



# **EMBRACING** **Sustainability**

**SUSTAINABILITY REPORT**  
**2021**



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# Foreword

The Board of Directors (“Board”) of Mi Technovation Berhad (“Mi Technovation” or the “Company”) is pleased to present our very first Sustainability Report which focuses on how we sustain our business to drive a sustainable future of Mi Technovation by providing qualitative and quantitative information on the Environment, Social and Governance (“ESG”) issues and priorities of Mi Technovation and its subsidiaries (the “Group”). This Sustainability Report covers the Group’s financial year ended 31 December 2021 (“FYE2021”).

This Sustainability Report (“Report”) is prepared in alignment with the relevant sustainability disclosure requirements of Bursa Malaysia Securities Berhad (“Bursa”) Main Market Listing Requirements (“Listing Requirements”) and has considered Bursa’s Sustainability Reporting Guide 2nd Edition and its accompanying Toolkits.

The reporting scope of this Report focuses on the key operating entities which are also key revenue contributors of the Semiconductor Equipment Business Unit (“SEBU”) and the Semiconductor Material Business Unit (“SMBU”), i.e.:

- Mi Equipment (M) Sdn. Bhd. (“MiEMY”); and
- Accurus Scientific Co. Ltd. (“MiMTW”)

MiMTW is newly acquired by the Company in April 2021. Notwithstanding the acquisition date, MiMTW data presented in this Report covers full FYE2021 with comparative numbers of FYE2019 and FYE2020.

In this Report, we will also discuss our sustainability initiatives towards achieving the Group’s vision and mission.

**We seek to deliver value; We innovate for tomorrow.**

# CEO Message



2021 was a tough year for Mi Group with the continuous impact from the pandemic. Despite the challenges, we continuously adapt to survive and expand to grow.

In line with our commitment towards ethical and environmentally friendly practices, we continue to adopt the “Balanced Stakeholder Interest” approach. Under the impact of COVID-19, it is important for the Group to keep our people safe while keeping the business running and profitable. We took care of our employees, supported our communities, worked closely with our customers and continued to drive progress on sustainability. We collaborated closely with business partners and suppliers in our supply chain to ensure our committed deliverables to our customers.

The COVID-19 did not stop us from our sustainable journey in the aspect of economic, environment, social and governance. In the year 2021, the Group expanded to a multi-site and multi-business unit organisation while we continue to contribute towards impactful community and environmental projects.

We are enhancing our commitment to high levels of transparency and accountability when it comes to sustainability reporting. We are pleased to present our very first Sustainability Report covering our material matters related to the Environment, Social and Governance (“ESG”). This report is a public declaration and acknowledgment of our commitment to sustainability.

While we are excited to report on our ESG progress in 2021, we also look forward to sharing our challenges and insights and invite our valued stakeholders to join us as we advance sustainability across our group and our value chains.

*Think Sustainably, Act Responsibly*

# Highlights

## 1. Sustainable Business



We adopt the “**Balanced Stakeholder Interest**” approach for the betterment of sustainable business success through a **fair distribution of the economic value** that we created.

### Fair distribution to

- Shareholders
- Customers
- Suppliers
- Employees



### Multiple sites

across six (6) countries

### Multiple Business Units



### Financial Growth

**64%** in Revenue

**14%** in Profit



### IP Capital

**27 new** patents granted

**26 pending** patents



## 2. Responsible Business Practices



We integrate good governance and ethic in our operations while we strongly **promote integrity, transparency, accountability, and responsiveness** in managing business.

### Good Corporate Governance policies

- Anti-Bribery & Corruption
- Whistleblowing
- Code of Conduct and Ethics



### 0 case reported on

- Bribery and Corruption
- Whistle Blowing
- Discrimination & Harassment
- Labour & human rights disputes



### 100%

- Confirmation to Supplier Code of Conduct
- Employees’ attendance to Corporate Governance E-Learning



### Compliance

- Minimum wage according to local statutory requirement
- Bursa listing requirements



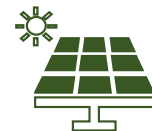
## 3. Impact Within & Beyond Business Operations



We support community initiative that strengthen and **improve wellbeing, education, and healthcare**. We will further extend our initiative to **conserve biodiversity**.

### Solar Energy produced

**183MWh**



### Recycled wastes

**18,247.74KG**



### Contributions

**RM177,326**

- Education
- Community
- Healthcare
- Wildlife



### On-going

efficient **water and electricity saving** initiatives







**Mi Equipment USA Inc. (100%)**  
Sales and marketing of machines.  
Provision of maintenance services and technical support and sales of related spare parts and components.

**Accurus (Ningbo) Scientific Co. Ltd (100%)**  
Manufacture and sales of solder balls and related materials and products.

**Accurus Scientific Co. Ltd (100%)**  
SMBU headquarters.  
Manufacture and sales of solder balls and related materials and products.

**Mi Equipment (M) Sdn Bhd (100%)**  
SEBU headquarters. Design, development, manufacturing, sales of wafer level chip scale packaging sorting machines and provision of maintenance services and technical support.

**Suzhou Mi Equipment Co Ltd (100%)**  
Design, development, manufacturing, sales of final test equipment and provision of maintenance services and technical support.

**Mi Equipment Korea Co Ltd (70%)**  
Design, development, manufacturing, sales of precision bonding machine. Provision of maintenance services and technical support.

**Mi Equipment (Taiwan) Co Ltd (100%)**  
Design, development, manufacturing, sales of vision inspection machine. Provision of maintenance services and technical support.

**Accurus Scientific Pte Ltd (100%)**  
Sales and marketing of solder spheres and other semiconductor-related materials.

-  Semiconductor Equipment Business Unit (SEBU)
-  Semiconductor Material Business Unit (SMBU)

# About Mi Technovation

Mi Technovation Berhad (“Mi Technovation” or the “Group”) (KLSE: MI 5286) is a public listed company in Malaysia with its shares listed and quoted on the Main Market of Bursa Malaysia Securities Berhad since 20 June 2018.

The Group’s corporate journey began with the founding of DPE Integration (M) Sdn. Bhd. (“DPE”) in 2007 which ventured into the research and development of die processing equipment. In 2012, the main subsidiary Mi Equipment (M) Sdn. Bhd. (“MiEMY”) was set up to venture into the R&D and manufacturing of advanced packaging die sorting machines with vision inspection capability for the semiconductor industry. Since then, the in-house brand of Wafer Level Chip Scale Packaging (“WLSCP”) sorting machine has become the Group’s flagship product, which enabled the Group to achieve its first sales milestone of RM100 million in 2015.

From 2019 onward, with the proceeds raised from the IPO, the Group’s growth plan is accelerated with capacity expansion and commercialization of new and wider product range. This has paved the way for the Group to propel into the international arena and become a leading player in the global semiconductor industry with multiple products across multiple countries.

In April 2021, the Group has successfully acquired Accurus Scientific Co. Ltd. and its subsidiaries, one of the key suppliers of semiconductor materials in the semiconductor industry. With the combined strength and technology development synergy arising from business integration of semiconductor equipment and semiconductor material business, the Group is in a strategic position within the semiconductor value chain to provide total solutions to its customers for better cost structure, seamless technology development as well as innovation in both material and equipment.

## Business Structure

The Group’s business is mainly categorized into two business units, namely Semiconductor Equipment Business Unit and Semiconductor Material Business Unit.

### (a) Semiconductor Equipment Business Unit (“SEBU”)

SEBU, which is an organic-growth business run under Mi Equipment trademark, has grown rapidly with global footprint across 5 countries, namely Malaysia, Taiwan, China, Korea and USA. The headquarters and main manufacturing site are located in Penang, Malaysia.

No.	Entity	Principal activities
1	Mi Equipment (M) Sdn. Bhd. (“MiEMY”)	Involved in the manufacturing and sales of semiconductor manufacturing equipment, paired with smart factory automation solutions for Industrial 4.0, as well as the provision of maintenance services and technical support for these machines, and the sale of related spare parts and components.
2	Mi Equipment (Taiwan) Co. Ltd. (“MiETW”)	
3	Suzhou Mi Equipment Co. Ltd. (“MiECN”)	
4	Mi Equipment Korea Co. Ltd. (“MiEKR”)	
5	Mi Equipment USA Inc. (“MiEUS”)	





**(b) Semiconductor Material Business Unit (“SMBU”)**

SMBU, expanded through acquisition process, is run under Accurus Scientific trademark with physical presence in Tainan (Taiwan), Ningbo (China) and Singapore. The headquarters of SMBU is based in Tainan.

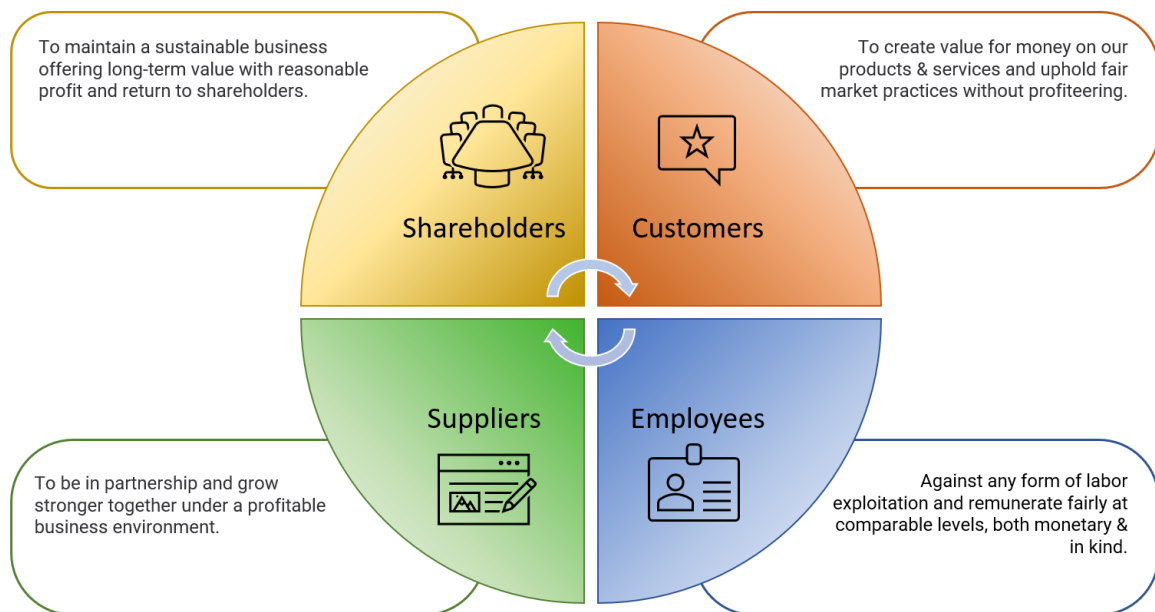
No.	Entity	Principal activities
1	Accurus Scientific Co. Ltd. (“MiMTW”)	Manufacturing and sale of solder spheres (or solder balls), with some side activities in design, development, manufacturing, and sale of machinery as well as solder ingots, solder paste and ESD bottles as complementary products to customers.
2	Accurus (Ningbo) Scientific Co. Ltd. (“MiMCN”)	
3	Accurus Scientific Pte Ltd (“MiMSG”)	



**Balanced Stakeholder Interest**

The Group are committed to create value not only for the shareholders but also for other stakeholders who are equally significant to us. We strive to maintain a “Balanced Stakeholder Interest” for the Group which helps to create a better environment that supports business sustainability in the long run.

We carry out our business in alignment with the following strategic stakeholder focuses, which defines the key stakeholders grouping with the respective objectives and interests. Every stakeholder will be given equal attention and efforts. We aim to fairly distribute the economic value that we create through our business model to our stakeholders as a responsible business.






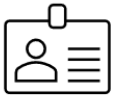



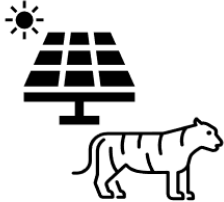



# Our Sustainability Strategy and Its Main Pillar

As the leading supplier in the semiconductor industry focusing on semiconductor equipment and materials segment, Mi Technovation plays a vital role in shaping a sustainable future by creating an innovative and green business and society.

We are committed to sustaining our competitiveness and relevance in the market sector by strengthening intellectual capital through persistent research and development activities while striving to provide highest quality products and services to our customers.

Sustainability is an integral part of our business strategy and corporate responsibility around the following main pillars: -

<p style="text-align: center;"><b>Sustainable Business</b></p> <p style="text-align: center;">We manage our business through a “Balanced Stakeholder Interest” approach.</p> <div style="text-align: center;">               Shareholders         </div> <div style="text-align: center;">               Customers         </div> <div style="text-align: center;">               Subcontractors &amp; Suppliers         </div> <div style="text-align: center;">               Employees         </div>	<p style="text-align: center;"><b>Responsible Business Practices</b></p> <p style="text-align: center;">We integrate good governance ethics into our operations and strategies.</p> <div style="text-align: center;">               Good corporate governance practice.         </div> <div style="text-align: center;">               “Check-and-Balance” to mitigate risk and mistakes.         </div> <div style="text-align: center;">               Multiple communication channels for continuous dialogue.         </div>	<p style="text-align: center;"><b>Impact Within &amp; Beyond Business Operation</b></p> <p style="text-align: center;">We support and sponsor various environment and community initiatives.</p> <div style="text-align: center;">               Environment &amp; Biodiversity         </div> <div style="text-align: center;">               Social &amp; Community initiatives         </div>
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At Mi Technovation, our value creation philosophy aims to consider the interests of our stakeholders in a balanced and fair manner. Apart from working together with our stakeholders such as shareholders, customers, business partners, and employees, we are also discharging our corporate responsibility by taking care of the environment and the society in general. To ensure proper accountability and governance over how we create and preserve future value, we ensure our organisation is supported by sound and robust corporate governance. These fundamental focuses are outlined in our [Sustainability Policy](https://mi-technovation.com), which is available at our corporate website: <https://mi-technovation.com>

## SDGs Mapped









United Nations Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015. The SDGs serve as vital guidelines for the Group to identify and achieve a better sustainable future including the areas of environmental, social, and economic aspects. SDGs help to ignite long-lasting positive change that may increase shareholder value in the long run. By continuously reviewing the Group's goals and initiatives, Mi Technovation strives to support and contribute to achieving the following SDGs through our ongoing sustainability initiatives.



The table below shows how we contribute and support the achievement in 2021 on some SDGs around our main pillars on economic, environmental and social impact.

Relevant SDGs	Our Commitment & Initiatives	Impact & Outcome
<p><i>Business &amp; Economic Impact</i></p>   	<ul style="list-style-type: none"> <li>✓ To strive to sustain economic growth, decent work as well as resource efficiency in consumption and production.</li> <li>✓ To build resilient infrastructure, promote sustainable industrialisation, and foster innovation.</li> <li>✓ Enhance global partnership with suppliers and customers for sustainable development and industry stability.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Remained profitable since inception.</li> <li>✓ Completed the acquisition of Accurus Scientific Co. Ltd. to establish business integration in offering a wider product and customer portfolio.</li> <li>✓ Over 50% of total active local and foreign suppliers have maintained more than 5 years of business relationship.</li> <li>✓ All qualified suppliers sign the code of conduct for suppliers to confirm their commitment towards sustainability development.</li> </ul>



Relevant SDGs	Our Commitment & Initiatives	Impact & Outcome
<p><i>Environmental Impact</i></p>     	<ul style="list-style-type: none"> <li>✓ Strive to improve the energy efficiency of the mother earth to provide everyone with the access to clean energy services for a greener future.</li> <li>✓ Committed to reducing energy and water consumption, as well as reducing waste disposed, to lower carbon emission and contributing to a healthier environment and improving mankind's overall health.</li> <li>✓ Commitment to protect clean water, conserve and restore biodiversity especially for endangered wildlife or species.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Installation of solar panel in Accurus Scientific Tainan has successfully generated 183 MWH green electricity per year and an estimated avoidance of 97 tons of carbon dioxide equivalent.</li> <li>✓ On-going efficient waste management, water and electricity saving initiatives.</li> <li>✓ Collaborate with Non-Government Organisations (NGOs) and committed RM100, 000 each year up to 2023 to fund a Malayan Tiger Conversation Project aiming to achieve zero poaching and Malayan Tiger habitat preservation.</li> </ul>
<p><i>Social Impact</i></p>   	<ul style="list-style-type: none"> <li>✓ Commit to ensure fair remuneration and benefit for all employees with no discrimination and strongly against any form of labour exploitation.</li> <li>✓ To help the poor and needy to improve their healthcare qualities and promote equal education especially those in Malaysia's rural areas.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Adopted equal employment opportunities policy and complied with the monthly RM1,200 and NTD24,000 minimum wage according to the local statutory requirement.</li> <li>✓ On-going community initiatives e.g., charity sales, one-off sponsorship and donation to needy communities, education and healthcare.</li> </ul>

# Our Sustainability Approach

## Sustainability Governance

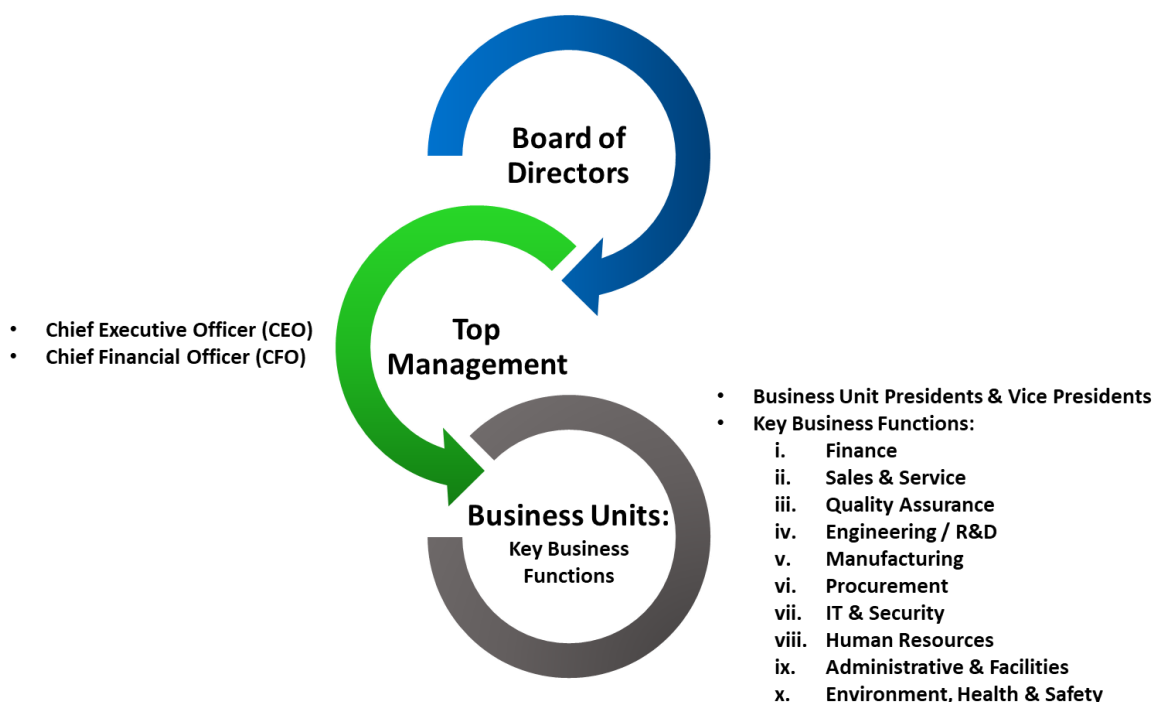
The Board defines the strategic direction for the Group's sustainability by effectively integrating sustainability factors into Mi Technovation's business strategy and ensuring the Group's business integrates economic, environmental, social, and governance considerations. The direction set by the Board, including business plans integrating sustainability, are executed by the Management team which is led by the Group Chief Executive Officer ("CEO") and Chief Financial Officer ("CFO").

Overseen by Business Unit Presidents, the Head of Departments/Managers from each key business function and department are responsible for developing sustainability strategies as well as the implementation and performance of sustainability measures in the Group's day-to-day activities.

Material sustainability matters identified by the Business Units, as well as key sustainability strategies and targets, are approved by the Board to ensure alignment with the Group's business strategies. Progress towards the sustainability strategies, including department performance, is reported to the Board on regular basis.

In addition to managing sustainability matters, the Business Units also manage and engage with the Group's stakeholders, ensuring they are adequately engaged and informed of the Group's relevant sustainability priorities and targets.

The governance structure for the Group's sustainability management is summarised as follows:







## Materiality Matters and Assessment

Guided by the Listing Requirements and the Sustainability Reporting Guide 2nd Edition and its accompanying Toolkits, we have adopted a sustainability management approach which is based upon the concept of materiality – where the Group prioritises the management of sustainability matters which it deems to be material, i.e. matters which reflect the Group’s significant economic, environmental, social, and governance impacts and those which substantively influence the assessment and decisions of the Group’s stakeholders.

The key business functions consider the sustainability matters of the Group’s business and operations and assesses their materiality considering, amongst others, their impact towards business operations and vice versa. We also consider the views and concerns of key stakeholders obtained through the Group’s ongoing stakeholder relationship management efforts, such as customer satisfaction surveys, employee engagements, and discussions with regulators. The balanced interest of stakeholders is considered alongside their influence and dependence on the Group.

Where necessary, relevant management objectives, action plans, and targets will be developed to manage sustainability matters, especially where there are significant risks or opportunities. For the financial year under review, the reviewed material sustainability matters of the Group reported in this Sustainability Report, which were approved by the Board as follows.


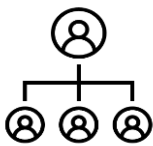


- Stakeholder Engagement
- Research & Development and Intellectual Property
- Data Security
- Quality Assurance
- Customer Relationship
- Supply Chain Management
- Employment Practices
- Employee Health & Safety
- Business Ethics
- Code of Conduct
- Corporate Governance Policy
- Grievance Mechanism
- Workplace Harassment
- Energy, Water & Waste Management
- Pollution and Resources Management
- Community & Environment Initiatives






# Sustainable Business

## Stakeholder Engagement

The Group acknowledges and values the importance of its stakeholders in the success of our business. As the Group expands, it is increasingly crucial for us to continuously engage and communicate with stakeholders. Through open communication, feedback, and exchanging ideas, we hope to foster mutual trust and support among our stakeholders, as well as mutual understanding and create shared values. We consistently engage with our stakeholders, including Board of Directors, management, employees, shareholders, customers, government, subcontractors and suppliers, communities, and media, through a range of channels to collect valuable input on a variety of topics, including Environmental, Social and Governance (“ESG”) matters.

From time to time, we review and assess our stakeholder engagement methods to determine their effectiveness and sufficiency. Stakeholder engagement approaches are adjusted where necessary to suit the needs and objectives of the Group. In 2021, due to various stages of Movement Control Orders throughout the year, we have leveraged online platforms to communicate and remain engaged with our stakeholders.

	Why They are Important	How We Engage Them
Directors 	Our Board of Directors is made up of exceptional individuals from diverse backgrounds with experienced leadership and vast knowledge, bringing the Group to scale a greater height in the future.	<ul style="list-style-type: none"> <li>• Strategy updates and reviews</li> <li>• On-going business updates</li> <li>• Company-related events</li> </ul>
Management 	Management helps in achieving the organizational goals and optimising the utilisation of resources. It strategises the factors of production, assembles, organises, and integrates resources effectively to achieve our commitment to stakeholders.	<ul style="list-style-type: none"> <li>• On-going management updates</li> <li>• Weekly/ Monthly management meetings</li> <li>• Company-related events</li> </ul>
Employees 	Promote pollution prevention and prevent environmental impact. Our innovative and diverse workforce is essential in delivering great experience for our customers. We instill a culture of high performance and accountability that attracts, develops, and retains the best talent to drive our business strategy.	<ul style="list-style-type: none"> <li>• Employee Manual Handbook</li> <li>• Performance appraisal</li> <li>• Learning &amp; development programs</li> <li>• E-learning</li> <li>• Company intranet and newsfeed</li> <li>• Company-related events</li> </ul>
Shareholders / Investors 	We strive to maintain a sustainable business offering long-term value with reasonable return for our shareholders. We frame our long-term strategy with sustainability in mind and evolve continuously by managing our business as a responsible corporate entity.	<ul style="list-style-type: none"> <li>• Annual General Meetings</li> <li>• Financial reports</li> <li>• Investor presentation and meetings</li> <li>• Investor Relations platform on company website</li> </ul>

Why They are Important	How We Engage Them	
<p>Customers</p> 	<p>We uphold fair market practices without profiteering. We manage to build long-term business relationships with our customers as we seek mutual growth through on-going collaboration on product development and improvement.</p>	<ul style="list-style-type: none"> <li>• On-site visits</li> <li>• Trade fairs and exhibitions</li> <li>• Customer training and support</li> <li>• Customer satisfaction survey / Customer monthly rating</li> <li>• Project updates &amp; meetings</li> </ul>
<p>Government</p> 	<p>MEF provides professional services for its member such as advice and guidance in all aspects of labor laws and industrial relations matters. *</p>	<ul style="list-style-type: none"> <li>• Malaysia Employer Federation (“MEF”) membership*</li> <li>• Bursa Listing Requirement</li> </ul>
<p>Subcontractors &amp; Suppliers</p> 	<p>We aim to work in partnership with and to grow stronger together with our Suppliers and Subcontractors under a profitable business environment. As a responsible corporate, we acknowledge our responsibility to uphold and maintain market integrity and ethics, including upholding fair market pricing and fairly remunerate subcontractors, while helping to create business opportunities along our supply chain.</p>	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct</li> <li>• Supplier assessment</li> <li>• On-going meeting and discussion</li> </ul>
<p>Communities / Societies</p> 	<p>We continue to contribute towards social welfare and create a sustainable community through supporting and sponsoring various community initiatives that aim to strengthen and improve education quality, healthcare, and wellbeing through local outreach. *</p>	<ul style="list-style-type: none"> <li>• Building relationship with community through partnership with NGOs*</li> <li>• Community programs*</li> <li>• Company website</li> </ul>
<p>Media</p> 	<p>Media provides a platform for us to communicate with our key stakeholders and communities. They provide publicity on our company’s latest updates, news, corporate events and thought leadership.</p>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Bursa announcement</li> </ul>

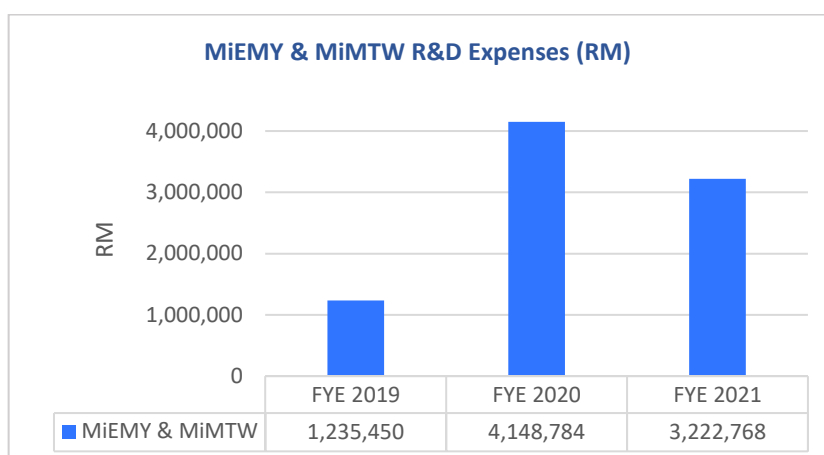
Note: \*Only applicable to Mi Equipment (M) Sdn. Bhd. (“MiEMY”).

# Sustainable Business (Cont'd)

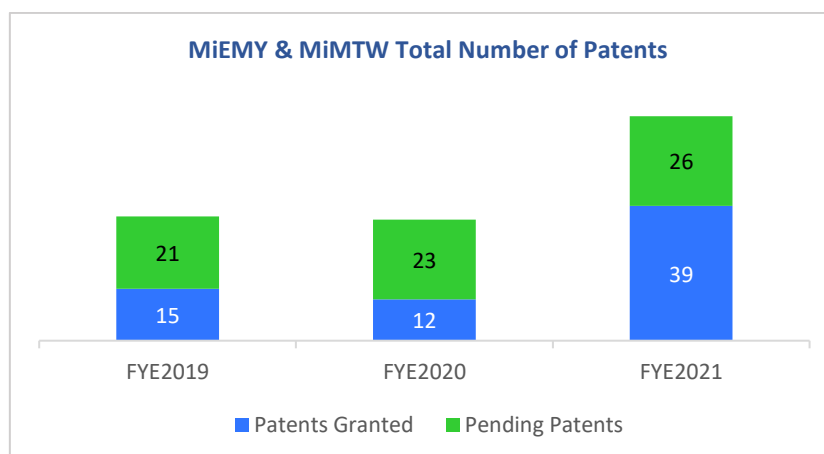
## Research & Development and Intellectual Property

To stay competitive and to enable growth in the market, our utmost priority is to invest extensively in our intellectual property (“IP”) capital through continuous research & development (“R&D”) activities and ensure our IP is protected. Our R&D activities are supported by a team of development engineers with a broad range of expertise, skills and experience gained from our collaborative relationships with our key customers and industry participants in our value chain.

During FYE2021, our R&D spending decreased by 22% compared to FYE2020 as we adopted a more effective R&D strategy where we place our focus on prototypes with greater ability to turn into actual sales revenue. A variety of new applications and solutions have been developed and released in FYE2021.



Our IP such as product designs, manufacturing technologies, and manufacturing processes drive the future value of the Group and must be protected to foster innovation. Key proprietary technologies and know-how are protected via patent registrations to ensure the Group’s competitive edge is safeguarded. We did not encounter any cases of intellectual property infringement over the past 3 years. The diagram below depicted the number of IPs held by the Group.



*Note: FYE2020 number of patents decreased due to patent expiration.*



# Sustainable Business (Cont'd)

## Data Security

### Mi Equipment (M) Sdn. Bhd. ("MiEMY")

Data security is important for us to safeguard our information and sensitive data from being exposed to unauthorised parties. The Group acknowledges its responsibility to protect the data of our employees, customers and business partners. To manage our growing assets and users, the following controls have been established:



- ✓ Security controls over IT infrastructure such as firewall, endpoint solution, antivirus, emergency power supply, server backup, and user access control.
- ✓ Our information and data usage practices are guided by our IT User Policy which is applicable to all employees and also in line with applicable personal data protection laws such as the Personal Data Protection Act 2010 ("PDPA").
- ✓ Adopt an enterprise IT management software that provides high-end functionality for managing large IT Infrastructure.
- ✓ Periodically refreshing the IT team to cater to the demands of the business and ensure all aspects from operations (ITOps), development (DevOps) to security (SecOps) are fully covered.

Despite the constantly evolving IT landscape, the Group has successfully prevented IT breaches over the past 3 years. 2021 was a challenging year for the IT team who managed to contain and thwart most attacks. A cyber-attack incident occurred during the year and one of our employees was affected. Immediate action has been taken to rectify and tighten the security in this respect. This incident has also signaled the need for enhancing our employees' knowledge and awareness through on-going education and information sharing on the emergence of new possible threats in the IT world. Since then, the cyber security awareness briefings have been conducted to existing and new employees on regular basis.

### Accurus Scientific Co. Ltd. ("MiMTW")

In managing the data security in SMBU, the following IT controls are in place:

- ✓ Security controls over IT infrastructure such as firewall filtering, mail spam system and anti-virus software protection.
- ✓ Lay out control practices through continuous improvements in enhancing the IT Infrastructure and framework.
- ✓ Initiated an upgrade of the existing IT architecture to replace existing device with a Next Generation Firewall system.
- ✓ Implementing an advance automated threat detection and response system.
- ✓ The information and data usage practices comply with requirements and standards safeguarding privacy of personal information.

We have also been working in long-term collaboration with the IT vendors who render local support and services including consultation regular scheduled checks on the IT infrastructure. We are pleased to announce that, for SMBU, we did not encounter any IT breaches during the financial year.

As technology becomes increasingly inseparable from business, within a dynamic IT landscape, we are pursuing our IT strategies relentlessly, embracing the differences of the respective business operations while tapping into the best practices from each other to further improve the IT operations, IT infrastructure, and related systems and processes.

# Sustainable Business (Cont'd)

## Quality Assurance

At Mi Technovation, we innovate technology through our semiconductor equipment business unit and semiconductor material business unit to bring the future technology closer to us. We are committed to satisfying all applicable requirements and continually improve the effectiveness of the quality management system through our slogan: “Quality Through Innovation and Continuous Improvement”.



### Mi Equipment (M) Sdn. Bhd. (“MiEMY”)

We strive to manufacture high-quality products that can meet the expectation of our customers. To ensure consistent and timely delivery of high-quality products, we have established robust Quality Assurance (“QA”) processes and procedures which are directly overseen by the Manufacturing Director and QA Director.

Our QA process is guided by a quality control plan which is developed to ensure all control procedures are performed during operations to maintain the performance, consistency, and conformity of a product. Our quality control procedures are integrated into the various stages of operations, from procurement procedures, inspection of incoming materials, production, assembly and buyoff, to the management of non-conformity. An overview of MiEMY’s key internal controls for ensuring product quality and safety are as follows:

#### Certified with ISO 9001:2015:

- ✓ Certifying that we comply with the ISO requirements for a quality management system.
- ✓ Internal audit inspections conducted on a yearly basis.

Internal Controls	Description
<b>In-Process Quality Control (“IPQC”) and QA inspection activities</b>	Routine quality inspection is performed to ensure conformance to product quality and prevent recurrence of quality issues.
<b>Periodic Recalibration on Measurement Tools</b>	A process to identify, maintain, and control measuring and test equipment to optimise production quality, safety, and reliability.
<b>Machine Buy-off Inspection</b>	Set-up and machine buy-off inspection procedures conducted by the Engineering team or End of Line Production team with QA buyoff members before final delivery.
<b>QA Certificate of Conformity</b>	Before shipping out the product to customers, the issuance of completed products must be supported by the QA Certificate of Conformity.
<b>Annual Customer Satisfaction Survey</b>	Customer Satisfaction Survey for our continuous improvement purposes. Refer to page 19 for more information.

## Quality Assurance (Cont'd)

The Project Management Office (“PMO”) under QA Division plays an important role in overseeing the overall efficiency and smooth running of critical projects. They coordinate processes and ensure critical projects are well managed based on timeline, budget, resources, and customers’ specifications. In the event manufacturing process encounters any issues or hiccups, the PMO is responsible for notifying the respective departments on the rectification required, including any re-work to ensure all issues are resolved before proceeding to the next process.

We engage subcontractors with specific skills and experience to perform assembly and wiring work along the manufacturing process. In ensuring quality work from subcontractors, orientation programs are held for all new subcontractors, communicating our policies and procedures which must be complied with, including quality standards, performance requirements and safety awareness. All new subcontractors undergo three (3) months of probation through which we can assess their performance whether they meet our expectations.

### Accurus Scientific Co. Ltd. (“MiMTW”)

Product quality is of no less importance to our semiconductor material business unit where precision and quality are key to our high-end solder ball products which are widely used in high-end semiconductor packaging processes. Quality is one of the critical priorities throughout the entire production process. An overview of the key internal controls for ensuring product quality and safety is illustrated as follows:

#### Certified with International Automotive Task Force (IATF 16949:2016):

- ✓ Our quality management system and processes are aligned with the requirements of IATF.
- ✓ Internal audit inspections conducted on yearly basis.

Internal Controls	Description
<b>Incoming Material Inspection</b>	Ensuring materials received meet the required specification while defect items will be waived or returned to suppliers.
<b>Manufacturing Process Inspection</b>	Inspection is conducted every 20 minutes during the manufacturing process to examine the colour, diameter, and roundness.
<b>Finished Product Inspection</b>	Inspection on diameter, roundness, composition, and product appearance.
<b>Out-going Inspection</b>	Inspection to ensure overall packaging and labelling are as per customer’s request and requirements.

# Sustainable Business (Cont'd)

## Customer Relationship

### Mi Equipment (M) Sdn. Bhd. ("MIEMY")

We create value by providing quality services, support, and products to our customers. Our service to customers begins with contacting customers through our well-trained professional sales personnel. All sales personnel are equipped with in-depth knowledge of our products to provide the best solutions to the customers' needs. Upon receiving orders from customers, our sales personnel update the customers on the manufacturing as well as the delivery processes.

Although there were various stages of Movement Control Orders imposed by the Federal and State governments as well as lockdowns in countries where our customers are located during FYE2021, our sales and service teams based in Malaysia, Taiwan, China, Korea and USA continued to provide their very best service and technical support to our customers. All customers were well-served in terms of after-sales service and technical support which include, amongst others, 24-7 customer service, on-site technical support, product and service warranties, and customer-requested site visits. Alongside the sales and service team, our technical personnel also work closely with customers at all stages, from design and production to the delivery of products. The team maintain regular contact with their engineers and always ready to assists in the resolution of technical issues.

Our customer service and support personnel are also well-trained to assist customers in addressing issues they faced with our products including troubleshooting, advising on proper maintenance procedures, as well as escalating issues to the Customer Quality Engineering ("CQE") teams when on-site services are required. As part of continuous process improvement, the Management team meticulously records and deliberates on key concerns and typical difficulties reported by customers to find solutions and to avoid or prevent future occurrences.

We solicit input from customers through Annual Customer Satisfaction Surveys and we regard both good and negative comments as motivators to improve ourselves and increase value creation for both parties. The Annual Customer Satisfaction Surveys focus on aspects such as our product cost and pricing, delivery lead time, machine performance, product quality, and timeliness of delivery. The collected survey data are analysed and discussed during the management meetings. All process enhancement initiatives are devised, executed, and monitored. During FYE2021, we achieved 96% customer satisfaction rate and the summary of process enhancement initiatives are tabled as follows.

Annual Customer Satisfaction Survey Results
96%
Summary of process enhancement initiatives: <ul style="list-style-type: none"><li>• Offering yearly or fixed discount rates to returning customers.</li><li>• Reducing lead time through higher production capacity and larger warehouse.</li><li>• Regularly following-up on machine performance by sales and service team.</li><li>• Enhancing the performance of final quality check on products before shipment.</li><li>• Enhancing the monitoring and tracking against committed shipment data and logistic arrangements.</li></ul>



## Customer Relationship (Cont'd)

### Accurus Scientific Co. Ltd. ("MiMTW")

MiMTW is a company newly acquired by the Group in April 2021 and form the Semiconductor Material Business Unit, together with its subsidiaries in Ningbo and Singapore. MiMTW has been involved in the manufacturing and sale of solder spheres for the semiconductor industry for approximately 23 years. Solder spheres are widely used in electronic products for consumer and industrial applications.

Our customers include many of the semiconductor industry players who are served by our respective sales teams. We render our service and support regularly including visiting customers on-site to provide the necessary technical support. Since 2020, we have leveraged more on online platforms such as email, telephone, or online conference discussions to keep in touch with our customers due to impact of COVID-19 restrictions which refrained physical meetings and discussions.

Monthly Customer Rating Survey is one of the key engagement activities with our customers through which customers' ratings are obtained on our products and services. The rating criteria focuses on our product quality, service and delivery, product cost and pricing, as well as our technical support rendered to them. We take the rating and evaluation seriously as we view both positive and negative feedback as our driving forces to perform better. When negative feedback and low rating are received, our respective sales and customer service team will carry out additional engagements with customers to understand further and to provide our customers with the best solution that we can offer. The outcome and experience will also be used for continuous process improvement enabling us to deliver better products and services in the future.

An average rating of 85.80% is achieved in FYE2021 and the summary of process enhancement initiatives are tabled as follows.

Monthly Customer Rating Survey Results
<b>85.80%</b>
Summary of process enhancement initiatives: <ul style="list-style-type: none"><li>• Enhance product quality to meet the "0 ppm" defect request from customers.</li><li>• Ensure on-time delivery of products.</li><li>• Enhance additional engagements with customers.</li><li>• Monitor and track progress against committed shipment data and logistic arrangement.</li></ul>

## Customer Relationship (Cont'd)

### Our Industry Presence and Collaboration

The Group always maintains a collaborative relationship with our suppliers and market players. A healthy relationship with industry players helps us increase our market presence and visibility. International trade exhibits and events are one of the most important platforms as it provides us with networking possibilities and brand exposure.

Since inception, we are regular participants of the SEMICON exhibition organised by the Semiconductor Equipment and Material International which brings together industry elites of the microelectronics industry to facilitate industry connections, collaborations, and knowledge sharing.

Due to the COVID-19 pandemic, many trade exhibitions and events were conducted and organised virtually. The SEMICON Taiwan was the only physical exhibition that we participated in year 2021, which was held in Taipei Nangang Exhibition Center, Taiwan in December 2021. The event was participated by 550 world-leading exhibitors, and we have showcased our latest technology in various packing inspection equipment with higher specifications.

Year	Month	Key Trade Exhibitions/ Events	Location	Participation Business Unit	Remark
2021	December	SEMICON Taiwan	Taipei, Taiwan	SEBU SMBU	SMBU's first time participation
	December	SEMICON West	San Francisco	SEBU	Participated virtually
	August	SEMICON SEA	Singapore	SEBU	Participated virtually
2020	September	SEMICON Taiwan	Taipei, Taiwan	SEBU	-
2019	September	SEMICON Taiwan	Taipei, Taiwan	SEBU	-
	May	SEMICON SEA	Kuala Lumpur, Malaysia	SEBU	-



Note: SEMICON Taiwan 2021 Photos

# Sustainable Business (Cont'd)

## Supply Chain Management

Having a robust supply chain and reliable suppliers are amongst the key elements that shape Mi Technovation's long-term business sustainability. We aim to be in partnership with our suppliers and grow stronger together in a profitable business environment by maintaining long-term and mutually beneficial business relationships with our suppliers. The table below outlines the number of suppliers that we maintain business relationships for more than five years, i.e. 57% of the total 502 active suppliers of MiEMY and MiMTW:

Entity	Years of business relationship	Total active local and foreign suppliers		
		2019	2020	2021
Mi Equipment (M) Sdn. Bhd. ("MiEMY")	> 6 years	300	274	259
Accurus Scientific Co. Ltd. ("MiMTW")	> 5 years	27	27	28

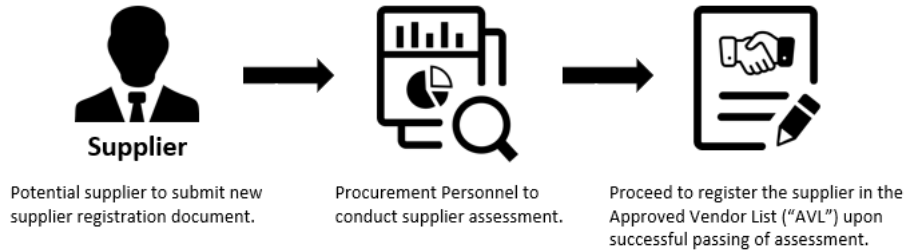
In our business, we do not only depend on suppliers for raw materials, components, semi-finished goods, and customised fabrication parts, we also work with subcontractors who are important vendors providing wiring and assembly services at MiEMY.




At our operating site in Penang, Malaysia, we provide our subcontractors with a conducive workspace equipped with basic amenities and facilities such as pantry and sheltered carparks. We ensure our subcontractors work in a safe environment in compliance with occupational safety and health requirements.

# Supply Chain Management (Cont'd)

## New Supplier Selection

As part of our supplier management activities, we are committed to ensuring that all new suppliers and contractors are assessed according to the new supplier due diligence processes and procedures adopted by the respective business units (SEBU & SMBU) and operation sites.



		MiEMY	MiMTW
Stage 1: 	<ul style="list-style-type: none"> <li>New potential supplier to complete the “Vendor Questionnaire” providing relevant information including company profile and submit related documents.</li> </ul>	✓	✓
Stage 2: 	<ul style="list-style-type: none"> <li>Basic due diligence on supplier, such as verification of company, background check for integrity clearance.</li> <li>Supplier’s profile is reviewed and assessed based on various assessment criteria such as capability, capacity, license, product quality, pricing, credit terms, delivery lead time, and sales support, amongst others.</li> <li>Assessment also considers compliance with relevant ISO standards and/or latest accreditation requirements.</li> </ul>	✓	✓
	<ul style="list-style-type: none"> <li>Input from Engineering, Supplier Quality Engineer (“SQE”) and Manufacturing department personnel is obtained and considered.</li> </ul>	✓	✓
	<ul style="list-style-type: none"> <li>Sample testing and on-site auditing performed to ensure the potential new supplier fulfils the Group’s requirements.</li> </ul>	✓	✓
Stage 3 	<ul style="list-style-type: none"> <li>Supplier registered in the Approved/Qualified Vendor List.</li> <li>All approved and qualified vendors are required to sign the Code of Conduct for Suppliers to confirm their commitment to be socially responsible to the social, environmental, and local governance rules and regulations. Other relevant commitments may be required, as relevant or as necessary.</li> </ul>	✓	✓

# Supply Chain Management (Cont'd)

## Responsible Supply Chain

Suppliers are required to comply with the applicable Code of Conduct for Suppliers in Mi Technovation Group. MiEMY has adopted the Supplier Code of Conduct since 2019 while MiMTW has adopted the Responsible Business Alliance Code of Conduct (the "RBA Code") to ensure that all our business partners share the commitment of being a socially responsible and active corporate citizen, as well as observing ethical business practices and standards when working together with us. The RBA Code was adopted from the Responsible Business Alliance ("RBA") which is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains.

The Code of Conduct for Suppliers are communicated with all registered/approved vendors globally. The RBA Code is also available in various languages for suppliers to use as a reference and to comply with applicable local laws and regulations.

All suppliers of both Business Units are required to provide signed acknowledgement confirming their commitment to the Code of Conduct for Suppliers prior to being registered in our Approved/Qualified Supplier List.



**All approved and qualified vendors sign to confirm their commitment to the Supplier Code of Conduct.**

### ISSUE ADDRESSED IN SUPPLIER CODE OF CONDUCT:



**Legal Compliance:** To comply with all applicable laws and regulations, similar principles to be applicable to subcontractors & intermediaries.



**No Discrimination:** Equal employment opportunity and not to discriminate on the grounds of race, colour, gender, national origin, sex orientation, religion, age, disability status or any other personal characteristic.



**Anti-corruption principles:** A 'zero tolerance' policy towards any form of bribery, corruption, extortion, and embezzlement.



**Human Rights:** Not tolerating the occurrence of involuntary labour, child labour, prison labour, bonded labour, human trafficking. Complying with principles and standards of freedom of association, working hours, wages & benefits.



**Environment:** Complying with sustainability and all applicable environmental laws including in the areas of environmental permits and reporting, pollution prevention, resources reduction and material restrictions, hazardous substances, waste management, air and gas emissions, water management, and energy consumption.



**Harassment:** Prohibiting any form of harassment, sexual harassment, and bullying.



**Conflict-Free minerals regulations:** Responsible supply chains to avoid conflict minerals, to exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold.



**Security:** Security arrangements are in place to protect employees.



**Health and Safety:** No substance abuse and workplace violence, complying with all applicable workplace health and safety laws.



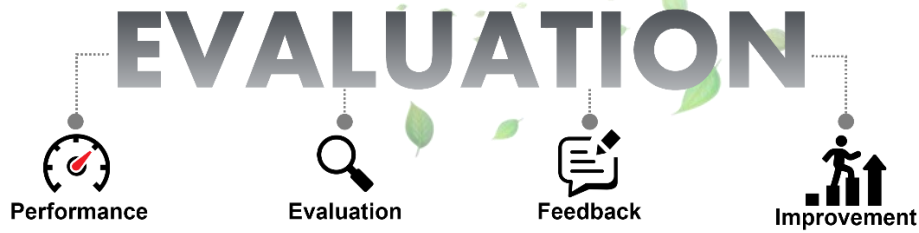
**Training:** Relevant trainings to personnel to implement policies, procedures, and improvement objectives to meet applicable legal and regulatory requirements.

In line with the RBA Code and industry standards on conflict-free minerals, MiMTW adopts a Conflict-Free Mineral Policy which aims to avoid sourcing metals or minerals originating from the Democratic Republic of the Congo and adjoining countries, where there exist high risks of supporting armed conflicts and human rights abuses. Our suppliers are required to immediately notify us in the event their supply chain of the relevant material is found to have links of conflict materials. Suppliers shall switch to a qualified source that complies with our policy and relevant industry standards and provide valid evidence on the rectification of the issue. We treat such issues seriously and any suppliers who fail to comply with the Conflict-Free Mineral Policy will be removed from our qualified vendor list.



# Supply Chain Management (Cont'd)

## Annual Evaluation of Supplier and Subcontractors



We evaluate our selected suppliers on an annual basis to enhance suppliers' performance and quality. More frequent audits or evaluations may be conducted if there are supplier quality issues, while suppliers will be notified for improvement if the results of audits or evaluations remain unsatisfactory.

A summary of the key criteria used in our supplier evaluation, together with the average scoring across our suppliers selected for evaluation during the FYE2021, is as follows:

MiEMY	MiMTW
<p>Supplier Evaluation Criteria:</p> <ul style="list-style-type: none"> <li>▪ Technical Knowledge</li> <li>▪ Cost Efficiency</li> <li>▪ Product Quality</li> <li>▪ Service Quality</li> </ul> <p>Subcontractor Evaluation Criteria:</p> <ul style="list-style-type: none"> <li>▪ Safety</li> <li>▪ Work Quality</li> <li>▪ Technical Knowledge &amp; Capability</li> <li>▪ Productivity</li> <li>▪ Punctuality</li> <li>▪ Production Support</li> </ul>	<p>Supplier Evaluation Criteria:</p> <ul style="list-style-type: none"> <li>▪ Quality System and Maintenance</li> <li>▪ Corrective &amp; Prevention Action</li> <li>▪ Process Control</li> <li>▪ Out-going Control</li> <li>▪ Document Control</li> <li>▪ Material Control</li> <li>▪ Calibration and Maintenance</li> <li>▪ Training</li> <li>▪ Environment-Related Substance Control System</li> <li>▪ Conflict Minerals Management</li> <li>▪ Social Responsibility</li> </ul>
Average score for annual performance evaluation of supplier (FYE2021)	
<p><b>98%</b> 10 suppliers</p>	<p><b>86%</b> 6 suppliers</p>

In year 2021, no physical on-site audits were conducted considering the conditions surrounding COVID-19 pandemic as well as the SOPs and preventive measures. Depending on situation of the pandemic and preventive protocols guided by the Federal and State governments, we look forward to conducting physical, on-site audits with suppliers again.

We are also looking into formalising environmental and social criteria into our supplier evaluation to ensure our suppliers uphold their environmental and social responsibilities, as well as compliance with relevant environmental and social laws and regulations.

## Supply Chain Management (Cont'd)

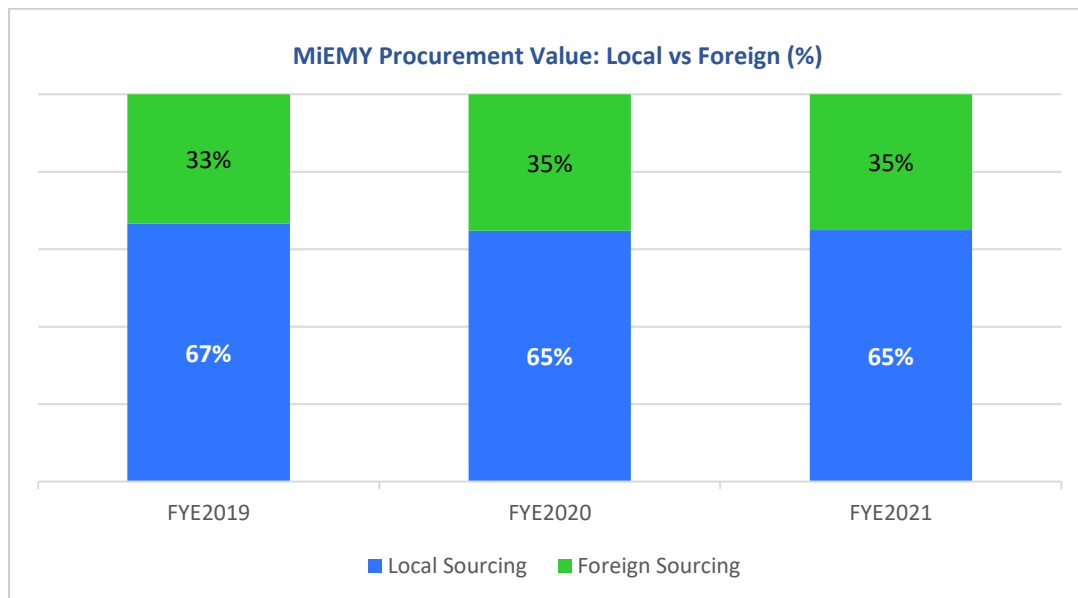
### Local vs Foreign Procurement

We support the local economy and local communities where we can, including through local procurement. In line with the Group's spirit of being aware of the impact of our business activities on the local environment, we continuously seek to support and contribute to the sustainability of the local economy. We work together with local suppliers and strive towards creating high technical and business standards, as well as capabilities, among local suppliers.

Sourcing locally can also be beneficial to the environment as it requires less transportation and consequently helps to reduce carbon emissions.

In both MiEMMY and MiMTW, we collect data based on the procurement value of raw and packaging materials from major suppliers. Local procurement includes procurement from sellers and companies based in the country of operations, including local authorised agents or distributors for foreign companies.

#### (a) Mi Equipment (M) Sdn. Bhd. ("MiEMMY")

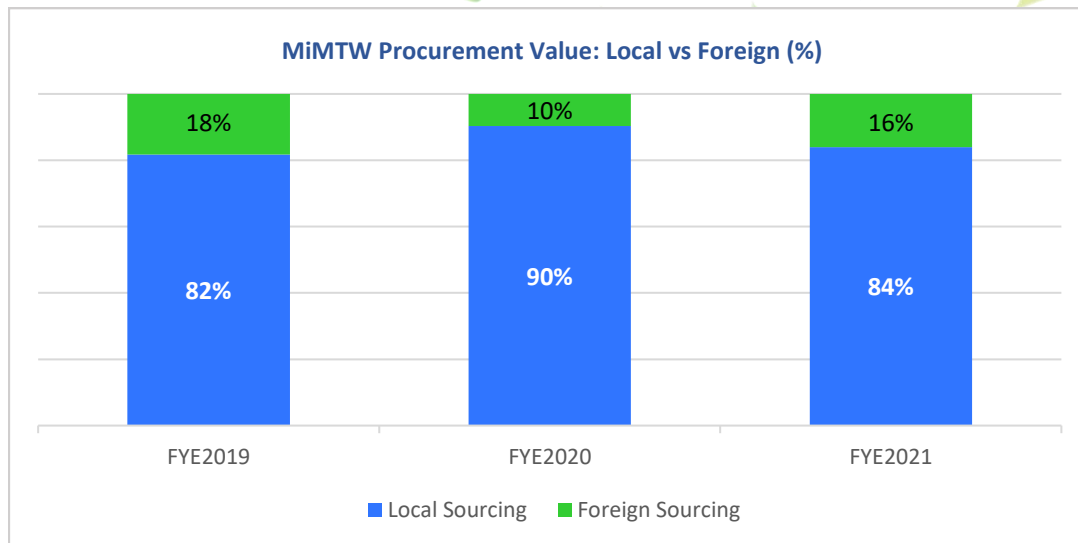


The pandemic has affected businesses and the extended supply chain. In order to ensure business and operational sustainability, we prioritise the management of procurement risks and cost in our effort to adapt to the new economic reality and manage the complexity of the supply chain.

FYE2020 recorded a higher local procurement amount as we have increased our material purchases to avoid the potential risk of delay in delivery resulting from the pandemic and the Movement Control Orders ("MCOs") imposed by the Federal and State governments. In FYE2021, local procurement returned to the levels comparable with FYE2019.

## Supply Chain Management (Cont'd)

### (b) Accurus Scientific Co. Ltd. ("MiMTW")



Procurement in MiMTW is largely attributable to the procurement of precious metal including tin and silver, which is the main raw material used in producing solder balls. Generally, over 80% of the procurement is from local suppliers.

#### Monitoring and Controlling Procurement Risks

As part of the measures to ensure a robust and reliable supply chain, our Procurement function conducts regular systematic risk analysis on suppliers and the supply chains. We actively monitor and manage supply chain activities and some of our approaches are summarised as follows:

- a. Risk assessment on suppliers and supply chain;
- b. Inventory planning and procurement planning;
- c. Dual/multiple sourcing strategy for critical materials;
- d. Close collaboration with suppliers.



## Supply Chain Management (Cont'd)

### Future Sustainable Procurement Plan

Every procurement decision has an impact beyond financial considerations. To align with the Mi Sustainability Policy, we endeavour to promote sustainable procurement in our material sourcing process to uphold our responsibility and ethics at every level of the supply chain.

We believe that a shared commitment is necessary for sustainable value creation and hence we strive to play our part in the development of a sustainable supply chain that considers social matters (such as human rights, labour standards, occupational health, safety etc.) and the environment matters (climate change impact, pollutions, waste reduction impact towards biodiversity etc.) together with our suppliers.

### Suppliers Engagement and Communication During COVID-19

Effective supplier engagement is a key pillar supporting the achievement of our long-term business goals, through fostering strong business relationships built upon mutual trust, particularly during a pandemic. During the pandemic period in FYE2021, we focused on effectively communicating with suppliers to prevent delays in our procurement process while meeting procurement objectives. We engaged with suppliers to understand their situations, how they were affected by the pandemic and how they were dealing with issues such as labour planning. We constantly communicated with suppliers, shared updates of COVID-19 situations and applicable Standard Operating Procedures and worked together with suppliers to carry out preventive measures so as to ensure continuous business activities while protecting our employees, subcontractors, and suppliers.

# Sustainable Business (Cont'd)

## Employment Practices

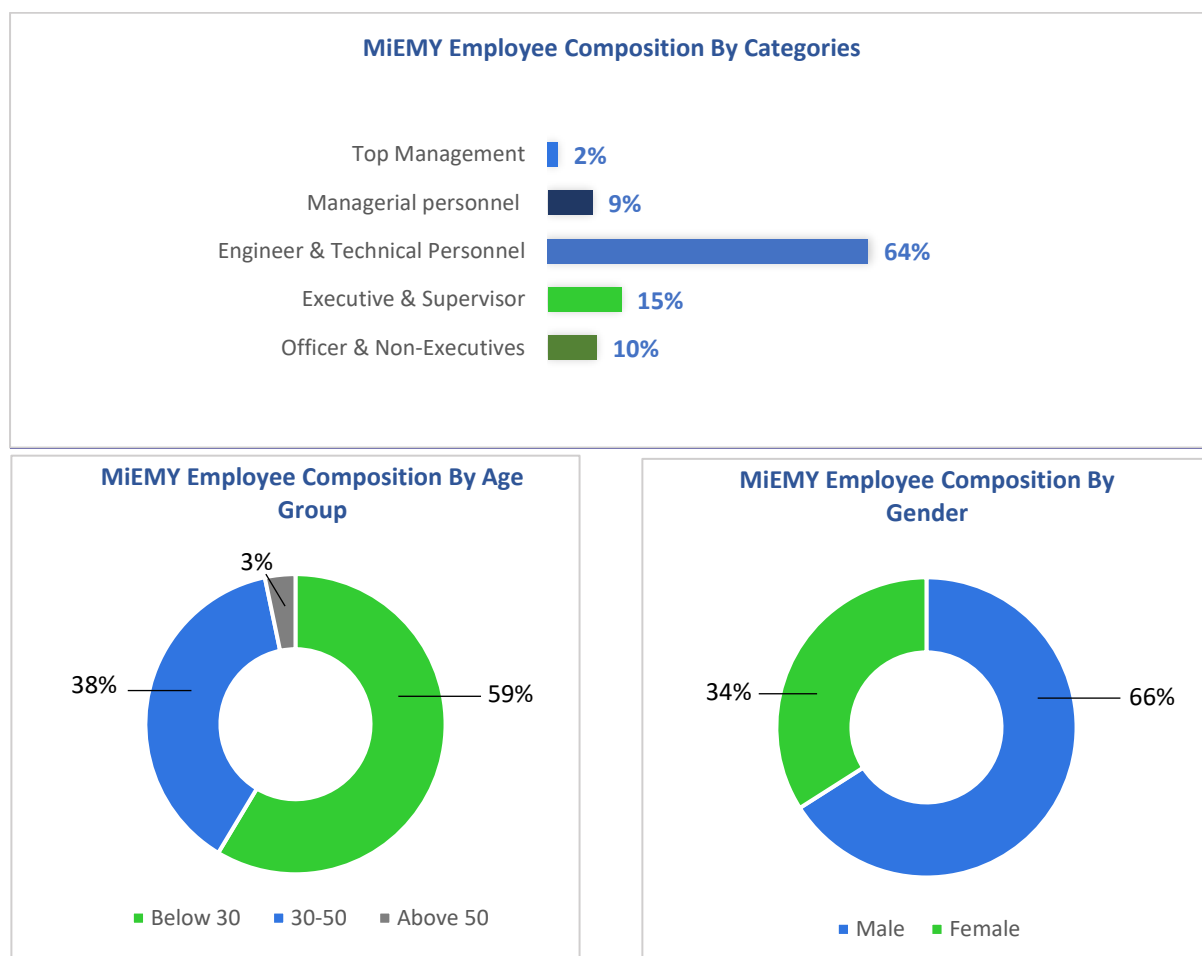
### Our People

We put employees at the heart of our business, and they are a significant factor in overall business success. The Group is committed to promoting fair employment practices and investing in the development of our employees. Our people development and management processes are guided by the Group's Employee Handbook and policies and procedures on career development, recruitment, training and development, compensation and benefits, performance management and disciplinary processes.

### 2021 MiEMY Workforce at a Glance

As of 31 December 2021, MiEMY has a total of 244 employees based in Penang, majority of whom are engineers and technical personnel who bring to the Group a range of skills and knowledge in the fields of technology and engineering. 59% of our workforce in MiEMY is comprised of young employees below the age of 30, contributed by our efforts to continuously collaborate with universities to promote the industry and recruit talents. The younger generation does not only bring with them a vibrance and passion towards innovation and technological advancement, they also introduce and allow the Group to explore new ideas and concepts beyond engineering, such as in business management and operational enhancement.

MiEMY's workforce as of 31 December 2021 is depicted as below, based on employee categories, age group and gender.





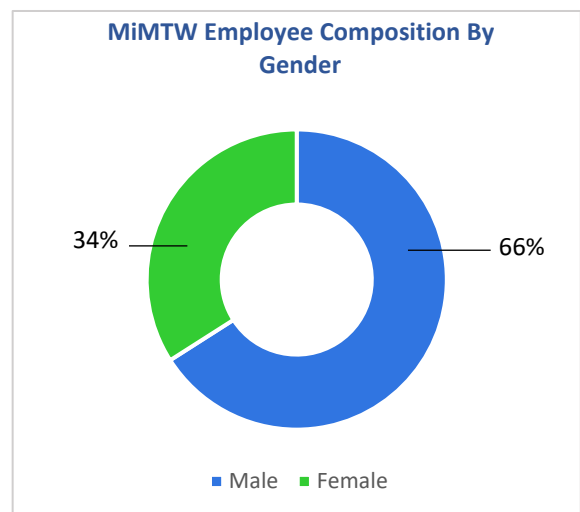
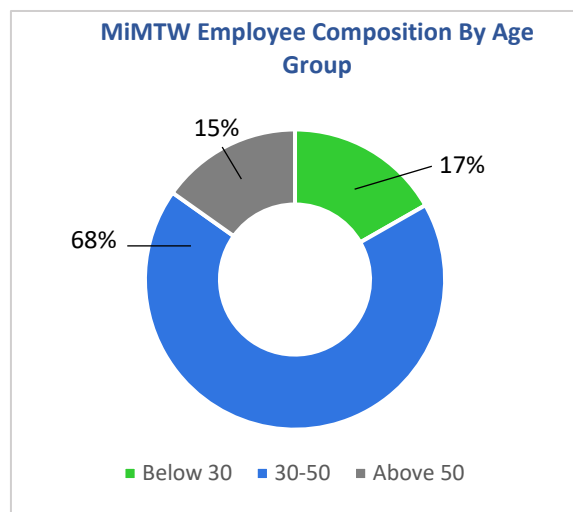
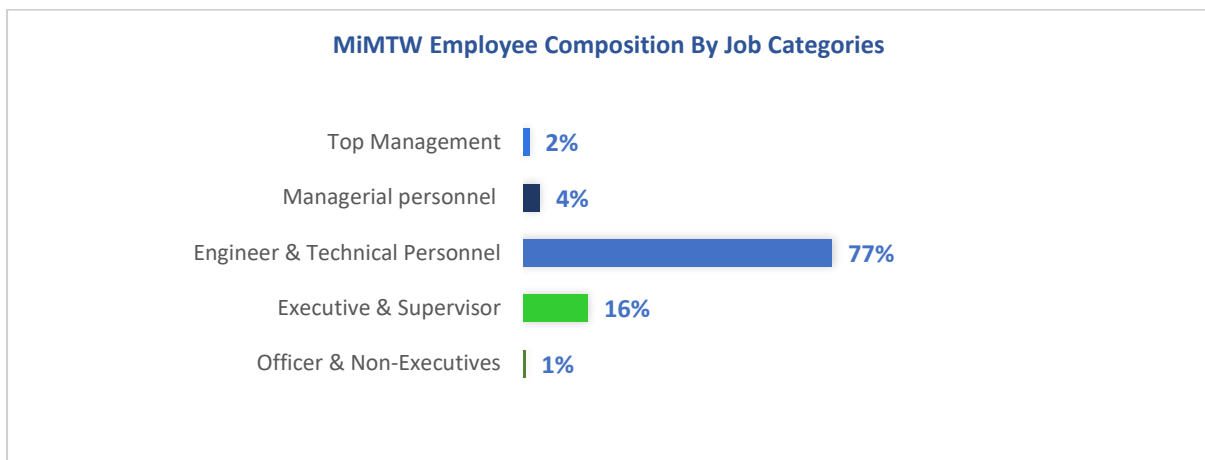
## Employment Practices (Cont'd)

### 2021 MiMTW Workforce at a Glance

As of 31 December 2021, MiMTW has a total of 191 employees based in Tainan. Similarly, engineers and technical personnel comprise a majority of our workforce in MiMTW, approximately 77%. Their technical expertise and skills support our pursuit of quality products and operational efficiency, considering ways to enhance the production process through less wastage, higher productivity, and greater cost-efficiency.

68% of the workforce in MiMTW is aged between 30 to 50 years old. Our workforce comprises a big group of long-service loyal employees who have grown together with the company, witnessing the company's growth and expansion.

The following chart illustrates MiMTW's workforce by employee categories, age group, and gender.



## Employment Practices (Cont'd)

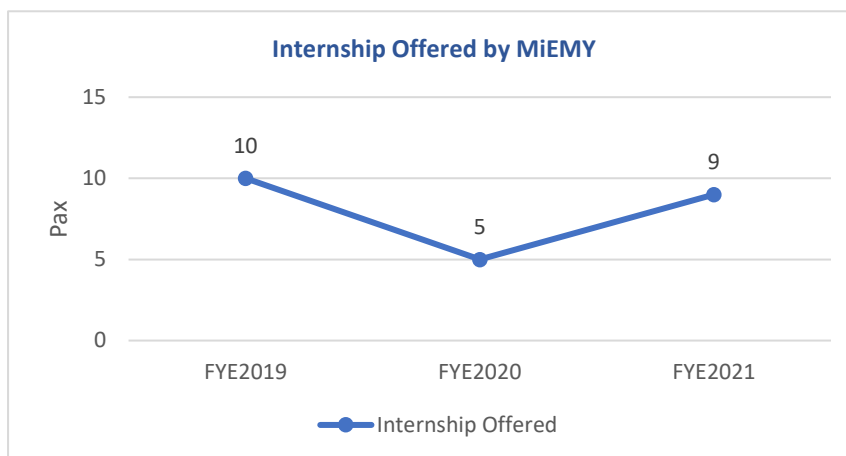
### Diversity, Inclusion & Equity

The Group believes that true innovation and growth are built on a culture that respects diversity, inclusion, and equity. We aim to create a culture in which people with diverse backgrounds and ways of thinking can contribute and maximise their capabilities. We promote and develop a diverse workforce, as it brings with us a variety of complementary skills, experiences, and perspectives, which will enhance the Group's capacity to create long-term value and grow further.

The Group performs hiring based on merits and adopts the principles of equal employment opportunities. As per quoted in our Employee Handbook, it is our policy to recruit, hire, train, and promote individuals, as well as administer all employment decisions, conditions of employment, and personnel actions, regardless of race, colour, religion, age, gender, or ancestry, marital status, physical ability, in accordance with applicable statutory laws. In this regard, we will take continuing actions to ensure that knowledge, skill and potential of all employees are fully utilised throughout the organisation.

### Internship Programme in MiEMY

Valuing the fact that youths play a huge role in defining the future of the world and of the industry, we ensure we establish channels to foster connection with the younger generations. Through our internship programmes, we establish relationships and provide internship opportunities to university graduates, enabling them to gain skills and hands-on experience at the same time developing passion and interest in the industry. MiEMY has ongoing collaboration with various higher institutions and colleges in Malaysia to take in industrial interns, providing the exposure to a working environment where interns are able to apply classroom knowledge in real-world situations. In FYE2021, MiEMY offered 9 internship positions.



Note:

Lower internship positions offered in FYE2020 due to COVID-19 impact on business and operations where various MCO measures such as travel restrictions and suspension of academic progress in some educational institutions were imposed.

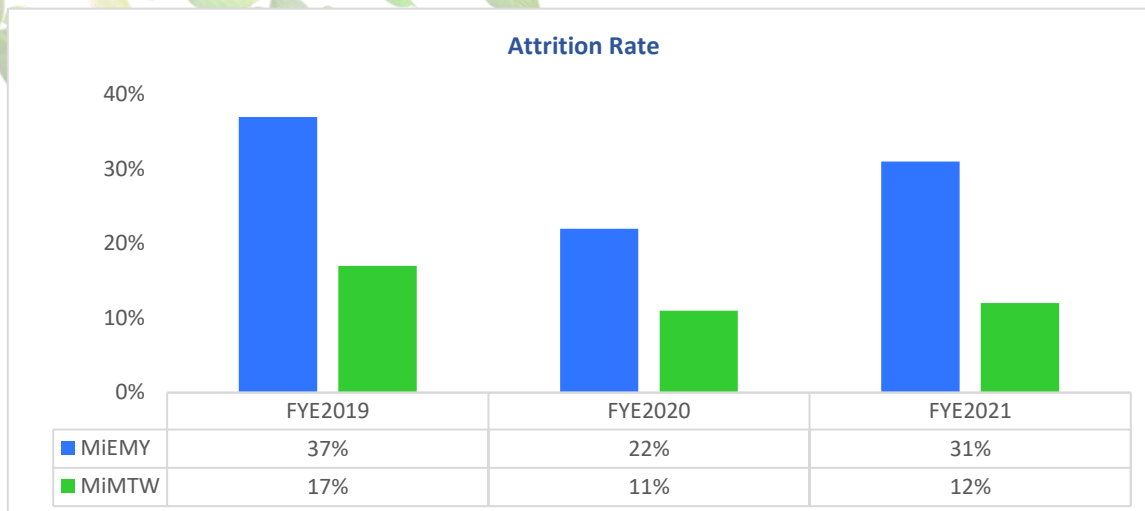
### Local Employment & Temporary Employees

We believe in playing our part in contributing to the local community and economy. Where possible, we prioritise local recruitment to promote healthy development of local social wellbeing and local society. As a responsible business, the ability to provide job opportunities is a way we can enable society and its people to develop and optimise their potential. As of 31 December 2021, our workforce was made up of 99% local hires for both MiEMY and MiMTW.

To cater for short-term headcount requirements to support production needs resulting from increased demands, the Group also hired employees on a contract basis. As of 31 December 2021, 7 of MiEMY's employees (i.e. 2.9% of total workforce) were employed on a contract-basis while MiMTW hired 27 contract staff (i.e. 14.1% of total workforce). Maintaining a portion of employees on contract-basis enables the Group to better manage its production capacity while keeping operational costs in check.

## Employment Practices (Cont'd)

### Attrition Rate



Note: Rounded value.

#### Mi Equipment (M) Sdn. Bhd. ("MiEMy"):

2021 had been a hectic year for MiEMy. In order to spur development activities and to gain better cost efficiency on investment, management decided to consolidate the Group's subsidiary, i.e. Mi Autobotics Sdn. Bhd. ("Mi Autobotics"), into SEBU. The consolidation was completed in the second quarter of 2021 with the employees from Mi Autobotics transferred to MiEMy.

The headcount consolidation contributed to higher attrition rate of 31% reported in FYE2021. This was mainly due to differences in job scope, culture, career directions and mismatch of skillsets. MiEMy is located in an industrial hub which houses many reputable technological and high-tech manufacturing firms. The strategic location is also the primary labour market filled with job opportunities and labour mobility where job-hopping for the pool of skilled and semi-skilled labor force is quite common, hence, impacting MiEMy's staff movement.

In our efforts to attract and retain talents and skills, we will continue to establish close engagement with employees to grow and create value together with the company.

#### Accurus Scientific Co. Ltd. ("MiMTW"):

The attrition rate of MiMTW was reported at 17% in FYE2021. Tainan, where MiMTW is located, houses several industrial parks and has created reasonably high demand for labour and job opportunities for job seekers. Within a competitive talent market, MiMTW is located in a considerably strategic location which is convenient for employees. We will continue to engage with our employees at MiMTW to understand their needs and how we can create mutually beneficial long-term relationships.

#### What we do:

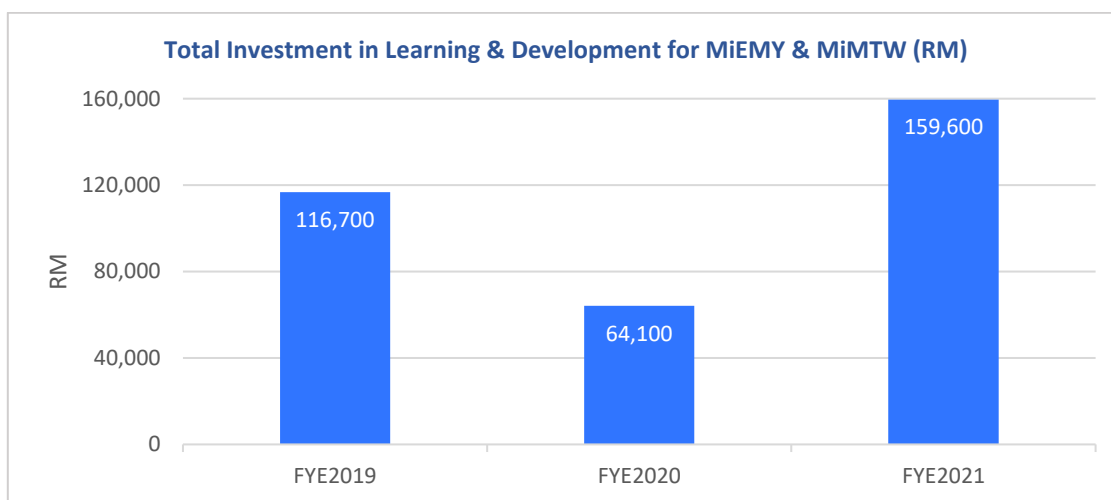
In our efforts to retain employees, we conduct interviews with each resignee to understand their issues and concerns, including possible areas which we could improve on. Ongoing employee engagement programs, recognition and reward systems, staff training and career progression programs, are among the employee engagement activities carried out by the Group to facilitate understanding between the Group and its employees and to resolve relevant issues and concerns.

Retaining employees is not an easy task, the Group endeavours to build a respectful and long-term relationship with employees through fair treatment, motivating and retaining talents, and encouraging employees' long-term commitment.

## Employment Practices (Cont'd)

### Employee Training and Development

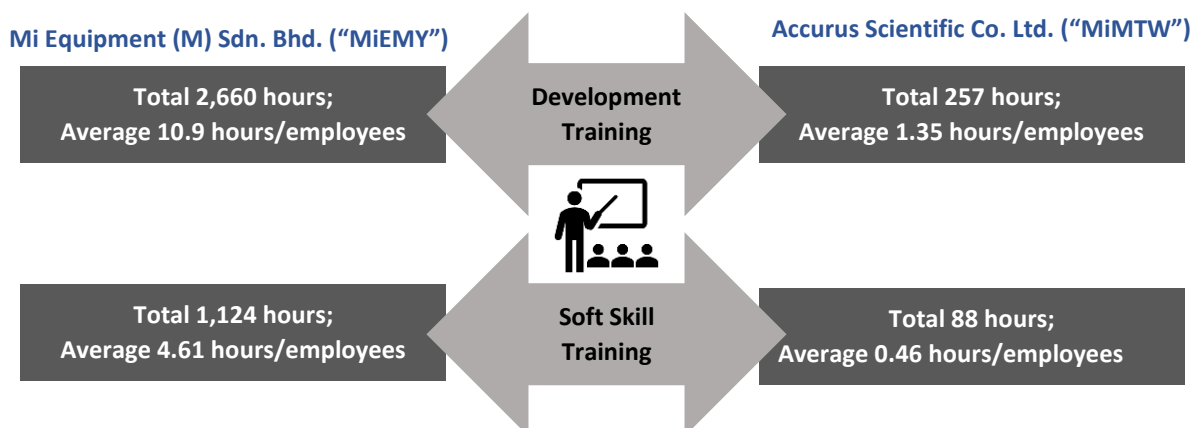
Annually, the Human Resources Department conducts a Training Needs Analysis (“TNA”) to assess the core competencies and skills present in our employees against those required for the company to achieve our vision and business strategies. We provide a range of external and internal training to help our employees achieve excellence in their respective fields and other programmes that enable them to prepare for the future and their extended careers, in addition to building the skillsets required by the Group.



Note: Rounded value.

Overall training cost for FYE2021 showed a substantial increase from RM64,100 in FYE2020 to RM159,600. FYE2020 recorded lower training cost as training activities were largely restricted due to the COVID-19 pandemic. As we adapt to doing business in compliance with COVID-19 protocols in 2021, we were able to carry out more trainings and a majority of the training programs were conducted virtually during FYE2021.

During FYE2021, MiMTW conducted internal training which included sessions to resolve problems and challenges using real-life examples. The job-specific training has helped employees to develop and acquaint themselves with workplace policies and environment, in addition to acquiring the exact skills and knowledge required for them to succeed in their positions. Employees also attended seminars on latest compliance requirements and professional updates to gain skills and insights related to their daily operations.



## Employment Practices (Cont'd)

### Employee Training and Development (Cont'd)

In total, we provided 4,129 training hours to employees, translating to an average of 15.5 hours per employee in MiEMY and 1.8 hours per employee in MiMTW. We categorise our training into development training and soft skill training. Development training covers skills and knowledge pertaining to production, products, compliance matters, safety and health, environmental and social laws and regulations, and so forth. On the other hand, soft skill training includes people-management skills, personal management, behavioural management, etc.

A thorough assessment of the training needs of our employees are carried out to identify their professional and personal development needs, taking into consideration the Group's overall objectives and strategies. The following table summarises some of the key training topics provided by the Group in FYE2021.

Department	Training Topics/Focus Area	MiEMY	MiMTW
<b>Human Resources</b>	Applicable regulations and practices in human resources management.	✓	✓
<b>Finance</b>	Applicable regulations and practices in finance.	✓	✓
<b>Information Technology</b>	Increased productivity and enhance the Group's IT security.	✓	✓
<b>Procurement</b>	Improve supply chain and procurement performance.	✓	✓
<b>Engineering</b>	Technical knowledge for performance delivery.	✓	✓
<b>All employees</b>	<ul style="list-style-type: none"> <li>▪ Soft skills training on effective communication.</li> <li>▪ Environment, Health and Safety ("EHS") and occupational safety internal training.</li> <li>▪ Internal training and E-learning materials to keep employees abreast with the Group's latest procedures and policies. (Anti-Bribery and Corruption, and Whistleblowing Policy)</li> <li>▪ New hire orientation and HR policies.</li> </ul>	✓	✓



## Employment Practices (Cont'd)

### Ongoing Engagement with Employees

We see employee engagement activities as a crucial tool for us to build strong and long-lasting relationships with our employees. We engage with our employees through numerous channels, each of them catered to suit their specific needs and purpose. The Group's key employee engagement channels and platforms are depicted as follows:



*Note: Festival celebrations and social gatherings were organised in compliance with local regulations and COVID-19 standard operating procedures of the Group.*

### Labour Relations

MiEMY is an active member of Malaysian Employee Federation ("MEF") since 2016 and we have ongoing engagement with consultant to keep us abreast with the latest labour laws and employment practices, policies, and procedures. We strive to comply with the relevant laws and regulations in the countries that we operate and provide fair labour conditions and social protection for all our employees.

### Living Wage




The Group is committed to meeting adequate living wage as per statutory requirements. We fairly remunerate our employees in compliance with the minimum wage according to the statutory requirements. The Group practices equal hiring opportunities to all including underprivileged groups, those from deprived backgrounds, having poor social status with no formal education or qualification.

## Employment Practices (Cont'd)

### Employee Welfare & Benefits

The Group aims to provide a conducive work environment for employees, supporting employees in pursuing reasonable standards of lifestyle and work-life balance. In addition to basic employment benefits required by the laws and regulations, the Group also provides other health and welfare benefits to employees as part of our belief in contributing to a caring and supporting community.

The benefits and privileges provided to our employees are summarised as follows.

 <b>Insurance/Medical Coverage &amp; Healthcare</b>	 <b>In-House Facilities</b>	 <b>Employees With Special Needs</b>
<ul style="list-style-type: none"> <li>▪ Hospitalisation coverage</li> <li>▪ Unlimited panel clinic coverage</li> <li>▪ Medical health screening for employees &amp; family members</li> <li>▪ Group Personal Plan</li> <li>▪ Employee Specialist &amp; Dependent Medical Claim</li> <li>▪ Dental treatment</li> <li>▪ Optical Care</li> </ul>	<ul style="list-style-type: none"> <li>▪ Indoor parking space*</li> <li>▪ Cafeteria*</li> <li>▪ Laundry service*</li> <li>▪ Gym facilities*</li> <li>▪ Sports complex*</li> <li>▪ Prayer room*</li> </ul> <p>*Applicable to MiEMY only</p>	<ul style="list-style-type: none"> <li>▪ Dedicated lactation room for mothers</li> <li>▪ Medical room for unwell employees</li> <li>▪ Dedicated parking space for pregnant employees</li> <li>▪ Handicap parking</li> </ul>

### Working Hours and Overtime

Weekly working hours are on average 40 hours for both MiEMY and MiMTW, in compliance with the Employment Act 1955 and Labour Standards Act of 1984 respectively. A workweek must not exceed the maximum set by local legislations, excluding overtime, except in an emergency or unforeseen scenario.

We continue to monitor overtime in the workplace and encourage employees to lead a work-life balance lifestyle. All planned overtime would require pre-approval by a supervisor or the manager. We see supporting good work-life balance as vital to the Group as it views our people as valuable asset on which the Company's success depends.

### Protecting Everyone's Rights

We respect the basic right of all our employees without discrimination. The protection of our employees' human rights is further enshrined in our code of conduct. In this regard, any employee can make a report on human rights violation or abuse through the Group's grievance mechanism or the whistleblowing mechanism. During the financial year under review, there were no incidents of human rights violation reported within the Group.

# Sustainable Business (Cont'd)

## Employee Health & Safety








The health and safety of employees is one of our top priorities. The Group is committed to providing a safe and healthy working environment to all employees and subcontractors through diligent internal processes and procedures and creating a work culture with high safety awareness.

### The Group’s Commitment and Health & Safety Policy

The Group has a Health and Safety Policy which is incorporated in the Group’s operational activities. All employees are required to observe proper practice of safety and health working procedures in their daily activities.

Employees need a sense of well-being in order to do their best work, build trust and rapport. We constantly work on health and safety awareness topics and other concepts into our communications to the employees, which indicates our caring about them as a person, not just a staff member. We promote safety and health via various means, including safety & health awareness campaign, reminder and briefing session. This helps not just with overall attentiveness to safety awareness in the workplace but with employee engagement too.

A summary of the commitments in our Health and Safety Policy is presented as follows:

Mi Equipment (M) Sdn. Bhd. (“MIEMY”)	Accurus Scientific Co. Ltd. (“MiMTW”)
 <p>Ensuring compliance with relevant Occupational Safety and Health laws, regulations and other requirements and striving to achieve zero accidents.</p>	 <p>Promise to comply with obligations and to improve environmental safety efficiency.</p>
 <p>Raising and maintaining the Safety and Health awareness of our employees and related persons through education, participation, consultation, and publicity.</p>	 <p>Reduce environmental impact and strengthen environmental protection.</p>
 <p>Adhering to our commitment towards prevention of injury and ill health and continual improvement in Safety and Health management and performance.</p>	 <p>Promote pollution prevention and prevent environmental impact.</p>
	 <p>Provide environmental safety training and fulfill social responsibilities.</p>

## Employee Health & Safety (Cont'd)

### Environment, Health & Safety Initiatives

The Group has Environment, Health & Safety ("EHS") officers who are responsible to ensure effective implementation of the Health & Safety Policy, relevant procedures, and programs. We strive towards creating an accident-free workplace and are committed to continuously improve on our occupational health and safety controls. The EHS officers are to ensure the safety measures are fully compliant with the legal requirements and to ensure various inspections are scheduled and carried out periodically.

In FYE2021, the following EHS activities which were overseen by the EHS officers, were carried out at MiEMY and MiMTW:

EHS Safety Management	Objective	Frequency	MiEMY	MiMTW
Fire alarm, fire extinguisher and lift inspection and maintenance	To ensure fire safety system and building lifts are functional.	Monthly	✓	✓
Renewal of Fire Certificate by the Fire and Rescue Department of Malaysia and Taiwan		Annually	✓	✓
First aid kit inspection	To ensure that first aid kit is in good condition and essential contents are safe and ready for use during critical timing.	Monthly	✓	✓
Hazard Identification Risk Assessment and Risk Control (HIRARC) on: Office, production area, in-house laundry, cafeteria, restroom, and various related areas	Identifying items or materials which may cause potential threat of injury or harm to employees.	Annually	✓	✓
Chemical storage cabinet and Safety Data Sheet ("SDS")	To ensure effective communication via SDS and that employees read the SDS carefully and understand its contents before working with a hazardous chemical, including safe storage, handling, and use.	Annually	✓	✓
Health awareness campaign & E-Learning Materials	To educate employees about various health issues via creative and engaging methods.	Quarterly	✓	-
ERT Certificate Training	To obtain BOMBA's certification that our ERT team is qualified.	Bi-annually	✓	-
Environmental monitoring system inspection & calibration <sup>1</sup> (Oxygen concentration detector, flammable gas detector, noise meter, and anemometer)	To maintain accuracy, standardisation, and repeatability in measurements, assuring reliable benchmarks and results.	Annually	-	✓

Note:

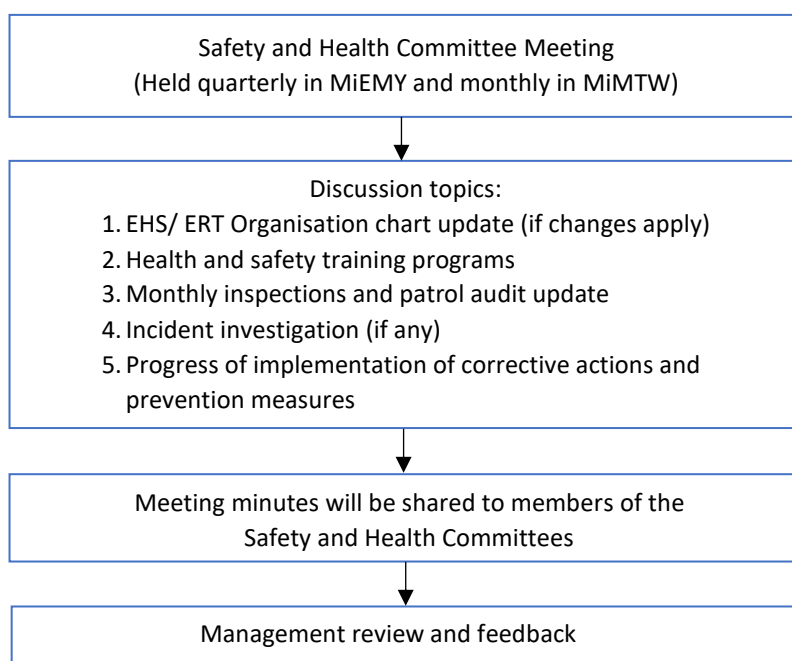
<sup>1</sup> Refer to "Protecting our Environment" on page 56 for further information on our initiatives to measure and manage pollution.

## Employee Health & Safety (Cont'd)

### Environment, Health & Safety Initiatives (Cont'd)

Our Safety and Health Committee (“SHC”) i.e Emergency Response Team (“ERT”) Committee in MiEMY and Environment, Health and Safety (“EHS”) Committee in MiMTW whose members include representatives of key operations and functions, meet periodically to discuss matters related to safety and health at the workplace and to update all members on issues arising as well as ensuring previously raised issues have been addressed. All anomalies are closely tracked to ensure they are resolved. In addition, active walk-around inspections are carried out every month to check if relevant EHS procedures are adhered to and that all safety controls are working as intended. Results of these inspections and the relevant reports and minutes of meeting are reviewed by the Management. For Occupational Health & Safety, we comply with all necessary compliance to protect employees from potential harm. MiMTW is also certified with ISO-45001 on Occupational Health and Safety Management Systems in accordance with local standards and regulations.

The following diagram illustrates the reporting flow of Safety and Health Committee meeting:



### Accurus Scientific Co. Ltd. (“MiMTW”)

MiMTW also adopts and complies with relevant requirements of the ISO 14001 on Environmental Management System as well as local environmental laws and regulations. MiMTW’s environmental management practices are reviewed from time to time to re-evaluate the environmental risks of the operations, especially when there are developments relating to environmental protection laws or industry standards.

In compliance with local regulations, all chemical items are properly stored in a warehouse built at least 5 meters away from MiMTW’s factory. Conspicuous labels are placed on all chemical storage cabinet and containers containing hazardous chemicals in accordance with the classification and label elements prescribed. Hazardous chemicals are accompanied with Safety Data Sheet (SDS) which guides employee the proper use, handling, and storage of the chemical.



Storage Warehouse



Chemical Storage Cabinet



Safety Data Sheet (SDS)



## EHS and ERT Trainings

The following section summarises the topics for the Group's safety and health trainings for FYE2021. Due to various stages of lockdowns imposed in Malaysia and Taiwan, some of the face-to-face trainings were replaced with online training.

Training Topic	MiEMY					MiMTW				
	Date	Form of Training		Number of staff trained	Target Audience	Date	Form of Training		Number of staff trained	Target Audience
		PH <sup>1</sup>	VR <sup>2</sup>				PH <sup>1</sup>	VR <sup>2</sup>		
COVID-19 related training: 1. COVID-19 SOP Briefing 2. COVID-19 Sanitising Protocol Training for execution parties	Jan & Feb	✓	✓	244	All employees	-	-	-	-	-
	Jan		✓	10	Janitors					
Workplace safety training: 1. Shutter door user guideline 2. Double gloving during chemical handling 3. Safety glasses wearing and distribution 4. Ear plug briefing and distribution 5. ISO45001 understanding, implementation and migration 6. Forklift operation training 7. High-pressure gas equipment operator training 8. Crane operator training	Mar	✓		12	Receiving & Logistic					
	Aug	✓		2	Gardeners					
	Sep	✓		4	R&D lab employees	-	-	-	-	-
	Sep	✓		5	Production					
	Oct		✓	1	EHS Supervisor					
						Oct	✓		1	Designated warehouse employee
		-	-	-	-	Nov	✓		1	Designated high pressure gas equipment operator
						Nov	✓		1	Designated crane operator

Note:

<sup>1</sup> PH: Physical

<sup>2</sup> VR: Virtual

Training Topic	MiEMY					MiMTW				
	Date	Form of Training		Number of staff trained	Target Audience	Date	Form of Training		Number of staff trained	Target Audience
		PH <sup>1</sup>	VR <sup>2</sup>				PH <sup>1</sup>	VR <sup>2</sup>		
ERT training	Feb & Mar	✓		20	ERT members	Oct	✓		10	New or serving officers
Schedule waste management training	Nov	✓		13	Production employees	-	-	-	-	-
Fire safety-related training: 1. Fire & emergency response training 2. Fire management personnel training 3. Fire safety training at rescue station (Penang, Malaysia)	Mar		✓	34	ERT members and selected employees	May & Nov	✓		58	Emergency responders
	n/a					Sep	✓		1	Fire management personnel
	Nov & Dec	✓		21	ERT members	n/a				
Safety and hygiene training	-	-	-	-	-	Oct Monthly	✓ ✓		19 33	Serving officers New hired
Traffic safety training	-	-	-	-	-	June	✓		60	New or serving officers
Hazardous risk worker training	-	-	-	-	-	Oct & Nov	✓		5	Risk identification personnel of each department
Safety and health operations supervisor training	-	-	-	-	-	Nov	✓		1	Designated safety and health operations executive

Note:

<sup>1</sup> PH: Physical

<sup>2</sup> VR: Virtual



## Employee Health & Safety (Cont'd)

### EHS and ERT Trainings (Cont'd)

Apart from the above, the EHS team in MiEMY organises quarterly health education and quiz campaign which aims to raise consciousness and awareness among employees on the importance and impact of choosing healthy behaviours and lifestyles. The campaign promotes an understanding of common diseases and illnesses, as well as raising awareness on safe and healthy workplace practices such as those relating to office ergonomics.

### Safety Performance

## 0 Fatality and serious injury case in FYE2021

*We are committed to upkeep and maintain a healthy and safe working environment for all employees and subcontractors.*

The Group monitors its safety performance by tracking the total recordable incident rate (TRIR). During FYE2021, the Group recorded zero fatality and serious injury case but 3 minor injury incidents, i.e. 2 cases occurred in MiEMY and 1 in MiMTW.

All 3 incidents reported during FYE2021 were classified as minor injuries such as hit and knock injury and pinch point injury. The incidents were duly recorded and reported via the accident-reporting procedures of the respective entities. Corrective actions were carried out to enhance the relevant safety controls to prevent the recurrence of similar incidents.

# Responsible Business Practices

## Business Ethics

We are dedicated to fostering a transparent corporate culture and upholding the highest standards of business behaviour and ethics across all our global operations and locations. This entails always seeking to operate with unwavering honesty and in accordance with the laws in everything we do. We are all responsible for making corporate ethics, integrity, and compliance a part of the Group’s business culture to the long-term success of our worldwide business. Our policies forbid our employees and business partners from engaging in illegal or unethical activities.

Our Code of Conducts, Anti-Bribery and Corruption Policy, and Whistleblowing Policy are reviewed and revised from time to time to be in line with the changes in laws, regulations, and corporate governance practices. The policies are publicly available on our website: <https://mi-technovation.com>

## Codes of Conduct

The Group establishes high standards of excellence which we expect to be demonstrated in the conduct of our operations through various codes of conduct (“the Codes”). The Codes are applicable to all our directors, officers, employees, suppliers, business partners and intermediaries (including contractors and agents), as follows.

Code of Conducts	Objective	Topics addressed			
		Compliance with Laws, Rules & Regulations	Labor Standard & Human Rights	Anti-Bribery and Corruption	Health, Safety & Environment
Code of Conduct for Company Directors	Setting out principles on high standards of honesty, integrity, ethics and law-abiding behaviours expected of Directors.	✓	✓	✓	✓
Code of Conduct and Ethics for Management and Employees	Setting out principles for Management and Employees to observe at all times in the performance of their duties.	✓	✓	✓	✓
Code of Conduct for Suppliers	Ensuring suppliers, including business partners and intermediaries, operate in full compliance with the laws, rules, and regulations of the countries in which it operates.	✓	✓	✓	✓

The Group emphasises ethical and professional behaviour by all employees. In addition, the Codes set the tone for how we do business and treat our stakeholders, including protecting employees’ human rights, not practicing child labour or forced labour, treating all employees without discrimination, and providing safe and healthy environment.

The Codes are distributed to our employees upon joining our Group and are published on our corporate website to ensure understanding by all. It is imperative that all employees carry out the Group’s business with the highest degree of integrity. Integrity and ethical standards must not be compromised for short-term advantage.

# Responsible Business Practices (Cont'd)

## Anti-Bribery and Corruption Policy

In line with Section 17A of the Malaysian Anti-Corruption Commission Act 2009 ("MACC Act") on corporate liability relating to bribery and corruption, the Group has established an Anti-Bribery and Corruption Policy which sets out the Group's responsibilities, and the responsibilities of those working for or with the Group in observing and upholding the Group's zero-tolerance position on bribery and corruption, and ensuring that the Group complies with applicable laws, regulations and policies and procedures. The Anti-Bribery and Corruption Policy was communicated to all employees when it was rolled-out in 2020.

### 0 Bribery and corruption case in FYE2021

*Mi Group adopts a **zero-tolerance** approach towards any form of bribery or corruption. We are committed to conducting business in a lawful and ethical way at all times.*

In addressing bribery and corruption, the Group aims to:

- Ensure that proper procedures are in place to prevent and identify bribery and corruption within the Group,
- Provide information and assistance to those who work for or with the Group on how to identify and address possible bribery and corruption issues; and
- Protect the Group against any liabilities or repercussions that may follow from acts of bribery and corruption, or from being connected with such activity.

Upon commencement of employment, newly hired employees will be provided orientation by our Human Resource Personnel on the Group's Code of Conduct, Anti-Bribery and Corruption Policy, as well as key organisational information, policies, codes, and expectations.

During the year, The Group completed the roll-out of its E-Learning materials to employees across the Group via emails and memo. E-Learning is conducted quarterly and is used to disseminate training materials including those on good governance covering the bribery and corruption, outlining the various forms of corruption and reference to best practices, laws and regulations, ways to minimise corruption, as well as the Group's Whistleblowing Policy and its procedures.

In order to ensure effective understanding by employees, the Group organised a quiz to assess employees' application of good governance practices on anti-bribery and corruption. Over 85% of the quiz participants answered 80% or more questions correctly. Apart from training materials, the Group also communicates its Anti-Bribery and Corruption Policy via physical notices, posters, and videos displayed around its premises such as in elevators, entrances, and the lobby.

# 100%

Anti-bribery and Corruption – Staff communication, training, and awareness

*Anti-Bribery and Corruption policy is communicated to all suppliers via the Supplier Code of Conduct.*

We are pleased to report that there were no breaches of our Anti-bribery and Corruption Policy in the financial year under review. There were no political contributions made by the Group during the financial year under review. There were also no fines or penalties imposed arising from corruption issues during the financial year under review.

# Responsible Business Practices (Cont'd)

## Whistleblowing Policy

### **O** Whistle blowing case reported in FYE2021

*A whistle-blower may make a report to the Audit & Risk Management Committee directly via [whistle@mi-technovation.com](mailto:whistle@mi-technovation.com)*

The Group has established whistleblowing policy and procedures which allow its employees and other stakeholders to report any suspicion of fraud, financial irregularity, or other malpractices committed by employees or directors in confidence.

We encourage everyone, including external business partners such as suppliers, contractors, and other employees, to share any concerns they may have about potential violations of our Code, our company's policies, or the law in good faith. The Whistleblowing

Policy reassure employees that they can report a breach without fear of repercussions.

The principles underpinning our Whistleblowing Policy are as follows:

- All concerns raised will be treated fairly and properly.
- The Group will not tolerate harassment or the victimisation of anyone raising a genuine concern.
- The Group will ensure no whistle-blower will be at risk of suffering reprisal as a result of raising a concern even if he is mistaken. The Group, however, does not extend this assurance to someone who maliciously raises a matter he knows is untrue or is acting for personal gain.
- The submission of a false or frivolous report may have consequences for the whistle-blower and he may be liable for damages towards anyone who suffered from such false report.

Furthermore, the Whistleblowing Policy also provides an avenue to report directly to the Audit and Risk Management Committee in the event the normal whistleblowing channel is deemed ineffective or inappropriate, such as in situations where complete independence from Management is required to oversee the whistleblowing report.

## Grievance Mechanism

The grievance procedure is designed to address complaints and disputes of employees including working relationships, working conditions, employment practices or differences in interpretation of policies. Employees need to have an avenue to effectively communicate, including on any dissatisfaction or grievances, so that concerns or issues can be brought up for discussion and addressed at an early stage in ensuring mutual interests of the Group and employees are safeguarded, in addition to maintaining healthy workplace morale.

The Group's grievance mechanism is formalised in our Employee Handbook which is provided to all employees and is accessible by all employees via the Group's intranet. The grievance reporting process consists of various levels, including first discussing the issue with the employee's immediate supervisor to raising the issue to the Human Resources Department in the event the employee is not comfortable discussing the issue with their immediate supervisors, whichever is more appropriate. The Human Resources Department oversees the Group's grievance mechanism and processes based on established policies and procedures.



# Responsible Business Practices (Cont'd)

## Workplace Harassment

The Group is absolutely against any form of discrimination or harassment based on race, colour, religion, creed, sex, age, national origin, or marital status in accordance with applicable laws among our employees. We strive to foster a work environment that is free of discrimination, sexual harassment, or retaliation. The Group has a policy in place for employees to refer pertaining to their protected rights, including from being sexually harassed or discriminated against in the workplace.

The policy addresses various types of harassment including:

- Gesture harassment,
- Verbal harassment,
- Visual harassment,
- Psychological harassment, and
- Physical harassment.

Harassments or discriminations can also be reported via the Group's grievance mechanism or the whistleblowing mechanism, as appropriate. All complaints and related information will be investigated and kept confidential to the extent possible without compromising an investigation. When an employee makes an informal or formal report on harassment, our Human Resource Department always take immediate steps to stop the alleged conflict, protect the suspected victim, and begin investigations. The manner through which the investigator shall carry out the investigations is also guided by clear principles and procedures. As with any breaches of laws or corruption cases, the Group takes harassment or discrimination cases seriously and will not hesitate to take stern actions including dismissal against any person who violates the Group's policy on harassment and discrimination.

## 0 Workplace discrimination or harassment reported in FYE2021

*The Group takes all complaints seriously and will take appropriate corrective and disciplinary actions against all harassments.*

# Impact Within & Beyond Business Operations

## Protecting Our Environment

The Board of Directors of Mi Technovation acknowledges the importance of natural environment management within the business operations especially in areas in which we can make an impact on our consumers, suppliers, and the public.

As a responsible corporation, the Board emphasises the notion of sustainable development and the importance of considering environmental challenges strategically, such as managing carbon emission, water security, pollution, and waste management from our manufacturing activities. We aim to improve energy efficiency and resource efficiency in our operations while minimising the waste and pollution generated.

We are committed to comply with all applicable environmental laws and regulations. During the financial year under review, there were no environmental fines or penalties imposed as a result of non-compliance with any laws or regulations pertaining to waste management or pollution.



## Energy consumption, Carbon Emission & Climate Change

We believe that we can play our part in responding to climate change, developing adaptation strategies and starting from reducing our carbon footprint from our electricity consumption pattern and supporting clean power generation.

Being involved in manufacturing, electricity consumption forms a substantial expense for our manufacturing facilities. We aspire to reduce carbon impact proactively, not only because it will help to contribute to managing climate change, but it also makes long-term economic sense for us to utilise resources efficiently.

To monitor our power usage, we collect electric energy consumption based on electricity bills.

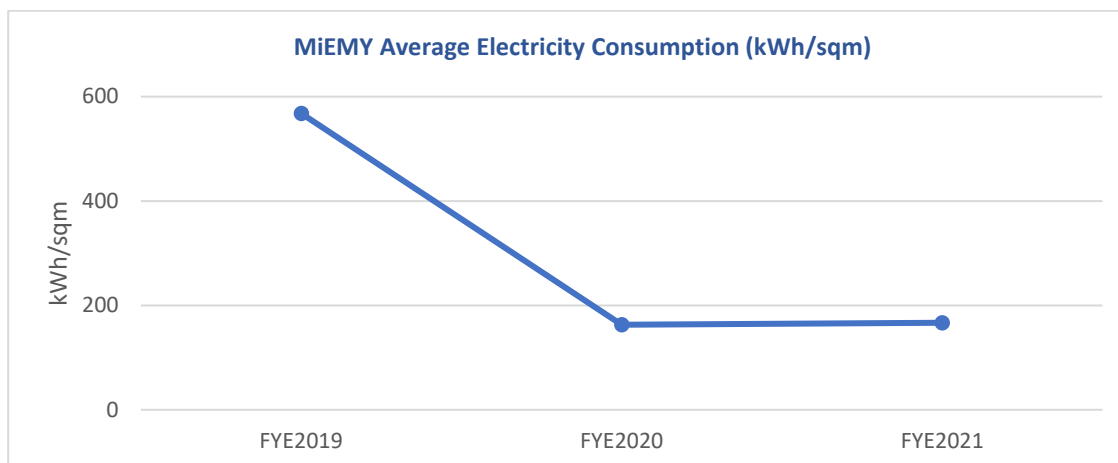
Annual Electric Energy Consumption (kWh) of MiEMY and MiMTW	FYE2019	FYE2020	FYE2021
	5,991,668	7,080,728	7,170,075

## Protecting Our Environment (Cont'd)

### Energy consumption, Carbon Emission & Climate Change (Cont'd)

#### Mi Equipment (M) Sdn. Bhd. ("MiEMY"):

As we expand our manufacturing capacity, we expect greater demand for resources including electricity, hence, incurrance of higher cost. It is thus the right time for us to look into how we utilise electricity and manage energy efficiency.



Average Electricity Consumption (kWh/Sqm) * Rounded value	FYE2019 <sup>1</sup>	FYE2020 <sup>2</sup>	FYE2021 <sup>2</sup>
	568kWh/sqm	163kWh/sqm	167kWh/sqm

Note : <sup>1</sup>. Calculation based on 3,719sqm.  
<sup>2</sup>. Calculation based on 18,968sqm.

Average electricity consumption data shows a decreasing trend from FYE2019 to FYE2021. This is largely due to facility expansions where we moved into our own-built 5-storey detached factory with a total built-up area of 18,968 sqm since June 2019. Prior to the factory relocation, our operations were run in a 2-storey rented factory with a small built-up area of 3,719 sqm.

In the current spacious operations site, higher electricity consumption is required to power up machines, computers, and equipment. Electricity use for amenities and appliances such as lighting, air conditioning systems, shower room water heater, kitchen appliances, and freezers also contribute to increased energy consumption. As such, we always ensure our facilities and equipment undergo periodic maintenance to optimise their usage efficiency and minimise energy wastage.

The average electricity consumption per built-up area in FYE2021 was recorded at 167kWh/sqm, an increase of 2.45% compared with FYE2020. This was mainly attributable to increased production activities during the financial year under review.

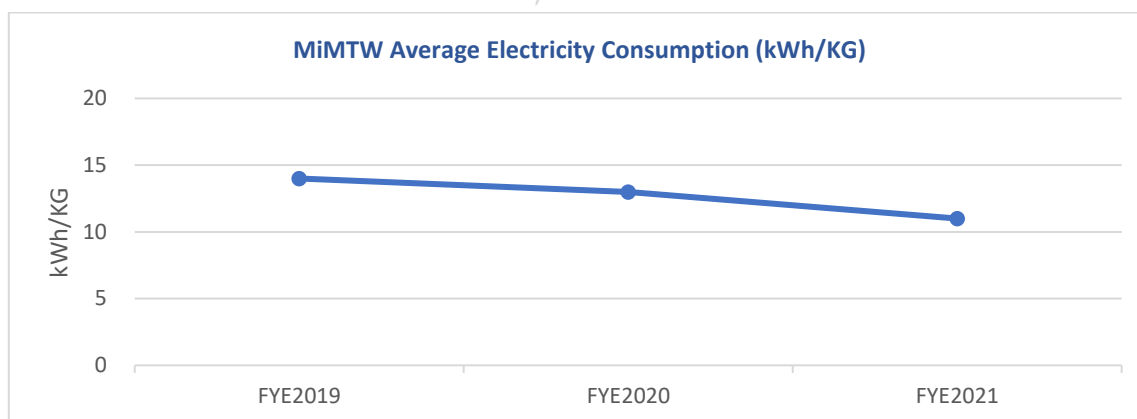
As part of our efforts towards energy efficiency, on top of regular measuring and monitoring of electricity consumption, other energy-saving initiatives have been rolled out as well since June 2021, such as using timer-controlled appliances to control lighting, air conditioning, and hot water dispenser equipment, and memo blast on "Conserve Electricity – Let's Save Our Planet" to promote and cultivate a mindset of using energy wisely among the employees. The secret to reducing energy consumption in the workplace is getting the employees on board, making small changes in their daily habits at work can contribute to a more energy efficient and sustainable working environment.

## Protecting Our Environment (Cont'd)

### Energy consumption, Carbon Emission & Climate Change (Cont'd)

#### Accurus Scientific Co. Ltd. ("MiMTW"):

In MiMTW, we actively monitor our electricity consumption to drive energy cost reductions and continuously develop production equipment with lower energy consumption and higher efficiency.



Average Electricity Consumption (kWh/KG) * Rounded value	FYE2019	FYE2020	FYE2021
	14kWh/KG	13kWh/KG	11kWh/KG

Over the years, annual electricity consumption in our Taiwan operating plant is under good control with average electricity consumption on declining trend. We have invested to upgrade our production machines and equipment to increase production capacity and output volume. With increased sales volume in FYE2021, we were able to achieve economies of scale with greater efficiency which is evidenced by a lower average electricity consumption of 11kWh/KG compared to 13kWh/KG in FYE2020.

## Protecting Our Environment (Cont'd)

### Energy consumption, Carbon Emission & Climate Change (Cont'd)

Our operating site in Tainan, Taiwan worked with one of our customers to install solar panels for green energy generation at our production site in response to Taipower's (Taiwan electricity service provider) calling to generate green energy to substitute fossil fuel, hence, reducing CO<sub>2</sub> emission.



Note: Green Energy Facility Construction at MiMTW in Tainan, Taiwan.

Total green electricity = **183** MWh/year  
generated per year (Based on average solar radiation)

We successfully completed the installation of the solar panels at our Tainan, Taiwan production site in January 2021. One of the most well-noted benefits of solar power generation is reduced greenhouse gas emissions. This allows us to play our part in protecting the environment by reducing reliance on fossil-based fuels and reducing CO<sub>2</sub> emissions. This is a clean power generation method that contribute to the protection of the environment and ecology. Our green, solar energy is then sold to Taipower's grid to be distributed to residential areas. Power generated from our solar panels is estimated to have avoided emissions by 97tons of CO<sub>2</sub>e per year.

Total reduction of  
carbon emission (CO<sub>2</sub>) = **97** tCO<sub>2</sub>e/year

## Protecting Our Environment (Cont'd)



### Water Security & Water Management

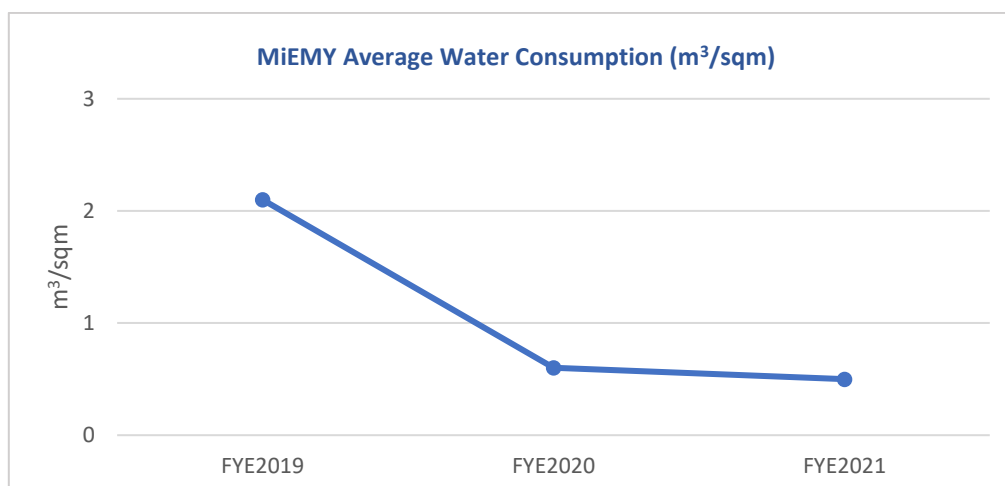
Our production activities do not use a significant amount of water and it does not cause material water discharge or water pollution. Water consumption is mainly used to cater for sanitary and amenity purposes. In addition, the Group does not operate in water-stressed region.

Nevertheless, the Board views water security and protection as an area to which the Group can contribute. The Group pledges to protect clean water which is the source of all life when speaking of matters of conserving our environment.

To monitor our domestic water consumption, we collect water consumption data based on the water bills.

Annual Water Consumption (m <sup>3</sup> ) of MiEMY and MiMTW	FYE2019	FYE2020	FYE2021
	14,912	19,327	17,466

### Mi Equipment (M) Sdn. Bhd. ("MiEMY"):



Average Water Consumption (m <sup>3</sup> /Sqm) * Rounded value	FYE2019 <sup>1</sup>	FYE2020 <sup>2</sup>	FYE2021 <sup>2</sup>
	1.9m <sup>3</sup> /sqm	0.6m <sup>3</sup> /sqm	0.5m <sup>3</sup> /sqm

Note :<sup>1</sup> Calculation based on 3,719sqm.

<sup>2</sup> Calculation based on 18,968sqm.

Our water usage has increased since we moved into our own-built 5-storey building in June 2019. In FYE2021, we recorded annual water consumption of 9,885m<sup>3</sup>, translating to an average water consumption per build-up area of 0.5m<sup>3</sup>/sqm. That said, average water consumption per build-up area is lower than before we moved into our new facilities, i.e. 1.9m<sup>3</sup>/sqm in FYE2019.

Water usage is mainly for sanitary, kitchen, cleaning, and gardening purposes. We consistently promote and adopt environmentally friendly practices and to push towards a greener life by creating eco-friendly landscapes around our facilities. This is one of a main area which contributes to our water consumption level.

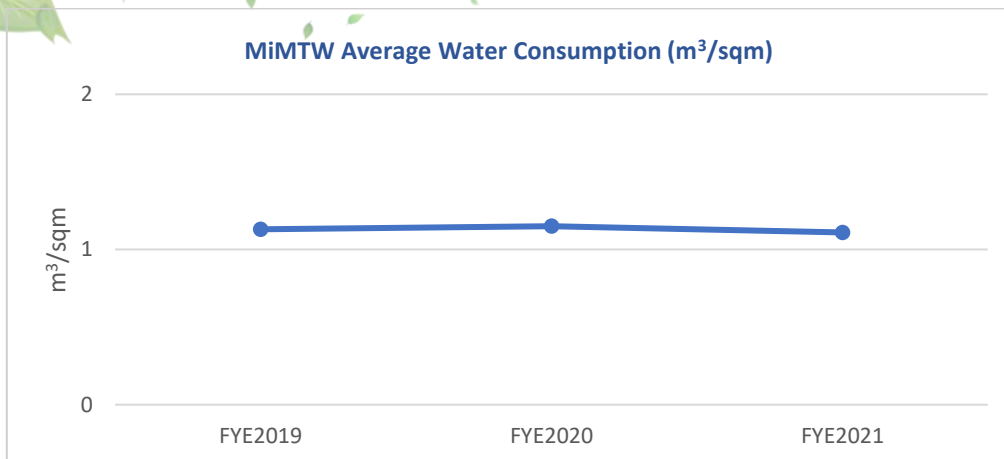
Various initiatives have been undertaken to enhance efficient use of water, so that not to waste valuable resources. In July 2021, we rolled out a water-saving measure to review and enhance the way we use water in our gardening activities, such as installing nozzles for gardening hose. Our facility team will continue to monitor and further explore environmentally friendly methods to improve our water efficiency.



## Protecting Our Environment (Cont'd)




### Water Security & Water Management (Cont'd)

Accurus Scientific Co. Ltd. ("MiMTW"):



Average Water Consumption (m <sup>3</sup> /Sqm)	FYE2019	FYE2020	FYE2021
	1.13m <sup>3</sup> /sqm	1.15m <sup>3</sup> /sqm	1.11m <sup>3</sup> /sqm

In our Tainan plant, the water usage and discharge mainly come from sanitary room, where water-saving kit is installed on the faucet of toilets. Periodical sampling tests by qualified third parties are conducted on sanitary sewage, drinking water, and the water in the cooling tower for air-conditioning, in line with local regulations, to ensure compliance and protection of water quality.

Areas assessed	Method/Criteria	Frequency
Drinking water 	Analysis via sampling by qualified third parties, with reference to regulated standards	Quarterly
Cooling tower water (to check for presence of Legionella pneumophila) 		Once every two years
Sanitary sewage 		Annually

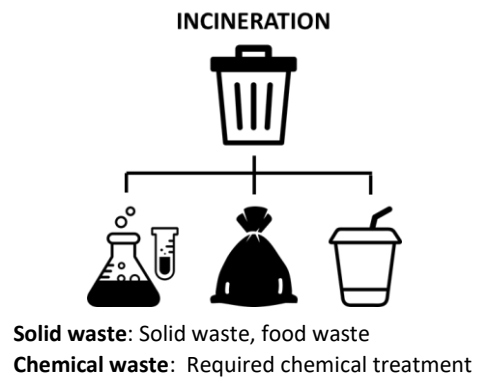
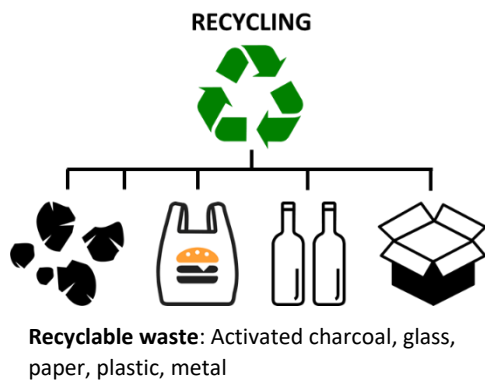
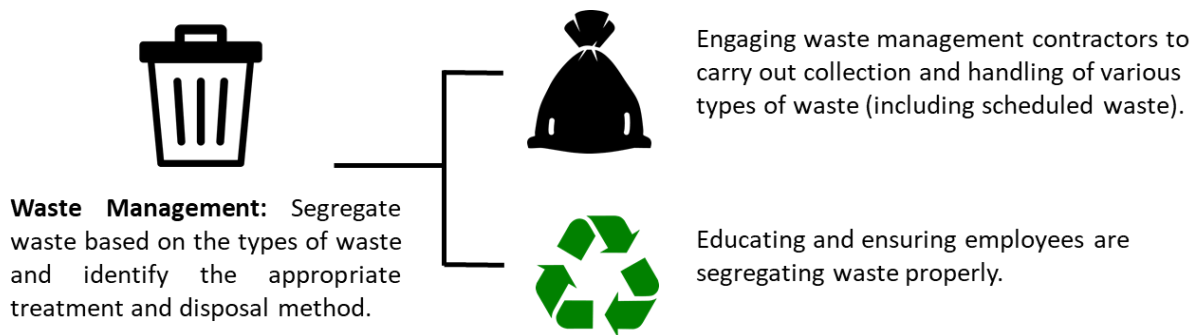
# Protecting Our Environment (Cont'd)



## Managing Waste

Reducing environmental footprint and managing waste from our operations and products is key to our environmental conservation efforts. Bearing in mind that MiEMY and MiMTW operations might generate scheduled waste and hazardous materials which are harmful to public health and the environment, we take stringent waste management steps to ensure they are properly handled and disposed of. Both operating plants have designated bins allocated for disposal of different types of waste.

Proper procedures on waste management and disposal are incorporated in our production processes. Our employees are trained to differentiate various types of waste, how to collect and store waste, as well as proper disposal of waste. Waste generation and management is frequently monitored, reviewed and reported on monthly basis. The waste management efforts also cover the handling of general waste.



## Protecting Our Environment (Cont'd)

### Managing Waste (Cont'd)

#### Mi Equipment (M) Sdn. Bhd. ("MiEMY"):

In MiEMY, our scheduled waste is disposed of in compliance with relevant provisions of the Environmental Quality Act 1974 and Environmental Quality (Scheduled Wastes) Regulation 2005, and reports on scheduled waste are submitted to the local authorities on monthly basis.

MiEMY has also launched a battery collection initiative, where employees are encouraged to dispose of batteries in the battery collection bin which will be arranged for disposal by the Environment, Health and Safety team in accordance with relevant standards.

The recycled waste in MiEMY for FYE2021 is summarised in the table below.



Recycling Materials	Weight (KG)
Metal scrap	1,210
Wire scrap	387
Cooking oil containers	668
Coffee ground	21

#### Accurus Scientific Co. Ltd. ("MiMTW"):

In Taiwan, there are local laws and regulations requiring manufacturers and importers to pay for waste disposal. All our waste disposal activities are carried out by contractors, who are qualified waste management companies, based on formally agreed waste disposal plans. Industrial wastes are required to be declared online to the Taiwan Environment Protection Administration ("EPA"), which would use declared information to keep track of the proper disposal of waste.

The recycled waste in MiMTW for FYE2021 is summarised in the table below.

Recycling Materials	Weight (KG)
Paper	5,388
Plastic	268
Glass	2,940
Activated charcoal	4,090
Solder dross	1,823
Metals	1,453

## Protecting Our Environment (Cont'd)



### Responsible Materials and Pollution Management

Apart from complying with all necessary environmental standards and regulations, including the ISO 14001 on Environmental Management System, we also secure all relevant environmental permits, licenses, and documents to ensure our company operations have met and fulfilled these environmental requirements. Environmental management risk and regulations are monitored regularly and re-assessed when there are any changes, to ensure we adapt these standards as appropriate in our business. As a responsible manufacturing company that is not merely focusing on business expansions, we adopt responsible use of materials in our operations.

#### **Mi Equipment (M) Sdn. Bhd. (“MiEMY”):**

Due to the nature of the business, MiEMY’s operations depend highly on components, semi-finished goods, and customised fabrication parts. We have very minimal pollution or negative impact to the environmental pollution. Nonetheless, we place our focus on energy and water efficiency, and continuous monitoring of our business to operate in a sustainable manner.

#### **Accurus Scientific Co. Ltd. (“MiMTW”):**

Tin and silver are key materials to produce solder balls which is the main product of our operations in Tainan. These materials are relatively scarce but are crucial for the innumerable connections in electronic products.

As part of our commitment to responsible sourcing and protecting human rights, it is our policy that the metals we source and use comply with our Conflict-Free Mineral Policy, which states that we should never, directly or indirectly, procure or use minerals, including tin and silver, which are linked to armed groups in the Democratic Republic of Congo or adjoining countries. The Conflict-Free Mineral Policy is covered under the RBA Code of Conduct. For further information please refer to the Responsible Supply Chain & Supplier Code of Conduct on page 24.

Amongst other sources, tin and silver can be obtained by recycling manufacturing scraps and residues containing tin and silver. Depending on customers’ requirements and agreement, we offer products that utilise recycled materials, including recycled tin and silver. Such products are more environmentally sustainable and responsible, contributing to less wastage and reducing demand for extraction, as well as reducing the environmental and social impacts arising from the extraction of fresh minerals.

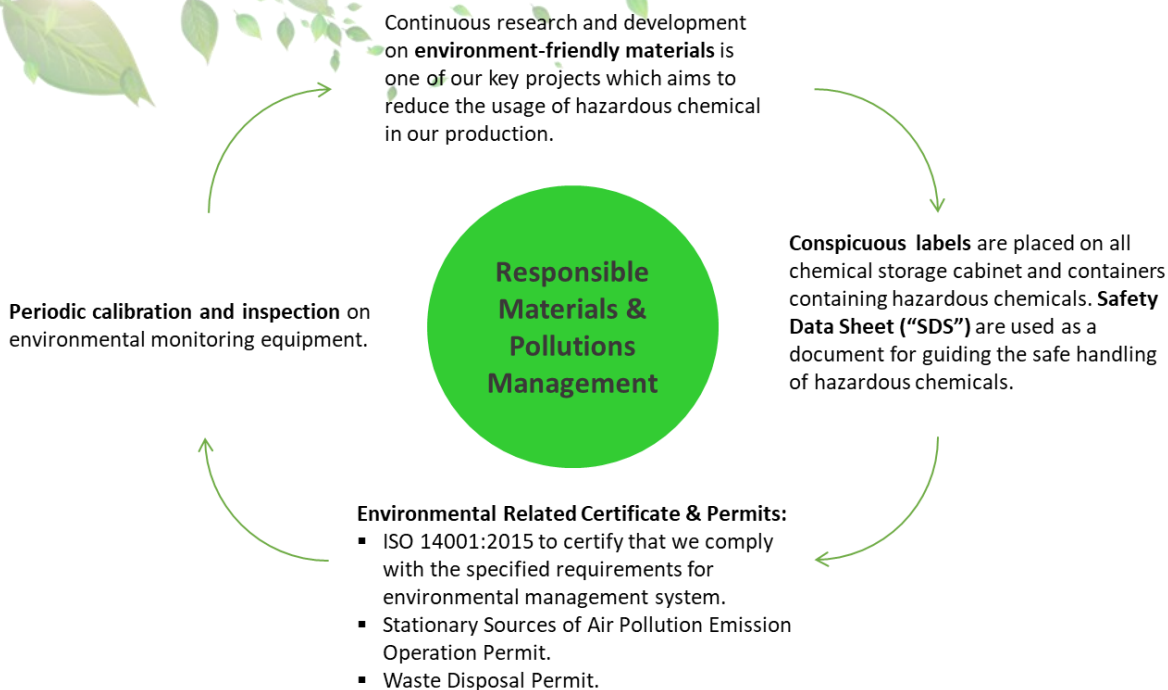
In our supply chain, we have been maintaining good business relationships with our suppliers who could provide Ultra-low Alpha Grade (“ULA”) recycled tin and high-quality recycled silver, while maintaining certain level of cost advantages at the same time conforming with non-conflict material certification requirements.

*In our operation, we incorporate practices of reusing and recycling metal materials. Any over produced units or defect units of solder spheres and solder dross are recyclable, making it a sustainable and recyclable product.*

Efforts are also undertaken to control and minimise pollution arising from operations. Periodic calibration and inspection by authorised service providers are performed on our environmental monitoring equipment to ensure their proper functioning, such as oxygen concentration detector, flammable gas detector, noise meter, and anemometer. This is to ensure our equipment are up to standard, accurate, and able to help us comply with local environmental regulations, standards, and guidelines with regards to various pollution management such as noise management, air pollution management, as well as safety and health management.





# Protecting Our Environment (Cont'd)

## Responsible Materials and Pollution Management (Cont'd)



*All raw materials we use, as well as our products, meet the requirements of Restriction of Hazardous Substances Directive (RoHS). Our overall production process, including procurement and supply chain matters, is strictly guided by the internal ISO specification document and strictly complies with the hazardous substances management procedure.*

Other key elements under MiMTW’s environmental management monitoring includes air, noise, lead particle, solvent, etc., which are summarised as follows.

Category	Areas assessed	Method/criteria	Frequency
Air	VOCs, NOx – via air emission channel (solder spheres site) 	Analysis via sampling by qualified third parties, with reference to regulated standards	Every 5 years
	Lead (Pb) – via environmental test within site boundary 		Annually
	Hexane – via environmental test within site boundary 		Annually
Noise	Low-frequency noise – via environmental test within site boundary 		Annually

# Impact Within & Beyond Business Operations (Cont'd)

## Community & Environmental Initiatives

In FYE2021, we supported and sponsored a number of community initiatives aimed at strengthening and improving the education quality, healthcare, and wellbeing of society. Considering COVID-19 preventive measures, some community initiatives were carried out virtually and in-house. When organising events, we were always mindful of and fully complied with the COVID-19 preventive measures and protocols.

An overview of Mi Group's community initiatives carried out during FYE2021 is as follows:

Month	Initiative	Beneficiary	Contribution Amount (RM)
March	Sponsoring the Women in Science ("WIZ") event	1,200 students from 32 high schools in Penang	10,000
April	Sponsoring the Penang STEM StepUp Program	SMK Abdullah Munshi, Penang	25,000
May	Donated to the 1000 Enterprises for Children-In-Need Fundraising Program	Singapore Children's Society	3,124 (SGD 1,000)
August	Mi Caring-in-Action during MCO – Donation Campaign	6 NGOs in Penang	(non-monetary contribution)
September	Donation to CovidFund.My	Government hospitals in Kuala Lumpur, Klang Valley, Sabah, Kedah, and Penang.	20,000
October	Sponsoring event prizes for Hospis Malaysia's 20 <sup>th</sup> Annual Charity Motor Treasure Hunt 2021	Hospis Malaysia	(non-monetary contribution)
November	Malayan Tiger Conservation Project	Wildlife Conservation And Science (Malaysia) Bhd. ("WCS")	100,000
December	Mi Charity Sales	Hospis Malaysia, WWF, St. Nicholas Home, Eden Home, Asia Community Service and Spastic Children's Association	19,202
<b>Total contribution:</b>			<b>177,326</b>



## Community & Environmental Initiatives (Cont'd)



### Women In Science (“WIZ”) March 2021

Mi Technovation sponsored RM10,000 in support of the Women in Science (“WIZ”) in March 2021. The event was organized by Tech Dome Penang, in collaboration with the Penang Women’s Development Corporation (“PWDC”) and aimed to encourage and motivate young women to pursue a career in Science, Technology, Engineering, and Math (“STEM”). A total of 1,200 students from 32 schools in Penang took part in the WIZ 2021 event via livestream which was held in conjunction with International Women’s Day with the theme of ‘Women in leadership: Achieving an equal future in a COVID-19 world’.



### Penang STEM StepUp Program April 2021

In April 2021, Mi Technovation sponsored RM25,000 (RM5,000 each quarter from 2021 – 2022) in support of the Penang STEM StepUp program organised by Tech Dome Penang. Being an engineering and technology company, Mi Technovation as a sponsor, hopes secondary students can gain valuable experiences and knowledge as well as developing a passion and interest towards becoming tech-savvy leaders and employees in their future careers in the world of technology.

## Community & Environmental Initiatives (Cont'd)



### 1000 Enterprises for Children-in-Need Fundraising Program May 2021

In May 2021, Mi International supported SGD1000 towards the 1000 Enterprises for Children-in-Need (1000E) fundraising programme. Initiated by Singapore's Children's Society, the fundraising programme aimed to recruit 1000 business enterprises to adopt Singapore Children's Society as their official supported charity and achieve an annual net contribution of SGD 1 million. We hope our modest contribution can provide Singapore's Children's Society with the needed resources to continue their cause in protecting and nurturing vulnerable children and youth of all races and religions.



### Mi Caring-in-Action during MCO – Donation Campaign August 2021

Mi Technovation organised the "Mi Caring-in-Action during MCO - Donation Campaign" in August 2021. This charitable program was initiated with the objective to enhance 3R (Reduce, Reuse, Recycle). We collected unused but new uniforms and donated them together with new bath towels and face masks to 325 residents in 6 selected NGOs in the Penang state. We also provided monthly sundries and supplies to support these NGOs from August to December 2021 to alleviate the financial struggles encountered by underprivileged groups covered by these NGOs.



## Community & Environmental Initiatives (Cont'd)



### **CovidFund.My September 2021**

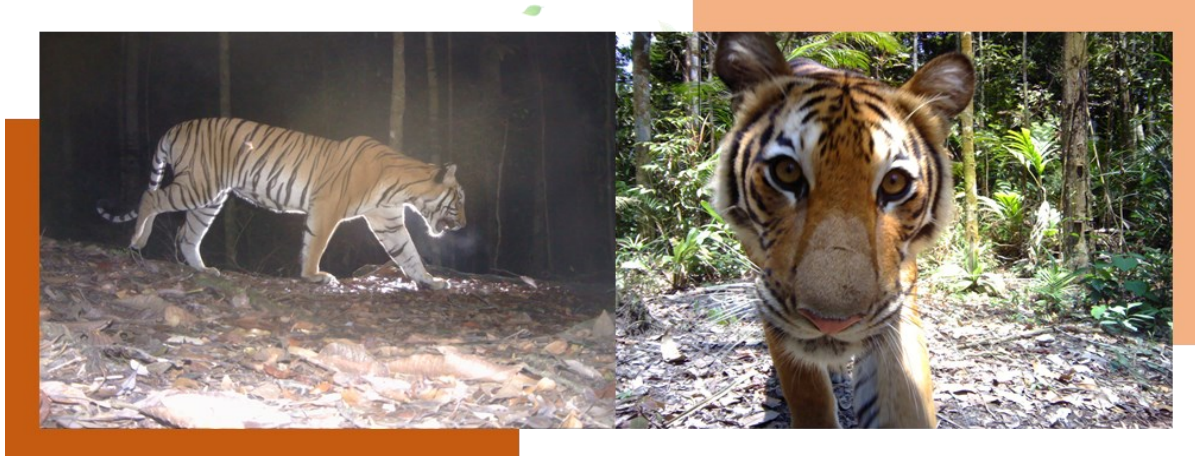
In September 2021, Mi Technovation sponsored RM20,000 to CovidFund.My. Initiated by BAC Education Group, CovidFund.My is a collaboration with the Rotary Foundation to procure medical equipment and supplies for government hospitals. The fund's objective was to supply life-saving medical equipment and other critical medical supplies to government hospitals in Kuala Lumpur, Klang Valley, Sabah, Kedah, and Penang.



### **Hospis Malaysia's 20th Annual Charity Motor Treasure Hunt 2021 October 2021**

In October 2021, Mi Technovation participated in the fundraising event organised by HOSPIS Malaysia namely the Hospis Malaysia's 20th Annual Charity Motor Treasure Hunt 2021. We sponsored 4 units of oximeter and 4 units of Huawei Smartband as prizes of the event. HOSPIS Malaysia is a charitable organisation providing professional community palliative care to those with life-limiting illness.

## Community & Environmental Initiatives (Cont'd)



### Malayan Tiger Conservation November 2021

In November 2021, Mi Technovation commenced its collaboration project with Wildlife Conservation And Science (Malaysia) Bhd. ("WCS") on the Malayan Tiger Conservation project. We have contributed the 1<sup>st</sup> tranche of donation RM100,000 to kick start the program which aims to achieve zero poaching and tiger habitat preservation and connectivity. This is a 3-year collaboration project with WCS.



### Mi Charity Sales December 2021

In the spirit of caring and giving, Mi Technovation organised the Mi Charity Sales event from 6<sup>th</sup> to 10<sup>th</sup> December 2021. This was the very first fund-raising event by the Corporate ESG team in collaboration with 6 selected NGOs namely Hospis Malaysia, WWF, St. Nicholas Home, Eden Home, Asia Community Service and Spastic Children's Association. The meaningful event was held with the aim of fostering a meaningful organisational culture in making a positive impact and giving back to the society. With the active participation of employees and subcontractors, Mi Technovation is honoured to have raised RM19,202 from the sales of the merchandise of our participating NGOs.



## Community & Environmental Initiatives (Cont'd)



### **MiEMY in Lush Greenery Since 2019**

At Mi Technovation, we are committed to bringing greener and more sustainable environment for the future generations. With the tireless effort of our gardeners, several species of plants and flowers could be seen surrounding our MiEMY building, including the blooming Muraya, flourishing Palm Trees, multi-colour Bougainvillea, hand-picked flowers such as Roses as well as thorny cactus and artistic Bonsai. Lively fishponds filled with colourful freshwater fish are well maintained at our Sky Oasis restaurant as well as the level 4 hanging garden. These will always create a relaxing and comfortable working environment for the employees.

# Impact Within & Beyond Business Operations (Cont'd)

## Our Future Commitment

In line with Mi Sustainability Policy on protecting the environment by helping the ecosystem grow and thrive, we are also looking into preserving and protecting biodiversity and the ecosystem beyond our operations in the future years.

### Towards Carbon Neutrality



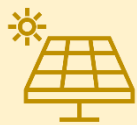
We acknowledge the importance of reducing carbon footprint to preserve our planet and slowing down climate change as well as global warming. We are considering plans to offset the carbon footprint derived from our operations by funding carbon dioxide offsetting program locally or internationally (where applicable).

### Enhance Electricity and Water Saving Initiatives



We plan to go the extra mile to conserve resources through our electricity and water-saving initiatives, such as the installation of water meter system in our rainwater harvesting tank at MiEMY operating site in Penang, to better optimise the use of rainwater.

### Green Energy – Solar Panel



We are conducting feasibility study to consider the possibility to extend the solar panel installation at our Accurus Scientific Ningbo plant, located in China, after the succession of the installation of solar panels in one of our main operating site in Tainan, Taiwan.

### Malayan Tiger Conservation



Mi Technovation has committed a specific donation sum on the “Malayan Tiger Conservation” multi-year project by collaborating with selected Non-Government Organisation (“NGO”) for Malayan Tiger conservation and protection.



# Appendix

Mi Equipment (M) Sdn. Bhd.

1a. ISO 9001:2015 certificate (Accredited Body: SGS United Kingdom Limited):



# Appendix

## 1b. ISO 9001:2015 certificate (Accredited Body: SGS (Malaysia) Sdn. Bhd.):

Certificate MY19/1811029971

The management system of

### Mi Equipment (M) Sdn. Bhd.

NO 20, Medan Bayan Lepas Technoplex  
MK 12 Taman Perindustrian Bayan Lepas  
11900 Pulau Pinang  
MALAYSIA

has been assessed and certified as meeting the requirements of

## ISO 9001:2015

For the following activities

**Design, Development, Manufacture And Assembly Of Industrial Automation Machines & Related Spare Parts**

This certificate is valid from 23 March 2020 until 08 April 2022 and remains valid subject to satisfactory surveillance audits. Recertification audit due a minimum of 60 days before the expiration date. Issue 2. Certified since 09 April 2019

Authorised by

SGS (Malaysia) Sdn Bhd  
Lot 3 & Lot 4, Persiaran Jubli Perak, Seksyen 22  
40000 Shah Alam, Selangor Darul Ehsan, MALAYSIA  
t 603 - 7927 0000 - www.sgs.com

Page 1 of 1


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# Appendix

## 2. Membership certification from Malaysian Employers Federation ("MEF"):



**MALAYSIAN EMPLOYERS FEDERATION**  
Registration No. : 1357 (Selangor)

*The  
Malaysian Employers Federation  
certifies that*

**MI EQUIPMENT (M) SDN. BHD.**

---

*is an Ordinary Member of our Federation.*

Membership No: PM 7473

Member since : 7 December 2016

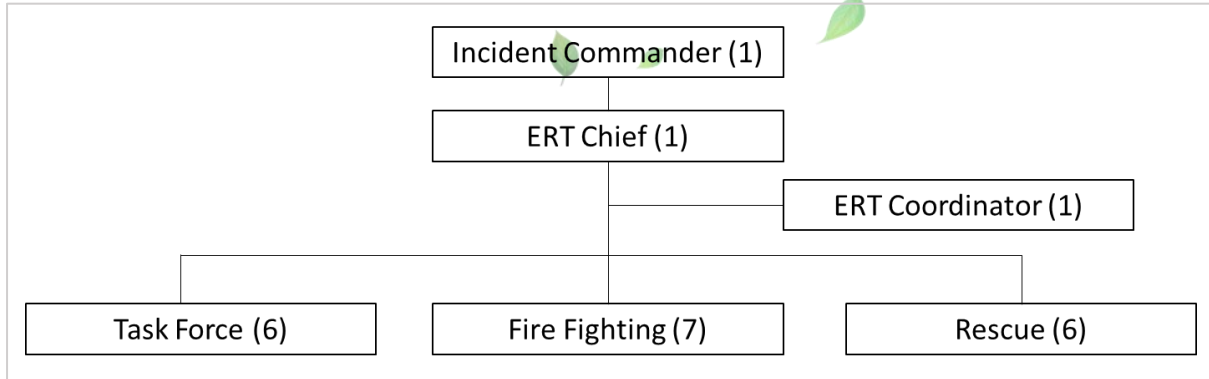


  
President

  
Executive Director

# Appendix

## 3. ERT organisation chart:



# Appendix

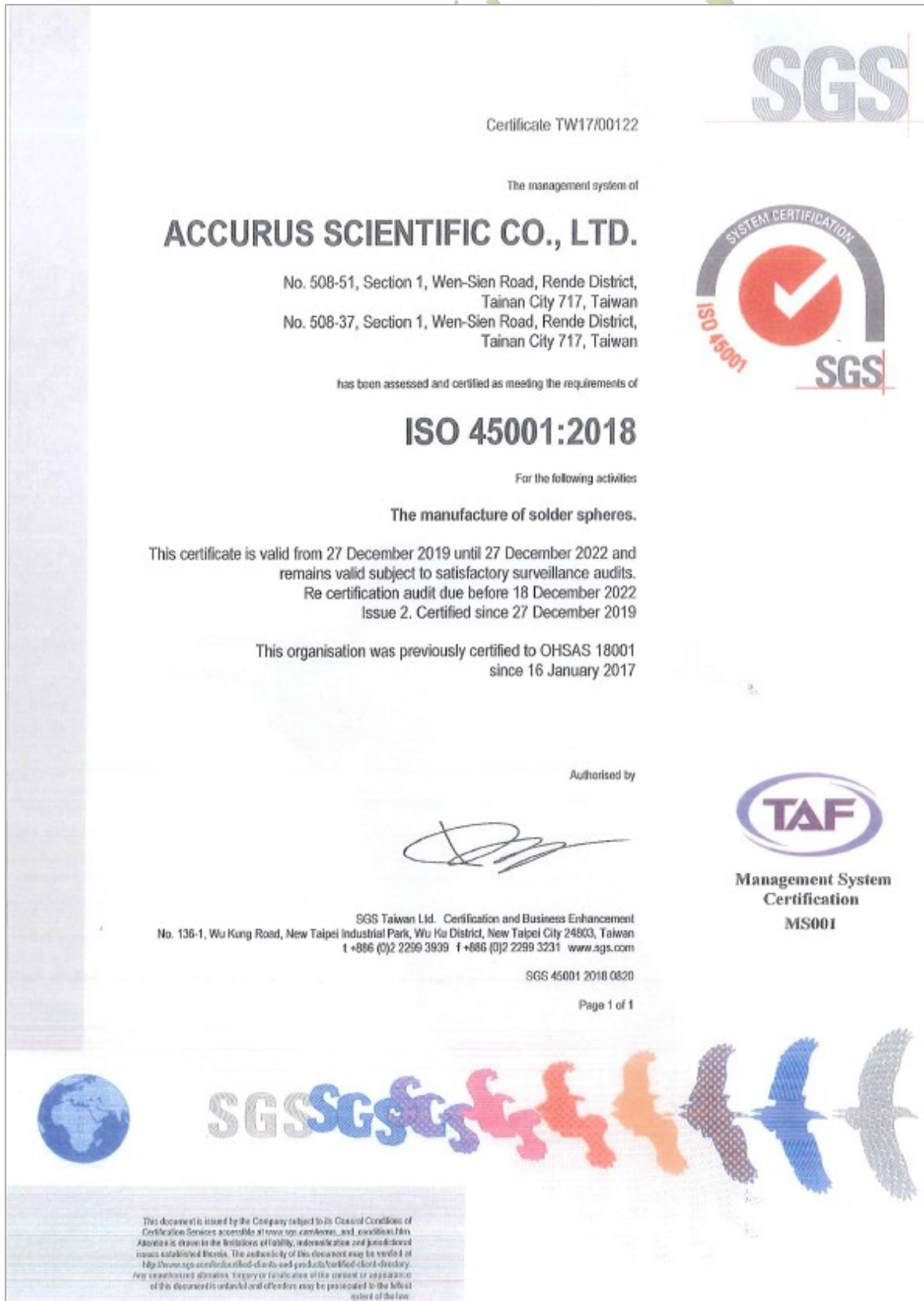
Accurus Scientific Co. Ltd.

## 1. IATF 16949:2016 certificate:



# Appendix

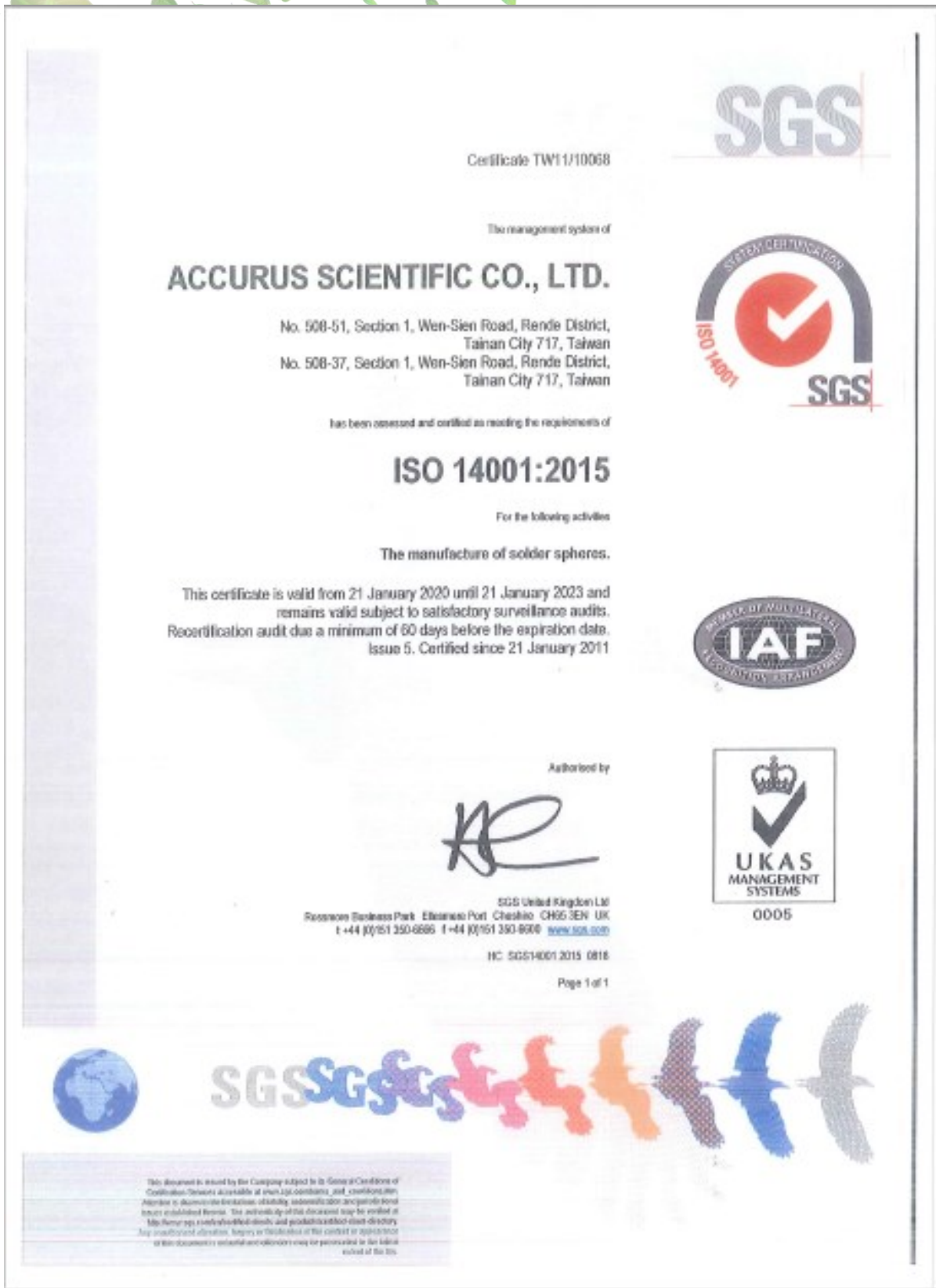
## 2. ISO 45001:2018 certificate:





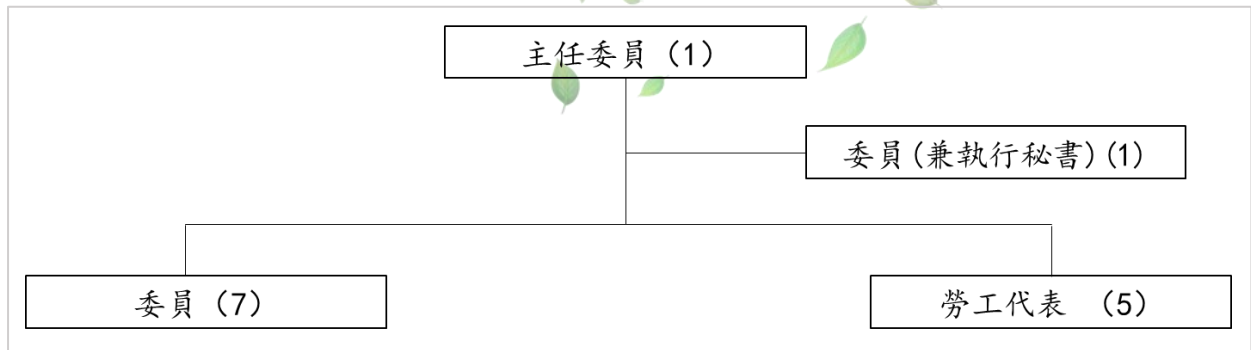
# Appendix

## 3. ISO 14001:2015 certificate:



# Appendix

## 4. Occupational Health and Safety (“OHS”) organization chart:



## 5. ERT organization chart:

