New Wave Holdings Ltd.

Sustainability Report 2026

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BOARD STATEMENT [2-14, 2-17, 2-22, 2-24]

The Board of Directors (the "**Board**") of New Wave Holdings Ltd. ("**New Wave**" or the "**Company**", and together with its subsidiaries, the "**Group**") is pleased to present the annual Sustainability Report of the Company for our financial year ended 31 March 2026 ("**FY2026**"). This report is prepared by taking reference from the Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") Listing Manual Section B: Rules of Catalist ("**Catalist Rules**") and the requirements on sustainability reporting under Rule 711B of the Catalist Rules which includes the primary components on a 'comply or explain' basis. It is prepared with reference to the Global Reporting Initiative ("**GRI**") Standards and, for climate-related disclosures, with reference to the IFRS Sustainability Disclosure Standards ("**IFRS S1**" and "**IFRS S2**") as required under the applicable SGX-ST listing rules. We have chosen GRI as our primary reporting framework as it represents global best practices for sustainability reporting and allows us to have a comprehensive and comparable disclosure of economic, environmental, social and governance ("**EESG**") performance. For climate-related matters, we are progressively aligning our disclosures with IFRS S2, in accordance with the timeline applicable to our regulatory tier. This report highlights the key EESG-related factors and initiatives carried out throughout a 12-month period, from 1 April 2025 to 31 March 2026. The report covers all entities under the Group, except where otherwise specified.

Sustainability is the core of the Group's strategy to create long-term value for all its stakeholders. As such, the key material EESG factors for the Group ("**Material EESG Factors**") including climate-related risks and opportunities have been identified through a structured materiality assessment process, most recently conducted in March 2025, and are approved by the Board. We have relied on internal data monitoring and verification to ensure the accuracy of data and information presented in this report. To further enhance the credibility of this Sustainability Report, the Group has subjected our sustainability reporting process to internal review by our internal auditors for FY2026, as required by Rule 711B(3) of the Catalist Rules. The Board has overseen the management and monitoring of Material EESG Factors, including climate-related matters, and takes them into consideration in the determination of the Group's strategic direction and policies.

Our Sustainability Steering Committee, which comprises representatives from various functional and geographic divisions in the Group, will continue to initiate and monitor the various aspects of our sustainability practices, ensuring that these practices are integrated into our business operations and aligned with the Group’s sustainability goals.

In FY2023, we have set out our plans to progressively include climate-related reporting in our Sustainability Report in accordance with the recommendations of the Taskforce for Climate-related Financial Disclosures (“**TCFD**”) and to work towards making a positive impact on the environment and creating long-term value for our stakeholders. As climate-related disclosures are now mandatory (starting in FY2025), our Group has prepared this report in line with the applicable requirements, including the disclosure of Scope 1 and Scope 2 greenhouse gas emissions, as well as our targets for reducing such emissions.

In FY2025, we engaged an external consultant to conduct a materiality assessment exercise to revalidate the relevance of our current material EESG factors, and the report was finalised in March 2025. Engaging both internal and external stakeholders across employee groups, customers, suppliers, senior management and the Board, the exercise confirms the continued relevance of previously disclosed ESG priorities while updating our understanding of stakeholder priorities and provided a robust data-driven foundation for validating the topics disclosed in this report. During FY2026, the Board was informed of the new climate reporting deadlines issued by the SGX-ST. Discussions were held at Board level and within the Sustainability Steering Committee to gauge how the Group entities can adjust our progress in climate reporting to ensure compliance. The Group has also recently issued a new Climate Policy to add on to the list of sustainability policies to further emphasize its commitment to continuous improvement of its climate-related performance.

The Group's climate-related disclosures in this report have been prepared with reference to the recommendations of the TCFD, which are reflected in the four core elements of Governance, Strategy, Risk Management, and Metrics & Targets. We note that the IFRS Sustainability Disclosure Standards comprising IFRS S1 (general sustainability disclosures) and IFRS S2 (climate-related disclosures) have been endorsed by SGX-ST as the forward-looking framework for climate reporting. As these standards are structured around the same four TCFD pillars, our existing disclosure approach provides a foundation for progressive alignment. The Group intends to build on its current disclosures in subsequent reporting cycles to more fully reflect the requirements of IFRS S2 ahead of the mandatory compliance date applicable to us.

RESTATEMENT OF INFORMATION [2-4]

There were no restatements made in previously reported information.

EXTERNAL ASSURANCE AND FEEDBACK [2-3, 2-5]

This Sustainability Report has not been externally assured. However, it has gone through a comprehensive internal review and validation process to ensure the accuracy, reliability, and consistency of the reported data. The information presented has been reviewed and validated internally by relevant departments to confirm its alignment with the Company's sustainability objectives and reporting standards.

We welcome feedback from our stakeholders with regard to our sustainability efforts, as this enables us to consistently improve our policies, systems, and results. Please send your comments and suggestions to NW_IR@newwave.com.sg.

13 July 2026

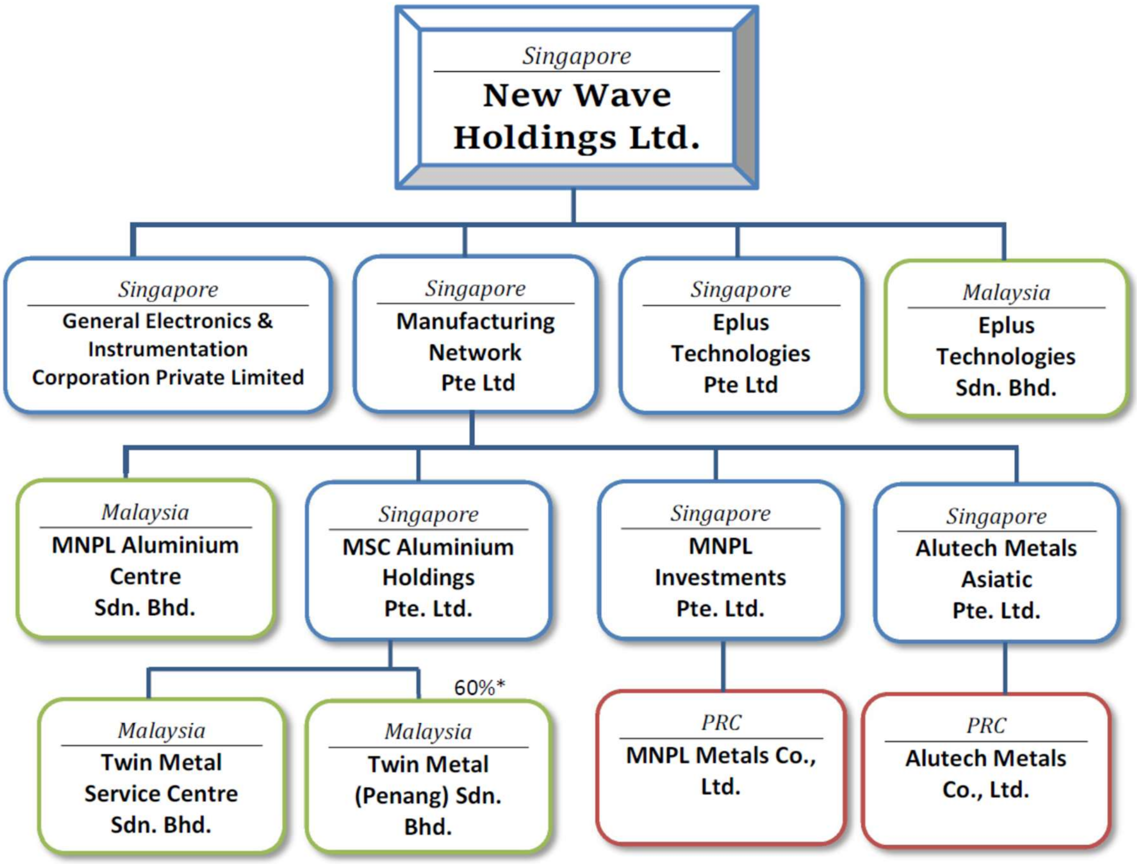
ORGANISATIONAL PROFILE [2-1, 2-2, 2-6]

New Wave Holdings Ltd. was incorporated in Singapore on 4 November 1999 and has been listed on Catalist of the Singapore Exchange since 14 August 2000. Headquartered at 101 Kitchener Road #02-17, Jalan Besar Plaza, Singapore 208511, the Company operates through several subsidiaries in Singapore, Malaysia and the People's Republic of China (the "PRC").

The Company has two core business activities, namely the **distribution of aluminium alloy products** and the **components distribution business**. Our aluminium alloy products cater to a wide spectrum of customers ranging from multi-international corporations to small and medium-sized local businesses. Our products are utilized across various industries including precision engineering, transport engineering, semiconductor equipment, electronics, and many others.

The components distribution business encompasses the distribution of active and passive electronic components, IT cabling system solutions, portable cabling testing and certification tools, monitoring and troubleshooting handheld tools and appliances, and intelligent cabling system-based projects. In addition, we offer professional consultancy, training services, software implementation, database integration and customer care services, all aimed at delivering comprehensive and innovative solutions to our clients.

The table below shows the organisational structure of the Group:



** Other than as indicated, all other subsidiaries are wholly owned.*

APPROACH TO SUSTAINABILITY [2-23, 2-24]

SUSTAINABILITY METHODOLOGY

SUSTAINABILITY GOVERNANCE [2-12, 2-13, 2-14]

The Group has established a Sustainability Steering Committee led by key management executives and supported by representatives from various functional departments and regional divisions within the organization. This structure ensures a comprehensive and unified approach to sustainability across all areas of the Group's operations.

The Board of Directors, alongside the Chief Executive Officer ("**CEO**") is responsible for setting the direction for corporate sustainability. The Board establishes guidelines and closely monitors overall performance.

The Sustainability Steering Committee is composed of the General Managers from each division, the Financial Controller and regional representatives from each geographic segment. The committee plans, organizes, and implements the Group's sustainability initiatives.

New Wave's employees actively engage and support the Group's sustainability programmes and policies. They play a key role in the implementation and execution of sustainability initiatives. This includes incorporating sustainable practices in day-to-day operations as well as the collection of data for reporting and monitoring performance.

Together, each component group collaborates seamlessly to ensure the successful implementation of sustainability strategies, tracks performance against established targets, and continuously adapts to meet evolving environmental and social responsibilities. Through collective efforts across the organization, New Wave remains committed to its sustainability goals, making meaningful progress toward the Group's long-term sustainability goals.

STAKEHOLDERS ENGAGEMENT [2-29]

An important starting point in our sustainability journey is the identification of our stakeholders and material aspects most relevant to our business. We assess the interests and expectations of key stakeholders, ensuring that these are considered when developing our corporate strategies. These key stakeholders include, but are not limited to, customers, suppliers, shareholders, employees, and regulators.

We actively engage with our stakeholders through both formal and informal communication channels to better understand their needs and concerns. This helps us to incorporate their input into our corporate strategies, fostering mutually beneficial relationships and ensuring that our sustainability initiatives align with the broader interests of those who are most impacted by our operations.

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Concerns Raised
Customers	Meetings, e-procurement platforms, phone calls, teleconferences and email communications	Daily	Quality control and on-time delivery, technical support, competitive pricing, suitable payment terms
Suppliers	Meetings, e-procurement platforms, phone calls, teleconferences, email communications and factory visits	Regular basis	Quality of products, smooth and timely delivery, competitive prices
Shareholders	Announcements on SGXNet, annual general meetings, annual reports, the Company's website (www.newwave.com.sg)	Half yearly for financial results announcements, general meetings are held annually, other communications on an ad-hoc basis throughout the year	Profitability and returns, good corporate governance, and timely and accurate information
Employees	Induction programme for new employees, team discussions, training sessions, meetings, feedback channels, emails, performance reviews	Regular basis	Career growth, training opportunities, benefits and incentives, pleasant and safe working environment, alignment of personal goals with Company's goals
Regulators	Seminars and consultation sessions with key regulatory bodies, meetings	On-going basis for reviews and updates, and whenever there are changes in regulations	Compliance with laws and regulations, safe environment, health and other social issues
Community/ Industry Associations	Phone calls and other communications with non-profit organisations, participation at trade exhibitions, seminars, social events	On-going basis	Corporate citizenship, update on industry trends

MEMBERSHIP OF ASSOCIATIONS[2-28]

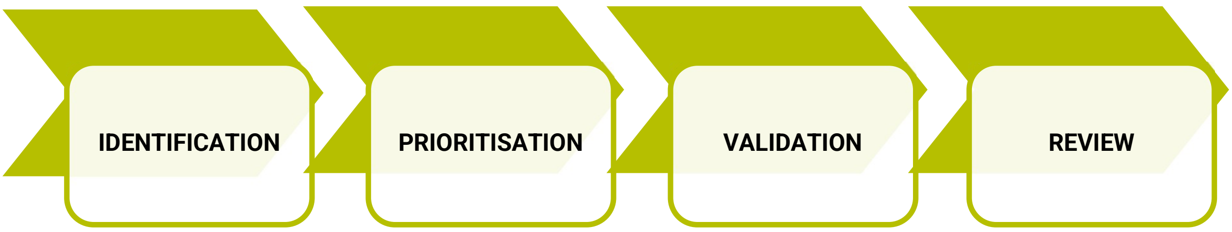
We engage with several industry associations through membership and participation at their activities and events in FY2026 and on an on-going basis:

- Singapore Business Federation
- Singapore Metal and Machinery Association
- Infocomm Development Authority of Singapore

Networking with other companies in similar industries to ours enables us to constantly update on industry trends and helps us locate new potential customers and suppliers.

MATERIALITY ASSESSMENT [3-1, 3-2]

Our sustainability process begins with the identification of key topics that are relevant to our business and stakeholders, to better understand how we can generate long-term value for our stakeholders. Members of the Sustainability Steering Committee, in collaboration with representatives from the various Group entities, worked together to identify material factors and potential opportunities. These are then clustered and rated to assess their importance to the Group. Once the relevant topics are identified, they are prioritised based on their potential likelihood and impact to the Group. This prioritization is followed by an internal validation process to ensure that the selected topics align with the Group's strategic objectives. The result of this process is a comprehensive list of material factors which are disclosed in this Sustainability Report.



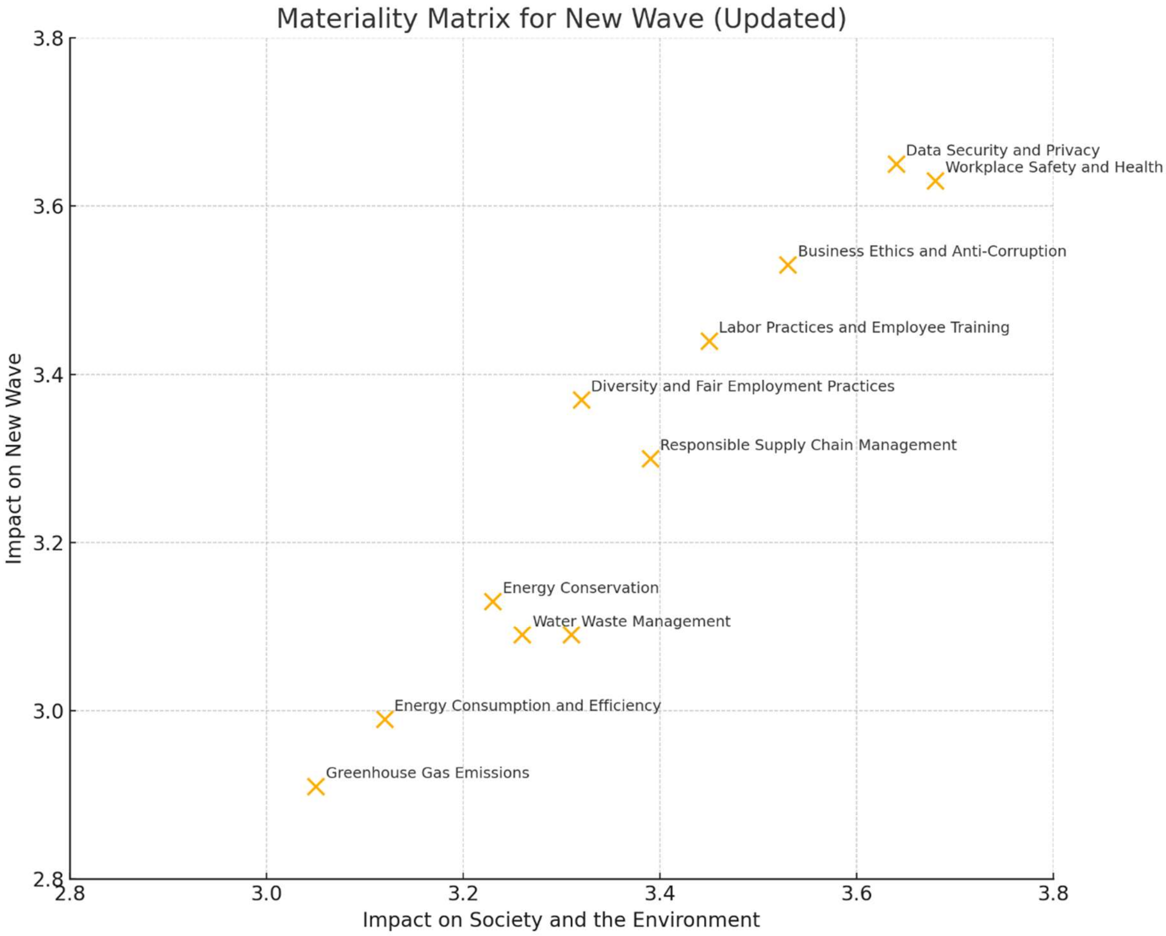
To ensure relevance and responsiveness, we conducted a new materiality assessment in March 2025, to revalidate our initial assessment in 2018. Engaging over 100 internal and external stakeholders across employee groups, customers, suppliers, senior management, and the Board, the exercise updated our understanding of stakeholder priorities and provided a robust data-driven foundation for validating the topics disclosed in this report. The results were used to refine our sustainability approach and strategy.

To determine if a topic is material, we evaluate its potential impact on the economy, environment, and society and its influence on key stakeholders. In line with the GRI guidelines, we have determined that the previously determined Material EESG Factors in the previous year remain relevant in the current period.

The findings of the March 2025 assessment confirm the continued relevance of previously disclosed ESG priorities while sharpening our focus on digital resilience, operational ethics, and employee well-being. These validated material topics now serve as the foundation for this Sustainability Report and our ongoing ESG performance tracking. These new insights will guide our sustainability strategy, ensuring we stay focused on the areas that matter most to our business and stakeholders.

The Sustainability Steering Committee oversaw the Group's latest materiality assessment to ensure our priorities reflect current stakeholder expectations and emerging sustainability risks and opportunities. We did not have a formal materiality assessment exercise this year; however, our Committee members have regular, ongoing engagement with key stakeholders throughout the year, thus enabling us to ensure the relevance of our ESG priorities and to stay responsive to a dynamic business environment.

The following table sets out the Group's confirmed material ESG topics as validated through the March 2025 materiality assessment. These topics form the basis of the disclosures in this Sustainability Report and continue to reflect the issues of greatest importance to both our business and our stakeholders.



The findings of the March 2025 assessment affirmed the continued relevance of all previously reported material topics. In addition, the assessment highlighted emerging stakeholder interest in digital resilience and data protection, which the Group has addressed within the Governance section of this report under Business Ethics. These topics will be kept under review for potential standalone disclosure in future reports.

Material ESG Topic	Category	Rationale for Materiality
Data Security and Privacy	Governance	The Group holds confidential data across customers, suppliers, employees and shareholders across three jurisdictions. As our core systems are progressively migrated to cloud infrastructure, the risk of data breaches and cyber incidents has grown in stakeholder importance and is consistently rated our highest-priority material topic.
Workplace Safety and Health	Social	Our factory and warehouse operations across Singapore, Malaysia and the PRC involve physical hazards including forklift operations, metal cutting machinery and heavy aluminium handling. Maintaining a zero-accident culture is a fundamental obligation to our workforce and a key operational risk management priority.
Business Ethics and Anti-Corruption	Governance	Operating across multiple jurisdictions with differing regulatory environments exposes the Group to corruption and misconduct risks. Our zero-tolerance policy, whistle-blowing channel and finance controls are central to maintaining stakeholder trust and regulatory compliance.

Material ESG Topic	Category	Rationale for Materiality
Labor Practices and Employee Training	Social	Our ability to operate efficiently depends on a skilled, stable and motivated workforce. With a lean headcount of 90 employees and significant institutional knowledge embedded in tenured staff, investing in training, fair employment practices and career development is essential to long-term operational resilience.
Diversity and Fair Employment Practices	Social	The Group employs staff across multiple nationalities, age groups and genders in three countries. Ensuring equitable treatment in recruitment, remuneration and promotion is both a legal obligation and a business imperative, supporting employee retention and organisational effectiveness.
Responsible Supply Chain Management	Economic	Our aluminium alloy and components distribution businesses depend on a global network of suppliers across the USA, South Africa, Europe and the PRC. Responsible procurement — encompassing supplier quality, ethical conduct, environmental standards and local sourcing — is material to both our product integrity and our sustainability reputation.
Energy Conservation	Environmental	The Group has maintained energy conservation practices across all subsidiaries since FY2018. Reducing energy use in our factories and offices directly lowers operating costs and supports our commitment to the Singapore Green Plan and broader decarbonisation goals.
Energy Consumption and Efficiency	Environmental	Total electricity and fuel consumption across our three operating geographies drives both our Scope 1 and Scope 2 emissions profile. Improving energy efficiency across our vehicle fleet, production machinery and building systems is a key lever for reducing our carbon intensity per dollar of revenue.
Water and Waste Management	Environmental	Waste generation — particularly aluminium shavings, packaging materials and hazardous waste — is inherent to our production operations. Responsible waste disposal, recycling and the minimisation of water usage in our facilities reduces our environmental footprint and ensures compliance with applicable environmental regulations across all three jurisdictions.
Greenhouse Gas Emissions	Environmental	The Group's Scope 1 and Scope 2 GHG emissions are subject to mandatory disclosure under SGX listing rules from FY2025. Monitoring and reducing our carbon intensity per dollar of sales is central to our climate commitments and aligns with Singapore's net-zero target by 2050.

ECONOMIC

ECONOMIC PERFORMANCE [201-1]

The Group believes that our financial performance is interconnected to our environmental, social and governance impacts. We are committed to sustaining long-term financial growth to safeguard shareholders' interests and enhance shareholder value. This is achieved through strategic planning, proper resource management, and leveraging the expertise of our dedicated workforce, as well as our long-established relationships with our customers and suppliers. We remain focused on operating as a sustainable and socially responsible corporation, upholding the highest standards of corporate governance, business integrity and professionalism in our dealings with all our stakeholders.

Through our operating activities, the Group has created value for various stakeholders – our customers, suppliers, employees, banks, and others. The table below presents the direct economic value generated and distributed by the Group for the financial year ended 31 March 2026 ("FY2026"), with the prior year FY2025 included for comparative purposes.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED - S$'000			
Item	**Stakeholder**	**FY2026**	**FY2025**
Direct economic value generated		**21,331**	**17,306**
Revenue from sales of goods	Customers and various other stakeholders	20,844	17,106
Revenue from financial investments		67	67
Revenue from sale of waste products		112	77
Revenue from sale of used assets		194	15
Other operating income		114	41
Economic value distributed		**(22,623)**	**(19,427)**
Payment to suppliers of goods and services	Suppliers and other contractors	(19,012)	(15,976)
Employment costs and other benefits	Employees	(2,998)	(2,913)
Payments to providers of capital	Banks and other finance institutions	(454)	(373)
Net payments to government including taxes	Government	(159)	(165)
Economic value lost		**(1,292)**	**(2,121)**

Group revenue improved 21.9% this year, although our operating environment remains challenging amidst the unstable geopolitical situation arising from the Middle East tensions and rising oil prices. As most of our Group's products are used by customers closely connected to the semiconductor industry, the recent growth of the industry, driven by interest in Artificial Intelligence infrastructure and a surge in data centre deployment, has benefitted our businesses, especially in Malaysia and the PRC. The Singapore operations fared less favorably, as we lost some major customers due to the relocation of manufacturing activities to neighbouring countries, in particular Malaysia. We are currently in the process of restructuring our operations, and we have scaled down the Singapore operations by shifting all production/processing activities to our Johor Bahru factory; hence, as illustrated in the table above, there were disposals of some Singapore assets no longer needed. Overall, we achieved better performance this year, narrowing our loss from $2.1 million last year to $1.3 million this year.

Looking ahead, our goal for FY2027 is to enhance economic value for our stakeholders by improving both revenue and gross margins. Although we observed improving and positive trends for the sales of our products, we are closely monitoring the uncertainties arising from the Middle East tensions and the rising oil prices. Our inventory portfolio management, in particular with regard to achieving a faster turnaround of inventory, remains the key driver for the Group to capture opportunities as and when they occur and to grow our revenue going forward.

For a more comprehensive overview of our FY2026 financial results, please refer to the “Financial Review” section and the financial statements contained in our Annual Report 2026.

PROCUREMENT PRACTICES [204-1]

Distribution of Aluminium Alloy Products

Our first core business is the distribution of aluminium alloy products. Lightweight and durable, aluminium is in itself a highly sustainable material, being abundant, highly recyclable and reusable. According to the Aluminium Association based in Virginia, United States, nearly 75% of all aluminium ever produced is still in use today[1]. Aluminium’s unique properties therefore present to traders and users a future of infinite possibilities and opportunities.

We source aluminium from major suppliers in the USA, South Africa, Europe and the PRC and we in turn distribute mainly to local customers. Our top suppliers are recognized industrial leaders in their own locality, and they employ workers on a large scale. Most hold ISO14001 certification for environmental management and ISO9001 certification for quality management, demonstrating their commitment to sustainability development. Our South African supplier for instance, is B-BBEE (Broad-Based Black Economic Empowerment) certified for their efforts towards supporting, on a sustainable basis, the economic involvement in mainstream businesses for the previously disadvantaged groups. We also engage with local suppliers to support faster turnaround and enhance operational flexibility. In this Report, “local” is defined as a supplier who is within the same geographic boundary as our subsidiary that buys from it. For instance, a PRC aluminium mill supplying to our PRC subsidiary directly is considered a local supplier. We also purchase ready products from local suppliers in all the three countries within which we operate i.e. Singapore, Malaysia and the PRC, and the lead time for the supply of such ready products is shortened and may be a matter of only hours to one or two days. This enables us to respond more flexibly to requests for urgent deliveries from our local customers.

Our purchasing decisions are made solely in the best interest of the Group, based on the criteria such as quality, service reliability, pricing, terms of payment and other relevant conditions. We have been in the business since 2004 and have built up good business relationships with many of our suppliers on the basis of mutual respect and trust. We uphold strict ethical standards and maintain zero tolerance to unfair business practices such as concealment or misrepresentation of material facts or acceptance of bribes. We also will not abuse confidential or privileged information obtained from our suppliers. We work closely with our suppliers to ensure their support, for instance, when we need deliveries on an urgent basis.

In FY2026, we have not recorded any reports of misconduct or malfeasance from either our employees or suppliers, and we target to maintain this zero-complaint record for the next financial year ending 31 March 2027 (“FY2027”) as well as in the long term till FY2032.

Components Distributions and Cabling Systems Solutions

Our second core business is components distribution and cabling systems solutions. We serve as an appointed distributor for our cabling systems products and our electronic test tools, sourcing primarily from Singapore outlets of these principals. These transactions are considered local purchases under our procurement definition above.

One of our principals is an innovative industrial technology company that specializes in calibration and measurement tools used for various applications including environmental, health and safety compliance, industrial condition monitoring, next-generation product design, and healthcare safety solutions. They produce meters that are used to track and reduce greenhouse gas emissions and software-enabled smart instruments to maintain temperature, humidity and ventilation levels for occupant health and comfort, and help regulate building health and manage energy costs. The bulk of our purchases from this principal include electronic test tools, which

[1] According to the Aluminium Association’s website at https://www.aluminum.org

is seeing a growing demand as more companies are prioritizing improving quality, complying with regulatory or industrial standards, and maintaining a safe working environment.

In addition to sourcing from our global principals, we also purchased from other local suppliers, who are mostly small and medium-sized enterprises ("**SMEs**"). Building strong relationships with these local suppliers enhances our understanding of local market trends and strengthens our position within the industry. Our procurement approach in this business segment mirrors those of our aluminium products distribution business, which is focusing on supplier merit, ethical conduct, transparency, and alignment with our long-term business interests.

Supporting local suppliers

New Wave recognizes the strategic and sustainability value of working with local suppliers. Our sourcing approach balances the benefits of engaging local vendors with our commitment to quality, efficiency, and ethical procurement.

We maintain a comprehensive supplier evaluation policy to ensure that all suppliers — whether local or international — meet our standards in areas such as product quality, service reliability, and compliance with applicable environmental and regulatory requirements. Local suppliers are particularly important for enhancing our operational agility, allowing us to respond more quickly to urgent customer needs and reduce logistical lead times. While we prioritize proximity when it supports our business objectives, our procurement decisions are ultimately based on merit, including the supplier's ability to deliver reliable service, meet quality benchmarks, and align with our values of integrity and transparency.

To support this, the Group has implemented robust procurement controls across all subsidiaries. These controls include internal review mechanisms, approval processes, and payment verification procedures to prevent improper transactions and ensure fair, accountable supplier engagement.

ANTI-CORRUPTION [2-16, 2-23, 2-25, 205-1, 205-3]

As the Group's businesses are conducted in various jurisdictions, the Group expects its directors and staff to be apprised of the legal and regulatory requirements relevant to their business responsibilities and to conduct our businesses in accordance with these laws and regulations. In particular, the Group requires that its directors and staff carry out business transactions with integrity and maintain a zero-tolerance policy towards corruption or bribery in any form.

Our finance teams oversee the implementation of appropriate controls and procedures to monitor and prevent inappropriate forms of payment across all our subsidiaries. These controls are designed to detect and prevent irregular payments, including duplicate or overpayments, and payment requests to third parties not associated with underlying transactions. We will take disciplinary action against any employee confirmed of bribery or corruption or may also refer the case to the relevant law enforcement authorities if appropriate.

In Singapore, our operations are governed by the Prevention of Corruption Act, which covers public and private sector employees, and penalizes receiving or giving of bribes as an inducement or reward for performing or not performing a transaction. The law also has extra-territorial effect, so Singaporeans who engage in bribery overseas are also subject to legal consequences under this legislation.

We have implemented a whistle blowing policy to provide a mechanism for employees as well as other external stakeholders to raise concerns in confidence and without fear of reprisals about possible improprieties in the areas of:

1. Fraudulent financial reporting
2. Misappropriation of assets
3. Improper or unauthorised expenditures including bribes
4. Violations of laws and regulations, for instance, securities frauds
5. Substantial and specific danger to public health or safety

Whistle-blowers may address their concerns via the email address auditcom@newwave.com.sg and the Audit Committee will carry out confidential investigations and withhold the identity of the complainant, as appropriate.

During the financial year under review, no incidents of any corruption were reported (FY2025: Nil), as targeted in the previous sustainability report. Similarly, no reports of whistle blowing were received (FY2025: Nil). We remain committed to maintaining zero instances of corruption and zero violations of any laws and regulations for FY2027 and on a long-term basis to FY2032.

ENVIRONMENTAL

TCFD REPORT

The TCFD recommended disclosures revolve around four core elements:

1. **Governance** - The organisation's governance around climate-related risks and opportunities
2. **Strategy** - The actual and potential impacts of climate-related risks and opportunities on the organisation's business, strategy and financial planning
3. **Risk Management** - The processes used by the organisation to identify, assess and manage climate-related risks
4. **Metrics & Targets** - The metrics and targets used to assess and manage relevant climate-related risks and opportunities

The Singapore Green Plan sets ambitious targets over the next decade to build a sustainable future, with the ultimate aim of achieving net zero emissions by 2050. While the direct impact of our business activities on the environment is relatively small, the Group is committed to supporting this Plan and we aim to do our part to contribute to the global goals of mitigating climate change, reducing GHG emissions and conserving resources.

Governance

Board Oversight	**Board of Directors**
	The Board considers the oversight and effective management of climate-related risks as a crucial aspect of the Company's overall business strategy, which aims to achieve long term sustainable growth. The Board, together with its various Board Committees, ensures active monitoring of the Company's approach to management of climate related risks. The Board receives updates from Management on the various EESG topics, including climate-related matters at least twice yearly at Board meetings.
	Audit Committee
	The Audit Committee oversees key business and operational risks of the Company. This includes overseeing and reviewing the Company's Enterprise Risk Management (ERM) framework and processes to facilitate the identification, measurement, mitigation and reporting of key risks across the Company, including operational risks, cybersecurity risks and climate-related risks such as business disruptions from natural disasters.
Executive Leadership	**Chief Executive Officer (CEO)**
	The CEO leads the Sustainability Steering Committee and is responsible for formulating the Company's strategies and goals. He ensures that climate-related risks and opportunities are fully integrated into the Company's long-term business strategy. Additionally, he sets targets for EESG goals including those for climate related sustainability initiatives.
	Heads of Operations, Financial Controller, regional finance teams
	Reporting to the CEO, the Heads of Operations oversee the governance of climate risks and opportunities. Working with the various regional finance teams, they co-ordinate collection of data and develop metrics to assess the Company's carbon footprint, while also reporting on the financial and non-financial impacts of material climate-related risks.
	Executives' sustainability performance
	The Group recognises the importance of linking executives' performance with achievement of environmental sustainability to their remuneration. The Group has not yet implemented any actions to integrate key performance indicators (e.g. goals for emissions reduction) into executives' performance appraisals, thus further promoting eco-consciousness and accountability. This will be revisited again in FY2027.

Strategy

The Group evaluates the impact that any identified climate-related risks and opportunities have on our business operations, strategies and financial planning.

Short Term (1–3 years):

The Group faces immediate physical risks from extreme weather events such as floods, which may damage machinery and delay deliveries. Additionally, rising temperatures may affect worker health through heat stress and increase cooling-related utility costs across our operations. Our factory sites in all 3 countries where our businesses are located are currently not under any immediate threat from extreme weather conditions e.g. hurricanes, disastrous floods, etc. However, as acute climate-related events increase, the likelihood of such occurrences affecting our operations also rises. In the future, we may face financial impacts caused by natural disasters. Remedial actions like flood response and consequent grid outages could cause the Group to incur high costs. In the longer term, the Group will need to integrate resiliency measures and protocols to have disaster preparedness to ensure the health and safety of our employees and to implement governance frameworks and policies to mitigate such risks from natural disasters.

Medium Term (3–10 years):

Regulatory risks are expected to escalate as governments respond to climate change. These include direct impacts such as increased carbon pricing on fuels and electricity, and indirect impacts such as compliance costs tied to vehicle emission standards. In anticipation, we are monitoring climate policy trends and considering mitigation measures such as supplier diversification and energy efficiency enhancements to reduce future cost pressures.

These insights are integrated into our overall business strategy plans to effectively mitigate risks and capitalize on opportunities, all while ensuring our operations remain resilient and sustainable in the long run. We aim to align our sustainability goals with our broader corporate objectives to create long-term value for all stakeholders.

Climate Scenario Analysis

To deepen our understanding of potential future climate-related conditions, the Group undertook a qualitative scenario analysis using two globally recognized pathways:

- IEA Net Zero 2050 [1] (a low-emissions scenario consistent with limiting global warming to 1.5°C), and
- IPCC Representative Concentration Pathway ("**RCP**") 8.5 [2] (a high-emissions scenario reflecting a continued trajectory of rising greenhouse gas emissions and limited climate action).

These scenarios were selected to evaluate the range of plausible physical and transition risks that may affect our operations across Singapore, Malaysia, and the PRC. By exploring these divergent futures, we aim to enhance our long-term resilience and formulate informed, adaptive business planning.

Focal Consideration

We examined the question: "How will different climate futures—one with rapid decarbonization and another with continued emissions growth—affect the Group's operational continuity, cost structure, and value chain resilience?"

Scenario Pathways and Assumptions

The two scenarios selected represent divergent climate futures and together span the range of plausible physical and transition risk outcomes relevant to our operations.

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[1] International Energy Agency (IEA) - (2021) – *Net Zero by 2050: A Roadmap for the Global Energy Sector* – Paris: IEA

[2] IPCC, 2014: *Climate Change 2014: Synthesis Report. Contribution of Working Groups I, II and III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change. Geneva, Switzerland: IPCC*

The IEA Net Zero by 2050 scenario is consistent with limiting global warming to 1.5°C above pre-industrial levels, well within the 2°C threshold that underpins international climate commitments under the Paris Agreement. Under this pathway, we anticipate accelerated policy action, carbon pricing mechanisms, and heightened stakeholder expectations around environmental transparency and supply chain decarbonisation. This scenario is used as our primary low-emissions, orderly-transition reference case.

The IPCC RCP 8.5 scenario represents a high-emissions pathway with limited climate action, resulting in continued warming significantly beyond 2°C. Under this pathway, physical risks intensify materially including more frequent and severe flooding, chronic heat stress, and infrastructure strain while regulatory responses, where they do emerge, are likely to be reactive and disruptive rather than structured.

As a smaller issuer with relatively modest direct environmental footprint, our scenario analysis remains primarily qualitative at this stage. However, to support progression towards more quantitative disclosures over time, we have begun to identify specific operational parameters including utility costs, vehicle operating costs, and facility maintenance expenditure as the basis for future quantitative impact estimation. We expect to introduce indicative cost range disclosures tied to scenario outcomes in our FY2028 report, as we continue to develop our data collection and modelling capabilities.

Identified Transition and Physical Risks

This assessment enabled us to evaluate key risk categories under each scenario:

- Transition Risks: These include regulatory changes such as carbon pricing and emissions compliance, as well as emerging market and technological shifts toward low-carbon operations. Under Net Zero 2050, these risks are more immediate and financially material. Under RCP 8.5, they are less pronounced but could escalate unpredictably over time.
- Physical Risks: Acute hazards such as floods and storms, and chronic conditions like prolonged heat and rising cooling costs, are present under both scenarios—but their severity and frequency are significantly heightened under the high-emissions RCP 8.5 scenario.

Refer to section “Risk Prioritization and Next Steps” to see New Wave’s applicable physical and transition risks.

Scenario Narratives

To illustrate potential outcomes, we developed two scenario narratives:

- Net Zero 2050: By 2030, carbon pricing and emissions reporting are mandatory across our operating jurisdictions. Stakeholders increasingly demand transparency and supply chain decarbonization. While compliance and technology investment introduce cost pressures, early adaptation provides a competitive edge and supports long-term continuity.
- RCP 8.5: Policy fragmentation and weak global co-ordination result in unregulated emissions growth. Severe flooding, heat stress, and utility strain disrupt operations more frequently. Without decisive transition planning, the Group may face increasing unplanned costs, reputational risk, and supply chain fragility.

Risk Prioritization and Next Steps

Using this analysis, we assessed the materiality of risks under each scenario. Risks associated with regulation, energy efficiency, acute climate events, and worker safety were identified as particularly relevant in the medium to long term.

The tables below summarise the physical and transition risks identified under our two scenario pathways. Our primary low-emissions scenario, the IEA Net Zero by 2050 pathway, is consistent with limiting global warming to 1.5°C above pre-industrial levels, placing it within the 2°C or lower scenario threshold as referenced in SGX-ST Practice Note 7.6 and the Paris Agreement. Our high-emissions scenario, IPCC RCP 8.5, represents a pathway of continued emissions growth with limited coordinated climate action, against which we assess our exposure to more severe physical risks. Together, these two scenarios bracket the range of plausible futures the Group has considered in evaluating its climate resilience.

Physical Risks		
Risk Description (Disclosed)	**Type**	**Mapped in Scenario Table A**
Extreme weather events such as floods causing machinery damage and delivery delays	Acute	Physical – Acute (IEA Net Zero 2050) and (RCP 8.5) → Floods; grid outages; cost spikes
Rising temperatures leading to heat stress for workers	Chronic	Physical – Chronic (IEA & RCP 8.5) → Heat stress; chronic exposure; health and safety
Increased cooling-related utility costs	Chronic	Physical – Chronic (IEA & RCP 8.5) → Cooling costs; long-term energy use; infrastructure stress
Potential financial impact from natural disasters (e.g., grid outages, flood costs)	Acute	Physical – Acute (RCP 8.5) → High risk of machinery downtime, financial disruptions
Long-term need for disaster preparedness and employee health/safety integration	Chronic	Physical – Chronic (IEA & RCP 8.5) → Operational stress from chronic climate shifts; need for adaptation

Transition Risks		
Risk Description (Disclosed)	**Type**	**Mapped in Scenario Table A**
Increased carbon pricing on fuels and electricity	Policy & Legal	Transition – Policy & Legal (IEA Net Zero 2050) → Stricter carbon regulation and compliance requirements
Compliance costs tied to stricter vehicle emission standards	Policy & Legal	Included under broader regulatory framing
Anticipated rise in regulatory risks across operating countries	Policy & Legal	Transition – Policy & Legal (RCP 8.5) → Reactive policy shifts; delayed or inconsistent implementation
Pressure to improve energy efficiency and supplier diversification	Market	Transition – Technology (IEA NZ2050) and Transition – Market (IEA NZ2050) → Efficiency enhancements and green sourcing expectations

Scenario Table A			
Risk Type & Scenario	**Potential Risk/Impact**	**Contextual Guidance**	**Magnitude & Rationale**
Transition – Policy & Legal (IEA Net Zero 2050)	The Group may face stricter carbon regulations and product compliance requirements across Singapore, Malaysia, and China.	Early compliance would help avoid penalties as environmental standards tighten regionally.	Medium – The Group is monitoring policy trends but does not yet have a formal compliance framework.
Transition – Policy & Legal (RCP 8.5)	Policy implementation is likely to be delayed or inconsistent.	Although current regulatory pressure is low, future reactive shifts could impose sudden requirements.	Low – There are no strong regulatory drivers at present, but future policy action remains uncertain.
Transition – Technology (IEA Net Zero 2050)	There is growing pressure to adopt energy-efficient technologies and cleaner energy sources.	The Group has acknowledged this by considering energy efficiency enhancements.	Medium – A roadmap is not yet in place, but the risk is recognized in strategic planning.
Transition – Technology (RCP 8.5)	There is minimal pressure to adopt low-carbon technologies under this scenario.	However, failing to innovate could reduce competitiveness as peers move ahead.	Low – We are working with innovative suppliers, so unlikely to fall behind the competition.
Transition – Market (IEA Net Zero 2050)	Market preferences are expected to shift toward vendors with strong ESG credentials.	Procurement standards may evolve, impacting supplier partnerships.	Medium – Supplier diversification is underway, but risks are emerging.
Transition – Market (RCP 8.5)	Market dynamics may remain relatively stable in the short term.	There is a risk of falling behind competitors that proactively adopt ESG measures.	Low – We are constantly monitoring market dynamics and will react accordingly.
Physical – Acute (IEA Net Zero 2050)	Occasional weather-related disruptions are likely but manageable with proper planning.	Cooling costs and delays can be mitigated through contingency measures.	Medium – Risk exists but is not immediately threatening under this scenario.
Physical – Acute (RCP 8.5)	Severe flooding, machinery downtime, and cost spikes are highly likely.	Significant business disruption is anticipated if adaptation measures are not taken.	High – The likelihood and severity of impacts are both elevated.
Physical – Chronic (IEA Net Zero 2050)	Gradual stress from rising temperatures may impact utility costs and worker productivity.	These impacts are foreseeable and can be addressed with long-term planning.	Medium – Rising costs are expected but manageable with proper investment.
Physical – Chronic (RCP 8.5)	Extreme heat, infrastructure strain, and long-term health risks may compromise operational continuity.	Without adaptation, the Group could face cumulative operational stress.	High – The risk is long-term and materially significant under a high-emissions future.

Risk Management

The Group continues to identify climate-related risks through internal discussions and stakeholder engagement. The formalization of a structured risk management process — including a climate risk matrix based on likelihood and severity — remains a priority for the Group. No formal steps were commenced in FY2026 due to the significant operational demands arising from the Group's restructuring activities. We intend to revisit and progress this initiative in FY2027 as conditions stabilize.

These climate-related risks will be integrated into our Enterprise Risk Management (ERM) system and overseen by the Audit Committee, with periodic reviews. Mitigation actions will be tracked by the Sustainability Steering Committee and aligned with risk appetite thresholds.

Risk owners will be designated at the operational level, and monitoring will include key risk indicators (KRIs) tied to extreme weather preparedness, regulatory compliance, and carbon emissions exposure.

Metrics and targets

The Group recognizes the importance of quantifying carbon emissions across our value chains – including business operations, supply chains and downstream products in use. We are dedicated to continuing to refine our tracking and measurement procedures and to quantify financial impacts from climate-related risks.

As part of our support for global decarbonization efforts, the Group is aligned with Singapore's Green Plan and aims to contribute to achieving net-zero emissions by 2050.

We provide the statistics below for our Scope 1 and 2 emissions during FY2026:

	SCOPE 1	**SCOPE 2**
Carbon emission in tCO_2e	125.93	178.13
Group sales in S$ million	20.844	20.844
Carbon Intensity per S$ million sales	6.04	8.55

Scope 1 emissions are direct GHG emissions resulting from the Group's operations, including emissions from vehicles and forklifts. Scope 2 emissions are from purchased electricity in our facilities. All greenhouse gas emissions reported in this Sustainability Report are expressed in tonnes of carbon dioxide equivalent (tCO_2e). In calculating CO_2e, the Group has applied Global Warming Potential values sourced from the IPCC Sixth Assessment Report ("AR6"), which is the version currently referenced by the emission factor methodologies adopted across our three operating jurisdictions.

In FY2025, we have set a target for FY2026 to reduce our carbon intensity per S$ million sales to 7.50 for Scope 1 and 9.70 for Scope 2 emissions.

We have therefore met both our Scope 1 and Scope 2 targets. We would like to set our targets for FY2027 as well as for the medium-term and long-term, as follows:

Target set:	**SCOPE 1**	**SCOPE 2**
For FY2027: Carbon Intensity per S$ million sales	7.50	9.70
Medium-term: Carbon Intensity per S$ million sales	7.50	9.50
Long-term: Carbon Intensity per S$ million sales	7.50	9.00

<u>Emissions Readiness and Roadmap</u>

Scope 3 emissions are indirect greenhouse gas emissions that occur across an organisation's value chain, beyond the direct operations covered by Scope 1 and Scope 2. While the disclosure of Scope 3 emissions is not yet mandatory for the Group, we recognise its growing importance to stakeholders and to a more complete picture of our environmental impact. We have therefore conducted a preliminary review of the 15 Scope 3 categories defined under the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard to identify those most likely to be material to our operations.

For our aluminium alloy products distribution business, we consider Category 1 (Purchased Goods and Services) and Category 4 (Upstream Transportation and Distribution) to be potentially significant, given the energy-intensive nature of aluminium production and the multi-country logistics involved in our supply chain. For our components distribution business, Category 11 (Use of Sold Products) may also be relevant to the extent that the electronic test equipment and cabling systems we distribute contribute to emissions at the point of use by our customers.

Categories such as franchises, investments, and processing of sold products are assessed as not applicable to our current business model. We will continue to refine this assessment as our understanding develops.

The Group targets to begin collecting Scope 3 data in earnest from FY2028, with the aim of publishing our first Scope 3 disclosure in our FY2029 Sustainability Report. We will work with our key suppliers and logistics partners to gather the necessary primary data, supplemented by industry-average secondary data where primary data is unavailable.

Cross-Industry Climate Metrics

The IFRS Sustainability Disclosure Standards (IFRS S2) require disclosure of cross-industry metric categories, including the proportion of

- assets or business activities vulnerable to transition and physical risks,
- capital deployed towards climate-related risks and opportunities, and
- internal carbon pricing.

As a Catalist-listed issuer, the Group is not yet required to apply IFRS S2 in full, and we acknowledge that our current disclosures do not yet address these metrics comprehensively. We set out below our current position and our intended approach:

Assets and activities vulnerable to climate-related risks: The Group's principal physical assets comprise warehouse and factory facilities across Singapore, Malaysia, and the PRC, together with a commercial vehicle fleet. Based on our qualitative scenario analysis, we estimate that a meaningful proportion of our Malaysian operational facilities carry moderate exposure to acute physical risks such as flooding, given the higher severity attributed to that geography under our RCP 8.5 scenario. We intend to undertake a more structured asset-level vulnerability assessment in FY2027 to quantify the proportion of assets and revenues exposed to both physical and transition risks.

Capital deployment towards climate-related risks and opportunities: To date, climate-related capital expenditure has been embedded within our broader maintenance and efficiency improvement programmes rather than tracked separately. These include investments in energy-efficient equipment and lighting across our facilities. The Group will work towards disaggregating and reporting climate-related capital expenditure as a distinct line item in subsequent reports.

Internal carbon pricing: The Group does not currently apply an internal carbon price. We will keep this under review as regional carbon pricing policies evolve, particularly given the increasing regulatory attention on carbon costs in Singapore and the PRC.

ENERGY CONSERVATION [302-1, 305-1, 305-2, 305-4]

We believe in investing our time and effort towards energy efficiency, as we not only help protect the environment and mitigate climate change but can improve operational efficiency to lower our operating costs. The Group's electricity consumption is primarily from regular operations of the offices and factories in the various regions where our subsidiaries are situated and is consumed for operating machines and office equipment, lighting as well as cooling/heating systems. We monitored the total electricity usage for all our factories and offices situated in Singapore, Malaysia and the PRC.

The Group has a clear commitment to energy efficiency and has implemented practices since FY2018 to reduce energy consumption. These conservation efforts are adopted across the subsidiaries:

- Switching off lights, computers and air conditioning systems at the end of the workday.
- Ensuring regular maintenance of all our operations machines, as well as office equipment such as refrigerators, air-conditioners and heaters so as to maintain higher efficiency.
- Using energy-saving equipment and lighting.
- Setting temperature of air conditioners to 25˚C for the Singapore and Malaysian subsidiaries.
- Raising awareness among employees and educating them about energy conservation and emission reductions.

For FY2026, we had set a target for electricity consumption of 275,000 kWh. However total consumption rose to 285,926 kWh from 270,328 kWh in FY2025. The increase in electricity consumption mainly arose at the two metal service centres in Malaysia as there were rapid increases in the Malaysian sales volume over the financial year. We registered a 53% revenue growth over the previous year, and to cope with the surge of production activities to meet sales, we have prolonged working hours of machinery and facilities usage; hence the increase in electricity usage. We are constantly monitoring and re-scheduling work cycles for more efficient use of resources, nevertheless we envisage increased electricity consumption to meet increased production demand. We have therefore set the target at 286,000 kWh for both FY2027 and FY2028. We will continue our commitment to keep increases in energy usage in the longer term to not more than 3% year-on-year increases, so that by FY2032, our target is still not to exceed 313,000 kWh of usage.

The Group also consumes fuel and diesel for company vehicles such as forklifts, vans, and trucks. We conduct regular maintenance and scheduled overhauls on these vehicles to optimize fuel consumption and minimize emissions of pollutants. In addition, our logistics staff also plan the daily delivery route to reduce unnecessary fuel use and enhance operational efficiency.

We actively support industry-wide initiatives led by our business partners and especially our principals to mitigate environmental impacts. The products we distribute under the Components Distribution division are specifically designed to include operational energy efficiency and end-of-life and disposal considerations, aligning with our broader commitment to sustainable product stewardship.

Total Scope 1: Mobile Combustion	**FY2026** kgC02e	**FY2025** kgC02e
PRC	41,575	32,391
Malaysia	71,465	72,636
Singapore	12,892	22,922
Total	**125,932**	**127,949**

Total Scope 2: Purchased Energy	FY2026 kgC02e	FY2025 kgC02e
PRC	33,364	34,169
Malaysia	118,683	106,027
Singapore	26,082	29,875
Total	**178,129**	**170,071**

Direct Emissions from Fuel Consumption

Scope 1 emissions primarily result from the combustion of diesel fuel in the Group's commercial fleet, which supports equipment delivery, servicing, and maintenance operations. All calculations utilize the most recent emission factor updates available from recognized national and international databases.

In China, the emission factor has been updated to 2.7012 kgCO_2e/litre to align with the latest 2026 NCSC (China Ministry of Ecology and Environment) database. This update replaces the previous Hong Kong Environmental Protection Department (HK EPD) 2019 methodology which used vehicle-specific factors. Both Singapore and Malaysia used the 2.6972 kgCO_2e/litre diesel emission factor, published by the US Environmental Protection Agency (US EPA).

All Scope 1 emissions are calculated based on actual diesel consumption. Emission factors are aligned with the latest national methodologies or accepted proxies where local data is limited.

Indirect Emissions from Electricity Consumption

Scope 2 emissions from purchased electricity are derived using a location-based approach, applying the latest available grid emission factors sourced directly from respective national authorities.

In China, emissions are calculated using the Ministry of Ecology and Environment's (MEE) 2023 East China Grid emission factor of 0.5500 kgCO_2e/kWh. In Malaysia, the latest 2024 grid emission factor of 0.7400 kgCO_2e/kWh is applied, as defined by the Malaysian Green Technology and Climate Change Corporation (MGTC). For Singapore, the Energy Market Authority (EMA) 2024 emission factor of 0.4020 kgCO_2e/kWh is used.

All Scope 2 emissions are derived from non-renewable electricity supplied through national grids, with emission factors regularly reviewed and updated to align with disclosures from MEE (China), MGTC (Malaysia), and EMA (Singapore).

WASTE MANAGEMENT [306-2]

We strive to be environmentally responsible with our commitment towards preserving the environment through efficient waste management such as reuse, recycling, and sustainable use of products. Our efforts aim to reduce environmental impact while fostering a cleaner and more sustainable operating environment.

Waste generation is inherent to the Group's operations, and we have established policies and procedures to ensure responsible and compliant waste disposal. Paper waste and wooden pallets are directed to government-managed incinerators, while hazardous waste is securely stored in contractor-provided containers and collected directly from our premises by licensed waste management contractors.

Key initiatives that have been in place since FY2018 and as at the date of this report include the following:

a. We regularly remind our staff across the Group to reduce the consumption of paper or adopt a paperless approach through enhancements made to our daily operating routines. Such enhancements include the scanning of documents which are then stored digitally in computers and servers to avoid overprinting. In addition, electronic versions of statements of accounts are issued to customers and suppliers. We also recycle used paper, using it for drafts and internal documentation.

b. We refurbish and reuse equipment and tools, extending their useful life and reducing the need for frequent replacements.

c. The main waste materials generated from our aluminium products distribution operations are the aluminium shavings from the cutting and sawing of our materials. Our aluminium shavings from production are collected for outsource recycling.

d. Used saw blades for cutting our aluminium products are re-sharpened for re-use to extend their useful life, reducing material waste.

e. We promote the recycling of used packaging materials including cartons, plastic, strings, wraps, wooden pallets, and paper.

We are fully committed to ensuring compliance with applicable environmental laws. There were no incidents of non-compliance with environmental rules or regulations in FY2026 as targeted in the previous year (FY2025: Nil). We aim to uphold this standard through FY2027 and in the long term to FY2032.

SOCIAL

WORKFORCE METRICS [2-7]

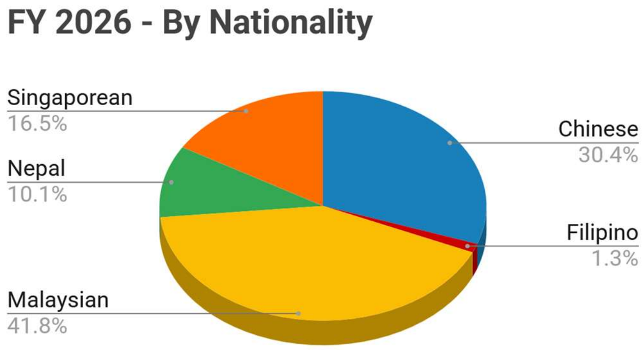
	FY2026	FY2025	FY2024
Total employee headcount (all full-time)	**79**	**90**	**103**
Female	33	38	44
Male	46	52	59
Number of employees by region			
Singapore	16	26	27
Malaysia	39	39	49
PRC	24	25	27

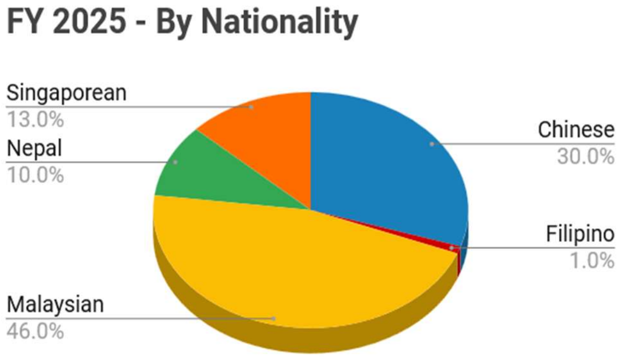
DIVERSITY AND EQUAL OPPORTUNITY [405-1]

We are committed to being an equal opportunity employer, guided by the principles of fairness, equality and non-discrimination. All employment decisions – including recruitment, remuneration, promotion and benefits are handled based on merit and objective assessment, regardless of gender, race, religion, age or marital status.

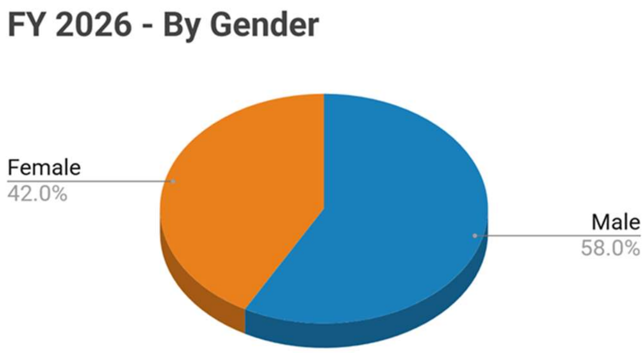
In FY2023, the Group established a Board Diversity Policy to provide a structured framework that promotes diversity in the composition of the Board. This policy encompasses a range of attributes including gender, skills, and experience. The Group recognizes that a diverse Board strengthens decision-making processes by incorporating varied perspectives and insights. Members will be better equipped to navigate organisational changes and to support sound, strategic decisions aligned with the Group's core businesses. The policy is reviewed periodically to ensure its continued relevance and effectiveness.

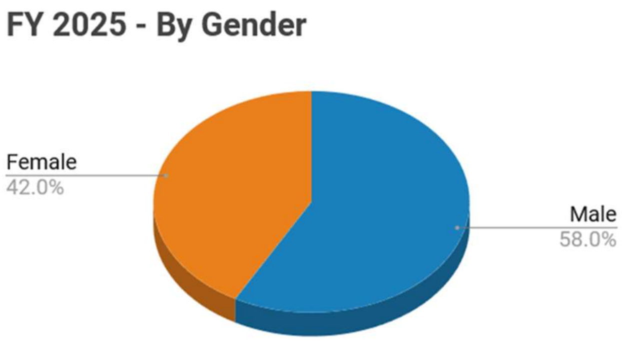
We value and promote diversity in our workforce, as we believe that a blend of experiences, backgrounds and skills drives innovation and enhances our ability to respond to a dynamic business environment. Our operations across Singapore, Malaysia, and the PRC support a naturally diverse workforce, with employees representing several nationalities. Majority of our workforce comprises Singaporeans, Malaysians and Chinese nationals, which corresponds with the location of our main production facilities.





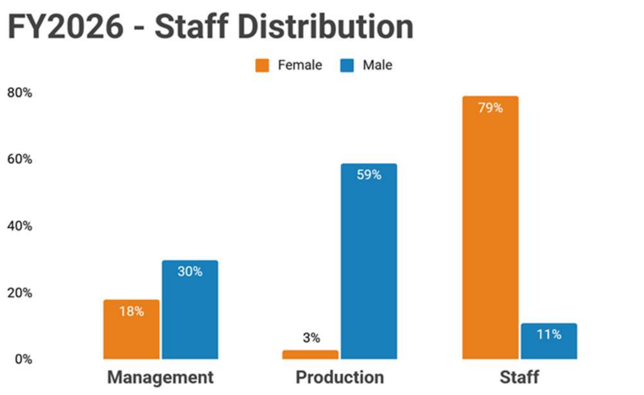
New Wave is also committed to fostering gender balance and inclusivity in the workplace. We aim to develop an inclusive culture that respects the contribution of all employees regardless of gender, race, or age. As of end of FY2026, the proportion of males as a percentage of the total workforce is 58% (same as the previous year). This reflects the operational nature of our business, where a large number of men are employed in roles involving machine operations and delivery services. Overall, the gender composition has remained consistent over the two-years period.

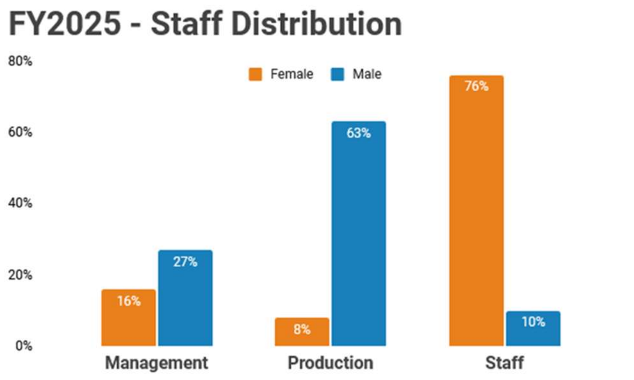




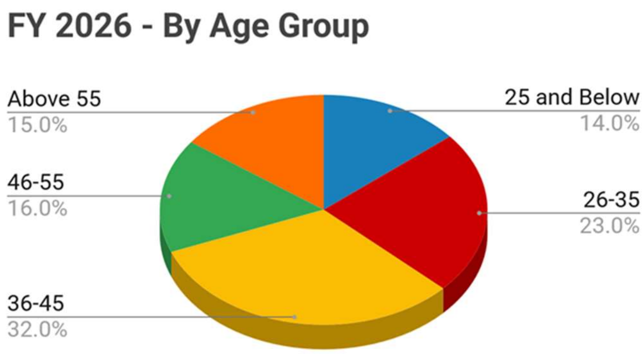
As of the end of FY2026, the Group's total number of staff decreased to 79 from 90 in FY2025 due mainly to the scaling down of Singapore operations. Orders have been diverted to our factory in Johor Bahru, Malaysia for production. As a result, we have released all our production workers, and some administrative staff who mainly comprise Chinese and Malaysian nationals.

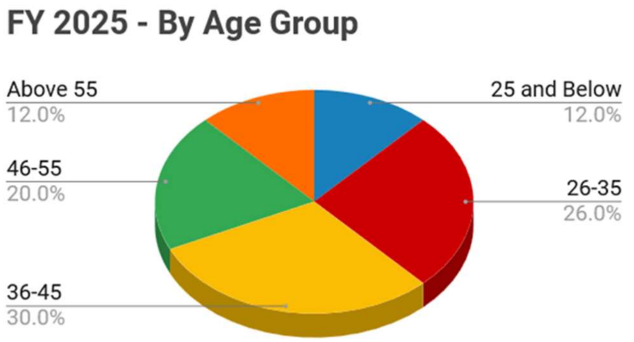
The overall distribution of men and women in our three major categories of employees has remained relatively consistent over the past two years. Similar to the previous year, there continues to be a higher proportion of male managers than female managers; and more men are predominantly employed in the production departments due to the nature of the job, while the accounts and administrative jobs are staffed mostly by women. These trends are illustrated in the bar charts below and reflect the operational requirements of each role.



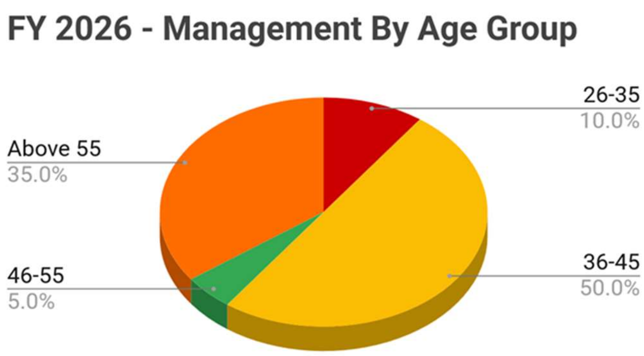


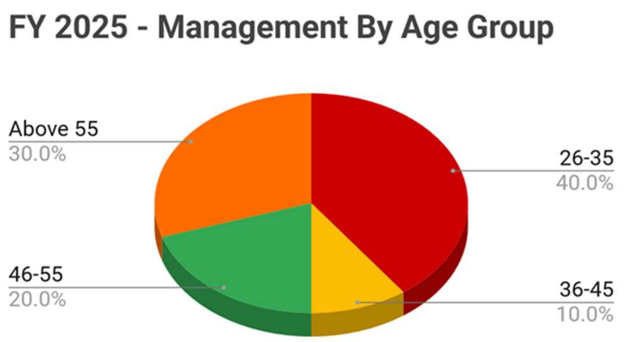
As for age diversity, we are aware of it as a key component of a well-rounded and resilient workforce. We greatly appreciate the experience, knowledge and skills that our tenured employees bring, while also recognising the importance of succession planning and the need to engage younger talents to drive the Group's operations in the future. In recent years, over 10% of our workforce is above 55 years of age, highlighting our commitment to retaining experienced personnel. For FY2026, the percentage of our workforce aged 25 and below is 14%, while the percentage for FY2025 is 12%, demonstrating the Group's success in attracting early-career talent. We remain committed to creating an environment that encourages continuous learning and will continue to pursue efforts to recruit motivated young individuals who are eager to grow with the Group.





The Group also values age diversity within leadership positions as part of succession planning and organisational resilience. A balanced mix of experienced leaders and emerging talent supports knowledge transfer, business continuity, and long-term sustainability. The age composition of management is monitored to maintain diverse perspectives and strengthen leadership capabilities across the organisation.





TRAINING AND STAFF DEVELOPMENT [404-1, 404-2]

We are committed to developing our people by providing equal opportunities for training and growth tailored to individual strengths and operational needs, to help them achieve their full potential. Our training programs aim to help employees perform at optimal levels and include on-the-job training and mentoring, job rotation, product and technical updates conducted by principals and participation in external courses, seminars and webinars.

In Singapore, all production staff handling the cutting of metals are sent to regular metalworking safety training as required by the Ministry of Manpower. Similar to previous years, for the aluminium products distribution business, we conducted in-house training for sales staff during FY2026 to improve their knowledge of our products and to enable them to communicate better with customers. We also conduct safety courses to constantly remind all employees (and in particular, those working within the factories) of the importance of ensuring a safe environment for everyone. The safety courses emphasized safety on the production floor but also covered other topics of general interest e.g. fire safety management – identify fire hazards, use of fire extinguishers, etc. – and health and safety measures pertaining to pandemic situations and the prevention of dengue. As for the component distribution business, our main principal conducts seminars and workshops to update their distributors on their products. Administrative and accounts staff are sent for courses relevant to the work they handle, for instance when there are changes in regulations that affect the Group, as in the case of implementation of mandatory e-invoicing obligations by the Inland Revenue Board of Malaysia, the expansion and revision of Malaysia's Sales and Service Tax framework and changes in corporate income tax laws or changes in the financial reporting systems of their respective countries.

In FY2025, the Group set an ambitious goal of 6.0 hours of training per employee for FY2026. This target was not reached as we achieved 4.18 hours per employee over this past year. The shortfall was due to the increases in sales volume for our Malaysia segment (52%) and the PRC segment (36%), and the consequential need for more overtime work hours. Nevertheless, the Group remains firmly committed to the training and development of its employees and will continue to strengthen learning opportunities across all business units. We have kept the same target of 6.0 hours for FY2027 and for FY2028 as well, but we will gradually increase the average training hours per employee to 8 hours by FY2032.

Employee performance is assessed through regular appraisals, involving input from supervisors and managers. Promotions are based on merit, competency, and suitability. As we value our employees, we will typically consider promoting existing employees before hiring for new or vacant positions.

The Company and its subsidiaries are committed to fair employment practices and will continue to abide by the local labour laws in the countries within which we operate to promote fair employment practices. In FY2026, we did not receive any complaints from our staff nor any reports of non-compliance from the authorities (FY2025: Nil) and we aim to uphold this record for FY2027 and all the way to FY2032.

Fire safety training held at our PRC factory

Safety management training at our PRC factory

OCCUPATIONAL HEALTH AND SAFETY [403-5, 403-6 403-9]

Our employees are an integral part of our organisation and we are committed to providing them with a safe, healthy and supportive environment. While our production sites will naturally have some safety risks, we strive to cultivate and sustain a safety focused, zero-accident culture. In addition to traditional workplace safety, we have also prioritised employee health and well-being.

At our production sites, workers are required to operate the cutting machines, forklifts and to handle the heavy aluminium products which necessitates a strong and consistent focus on a safety-conscious culture amongst our workers to avoid any industrial accidents. We maintain a set of safety rules and regulations in place, and all new employees undergo training in safety procedures during orientation. As committed in the previous year, the management held regular briefing sessions in FY2026 to reinforce safe practices and to emphasize to every employee that each is responsible for their own safety and the safety of their co-workers.

To minimize the risk of disease transmission, within or from our premises, we have reminded the staff to self-monitor their own well-being and stay away when not feeling well, especially among those in frequent contact with external parties including our customers and suppliers. The employees on the production floor are also required to always wear personal protective equipment (PPE), which includes appropriate uniform, hard boots, gloves and face masks. These measures serve both to protect against physical hazards such as aluminium dust and to reduce exposure to airborne viruses and bacteria.

To ensure a safe and healthy working environment, New Wave has implemented a set of house rules across all production sites, aimed at promoting safety, hygiene, and hazard prevention. These rules include:

- Maintaining clean and organized work areas to prevent slips, trips and falls. Workers are to keep the aisles clear of products or debris to allow safe operation of the forklifts.
- Regularly cleaning and sweeping the production floor at the end of the day.
- Ensure buckets and other containers are overturned and regular checks for stagnant water, especially in drains or gutters.
- Wearing the appropriate PPEs when handling machines which include gloves, face masks, and safety boots.
- Remain vigilant and alert when operating machines and avoid any unsafe or negligent act that may endanger yourself or others working in the vicinity.
- Promptly report to the supervisor any potential health or safety hazards that have come to your attention.

Each location is equipped with first-aid kits to provide immediate first aid treatment to workers or others in case of injuries at the location. The employees handling forklifts are licensed, having undergone certified training. In Singapore, all our workers have attended safety courses on metal working, as required by the Ministry of Manpower.

In FY2026, the Group recorded one work-related injury in Malaysia and one in the PRC, both of which are classified as medical treatment cases with no significant lost time. While these cases were not classified as major incidents, they underscore the importance of maintaining vigilance and strict adherence to safety protocols. Despite the recent cases, the Group remains strongly committed to ensuring a safe working environment and continues to target zero workplace accidents in FY2027 and over the long term to FY2032.

Beyond physical safety, the Group is committed to promoting overall employee well-being. We also encourage our employees to adopt a healthy lifestyle through proper diets and regular exercise. The Company provides free medical consultations and medication, allowing employees to access care through Company approved clinics situated near each of our offices, or any government run clinics. We promote work-life balance, encouraging workers to relax during breaks and manage stress during the workday.

GIVING BACK TO THE COMMUNITY [413-1]

The Group upholds the concept of corporate social responsibility and believes that community engagement is an integral part of our business sustainability. We encourage our staff to participate actively in events held by various social agencies. The Group’s goal is to organise annually at least one event in which a majority of staff could participate to contribute meaningfully to the community. However, in FY2026, due to ongoing restructuring commitments and increased workloads for Malaysia and PRC workers from the increase in sales activities, we have pushed back the project to the following year.

GOVERNANCE

CORPORATE GOVERNANCE [2-27]

Our Board and Management are committed to maintaining the highest standards of corporate governance to protect shareholder interests and drive long-term value creation. Our governance framework is built on the principles of professionalism, integrity and transparency, and is supported by robust internal controls and comprehensive risk management systems.

Our corporate governance practices are detailed in the Group's 2026 annual report in the section entitled "Corporate Governance Report" (pages 11 to 28), with specific references to the principles and guidelines of the Code of Corporate Governance 2018 (the "**Code**"). Where the Group's practices differ from the principles and guidelines under the Code, the deviation from the recommended guidelines under the Code was duly explained and set out under the Corporate Governance Report.

The Board of Directors sets the overall strategic leadership and directions for the Group, establishes goals for management, and monitors the achievement of these goals. To support this, the Board is assisted by several committees:

- The Nominating Committee evaluates the effectiveness, diversity and independence of the Board and its committees, ensuring a balanced and competent leadership team. The Committee also conducts rigorous evaluations of the independence of independent directors.
- The Audit Committee works with external auditors and oversees the quality and integrity of the financial reports, audit procedures, risk management, and internal controls. The Audit Committee also ensures that the internal audit function is independent, effective, and adequately resourced.
- The Remuneration Committee ensures fair, performance-linked, and competitive remuneration for Directors and key management, aligned with the Group's long-term goals.

The Board's policy is to treat all shareholders fairly and equitably and to provide them with timely and accurate information on the Group's financial performance and material developments through public announcements via SGXNET, press publications where appropriate, circulars and annual reports.

The Group has in place an internal code of conduct to guide Directors and key officers to adhere to the provisions of the Companies Act and other relevant regulations regarding their securities transactions, with particular attention to observe insider-trading laws and regulations.

In FY2026, there were no incidents of non-compliance with relevant laws and regulations (FY2025: Nil), consistent with the previous year. Our target is to maintain this record in FY2027, and all the way through FY2032.

Enterprise Risk Management

The Group operates in various countries and markets and is therefore subject to various risks inherent to each business environment and operational activity. These risks may affect productivity and profitability and hinder the achievement of business objectives and implementation of strategies. Aware of the significance of this issue, the Management undertakes to provide resources to adequately identify, measure, manage and control the significant risks to all the activities and businesses of the Group. It has established an enterprise-wide risk management framework which is integrated into the internal control systems of the Group to enhance its risk management capabilities. This framework includes institutionalising a systematic risk assessment methodology for the identification, assessment, reporting and monitoring of risks on a consistent and reliable basis. The system is also regularly reviewed and enhanced, to ensure its relevance in a dynamic and evolving business environment.

The risk management framework addresses financial, operational, compliance and information technology risks, with an overarching goal to safeguard the Group's assets. The Audit Committee conducts an annual review of the Group's risk management policies and system, including the internal controls review report from the internal auditors, to ensure the robustness and effectiveness of the Group's overall risk governance.

BUSINESS ETHICS [2-15, 2-26, 2-27]

We are committed to operating our business with the highest standards of integrity, accountability, and ethical behavior.

We have a zero-tolerance policy towards bribery and corrupt practices or any other behavior that may bring disrepute to the Group. We expect honesty, integrity and respect to be exhibited in our dealings and interactions within and outside the Group. All business dealings should be transparently performed and accurately reflected in the Group's books and records.

The Group also ensures that measures are in place to safeguard access to personal data that is stored on its premises or servers. This applies to data obtained during recruitment of staff, personal data of existing staff, including their medical records, and other confidential information relating to customers, suppliers, and shareholders. Access to personal data is restricted to authorised persons on a strict need-to-know basis. The Group has appointed a Data Protection Officer (DPO) who is responsible for ensuring compliance with the Personal Data Protection Act ("PDPA"). He has received the relevant training by attending talks and seminars and is also registered with the Personal Data Protection Commission so that he can keep abreast of related developments and help the organisation comply with the PDPA. In FY2026, there were no incidents of non-compliance with the PDPA as targeted last year and we aim to maintain this record for FY2027, and all the way through to FY2032.

The Group also upholds a strict policy on conflicts of interest to preserve the integrity and transparency of our operations. All new employees and directors must declare any actual, perceived, or potential conflicts of interest, including but not limited to relationships with our vendors, customers, or competitors. Annually, staff in key positions that are deemed more exposed to potential conflicts of interest situations are required to update their declaration. All staff, management and directors are expected to act in the best interests of the Group at all times and to avoid situations where personal interests may conflict or appear to conflict with their professional responsibilities.

We protect all confidential data against cyber security risks in order to protect the confidential information of all stakeholders through constant monitoring of our information technology systems. Employees are routinely reminded to stay vigilant and alert against phishing or other cyber threats. To further enhance data security and improve system efficiency of our IT systems, we have progressively migrated our core system to the cloud. Our Enterprise Resource Planning (ERP) System for Singapore operations was migrated in FY2022 followed by Malaysia ERP System and Group's email system in FY2023. The Group enlists the help of a reputable internet service provider to manage data hosting, data backups, the firewall, and overall cybersecurity to ensure first line protection against malware and infections. The service provider works closely with our own IT staff to ensure that regular updates are done, and any potential cyber-attacks are discovered early and are disarmed before doing any harm to our systems.

We have provided a whistle-blowing channel to all stakeholders, including employees to raise concerns in confidence and without fear of reprisals about possible improprieties in any areas e.g. fraud, misappropriation of assets, bribes, violations of laws and regulations, and danger to public health or safety complaints. Whistle-blowers may address their concerns via the email address auditcom@newwave.com.sg and the Audit Committee will carry out confidential investigations and will withhold the identity of the complainant, as appropriate.

In FY2026, there were no reports of any leaks from our information systems, and we did not suffer any loss of data through any attempted attacks on our systems. We target to maintain this performance in FY2027 and to continue to have nil incidents all the way to FY2032.

GRI STANDARDS CONTENT INDEX

GRI Standard		Disclosure	Location
GENERAL DISCLOSURE			
GRI 2: General Disclosures 2021	2-1	Organisational details	Organisational Profile, page 4
	2-2	Entities included in the organisation's sustainability reporting	Organisational Profile, page 4
	2-3	Reporting period, frequency and contact point	Board Statement, page 2 to 3
	2-4	Restatements of information	Not applicable
	2-5	External assurance	Board Statement, page 3
	2-6	Activities, value chain and other business relationships	Organisational Profile, page 4
	2-7	Employees	Social, page 24 to 29
	2-8	Workers who are not employees	Not applicable
	2-9	Governance structure and composition	Annual report 2026, page 11 to 15
	2-10	Nomination and selection of the highest governance body	Annual report 2026, page 15 to 17
	2-11	Chair of the highest governance body	Annual report 2026, page 15
	2-12	Role of the highest governance body in overseeing the management of impacts	Annual report 2026, page 11 to 28
	2-13	Delegation of responsibility for managing impacts	Annual report 2026, page 11 to 28
	2-14	Role of the highest governance body in sustainability reporting	Board Statement, page 2 Sustainability Governance, page 5
	2-15	Conflicts of interest	Annual report 2026, page 27 and page 29 to 30
	2-16	Communication of critical concerns	Anti-corruption, page 12
	2-17	Collective knowledge of the highest governance body	Board Statement, page 2
	2-18	Evaluation of the performance of the highest governance body	Annual report 2026, page 18
	2-19	Remuneration policies	Annual report 2026, page 18 to 21
	2-20	Process to determine remuneration	Annual report 2026, page 18 to 21
	2-21	Annual total compensation ratio	Annual report 2026, page 20
	2-22	Statement on sustainable development strategy	Board Statement, page 2
	2-23	Policy commitments	Board Statement, page 2 Anti-Corruption, page 12 Environmental, page 14 to 23 Governance, page 30 to 31
	2-24	Embedding policy commitments	Board Statement, page 2 Sustainability Governance, page 5
	2-25	Processes to remediate negative impacts	Anti-corruption, page 12
	2-26	Mechanisms for seeking advice and raising concerns	Anti-corruption, page 12 Governance, page 30 to 31
	2-27	Compliance with laws and regulations	Governance, page 30 to 31
	2-28	Membership associations	Stakeholders Engagement, page 6
	2-29	Approach to stakeholder engagement	Stakeholders Engagement, page 6
	2-30	Collective bargaining agreements	Not applicable

GRI STANDARDS CONTENT INDEX

GRI Standard		Disclosure	Location
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment, page 7 to 9
	3-2	List of material topics	Materiality Assessment, page 7 to 9
	3-3	Management of material topics	Sustainability Governance, page 5
MATERIAL TOPICS			
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	Page 10
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Page 11
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Page 12
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 21 to 22
GRI 303: Water and Effluents 2018	303-5	Water consumption	Omission: Water consumption data is not currently tracked across all operating entities. The Group intends to implement water metering and data collection in FY2027 ahead of potential disclosure in the FY2028 Sustainability Report.
GRI 305: Emissions 2016	305-1 305-2 305-4	Direct (Scope 1) GHG emissions Energy indirect (Scope 2) GHG emissions GHG emissions intensity	Page 19 to 22
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Page 22 to 23
GRI 403: Occupational Health and Safety 2018	403-5 403-6 403-9	Worker training on occupational health and safety Promotion of worker health Work related injuries	Page 28 to 29
GRI 404: Training and Education 2016	404-1 404-2	Average hours of training per year per employee Programs for upgrading employee skills and transition assistance programs	Page 27 to 28
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	Page 24 to 26 Annual Report 2026, page 13 to 14
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Omission: The Group did not carry out formal community investment or development programmes in FY2026 due to significant operational restructuring. The Group intends to revisit community engagement activities in FY2027.

Climate-Related Disclosure Index (prepared with reference to TCFD recommendations and progressing toward IFRS S2 alignment)

TCFD Recommendations		
Governance – Disclose the organisation's governance of climate-related risks and opportunities		
a)	Describe the board's oversight of climate-related risks and opportunities	Page 14
b)	Describe management's role in assessing and managing climate-related risks and opportunities	
Strategy - 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 organization has identified over the short, medium, and long term	Page 15 to 18
b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
c)	Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario	
Risk Management - Disclose how the organisation identifies, assesses, and manages climate-related risks		
a)	Describe the organization's processes for identifying and assessing climate-related risks	Page 18 to 19
	Describe the organization's processes for managing climate-related risks	
b)	Describe how processes for identifying, assessing and managing climate-related risks are	
c)	integrated into the organization's overall risk management	
Metrics & Targets - 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	Page 19
b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	
c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	