated production requirements. This approach ensures that the Group remains agile and responsive to market opportunities, while maintaining operational efficiency and upholding its commitment to sustainable business practices.  <b>7.4.2. Diversity and Equal Opportunities, Page 21-24</b>

Code	TCFD Recommendations	Page Reference
<b>Governance</b>		
TCFD 1(a)	Describe the board’s oversight of climate-related risks and opportunities.	Page 31
TCFD 1(b)	Describe management’s role in assessing and managing climate-related risks and opportunities.	Page 31
<b>Strategy</b>		
TCFD 2(a)	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Page 32-35
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning.	Page 32-35
TCFD 2(c)	Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Page 31-32
<b>Risk Management</b>		
TCFD 3(a)	Describe the organisation’s processes for identifying and assessing climate-related risks.	Page 35-36
TCFD 3(b)	Describe the organisation’s processes for managing climate-related risks.	Page 35-36
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.	Page 35-36
<b>Metrics and Targets</b>		
TCFD 4(a)	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Page 36
TCFD 4(b)	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	Page 15-17, 35-36
TCFD 4(c)	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Page 6-7, 37-38



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