MaxWin International Holdings Limited
加和國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 8513)

2025
Environmental, Social and Governance Report

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

1. ABOUT THE REPORT

1.1. Introduction

MaxWin International Holdings Limited (the "**Company**") and its subsidiaries (together, the "**Group**" or "**we**") are pleased to present our Environmental, Social and Governance ("**ESG**") Report ("**ESG Report**" or "**Report**") on an annual basis regarding the same period covered in its annual reports. This ESG Report is prepared for the year ended 31 December 2025 ("**Reporting Period**"). The ESG Report provides an overview on the Group's sustainability performance and demonstrates its commitment to sustainable development to stakeholders.

1.2. Scope and Reporting Boundary

The scope of the ESG Report covers the environmental and social performances of the Group's principal business which includes the manufacturing and sales of injection molded plastic parts for disposable medical devices and the provision of tooling services in Singapore. During FY2024 and FY2025, the Group expanded its business scope to include data solutions and services, and hospitality related operations, respectively.

While we seek to establish a consistent boundary for reporting ESG aspects across the Group's structure, the reporting boundary of the ESG Report is hence established based on the criteria that all operations and entities reported are substantially owned by the Group and are under our management. As a result, we do not report entities which are outside of the Group's structure, where we do not own the assets and do not directly engage or employ the workforce, and where we do not operate the asset under a contractual obligation.

Part of the content may look back upon the performance of the Group in past years with a view to presenting the report in a more informative and comparable manner. The reporting boundary includes the operation entities in the regions mentioned above. The Group will continue to assess the major ESG aspects of different businesses and extend the scope of disclosure when and where applicable.

1.3. Reporting Guidelines

To comply with the requirements set forth in the Appendix C2 Environmental, Social and Governance Reporting Guide ("**ESG Reporting Guide**") to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("**HKEX**" and "**Listing Rules**", respectively), the Group is in compliance with the mandatory disclosure requirements and "comply or explain" provisions set out in the ESG Reporting Guide. In addition, we also made reference to key reporting frameworks such as the Sustainability Accounting Standards Board (SASB) and publications made by global ESG ratings agencies such as Sustainalytics, Morgan Stanley Capital International (MSCI) and Institutional Shareholder Services (ISS) during the reporting process to ensure our actions aligned with accepted standards.

1.4. Reporting Principles

The reporting principles of this ESG Report are governed by "materiality", "quantitative", "balance", "consistency" and "completeness".

Reporting Principles	Definition	The Group's Response
Materiality	The threshold at which ESG issues determined by the board are sufficiently important to investors and other stakeholders that they should be reported.	Through continuous engagement with stakeholders and materiality assessment, the Group focuses on the disclosure of ESG issues that are crucial to investors and other stakeholders.
Quantitative	Key performance indicators (hereinafter referred to as "**KPIs**") in respect of historical data need to be measurable. The issuer should set targets to reduce a particular impact. In this way the effectiveness of ESG policies and management systems can be evaluated and validated. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.	The Group discloses quantitative information in the Report whenever possible and provides textual explanations to allow stakeholders to clearly understand the ESG performance of the Group.
Balance	The ESG report should provide an unbiased picture of the issuer's performance. The report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.	The Group fully discloses its ESG performance and avoids expressions that may inappropriately influence decisions or judgment made by reader.

Reporting Principles	Definition	The Group's Response
Consistency	The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time.	The Group ensures that the reporting scope and methodologies are largely consistent every year to ensure reasonable comparison and analysis.
Completeness	The ESG report should cover substantive issues and their boundaries that are adequate to reflect material economic, environmental and social impacts and enable stakeholders to assess the performance of the reporting boundaries during the Reporting Period.	The ESG Report covers all material areas whenever possible with targeted responses made to relevant issues.

1.5. Reporting Framework

With reference to the ESG Reporting Guide and the Group's business operation, the presentation of our ESG Report divides the relevant aspects and KPI, which are considered to be relevant and material to the Group, into four subject areas: Protecting the Environment, People, Operating Responsibly and Contributing to Our Community.

A complete index in compliance with the ESG Reporting Guide is also available at the end of this Report for reference. Except for provisions that the Group considers are inapplicable to its operations, for which explanations have been given on the rightmost column in the said index, this Report is compliant with all the "comply or explain" provisions set out in the ESG Reporting Guide.

1.6. Data Collection

Data in this Report are extracted from the Group's internal management system and statistics, and part of the data collected in previous years.

1.7. Report Availability

This Report is accessible in electronic version from the Company's website.

1.8. Contact

We welcome all sorts of comments and suggestions from our stakeholders with respect to this ESG Report or our sustainability performance. Comments or views can be sent to enquiry@inzign.com.

2. ESG POLICY, STRATEGY AND MANAGEMENT

2.1. Our ESG Board Statement

The board of directors of the Company ("**Board**") acknowledges the importance of ESG considerations in fostering enduring business prosperity and ensuring the sustainability of communities and the environment. The Group is resolute in allocating its resources and expertise towards constructing a resilient business model that aligns with future needs, aiming to create a more prosperous world for all stakeholders across various domains. Central to this commitment is a robust corporate governance framework and the implementation of refined operational protocols, which are deemed essential for the sustainable advancement and longevity of the Group. The Board's ESG management statement is underpinned by the following guiding principles.

Beginning Our Climate Change Journey

The Group is committed to protecting and preserving our planet by adopting sustainable practices throughout our business, identifying and assessing financial and other risks associated with climate change and integrating low-carbon solutions into our operation. We will continue to identify climate risks and opportunities that have a significant impact on the Group's operation and future development, while tracking our progress against the global steps and aligning with the global target of net zero emission.

Building Strong Governance

An ESG management system requires a combined effort of an effective governance structure that comprises the decision-making level and execution level members. The Board has the overall responsibility to define the Group's ESG strategy and approach by benchmarking against the suggestions of the ESG Taskforce (the "**Taskforce**") and the ESG data generated in daily operations, guides the consistent improvement of ESG management through target splitting, and ensures the effectiveness of the ESG mechanism.

The Group has assigned full-time staff as the Taskforce to collect relevant information on the ESG aspects and compiled the ESG Report with the guidance from external professional parties. The Taskforce periodically reports to the Board, assists in assessing and identifying the Group's ESG risks, and reviews the effectiveness and appropriateness of the internal control mechanism. The Taskforce also examines and evaluates the ESG performance of the Group, including environmental, health and safety, labor practice, and other ESG aspects.

Health and Wellbeing

The Group considers our employees as assets that will lead the future and the growth of the Group. We are determined to uphold an open, fair, just and reasonable human resource policy to recruit a variety of talents. The Group is also committed to a holistic approach to health and wellness, through a healthy, comfortable and safe working environment that supports health and wellness for our employees.

Support the Community

We encourage giving back and strengthening the community through volunteerism and philanthropy and encourage employees to contribute their time and talent to a variety of community organizations.

Embracing Diversity

The Group values diversity of experiences and backgrounds, and actively seeks to promote from within. Further, the Group is always seeking to improve and become better constituents to our community, our company, and our shareholders. Opportunity and growth occur when we draw from the strengths of our diverse leadership and background.

2.2. Our Approach to ESG

Embracing ESG principles is paramount for shaping a brighter future for the planet, communities, and individuals. We understand the significance of embedding ESG considerations into our operations and are dedicated to formalizing our enduring grassroots commitments through a structured ESG strategy. The Group endeavors to operate intelligently, sustainably, and inclusively across all facets of our operations. By embracing a formal ESG framework, we aim to harmonize our actions with leading ESG standards, emphasizing environmental sustainability, social accountability, and robust governance practices. This shift is intended to elevate our sustainability performance and foster positive impacts on the environment, communities, and individuals. Here is a brief overview of our approach:

In 2025, we continued to embed ESG management and reporting into our business and operations. We are committed to implementing and tracking progress against goals that position us as a leader in ESG and sustainability. This commitment informs our work to integrate ESG into our business practices and to better understand our impacts across our global network.

The Board will strengthen the Group's overall ESG management by actively addressing stakeholder concerns and fostering enhancements in our practices. Acknowledging the significance of inclusivity, we are committed to ensuring that all clients and partners – irrespective of language, device, connectivity, or ability – can observe our advancements, performance, and contributions to the community.

2.3. ESG Governance Structure

Our dedicated Taskforce leads company-wide ESG efforts, overseeing strategy, implementation, and goal advancement. They integrate ESG principles into daily operations, culture, and partnerships, addressing emerging issues. During the Reporting Period, the Group reviewed our ESG policy, covering carbon footprint reduction, employee development, and community engagement, while implementing ESG matters. We also continue to assess the Task Force on Climate-related Financial Disclosures ("**TCFD**") for alignment opportunities amidst evolving regulatory frameworks for ESG reporting.

2.4. Stakeholders Engagement

The Group consistently engages key stakeholders to gain a deeper understanding of the ESG challenges and opportunities that matter most to them. We have established and maintained open communication channels with various stakeholders, including shareholders, investors, customers, business partners, employees, suppliers, regulatory bodies, government authorities, as well as media, non-governmental organizations (NGOs), and the public. We are committed to enhancing stakeholder involvement through constructive dialogue aimed at paving the way for long-term prosperity. Below is a summary of the Group's communication channels with key stakeholders and their respective expectations.

Table 2-1: Stakeholders and Communication Channels

Stakeholders	Topics Concerned	Communication Channels
Customers and business partners	• Product and service quality • Information and privacy protection • Business integrity and ethics	• Customer satisfaction survey • Customer service team • Customer support hotline and email
Employees	• Occupational health and safety • Equal opportunities • Remuneration and benefits • Career development	• Regular management meetings • Training sessions • Performance reviews • Occupational health and safety trainings

Stakeholders	Topics Concerned	Communication Channels
Shareholders	• Complying with relevant laws and regulations • Disclosing latest information of the corporate in due course • Financial results • Corporate sustainability	• Annual general meeting and other shareholder meetings • Financial reports • Announcements and circulars • Website
Suppliers	• Fair and open procurement • Supply chain management	• Supplier management meetings and events • Purchaser and material executive • Supplier audit
Regulatory bodies and government authorities	• Compliant operations • Business integrity and ethics • Community engagement	• Compliance manager • On-site inspections
Media, NGO and the public	• Giving back to society • Environmental protection • Compliant operations	• Community activities and partner programs • ESG reports

We aim to collaborate with our stakeholders to improve our ESG performance and create greater value for the wider community on a continuous basis.

2.5. Materiality Assessment

The purpose of a materiality assessment is to identify material ESG topics for the establishment of sustainable targets and strategy. The materiality assessment comprised of four phases:

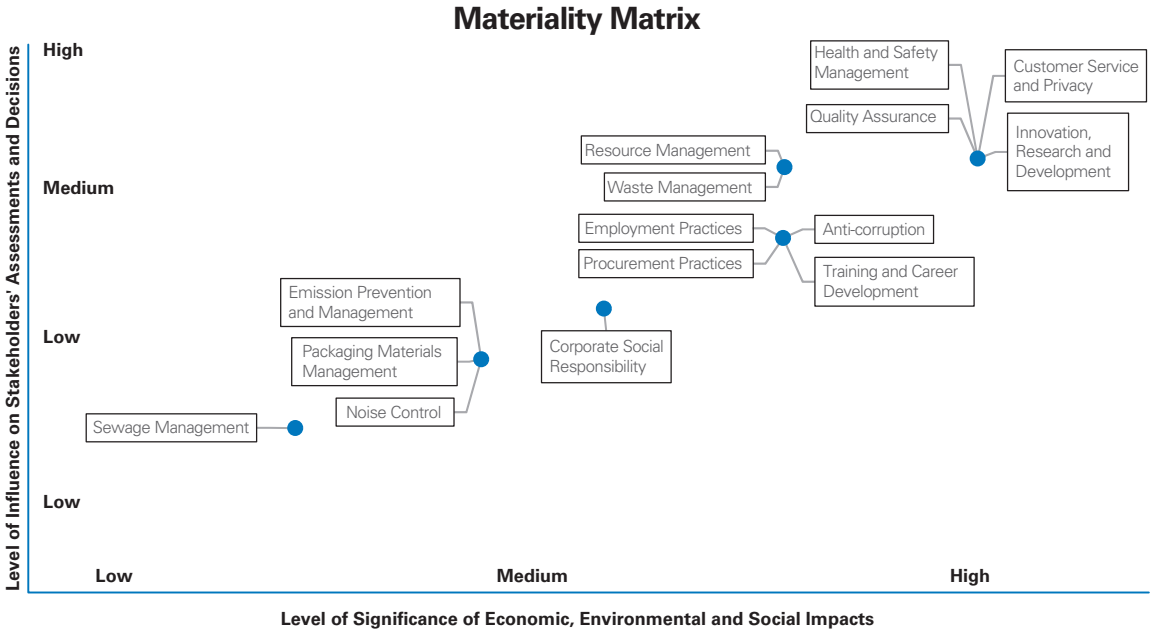
1. Prepare a list of sustainability issues relevant to the Group's business are identified according to international and local reporting standards;

2. Identify a list of potential material topics that are relevant to the Group's ESG performance;

3. Conduct a questionnaire survey to examine stakeholders' expectations and the extent of influence of material issues towards stakeholders and the Group's business; and

4. Screen out the most representative material topics and analysis of the results, the Board identified the following ESG topics as potentially material relevant to our business operations.

The following matrix is a summary of the Group's material ESG issues.



The materiality matrix generally demonstrates that all issues raised were important to both primary and secondary stakeholders, albeit to differing degrees of importance to stakeholders and to the Group.

During the Reporting Period, the Group confirmed that it has established appropriate and effective management policies and internal control systems for ESG issues, and confirmed that the content disclosed in the ESG Report complies with the requirements of the ESG Reporting Guide.

3. PROTECTING THE ENVIRONMENT

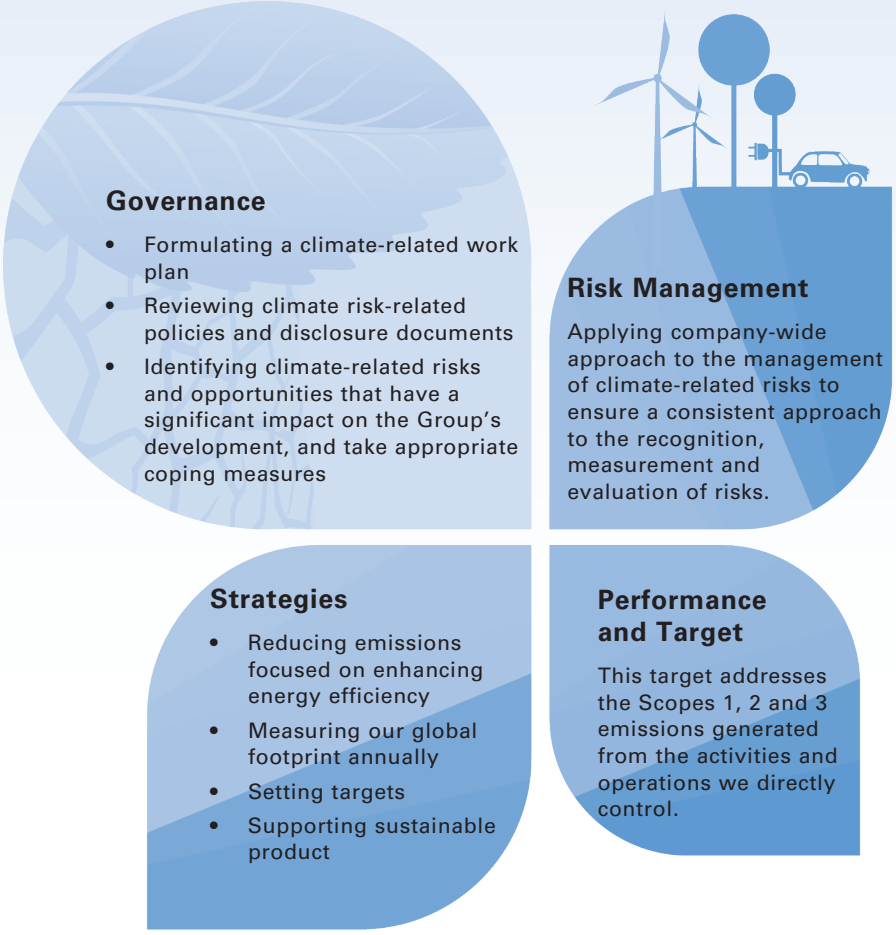
3.1. Sustainable Operation

As a corporate, we may not be a major emitter of greenhouse gases (GHG), and climate change may not represent a distinctly material ESG issue for our direct operations. Nevertheless, we recognize the significant threat climate change poses to our viewers, communities, employees, partners, and societies worldwide. This recognition compels us to take meaningful action – by reducing our own environmental impact, leveraging our content to raise awareness of this critical issue, and inspiring others to do the same. Managing our climate impact is therefore an integral part of conducting business responsibly in today's world.

3.2. Climate Change Response Management

Climate change poses a formidable threat to the stability and sustainability of our planet. From extreme temperatures, rampant wildfires, and intensifying droughts and floods to worsening biodiversity loss and sea level rise – the impacts of climate change continue to affect a greater number of individuals worldwide, especially the world's most vulnerable communities. As the effects of climate change continue to grow in scale and severity, the imperative for collective action to address this issue on a global scale has never been greater.

The Group dedicated itself to empowering the low-carbon transformation of the global economy and is committed to implementing the recommendations of the Task Force on TCFD, providing investors and stakeholders with useful information on climate-related risks and opportunities that are related to our business. TCFD is a market-driven initiative that is set up to develop a set of recommendations for voluntary and consistent climate-related financial risk disclosures in mainstream filings. Moreover, responding to climate change can enhance our business resilience and enable us to take advantage of any opportunities it may offer. The following climate change-related risks and opportunities are identified on this basis.



Potential climate-related risks faced by the Group include physical risks such as extreme weather events and rise in sea level, and as policy and regulatory risks, market risks and reputational risks. The Group's strong action to address climate change is embedded throughout the business and is led by a climate-related risk management framework.

3.3. Managing Our Climate Risks

The Group is committed to reducing its environmental impact and mitigate its exposure to transitional risks. To better outline our exposure to climate-related risks, we initiated a comprehensive climate risk assessment regularly to identify and evaluate the impact of climate-related risks on the Group's business and corresponding opportunities. This assessment, which has been broken down into three phases, is intended to cover physical risks, transitional risks (such as changing regulations and requirements, like carbon taxes), and potential financial implications.

Physical Risks

Physical risks reflect how changes to the frequency and intensity of extreme and ongoing weather can impact, disrupt and damage business operations, assets and supply chains, as well as lead to broader impacts such as environmental stress, food and water security and trends in migration. Physical impacts from climate change are inevitable. The rate and extent of change will depend on global decarbonization efforts.

TCFD distinguishes between the following physical climate risks:

- Acute risks – A change in the frequency and/or intensity of extreme weather events, for example extreme cold, extreme heat, rainstorms, typhoons and floods.
- Chronic risks – Longer-term shifts in climate patterns, for example sustained higher temperatures, lower rainfall and a rise in sea level.

These events lead to an increasing risk of power shortages, delays in supplier deliveries and damage to the Group's assets, disrupting the operations of the Group's offices and facilities and resulting in reduced revenue, as well as increasing the cost of repairing or restoring damaged assets. These events could also disrupt the work of employees and even cause casualties.

Risk	Risk Details	Mitigation and Opportunities
ACUTE PHYSICAL RISKS		
Increased severity of extreme weather events	The increased severity of storms and flooding from climate change may cause material damage to assets, leading to operational disruptions, impacts to production rates and increased costs associated with asset repair. This risk may also impact our value chain over the long-term.	Our climate change strategy focuses on building resilience into operations to protect assets and minimize operational downtime from extreme weather events. We review the design of our assets and infrastructure as new information becomes available, including emerging patterns associated with extreme weather events. We also ensure that our offices are not located in high-risk flood areas and maintaining a diverse supplier base that enables us to source from alternative suppliers when necessary. We have established a robust safety procedure that provides clear guidelines for handling disruptions caused by extreme weather and environmental events. This procedure outlines preventive and control measures for various extreme weather and environmental scenarios, and we prioritize the health and safety of our employees, including ceasing operations and evacuating employees when necessary. We also conduct annual risk assessments that consider the future physical impacts of climate change.

Risk	Risk Details	Mitigation and Opportunities
Increased frequency of extreme heat	Climate change may lead to an increase in the severity which have the potential to cause material damage.	We are focused on building resilience into our operations to ensure our assets are protected and operational loss is minimized.
CHRONIC PHYSICAL RISKS		
Rising sea levels and storm surge inundation	Global sea level rises coupled with storm surge has the potential to cause material damage to our infrastructure through inundation. Sea levels may rise due to expanding ocean volumes from temperature increases and from melting glaciers and ice sheets.	All new projects assess and develop management and mitigation mechanisms to address the potential physical impacts of climate change.
Changes in precipitation patterns	The potential for prolonged drought events or changes to precipitation patterns which may place increasing stress on the availability of water resources to the business. This may lead to more stringent controls and impact relationships with local stakeholders.	Our water strategy is focused on reducing water usage across our operations. This includes using metrics to proactively manage water scarcity risks.

Transition Risks

Transitional risks are those associated with the transition to a low carbon economy, which may be due to changes in policies, technologies and markets. As we shift to a low carbon world, transitional risks will emerge that can impact and change investment and consumption patterns. The below table shows our response in managing transition risks.

Risk Type	Description	Time Horizon	Mitigation Strategy
Emerging Regulation	Regulatory impacts could impose additional costs and limitations on how we produce content and operate our service. Regulatory impacts on traditional energy sources could pose a risk on our license to operate and produce content if new comparable technologies are not introduced in sufficient supply in time.	Medium term	We evaluate and deploy new sustainable technologies as well as seek to operate as efficiently as possible with traditional energy sources. We will work with working parties to help better understand and assess the impact of emerging trends in our industry. We also closely monitor the regulatory environment so that the regulatory expectations can be met.
Technical Viability of Decarbonization Strategy	Technical challenges may impact our ability to achieve carbon neutrality.	Medium term	We improve energy efficiency of and to decarbonize our operation wherever feasible.

Risk Type	Description	Time Horizon	Mitigation Strategy
Market Risks	Downstream market developments, including the change in consumer behaviours, introduction of the carbon tax, carbon border adjustment.	Medium to long term	We continue to engage and collaborate with our clients to reduce the emissions. We also closely monitor the product market to ensure that our products and service align with customer expectations and demand. The Group maintains high transparency in the Group's ESG Reports and related activities to build trust and confidence with stakeholders.
Reputation Damage	As public awareness about climate change, green and low-carbon development continues to grow, failure to meet stakeholders expectations may put the Group to reputational risk.	Medium to long term	We ensure regular and transparent engagement with our stakeholders on our climate strategy and progress on achieving our objectives through direct consultation, meetings and media statements. We align our climate change reporting with the TCFD recommendations.

3.4. Corporate Environmental Policy

The Group's commitment to safeguarding the environment remains unwavering. We are dedicated to adopting sustainable practices across our operations, identifying and evaluating financial and other risks linked to climate change, and integrating low-carbon solutions into our business practices. In order to govern the environmental management and minimise the environmental impacts resulted from our operations, the Group has implemented relevant environmental management policies as part of our Environment, Health and Safety ("**EHS**") framework. The Group has established an EHS management system to define the procedures for an eco-friendly and safe production process. The Group has established a dedicated department to implement, co-ordinate and address environmental protection objectives, measures and issues. We have carried out a series of environmental management practices at production bases, covering planning, materials procurement, and various production procedures. The Group has been constantly improving our environmental management system to minimise undesirable impacts to the environment.

The Group formulated relevant rules and regulations for a sound and effective management of energy consumption, GHG emission, as well as discharge of waste and sewage and other pollutants, highlighted as below.

- To assess, monitor and manage environmental risks and opportunities associated with our business;
- To comply with applicable environmental protection laws and regulations;
- To integrate environmental considerations throughout the operation including planning and budgeting;
- To define appropriate objectives and targets for our ESG management approach;
- To continuously improve the ESG management system to set and maintain standards;
- To prevent pollution and to protect the environment by conserving natural resources and minimizing waste; and
- To promote environmental awareness and low carbon lifestyle among the workforce.

During the Reporting Period, the Group adhered to environmental protection laws and regulations concerning air and GHG emissions, discharge into water and land, and the generation of hazardous and non-hazardous waste, including but not limited to the Environment Protection and Management Act of Singapore and Environmental Public Health (General Waste Collection) Regulations of Singapore. The Group maintained compliance with all material environmental protection laws and regulations in the regions where we operate. There were no violations of environmental protection laws, and the Group did not incur significant fines, non-monetary penalties, or litigation related to environmental protection during this period.

3.5. Reducing Our Operational Emission Footprint

The Group has identified several key contributors to its carbon footprint. These include (1) indirect GHG emission generated from electricity consumption, (2) direct GHG emission generated from office administration inevitably involve consumption of fossil fuel directly or indirectly, (3) indirect GHG emission generated from business travel by flight and (4) paper consumption in business operation, which releases Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and Carbon Dioxide (CO_2) into the air.

To address these carbon footprint contributors, the Group is committed to implementing measures aimed at reducing emissions, increasing energy efficiency, adopting renewable energy sources, promoting sustainable transportation options, and implementing paper reduction and recycling programs, which are highlighted as below:

Reduce Energy Consumption

- We promote the use of energy-saving measures such as energy-saving lighting facilities in production and office areas, energy-efficiency air-conditioning system, high-efficiency energy-saving equipment and more variable frequency equipment;

- Reduce our employees' carbon footprints with the Group's efforts in promoting corporate sustainability among employees; and

- Enhance our employees' awareness towards resource conservation, energy saving and environmental protection, inspiring tangible changes to their long-term behavioural patterns.

Reduce Paper Consumption

The business operation of the Group consumes certain amount of paper and the Group has adopted a series of initiatives to reduce paper consumption:

- Paperless office by developing our own internal administration system to reduce the use of paper in all level of our management;
- Adopt e-communication system to enable the Group's shareholders and non-registered shareholders to have an easy and quick access to the corporate information published in order to reduce paper consumption;
- Paperless board meeting;
- Encourage use of electronic means of communication to manage daily process; and
- Use duplex printing and reuse single-side printed papers.

Reduce Air Travel

The Group encourages its employees to adopt electronic means of communication such as video or telephone conferencing to avoid unnecessary travel arrangement. Video conference equipment is available in conference rooms to conduct virtual meetings.

3.6. GHG and Exhaust Gas Emissions

Our Group's business inevitably involves consumption of diesel consumed by vehicles, which directly or indirectly, releases Nitrogen Oxides (NOx), Sulphur Oxides (SOx), Particulate Matter (PM) and Carbon Dioxide (CO_2) into the air. To minimize emissions, the Group has implemented the following measures during operation:

- Optimise the operation process by improving the loading rate and reducing the empty rate of vehicles;
- Carry out monthly maintenance on affiliated vehicles so as to effectively reduce fuel consumption, thereby reducing carbon emissions and exhaust gas emissions;
- Eliminate substandard vehicles and regularising the procurement diesel and gasoline for vehicles, and adopting annual inspection to ensure that the vehicles meet the emission standards;
- Conduct regular vehicle inspection and maintenance to enhance vehicle efficiency;
- Educate employees to turn off engines for idling vehicles; and
- Actively adopt environmental protection and energy conservation measures.

In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of "Emissions" during the Reporting Period is tabulated below.

	Unit	**2025**	2024
GHG Emissions			
Direct GHG Emissions (Scope 1)	tCO_2e	**6.75**	6.67
Indirect GHG Emissions (Scope 2)	tCO_2e	**1,100.72**	1,321.26
All Other Indirect GHG Emissions (Scope 3)	tCO_2e	**2.59**	N/A
Total Scope 1 and 2 Emissions	tCO_2e	**1,107.47**	1,327.93
Total Scope 1 and 2 Emissions Intensity	tCO_2e/employee	**11.78**	15.09
Total Scope 1, 2 and 3 Emissions	tCO_2e	**1,110.06**	1,327.93
Total Scope 1, 2 and 3 Emissions Intensity	tCO_2e/employee	**11.81**	15.09
Nitrogen Oxides	kg	**25.9**	31.8
Sulphur Oxides	kg	**0.04**	0.2
Particulate Matter	kg	**2.4**	1.5

Notes:

(1) GHG emission data is presented in terms of carbon dioxide equivalent and are based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Greenhouse Gas Inventory Guidance Direct Emissions from Mobile Combustion Sources" issued by the United States Environmental Protection Agency, the latest emission factors published by 2025 Singapore Energy Statistics 2025 issued by the Energy Market Authority of Singapore and "How to prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX.

(2) Figures in the above table may not add up due to rounding.

During the Reporting Period, there were no non-compliance cases reported in relation to GHG emission within the Group.

Volatile Organic Compounds ("**VOCs**") Emissions

During the manufacturing process of the Group, limited VOCs are produced. VOCs derive from temperature control settings during the molding process. Though only limited VOCs are generated during the production process, the Group strives to minimize the emissions of VOCs by providing a healthy and comfortable working environment through adopting the following measures:

- Set optimal molding temperatures strictly based on physical and chemical characteristics of various types of materials. This prevents gaseous emissions from decomposition of plastic materials due to temperature increase;
- Install ventilation control systems along the production line, especially at the parts of highest processing temperatures; and
- Install local exhaust extraction systems and activated carbon absorbers.

Dust and PM

During the manufacturing process, limited dust and PM may be released when handling the dry additives and the granulation process of polymers. Furthermore, heating of thermoplastics during compounding and forming may also result in formation and release of fine aerosols.

The Group has implemented the following pollution prevention and control techniques for the emission of dust and PM:

- Optimise processing conditions for handling and mixing of dry additives, temperature, and polymer granulation;
- Install effective exhaust system and particles collection bags to minimise dust particulates generated during production; and
- Filter air pollutants from material handling and granulation areas using a cyclone and baghouse.

3.7. Waste Management

Waste Management Policy

The Group's principal waste management policy endeavours an adoption of the waste diversion and recycling. Reducing and diverting the waste generated by our productions and events helps not only to save resources, but also to reduce the GHG emissions associated with the production and disposal of these materials. We work to limit single-use materials and divert waste through recycling and composting programs. The Group implements the following measures and objectives to achieve our waste control target. Through these waste management measures, the awareness of the employees on waste management has been enhanced. Moreover, the target of zero incident of spillage was achieved during the Reporting Period.

- We encourage all employees to reduce paper usage and increase use of reusable products;
- We set up waste recycling points within the manufacturing area to encourage waste recycling;
- We promote green information via electronic communication, such as e-mail and electronic workflows in order to implement "paperless" concept;
- We place "Green Message" reminders on office equipment;
- We utilise used envelopes and promote double-sided printing; single side printing would be used only when handling contractual and confidential documents; We strengthen employee awareness in environmental management and promote a zero-waste lifestyle, as well as encourage them to acquire the necessary skills and knowledge related to sustainable development, and
- We closely keep up with the latest government's initiatives and policies in relation to waste management, waste reduction and recycle campaigns in order to allocate resources and formulate strategy in a timely manner.

Hazardous Waste

Hazardous wastes such as used oil and oily water or oil sludge from oil interceptor are widely generated throughout the plastic injection procedures and equipment maintenance process. The Group provides strict instructions on proper wastes sorting of such wastes into storage barrels, for which they will be regularly collected and disposed by a third-party licensed toxic industrial waste collector.

The Group also endeavors to recycle electronic waste throughout our operation wherever practical, ultimately reducing both the monetary and environmental costs involved in disposal of these wastes that would otherwise be scrapped and treated as hazardous waste.

The summary of the Group's hazardous wastes disposal performances was as follows:

	Unit	**2025**	2024
Disposal waste oil	litres	**100**	200
Total hazardous wastes	litres	**100**	200
Total hazardous wastes intensity	litres/employee	**1.06**	2.17

Non-hazardous Waste

During our production process, the non-hazardous wastes generated are primarily plastic, which includes Polyvinyl Chloride ("**PVC**") materials, Poly-carbonate materials, Poly-ethylene ("**PE**") materials, Poly-propylene materials, Acrylonitrile Butadiene Styrene materials and Poly-oxy-methylene materials, etc. Other non-hazardous wastes generated include carton boxes and metal scraps. We properly segregate and classify different types of industrial wastes, and each type of non-hazardous waste is collected and disposed separately by licensed and qualified general waste collectors. All the non-hazardous wastes disposed were recycled in 2025 and 2024. The summary of the Group's non-hazardous wastes disposal performances was as follows:

	Unit	**2025**	2024
PVC Materials	tonnes	**64.24**	49.80
PE Materials	tonnes	**18.45**	14.66
Other Materials	tonnes	**39.73**	33.94
Total non-hazardous wastes	tonnes	**122.42**	98.40
Total non-hazardous wastes intensity	tonnes/employee	**1.30**	1.12

Wastewater Discharge

During the manufacturing process, industrial wastewater will be produced, for which it is discharged together with domestic wastewater during our daily operations. Processed water used in manufacturing process can be subdivided into three categories:

1. cooling (or heating) water for production;

2. cleaning water used for product surface cleaning and equipment washing; and

3. finishing water used to remove excessive scraps and polishing products.

During the Reporting Period, the data of sewage discharge are considered to be the same as water consumption volume, and is going to be presented in aspect A2 – Use of Resources. We have implemented the following pollution prevention measures for industrial wastewater generated:

- We have installed activated carbon process where possible to remove soluble organics for the water used in production;
- We have used bio-degradable plasticisers where possible for the materials and accessories; and
- We have recycled and reused the water after sedimentation or settling units and after removal of suspended solids, oils and grease for cleaning and finishing water.

The waste-water (including industrial waste-water and domestic waste-water) disposal of the Group is properly treated according to relevant standards before discharging to government's sewage pipe.

During the Reporting Period, there were no non-compliance cases reported in relation to discharge into water and land, and generation of waste within the Group.

3.8. Use of Resources

In light of finite earth's resources, the Group considers the conservation of natural resources through low-carbon practices as an indispensable component of our sustainable business. We keep on improving resource use efficiency, reducing and avoiding pollutant generation, while lowering our operating cost. The Group continues with initiatives to introduce resource efficiency and eco-friendly measures to the Group's operations, and is committed to optimising the use of resources in all of our business and production operations.

During our daily operations, different kinds of resources such as fuel, electricity and water are frequently consumed. The Group has therefore established relevant policies and procedures in governing the efficient use of resources, with reference to the objective of achieving higher energy efficiency and reducing the unnecessary use of materials.

Water Consumption

The Group focuses on water stewardship by maximizing efficiency and reducing consumption. The water consumption of the Group principally comprised of office water and industrial water consumption. Employees and customers are encouraged to conserve water through awareness messages in the pantry, strengthening its water-saving promotion. Regular maintenance ensures timely repair of leaks. Water usage is minimized wherever possible with efficient fixtures. These efforts promote responsible water management within the organization. In view of the geographical location of the Group's operation and the nature of business, there is no issues in sourcing water that is fit for purpose.

The summary of the Group's water consumption performances was as follows:

	Unit	**2025**	2024
Water consumption	m^3	**98.00**	52.00
Water consumption intensity	m^3/employee	**1.04**	0.57

Packaging Material

The Group encourages operational staff to reuse packaging materials, and utilise some of the packaging materials such as cardboard boxes and wooden crates to the maximum extent. We have been constantly exploring alternative packaging solutions in order to attain maximum operating efficiency. We also encourage our suppliers to use less packaging material. The summary of the Group's packaging material consumption performances was as follows:

	Unit	**2025**	2024
Carton boxes	tonnes	**48.66**	18.48
Carton boxes intensity	tonnes/employee	**0.52**	0.21

Energy Efficiency Management

Energy policy has been developed to set energy conservation as one of the Group's fundamental policies. All employees must adopt the introduced measures, including the purchase of energy-efficient products and services, switching off lights and air-conditioners when not in use, and assume responsibility for the Group's overall energy efficiency. By building an energy management system, we develop and review our energy objectives and targets regularly to continuously enhance the Group's energy performances. Unexpected high consumption of energy will be investigated for its root causes with corresponding preventive measures being taken when deemed necessary. The summary of the Group's energy performance during the Reporting Period are tabulated below.

	Unit	**2025**	2024
Direct Energy Consumption			
Diesel	mWh	**26.28**	24.68
Indirect Energy Consumption			
Electricity	mWh	**2,737.48**	3,206.94
Total Energy Consumption	mWh	**2,763.76**	3,231.62
Total Energy Consumption Intensity	mWh/employee	**29.40**	36.72

During the Reporting Period, there were no non-compliance cases reported in relation to use of resources within the Group.

3.9. The Environment and Natural Resources

The Group endeavours to minimise negative environmental impact of our business operations in order to achieve a sustainable development for generating long-term values to our stakeholders and community as a whole. We work tirelessly to mitigate the environmental impact of our activities through adopting industrial best practices which target at reducing the consumption of natural resources and achieving effective emission management. We regularly assess the environmental risks of our business, and adopt preventive measures to reduce risks and ensure compliance with relevant laws and regulations.

Noise Control

During operation, noises will be generated from the operation of machineries. The Group has developed a noise control procedure to minimise noise pollution. Noises are monitored through different monitoring stations which are located within and outside the manufacturing plant boundary. The Group employs external qualified testing agencies to conduct monitoring measures annually to ensure noise levels do not exceed the statutory requirements of relevant standards. We also provide hearing tests for employees who are potentially exposed to high noise influence.

4. PEOPLE

Creating an appealing workplace that retains and nurtures talented individuals is vital for our business success. Recognizing people as the core of our performance, we aim to cultivate a corporate culture that values diversity, promotes inclusivity, and fosters open communication. Embracing diversity as a strength, we leverage varied backgrounds, experiences, and perspectives to boost innovation and problem-solving abilities. Through an inclusive environment, we empower individuals to share their unique insights and ideas, ensuring each person feels respected and valued within our organization. Through a comprehensive employment management system, we provide employees with a competitive, attractive, fair, and inclusive working environment.

The Group values equal employment opportunities that employees should enjoy. Employee recruitment adheres to equality between men and women and ethnic equality. During the Reporting Period, it did not encounter any major labor disputes or other labor waves.

4.1. Employment practices

The Group is determined to uphold an open, fair, just and reasonable recruitment and human resource policies, with respect to equal opportunities, diversity and anti-discrimination. Equal opportunities and anti-discrimination are part of the core values of our corporate culture. We strive to establish and maintain a diversified, inclusive, and non-discriminatory work environment as we appreciate different backgrounds and professional experiences of all employees. All employees, regardless of gender, age, nationality, race and region, are entitled to equal job opportunities and benefits, covering trainings, promotion, transfer, dismissal, layoff and employment conditions.

We value individuality and diversity, believing it enriches our operations with fresh ideas and challenges. Discrimination based on gender, age, family status, sexual orientation, disability, race, or religion is strongly discouraged. We have also formulated policies to provide clear and specific guidelines on the prohibition of any forms of discrimination and harassment concerning gender, marital status, pregnancy, disability, family status, race, etc. Employees are welcome to report any suspected cases through the whistleblowing mechanism to protect the rights and interests of each employee. We benchmark the Group against industry metrics and other organizations to monitor and assess representation across various diversity dimensions, such as race and gender.

Our employment approach supports hiring talented individuals with disabilities and promotes a family-friendly work environment. We prioritize legal compliance, ethical practices, and equal employment opportunity for employees and partners, fostering long-term career development for new recruits.

Development, promotion and career development – The Group values talent as the core drives for enterprise prosperous development. We are desperate for talents and spare no effort to develop our talent pool. We unleash employees' potential by conducting advanced systems for recruitment, promotion and training, and create value for the society. we wish our employees can thrive and grow from time to time. We have therefore established a comprehensive promotion system to attract outstanding talents to join our workforce.

The Group adjusts the remuneration level with reference to the salary surveys and guidelines published by the governmental bodies in Singapore, and makes promotion decisions in a timely manner. We adopt a responsibility system for operational and management objectives, and have developed systematic business indicators as important basis for annual performance and career development assessments. Supervisors are also required to facilitate an effective two-way communication with employees by discussing their performances for advancement. We offer rewards to employees in encouraging continuous improvement based on the evaluation results.

Retaining, recruitment and remuneration – The Group hires employees through open recruitment and fair competition. We conduct regular appraisals to assess employees' knowledge and ensure that employees are constantly updated with the skills and knowledge related to their job requirements.

We offer competitive wages and are rewarded according to their performance and experiences. We offer a wide range of benefits including but not limited to medical and dental scheme, maternity leave, overtime payment, incentives and discretionary bonus and other compensation to our employees. The Group decides the remunerations payable to its employee based on their duties, work experience and the prevailing market practices. We are committed to providing career development resources to our employees to further nurture their skills and capabilities that will contribute to our long-term sustainable growth.

Communication Channels – The Group heavily emphasises communication between the management and employees at all levels as we believe that good communication could enhance employees' sense of belonging, boost work morale, and create a harmonious workplace culture. We maintain regular communication with employees through overall progress reporting, seminars for new joiners, and employee satisfaction surveys.

During the Reporting Period, we strictly observed the applicable laws and regulations and follow our employment policies relating to recruitment and promotion, compensation and dismissal, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, by providing competitive remuneration package, including internal promotion opportunities and performance-based bonus, so as to recruit and retain experienced employees. The employment-related laws and regulations, including but not limited to the Employment Act (Chapter 91) of Singapore, Employment of Foreign Manpower Act (Chapter 91A) of Singapore, and Central Provident Fund Act (Chapter 36) of Singapore that would have a significant impact on the Group.

4.2. Employee Wellness

Despite recent challenges, the Group prioritizes employee well-being above all else. Leveraging our expertise, we strive to secure a safe, harmonious and healthy work environment for our employees and stakeholders. Advocating for work-life balance, we organize festive events to foster camaraderie and a positive group atmosphere. Our commitment remains unwavering in maintaining operational efficiency while safeguarding the wellness of our employees during challenging times.

4.3. Occupational Health and Safety

The Group takes a proactive approach to safety management. We constantly strive to provide and maintain a safe, healthy and hygienic workplace for all employees, and all other persons likely to be affected by our operations and activities. We have adopted an EHS management system and corresponding policies in accordance with relevant occupational health and safety rules, laws and regulations. The Group also conducts regular risk assessment to ensure the provision of a safe and healthy working environment. The goals of our Occupational Safety and Health ("**OSH**") policy are highlighted as below:

- Pursuit of a healthy, pleasant and safe workplace environment for our employees;
- Zero tolerance of accidents and injuries;
- Promotion of a safety culture among employees;
- Review of the performance of various OSH measures, so that their effectiveness and reliability can be maintained; and
- Compliance with applicable laws and regulations in relation to occupational safety and health.

During the Reporting Period, the Group compiled with the applicable laws and regulations in relation to safety and health of employees in the regions where we operated, including but not limited to the Workplace Safety and Health Act (Chapter 354A) of Singapore and the Work Injury Compensation Act (Chapter 354) of Singapore that would have a significant impact on the Group. During the past three years including the Reporting Period, the Group did not record any accidents that resulted in death or serious physical injury. No material non-compliance with laws and regulations relevant to health and safety of employees were identified during the Reporting Period. Summary of work-related fatalities and injuries during the Reporting Period are shown in the table below.

	2025	2024	2023
No. of Work-Related Fatalities	**0**	0	0
Rate of Work-Related Fatalities	**0**	0	0
No. of Injuries at Work	**0**	0	0
Lost Days due to Injury at Work	**0**	0	0

Health and Safety Management

Safety Management

The Group has developed policies for safety and health management, and formulated specific work guidelines in accordance with varying scopes and procedures of production to guarantee the health and safety of all employees and people affected by any relevant production process.

The Group has established a Corporate Safety Management Committee which is chaired by our directors to formulate and implement safety policies. Our top and senior management are also required to attend safety conferences to discuss safety policies and safety case studies, and to suggest and assist in formulating safety policies. We also carry out safety inspections on machineries and equipment to maintain safe working environment and site tidiness, while ensuring workers' safety at the same time.

We monitor our health and safety systems regularly to ensure compliance with statutory and contractual requirements. In addition, we implement appropriate improvements for the existing system when necessary.

Safety Training

We take appropriate measures to ensure that the person at work has received adequate instructions, information, training and supervision as necessary to perform his work. The Group provides regular safety trainings to our staff, which include but not limited to:

- Provide appropriate safety training and instructions generally and for use of new production methods and equipment;
- Carry out safety hazard clearance, emergency drills, safety advocacy and other related activities on the production bases; and
- Post EHS information in conspicuous places visible for all employees.

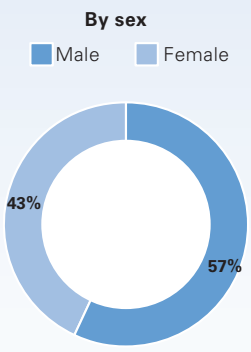
Employee Health Management

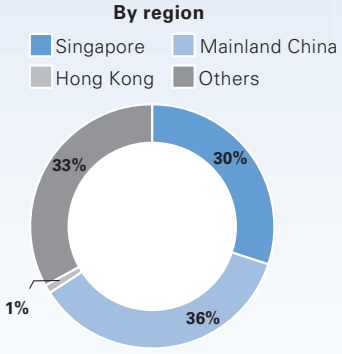
The Group offers comprehensive health care coverage for all employees, including healthcare benefits. We organise work-life balancing activities for employees, implement green projects at offices and production bases, and carry out other activities that promote healthy living practices. We also convey information relating to health to employees in order to raise their awareness on occupational health and safety.

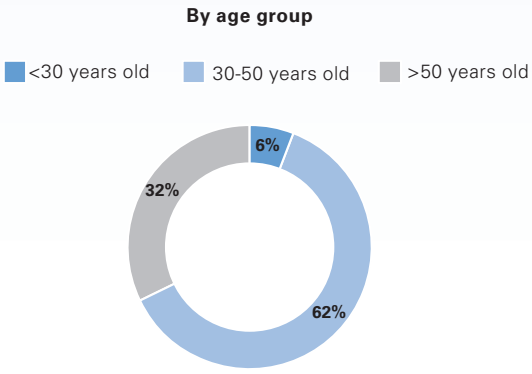
4.4. Our Workforce

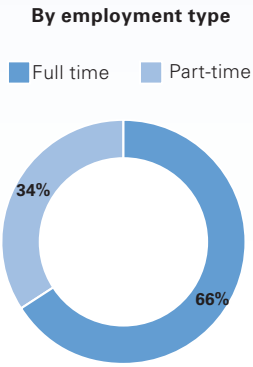
In accordance with the ESG Reporting Guide set out by HKEX, details of the Group's workforce during the Reporting Period are tabulated as well as presented in charts below.

Categories	Number of staff	Percentage
Group	**94**	
By sex		
Male	**54**	**57%**
Female	**40**	**43%**
By employment type		
Full-time	**51**	**65%**
Part-time	**28**	**35%**
By age group		
Aged under 30 years old	**6**	**6%**
Aged between 30-50 years old	**58**	**62%**
Aged over 50 years old	**30**	**32%**
By region		
Singapore	**28**	**30%**
Mainland China	**34**	**36%**
Hong Kong	**1**	**1%**
Others	**31**	**33%**









	2025
Turnover Rate by Gender	
Male	**90%**
Female	**10%**
Turnover Rate by Age	
Aged under 30 years old	**60%**
Aged between 30 and 50 years old	**5%**
Aged over 50 years old	**10%**
Turnover Rate by Region	
Singapore	**14%**
Mainland China	**6%**
Others	**10%**

4.5. Talent Development

The Group envisions that empowering its people through development and training is the cornerstone of our success in the long-run. The Group supports our people in their development and career journeys to maintain a low turnover rate. Therefore, our training programmes are designed to provide all employees with resources and learning experiences to build their own career development and align their aspirations with changing business needs.

During the Reporting Period, the Group organized a total of 805 hours of development and training. Each employee at all levels received, on average, 12.0 hours of development and training, including induction training, technical skills training, thematic courses such as anti-corruption and occupational safety and health, and pre-post training as summarized in the table below.

	Unit	2025
Average hours of training received per employee	hours	**12.0**
Average hours of training per employee by ranking		
Management	hours	**18.9**
Office Employee	hours	**14.6**
General Employee	hours	**11.5**
Average hours of training per employee by gender		
Male	hours	**13.8**
Female	hours	**10.6**
Percentage of employees trained by employment level		
Management	%	**41%**
Office Employee	%	**52%**
General Employee	%	**90%**
Percentage of employees trained by gender		
Male	%	**57%**
Female	%	**90%**

Training and Development Policies

In order to improve employees' skills and knowledge and to unleash their potentials, the Group has organised workshops, seminars and training programmes which cover various aspects. We also encourage employees to enroll in external training opportunities and job-related courses to enrich themselves through acquiring higher professional skills and qualifications.

We have developed related policies in controlling the training related procedures to ensure the effectiveness of training programmes. Training plans are developed by the management based on the requirements from various departments and employees, while special technicians will be provided with trainings which are necessary to obtain relevant technological licences. The management is responsible to examine the effectiveness of training programmes and to provide improvement plans. Facilitators are acquired to obtain adequate knowledge and qualifications prior to delivering trainings, such knowledge and qualifications include the understanding of operating sectors and relevant standards, laws and regulations.

Training Programmes

The Group provides sufficient training to our employees in regards to quality, environmental rules, and occupational safety in order to enhance employees' awareness, skills, and knowledge.

New employees are required to undergo an orientation to ensure that they are familiar with the management system for quality, environmental, health, and safety issues. They will be reminded constantly on the importance of conforming to the Site Staff Manual to prevent potential consequences including accidents or incidents due to deviation from specific procedures such as safe work procedures. They will also be provided with on-the-job trainings under the guidance of senior staff, for which the time period is decided by their respective department heads. Professional and technical information is also made available through knowledge sharing sessions.

Furthermore, we provide different forms of training including internal trainings and external special courses to train staff with professional skills and abilities in catering the actual needs of different departments and individuals. External courses include occupational first-aid course, health and safety management and equipment operation courses, etc. Course contents include ISO 13485, ISO 9001 trainings, construction laws and good industry practices.

4.6. Labour Standards

The Group strictly prohibits the employment of any child labour and forced labour in any form, being fully aware that exploitation of child and forced labour violates human rights and international labour conventions. The Group strictly complies and conducts recruitment based on related local laws and regulations. We have established a set of procedures to prevent the employment of child labour or forced labour by carefully reviewing personal information of job candidates and clearly explaining to them the employment conditions.

Personal data are collected during the recruitment process to assist the selection of suitable candidates and to verify candidates' personal data. The Human Resources Department also ensures identity documents are carefully checked. If violation is involved, it will be dealt with as clearly in the light of circumstances as stated in the Group's Employee Handbook.

During the Reporting Period, the Group strictly complied with the relevant laws and regulations, in relation to labour and employment. In the event that any irregularities in ages, identities and/or validities of employment status is subsequently found, employment with all such concerned candidates will be immediately terminated, and the Group will report such incident to the relevant authorities as soon as practicable. No non-compliance case was noted in relation to labour standard laws and regulations reported during the Reporting Period, including but not limited to the Employment Act (Chapter 91) of Singapore that would have a significant impact on the Group.

5. OPERATING RESPONSIBLY

The increasing global and local imperatives for environmental, ethical compliance, and sustainable development underscore the urgent need for action. To fulfill our commitment to responsible corporate citizenship, we recognize the necessity of adopting a holistic ESG management strategy. Upholding the privacy and security of our clients is paramount to us, alongside fostering inclusivity and accessibility for all. Furthermore, we actively advocate for our business partners to integrate sustainability practices and policies comprehensively into their operations, aligning with our shared vision for sustainable development. The Group's Procurement Department has developed a supply chain management system in order to choose suppliers according to their social responsibility performance, which in turn helps to monitor suppliers' quality.

5.1. Supply Chain Management

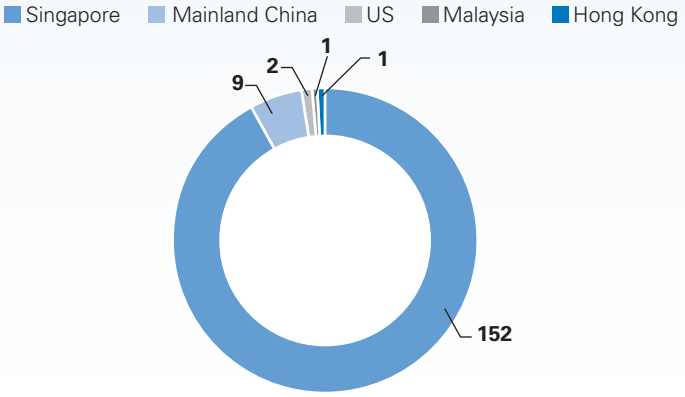
The Group understands that the supply chain management is always one of the key aspects of the Group's operation. We developed a supplier selection framework based on all applicable laws and regulations in relation to the safety, environment, forced labour, child labour and other social aspects. We have also formulated rules to ensure that suppliers could participate in competitions in an open, fair and transparent way. To evaluate the performance of the selected suppliers as well as to minimize the environmental and social risks along the supply chain, assessment covering the professional qualification, services/products quality, financial status, integrity, and social responsibility will be conducted if deemed necessary. The Group will not differentiate or discriminate against any suppliers, and we do not allow any forms of corruption or bribery. The Group will strictly monitor and prevent all kinds of business bribery, and any employees or other individuals having any interest or relationship with suppliers are not allowed to participate in related business activities.

Every supplier is required to comply with our code of practice, which prohibits offering of gifts, loans, hospitality, services or favour in an improper manner. In addition, the Group encourages our business partners to adopt the best environmental and social practices and to disseminate the pursuit of sustainability into the core business. The Group has regularly reviewed the suppliers portfolio and our suppliers should not violate with relevant labour laws and regulations, and substantial violation may incur the termination of supplier relationship. The Group will also propose remedial actions and measures if suppliers are discovered to have serious violation to ensure the problem is handled properly.

Proximity to suppliers is crucial for reducing carbon footprint. Inventory control is essential for effective office supply management. We adjust purchase quantities based on actual consumption to minimize waste.

We believe that, through the above review process, we can minimize the potential environmental and social risks associated with the supply chain management. During the Reporting Period, the Group strived to engage suppliers which were located close to the region where we operated. The geographical regions of our suppliers are summarized as below.

Supplier by geographical breakdown as at 31 December 2025



Note: The aggregate of the percentage figures in the above chart may not add up to 100% due to rounding of the percentage figures to the whole number.

During the Reporting Period, no material complaint was received from the suppliers and there was no material disputed debts or unsettled debts and the debts are settled as soon as practicable.

5.2. Product Responsibility

We believe the Group's success depend heavily on our quality assurance standards, our in-depth industrial experience, and our specialised and efficient production capability. The Group adopts the tagline "Quality, Service, and Innovation" as we continuously focus on providing high quality services and manufacturing innovation to medical technology companies, while complying with relevant requirements regulating the medical industry. In order to ensure that high quality and sustainable products and services are delivered to our customers, we continuously focus on improving production facilities, quality assurance, research, technology and innovation, and customer service and privacy. The Group has been in strict compliance with related laws and regulation in Singapore.

During the Reporting Period, the Group has not identified any material non-compliance with laws and regulations concerning health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, including but not limited to the Personal Data Protection Act 2012 of Singapore and Customer Protection (Trade Descriptions and Safety Requirements) Act (Chapter 53) of Singapore that would have a significant impact on the Group.

Quality of Products

Quality Assurance Department

As at 31 December 2025, the Group's quality assurance team is comprised of 8 staff members, and it is primarily responsible for formulating and implementing procedures under our quality management system in accordance with the adopted requirements and standards, while ensuring that the product supply chain and production processes comply with relevant standards and procedures. Staff members of the quality assurance team are required to receive trainings before performing the relevant quality assurance tasks. The quality control team is responsible for (i) inspecting incoming raw materials, semi-finished products and final products; (ii) performing audits and checks on the quality assurance system; and (iii) validating process. Our Quality Control and Assurance Department establishes the procedures in respect of each of our production and operation processes, and monitors the implementation and compliance with these procedures. Our quality control system is implemented by our production and operation employees, and in this respect, we conduct regular trainings to our employees to enhance their understanding of the quality control requirements applicable to our production and operation.

Quality Control System

Ensuring the quality of our products and maintaining our reputation are critical to the Group's operations, therefore we have established an effective quality management system throughout our operations. Since 2002, we had been certified under the ISO9001 standard for quality management system and the ISO13485 standard for comprehensive quality management system for the design and manufacturing of medical devices. We believe our strong emphasis on stringent quality assurance processes is an important factor to the Group's success at any time.

Our productions are conducted in accordance with the relevant quality standards and specifications. Our quality management system standardises all documents and ensures all of the Group's operations are well-documented. To achieve this, we have implemented extensive quality control measures which are reviewed annually throughout our operations. We believe such measures promote good communication between departments, and help improve the quality consciousness of the Group and our ability to meet customer requirements. In every production process, staff from our Quality Assurance Department are assigned to inspect each process according to the pre-determined standards and inspection conditions, and to maintain a record of the inspection results.

External Audit

As many of our customers are large multi-national companies, some of our customers require our operations to undergo annual audits so that they can be satisfied with the systems that we have put in place. This also ensures the quality and proper manufacturing of our products are carried out in accordance with customers' specifications and requirements.

Our production facility and processes are also subject to regular audit by relevant certification bodies in order to maintain the certificates and approvals for manufacturing and sales of our products, as well as to ensure the compliance with relevant requirements.

Production Facilities

The Group's production base in Singapore is well-equipped with specialised production facilities for medical devices, including Class 10,000 and Class 100,000 clean rooms installed with equipment for injection molding and assembling of plastic parts.

To cater for requirements from our customers in the medical device industry, our injection molding and assembly processes take place in our production facilities stated above. The clean room environment allows us to maintain and meet high manufacturing standards as a multi-national company, while providing support to the Group's process in attaining consistent validation.

Innovation, Research and Development

As a medical technological product manufacturer, we continuously focus on the research for technology and innovation. We have engaged technical managers and engineers for the implementation of the technical operations and new production processes, which will form part of the Group's standard operating process. The scope of responsibilities of the Technical Department is summarised as follows:

Technical manager	Evaluate and plan the Group's future technical roadmap to increase business opportunities and to protect the Group's intellectual property rights;
	Provide design and manufacturing related technical consultation advice to the Group's customers; and
	Lead members of the Group to ensure timely completion of projects.
Engineer	Finalise and implement the protocol of any new process before the new process is used in mass production.
Microbiologist	Establish sterilisation process after the machinery has been purchased; and
	Assist in evaluating different assay methodologies proposed by microfluidic customers and propose an alternative assay protocol, if required, which will be incorporated into the injection molded microfluidic chip.

Customer Service and Privacy

The Group strives to (i) understand our customer needs; (ii) meet our customer expectations; and (iii) develop a long-term partnership with our customers. Thus, we have established clear procedural guidelines for handling any issues raised by our customers.

Maintaining good communication with our customers has been the Group's underlying principle for effective customer management. As part of our quality management system, we have established procedures and measures for (i) gathering feedback from customers on our products and services, which can provide us with necessary information to appropriately adjust and improve our service quality, while serve as a key performance indicator for the Group's corporate health; (ii) dealing with complaints of non-conforming products; and (iii) procedures to correct non-conformities and prevent potential non-conformities.

The specifications of the products we manufacture are determined by our customers. If the parts do not meet our customer's specifications, our customers have the right to return the manufactured parts. When customers have an issue with a product, they will typically return the affected batch of products to us and we will issue a credit note for the affected batch of products. According to Euromonitor International, it is the industrial practice that the whole batch of products is returned as customers do not want to incur time and costs sorting through a batch of products which may have issues. Once the products are returned to us, our production team will sort out the items that may have issues from those that meet customer specifications. The Quality Department will verify the effectiveness of the sort out action.

Throughout the Reporting Period, the Group received 2 complaints in respect of part products. The standard procedure was followed throughout the process, during which we conducted the investigation and submitted a report to the customer accordingly. During the Reporting Period, there were no products being sold or shipped and were discovered to pose safety and health concerns, prompting a recall.

The Group is also committed to ensuring that all confidential or special information provided by customers, employees and business associates is securely stored. We enter into confidential agreements with clients and suppliers, and information will not be disclosed to any third party or made available to the public without their authorisation. The Group prioritizes sensitive information protection through technical safeguards, procedural protocols, policies, and external technical support. Our corporate policies outline stringent data privacy requirements. We maintain strict measures to prevent unauthorized access, processing, erasure, or any other unauthorized use of collected data. During the Reporting Period, no instances of non-compliance with data privacy regulations were identified, and no significant complaints were received regarding our services that could have a material impact. We strictly comply with the Personal Data Protection Act 2012 of Singapore and have constructed a personal privacy protection system based on the above laws and other relevant regulations in Singapore.

Advertising and Labelling

As the Group's operational process does not involve advertising and labelling practices, the compliance issue relating to advertising and labelling is considered not relevant to the Group.

	2025
Percentage of complaints received about the products related to health and safety issues	**n/a**
Percentage of sold/shipped products recalled due to safety and health reasons	**n/a**

5.3. Anti-Corruption

We are committed to managing our business ethically and with integrity. The Group has developed a series of policies and compiled code-of-conduct with respect to anti-fraud and anti-bribery, which apply to all staff-members. We have established a formal Code of Conduct to define appropriate methods in handling circumstances such as conflict of interests, accepting advantages, leakage of confidential information, etc. to comply with relevant laws and regulations of Singapore. All employees should decline any offer of advantage which could possibly affect their objectivity in conducting the Group's business. Employees will be subject to disciplinary actions if they violate the Code of Conduct. Disciplinary actions including verbal or written warnings, demotion and dismissal, and reporting to law-enforcement authorities for possible prosecution will be taken against any kind of misconduct or malpractice, depending on the situation.

To further mitigate business frauds, Internal Audit function is also established for continuous evaluation of the Group's internal control effectiveness, detecting potential deficiency, and identifying areas of improvement. Audit report is distributed to the responsible department for the timely remediation.

During the Reporting Period, the Group observed with related laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering, including but not limited to the Prevention of Corruption Act (Chapter 241) of Singapore that would have a significant impact on the Group. No cases of anti-corruption were concluded whereas the audit committee of the Group identified no complaint from employees during the Reporting Period.

5.4. Whistle-blowing

To promote transparency and integrity within the organization, we have implemented a whistle-blowing policy that allows employees to confidentially report any illegal, unethical, or damaging behaviors that may harm the Group's interests. This policy allows the employees of the Group and other independent third parties (e.g. customers, suppliers, sub-contractors, creditors and debtors) who deal with any employees to report any forms of improprieties, misconducts, malpractices or irregularities to the Company's audit committee anonymously. Reports and complaints received will be handled in a prompt and fair manner. Such policy also aims at protecting whistle-blowers from unfair dismissal, victimisation and unwarranted disciplinary actions. Any person who is found to have victimised or retaliated against those who have raised concerns under this policy will be subject to disciplinary sanctions.

Anti-corruption trainings were provided to our staff and management regularly to raise their awareness towards anti-bribery. There was no concluded legal cases regarding corrupt practices brought against the Group or its employee during the Reporting Period.

5.5. Protection of Intellectual Property Rights

The Group is committed to compliance with relevant laws and regulations in relation to IP right by valuing and protecting its IPs through patent fees and periodic trademark renewals. In order to prevent infringement and enhance copyright protection, a copyright compliance policy is in place covering the area of installation of computer software, making copies of copyright works or publication and use of internet information.

6. CONTRIBUTING TO OUR COMMUNITY

As a part of our community, the Group is dedicated to supporting and making contributions to society. We actively participate in a variety of initiatives and programs aimed at helping those in need within our local communities. We encourage our staff to engage with local communities through volunteering and fundraising events. We aim to promote the stability of the society, and support the underprivileged on rehabilitation to improve the quality of life. We also focus on inspiring our employees towards social welfare concerns. We embrace the human capital into the social management strategies to sustain our corporate social responsibility as part of the strategic development of the Group.

Our goal is to cultivate a corporate culture and set of practices that reflect responsible citizenship in our everyday work life. We firmly believe that engaging in activities that give back to society can enhance our employees' civic awareness and instil positive values.

We participate in community activities, for example, donations, volunteering services, sponsorships, etc. Apart from participating actively in community events, we also communicate with local charities regularly to understand community's needs. We also encourage our employees to donate to recognised charitable institutions in order to help grass-roots community or those in need, so that they can gain education and care. We believe that active community engagement does not only help to connect us with the local community and maintain a mutually beneficial relationship to the society as a whole, but also helps to enhance the civic awareness of employees and establish correct values of them.

7. HKEX ESG GUIDE CONTENT INDEX

Aspects, General Disclosures and KPIs	Description	Section/remark
A. ENVIRONMENTAL		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Corporate Environmental Policy Reducing our operational emission footprint
KPI A1.1	The types of emissions and respective emissions data	Exhaust gas and GHG emissions
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and intensity	Exhaust gas and GHG emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and appropriate, intensity	Waste management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and intensity	Waste management
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them	Exhaust gas and GHG emission Waste management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	Waste management

Aspects, General Disclosures and KPIs	Description	Section/remark
Aspect A2: Use of Resources		
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Use of Resources
KPI A2.2	Water consumption in total and intensity	Use of Resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Use of Resources
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	Use of Resources
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	Use of Resources
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources	Use of Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Use of Resources
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Climate change response management Measuring and managing our climate risks
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Climate change response management Measuring and managing our climate risks

Aspects, General Disclosures and KPIs	Description	Section/remark
B. SOCIAL		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	Employment practice
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Our workforce
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Our workforce
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	Occupational health and safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Occupational health and safety
KPI B2.2	Lost days due to work injury	Occupational health and safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	Occupational health and safety

Aspects, General Disclosures and KPIs	Description	Section/remark
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Talent development
KPI B3.1	The percentage of employees trained by gender and employee category	Talent development
KPI B3.2	The average training hours completed per employee by gender and employee category	Talent development
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	Labour standard
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Labour standard
KPI B4.2	Description of steps taken to eliminate such practices when discovered	Labour standard
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain	Supply chain management
KPI B5.1	Number of suppliers by geographical region	Supply chain management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	Supply chain management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Supply chain management

Aspects, General Disclosures and KPIs	Description	Section/remark
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Supply chain management
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Product responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Product responsibility
KPI B6.2	Number of products and service related complaints received and how they are dealt with	Product responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Protection of intellectual property rights
KPI B6.4	Description of quality assurance process and recall procedures	Product responsibility
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	Product responsibility

Aspects, General Disclosures and KPIs	Description	Section/remark
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff	Anti-corruption
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration communities' interests	Contributing to our community
KPI B8.1	Focus areas of contribution	Contributing to our community
KPI B8.2	Resources contributed to the focus areas	Contributing to our community