



UMS GROUP

UMS Integration Limited

INTEGRATED STRENGTHS BOUNDLESS POSSIBILITIES

SUSTAINABILITY REPORT 2024

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MESSAGE FROM THE GROUP CHIEF EXECUTIVE OFFICER



Luong Andy

Chairman and Chief Executive Officer

I am pleased to present the Sustainability Report of UMS Integration Limited (formerly known as UMS Holdings Limited) (“UMS” or “the Company”, and together with its subsidiaries, “the Group”) for the financial year ended 31 December 2024 (“FY2024”).

UMS’s 2024 achievements were built upon our core competencies, segment and customer diversity, great customers and our manufacturing execution excellence. We have always focus on driving sustainable profitable growth. We are determined to create a responsible future not just for UMS and our stakeholders but also for the planet and humanity.

UMS will focus on robust methodologies in measuring and evaluating our operations based on sustainability principles. Aligned with initiatives of SGX to consider climate change risks, with reference to the Taskforce for Climate related Financial Disclosures (TCFD) framework, UMS has embarked on adopting the TCFD Recommendations.

UMS will focus on important relevant sustainability matters, such as water, energy, emissions, effluents and waste. While we seek to grow our business, we are mindful of our social and environmental impact in the areas that we operate in and are committed to integrate sustainable practices in our business operations. We continue to track the progress of the Group, and have shared our performance with regards to various material Environmental, Social and Governance (“ESG”) topics.

UMS will continue to build the right foundations that will enable the organisation to sustainably grow its business in the years to come.

ABOUT THE REPORT



This report summarises our approach towards sustainability and our progress to date, with a focus on addressing UMS's material ESG issues.

The scope of this report focus on the Group's major operations, namely semiconductor segment business in Singapore and Malaysia (excluding JEP Group which will be reported separately) as these have the largest impact on economic, environmental, social and governance indicators.

The report covers the performance of the entities from 1 January 2024 to 31 December 2024 ("**FY2024**"). We have included the historical data for the previous two years of FY2022 and FY2023 for comparison, where available. There has not been any restatement of figures for data disclosed in previous years.

Our Approach to Sustainability

Similar to the last two financial years, we have elected to produce our FY2024 report with reference to Global Reporting Initiative Standards ("**GRI Standards**"). We have chosen the GRI Standards due to its longstanding universal application and robust guidance, which allows for comparability of our performance

against peers. The report is also prepared in accordance with SGX-ST Listing Rules (711A and 711B) – Sustainability Reporting.

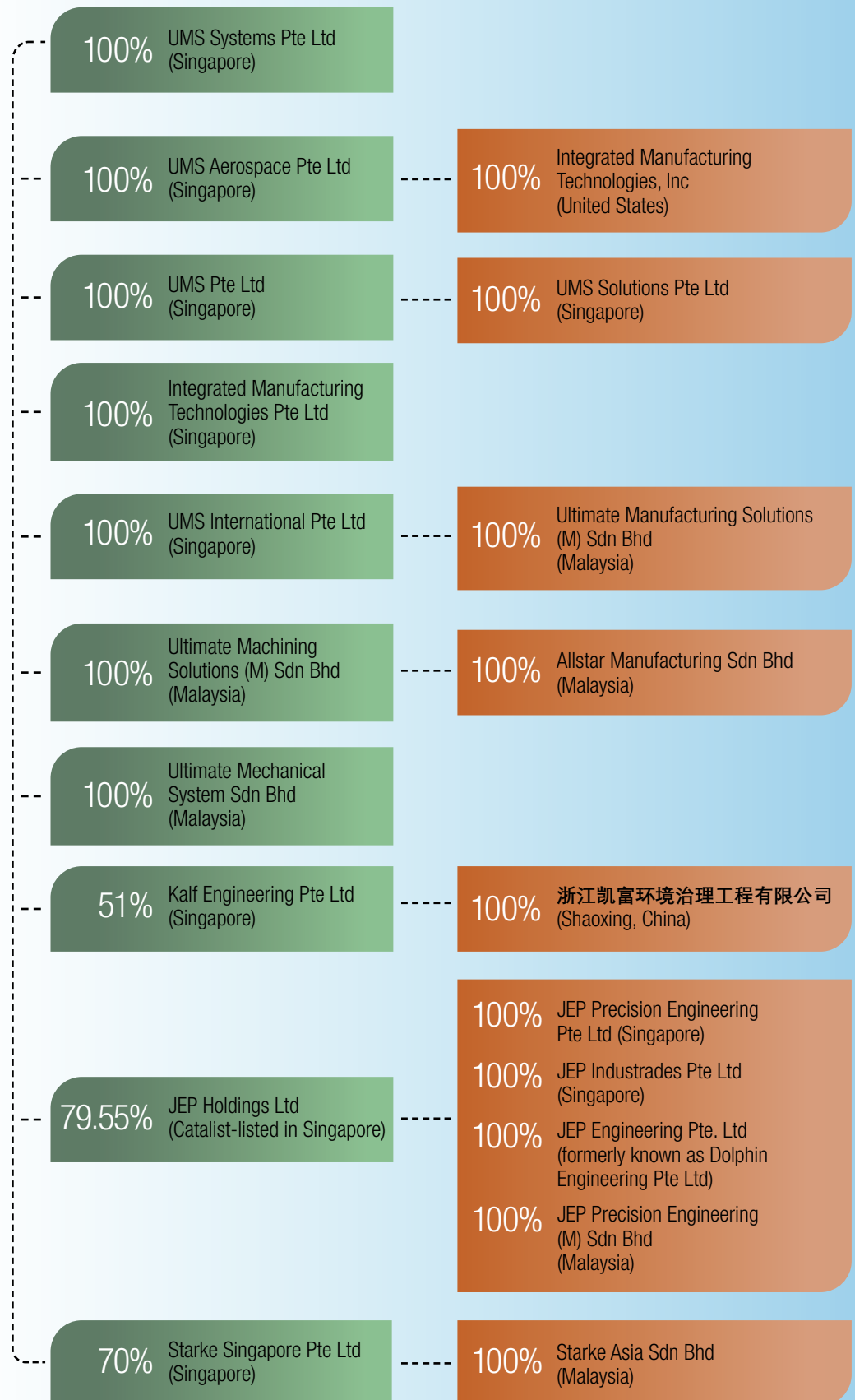
We also referenced the United Nations 2030 Agenda for Sustainable Development and used the United Nations Sustainable Development Goals ("**UN SDG**") to report on our sustainability performance.

Additionally, we are adopting a phased approach from FY2024 as we continue our efforts in managing climate related risks. This report includes UMS's climate-related disclosures with reference to the recommendation of the Task Force on Climate-related Financial Disclosures ("**TCFD**") based on our efforts to date. Further details regarding the alignment of UMS's climate-related disclosures with TCFD recommendations can be found in the TCFD Content Index at the back of this report.

The Report is currently not externally assured but we have engaged our internal auditors to perform an internal review of our sustainability reporting process.

We welcome feedback on this report and any aspect of our sustainability performance. Comments or feedback can be sent to ir@umsgroup.com.sg.

GROUP STRUCTURE



SUSTAINABILITY GOVERNANCE



BOARD OF DIRECTORS

The Board is committed towards building a sustainable business at UMS. To us, sustainability is about ensuring long-term value for our stakeholders and creating a positive, lasting impact on society.

RISK ADVISORY

The UMS Board, supported by the Risk Advisory Committee and Safety Sub-committee, looks at sustainability issues as part of its strategic formulation, determines the Environmental, Social and Governance (ESG) material factors, and oversees the management and monitoring of these factors.

SAFETY COMMITTEE

SUPPLY CHAIN

PRODUCTION

HUMAN RESOURCES

FINANCE

IT

Sustainability Leaders

UMS's sustainability management comes under the purview of its Risk Advisory Committee and Safety Sub-committee, comprising members of the Group's Head of Departments. The Risk Advisory Committee monitors the Group's continued progress and improvement in the areas of environment, social and governance ("ESG"). The Group's Board of Directors is updated regularly through the Audit Committee on matters relating to sustainability risks and business malpractice incidents.

STAKEHOLDER ENGAGEMENT

At UMS, we recognise that stakeholder engagement is important in helping us make informed commercial and policy decisions. We engage our key stakeholders through various platforms and channels, and their feedback is carefully considered to ensure decisions contribute to the overall good of our stakeholders.

The table below summarises our approach to stakeholder engagement.

Key Stakeholders	Engagement Methods	Interests and Concerns
Employees	Employee discussions, trainings and corporate events.	<ul style="list-style-type: none">• Opportunities for career growth and development
Regulators and Government	Dialogue and meetings.	<ul style="list-style-type: none">• Employee engagement, wellness and work environment• Operational efficiency
Customers	Dialogue, meetings and seminars.	<ul style="list-style-type: none">• Organization updates and business continuity planning
Suppliers	Dialogue and meetings	<ul style="list-style-type: none">• Ability to make prompt payments
Investors	Investors and analyst meetings, and various road shows.	<ul style="list-style-type: none">• Corporate governance

MATERIALITY

Sustainability remains core to the long-term viability of our organisation. We have identified four material factors that are important to the sustainability of our organisation. They are **Economic Performance, Governance, Environmental sustainability and People**. Our business practices, developed with these material factors as a foundation, will enable us to deliver long-term value to our stakeholders. At the same time, we remain vigilant in mitigating the risks that may come with changes in our external environment.

At UMS, we integrate sustainability within our business strategy through efficient allocation and deployment of our two forms of capital, namely Financial Capital and Human Capital. Our talent management strategy seeks to develop our human capital. By recognising and addressing the risks and opportunities that arise from changes in global economic, regulatory, competitive, and technological trends, we are able to continually generate business value for UMS and our stakeholders.

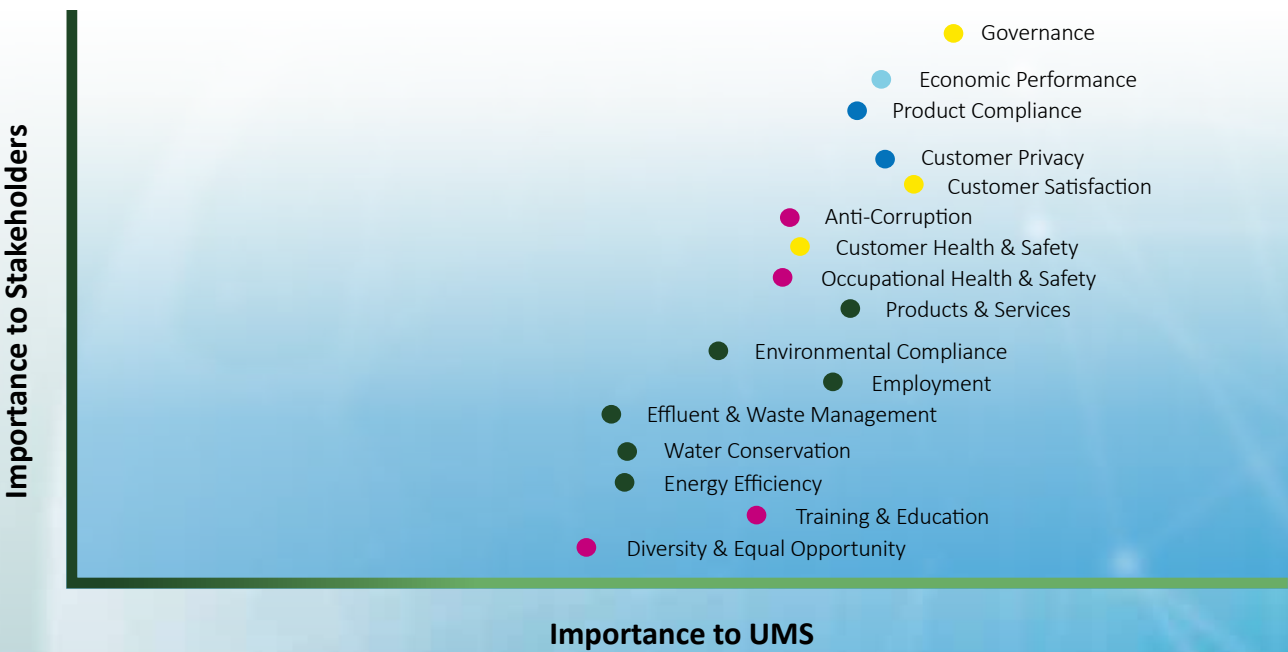
Materiality Assessment

Our materiality definition is guided by the GRI Universal Standards. Inputs were drawn from work performed in the Risk Advisory Committee. This process aligns with the requirements of GRI Standard 3-1 on defining content and boundaries. Topics covered reflect the Group's significant economic, environmental, social and governance impacts, or other factors that substantively influence the assessments and decisions of stakeholders.





As part of the Group's materiality process, the Group reviewed comments and feedback from stakeholders on sustainability impacts. During these discussions, the Group reviewed its vision, mission and core values, strategic direction, sustainability impacts and material topics.

Feedback from interviews with management, employees and customers contributed to the materiality review process. The Group also took into consideration other external feedback, including inputs from the investment community. A materiality matrix was developed in the following section which was ratified by the Audit Committee.

Materiality Matrix



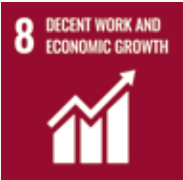




We have grouped the various material factors into 4 categories and is summarised in the table below. For FY2024, our material factors remain the same as the previous reporting period:

Material Factors		GRI Disclosures	Read more in our:
	Economic Performance Our financial performance and economic value creation.	Economic performance	<ul style="list-style-type: none"> • Sustainability Report and • Financial Statements
	Environment Our role in mitigating climate change.	Energy Water	<ul style="list-style-type: none"> • Sustainability Report.
	Governance Our governance structure, ethics and integrity, anti-corruption and compliance policies.	Anti-corruption Socioeconomic Compliance	<ul style="list-style-type: none"> • Sustainability Report and • Corporate Governance Report.
	People Our talent management and responsible employment practices.	Employment Labour Relations Training and Education Diversity and equal opportunity Non-discrimination	<ul style="list-style-type: none"> • Sustainability Report

ALIGNMENT WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN ASDG)

UMS supports the global effort to achieve the 17 SDGs that are intended to address the world's shared challenges of poverty, inequality, climate change, environmental degradation, peace and justice. The table below highlights our efforts and where we have the largest opportunity for impact.

	<ul style="list-style-type: none"> • All collection, treatment, disposal as well as recycling of wastes in Singapore are strictly governed by the EPMA, EPHA and national toxic industrial waste regulations. In addition, the Company accedes to the Basel Convention on the Control of Trans-boundary Movements of Hazardous Wastes and their disposal. Hazardous waste handled by the Group consists largely of chemicals and oily water removed from production processes. UMS work only with government-licensed waste collection vendors to ensure that disposal processes are in compliance with government regulation.
	<ul style="list-style-type: none"> • We recognise the importance of female participation and equal opportunities for leadership in the organisation – 20% of our Board comprises of females, and 11% of our senior management team is represented by females. • 12% of our workforce comprises of females.
	<ul style="list-style-type: none"> • Our staff strength decreased by 8% to a total of 843 employees in Singapore, United States of America and Malaysia. • All our employees are paid fair wages and accorded employment benefits in line with local regulations.
	<ul style="list-style-type: none"> • As part of our continuous efforts to reduce our damage to the environment, our Malaysian entities have implemented solar energy systems. We are also exploring ways to reduce our GHG emissions from our work activities.
	<ul style="list-style-type: none"> • UMS does not tolerate any form of discrimination based on nationality, race, religion or political inclination that could compromise equal opportunities in the recruitment process and career development.

TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

10 Principles of the UN Global Compact	Where we have covered this in our report
<p>Labour</p> <ol style="list-style-type: none"> 1. Businesses should support and respect the protection of internationally proclaimed human rights. 2. Businesses should make sure that they are not complicit in human rights abuses. 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. 4. Businesses should work towards the elimination of all forms of forced and compulsory labour. 5. Businesses should work towards the effective abolition of child labour. 6. Businesses should work towards the elimination of discrimination in respect of employment and occupation. 	Human Capital
<p>Environment</p> <ol style="list-style-type: none"> 7. Businesses should support a precautionary approach to environmental challenges. 8. Businesses should undertake initiatives to promote greater environmental responsibility. 9. Businesses should encourage the development and diffusion of environmentally friendly technologies. 	Environment Sustainability
<p>Anti-Corruption</p> <ol style="list-style-type: none"> 10. Businesses should work against corruption in all its forms, including extortion and bribery. 	Governance

ECONOMIC PERFORMANCE

Growing a strong customer base, creating customer loyalty and building trust are vital to UMS's profitability and growth. It is crucial to have a keen understanding of customer requirements and market environment to develop products and solutions that meets the needs and requirements of customers. Sustainability impacts are taken into account during the conceptualisation and development of the Group's products and solutions.

Our approach has been to engage regularly via multiple platforms at different levels of operations and management. This enables UMS to build a varied approach to engaging customers. UMS measures customer satisfaction through annual survey, regular meetings and seeks continuous improvement so as to deliver total customer satisfaction. Structured systems, such the ISO 9001-certified processes and audit systems, are employed to ensure effective collaboration, timely response to feedback, as well as high standards of quality, safety, environment and operational performance. These processes undergo regular reviews and improvements are made continuously.



UMS also strive to preserve shareholders' value by building resilience throughout its business operations and enhance shareholders' value through a robust strategy with a focus on delivering long term sustainable growth.

UMS Performance Highlights

	2024	2023	2022
Net Profits after tax (S\$' mil)	40.6	60.0	98.2
Shareholders Equity (S\$' mil)	443.9	386.9	368.4
Net Dividend/ share (cents)	5.2	5.4	5.0
Dividend Yield (%)	5.3%	4.0%	4.2%
Share Price Changes (%) *	(22.6%)	10.7%	(21.3%)
Total Shareholders Return (%)	(18.5%)	12.4%	(18%)

* Source: Yahoo Finance

UMS adheres to the highest standards of corporate governance practices as guided by the Code of Corporate Governance. Further information can be found in our Corporate Governance Report.

GRI 205-3 Anti-Corruption

At UMS, we advocate the highest level of conduct and ethical standards to maintain high standards of governance. The UMS Group Policy that covers various pertinent matters are essential in guiding the behaviour of our employees. All employees are briefed on these policies which provide guidance on appropriate conduct for common ethical issues, such as conflicts of interest, bribery and corruption, confidential information, and compliance among others. We also educate all our employees on our whistleblowing policy, to facilitate the reporting of suspected and actual cases of improper, unethical or fraudulent conduct. The Board takes a firm stance on the ethics and integrity of employees at UMS and a serious view towards non-compliance.

In FY2024, we did not receive any whistleblowing report concerning the Company. There were also no cases of bribery or corruption, anti-competitive behaviour during the year. We continue to strive to uphold the highest standards of corporate governance with respect to our stringent governance framework.

GRI 418-1 Customer Data Privacy

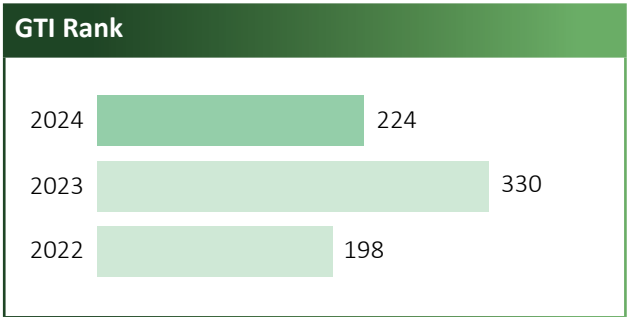
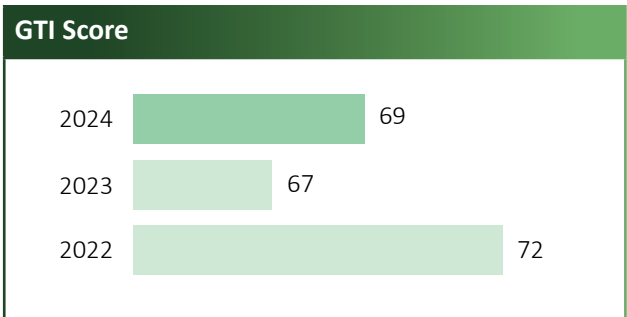
Ensuring safety and privacy of our customers’ data is of great priority to UMS. In addition to processes and controls in place for handling and communicating sensitive and confidential information of our customers such as contracts, customer orders and service delivery orders, we also have in place information security policies to ensure our customers’ data are managed in accordance with the level of confidentiality required and that information is only provided on a need-to-know basis.

In FY2024, we have not had any incidents of breaches of customer data privacy. We continue to implement and improve our existing controls to ensure that there are no breaches of customer data.

Disclosure 2-27 Compliance with laws and regulations

UMS’ operations are subject to requirements through sector specific laws, regulations, and national licenses. Implementation and monitoring of our legal compliance is supported by various functional teams, including Human Resources and Health, Safety and Environment. We have policies, procedures and programmes in place to prevent potential violations or non-compliance and monitor our practices through risk-based due diligence processes. We take actions where issues arise in our operations and, where issues are linked to third-party operations, we communicate and encourage them to prevent, mitigate and address them.

In FY2024, we have no cases of socioeconomic or environmental non-compliance. We shall continue to proactively monitor our operations closely to ensure that we maintain zero cases of non-compliance.



ENVIRONMENTAL SUSTAINABILITY

UMS recognises the impact it has on the community, environment and resources. The group aims to integrate environmental risks and opportunities into strategic and business decisions to mitigate its operational footprint in the environment and in local communities.

Group operations are guided by UMS's Environmental Policy. Departments responsible for the application and implementation of the environmental management include HSE, security, procurement, operations and production.

UMS facilities comply with local regulations such as the national Environmental Protection and Management Act (EPMA); Environmental Public Health Act (EPHA); Hazardous Waste (Control of Export, Import and Transit) Act. All UMS facilities undertake regular external and internal audits as part of their commitment to ISO 9001 Quality Management Systems.

The Group continues to review and upgrade its infrastructure and facilities as part of its ongoing operational excellence pursuit. This will result in more efficient operations and deployment of resources.

Energy Consumption

UMS's main contribution to reducing our environmental impact involves suppressing the amount of materials and energy used in the process of manufacturing, while also reducing, as much as possible, the emission of environmentally harmful substances.



We recognise the importance of adopting cost-effective methods to improve energy efficiency and minimise energy consumption and wastage, to contribute to environmental sustainability efforts. On this front, we have implemented several continuous energy-saving initiatives across our Singapore headquarters and main global manufacturing entities, which include:

- solar Panel installation in our factory
- replacing fluorescent lighting with LED energy saving lighting,
- programming air-conditioner and lights to switch off automatically after office hours, and
- replacing old, inefficient equipment with energy efficient ones, and

For the manufacturing process, we established a target of 0.00047 energy intensity to achieve energy conservation by optimizing our manufacturing processes.

ENVIRONMENTAL SUSTAINABILITY

Measuring Our Energy Efficiency Performance

	Performance in 2024	Target
Energy Intensity (Gigajoules/Revenue)	0.00058	<= 0.00047



Perpetual Targets
Pursue energy reduction measures in our business activities by increasing energy efficiency and minimising wastage

Promote heightened conservation awareness and usage discipline amongst our employees

Track and document energy consumption and all relevant Scopes 1 and 2 GHG emissions at the facility and/or corporate level

UMS has a culture of building our own production facilities and manufacturing processes, and the idea that the people involved in development, manufacturing technology and even production should devise, operate and improve their own production facilities, on their own, is deeply rooted. In every office, in every manufacturing process, efforts to reduce energy consumption are being practiced and are producing results. That has also culminated in a number of other achievements, such as cost reduction and improved facilities and work environments.

We have also disclosed the energy and GHG intensity. We believe that this will help us to better measure our progress year-on-year as we identify opportunities to reduce our GHG emissions and work towards a low carbon economy.

GRI 302-1

Energy consumption within the organisation from non-renewable sources

	FY2024		FY2023		FY2022	
	Fuel	Electricity	Fuel	Electricity	Fuel	Electricity
Energy consumed from non-renewable sources	782	110,074	926	101,509	571	110,013

Unit of Measure: Fuel and Electricity is in gigajoules

ENVIRONMENTAL SUSTAINABILITY

GRI 305-1, GRI 305-2

Direct (Scope 1) emissions & energy indirect (Scope 2) GHG emissions

	FY2024		FY2023		FY2022	
	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2
GHG Emissions (kgCO ₂ e)	51,345	12,597,363	60,786	11,752,508	37,522	12,737,068
Grand Total	12,648,708		11,813,294		12,774,590	

Grid emission factors for Singapore and Malaysia are sourced from Singapore Energy Market Authority (EMA).

Scope 1 conversion factors are aligned with the Measurement and Reporting Guidelines developed by the National Environment Agency (NEA).

GHG Emissions Intensity (GRI 305-4)

	FY2024		FY2023		FY2022	
	GHG Intensity (tCO ₂ e/million revenue)	% Change (Y-o-y)	GHG Intensity (tCO ₂ e/million revenue)	% Change (Y-o-y)	GHG Intensity (tCO ₂ e/million revenue)	% Change (Y-o-y)
Total	66.9	36.1%	49.2	5.2%	46.8	-17.6%

*N.A: Not applicable as data was not collected prior to FY2020

Water Management

Water is a fundamental resource in people's lives; it is similarly essential to plant manufacturing. Water risks are therefore causing concern worldwide, as water shortages and water pollution become more serious due to such factors as climate change and a rising global population.

At UMS, we take great care to use water resources efficiently. To reduce water consumption, we have taken steps to control water flow in our special process lines. Moreover, we have switched from using PUB water to NEWater in our Singapore facility.

For the manufacturing process, we established a target of 0.0012 water intensity to achieve water preservation by optimizing our manufacturing processes.

Measuring Our Water Efficiency Performance

	Performance in 2024	Target
Water Intensity (Gigaliter/Revenue)	0.0015	0.0012

Waste Management

UMS is committed to managing and reducing its waste and discharge responsibly. A Group-wide system governs the management of hazardous waste, non-hazardous waste as well as materials sent for recycling.

Overall, there are three main categories of waste at UMS, hazardous waste (which includes chemical waste), recycled waste (which includes leftover metals, paper, and plastic), and general waste.

All collection, treatment, disposal as well as recycling of wastes in Singapore are strictly governed by the EPMA, EPHA and national toxic industrial waste regulations. In addition, the country accedes to the Basel Convention on the Control of Trans-boundary Movements of Hazardous Wastes and their disposal. Hazardous waste handled by the Group consists largely of chemicals and oily water removed from production processes. UMS work only with government-licensed waste collection vendors to ensure that disposal processes are in compliance with government regulation.

Recycling is an important aspect of UMS's waste management practices. All retrieved metal chips and scraps as well as packaging material are sent for recycling, wherever possible.

In support of Singapore's ambition of becoming a Zero Waste Nation, we have accelerated our efforts to reduce waste and promote sustainable waste management by:

- converting several of our internal processes from paper-based records to electronic records;
- reusing carton boxes and plastic pallets
- convert machine coolant to a more environment friendly type of coolant



Perpetual Targets

To further reduce the use of paper documentation and consumption

Refine measurement and reporting methods to manage other significant waste-related impacts from our manufacturing processes (e.g., chemical waste, used coolant, etc.)

Environmental Impact of Transporting Goods

Most of our delivery trucks are in compliance with the EURO V standard which helps to reduce the emission of CO₂ and other gases.

In addition, we work with customers to optimize the delivery schedule, taking advantage of consolidation opportunities whenever possible in order to achieve fuel and CO₂ emissions reduction.

Compliance

In 2024, UMS did not incur any significant fines for noncompliance with environmental laws and regulations.

HUMAN CAPITAL

UMS continues to nurture and empower people to drive its growth and success. By harnessing talent and building competencies, the group focuses on developing a competitive and future-ready workforce that will propel the company towards its mission and vision.

Human Capital Strategy

UMS's human resource (HR) strategy is driven by the Group's mission, vision and growth objectives. Core to the strategy is attracting, developing and growing a competitive workforce and a strong talent pool for sustainable growth. By creating a compelling employment experience and an enriching environment, the Group empowers employees to unleash their full potential and achieve peak performance.

The Group conducts regular reviews to continuously enhance its HR management systems, standards and protocols at various levels to ensure alignment with best practices among its peers and within the industry.

The Group employs 838 employee as at the end of 2024 in its Singapore and Malaysia operations.



Providing Fair Employment and Equal Opportunities

UMS adopts employment practices that are aligned with internationally recognised human and labour rights standards.

Guided by the principles set out by Singapore's Tripartite Alliance for Fair and Progressive Employment Practices, the Group is an equal opportunity employer that embraces employee diversity and promotes an inclusive work culture.

Discrimination by ethnicity, gender, religious beliefs, nationality, age or physical disability is not tolerated. The Group is also against unethical practices such as child labour, slavery, forced labour and human trafficking. At UMS, there are non-discriminatory and merit-based processes for recruiting, training and development, compensation and evaluation. In 2024, the company did not receive any reports of discrimination or exploitative labour practices.

The Group communicates these values to employees, associates and partners via its Code of Business Conduct, which is published on workshop noticeboards. Workshops on business ethics, anti-bribery compliance and enterprise risk management are also held to educate employees and stakeholders on good corporate governance.

UMS propagates a localisation strategy for its overseas operations. This ensures that the teams on the ground have a good grasp of local socio-political and cultural sensitivities to help deliver targeted business outcomes for the Group. In 2024, locals accounted for about 41% of the employees based in Malaysia and 73% of managerial and senior management positions are held by locals.

The company's female employees are well represented at the middle and senior management level. For the past three years, about 27% of the managerial employees are female and we have 1 female director at the Group level.

Performance Data

Year	FY2024	FY2023
Total employees by year end	843	943
By gender:		
• Female	100	103
• Male	743	813
By age:		
• Below 30 years old	368	471
• Between 30 to 50 years old	422	391
• Above 50 years old	53	54

Year	FY2024		FY2023	
Employees	Headcount	Percentage	Headcount	Percentage
Within Board of Directors – by age group				
• Below 30 years old	-	-	-	-
• Between 30 to 50 years old	1	20%	1	20%
• Above 50 years old	4	80%	4	80%
Total	5	100%	5	100%
Within Board of Directors – gender				
• Female	1	20%	1	20%
• Male	4	80%	4	80%
Total	5	100%	5	100%

Targets

For FY2024, we aim to continue to provide fair and competitive remuneration based on merit. The Board of Directors will continue to explore opportunities to provide greater board diversity in FY2024 in accordance with its established Board Diversity Policy.

HUMAN CAPITAL

Nurturing Leaders

The Board has oversight on leadership renewal and management development processes within the Group, including approval of senior management appointments, review of succession plans and grooming of talent for key executive roles. As part of the talent development process, the Company's human resource department has a process to trace the progress and contributions of promising staff. By identifying these future leaders and monitoring their growth, plans can be mapped out for their career advancement, competencies training and leadership development.

Employee Recognition and Retention

Outstanding employees that have contributed to UMS's success are recognised and rewarded for their achievements and contributions. Career progression is based on merit and equal opportunities are provided to staff to excel and grow with the company. To objectively measure employees' performance, all employees in the workforce undergo annual appraisals to assess their suitability for career advancement or salary increments.

Employees are entitled to annual leave, parental leave, group insurance coverage and company transportation benefits.

Building Team Spirit

To foster team spirit and a sense of identity among employees within the Group, team building activities, recreational games are organised at various levels. Department lunch gatherings are held annually to strengthen connections and camaraderie among colleagues.

Occupational Health and Safety

The nature of our business, as well as our diverse operations, inevitably create health and safety risks. Our aim is to limit those risks as much as possible so as to provide our employees a safe working environment. To do this, each of our sites in Singapore and Malaysia has a Health and Safety representative to drive positive safety culture and oversee implementation of health and safety practices in the respective facilities.

At our manufacturing facilities, new employees are required to undergo a safety orientation before they start work. This safety orientation covers hazardous activities at the workplace, safe work procedures and emergency response procedures. All visitors and contractors at our facilities are required to undergo a safety briefing before they start work, and those who are conducting hazardous work are also required to show that they have the necessary permits and licenses required to carry out the work. Any person or employee who finds themselves in a hazardous situation has the right to stop their work and report the situation to their supervisor. In the event of an accident or incident, an investigation will be carried out by the supervisor together with the Health and Safety representative to identify the root cause.

In FY2024, we had 12 work injury cases reported. To prevent reoccurrence of the accident, our employees are constantly reminded to stay alert the factors which could potentially be a work hazard.

	FY2024	FY2023
No. of Work Injuries	12	11

Perpetual Targets

UMS has zero tolerance for workplace facilities and major accidents and will endeavour to achieve zero workplace facilities and major accidents in FY2024 for all its operations.

Our climate-related disclosure based on the 4 pillars of the Task Force on Climate-related Financial Disclosures (“TCFD”) is set out below:

TCFD Disclosure		Page Reference
Governance		
a) Describe the board’s oversight of climate-related risks and opportunities.	<p>UMS recognises that an effective corporate governance culture is critical to UMS’s performance and reputation. The Board and management are aware of the importance of sustainability and climate-related issues in UMS’s business operations. UMS adopts a three-layered approach for sustainability and climate-related issues, as outlined below.</p> <p>The Board oversees the sustainability performance of UMS, with support from the Risk Advisory Committee (“RAC”). The Board also conducts reviews of the Company’s approach to sustainability from the identified gaps as compared to peer companies so that UMS will be in a better position to execute targeted actions to address the gaps. It considers sustainability matters including the oversight of climate-related risks and opportunities as it reviews the strategic plans for the Group in the longer term. On an annual basis, the Board and management reviews the performance of the in-scope entity against the targets set.</p> <p>The Board equips itself with the knowledge on sustainability issues by undergoing training as prescribed by the SGX-ST, demonstrating its commitment to incorporating sustainability and climate-related issues to UMS’s strategy.</p>	Sustainability Governance Structure Page 4
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	The RAC is led by the Chief Executive Officer and consists of senior management personnel. They provide advice and assistance to the Board in ensuring that policies and procedures related to ESG issues are aligned with UMS’s business strategy.	Sustainability Governance Structure Page 4
Strategy		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	<p>UMS adopts a phased approach to managing climate-related risks and opportunities.</p> <p>Annually, the Board together with management reviews the relevance of UMS’s identified material factors to identify any shift in priorities amongst stakeholders and examine any emerging areas of concern. As part of the review, performance against the targets set is also reviewed.</p>	Materiality Assessment Page 6
b) Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy and financial planning.	We anticipate ongoing evolution in our climate strategy, based on identifying our physical and transition risks, and aiming to perform a more thorough analysis of climate-related risks and opportunities in the coming year. To gain better insight into how resilient the Group’s strategy is under various climate scenarios, we are planning a detailed climate-scenario analysis next year, which marks a significant step in our journey of climate reporting.	
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	For FY2024, UMS continues to search for viable business acquisitions and considers climate-related risks and opportunities wherever applicable.	

TCFD CONTENT INDEX

TCFD Disclosure		Page Reference
Risk Management		
a) Describe the organisation's processes for identifying and assessing climate-related risks.	<p>The Board, with the assistance from the Audit Committee ("AC"), is responsible for determining nature and extent of the significant risks which the Group is willing to take in achieving its strategic objectives by ensuring that the Group has put in place internal controls systems to manage its significant business risks, so as to safeguard Shareholders' interests and the Company's assets.</p> <p>The AC is responsible for overseeing the Group's risk management framework and policies, as well as assessing the level of adequacy and effectiveness of the Group's risk management and internal controls systems, including financial, operating, compliance and information technology controls, and risk management policies and systems established by the management. In relation to the risk management function, the AC is guided by the following terms of reference which assist the Board to:</p> <ul style="list-style-type: none">• Determine the Group's levels of risk tolerance and risk policies;• Oversee the management in the formulation, update and maintenance of an adequate and effective risk management framework in addressing material risks including material financial, operational, compliance and information technology risks;• Make the necessary recommendation to the Board such that an opinion regarding the adequacy and effectiveness of the risk management and internal control systems can be made by the Board in the annual report in accordance to the SGX Rules and the Code of Corporate Governance (2018);• Review the Group's risk profile (including climate-related risks where applicable) regularly; and• Review any material breaches of risk appetite/tolerances/limits and the adequacy of any proposed action if necessary. <p>We has not yet officially integrated climate-related risks into our risk management framework but intends to do by FY2025.</p>	Refer to Corporate Governance Report for details on AC's roles and responsibilities
b) Describe the organisation's processes for managing climate-related risks.		
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.		
Metrics and Targets		
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>UMS recognizes that electricity consumption forms a significant portion of its operational costs and the Group reports on the following metrics:</p> <ul style="list-style-type: none">• Energy consumption and intensity• Scope 2 emissions and intensity <p>Water is another resource that UMS relies on as part of its operations and the Group reports on the total water consumption for the year.</p> <p>UMS also reports on its non-compliances with laws and regulations concerning waste management/ disposal.</p> <p>UMS has set the following targets for the in-scope entity and performance against these targets are reviewed at least once annually.</p> <ul style="list-style-type: none">• Maintain energy intensity of not more than 0.00047.• Maintain water intensity of not more than 0.0012.• Zero incidents of non-compliance with laws and regulations concerning waste management /disposal.	Energy and Emissions Pages 12 and 13
b) Disclose Scope 1, Scope 2 and if appropriate Scope 3 greenhouse gas ("GHG") emissions and the related risks		Water and Effluents Page 14
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.		Waste Page 15

GRI Standard	Disclosure		Page No.
GRI 2: General Disclosures 2021	2-1	Organizational details	3
	2-2	Entities included in the organization's sustainability reporting	2
	2-3	Reporting period, frequency and contact point	2
	2-4	Restatements of information	No restatements were made to previous year's report
	2-5	External assurance	2
	2-6	Activities, value chain and other business relationships	AR 2024, 1-7
	2-7	Employees	16
	2-8	Workers who are not employees	In 2024, the total number of workers by headcount who are not employees was 15 which made up of agency contractors (provision of resource where UMS pays a flat/ fixed rate to vendors for providing a contractor with a specialised skill set)
	2-9	Governance structure and composition	AR 2024, 17-42
	2-10	Nomination and selection of the highest governance body	AR 2024, 21-32
	2-11	Chair of the highest governance body	AR 2024, 21
	2-12	Role of the highest governance body in overseeing the management of impacts	4-5
	2-13	Delegation of responsibility for managing impacts	4-5
	2-14	Role of the highest governance body in sustainability reporting	4-5
	2-15	Conflicts of interest	11
	2-16	Communication of critical concerns	11
	2-17	Collective knowledge of the highest governance body	4-5
	2-18	Evaluation of the performance of the highest governance body	AR 2024, 32
	2-19	Remuneration policies	AR 2024, 33-36

GRI CONTENT INDEX

GRI Standard	Disclosure		Page No.
	2-20	Process to determine remuneration	AR 2024, 33-36
	2-21	Annual total compensation ratio	Not applicable
	2-22	Statement on sustainable development strategy	1
	2-23	Policy commitments	4
	2-24	Embedding policy commitments	4
	2-25	Processes to remediate negative impacts	4
	2-26	Mechanisms for seeking advice and raising concerns	11
	2-27	Compliance with laws and regulations	11
	2-28	Membership associations	Singapore Business Federation
	2-29	Approach to stakeholder engagement	5
	2-30	Collective bargaining agreements	Not applicable, none of our employees are covered by collective bargain agreements
GRI 3: Material Topics 2021	3-1	Process to determine material topics	6-9
	3-2	List of material topics	6-9
	3-3	Management of material topics	6-9
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	10
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	11
	205-3	Confirmed incidents of corruption and actions taken	11
GRI 302: Energy 2016	302-1	Energy consumption within the organization	12-14
	302-4	Reduction of energy consumption	12-14
	302-5	Reductions in energy requirements of products and services	12-14
GRI 303: Water and Effluents 2018	303-5	Water consumption	14

GRI Standard	Disclosure		Page No.
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	13-14
	305-2	Energy indirect (Scope 2) GHG emissions	13-14
	305-4	GHG emissions intensity	13-14
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	17
	403-9	Work-related injuries	17
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	16
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	11



UMS Integration Limited

Company Registration No : 200100340R
23, Changi North Crescent,
Changi North Industrial Estate,
Singapore 499616
Tel: 6543 2272 Fax: 6542 9979
www.umsgroup.com.sg