POWERMATIC DATA
SYSTEMS LIMITED

SUSTAINBILITY REPORT

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SUSTAINABILITY REPORT FY2025

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1. Introduction

1.1 Company Overview

Powermatic Data Systems was established in Singapore on 1 February 1989 and was listed on the SGX since 1992. As an investment holding company, it has six fully owned subsidiaries located in Singapore, China, and Malaysia. The Group operates under two main segments:

I. Manufacturing and sale of Wireless Connectivity products and related services
II. Lease and maintenance of Harrison Industrial Building, a freehold investment property owned by the Company.

The Company has obtained the approval from the relevant authorities to re-developed Harrison Industrial Building into a multi-story food production development. At the date of this report, all tenants had vacated the building. The Company had also relocated its Singapore operations to a newly acquired office unit at 178, Paya Lebar Road.

Geographically, our sales distribution for FY2025 is Asia – 34% (FY2024:12%), USA – 19% (FY2024: 12%), Europe – 47% (FY2024: 51%), and other regions – 0% (FY2024: 4%).

Wireless connectivity is the core business and the main profit driver of the Group. Apart from manufacturing its own designed hardware, the Group also provides OEM, ODM solutions, and other sales-related services to customers.

Our product range includes high-performance wireless radio modules, embedded boards, indoor and outdoor access points, and wireless antennas. These products are used in various industries such as PC, IoT, Health care, Hospitality, Security surveillance, and many others.

Our product applications by customers: In the healthcare sector, our wireless radio modules have been integrated into healthcare products to provide wireless connectivity for easier access to patients' databases;

In the security industry, our outdoor access points have been deployed to provide live feed transmission across long distances for remote surveillance; In the factory automation industry, our wireless radio modules have been utilized in factory application such as power meters and robots to increase productivity; and In industrial PC, our Industrial Grade wireless radio modules have been utilized in industrial computers designed to transmit crucial data to servers. **https://compex.com.sg/** **https://compex.com.sg/cn/**

The Group develops and designs its proprietary array of wireless communication products. To further our technology reach, we have a technology partnership with Qualcomm Atheros (QCA). Our subsidiary Compex Systems Pte Ltd was officially appointed as Qualcomm Authorized Design Centre in South East Asia in 2014. As a Qualcomm Authorized Design Center, we provide our wireless know-how, including those in our proprietary array, in both hardware and software services to many multinational corporations. Our clientele includes reputable distributors of electronic and wireless device components, system integrators, wireless product design houses, and Fortune 500 corporations.

1.2 Report Scope and Structure

Board Statement

Powermatic Data Systems Ltd (hereafter referred to as "PDS" or the "Group") is pleased to present the seventh annual Sustainability Report (the "SR Report") which covers our Group's performance from 1 April 2024 to 31 March 2025 (the "reporting period").

This Report covers the Group's key sustainability issues, management approach, and related performance. It is prepared following the ISSB standards Dec 2023 in connection with the SASB standards. Our company is belonged to wireless communication industry, one of the six industries under Technology and Communication category. In addition, we also use frameworks of GRI and TCFD standards to reflect our activities where appropriate.

Our board of directors continues to appoint a steering committee headed by our executive director, Ms. Katherine Ang and a working committee consisting of senior staff of the Singapore HQ and our subsidiary in Suzhou, China and Johore, Malaysia to supervise the sustainability report in 2025.

During the process, our committees have worked closely with all HODs and our stakeholders from whom we gathered valuable material ESG factors for our sustainability assessment. The Sustainability Report for FY2024/FY2025 has been/will be reviewed by the Internal auditors.

As at the date of this report, the board comprises 2 executive directors and 4 independent directors. All directors had attended the courses required by the SGX. Our board takes yearly sustainability reporting seriously, and all concerns of stakeholders are duly discussed and put into our business strategy to make room for improvements. The BOD wishes to thank all parties who participated in the compilation of this report.

Recent fluctuating tariff announcements have exposed businesses in Asia to significant uncertainty, and many organisations may be trying to understand how best to adapt operational and strategic plans in response to rapidly shifting trade policies, which can be challenging and time consuming.

Businesses that develop awareness of their exposures to potential points of disruption, take a structured approach to assess how policy changes may impact those exposures, and coherently plan against those risks can distinguish themselves from peers who may face greater constraints from the current volatile environment.

We are dedicated to be agile and navigate today's complex risk landscape while establishing a process to address emerging risks.

Chairman, Board of Directors

1.3 R&D and Core IP

Smarter Wi-Fi 7 Products: High-Performance, Power-Efficient and Sustainability

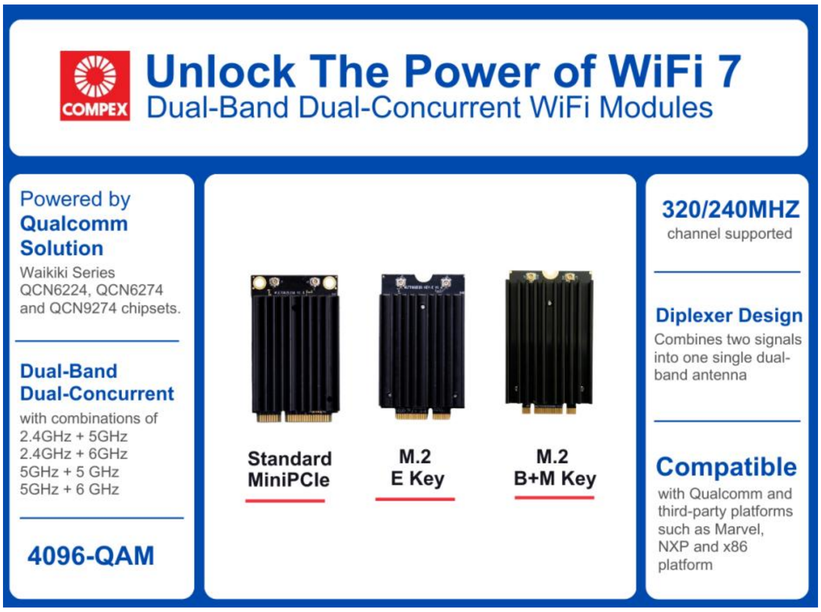
Compex's Wi-Fi 7 solutions are engineered for both superior connectivity and sustainability. From energy-efficient hardware to responsible material sourcing, our products reflect our strong commitment to environmental sustainability.

Our engineering team prioritizes power efficiency, minimizing energy consumption without compromising Wi-Fi performance. By utilizing 3.3V FEMs instead of the more common 5V variants and incorporating non-linear FEMs, we reduce FEM power consumption by 30%. This results in high-performance connectivity with lower energy use, reduced operational costs and a smaller carbon footprint. In today's world, choosing eco-conscious solutions is not just a choice—it's a responsibility. At Compex, we are committed to delivering peak Wi-Fi performance without compromising environmental responsibility.

Beyond efficiency, our designs ensure compliance with strict environmental regulations, including the EU RoHS (Restriction of Hazardous Substances Directive) and USA REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals). By ensuring responsible material usage, we minimize environmental impact through product lifecycle. Our commitment in working closely with the regulatory bodies reinforces our commitment to minimizing exposure to conflict and hazardous materials while maintaining high environmental standard.

Sustainability at Compex extends beyond product design to responsible sourcing. We source materials from responsible suppliers who practice ethical mining and resource management. In alignment with Conflict Materials Regulation set by Organization for Economic Co-operation and Development (OECD), we ensure that the 3TG (Tin, Tungsten, Tantalum and Gold) is sourced responsibly from proper global smelters. This not only reduces environmental harm but also upholds responsible business practices across our supply chain.

By continuously refining our processes, Compex is driving sustainable innovation in Wi-Fi 7 technology, shaping a sustainable and connected tomorrow.



Unlock The Power of WiFi 7

Dual-Band Dual-Concurrent WiFi Modules

Powered by **Qualcomm Solution**

Waikiki Series QCN6224, QCN6274 and QCN9274 chipsets.

Dual-Band Dual-Concurrent

with combinations of
2.4GHz + 5GHz
2.4GHz + 6GHz
5GHz + 5 GHz
5GHz + 6 GHz

4096-QAM

320/240MHZ

channel supported

Diplexer Design

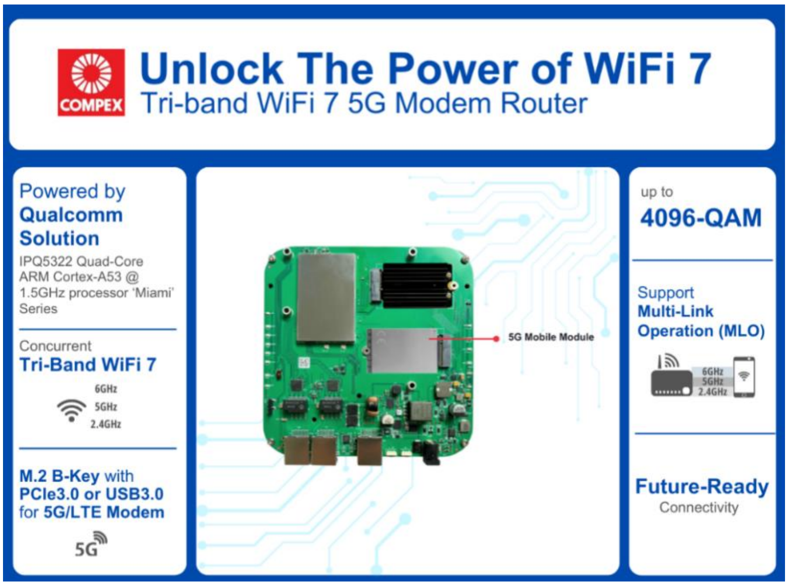
Combines two signals into one single dual-band antenna

Compatible

with Qualcomm and third-party platforms such as Marvel, NXP and x86 platform

Figure 2: Compex's Wi-Fi 7 Dual-Band Dual-Concurrent Modules.

Figure 2 shows our latest Wi-Fi 7 modules, launched in Q3 2024, featuring enhanced power efficiency, improved heat dissipation and diplexer to reduce the need for multiple antennas. The modules support dual-band dual-concurrent and are available in Standard MiniPCIe and M.2 variants, offering flexible combinations of 2.4GHz, 5GHz and 6GHz bands.



Unlock The Power of WiFi 7

Tri-band WiFi 7 5G Modem Router

Powered by **Qualcomm Solution**

IPQ5322 Quad-Core ARM Cortex-A53 @ 1.5GHz processor 'Miami' Series

Concurrent **Tri-Band WiFi 7**

M.2 B-Key with **PCIe3.0 or USB3.0** for **5G/LTE Modem**

up to **4096-QAM**

Support **Multi-Link Operation (MLO)**

Future-Ready

Connectivity

Figure 3: Cost-Effective 5G Supported Wi-Fi 7 Board.

Figure 3 highlights our newly introduced Wi-Fi 7 solution, featuring concurrent Tri-band Wi-Fi 7, 5G cellular and Multi-Link Operation (MLO), empowering businesses and developers with future-ready wireless solutions.

2. Governance

2.1 Sustainability Governance Structure

Powermatic has integrated the concept of sustainability into our business operations. To promote sustainability affairs, we have established the Sustainability Steering Committee, chaired by the executive director, Ms Katherin Ang, and a Working Committee headed by our Finance Manager, Mr. Kevin Tse as the chief coordinator of the yearly reporting process.

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

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

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

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

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

1.**Employee Care Team:** Led by the HR manager and worker representatives, Sun Honglian.
2. **Customer and Supplier Care Team:** Led by the purchasing manager or sales manager and relevant employees. Sally Chen
3. **Environmental Care Team:** Led by the factory manager or facility manager and relevant personnel, Chen Fei
4. **Community Care Team:** Led by the general manager or public relations manager and relevant personnel, Chen Fei
5. **Risk Management Team:** Led by the IT manager or security manager and relevant personnel, Marc Li

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

1.**Employee Care subgroup**: Led by the HR manager, and workers' representatives, Jasmine Chan
2. **Customer and Supplier Care subgroup:** Led by the Purchasing Manager or Sales Manager and related employees, Ting Yi Xiang
3.**Environmental Care Subgroup:** Led by the Factory Manager or Facility Manager and related personnel, Punitha
4.**Community Care subgroup**: Led by the General Manager or PR Manager and related personnel, Jasmine Chan
5. **Risk Management Team**: Led by the IT manager or Security Manager and related personnel, Steven

2.2 Stakeholder Engagement

There are seven types of stakeholders interacting with our entity. They are employee, customers, shareholders/corporate bodies, suppliers, government agencies, public associations and organizations and social inclusion and communication. They are important to our journey to our sustainable development process. Here we highlighted the significant of each category of our stakeholders, our purpose of collaboration with them, through what kinds of channels, what topics were mostly discussed and how were our responses.

1	Shareholder & Investors	Annual AGM, Company Website (http://www.powermatic.com.sg & www.compex.com.sg), Annual Report, Half-yearly financial report disclosure.
2	Customers	meetings, events, email communications, phone calls, teleconferences and visiting /receiving customers after the ease of border restrictions
3	Employees	Regular online meetings, Monthly birthday celebrations for staff, and webinars.
4	Vendors	Communication platforms with vendors involve all levels of personnel in each product line via emails, meetings, events and regular vendor conferences.
5	Regulators	Attend SGX, ACRA, and trade industry events and functions.
6	Communities	Ad-hoc, volunteer activities

3. Strategy

3.1 Sustainability Strategy and Goals

In sustainability strategy we adopt the IFRS S2 discloses recommendation and guidance that we shall disclose information that enables users of general purpose financial reports to understand a company's strategy and consider the applicability of industry-based disclosure topics in identifying climate-related risks and opportunities. Also, we shall disclose more detailed information about where in the company's business model and value chain risks and opportunities are concentrated.

In our sustainable strategy development (SSD) we believe in advancing with our business associates to become partners and guides our long-term operational strategies and aligns our concrete actions with the United Nations Sustainable Development Goals (SDGs) as follows:

SDG 4 Education Quality
Talent Cultivation 4.4
In accordance with occupational safety regulations, we construct a comprehensive workplace and obtain regulatory certifications, establishing a trustworthy employer brand.

Review training planning and development with PDDRO (Plan, Design, Do, Review, Outcome) as the management loop to build a trustworthy employer brand.

SDG 6 Water Purification and Sanitation
Green Product Design 6.3

Refine processes, reduce power consumption, strengthen the design of product power-saving models, reduce environmental pollution in production operations, and build a green smart factory.

SDG 8 Employment and Economic Growth
Governance 8.2
R&D and innovation/ Economic Performance/Operational Risk Management/ Information security/ Occupational Health and Safety

With digital storage as the core, we continue to cultivate and recruit talent, transforming innovative R&D technologies into tangible business benefits. This drives growth in R&D capabilities and sustains the Company's long-term operations.

SDG 11 Sustainable City
Governance 11.6
With sustainable development as our goal, we expect to continue making profits and giving back to local communities periodically. We are committed to creating a symbiotic home for people to live in.

SDG 12 Responsible Consumption and Protection
Hazardous Substance Management/Raw Material Management/Sustainable Supply Chain Management 12.2
Committed to complying with the RBA regulations and implementing the hazardous substance-free (HSF) standards for suppliers, we also hold an annual supplier conference to promote these practices, achieving green and intelligent management.

SDG 13 Climate Action
Green Product Design/Energy Management/ GHG Management 13.3
Promote green product design, implement internal environmental protection education, internalize the concept of environmental protection into the overall value chain of the enterprise, and build a green smart factory.

SDG 16 Peace and Justice System
Governance 16.5 / 16.6
Continue to strengthen corporate governance, enhance information transparency, and protect the rights and interests of shareholders and stakeholders.

SDG 17 Global Partners
Sustainable Supply Chain Management 17.16
Update the customer service process system, establish a global after-sales service system, optimize product customization services, and become partners in the creation of value with customers.

3.2 Risks and Opportunities

3.2.1 Risks Category

The Company implements risk management based on the following risk categories:

Members of the risk management team identify, measure and respond to the risks observed by the unit internally and externally. They also conduct follow-up operations to improve identified risk items to effectively control risks within manageable boundaries.

ESG Type	Category	Definition
Governance	Operational risk	Also known as business risk, it refers to the impact of uncertainty factors in various stages of supply, production, and sales process during a company's production and operation.
Governance	Market risk	The inability of a company to repay interest or principal on debt financing as scheduled, leading to the possibility of bankruptcy, is known as default risk.
Environment/ Social	Environmental Health and Safety Risk	Risks related to labour encompass various aspects such as recruitment, job analysis, career planning, performance evaluation, salary management, benefits/incentives, employee training, and personnel management.
Governance	Financial risk	The Company's information assets are vulnerable to various threats from both internal and external sources, which could lead to operational disruptions and losses.
Social	Human resource risk	Emerging risks refer to new types of business or risks that may have an adverse impact on future business operations due to lack of risk identification and evaluation, such as climate change risks, etc.
Governance	Information security risk	Market risks can be divided into interest rate risk, exchange rate risk, stock price risk, raw material price risk, etc.
Environment/ Social	Emerging risks	Occupational disaster/environment, self-pollution/public health incident (e.g. pandemic) risk.

3.2.2 Risks Management Structure

Board of Directors:

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

Sustainability Steering Committee (SSC) and its subgroups:

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

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

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

Risk Management Team:

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

To promote employees' awareness and internalization of sustainability affairs, relevant trainings have been planned since 2020. The following is a list of courses to be conducted periodically:

ESG Introduction/Understanding ESG/Sustainability Cycle and Design/Sustainable Supply Chain/
ESG and carbon emissions/Climate Change Risks and Opportunities Workshop/Confirm goals/Risk identification/Risk measurement/Risk response/Improvement tracking

4. Material Topics

4.1 Materiality Assessment

In order to align information disclosure content more closely with stakeholders' expectations, in 2024/5, PDS first identified stakeholders and adopted a stakeholder questionnaire method. Leveraging the Sustainability Steering Committee, we gathered insights from committee members to analyse and review extensively. These insights served as the foundation for report compilation, allowing stakeholders to gain a clear understanding of our sustainability efforts in operational governance, environmental protection, and social contribution.

4.1.1 Materiality Analysis Method and Process

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

4.1.2 List of material topics

During this reporting year, our stakeholders were asked the varies material topics and discussed among the sustainability committee members. The Remarks showed the most important points of concerned.

Our materiality assessment process for FY2024/25 involved the Group's Senior Management in identifying sustainability factors deemed material to our businesses and our stakeholders, this is to ensure that our resources are better deployed to create sustainable value for our stakeholders. Our 10 key factors prioritized by the working committee in this reporting year are as follows:

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

The followings are some of the questionnaires being listed for the stakeholders to assess and explore. We shall discuss each and every topic in details over the years to create the awareness of the issues concerned our group of companies.

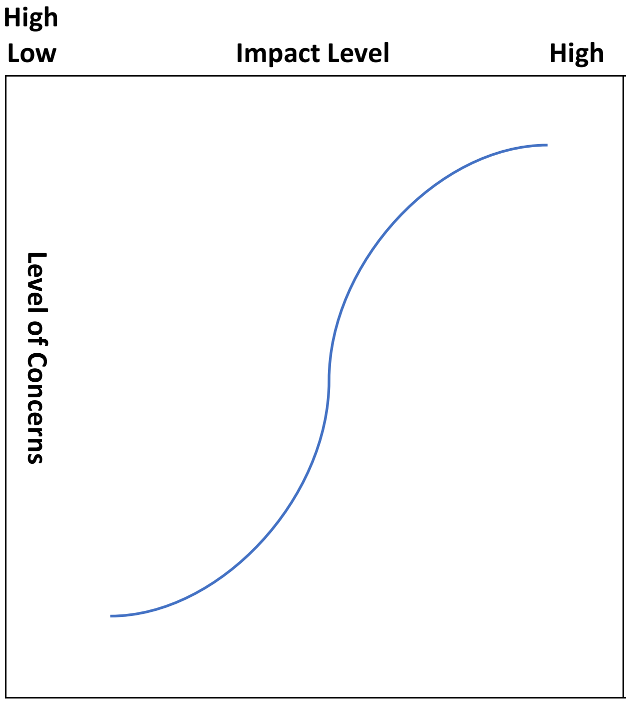
Issues Aspect	**Material Topics (GRI Topic Guidelines)**	Your Ranking (1 to 30) and Remarks if any
Governance	01. Product Quality and satisfaction	
Governance	02. Innovation & Technology know-how & support	
Governance	03. Product quality and product service	
Governance	04. Protection of confidential information	
Governance	05. Business continuity Management	
Governance	06. Risk management	
Governance	07. Business performance and profitability	
Governance	08. Robust corporate governance and Regulatory compliance	
Environment	09. Occupational health and safety	
Environment	10. Climate strategy and energy management	
Social	11. Talent development	
Social	12. Employee welfare and compensation	
Environment	13. Sustainable supply chain management	
Social	14. Labor relations	
Social	15. Human rights protection	
Social	16. Communication with stakeholders	
Environment	17. Waste management and resource recycling	
Environment	18. Water resource management	
Environment	19. Diversity and inclusion	
Governance	20. Operational Risk Management	
Environment	21. Green Product Design	
Governance	22. Information security	
Environment	23. Sustainable Supply Chain Management	
Environment	24. Raw Material Management	
Environment	25. Green Product Design	
Environment	26. GHG Management	
Social	27. Talent Cultivation	
Social	28. **Succession Planning**	

Social	29. **Community engagement**	
Social	30. **Inclusive workplace and talent development**	

4.1.3 Materiality Analysis Matrix

This year’s materiality analysis was conducted through questionnaires to understand the level of concern among stakeholders and corporate executives regarding sustainability issues and climate change, as well as the impact of these issues on the Company. Based on this analysis, 10 material topics were identified as the focal points for this year’s report disclosure which was very much similar to the previous years’ assessment.

Materiality Analysis Matrix



The materiality topics

①Product quality and satisfaction (Economic & Environmental)

②Sustainable Business Performance (Economic)

③Innovation & technology leadership (Economic)

④Business continuity management (ESG)

⑤Occupation health and safety (Social)

⑥Succession Planning (Social)

⑦Robust corporate governance framework and compliance (Governance)

⑧Inclusive workplace and talent development (Social)

⑨Electricity & water conservation (Environmental)

⑩Community engagement (Social)

Notes: The materiality topics correspond along the curve

4.2 Industry-Specific Issues

4.2.1. Climate Risk Identification Results

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

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

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

4.2.2. Climate Opportunity Identification Results

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

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

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

4.2.3. Power Consumption & Emissions

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

Year	Actual Consumption (KWh) of the Group	Turnover (S$M)	(KWh/S$)
2016	526,528	15.5	0.03397
2017	630,015	15.4	0.04091
2018	628,323	16.1	0.03903
2019	619,834	21.0	0.02951
2020	498,600	21.8	0.02287
2021	752,405	26.2	0.02871
2022	561,886	27.9	0.02013
2023	642,540	30.9	0.02079
2024	638,825	28.1	0.02273
2025	552,704	14.4	0.03838
Average	**605,166**	**21.7**	**0.02978**

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

Year	Total indirect CO2 or Carbon Equivalent Emissions (Metric Tons)	Turnover (Revenue in Millions, S$)	Emissions Intensity (MT/S$'000)
2016	392	15.5	0.02529
2017	469	15.4	0.03045
2018	468	16.1	0.02906
2019	425	21.0	0.02023
2020	353	21.8	0.06175
2021	533	26.2	0.02034
2022	398	27.9	0.01426
2023	455	30.9	0.01472
2024	446	28.1	0.01587
2025	218	14.4	0.01513
Average	**414**	**21.7**	**0.02472**

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

5. Performance Metrics

5.1 Environmental Metrics

ELECTRICITY CONSUMPTION	Singapore (SIN)	Suzhou (SZ)	Malaysia (MY)	Total SIN/MY/SZ
Total KWH used	35,173	417,461	100,070	552,704
Total amount in Singapore $'000	10.32	68.99	16.29	95.6

5.2 Social Metrics

Particulars	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
All workers	109	133	129	122	113	102
Management	14	15	16	16	19	15
Male workers ratio	46%	49%	48%	45%	41%	43%
Female workers ratio	54%	51%	52%	55%	59%	57%
Tertiary Education and above	71	69	71	58	63	67
Below Tertiary Education	38	64	56	64	50	35
Below 40 years old	92	104	110	69	73	57
Above 40 years old	17	29	19	53	40	45
Production Workers	40	50	40	35	37	19
Monthly Training hour per month per staff	2	2	2	2	2	2
Monthly Training hour per month per worker	2	2	2	2	2	2

Key Social Metrics of Powermatic Group of Companies FY2020-2025

5.3 Governance Metrics

	Suzhou Plant **China**	**SG HQ**	**Kulai Plant** **Malaysia**	**Group**	**Percentage**
Department	# Of Workers	# Of Workers	# Of Workers	# Of Workers	% Of the Group
Executive Director	-	2	-	2	2%
Finance, Shipping & Warehouse	7	4	1	14	14%
Management Information System	4	1	-	5	5
Production	24	-	3	27	26%
Sales and Marketing	-	2	4	6	5%
Purchasing	3	1	-	4	4%
R &D	13	2	9	24	24%
Quality Control	12	-	2	14	15%
HR & Management Support	3	1	1	5	4%
Logistic & Property	1	2	-	3	2%
Total	67	15	20	102	100%

Manpower distribution within the group of companies 2024/25

6. Environmental Stewardship (SASB)

6.1 Topic-Specific Disclosures

6.1.1. Use of Water Resources and Risk Management

The bulk of Powematic Group's water usage are for daily operation of staff and fire safety purposes. In FY2024, we used and discharged 1,304 metric tons of water in total.

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

WATER CONSUMPTION	**Singapore (SIN)**	**Suzhou (SZ)**	**Malaysia (MY)**	**Total SIN/MY/SZ**
Total ton used (Cu M)	68	677	498	1,243
Total amount in Singapore $'000	123.3	567.66	657.15	1348.1

6.2 Waste Reduction Initiatives

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

6.3 Hazardous Waste Training

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

6.4 Work Place Air and Environment Compliance

Our production plant in Suzhou is in full compliance with the workplace safety regulations mandated by the authority. The last inspection by the government official was in 18 June 2024, no irregularity was sighted.

6.5 Supply Chain

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

6.6 Compliance

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

- Workers are well informed of policies and procedures in the event of contamination

- Products are labelled with the environmental requirements
- All materials used are within the limit of environmental requirements
- The equipment used are environment friendly
- Applying the precautionary principle to reduce or avoid negative impacts on the environment

6.7 Climate Change Policy and Commitments

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

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

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

6.8 Recycle Policy

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

6.9 Company Water and Electricity Management System

Chapter 1 General Provisions

1. Purpose: This system is formulated in combination with the actual situation of the company to standardize the management of water and electricity use, reduce resource waste, reduce operating costs, and improve energy-saving awareness of all employees.

2. Scope of Application: This system applies to the management of water and electricity use in all departments, employees and public areas of the company.

Chapter 2 Principles of Use

1. Saving First: Advocate the principle of "power off when people leave, water off when people leave", and eliminate waste such as long-burning lights and long-running water.

2. Safety Standards: It is strictly forbidden to privately pull and connect wires, overload electricity, and arbitrarily modify water and electricity facilities.

3. Responsibility to People: The heads of each department are the first responsible persons for water and electricity management in this area and are responsible for supervision and implementation.

Chapter 3 Management Responsibilities

1. Administrative Department: Responsible for the daily maintenance, data statistics and cost accounting of water and electricity facilities. Regularly check the operation of water and electricity equipment and report faults in a timely manner.

2. Each department: Implement energy-saving measures in the department and educate employees to abide by the system. Any abnormal water and electricity conditions (such as water leakage or electric leakage) must be reported immediately.

3. Special personnel inspection： A special person shall be arranged to inspect public areas such as office areas, toilets, corridors, etc., and turn off unused electrical appliances or faucets in time.

Chapter 4 Specific management measures

1. Power management

Office area: Turn off the lights when there is sufficient natural light; turn off the power of computers, printers, air conditioners and other equipment after get off work. The air conditioner temperature is set at 25°C, and the air conditioner can be used when the temperature is below 10°C in winter.

Public area: The corridor and toilet lighting use voice control or timer switches. After using the conference room, turn off the projector, air conditioner and other equipment in time.

Equipment management: Energy-intensive equipment (such as servers and large instruments) must be filed separately and the usage time must be optimized.

2. Water management

It is prohibited to use tap water for non-essential purposes such as washing private vehicles and the ground. If a water pipe or faucet leaks, it must be reported within 24 hours. Secondary water use is encouraged (such as using recycled water for watering green plants).

Chapter 5 Supervision and Improvement

1. The administrative department shall publish the water and electricity consumption data every month and analyze the reasons for abnormal fluctuations.

2. Revise the system once a year and optimize management in combination with new technologies (such as smart meters and water-saving appliances).

3. Encourage employees to submit energy-saving suggestions through the internal platform and give rewards after adoption.

Supplementary Provisions

1. This system shall be implemented from the date of publication, and the right of interpretation shall belong to the company's administrative department.

2. For matters not covered, refer to the national "Energy Conservation Law" and relevant local regulations.

6.10 Company water and electricity maintenance management system

I. Purpose

To standardize the daily maintenance, troubleshooting and safety management of the company's water and electricity facilities, ensure the stable operation of the water and electricity system, reduce energy consumption, ensure employee safety and the normal development of production activities.

II. Scope of application

Applicable to water and electricity facilities (including power distribution systems, lighting equipment, water supply and drainage systems, fire water systems, etc.) in all office areas, production workshops, warehouses and other places of the company.

III. Responsibilities

Responsible for the daily inspection, maintenance, repair and emergency handling of the water and electricity system.

Establish a water and electricity facility archive to record maintenance and repair conditions.

Supervise the maintenance quality of outsourced service units (if any).

Coordinate various departments to cooperate with water and electricity maintenance work.

Notify and handle illegal water and electricity use behaviors.

Report repairs in time when abnormal water and electricity facilities are found to avoid private operation.

IV. Daily inspection and maintenance

1. Inspection frequency

Daily: Check public area lighting, faucets, pipes for leakage, distribution box temperature, etc.

Weekly: Test emergency lighting, fire protection system, drainage system.

Monthly: Comprehensively check the circuit load, water pipe pressure, and valve status.

2. Maintenance content

Regularly clean the dust in the distribution box, tighten the line joints, and replace aging wires and switches.

Clear the drainage pipes, repair the leaks, and replace the damaged valves.

Perform seasonal maintenance on large equipment.

3. Emergency water/power outage plan

Establish contact with the water and power supply departments in advance to obtain early warning information.

Emergency lighting needs to be tested regularly to ensure availability.

4. Accident handling

In the event of a water and electricity accident, immediately cut off the power/water source, evacuate personnel, and activate the emergency plan.

V. Safety regulations

1. Maintenance personnel must be certified (such as electrician certificates, high-altitude operation certificates), and unqualified personnel are prohibited from operating.

2. When working with electricity, the power must be turned off, the sign must be hung, and insulating protective equipment must be worn.

3. Dangerous operations (such as high-voltage power maintenance) must be approved in advance and a safety warning area must be set up.

VI. Energy-saving management

1. Promote energy-saving equipment (such as LED lights and water-saving faucets) and eliminate high-energy-consuming electrical appliances.

2. Reasonably set the air-conditioning temperature (≥26℃ in summer and ≤20℃ in winter), and turn off non-essential power after get off work.

3. Regularly analyze water and electricity consumption data and optimize the use plan.

VII. Records and archives

1. Establish a "Water and Electricity Facility Maintenance Ledger" to record information such as inspections, repairs, and replacement of accessories.

2. Water and electricity drawings, equipment manuals and other materials shall be archived by the Engineering Department for a period of ≥5 years.

3. This system shall be implemented from the date of publication, and any revision shall be approved by the company's management.

4. For matters not covered, refer to the "Safety Production Law" and "Regulations on Safety and Technical Training for Special Operations Personnel" and other laws and regulations.

7. Climate-related Financial Disclosures (TCFD)

7.1 Governance, Strategy, Risk Management, Metric and Targets

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

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

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

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

7.1.1 Changes in customer service expectations and demands R5*

Risk & Opportunity topics	**Changes in customer service expectations and demands R5***
Description of situation	As the global awareness of environmental protection increases, customers will continue to pay attention to carbon reduction in manufacturing processes and packaging materials, which will lead to increased operating costs. PDS must change the testing process and provide production methods that reduce environmental impact; if we fail to actively meet customer requirements, customer confidence may be reduced.
When/who/what impact	✓ Short term ✓ Downstream customers ✓ Reduce revenue Increasing operating costs

Our measures	1. Through various departmental organizations, we communicate with our customers to understand their climate change concerns and needs, reach consensus, set up carbon pathways and commitments, and follow a timeline to meet customer requirements. 2. Proactively communicate with customers to reach an agreement on the change of shipping cartons to recyclable black boxes for shipment to minimize the consumption of resources in the production process

7.1.2 Increasing stakeholder concern and negative feedback R6

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

7.1.3 Costs of transition to low-carbon technologies R3

Risk & Opportunity topics	**Costs of transition to low-carbon technologies R3**
Description of situation	In order to reduce carbon footprints, it is important to improve the efficiency of process testing, reduce the energy consumption of machinery and equipment, and implement energy-saving measures. The Company needs to consider investing in the research and development of low-carbon technologies for transition, the replacement of energy consuming equipment and other costs.
When/who/what impact	✓ Medium term ✓ The Company's own operations

	✓ Increasing expenditure Increasing operating costs
Our measures	1. Introduce a power consumption modelling system for plant facilities, apply energy monitoring, and plan energy-saving programs for energy-consuming equipment every year. 2. We have set an energy management target, the average energy saving rate from 2025 onwards will be no less than 1%

7.1.4 Adopting more efficient production and distribution processes O1

Risk & Opportunity topics	**Adopting more efficient production and distribution processes O1**
Description of situation	Semiconductor packaging and testing is a highly labour-intensive industry. Adopting industrial automation production technology will significantly reduce labour costs and human error rates, and reduce power consumption when test equipment is idle, thus improving overall production efficiency and reducing electricity costs. Currently, Our trucks are still predominantly diesel-based. Switching to petrol-electric hybrid vehicles would improve energy conversion efficiency and reduce carbon emissions and fossil fuel costs.
When/who/what impact	✓ Medium term ✓ The Company's own operations ✓ Improving production efficiency Cost savings
Our measures	1. We have has planned to phase out diesel trucks and gradually switch to diesel-electric trucks. 2. Intelligent Dispatch System is expected to be introduced in 2024 to enhance operational efficiency. 3. Continuously evaluating the need and feasibility of automatic sleep and standby scheduling system for testing machines and warehouse automation introduction

8. Social Responsibility (GRI)

8.1 Impact on Employees and Communities

8.1.1 Employment of Suitable Personnel According to the management strategy

We recruit outstanding talents through various ways, including human resource bank, campus recruitment, and on-site recruitment events. In 2023, in addition to strengthening various projects for industry-academia integration, we continued to participate in the "Talent Development Base for Semiconductor and Key Technology Industries" jointly organized by the Workforce Development Agency and Suzhou University of Science & Technology to provide students with opportunities to join the semiconductor industry. The recruitment process is based on strict standards and systematic evaluation procedures. Through an open selection system, we select professionals with suitable expertise and like-mindedness to join us. Recruiting employees based on the principle of equal opportunity, we employ the right person for the right job in according to their qualifications. With locals being the core of our workforce, according to the law, we also employ foreign employees with the approval of the Ministry of Labor to meet our operational demands. By doing so, we can achieve sustained operational growth and create more job opportunities for local residents.

8.1.2 Career Growth (employee well-being)

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

Subjects	Purpose	Contents
New Employee Orientation	To understand company policies and ethics regulations	Company profiles, Engagement, regulations, company policies, employee rights, ethics and work-related laws and regulations
Growth Management Training	To cultivate employees' knowledge and management skills	Employee knowledge, attitude, teamwork, management skills, and management activities
Compulsory Training	To further educate testing and related systematic professional skills	Skills and knowledge that are required for certain jobs
On-the-job Training	Required training linked for specific positions	Training that is mandatory specific work; e.g., the technician is required to take a test and related equipment training
Compliance Training	Law, regulation and standard compliance training	Training that improves the sustainability of the work environment and operations of employees and the Company in accordance with laws and regulations related to business activities, policies promoted by the Company, and certain domestic or international standards

8.2 Internal Training

8.2.1 Training Hours

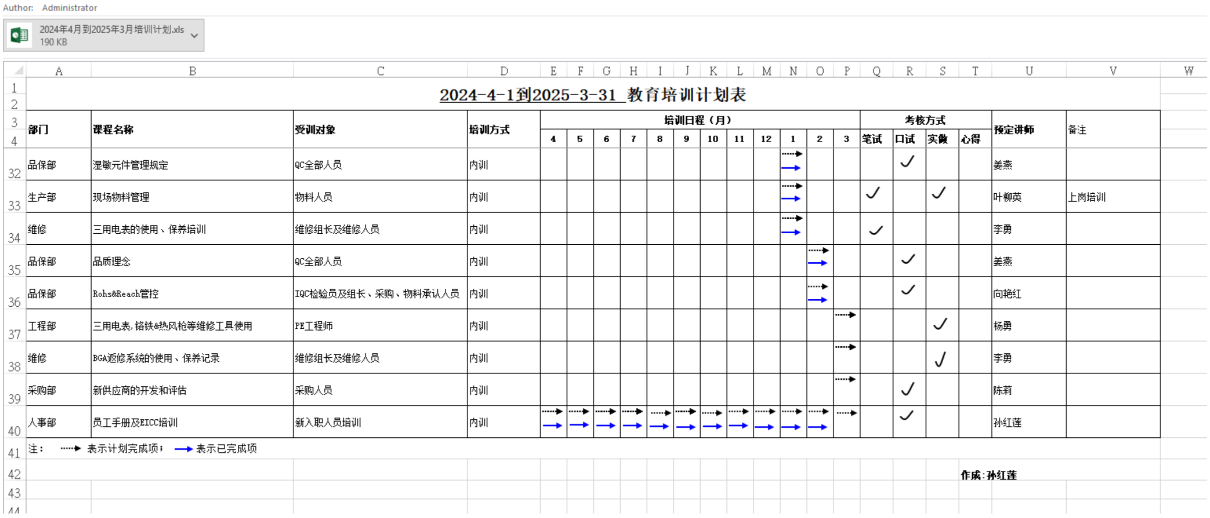
The following are the external and internal training hours from April 2024 to March 2025.

Training Project	Training Hours

Government Safety Training	**22**
Occupational Health Training	**22**
External Fire Fighting Training	**32**
Equipment Safety Training	**8**
Special Equipment Training	**4**
Electricity Safety Training	**4**
Social Security Bureau Training	**4**
Tax Bureau Training	**8**
Fire Fighting Training	**4**
Workshop Training	**24**
Internal Company Training	**35**
Total Training Hours	**167**

8.2.2 Training Structure

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



Author: Administrator

2024年4月到2025年3月培训计划.xls
190 KB

2024-4-1到2025-3-31 教育培训计划表

部门	课程名称	受训对象	培训方式	培训日程（月）												考核方式				预定讲师	备注
				4	5	6	7	8	9	10	11	12	1	2	3	笔试	口试	实做	心得		
品保部	湿敏元件管理规定	QC全部人员	内训										⇢ →				✓			姜燕	
生产部	现场物料管理	物料人员	内训										⇢ →			✓		✓		叶柳英	上岗培训
维修	三用电表的使用、保养培训	维修组长及维修人员	内训										⇢ →			✓				李勇	
品保部	品质理念	QC全部人员	内训											⇢ →			✓			姜燕	
品保部	Rohs&Reach管控	IQC检验员及组长、采购、物料承认人员	内训											⇢ →			✓			向艳红	
工程部	三用电表,铬铁&热风枪等维修工具使用	PE工程师	内训												⇢			✓		杨勇	
维修	BGA返修系统的使用、保养记录	维修组长及维修人员	内训												⇢			✓		李勇	
采购部	新供应商的开发和评估	采购人员	内训												⇢		✓			陈莉	
人事部	员工手册及EICC培训	新入职人员培训	内训	⇢ →	⇢ →	⇢ →	⇢ →	⇢ →	⇢ →	⇢ →	⇢ →	⇢ →	⇢ →	⇢ →	⇢		✓			孙红莲	

注： ⇢ 表示计划完成项； → 表示已完成项

作成：孙红莲

8.3 Community Cohesive Building

Our annual dinner celebrates our amazing team—the heart of our company driving sustainable growth!

Honoring our team members years of commitment and Contributions at a heartfelt lunch.

Our team's cross-country learning and training between China and Malaysia deepen expertise, strengthen partnerships and drive sustainable growth.

8.4 Reporting Criteria

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

8.4.1 Core Labor Human Rights Initiatives and Specific Plans

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

8.4.2 Respect for Career Plans

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

8.4.3 Anti-discrimination

The Company is committed to providing a workplace free from harassment and unlawful discrimination. In the recruitment and hiring process （e.g., compensation, promotion, incentives, training opportunities, etc.）, there is no discrimination or harassment of employees due to race, skin colour, age, gender, sexual orientation, gender identity and gender expression, race or ethnicity, disability, pregnancy, religion, political leanings, membership in certain organization, military service status, confidential genetic information, or marital status. No incidents of discrimination occurred in FY2025.

9. Governance

9.1 Corporate Governance

A high standard of corporate governance is integral in ensuring the sustainability of the Group’s business as well as safeguarding shareholders’ interest and maximizing long-term shareholder value. Our overall Singapore Governance and Transparency Index (GTI) score assessed by the National University of Singapore Business School was 69 in FY2024, better than FY2023.

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

Figure 13 SGTI scores 2015-2024

9.2 Whistle-blowing Policy

The Company has in place a whistle-blowing policy where the staff of the Company and any other persons can have access to the ARMC ("Audit and Risk Management Committee") Chairman. All concerns about possible improprieties in financial reporting and other matters would be channeled to the ARMC Chairman.

The Company's Whistle-blowing Policy aims to:

(a) provide a trusted avenue for employees, vendors, customers and other stakeholders to report serious wrongdoings or issues, particularly fraud, governance or ethics, without fear; and

(b) ensure that robust arrangements are in place to facilitate independent investigation of the reported issues with appropriate follow-up actions. The Company will treat all information received confidentially and protect the identity of all whistle-blowers. It is also committed to ensuring that whistle-blowers will be treated fairly, and protected against detrimental or unfair treatment for whistle-blowing in good faith.

All whistle-blowing complaints are independently investigated and appropriate actions are taken.

ARMC, which is responsible for oversight and monitoring of whistle-blowing, reviews and ensures that independent investigations and any appropriate follow-up actions are carried out, taking into account factors such as the seriousness of the issues, the credibility of the concern and the likelihood of confirming the allegation from attributable sources. The ARMC will follow a set of guidelines to ensure proper conduct of investigations and appropriate closure actions following completion of the investigations, including administrative, disciplinary, civil and/or criminal actions and remediation of control weaknesses that may arise to fraud or misconduct. In addition, the ARMC reviews the Whistle-blowing Policy regularly to ensure that it remains current.

A whistle-blower email address is created for reporting suspected fraud, corruption, dishonest practices or other similar matters. Details of the whistle-blowing policy and arrangements have been made available to all employees of the Company and are published on the Company's website www.powermatic.com.sg .

The ARMC shall commission and review the findings of internal investigations in matters where there is any suspected fraud or irregularity, failure of internal controls, or infringement of any law, rule or regulation which has or is likely to have a material impact on the Group's operating.

During this reporting year, the ARMC did not receive any complaints from whistle blowers.

9.3 Anti-corruption Policy

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

9.4 Risk Management

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

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

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

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

9.5 Investor Relations

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

10. Measures and Targets for FY2025

For this reporting year we target to address the following concerns and issues.

Sustainability Improve	Issues	Policies, Measures &Targets
MIS department continue to enhance the automation levels of the production process and reduce human errors.	Organize and analyse the production process, simplify employee operation steps, improve employee work efficiency, and prevent human errors.	1. Sorting out employee operation steps 2. Discuss with relevant personnel the steps to simplify the analysis 3. Simplify the system and simplify the work steps of employees 4. Add system control to prevent human errors. The target date to complete these measures will be within current financial year.
MIS department also aims to enhance the enterprise's information security management.	How to effectively backup all the database, ensuring server security and continuous control of important files to prevent leakage and cyber protection.	1. Utilize the company's existing equipment to back up the company's system data in a timely manner and continuously track the effectiveness; 2. Regularly inspect server security: Regularly check the transmission of important company documents or information to prevent security breaches. The target date to finish the system will be 1 year.
The QC department is looking for new suppliers and to speed up verification of approval time.	This is to ensure the materials used are suitable for the client specification and requirements of certificate of origin.	Requires to work closely with the Sales and R & D department.

11. Performance Tracking and Reporting

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

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

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

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

11.4 The handling of certain important documents which may give rise to possible leakages has been tightened with security codes and new SOPs.

11.5 Our Kulai Plant, Johor, Malaysia has stepped up the operation and is expected to increase further.

We have been closely monitoring the situation and actively engaging with our customers to mitigate any undesirable impact on our operations.

11.6 Collaboration and Partnerships

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

- Provide sponsorship to support certain cultural organizations in their performance,
- Caring for disadvantaged people
- Organizing "Powermatic Family Day" Brings Employees Closer to Their Families
- Supporting in Charity Purchase
- Organizing Year-end company party
- Donating to Social Welfare Foundation

11.7 The Harrison Food Building

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

As of 31st March 2025, the stage of development progress was that the old building had been fully demolished. To-date approximately 28% of the units are sold.

harrison food

Architecture Expression of Exterior and Interior design

12. Conclusion

12.1 Final Remarks

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

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

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

12.2 Call to Action

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

Powermatic Data Systems Limited

Core ESG Metrics 2024/25

1 Environmental

TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT	DESCRIPTION
Greenhouse Gas Emissions (“GHG”)	Absolute emissions by: Scope II	218tCO2e	GRI 305-1, GRI 305-2, GRI 305-3, TCFD, SASB 110, WEF core Metrics	All description here and below follows the guidelines given in the Core ESG Metrics by the Singapore Exchange Dec 2021
	Emission intensities by: Scope II	0.01524 (t/S$’000)	GRI 305-4, TCFD, SASB 110	
Energy Consumption	Total energy consumption 552,704	552,704KWhs	GRI 302-1, TCFD, SASB 130	
	Energy consumption Intensity	0.03919 (KWhs/S$)	GRI 303-5, SASB 140, TCFD, WEF core metrics	
Water Consumption	Total water consumption	1,243.3 Cu M		
	Water consumption intensity	0.3469Cu M per M2 (1,243.3 Cu M /3,583.6 M2 （total Production floor area）	TCFD, SASB IF-RE-140a.1	
Water Generation	Total waste generated	Nil	TCFD, SASB IF-RE-140a.1	

2. Social

TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT	DESCRIPTION
Gender Diversity	Total current employees 102 Male: 44 Female: 58	Male: 43% Female: 57%	GRI 405-1, SASB 330, WEF core metrics	
	New hires and turnover by gender	Male New hires: 16 or 14% Female: 22 or 20%	GRI 401-1, WEF core metrics	Turnover rates = No. of terminates / workers at end of that period Male: (16/102=16%) Female: (22/102=22%)
Age-Based Diversity	Current employees by age groups (102 workers as of 31st March 2025)	Above 40 of age: 45 or 44% Below 40 or age: 57 or 56%	GRI 405-1, WEF core metric	Calculation based on Current Employees
	New hires and turnover by age groups	New Hire above 40: 6 or 7% Turnover above 40: 4 or 4% New Hire below 40: 28 or 27% Turnover below 40: 34 or 33%	GRI 401-1, WEF core metrics	Turnover rates = No. of terminates / workers at end of that period

Employment	Total turnover (Total workforce of the group reduced from 113 to 102 as of 31st Mar 2025)	Total number: 38 Total turnover: 37%	GRI 401-1, SASB 310, WEF core metrics	Turnover rates = No. of terminates / workers at end of that period. (38/102=37%)
	Total number of Employees	Number as of 31 Mar 2025: 102 Average over the year: 108	Commonly reported metric by SGX issuers	Total workers reduced over the year from 113 to 102
Development & Training	Average training hours per employee	20 – 24 Hrs/employee per year Total 102 employees (group)	GRI 404-1, WEF core metrics	
	Average training hours per employee by gender	2 hrs per month for all employees	GRI 404-1, WEF core metrics	
Occupational Health & Safety	Fatalities	zero	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	
	High-consequence injuries	zero	GRI 403-9, WEF core metrics, MOM (Singapore)	
	Recordable injuries	zero	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	
	Recordable work-related ill health cases	zero	GRI 403-10, WEF expanded metrics, MOM (Singapore)	

3. Governance

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

GRI CONTENT INDEX

GRI Standard 2021- Disclosure Title		Page Reference & Remarks
GRI 2: General Disclosures 2021		
ORGANISATIONAL PROFILE		
2-1	Organizational details	AR Report 2025: Pg [01]
2-2	Entities included in the organization's sustainability reporting	AR Report 2025: Pg [01]
2-3	Reporting period, frequency and contact point	SR Report 2025: Pg [3-4]
2-4	Restatements of information	No restatement of information for SR Report 2025
2-5	External assurance	Yes, we have internal auditor to review and provide third party opinion
2-6	Activities, value chain and other business relationships	AR Report 2025: Pg [02-06]
2-7	Employees	SR Report 2025: Pg [22-26]
2-8	Workers who are not employees	Not applicable, this Sustainability Report specifically addresses employees in Singapore, Malaysia, and the People's Republic of China (PRC)
2-9	Governance structure and composition Annual Report 2025	AR Report 2025: Pg [08-40]
2-10	Nomination and selection of the highest governance body	AR Report 2025: Pg [21-27]
2-11	Chair of the highest governance body	AR Report 2025: Pg [17-21]
2-12	Role of the highest governance body in overseeing the management of impacts	AR Report 2025: Pg [08-36]
2-13	Delegation of responsibility for managing impacts	AR Report 2025: Pg [37-40]
2-14	Role of the highest governance body in	AR Report 2025: Pg [08-40]
2-15	Conflicts of interest	AR Report 2025: Pg [36]
2-16	Communication of critical concerns	Sustainability Report 2025: Pg [8, 9]
2-17	Collective knowledge of the highest governance body	AR Report 2025: Pg [08]
2-18	Evaluation of the performance of the highest governance body	AR Report 2025: [Pg 22]
2-19	Remuneration policies	AR Report 2025: Pg [22-27]
2-20	Process to determine remuneration	AR Report 2025: Pg [22-27]
2-21	Annual total compensation ratio Unable to disclose due to confidentiality constraints	Nil
2-22	Statement on sustainable development strategy	SR Report 2025: Pg [3]
2-23	Policy commitments	AR Report 2025: Pg [2-4] Chairman's Statement
2-24	Embedding policy commitments	SR Report 2025: Pg [22-26] Social & Governance

2-25	Processes to remediate negative impacts	SR Report 2025: Pg [28-29] Measures and Targets
2-26	Mechanisms for seeking advice and raising concerns	SR Report 2025: Pg [22-29] Governance
2-27	Compliance with laws and regulations	SR Report 2025: Pg [14-16]
2-28	Membership associations	Member of SBF Singapore
2-29	Approach to stakeholder engagement	SR Report 2025: Pg [7-9] and AR Report 2025: Pg [34]
2-30	Collective bargaining agreements	Not applicable
GRI 2: General Disclosures 2021		
MATERIAL TOPICS		
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed Annual Report 2025	AR Report 2025: Pg [07]
GRI 205: ANTI-CORRUPTION 2016		
205-3	Confirmed incidents of corruption and actions taken	Nil
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	SR Report 2025: Pg [13-22]
GRI 303: WATER AND EFFLUENTS 2018		
303-1	Water withdrawal	SR Report 2025: Pg [16]
GRI 305: EMISSIONS 2016		
305-2	Energy indirect (Scope 2) GHG emissions	SR Report 2025: Pg [13]
GRI 306: WASTE 2020		
306-1	Waste generated	SR Report 2025: Pg [16]
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	SR Report 2025: Pg [16]
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	SR Report 2025: Pg [14] Also see your ESGenome at the SGX Website
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	SR Report 2025: Pg [15, 22-25]
403-2	Hazard identification, risk assessment, and incident investigation	SR Report 2025: Pg [22]
403-3	Occupational health services	SR Report 2025: Pg [15]
403-4	Worker participation, consultation, and communication on occupational health and safety	SR Report 2025: Pg [23-25]
403-5	Worker training on occupational health and safety	SR Report 2025: Pg [23-25]
403-6	Promotion of worker health	SR Report 2025: Pg [15-16]
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Nil

403-9	Work-related injuries	Nil
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	SR Report 2025: Pg [22-25]
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	SR Report 2025: Pg [15]
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community Engagement, impact assessments, and development programs	SR Report 2025: Pg [22-26]

End of Report

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