SunningdaleTech

SUSTAINABILITY REPORT 2023

CONTENT PAGE

Board Statement

Dear Stakeholders,

On behalf of the Board of Directors ("the Board") of Sunningdale Tech Ltd ("Sunningdale" or "the Group"), I am pleased to present our annual Sustainability Report for the financial year ended 31 December 2023 ("FY2023")[1].

Improvements to our CDP and EcoVadis Scorecards

For FY2023, sustainability remained a core strategic priority for the Group. We placed emphasis on enhancing our disclosures of Scope 1 and Scope 2 GHG emissions as we worked with our customers in pursuing their Scope 3 emissions reductions targets.

We continued to holistically approach the study of our carbon footprint and disclose our emissions via the Carbon Disclosure Project (CDP) platform. CDP is a not-for-profit charity that runs a global disclosure system for investors, companies, cities, and states to manage their environmental impact[2]. Through CDP, customers and other stakeholders can access our climate and water security emissions data to better understand our carbon footprint. In addition, the Group also completed CDP's supply chain module which allows participating customers to better understand their Scope 3 emissions which are linked to Sunningdale.

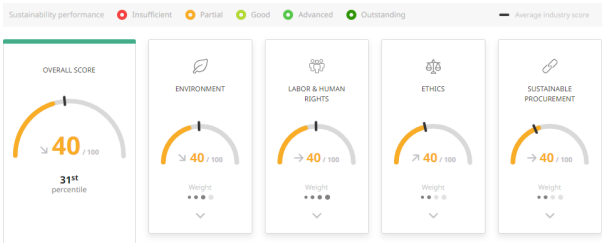
For FY2023, we built upon our submission in FY2022 and achieved a score of "C" for climate disclosure, maintaining our score from the previous year. Our internal teams will continue to work towards improving our disclosure capabilities on the platform and articulating our emissions reductions strategies. FY2023 was the first year we included our worldwide Scope 1 and Scope 2 emissions with all sites across Singapore, China, India, Latvia, Mexico, USA, Indonesia, Malaysia and Thailand reporting their emissions.

In addition to disclosing our emissions data on the CDP platform, the Group also partners with customers to disclose various ESG metrics on other platforms such as SEDEX, IntegrityNext and EcoVadis.

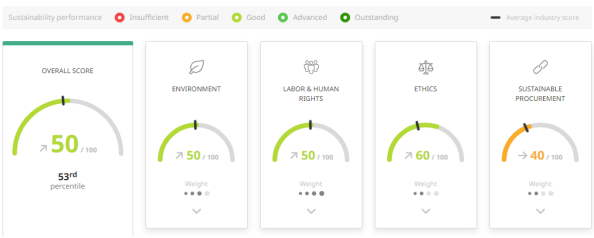
On the EcoVadis front, we have demonstrated significant improvements over the past three years. For FY2023, we improved to achieve an overall score which placed us in the 64th percentile of more than 125,000 companies which were rated. This score gave us a Bronze rating again for FY2023 and showcased a significant improvement over FY2022's 53rd percentile ranking. It is worthy to note that the Group was placed in the 31st percentile in FY2021, showcasing our consistent improvements over the last three years.

Key Sustainability Highlights: Ecovadis 2023 Scorecard Progress

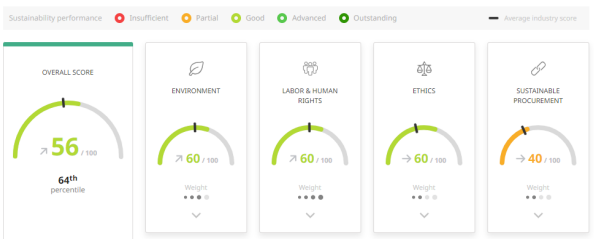
2021
No Medal Awarded
31st Percentile
Overall Score: 40/100



2022
Bronze Award
53rd Percentile ↑
Overall Score: 50/100 ↑



2023
Bronze Award
64th Percentile ↑
Overall Score: 56/100 ↑



[1] This Sustainability Report also includes data pertaining to FY2022.
[2] Source: https://www.cdp.net/en/info/about-us

Board Statement (cont'd)

Four Key Sustainability Strategies

As a precision plastic component provider into worldwide supply chains of original equipment manufacturers, Sunningdale plays a role in accelerating global sustainability initiatives. Accordingly, we continue to place sustainability at the core of our operations which span across 18 manufacturing facilities in nine countries today.

At Sunningdale, the Group produces various products that have a positive impact on its customers and stakeholders, including precision-engineered, complex plastic parts used in medical devices which save lives and internal component parts used in electric vehicles which allow them to be lighter and more efficient, just to name a few.

As a manufacturer of large volumes of these plastic components, the majority of the Group's Scope 1 and Scope 2 GHG emissions come from Scope 2 emissions related to the purchase of electricity. This is primarily the result of the significant amounts of electric power required during the plastic injection moulding process.

We have introduced four key pillars to guide our sustainability initiatives and reduce our overall carbon footprint, in line with our customer's Scope 3 emissions targets. These key initiatives include Green Purchasing, Transitioning to Renewable Energy, Sustainable Facilities, and Sustainable Manufacturing.

Sunningdale Tech is advancing its sustainability agenda by focusing on green purchasing, such as acquiring energy-efficient electric injection moulding machines, and by transitioning to renewable energy, with solar PV installations in Singapore, Malaysia, and China. The company is also upgrading its facilities for better energy efficiency and has secured ISO 14001 certification for all manufacturing sites. Additionally, Sunningdale Tech is embracing sustainable manufacturing practices, including digital transformation, automation, additive manufacturing, and recycling to enhance production efficiency and reduce waste.

Setting Measurable & Achievable Sustainability Targets

In order to achieve global emissions reductions targets, governments and multinational companies around the world have started to set short and long-term targets. At Sunningdale, we are aligned in this regard and have undertaken a group-wide assessment of our internal reporting systems to accurately assess and analyse our overall carbon footprint. This internal tracking system is being developed in 2024 and will be rolled out across the Group.

With a complete and accurate assessment of the Group's emissions, we will begin to set qualitative and quantitative targets on our emissions targets, starting with energy and emissions.

ESG Oversight at Sunningdale Tech

Across the Group's worldwide operations where we employ more than eight thousand staff, we strive to instil core values and a culture that reflects our commitment to social and environmental responsibility. Led by the Group's Chief Executive Officer, our Sustainability Steering Committee, overseen by the Board of Directors, charts the overall direction and implementation of our sustainability initiatives.

Broadly, the Group's Sustainability Steering Committee oversees material ESG factors including Occupational Health & Safety, Ethics, Bribery & Corruption, Waste Management, Customer Health and Safety, Material Use and Energy and Emissions. These factors are covered within the scope of this year's Sustainability Report and in line with the latest GRI Standards.

Ensuring the Health & Safety of Our People

Over the course of our more than thirty-year history, it has been our belief that human capital is an essential component to our continued growth. We take pride in our people, who remain to be our most valuable asset. Creating a healthy and safe workplace for our employees, even more so since the onset of the COVID-19 pandemic, has always been at the top of our agenda. Our Quality, Environment, Energy, Health & Safety ("QEEHS") policy continues to set the standards required to ensure our staff work in optimal conditions.

Accordingly, our employees attend regular training sessions on Environmental, Health and Safety ("EHS") issues as well as training on the appropriate use of machinery used in our operations. In accordance with the International Society of Automation ("ISA"), we also ensure that our employees are equipped with the relevant protective equipment such as safety shoes, goggles and gloves along with the periodic maintenance of equipment to ensure safety.

Board Statement (cont'd)

While there have been cases of injury and occupational disease reported over the period, we remain relentless in our pursuit of preventing a repeat of such incidents. Following thorough investigations into each incident, the root causes are analysed, and corrective actions are systematically implemented across the organisation. Looking ahead, we will continue to remain vigilant as we work towards our goal of zero accidents in subsequent reporting periods.

At Sunningdale, we also adhere to the corporate social responsibility ("CSR") standards set by the Responsible Business Alliance ("RBA"). The RBA has established CSR standards to ensure that working conditions in the electronics industry, or industries in which electronics are a key component, and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

At each of our sites, General Managers and HR staff are trained and briefed on RBA requirements. We have also taken the initiative to voluntarily conduct RBA self-assessments to ensure continued adherence to these standards.

Governance Driving Sustainability

Strong business ethics underpin our organisation. Our adherence to the highest standards of corporate governance continues to translate to productive collaboration with customers and often sets us apart from peers with regard to our competitiveness in the global market.

We maintain a Code of Business Ethics and Conduct which outlines clear expectations for every employee and guides our decision making in all aspects of the business. We have also officially instituted a whistle-blowing policy, a formalised channel for all stakeholders to report wrongdoing within the organisation. All matters raised through this channel are looked into and addressed by an official Whistle-blowing Committee. Furthermore, internal controls we have in place are reviewed regularly, despite the fact that zero cases of corruption or whistle-blowing incidents were reported over the last year.

Sustainability will continue to be central to who we are and how we operate. As a worldwide leader in precision plastic engineering, Sunningdale is committed to protecting our customers who remain passionate in serving. We will look to build upon our success in 2023, while investing in doing what is right for our employees, customers, other stakeholders and the environment.

The Board of Directors
Sunningdale Tech Limited

Our Vision and Values

OUR VISION

To become a world-leading precision plastic solution-provider recognised for our extensive engineering expertise and experience.

OUR VALUES

Be an expert
With an extensive global footprint, financial stability, and years of experience, we channel our expertise to deliver reliable solutions in all things plastics

Be problem-solvers
As an engineering company, problem solving is our forte, and we're geared to solving challenging projects or exploring different ways to optimise our processes in order to better meet your needs

Be progressive
We continually look to create better solutions, explore, evaluate and apply new ideas and possibilities that are relevant to you

About the Report [GRI 2-1, 2-2, 2-3, 2-5]

Sunningdale Tech Ltd ("Sunningdale Tech" or "the Group"), headquartered in Singapore, is pleased to present our sixth sustainability report for the financial year ending 31 December 2022 ("FY2022") and 31 December 2023 ("FY2023").

While the company delisted from the mainboard of the Singapore Exchange Securities Trading Limited ("SGX") on 20 April 2021, the Group continues to voluntarily report its sustainability efforts. The report has been prepared with reference to Global Reporting Initiative ("GRI") 2021 Standards.

All our production facilities will be considered in our sustainability disclosures for FY2022 and FY2023. Building on the inclusion of our Riga, Latvia and Guadalajara, Mexico sites from FY2021, this year's report will be expanded to feature information from our manufacturing locations in India, the United States of America (USA), and Thailand. For more detailed information about the entities included in this report, please see the Appendix.

All ESG topics have been reviewed for their relevance to Sunningdale Tech's present operations with the results of the materiality review outlined on pages 20. Policies, practices, targets and performance are disclosed for all material topics in the respective sections.

The Group has not sought internal audit or external assurance for this report but will consider doing so as its reporting matures over time.

For further information on this report or feedback on the Group's sustainability practices, please feel free to write in to csrs@sdaletech.com.

About Sunningdale Tech [GRI 2-6]

Sunningdale Tech, a leading producer of precision plastic parts, offers comprehensive expertise in engineering across various sectors. The company delivers all-inclusive, turnkey plastic solutions that encompass everything from product and mould design to mould fabrication, injection moulding, additional finishing processes, and the precise assembly of finished products.

Figure 1: Sunningdale Tech's Business Segments

AUTOMATIVE	The Group designs and manufactures decorative and functional plastic parts for both electric and internal-combustion-engine vehicles. With rising demand for custom-made plastic injection moulded parts and sophisticated finishing, the Group's production technologies ensure that we are fully equipped to meet the industry's stringent requirements. Precision plastic-engineered component parts are increasingly being used in the automotive industry to make cars lighter and more efficient.
CONSUMER/IT	The Group produces a broad range of complex plastic components found in world-renowned consumer home appliances, printer cartridges and personal grooming products, amongst others. The Group's focus is on providing innovative solutions for its customers while developing niche plastic components for the mid to high-end market by offering superior surface finishing coupled with rapid tooling to reduce production cost and time to market.
HEALTHCARE	Sunningdale Tech produces plastic parts used in medical devices which often save lives. Leveraging on its extensive knowledge and experience in manufacturing Class I, Class II, and Class III medical device components, the Group produces precision plasic component parts used in catheters, diabetic care, hearing aid components, drug delivery systems, respiratory devices, surigcal devices and syringes, to name a few.
MOULD FABRICATION	Sunningdale Tech has 10 full fledge tooling operations located across Asia and Europe with more than 100 designers and 25,000 square meters of mould fabrication manufacturing space equipped with advanced toolroom machinery capable of fabricating up to 2,000 moulds annually. The Group's experienced engineers are capable of transforming complex product designs to precision plastics using advanced computer aided design software. In addition, its sophisticated mould designs are capable of producing plastic products that meet the requirements of the most stringent customers in the global arena. The Group's manufacturing facilities are well equipped with advanced tool room machinery with over 150 CNC, EDM and wire cut machines. Backed by the longstanding track record of Omni Mold, the Group's wholly owned subsidiary, the Group prides itself on manufacturing high-precision moulds that provide high-volume production for the life of the product.
PERSONAL PROTECTIVE EQUIPMENT	Produced and packed in ISO 13485 certified environments and registered with Singapore's Health Science Authority, Sunningdale Tech's automated surgical mask production line was one of the first of its kind in Singapore, set up in early 2020 following the onset of the coronavirus pandemic. With a production capacity in excess of four million masks per month, the Group's engineering team along with dedicated quality and operations teams are able to consistently ensure high-quality 3-ply masks are produced with very little turnaround time. CE compliant and FDA registered, Sunningdale Tech's surgical masks have high filtration capacity while fulfilling EN14683 and ASTM F2100 requirements. Designed to provide maximum protection for users, the mask's outer hydrophobic layers repel liquid substances while the middle filter layers are designed to provide protection against most airborne particles. An inner hydrophilic layer also provides comfort and absorbs water and sweat. The surgical masks also have Bacterial and Particle Filtration Efficiency (BFE & PFE) exceeding 95% and can be used up to 2 years from production date.

About Sunningdale Tech (cont'd)

Figure 2: 5 pillars of operational excellence

Global Presence

Sunningdale Tech's global footprint of manufacturing network spans across 18 locations across nine nations. The Group has deliberately situated its operations to seize expansion opportunities within the global supply chains and to be conveniently near to its multinational clientele. Given the extensive disruptions to supply chains due to the pandemic and a growing inclination towards nearshore manufacturing, the Group's international reach provides a distinct competitive benefit. This allows Sunningdale Tech to aid in the diversification of supply chains for its customers and to manage projects with a worldwide scope.

Figure 3: Sunningdale Tech's global presence

About Sunningdale Tech (cont'd)

Supply Chain

Sunningdale Tech is a precision plastic components manufacturer servicing the Automotive, Consumer/IT and Healthcare industries. The Group's raw material supply chain consists primarily of suppliers of engineering plastics, paint, packaging materials such as carton boxes, polyethylene bags, steel, copper, and graphite, as well as other engineering parts and components. The Group sources these raw materials locally in Singapore and globally in countries and regions such as Malaysia, China, North America, and Europe.

The procurement of the Group's products has a large impact on the health and safety of its employees and customers. To protect stakeholders from hazardous materials, the Group has well-defined processes and procedures in place (Figure 4) to manage the safety of its products from inception to final shipment. Supporting these procedures is a team of Quality Assurance ("QA") staff who are tasked with investigating customer complaints and the implementation of product safety protocols.

Figure 4: Sunningdale Tech's supply chain management

SUPPLY CHAIN MANAGEMENT	
	• Each supplier undergoes a comprehensive assessment through the Group's supplier onboarding process and accompanying Vendor Survey Form assessment which covers Social Responsibility, Ethics, Quality Management Systems and Environmental Health and Safety, amongst others. • Key suppliers as defined in the Group's purchasing quality manual are maintained in an Approved Vendor List ("AVL"). Each suppliers' monthly performance ratings are also computed using a Supplier Performance Assessment Form annually. Based on each suppliers overall rating, a site audit or a Supplier Risk Assessment will be conducted if needed. Suppliers who perform poorly will be escalated to the management and customers to source for alternative suppliers before eventually blacklisting or delisting them from the AVL. • For new purchases and subsequent compliance checks, direct material suppliers are required to provide Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH") and Restriction of Hazardous Substances ("ROHS") declarations, including conflict mineral declarations, whenever requested by our customers. • Quality inspection and supplier audit has been implemented through our Quality Management System ("QMS").

Responsible Business Alliance Certification for Responsible Business Conduct in Global Supply Chains

The Responsible Business Alliance (RBA) is the world's largest industry coalition dedicated to responsible business conduct in global supply chains. One of the most fundamental RBA programs is the Validated Assessment Program (VAP), which is the leading standard for onsite compliance verification and effective, shareable assessments conducted by independent, third-party firms[3].

Assessments carried out on RBA member facilities and their suppliers' facilities are completed by independent, third-party firms specially trained in social and environmental assessment and the VAP protocol. A typical VAP onsite assessment at a single manufacturing facility may last 2-5 days and includes a thorough document review, interviews with management and employees and a visual site survey.

RBA-approved firms use local, native-speaking assessors where possible, and they are specially trained to spot hard-to-find VAP protocol violations like instances of forced labour. They are also specialists in understanding where some violations are more common, such as excessive working hours in areas with high migrant worker populations.

During the year, several of the Group's sites underwent and completed the RBA VAP, with several sites achieving notable recognition during their respective third-party audits.

The Group's site in Batam, Indonesia, and Johor, Malaysia achieved Platinum scores with all priority, major and minor findings closed. Similar commendable performance was also achieved at our sites in Johor, Malaysia and Singapore where we achieved Silver status without any priority findings.

As of FY2023, all the Group's sites in Southeast Asia have achieved RBA certification.

[3] Source: https://www.responsiblebusiness.org/vap/about-vap/

About Sunningdale Tech (cont'd)

Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

Sunningdale Tech Limited

51 Joo Koon Circle, 1 Joo Koon Crescent, 25 Pandan Crecent and 1 Gul Circle , Tuas, Singapore, 629069
Singapore

Completed the RBA Validated Assessment Program, achieving SILVER Status without any priority findings, earning a score of 172.2

Validated Audit Report: VAR-20240506-SG-01B02-1
Audit date: May 6, 2024
Certificate issue date: June 4, 2024
Expiration date: January 24, 2026

Robert F. Lederer
CEO, RBA

Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

Sunningdale Tech Penang Sdn Bhd

PMT 748, Lingkaran Cassia Selantan Taman Perindustrian Batu Kawan, Bandar Cassia, Penang, 14110,
Malaysia

Completed the RBA Validated Audit Process, achieving SILVER Status without any priority findings, earning a score of 160.3

Validated Audit Report: VAR-20230316-MY-01A01-2
Audit date: March 16, 2023
Certificate issue date: April 23, 2023
Expiration date: March 17, 2025

Robert F. Lederer
CEO, RBA

Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

PT. Sunningdale Tech Batam

Panbil Industrial Estate Factory B2 Lot 7-9 Jl. Ahmad Yani, Muka Kuning, Batam, Batam, 29433
Indonesia

Completed the RBA Validated Assessment Program, achieving PLATINUM Status closing all Priority, Major and minor findings, earning a score of 200.0

Validated Audit Report: VAR-20231010-ID-01B02-1
Audit date: October 10, 2023
Certificate issue date: October 24, 2023
Expiration date: June 13, 2025

Robert F. Lederer
CEO, RBA

Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

First Engineering Plastics (Malaysia) Sdn. Bhd.

No 23 Jalan Persiaran Teknologi Taman Teknologi Johor , Senai, Johor, 81400
Malaysia

Completed the RBA Validated Assessment Program, achieving PLATINUM Status closing all Priority, Major and minor findings, earning a score of 200.0

Validated Audit Report: VAR-20240110-MY-01B02-1
Audit date: January 10, 2024
Certificate issue date: February 1, 2024
Expiration date: March 16, 2025

Robert F. Lederer
CEO, RBA

Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

Sunningdale Tech Malaysia SDN BHD

Lot PTD 1260 & 1262 Jalan Tun Mutahir, Kawasan Perindustrian Bandar Tenggara, Bandar Tenggara, Johor, 81440
Malaysia

Completed the RBA Validated Assessment Program, achieving SILVER Status without any priority findings, earning a score of 193.5

Validated Audit Report: VAR-20240429-MY-01B03-2
Audit date: April 29, 2024
Certificate issue date: May 22, 2024
Expiration date: May 24, 2025

Robert F. Lederer
CEO, RBA

Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

SDP Manufacturing SDN BHD

34 Jalan Masyhur Satu Taman Perindustrian Cemerlang, Ulu Tiram, Johor, 81800,
Malaysia

Completed the RBA Validated Audit Process, achieving SILVER Status without any priority findings, earning a score of 180.0

Validated Audit Report: VAR-20231009-MY-01B02-1
Audit date: October 09, 2023
Certificate issue date: November 03, 2023
Expiration date: February 24, 2025

Robert F. Lederer
CEO, RBA

Responsible Minerals Sourcing Policy

The Group is dedicated to ethical sourcing practices concerning Conflict Mineral disclosures and Extended Minerals, which are subject to regulations in different regions, such as the United States and the European Union. Under its Responsible Minerals Sourcing Policy, the Group mandates that its suppliers disclose whether any supplied materials or products to Sunningdale Tech contain conflict minerals like tin, tantalum, tungsten, and gold (known as "3TG"), which may originate from conflict-affected zones and contribute to funding warfare, as well as other minerals like cobalt and mica, following the reporting guidelines of Extended Minerals reporting templates.

Furthermore, suppliers who do not directly produce raw materials or are not directly engaged in the creation of products provided to Sunningdale Tech must carry out the appropriate due diligence to confirm that their own suppliers comply with ethical and conflict-free sourcing standards. When asked, the Group's suppliers are obligated to present documentation and proof to substantiate that they have conducted these due diligence efforts.

The Group is committed to not indulge knowingly in procurement of metals from conflict-ridden areas and will persist in collaborating with its suppliers to secure the necessary assurances that their metal sourcing does not finance conflicts.

Our Approach to Sustainability

Sunningdale Tech has placed sustainability at the heart of its business practices for over three and a half decades. The Group acknowledges the significance of environmental, social, and governance (ESG) considerations and strives to harmonize the enduring profitability and sustainability of its operations.

As a manufacturer of large volumes of plastic components, the majority of the Group's impact on the environment come from Scope 2 emissions related to the purchase of electricity. This is primarily the result of the significant amounts of electric power required during the plastic injection moulding process. As such, we have introduced four key pillars to guide our sustainability initiatives and reduce our overall carbon footprint, in line with our customer's Scope 3 emissions targets. These key initiatives are outlined in Figure 6.

Additionally, the Group maintains a strong dedication to corporate social responsibility and upholds the utmost levels of corporate governance to foster sustainable value over the long term. Guided by the Group's Chief Executive Officer, the Sustainability Steering Committee, which is under the supervision of the Board of Directors, sets the course and oversees the execution of Sunningdale Tech's sustainability efforts in accordance with the company's Sustainability Policy.

Sustainability Policy

Figure 5: Sunningdale Tech's sustainability policy

Seeking new technologies and methods to conserve energy, minimize resource consumption and reduce waste generation to maintain environmentally friendly manufacturing and supply chain processes.

Endorsing an integrated human capital strategy which promotes fair employment practices and a safe working environment while fostering strong teamwork and employee development.

Upholding the highest standards of corporate governance and transparency with an effective risk management system to safeguard our stakeholders' interests.

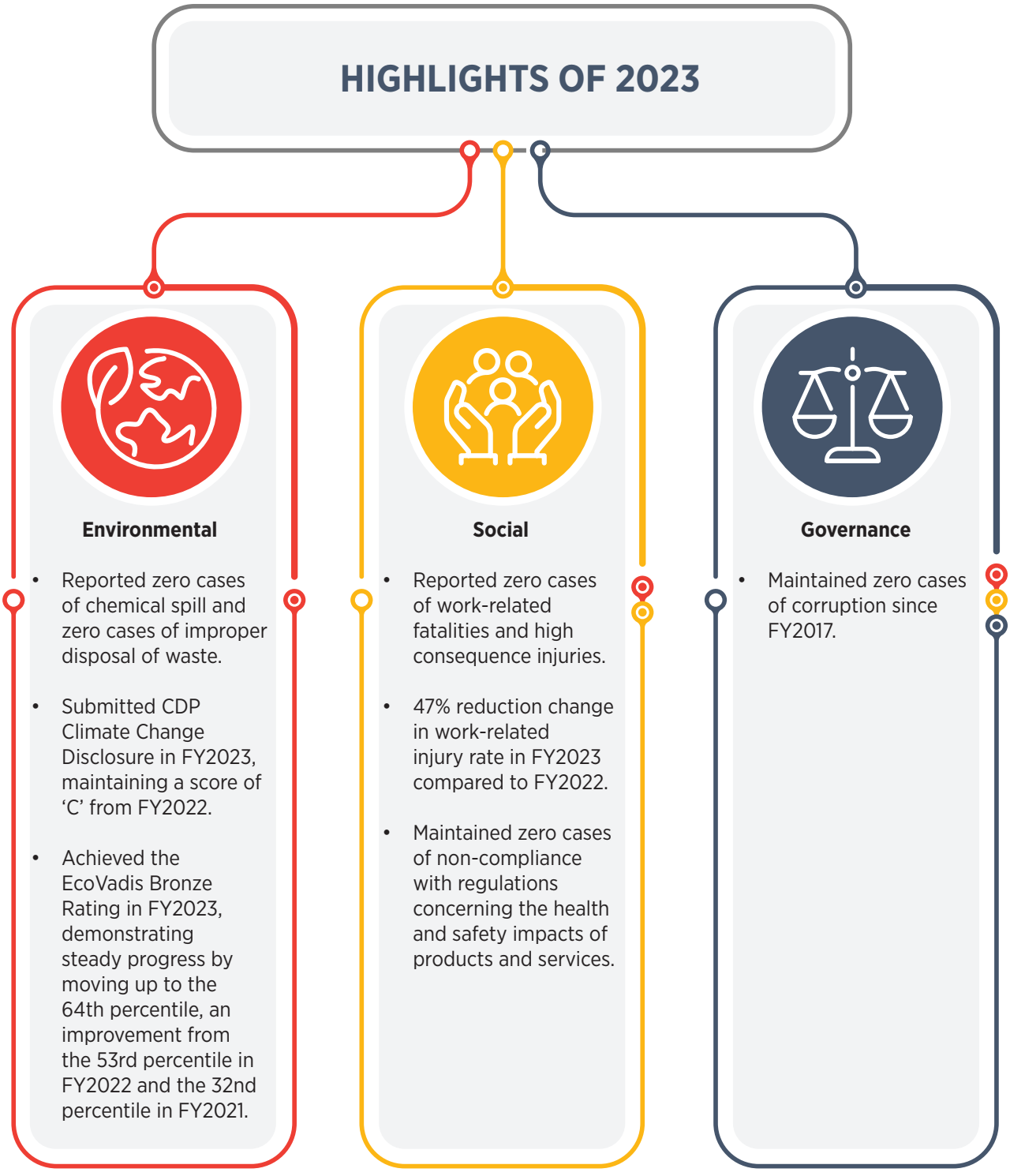
Supporting local communities by making meaningful contributions through either active participation or sponsorship.

The Group's financial and operational objectives are aligned towards consistently improving sustainability performance through regular monitoring and effective reporting channels.

This policy has been communicated to the Group's stakeholders including shareholders, business partners, suppliers, customers and employees. It has also been made available to the public via the Group's website: Sustainability & CSR .

The Group's Quality, Environment, Energy, Health & Safety ("QEEHS") policy Policy guides our practices on Occupational Health and Safety, Customer Health and Safety and all environmental topics. Details of the policy are shown in the various sections of this report. The policy is also publicly available on the Group's website: QEHS Policy.

Figure 6. Sunningdale's sustainability highlights for FY2023



Our Approach to Sustainability (cont'd)

Figure 7. Sunningdale's sustainability outlook and ESG transformation plan

2022-2025 NEAR TERM PLANS

Environmental

- To continue monitoring GHG emissions and energy consumption.
- To embark on our energy and emission reduction plan covering the 4 key pillars below:
  - Green Purchasing
  - Transitioning to Renewable Energy
  - Sustainable Facilities
  - Sustainable Manufacturing

Social

- Maintain record of zero workplace injuries and fatalities.
- Support and create opportunities for firm's employees to dedicate time and energy to public service organisation or cause.

Governance

- Maintain zero confirmed incidences of bribery or corruption.
- Conduct annual Department Level anti-corruption and ethics awareness sessions.

2025-2030 MID TERM PLANS

Environmental

- To deploy a significant share of renewable energy for the group's electricity consumption.
- Continuous upgrading of the Group's injection moulding machinery used in production to more efficient machines.
- To set quantitative targets and baseline year for CO2e emission reduction.
- To ensure yearly increase in recycled input material used.

Social

- Maintain record of zero workplace injuries and fatalities.
- Identify potential partnerships with community organisations for collaboration.

Governance

- Maintain zero confirmed incidences of bribery or corruption.
- Regularly update the code of business ethics and conduct as well as the anti-bribery and corruption policy.

Our Approach to Sustainability (cont'd)

Sustainability Governance [GRI 2-9] [GRI 2-12, 2-14]

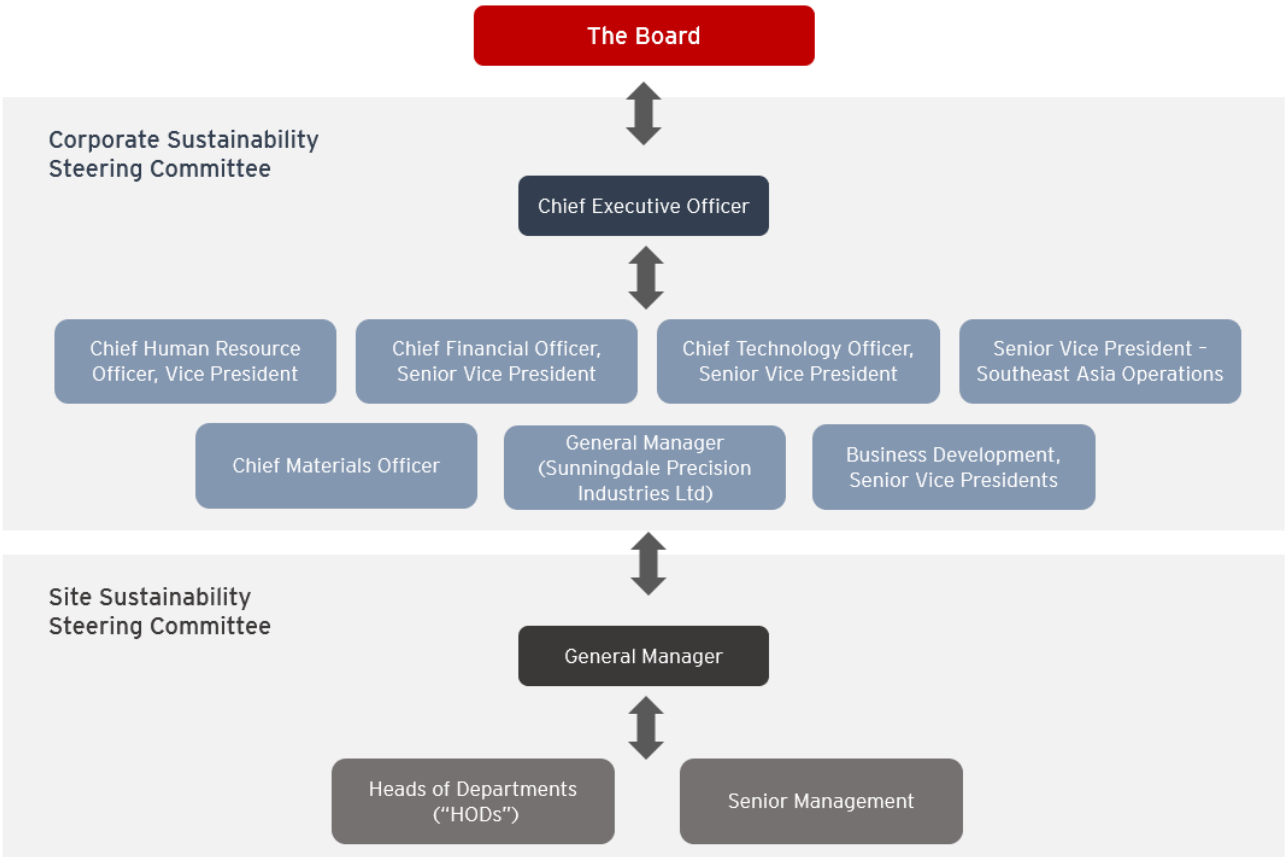
Sunningdale Tech, a leading global manufacturer of precision plastic parts, oversees its sustainability efforts through the Group's Sustainability Steering Committee (SSC). The corporate-level SSC, led by the Chief Executive Officer, regularly reports to and keeps the Board informed.

The Board meets on a quarterly basis and is updated by the Group's Sustainability Committee representative along with the CEO who presents material environmental data, emissions and consumption across the Group's operations. As mentioned above, the Group's Sustainability Steering Committee oversees material ESG factors including Occupational Health & Safety, Ethics, Bribery & Corruption, Waste Management, Customer Health and Safety, Material Use and Energy and Emissions. Quarterly, the Board receives progress reports on the above material factors.

Additionally, each of the Group's 18 manufacturing sites has its own SSC, presided over by the site's General Manager. These site-specific SSCs are tasked with the responsibility for:

- Executing corporate identified sustainability material issues/topics and recommending prevailing sustainability initiatives based on the prevailing laws within each location to the Group's SSC for approval.
- Recommending sustainability activities and/or initiatives to be undertaken at each site while considering the interests of shareholders, clients, employees and respective communities, amongst other factors.
- Recommending and budgeting the amount of expenditure to be incurred on the activities undertaken.
- Reviewing past Corporate Social Responsibility ("CSR") activities and planning for future CSR initiatives.
- Appointing a CSR working committee.

Figure 8: Sunningdale Tech's sustainability governance structure



To assist top management in implementing specific policies and practices across each of its operations, a Corporate Social Responsibility (CSR) working committee has been established. This committee is composed of members from different departments such as Human Resources, Information Technology, and Business Development.

Our Approach to Sustainability (cont'd)

Stakeholder Engagement [GRI 2-29]

Stakeholder engagement is essential for Sunningdale Tech to operate successfully, sustainably, and ethically, ensuring that the company's actions are aligned with the interests and well-being of its stakeholders. Engaging with stakeholders allows Sunningdale Tech to understand their expectations, concerns, and needs, which can inform business strategies and decision-making processes. Regular interaction helps build and maintain strong, trust-based relationships with various stakeholders, including customers, employees, suppliers, investors, and the community. Positive engagement can improve the company's reputation, making it more attractive to potential customers, partners, and talent.

Stakeholder group	Expectations of the stakeholder group	Modes of engagement	Frequency of engagement	Key interests by stakeholder group	Sunningdale Tech's response
 Shareholders	Maximising shareholder value and obtaining information to make sound investment decisions	• Annual Shareholder Meeting	• Annually	• Timely and transparent disclosure of information and company updates	• Achieving sustainable growth and profitability to enhance shareholder value • Periodic and transparent communication of financial and non-financial updates
		• Meetings with investors	• Upon request	• Accessibility to Management and Investor Relations	• Maintaining open and transparent communication with shareholders and investors
 Employees	Fair remuneration, career development and progression	• Orientation for new employees	• As appropriate	• Employee engagement	• To assimilate new hires into the Group's culture
		• Sports and welfare activities	• Quarterly		
		• CSR activities	• As appropriate	• Team bonding through volunteerism	• To enhance corporate conscience, corporate citizenship and socially responsible business practices
		• Training	• As appropriate	• Work opportunities and career advancement	• Biennial review of training requirements along with the development of competency frameworks across all job levels
		• Ad hoc events	• As appropriate	• Employee engagement • Employee welfare and benefits	• To foster teamwork and social interaction among employees

Our Approach to Sustainability (cont'd)

Stakeholder group	Expectations of the stakeholder group	Modes of engagement	Frequency of engagement	Key interests by stakeholder group	Sunningdale Tech's response
 **Customers**	Receive products in good order that meet their specifications at a competitive price point	• Customer satisfaction surveys	• Annually	• Quality of products	• Maintaining robust quality management systems in line with international standards such as ISO 14001, ISO 9001, IATF 16949, ISO 13485, and ISO 45001 certification • Yearly assessment by third-party certification bodies to achieve certification for the aforementioned quality standards • Conduct quality audits across all manufacturing locations
		• Regular meetings and discussions with respective Project Managers	• As required	• Responsiveness to requests	• Ensure that the Project Managers respond to their customers promptly and meet their needs
 **Suppliers**	Delivering quality product in a timely manner	• Regular meetings and discussions with respective Procurement Managers	• As required	• Receipt of prompt payments for goods and services rendered	• Ensuring that Sunningdale Tech complies with contractual agreements related to timely payment
 **Local communities**	Ensure that organisations contribute positively to the community	• CSR events and donations in collaboration with charitable organisations	• As appropriate	• Sustained support for CSR projects	• Continuing to entrench the organisation and deepen relationships with charitable organisations
 **Government institutions and regulators *(such as CPF, IRAS, and NEA)***	Implement and enforce standards and regulatory requirements	• Participate in meetings with government institutions and regulators	• As appropriate	• To ensure organisations are in compliance with laws and regulations	• Keep all relevant employees abreast with changes to statutory requirements • To ensure compliance with all applicable laws and regulations

Our Approach to Sustainability (cont'd)

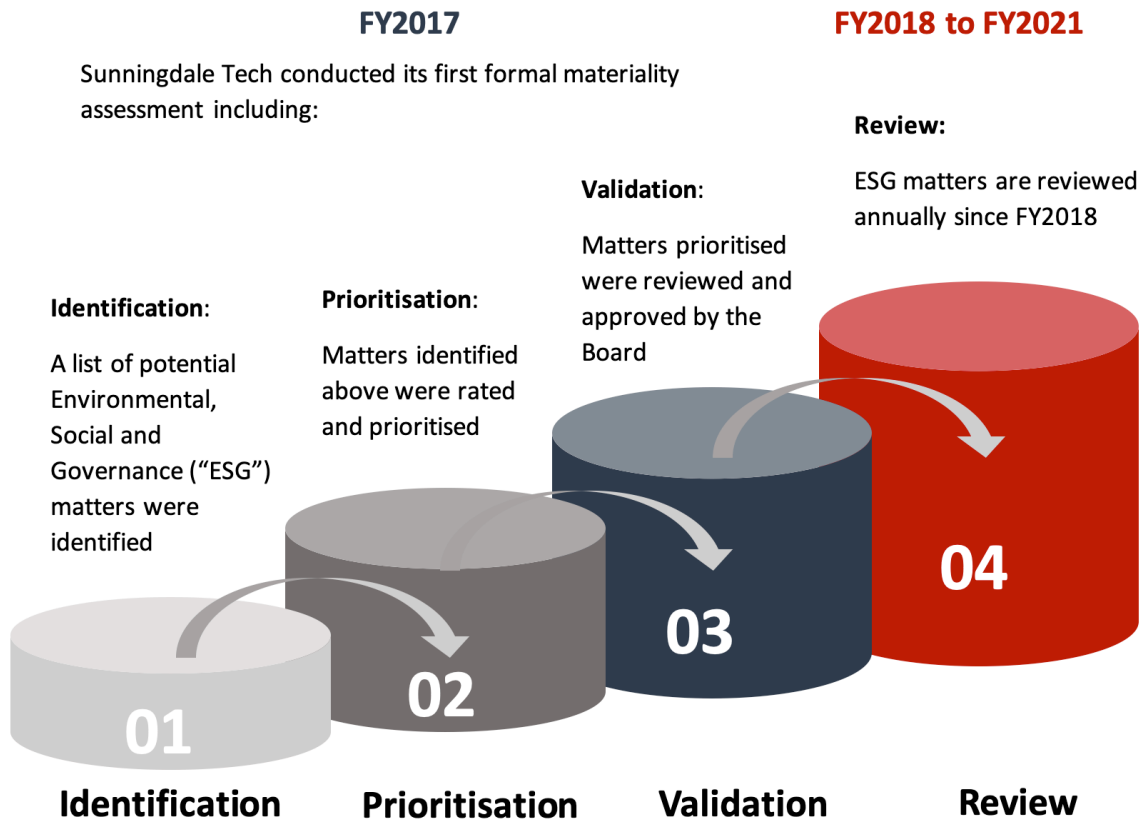
Materiality Assessment [GRI 3-1, 3-2]

Sunningdale Tech has undertaken a four-step materiality assessment of its Environmental, Social and Governance ("ESG") factors. The Group conducted its first formal materiality assessment in FY2017 to identify, prioritise and validate ESG matters across all Sunningdale Tech stakeholders. Since FY2018, each of the respective ESG matters have been reviewed and re-assessed for their continued relevance and significance to Sunningdale Tech.

Following the same approach, the Group continued to review its ESG matters in FY2023 by engaging key representatives from various departments across the Group's global operations. After taking their feedback into consideration, the Group concluded that all ESG matters reported in FY2021 remain relevant and significant to Sunningdale Tech as shown in figure 10. The selected material matters were also reviewed by the management and the Board.

To ensure continued applicability and relevance of material matters, Sunningdale Tech plans to perform a refreshed materiality assessment in the upcoming years.

Figure 9: Sunningdale Tech's materiality assessment process



Our Approach to Sustainability (cont'd)

Figure 10: Mapping material and additional ESG matters according to GRI 2021 standards

Ethics, Bribery and Corruption

GRI 205: Anti-corruption

GRI 205-2: Communication and training about anti-corruption policies and procedures

GRI 205-3: Confimed incidents of corruption and actions taken

Occupational Health and Safety

GRI 403: Occupational Health and Safety

GRI 403-9: Work-related injuries

GRI 403-10: Work-related ill health

Waste Management

GRI 306: Waste

GRI 306-3: Waste generated

GRI 306-4: Waste diverted from disposal

GRI 306-5: Waste directed to disposal

Health and Safety of Customers

GRI 416: Customer Health and Safety

GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Material Use

GRI 301: Materials

GRI 301-2: Recycled input materials used

Energy and Emissions

GRI 302: Energy

GRI 302-1 Energy consumption within the organization

GRI 302-3 Energy intensity

GRI 305: Emissions

GRI 305-1 Direct (Scope 1) GHG emissions

GRI 305-2 Energy indirect (Scope 2) GHG emissions

Material Matters

Additional Matters

Our Approach to Sustainability (cont'd)

Figure 11: An overview of Sunningdale Tech's targets and performance against material and additional ESG matters

Sunningdale Tech's Material and Additional Matters	Target	FY23 Performance*	Sunningdale Tech's Policy
Ethics, Bribery and Corruption	Quality, Environment, Energy, Health and Safety Policy	Achieved	Whistle-blowing Policy Enterprise Risk Management Policy Code of Business Ethics and Conduct
Occupational Health	Zero workplace injury rate	Not achieved	Quality, Environment, Energy, Health and Safety Policy
and Safety	Zero chemical spillage	Achieved	
Waste Management	Zero cases of improper disposal of waste	Achieved	
Health and Safety of Customers	Reduce number of customer complaints to zero	Achieved	Quality, Environment, Energy, Health and Safety Policy
	Zero major non-compliance from internal & external audit	Achieved	
	Zero case of accident(s) / incident(s) pertaining health and safety	Achieved	
	Zero incident of non-compliance from regulators	Achieved	
Energy and Emissions	The Group is in the midst of studying its Group wide carbon footprint before setting measurable, achievable energy and emissions reductions targets which are aligned with the Science Based Targets initiative (SBTi). The Group will provide an update on progress in its next reporting cycle.	On-going	Quality, Environment, Energy, Health and Safety Policy

** For detailed performance overview, refer to the specific Material Matter or Additional Matter section in the Report below.*

Governance

Ethics, Bribery and Corruption [GRI 3-3, 205-2, 205-3]

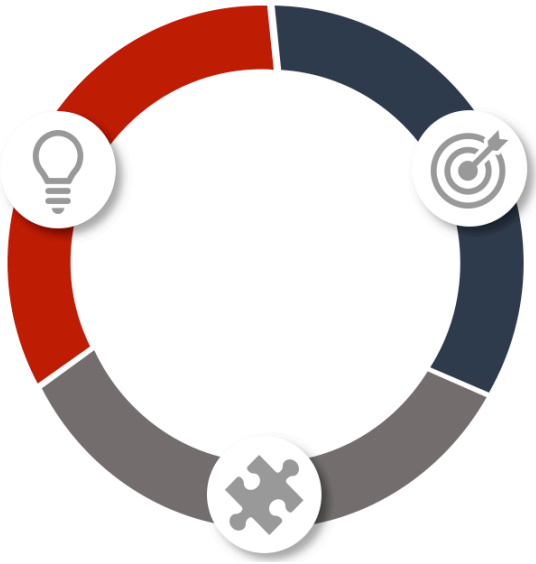
Importance of Ethics, bribery, and corruption for Sunningdale Tech cannot be overstated, as these elements are crucial for maintaining its integrity, ensuring compliance with international standards and securing its long-term success. Upholding high ethical standards and a zero-tolerance policy towards bribery and corruption enhance Sunningdale Tech's reputation among customers, suppliers and partners. Allegations or instances of unethical behaviour can tarnish the company's image, leading to a loss of customer trust, potentially causing long-term damage to the brand, invite legal action, significant fines, and other financial penalties that can impact its bottom line.

As such, the Group strives to uphold its high standard of corporate governance and business ethics, structuring robust policies for its employees and key vendors to follow and maintaining clear oversight and mechanisms of accountability. The policies are in place to demonstrate Sunningdale Tech's commitments that any instances of non-compliance are handled appropriately and effectively.

Figure 12: Policies relating to ethics, bribery and corruption

Whistle-blowing Policy

Sunningdale Tech maintains a whistle-blowing policy which provides channels for employees to report breaches and concerns that occurs within the organisation. This policy is well communicated to all employees.



Code of Business Ethics and Conduct

Sunningdale Tech maintains a strong code of business ethics and conduct which guides the decision making of our employees in evaluating conflicts of interest.

ERM Policy

An Enterprise Risk Management ("ERM") Policy is in place to formalise the reporting, assessment, treating and monitoring of each significant risk that the group faces in achieving its business objectives. Such risks, including mitigating actions, are reported to the Board through the Group's Audit and Risk Committee on an annual basis and are followed-up by an in-house internal audit team as part of its annual audit plan.

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Governance (cont'd)

To ensure compliance with the Group's existing policies and the relevant laws and regulations, Sunningdale Tech has instituted the following practices and initiatives.

Risk Management and Internal Controls

Whistle-blowing Mechanism

The Group's whistle-blowing mechanism has been established to allow employees to raise any actual or suspected concerns or issues without fear of reprisal or victimisation through telephone, email or mail channels.

To oversee matters raised from the Group's whistle-blowing mechanism, a Whistle-blowing Committee ("WBC") has been established consisting of the Group's Chief Executive Officer, Chief Financial Officer, Senior Vice President, Chief Human Resource Officer, Senior Vice President, and Senior Internal Audit manager. The WBC subsequently produces the necessary report along with recommendations to the Audit and Risk Committee ("ARC") for its review and further action.

Internal Compliance Audit

To evaluate the performance and maintain strong internal control on business ethics, Sunningdale Tech's Internal Audit ("IA") team conducts regular compliance audits to ensure compliance with internal policies, laws and regulations. On a quarterly basis, the Head of Internal Audit provides the Board with an internal audit report.

Control Self-Assessment ("CSA") framework

To support the Group's ERM policy and track the performance of its internal controls, the Group's annual CSA practice takes place through the completion of a questionnaire in accordance with the organisation's requirements. As a supplement to internal audit, the CSA results are reported to the ARC quarterly for review.

Vendor Survey Form on Risk Management and Internal Controls

All vendors are required to sign and acknowledge that they have read the Group's Code of Business Ethics and Conduct form as part of Sunningdale Tech's Vendor Survey Form. Sunningdale Tech will also conduct the necessary due diligence to ensure that suppliers comply with all applicable laws and regulations within each jurisdiction.

Training and Communication

As part of the Group's mandatory orientation and onboarding program, all new employees are briefed and trained on Sunningdale Tech's Code of Business Ethics and Conduct, as well as access to grievance channels.

Whistle-blowing posters have also been put up across all sites to increase employee awareness on anti-corruption including details on the available channels to report any issues or concerns.

Governance (cont'd)

Perpetual Target		FY2022 Performance	FY2023 Performance
	Zero cases of corruption [4]	Achieved	Achieved

As a testament to Sunningdale Tech's commitment to strict compliance with ethics, bribery and corruption, the Group is pleased to announce that there have been zero case of corruption and whistle-blowing from FY2018 to FY2023.

The continued adherence to strict compliance practices is critical to Sunningdale Tech's success. To ensure this, the Group continues to keep all employees informed on Sunningdale Tech's anti-corruption policy and requirements through an annual declaration form. The form requires each employee to declare that they have read and understood the Group's Code of Business Ethics and Conduct and that they will be compliant with all regulations stated in the policy. The policy is also saved within the Group's internal portal to make the review process seamless and accessible to all employees.

Existing employees are also required to sign the Conflict-of-Interest declaration form annually. This exercise serves to minimise the business risks of professional or business judgments from being compromised due to potential conflicting interests and to expedite the resolution of potential whistle-blowing allegations.

New hires are required to declare and submit their declaration forms on their first day of work and are provided with training on the Group's Code of Business Ethics and Conduct during the onboarding and orientation programme.

Figure 13: Number and percentage of employees who received trainings[5] on anti-corruption policies

FY2022	Employees Categories							
	Senior Managers		Managers		Supervisors/ Executives		All others	
Total number of employees	**57**		**267**		**1808**		**5213**	
Total number of employees who received training	**45**	**79%**	**154**	**58%**	**863**	**48%**	**2433**	**47%**
Singapore	35	61%	74	28%	326	18%	567	11%
Malaysia	1	2%	23	9%	133	7%	485	9%
Indonesia	1	2%	5	2%	37	2%	396	8%
China	5	9%	43	16%	287	16%	685	13%
Latvia	0	0%	0	0%	0	0%	101	2%
Mexico	0	0%	0	0%	0	0%	0	0%
India	2	4%	6	2%	54	3%	91	2%
USA	0	0%	0	0%	0	0%	0	0%
Thailand	1	2%	3	1%	26	1%	108	2%

[4] A case of corruption refers to the extent of corruption that is deemed material to Sunningdale Tech.

[5] Percentage of employees who received training on anti-corruption policies is calculated by taking the total number of employees trained in the year divided by the number of employees as at the end of 31 Dec 2022 and end of 21 Dec 2023, respectively. Where the percentages have exceeded 100% due to employee turnover during the year, the final percentage is reported as 100% accordingly.

Governance (cont'd)

FY2023	Employees Categories							
	Senior Managers		Managers		Supervisors/ Executives		All others	
Total number of employees	**58**		**274**		**1866**		**5190**	
Total number of employees who received training	**48**	**83%**	**197**	**72%**	**1361**	**73%**	**3017**	**58%**
Singapore	35	60%	73	27%	330	18%	539	10%
Malaysia	2	4%	45	16%	528	28%	1161	22%
Indonesia	1	2%	5	2%	40	2%	364	7%
China	6	10%	58	21%	368	20%	688	13%
Latvia	0	0%	0	0%	0	0%	0	0%
Mexico	0	0%	0	0%	0	0%	0	0%
India	1	2%	5	2%	58	4%	77	1%
USA	0	0%	4	1%	8	0.4%	87	2%
Thailand	2	3%	7	3%	29	2%	101	2%

The Group also communicates its Vendor Anti-corruption Policy with newly engaged vendors. In addition, the Group's Code of Business Ethics and Conduct is made available to all business partners and customers via the Group's website.

Social

Profile of Our Workforce [GRI 2-7]

At Sunningdale Tech, we believe that our employees are our most valuable assets as they form the foundation of our operations and are essential to the functioning of our business. As at the end of FY2023, the Group had a total of 7,388 employees, a 14% increase compared to 6,485 employees as at the end of FY2022. Among these employees, the majority were full-time employees and there were 391 recorded part time employees (191 Males and 200 Females) in FY2023 as compared to 450 part time employees in FY2022.

Most of the Group's operating activities are performed by its employees while several of the Group's sites have a significant number of operators who are non-employee workers.

Please refer to Figures 14 through 17 for a breakdown of the total number of employees by gender, age, region, employment contract and employment type.

Figure 14: Total number of employees by gender

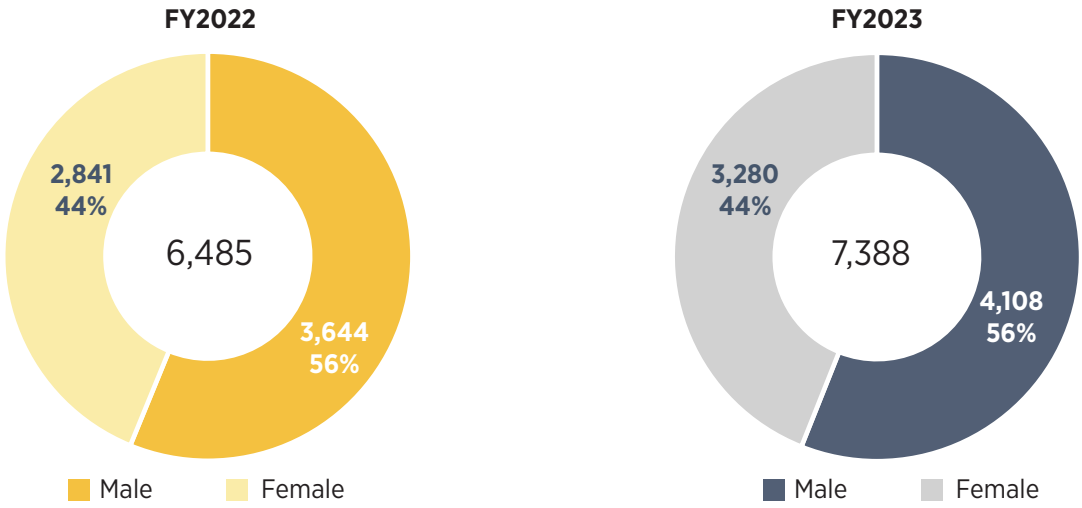


Figure 15: Total number of employees by employment contract[6], gender and region

Region	FY2022						
	Employment Contract						Total
	Permanent		Temporary		Fixed Term		
	Male	Female	Male	Female	Male	Female	
Singapore	638	357	5	2	0	0	1,002
Malaysia	977	827	0	0	5	1	1,810
Indonesia	0	2	234	203	0	0	439
China	689	593	42	81	264	314	1,983
Latvia	55	83	0	0	0	0	138
Mexico	420	187	105	46	0	0	758
India	144	9	0	0	0	0	153
USA	23	9	0	0	0	0	32
Thailand	33	97	10	30	0	0	170
Total	**2,979**	**2,164**	**396**	**362**	**259**	**315**	**6,485**
	5,143		**758**		**584**		

[6] As defined by GRI Standards, permanent contract refers to a contract with an employee, for full-time or part-time work, for an indeterminate period. Fixed term contracts refer to an employment contract that ends when a specific time period expires, or when a specific task that has a time estimate included is complete. A temporary contract is of limited duration, and is terminated by a specific event, including the end of a project or work phase or the return of replaced employees.

Social (cont'd)

Region	FY2023						
	Employment Contract						Total
	Permanent		Temporary		Fixed Term		
	Male	Female	Male	Female	Male	Female	
Singapore	632	341	2	2	0	0	977
Malaysia	1,473	1,342	0	0	4	2	2,821
Indonesia	0	2	213	195	0	0	410
China	650	556	60	73	246	303	1,888
Latvia	62	86	0	0	0	0	148
Mexico	423	189	105	47	0	0	764
India	134	7	10	2	0	0	141
USA	72	29	0	0	0	0	101
Thailand	32	106	0	0	0	0	138
Total	**3,478**	**2,658**	**380**	**317**	**250**	**305**	**7,388**
	6,136		**697**		**555**		

Figure 16: Total number of employees by employment type, by gender and region

Region	FY2022					FY2023				
	Employment Type				Total	Employment Type				Total
	Full-time		Part-time			Full-time		Part-time		
	Male	Female	Male	Female		Male	Female	Male	Female	
Singapore	641	358	2	1	1,002	632	343	2	0	977
Malaysia	1,269	1,047	238	129	2,683	1,347	1,186	130	158	2,821
Indonesia	234	205	0	0	439	213	197	0	0	410
China	961	944	34	44	1,983	902	892	54	40	1,888
Latvia	55	81	0	2	138	62	84	0	2	148
Mexico	239	519	0	0	758	236	528	0	0	764
India	144	9	0	0	153	134	7	0	0	141
USA	22	10	0	0	32	82	14	0	5	101
Thailand	33	97	0	0	130	32	106	0	0	138
Total	**3,598**	**3,270**	**274**	**176**	**7,318**	**3,640**	**3,357**	**191**	**200**	**7,388**
	6,868		**450**			**6,997**		**391**		

Social (cont'd)

Figure 17: Total number of employees by age and region

	FY2022											
	Senior Managers			Managers			Supervisors/ Executives			All others		
	< 30 years old	31-50 years old	>50 years old	< 30 years old	31-50 years old	>50 years old	< 30 years old	31-50 years old	>50 years old	< 30 years old	31-50 years old	>50 years old
Singapore	0	6	29	1	32	41	99	163	64	219	301	47
Malaysia	0	0	4	1	32	27	218	367	51	1,009	923	51
Indonesia	1	0	0	0	3	2	5	30	2	300	95	1
China	0	0	7	0	71	19	37	481	36	185	1,070	77
Latvia	0	1	3	0	6	1	3	20	12	24	31	37
Mexico	0	0	2	1	14	0	25	107	9	195	389	16
India	0	0	2	0	6	0	10	42	2	41	49	1
USA	0	0	1	0	2	2	0	1	2	2	7	15
Thailand	0	0	1	0	3	2	1	26	1	32	59	5
Total	**1**	**7**	**49**	**3**	**169**	**94**	**398**	**1,237**	**179**	**2,007**	**2,924**	**250**
	57			**266**			**1,814**			**5,181**		

	FY2023											
	Senior Managers			Managers			Supervisors/ Executives			All others		
	< 30 years old	31-50 years old	>50 years old	< 30 years old	31-50 years old	>50 years old	< 30 years old	31-50 years old	>50 years old	< 30 years old	31-50 years old	>50 years old
Singapore	0	5	30	30	0	43	100	152	78	192	305	42
Malaysia	0	0	4	1	40	26	236	391	55	1,111	896	61
Indonesia	0	0	1	0	3	2	5	31	4	262	100	2
China	0	0	8	0	68	22	36	466	41	190	974	83
Latvia	0	1	3	0	6	1	4	19	13	29	38	34
Mexico	0	0	2	1	16	0	24	106	9	200	391	15
India	0	0	1	0	4	0	15	41	2	42	34	1
USA	0	0	2	0	7	0	0	7	1	4	65	18
Thailand	0	0	1	0	1	0	3	26	0	30	66	5
Total	**0**	**6**	**52**	**32**	**149**	**94**	**423**	**1,239**	**203**	**2,060**	**2,869**	**261**
	58			**275**			**1,865**			**5,190**		

Social (cont'd)

Corporate Social Responsibility

Community initiatives are a critical part of Sunningdale Tech's commitments to action to continuously grow relationships with the greater community. FY2023 and FY2024 was no exception, whereby various sites embarked on various initiatives.

At our site in Guadalajara, Mexico, our team mobilised to provide aid, essential supplied and gave donations to the local community following the impact of Hurricane Lidia, the third-most intense Pacific hurricane on record to make landfall in Mexico.

In Singapore, aligned with our mission of supporting mental health, Sunningdale Tech adopted a Christmas tree through a fundraising campaign organised by Samaritans of Singapore (SOS). Charitrees 2023 is part of an initiative to raise funds and rally support towards charitable causes. The display this year marked the 13th edition of ChariTrees, an annual fundraiser co-organised by non-profit organisation The Rice Company Limited (TRCL), mental health organisation Samaritans of Singapore (SOS), Singapore Cancer Society (SCS) and SPD. The funds will be used for the organisations' programmes and services, to build up resources and increase accessibility of physical and mental health services for children and youth. They will also go towards rallying support for causes including suicide prevention, fighting for a cancer-free society and raising awareness about arts opportunities for underserved children.

The initiatives have centred on providing social contribution to the communities to promote wellbeing and diversity, equity and inclusion—all of which are Sunningdale Tech's core values.

Beach Clean-Up (June 2024)
- >30 volunteers
- Promoting Environmentalism

Hiking (June 2024)
- 20 participants
- Promoting Environmentalism

Plant A Tree Programme (Aug 2024)
- >20 Volunteers
- OneMillionTrees movement

Charitrees (Nov 2023)
- Partnership with SOS

Health Screening (Mar 2023)
- By IHP
- Complimentary health screening

Mental Wellness Talk (Apr 2023)
- By Circle of Healing Specialist
- Promoting mental well being

Social (cont'd)

Blood Donation (Oct 2023)
- >30 participants
- 23 successful donors

Mobile Massage (Oct 2023)
- Massage initiatie by SAVH

STMX Hurricane Relief (2023)
- Corporate social responsibility

FEPI Women's Day (2023)
- Promoting DEI

STB Visit to Old Folks Home (2023)
- Corporate social responsibility

OTS Campus Recruitment (2023)
- University collaboration

FEPM Toen Cleaning (2023)
- Promoting Environmentalism

SDP Eye Screening (2023)
- Complimentary health screening

CHIWO Blood Donation (2023)
- Promoting volunteerism

FESH Fire Safety Exercise (2024)
- Promoting health & safety

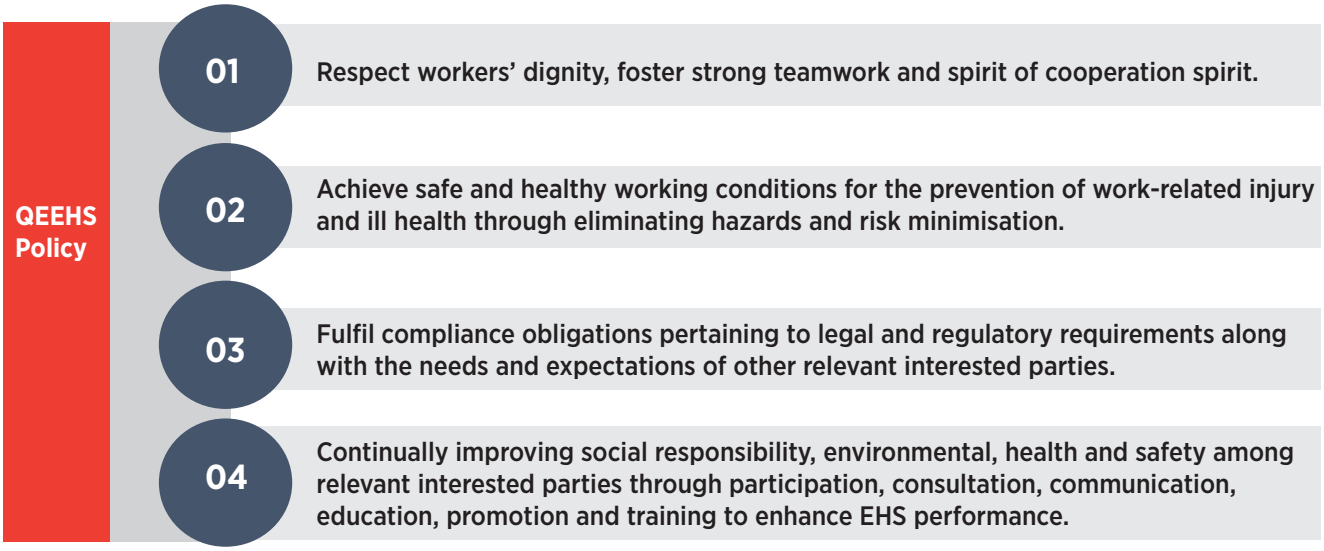
Social (cont'd)

Occupational Health and Safety
[GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10]

Occupational Health and Safety is not just a legal and moral obligation for Sunningdale Tech but also an essential factor in creating a positive company culture and maintaining our productivity. Incidents related to poor OHS practices places Sunningdale Tech's valuable employees at risk, while leading to a loss of trust among stakeholders and potentially affecting business relationships. Furthermore, failure to comply with required standards can result in issues of liability, with the potential for lawsuits from various parties and leading to loss of trust among stakeholders, especially for employees and business partners. By minimizing the risk of workplace incidents, Sunningdale Tech ensures the safety and health of the employees, maintain business continuity and protect against the potential for significant operational setbacks.

In order to ensure these values, the Group is committed to providing and maintaining a healthy and safe working environment that is in compliance with all applicable laws and regulations across the countries the Group operates in. In particular, Sunningdale Tech has established an integrated Quality, Environment, Energy, Health and Safety ("QEEHS") policy which acts as a guideline to all employees. The Group's policies are summarised as follows.

Figure 18: Policies relating to occupational health and safety



To maintain a strong occupational health and safety ("OHS") working environment during the Group's operations, Sunningdale Tech has implemented country-level practices in accordance with local and regional regulations and laws.

SINGAPORE

Hazard identification, risk assessment and incident investigation

Risk assessments and job safety aspect analyses ("JSA") are carried within each department to identify and assess work-related hazards and health concerns. Aspects and hazards identified during the risk assessment process are reviewed at least once every two years or if there are any significant operational changes or incidents. Corrective action and reviews related to workplace safety are required following every occurrence of accident or incident. To maintain the Group's OHS performance, an external safety officer is engaged to conduct drills and to be involved in EHS committee meetings.

Worker participation, consultation, and communication on occupational health and safety

The Group encourages all staff to be involved in the occupational health and safety process. Staff are encouraged to inform Head of Departments ("HOD") or safety officers of any potential hazards. The Group also provides internal training, organises EHS weeks and quizzes along with table top exercises to improve health and safety awareness. At the same time, OHS related concerns or feedback are communicated through toolbox meetings as well as EHS committee meetings

Occupational health services and promotion of worker health

All employees are free to visit any outpatient clinic and/or hospitals and are allowed to go for these medical consultations during working hours if necessary.

Social (cont'd)

OCCUPATIONAL HEALTH AND SAFETY IN CHINA

Occupational health and safety management system

The Group's occupational health and safety ("OHS") management system adheres to national laws and regulations such as the Labour Law of the People's Republic of China, Occupational Disease Prevention and Control Law of the People's Republic of China, and Safety Production Law of the People's Republic of China. These laws apply to all employees and workers within the Group's premises in China. Furthermore, five of the Group's entities in China has been certified compliant with ISO 45001:2018 /OHSAS 18001:2007 related to Occupational Health and Safety Management Systems.

Hazard identification, risk assessment and incident investigation

Each site in China has its own OHS committee comprising representatives of OHS management, including the respective sites General Managers, HODs, OHS system engineers and safety officers.

The Group's Hazard Identification and Evaluation of Control Procedure details the processes on the identification of work-related hazards, risks and the hierarchy of controls. This procedure covers various activities across supply chain management, operations, logistics and customer service. Accordingly, the procedure is reviewed at least annually or whenever there is a significant change, such as the onboarding of a new complex project, a change in company's activities, or any updates on local regulations.

To ensure continuous improvement of systems and processes, the Group implements preventive and corrective action should there be any findings from internal audits. The Group also seeks to proactively lower Likelihood, Exposure and Consequences ("LEC") scores stemming from major hazards using the plan–do–check–act ("PDCA") method.

Worker participation, consultation, and communication on occupational health and safety

OHS-related hazards are communicated to all employees upon contract signing. Safety training is also provided for all operational staff. Internal and external communication management control procedures allow workers to report any potential hazards while being protected from reprisal via the Group's corporate whistle-blowing policy.

Occupational health services and promotion of worker health

Occupational health services are provided in accordance with national laws and regulations, including annual medical check-ups, occupational health evaluation and medical insurance for the Group's employees. Occasionally, sports activities are organised amongst staff to promote a healthy lifestyle and facilitate greater team bonding within the company.

MALAYSIA

Occupational health and safety management systems

Our OHS management systems are designed in accordance with national regulations and laws covering all employees within the Group's premises. In addition, one of the Group's sites in Malaysia has obtained ISO 45001:2018 certification. These systems and processes are reviewed and enhanced during yearly management review meetings, EHS committee meetings and EHS monthly inspections.

Hazard identification, risk assessment and incident investigation & Worker participation, consultation, and communication on occupational health and safety

Our EHS committee includes General Managers ("GM"), HR, safety officer and representatives such as HODs or supervisors. Training and yearly job safety analyses ("JSA") are conducted by HODs and EHS officers. During work activities, all employees are also briefed on the JSA and its applications. Employees can report directly to their supervisors/department heads or through suggestion boxes on hazards or hazardous situations. The respective supervisor shall inform safety officers in charge and the EHS Chairman immediately. This is followed by the logging of an accident/incident investigation report. The safety officer/EHS Committee will review, investigate and suggest corrective action to be taken using the hierarchy of controls.

Occupational health services and promotion of worker health

The Group has panel clinics and insurance coverage (which is provided by the Social Security Organisation "SOCSO") for employees. Panel clinics provide medical health services to treat common illnesses and where necessary, refer patients to government hospitals for further treatment. The Social Security Organisation ("SOCSO") provides temporary disablement and permanent disablement benefits while reimbursing costs related to medical treatment.

Social (cont'd)

INDONESIA

Hazard identification, risk assessment and incident investigation

Job safety and aspect analyses and processes related to significant hazards are in line with legal requirements which are reviewed yearly. The Group tracks key performance indicators and minimises risk through a hierarchy of controls.

Worker participation, consultation, and communication on occupational health and safety

The EHS and Emergency Response Team ("ERT") are responsible for overseeing OHS related issues. Workers can report to the overall safety committee should any safety risk or hazard be found. Any work-related incidents and new safety precautions are shared to employees through regular toolbox meetings to prevent reoccurrence. Incidents and health services that are available are also posted notice boards across each site.

Occupational health services and promotion of worker health

The Group provides employees with access to appointed company clinics along with health insurance to cover non-occupational health services as required by prevailing government regulatory requirements (e.g., BPJS Kesehatan).

Training and programs organised in FY2022 and FY2023

SINGAPORE

- EHS Orientation Course
- Annual health checks
- Hearing Conservation Program for the Safe Use of Overhead
- Crane/Lifting Procedures
- Safe Use of Machines
- Table Top Exercise/Emergency Response Plan
- Fire Evacuation Drill
- Chemical Spill Drill

CHINA

- Training on EHS related documents, including regulatory policies.
- Safe Operating Procedures for special equipment
- Occupational hygiene training
- Chemical spillage drill
- Fire Drill
- Escape Drill

MALAYSIA

- EHS awareness training
- Aspect Impact Assessment
- Personal Protective Equipment training
- Emergency Response Planning
- Chemical Handling
- Safety Data Sheet Training
- Electrical Hazard & Lock Out Tag Out
- Ergonomics and Hearing Protection
- Forklift training
- Overhead crane training
- Radiation Safety Refresher Course
- Ad-hoc drills

INDONESIA

- EHS Orientation training
- Annual health checks
- Annual First Aid Training
- Annual fire drill
- Chemical spillage drills

MEXICO

- EHS Orientation Course
- Crane/Lifting Procedures
- Safe Use of Machines
- Pandemic Response Procedures
- Emergency Response Planning
- Fire Evacuation Drill
- Chemical Spill Drill
- Forklift training

LATVIA

- EHS awareness training
- Emergency Response Planning
- Chemical Handling
- Ergonomics and Hearing Protection
- Forklift training
- Occupational hygiene training
- Overhead crane training

Social (cont'd)

THAILAND

- EHS Orientation Course
- Crane/Lifting Procedures
- Chemical spillage drills
- Safe Use of Machines
- Emergency Response Planning
- Fire Evacuation Drill
- Chemical Spill Drill
- Forklift training

USA

- EHS awareness training
- Emergency Response Planning
- Chemical Handling
- Chemical spillage drills
- Overhead crane training
- Fire Evacuation Drill
- Forklift training

INDIA

- EHS Orientation Course
- Crane/Lifting Procedures
- Chemical spillage drills
- Safe Use of Machines
- Emergency Response Planning
- Fire Evacuation Drill
- Chemical Spill Drill
- Forklift training

Pictured: EHS week snippets taken at Sunningdale Tech Limited's (Singapore) plants during FY2023

To ensure employee health and safety is well taken care of, the Group employs dedicated resources in the area of health and safety, including occupational health services, the promotion of workers' health, safety equipment along with other preventive measures. Due to the numerous geographic locations of the reported sites in each country, the amount of resources dedicated to EHS management may vary across the six countries in this reporting scope.

Social (cont'd)

Perpetual Target		FY2022 Performance	FY2023 Performance
	Zero workplace injury rate	Not achieved	Not achieved

Please refer to Figure 22 for further details on the total number and rate of recordable work-related injuries for employees in FY2022 and FY2023. Actions taken to mitigate the reoccurrence of work-related injuries are also mentioned below as well.

A total of 6,493,401,878 working hours were recorded in FY2023, comprising 6,490,646,479 working hours recorded for employees and 2,755,399 hours for non-employees, which led to a 4.5% increase in 6,211,149,122 total hours worked from FY2022. Please refer to Figure 19 for a breakdown of manhours[7] worked by countries in FY2022 and FY2023.

Figure 19: Estimated number of hours worked per country

Estimated number of hours worked (Employees)		
Country	**FY2022 (hrs)**	**FY2023 (hrs)**
Singapore	186,431	2,31,975
Malaysia	8,360,077	9,086,715
Indonesia	1,594,836	1,785,872
China	2,225,366	2,196,317
Latvia	244,912	258,328
Mexico	1,511,552	1,525,000
India	39,820	33,704
USA	14,112	22,176
Thailand	326,528	18,032
Estimated number of hours worked (Non-Employees)		
Singapore	00	00
Malaysia	00	00
Indonesia	00	00
China	00	72,308
Latvia	00	00
Mexico	00	00
India	00	00
USA	00	00
Thailand	00	00

[7] Manhours are calculated by combining the exact number of manhours recorded in the Group's system from non-managerial employees and workers with the estimated number of manhours for managerial employees and workers. The estimated manhours include overtime and exclude public holidays, medical leave and other leave.

Social (cont'd)

In FY2022 and FY2023, the Group continued to place a strong emphasis on minimising workplace injuries to achieve its target of zero workplace injuries. These initiatives include applying engineering controls to eliminate hazards, conduct awareness sessions on safety and providing protective devises and gear. Please refer to Figure 20 and 21 for examples of work-related hazards that are of relevance to Sunningdale.

Figure 20: Examples of Work-related hazards that pose a risk of high-consequence injury or ill health

Hazard Category	Description	Mitigation Measures	How these hazards have been determined	Contribution to injury in the reporting year
Physical Hazards	Risks from sharp objects, heavy equipment, high noise levels, and slippery floors	Conduct risk assessments, toolbox meetings, apply engineering controls, use personal protective equipment (PPE)	Task observation, noise assessment, monthly inspection	No
Fall hazards	Risk of falling from height	Review risk assessments, conduct toolbox meetings, apply engineering controls	Review risk assessment, SOP/ work instructions, conduct toolbox meeting	No
Chemical hazards	Exposure to chemicals such as Nitrogen Liquid and Toluene	Build a new Cryogenic Room for Nitrogen Liquid storage, use gas masks, review Safety Data Sheets (SDS) before importing chemicals	Review SDS before importing chemicals, site review HIRADC & aspect impact at the workplace	No
Machinery hazards	Risks associated with moving parts of machinery, such as injection moulding machines	Implement safety interlocks, emergency stop systems, machine guarding, proper lockout/tagout (LOTO) procedures	Job Safety Analysis, inspection & work instruction, regular maintenance and inspection of machinery	No
Fire and Explosion	Risks associated with flammable solvents and paints, combined with potential ignition sources	Implement strict controls on ignition sources, use explosion-proof equipment, store flammable materials in proper containers and locations	Task observation, review of safety operating procedures and training	No
Ergonomic Hazards	Risks associated with the design of the workplace and the tasks performed	Establish procedures pertaining to ergonomics at the workplace, review and update Hazard Identification, Risk Assessment and Risk Control (HIRADC) and Aspect Impact pertaining to ergonomics at the workplace	Workplace site review based on Guideline on Risk Assessment at Workplace	No
Slip and Trip Hazards	Risks associated with wet and slippery floors from paint overspray and spills	Maintain clean and dry floors, use anti-slip mats and proper footwear, implement immediate spill cleanup procedures	Monthly inspection, task observation	No
Traffic Accidents	Risks associated with commuting	Conduct employee commuting traffic safety education	Review of commuting traffic safety education programs	No

Social (cont'd)

Figure 21: Examples of Work-related hazards that pose a risk of ill health

Hazard Category	Description	Mitigation Measures	How these hazards have been determined	Contribution to ill health in the reporting year
Chemical Exposure	Use of solvents, paints, and other hazardous chemicals can lead to chemical exposure	Proper ventilation and exhaust systems, use of appropriate PPE such as respirators and gloves, training on safe handling and emergency procedures for chemical spills, health checks	Chemical exposure monitoring, Safety Data Sheet for Chemicals (MSDS), task observation, occupational disease checks included in health checks	No
Noise Exposure	Long-term exposure to a noisy environment can cause noise deafness among workers	Wear earbuds, conduct noise risk assessments, and audiometric testing	Noise risk assessment, audiometric testing	No
Dust/ Exhaust emissions	Hazardous exhaust or dust	Daily supervision of employees when donning PPE	Determined in line with national and local regulations, pneumoconiosis and other related illnesses are included during regular health checks.	No

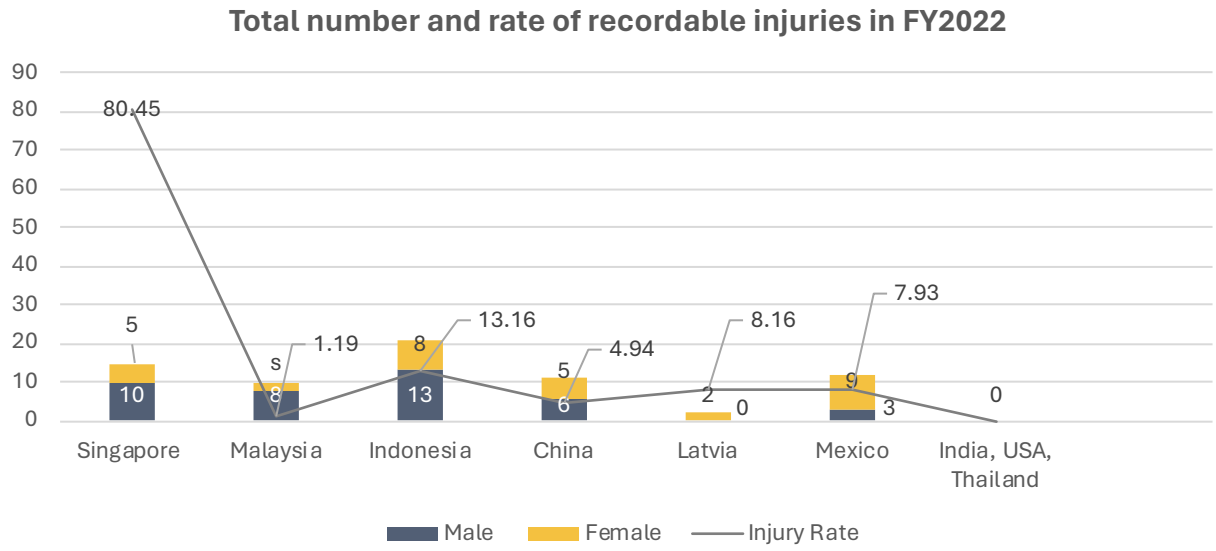
In FY2023, there were zero workplace fatalities and ill health for both employees and non-employee workers[8]. However, we recorded a high-consequence work-related injury in Malaysia (injury rate: 0.11). This incident involved an employee who sustained a right leg injury leading to amputation, due to the negligence of a stacker driver using a mobile phone while operating the vehicle. Following the incident, a thorough review and investigation was conducted to ensure a reoccurrence never takes place. To prevent such accidents in the future, the Group has introduced additional safety measures. These include the installation of dashcams on stackers and forklifts to review incidents and detect misuse, the placement of fisheye mirrors in all blind spot areas within the warehouse, and the addition of safety signage for forklift and stacker operations to warn employees and visitors of potential hazards and dangerous areas. A thorough and extensive training exercise was also conducted for all operational staff handling such equipment. Furthermore, staff were also further encouraged to speak up and raise concerns on any improper usage or unsafe practices when utilising machinery and equipment through whistleblowing channels. The incident has also become a critical case study during the mandatory Safety Committee and New Employees' Orientation for all operational staff.

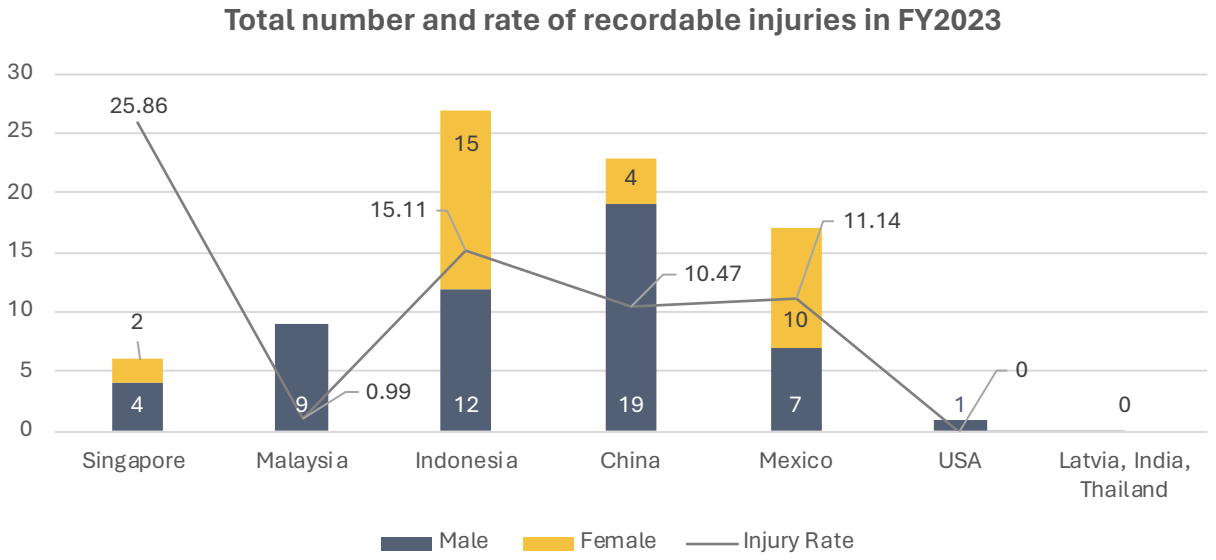
The average recordable workplace injury rate for employees in FY2023 was 5.82, a 47% year-on-year decrease from the FY2022 injury rate (11.08 in FY2022). For each case, the Group has put in place corresponding measures to prevent reoccurrence. It is noteworthy that both India and Thailand have maintained a zero-injury rate in FY2022 and FY2023, due to a relentless focus on operational excellence and environmental, health and safety best practices. See Figure 22 below for more information on the Group's performance related to occupational health and safety.

[8] Non-employee workers refer to workers who are not employees but whose work and/or workplace is controlled by the organisation, such as contractors.

Social (cont'd)

Figure 22: Total number and rate (per 1,000,000 manhours worked) of recordable work-related injuries for employees in FY2022 and FY2023.





The main types of work-related injuries include minor lacerations and contusions from handling machinery, falls, burns, fractures, and inadvertently being struck by moving objects. To mitigate the reoccurrence of work-related injuries, the Group has conducted multiple briefing sessions to warn employees of the potential risks involved in their work in training, enhanced its Work Instruction ("WI") processes, provided additional personal protective equipment ("PPE") and updated risk assessment procedures whenever new injuries occurred. Sunningdale Tech takes every injury case seriously and strives to take additional preventive measures to achieve a zero-injury rate.

Social (cont'd)

Health and Safety of Customers [GRI 3-3, 416-2]

Sunningdale Tech takes pride in ensuring that its manufactured products are safe not only for direct customers, but also for the end users of products that are manufactured. By prioritizing this area, we build trust and strengthen our relationships with customers, who can confidently rely on our products and services to be safe and dependable. It is, however, important to acknowledge the potential negative consequences should we fail to meet these standards. It may undermine customer trust and tarnish Sunningdale Technology's reputation, leading to potential legal challenges and financial losses.

While Sunningdale Tech is restricted in its ability to modify product designs due to customers specifications, the Group takes proactive measures in ensuring that its operations comply with legal requirements while safeguarding the product quality wherever possible.

To ensure the health and safety of the Group's customers, Sunningdale Tech has established an integrated QEEHS policy which acts as a guideline for all employees. The Group's commitment to the health and safety of customers is summarised as follows:

Figure 23: Policy relating to customer health and safety

To safeguard the interest of customer health and safety, the Group has put in place the following practices as shown in Figure 24. However, due to the differing nature of the Group's worldwide operations at different sites and countries, the following systems and practices may not be representative of the entire Group but cater to certain operational entities.

In FY2023, there was one reported case of non-compliance with regulations concerning the health and safety of products and services rendered. During an on-site inspection in 2023, it was found that an employee used an anti-rust agent during mould repair operations without registering the hazardous chemicals receipt record, which violated the company's and country's safety regulations. Corrective action was taken by preparing a chemical requisition record form and training employees to implement it, to ensure compliance and avoid future non-compliance with regulations concerning the health and safety of products and services rendered.

Social (cont'd)

Figure 24: Practices to ensure customer health and safety

Systems and Certifications

- Certified ISO 9001 Quality Management System ("QMS")
- Certified ISO 13485 Medical Device Management System
- ITAF 16949 Automotive Quality Management System
- Sunningdale Tech Surgical Mask conformity with *Regulation (EU) 2017/745 of the European Parliament and of the council of 5 April 2017 on Medical Devices* and BS EN 14683:2019 Medical face mask requirements
- In compliance with the Restriction of Hazardous Substances ("RoHS") directive and Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH") regulation

Trainings to Ensure Product Quality

- "I Care" training programme – an in-house training programme on health and safety risks and practices conducted annually for operational staff and for biennially administrative staff. Topics include:
  - Ethics
  - Key Operational Practices
  - Current Good Manufacturing Practices
  - Good Documentation Practices
- Technical training conducted for automation engineers

Processes to Ensure Product Safety

- Hygiene Standard Operating Procedures ("SOP") for high-risk products such as products related to infant formula
- Computed Tomography ("CT") scanning to aid in precision and quality control across various products
- On-Line Camera Inspection System for the detection of external flaws of products
- Camera inspection during parts assembly
- Functional checks to ensure the well-fitting of products
- Feasibility studies for new project product development

Designs to Enhance Product Safety

- Safety concerns, warning labels and proper instructions attached for customer reference

Environment

Waste Management [GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5]

For Sunningdale Tech, waste management is not just an operational necessity but also a strategic business practice that aligns with the company's values and long-term success. Effective waste management is essential for reducing Sunningdale Tech's environmental footprint, curbing pollution, and preserving natural resources. While navigating the complexities of waste management regulations across different regions presents challenges, optimising these processes is key to enhancing operational efficiency, as it minimises waste-related costs and frees up resources for more productive uses.

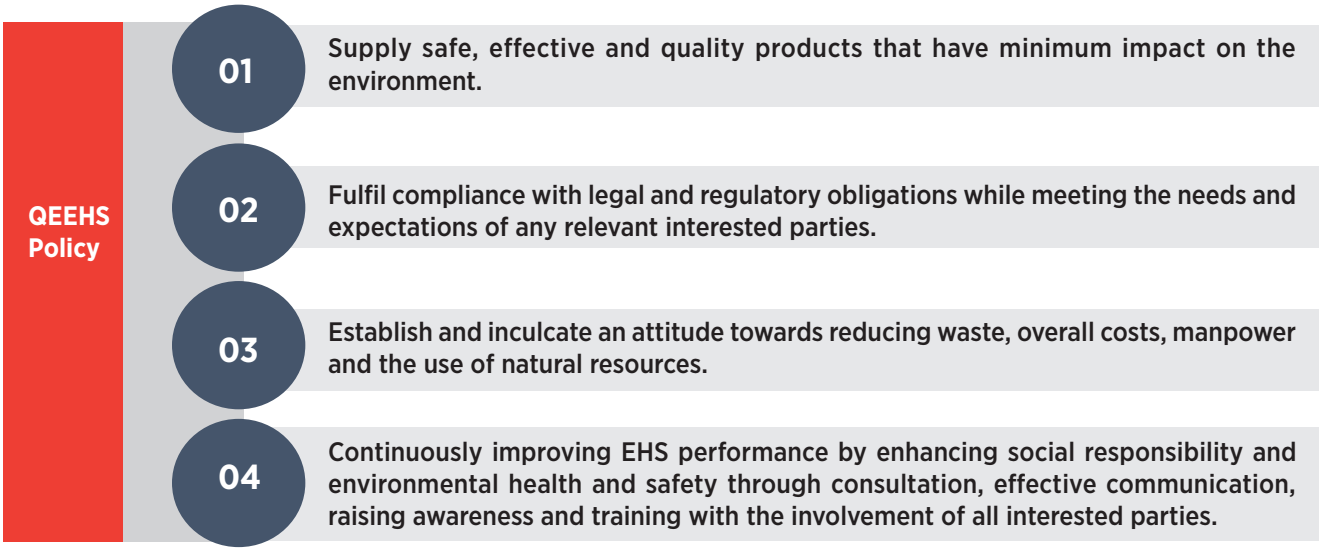
The Impact of Waste at Sunningdale Tech Ltd

As a specialist in precision plastic engineering serving the automotive, consumer and medical sectors, the primary waste from our activities includes general refuse, paint, discarded plastic components and packaging from raw materials. Sunningdale Tech takes a careful and responsible stance on waste management, aiming to divert as much waste as possible from disposal.

Waste Management

The Group has established an integrated QEEHS policy which acts as a guide for all our employees. The Group's commitment to waste management is summarised as follows.

Figure 25: Policy relating to waste management

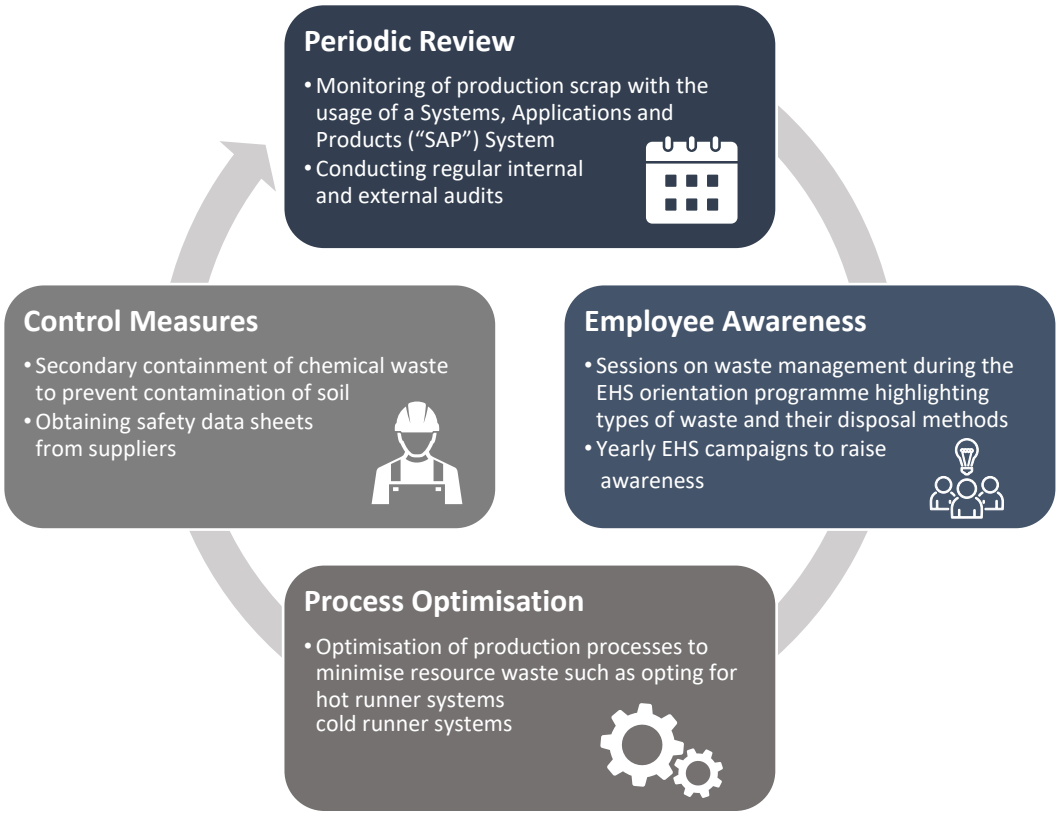


Every Sunningdale Tech facility included in the reporting scope has achieved certification under the ISO 14001 Environmental Management System. This international standard provides a structured approach that organizations can adopt to establish robust environmental management systems.

Sunningdale Tech has implemented a comprehensive four-pronged strategy (Figure 26) to effectively manage and mitigate waste generation. This approach includes regular reviews to monitor and control the volume of waste produced by the Group. Additionally, the company conducts educational sessions on waste management as part of its Environmental, Health, and Safety (EHS) orientation programs, which inform employees about the different kinds of waste generated during operations and the correct disposal practices to avoid contamination. The Group has also refined its systems and procedures to decrease waste derived from natural resources. Moreover, to safeguard against environmental contamination, the company has put in place protective measures, such as secondary containment for chemical waste.

Environment (cont'd)

Figure 26: Sunningdale Tech's four-pronged waste management strategy



To minimise waste generated at our offices, the Group's Corporate Office in Singapore has put in place measures to eliminate the use of plastic bottles since 2023. For example, reusable cups are provided in the pantries for our employees and visitors to utilise. For clean room manufacturing in Singapore, we use reusable smocks with hoods for employees, instead of disposable ones to reduce the amount of waste generated. In addition, Sunningdale Tech Penang initiated a 3R programme within its site since 2023 to educate staff on the importance of minimising waste and to promote a culture of recycling.

At several of the Group's manufacturing sites, the Group has also partnered a strategic multinational customer to procure and use high-performance mechanically recycled post-consumer recycled plastics in large-scale production of consumable parts in the consumer space. Post consumer plastic reduces waste (e.g., plastics from electronics, water bottles, etc.) and reduces environmental impact as compared to the use of virgin plastic materials. This effort has significantly reduced the carbon footprint of the product and contributed positively to the continued development of circular economy efforts and closed-loop recycling programs for this customer.

Across all of Sunningdale Tech's operations, the Group ensures that waste is well sorted into categories (i.e. hazardous and non-hazardous) and that each respective disposal method complies with local regulations. The Group engages a list of licensed waste collectors to dispose of various waste produced, such as oil waste and coolants, contaminated rags, chemicals which have been used for testing by Quality Assurance ("QA") staff, plastic waste such as runners and scrap parts, metal scrap, e-waste such as computers or laptops along with other general waste.

Perpetual Target		FY2022 Performance	FY2023 Performance
	Zero chemical spillage	Achieved	Achieved
	Zero cases of improper disposal of waste	Achieved	Achieved

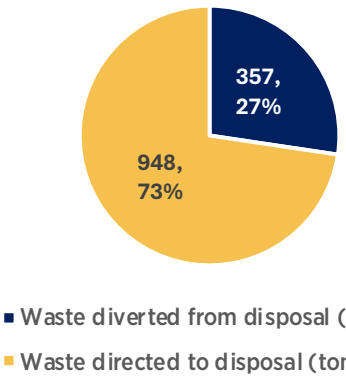
Environment (cont'd)

Waste generation and waste related impact

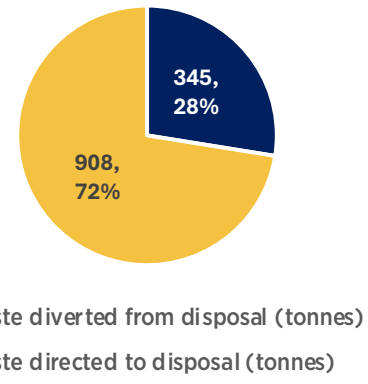
The Group's generation of hazardous waste experienced no major variations with total hazardous waste of 1,305 tonnes in FY2022 to 1,253 tonnes in FY2023. This suggests Sunningdale's continued efforts for waste management and accompanying strategies to maintain waste levels.

Figure 27: Total amount of waste generated[9], broken down into hazardous and non-hazardous waste (in tonnes)

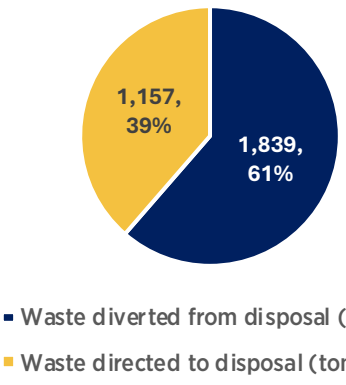
Total hazardous waste in FY2022: 1,305 tonnes



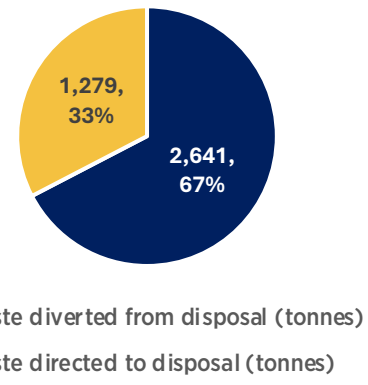
Total hazardous waste in FY2023: 1,253 tonnes



Total non-hazardous waste in FY2022: 2,996 tonnes



Total non-hazardous waste in FY2023: 3,741 tonnes

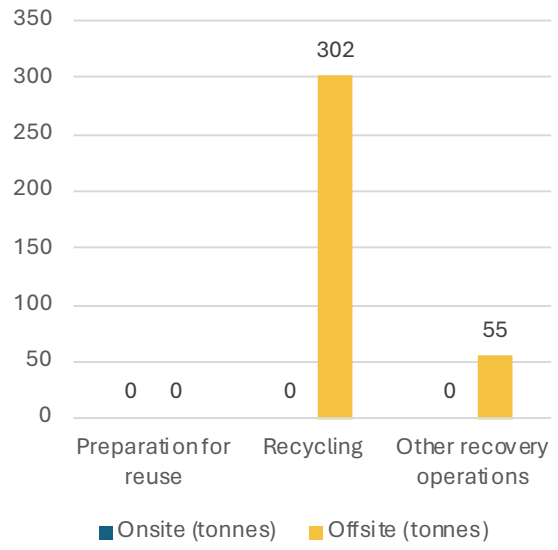


[9] Scrap sales related to resin are included in other recovery operations where the end life of the resins could not be determined.

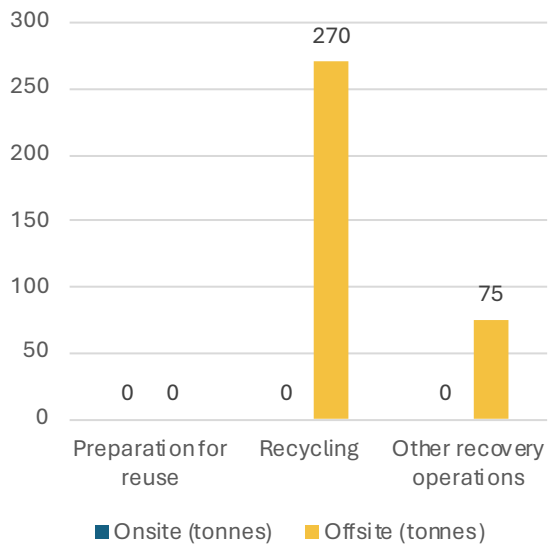
Environment (cont'd)

Figure 28: Waste diverted from disposal, broken down into hazardous and non-hazardous waste (in tonnes)

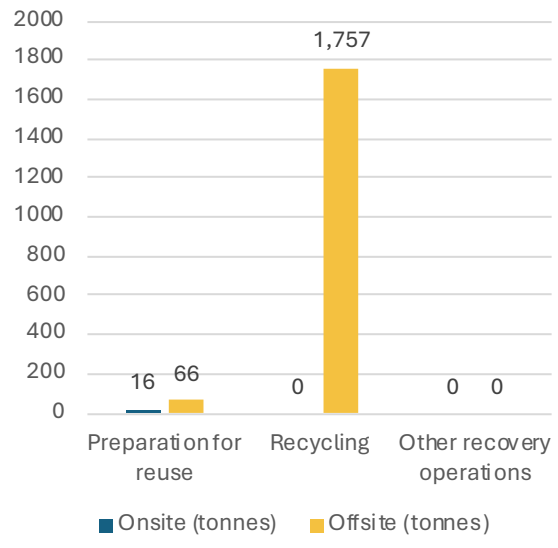
Total hazardous waste diverted from disposal in FY2022: 357 tonnes



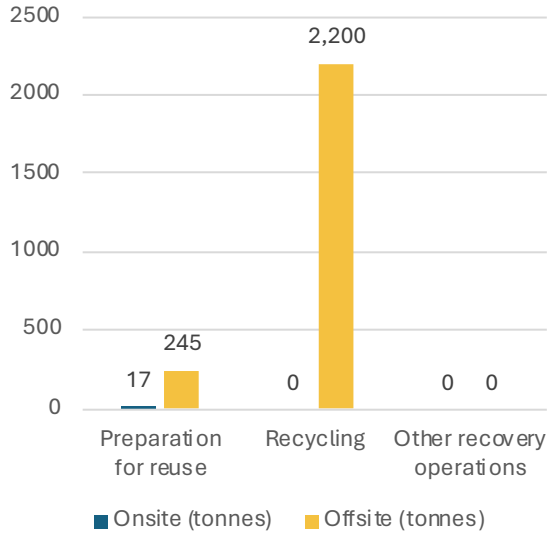
Total hazardous waste diverted from disposal in FY2023: 345 tonnes



Total non-hazardous waste diverted from disposal in FY2022: 1,839 tonnes

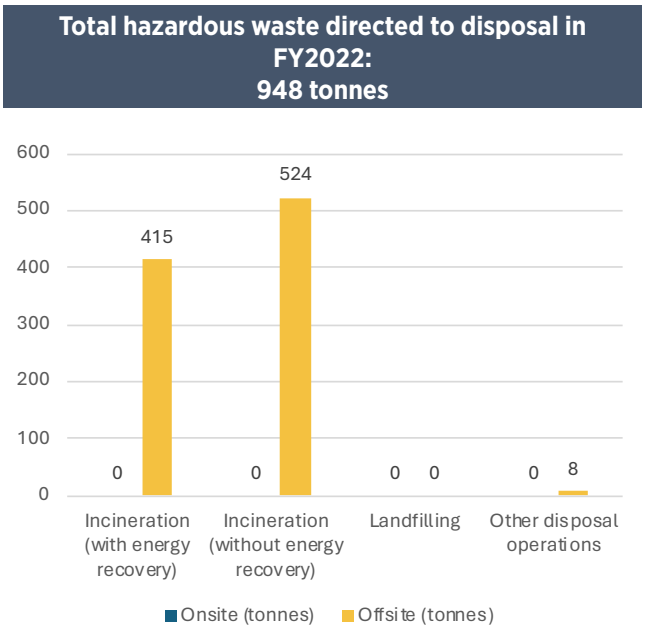


Total non-hazardous waste diverted from disposal in FY2023: 2,461 tonnes



Environment (cont'd)

Figure 29: Hazardous waste directed to disposal, breakdown by onsite and offsite (in tonnes)



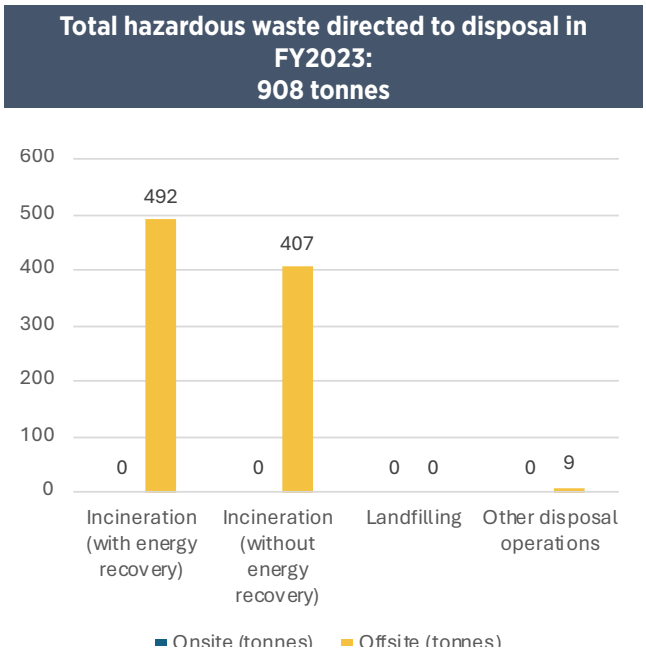
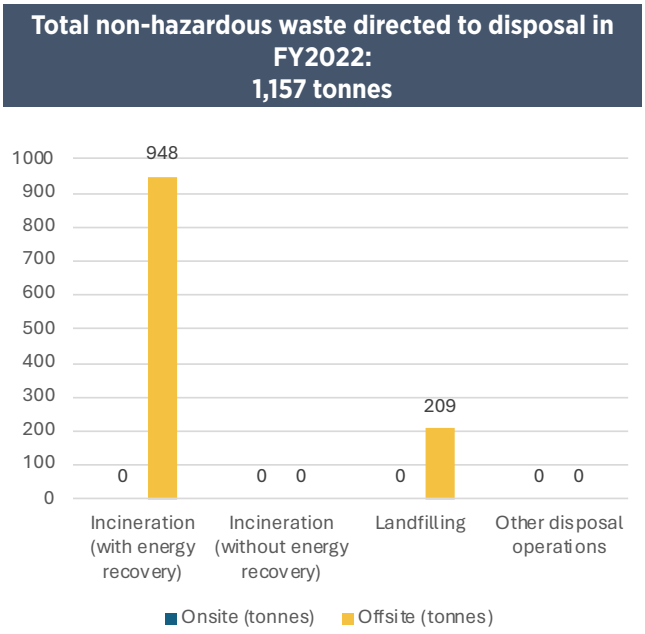
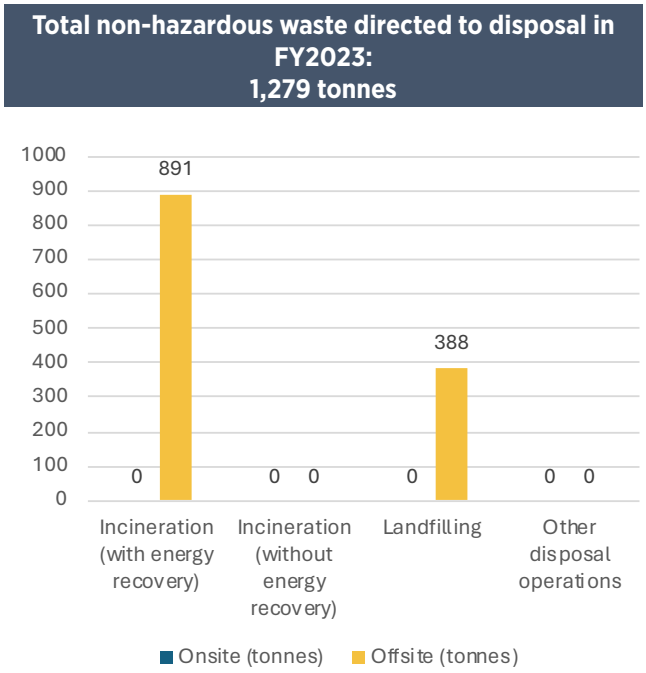


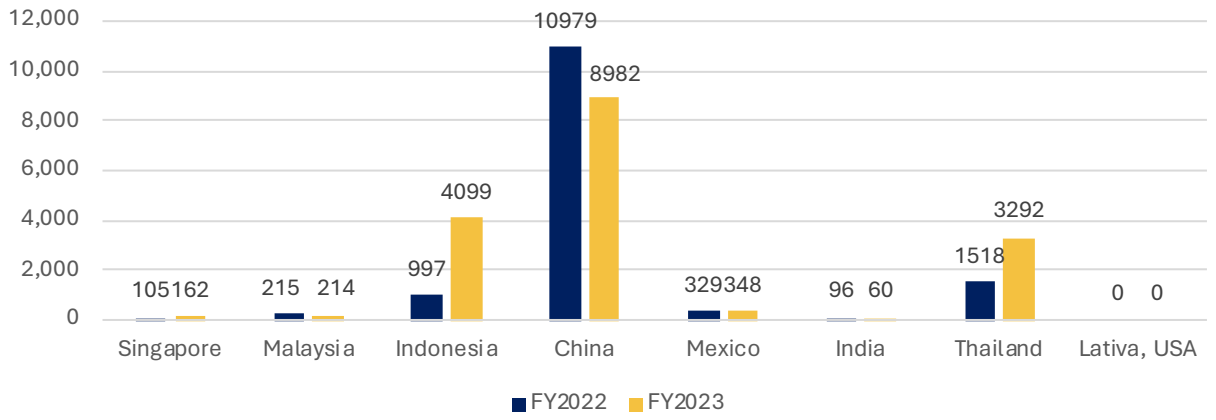
Figure 30: Non-hazardous waste directed to disposal, breakdown by onsite and offsite (in tonnes)





Environment (cont'd)

Figure 31: Recycled and reused packaging waste[10] (in '000 Pcs)



Material Use [GRI 3-3, 301-2]

For Sunningdale Tech, managing the positive and negative impacts of material use is essential for maintaining operational excellence, ensuring product quality and upholding the company's commitment to sustainability. We also believe that the manufactured plastic parts are key contributors for positive change in society including the use in life-saving medical devices and application to increase efficiency for electric vehicles (EVs). However, as a company specialising in precision plastic engineering and the production of intricate components, we recognise the concerns regarding plastic use and plastic waste polluting the environment. Therefore, the management of material use involves balancing the need for high-quality materials with the intention to minimise environmental impact and manage costs effectively.

Given this, the Group strives to minimise the consumption of engineering plastics, packaging supplies like cardboard boxes and polyethylene bags and raw materials such as steel, copper and graphite. Moreover, the Group is investigating the adoption of bioplastics for specific initiatives, which can decrease reliance on fossil fuels, result in a reduced carbon footprint and offer the benefit of quicker biodegradation.

Within its production and processes, the Group must adhere to customer-defined specifications and materials for the bulk of its projects which include the clients' needs for the use of certain type of raw materials, including the selection of certain suppliers. Nonetheless, whenever feasible, the Group offers guidance and suggests strategies to its customers on how to reduce and reuse of materials. Sunningdale Tech has established an integrated QEEHS policy which acts as a guideline to all employees. The Group's commitment to reducing the amount of material used is summarised as follows:

Figure 32: Policy relating to material use

QEEHS Policy

01	**Supply safe, effective and quality products that have minimal impact on the environment.**
02	**Fulfil compliance with legal and regulatory obligations along with the needs and expectations of the relevant interested parties.**
03	**Continuously improving EHS performance by enhancing social responsibility and environmental health and safety through consultation, effective communication, raising awareness and training with the involvement of all interested parties.**
04	**Conserving and protecting the environment, preventing pollution and reducing the use of resources, whenever practicable.**

[10] Packaging waste consists of waste such as trays, totes, plastic and wooden pallets and cartons which are reused many times before they are eventually recycled.

Environment (cont'd)

The following practices surrounding material use applies to some of the Group's production facilities and may differ across certain sites due to segmental differences across the automotive, consumer and medical segments.

Figure 33: Material use practices

Process Optimisation

The Group continuously reviews its manufacturing processes and puts measures in place to improve efficiency and productivity by adopting the latest manufacturing technologies in the market.

Additive manufacturing

Also known as 3D printing, additive manufacturing allows the creation of three-dimensional objects one superfine layer at a time. This technique, used primarily during the tooling process, rids the need of cutting large amounts of metal to meet exact dimensions, thereby reducing the overall amount of input material use.

Hot runner system

The hot runner system ensures that the plastic injected material used during the moulding process remains molten throughout the runner process until it enters the mold cavity, thereby producing less wastage and results in significant material cost savings if production quantities are significant. Although the Group offers both options to customers, it often recommends for customers to opt for hot runner systems when cost savings outweigh the premium paid for the adoption of this system, reducing the overall amount of material used during the moulding process.

Collaboration with Customers

The Group works closely with its diverse range of multinational customers on a regular basis to explore their willingness to incorporate recycled plastics, bioplastics, and materials into the manufacturing of their products to reduce waste and optimise material use.

Use of recycled resin (customer-driven)

Specific to our plastic manufacturing operations, we have partnered with some of our customers to only produce materials manufactured from recycled plastics. This process is ongoing as the Group continues to work with customers to increase the use of recycled resin.

Advising customers on material types

During the decision-making process, the Group holds discussions at project inceptions with the customers to agree on the suitability of material use and encourage customers who have the capacity to use recycled materials or materials that are proven to have a lower yield loss..

Alternative Solutions

The Group has put in place alternative solutions to reduce material inputs from the manufacturing and packaging process. This process is ongoing as the Group continues to explore innovative and alternative solutions to current processes to further optimise material use.

Minimising production material and packaging inputs

As far as possible, we have purposefully designed manufacturing processes to require less input of paint material. Packaging material inputs such as plastic totes, pallets and cartons are also minimised by reusing them whenever possible.

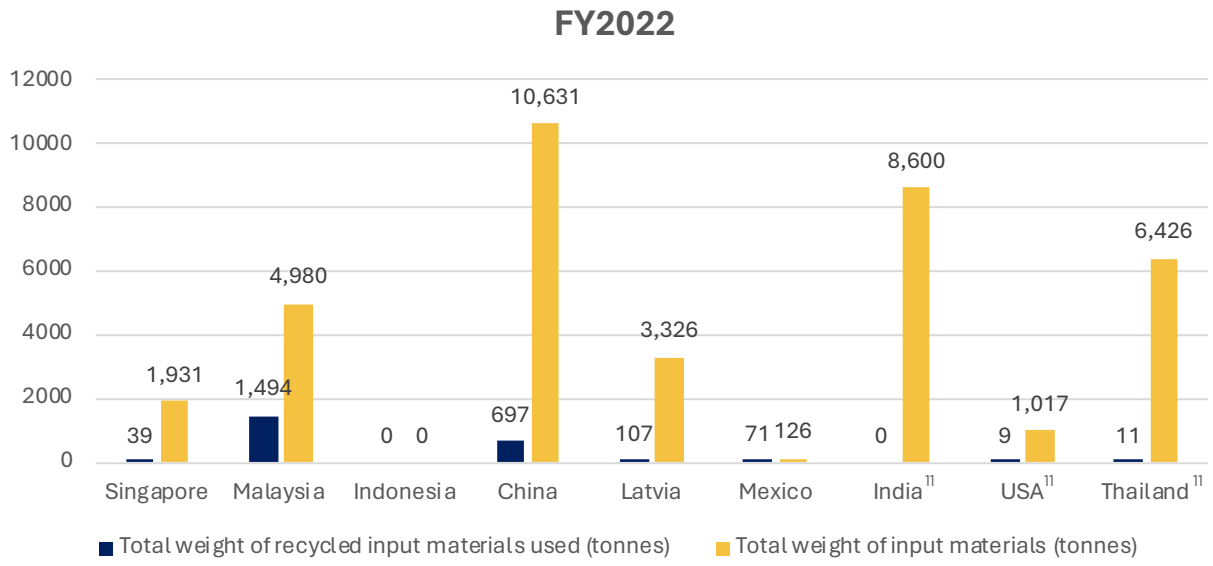
Crushing and reusing plastic waste during production

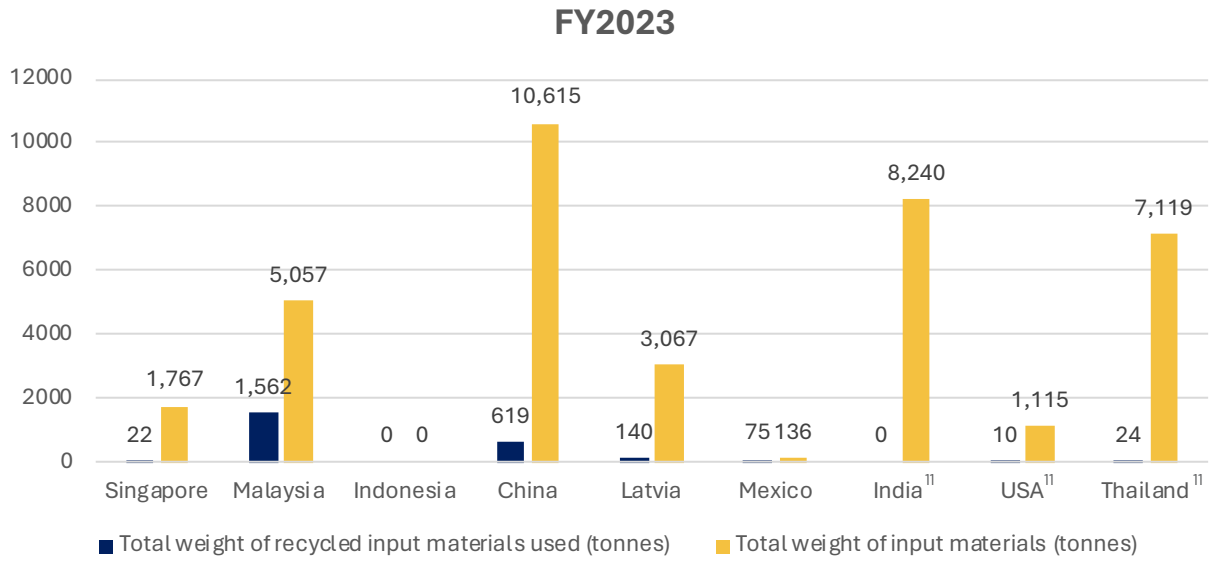
Waste in the form of defective parts or runners are recycled by grinding and reprocessing them to become fixtures that aid the lacquering process, thereby minimising the quantity of raw materials required for these fixtures.

Environment (cont'd)

Our input materials are largely dependent on customer requirements, we have limited ability in controlling the amount of recycled input material used. In FY2023, our percentage of total recycled input materials over the total input materials has decreased from 12.43% in FY2022 to 6.6% in FY2023.

Figure 34: Recycled input materials used during production (in tonnes) in FY2022 and FY2023





Environment (cont'd)

Energy and Emissions [GRI 3-3, 302-1, 302-3, 305-1, 305-2]

For Sunningdale Tech, effectively managing the positive and negative impacts of energy and emissions is crucial for ensuring operational efficiency, meeting regulatory requirements and maintaining a strong market position. Balancing the need for investment in energy-efficient and low-emission technologies with the operational and financial implications is key to the company's long-term success and sustainability. Implementing new systems or processes to reduce energy and emissions may temporarily disrupt operations or require a period of adjustment. However, a commitment to reducing energy consumption and emissions can give Sunningdale Tech a competitive edge, particularly with clients who prioritise environmental responsibility.

The need to reduce energy use and carbon emissions is now a central point of discussion in boardrooms across the globe. National governing bodies and major international companies are committing to carbon reduction goals and are aiming for carbon neutrality within the coming decades. In 2020, Singapore updated its 2030 Nationally Determined Contribution, setting a target to cap its emissions at 65 million tonnes of CO2 equivalent (MtCO2e) by around 2030, with an ambition to lower emissions to 33 MtCO2e by 2050. The Singapore Green Plan 2030 has been introduced, outlining ambitious and collective measures to combat climate change, with a focus on initiatives such as transitioning to renewable energy, promoting sustainable lifestyles and fostering a green economy.

Many of Sunningdale Tech's customers have established ambitious goals to reduce their carbon emissions and we play a critical role in such efforts through indirect linkages to their operations, supply chain and management of Scope 3 emissions. Consequently, lowering the Group's emissions and ensuring our objectives are in sync with our customer's goals has become a critical strategic focus. In light of this, the Group has progressively engaged in collaborative sustainability projects with its customers. Over the past year, the Group has maintained an active dialogue with its main customers to share and analyse emissions information, which has helped both parties gain a comprehensive understanding of our shared environmental impact.

Since 2022, we introduced four key pillars to guide our sustainability initiatives and reduce our overall carbon footprint to be in line with our customer's Scope 3 emissions targets.

These key initiatives include:

Green Purchasing	Under the Group's green purchasing initiatives, our focus is on upgrading to more efficient electric injection moulding machines and production equipment. For example, all-electric moulding machines consume less energy than hydraulic machines and are generally more efficient, allow for greater repeatability and shorter injection times. The Group's procurement teams worldwide have begun to work with suppliers of injection moulding machines to procure more efficient moulding equipment.
Sustainable Facilities	The Group has embarked on making its manufacturing facilities more efficient through a variety of initiatives such as replacing inefficient air conditioning systems, production equipment and lighting to reduce each facility's energy consumption and carbon footprint. Today, each of the Group's manufacturing sites are also ISO 14001 certified, meeting international requirements for environmental management systems that organizations use to enhance their environmental performance.
Transitioning to Renewable Energy	Across the Group, we are transitioning to renewable energy by investing in solar power and renewable energy sources to reduce costs and accelerate the Group's overall carbon reduction footprint initiatives. As of writing, the Group has installed solar photovoltaic (PV) systems across sites in Singapore, Malaysia and China.

Environment (cont'd)

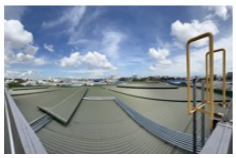
Sustainable Manufacturing

As part of our overarching sustainability initiatives, we continue to embrace new technology and manufacturing processes to achieve more efficient and sustainable manufacturing outcomes. This includes but not is not limited to the Group's digital transformation efforts to ready us for an era of Industry 4.0, increasing automation through robotics, the use of additive manufacturing processes to reduce waste and targeted recycling initiatives.

Renewable Energy at Sunningdale Tech Ltd

As highlighted earlier in the report, a key pillar of the Groups sustainability strategies is the aggressive shift towards the use of renewable energy and investing particularly in solar energy.

Green Purchasing	Transitioning to Renewable Energy	Sustainable Facilities	Sustainable Manufacturing
Upgrading to more efficient electric injection moulding machines and production equipment	*Investing in solar and renewable energy across all sites*	*Converting fluorescent lighting to LED, utilising efficient lighting, energy-efficient heating and cooling equipment, ISO certification*	*Embracing new technology and manufacturing processes to achieve more efficient manufacturing outcomes*

In FY2023, the group showcased its commitment to this transition with the installation of a 726 kWp grid-tied solar PV system at our site at 1 Joo Koon Crescent in Singapore. This investment, which cost S$695,000, kickstarted our journey of investing in Solar energy. At this site, over 1,200 solar panels have been installed. It is estimated that the system will be able to generate 974,440 kWh of renewable energy annually. This system in Singapore went live on June 2023 and was able to generate 490,530 kWh over the remainder of the year. On an annual basis, approximately 11% of this site's energy consumption will be sourced from solar energy as a result of this investment.

As of the time of writing, solar panels are being installed at several sites in Malaysia and China. The Group will update with further details in FY2024's edition of our sustainability report.

Pictured: Solar panels being installed at one of the Group's sites in Johor, Malaysia. More details on this project's completion will follow in the Group's next sustainability report.

Environment (cont'd)

Sustainability Program Rollout

Rolling out sustainability programs across each or our 17 manufacturing sites across 9 countries

Category	Focus	Programs
Transitioning To Renewable Energy	Solar Panels	Rooftop solar panel installation where possible
Transitioning To Renewable Energy	Renewable Energy	Investing in renewable energy: renewable energy credits or on-site renewables
Green Purchasing	Equipment & Machinery	Upgrading to more efficient electric injection moulding machines and manufacturing equipment
Green Purchasing	Equipment & Machinery	Replacing LCD monitors with more energy-efficient LED monitors
Sustainable Facilities	Lighting	Replace light bulbs for more efficient ones e.g., LED
Sustainable Facilities	Facilities	Installing energy-efficient heating and cooling equipment
Sustainable Facilities	Facilities	Implement light sensors, where possible ensure that natural light is used when adequate
Sustainable Facilities	Facilities	Energy management certifications e.g., ISO 14001 or ISO 50001 (Energy Management)
Sustainable Facilities	Facilities	Transitioning to paperless administration and production
Sustainable Manufacturing	Air Compressors	Installing inverters at air compressors to save energy consumption
Sustainable Manufacturing	Production	Ensuring energy efficiency in production processes
Sustainable Manufacturing	Moulding Machines	1) Hydraulic motors – upgrading to servo-hydraulics 2) Barrel heaters – converting ceramic band heaters to induction heaters
Sustainable Manufacturing	Moulding	Repair instead of replacing hydraulic pumps
Sustainable Manufacturing	Recycling	Recycling of scrap parts for lacquering fixtures, scrapped parts, cartons
Sustainable Manufacturing	Cleanroom	Reusable smocks instead of disposables for all employees

Tracking & Reporting

- *Introducing a group-wide reporting framework*
- *Updated monthly to track progress and identify opportunities*
- *Sharing success stories and case studies across sites*

Figure 35: Fuel Consumption from non-renewable sources

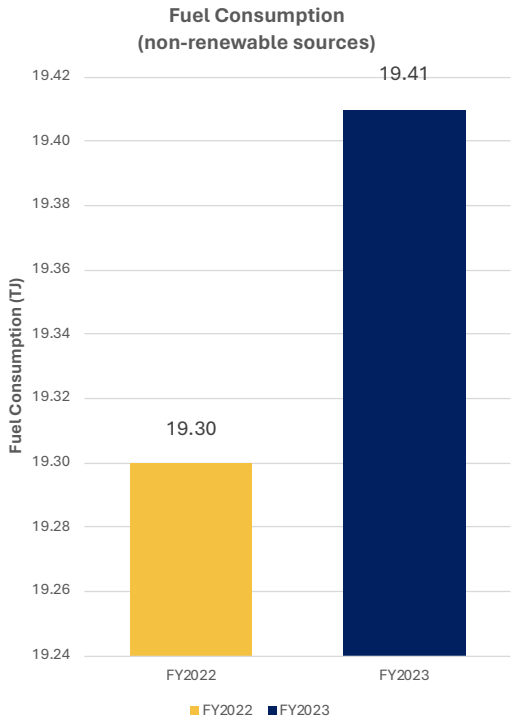
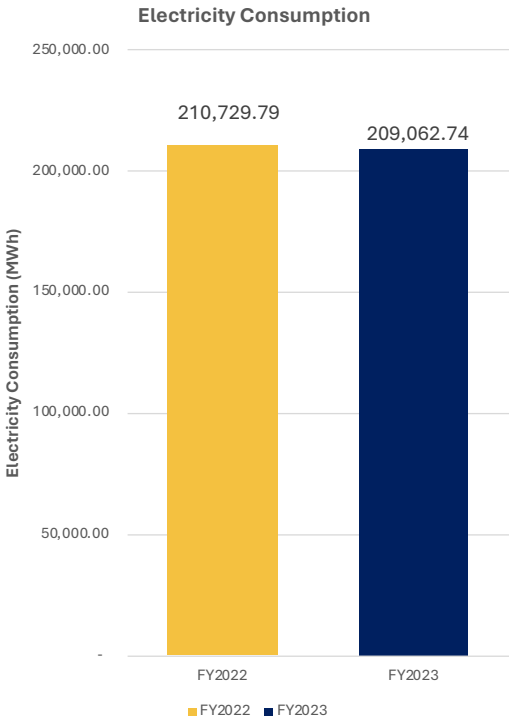


Figure 36: Electricity Consumption



Environment (cont'd)

In FY2023, total energy consumption of Sunningdale Tech stood at 2,522.84 TJ, comprising 1,000.91TJ (278,030.76 MWh) from electricity consumption and 1,521.93 TJ from fuel consumption, as compared to a total of 3,032.87 TJ energy consumption in FY2022. This accounts for 17% decrease in FY23 as compared to FY22. The majority of Sunningdale Tech's fuel consumption arises from diesel and gasoline for company vehicles and machines and natural gas from boilers used in production. The Group's energy intensity amounted to 3.49 TJ/Million Singapore Dollar for FY23, accounting for -15% change from FY2022 which stood at 4.10 TJ/Million Singapore Dollar.

Furthermore, the Group's scope 1 emissions saw a decrease of 30% year-on-year in FY2023 to 97,985.83 from 140,940.86 tCO2e in FY2022. Also, the Group's scope 2 emissions decreased by 8% from 137,081,707.95 tCO2e in FY2023 to 149,585,832.74 tCO2e in FY2022.

Figure 37: Scope 1 Emissions

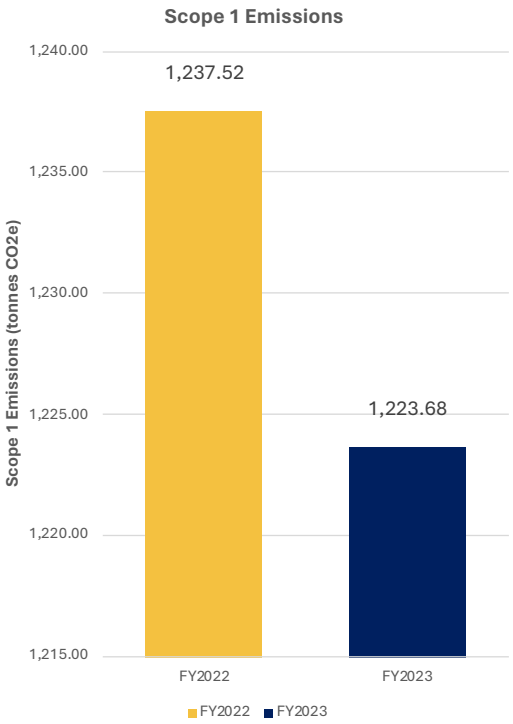
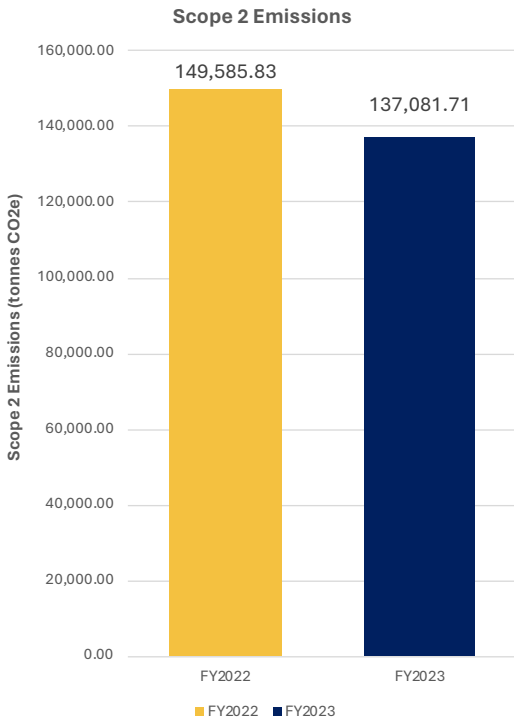


Figure 38: Scope 2 (Indirect) Emissions



Appendix

Reporting Scope [GRI 2-2]

The operational control approach, as outlined in the GHG Protocol Corporate Standard, is used to determine organisational boundaries for Sunningdale's environmental reporting. Operational control reflects the full authority to introduce and implement operating policies at the operation of its properties and is accountable for 100% of its emissions.

Details of the entities in the reporting scope	
Singapore	• Sunningdale Tech Ltd
China	• Sunningdale Precision Tech (Chuzhou) Co., Ltd • First Engineering (Shanghai) Co., Ltd • Omni Tech (Suzhou) Co., Ltd • First Engineering (Guangzhou) Co., Ltd • Chi Wo Plastic Moulds Fty Ltd • Sunningdale Precision Mold Industries (Tianjin) Co., Ltd • Sunningdale Innovative Technology (Tianjin) Co., Ltd
Malaysia	• SDP Manufacturing Sdn Bhd • First Engineering Plastics (Malaysia) Sdn Bhd • Sunningdale Tech Sdn Bhd (Malaysia) • Sunningdale Tech Penang Sdn Bhd
Indonesia	• PT Sunningdale Tech Batam
Latvia	• SIA Sunningdale Tech (Riga) • SIA Skan-Tooling
Mexico	• Sunningdale Technologies S.A de C.V
India	• First Engineering Plastiscs India Private Limited
USA	• Moldworx LLC
Thailand	• Sunningdale Tech (Rayong) Co., Limited

Methodological Review [GRI 2-4]

This section details key definitions, methodologies and data boundaries applied to Sunningdale Tech otherwise not already specified, applied to the sustainability performance data disclosed in our SR. These are adapted in the context of the GRI Standards Glossary and the Reporting Requirements, Recommendations and Guidance set out in the respective GRI topic-specific disclosures. The GRI topic-specific disclosures covered are listed out in Appendix B: GRI Content Index of this report.

Governance

Corruption

Corruption is an abuse of entrusted power for private gain, which can be instigated by individuals or organisations. Corruption includes practices such as bribery, facilitation payments, fraud, extortion, collusion, and money laundering. It also includes an offer or receipt of any gift, loan, fee, reward, or other advantage to or from any person as an inducement to do something that is dishonest, illegal, or a breach of trust in the conduct of business.

Non-compliance

Such incidents refer to non-compliance with social, economic and environmental laws and/or regulations applicable to the Group, brought through dispute resolution mechanisms and/or resulting in:

- Significant fines
- Non-monetary sanctions

Social

Employees

Employees are defined as full-time staff who are employed by the Managers. This does not include Hotel Managers' associates employed for the day-to-day operation of the hotels.

Appendix (cont'd)

Occupational Health and Safety

According to the International Labour Organization, an occupational accident is an unexpected and unplanned occurrence, including acts of violence, arising out of or in connection with work which results in one or more workers incurring a personal injury, disease or death. The coverage for occupational accident cases includes employees and workers at sites in Singapore, Malaysia, Indonesia, China, Latvia and Mexico.

With reference to GRI 403: Occupational Health and Safety Standard, the different types of occupational accidents are defined as follows:

- High consequence work-related injuries are work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.
- Work-related injury is an injury that results in any of the following: death, days away from work, hospitalization, medical treatment beyond first aid, or loss of consciousness
- Work-related ill health indicates damage to health and includes diseases, illnesses, and disorders.

Recordable work-related injury rates and recordable high consequence work-related injury rates were calculated based on 1,000,000 hours worked, using the formula of the total number of injuries divided by the number of hours worked multiplied by 1,000,000.

Environment

The GHG Protocol Corporate Accounting and Reporting Standard is adopted. Sunningdale Tech accounts for GHG emissions using the operational control criteria and reports its direct (Scope 1) and electricity indirect (Scope 2) GHG emissions.

Energy Consumption

Purchased electricity and fuel consumption are the two sources of energy consumed in respect of Sunningdale Tech. The total energy consumption is expressed in Terajoule ("TJ").

Energy Intensity

The metrics selected to calculate the respective energy intensity ratios are per total sales for Sunningdale Tech. Average energy intensity per total sales amount is calculated by the energy consumed, relative to the total amount of sales generated by Sunningdale Tech.

Greenhouse Gas Emissions

This report includes the Scope 1 and Scope 2 GHG emissions for Sunningdale Tech and is reported in line with the guidance from the GHG Protocol Corporate Accounting and Reporting Standard.

Scope 1 GHG emissions are emissions from sources that are owned or controlled by the organisation. In the scope of reporting, this relates to vehicle fuel natural gas consumed for cooking and water heating and it is expressed in tonnes of carbon dioxide equivalent ("tCO2e"). Default emissions factors for Scope 1 GHG emissions were sourced from the 2006 Intergovernmental Panel on Climate Change ("IPCC") Guidelines for National Greenhouse Gas Inventories while the global warming potential ("GWP") values were sourced from the IPCC Sixth Assessment Report ("AR6").

Scope 2 GHG emissions are emissions that result from the generation of purchased or acquired electricity, ventilation and cooling consumed by the organisation. In the scope of reporting, this only relates to purchasing electricity and is expressed in tCO2e. A location-based method is adopted, which reflects the average emissions intensity of grids on which energy consumption occurs.

The Scope 2 GHG emissions are calculated using country-specific grid emission factor (where available) obtained from the Energy Market Authority of Singapore 2022 and 2023, Energy Commission of Malaysia 2022, Ministry of Energy and Mineral Resources of Indonesia 2019, Association of Issuing Bodies 2022 and 2023, US EPA 2022 and 2023, Energy Policy and Planning Office (Ministry of Energy, Thailand) 2022 and 2023, Institute for Global Environmental Strategies Grid Emission Factors v11.5.

GRI Content Index

Statement of Use	Sunningdale Tech Ltd. has reported the information cited in this GRI context index for the period 1 January 2023 and December 2023 with reference to the GRI standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard Disclosure	Description	Section of Report	Page Reference
GRI 2: General Disclosures 2021			
Organisation and its Reporting Process			
2-1	Organisational details	About the Report	7
2-2	Entities included in the organisation's sustainability reporting	About the Report	7
2-3	Reporting period, frequency and contact point	About the Report	7
2-4	Restatements of Information	Methodological Review	52-53
2-5	External Assurance	About the Report	7
Activities and Workers			
2-6	Activities, value chain and other business relationships	About Sunningdale Tech	8-11
2-7	Employees	Social: Profile of our Workforce	25-27
Governance			
2-9	Governance structure and composition	Our Approach to Sustainability: Sustainability Governance	15
2-12	Role of the highest governance body in overseeing the management of impacts	Our Approach to Sustainability: Sustainability Governance	15
2-14	Role of the highest governance body in sustainability reporting	Our Approach to Sustainability: Sustainability Governance	15
Strategy, Policy and Practices			
2-28	Membership associations	Sunningdale Tech is a member of the following associations: • Singapore Precision Engineering & Tooling Association (SPETA) • Singapore Manufacturing Federation (SMF) • Singapore National Employers Federation (SNEF)	-
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Stakeholder Engagement	16-17
Management Approach			
3-1	Process to determine material topics	Materiality Assessment	18-20
3-2	List of Material Topics	Materiality Assessment	18-20
3-3	Management of Material Topics	Refer to the respective material matters for more information	-

GRI Content Index (cont'd)

GRI Standard Disclosure	Description	Section of Report	Page Reference
Topic-specific GRI Standard Disclosures			
Category: Economic			
Material Matter: Ethics, Bribery and Corruption			
GRI 3: Material Topics 2021			
3-3	Management of Material Topics	Governance: Ethics, Bribery and Corruption	21
GRI 205: Anti-Corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	Governance: Ethics, Bribery and Corruption	23-24
205-3	Confirmed incidents of corruption and actions taken	Governance: Ethics, Bribery and Corruption	22
Category: Environmental			
Additional Matter: Material Use			
GRI 3: Material Topics 2021			
3-3	Management of Material Topics	Environment: Material Use	45
GRI 301: Materials 2016			
301-2	Recycled input materials used	Environment: Material Use	47
Material Matter: Waste Management			
GRI 3: Material Topics 2021			
3-3	Management of Material Topics	Environment: Waste Management	40
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Environment: Waste Management	42-45
306-2	Management of significant waste-related impacts	Environment: Waste Management	40-41
306-3	Waste generated	Environment: Waste Management	42
306-4	Waste diverted from disposal	Environment: Waste Management	43
306-5	Waste directed to disposal	Environment: Waste Management	44
Additional Matter: Energy and Emissions			
GRI 3: Material Topics 2021			
3-3	Management of Material Topics	Environment: Energy and Emissions	48
GRI 302: Energy 2016			
302-1	Energy consumption within the organisation	Environment: Energy and Emissions	50-51
302-3	Energy intensity	Environment: Energy and Emissions	51
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Environment: Energy and Emissions	51
305-2	Energy indirect (Scope 2) GHG emissions	Environment: Energy and Emissions	51

GRI Content Index (cont'd)

GRI Standard Disclosure	Description	Section of Report	Page Reference
Category: Social			
Material Matter: Occupational Health and Safety			
GRI 3: Material Topics 2021			
3-3	Management of Material Topics	Social: Occupational Health and Safety	30
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Social: Occupational Health and Safety	30-33
403-2	Hazard identification, risk assessment, and incident investigation	Social: Occupational Health and Safety	34-36
403-3	Occupational health services	Social: Occupational Health and Safety	30-33
403-4	Worker participation, consultation, and communication on	Social: Occupational Health and Safety	30-33
403-5	Worker training on occupational health and safety	Social: Occupational Health and Safety	32-33
403-6	Promotion of worker health	Social: Occupational Health and Safety	30-33
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social: Health and Safety of Our Customers	30-33
403-9	Work-related injuries	Social: Occupational Health and Safety	33-37
403-10	Work-related ill health	Social: Occupational Health and Safety	33-37
Additional Matter: Health and Safety of Our Customers			
GRI 3: Material Topics 2021			
3-3	Management of Material Topics	Social: Health and Safety of Our Customers	38
GRI 416: Customer Health and Safety 2016			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Social: Health and Safety of Our Customers	38

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