

平衡分配利益 永续发展经营  
**Balanced Stakeholder Interest for Sustainable Business**



# TABLE OF CONTENTS

<b>03</b>	<b>Foreword</b>
<b>04</b>	<b>CEO's Message</b>
<b>06</b>	<b>Sustainability Highlights</b>
<b>07</b>	<b>About Mi Technovation Berhad</b>
<b>12</b>	<b>Our ESG Strategy and Its Main Pillar</b>
<b>15</b>	<b>Our Sustainability Approach</b>
15	Sustainability Governance
16	Materiality Matters and Assessment
<b>18</b>	<b>Sustainable Business</b>
19	Stakeholder Engagement
21	Intellectual Property and Research & Development
22	Data Security
23	Quality Assurance
25	Customer Relationship
27	Supply Chain Management
32	Employment Practices
41	Employee Health & Safety
<b>48</b>	<b>Responsible Business Practices</b>
49	Business Ethics
50	Code of Conduct
51	Anti-Bribery & Corruption
52	Whistleblowing Policy
52	Grievance Mechanism
53	Workplace Harassment
<b>54</b>	<b>Impact Within &amp; Beyond Business Operations</b>
55	Addressing Climate Change
57	Energy Consumption
59	Water Management
61	Waste Management
65	Materials and Pollution Management
67	Community & Environmental Initiatives
<b>72</b>	<b>Appendix</b>
<b>81</b>	<b>Attribution</b>

# FOREWORD

## Reporting Scope:

The Board of Directors (“Board”) of Mi Technovation Berhad (“Mi” or “the Group”) presents this Sustainability Report (“Report”), which is Mi’s second standalone sustainability report. The reporting scope of this Report includes the Group’s key operating segments which are also main revenue contributors of the Group, namely the Semiconductor Equipment Business Unit (“SEBU”) and the Semiconductor Material Business Unit (“SMBU”) segments, which are represented by Mi Equipment (M) Sdn. Bhd. (“Mi Equipment Malaysia”) and Accurus Scientific Co. Ltd. (“Accurus Scientific Taiwan”), respectively.

The data presented in this report covers the financial period from 1<sup>st</sup> January 2022 to 31<sup>st</sup> December 2022 (“FYE 2022”). In addition to communicating our sustainability performance for the financial year under review, our Sustainability Report 2022 also showcases the Company’s sustainability journey towards Environmental protection, Social responsibility and Corporate governance (“ESG”) initiative. Through this report, Mi continues to provide updates on the strategies and approaches we have put in place to build a sustainable future.

## Reporting Guidelines:

This Report is guided by 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 3rd Edition and its accompanying Toolkits. Our disclosures are also prepared and guided by the consideration relevant to the ESG assessments of the FTSE4Good Bursa Malaysia Index, which was designed to support investors in making ESG investments in Malaysian listed companies.

## External Assurance:

There is no external assurance in seeking an independent evaluation of performance data published in this Report. Regular audits by internal and external auditors are in place in relations to the policies and procedures quoted in this Report. The Report is reviewed and approved by the Board Sustainability Committee and Board.

## Availability and Feedback:

A PDF version of this Report is available at our corporate website at <https://www.mi-technovation.com/>. Feedback is essential for us to continuously improve and can empower positive change for our reporting. We value and welcome the feedback from our stakeholders on this Report. Kindly send the feedback to [esg@mi-technovation.com](mailto:esg@mi-technovation.com).

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



# CEO'S MESSAGE

秉持平衡分配利益相关者的权益，以确保永续经营

**Adhering to the balanced distribution of the interests of stakeholders to ensure sustainable development.**

**OH KUANG ENG**  
Group Chief Executive Officer



Dear Stakeholders,

To Mi, a successful business is defined by a balanced delivery of value to its stakeholders. “Balanced Stakeholder Interest” is the business philosophy that Mi has been adopting and striving to achieve to promote long-term value creation in the pursuit of our commercial objectives and attain sustainable value for our stakeholders as we understand stakeholders have diverse needs and different expectations.

We emphasise the fair distribution of value not only to shareholders and investors but also to all Mi’s stakeholders as below:

## **Customer**

Having satisfied customers is vital to the success of Mi to build customer loyalty and increase customer retention. By offering best performance and value-for-money products while delivering excellent customer service to our customers, we strive to achieve success in the competitive marketplace.

## **Employee**

Employees are one of the most important assets of the company and a fair pay structure is essential to retain good employees. Recognition of employees’ achievements is important to keep them motivated as we are seeking to provide our employees with the best possible benefits and ensure everyone is sharing the success of the business and continue to contribute to the growth of the business together.

## **Supply chain**

Suppliers are the cornerstone of our supply chain. We work with many suppliers, and having a long-term partnership with trustworthy and reliable suppliers is our ultimate goal. Mi’s supply chain team works with suppliers for the best price possible while ensuring the products supplied by our vendors are of their highest quality, quality control is maintained, and that after-sales services are provided on time.

## **Shareholder and investors**

We want our shareholders and investors to earn a good return. We review Mi’s business on an ongoing basis to ensure that it remains aligned with the corporate strategy and remains focused on generating long-term shareholder value.

# CEO'S MESSAGE

## Environment and community initiatives

Our efforts do not end with our projects; we also care about the sustainability of our environment and society. We work towards environmental protection including the conservation of biodiversity and giving back to the community around us. We encourage and offer opportunities for employees to participate in our corporate social responsibility initiatives by making contributions to the community through volunteering to participate and support activities by local charitable organisations, events organised by our in-house staff, as well as other initiatives that take place throughout the year.

In this Report, we are pleased to share with you our progress for FYE 2022 and our compass towards sustainable development. In the coming years, we will continue to drive Mi's organic and inorganic growth based on the planned roadmap while also focusing on the following:

- Continued research and development to enhance operational efficiency and product performance;
- Rewarding employees fairly for their hard work;
- Embedding good governance, ethics, and business integrity in all aspects of the Group's activities; and
- Committed return of profits to shareholders and investors

2023 may be another challenging year, but Mi remains cautiously optimistic that we are on the right track on our planned roadmap to grow and expand as a sustainable business.

**OH KUANG ENG**  
Group Chief Executive Officer

## Balanced Stakeholder Interest for Sustainable Business

# SUSTAINABILITY HIGHLIGHTS

## 1. Sustainable Business



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

## 2. Responsible Business Practices



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

## 3. Impact Within & Beyond Business Operations



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

### Sustainable Financial Growth

3.7% in Revenue

18.8% in Profit Before Tax



### Corporate Governance Policies

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



### Solar Energy

Produced **198MWh** from photovoltaic system



### Multiple Sites

across six (6) countries

### Multiple Business Unit



### Corporate Governance Awareness

ALL employees received E-Learning materials  
99% of the quiz participants answer >80% questions correctly



### Recycled Wastes

**19.77 Tonne** wastes is collected and recycled



### Intellectual Property Capital

**43 Patents granted**

\*10.26% increased from 2021

**22 Pending patents**



### Regulatory Compliance

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



### Carbon Offsetting <sup>(NEW)</sup>

**Offset 222 t/co2e**

carbon emitted from Group business air travel



### Quality Assurance

We are certified for

✓ ISO 9001:2015

✓ IATF 16949:2016



### 0 Incident on

- Bribery and Corruption
- Whistleblowing
- Discrimination & Harassment
- Labor & Human Rights Disputes



### Community & Environmental Contribution

**RM 239,477**



# ABOUT Mi TECHNOVATION BERHAD

## Company Overview

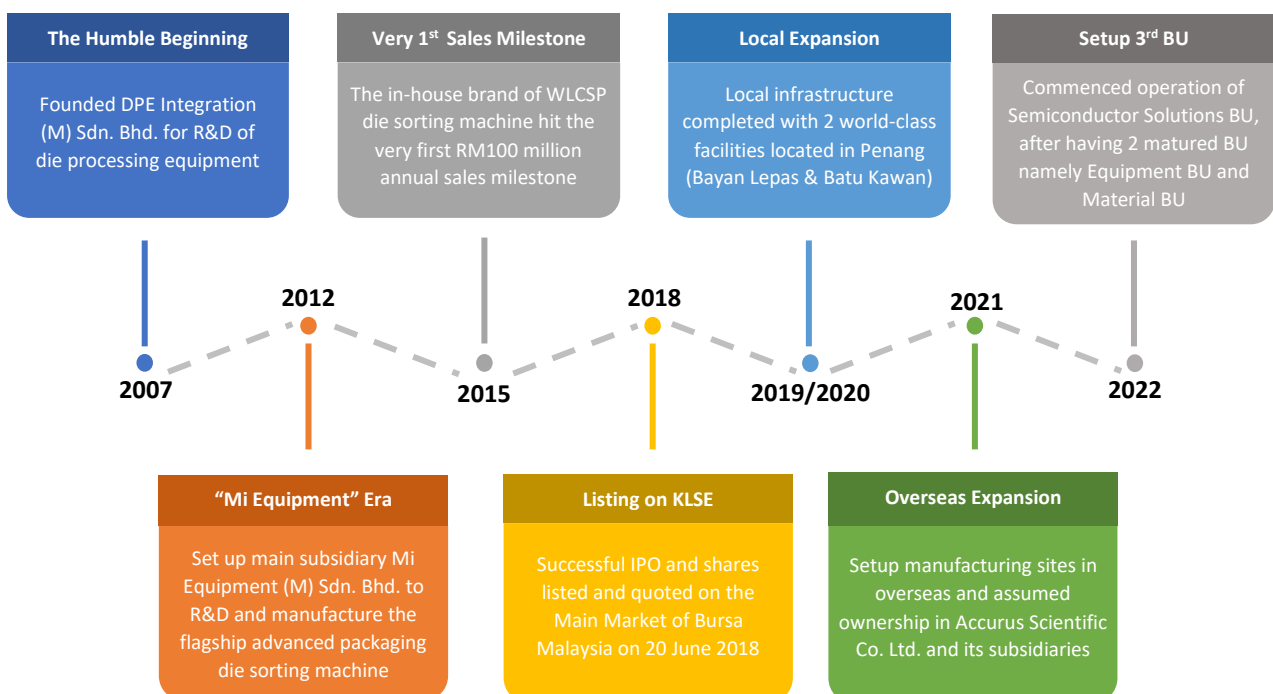
Mi Technovation Berhad (KLSE: MI 5286) is a public listed company in Malaysia with its shares listed and quoted on the Main Market of Bursa Malaysia Securities Berhad since 20 June 2018.

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. was set up to venture into the research and development, 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 onwards, with the proceeds raised from the IPO, the Group’s growth plan has been accelerated with capacity expansion and the commercialization of new and wider product ranges. This has paved the way for the Group to propel itself 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 successfully acquired Accurus Scientific Co. Ltd. and its subsidiaries, one of the key suppliers of semiconductor materials in the semiconductor industry. The Group commenced a new business unit, namely Semiconductor Solution Business Unit in July 2022. With the combined strength and technological development synergies arising from business integration of the three business units, the Group is in a strategic position within the semiconductor value chain to provide total solutions to its customers with better cost structure, seamless technology development as well as innovation in both material and equipment.

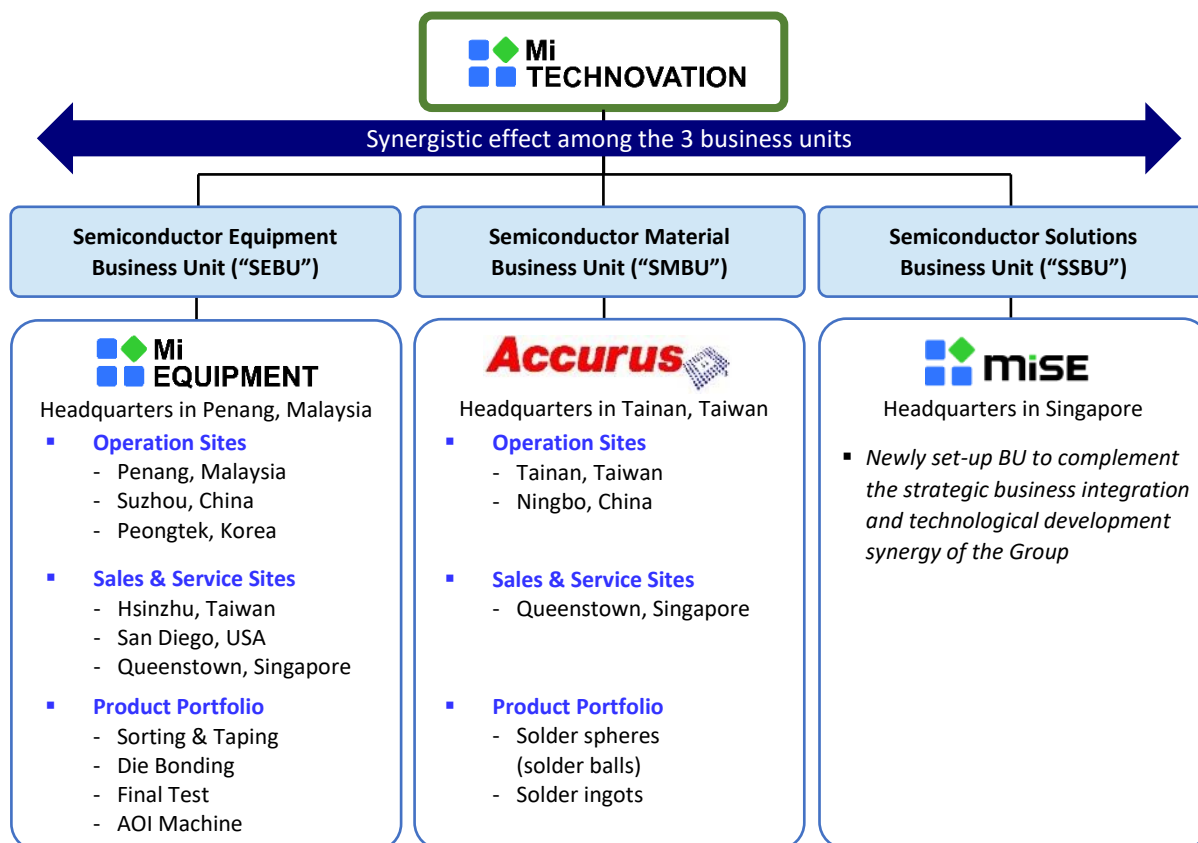
## Our Key Milestone



# ABOUT Mi TECHNOVATION BERHAD

## Business Structure and Product Portfolio

The Group’s business is mainly categorized into 3 business units, namely Semiconductor Equipment Business Unit (“SEBU”), Semiconductor Material Business Unit (“SMBU”) and Semiconductor Solutions Business Unit (“SSBU”).



**SEBU** is an organic-growth business operated under the Mi Equipment trademark with a global footprint and an especially strong presence in Asia and America. The headquarters which is also the main manufacturing site is in Penang, Malaysia. SEBU is 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.

**SMBU** was expanded through acquisition and is operating under the Accurus Scientific trademark with physical presence in Tainan (Taiwan), Ningbo (China) and Singapore. The headquarters of SMBU is in Tainan, Taiwan. SMBU is involved in the manufacturing and sale of solder spheres (or solder balls), with some activities in design, development, manufacturing, and sale of machinery as well as solder ingots, solder paste and ESD bottles to complement customers’ purchasing needs.


**SSBU** is a newly developed business unit targeted to complement the strategic business integration and technological development synergy of the Group. It will involve in the device and package development for specific processes and applications, providing fabless manufacturing and final products to customers.






# ABOUT Mi TECHNOVATION BERHAD

## Our Global Footprint




**Malaysia**

- Mi Equipment (M) Sdn. Bhd. (100%)  
*SEBU headquarters*
- Mi Semiconductor Sdn.Bhd. (100%)



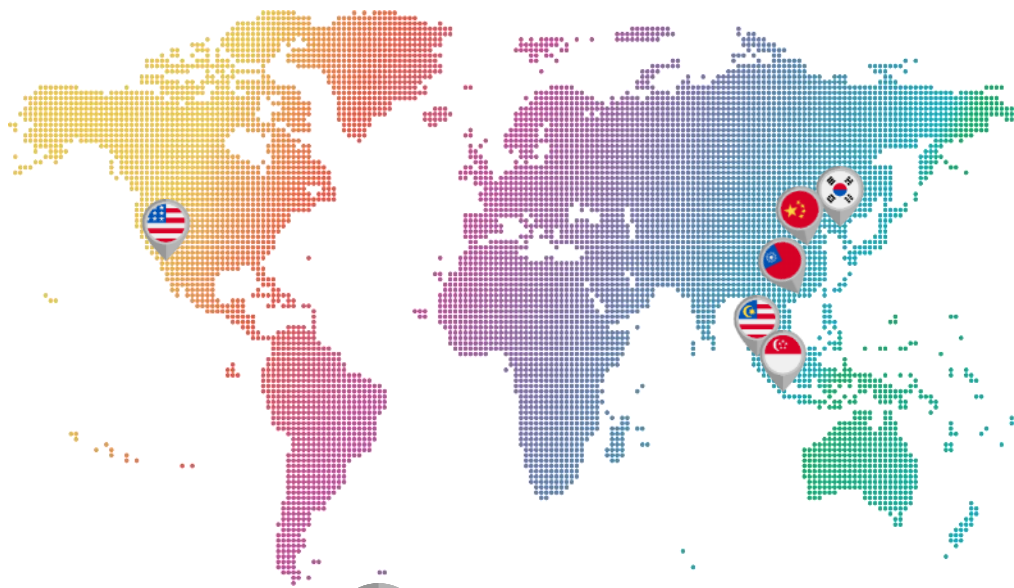
**Singapore**


- Accurus Scientific Pte. Ltd. (100%)
- Mi Semiconductor Pte. Ltd. (100%)  
*SSBU headquarters*



**Taiwan**


- Mi Equipment (Taiwan) Co. Ltd. (100%)
- Accurus Scientific Co. Ltd. (100%)  
*SMBU headquarters*






**South Korea**

- Mi Equipment Korea Co. Ltd. (70%)



**China**

- Suzhou Mi Equipment Co. Ltd. (100%)
- Accurus (Ningbo) Scientific Co. Ltd. (100%)
- Mi Semiconductor (Ningbo) Co. Ltd. (100%)



**United States**

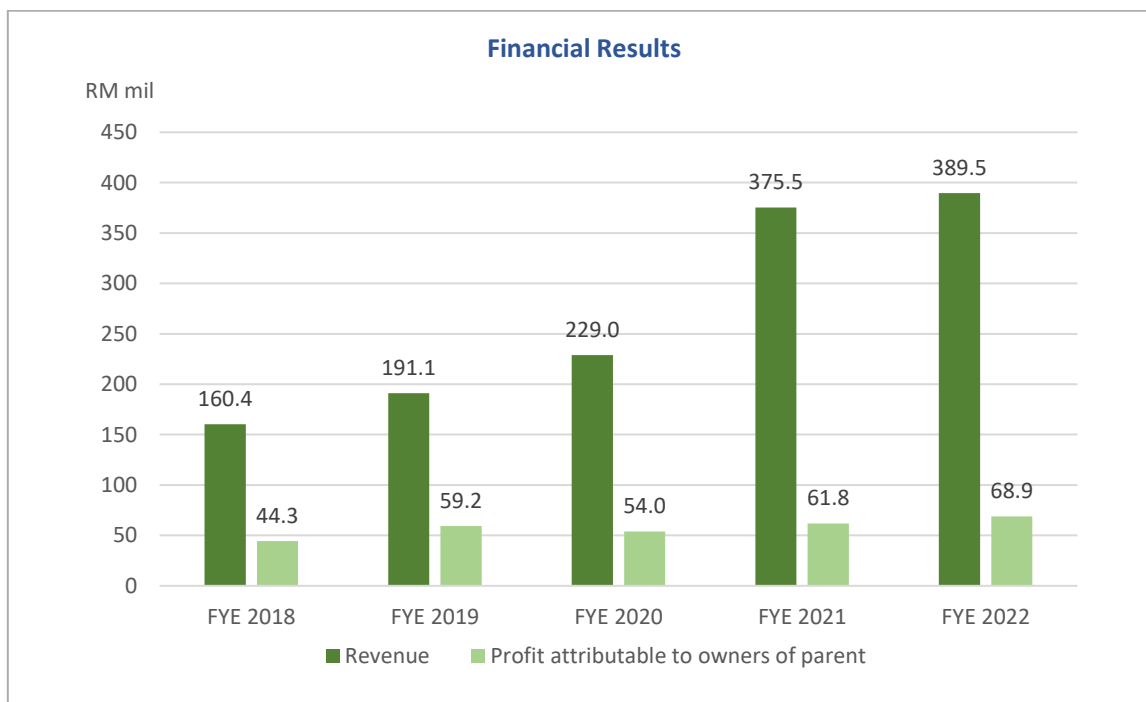
- Mi Equipment USA Inc. (100%)



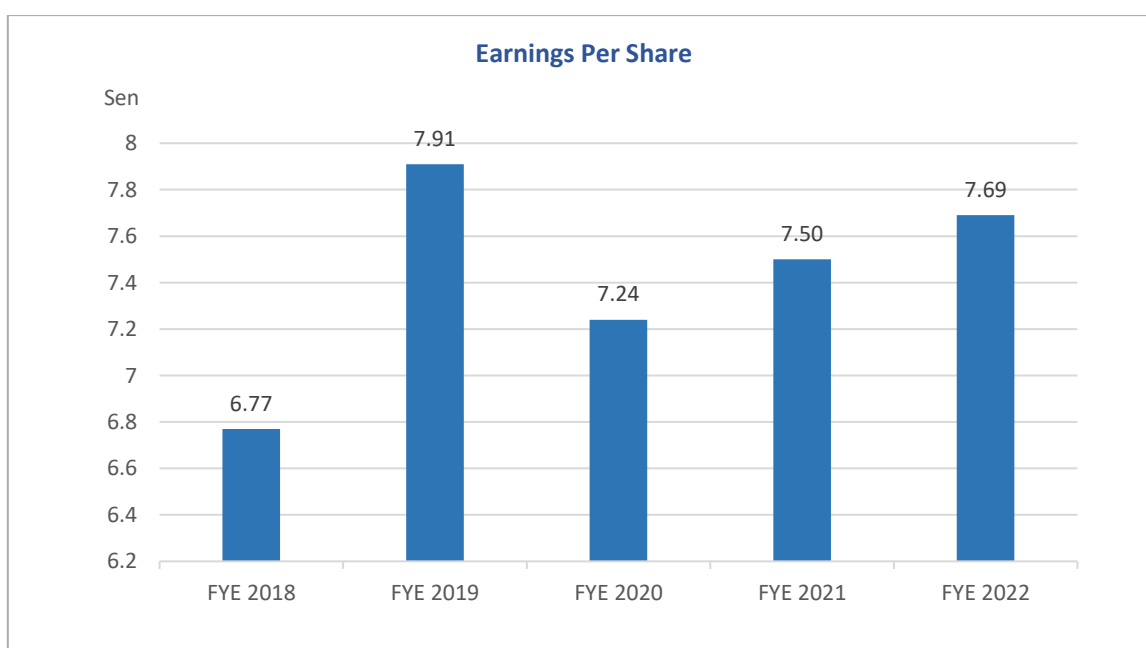
# ABOUT Mi TECHNOVATION BERHAD

## Our Financial Performance

Over the years, Mi Technovation has consistently demonstrated its commitment to maximizing shareholder value and generating sustainable growth for the long term. With our flagship products well-accepted by our customers and our strong position within the semiconductor industry, we delivered impressive financial performance ever since our initial public offering (“IPO”) with steady growth as evidenced as below:



Note: 2018 – 2022 CAGR +24%



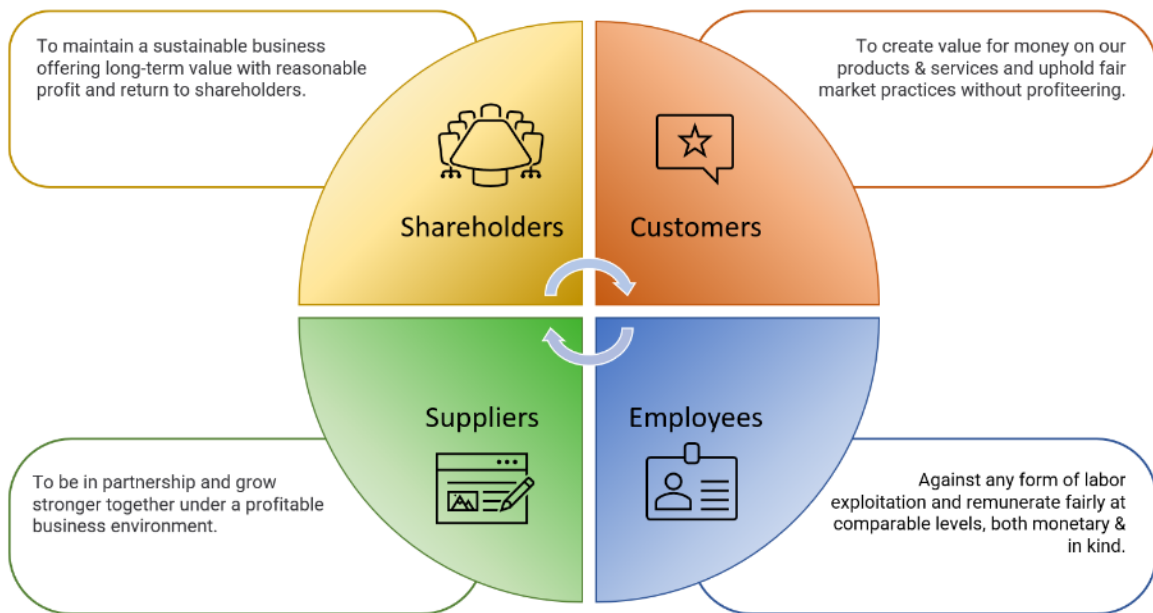
Note: Weighted average no. of shares in issue (excluding treasury shares) from FYE 2018 to FYE 2022 amounted to 656 mil, 748 mil, 746 mil, 825 mil and 896 mil, respectively.

# ABOUT Mi TECHNOVATION BERHAD

## The Mi Philosophy: A Balanced Stakeholder Interest

In Mi, we are committed to creating value not only for the Group’s shareholders but also for other stakeholders who are equally significant to us. We strive to maintain a “Balance 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 incorporate our stakeholder assessment and prioritization, as well as the objectives and interests of key stakeholders. Every stakeholder will be given equal attention and effort. We aim to fairly distribute the economic value that we create through our business model to our stakeholders as a responsible business.



# OUR ESG STRATEGY AND ITS MAIN PILLAR

In order to develop and shape a sustainable future for the Group, we adopt a proactive ESG strategy to actively drive the sustainability transformation that can provide a competitive advantage in the market and create value for our customers, stakeholders, and consumers. 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 the highest quality products and services to our customers.

To equip our employees with thorough understanding on ESG, we have undertaken various communication initiatives including the rolling out of ESG newsfeed to introduce Mi's ESG across the Group, ESG briefings to new employees and enabling access to ESG information via the corporate website or internal share point.

Sustainability is incorporated as part of our business strategy and corporate responsibility with three (3) core focuses: -

## Sustainable Business

We manage our business through a "Balanced Stakeholder Interest" approach.



Shareholders



Customers



Subcontractors & suppliers



Employees

## Responsible Business Practices

We integrate good governance ethics into our operations and strategies.



Good corporate governance practice



"Check-and-Balance" to mitigate risk and mistakes



Multiple communication channels for continuous dialogue

## Impact Within & Beyond Business Operation

We support and sponsor various environment and community initiatives.



Environment & Biodiversity



Social & Community initiatives

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>



# OUR ESG STRATEGY AND ITS MAIN PILLAR

## Sustainable Development Goals Mapped



The Sustainable Development Goals (“SDGs”) are seen as an important benchmark highlighting the economic, environmental, social and governance aspects for us to consider in our ESG strategies for our current and future business operations.

We acknowledge that we have the responsibility to respond and support the world towards achieving the SDGs goals. Therefore, we keep on improving our sustainability strategies via our ongoing ESG initiatives where we believe we can better contribute to the achievement of goals and in areas where we create the greatest impact for the environment as well as the community.



Through an annual review conducted during the year on the Company’s initiatives, we have identified and mapped 11 SDGs goals that are most relevant to us. The table below shows how we contribute to and support the achievement in FYE 2022 on some SDGs around our main pillars of economic, environmental and social impact.

Relevant SDGs	Our Commitment & Initiatives	Impact & Outcome in FYE 2022
<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>✓ Establishment of new business unit, Semiconductor Solution Business Unit (“SSBU”) in expanding our customer portfolio, providing total solution to customers.</li> <li>✓ Adopted the Code of Conduct that aims to align our suppliers with the principles and values of sustainability development.</li> </ul>



# OUR ESG STRATEGY AND ITS MAIN PILLAR

## Sustainable Development Goals Mapped

Relevant SDGs	Our Commitment & Initiatives	Impact & Outcome in FYE 2022
<p><i>Environmental Impact</i></p> 	<ul style="list-style-type: none"> <li>✓ Strive to improve the energy efficiency of mother earth to provide everyone with access to clean energy services for a greener future.</li> <li>✓ Committed to reducing energy and water consumption, as well as reducing waste disposed, lowering carbon emissions 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>✓ Solar panel system in Accurus Scientific Taiwan has successfully generated 198MWh of green electricity per year and an estimated avoidance of 109.89 tonnes of carbon dioxide equivalent.</li> <li>✓ Recycling campaign to promote 3R "Recycle, Reduce &amp; Reuse", collected 0.42 tonne recycle items.</li> <li>✓ Ongoing efficient waste management, water and electricity saving initiatives.</li> <li>✓ 3-year collaboration with the Wildlife Society of Selangor ("WILD") &amp; Wildlife Conservation And Science (Malaysia) Bhd. ("WC&amp;S Malaysia") on the Malayan Tiger Conservation project.</li> </ul>
<p><i>Social Impact</i></p> 	<ul style="list-style-type: none"> <li>✓ Commit to ensuring 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 RM1,500 and NTD25,250 minimum wage according to year 2022 local statutory requirement.</li> <li>✓ Education for sustainable development – sponsorship to Women in Zscience ("WIZ 2022") &amp; STEM Showcase'22.</li> <li>✓ Organize Mi "Back-to-School" Fundraising Campaign to purchase book and school supply voucher for 3 Non-Government Organisations.</li> <li>✓ Multiple Health Awareness Events.</li> </ul>



# OUR SUSTAINABILITY APPROACH

## SUSTAINABILITY GOVERNANCE

The Group had established and published its Sustainability Policy on the Company website as sustainability forms an integral part of our business strategy and corporate responsibility within three (3) key focuses, namely our stakeholder, corporate governance, and environment & community. The Board has established a sustainability governance structure which is supported by the Board Sustainability Committee, Top Management and Sustainability Team as per below:



Our sustainability strategy is overseen by the Board of Directors (“Board”) and supported by the Top Management and business units in its implementation. The Board defines the strategic direction for the Group’s sustainability by effectively integrating sustainability factors into the Group’s business strategy and ensuring the Group’s business integrates economic, environmental, social, and governance considerations. In addition, the Board also oversees that the Group has adequate and effective channels to engage with stakeholders, including for the purpose of communicating relevant sustainability strategies, priorities, targets, and performance.

The Board has established the BSC to assist the Board in fulfilling its oversight responsibilities in relation to the Group’s sustainability strategies and initiatives, covering the Environmental, Social, and Governance (“ESG”) aspects as well as embedding sustainability practices into the businesses. The Terms of Reference for the Board Sustainability Committee and members of the BSC is available at the Group’s website: <https://mi-technovation.com>

The BSC, assisted by the Top Management team (the Group Chief Executive Officer (“CEO”) and Chief Financial Officer (“CFO”)), leads the Group’s sustainability, understands and assesses material issues in making business decisions, advises on the strategies that are significant to the Company. Progress towards the sustainability strategies, including department performance, is reported to the Board on regular basis.

The Sustainability Team of each business unit works closely together with the functional departments to drive the development and implementation of the Company’s ESG strategy.



# OUR SUSTAINABILITY APPROACH

## MATERIALITY MATTERS AND ASSESSMENT

Guided by the Listing Requirements and the Sustainability Reporting Guide 3<sup>rd</sup> Edition and its accompanying Toolkits, we have adopted a sustainability management approach which is based upon the concept of materiality – where the Group assesses and prioritises the 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.

According to the Bursa Malaysia Securities Berhad announcement, Main Market listed issuers will be required by the Main Market Listing Requirements to include a common set of prescribed sustainability matters (“common sustainability matters”) with the aim to elevate the sustainability practices and disclosures of listed issuers. The following table maps Mi’s sustainability matters against the common sustainability matters of the Listing Requirements, and were reviewed and approved by the Board:

Mi Sustainability Matters <sup>1</sup>	Common Sustainability Matters (Bursa Requirement) <sup>2</sup>										
	Anti-Corruption	Community/Society	Diversity	Energy Management	Health and Safety	Labour Practices and Standards	Supply Chain Management	Data Privacy and Security	Water	Waste Management	Emissions Management
R&D, Intellectual Property								✓			
Data Security								✓			
Quality Assurance <sup>3</sup>											
Customer Relationship <sup>3</sup>											
Supply Chain Management							✓				
Responsible Business Practice	✓										
Fair Employment and Labour Practice			✓			✓					
Talent Development						✓					
Health & Safety					✓						
Community Initiatives		✓									
Climate Change & Environment Initiatives <sup>4</sup>									✓		✓
Energy Management				✓							✓
Water Management									✓		
Waste & Pollution Management										✓	
Materials Management							✓				

### Notes:

1. A total of 15 sustainability matters have been identified according to Mi’s business nature.
2. All common sustainability matters required by Bursa are covered under Mi’s sustainability matters.
3. “Quality Assurance” and “Customer Relationship” sustainability matters are not required under Bursa but it is a continuous disclosure from FYE 2021 Sustainability Report.
4. Climate change risk is included and addressed during the Enterprise Risk Management assessment performed in 2022.



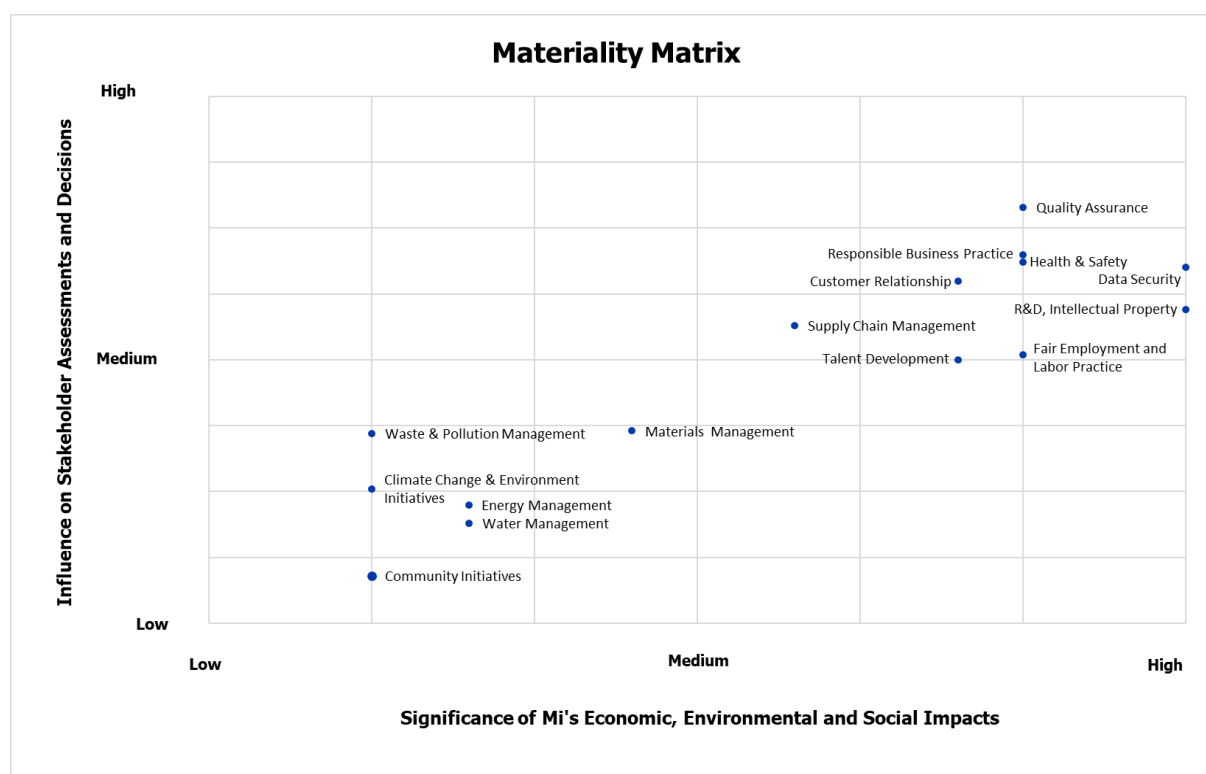


# OUR SUSTAINABILITY APPROACH

## MATERIALITY MATTERS AND ASSESSMENT

The Group has conducted its materiality assessment in December 2022 where the outcome is depicted below:

- Phase 1: Identification of sustainability matters**  
The list of material sustainability matters were identified according to the Group's business nature and areas of risk and opportunity.
- Phase 2: Prioritisation of material sustainability matters**  
We consider the views and concerns of key stakeholders (namely investors, employees, customers, suppliers, and government regulators) obtained through the Group's materiality survey. The balanced interest of stakeholders is considered alongside their influence and dependence on the Group.
- Phase 3: Review and validation**  
Results were plotted on the materiality matrix and presented to the BSC for confirmation and Board approval.



Where necessary, relevant management objectives, action plans, and targets will be developed to manage sustainability matters, especially where there are significant risks or opportunities associated with the material sustainability matters, including ongoing stakeholder relationship management efforts, such as customer satisfaction surveys, employee engagements, and discussions with regulators.









# Sustainable Business

# SUSTAINABLE BUSINESS

## STAKEHOLDER ENGAGEMENT






The Group always believes that consistent communication and engagement with stakeholders are essential to the success of our business. We maintain ongoing engagements, conducting open communications, obtaining feedback, and exchanging idea with the relevant stakeholders in a timely, transparent, and effective manner to foster mutual trust, support, as well as mutual understanding with our stakeholders. We engage with our stakeholders through a range of channels to collect valuable input on a variety of topics, including ESG matters.

We review and assess our stakeholder engagement methods from time to time in order to determine their effectiveness and sufficiency. Stakeholder engagement approaches are adjusted where necessary to suit the needs and objectives of the Group and the stakeholders.

Stakeholder Group	Stakeholders' Expectations	Why They are Important	Our Engagement Methods & Response
<b>Directors</b> 	Foster a strong and positive culture.	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>▪ Ongoing interaction through board of directors' meeting</li> <li>▪ Strategy updates and reviews</li> <li>▪ Ongoing business updates</li> <li>▪ Company-related events</li> </ul>
<b>Management</b> 	Transparency in workplace.	Management helps to achieve the organizational goals and optimising the utilisation of resources. Its strategies the factors of production, assembles, organises, and integrates resources effectively to achieve our commitment to stakeholders.	<ul style="list-style-type: none"> <li>▪ Ongoing interaction through management meeting</li> <li>▪ Weekly/Monthly management updates</li> <li>▪ Company-related events</li> </ul>
<b>Employees</b> 	<p>A better workplace and care for employee welfare.</p> <p>Delivering merit-based training and career progression opportunities for employees.</p>	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>▪ Enhancing the recognition and retention plan</li> <li>▪ Employee Manual &amp; Handbook</li> <li>▪ Performance appraisal</li> <li>▪ Learning &amp; development programs including E-learnings &amp; E-library*</li> <li>▪ Company intranet and newsfeed</li> <li>▪ Conducting health and wellbeing activities and program</li> <li>▪ Company-related events</li> </ul>
<b>Shareholders / Investors</b> 	Timely and regular updates on financial performance, business strategy and others that are applicable.	<p>We strive to maintain a sustainable business offering long-term value with reasonable returns 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.</p>	<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 the company website</li> </ul>

# SUSTAINABLE BUSINESS

## STAKEHOLDER ENGAGEMENT

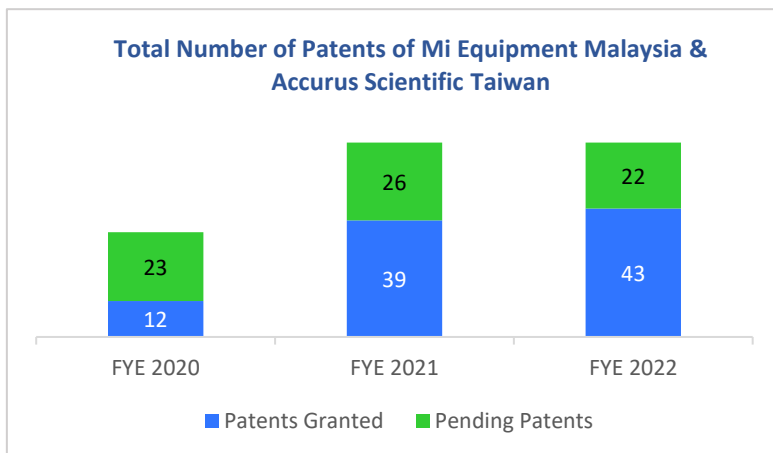
Stakeholder Group	Stakeholders' Expectations	Why They are Important	Our Engagement Methods & Response
<b>Customers</b> 	Satisfactory product and professional experience.	We uphold fair market practices without extreme profiteering. We manage to build long-term business relationships with our customers as we seek mutual growth through ongoing collaboration on product development and improvement.	<ul style="list-style-type: none"> <li>Ensuring high customer satisfaction through stringent quality control</li> <li>Going above and beyond in providing service deliverables</li> <li>Join development and improvement projects</li> <li>On-site visits</li> <li>Customer training and support</li> <li>Customer satisfaction survey / Customer monthly rating</li> <li>Project updates and meetings</li> </ul>
<b>Government</b> 	Complying with all applicable regulations and laws wherever operations are based.	Maintaining compliance helps to ensure the Company operates within the applicable laws, regulations, standards, and ethical practices; ensuring that the internal controls are adequate for managing the risks the Company faces.	<ul style="list-style-type: none"> <li>Compliance with all applicable local and international regulations where our operating plants are based.</li> <li>Malaysia Employer Federation ("MEF") membership*</li> <li>Compliance with Bursa Listing Requirements</li> </ul>
<b>Subcontractors &amp; Suppliers</b> 	Responsible and sustainable supply chain practices.	We aim to work in partnership with and to grow stronger together with our suppliers and subcontractors in 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 remunerating subcontractors, while helping to create business opportunities along our supply chain.	<ul style="list-style-type: none"> <li>Continuously engaging with suppliers and subcontractors for long-term business relations</li> <li>Adoption of Supplier Code of Conduct</li> <li>Periodic supplier assessment</li> <li>Ongoing meetings and discussion</li> </ul>
<b>Communities / Societies</b> 	<p>Supporting local communities in social and environmental matters.</p> <p>Fostering collaborative partnership.</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.	<ul style="list-style-type: none"> <li>Developing meaningful and impactful community programs</li> <li>Building relationship with communities through partnerships with NGOs*</li> <li>Community programs</li> <li>Company website</li> </ul>
<b>Media</b> 	Disseminating timely and updated information of the Group.	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.	<ul style="list-style-type: none"> <li>Timely and accurate news or information dissemination across different communication channels</li> <li>Company website</li> <li>Bursa announcement</li> </ul>

Note: \*Only applicable to Mi Equipment Malaysia.



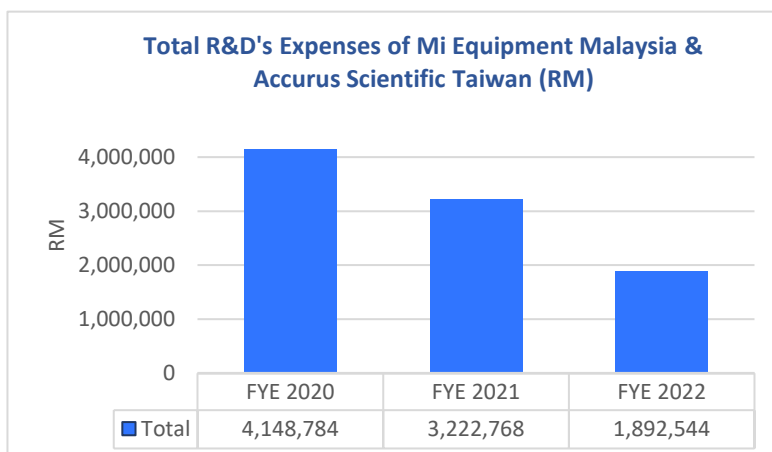
# SUSTAINABLE BUSINESS

## INTELLECTUAL PROPERTY AND RESEARCH & DEVELOPMENT



To foster innovation and creativity, we safeguard our intellectual property (“IP”) rights against others and continue to strengthen our patent portfolio. Our IP such as product designs, manufacturing technologies, and manufacturing processes drive the future value of the Group and must be protected. We have not encountered any cases of intellectual property infringements over the past 3 years. The diagram depicted the number of IPs held by Mi Equipment Malaysia and Accurus Scientific Taiwan.

Research & Development (“R&D”) have propelled the rapid pace of innovation. 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. We encourage our team of development engineers to always be kept abreast of the latest technology in order to stay competitive in the relevant market and be able to meet extensive customers’ demands and requirements.



During FYE 2022, although our R&D spending decreased compared to FYE 2021, we remained steadfast in innovating and developing new products in FYE 2022. At our Penang Engineering Centre of Mi Equipment Malaysia, we have launched new products from the Mi Series (assembly and packaging equipment) with breakthroughs in productivity performance coupled with integrated artificial intelligence (“AI”) visual inspection technique

and smart factory automation solutions. Through our excellent material scientists team, we have also developed a few new alloys such as Ecolloy series which is with 0% silver content is more environmentally friendly and causes lower carbon emissions while the SACQ series has improved temperature cycle test (“TCT”) performance as compared to the traditional bench-mark alloys. They are well accepted by our customers and have been trademarked and patented to protect our intellectual property. Besides alloy development works, our R&D department in Accurus Scientific Taiwan also involved in maintaining and improving Shopfloor system and designing of new Factory Automation System to reduce human dependency and improve production throughput. Moreover, many of our prototypes and first-of-its-kind machines have been converted into actual sales revenue. A variety of new applications and solutions have been developed and released in FYE 2022.

We are concerned about our environment while investing in our R&D processes. In Mi Equipment Malaysia R&D, no chemical or toxic substances are used in or generated from our machines. The machine manufacturing process has no direct impact on the environment. In Accurus Scientific Taiwan, we have developed our Ecolloy series which is with no-silver content and is more environmentally friendly during the mining and refining process.

# SUSTAINABLE BUSINESS

## DATA SECURITY



Businesses now handle and store various types of data including customer data, employees’ personal data, as well as IP-related information. Being a player in the competitive semiconductor value chain, such information is especially valuable to long-term business sustainability. Hence, information protection is crucial to ensure our competency and our effort stay secure.

With vigilance and dedication, we are doing our best in reducing and eliminating potential threats to the company. To manage our growing assets and users, the following controls have been established:

### Mi Equipment Malaysia

No	Information Technology (“IT”) Controls
1.	Applying threat protection and controls to secure network security such as firewall, antivirus, server backup, emergency power supply and endpoint solution.
2.	Continuously improving enterprise IT management by optimizing policy, procedures, and technology to reach the best effectiveness with minimum effort on managing information security and technology infrastructure.
3.	Information asset ownership tagging and imposing controls by evaluating business objectives and information security measures.
4.	Strengthening physical security control, Closed-Circuit Television (“CCTV”) surveillance and monitoring to ensure the safety of all employees in the company.
5.	Restricting the use of removable storage devices to avoid data leakages, data theft, and insider attacks.
6.	Introducing to new joiners the IT ecosystem and guiding them on security awareness.
7.	Implementing email encryption for sensitive and confidential data.
8.	Enabling threat detection systems to mitigate cyber security within the critical time frame.

### Accurus Scientific Taiwan

No	Information Technology (“IT”) Controls
1.	Applying threat protection and controls to secure network security such as antivirus software protection, firewall filtering, mail spam system, server backup and user access control.
2.	Lay out control practices through continuous improvement in enhancing the IT infrastructure and framework.
3.	Engaging IT vendor to conduct information security audits on monthly basis.
4.	Restricting, removing, and disabling relevant access control upon exit clearance of resigned employee.
5.	Avoid data theft, data leak, and insider attacks by restricting the use of Universal Serial Bus (“USB”) and other devices.
6.	Equipped with CCTV and requires the use of access card to restrict the access of unauthorized parties.

We regularly look to enhance and safeguard data security, data privacy, IT infrastructure and operations from time to time, ensuring that we mitigate relevant risks as much as possible. Additionally, we constantly educate and provide training for employees to raise their awareness of cyber security as well as enabling them to promptly identify potential threats and report any incoming incidents. We are pleased to report that there were no significant IT breaches during the financial year under review for Mi Equipment Malaysia and Accurus Scientific Taiwan. There were also no substantiated complaints concerning breaches of customer privacy or losses of customer data.

# SUSTAINABLE BUSINESS

## QUALITY ASSURANCE



At Mi, Quality Assurance (“QA”) is the process of ensuring our products meet customer expectations and comply with industry standards and regulations. It is a critical aspect as it helps to maintain customer satisfaction, reduce costs, and increase efficiency.

### Mi Equipment Malaysia

We strive to maintain a high standard of excellence in our deliverables and continually improve the effectiveness of the quality management system through our slogan: “Quality Through Innovation and Continuous Improvement” to meet customer expectations and

satisfaction. To ensure consistent and timely delivery of high-quality products, we have established QA processes and procedures which are directly overseen by the Manufacturing Director and QA Director.

We have implemented quality control plans that are aimed to ensure all control procedures are performed during operations and increase the effectiveness of the delivery of high-quality products. 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 Mi Equipment Malaysia 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>	Quality inspections and checks throughout the manufacturing process to ensure the outcomes are consistent and prevent the recurrence of quality issues.
<b>Periodic Recalibration on Measurement Tools</b>	Automated equipment calibration triggering flow to ensure calibration is done at prescribed intervals in order to maintain the production quality, accuracy, safety, and reliability of the measurement tools.
<b>Machine Buy-off Inspection</b>	QA team to work together with the Engineering team or End of Line Production team to conduct the machine buy-off activities before delivery.
<b>QA Certificate of Conformity</b>	To release QA Certificate of Conformity after machine buyoff and found in conformity with the internally and externally set requirements.
<b>Site Acceptance Test (“SAT”) System Portal</b>	Ensure all machine installation is done in a proper manner and allow the QA team to facilitate the machine release according to schedule.
<b>Annual Customer Satisfaction Survey</b>	Customer satisfaction survey for our continuous improvement purposes. Refer to page 25 for more information.

For FYE 2022, our Key Performance Indicator (“KPI”) for machine product quality has achieved our internal set target of total defects cases that is less than 1%. It is pleased to announce that, we did not encounter any products recalls or incidents of non-compliance with regulations concerning with health and safety impact of the product for Mi Equipment Malaysia. We will keep on improving our quality assurance.

# SUSTAINABLE BUSINESS

## QUALITY ASSURANCE

### Accurus Scientific Taiwan

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. We always follow our quality policy “Quality first, Customer’s Satisfaction. All Employees participate and continuous operation”.

Throughout the quality control process, we use software to manage customers documents and data and to control inspection results. When planning for product implementation, we ensure all our processes have been executed based on our understanding of the customer’s expectations. 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
Incoming Material Inspection	Ensuring materials received meet the required specification while defective items will be returned to suppliers.
Manufacturing Process Inspection	Inspection is conducted every 20 minutes during the manufacturing process to examine the colour, diameter, and roundness.
Finished Product Inspection	Final checking on product appearance, diameter, roundness, and composition before shipment.
Out-going Inspection	Making sure overall packaging and labelling are as per customer’s need and requirements.
Annual Customer Satisfaction Survey	Customer satisfaction survey for our continuous improvement purposes. Refer to page 26 for more information.

Key Performance Indicator (“KPI”) have been set to measure our performance over time for a specific objective. We have achieved an average of 90.62% on our production quality target in FYE 2022. It is pleased to announce that, we did not encounter any product recalls or incidents of non-compliance with regulations concerning with health and safety impact of the product for Accurus Scientific Taiwan. We will work as a team to keep improving our quality and efficiency in order to stay competitive in the industry.





# SUSTAINABLE BUSINESS

## CUSTOMER RELATIONSHIP



Effective customer relationship is critical for the long-term success of a business. It involves ongoing communication with customers to build trust and maintain their loyalty. We create customer value by providing quality services, support, and products. All of our sales personnel are equipped with in-depth knowledge, which is crucial for representing Mi in engaging with customers and maintaining strong relationships with our customers.

### Mi Equipment Malaysia

Our sales personnel always provide the best solution to our customers by understanding the needs and preferences of the 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 in order to create a positive customer experience, build customer loyalty, and ultimately increase sales and revenue. 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 are always ready to assist 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 and advising on proper maintenance procedures. 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.

*During FYE 2022, we have achieved **98.00%** of customer satisfaction rate compared to FYE 2021 which is 96.00%. 🙌*

We conduct customer satisfaction surveys annually incorporating the aspects such as our product cost and pricing, delivery lead time, machine performance, product quality, and timeliness of delivery. The survey aims to further understand their experiences with our products and services and the survey results can be used to identify areas for improvement, measure customer satisfaction, and make informed business decisions. When we receive complaints, we will carry out additional engagements with customers to further understand issues

and collect data, and together with our engineering teams, we will explore ways we can improve further and to prevent future occurrences. The summary of process enhancement initiatives is tabled as follows:

### Mi Equipment Malaysia

- Offering rebates to returning customers.
- Enhancing the performance of the service team.
- Improving lead time through higher production capacity.
- Enhancing the performance of final quality checks for products before shipment.
- Enhancing the monitoring and tracking against committed shipment data and logistic arrangements.
- Implementation of Site Acceptance Test ("SAT") system in order to keep track of all shipped machines' status of every region.
- Close engagements between the engineering team and customers to ensure better collaboration.



# SUSTAINABLE BUSINESS

## CUSTOMER RELATIONSHIP

### Accurus Scientific Taiwan

Accurus Scientific Taiwan has been involved in the manufacturing and sale of solder spheres for the semiconductor industry for approximately 23 years. Over the years, we had developed the expertise for solder spheres or solder balls and solder powder that are widely used in electronic products for consumer and industrial applications. We aimed to provide world-class services and technical support to our valued customers.

During FYE 2022, we have achieved **86.70%** of customer satisfaction rate compared to FYE 2021 which is 85.80%. 🌟👍

We conducted customer rating survey monthly and focus on the aspects such as 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 identify areas where our products or services may be falling short and make improvements to better meet our customer needs. The survey result can be used to measure

customer satisfaction, improve customer experiences and reduce customer churn. The summary of process enhancement initiatives is tabled as follows:

#### Accurus Scientific Taiwan

- Enhancing product quality to meet the “0 ppm” defect request from customers.
- Ensuring on-time delivery of products.
- Enhancing additional engagements with customers.
- Monitoring and tracking progress against committed shipment data and logistic arrangement.
- Provide after-sales services support to customers.
- Ensure all the products are shipped according to the customers.

### 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, as well as helping to maintain a dynamic industry environment where healthy competition and innovation can continue to take place. International trade exhibits and events are one of the most important platforms for us to network and boost our brand exposure.

We are actively participating and attending the exhibitions in order to stay informed about the industry trend and make informed business decisions before bringing a product to the market. During FYE 2022, Mi Equipment Malaysia has sponsored SEMICON SEA in June 2022 and have also attended the exhibition in SEMICON Taiwan in September 2022. Besides, Accurus Scientific Taiwan through its subsidiary Accurus Singapore has sponsored to Electronics Packaging Technology Conference (EPTC) in December 2022.

Year	Month	Key Trade Exhibition	Location
2022	December	EPTC	Singapore
	June	SEMICON SEA	Penang, Malaysia
2021	December	SEMICON Taiwan	Taipei, Taiwan
	December	SEMICON West	San Francisco
	August	SEMICON SEA	Singapore
2020	September	SEMICON Taiwan	Taipei, Taiwan

# SUSTAINABLE BUSINESS

## SUPPLY CHAIN MANAGEMENT

The Group strives to establish a diverse, responsible, and sustainable supply chain to support our value creation in the long term. We aim to develop and maintain long-term and mutually beneficial partnerships with our suppliers and grow stronger together in a profitable business environment at the same time to reduce the risk of disruptions and increase efficiency. We also facilitate the development of a responsible and sustainable supply chain in line with the Group's values.

The table below outlines the number of suppliers with whom we maintained business relationships for more than six years:

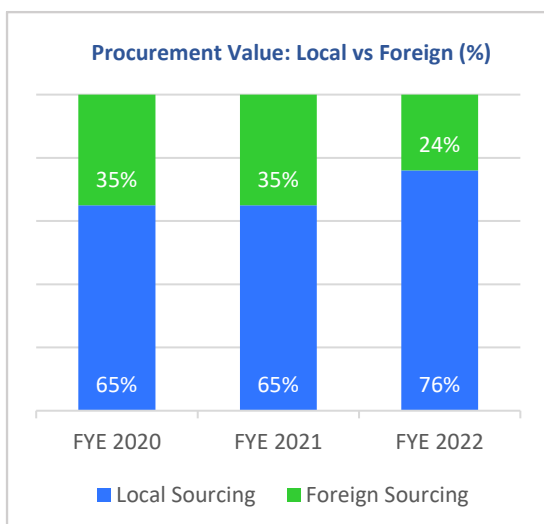
Entity	Total Active Suppliers		
	2020	2021	2022
Mi Equipment Malaysia	274	259	240
Accurus Scientific Taiwan	321	309	294

### Local vs Foreign Procurement

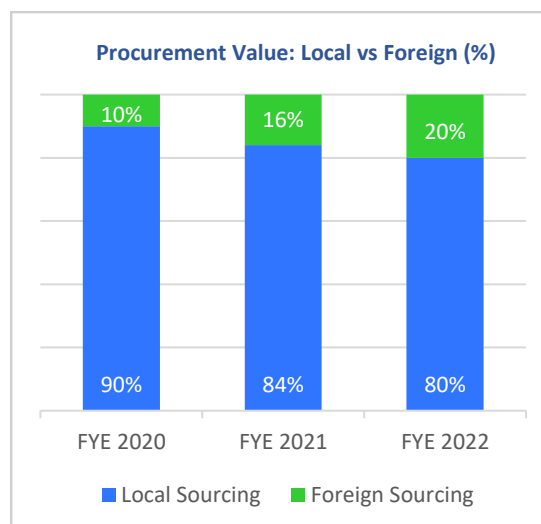
Keeping with the Group's philosophy of being aware of the influence of our business activities on the local environment, we always aim to support and contribute to the local economy's sustainability including local procurement. Local sourcing can also be beneficial to the environment because it needs less transportation and so helps to minimise carbon emissions. On the other hand, procuring closer to where we operate also helped to potentially reduce supply chain uncertainties and logistical challenges.

We collect data based on the procurement value of raw and packaging materials from major suppliers of both Mi Equipment Malaysia and Accurus Scientific Taiwan. Local procurement includes procurement from sellers and companies based in the country of operations, including local authorised agents or distributors for foreign companies.

#### Mi Equipment Malaysia



#### Accurus Scientific Taiwan



The foreign sourcing for Accurus Scientific Taiwan has increased to 20% in FYE 2022 due to businesses and the wider supply chain being impacted by the pandemic, throughout which we prioritised the control of procurement risks and costs in our effort to respond to the current economic reality and to manage the supply chain's complexity in order to secure commercial and operational sustainability.

# SUSTAINABLE BUSINESS

## SUPPLY CHAIN MANAGEMENT

### 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. Physical inspection audits are also periodically carried out to identify high-risk suppliers.

The Group is gradually formalising and incorporating environmental and social criteria into the supplier evaluation process, ensuring suppliers are upholding their environmental and social responsibilities in accordance with the Group's Code of Conduct for Suppliers. Amongst others, such criteria include assessing whether suppliers have complied with environmental and social laws and regulations.

A summary of the criteria used in our supplier evaluation, together with the average scoring across our suppliers selected for evaluation during FYE 2022 is as follows.

Mi Equipment Malaysia	Accurus Scientific Taiwan
<b>Supplier Evaluation Criteria:</b> <ul style="list-style-type: none"> <li>▪ Technical Knowledge</li> <li>▪ Cost Efficiency</li> <li>▪ Product Quality</li> <li>▪ Service Quality</li> </ul> <b>Subcontractor Evaluation Criteria:</b> <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>	<b>Supplier Evaluation Criteria:</b> <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>
<b>Average score for annual performance evaluation of supplier (FYE 2022)</b>	
<b>80.0%</b>	<b>76.7%</b>

### Stronger ESG Screening

The Group is currently pursuing stronger ESG screening. The following highlight some of the ESG matters are included in Accurus Scientific Taiwan's Vendor Audit Checklist:

#### Economic and Governance Sustainability Issues:

- Quality policy is available, distributed and clearly understood throughout the vendor's organisation.
- Appropriate standard operating procedure for process operation, inspection, and testing.
- Quality control is in place.
- Corrective and preventive plan is in place and reviewed periodically.

#### Social Sustainability Issues:

- Appropriate channel for employees to communicate with the employer.
- Define training needs and arrange training classes.
- Social Responsibility Policy has been established and approved by the highest administrator.

#### Environmental Sustainability Issues:

- Environmental protection policies have been established.
- Provide education on environmental hazardous substance.

# SUSTAINABLE BUSINESS

## SUPPLY CHAIN MANAGEMENT

### Subcontractor

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 also important vendors providing wiring and assembly services at Mi Equipment Malaysia. We require our subcontractors to satisfy the requirements under the Labour Law and/or other statutory regulations, rules, and requirements.

We provide our subcontractors with a conducive workspace equipped with basic amenities and facilities and ensure our subcontractors work in a safe environment in compliance with occupational safety and health requirements.

Subcontractor evaluation is an essential task to effectively monitoring and evaluate the performance to ensure every aspect of our production and manufacturing processes is completed to expectations. Our subcontractors are evaluated annually based on the following 6 criteria.

Criteria	Description
Safety	Following and complying with safety regulations, treating safety as a top priority.
Quality	Zero-defects mindset, taking initiative and proposing preventive action.
Technical	Strong technical knowledge, recognising challenges and ability to counter-propose solution to drive improvement in productivity, quality, and cost.
Productivity	Meeting production build schedule and timely delivery.
Punctuality	To be prompt, attending appointments and submitting deliverables on time.
Support	Proving production support to expedite and drive delivery.

The average rating of subcontractor evaluations for FYE 2022 is reported at 63%. Generally, our existing subcontractors are meeting our standards and requirements with full support provided on all projects. We are looking at the following improvement plans for 2023:

- ✓ Training for subcontractors to enhance work knowledge and work quality.
- ✓ Better manpower arrangement to support ad hoc and urgent production activities.
- ✓ Weekly meetings and communication channel for improvement review and identification of problems and solutions.



# SUSTAINABLE BUSINESS

## SUPPLY CHAIN MANAGEMENT

### New Supplier Selection

As part of our supplier management, we ensure all new suppliers and contractors are assessed according to the new supplier due diligence processes and procedures adopted by all business units and operation sites. In addition to managing operational risks, such process also enables us to uphold responsible procurement practices by ensuring our suppliers also carry out business responsibly.



1

- New potential supplier to complete the “Vendor Questionnaire” providing relevant information including company profile and submit related documents.

- Basic due diligence on supplier, such as verification of company, background check for integrity clearance.
- 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.
- Assessment also considers compliance with relevant ISO standards and/or latest accreditation requirements.
- Input from Engineering, QA Engineer and Manufacturing department personnel is obtained and considered.
- Sample testing and on-site auditing performed to ensure the potential new supplier fulfils the Group’s requirements.



2



3

- Supplier registered in the Approved/Qualified Vendor List.
- Approved and qualified vendors are required to sign the Code of Conduct for Suppliers to confirm their commitment to being socially responsible to the social, environmental, and local rules and regulations. Other relevant commitments may be required, as relevant or as necessary.



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



# SUSTAINABLE BUSINESS

## SUPPLY CHAIN MANAGEMENT



### Responsible Supply Chain

Suppliers are required to comply with the relevant Code of Conduct. Mi Equipment Malaysia adopted the Supplier Code of Conduct while Accurus Scientific Taiwan has adopted the Responsible Business Alliance Code of Conduct (the “RBA Code”) to ensure that all our business partners share the commitment to 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 is communicated with all registered/approved vendors globally. The RBA Code is also available in various languages to ensure effective communication with suppliers.

*Both the Group’s Code of Conduct for Suppliers address sustainability considerations such as fair labour practices, business integrity and ethical standards as well as safety requirements, including, but not limited to the following:*

- *Prevention of child labour, forced labour*
- *Promote non-discrimination and equal opportunities*
- *Minimise environmental impact*
- *Safe, healthy, and fair workplace practices*

#### ISSUE ADDRESSED IN SUPPLIER CODE OF CONDUCT:



**Legal Compliance:** To comply with all applicable laws and regulations, and similar principles are 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.



**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.



**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.



**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.



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



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



**Health and Safety:** Prohibiting 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.

# SUSTAINABLE BUSINESS

## EMPLOYMENT PRACTICES



### Our People

We put employees at the heart of our business, and they are a significant factor in our 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.

### Workforce

Our workforce encompasses an ethnically and demographically diverse group of individuals. This allows us to better secure a sustainable talent pipeline for succession planning as well as meeting other employment requirements. As manufacturing is our core business operations, more men are employed as per the talent norms in the industry. The Group remains active in its efforts to reduce attrition rates to retain skilled and experienced talent. Nonetheless, job mobility is increasingly common in the current job market, particularly among the younger demographic.

The Group is addressing talent attrition by introducing attractive compensation packages that comprise competitive salaries, job benefits and skill development opportunities. We endeavour to build a respectful and long-term relationship with employees through fair treatment, motivating and retaining talents, and encouraging employees' long-term commitment.

Moreover, the Group is always committed to creating and maintaining a conducive workplace environment, safeguarding employees' rights and cultivating a shared organisational culture and values among employees. Ongoing employee engagement programmes, recognition and reward systems 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.

# SUSTAINABLE BUSINESS

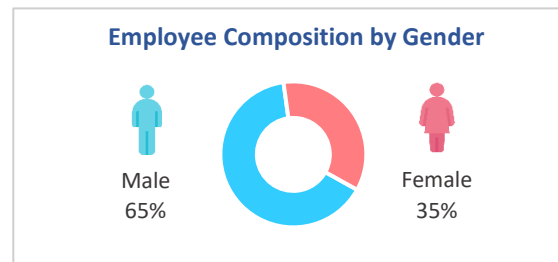
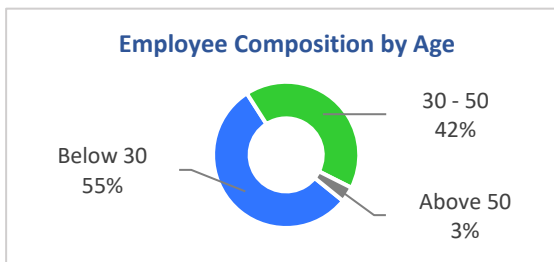
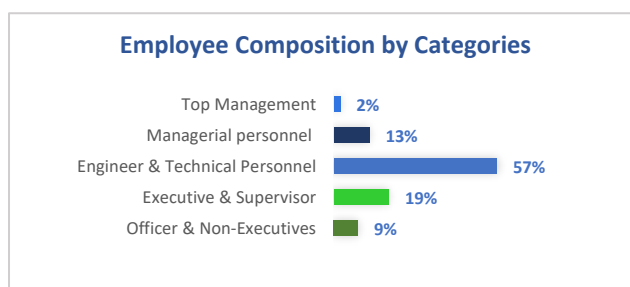
## EMPLOYMENT PRACTICES

### Mi Equipment Malaysia

As of 31 December 2022, Mi Equipment Malaysia has a total of 176 employees based in Penang (Malaysia), 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.

A majority, 55% of our workforce comprises 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 vibrance and passion towards innovation and technological advancement, but they also introduce and allow the Group to explore new ideas and concepts beyond engineering, such as in business management and operational enhancement.

Mi Equipment Malaysia’s workforce is depicted as below, based on employee categories, age group and gender.



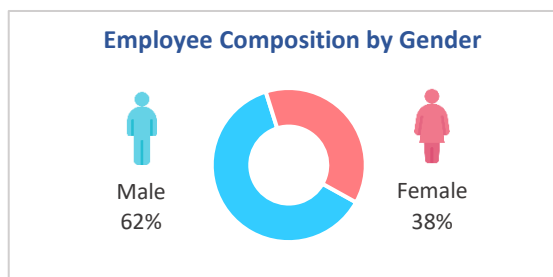
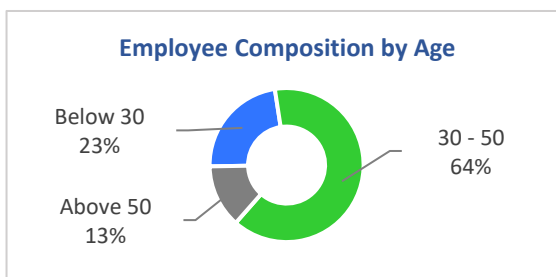
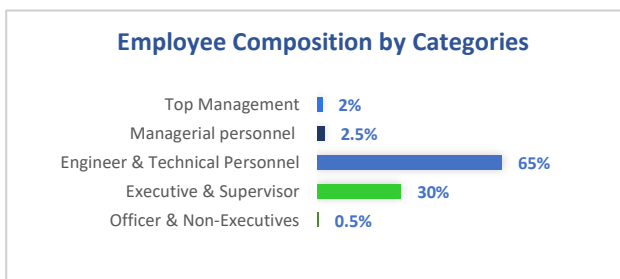
# SUSTAINABLE BUSINESS

## EMPLOYMENT PRACTICES

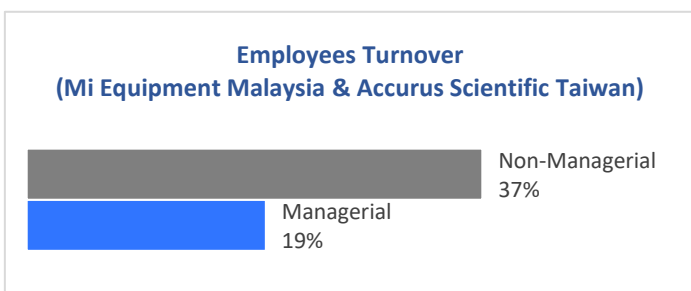
### Accurus Scientific Taiwan

As of 31 December 2022, Accurus Scientific Taiwan has a total of 219 employees based in Tainan (Taiwan). Similarly, engineers and technical personnel comprise a majority of our workforce, at approximately 65%. 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.

64% of the workforce 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 Accurus Scientific Taiwan’s workforce by employee categories, age group, and gender.



### Employees Turnover



Our FYE 2022 employees’ turnover rate is reported at 19% for managerial position and 37% for non-managerial position. This can be attributable to the post-pandemic business environment where the labour market has become more dynamic as the economic recover intensified hiring activities. The demand for semiconductors and manufacturing rose strongly, providing job-

hopping opportunities in this era of talent scarcity. Other staff leaving reasons including differences in job scope, shift work, and mismatch of skillsets which are also present at many organizations around the world.

While the Group is continuously undertaking efforts to retain our employees with competitive salaries, benefits and personal development, as a result of the pandemic, high turnover rate, high demand for workers, talent shortage and demand for remote work remain critical issues in the post-pandemic period, especially in Penang, the semiconductor manufacturing hub of Malaysia. Furthermore, the manufacturing and electronics industries in Taiwan are generally competitive for talents.

# SUSTAINABLE BUSINESS

## EMPLOYMENT PRACTICES



### Local Employment and Temporary Employees

We believe in playing our part in contributing to the local community and economy. The Group remains supportive of the local employment pools and prioritises local recruitment to promote the healthy development of local social wellbeing and local society. The ability to provide job opportunities is a way we can contribute to the development of the local economy, while promoting talent and skills development within the local society. As of 31 December 2022, our workforce was made up of

**>95% local hires**

for both Mi Equipment Malaysia and Accurus Scientific Taiwan.

To cater for the short-term headcount requirements to support production needs resulting from increased demands, the Group also hires employees on a contract basis. As of 31 December 2022, 6 of Mi Equipment Malaysia employees (i.e. 3.3% of workforce) were employed on a contract-basis while Accurus Scientific Taiwan hired 34 contract staff (i.e. 13.4% of workforce). Maintaining a portion of employees on contract-basis enables the Group to better manage its production capacity while keeping operational costs in check.

### Opportunities, Internships and Placements for Fresh Graduates

Valuing the fact that youths play a huge role in defining the future of the world and of the industry, we ensure we establish effective channels to foster connection with the younger generations. Mi Equipment Malaysia offers internship opportunities to qualified students and candidates via ongoing collaboration with various higher institutions and colleges in Malaysia to take in industrial interns, providing interns with exposure to a working environment where they can apply classroom knowledge in real-world situations.

The internship programmes enable the interns to be exposed to different aspects of the Group's operations, enabling them to gain skills and hands-on experience at the same time developing passion and interest in the industry. The internship programmes generally support the development of our interns professional experience and expertise while also contributing to the development of local talents for the industry. In addition, internship programmes also act as a platform for us to identify future talents, as interns who show potential may be offered contracts or permanent employment opportunities with the Group.

In FYE 2022, Mi Equipment Malaysia offered 6 internship positions (FYE 2021 = 9 internships, FYE 2020 = 5 internships).

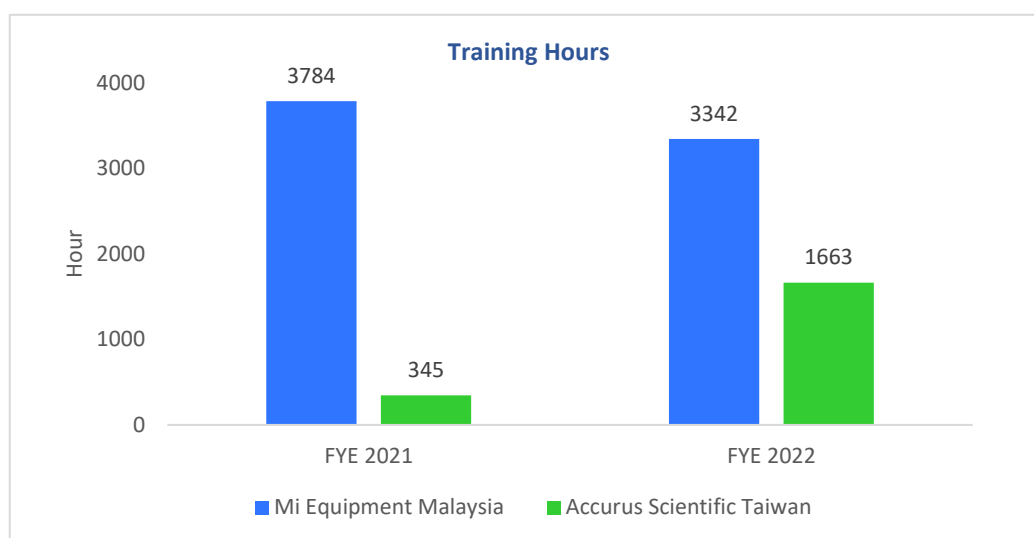


# SUSTAINABLE BUSINESS

## EMPLOYMENT PRACTICES

### Employee Training and Development

Employee training and development remains one of the Group’s main priorities. Training requirements of the Group are assessed through the Head of Departments (“HODs”) considering the Annual Performance Appraisals of their team members and via a Training Needs Analysis (“TNA”) conducted to assess the core competencies and skills present in our employees against those required for the Group to achieve our vision and business strategies. Employee training involves on-the-job trainings, workshops and seminars ranging from management, technical, communications, leadership and soft skills. Total 5,005 training hours in FYE 2022 (+21% compared to FYE 2021). Highlights of the Group’s training and development hours are as follows:



	Mi Equipment Malaysia	Accurus Scientific Taiwan
Average training hours/employee	18.98 hours	7.59 hours
Average training days/employee	2.37 days	1 day

The following table summarises some of the training topics attended in FYE 2022:

Types of Training	Course	
	Mi Equipment Malaysia	Accurus Scientific Taiwan
Induction Training	New Employee Orientation	New Employee Orientation
Soft Skills Development	Learning English Communication; Effective Leadership Skills; Creative Problem Solving, Root Cause Analysis; Effective Supervisory Skills.	BCM risk management education and training
Human Resources	Talent Search Webinar, Employment Act; Talent Management and Succession Planning.	RBA Education and training
Manufacturing and Technical Skills	Journey to Lean Manufacturing, Logistic/Inventory Management in Action; Effective Spare Parts Management Reducing Cost Through Optimized Spares Inventory; Production Planner in Action.	Failure mode and effects analysis education training course; Education training course for the operators of the stacker crane
Health and Safety	Basic First Aid & CPR; General Safety and Health Education.	Self-guard fire protection grouping education and training; Machine operation safety awareness training.

# SUSTAINABLE BUSINESS

## EMPLOYMENT PRACTICES

### Labour Relations

We stand strongly against any form of labour exploitation. Our policies are guided by relevant local human rights standards to foster strong and positive governance, protocols and behaviours across the Group. The Employee Handbook and Code of Conduct and Ethics for Management and Employees outline employees' rights, benefits and ethical workplace protocols, in addition to outlining the Group's policies, labour standards, grievance mechanisms and other described standard operating procedures ("SOPs").

As the Group Business Units are operated in different countries and managed independently from each other, their respective Employee Handbook are developed and updated in compliance with the latest local labour laws and employment practices. We strive to comply with the relevant laws and regulations in the countries that we operate in and provide fair labour conditions and social protection for all our employees. The Employee Handbook is available in relevant languages such as English version for Mi Equipment Malaysia and Chinese version for Accurus Scientific Taiwan in order to effectively communicate the Group's values to employees.

Moreover, Mi Equipment Malaysia is an active member of the 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. Refer to [Appendix 4](#) for the membership certificate from MEF.

It is reported that there were no non-compliance incidences relating to labour standards during the financial review year.

### Human Rights

We acknowledge the importance of human rights and are against any form of discrimination, harassment, bullying, child labour and forced labour in order to protect everyone's rights and create a harmonious workplace. To ensure the upholding and respect of human rights across the Group, employees can make a report on human rights violation or abuse through the Group's grievance mechanism or the whistleblowing mechanism.

**ZERO** incidents or substantiated complaints concerning human rights violation in the reporting period.



# SUSTAINABLE BUSINESS

## EMPLOYMENT PRACTICES

### 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. The Group promotes diversity starting from the Board level with the establishment of the Board Diversity Policy that published at our corporate website: <https://mi-technovation.com>. 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.



As enshrined 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, our hiring, talent selection, and appointment are purely based on merit and adheres to the principles of equal employment opportunities. We also take continuing actions to ensure that the knowledge, skill, and potential of all employees are fully utilised throughout the organisation.

The Group's employment opportunities comprise various technical and non-technical positions across various hierarchical levels within the organisation. For managerial and above positions, the Group prefers to promote from within the organisation to fill these vacancies.

### Living Wage

We fairly remunerate our employees in compliance with the minimum wage according to the statutory requirements. The Group practices equal hiring opportunities and equal pay for equal work for all including underprivileged groups, those from deprived backgrounds, or those with vulnerable social status with no formal education or qualification.

# SUSTAINABLE BUSINESS

## EMPLOYMENT PRACTICES



### Ongoing Engagement with Employees

We see employee engagement as a crucial tool for us to build strong and long-lasting relationships with our employees. The Group also periodically organises or sponsors activities aimed to enhance employees’ social life, including social gatherings, sports activities, festive celebrations, health talks and more.

We engage with our employees through numerous channels, each of them catered to suit the specific needs and purpose to allow our employees to have an enriching and fulfilling career that complements their personal life. The Group’s employee engagement channels and platforms are depicted as follows:



**Employee Induction Program**  
Comprehensive program for new joiners to understand our corporate values, practices and fundamentals as an employee of Mi Group.



**Suggestion Box**  
Channel for employees to submit their comments and complaints.



**1-on-1 Interview Session**  
Career Performance Review to discuss employee’s performance and identify potential areas for improvement, as well as obtaining feedback and discuss areas of improvement for the company.



**Employee Gathering**  
Corporate-organised initiatives such as festival celebrations, community service engagements and social gatherings.



**Newsletters & Collaterals**  
Announcements on latest corporate initiatives, Human Resources memo and announcement, updates of latest Group policies and procedures.



**HR Helpdesk**  
A centralised platform to communicate with the HR personnel via phone call or Group HR email. May be used to clarify HR policies or obtain HR-related advice.

We respect and do not prohibit the exercising of employees’ right to freedom of association and collective bargaining. Our employees do not form any labour union. Accurus Scientific Taiwan conducts employer-employee discussions periodically to discuss work-related issue such as but not limited to employee welfare and benefits, changes and amendment of policy and operations. Employee representatives participating in the discussions are nominated and elected by the employees through a voting system. At Mi Equipment Malaysia, we are adopting and encouraging open communication in the workplace. Employees are welcome to provide feedback through various communication channels.




# SUSTAINABLE BUSINESS

## EMPLOYMENT PRACTICES

### Employee Welfare & Benefits

In addition to basic employment benefits required by the laws and regulations, the Group also provides a range of other health and non-monetary welfare and benefits for its employees as part of our belief in contributing to a caring and supportive community.

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

		
<p><b>Insurance/Medical Coverage &amp; Healthcare</b></p> <ul style="list-style-type: none"> <li>▪ Hospitalization 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>	<p><b>In-House Facilities</b></p> <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><small>*Facilities varies across buildings</small></p>	<p><b>Employees With Special Needs</b></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>▪ Parking spaces reserved for people with disabilities</li> </ul>

### Working Hours and Overtime

Weekly working hours are on average 40 hours for both Mi Equipment Malaysia and Accurus Scientific Taiwan, in compliance with the Employment Act 1955 and Labour Standards Act respectively. A workweek must not exceed the maximum set by local laws and regulations, 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 assets on which the Company's success depends.





# SUSTAINABLE BUSINESS

## EMPLOYEE HEALTH & SAFETY

We recognize that a safe and healthy workplace is crucial to employee wellbeing and is also our responsibility. 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 and Safety Policy

Employee health and safety is one of the key focus areas of the Board Sustainability Committee’s oversight of the sustainable business of the Group. The Group has established health and safety policies aimed at creating a safe, healthy, and conducive work environment and the policies also communicate the Group’s target of achieving zero (0) injuries in our operating plants. All employees are required to observe the proper practice of safety and health working procedures in their daily activities.

We promote safety and health via various channels, including safety and health awareness campaigns, reminders, and briefing sessions. These engagements aim to create safety awareness, increasing overall attentiveness to workplace safety as well as equipping them with relevant knowledge and skills to maintain a safe and healthy work environment.

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

### Mi Equipment Malaysia



Ensuring compliance with relevant Occupational Safety and Health laws, regulations and other requirements and striving to achieve zero accidents.



Raising and maintaining the Safety and Health awareness of our employees and related persons through education, participation, consultation, and publicity.



Adhering to our commitment towards prevention of injury and ill health and continual improvement in Safety and Health management and performance.

### Accurus Scientific Taiwan



Promising to comply with obligations and to improve environmental safety.



Reducing environmental impact and strengthening environmental protection.



Promoting pollution prevention and preventing environmental impact.



Providing environmental safety training and fulfilling social responsibilities.

# SUSTAINABLE BUSINESS

## EMPLOYEE HEALTH & SAFETY

### Safety Performance

The Group monitors its safety performance by tracking accidents, amongst others. We are committed to continuously improving our safety performance and working towards achieving zero (0) fatality and serious injury cases. In FYE 2022, there were zero (0) fatality cases recorded. When assessing safety performance, one of the most important KPIs is the lost-time incident frequency rate.

The following table summarizes the safety performance of Mi Equipment Malaysia and Accurus Scientific Taiwan:

Category \ Year	Mi Equipment Malaysia			Accurus Scientific Taiwan		
	2020	2021	2022	2020	2021	2022
Fatality case (employee)	0	0	0	0	0	0
Fatality case (sub-contractor)	0	0	0	0	0	0
Fatality rate ("FR")	0	0	0	0	0	0
Incident case (employee)	0	0	0	2	1	0
Incident case (sub-contractor)	1	2	1	0	0	0
Incidence Rate ("IR")	2.0	3.2	1.8	5.0	2.5	0
Lost time incident case (employee)	0	0	0	0	0	0
Lost time incident case (sub-contractor)	0	0	0	0	0	0
Lost time incident frequency rate ("LTIFR")	0	0	0	0	0	0

Note:

1. IR includes the number of lost times, restricted work, first aid and medical treatment cases.
2. IR refers to the number of occupational incidents occurring in a workplace per 1 million hours worked.
3.  $IR = \text{number of incident cases} / (\text{Total number of headcount} \times 40 \text{ working hours per week} \times 52 \text{ weeks}) \times 1,000,000$
4. LTIFR refers to the number of lost time injuries occurring in a workplace per 1 million hours worked.
5. Lost time refers to any workplace injury sustained by an employee while on the job that prevents them from being able to perform their job for at least 1 day or shift.
6.  $LTIFR = \text{number of lost-time incident cases} / (\text{Total number of headcount} \times 40 \text{ working hours per week} \times 52 \text{ weeks}) \times 1,000,000$

The Group recorded 1 incident case that occurred in Mi Equipment Malaysia. The incident case in FYE 2022 was duly recorded and reported via the accident-reporting procedures of the respective business units. Corrective actions were carried out to enhance the relevant safety controls to prevent the recurrence of similar incidents.



# SUSTAINABLE BUSINESS

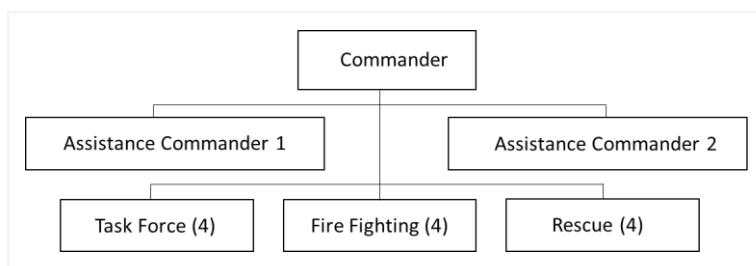
## EMPLOYEE HEALTH & SAFETY

### Environment Health & Safety Initiatives and Management

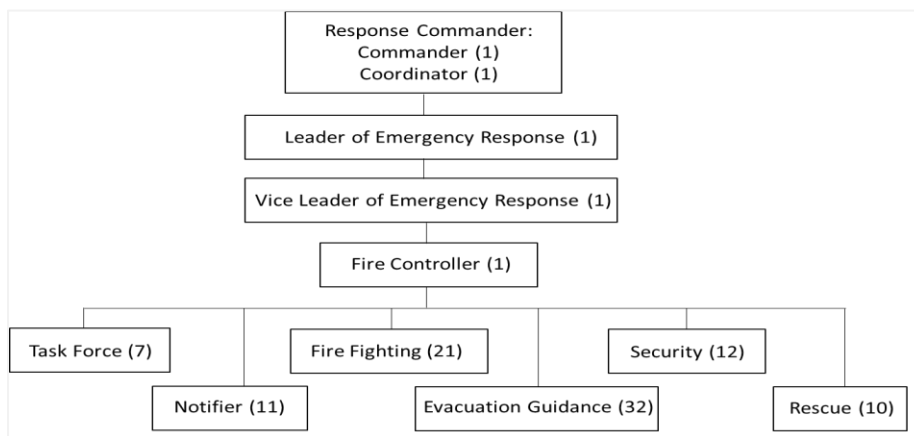
Each business unit appoints dedicated officers, namely the Environment Health & Safety (“EHS”) officer and the Safety, Health and Environment (“SHE”) officer who are responsible to ensure the safety measures are compliant with the legal requirements and to ensure various inspections are scheduled and carried out periodically.

We have established the Emergency Response Team (“ERT”) Committee to discuss matters related to safety and health at the workplace, to report and update safety-related issues, as well as ensuring all pending safety issues are attended to accordingly. The following charts illustrate the ERT organisation charts of Mi Equipment Malaysia and Accurus Scientific Taiwan.

#### Mi Equipment Malaysia:



#### Accurus Scientific Taiwan:



# SUSTAINABLE BUSINESS

## EMPLOYEE HEALTH & SAFETY

### Environment Health & Safety Initiatives and Management

The following section summarises the related health and safety training topics attended by Mi Equipment Malaysia and Accurus Scientific Taiwan employees in FYE 2022.

Training Topic	Month	Form of Training		Number of staff trained	Target Audience
		PH <sup>1</sup>	VR <sup>2</sup>		
<b>Mi Equipment Malaysia</b>					
Certified Environment Professional in Scheduled Waste Management ("CePSWaM")	February	✓	-	1	EHS Supervisor
3M Emergency Response Solutions in Industrial Fire & Confined Space	February	-	✓	20	ERT members
What's in Your Air	March	-	✓	2	EHS Supervisor and intern
How to choose the right chemical protective clothing	April	-	✓	2	EHS Supervisor and intern
Respiratory protection and the science of fit	April	-	✓	2	EHS Supervisor and intern
ISO45001:2018- Documents for OYKSHO	June	-	✓	1	EHS intern
Electrical Safety	June	-	✓	2	EHS Supervisor and intern
Logout Tagout ("LOTO") Training	August	✓	-	9	Production team
First Aid Training	August	✓	-	22	ERT members and selected employees
Safety & Health Committee Meeting	November	✓	-	7	Safety & Health Committee
<b>Accurus Scientific Taiwan</b>					
Safety and health education and training	January & September	✓	-	40	New hired
On-the-job safety and health education	September	✓	-	10	All employee
Conflict Minerals General Education and training	January	✓	-	25	Employees from Purchasing department and EHS members.
Business Continuity Plan education and training	January	✓	-	25	All employee
Responsible Business Alliance - general education and training	January	✓	-	25	All employee
Greenhouse Gas Inventory training	January	✓	-	25	All employee
General training on waste management	February	✓	-	7	All employee
Disaster prevention training	July	✓	-	49	All employee

Note:

<sup>1</sup> PH: Physical

<sup>2</sup> VR: Virtual



# SUSTAINABLE BUSINESS

## EMPLOYEE HEALTH & SAFETY

### Environment Health & Safety Initiatives and Management

Amongst others, the following are the activities carried out at Mi Equipment Malaysia and Accurus Scientific Taiwan, as overseen by the respective EHS officers in FYE 2022.

#### Internal EHS audit and verification, including internal safety training:

EHS Management System Activities	Objective	Frequency	Mi Equipment Malaysia	Accurus Scientific Taiwan
Fire alarm, fire extinguisher and lift inspection and maintenance	To ensure the fire safety system and building lifts are functional.	Monthly	✓	✓
First aid kit inspection	To ensure the first aid kit is in good condition for situation requiring first aid.	Monthly	-	✓
Hazard Identification Risk Assessment and Risk Control ("HIRARC")	Identifying items or materials which may cause potential threat of injury or harm to employees within the company compound but not limited to the office, production area, in-house laundry, cafeteria, restroom, and various related areas.	Annually	✓	✓
Management of dangerous and hazardous substances 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.	Monthly	✓	✓
Health management campaign	To increase employees' health awareness about various health issues via organizing different kinds of health campaigns.	Quarterly	✓	✓
Annual fire drill	To ensure employees are familiar with the proper evacuation routes and evacuate safely in an orderly manner.	Annually	✓	✓
Emergency response management	To confirm employees are well trained in accident and disaster handling.	Half-yearly	-	✓

#### EHS Management System Activities that require external party verification and certification:

EHS Management System Activities	Objective	Frequency	Mi Equipment Malaysia	Accurus Scientific Taiwan
Renewal of Fire Certificate	Fire and Rescue Department to issue Fire Certificate to ensure that the buildings are safe to be occupied.	Annually	✓	✓
ERT Certificate training	ERT team to undergo training to become certified member to handle various type of emergencies.	Bi-annually	✓	-
Machinery, equipment, and appliances management	Verified third-party checks on machinery and equipment regularly to ensure safety when are in use.	Monthly	-	✓
Environmental monitoring system inspection & calibration	Verified third-party checks to maintain accuracy, standardization, and repeatability in measurements: E.g., Oxygen concentration detector, flammable gas detector, noise meter, and anemometer	Annually	-	✓



# SUSTAINABLE BUSINESS

## EMPLOYEE HEALTH & SAFETY

### Environment Health & Safety Initiatives and Management

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. The results of these inspections and the relevant reports and minutes of the meeting are reviewed by the Management. For Occupational Health & Safety, we comply with all necessary compliance in accordance with local standards and regulations to protect employees from potential harm. In addition, Accurus Scientific Taiwan is also certified with ISO-45001:2018 for Occupational Health and Safety Management Systems. Refer to [Appendix 6](#) for the ISO certificate.

The following summarizes the EHS inspection and risk assessment carried out during FYE 2022:

Month	Safety Inspection Findings	Solution	Status
<b>Mi Equipment Malaysia</b>			
January – December	Monthly 6S/5S Audit on: <ul style="list-style-type: none"> <li>- Cable tidiness</li> <li>- Walkways free of obligation</li> <li>- Sign and label</li> </ul>	Request the respective area person-in-charge to improve workplace cleanliness and safety within the given deadline	Resolved
<b>Accurus Scientific Taiwan</b>			
January – December	Monthly 6S/5S Audit om: <ul style="list-style-type: none"> <li>- Cable tidiness</li> <li>- Walkways free of obligation</li> <li>- Sign and label</li> </ul>	Request the respective area person-in-charge to improve workplace cleanliness and safety within the given deadline	Resolved
March	Anti-vibration measures needed for cabinets in the workplace	Review and Improve fixation	Resolved
March	Anti-vibration measures needed for the anti-oxidation machine to avoid the risk of shifting and pulling of pipeline during an earthquake	Improve fixation	Resolved
March	Anti-leakage tray needed at tin liquid receiving position in the furnace area	Add anti-leakage tray	Resolved
March	Fire protection consideration needed between merged workshop	Increase fire hose facilities to prevent the risk of burning adjacent buildings	Resolved
March	Emergency unlocking design needed for the electromagnetic gate to allow employees to escape during emergency	Modify and add emergency unlocking design	Resolved
March	Safety roller shutter needed for factory area	Added security roller shutters	Resolved
April	Sockets loosen	Tighten it	Resolved
May	The rear tire tread of stacker is flattened	Change a new tire	Resolved



# SUSTAINABLE BUSINESS

## EMPLOYEE HEALTH & SAFETY

### Health Campaign

During 2022, we carried out several health campaigns in Mi Equipment Malaysia and Accurus Scientific Taiwan. The following section summarises our health campaigns:

#### Mi Equipment Malaysia

- 1. Eye Wellness Roadshow  
April 2022
- 2. Blood Donation & Health Screening  
July 2022

In April 2022, EHS team had engaged with EyePlus Optometrist to conduct an eye wellness roadshow in Mi Equipment Malaysia. This roadshow aims to remind employees the importance of eye wellness and educates employees on the prevention of eye disease progression. 101 employees took the opportunity to get their visual and eye pressure checked.

In July 2022, the EHS team organised a health promotion program – blood donation and health screening in collaboration with an accredited private hospital and health care center in Penang. Apart from having enthusiastic donors at the blood donation campaign, there are also 6 health screening stations for employees to have quick health check with immediate screening result. Further consultation on healthy lifestyle and healthy diet habits were provided to employees based on their screening results.



#### Accurus Scientific Taiwan

- Healthy Weight Loss Campaign  
April - October 2022

Accurus Scientific Taiwan organised health talk and healthy weight loss campaign for employees from April to October 2022. The campaign aims to encourage employees to adopt a healthy diet. 21 employees participated in the campaign, through which the employees were able to gain knowledge regarding healthy diet, simple workout, yoga, and body relaxation.



# Responsible Business Practices

# RESPONSIBLE BUSINESS PRACTICES

## BUSINESS ETHICS

The Group is dedicated to fostering a transparent corporate culture and upholding the highest standards of business behaviour and ethics across all our global operations and locations. Our efforts to continuously heighten and constantly promote ethical business address issues but are not limited to insider trading, conflict of interest, data privacy, human rights, non-discrimination employment practices, anti-bribery and corruption, and safety in the workplace.

The Group's ethical principles are set and driven by the Board, including through Company's corporate governance framework which is established with reference to the Malaysian Code on Corporate Governance and the Listing Requirements; our business entities also adopt management and governance practices with reference to the applicable local statutory laws and regulations while adhering to the ethical principles of the Group.



Key elements governing the Group's ethical business practices include our Code of Conducts, Anti-Bribery and Corruption Policy, and Whistleblowing Policy which are reviewed and revised from time to time to reflect developments of applicable laws, regulations, and corporate governance practices. The policies will be reviewed periodically and are publicly available on our website: <https://mi-technovation.com>

# RESPONSIBLE BUSINESS PRACTICES

## CODE OF CONDUCT

The Group establishes high standards of excellence that we expect to be demonstrated in the conduct of our business operation through various codes of conduct (“the Codes”) applicable to different stakeholders. The following Codes apply to all our directors, officers, employees, suppliers, business partners, and intermediaries (including contractors and agents). Furthermore, the Codes set the tone for how we do business and handle our stakeholders, such as preserving employees' human rights, not using child or forced labour, treating all employees fairly, and providing a safe and healthy work environment, in addition to prohibiting employees and business partners from engaging in illegal or unethical behaviour.

The Codes are distributed to all employees joining our Group and are published on our corporate website to ensure they are accessible to 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.

The Codes are available in various languages to ensure stakeholders across all our global operations and locations fully understand the Group’s stances.

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





# RESPONSIBLE BUSINESS PRACTICES

## ANTI-BRIBERY AND CORRUPTION

The Board has established and adopted an Anti-Bribery and Corruption Policy which is applicable across the Group. The Anti-Bribery and Corruption Policy is in line with Section 17A of the Malaysian Anti-Corruption Commission Act 2009 (“MACC Act”) which imposes liability on a commercial organisation for bribery committed by persons associated with the commercial organisation to obtain a business advantage.

This policy outlines a clear zero-tolerance policy for bribery and corruption. Under this policy, controls and procedures are adopted to prevent and mitigate the Group’s bribery risks. The Anti-Bribery and Corruption Policy was communicated to all employees when it was rolled-out in 2020.

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 guidance 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 arise from unauthorised or corrupt practices by associated persons.

### 0 Bribery and Corruption Case in FYE 2022

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.

Upon commencement of employment, newly hired employees will undergo an orientation programme provided by our Human Resource Personnel and the orientation includes a briefing 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 continued with its efforts to roll out e-learning materials to employees across the Group on a quarterly basis via emails and memo. 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.

Year	E-learning Topics Outline	Target Audience	Quiz Result
2021	<ul style="list-style-type: none"> <li>▪ What is Bribery &amp; Corruption</li> <li>▪ What is Entertainment &amp; Gifts</li> <li>▪ Consequences of Corruptions</li> <li>▪ You Are Protected: Whistleblowing Policy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Top management</li> <li>▪ Managerial personnel</li> <li>▪ Engineer &amp; Technician</li> <li>▪ Executives &amp; Officers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Over 85% of the participants answer 80% or more questions correctly.</li> </ul>
2022	<ul style="list-style-type: none"> <li>▪ Conflict of Interest (Part 1)</li> <li>▪ Conflict of Interest (Part 2)</li> <li>▪ Confidential Information</li> </ul>		<ul style="list-style-type: none"> <li>▪ Over 99% of the participants answer 80% or more questions correctly.</li> </ul>

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.

The Board takes an active stance in ensuring that the Anti-Bribery and Corruption Policy is well communicated to all stakeholders, and that all Directors, employees, and business associates/ third parties uphold the Group’s strong position against bribery and corruption and understand their respective responsibilities.

The Group’s anti-corruption management adopts a risk-based approach, where the corruption risk assessment is conducted to identify areas in the Group’s operations which are exposed to higher corruption risk. Corruption risk is incorporated in the Group’s risk management framework which is reviewed annually.



# RESPONSIBLE BUSINESS PRACTICES

## WHISTLEBLOWING POLICY

A formal Whistleblowing Policy has been established to ensure that the Group's businesses and operations are conducted in an ethical, moral, and legal manner. The Whistleblowing Policy is designed to encourage employees and stakeholders of the Group to disclose any malpractices or misconduct which they are aware of and to provide protection to employees and stakeholders who make a report via the whistleblowing channel. Allegations of improprieties reported via the whistleblowing channels are assessed, investigated, and monitored according to appropriate procedures, the outcomes will be reported to the Board. All reports made under the Policy will be handled with strict confidence.

We encourage everyone, including external business partners such as suppliers, contractors, and employees, to share any concerns they may have about potential violations of our Code, our company's policies, or the applicable laws, in good faith. The Whistleblowing Policy reassures employees that they can report a breach without fear of repercussions.



### Whistleblowing Case in FYE 2022

Whistleblowing Policy also provides an avenue to report directly to the Audit and Risk Management Committee via [whistle@mi-technovation.com](mailto:whistle@mi-technovation.com) 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.

The key principles underpinning our Whistleblowing Policy are as follows:

- All concerns raised will be treated fairly and properly.
- The Group will not tolerate any harassment or victimisation of a whistle-blower raising a genuine concern.
- The Group will protect whistle-blowers from reprisals within the Group as a result of raising a concern even if they are 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.

## GRIEVANCE MECHANISM

The grievance procedure is designed to address employees' complaints and disputes including working relationships, working conditions, employment practices or differences in the 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 the 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 Human Resources Department oversees the Group's grievance mechanism and processes based on established policies and procedures.



# RESPONSIBLE BUSINESS PRACTICES

## WORKPLACE HARASSMENT

The Group is absolutely against any form of workplace discrimination or harassment based on race, colour, religion, creed, gender or sex, age, national origin, or marital status, in accordance with applicable laws. We strive to foster a work environment that is free of discrimination, sexual harassment, or retaliation. The Group has a policy to communicate to employees their protected rights, including from being sexually harassed or discriminated against in the workplace, as well as guiding them on how to deal with and report harassments.

The policy addresses various types of harassment including:

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

Harassment or discrimination can also be reported through the Group's grievance or whistleblowing mechanisms, 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 HR Department will take prompt action to prevent the recurrence of the alleged harassment, protect the suspected victim, and commence investigations.

The way the investigator conducts the investigations is likewise guided by established rules and processes. 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 Cases Reported in FYE 2022

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



### RAISE YOUR VOICE AGAINST SEXUAL HARASSMENT

Unwelcome sexual advances, requests for other verbal or physical conduct of sexual nature should not be tolerated. Report to HR if you witnessed or suffered from sexual harassment while in company grounds.

For grievances, contact [hr@mi-eq.com](mailto:hr@mi-eq.com)



# Impact Within & Beyond Business Operations

# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## ADDRESSING CLIMATE CHANGE



The Board of Directors of the Group acknowledges the importance of natural environment management and is responsible for the Group's oversight for addressing climate change in the business. In our commitment to the environment, we are working towards a sustainable future where we create wealth for everyone while preserving the resources that drive our economic.

The Group is committed to complying 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.

Climate change is one of the global and greatest challenges facing the current and future generations. Therefore, effective actions are required from all the players in the society. In this context, the Group is committed to addressing our climate actions and transitioning to a low-carbon future through efficient energy and water conservation, pollution, waste and resources management as well as well-planned initiatives to reduce the carbon emissions on ecosystems and well-being. We adopt a proactive approach across our business divisions.

The Board is acknowledging that climate-related risk is not just an environmental issue, we have incorporated climate change risk in our 2022 enterprise risk assessment on the potential risk and impact towards our business operations. Therefore, our climate action is being developed in conjunction with the outcome of climate change risk assessment.

### Taking Climate Action

The Group has established a Board Sustainability Committee to oversee the management of the Group's climate change risks. We believe if we have a better understanding of climate change, we will be better positioned to address our climate impact as well as developing solutions to help mitigate climate change risks.

In 2022, we have started to offset the carbon emission from our group business air travel through Singapore Airline's ("SIA") carbon offset program partnership with Asia's largest carbon offset provider Tasman Environment Markets ("TEM") in order to reduce our carbon footprint and contribute to a healthier environment. Our contribution goes towards verified carbon offset projects across Asia which supports environmental projects such as rainforest preservation in Indonesia, solar energy projects in India and the distribution of efficient cookstoves in Nepal. We have offset a total of **222 t/co<sub>2</sub>e** through the initiative in FYE 2022. Refer to [Appendix 1](#) for the retirement certificate of business air travel carbon offset.

We will continue to step up our climate action with more robust and strategic mitigation measures in the future to build a climate-resilient society.



Mi Equipment Malaysia is awarded Penang Green Office Certificate. We support Penang Green Council's vision to become a green state by adopting the green office concept through education and implementation of green initiatives within the office.



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## ADDRESSING CLIMATE CHANGE

### Our Go-Green Effort

In order to reduce environmental impact, we have adopted some environmentally sustainable practices or go green practices. To begin implementing go green practices, we have identified some of the areas where improvements can be made. This involved analysing our energy use, waste production, water use, and other aspects of the operations that have an impact on the environment. Illustrated below is the overview of our go green practices of Mi Equipment Malaysia and Accurus Scientific Taiwan.

<p>Running on Solar Photovoltaic ("PV") System.<sup>1</sup></p> 	<p>Encourage employees to use staircase instead of elevator to reduce energy consumption.</p> 	<p>Use energy-saving light bulb.</p> 
<p>Purchase of electronic appliance that have save energy label.</p> 	<p>Use of notebook computer to reduce the need to plug in power socket.</p> 	<p>Install lights with motion sensors in toilet area.</p> 
<p>Install water-saving kits for toilet faucets.</p> 	<p>Setting air-conditioning system to automatically turn off after working hour.</p> 	<p>Turning off lights while not in used.</p> 
<p>Rainwater harvesting to help conserve water.</p> 	<p>Each cluster of cubicles will be provided only one (1) bin to eliminate the use of personal trash bin.</p> 	<p>Promoting "no single use plastic" in the office.</p> 
<p>Waste segregation by practising 5R (Refuse, Reduce, Reuse, Repair, Recycle).</p> 	<p>Use of green paper certified with The Programme for the Endorsement of Forest Certification ("PEFC").</p> 	<p>Practicing responsible printing by encouraging employees to use electronic documents.</p> 
<p>Using software system in the finance department and procurement department to reduce paper usage.</p> 	<p>Encouraging the electronic communication such as video conference to reduce travelling.</p> 	

<sup>1</sup> Only applicable to Accurus Scientific Taiwan

# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## ENERGY CONSUMPTION

In our journey and efforts to reduce our environmental footprint, we believe that investing in energy efficiency measures will help to reduce our energy costs in the long term. Other adaptation strategies include reducing our carbon footprint by optimising electricity consumption and using electricity generated from clean, renewable energy.

Being involved in manufacturing, electricity consumption forms a substantial expense for our manufacturing facilities. We track and optimise and reduce our electricity consumption 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 monitor our energy consumption based on electricity bills.

Annual Electric Energy Consumption (kWh)	FYE 2020	FYE 2021	FYE 2022
Mi Equipment Malaysia and Accurus Scientific Taiwan <sup>1</sup>	7,080,728	7,170,075	6,445,617
Scope 2 Carbon Emission (kg)	FYE 2020	FYE 2021	FYE 2022
Mi Equipment Malaysia <sup>2</sup>	1,977,170	2,023,644	1,662,406
Accurus Scientific Taiwan <sup>3</sup>	2,076,575	2,033,096	1,290,718
Total:	4,053,745	4,056,740	2,953,124

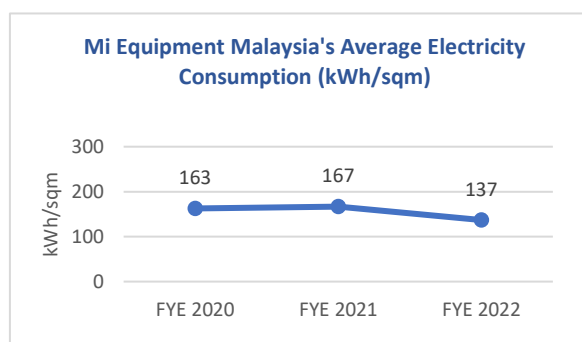
Note:

1. We track our electricity consumption at Mi Equipment Malaysia (SEBU Headquarter in Malaysia) and Accurus Scientific Taiwan (SMBU Headquarter in Taiwan), where all major activities take place and where majority of the Group's headcounts and production activities are based.
2. The emission factor used is the Sustainable Energy Development Authority ("SEDA") 2016 Baseline CO<sup>2</sup> for Peninsular of 0.64 kgCO<sup>2</sup>/kWh.
3. Scope 2 emission data collected from the electricity bill issued by Taiwan Power Company.
4. All value rounded up.

As we expand our manufacturing capacity, we expect greater demand for resources including electricity, and hence the incurrance of higher cost. We actively monitor our electricity consumption to drive energy efficiency and continuously develop production equipment with lower energy consumption and higher efficiency.

### Mi Equipment Malaysia

At our operations site, high 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 high energy consumption. As such, we always ensure our facilities and equipment undergo periodic maintenance to optimise their usage efficiency and minimise energy wastage.



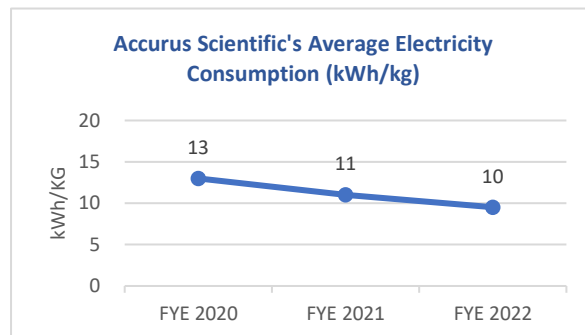
The average electricity consumption per built-up area in FYE 2022 was recorded at 137kWh/sqm, a decrease of 17.96% compared with FYE 2021. This was mainly attributable to the energy conservation practices of using less energy such as motion sensor lights, timer switches for lighting and air conditioners, as well as promoting energy-saving awareness, including through educational posters.

# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## ENERGY CONSUMPTION

### Accurus Scientific Taiwan

Over the years, the annual electricity consumption in our Taiwan operating plant has been maintained under good control with the average electricity consumption on a declining trend. We have invested in upgrades to our production machines and equipment to increase production capacity and output volume. We were able to achieve economies of scale with greater efficiency which is evidenced by a lower average electricity consumption of 10kWh/kg in FYE 2022 compared to 11kWh/kg in FYE 2021.



Enhancing energy efficiency is one of our key strategies for energy and emission management. As part of our efforts towards energy efficiency, we have been actively phasing out non-energy efficient equipment and will continue to do so to avoid unnecessary energy wastage. Energy-saving initiatives such as using timer-controlled appliances, motion sensors for lights, newsletters, and collaterals to promote and cultivate a mindset of using energy wisely among the employees.

### Solar Photovoltaic (“PV”) System

The installation of the PV System was successfully completed at Accurus Scientific Taiwan in early 2021. The PV System began to commence full operation in Feb 2021. One of the most notable benefits of solar power generation is that it is a great substitute for fossil-based fuel and thus a reduction in greenhouse gas emissions. Our green, solar energy generated is sold to Taipower’s grid to be distributed for residential use. Power generated from our solar panels is estimated to have avoided emissions of 109,890 kg of CO<sub>2</sub> in FYE 2022.



	FYE 2021	FYE 2022
Green energy generated (kWh)	186,815	198,358
Equivalent reduction of CO <sub>2</sub> emission (kg)	103,496	109,890



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## 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. We do not discharge our wastewater to the ocean, surface (rivers, lakes, natural ponds), subsurface (well) nor perform off-site water discharge or any other water discharge activity. All wastewater flows to the sewage system for proper treatment.

All the operation sites utilise water from water supply companies with developed water distribution infrastructure. Hence, we do not withdraw surface water from rivers, lakes, natural ponds; groundwater from wells and boreholes; quarry water or sea water. In addition, the Group does not operate in water-stressed regions.

There were no non-compliance incidents with regard to water quality, standards and regulations during the financial year under review. 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 and strives to continue to monitor and further explore environmentally friendly methods to improve our water efficiency at all offices and operation sites.

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

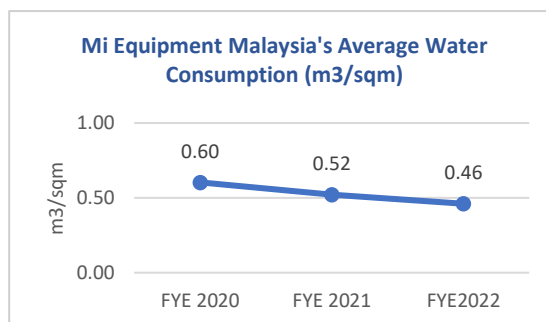
Annual Water Consumption (m3) of Mi Equipment Malaysia & Accurus Scientific Taiwan	FYE 2020	FYE 2021	FYE 2022
	19,327	17,443	16,872

\* All value rounded up.

### Mi Equipment Malaysia

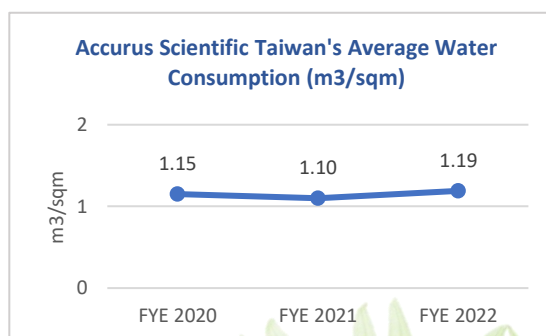
Water usage is mainly used for sanitary, kitchen, cleaning, and gardening purposes. We consistently promote and adopt environmentally friendly practices and push towards a greener life by creating eco-friendly landscapes around our facilities.

Various initiatives have been undertaken to enhance the efficient use of water, so as to not waste valuable resources. We have water-saving measures to review and enhance the way we use water in our gardening activities, such as installing nozzles for gardening hoses. The average water consumption per built-up area in FYE 2022 was recorded at 0.46m<sup>3</sup>/sqm, a decrease of 11.54% compared with FYE 2021.



### Accurus Scientific Taiwan

Water usage and discharge are mainly from the sanitary room, where water-saving kits are installed on toilet faucets. 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. The average water consumption per built-up area in FYE 2022 was recorded at 1.19m<sup>3</sup>/sqm.



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## WATER MANAGEMENT

### Rainwater Harvesting

Rainwater harvesting tank is installed at both Mi Equipment Malaysia and Accurus Scientific Taiwan for self-sufficiency, gardening, and sanitary purposes, especially during a disruption of water supply. We collect and store rainwater rather than allowing it to run off. The rainwater is collected from eaves and pipes and then redirected to the tank.



*58m<sup>3</sup> Rainwater harvesting tank at Mi Equipment Malaysia*



*6m<sup>3</sup> Rainwater harvesting tank at Accurus Scientific Taiwan*



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## WASTE MANAGEMENT

Efficient waste management continues to be a key area in our environmental management. Although the operations of Mi Equipment Malaysia and Accurus Scientific Taiwan might generate scheduled waste and hazardous waste which are harmful to the environment and public health, we take stringent waste management procedures to ensure they are properly handled and disposed of, so as to eliminate or minimize their impact. All our operating plants have designated bins allocated for the disposal of different types of waste.

Proper procedures on waste management and disposal are incorporated into our production processes and standard operating procedures. Our employees are well 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 well monitored, reviewed, and reported on a monthly basis. The waste management efforts also cover the handling of general waste.



**Waste Management:** Segregate waste based on the types of waste and identify the appropriate treatment and disposal method.

Engaging waste management contractors to carry out collection and handling of different types of waste (including scheduled waste).



Educating and ensuring employees are segregating waste properly.



### Recycling

**Recyclable Waste:** Plastic, paper, carbon, cardboard, glass, plastic, and metal



### Incineration

**Solid Waste:** Solid waste, and food waste  
**Chemical Waste:** Required chemical treatment



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## WASTE MANAGEMENT

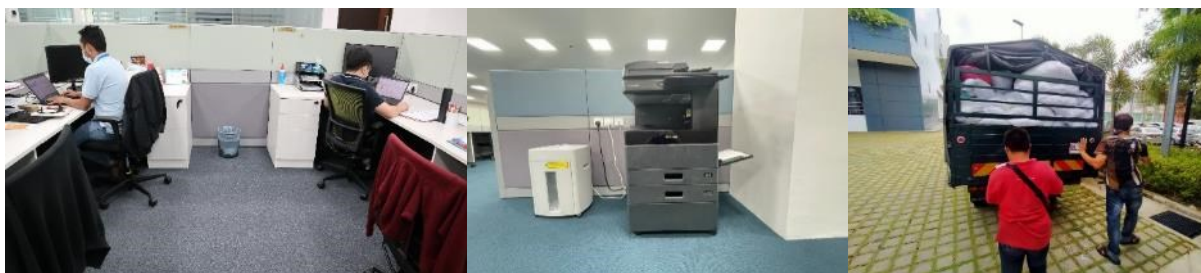
### Mi Equipment Malaysia

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

At Mi Equipment Malaysia, we continue to carry out our battery collection programme. Employees are encouraged to dispose of batteries in the dedicated collection bin which will be handled by the EHS team in accordance with relevant standards. Other than collecting used batteries, we have gone the extra miles to encourage employees to practice “5R” (Refuse, Reduce, Reuse, Repair, Recycle) and responsible waste management by implementing solid waste segregation bins at Sky Oasis (in-house restaurant). We are practising “no single-use plastic” in Sky Oasis by preparing reusable mug and cutlery for employees. Being aware of food waste as a source of greenhouse gas emissions and its impact on climate change, Mi Equipment Malaysia launched an initiative to advocate against food wastage at our in-house restaurant, Sky Oasis. We educated and increased employees’ awareness of how to reduce food waste in the office and at home thru memos and videos on our premises.



Besides that, we eliminated personal trash bins in the office and provided common trash bins for each cluster of cubicles. Through fewer trash bins, we hope to encourage employees to reduce daily waste generation and rethink whether the generation of waste can be avoided. Moreover, Mi Equipment Malaysia also uses environmentally friendly paper certified with The Programme for the Endorsement of Forest Certification (“PEFC”). We recycle our paper via qualified service providers after shredding papers to be disposed of to safeguard the protection of sensitive and confidential information.



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## WASTE MANAGEMENT

The handling of waste generated in Mi Equipment Malaysia during FYE 2022 is summarised in the table below.

Recycling Waste	Weight (Tonne)		
	2020	2021	2022
Paper	-	-	0.16
Cardboard	-	-	2.76
Compost (Coffee Ground)	-	0.02	0.27
Used Oil	0.16	0.57	0.63
Metal Scrap	-	1.12	0.10
Wire Scrap	-	0.39	0.18
Cooking Oil Container	-	0.67	-
<b>Total</b>	<b>0.16</b>	<b>2.77</b>	<b>4.10</b>
Hazardous Waste	Weight (Tonne)		
	2020	2021	2022
E-Waste	-	-	0.64
<b>Total</b>	<b>-</b>	<b>-</b>	<b>0.64</b>

*\*All value rounded up.*

During September 2022, Mi Equipment Malaysia organised a recycling campaign to encourage employees to bring in items for recycling. The campaign successfully collected 0.42 tonnes of recycled items and the summary data are presented below. Refer to “Community & Environmental Initiatives” on page 69 for further information on the campaign.

Recycle Items	Weight (Tonne)
Book and newspaper	0.04
Bag and cloth	0.05
Plastic, glass and aluminium cans	0.01
Electronic appliance	0.24
Cardboard	0.08
<b>Total</b>	<b>0.42</b>

*\*All value rounded up.*



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## WASTE MANAGEMENT

### Accurus Scientific Taiwan



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. In order to reduce waste, Accurus Scientific Taiwan continuously advocate and educate employees on the

importance of recycling and share information of recycling through memo and notice board.

The recycled waste, non-recycle waste and hazardous waste in Accurus Scientific Taiwan are summarised in the table below.

Recycling Waste	Weight (Tonne)		
	2020	2021	2022
Scrap Metal	5.50	1.45	3.16
Glass	2.45	2.94	1.53
Plastic	0.23	0.27	0.17
Paper	3.19	5.39	6.99
Carbon	7.57	4.09	3.82
<b>Total</b>	<b>18.94</b>	<b>14.14</b>	<b>15.67</b>
Non-Recycling Waste	Weight (Tonne)		
	2020	2021	2022
Domestic Waste (non-recycle plastic, cotton cloth)	14.90	13.80	12.92
Waste Wood	1.60	1.80	-
<b>Total</b>	<b>16.50</b>	<b>15.60</b>	<b>12.92</b>
Hazardous Waste	Weight (Tonne)		
	2020	2021	2022
Solvents	0.07	0.01	-
Acids	-	0.43	0.40
<b>Total</b>	<b>0.07</b>	<b>0.44</b>	<b>0.40</b>

*\*All value rounded up.*

# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## MATERIALS AND POLLUTION MANAGEMENT

Apart from complying with all necessary environmental standards and regulations, including the ISO 14001: 2015 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 risks 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 Malaysia

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

### Accurus Scientific Taiwan

Tin and silver are key materials to produce solder balls, which are 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.

Accurus Scientific Taiwan works relentlessly towards controlling and minimising 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 is up to standard, accurate, and complies 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.



Continuous research and development on **environment-friendly materials** that aim to reduce the usage of hazardous chemical in our production.



**Conspicuous labels** are placed on all chemical storage cabinet and containers which containing hazardous chemical. **Safety Data Sheet ("SDS")** are used as a document to guide the safe handling of hazardous chemical.



#### Environmental Related Certificate & Permits:

1. ISO 14001:2005 to certify we comply with the special requirement for environmental management system. Refer to [Appendix 7](#) for the ISO certificate.
2. Stationary Source of Air Pollution Emission Operation Permit.
3. Waste Disposal Permit.



**Periodic calibration and inspection** on environmental monitoring equipment.



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## MATERIALS AND POLLUTION MANAGEMENT

All raw materials we use, as well as our products, meet the requirements of the 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 procedures.

The summary of the potential environmental impacts and strategies in relation to the management of environmental impacts are as below.

Business Operations & Activities	Potential Environmental Impact	Quantitative Data (pollutions)	Strategies in reducing environmental impact
The process of dissolving metal using furnace	Produces particulate matter (smoke) and Nox	Air (cannot be quantified)	Fugitive Emission
Use solvent to clean the product	Produce volatile organic compound gas (VOCs)	Air (cannot be quantified)	Activated carbon adsorption tower
Raw material and product packaging	Multiple types of waste are generated	28.96 Tonne	Recycling and Compliance Clearance
When utility equipment starts/operates	Generate low-frequency noise	68dB	1. Replace the inverter type 2. Soundproof wall



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## COMMUNITY & ENVIRONMENTAL INITIATIVES

In FYE 2022, we supported and sponsored various community and environmental initiatives aimed at strengthening and improving the environment, education quality and wellbeing. We have recorded a total of 170.5 voluntary hours in communities and environmental initiatives in 2022. An overview of the Group’s community and environmental initiatives carried out during FYE 2022 is as follows:

### Donation and sponsorship:

Event Name	Beneficiary	Contribution Amount (RM)
Malayan Tiger Conservation Project	Wildlife Society of Selangor (“Wild”)	100,000.00
Malayan Tiger Conservation Project	Wildlife Conservation And Science (Malaysia) Bhd. (“WC&S Malaysia”)	100,000.00
Mi “Back-to-School” Fundraising Campaign	54 students from The Salvation Army Penang Children’s Home, Ru Yi Home and The Children’s Protection Society	15,550.00
Sponsoring the Women in Zcience (“WIZ”) event	42 students from SMK Convent Datuk Keramat	12,000.00
Carbon Offsetting – Business air travel	Tasman Environment Markets (“TEM”)	8,927.51
Sponsoring the STEM Showcase’22	10,000 students from Penang	3,000.00
<b>Total Contribution:</b>		<b>239,477.51</b>

### Donation in kind:

Event Name	Beneficiary
Mi-Caring-in-Action – Donation Campaign - Groceries and Fruits donations	377 residents from Penang Shan Children's Home, Rumah Kebajikan Seri Cahaya, Crystal Family Home, Together Charity Home, Penang Home for Infirm & Aged, Little Sister of the Poor and Penang Cheshire Home
Mi-Caring-in-Action – Children’s Home Visit - Quality time spent with the children for educational games and sharing of delicious home-made snacks	13 children from Crystal Family Home, 25 children from Penang Shan Children’s Home Association, 38 residents from Pertubuhan Rumah Kebajikan Seri Cahaya Pulau Pinang
Basketball Hoop Donation	25 children from Penang Shan Children’s Home Association
Desktop and Laptop Donation Campaign	116 students from SJK(C) Beng Teik Cawangan
Mi Smart Gate System Donation	650 students from SMK Batu Maung

“small act, BIG impact”



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## COMMUNITY & ENVIRONMENTAL INITIATIVES

### Malayan Tiger Conservation

- March 2022 – Project funding to Wildlife Society of Selangor (“WILD”)
- November 2022 – Project funding to Wildlife Conservation And Science (Malaysia) Bhd.
- December 2022 – Malayan Tiger Conservation Talk.

In November 2021 and March 2022, the Group commenced its 3-year collaboration project with WC&S Malaysia and WILD on the Malayan Tiger Conservation Project to promote awareness of the protection of wildlife for the endangered Malayan Tiger and undertake relevant initiatives for the conservation of their habitat. Summary of the conservation effort in 2022 as below as aligned with the collaboration objectives and project funds allocation.

#### WC&S Malaysia:

- Camera traps were deployed to monitor tiger hotspots and illegal activities.
- Seventy-foot patrols were completed over 335 patrol days covering 1,606 kilometres.
- 6,632 kilometres were covered by motorized vehicles over 365 patrol days.
- Conduct trainings focusing on SMART (Spatial Monitoring And Reporting Tool) patrols, navigation techniques, camera trapping, and first aid.

#### WILD:

- Completed 22 Citizen Action for Tigers (“CAT”) Walk. CAT Walk is an anti-poaching, anti-deforestation surveillance patrol conducted by volunteers and orang asli community rangers to protect tigers and their habitats.
- One new trail added in the existing area of the CAT Walk itinerary.
- Conducted training workshops for potential CAT Walk volunteer leaders.
- On 21<sup>st</sup> December, Mi organised a Malayan Tiger Talk by inviting Dr. Kae to share awareness on tigers and tiger conservation works which Mi has been supporting. The talk was held physically at Home1 and simultaneously broadcasted live for employees from overseas.



# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## COMMUNITY & ENVIRONMENTAL INITIATIVES

### Protect Our Earth

- January to December 2022 – Carbon Offsetting for Business Air Travel
- September 2022 – Beach Cleaning
- September 2022 – Mi Recycle-for-Life Campaign 2022
- October 2022 – Mi Anti-Food Waste Program

As part of our initiatives to achieve our objectives of becoming a carbon-neutral organisation, the Group has committed to reducing its carbon footprint from business air travel. We offset all the Group’s business air travel through the Singapore Airline (“SIA”) Carbon Offset Program which is partnering with Tasman Environmental Market (“TEM”), Asia’s largest carbon offset provider. For FYE 2022, we have totally offset 222t/CO<sub>2</sub>e through this programme.

During September, our employees from Accurus Scientific Taiwan, together with their family members, joined the voluntary Beach Cleaning Campaign at Sunset Platform organised by the Tainan City Government. The objectives of the campaign include raising awareness of marine pollution and promoting waste reduction. 50 attendees participated in this meaningful event.

Furthermore, we also organised a recycling and reuse campaign on 27<sup>th</sup> September 2022. This campaign came with the objective to enhance employees’ knowledge in practising 3R activities (Reduce, Reuse & Recycle) as well as helping the less fortunate persons. All items we collected from Mi employees, which amounted to approximately 0.42 tonne, are all donated to SIMA Handicapped Centre.

In October, Mi Equipment Malaysia launched the “Mi Anti-Food Waste” programme with the intention of reducing food waste. We are aware that food waste has its environmental impact, accounting for greenhouse gas emissions. In order to advocate anti-food waste in our in-house restaurant Sky Oasis, we educated and increased employees’ awareness through memos and educational videos on how to reduce food waste in the office and at home.





# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## COMMUNITY & ENVIRONMENTAL INITIATIVES

### Educational Event Sponsorship

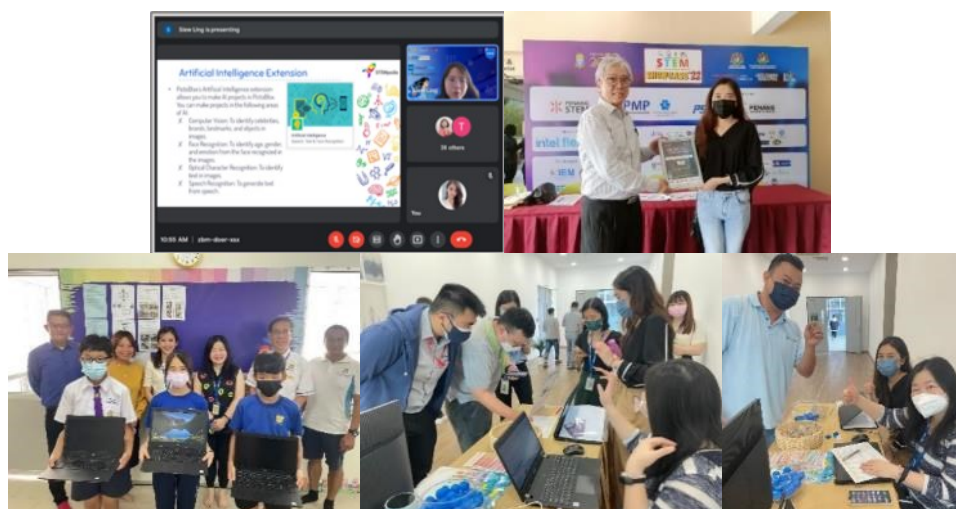
- March 2022 – 6<sup>th</sup> Women in Science (“WIZ”) event
- August 2022 – STEM Showcase’22
- November 2022 – Desktop and Laptop Donation
- December 2022 – Mi “Back-to-School” Fundraising Campaign

The Group sponsored RM12,000 in support of Women in Science (“WIZ”) in March 2022. The event was organised by Tech Dome Penang, in collaboration with the Penang Women’s Development Corporation (“PWDC”). This is the 6<sup>th</sup> year WIZ was organised to support the mission of encouraging and motivating young women towards careers in Science, Technology, Engineering and Math (“STEM”). It was a 9-month programme covering Biology, Introduction to AI, Physics, Augmented Reality (“AR”), Chemistry and Embedded Micro:bit.

In August, the Group also sponsored RM3,000 in support of the STEM Showcase’22. This event was organised by Tech Dome Penang and Penang Math Platform, partnering with Han Chiang High School. More than 10,000 students, teachers and even parents were inspired by the wide array of competitions, programmes and activities which showcased Science and Technology.

In November, 20 laptops are donated to SJK (C) Beng Teik Cawangan. This small contribution aims to provide the school with the needed resources as well as encouraging and motivating students in developing interest in the field of STEM.

In order to lighten the financial struggles of underprivileged students and to boost employees’ engagement in giving back to society, Mi “Back-to-School” Fundraising Campaign was held in December. With tremendous support from employees, we have successfully raised a total of RM 15,550. The collected fund is converted into cash vouchers for the NGOs, namely The Salvation Army Penang Children’s Home, Ru Yi Home, and The Children’s Protection Society to purchase school supplies for the children.





# IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

## COMMUNITY & ENVIRONMENTAL INITIATIVES

### Mi Caring-in-Action

- January to December 2022 – Mi Caring-in-Action - Donation Campaign
- April 2022 – Smart Gate System Donation
- May, August, and November 2022 – Children’s Home Visit
- September 2022 – Basketball Hoop Donation

The Group have organised the “Mi Caring-in-Action – Donation Campaign” since August 2021 by providing monthly fruits and sundries to support these NGOs in their quest to alleviate financial struggles encountered by underprivileged groups. During FYE 2022, we visited 3 selected children’s home, namely Crystal Family Home, Penang Shan Children’s Home, and Rumah Kebajikan Seri Cahaya.

In order to help schools to ensure students continue their education in a safe environment, the Group donated 2 sets of Smart Gate System to SMK Batu Maung in April 2022. The Smart Gate System aim to assist teachers to lighten their burden in attendance taking.

In September, we donated 2 sets of basketball hoops with 2 basketballs to Penang Shan Children’s Home Association. We hope our contribution bring joy to the children and positively promote healthy lifestyle as well as encouraging more physical activities towards enhancing the cardiorespiratory fitness of children.





# APPENDIX 2

## Mi EQUIPMENT MALAYSIA

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

Certificate MY19/1811029968

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 02 April 2022 until 01 April 2025 and remains valid subject to satisfactory surveillance audits. Recertification audit due a minimum of 60 days before the expiration date. Issue 3. Certified since 02 April 2019

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SGS United Kingdom Ltd  
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK  
t+44 (0)151 350 6666 f+44 (0)151 350 6600 [www.sgs.com](http://www.sgs.com)

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# APPENDIX 3

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# APPENDIX 4

## Mi EQUIPMENT MALAYSIA

Membership certification from Malaysian Employers Federation:







# APPENDIX 6

## ACCURUS SCIENTIFIC TAIWAN

ISO 45001:2018 certificate: Page 1

Certificate TW17/00122

The management system of

### ACCURUS SCIENTIFIC CO., LTD.

No. 508-51, Section 1, Wen-Sien Road, Rende District, Tainan City 717, Taiwan.

has been assessed and certified as meeting the requirements of  
**ISO 45001:2018**

For the following activities

The manufacture of solder spheres and Cu-cored solder ball [CCSB]



This certificate is valid from 27 December 2022 until 27 December 2025 and remains valid subject to satisfactory surveillance audits.

Issue 3. Certified since 27 December 2019

Certified activities performed by additional sites are listed on subsequent pages.



Authorised by  
Stephen Pao  
Deputy Director

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Page 1 / 2

# APPENDIX 6

## ACCURUS SCIENTIFIC TAIWAN

ISO 45001:2018 certificate: Page 2

Certificate TW17/00122, continued

### ACCURUS SCIENTIFIC CO., LTD.



#### ISO 45001:2018

Issue 3
Sites
ACCURUS SCIENTIFIC CO., LTD. No. 508-51, Section 1, Wen-Sien Road, Rende District, Tainan City 717, Taiwan.
The manufacture of solder spheres and Cu-cored solder ball [CCSB]
ACCURUS SCIENTIFIC CO., LTD. SOLDER POWDER PLANT No. 508-37, Section 1, Wen-Sien Road, Rende District, Tainan City 717, Taiwan
The manufacture of solder spheres and Cu-cored solder ball [CCSB]



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Page 2 / 2



# APPENDIX 7

## ACCURUS SCIENTIFIC TAIWAN

ISO 14001:2015 Certificate: Page 1

Certificate TW11/10068

The management system of

### ACCURUS SCIENTIFIC CO., LTD.

No. 508-51, Section 1, Wen-Sien Road, Rende District, Tainan City 717, Taiwan.

has been assessed and certified as meeting the requirements of  
**ISO 14001:2015**

For the following activities

The manufacture of solder spheres and Cu-coated solder ball [CCSB]



This certificate is valid from 21 January 2023 until 21 January 2026 and remains valid subject to satisfactory surveillance audits.

Issue 6. Certified since 21 January 2011

Certified activities performed by additional sites are listed on subsequent pages.

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Page 1 / 2



# APPENDIX 7

## ACCURUS SCIENTIFIC TAIWAN

ISO 14001:2015 Certificate: Page 2

Certificate TW11/10068, continued

### ACCURUS SCIENTIFIC CO., LTD.



#### ISO 14001:2015

Issue 6
<b>Sites</b> ACCURUS SCIENTIFIC CO., LTD. No. 508-51, Section 1, Wen-Sien Road, Rende District, Tainan City 717, Taiwan.
The manufacture of solder spheres and Cu-cored solder ball [CCSB]
ACCURUS SCIENTIFIC CO., LTD. SOLDER POWDER PLANT No. 508-37, Section 1, Wen-Sien Road, Rende District, Tainan City 717, Taiwan
The manufacture of solder spheres and Cu-cored solder ball [CCSB]



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