Mi Technovation

Diversify · **Grow** · **Sustain**

跨领共赢 · 重点深耕 · 扎根永续

SUSTAINABILITY REPORT
2024

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FOREWORD

About this Report:

The Board of Directors ("Board") of Mi Technovation Berhad ("Mi" or "the Group") presents this standalone Sustainability Report ("Report"), highlighting the Group's initiatives and performance in its management of the Environmental, Social, and Governance aspects of the business towards embracing a more sustainable future for the years to come.

Reporting Scope:

Unless stated otherwise, the reporting scope of this Report covers the Group's key business units, each represented by its key operating subsidiary entities as per below:

Semiconductor Equipment Business Unit ("SEBU"):
- Mi Equipment (M) Sdn. Bhd. ("Mi Equipment Malaysia")
- Suzhou Mi Equipment Co. Ltd. ("Mi Equipment Suzhou")

Semiconductor Material Business Unit ("SMBU"):
- Accurus Scientific Co. Ltd. ("Accurus Scientific Taiwan")
- Accurus Scientific (Ningbo) Co. Ltd. ("Accurus Scientific Ningbo")

Semiconductor Solutions Business Unit ("SSBU"):
- Mi Semiconductor (Hangzhou) Co. Ltd ("Mi Semiconductor Hangzhou")

Reporting Period:

Our sustainability reports are published annually, and the data presented in this Report covers the financial period from 1st January 2024 to 31st December 2024 ("FYE 2024"), unless stated otherwise.

FYE 2024 is the first year that the following key operating subsidiary entities are being included in the Sustainability Report:
- Mi Equipment Suzhou
- Accurus Scientific Ningbo
- Mi Semiconductor Hangzhou

The sustainability-related data reported for these entities is generally limited to FYE 2024 and may not be available for all indicators reported in this Report, while ongoing efforts are being made to enhance the data collection, integration, and consolidation process to enable the reporting of data that is accurate and of consistent basis for the Group in the future.

Reporting Guidelines and Basis:

This Report has been prepared in accordance with the following relevant sustainability disclosure requirements and guidelines:

✓ Bursa Malaysia Main Market Listing Requirements, in relation to the sustainability reporting requirements; and
✓ Global Reporting Initiative (GRI) Standards

The preparation of this Report has considered the Sustainability Reporting Guide – 3rd Edition and its accompanying Toolkits as issued by Bursa Malaysia. The Group has also considered the alignment of its sustainability performance with the United Nations Sustainable Development Goals ("UN SDGs") in this Report.

Since 2021, our sustainability reports have actively embraced and are guided by selected sustainability indicators of the FTSE4Good Bursa Malaysia Index, which was designed to support investors in making ESG investments in Malaysian listed companies.

In the data analysis presented in this Report, percentages may not total 100% as well as the numerical values due to rounding differences. Rounding may be observed to express numerical values in a more concise and readable manner, these rounding differences are inherent in numerical representations and are typically minimal.

Please be informed that we verify and update historical data to ensure accuracy annually. These revisions were made in accordance with updated external reference data, improved calculation methodologies and data quality.

Review and Assurance:

The performance data published in this Report was not subject to internal reviews by the internal auditor, nor has external assurance been obtained. Regular audits by internal and external auditors are in place in relation to selected policies and procedures quoted in this Report.

The Report is reviewed and approved by the Board Sustainability Committee and Board.

Availability:

A PDF version of this Report is available at our corporate website at https://www.mi-technovation.com/. Please refer to the below for more ESG related information.
ESG Website : https://mi-technovation.com/esg-sustainability/
ESG Newsfeed: https://mi-technovation.com/our-stories/

Feedback:

We value and welcome the feedback from our stakeholders on this Report. If you have any feedback or suggestion, kindly submit the feedback to esg@mi-technovation.com.

CEO MESSAGE

> As we move forward, we remain dedicated to our pillars of **Diversify, Grow, and Sustain**, shaping a more resilient and thriving tomorrow together.
>
> 展望未来，我们将继续秉持"**跨域共赢、重点深耕、扎根永续**"的核心理念，共同打造更加坚韧的未来

OH KUANG ENG
Group Chief Executive Officer

Dear Esteemed Shareholders, Employees, Partners, and Friends,

Greetings,

I am honoured to present to you this year's Sustainability Report. This report not only summarizes our achievements in the field of sustainable development over the past year but also represents our steadfast commitment to future growth.

Diversify: 跨域共赢
We believe that cross-sector collaboration empowers us to unlock new opportunities and drive progress in a rapidly changing world. By expanding our capabilities and delivering cutting-edge solutions, we are committed to providing cutting-edge solutions that meet industry needs and establishing close partnerships with all stakeholders to create shared value.

Grow: 重点深耕
Our commitment to sustainable growth is rooted in a strategic focus on key priorities, leveraging our expertise and competitive advantages to expand in the target key markets. With agility and resilience, we will continue to enhance our impact and drive long-term value creation.

Sustain: 扎根永续
Sustainability is the fundamental principle that guides all our actions. We integrate sustainability into our operations through responsible business practices and forward-thinking solutions. We continuously drive technological innovation, laying a resilient foundation for a prosperous and thriving future.

As we move forward, we will continue to uphold our development principles of "Diversify, Grow, and Sustain" to shape our journey. We thank our partners, employees, and stakeholders for their unwavering support in building a more sustainable and brighter tomorrow.

CEO MESSAGE

As we move forward, we remain dedicated to our pillars of **Diversify, Grow, and Sustain**, shaping a more resilient and thriving tomorrow together.

展望未来，我们将继续秉持**"跨域共赢、重点深耕、扎根永续"**的核心理念，共同打造更加坚韧的未来

胡光荣
集团首席执行长

尊敬的股东、员工、合作伙伴及朋友们，

诚挚问候，

很荣幸向大家呈现今年的企业永续发展报告。本报告不仅总结了我们在过去一年中在企业永续发展取得的成果，更展现了正齐集团对未来增长的坚定承诺。

跨域共赢（Diversify）
我们坚信跨领域合作让我们更能够抓住新机遇，在多变及充满不确定性的市场中不断前行、拓展新业务。我们致力于与所有利益相关方建立紧密的合作关系，并提供符合行业需求的尖端解决方案,共同创造共享价值。

重点深耕（Grow）
我们始终坚持既定的战略重点，并专注于自身的专业能力与竞争优势，以确保可持续性增长。我们依托在关键市场，不断拓展。凭借敏捷性与韧性，我们持续增强对市场的影响力，创造价值。

扎根永续（Sustain）
永续发展是我们所有行动的核心原则。通过负责任的商业实践和前瞻性的解决方案，我们将永续发展的理念融入企业运营的每一个环节。我们持续推动科技创新，为建立一个繁荣昌盛的未来奠定基础。

展望未来，我们将继续秉持"跨域共赢、重点深耕、扎根永续"的核心发展方针，坚定前行。感谢所有合作伙伴、员工和利益相关方的支持，携手应对挑战、共建可持续、更加美好的明天！

Mi TECHNOVATION BERHAD AT A GLANCE

Mi Technovation Berhad is a Malaysian public listed company on the Main Market of Bursa Malaysia Securities Berhad since June 2018. The company began its journey in 2007 and has seen significant growth since its IPO with notable milestones.

We operate primarily through three business units. →

Mi Equipment

Semiconductor Equipment Business Unit (SEBU)

Mi Material

Semiconductor Material Business Unit (SMBU)

MiSE

Semiconductor Solutions Business Unit (SSBU)

Multiple Sites Across 6 Countries

5
Manufacturing sites

4
R&D centres

>10
Sales & service offices

South Korea
China
The United States
Malaysia
Singapore
Taiwan
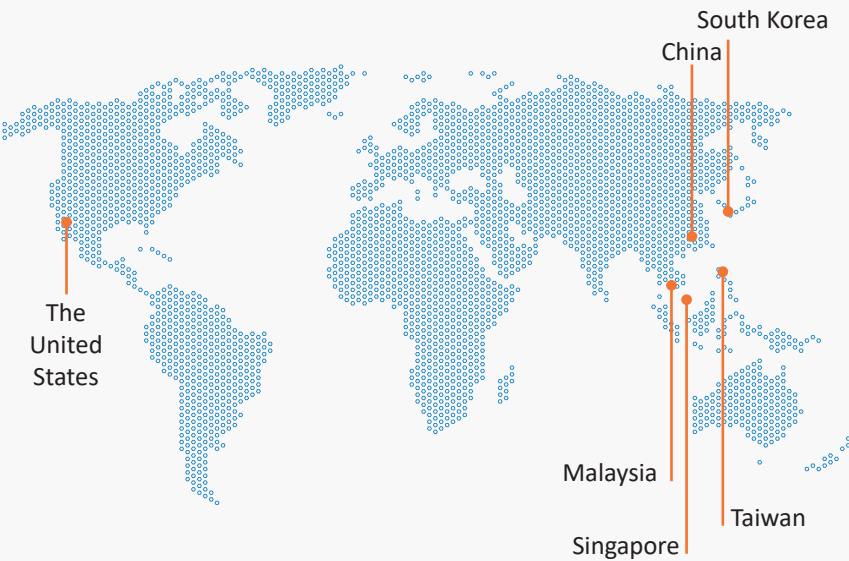
30.2% increase in revenue in 2024 compared to 2023

26.6% increase in profit after tax in 2024 compared to 2023

112 Granted patents & UM
72 Pending patents & UM

*Data refers to Group's data on patents and utility models (UM)

2024 Revenue Percentage by Country

- 46.20%
- 33.20%
- 4.70%
- 13.60%
- 2.30%

- Taiwan
- Korea & Japan
- North America
- China
- South East Asia & India
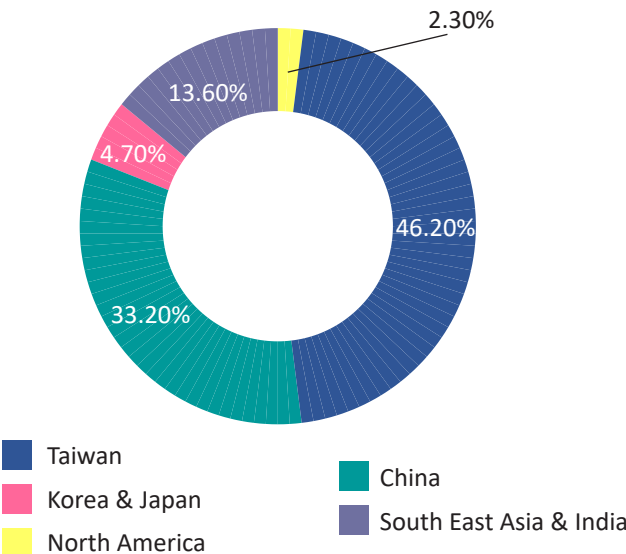
2024 Revenue Percentage by Segment

- 73.50%
- 8.90%
- 17.60%

- Mobility & Wearables
- Automotive & Renewable Energy
- HPC & Memory

ABOUT Mi TECHNOVATION BERHAD

Our Financial Performance

The Group experienced a robust financial year marked by significant growth and strategic advancements. Revenue increased by 30.2%, while profit attributable to owners of parent increased by 23.6% in FYE 2024, driven by strong sales in our core product lines and strong recovery from the semiconductor market downturn experienced in 2023. Operational efficiencies and strategic cost management contributed to improved margins. Overall, the financial year was a testament to our strategic vision and execution capabilities.

Financial Results

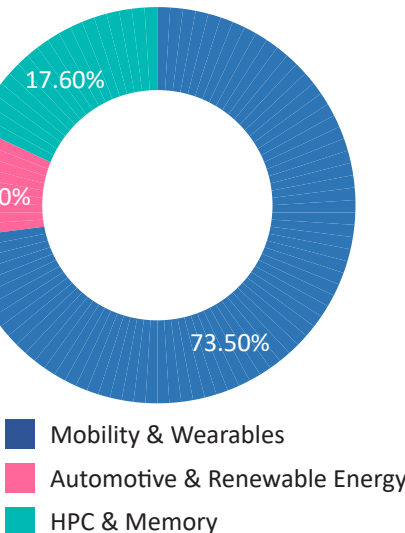|	FYE 2020	FYE 2021	FYE 2022	FYE 2023	FYE 2024
Revenue (RM mil)	229.0	375.5	389.5	356.0	463.5
Profit attributable to owners of parent (RM mil)	54.0	61.8	68.9	55.1	68.1

Earnings Per Share (EPS)

	FYE 2020	FYE 2021	FYE 2022	FYE 2023	FYE 2024
Earnings Per Share (RM sen)	7.24	7.50	7.69	6.16	7.61
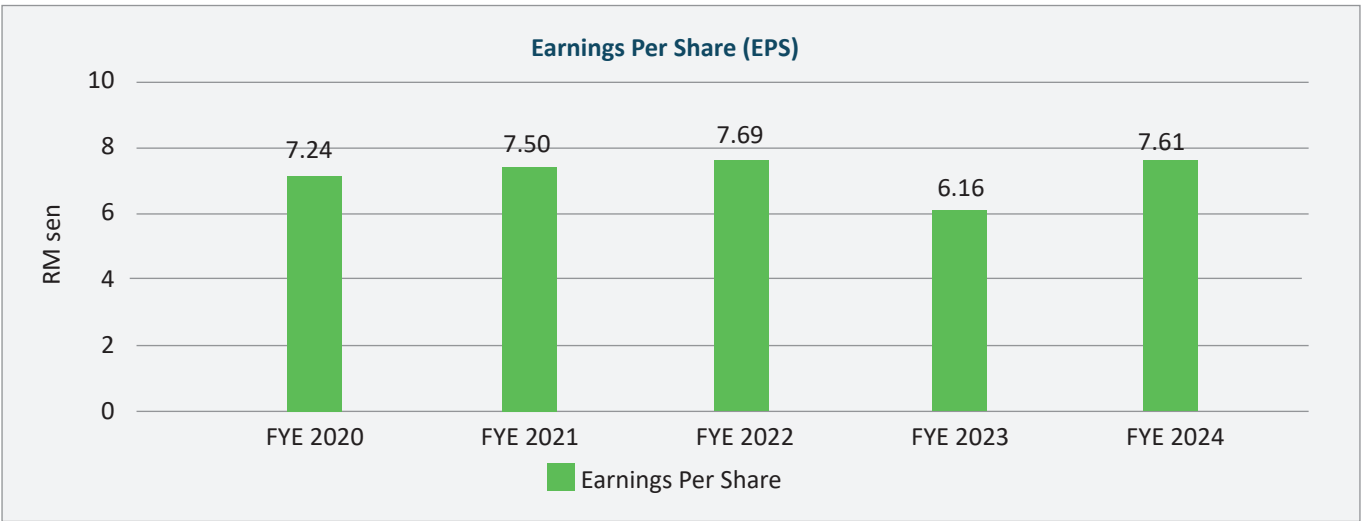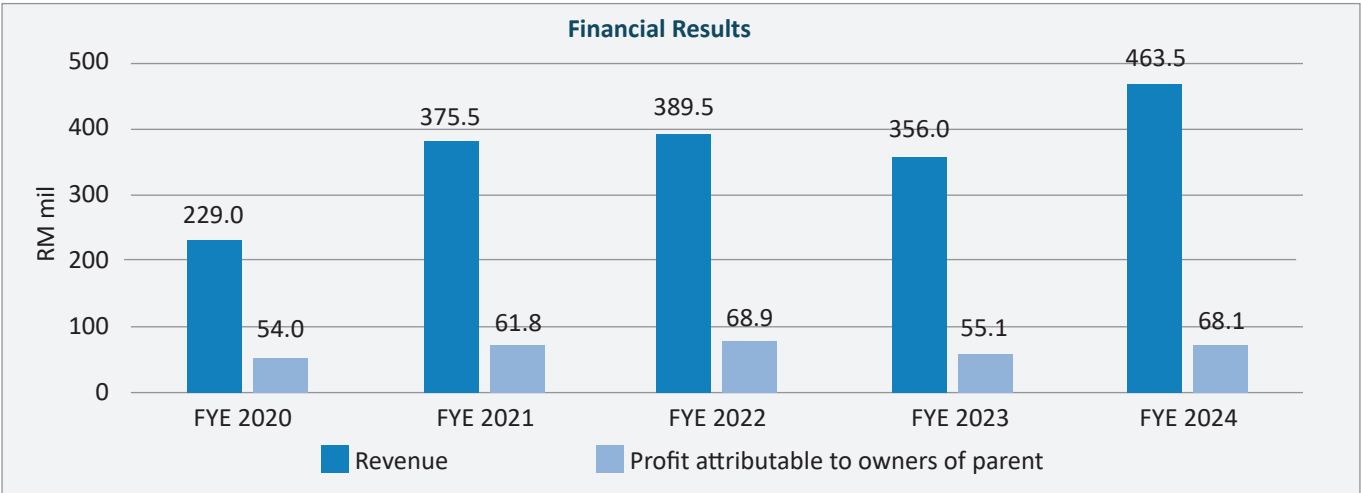
Note:
1. The weighted average number of ordinary shares in issue (excluding treasury shares) from FYE 2020 to FYE 2024 amounted to 746mil, 825mil, 896mil, 895mil and 894mil respectively.

Mi Technovation

Timeline

2023 — New R&D and Manufacturing Facility
Invested US$30 million into a R&D and manufacturing facility for power modules and devices in Xiaoshan, Hangzhou City, China.

2022 — Setup 3rd Business Unit
Commenced operation of Semiconductor Solutions BU, after having 2 matured BU namely Semiconductor Equipment BU and Semiconductor Material BU.

2021 — Overseas Expansion & Setup 2nd Business Unit
Setup manufacturing sites in overseas and assumed ownership in Accurus Scientific Co. Ltd. and its subsidiaries.

2019-2020 — Local Expansion
Local infrastructure completed with 2 world-class facilities located in Penang (Bayan Lepas & Batu Kawan).

2018 — Listing on KLSE
Successful IPO and shares listed and quoted on the Main Market of Bursa Malaysia on 20 June 2018.

2015 — Very 1st Sales Milestone
The in-house brand of WLCSP die sorting machine hit the very first RM100 million annual sales milestone.

2012 — "Mi Equipment" Era
Set up main subsidiary Mi Equipment (M) Sdn. Bhd. to R&D and manufactured the flagship advanced packaging die sorting machine.

2007 — The Humble Beginning
Founded DPE Integration (M) Sdn. Bhd. for R&D of die processing equipment.

ABOUT Mi TECHNOVATION BERHAD

Company Overview and Our Key Milestones

The Group's corporate journey began with the founding of DPE Integration (M) Sdn. Bhd. ("DPE") in 2007, focusing on research and development in die processing equipment. In 2012, the primary subsidiary, Mi Equipment (M) Sdn. Bhd., was founded, specializing in the research, development, and manufacturing of advanced packaging die sorting machines equipped vision inspection capabilities for the semiconductor industry. Over time, the in-house brand of Wafer Level Chip Scale Packaging ("WLSCP") sorting machine emerged as the Group's flagship product, ultimately leading to the achievement of its first sales milestone of RM100 million in 2015.

Starting in 2019, following the successful IPO and the infusion of capital, the Group expanded its production capacity and introducing new and diverse product lines; positioning the Group to enter the global stage and establish itself as a prominent player in the international semiconductor industry, offering a wide range of products across various countries.
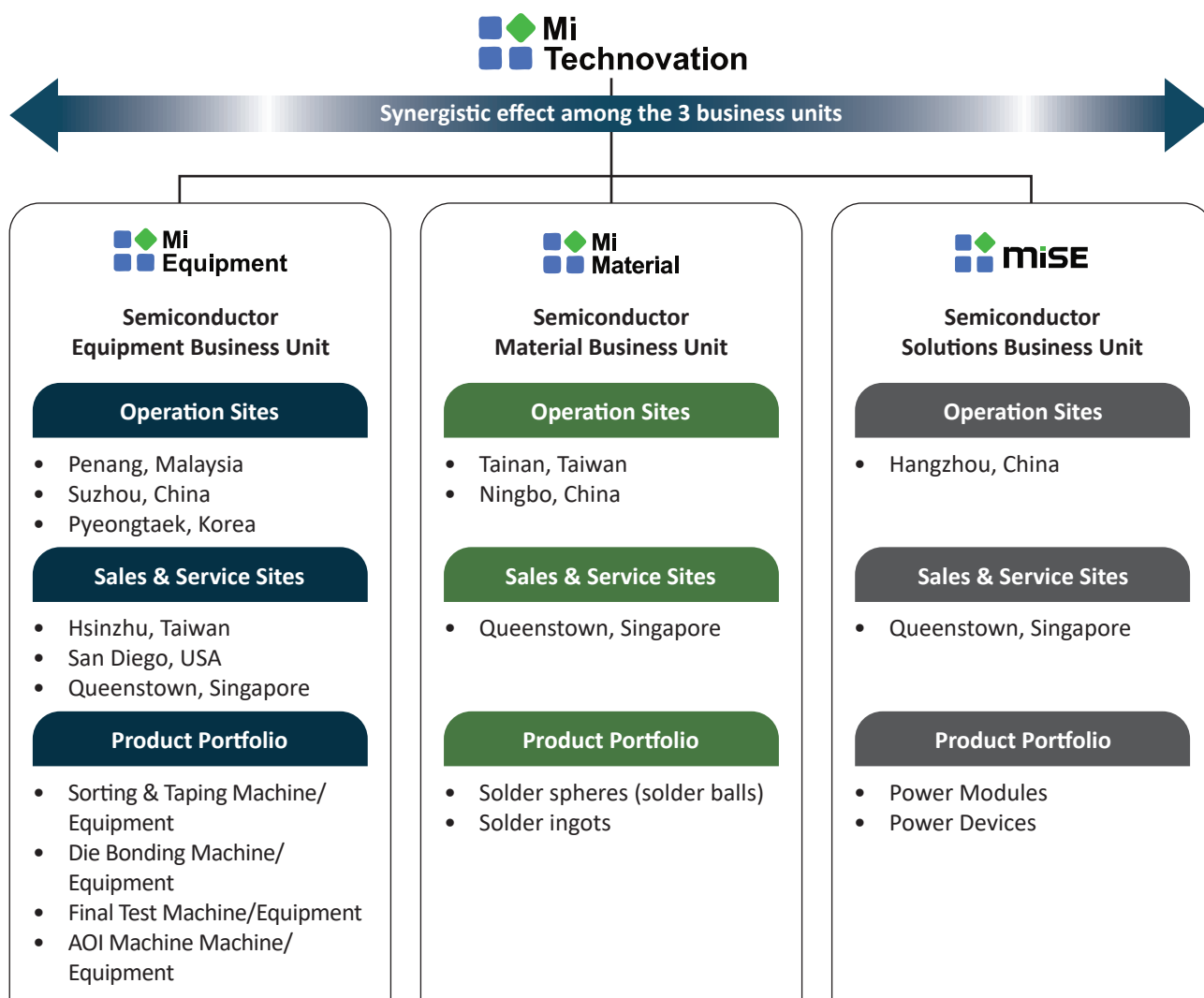
In April 2021, the Group achieved a significant milestone by successfully acquiring Accurus Scientific Co. Ltd. and its subsidiaries, a major supplier of semiconductor materials in the industry. The acquisition laid down the foundations for the Group's Semiconductor Material Business Unit ("SMBU").

In July 2022, the Group launched a new business unit called the Semiconductor Solutions Business Unit ("SSBU"). As the Electric Vehicle and renewable energy markets open up to opportunities due to the government's commitment to carbon neutrality in the coming decades, SSBU stands to become one of the pivotal and promising business units in the Group. The initiation of our investment in Hangzhou for a new R&D and manufacturing factory in October 2023 marks the commencement of an accelerated growth phase for SSBU.

Business Structure and Product Portfolio

Collaboration and integration across our business units drive superior performance and innovation. Our three core business units SEBU, SMBU and SSBU work in harmony to create a powerful synergy that enhances our ability to deliver exceptional solutions and creates a synergy that amplifies our strengths and capabilities across the semiconductor industry supply chain.

Mi Technovation

Synergistic effect among the 3 business units

Mi Equipment

Semiconductor Equipment Business Unit

Operation Sites
- Penang, Malaysia
- Suzhou, China
- Pyeongtaek, Korea

Sales & Service Sites
- Hsinzhu, Taiwan
- San Diego, USA
- Queenstown, Singapore

Product Portfolio
- Sorting & Taping Machine/ Equipment
- Die Bonding Machine/ Equipment
- Final Test Machine/Equipment
- AOI Machine Machine/ Equipment

Mi Material

Semiconductor Material Business Unit

Operation Sites
- Tainan, Taiwan
- Ningbo, China

Sales & Service Sites
- Queenstown, Singapore

Product Portfolio
- Solder spheres (solder balls)
- Solder ingots

MiSE

Semiconductor Solutions Business Unit

Operation Sites
- Hangzhou, China

Sales & Service Sites
- Queenstown, Singapore

Product Portfolio
- Power Modules
- Power Devices

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 design, 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 sales 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 design, manufacturing and sales of solder spheres (or solder balls), with some activities in design, development, manufacturing, and sales 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. An investment of USD30 million has been officially launched on 19th October 2023 in Hangzhou, China for a new research centre and manufacturing facility for high power modules, devices and application systems. SSBU aims to tap into the opportunity on wide bandgap applications market in the automotive and renewable energy segments.

OUR ESG STRATEGY AND ITS MAIN PILLARS

Our ESG (Environmental, Social, and Governance) strategy sets a clear direction and aligns our businesses and operations with the long-term sustainability goals of the Group. As part of our commitment to environmental stewardship, we strive to achieve Net Zero carbon emissions by 2050. This long-term ambition reflects our dedication to minimizing our environmental footprint while creating sustainable value for our stakeholders.

We continue to enhance our intellectual capital through ongoing research and development initiatives, ensuring we remain competitive and resilient in an evolving market while delivering high-quality products and services to our clients.

We take proactive measures to incorporate good ESG practices in our business and operations with the aim to create sustainable values for stakeholders. This includes heightening ESG awareness and knowledge among our employees, such as providing new hires with an introduction to this matter, planning various ESG-related events, publishing newsfeeds, and sharing ESG updates, information, and events through the company website or internal sharing point.

Sustainability is incorporated as part of our business strategy and corporate responsibility which are centred around three (3) core commitments: -

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 practices | "Check-and-Balance" to mitigate risks and mistakes | Multiple communication channels for continuous dialogue |

Impact Within & Beyond Business Operation
We sponsor and protect various environment and community initiatives.

| Environment & Biodiversity | Social & Community initiatives |

Our value creation is defined by balancing the interest of the Group's stakeholders, and this also drives our approach towards managing our business sustainability. To fulfill our corporate duties, we work to protect not only our employees, shareholders, customers, and business partners, but also the community around us. We also ensure that strong and good corporate governance drives business management and operations. These essential focuses are set out in our Sustainability Policy, which is also available at our corporate website: https://mi-technovation.com

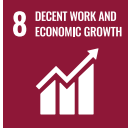The Sustainable Development Goals (or "SDGs") are important reference for the Group in understanding our contribution to a sustainable future. As a responsible company, we continuously refine our sustainability plan and incorporate them by tracking our existing methods, improvements, and plans to achieve more SDGs. We have identified 10 SDGs that are most relevant to us. Through the ongoing sustainability initiatives, Mi aims to support and contribute to the achievement of the following SDGs by regularly assessing the Group's objectives and plans.

The table below shows how we contribute and support the achievement in 2024 on the SDGs around our main pillars on economic, environmental, and social impact.

SDGs	Our Commitment and Initiatives	Impact and Outcome
Business and Economic Impact	✓ To strive to sustain economic growth, provide decent work environment as well as pursue resource efficiency in consumption and production. ✓ To support the building of resilient infrastructure, promote sustainable industrialisation, and foster innovation. ✓ Enhance global partnership with suppliers and customers for sustainable development and industry stability.	✓ Remained profitable since inception. ✓ We apply zero tolerance to forced labour and child labour. ✓ Actively engaged local suppliers with 72% of local procurement sourced from reporting entities. ✓ Having a Code of Conduct that aims to align our suppliers with the principles and values of sustainability development.
Environmental Impact	✓ Strive to improve the energy efficiency of mother earth to provide everyone with access to clean energy services for a greener future. ✓ Committed to reducing energy and water consumption, as well as reducing waste disposed, reducing carbon emissions and contributing to a healthier environment and improving mankind's overall health.	✓ Solar panel system in Accurus Scientific Taiwan has successfully generated 190MWh of green electricity in 2024 with an estimated avoidance of 94 tonnes of carbon dioxide equivalent. ✓ Reduced waste generation through prevention, reduction, recycling, and reuse. ✓ A total of 247 plants planted in the ongoing battle against climate change.

SDGs	Our Commitment and Initiatives	Impact and Outcome
Environmental Impact (Con't) **7** AFFORDABLE AND CLEAN ENERGY **12** RESPONSIBLE CONSUMPTION AND PRODUCTION **13** CLIMATE ACTION **15** LIFE ON LAND	✓ Commitment to conserve and restore biodiversity especially for endangered wildlife or species.	✓ On-going collaboration with Wildlife Society of Selangor ("WILD") & Wildlife Conservation And Science (Malaysia) Bhd. ("WCS Malaysia") on the Malayan Tiger Conservation project. ✓ 24 employees from Mi Equipment Malaysia and Suzhou participated in antipoaching surveillance patrols organized by WILD with a total of 145.6km trails swept.
Social Impact **3** GOOD HEALTH AND WELL-BEING **4** QUALITY EDUCATION **10** REDUCED INEQUALITIES	✓ Commit to ensuring fair remuneration and benefit for all employees with no discrimination and strongly against any form of labour exploitation. ✓ To help the poor and needy to improve their healthcare qualities and promote equal education especially for those in Malaysia's rural areas.	✓ Adopted equal employment opportunities policy and complied with the monthly RM1,500, NTD27,470, and RMB1,540 – RMB2,690 minimum wage according to the local statutory requirements in 2024. ✓ Sponsored Women in Zcience 2024 ("WIZ") and Chong Teik Primary Schools in support of science, technology, engineering, and mathematics (STEM) education for sustainable development. ✓ Conducted multiple in-house health awareness events. ✓ Sponsored Penang Adventist Hospital in Shine in Gold Charity Centennial Run by providing medical treatment funds for needy patients who suffer from chronic illness that need to undergo major surgeries.

OUR SUSTAINABILITY APPROACH

Sustainability Governance

The Group's Sustainability Policy, which is published in the company website, underscores the crucial role of sustainability in our business strategy and corporate responsibility. To stay ahead of the curve and ensure long-term success, the Group adopts a proactive ESG strategy aimed at driving sustainability transformation with three core focuses:

1. Sustainable Business
2. Responsible Business Practices
3. Impact Within and Beyond Business Operations

To ensure the successful implementation of the Group's sustainability efforts, the Board has established a governance structure that includes the Board Sustainability Committee, Top Management and the Sustainability Team, as detailed below.

Sustainability Reporting Structure

Board Level
Board of Directors

Board Sustainability Committee ("BSC")
Independent Directors

Top Management Level
Group Chief Executive Officer and
Group Chief Financial Officer

Business Unit Level
Sustainability Team

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 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, leads the Group's sustainability, understands, and assesses material issues in making business decisions, and advises on strategies that are significant to the Company. Progress towards the sustainability strategies, including department performance, is reported to the Board on a regular basis. The Top Management provides leadership in the management and implementation of ESG strategies and achievement of ESG targets set, as well as ensuring relevant ESG risks and opportunities are managed accordingly.

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 initiatives. They are also responsible for carrying out effective engagements and communications with the stakeholders.

Materiality Matters and Assessment

We have implemented a sustainability management approach based on the concept of materiality. This approach involves assessing and prioritizing sustainability matters that are deemed significant to the Group—those that have substantial economic, environmental, social, and governance impacts and that influence our stakeholders' assessments and decisions. Our materiality concept aligns closely with the Listing Requirements and the Sustainability Reporting Guide 3rd Edition, along with its associated Toolkits.

With the establishment of our third business unit, we have undertaken a comprehensive materiality reassessment in 2024 to ensure that our sustainability priorities remain aligned with our expanded operations and stakeholder expectations.

The table illustrates how our sustainability matters align with the "common sustainability matters", which are a set of sustainability topics outlined in the Bursa Listing Requirements aimed to elevate the sustainability practices and disclosures of listed issuers. These alignments have undergone a review and received approval from the Board:

Mi Sustainability Matters	Common Sustainability Matters (Bursa Listing Requirement)										
	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											
Customer Relationship											
Supply Chain Management							✓				
Responsible Business Practice	✓										
Fair Employment and Labour Practice			✓			✓					
Talent Development						✓					
Health & Safety					✓						
Community Initiatives		✓									
Climate Change & Environment Initiatives									✓		✓
Energy Management				✓							✓
Water Management									✓		
Waste & Pollution Management										✓	
Materials Management							✓				

Materiality Matters and Assessment

The assessment methodology and results are outlined below:

1. **Phase 1: Identification of sustainability matters**
   The identification of material sustainability matters considered the Group's business nature, market, industry, and the risks and opportunities of the business environment.

2. **Phase 2: Prioritisation of material sustainability matters**
   Our approach takes into account the perspectives and concerns of key stakeholders, which include investors, employees, customers, suppliers, and government regulators. We gather these insights through the Group's materiality survey conducted with selected stakeholders. In evaluating the significance of sustainability matters, we consider a balance between the interests of these stakeholders, taking into consideration their level of influence and dependence on the Group.

3. **Phase 3: Review and validation**
   The results of the materiality assessment were plotted on a materiality matrix, and these findings were subsequently presented to the BSC for confirmation and approval by the Board.

Materiality Matrix
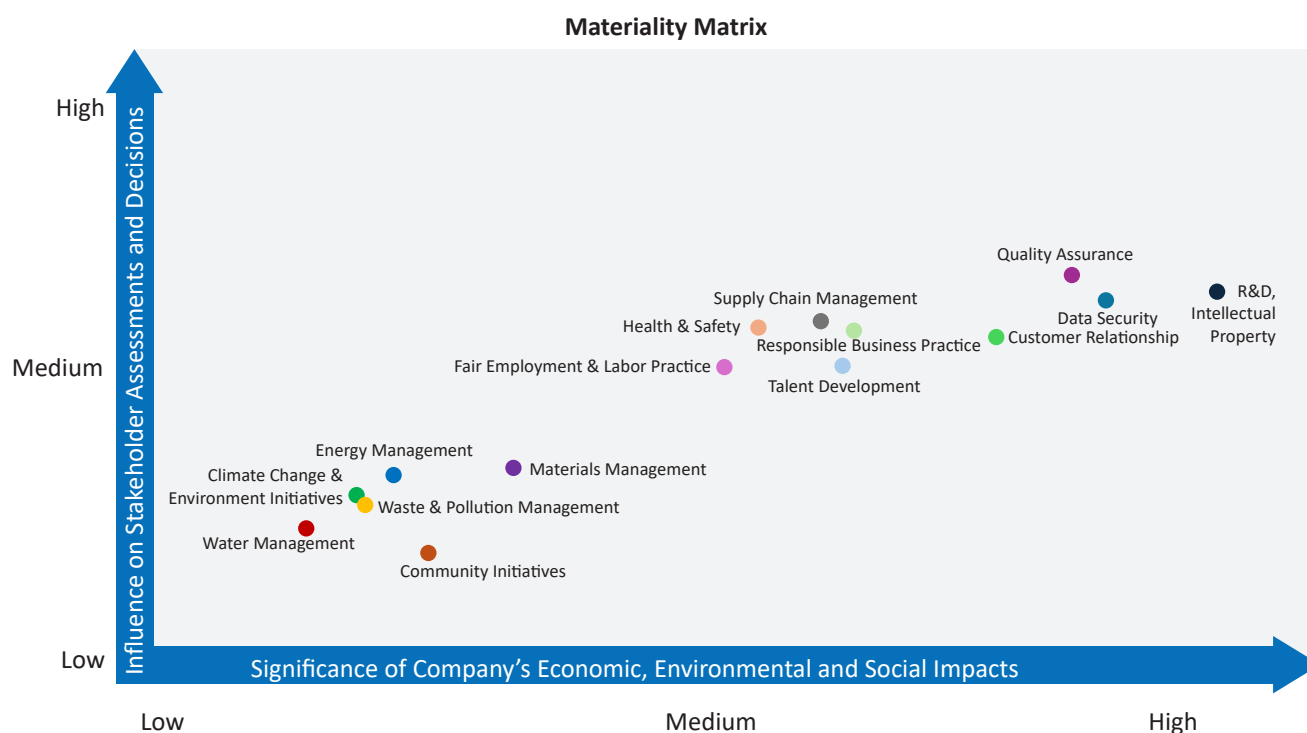
Note:
1. Upon comparing the Group's 2024 materiality matrix with the 2023 materiality matrix, the following matters continue to be of significant importance to the company and its stakeholders:

   i.   R&D, and Intellectual Property
   ii. Data Security
   iii. Quality Assurance
   iv. Customer Relationship

These areas have consistently been identified as critical, reflecting their ongoing relevance and impact on our business and stakeholder expectations.

STAKEHOLDER ENGAGEMENT

At Mi, we believe that stakeholder engagement is crucial for our business to be successful and sustainable. We give our stakeholders top priority by learning about their challenges and figuring out the appropriate course of action and communication strategy while optimizing the available resources. We actively seek out the opinions and insights of our stakeholders through a variety of channels to achieve our mutual goals. Building relationships, collaboration, and feedback sharing are on-going processes used to promote trust and balance interests with and among stakeholders.

We periodically assess the stakeholder engagement strategies as necessary to achieve our engagement objectives. The expectations of our stakeholders, the significance of each stakeholder group, and our approaches and reactions to them are all displayed in the table below.

Stakeholder Group	Stakeholders' Expectations	Why They are Important	Our Engagement Methods & Responses
Directors	• Cultivate a positive culture • Lead the Group to a new height in the future	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.	• On-going interaction through the Board of Directors' meeting • Strategy updates and reviews • Ongoing business updates • Company-related events
Management	• Transparency in workplace • Robust management system • To provide a harmonious working environment	Management plays a pivotal role in attaining organizational objectives while optimizing resource utilization. By strategically coordinating the factors of production, management organizes and integrates resources efficiently to fulfil our commitment to stakeholders.	• On-going interaction via management meeting • Weekly/monthly management updates • Company-related events • Internal audit
Employees	• A healthy and safe workplace • Better career prospect • Employee engagement and welfare	Employees are the driving force behind daily operations, influencing the quality of products and services. We instil a culture of high performance and accountability that attracts, develops, and retains the best talent to drive our business strategy.	• Updated new policy via our intranet • Organized health and well-being activities • Learning and development programs such as E-learning and E-library • Employee manual and handbook • Training and development programs • Voluntary and engagement activities • Festive celebration • Team building

Stakeholder Group	Stakeholders' Expectations	Why They are Important	Our Engagement Methods & Responses
Shareholders / Investors	• Timely updates on financial performance • Long-term value with profit return • Return on investment	We are dedicated to upholding a sustainable business model that provides enduring value and fair returns to our shareholders. Our strategic planning emphasizes sustainability for the long term, and we adapt continually, steering our operations as a responsible corporate entity.	• Annual General Meetings ("AGM") • Quarterly Financial Reports • Annual reports • Corporate website • Investor briefing
Customers	• Good product quality and safety • Good customers experiences • Uphold fair market practices	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.	• Ensuring high customer satisfaction through strict quality control • Enhance product safety and health • Continually product development • On-site visits • Customer training and support • Customer satisfaction survey/Customer monthly rating • Project updates and meeting
Government	• Complying with all laws and regulations where we operate • Transparency and upholding high integrity	Maintaining compliance helps to ensure the Company operates in accordance with the applicable laws, regulations, standards and ethical practices.	• Compliance with all applicable laws and regulations where our operation sites are based • Published Annual Report, Quarterly Financial Report, Sustainability Report on Bursa Malaysia
Suppliers **Subcontractors**	• Responsible and sustainable supply chain practices • Grow stronger together under a profitable business environment	Our objective is to build collaborative partnerships and strengthen our ties with suppliers and subcontractors within a mutually beneficial business environment. Recognizing our responsibility to preserve market integrity and uphold ethical standards, we are committed to fair market pricing and equitable compensation for subcontractors. We aim to foster business opportunities across our supply chain.	• Adopt Supplier Code of Conduct/ Responsible Business Alliance Code of Conduct • Maintain good relationship • On-going meeting and discussion • Periodic supplier assessment

Stakeholder Group	Stakeholders' Expectations	Why They are Important	Our Engagement Methods & Responses
Communities	• Supporting local communities in social and environmental matters • Fostering collaborative partnership	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.	• Collaborate with different NGOs to organize impactful voluntary program • Employee voluntary participation • Company newsfeeds published in website • Email and meeting
Media	• Disseminating reliable 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 of leadership.	• Accurate news dissemination across different communication channel • On-going newsfeed and activities post on social media • Company website • Bursa announcement

Note: The stakeholder engagement is reported generally only. All the five entities have its unique business approach towards their stakeholder.

Sustainable Financial Growth

Revenue **+30.2%**

PAT **+26.6%**

Intellectual Property Capital

104 Granted patents & UM

65 Pending patents & UM

*Data presented herein relates exclusively to reporting entities.

Quality Assurance

We are certified for
- ✓ **ISO 9001:2015**
- ✓ **IATF 16949:2016**

Training and Development

Total training hours of **3343 hours** attended by employees

Data Security

No substantiated complaints concerning breaches of customer privacy or losses of customer data

SUSTAINABLE BUSINESS

2024 Key Performances

INTELLECTUAL PROPERTY

A semiconductor company's business is deeply intertwined with intellectual property (IP), as the industry relies heavily on cutting-edge innovation, complex technologies, and significant investment in research and development (R&D). IP protection is vital to safeguard the future growth of the Group, maintain our competitive edge as well as to foster innovation. IP is also a powerful business tool to gain position in the market and competitive edge over exclusive products. This also makes it an important instrument to attract partners and potentially obtain return on research investment through development collaboration or licensing deals.

We strengthen our IP rights by applying for patents and utility model (UM), which help protect our R&D efforts through formal registrations. This approach also enhances our bargaining power in cross-licensing negotiations and provides a strong foundation for counterclaims if needed. We publish our IP with proper attribution, ensuring transparency and recognition of our innovations. Additionally, being the "first to apply" for a patent remains the most effective and secure method to safeguard non-trade secret IP. To mitigate the risk of infringement, we consistently perform thorough patent searches before submitting new applications.

Total Patents and Utility Model (UM)
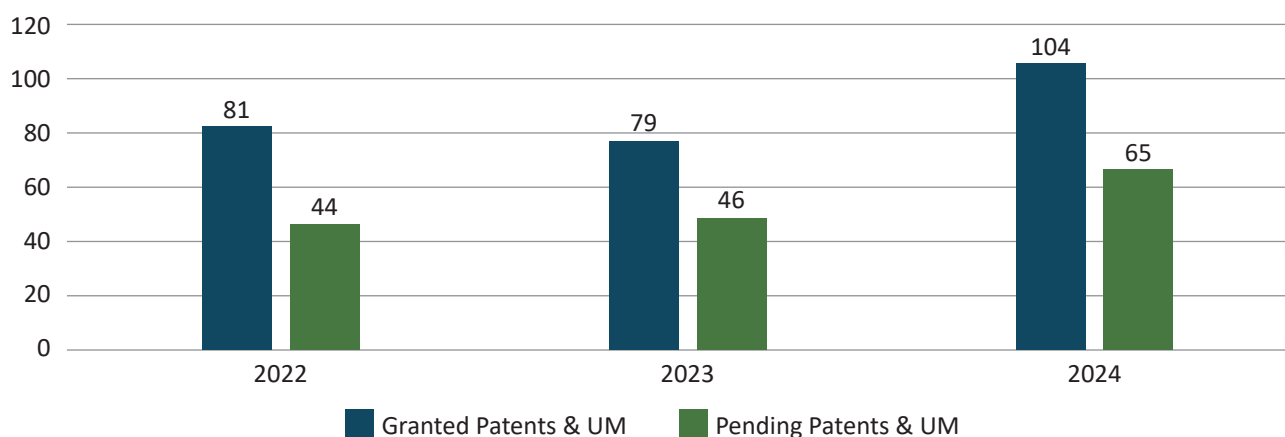
Notes:
1. *FYE 2022 and FYE 2023 includes data from both Mi Equipment Malaysia and Accurus Scientific Taiwan.*
2. *Data for FYE 2024 comprises the reporting scopes of 2024 Sustainability Report, which includes Mi Equipment Malaysia and Suzhou, Accurus Scientific Taiwan and Ningbo.*

RESEARCH & DEVELOPMENT

As global demands for performance grow, so too does the pressure on the industry to develop more efficient, sustainable, and innovative solutions. This makes Research and Development (R&D) a cornerstone of progress in the semiconductor sector.

Total R&D's Expenses (RM)

Year	Expenses (RM)
2022	10,217,146
2023	12,020,793
2024	16,166,948
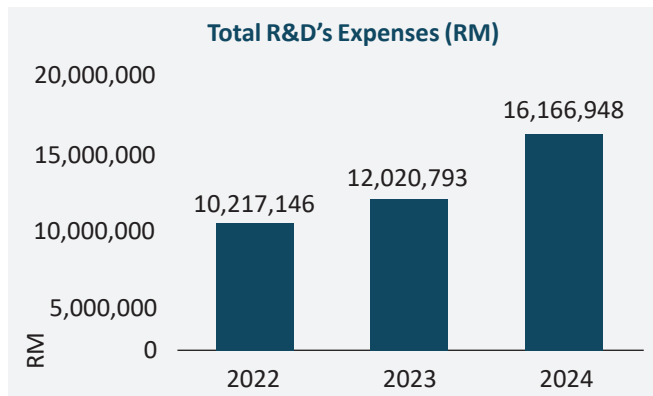
In FYE 2024, our annual R&D expenses amounted to RM16,166,948, as a result of the expanded reporting scope entities. Investment reflects our ongoing commitment to innovation and the development of cutting-edge solutions to meet the evolving needs of our customers. The strategic focus on driving innovation and diversifying our product portfolio enables us to stay agile and responsive to changing market needs while consistently pushing the limits of what is possible in our field. Despite the high costs, sustained R&D spending remains crucial for maintaining technological leadership and securing long-term growth.

Notes:
1. *The R&D data presented in this report includes the remuneration of the R&D team, whereas the data reported in the previous year reports excluded it. Management believes that incorporating remuneration provides a more accurate reflection of the company's overall R&D costs and initiatives.*
2. *FYE 2022 - 2023 includes data from both Mi Equipment Malaysia and Accurus Scientific Taiwan.*
3. *FYE 2024 includes data from Mi Equipment Malaysia and Suzhou, Accurus Scientific Taiwan and Ningbo.*

Our dedicated team of engineers and researchers is at the helm of developing groundbreaking solutions within our industry. From innovating new products to refining existing ones, our R&D department remains steadfast in leading the way in cutting-edge advancements.

SEBU: Material Selection for a Sustainable Future
In the pursuit of sustainability, material selection is a vital aspect of R&D. Using recyclable materials such as steel and aluminium offers numerous environmental benefits. These materials are durable, long-lasting, and do not emit toxic chemicals, making them ideal choices for eco-friendly products. Eco-design strategies lie at the heart of sustainable product development. These approaches include:
1. Dematerialization: Reducing the number of parts in product design to minimize resource use while maintaining functionality.
2. Durable Materials: Selecting robust materials that extend the lifespan of products, reducing the frequency of replacement.
3. Recycled Materials: Incorporating recycled content into products to lower environmental impact and support the circular economy.

SMBU: Advancing Sustainability with Eco-Friendly Solutions
The development of environmentally friendly, low-carbon emission solder balls represents a key milestone in our sustainability journey. Notably, our efforts include introducing low-temperature alloys such as the SLT series and Ecolloy series, which utilize tin instead of silver to lower the carbon footprint. Additionally, we collaborate closely with customers to consolidate products with similar specifications into bulk shipments, reducing packaging material usage while improving cost efficiency.

DATA SECURITY

> **At Mi Technovation Berhad, safeguarding confidential information is not just a priority, it's a commitment; we are relentless in upholding the highest standards of data security.**

As we handle sensitive information related to our proprietary technologies, customer data, and operational processes, safeguarding this data is critical to maintaining our competitive edge and ensuring trust with our stakeholders. Effective information technology ("IT") controls are crucial for identifying and mitigating vulnerabilities within our IT environment, thereby reducing the risk of exploitation. To ensure the protection of our data and maintain the integrity and security of the Group's IT infrastructure, we have implemented a comprehensive IT management strategy that encompasses the development of detailed plans, policies, new procedures, and advanced technologies. This strategy is specifically designed to address and mitigate security incidents, including data breaches and cyberattacks.

Highlights of Mi Group's key measures to safeguard its data include:
- ✓ **Network Security**: Implementing antivirus protection, firewalls, and server backups.
- ✓ **Data Security Controls**: Use of information asset, application, cloud, device, web browser, patch management and file owner controls.
- ✓ **Browser Controls**: Restricting access to unsafe websites to reduce the risks of malware, phishing and other cyberattacks.
- ✓ **Application Controls**: Regulating of applications that can be installed, run, or assessed on devices within the organization's network.
- ✓ **Device Restrictions**: Preventing data theft and leaks by limiting USB, CDs/DVDs, external hard drives, and device usage.
- ✓ **FTP Server (NAS) Implementation**: Controlling the transfer rate for shared folders to prevent external sharing.
- ✓ **Data Encryption**: Encrypting sensitive information to prevent unauthorized access.
- ✓ **Employee Access Management**: Enabling employee access based on work needs.
- ✓ **Employee Training**: Providing onboarding and continuous education on security threats.
- ✓ **Infrastructure Maintenance**: Upgrading server and network infrastructure as needed.
- ✓ **Risk Mitigation**: Regularly updating software to address vulnerabilities.
- ✓ **Security Audits**: Collaborating with IT vendors for security audits.

As part of our ongoing commitment to IT security, these controls are not static; they are continuously monitored and updated to respond to the ever-evolving landscape of threats and vulnerabilities. Our proactive approach ensures that our defences remain robust and capable of protecting critical assets and sensitive information.

From FYE 2021 to FYE 2024, Mi Equipment Malaysia and Accurus Scientific Taiwan have successfully maintained a strong record of data security. During this period, there were no substantiated complaints regarding breaches of customer privacy or losses of customer data. This track record underscores our commitment to rigorous IT controls and the effectiveness of our security measures in safeguarding our operations and customer information.

QUALITY ASSURANCE

Our Quality Assurance (QA) program represents a systematic and proactive approach, demonstrating our unwavering commitment to maintaining stringent standards essential for ensuring product reliability, compliance with industry regulations, and customer satisfaction.

	Semiconductor Equipment Business Unit	Semiconductor Material Business Unit
2024 Target	Average quality achievement rate: 99.2%	Average production quality: 86%
2024 Actual performance	98.3%	90.2%
Our product responsibility	We did not encounter any product health and safety issues over the past three (3) years from FYE 2022 to FYE 2024: → NO significant product health and safety impacts identified. → NO incidents of non-compliance with regulations concerning health and safety impact of the product and services. → NO product recalls concerning health and safety issues.	

Notes:
1. *The SEBU data were contributed by Mi Equipment Malaysia and Suzhou.*
2. *The SMBU data were contributed by Accurus Scientific Taiwan and Ningbo.*
3. *The target and performance data represent the average figures derived from the reported entities within each Business Unit.*

Each business unit has established its own Quality Policy, which outlines our commitment to quality and serves as a communication tool for employees regarding the standards of our products and services. Quality control plans are implemented to ensure that all control procedures are followed during operations, enhancing the effectiveness of delivering high-quality products. Our quality control procedures are integrated into the various stages of operations, from procurement procedures, inspection of incoming materials, production, buyoff, to the management of non-conformity.

Though each business unit established its own Quality Policy, the policies are centred around the following important pillars.

Quality Management Systems

The cornerstone of our QA process, incorporating the following:

1. *Documented procedures: All processes are documented with clear procedures and work instructions to ensure consistency.*
2. *Quality Audits: Periodic audits to assess compliance with QMS standards.*
3. *Corrective and preventive actions: Address any quality issue, analyze root causes and implement preventive measures.*
4. *Continuous improvement: Employee training and process optimization.*

Supplier Quality Management

Ensuring the quality of materials and components sourced from suppliers is critical:

1. *Supplier qualification: Evaluation and approval of suppliers based on their ability to meet quality standards.*
2. *Incoming material inspection: All materials received are inspected against predefined criteria.*
3. *Supplier audits: Periodic audits of suppliers to ensure ongoing compliance with quality requirements.*

Production Quality Control

QA measures to be implemented during production process:

1. *In-Process inspections: Regular inspections are conducted at various stages of production to detect and address defects early.*
2. *Equipment calibration: All manufacturing equipment is regularly calibrated to ensure precision and accuracy in the production process.*

Customer Feedback and Continuous Improvement

All products undergo rigorous testing to ensure they meet the required specifications and standards:

1. *Customer surveys: Surveys are conducted to gauge customer satisfaction and identify areas for improvement.*
2. *Product improvement: Insights from customer feedback and market trends for product enhancements and innovation.*

Outgoing Quality Control

All products undergo rigorous testing to ensure they meet the required specifications and standards:

1. *Functional testing: Each product is tested under real-world operating conditions to verify performance.*
2. *Visual inspection: Final visual inspection is conducted to detect any cosmetic defects.*

CUSTOMER RELATIONSHIP

Maintaining strong customer relationships is paramount to building a sustainable business. Long-term success depends not only on acquiring customers but also on fostering loyalty and trust. Prioritizing our customers' needs and preferences is at the core of our business philosophy. Their invaluable insights drive our innovation and growth, making them essential to our success.

We recognize that staying connected with our customers is vital to building strong, enduring partnerships. We maintain open and effective communication through various channels, including email, messaging, meetings, on-site visits, and phone calls, ensuring customers are always informed about our products, promotions, and company updates.

Our recent customer satisfaction survey revealed positive feedback across multiple entities. SEBU achieved an average satisfaction score of 90.33%, reflecting strong customer approval in service quality and responsiveness. SMBU recorded 90.43%, indicating steady performance and showcasing exceptional customer experience. These insights will guide our efforts in enhancing service standards across all entities.

Our Effort in Maintaining Strong Customer Relationships

Understand and Address Customer Needs

- Conduct regular surveys and feedback sessions
- Analyze customer data to anticipate trends
- Increasing production capacity to shorten lead times

Invest in Exceptional Customer Service

- Providing 24/7 support through various channels
- Training teams to handle inquiries professionally
- Regularly monitoring and improving response times

Communicate Transparently

- Openly discussing product or service limitations
- Providing regular updates on new offerings and changes
- Close engagements between the engineering team and customers

Act on Feedback

- Respond promptly to reviews and feedback
- Drive improvement projects based on customer feedback
- Leverage technology to enhance engagement and continuous dialogue

SUPPLY CHAIN MANAGEMENT

Responsible Supply Chain

The Group is committed to establishing a diverse, responsible, and sustainable supply chain that supports our long-term value creation. We aim to nurture lasting, mutually beneficial partnerships with our suppliers, driving shared growth within a profitable business landscape. This approach will not only reduce the risk of disruptions but also improve overall efficiency.

We prioritize clear communication with our suppliers regarding the Supplier Code of Conduct to ensure they fully understand our expectations for a compliant and responsible supply chain. The Codes of Conduct are available in different languages and tailored to each country, with variations in content to reflect local regulations. However, all versions share a common core set of principles to guide our suppliers in maintaining ethical and responsible practices. This code is incorporated as a contractual obligation in our agreements, making it a binding commitment.

Listed below the key components and common core of principles of the Supplier Code of Conduct:

Environment:
Complying with sustainability and all applicable environmental laws, identify the environmental impacts and minimize adverse effects on the environment and natural resources within business operations. 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.

Energy Consumption and Greenhouse Gas Emissions:
Suppliers are to establish a company-wide greenhouse gas reduction goal, track energy consumption and relevant emissions, and seek methods to improve energy efficiency and reduce emissions.

Water Management:
Suppliers are to implement a water management program that tracks water sources, usage, and discharge while seeking conservation opportunities and controlling contamination. Wastewater must be treated before disposal, and regular monitoring of treatment systems is needed to ensure compliance.

Pollution Prevention, Waste and Resource Reduction:
Efforts should be made to minimize or eliminate emissions, pollutants, and waste at the source through actions like adding pollution control equipment, process modifications, and resource-efficient practices. Conservation of natural resources, such as water, fossil fuels, minerals, and virgin forest products, should be achieved through practices like process modifications, material substitution, re-use, conservation, and recycling. Establish and follow a systematic approach for identifying, managing, reducing, and responsibly disposing of or recycling non-hazardous solid waste.

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.

Labor Practices:
Suppliers must adhere to applicable laws, uphold human rights, and treat individuals fairly. 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, and benefits.

Child Labour:
Workers' ages must be verified. Child labour is prohibited.

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.

Health and Safety:
Prohibiting substance abuse and workplace violence, complying with all applicable workplace health and safety laws.

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

Freedom of Association:
Respect workers' rights to form unions, engage in collective bargaining, in accordance with local laws.

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

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

As part of our ongoing commitment to integrity and transparency, we have taken a proactive step by initiating anti-bribery and anti-corruption training for our suppliers. This initiative is designed to ensure that all parties involved in our supply chain adhere to the highest standards of ethical conduct. We began this program with our suppliers in Malaysia where we have a significant number of suppliers and plan to expand it in stages to other subsidiaries worldwide. The expansion will be tailored to the specific needs and regulatory environments of each region, ensuring that the training remains relevant and effective.

The training sessions covered various topics, including the definition of bribery and corruption, real-world examples, our Anti-bribery and Corruption Policy and control measures, the legal consequences of engaging in bribery and corrupt practices, and our responsibility for preventing bribery.

Supplier Due Diligence

New Supplier

Document Submission
- Complete vendor questionnaire
- Detailed company profile
- Relevant documentation as requested

Due Diligence Process
- Supplier verification and profile review
- Compliance assessment
- On-site audit
- Sample testing

Approved/Qualified Vendor
- Sign Supplier Code of Conduct

Existing Supplier

Periodic Evaluation & Audit
- On-site review & audit
- Desk/off-site review

As part of our supplier management strategy, we implement a rigorous evaluation process for all new suppliers and contractors. While each business unit may have slight variations in their specific procedures, the overall process is designed to reduce operational risks, this approach reflects our dedication to responsible procurement, ensuring that our suppliers uphold the same high standards in their business practices.

Our evaluation form now incorporates specific ESG criteria. These criteria are designed to assess supplier's environmental impact, social responsibility, and governance practices on the following areas:

Environmental Impact
- Climate change and greenhouse gas emissions
- Energy and water management
- Waste management
- Pollution and resources management
- Responsible sourcing of minerals

Social Impact
- Child labour, forced labour
- Safe, healthy, and fair workplace practices
- Non-discrimination and equal opportunities
- Responsible sourcing of minerals

Governance Impact
- Ethical business practices
- Business integrity
- Legal compliance
- Management system (Adequate and effective policies with endorsement and proper implementation)

Semiconductor Equipment Business Unit

SEBU Supplier Evaluation	2022	2023	2024 Target	2024 Performance
Percentage of Suppliers Selected for Annual Evaluation	5.0%	5.5%	5.0%	5.4%
Percentage of Suppliers Selected for On-site Audit Evaluation	NA	5.5%	20.0%	24.4%

Notes:
1. The FYE 2024 Percentage of Suppliers Selected for Annual Evaluation includes data from both Mi Equipment Malaysia and Suzhou.
2. In 2024, Mi Equipment Malaysia was the sole contributor to On-site Audit Evaluation data, as Mi Equipment Suzhou faced resource limitations and competing priorities from other ongoing projects.
3. The annual evaluation only considered direct material suppliers (fabrication and standard part suppliers). Indirect part suppliers were excluded as the service and goods provided may not be directly associated with the core operations or production processes.
4. The on-site audit evaluation only considered fabrication part suppliers on the observation of the supplier's facilities, processes, and quality control measures to ensure that the fabrication of parts meets the required standards and specifications.
5. In consideration of health and safety and in adherence to public health guidelines and travel restrictions, on-site audit evaluations were unable to be conducted in FYE 2022 due to the COVID-19 pandemic.

Semiconductor Material Business Unit

SMBU Supplier Evaluation	2022	2023	2024 Target	2024 Performance
Percentage of Suppliers Selected for Annual Evaluation	48.0%	55.0%	45.0%	49.8%
Numbers of Suppliers Selected for On-site Audit	3	2	6	4

Notes:
1. The FYE 2024 includes data from both Accurus Scientific Taiwan and Ningbo.
2. The annual evaluation and on-site audit only considered those providing raw materials and packaging directly associated with the core operations or production processes.
3. Suppliers undergo evaluation with each product/service delivery every quarter. Consequently, a single supplier may be assessed multiple times if they make deliveries in more than one quarter. This could result in the duplication of supplier assessments in terms of percentages.
4. Given the precise specifications of our products, in addition to our routine supplier evaluations and audits, we conduct supplementary assessments, including those relating to ESG considerations, upon customer request.
5. Suppliers who do not meet the minimum score are required to undergo rectification and to duly report their progress to the Quality Assurance department.

Local vs Foreign Procurement

In line with the Group's commitment to acknowledging the impact of our business operations on the local environment, we consistently aim to support the sustainability of the local economy, with a strong emphasis on local procurement. By sourcing locally, we not only reduce the environmental impact by minimizing transportation and lowering carbon emissions but also enhance supply chain reliability and address logistics challenges by keeping suppliers closer to our operational base.

While the direct materials essential to our production may originate from foreign sources, the procurement process through local distributors or agents underscores our commitment to supporting local suppliers. This approach not only ensures the availability of crucial materials but also strengthens the local economy, fostering a symbiotic relationship between international sourcing and local business support. By defining our purchases in this manner, we acknowledge the pivotal role of local suppliers in our production activities and the broader economic landscape.

However, the decision to opt for local or foreign procurement also is dependent on our business goals, budget, and the nature of our industry. Having a balanced approach that combines both local and foreign procurement allows us to leverage the benefits of both while managing the different types of risks associated with both. In certain circumstances, foreign procurement becomes necessary due to constraints such as the customers' requirement to purchase through authorized agents or the unavailability of the desired items through local channels. Nevertheless, careful supplier selection, due diligence, and ongoing relationship management are crucial, regardless of the procurement choice.

Semiconductor Equipment Business Unit
Local vs Foreign Procurement (%)

	2022	2023	2024
Foreign Procurement	24%	38%	34%
Local Procurement	76%	62%	66%

Semiconductor Material Business Unit
Local vs Foreign Procurement (%)

	2022	2023	2024
Foreign Procurement	20%	10%	21%
Local Procurement	80%	90%	79%
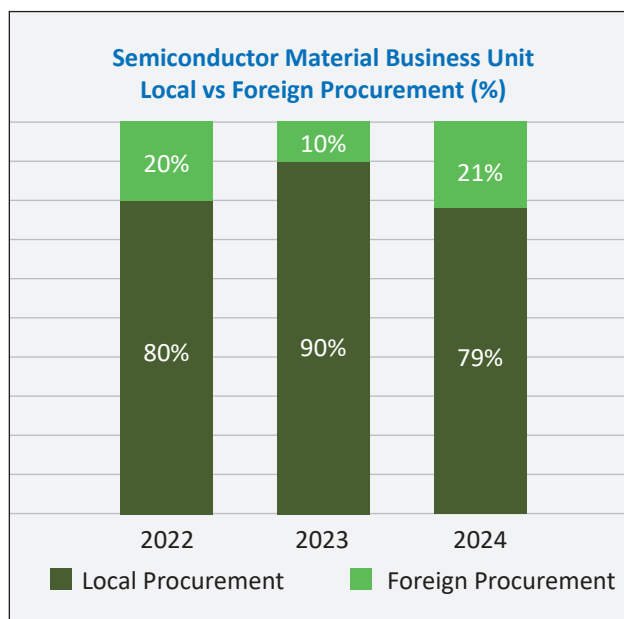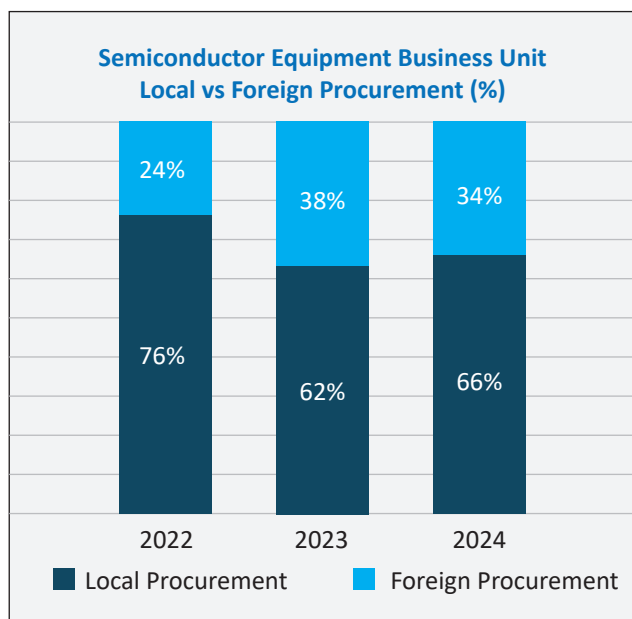
Proportion of spending on local suppliers (%)	2022	2023	2024 Target	2024 Performance
SEBU	76%	62%	60%	66%
SMBU	80%	90%	60%	79%

Notes:

1. *The FYE 2024 SEBU includes data from both Mi Equipment Malaysia and Suzhou.*

2. *The FYE 2024 SMBU includes data from both Accurus Scientific Taiwan and Ningbo.*

EMPLOYMENT PRACTICES

At Mi, we acknowledge that our employees are central to our business and are key contributors to our success. The Group remains dedicated to promoting fair employment practices and prioritizing the development of our workforce. We strictly follow the principles set forth in the Group's Employee Handbook, alongside the policies and procedures related to various aspects of employee management, such as career growth, recruitment, training and development, compensation and benefits, performance evaluation, and disciplinary actions. These guidelines shape our approach to people management and development, ensuring that our employees are well-supported and empowered to excel within our organization.

Labour Relations:
We are against labour exploitation, uphold local human rights standards and encourage ethical governance and behaviours throughout the Group. Employee rights, benefits, and workplace ethics are described in detail in the Employee Handbook and Code of Conduct and Ethics for Management and Employees. It also outlines the Group's labour policies, standards, grievance procedures, and other standard operating procedures ("SOPs").

To keep us updated with the latest labour laws and employment practices, policies, and procedures, we often visit official government websites, attend HR conferences, workshops, and seminars, trainings, and certification programs.

Due to different countries having different laws, our Group's Business Unit adapt their practices accordingly to comply with local regulations. The Employee Handbook are aligned with the latest local labour laws and employment practices. We are committed to adhering with the laws and regulations in each operating country, guaranteeing fair labour conditions and social protection for all employees. To effectively convey our Group's values to employees, the Employee Handbook is available in relevant languages, and tailored to each country with variation in content to reflect local regulations.

We prioritize human rights and stand firmly against discrimination, emphasizing our commitment to ethical and socially responsible business practices. Our code of conduct was prepared according to Responsible Business Alliance (RBA), with reference to UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, ILO Declaration on Fundamental Principles and Rights at Work, ILO Fundamental Conventions and UN Universal Declaration of Human Rights. In June 2024, we published a revised HR policy with addition of protection of children's rights and prevention of forced labour policy to uphold the human rights and well-being. Employees are encouraged to report any violations through our established grievance or whistleblowing channels.

It is reported that there were 0 non-compliance incidences related to labour standards reported under the financial review year for Semiconductor Equipment Business Unit, Semiconductor Material Business Unit and Semiconductor Solution Business Unit.

Number of substantiated complaints concerning human rights violations	2022	2023	2024 Target	2024 Performance
	0	0	0	0

Living Wage, Working Hours, and Overtime:
The Group is committed to adhering to statutory minimum wage requirements, ensuring fair remuneration for all employees. The average weekly official working hours for SEBU, SMBU and SSBU are in line with respect to their local government act respectively. These workweeks are aligned with local legal limits. We closely monitor overtime and actively promote a healthy work-life balance. We recognize that employees are essential to the Company's success, and we are dedicated to supporting their well-being through a balanced approach to work and life.

Diversity, Equity & Inclusion:
The Group believes that true innovation and growth thrive thrive in a culture that values diversity, inclusion, and equity. We strive to cultivate a culture in which people with diverse backgrounds and with varied perspectives can fully contribute and unleash their potentials. We are committed to building and developing a diverse workforce, beginning with the composition of our Board of Directors, as this diversity brings a range of complementary skills, experiences, and viewpoints that enhance the Group's ability to generate long-term value and drive growth.

Board of Directors		2022		2023		2024	
		Pax	%	Pax	%	Pax	%
Gender	Male	6	75%	6	75%	6	75%
	Female	2	25%	2	25%	2	25%
Age	Below 30 years old	0	0%	0	0%	0	0%
	30 – 50 years old	3	37%	3	37%	3	37%
	Above 50 years old	5	63%	5	63%	5	63%

The composition of Board of Directors ("BOD") remained unchanged from FYE 2022 to FYE 2024. There are 25% female composition on the BOD to oversee the Group's overall management.

Diversity, Equity & Inclusion: (Cont'd)

The Group offers employment opportunities across the wide range of technical and non-technical positions at various hierarchical levels within the organisation. For managerial-and-above positions, the Group favours internal promotions, providing employees with enhanced career progression opportunities and enhancing more organic succession planning. Moreover, to improve workforce diversity, promote equal opportunities, and mitigate discrimination, we have undertaken the following actions:

Issues	Actions
Race	• Celebrate difference in the workplace and invite employees to take part.
Religion	• Days off to observe and celebrate religious holidays and events.
Gender	• Removed gendered and coded language from job ads. • Posting salaries on job postings to show a commitment to diversity.
Age & Nationalities	• Building a multi-generation and multi-cultural workforce.
Sexual Orientation	• Strong anti-discrimination policies in Employees Handbook and Codes of Conduct, ensuring they are accessible by all employees.
Physical Accessibility	• Ramps, curb cuts, designated accessible parking spaces close to entrances with proper signage, restrooms with wider stalls, grab bars, and sinks at an appropriate height.

At Mi, we are committed to Diversity, Equity, and Inclusion (DEI) in line with our core values. Our policy ensures equal employment opportunities for all, regardless of race, colour, religion, age, gender, ancestry, marital status, ability, or any other legally protected characteristic. We recruit, hire, and promote based on merit, offering opportunities to all individuals, including those from underprivileged backgrounds or lacking formal education or qualifications. We uphold the principles of equal opportunity and comply with all relevant laws.

We have 33.7% of women in our global workforce in FYE 2024. We believe that women are vital asset to our success and innovation. We actively cultivate an inclusive environment where female talent is not only recognized but celebrated. Through training, we ensure that women have the support and opportunities they need to thrive. Our commitment to diversity enriches our culture, drives creativity, and ultimately strengthen our business.

In FYE 2024, there are 2 disabled employees in Mi Group, comprises at 0.3% out of our total workforce. We hired physical and congenital disabled employees as our executive, supervisor & officer personnel. We believe in and deeply appreciate the talent and knowledge of individuals, regardless of physical disabilities, as their abilities transcend any limitations.

Workforce at Semiconductor Equipment Business Unit ("SEBU")
As of 31 December 2024, SEBU have a total workforce of 289 employees. A summary of the workforce analysis is illustrated below:

Gender Breakdown — Female 31%, Male 69%

Gender Breakdown — > 50 y/o 3%, 30 - 50 y/o 48%, < 30 y/o 49%

Overview of Employee Categories — Top Management 3%, Managerial 11%, Engineer & Technical Personnel 65%, Executive, Supervisor & Officer 17%, Non-executive 5%
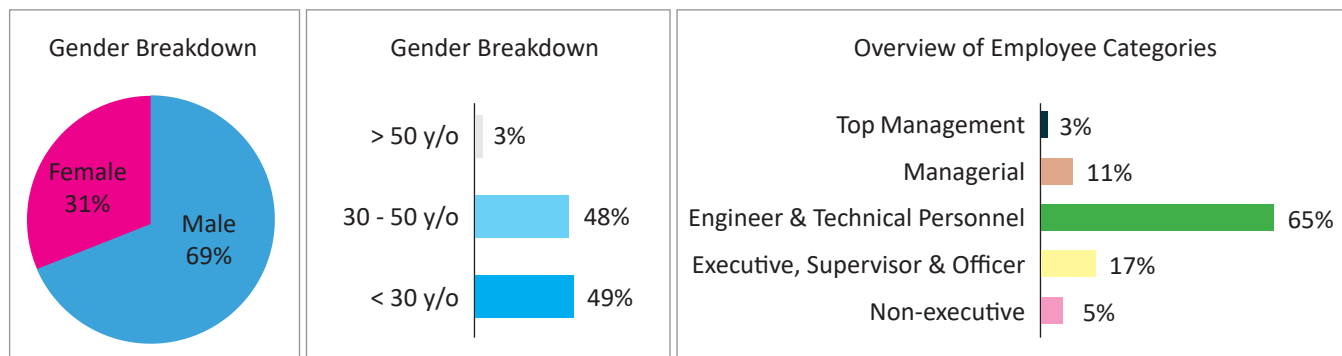
Note: The charts above show the total workforce of Mi Equipment Malaysia and Suzhou.

Most of these employees are engineers and technical staff, bringing a wide range of skills and expertise in technology and engineering to the Group. A substantial portion, specifically 49%, of our workforce consists of young employees under the age of 30. This demographic is the result of our ongoing collaboration with universities, which has been instrumental in promoting the industry and attracting fresh talent. They inject vibrancy and enthusiasm into our drive for innovation and technological progress. SEBU's detailed workforce is depicted as below, based on employee categories, age group and gender.

Employee Category		2022		2023		2024	
		Pax	**%**	**Pax**	**%**	**Pax**	**%**
Top Management		**4**	**2%**	**4**	**2%**	**8**	**3%**
Gender	Male	2	50%	2	50%	6	75%
	Female	2	50%	2	50%	2	25%
Age	Below 30 years old	0	0%	0	0%	0	0
	30 – 50 years old	4	100%	4	100%	8	100%
	Above 50 years old	0	0%	0	0%	0	0
Managerial		**22**	**13%**	**23**	**13%**	**31**	**11%**
Gender	Male	15	68%	15	65%	22	71%
	Female	7	32%	8	35%	9	29%
Age	Below 30 years old	0	0%	1	4%	1	3%
	30 – 50 years old	21	95%	21	91%	29	94%
	Above 50 years old	1	5%	1	4%	1	3%
Engineer & Technical Personnel		**101**	**57%**	**108**	**62%**	**188**	**65%**
Gender	Male	81	80%	82	76%	156	83%
	Female	20	20%	26	24%	32	17%
Age	Below 30 years old	70	69%	71	66%	111	59%
	30 – 50 years old	29	29%	35	32%	75	40%
	Above 50 years old	2	2%	2	2%	2	1%
Executive, Supervisor & Officer		**34**	**19%**	**30**	**17%**	**49**	**17%**
Gender	Male	10	29%	7	23%	5	10%
	Female	24	71%	23	77%	44	90%
Age	Below 30 years old	17	50%	17	57%	24	49%
	30 – 50 years old	16	47%	11	37%	23	47%
	Above 50 years old	1	3%	2	7%	2	4%
Non-Executive		**15**	**9%**	**9**	**5%**	**13**	**5%**
Gender	Male	6	40%	5	56%	9	69%
	Female	9	60%	4	44%	4	31%
Age	Below 30 years old	10	67%	3	33%	6	46%
	30 – 50 years old	3	20%	4	44%	4	31%
	Above 50 years old	2	13%	2	22%	3	23%

Note: The FYE 2024 includes data from both Mi Equipment Malaysia and Suzhou.

Workforce at Semiconductor Equipment Business Unit ("SEBU") (Cont'd)

We prioritize local hiring to boost community relationships, support economic development, and reduce employee commuting carbon footprint. Additionally, we hire contract workers with specialized expertise to meet operational needs while maintaining cost-effectiveness. SEBU's workforce breakdown by nationality and contract type is shown below.

Workforce Analysis		2022		2023		2024	
		Pax	%	Pax	%	Pax	%
Nationality	Local	171	97%	169	97%	275	95%
	Foreigner	5	3%	5	3%	14	5%
Contract Type	Full time – permanent	170	97%	168	97%	194	67%
	Part time – permanent	0	0%	0	0%	1	1%
	Full time – contract-based	6	3%	6	3%	94	33%
	Part time – contract-based	0	0%	0	0%	0	0%
	Non-guaranteed hours	0	0%	0	0%	0	0%

Note: The FYE 2024 includes data from both Mi Equipment Malaysia and Suzhou.

Mi Equipment Malaysia offers internship opportunities in partnership with local universities and colleges to identify future talent. In FYE 2024, we provided 22 internships, 4 of which were converted into permanent/contract positions (compared to 27 internships in FYE 2023 and 6 in FYE 2022).

Employees Turnover at Semiconductor Equipment Business Unit ("SEBU")

Our organization prioritizes employee retention by monitoring turnover rates and retention initiatives. We offer competitive wages, growth opportunities, and a supportive work environment, while regularly gathering employee feedback. In 2024, we adjusted our turnover rate target range to take into consideration the expanded reporting scope. For FYE 2024, we kept our turnover rate within target range and achieved a retention rate of 76%. With engineers making up most of our workforce, the limited talent pool in this sector presents retention challenges shared by many businesses.

	2022	2023	2024 Target	2024 Performance
Full-time Employees Turnover Rate (%) = Resign pax /[(headcount Jan + headcount Dec)/2]	49%	18%	25%	24%
Retention of Talent Rate (%) = (Remaining headcount during 31 Dec – New hires ÷ Headcount at 1 Jan) x 100	61%	84%	75%	76%

Note: The FYE 2024 includes data from both Mi Equipment Malaysia and Suzhou.

The total number of employee turnover by employee category as of FYE 2024 is as below:

Employee Category		2022		2023		2024	
		Pax	%	Pax	%	Pax	%
By Gender	Male	75	73%	24	75%	47	73%
	Female	27	27%	8	25%	17	27%
By Age	Below 30 years old	60	59%	22	69%	40	63%
	30 - 50 years old	40	39%	10	31%	24	37%
	Above 50 years old	2	2%	0	0%	0	0
By Nationality	Local	99	97%	32	100%	63	100%
	Foreign	3	3%	0	0%	0	0%
By Job Category	Top Management	1	1%	0	0%	1	2%
	Managerial	4	5%	2	6%	3	5%
	Engineer & Technical Personnel	71	70%	23	69%	44	69%
	Executive, Supervisor & Officer	24	23%	6	23%	13	20%
	Non-Executive	2	2%	1	3%	3	5%
	Total turnover	**106***	**100%**	**35***	**100%**	**64***	**100%**

Note: The FYE 2024 includes data from both Mi Equipment Malaysia and Suzhou.
* The total numbers include voluntary separation scheme.

Workforce at Semiconductor Material Business Unit ("SMBU")

As of 31 December 2024, SMBU has a total of 300 employees. A summary of the workforce analysis is illustrated below:

Gender Breakdown	Gender Breakdown	Overview of Employee Categories
Female 42% / Male 58%	> 50 y/o 11% / 30 - 50 y/o 65% / < 30 y/o 24%	Top Management 2% / Managerial 2% / Engineer & Technical Personnel 74% / Executive, Supervisor & Officer 22% / Non-executive 1%
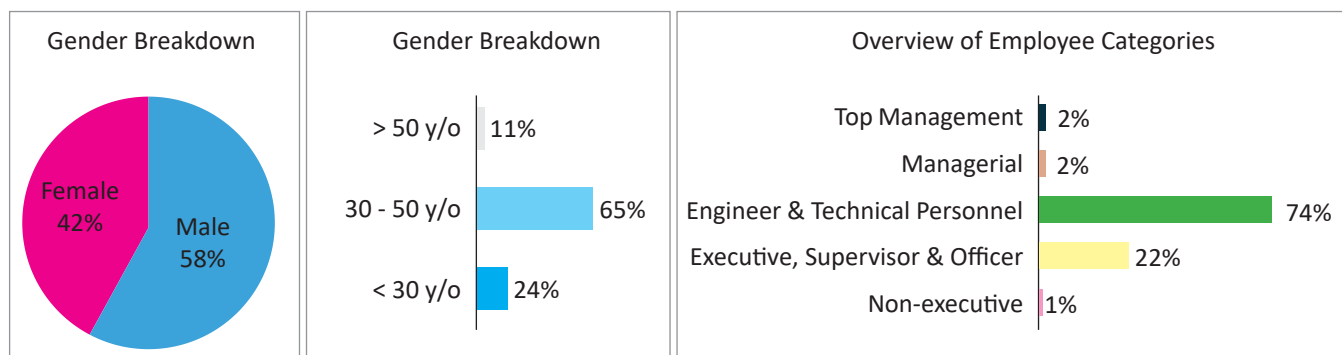
Note: The charts above show the total workforce of Accurus Scientific Taiwan and Ningbo.

Engineers and technical personnel make up a majority of SMBU employees at 74%, contributing their professional skills and expertise. 65% of the workforce falls within the 30-50 years old age category, bringing in a good mix of experience, agile mindset, and innovation. The following table provides a detailed overview of the SMBU workforce categorized by employee category, age group, and gender.

Employee Category		2022		2023		2024	
		Pax	**%**	**Pax**	**%**	**Pax**	**%**
Top Management		**4**	**2%**	**4**	**2%**	**7**	**2%**
Gender	Male	4	100%	4	100%	7	100%
	Female	0	0%	0	0%	0	0%
Age	Below 30 years old	0	0%	0	0%	0	0%
	30 – 50 years old	0	0%	0	0%	1	14%
	Above 50 years old	4	100%	4	100%	6	86%
Managerial		**6**	**3%**	**7**	**3%**	**6**	**2%**
Gender	Male	6	100%	7	100%	4	67%
	Female	0	0%	0	0%	2	33%
Age	Below 30 years old	0	0%	0	0%	0	0%
	30 – 50 years old	2	33%	3	43%	3	50%
	Above 50 years old	4	67%	4	57%	3	50%
Engineer & Technical Personnel		**143**	**65%**	**155**	**66%**	**221**	**74%**
Gender	Male	101	71%	109	70%	136	62%
	Female	42	29%	46	30%	85	38%
Age	Below 30 years old	42	29%	37	24%	61	28%
	30 – 50 years old	91	64%	106	68%	143	65%
	Above 50 years old	10	7%	12	8%	17	8%
Executive, Supervisor & Officer		**65**	**30%**	**68**	**29%**	**65**	**22%**
Gender	Male	25	38%	28	41%	28	43%
	Female	40	62%	40	59%	37	57%
Age	Below 30 years old	8	12%	12	18%	12	18%
	30 – 50 years old	47	72%	47	69%	48	74%
	Above 50 years old	10	16%	9	13%	5	8%
Non-Executive		**1**	**1%**	**1**	**1%**	**1**	**1%**
Gender	Male	0	0%	0	0%	0	0%
	Female	1	100%	1	100%	1	100%
Age	Below 30 years old	0	0%	0	0%	0	0%
	30 – 50 years old	0	0%	0	0%	0	0%
	Above 50 years old	1	100%	1	100%	1	100%

Note: The FYE 2024 includes data from both Accurus Scientific Taiwan and Ningbo.

Workforce at Semiconductor Material Business Unit ("SMBU") (Cont'd)
Similarly, at SMBU, we are also supportive of local hiring, the composition of SMBU's workforce is outlined below, categorized by employee nationality and contract type.

Workforce Analysis		2022		2023		2024	
		Pax	**%**	**Pax**	**%**	**Pax**	**%**
Nationality	Local	218	99%	234	99%	300	100%
	Foreigner	1	1%	1	1%	0	0%
Contract Type	Full time – permanent	219	100%	235	100%	248	83%
	Part time – permanent	0	0%	0	0%	0	0%
	Full time – contract-based	0	0%	0	0%	52	17%
	Part time – contract-based	0	0%	0	0%	0	0%
	Non-guaranteed hours	0	0%	0	0%	0	0%

Note: The FYE 2024 includes data from both Accurus Scientific Taiwan and Ningbo.

Employee Turnover at Semiconductor Material Business Unit ("SMBU")
Reducing turnover and enhancing retention are essential for maintaining a stable and productive workforce. A significant portion of our employees are long serving, having contributed to the company's growth and expansion.

	2022	2023	2024 Target	2024 Performance
Full-time Employees Turnover Rate (%) *= Resign pax /[(headcount Jan + headcount Dec)/2]*	17%	22%	25%	31%
Retention of Talent Rate (%) *= (Remaining headcount during 31 Dec – New hires ÷ Headcount at 1 Jan) x 100*	95%	92%	90%	70%

Note: The FYE 2024 includes data from both Accurus Scientific Taiwan and Ningbo.

SMBU faces challenges in retaining employees due to the nature of shift-based work. As most employees prefer regular hours, recruiting for shift roles remains difficult, contributing to higher turnover rates between FYE 2022 and FYE 2024, particularly as we transitioned from staffing agencies to direct recruitment for permanent roles.

To address this, we focus on strategies to attract, hire, and retain candidates for shift-based roles, including:
• Assessing candidates' understanding of and expectations for shift work during interviews.
• Promoting open communication with HR to ensure shift work aligns with employees' needs.

In FYE 2024, the voluntary turnover rate for full-time employees was 31%, with details by employee type provided below:

| Employee Category		2022		2023		2024	
		Pax	**%**	**Pax**	**%**	**Pax**	**%**
By Gender	Male	-	-	-	-	52	58%
	Female	-	-	-	-	38	42%
By Age	Below 30 years old	-	-	-	-	41	46%
	30 - 50 years old	-	-	-	-	46	51%
	Above 50 years old	-	-	-	-	3	3%
By Nationality	Local	-	-	-	-	89	99%
	Foreign	-	-	-	-	1	1%
By Job Category	Top Management	0	0%	0	0%	1	1%
	Managerial	0	0%	0	0%	0	0%
	Engineer & Technical Personnel	29	83%	39	76%	85	95%
	Executive, Supervisor & Officer	6	17%	12	24%	3	3%
	Non-Executive	0	0%	0	0%	1	1%
	Total turnover	**35**	**100%**	**51**	**100%**	**90**	**100%**

Notes:
1. *The FYE 2024 includes data from both Accurus Scientific Taiwan and Ningbo.*
2. *The Group began to disclose turnover rate by employee category (gender, age, and nationality) for FYE 2024. Hence, there is no historical data available from year FYE 2022-2023.*

Workforce at Semiconductor Solutions Business Unit ("SSBU")

As of 31 December 2024, SSBU has a total of 48 employees. A summary of the workforce analysis is illustrated below:

Gender Breakdown | Gender Breakdown | Overview of Employee Categories
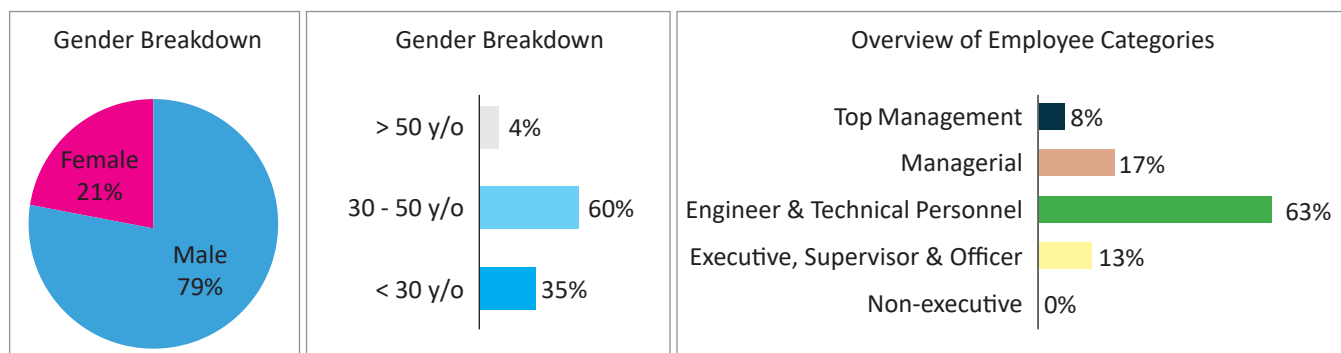
Note: The charts above show the total workforce of Mi Semiconductor Hangzhou only.

Engineers and technical personnel make up 63% of SSBU's workforce, while 60% of the workforce falls within the 30-50 years old age category.

The following table provides a detailed overview of the SSBU workforce categorized by employee category, age group, and gender.

Employee Category		2024	
		Pax	%
Top Management		**4**	**8%**
Gender	Male	4	100%
	Female	0	0%
Age	Below 30 years old	0	0%
	30 – 50 years old	3	75%
	Above 50 years old	1	25%
Managerial		**8**	**17%**
Gender	Male	5	63%
	Female	3	38%
Age	Below 30 years old	1	13%
	30 – 50 years old	6	75%
	Above 50 years old	1	13%
Engineer & Technical Personnel		**30**	**63%**
Gender	Male	26	87%
	Female	4	13%
Age	Below 30 years old	14	47%
	30 – 50 years old	16	53%
	Above 50 years old	0	0%
Executive, Supervisor & Officer		**6**	**13%**
Gender	Male	3	50%
	Female	3	50%
Age	Below 30 years old	2	33%
	30 – 50 years old	4	67%
	Above 50 years old	0	0%
Non-Executive		**0**	**0%**
Gender	Male	0	0%
	Female	0	0%
Age	Below 30 years old	0	0%
	30 – 50 years old	0	0%
	Above 50 years old	0	0%

Note: The FYE 2024 includes data from Mi Semiconductor Hangzhou only.

Similarly, at SSBU, we emphasize local hiring, with workforce breakdown by nationality and contract type below.

Workforce Analysis		2024	
		Pax	%
Nationality	Local	45	94%
	Foreigner	3	6%
Contract Type	Full time – permanent	48	100%
	Part time – permanent	0	0%
	Full time – contract-based	0	0%
	Part time – contract-based	0	0%
	Non-guaranteed hours	0	0%

Note: The FYE 2024 includes data from Mi Semiconductor Hangzhou only.

Employee Turnover at Semiconductor Solutions Business Unit ("SSBU")

This is the first year we started to disclose SSBU's employment data, hence no historical data available for setting target and comparison.

	2024 Target	2024 Performance
Full-time Employees Turnover Rate (%) *= Resign pax /[(headcount Jan + headcount Dec)/2]*	10%	13%
Retention of Talent Rate (%) *= (Remaining headcount during 31 Dec – New hires ÷ Headcount at 1 Jan) x 100*	90%	92%

Note: The FYE 2024 includes data from Mi Semiconductor Hangzhou only.

Employee Turnover at Semiconductor Solutions Business Unit ("SSBU") (Cont'd)

In FYE 2024, the voluntary turnover rate for our full-time employees is recorded at 13%. The number of employees who have left, categorized by employee type, is detailed below:

Employee Category		2024	
		Pax	**%**
By Gender	Male	4	100%
	Female	0	0%
By Age	Below 30 years old	0	0%
	30 - 50 years old	3	75%
	Above 50 years old	1	25%
By Nationality	Local	3	75%
	Foreign	1	25%
By Job Category	Top Management	0	0%
	Managerial	1	25%
	Engineer & Technical Personnel	0	0%
	Executive, Supervisor & Officer	3	75%
	Non-Executive	0	0%
	Total turnover	**4**	**100%**

Note: The FYE 2024 includes data from Mi Semiconductor Hangzhou only. The Group began to disclose turnover rate by employee category for FYE2024. Hence, there is no historical data available from year FYE 2022-2023.

Employee Training and Development

The Group's human capital development continue to place a high priority on employee training and development. The individual Heads of Departments assess the Group's training needs by considering the findings of their team members' Annual Performance Appraisals. Furthermore, Training Needs Analysis is carried out to evaluate the fundamental abilities and skills that our employees possess in relation to what is required for the Group to execute its business plans and goals.

At Mi, we offer ongoing learning opportunities to enhance performance and quality. Our training includes on-the-job training, workshops, and seminars in areas like management, technical skills, communication, leadership, and soft skills. In total, SEBU and SMBU completed 3,343 training hours, averaging 0.94 days per employee. Further details of the training hours and the related training content are as follows.

We have thoughtfully selected and curated training topics for our employees, tailored to meet their specific needs and align with our business objectives. Various training initiatives were conducted to equip employees with essential knowledge, technical expertise, and leadership capabilities.

- **Technical & Engineering Training**: Engineers and technical personnel received specialized training in product development engineering, motor tuning, and machine optimization, ensuring they stay updated with the latest technologies and improve problem-solving abilities.
- **Leadership Development**: Managerial staff participated in courses on effective communication, decision-making, conflict resolution, and cost management, strengthening their leadership skills.
- **Procurement & Strategic Thinking**: Procurement and store personnel were trained in supplier selection, negotiation strategies, inventory performance, and procurement cost management to enhance efficiency and decision-making.
- **Human Resource (HR) Training**: HR executives developed skills in managing discipline, employment law compliance, hiring solutions, and handling grievances, aligning HR strategies with company goals.
- **General Skills Development**: Other employees attended training on advanced Microsoft Excel, data analysis, internal auditing, taxation, and first aid, equipping them with essential competencies for their roles.

These training programs reinforce our dedication to continuous learning, fostering a knowledgeable and capable workforce.

Semiconductor Equipment Business Unit
Below is the breakdown of training hours per employee, categorized by gender and job category.

Training Hours per Employee by Gender and Employee Category		2022			2023			2024		
		Pax	Total Hour	Average Hour	Pax	Total Hour	Average Hour	Pax	Total Hour	Average Hour
Gender	Male	114	2333.0	20.5	111	1061.0	9.6	123	1021.5	8.3
	Female	62	975.0	15.7	63	895.3	14.2	72	697.4	9.7
Employee Category	Top Management	4	16.0	4.0	4	32.0	8.0	6	64.0	10.7
	Managerial	22	232.3	10.6	23	399.0	17.3	21	259.0	12.3
	Engineer & Technical Personnel	101	2376.7	23.5	108	917.0	8.5	123	1144.9	9.3
	Executive, Supervisor & Officer	34	491.0	14.4	30	608.3	20.3	33	247.0	7.5
	Non-Executive	15	192.0	12.8	9	0	0	12	4.0	0.3

Summary of Training Hours per Year per Employee	2022	2023	2024
Total Pax	176 pax	174 pax	195 pax
Total Training Hour	3308.0 hours	1956.3 hours	1718.9 hours
Average Training Hour/Pax	18.8 hours	11.2 hours	8.8 hours
Average Training Day/Pax	2.3 days	1.4 days	1.1 days

Note: The FYE 2022- 2024 includes data from Mi Equipment Malaysia. Figures have been rounded.

Semiconductor Material Business Unit
Below is the breakdown of training hours per employee, categorized by gender and job category.

Training Hours per Employee by Gender and Employee Category		2022			2023			2024		
		Pax	Total Hour	Average Hour	Pax	Total Hour	Average Hour	Pax	Total Hour	Average Hour
Gender	Male	136	1031.5	7.6	148	1131.0	7.6	154	1158.5	7.5
	Female	83	631.5	7.6	87	476.5	5.5	94	466.0	5.0
Employee Category	Top Management	4	0	0	4	3.0	0.8	7	4.5	0.6
	Managerial	6	72.0	12.0	7	33.5	4.8	6	52.0	8.7
	Engineer & Technical Personnel	143	989.5	6.9	155	795.5	5.1	178	1024.5	5.8
	Executive, Supervisor & Officer	65	601.5	9.3	68	771.5	11.3	56	538.5	9.6
	Non-Executive	1	0	0	1	4.0	4.0	1	5.0	5.0

Summary of Training Hours per Year per Employee	2022	2023	2024
Total Pax	219 pax	235 pax	248 pax
Total Training Hour	1663.0 hours	1607.5 hours	1624.5 hours
Average Training Hour/Pax	7.6 hours	6.8 hours	6.6 hours
Average Training Day/Pax	0.9 day	0.9 day	0.8 day

Note: The FYE 2022-2024 includes data from Accurus Scientific Taiwan. Figures have been rounded.

Ongoing Engagement with Employees

The Group prioritizes employee engagement as a vital tool to foster a strong, and long-lasting relationship with our workforce. To enrich our employees' social lives, the Group periodically organizes events and sponsors activities such as sports events, social gatherings, festive and holiday celebration, health talks, and more.

Although we do not have labour union within our workforce, but we fully respect and uphold our employees' right to freedom of association and collective bargaining.

At SMBU, we conducted regular employer-employee discussions address welfare, benefits, policy changes, and updates, with elected employee representatives ensuring fair representation. At SEBU, we promote open communication through various feedback channels, fostering transparency and collaboration.

The Group's employee engagement channels and platforms are depicted as below:
- Employee induction program for new hires
- Suggestion box to collect employees' comments and feedback
- 1-on-1 interview to discuss employee's performance and identify areas for improvements
- Corporate-organised initiatives such as festival celebrations, community service engagements and social gatherings
- Announcements on latest corporate initiatives, Human Resources memo and announcements, updates of latest Group policies and procedures
- Platform to communicate with the HR personnel via phone call or Group HR email

Employee Welfare & Benefits

Beyond the mandatory employment benefits mandated by laws and regulations, the Group extends a variety of health and non-monetary welfare benefits to employees, reflecting our commitment to fostering a compassionate and supportive community. The benefits and privileges can be summarized as follows:

Insurance/Medical Coverage & Healthcare

- Hospitalization coverage
- Unlimited panel clinic coverage
- Medical health screening for employees & family members
- Group Personal Plan
- Employee Specialist & Dependent Medical Claim
- Dental treatment
- Optical Care

In-House Facilities

- Indoor parking space*
- Cafeteria*
- Laundry service*
- Gym facilities*
- Sports complex*
- Prayer room*

*Facilities varies across buildings

Employees With Special Needs

- Dedicated lactation room for mothers
- Medical room for unwell employees
- Dedicated parking space for pregnant employees
- Parking spaces reserved for people with disabilities

EMPLOYEE HEALTH AND SAFETY

The Group's Commitment and Health and Safety Policy

At Mi, we are committed to providing a safe and healthy workplace environment for all employees and subcontractors. The Board Sustainability Committee ("BSC") also oversees the health and safety as a key component to sustainable business. Ms. Phoon Yee Min chairs the BSC and sits on the Company's Board as Independent Non-Executive Director overseeing all the health and safety matters . We have established health and safety policies to safeguard our employees, prevent accidents and promote physical health. The policy for the respective business units is available in relevant languages and tailored to each country with variation in content to reflect local regulations. All employees are required to strictly follow the proper safety and health precautions and procedures.

We promote health and safety awareness to our employees through various channels such as face-to-face communication, meetings and discussions, memo or poster, safety and health campaigns, employee suggestions box and more. These engagements aim to create an awareness of workplace safety and at the same time to provide our employees with the necessary information and knowledge.

Safety Performance

The Groups monitors its safety performance by tracking accidents, amongst others. We are committed to improving our safety performance and making efforts towards achieving zero (0) fatality cases, incident cases and lost time incident cases. Lost time refers to the loss of productivity associated with accidents or injury arising out of or in the course of work. The following table shows the safety performance of SEBU and SMBU in FYE2024.

SEBU	Units	2022	2023	2024*
Number of Injury Incidents	no.	0	1	1
Incident Rate	rate	0	0.55	0.32
Number of Fatalities	no.	0	0	0
Fatality Rate	rate	0	0	0
Lost Time Incident Rate ("LTIR")	rate	0	0.55	0

SMBU	Units	2022	2023	2024**
Number of Injury Incidents	no.	0	1	0
Incident Rate	rate	0	0.41	0
Number of Fatalities	no.	0	0	0
Fatality Rate	rate	0	0	0
Lost Time Incident Rate ("LTIR")	rate	0	0.41	0

Notes:

*   *The SEBU FYE 2024 includes data from Mi Equipment Malaysia and Suzhou.*
** *The SMBU FYE 2024 includes data from Accurus Scientific Taiwan and Ningbo.*
1. *The table above shows the fatality and incident cases by employees only.*
2. *Lost time injury means 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.*
3. *Incident cases include the number of lost time injuries, restricted work, fatality, first aid and medical treatment cases.*
4. *Incident rate is calculated as a rate where the number of incidents during the reporting period are expressed per the total number of hours worked at the end of the reporting period. The calculation method is in line with the Consolidated Set of the GRI Standards 2023, GRI 403: Occupational Health and Safety 2018 on Disclosure 403-9 Work-related injuries, Page 675.*
5. *Incident rate = the number of work-related injuries / number of hours worked X 200,000*
6. *Fatality cases include the number of fatalities as a result of work-related injuries.*
7. *Fatality rate is calculated as a rate where the number of fatalities during the reporting period are expressed per total number of hours worked at the end of the reporting period. This calculation method is in line with the Consolidated Set of the GRI Standards 2023, GRI 403: Occupational Health and Safety 2018 on Disclosure 403-9 Work-related injuries, Page 674.*
8. *Fatality rate = the number of fatalities / number of hours worked X 200,000*

9.   *Lost time incident rate is calculated as a rate where the number of lost time incidents during the reporting period are expressed per the total number of hours worked at the end of the reporting period. The calculation method is in line with the Bursa Malaysia's Sustainability Reporting Guide 3rd Edition, Page 86.*

10. *Lost time incident rate = number of lost time injuries in the reporting period/ total number of hours worked in the reporting period X 200,000*

11. *The total number of hours worked in the reporting period = the total number of employees X 40 hours X 52 weeks*

12. *The value of 200,000 represents a standardized value of the total amount of hours that 100 employees work weekly for 40 hours for a duration of 50 weeks (100x40x50=200,000)*

13. *All figures rounded up.*

14. *Please refer to safety performance for our prevention actions taken for the incidents and lost time incident cases.*

Our Overall Safety Performance

The Group is pleased to report that there have been no employee fatalities cases over the past three (3) years for SEBU and SMBU. However, for FYE 2024, the Group recorded 1 employee incident (FYE 2023: 2 cases; FYE 2022: 0 case) in SEBU. There was 1 case of work-related lost time injuries among employee, resulting in a lost time incident rate of 0.32(SEBU) for FYE 2024 (FYE 2023: 0.55 (SEBU), 0.41 (SMBU); FYE 2022: 0).

We strive to maintain our efforts to raise awareness and encourage all employees, including immediate managers or witnesses to report incidents timely according to set procedures. To support this, we launched the Incident Investigation and Report Procedure. This is to ensure all accidents are recorded, root causes are identified, corrective actions are taken and communicated appropriately to prevent the re-occurrence of the incident to improve the safety measures in our operating sites.

Safety Inspection and Risk Assessment

For Occupational Health & Safety, we adhere to all the necessary precautions in accordance with the local regulations and guidelines to safeguard our employees from potential hazards. We conduct walk-around inspection and risk assessment to ensure that all safety measures are functioning as intended and the relevant EHS protocols are being followed. The outcomes of these inspections, along with the associated reports and meeting minutes, are reviewed by the management before any improvement measures are being implemented.

Environment Health & Safety Initiatives and Management

Each business unit appoints dedicated Environment Health & Safety ("EHS") officers responsible for ensuring that safety measures comply with legal requirements and protecting employees from hazardous working environments. Additionally, we have established the Emergency Response Team ("ERT") Committee, which oversees safety and health matters in the workplace, reports and updates safety-related issues, and ensures all pending safety concerns are promptly addressed. The Emergency Response Plan (ERP) procedure was launched this year to provide a clear guideline on the action plan, response to emergency as well as to minimize impact and injury to the property and all employees.

At Mi, we formed Safety & Health Committees ("SHCs") in compliance with the local legal requirements tailored to each country of our subsidiaries. The SHC is responsible for reviewing workplace safety and health, investigating complaints, and addressing related concerns. We constantly engage safety consultants to chair the quarterly SHC meetings to discuss workplace accidents and updates on safety and health laws and regulations.

Hazard Identification Risk Assessment and Risk Control ("HIRARC")

The HIRARC approach is used to assess the safety and health risks associated with operation activities which might cause injury and health issues. The relevant EHS personnel will assess the potential risks or hazards for all routine and non-routine activities within their scope, including subcontractor activities. Moving forward, the assessment will be performed triennial in Mi Equipment Malaysia and annually for Accurus Scientific Taiwan or whenever there are changes in our current activities or processes.

Health and Safety Training Program

We provide ongoing health and safety training to equip our employees with the necessary knowledge and awareness to prevent workplace accidents and respond effectively to emergencies. These training sessions cover a range of critical topics, including hazard identification, emergency response protocols, proper use of personal protective equipment (PPE), and best practices for maintaining a safe work environment.

Throughout the FYE 2024, a total of 301 employees participated in our health and safety training programs. This initiative reflects our commitment to fostering a strong safety culture, ensuring compliance with industry regulations, and enhancing overall workplace well-being.

Health and Safety Campaign

The highlights of health and safety activities held at FYE 2024 are illustrated as follows:

SEBU	SMBU
Mi Health Day - Mi Equipment Malaysia in collaboration with Penang Adventist Hospital to provide health screening for 66 employees and subcontractors. - A total of 25 employees and subcontractors participated in blood donation to save lives. 	**Health Screening** - Accurus Scientific Taiwan organized its annual health screening, providing medical check-ups for 227 employees and subcontractors as part of the commitment to fostering the well-being and health of its workforce.
Online Mental Health Talk - A health talk was organized to raise awareness about mental health and stress management among the employees of Mi Equipment China and Taiwan. 	**Fire Drill** - A fire drill was organized to raise awareness of fire safety procedures and ensure employees were familiar with emergency protocols.
Osteopathic Wellness Sessions - Osteopathic treatment sessions were organized to enhance the well-being, relieve tension, improve mobility, and promote overall health of the Mi Equipment Malaysia's employees. 	**Meat-free day activities** - Meat-Free Day was organized to encourage employees to voluntarily participate in ordering meat-free meal boxes. - A total of 250 people took part in the initiative, promoting plant-based eating.

Corporate Governance Policies

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

Corporate Governance (CG) Awareness

100% coverage for Anti-Bribery and Corruption training

Regulatory Compliance

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

0 Incident on

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

RESPONSIBLE BUSINESS PRACTICES

2024 Key Performances

RESPONSIBLE BUSINESS PRACTICES

Business Ethics

The Group promotes a corporate culture of transparency and strives to maintain the highest standards of business conduct and ethics across its global operations and locations. We are committed to continuously enhancing and promoting ethical business practices, addressing critical issues such as insider trading, conflicts of interest, privacy, human rights, non-discriminatory employment practices, anti-bribery and anti-corruption, and workplace safety.

The Group's ethics policy is established and guided by the Board, supported by our Corporate Governance Framework, which aligns with the Malaysian Code on Corporate Governance and the Main Market Listing Requirements. While adhering to the Group's ethical principles, our business units also adopt management and governance practices in line with applicable local laws and regulations.

Key elements that govern the Group's ethical business practices include our Code of Conducts, Anti-Bribery and Anti-Corruption Policy, and Whistleblowing Policy. They are reviewed and revised from time to time to reflect developments in applicable laws, regulations, and corporate governance practices. The policies are reviewed periodically and published on our website: https://mi-technovation.com

Code of Conduct

The Group maintains stringent standards of excellence that are expected to be consistently upheld in all our business operations. These standards are articulated in a comprehensive set of guidelines known as "the Codes." These Codes apply to a broad range of stakeholders, including our directors, officers, and employees, as well as our suppliers, business partners, and intermediaries such as contractors and agents. Each stakeholder is required to adhere to these standards to ensure that our commitment to excellence is reflected in every aspect of our operations.

Some examples of these codes include:

Code of Conduct for Company Directors	Code of Conduct and Ethics for Management and Employees	Code of Conduct for Suppliers
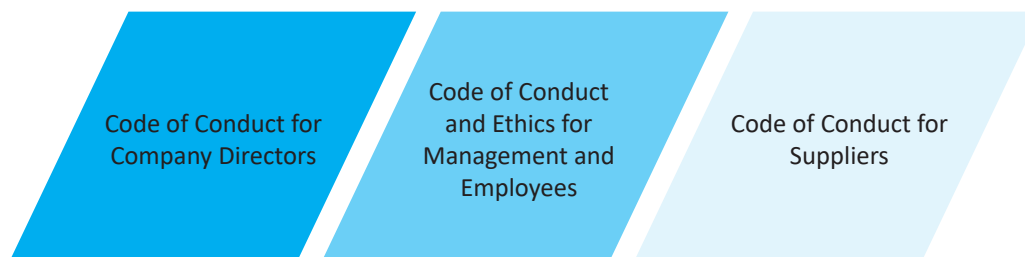
Furthermore, the Codes provide a foundational framework for our business practices and interactions with stakeholders. They encompass essential principles, including but not limited to the protection of human rights for all employees, the prohibition of child or forced labour, the assurance of equitable treatment for all staff, and the commitment to maintaining a safe and healthy work environment. Additionally, the Codes explicitly prohibit illegal or unethical conduct by both employees and business partners. These principles are integral to our operations, ensuring that we uphold the highest standards of integrity and responsibility in every aspect of our business including compliance with laws, rules and regulation, labour standard and human rights, as well as anti-bribery and anti-corruption.

The Codes are published on our corporate website and company's internal shared folder, ensuring they are accessible to every employee. It is crucial that all employees conduct the Group's business with the utmost integrity. Integrity and ethical standards must never be compromised or sacrificed for short-term gain. To ensure comprehensive understanding among stakeholders across all our global operations and locations, each entity maintains its own code of conduct, tailored to its specific country with a different language. This ensures that everyone is fully aware of the Group's commitments and expectations regarding ethical conduct and business practices.

Anti-Bribery and Corruption

The Board sets a clear anti-corruption stance and has implemented an Anti-Bribery and Corruption Policy that applies across the entire Group. This policy is aligned with Section 17A of the Malaysian Anti-Corruption Commission Act 2009 ("MACC Act"), which holds commercial organizations legally accountable for bribery committed by individuals associated with them when done with the intent of securing a business advantage. The Board takes proactive steps to ensure that the Anti-Bribery in ensuring that the Anti-Bribery and Corruption Policy is effectively communicated to all stakeholders. It is imperative that all Directors, employees, and business associates/third parties uphold the Group's firm stance against bribery and corruption and fully understanding their respective responsibilities. The policy clearly establishes a zero-tolerance approach to bribery and corruption, with controls and procedures in place to prevent and mitigate related risks. The Anti-Bribery and Corruption Policy was initially communicated to all employees upon its rollout in 2020 and continues to be shared with all new hires.

We actively communicate our anti-bribery and corruption policies to all employees through comprehensive training, our employee handbook, and clearly defined company policies. These resources are designed to ensure that every team member understands their responsibilities in maintaining a corruption-free workplace.

In addition, our Supplier Code of Conduct explicitly outlines our stance on anti-bribery and corruption. We expect suppliers to align with our stance and we ensure that all new suppliers, agents, and contractors are fully informed of our commitment to these principles.

Anti-Bribery and Corruption

In addressing bribery and corruption, the Group strives to achieve the following objectives:
- Implement and maintain effective procedures for the prevention and detection of bribery and corruption within the Group;
- Offer guidance and support to individuals working with or for the Group, enabling them to recognize and address potential issues related to bribery and corruption; and
- Safeguard the Group from any liabilities or consequences arising from unauthorized or corrupt activities involving associated individuals, including business associates.

Disclosures	2022	2023	2024 Target	2024 Performance
Reported bribery and corruption cases	0	0	0	0
Total amount of political contributions made	0	0	0	0
Number of staff disciplined or dismissed due to non-compliance with anti-corruption policies	0	0	0	0
Cost of fine, penalties or settlements in relation to corruption (RM)	0	0	0	0

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

The Group continued to educate its employees by delivering anti-bribery and corruption and corporate governance related learning materials on a quarterly basis through email and memos. 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. We conducted a group-wide Anti-Bribery and Corruption training in 2024. The video training is mandatory for all new hires.

Employee category	Percentage of employees received training on anti-bribery and corruption in 2024
Top Management	100%
Managerial	100%
Engineer and Technical Personnel	100%
Executives, Supervisor and Officer	100%
Non-Executive	100%

Corruption risk is integrated into the Group's Enterprise Risk Management ("ERM") Assessment and is conducted to identify areas in the Group's operations which are exposed to corruption risk every two years, with the understanding that the previous assessment remains valid for the interim year until the subsequent assessment is completed. We engaged with independent auditor to conduct a Corruption Risk Register in 2024 to systematically identify, assess, and manage corruption risks across our operations. The activity involves liaise with the risk owners or identified personnel for understanding and review of control measures and implementation status of action plans such as additional or new control(s) to be in place to mitigate the risks. Bribery and corruption risk is also considered in the due diligence of our suppliers and business associates, alongside other environmental and social-related considerations.

Anti-Bribery and Corruption

The outcome of the corruption risk assessment is considered in our development and implementation of control measures which place emphasis on managing higher-risk areas and business partners.

Percentage of operations assessed for corruption-related risks	As of 31 December 2022	As of 31 December 2023	As of 31 December 2024
	100%	100%	100%

Note: *Percentage of operations assessed for corruption-related risks is calculated based on the total number of manufacturing sites of each business unit of the reporting scope as at the end of the assessment year.*

Whistleblowing Policy

A comprehensive Whistleblowing Policy is in place to facilitate the reporting of serious violations or breaches, ensuring the Group's business practices are aligned with ethical, moral, and legal standards. This policy is designed to cultivate a culture where employees and stakeholders are encouraged and supported in reporting any instances of malpractice or misconduct they encounter. Additionally, the policy includes safeguards to protect those who raise concerns through the established whistleblowing channels. Reports submitted are thoroughly assessed, investigated, and monitored following proper procedures, with findings communicated to the Board. All cases reported under the Whistleblowing Policy are treated with strict confidentiality.

We encourage all individuals, including external business partners like suppliers, contractors, and employees, to voice any concerns they may have about actual or potential violations of our Code, company policies, or applicable laws, in good faith. The Whistleblowing Policy assures employees that they can report any breaches without fear of retaliation.

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 whistle-blowers raising a genuine concern.
- The Group will protect a whistle-blower 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.

Reported whistleblowing cases	2022	2023	2024 Target	2024 Performance
	0	0	0	0

Whistleblowing Policy also provides an avenue to report directly to the Audit and Risk Management Committee via 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.

Grievance Mechanism

The grievance procedure is intended to address employees' concerns and disputes, including those related to working relationships, conditions, employment practices, or differences in interpreting policies. It is crucial for employees to have a reliable communication channel where they can express dissatisfaction or grievances, with the goal of resolving issues collaboratively with the Group. This process allows concerns to be raised and addressed early, ensuring the mutual interests of both the Group and its employees are protected, and fostering a positive and healthy work environment.

The Group's grievance mechanism is formalized in our Employee Handbook, which is provided to all employees and easily accessible via the Group's intranet. The Human Resources Department is responsible for overseeing the grievance mechanism, ensuring it is managed according to established policies and procedures.

Workplace Harassment

The Group is against any form of workplace discrimination or harassment based on race, colour, religion, 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 as well as guiding them on how to deal with and report harassments, such as sexual harassments and workplace discrimination. Employees can report harassment or discrimination through the Group's grievance or whistleblowing channels.

Reported workplace discrimination or harassment cases	2022	2023	2024 Target	2024 Performance
	0	0	0	0

Carbon Offsetting & Avoidance

Offset **2472** t/CO$_2$e carbon

Avoid **94** t/CO$_2$e carbon

Recycled Wastes

37 Tonnes

Solar Energy

Produced **190 MWH**
from photovoltaic system

Benefited approximately
314 beneficiaries
from communities contributions

Community & Environmental Contributions
of **RM207,757.91**

IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

2024 Key Performances

IMPACT WITHIN & BEYOND BUSINESS OPERATIONS

Energy Consumption

Investing in energy efficiency measures is crucial to reducing our long-term energy expenditures as we continue to strive to minimize our impact on the environment. We are committed to reducing our carbon footprint as part of our adaptation strategy by making most use of the electricity generated from clean renewable sources and optimizing our electricity consumption.

Given we operate within the manufacturing business, a large amount of our operating costs is related to power use. We expect a greater demand for resources especially electricity, as a result of increase in production capacity which may leads to increase electricity costs. We constantly monitoring our electricity usage with an emphasis on promoting energy efficiency to improve this matter.

Our aim goes beyond solely contributing to climate change management, we also makes sure that we use our resources sustainably and effectively while making financial sense over time. This strategy fits with our dedication to financial responsibility and environmental responsibility by helping us control costs while reducing our environmental impact. We analyse our energy usage by examining our electricity bills to keep track on the volume of power we use. Each business unit monitors their energy usage closely and identify areas for efficiency or improvement. The energy consumption of two business units is disclosed as below.

Our Overall Performance in Energy Consumption and Management

In FYE 2024, the Group recorded a total energy consumption of 8,951,567 kWh. Overall green energy generated during the year was 190,112 kWh.

The Group recorded a energy efficiency of 157 kWh/sqm and we target to maintain this efficiency in year 2025.

In addition, we will continue to work towards reducing carbon emissions by investing in green renewable energy and implementing energy-saving initiatives.

Performance	Unit	2022	2023	2024
Total Energy Consumption	kWh	6,445,617	5,982,767	8,951,567
Overall Energy Efficiency	kWh/sqm	250	232	157
Total Green Energy Generated	kWh	198,358	194,816	190,112

Semiconductor Equipment Business Unit ("SEBU")'s Energy Consumption

For FYE 2024, we have begun to incorporate the energy consumption data of additional SEBU subsidiary (Mi Equipment Suzhou). Overall energy efficiency for FYE 2024 is recorded at 144 kWh/sqm.
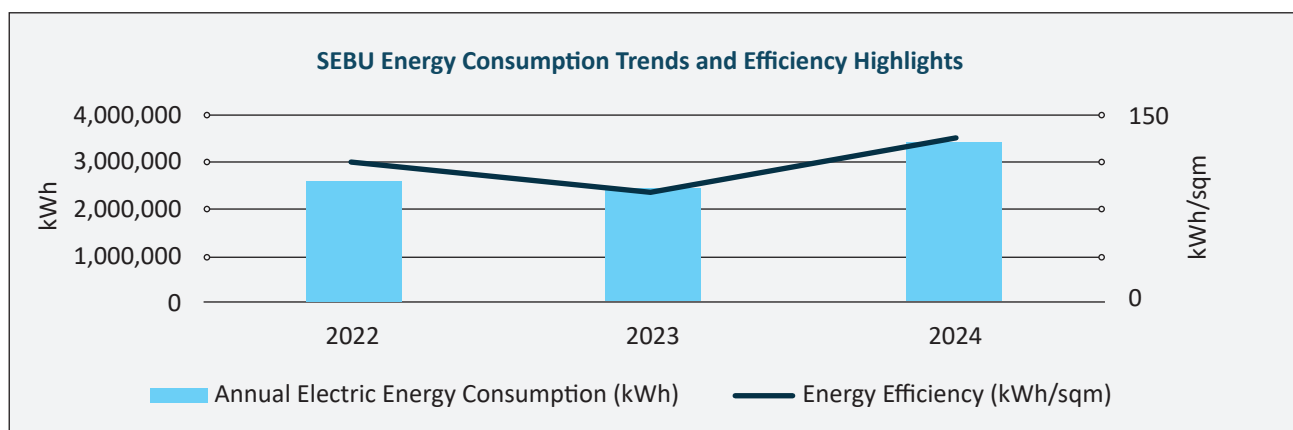
SEBU Energy Consumption Trends and Efficiency Highlights

Legend: Annual Electric Energy Consumption (kWh) · Energy Efficiency (kWh/sqm)

Semiconductor Equipment Business Unit ("SEBU")'s Energy Consumption (Cont'd)

Semiconductor Equipment Business Unit ("SEBU")	2022	2023	2024 Target	2024 Performance[1]
Annual Electric Energy Consumption (kWh)	2,597,509	2,469,207	-	3,439,053
Energy Efficiency [2] (kWh/sqm)	137	130	Maintain energy efficiency at the same level as FYE2023	144

Notes:
1. Data for FYE 2024 includes data from both Mi Equipment Malaysia and Suzhou.
2. Energy efficiency is calculated as the average electricity consumption per built-up area.

At our operational site, electricity is mainly used to power various machines, computers, and equipment. To optimize electricity usage, we regularly conduct maintenance of our facilities and equipment to reduce waste of energy. Energy saving initiatives such as application of motion sensors for lighting, use of timer-controlled appliances and high energy efficiency appliances. These initiatives are in line with our commitment to sustainable and responsible energy management.

Semiconductor Material Business Unit ("SMBU")'s Energy Consumption
For FYE 2024, we have begun to incorporate the energy consumption data of additional SMBU subsidiary (Accurus Scientific Ningbo). Overall energy efficiency for FYE 2024 is recorded at 214 kWh/sqm.
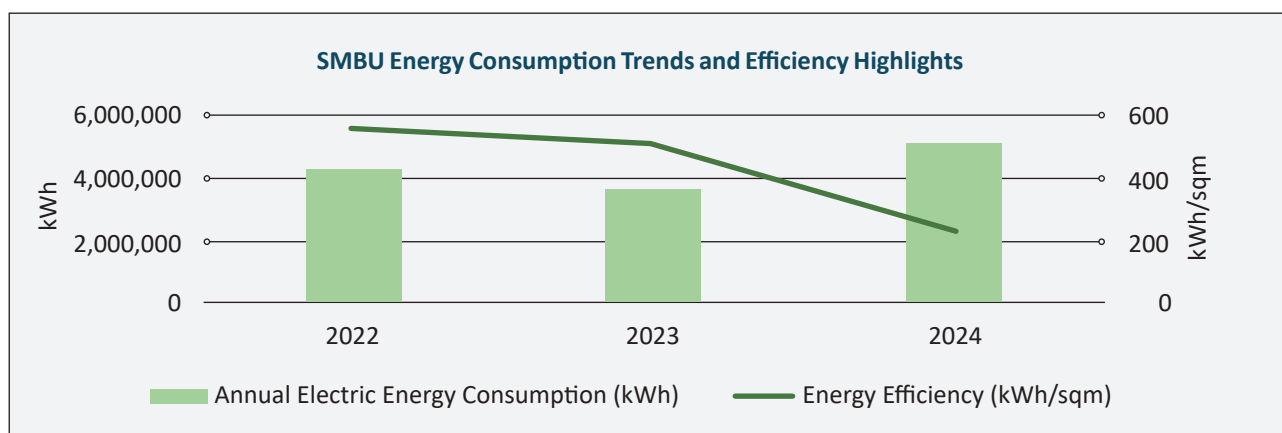
SMBU Energy Consumption Trends and Efficiency Highlights

Semiconductor Equipment Business Unit ("SMBU")	2022	2023	2024 Target	2024 Performance[1]
Annual Electric Energy Consumption (kWh)	3,848,108	3,513,560	-	5,208,632
Energy Efficiency [2] (kWh/sqm)	562	513	Maintain energy efficiency at the same level as FYE2023	214

Notes:
1. Data for FYE 2024 includes data from both Accurus Scientific Taiwan and Ningbo.
2. Energy efficiency calculated as the average electricity consumption per built-up area.

Over the years, SMBU continued to remain efficient in its electricity consumption. At our operation sites, we use electricity as a power source and do not use carbon, natural gas, fuel oil, propane, diesel, coal, or kerosene as source of fuels for production activities. Our major electricity consumption is used to power furnace facilities to melt the raw materials for solder ball production.

Semiconductor Material Business Unit ("SMBU")'s Energy Consumption (Cont'd)

To effectively reduce our energy consumption, we actively invest in higher energy efficient production machines and equipment. As a carbon emission reduction initiative, we switched factory lamps to light emitting diode ("LED") lights to effectively reduce the energy consumption. Optimizing energy efficiency is a key component of our energy and carbon emissions control initiatives. We have been progressively replacing the non-energy efficient equipment as part of our effort at energy efficiency and we will keep on practising to avoid wasting energy.

Semiconductor Solutions Business Unit ("SSBU")'s Energy Consumption

In FYE 2024, we started to report the energy consumption from SSBU. Since there is no record for historical performance, we will compare the energy consumption and set target to achieve when there is more data in the upcoming years. Currently, the SSBU is in the startup phase, with major electricity consumption from factory facilities and machines. The energy efficiency in FYE 2024 was 35 kWh/sqm.

Semiconductor Solutions Business Unit ("SSBU")	2024 Performance[1]
Annual Electric Energy Consumption (kWh)	303,882
Energy Efficiency [2] (kWh/sqm)	35

Notes:

1. *Data for FYE 2024 includes data from Mi Semiconductor Hangzhou only.*
2. *Energy efficiency calculated as the average electricity consumption per built-up area.*

Energy Management

At Mi, we continuously monitor and optimize energy consumption to ensure that our operations and buildings use energy efficiently. Listed below are our completed or on-going energy reduction programmes.

Energy Reduction Programme	Objectives
Installation of Photovoltaic ("PV") System on buildings' rooftop	To avoid carbon emission and optimize usage of green renewables energy
Application of automatic power-off timer in the air-conditioning system	To minimize the energy usage
Installation of motion sensor lights in washrooms	To minimize energy waste when the washrooms are not occupied
Installation of LED to replace ordinary lamp in the stairway and use of sensors for automatically lighting on/off in washrooms	To save the energy consumption as LED generate lesser heat and last longer
Energy saving campaign	To promote energy saving through energy conservation video
Pledged the Earth Hour Movement	To join the state government's drive in switching off non-essential light

Note:

Listed above are the collective initiatives made by the Group, but not all the programmes were implemented in every entity.

Mi Technovation

Green Energy

Switching to green renewable energy allows us to reduce our carbon emissions. SEBU - Mi Equipment Malaysia began to engage with solar PV system providers in 2024 and the installation and commissioning is expected to complete in 2025/2026.

On the other hand, SMBU has started to generate solar energy since 2021 which is completely sold to Taipower's grid. In FYE 2024, the solar power generated was approximately 190,112 kWh, which has avoided 94,105 kg of CO_2e in emissions.

Green Energy Generated and Equivalent Reduction of CO2 Emission Highlights

Legend: Green energy generated (kWh) — Equivalent reduction of CO2 emission (kg)
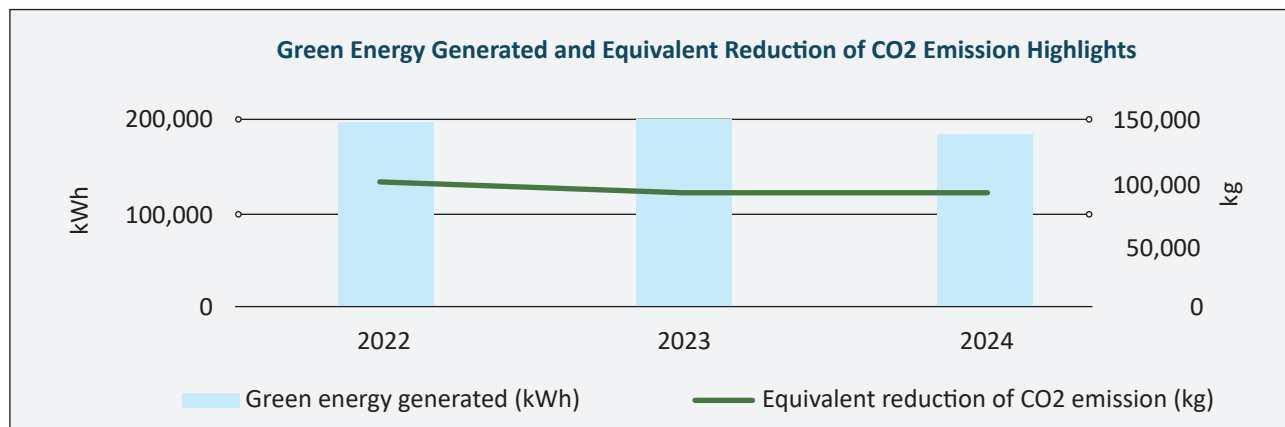
	2022	2023	2024
Green energy generated (kWh)	198,358	194,816	190,112
Equivalent reduction of CO_2 emission (kg)	109,890	96,434	94,105

Note: Data from FYE 2022 to FYE 2024 includes data from Accurus Scientific Taiwan only.

Addressing Climate Change

Recognizing the necessity of managing the natural environment, the Board of Directors of the Group established a Board Sustainability Committee ("BSC"), with the sole objective of supervising the Group's efforts to address climate change in business operations. The BSC oversees the implementation of the Group's sustainability framework, which is central to our commitment to environmental sustainability and responsible business practices. The Committee members, profile, together with the Mi Sustainability Policy are available at the corporate website at https://www.mi-technovation.com/

We adopt a proactive stance throughout our business units to tackle climate-related issues. Ms. Phoon Yee Min, an Independent Non-Executive Director, is the Chairman of the Board Sustainability Committee who oversees the management of the Group's climate change risk. The Board recognizes that climate-related risk extends beyond environmental concerns and impacts the entire business.

The company engaged KPMG to conduct an update on the climate change risk register across all reporting entities. This initiative aims to strengthen climate-related risk management and enhance sustainability practices. The assessment focused on key areas including evaluation of governance frameworks, regulatory compliance, waste, energy, emission and water management.

The Group is steadfastly dedicated to tackling climate-related issues and making the shift to a low-carbon future. We accomplish this through:

Climate Change Mitigation Actions	Action adopted and implemented by		
	SEBU	SMBU	SSBU
1. **Energy Efficiency**: Improve energy efficiency in buildings to reduce energy consumption and emissions.	✓	✓	✓
2. **Renewable Energy**: Running on Solar Photovoltaic System to reduce greenhouse gas emissions from energy production.	-	✓	-
3. **Reforestation**: Planting trees and restoring forests to absorb carbon dioxide from the atmosphere.	✓	✓	-
4. **Waste Reduction and Recycling**: Reduce waste generation and promote recycling to decrease methane emissions from landfills.	✓	✓	✓
5. **Behavioural Changes**: Encouraging electronic communication such as video conference to reduce travelling.	✓	✓	✓
6. **Green Building Design***: Focuses on increasing the efficiency of resource use such as energy, water, and materials, while reducing building impact on human health and the environment during the building's life cycle.	✓	-	-
7. **Carbon Offsetting**: Compensate our Greenhouse Gases ("GHG") emissions by investing in projects or activities that reduce or remove an equivalent amount of emissions from the atmosphere.	✓	✓	✓

Note: SEBU entity, 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.

Greenhouse Gas ("GHG") Emissions

We are committed to strengthening our climate action initiatives by adopting more effective and strategic mitigation measures in the future. Our aim is to help build a climate-resilient society, underscoring our dedication to sustainability and environmental stewardship. The Group acknowledges that reducing greenhouse gas emissions is an important component in addressing climate change and working toward a more sustainable and environmentally responsible future.

Our Net Zero 2050 Ambition: Greenhouse Gas ("GHG") Emission, Avoidance and Offsetting Targets

The Group has set an ambition to achieve Net Zero by 2050 and it adopts a phased approach in moving progressively towards **Net Zero 2050.** As part of this commitment, we have set an interim milestone by 2028, targeting a 50% offset for Scope 2 emissions (electricity consumption) and maintaining 100% offset for Scope 3 emissions (business air travel and employee commuting). These targets reflect our dedication to sustainability and reducing our carbon footprint. The table below outlines the details of annual GHG emissions offsetting target in FYE 2024 – FYE 2028.

GHG Emission (Type)	Annual Offsetting Target (%)				
	2024	**2025**	**2026**	**2027**	**2028**
Scope 2 Emissions *Electricity consumption only*	30%	35%	40%	45%	50%
Scope 3 Emissions *Business air travel + employee commuting only*	100%	100%	100%	100%	100%

Overview of carbon emissions, avoided and offset by Mi Group in FYE 2024 focusing on selected category from Scope 2 and Scope 3 emission:

Mi Group	Emissions	Avoidance	Offset	Offsetting Percentage (%)
Semiconductor Equipment Business Unit ("SEBU")				
Scope 1 (tonnes of CO_2e)	4.04	-	-	-
Scope 2 (tonnes of CO_2e) Electricity consumption only	2,583.81	-	866.00	30%
Scope 3 (tonnes of CO_2e) Business air travel & employee commuting only	328.36	-	330.00	100%
Semiconductor Material Business Unit ("SMBU")				
Scope 1 (tonnes of CO_2e)	85.91	-	-	-
Scope 2 (tonnes of CO_2e) Electricity consumption only	2,683.45	94.11	1,048.00	30%
Scope 3 (tonnes of CO_2e) Business air travel & employee commuting only	151.76	-	155.00	100%
Semiconductor Solutions Business Unit ("SSBU")				
Scope 1 (tonnes of CO_2e)	4.779	-	-	-
Scope 2 (tonnes of CO_2e) Electricity consumption only	173.30	-	52.00	30%
Scope 3 (tonnes of CO_2e) Business air travel & employee commuting only	19.61	-	21.00	100%

Notes:
1. *Purchased electricity carbon offset from United Nations Carbon Offset platform*
2. *Carbon emissions avoided from solar energy generation*
3. *Business air travel carbon offset from Tasman Environment Markets ("TEM")*

Since FYE 2022, we started an initiative to offset the carbon emissions from our business air travel through the carbon offsetting programs which involves collaborations between Singapore Airlines (" SIA") and Asia's largest carbon offset provider, Tasman Environment Markets (" TEM"). We have made contribution to certified carbon offset projects in Asia through this effort. These programs fund a variety of environmental initiatives, including the rainforest preservation in Indonesia, solar energy projects in India and the distribution of efficient cookstoves in Nepal. To calculate carbon emissions, business air travel data was gathered from each entity's travel desk and submitted to TEM portal. Starting FYE 2024, we have offset our Scope 2 - purchased electricity's carbon emissions via the United Nation Carbon offset platform.

As a summary, we offset a total of 2472 tonnes of CO_2 equivalent (t/CO_2e) at Group level.

Semiconductor Equipment Business Unit ("SEBU")

Various initiatives to monitor and report of greenhouse gas emissions for tracking our progress in mitigating climate change were taken to combat the impacts of greenhouse gases. We measure and disclose our GHG emissions as follows:

	2022	2023	2024
Scope 1 (tonnes of CO_2e)			
Owned vehicles	-	1.18	4.04
Scope 2 (tonnes of CO_2e)			
Purchased electricity	1,974.11	1,876.60	2,583.81
Scope 3 (tonnes of CO_2e)			
Business travel	-	47.97	87.45
Employee commuting	-	-	240.36
Total Emissions (tonnes of CO_2e)	**1,974.11**	**1,925.75**	**2,915.66**

Notes:
1. *Data for FYE 2024 includes data from both Mi Equipment Malaysia and Suzhou. FYE 2024 is the first year we started to disclose Mi Equipment Suzhou's GHG emissions.*
2. *Scope 1 emission mainly focuses on the company's owned vehicles. The emission factor used in FYE 2024 was with reference to UK Department for Environmental, Food and Rural ("DEFRA") 2024's Fuel Conversion Factors for Liquid fuels – Petrol (100% mineral petrol) at 2.35732 $kgCO_2e$/litres. There were no data reported for FYE 2022 as we only started to report in FYE 2023.*
3. *The emission factor used for Mi Equipment Malaysia FYE 2022 and FYE 2023's Scope 2 emissions were updated by referring to the Grid Emission Factor ("GEF") in Malaysia, FYE 2021 for Peninsular of 0.76 tCO_2 /MWh. The data will be revised and updated according to Malaysia Energy Information Hub ("MEIH")'s publications. Moreover, the emission factor used for Mi Equipment Suzhou FYE 2024's Scope 2 emissions were referred to GHG protocols at 0.5703 tCO_2 /MWh.*
4. *For Scope 3 emissions, we focus solely on business travel and addition of employee commuting, which encompasses emissions associated with business travel airflights and employee commuting vehicles. We use the Singapore Airlines Group Carbon Offset Programme to calculate the carbon footprint of our business trips. The carbon emission for employee commuting were calculated with reference to UK Department for Environmental, Food and Rural ("DEFRA") 2024's emission factor of 0.16450 $kgCO_2e$/km for average sized petrol car and 0.11367 $kgCO_2e$/km for average sized motorbike.*

Semiconductor Material Business Unit ("SMBU")

We have consulted an external consultant to provide training on the collection and reporting of our GHG emissions data. The training ensures that our data collection and calculations meet the requirements of the GHG reporting.

	2022	2023	2024
Scope 1 (tonnes of CO_2e)			
Owned transport	2.23	2.23	1.44
Process and fugitive emissions	75.65	64.38	84.47
Scope 2 (tonnes of CO_2e)			
Purchased electricity	1,904.81	1,739.21	2,683.46
Scope 3 (tonnes of CO_2e)			
Upstream transportation and distribution	17.56	15.12	16.01
Downstream transportation and distribution	3.37	2.37	3.08
Employee commuting	110.58	93.23	123.05
Business travel	14.64	12.96	28.71
Purchased goods and services	6,243.15	5,232.51*	1,835.32
Waste generated in operations	74.56	5.00	5.40
Total Emissions (tonnes of CO_2e)	**8,446.50**	**7,167.01***	**4,780.94**

Notes:

*The data has been updated based on the latest validation by a third party.

1. *Data for FYE 2024 includes data from both Accurus Scientific Taiwan and Ningbo. FYE 2024 is the first year we started to disclose Accurus Scientific Ningbo's GHG emissions, hence we calculated emissions from Scope 1 – Owned transport, Scope 2 – Purchased electricity, Scope 3 – Employee commuting and business travel.*
2. *Our Scope 1 emissions are primarily generated from sources such as petrol, diesel, solvent, aerosol, and refrigerant emissions from our company vehicles, firefighting facilities, septic tank, freezers, and refrigeration equipment. We refer to the emission factors published by the Taiwan's Climate Change Administration Ministry of Environment https://ghgregistry.moenv.gov.tw/.*
3. *Our Scope 2 emission factor used are in accordance with the electricity carbon emission factor announced and published by the Energy Administration of the Ministry of Economic Affairs (Taiwan) https://www.moeaea.gov.tw/ for Accurus Scientific Taiwan and GHG Protocol for Accurus Scientific Ningbo.*

Semiconductor Material Business Unit ("SMBU") (Cont'd)

4. *Scope 3 emissions encompass a wide range of indirect GHG emissions that are associated with activities of the Group, but not from sources owned or controlled by the Group. We refer to the emission factors provided by our supplier and data published by the Taiwan's Climate Change Administration Ministry of Environment https://ghgregistry.moenv.gov.tw/. We use the Singapore Airlines Group Carbon Offset Programme to calculate the carbon footprint of our business trips. The carbon emission for employee commuting were calculated with reference to UK Department for Environmental, Food and Rural ("DEFRA") 2024's emission factor of 0.16450 $kgCO_2e/km$ for average sized petrol car and 0.11367 $kgCO_2e/km$ for average sized motorbike.*

Semiconductor Solutions Business Unit ("SSBU")

We have collected the information and calculated the carbon emissions FYE 2024 as below.

	2024
Scope 1 (tonnes of CO_2e)	
Company vehicle	4.79
Scope 2 (tonnes of CO_2e)	
Purchased electricity	173.30
Scope 3 (tonnes of CO_2e)	
Employee commuting	3.29
Business travel	16.32
Total Emissions (tonnes of CO_2e)	**197.70**

Notes:

1. *FYE 2024 is the first year we started to disclose SSBU's carbon emissions, hence there is no historical data available for FYE 2023 and earlier.*

2. *Our Scope 1 emissions are primarily generated from our company vehicles. We refer to the emission factors published by the UK Department for Environmental, Food and Rural ("DEFRA") 2024's Fuel Conversion Factors for Liquid fuels – Petrol (100% mineral petrol) at 2.35732 $kgCO_2e/litres$.*

3. *Our Scope 2 emission factor used are in accordance with the electricity carbon emission factor announced and published by GHG protocol.*

4. *Scope 3 emissions are generated from employee commuting to and business air travel. We use the Singapore Airlines Group Carbon Offset Programme to calculate the carbon footprint of our business trips. The carbon emission for employee commuting were calculated with reference to UK Department for Environmental, Food and Rural ("DEFRA") 2024's emission factor of 0.16450 $kgCO_2e/km$ for average sized petrol car and 0.11367 $kgCO_2e/km$ for average sized motorbike.*

Water Consumption

Our production activities have minimal impact on water usage and do not result in significant water discharge or water pollution. Hence, there is no water (effluent) discharge from our production and operational activities. The water consumption primarily serves domestic usage such as sanitary and amenity purposes.

Our Overall Performance in Water Consumption and Management

FYE 2024, the group recorded a total water consumption at 22,927 m^3. The water efficiency for the group was at 0.40 m^3/sqm. We target to maintain overall water efficiency of our operations by year 2025. In addition, we will consistently work towards reducing water consumption by constantly monitoring our water usage and implementing water-saving initiatives.

Performance	Unit	2022	2023	2024
Total Water Consumption	m^3	16,872	19,278	22,927
Overall Water Efficiency	m^3/sqm	0.65	0.75	0.40

We do not release wastewater into the ocean, surface bodies (such as rivers, lakes, or natural ponds), subsurface sources (such as wells), nor do we engage in off-site discharge activities as the water was mainly consumed for domestic and sanitary usage only. Instead, all wastewater is directed to the sewage system for proper treatment.

Our Overall Performance in Water Consumption and Management (Cont'd)

Destination of Water Discharge	Unit	2022	2023	2024
Ocean	m³	0	0	0
Surface Water	m³	0	0	0
Subsurface/Well	m³	0	0	0
Off-site water treatment	m³	0	0	0
Beneficial/Other use	m³	0	0	0
Total water discharge	**m³**	**0**	**0**	**0**

Note: Data above includes data from all reporting entities as per scope stated in foreword.

All our operational sites source water from established water supply companies with well-developed water distribution infrastructure. Therefore, we do not draw water from surface sources like rivers, lakes, natural ponds, groundwater from wells and boreholes, quarry water, or seawater. Furthermore, the Group does not operate in water-stressed regions. In the event of any disruption of water supply, the respective local water service provider will provide water tanker supply to the operating plants.

Source of Water Withdrawal	Unit	2022	2023	2024
Surface water from rivers, lakes, natural ponds	m³	0	0	0
Groundwater from wells, boreholes	m³	0	0	0
Used quarry water collected in the quarry	m³	0	0	0
Municipal potable water	m³	16,872	19,278	22,927
External wastewater	m³	0	0	0
Harvested rainwater[3]	m³	N/A	N/A	N/A
Sea water, water extracted from the sea or the ocean	m³	0	0	0
Total water withdrawal	**m³**	**16,872**	**19,278**	**22,927**

Notes:
1. Data for FYE 2022 and FYE 2023 includes data from both Mi Equipment Malaysia and Accurus Scientific Taiwan.
2. Data for FYE 2024 includes data from all reporting entities as per scope stated in foreword.
3. There were no records for harvested rainwater withdrawal, but we use harvested rainwater for cleaning, maintaining landscapes, sanitary and as a backup during water disruption.

During the financial year under review, there were no incidents of non-compliance with water quality standards and regulations. However, the Board recognizes the importance of water security and protection. The Group will continue to monitor and explore environmentally friendly methods to enhance water efficiency at all our offices and operational sites. To track our domestic water consumption, we gather data from water bills to ensure responsible water usage. This approach guarantees business continuity, fosters environmental stewardship, and strengthens the resilience of local water resources.

Semiconductor Equipment Business Unit ("SEBU")'s Water Consumption
In FYE 2024, the water consumption per built-up area was recorded at 0.38 m³/sqm.
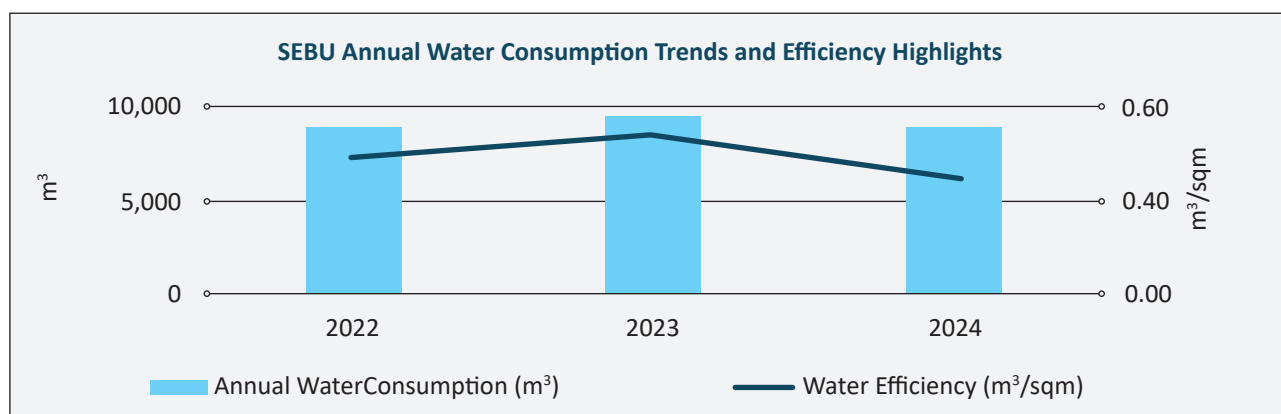
SEBU Annual Water Consumption Trends and Efficiency Highlights

Semiconductor Equipment Business Unit ("SEBU")'s Water Consumption (Cont'd)

Semiconductor Equipment Business Unit ("SEBU")	2022	2023	2024 Target	2024 Performance[1]
Annual Water Consumption (m³)	8,738	9,657	-	9,066
Water Efficiency [2] (m³/sqm)	0.46	0.51	Maintain water efficiency at the same level as FYE 2023	0.38

Notes:
1. Data for FYE 2024 includes data from both Mi Equipment Malaysia and Suzhou.
2. Water efficiency is calculated as the average water consumption per built-up area for evaluating and comparing the water usage performance.

Our water consumption was mainly for supporting domestic use such as sanitary, laundry, kitchen, cleaning, and gardening purposes. We consistently advocate and implement environmentally friendly practices, aiming to lead a more sustainable lifestyle. As a result, this commitment created an eco-friendly landscape around our facilities.

We have implemented and established various water saving initiatives to use water efficiently and prevent wastage of valuable resources. These practices include constantly reviewing and optimizing water usage in sanitary, cleaning and gardening activities, such as water pressure adjustments of toilet's basin, dual flush toilet, adjustable handheld bidet spray, and installation of nozzles for gardening hoses. A 6-months water conservation awareness program was launched in Mi Equipment Malaysia to instil water saving practices among our employees. The program has raised awareness and continues to encourage water-saving practices among our employees by displaying poster at lifts and circulate memo to emphasize water saving and reduce water consumption.

Semiconductor Material Business Unit ("SMBU")'s Water Consumption
In FYE 2024, the water consumption per built-up area was recorded at 0.54 m³/sqm.

SMBU Annual Water Consumption Trends and Efficiency Highlights

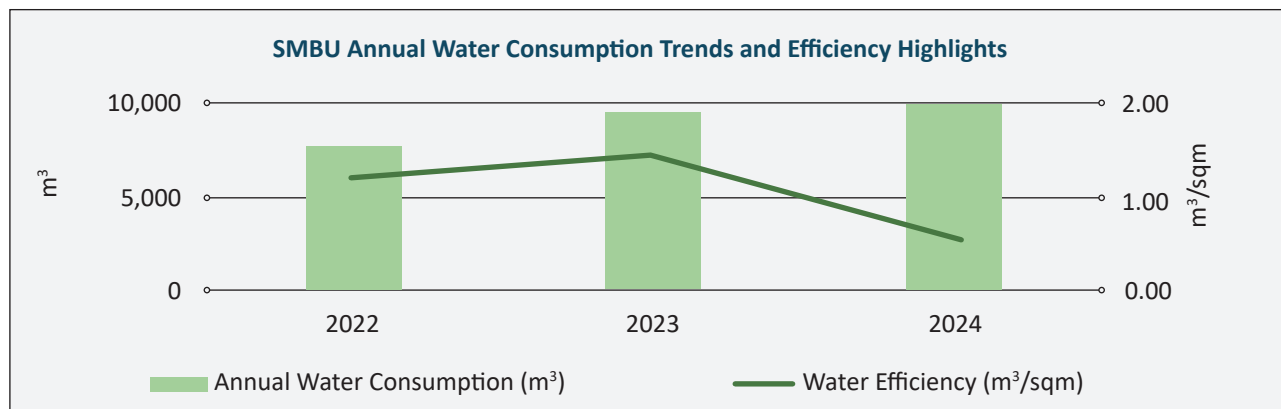| Semiconductor Equipment Business Unit ("SMBU")	2022	2023	2024 Target	2024 Performance[1]
Annual Water Consumption (m³)	8,134	9,621	-	13,026
Water Efficiency [2] (m³/sqm)	1.19	1.40	Maintain water efficiency at the same level as FYE2023	0.54

Notes:
1. Data for FYE 2024 includes data from both Accurus Scientific Taiwan and Ningbo.
2. Water efficiency is calculated as the average water consumption per built-up area for evaluating and comparing the water usage performance.

Semiconductor Material Business Unit ("SMBU")'s Water Consumption (Cont'd)

Water in SMBU is used for domestic and sanitary purposes, as well as during production. Wastewater is also generated from the production process.

We practice efficient water usage by using water-saving kits on toilet faucets and conduct periodic sampling tests on sanitary sewage, drinking water, and the air conditioning cooling water to ensure compliance with regulations and good water quality.

We have also enhanced the oil-water separation facilities since 2023 to treat wastewater from the manufacturing process. Furnace facilities are in place to remove heavy metals from wastewater through high temperature combustion method.

These initiatives demonstrate our commitment to protecting the quality of water and water conservation.

Semiconductor Solutions Business Unit ("SSBU")'s Water Consumption

In FYE 2024, the average water consumption per built-up area for SSBU was recorded at 0.10 m^3/sqm. The water consumption in SSBU FYE 2024 was recorded at 835 m^3. There is no historical performance data available for comparison as this is the first year we collect the SSBU energy consumption data.

Semiconductor Solutions Business Unit ("SSBU")	2024 Performance[1]
Annual Water Consumption (m^3)	835
Water Efficiency [2] (m^3/sqm)	0.10

Notes:
1. *Data for FYE 2024 includes data from Mi Semiconductor Hangzhou only.*
2. *Water efficiency is calculated as the average water consumption per built-up area for evaluating and comparing the water usage performance.*

Our water consumption was mainly use for production and domestic purposes such as sanitation and cleaning. In SSBU, we have wastewater treatment process steps including regulating pond, reaction tank, physical and chemical sedimentation tank, ceramic filter tank, clean water tank to discharge our wastewater responsibly.

Rainwater Harvesting

Rainwater harvesting is one of the efficient and sustainable ways to reduce water consumption from municipal water supplies. We collect, store, and use rainwater for various purposes such as cleaning, maintaining landscapes, sanitary and as a backup during water disruption.

1 out of 5 operation sites and sales and service office of SEBU; and 1 out of the 3 operation sites and sales & service office of SMBU are installed with rainwater harvesting tanks. This initiative is aimed at harnessing rainwater for various purposes and promoting sustainable water management.

The rainwater is collected from surface runoff through rooftop, gutters, eaves, and pipes to the harvesting tank. The rainwater harvesting system is an effective and ecological responsible method to manage the issue of water scarcity, foster self-sufficiency and reducing the environmental impacts.

WASTE MANAGEMENT, MATERIALS & POLLUTION MANAGEMENT

Waste Management

We believe waste management have a huge role to play on our business journey towards a more sustainable future. As stated in our Sustainability Policy and Code of Conduct and Ethics for Management and Employees, the Group is committed to upholding its responsibility to the environment in which we operate and works to manage our operations to reduce our impact on the environment. We adhere to all applicable local regulations with respective to each operating countries on environmental permits, licences, and documentation.

Environmental pollution can be avoided by practicing proper waste management. It reduces the release of harmful chemicals which could endanger the ecosystems around us and protect flora and fauna, as well as people. As a result, we have put in place extensive procedures which aim to reduce the number of hazardous, recyclable, and non-recycled waste generated in our daily operations.

We also continue to review and improve our current approach on an ongoing basis, increasing efficiency and seeking better efforts to reduce our waste production and optimize waste management. In FYE 2024, there were no fines or penalties as a result of non-compliance with any laws or regulations pertaining to environmental or waste management for SEBU and SMBU.

Number of fines or penalties as a result of non-compliance with any laws or regulations pertaining to environmental or waste management	2022	2023	2024 Target	2024 Performance
	0	0	0	0

Note: FYE 2024 data includes SEBU and SMBU reporting entities.

In our operating plants, we teach our employees to sort different types of wastes by allocating different waste bins and prioritizing the practice of "3R" (Reduce, Reuse, Recycle). Procedures on waste management and disposal are incorporated into our production processes and standard operating procedures.

Activities	Purpose or Description
Engaging Waste Contractors	To handle different type of waste according to the local enforcement authority's regulations.
Recycling	Practising "3R" (Reduce, Reuse, Recycle) in managing our waste.
Rectify / Repair	Carrying out maintenance or repair the equipment such as air conditioner, machines instead of purchasing a new one to replace the existing.
Waste Management	Segregating waste depending on the types of waste and choosing the best course of action for both treatment and disposal.
On-going Education	On-going training and advocacy to ensure employees are segregating waste properly.

Waste Management of Semiconductor Equipment Business Unit ("SEBU")

General waste produced is collected by local municipal waste collectors and disposed of to the landfill. On the other hand, scheduled waste is disposed of in accordance with local laws and regulations, and they are recorded in monthly reports and reported to the local authorities.

To further illustrate, Mi Equipment Malaysia manages their scheduled waste in accordance with the Environmental Quality Act 1974 and Environmental Quality (Scheduled Wastes) Regulations 2005. The scheduled waste will go through segregation and dismantling by the appointed contractor before they are sent to recovery facilities for further processing. In relation to other non-scheduled waste, some of the initiatives that describe our waste management practices at the workplace and our in-house cafeteria are as follows:

✓ Phasing out single-use plastics and introducing solid waste segregation bins in our in-house restaurant.
✓ Replacing personal trash bins in the office with shared trash bins within cubicles.
✓ Launching the used-battery collection program.
✓ Utilizing Programme for the Endorsement of Forest Certification (PEFC)-certified paper for printing.

The waste management data for Mi Equipment Malaysia's hazardous waste, non-hazardous waste and non-recycle waste is summarised in the table below:

Year / Category	Weight (Tonnes)								
	2022			2023			2024		
	Generated	Diverted from Disposal	Directed to Disposal	Generated	Diverted from Disposal	Directed to Disposal	Generated	Diverted from Disposal	Directed to Disposal
Hazardous Waste									
E-waste	0.64	0.64	-	0.19	0.19	-	1.18	1.18	-
Metal scrap	0.10	0.10	-	0.09	0.09	-	0.46	0.46	-
Wire scrap	0.18	0.18	-	-	-	-	0.43	0.43	-
Used oil	0.63	0.63	-	0.53	0.53	-	0.40	0.40	-
Total	**1.55**	**1.55**	**-**	**0.81**	**0.81**	**-**	**2.47**	**2.47**	**0**
Non-Hazardous Waste									
Paper	0.16	0.16	-	0.39	0.39	-	0.003	0.003	-
Cardboard	2.76	2.76	-	1.95	1.95	-	3.95	3.95	-
Coffee ground	0.27	0.27	-	0.22	0.22	-	0.17	0.17	-
Plastic	-	-	-	0.91	0.91	-	0.38	0.38	-
Total	**3.19**	**3.19**	**-**	**3.47**	**3.47**	**-**	**4.50**	**4.50**	**0**
Non-Recycle Waste									
General waste2	-	-	-	1.5	-	1.5	10.68	-	10.68
Total	**-**	**-**	**-**	**1.5**	**-**	**1.5**	**10.68**	**0**	**10.68**

Notes:
1. All values rounded up.
2. We started to collect data of general waste since Nov 2023 for Mi Equipment Malaysia. FYE 2023 data includes 2 months of data only.

Waste Management of Semiconductor Materials Business Unit ("SMBU")

Likewise, at SMBU, we comply with the local regulations on waste disposal. There are local laws and regulations in Taiwan where the manufacturers and importers are required to pay for their waste disposal. The waste disposal activities are performed by our qualified waste management contractors, based on formally agreed waste disposal plans or contracts. 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 waste disposal. We promote waste reduction by encouraging employee to reuse and recycle packaging, segregating wastes at source, promoting paperless office and optimizing equipment maintenance to reduce waste caused by equipment failures. Furthermore, we utilize memos and posters to keep employees informed and motivated in reaching these sustainability goals.

The waste management data for Accurus Scientific Taiwan's hazardous waste, non-hazardous waste and non-recycle waste is summarised in the table below:

Year / Category	Weight (Tonnes)								
	2022			**2023**			**2024**		
	Generated	Diverted from Disposal	Directed to Disposal	Generated	Diverted from Disposal	Directed to Disposal	Generated	Diverted from Disposal	Directed to Disposal
Hazardous Waste									
Solvent	-	-	-	-	-	-	-	-	-
Acids	0.40	-	0.40	0.78	-	0.78	0.84	-	0.84
Total	**0.40**	**-**	**0.40**	**0.78**	**-**	**0.78**	**0.84**	**-**	**0.84**
Non-Hazardous Waste									
Scrap metal	3.16	3.16	-	4.17	4.17	-	13.71	13.71	-
Glass	1.53	1.53	-	2.56	2.56	-	1.50	1.50	-
Plastic	0.17	0.17	-	0.23	0.23	-	1.41	1.41	-
Paper	6.99	6.99	-	5.06	5.06	-	6.09	6.09	-
Carbon	3.82	3.82	-	6.30	6.30	-	7.20	7.20	-
Non-hazardous wastewater	-	-	-	8.63	-	8.63	8.48	-	8.48
Total	**15.67**	**15.67**	**-**	**26.95**	**18.32**	**8.63**	**38.39**	**29.91**	**8.48**
Non-Recycle Waste									
General waste	12.92	-	12.92	16.47	-	16.47	18.17	-	18.17
Total	**12.92**	**-**	**12.92**	**16.47**	**-**	**16.47**	**18.17**	**-**	**18.17**

Note:
1. *All values rounded up.*

Accurus Scientific Taiwan conducted a Life Cycle Analysis ("LCA") in product design from cradle-to-gate, focusing on greenhouse gas emissions. The LCA was verified in accordance with ISO 14064-1:2018. The purpose of conducting LCA was to verify the GHG emissions produced are accurate, complete, consistent with the agreed verification scope, objectives, and criteria.

Our Overall Performance in Waste Management

In FYE 2024, the Group's reporting entities generated total hazardous waste of 3.31 tonnes (FYE 2023: 1.58 tonnes; FYE 2022: 1.95 tonnes). Whereas for non-hazardous waste, the Group generated 42.89 tonnes in FYE 2024 (FYE 2023: 30.42 tonnes: FYE 2022: 18.86 tonnes). The total hazardous waste and non-hazardous waste recycled for FYE 2024 were recorded at 36.88 tonnes (FYE 2023: 22.59; FYE 2022: 20.41).

Performance	Unit	FYE2022	FYE2023	FYE2024
Total Hazardous Waste Generated	Tonnes	1.95	1.58	3.31
Total Hazardous Waste Recycled	Tonnes	1.55	0.80	2.47
Total Hazardous Waste Disposed	Tonnes	0.40	0.78	0.84
Total Non-hazardous Waste Generated	Tonnes	18.86	30.42	42.89
Total Non-hazardous Waste Recycled	Tonnes	18.86	21.79	34.41
Total Non-hazardous Waste Disposed	Tonnes	0	8.63	8.48
Total Non-Recycle Waste Generated	Tonnes	12.92	17.97	28.85
Total Non-Recycle Waste Recycled	Tonnes	0	0	0
Total Non-Recycle Waste Disposed	Tonnes	12.92	17.97	28.85

Notes:

1. *All values rounded up.*
2. *Data include Mi Equipment Malaysia and Accurus Scientific Taiwan only.*

Materials and Pollution Management:

As a responsible company, we understand the crucial role we play in managing materials and reducing pollution. Our goal is to minimize our environmental impact and ensure the sustainability of our planet. We undertake various initiatives focused on environmental conservation and resource efficiency to reduce pollution. We comply with all the relevant local regulations regarding environmental permits, licenses, and documentation to stay within acceptable environmental limits.

SEBU

In our operations, we primarily use components, semi-finished goods, and custom fabrication parts. This means that our activities do not have a significant direct impact on the environment or pollution. Water was mainly used for domestic purpose hence there is no effluent produced throughout the operation. However, we are still committed to optimizing water, energy and waste management and continually monitor our operations to ensure a sustainable business model.

SMBU

We are certified with ISO 14001:2015 on Environmental Management System to ensure our environmental performance is systematically managed. 2 out of 3 SMBU sites have obtained ISO 14001:2015 certificate issued in year 2023, and we are committed to protecting air quality by controlling our air emissions and implementing strategies to improve our pollution management efforts. Furthermore, Accurus Scientific Taiwan obtained the Stationary Source of Air Pollution Emission Operation Permit issued by the Environmental Protection Bureau of Tainan City Government, ensuring compliance with environmental regulations.

In our daily operation, we use mobile machinery - forklift operated by electricity to minimize the pollution from mobile combustion. To further eliminate or reduce pollution, we have invested in research and development of eco-friendly materials to decrease the usage of hazardous chemicals. Since 2014, we have focused on reducing solvent usage, and as a result of adjusting solvent treatment methods, it has exceeded our initial reduction targets.

We also conduct periodic inspections and calibrations of our environmental monitoring equipment, including oxygen level detectors, flammable gas detectors, toxic and harmful gas detector, noise level meter, and anemometer, through authorized service providers. All chemical storage areas are clearly labelled, and we use Safety Data Sheets (SDS) to ensure the safe handling of hazardous materials.

Materials and Pollution Management:
SMBU (Cont'd)
We follow strict guidelines across our production processes, including procurement and supply chain management. Our processes adhere to ISO specifications and are closely aligned with hazardous substances management protocols. Moreover, we ensure that all raw materials and products meet the standards outlined by the Restriction of Hazardous Substances (RoHS) Directive.

The table below outlines our environmental management monitoring activities such as air pollution management, noise management and water management. We conduct routine monitoring as required and complied with the local regulatory requirements and international standards such as ISO 14001.

Category	Test Item	Test Result
Air	• Particulate pollutants • Gaseous pollutants	All passed
Noise	• Full frequency • Low frequency • Boundary	All passed
Water	• Domestic sewage • Legionella • Drinking water	All passed

A summary of the potential environmental impacts and strategies in relation to the management of environmental impacts is as below.

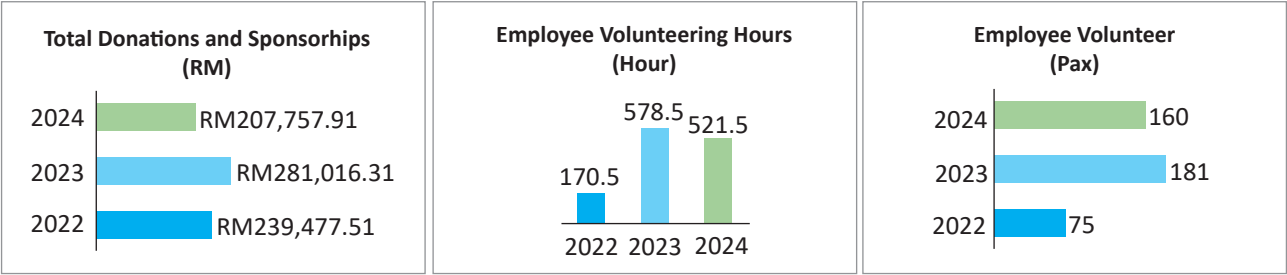| Business Operations and Activities	Potential/Actual Environmental Impact	Strategies in Reducing Environmental Impact
Product antioxidant treatment (solvent)	Air pollution (Volatile Organic Compounds, VOCs)	Air pollution control equipment
Waste generation from packaging materials	Increase disposal of waste to landfill	Promote waste reduction by on-going staff training and education

COMMUNITY & ENVIRONMENTAL INITIATIVES

Sustainability plays a crucial role in our business strategy and corporate responsibility which we have outlined in the Sustainability Policy. Mi Group is supportive of the preservation of biodiversity in the regions we operate in. Our operation sites were chosen carefully and responsibly to ensure that we are not operate in the area within proximity to any reserved forest or protected habitat with high biodiversity value. As a responsible and caring corporate, Mi recognizes on-going support to the community and environmental initiatives will shapes a long-term beneficial influence.

Additionally, we support and provide ESG goals to our staff members, fostering a positive feedback loop whereby more engaged staff members are enhanced by chances for volunteer work, including year-round involvement in various charitable organizations.

At SEBU – Mi Equipment, we introduced a "Do-Good-Feel-Good' reward campaign to encourage employee participation and involvement. The objective of this campaign is to recognize employee for their accomplishments and contributions to ESG initiatives. To further increase ESG involvement among our employee, we conducted a survey to gather employee feedback and suggestion on future ESG activities. The table below outline an overview of our Group's community and environmental initiatives for the past three (3) years:

Group Community and Environmental Initiatives:

Total Donations and Sponsorhips (RM)	Employee Volunteering Hours (Hour)	Employee Volunteer (Pax)
2024 — RM207,757.91	2022: 170.5	2024 — 160
2023 — RM281,016.31	2023: 578.5	2023 — 181
2022 — RM239,477.51	2024: 521.5	2022 — 75

In FYE 2024, Mi Technovation has contributed RM 207,757.91 worth of monetary and donation in kind to 14 charitable organization, non-profit organizations ("NGO"), environmental conservation program, healthcare, and educational institutions across the regions we operate in. Donation in kind include but are not limited to sundries, food and drink, medicine, and others. The contributions in communities have benefited approximately 314 beneficiaries.

Community and Environmental Initiatives:
We organised an array of event throughout the FYE 2024. We only summarized some of the noteworthy events to report. Below is an overview of these events:

Malayan Tiger Conservation
October   : Citizen Action for Tigers Walk 2024 ("CAT Walk")
November   : CAT Walk post event Briefing

Mi Technovation has been supporting WC&S Malaysia and WILD since year 2021 and 2022, specially funding for the Malayan Tiger Conservation Project. This initiative aims to protect the tigers and other wildlife from poaching and to support additional conservation efforts in the Endau Rompin landscape and Sungai Yu Corridor. The Malayan tiger is classified as "Endangered" by the International Union for Conservation of Nature "IUCN", with less than 150 tigers believed to remain in the wild in Malaysia. Therefore, it is crucial to support these conservation efforts.

Wildlife Society of Selangor
- 288 volunteers have completed 71 Citizen Action for Tigers ("CAT") Walk in 2024.
- 2 new CAT Walk coverage area was added to the itinerary with a total of 5 surveillance patrols areas as of 2024.
- 3 trainees were certified as the new CAT Walk leaders. A total of 10 certified CAT Walk leaders as of December 2024.

WCS Malaysia
- Camera traps were deployed in 186 locations for tiger population survey in the Endau Rompin landscape.
- The foot patrol teams completed over 949 patrol days covering 2,549 kilometres.
- 10,583 kilometres were covered by motorized vehicles over 949 patrols days.
- Completed 7 trainings on SMART and patrol techniques, 1 Wilderness First Aid training and 2 deep forest counter poaching operations training.

Citizen Action for Tigers Walk 2024
- 3 groups of CAT Walkers with a total of 24 Mi Technovation Berhad's employees have had given an opportunity to experience antipoaching surveillance walks or CAT Walk to protect Tiger and other wildlife.
- MYCAT staff guided Mi CAT Walk volunteers into jungle and look for the signs of poaching, animal signs and encroachment, check camera traps and plant trees.

Protect our Earth

January to December : Carbon Offsetting for Business Air Travel
April : A Million Plants Please
June : Trash to treasure-Drive-thru Recycle

Carbon Offsetting for Business Air Travel

We have offset 167.77 tonnes of carbon for SEBU, SMBU, and SSBU through the Singapore Airlines Carbon Offset Program with Tasman Environmental Market.

A Million Plants Please

A total of 22 volunteers joined the "Planting One Million Trees Within a Day" initiatives and plant 200 Ixora Sunkist along the front perimeter of the office building for Earth Day 2024.

Trash to treasure – Drive-thru Recycle

We contributed 632.80 kg of recyclables and donated to SIMA Handicapped Centre to support their operational expenses.

Educational Event Sponsorship

March : 8th Women in Zcience ("WIZ")

8th Women in Zcience ("WIZ")

- WIZ is an event organized by Tech Dome Penang in collaboration with Penang Women's Development Corporation (PWDC) with the mission to encourage and motivate female students to participate and towards careers in Science, Technology, Engineering and Math ("STEM") fields.
- This year marked the fourth year we sponsored WIZ, a 10-months program which covered the topic such as Engineering workshop, Train-the Trainer, Science & AI, competition, and factory visit.

Mi Technovation

Healthcare Event

March   : Community Health Ambassador ("CHA") Program
July   : Shine in Gold Charity Centennial Run
August   : Mi Health Day

Community Health Ambassador ('CHA' Program)

A total of 8 employees contributed 23.5 voluntary hours to promote health equity through complimentary health screenings for underprivileged communities.

Shine in Gold Charity Centennial Run

We sponsored RM10,000 to the Dr. J. Earl Gardner Fund at Penang Adventist Hospital for free or subsidized treatment of chronic illnesses.

Mi Health Day

We partnered with Penang Adventist Hospital to host a health screening and blood donation campaign, with 25 blood donors contributing to save lives.

Mi Caring in Action

January to December   : Mi Caring in Action – Donation in-Kinds Campaign
June   : Mi Fun Day with Children
November   : Animal Shelter Donation

Donation in-Kinds Campaign

The Group has provided monthly fruits and sundries to support NGOs, including Crystal Family Home, Be Home for Special Care, and the Children with Disabilities Welfare Association.

Mi Fun Day with Children

Employees organized a clay craft DIY activity with children from Crystal Family Home, providing surprise gifts and meals for all the children and volunteers.

Animal Shelter Donation

We donated both money (RM1500) and in-kind donations to SAFE Animal Shelter to support their operations, including foods, medical expenses, and facility

Indicator	Measurement Unit	2022	2023	2024
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	79.00	82.00	72.00
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Top Management	Hours	16	35	69
Managerial	Hours	304	433	311
Engineer and Technical Personnel	Hours	3,366	1,713	2,169
Executive, Supervisor and Officer	Hours	1,093	1,380	786
Non-Executive	Hours	192	4	9
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	4.30	1.96	22.92
Bursa C6(c) Total number of employee turnover by employee category				
Top Management	Number	1	1	2
Managerial	Number	4	2	4
Engineer and Technical Personnel	Number	100	62	129
Executive, Supervisor and Officer	Number	30	18	19
Non-Executive	Number	2	1	4
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Top Management Below 30	Percentage	0.00	0.00	0.00
Top Management Between 30-50	Percentage	50.00	50.00	63.00
Top Management Above 50	Percentage	50.00	50.00	37.00
Managerial Below 30	Percentage	0.00	3.30	4.00
Managerial Between 30-50	Percentage	82.10	80.00	84.00
Managerial Above 50	Percentage	17.90	16.70	11.00
Engineer and Technical Personnel Below 30	Percentage	45.90	41.10	42.00
Engineer and Technical Personnel Between 30-50	Percentage	49.20	53.60	53.00
Engineer and Technical Personnel Above 50	Percentage	4.90	5.30	4.00
Executive, Supervisor and Officer Below 30	Percentage	25.30	29.60	32.00
Executive, Supervisor and Officer Between 30-50	Percentage	63.60	59.20	63.00
Executive, Supervisor and Officer Above 50	Percentage	11.10	11.20	6.00
Non-Executive Below 30	Percentage	62.50	30.00	43.00
Non-Executive Between 30-50	Percentage	18.80	40.00	29.00
Non-Executive Above 50	Percentage	18.80	30.00	29.00
Gender Group by Employee Category				
Top Management Male	Percentage	75.00	75.00	89.50
Top Management Female	Percentage	25.00	25.00	10.50
Managerial Male	Percentage	75.00	73.30	68.90
Managerial Female	Percentage	25.00	26.70	31.10

Internal assurance   External assurance   No assurance   (*)Restated

Indicator	Measurement Unit	2022	2023	2024
Engineer and Technical Personnel Male	Percentage	74.60	72.60	72.40
Engineer and Technical Personnel Female	Percentage	25.40	27.40	27.60
Executive, Supervisor and Officer Male	Percentage	35.40	35.70	30.00
Executive, Supervisor and Officer Female	Percentage	64.60	64.30	70.00
Non-Executive Male	Percentage	37.50	50.00	64.30
Non-Executive Female	Percentage	62.50	50.00	35.70
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	75.00	75.00	75.00
Female	Percentage	25.00	25.00	25.00
Below 30	Percentage	0.00	0.00	0.00
Between 30-50	Percentage	37.50	37.50	37.50
Above 50	Percentage	62.50	62.50	62.50
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.47	0.18
Bursa C5(c) Number of employees trained on health and safety standards	Number	274	544	500
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Top Management	Percentage	-	100.00	100.00
Managerial	Percentage	-	100.00	100.00
Engineer and Technical Personnel	Percentage	-	100.00	100.00
Executive, Supervisor and Officer	Percentage	-	100.00	100.00
Non-Executive	Percentage	-	100.00	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	6,445.62	5,982.77	8,951.57
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	-	-	94.74
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	-	-	5,440.57
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	-	2,358.99
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	16.870000	19.280000	22.930000
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	-	-	88.50
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	-	37.09
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	-	51.41
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	239,477.51	281,016.31	207,757.91
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	1,352	946	314

Internal assurance   External assurance   No assurance   (*)Restated

GRI CONTENT INDEX

Statement of use	Mi Technovation Berhad has reported the information cited in this GRI content index for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosure 2021	**The organisation and its reporting practices**					
	2-1 Organisational details	5				
	2-2 Entities included in the organisation's sustainability reporting	2				
	2-3 Reporting period, frequency, and contact point	2				
	2-4 Restatements of information	20, 54				
	2-5 External Assurance	-				
	Activities and workers					
	2-6 Activities, value chain and other business relationships	8				
	2-7 Employees	28 - 37				
	2-8 Workers who are not employee	28 - 37				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosure 2021	**Governance (Cont'd)**					
	2-9 Governance structure and composition	12				
	2-10 Nomination and selection of the highest governance body	12				
	2-11 Chair of the highest governance body	12				
	2-12 Role of the highest governance body in overseeing the management of impacts	12				
	2-13 Delegation of responsibility for managing impacts	12				
	2-14 Role of the highest governance body in sustainability reporting	12				
	2-15 Conflicts of interest	Refer to Annual Report 2024 and Corporate Governance Report 2024				
	2-16 Communication of critical concerns	15 - 17				
	2-17 Collective knowledge of the highest governance body	Refer to Annual Report 2024				
	2-18 Evaluation of the performance of the highest governance body	Refer to Annual Report 2024				
	2-19 Remuneration policies	Refer to Annual Report 2024 and Terms of Reference (Remuneration Committee)				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosure 2021	**Governance (Cont'd)**					
	2-20 Process to determine remuneration	Refer to Annual Report 2024 and Terms of Reference (Remuneration Committee)				
	2-22 Statement on sustainable development strategy	9 - 11				
	2-23 Policy commitments	Refer Policy & Procedure published on https://mi-technovation.com/				
	2-24 Embedding policy commitments	Refer Policy & Procedure published on https://mi-technovation.com/				
	Strategy, policies and practices					
	2-25 Processes to remediate negative impacts	42 - 46				
	2-26 Mechanisms for seeking advice and raising concerns	37, 42 - 46				
	2-27 Compliance with laws and regulations	42 - 46				
	2-28 Membership associations	-		Not Applicable	Not an active member of any associations	
	Stakeholder engagement					
	2-29 Approach to stakeholder engagement	15 - 17				
	2-30 Collective bargaining agreements			Information unavailable	To consider including in future	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	13 - 14				
	3-2 List of material topics	13 - 14				
	3-3 Management of material topics	12 - 14				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Refer to Annual Report 2024				
	201-2 Financial implications and other risks and opportunities due to climate change	-		Information unavailable	To consider including in future	
	201-3 Defined benefit plan obligations and other retirement plans	Refer to Annual Report 2024				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-		Confidentiality constraints	Sensitive to disclose wage amount	
	202-2 Proportion of senior management hired from the local community	28 - 36				
GRI 203: Indirect Economic Impact 2016	203-2 Significant indirect economic impacts	8, 19, 20, 27				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local	27				
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	42 - 46				
	205-2 Communication and training about anti-corruption policies and procedure	43 - 45				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GR1 301: Materials 2016	301-1 Materials used by weight or volume	-		Information unavailable	To consider including in future	
	301-2 Recycled input materials used	-	Omitted	Not applicable	Used parts only recycled by third party waste collector	
	301-3 Reclaimed products and their packaging materials	-		Information unavailable	To consider including in future	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	48 - 51				
	302-2 Energy consumption outside the organization	48 - 51				
	302-3 Energy intensity	48 - 50				
	302-4 Reduction of energy consumption	48 - 52				
	302-5 Reductions in energy requirements of products and services	-		Information unavailable	To consider including in future	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	55 - 58				
	303-2 Management of water discharge-related impacts	-	Omitted	Not Applicable	Water is mainly for domestic usage and no water (effluent) discharge from our production and operational activities	
	303-3 Water withdrawal	55 - 58				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 303: Water and Effluents 2018 (Cont'd)	303-5 303-5 Water consumption	55 - 58				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	Omitted	Not Applicable	Do not operate in protected area	
	304-2 Significant impacts of activities, products and services on biodiversity	20				
	304-3 Habitats protected or restored	64 - 67				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	64 - 65				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	53 - 55				
	305-2 Energy indirect (Scope 2) GHG emissions	53 - 55				
	305-3 Other indirect (Scope 3) GHG emissions	53 - 55				
	305-4 GHG emissions intensity	-		Information unavailable	To consider including in future	
	305-5 Reduction of GHG emissions	53 - 55				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305: Emissions 2016 (Cont'd)	305-6 Emissions of ozone-depleting substances (ODS)	-		Information unavailable	To consider including in future	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	59 - 63				
	306-2 Management of significant waste-related impacts					
	306-3 Waste generated					
	306-4 Waste diverted from disposal					
	306-5 Waste directed to disposal					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-		Information unavailable	To consider including in future	
	308-2 Negative environmental impacts in the supply chain and actions taken	-				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	30 - 36				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	37				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	38 - 40				
	403-2 Hazard identification, risk assessment, and incident investigation	38 - 40				
	403-3 Occupational health services					
	403-4 Worker participation, consultation, and communication on occupational health and safety					
	403-5 Worker training on occupational health and safety	38 - 40				
	403-6 Promotion of worker health	38 - 40				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38 - 40				
	403-8 Workers covered by an occupational health and safety management system	38 - 40				
	403-9 Work-related injuries					
	403-10 Work-related ill health	-		Information unavailable	To consider including in future	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (page)	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	35 - 36				
	404-2 Programs for upgrading employee skills and transition assistance programs	35 - 36				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	28 - 29				
GRI 406: Non-Discrimination	406-1 Incidents of discrimination and corrective actions taken	46				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	64 - 67				
GRI 415: Public Policy	415-1 Political contributions	44				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	21				

TCFD DISCLOSURE INDEX

Dimension	Recommended Disclosure	Report Content or Explanation	Page
Governance Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities	Our Sustainability Approach: Sustainability Governance Impact Within & Beyond Business Operations • Addressing Climate Change	52
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	Impact Within & Beyond Business Operations • Addressing Climate Change	52
Risk Management Disclose how the organization identifies, assesses and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	Impact Within & Beyond Business Operations Addressing Climate Change Annual Report 2024: Statement on Risk Management and Internal Control	52
	b. Describe the organization's processes for managing climate-related risks.	Impact Within & Beyond Business Operations Addressing Climate Change Annual Report 2024: Statement on Risk Management and Internal Control	52
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Impact Within & Beyond Business Operations Addressing Climate Change Annual Report 2024: Statement on Risk Management and Internal Control	52
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Impact Within & Beyond Business Operations Energy Consumption Addressing Climate Change Greenhouse Gas ("GHG") Emissions Water Consumption	48-58, 64
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Impact Within & Beyond Business Operations Greenhouse Gas ("GHG") Emissions	48-55
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Impact Within & Beyond Business Operations Energy Consumption Greenhouse Gas ("GHG") Emissions Water Consumption	48-58

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