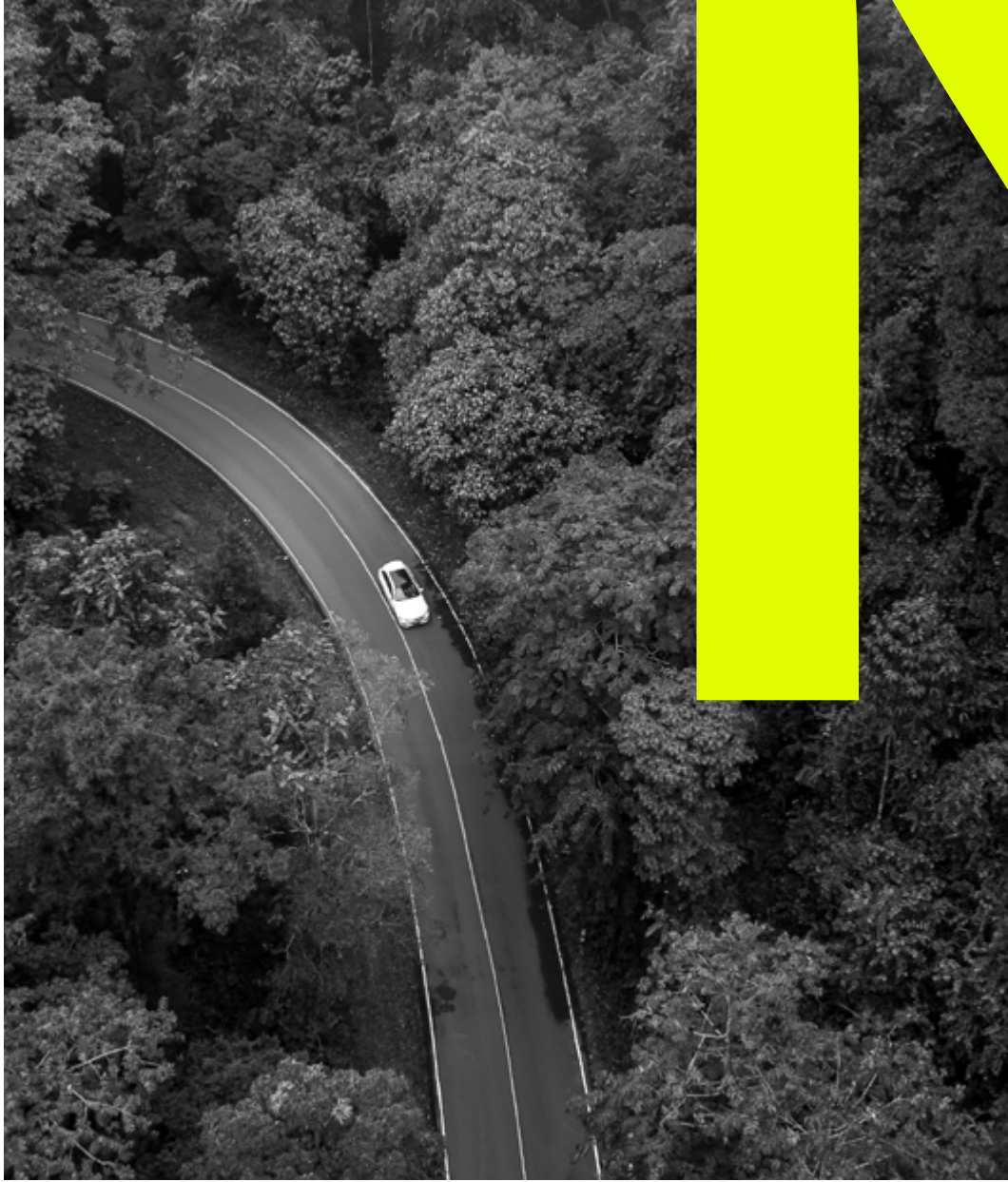




ENNOVITM

Electrify faster



Engineering
a Sustainable
Future



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About ENNOVI



At ENNOVI we design and manufacture customized interconnect solutions, integrated modules, and high-precision systems for next generation electric mobility.

As a Mobility Electrification Solutions Partner, we accelerate the process for our EV customers by offering complete end-to-end manufacturing capabilities from R&D, design, tooling to production.

With over 60 years of experience, we are leading the way in innovation, design and manufacturing of interconnect and mechanical

components in more than 27 locations* around the world to provide responsiveness, agility, and scalability wherever our customers are - from prototype to serial production.

**Entities and subsidiaries owned by ENNOVI Holdings Pte Ltd.*

“Our innovative solutions have transformed our products and business, empowering us to make a positive impact on the environment.”

Stefan Rustler,
Chief Executive Officer



We prioritize sustainability efforts across everything that we do to create a more efficient, transparent and traceable operational footprint and supply chain. As a testament to that commitment, we have been awarded 4th time in a row for the EcoVadis Platinum Rating.

About ENNOVI



“Our strategy is to build a resilient, future-fit, sustainable organization that delivers positive value to our stakeholders and shareholders.”

Nantha Kumar,
Chief Sustainability Officer

With ENNOVI's Guiding Principles, we defined our company's framework for achieving our vision through our 5 brand pillars:

- + Speed
- + Innovation
- + Best Talent
- + Global Outreach
- + Sustainability

and on our internal brand values with accountability, teamwork and integrity – “ATI”.

ATI Guiding Principles



Company Vision

ENNOVI to be a recognized leader and interconnect solution partner in the E-Mobility industry.

Brand Mission

To be recognized as:

+ **A continued innovator of technologies,** product designs and manufacturing processes.

+ **An agile solution partner** acting at speed in realizing our customers' needs, from product, process, and manufacturing.

+ **A company with the best talent** in the industry and an experienced leadership team committed to thrive for customer service excellence.

+ **A company with a strong global presence** to get our customers to the future, faster, from anywhere.

+ **A contributor to the broader shift towards sustainability,** conducting our activities with social responsibility and minimal environmental impact.






About ENNOVI



ATI Guiding Principles



Brand Attributes

-  Speed
-  Innovation
-  Best Talent
-  Global Reach
-  Sustainability

ATI Principles

-  Accountability
-  Teamwork
-  Integrity

To learn more about ENNOVI,
please visit our website at

[ENNOVI.COM](https://www.ennovi.com)

About ENNOVI

International Certifications

STRATEGIC AREA	STANDARD
Environment	ISO 14001 Environmental Management System
Health and Safety	ISO 45001 Occupational Health and Safety Management System
Quality	ISO 9001 Quality Management System
	ISO 13485 Quality Management System – Medical Devices
	ISO/IEC 17025 Testing and Calibration Laboratories
	IATF 16949 Automotive Quality Management System



ENNOVI ranks in the top 1% by Ecovadis

ENNOVI has been awarded the EcoVadis platinum medal for the fourth consecutive year, achieving the highest distinction and ranking within the top 1% of all evaluated companies globally.



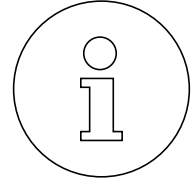
Our sustainability practices are rigorously assessed based on criteria covering environmental impact, labor and human rights, ethics, and sustainable procurement. This evaluation aligns with leading standards, including the Global Reporting Initiative (GRI), United Nations Global Compact (UNGC), ILO standards, and ISO 26000 Guidance for Social Responsibility. This recognition reaffirms our commitment to integrating sustainability throughout our operations, consistently striving to make a positive difference to the environment, employees, society, and our stakeholders.

See more information about our certifications at

<https://ennovi.com/standards-and-certifications/>
<https://interplex.com/standards-and-certifications/>

About This Report

We are pleased to present our fourth Annual Sustainability Report. This report offers comprehensive details on how ENNOVI manages its economic, environmental, and social impacts, as well as the associated risks and opportunities, to deliver sustainable value to all stakeholders.



Reporting Standards

This report has been prepared in accordance with the GRI Standards and incorporates the relevant SASB Standards for sectors including Electronic Manufacturing Services & Original Design Manufacturing, Electrical & Electronic Equipment, Industrial Machinery & Goods, and Medical Equipment & Supplies. It also fulfills our commitment as a signatory to the United Nations Global Compact (UNGC), acting as our Communication on Progress. We adhere to the Greenhouse Gas (GHG) Protocol standards to report our scope 1, scope 2, and scope 3 emissions.

Additionally, this report includes our third TCFD Report, prepared in line with the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations. Our report alignment with the UN Sustainable Development Goals (SDGs) continues, highlighting our contributions to sustainable development. In preparing this report, we have referred to the assessment frameworks of EcoVadis, CDP Climate Change, and CDP Water, and applied the AA1000 Accountability Principles 2018 for assessing our material topics.

Scope

The report covers our global operations and includes performance data from all facilities over which we have full operational or financial control. Unless stated otherwise, the data provided in this report corresponds to the financial year ending 30th June 2023 (FY2023). Energy, emissions, and water data are reported for the calendar year (January-December 2023). Due to rounding, the numbers presented in this report may not sum exactly to the stated totals, and the percentages may not accurately represent the actual values.

Restatements

There are no restatements from the previous period in this report.

Assurance

We have reported our sustainability performance data in good faith and to the best of our knowledge, relying on internal verification and reviews to ensure accuracy and reliability. We have not sought external assurance for this report; however, it remains under consideration for future reports.

STANDARDS AND FRAMEWORKS

GRI Standards

SASB Standards

Task Force on Climate-related Financial Disclosures (TCFD) Recommendations

UNGC Ten Principles

Greenhouse Gas (GHG) Protocol

UN Sustainable Development Goals (SDGs)

AA1000 Accountability Principles

About This Report



Feedback

We welcome and value feedback from our stakeholders. Please send any questions, comments or suggestions about this report to:

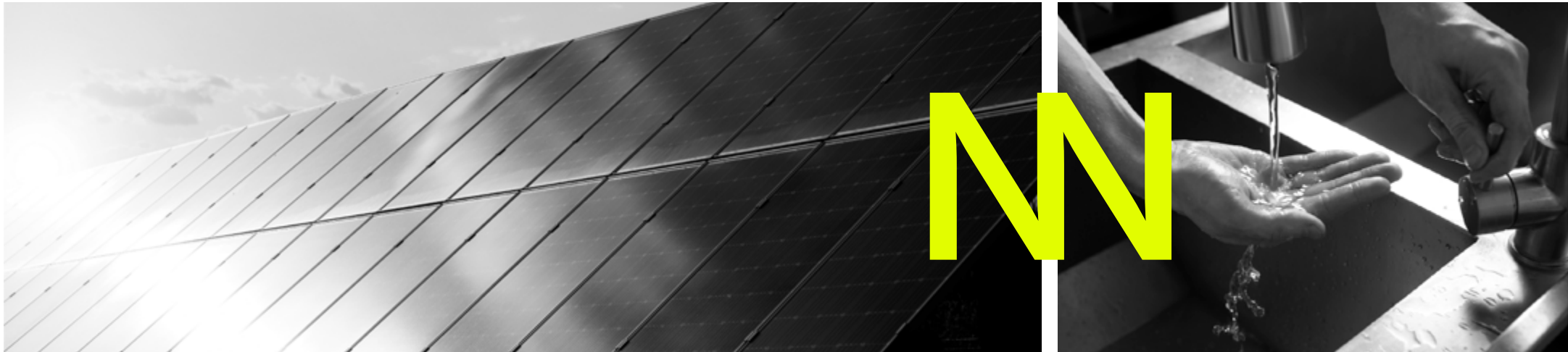
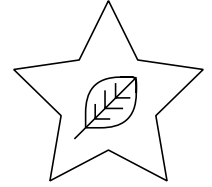
Nantha Kumar Chandran,
Chief Sustainability Officer
sustainability@ennovi.com

Global Headquarters

ENNOVI Holdings Pte. Ltd.
(formerly known as Interplex Holdings Pte. Ltd.)
298 Tiong Bahru Road
#17-01 Central Plaza
Singapore 168730

Sustainability Highlights

Environment



97%

ISO 14001:2015 certified facilities



100%

Facilities fitted with energy-efficient LED lighting



6,039 MWh

Solar energy installations



28%

Reduction in CO₂ intensity since 2019



54%


Reduction in water use since 2019

Sustainability Highlights

People




Sustainable Procurement




100%

Key suppliers with a sustainability clause in contracts




50%

New suppliers screened for sustainability criteria



76%

Suppliers signed the Code of Conduct



40%

Female employees



14

Average training hours per employee



0

Severe injuries



Sustainability Highlights

Certifications and Recognitions



ESG Ratings





117

Certifications covering 9 international standards



37%

ISO 45001:2018 certified facilities
50% certification target by FY2026



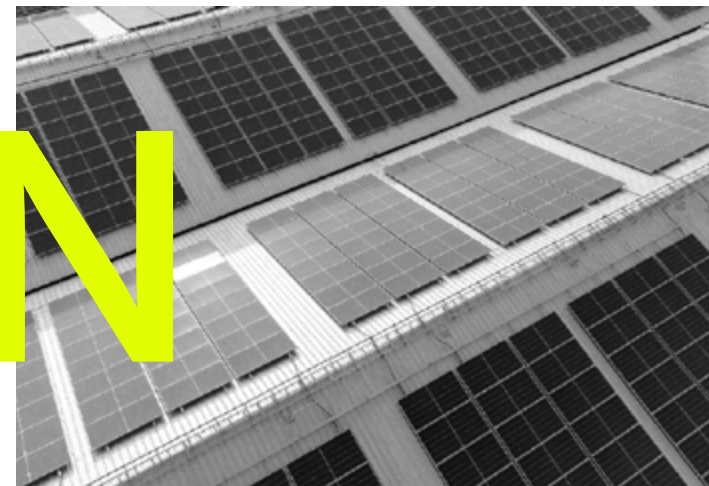
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Customer quality awards FY2019-FY2023

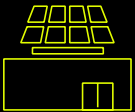


Sustainability Highlights

Commitments



ENNOVI



Renewable Energy

RE100

100% Renewable Electricity target by 2040



Target

Net Zero

By 2040

WE SUPPORT



Signatory

UN Global Compact Ten Principles



Signatory

WASH Pledge

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Supporter Organization

Taskforce on Climate-related Financial Disclosures (TCFD)



Report Integration

UN SDGs

Sustainability Highlights

Awards



SILVER
Asia
Sustainability
Reporting
Awards 2023

Asia's Best
Sustainability Report
(Private Company)



FINALIST
Asia
Sustainability
Reporting
Awards 2023

Asia's Best
Supply Chain Reporting

Message from CEO

I am pleased to present our 4th Annual Sustainability Report, highlighting our progress towards our environmental, social, and governance ambitions, commitments, and targets.

Sustainability is at the heart of our business approach and central to delivering value to our customers and key stakeholders. As a purpose-driven company, we are committed to providing products, services, and technologies that responsibly deliver value.

ENNOVI pioneers exciting mobility solutions that enable electrification of the mobility sector. The automotive industry is undergoing a transformative shift from internal combustion engines to electric, driven by the need to decarbonize. ENNOVI is at the forefront of this transition, providing innovative solutions for the EV market to accelerate electrification.

Our company designs and manufactures the critical components that seamlessly connect every aspect of electric and hybrid vehicles—from the battery systems to the drivetrain and beyond. We are committed to significantly contributing to a sustainable EV ecosystem, in anticipation of the rapid growth in EV adoption globally.

At the core of our operations is a commitment to a values-driven approach, underscored by the highest standards of ethics and integrity. To uphold these principles, we have established a comprehensive governance framework that safeguards our organizational integrity.

Our Code of Business Conduct provides clear guidelines for daily business transactions and relationships. The Sustainability Committee, comprising senior executives, oversees the management of sustainability issues and monitors performance against key indicators.

Our people are ENNOVI's greatest asset. We prioritize ensuring every employee feels empowered, supported, and able to bring their best to work. Promoting diversity, equity, and inclusion is central to our culture, and we invest regularly in the development of our employees. Our commitments include fostering a diverse and inclusive workforce, ensuring employee health and safety, and building a high-performing organization.

We have integrated environmental, health, and safety KPIs into our plant operations and closely monitor performance to maintain a safe workplace and minimize our environmental impact.

Respecting human rights is fundamental, and we have a zero-tolerance policy on human rights violations. We have endorsed the United Nations Global Compact Ten Principles, reaffirming our commitment to universal principles on human rights, labor, the environment, and anti-corruption. Additionally, our sustainability report remains aligned with the UN Sustainable Development Goals, highlighting our contributions to sustainable development.

We are committed to upholding strong environmental standards. Driving efficiency across our operations and reducing our global footprint. We have actively reduced emissions intensity and are committed to deeper decarbonization across our business. This report details the various energy efficiency and emissions reduction measures we have implemented across our operations.

In addition to implementing sustainability measures within

our direct operations, we are actively working to build a resilient supply chain by encouraging our suppliers to adopt sustainable practices. This is why Sustainable Procurement is one of the six pillars of our sustainability strategy. We believe that engaging suppliers through our Supplier Code of Conduct and regular sustainability assessments is essential to maintaining sustainable procurement practices.

I am proud to share that ENNOVI has been awarded the EcoVadis Platinum medal for the fourth consecutive year since 2021, placing us in the top 1% of companies assessed across four key areas: environment, labor and human rights, ethics, and sustainable procurement.

We remain optimistic about our sustainability journey as we continue to build sustainable operations across our organization.



On behalf of ENNOVI, I would like to thank our employees, customers, and all stakeholders for their collaboration, support, and trust as we build a sustainable future together.

Stefan Rustler

Chief Executive Officer
ENNOVI

Message from CSO

Sustainability is integral to ENNOVI's governance and culture. It is essential for us to contribute to a cleaner, safer, and more sustainable world. Our long-term sustainability strategy is defined by six strategic pillars: Environmental Stewardship, People Excellence, Driving Innovation, Quality Excellence, Sustainable Procurement, and Good Governance.

Following a comprehensive materiality assessment, we have prioritized actions to manage the environmental, social, and governance (ESG) impacts of our operations while maximizing our positive contributions to the environment and stakeholders and supporting the transition to a sustainable future economy. Senior management closely monitors our performance on these key ESG issues.

Addressing climate change is a top priority for ENNOVI. Currently, 95% of our operational carbon emissions are from purchased electricity. To tackle this, we have committed to sourcing 100% of our electricity from renewable sources by 2040 as part of our RE100 commitment. This also aligns with our ambition to achieve net zero emissions by 2040. Additionally, we are exploring on-site renewable energy solutions across our plants. So far, we have installed solar PV systems in 19% of our facilities, generating 6039 MWh, responsible for 9.4% reduction of our electricity usage in 2023.

Reducing freshwater usage is a critical aspect of our environmental stewardship. Through our water conservation efforts, we have achieved a 54% reduction in water usage since our 2019 baseline. Our goal is to implement water recycling systems in 30% of our plants, an increase from the current 7%.

We have implemented robust environmental management systems across our manufacturing plants to reduce

our environmental impact and continuously mitigate environmental risks. By the end of 2023, 97% of our manufacturing facilities had achieved ISO 14001:2015 certification. Our aim is to achieve ISO 50001 certification for at least 50% of our plants by 2028.

Ensuring the health and safety of our employees and contractors across our manufacturing plants remains a foremost priority. We have achieved ISO 45001:2018 certification for occupational health and safety management in 37% of our plants, with a goal of certifying 50% of our facilities by 2026. Our ESG teams and plant management closely monitor health and safety performance against key performance indicators (KPIs). In FY2023, we reduced injury incidents by 27% compared with FY2022, and there were zero incidents of a severe injury.

Employee development and engagement are vital components of our sustainability strategy. In FY2023, we recorded an average of 14 hours of training per employee, up from 12 hours in FY2022.

We have identified human rights as a material issue that requires careful attention. Therefore, we have initiated comprehensive human rights assessments across our global operations as part of our due diligence process to ensure our practices comply with globally recognized human rights principles and standards. We plan to publish our first Human Rights Report in 2024.

Engaging suppliers on sustainability issues is a key component of our sustainable procurement strategy. We have incorporated a sustainability clause in contracts with 100% of our targeted suppliers, requiring adherence to our Supplier Code of Conduct. To date, 75% of all suppliers have signed our Supplier Code of Conduct, and we continue to screen new suppliers based on sustainability criteria.

Our sustainability performance is also rated by independent organizations. In 2023, we received a B rating from the CDP for Water Security and Climate Change assessments, the second-highest rating. Additionally, we have maintained a Platinum rating in our annual EcoVadis sustainability assessment for four consecutive years.



This sustainability report presents a comprehensive overview of our performance and approach to addressing key material issues. We trust you will find the information useful and welcome your feedback.

Nantha Kumar Chandran
Chief Sustainability Officer
ENNOVI Holdings

Awards

Several of our sites continue to win recognition for their responsible business practices.



Most recent awards and accolades are listed below.

2023

AWARDS/RECOGNITION	COUNTRY
Merit for Enterprise with Excellent Trade Union (By Bac Ninh Provincial Trade Union)	Vietnam
Excellent Supply Insurance Supplier (By EFI Asia)	China
Outstanding member of the Green Development Council of Hangzhou Qiantang District	China
Advanced Enterprise of Safe Production in Shanghai Huinan Town District (2022)	China
Green Development Excellence (By Suzhou Industrial Park)	China
Suzhou Industrial Park AAAAA Grade Labor Security Credit Unit (By Suzhou Industrial Park Human Resources and Social Security Bureau)	China
Safe Production Standardization Certificate (By Hangzhou Emergency Management Bureau)	China
2023 Environmental Merit Award (By Narragansett Bay Commission)	USA
ESR Distinctive Socially Responsible Company (By Mexican Philanthropy Center)	Mexico
Distinctive Safe and Healthy Work Environment (By Mexican Institute of Social Security)	Mexico

Awards

2022



AWARDS/RECOGNITION	COUNTRY
Certificate for planting trees in the local community (By Long Khe Village, People committee of Ngoc Xa commune)	Vietnam
Certificate for donating folding beds for preschool (By Chau Minh preschool, Bac Giang province and Mo Dao preschool, Bac Ninh province)	Vietnam
Certificate of Enterprise for Employee in 2022 (By Labor Federation of Bac Ninh Province)	Vietnam
Certificate for donating school supplies for schools (By Suzhou Industrial Park Ren'ai School)	China
Certificate for donation for the elderly and children living alone (By Suzhou Heyun neighborhood committee)	China
Recognition of groceries donation to orphanage (By Panti Asuhan Komunitas Anak Terang Batam)	Indonesia
National Apprenticeship Promotion Scheme (NPAS) Engaged rural students under Skill development programme (Govt Supported apprenticeship scheme)	India
Recognition for perfect compliance and performance of the site's wastewater treatment process (By Nargansett Bay Commission)	USA
French Movement for Quality award for approach to CSR (By Mouvement Francais pour la Qualite BFC)	France
South Bohemian Economic Chamber, "Company that helps" for participating in the Children's Lunches project	Czech Republic

Awards



2021

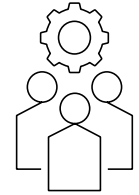
AWARDS/RECOGNITION	COUNTRY
4-star Rating by the Enterprise Development Service Centre of Suzhou Industrial Park for our intelligent digital plant	China
Recognized R&D Centre Awarded by Pudong New District	China
High Tech Enterprise Certificate By Science and Technology Bureau	China
Recognized for Safe Production by Shanghai Pudong Emergency Management Bureau	China
Recognized for Managing Employers' and Employees' Relationships By Employment and Promotion Bureau	China



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Good Governance



6 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



We are committed to high standards of corporate governance and business ethics.

At ENNOVI, our corporate governance strategy is designed to create long-term value for all stakeholders. Our measures promote accountability and fairness, manage business risks, safeguard shareholder interests, and strengthen our corporate reputation and credibility. We recognize that robust governance is essential for sustainable business growth and contributes to financial

stability, economic growth, and sustainable development in our markets.

As a privately-held, global firm serving prestigious corporate clients, ENNOVI commits to the highest standards of principled governance, ethical business practices, integrity, regulatory compliance, and stewardship, which are vital for our international competitiveness.

Our Board of Directors, with support from senior management, oversees all governance matters. Senior management, led by the CEO, plays a crucial role in ensuring good governance throughout the organization. The Board and the senior management team are tasked with setting the tone for ethical behavior and fostering a culture of accountability and transparency.

Regular reviews and assessments of our governance processes and performance at the highest governance levels help us identify and seize opportunities for improvement.

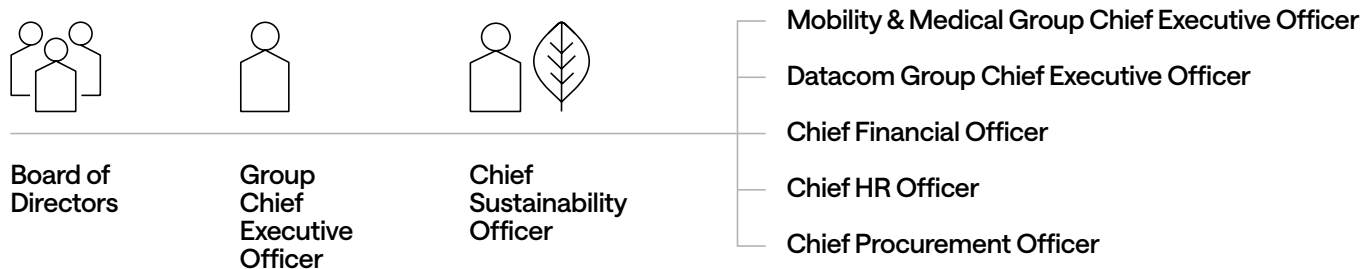


Our Strategy

Ensure adherence to our Code of Business Conduct for employees and suppliers to drive ethical business practices, and comply with applicable regulations and international standards, including environmental, and socio-economic issues.

Good Governance

Sustainability Governance Structure



Sustainability Governance

The Board is supported by a Sustainability Committee led by the CEO, which plays a pivotal role in our governance framework. This committee is responsible for assessing sustainability risks and opportunities, formulating strategies, setting targets, reviewing performance, and approving sustainability reports. Our governance framework is designed to align our operations with the long-term goal of sustainable development and to maximize our positive impact on the environment and society.

Sustainability Committee

Chaired by the CEO, the Sustainability Committee is comprised of C-suite executives and senior management. The Committee is responsible for developing sustainability strategies, as well as assessing and managing climate-related risks and opportunities. It also sets policies, priorities, Key Performance Indicators (KPIs), and targets.

The Chief Sustainability Officer, who reports directly to the CEO, is tasked with overseeing the implementation and management of our global sustainability strategies, policies, and initiatives. Representing the core functions, divisions, and markets of our organization, committee members ensure a holistic approach to our sustainability efforts.

The Sustainability Committee meets periodically to review the Group's sustainability performance.

Sustainability Committee's Responsibilities

Sustainability Committee's responsibilities include the following:

- + Engaging stakeholders such as customers, employees, suppliers and ESG rating providers.
- + Identifying, assessing and prioritizing material sustainability topics.
- + Developing and implementing sustainability strategy.
- + Aligning sustainability strategy with UN Sustainable Development Goals (SDGs)
- + Establishing sustainability targets.
- + Developing strategies, KPIs, metrics, and targets to address climate-related risks and opportunities.
- + Overseeing human rights due diligence and human rights impact assessment to address human rights risks across operations and supply chain.
- + Developing strategies for responsible sourcing.
- + Collaborating with other departments to advance sustainability initiatives across the organization.
- + Monitoring sustainability performance.
- + Reviewing and approving sustainability reports.

Supporting the Sustainability Committee is the Environment, Social, and Governance (ESG) Committee, which facilitates the execution of sustainability initiatives across the organization. This Committee collaborates with various work groups and plant-level Environment, Health, and Safety (EHS) teams to continuously improve sustainability performance.

Good Governance

Code of Business Conduct

Our Code of Business Conduct forms the cornerstone of our ethical framework, outlining comprehensive policies and procedures that guide our business practices. It is disseminated to all directors, officers and employees and is available in 10 languages to ensure accessibility and understanding. We mandate that all directors, officers, and employees rigorously adhere to these policies and guidelines, upholding our commitment to integrity across the organization.

The Code of Business Conduct includes our policies in the following areas:

- + Anti-Bribery and Anti-Corruption
- + Anti-Money Laundering
- + Antitrust and Competition
- + Data Privacy and Protection
- + Conflict of Interest
- + Gifts and Hospitality
- + Intellectual Property and Confidential Information
- + Environmental Protection
- + Trade Compliance

Key corporate policies addressing the legal and internal requirements are also set out in the following policy documents:

- + Antitrust and Competition Law Compliance Policy
- + Global Data Protection Policy
- + Anti-Bribery and Anti-Corruption Policy
- + Third Party Due Diligence Procedure
- + Global Trade Compliance Policy

In FY2023,

91%

of targeted employees successfully completed Code of Business Conduct training.

Code of Business Conduct Training

Annually, all indirect employees are required to participate in our Code of Business Conduct training, which is also included in the orientation program for new hires. The training is designed to ensure awareness of and compliance with applicable laws and regulations and educate employees on the ethical standards expected in their interactions with stakeholders.

Good Governance

Code of Business Conduct

The code covers the following policies:

See our detailed Code of Business Conduct at
<https://ennovi.com/sustainability/code-of-conduct/>



NN


Our Business

- + Anti-Bribery and Anti-Corruption
- + Anti-Money Laundering
- + Antitrust and Competition
- + Data Protection
- + Accuracy of Company and Public Records
- + Trade Compliance



Our People

- + Non-Discrimination and Preventing Harassment
- + Conflicts of Interest
- + Safe and Healthy Work Environment



Our Assets

- + Use of Company Assets
- + Intellectual Property and Confidential Information



Our Community

- + Environmental Protection
- + Political Contributions
- + Working With Suppliers
- + Philanthropy

Good Governance

Anti-Bribery and Anti-Corruption



Corruption and bribery can severely damage a company's reputation, financial stability, and operational effectiveness, while eroding trust among customers and stakeholders. Bribery cases can also lead to fines and penalties, and even criminal charges.

We maintain a stringent policy against corruption, including bribery, and fraud. Our Anti-Bribery and Anti-Corruption Policy is enforced across all directors, officers, employees and business partners. This policy mandates strict compliance with anti-corruption and anti-bribery laws in every region where we operate. Additionally, employees are required to report any potential conflicts of interest to their supervisors or the Legal Department.

There were no confirmed incidents of corruption, bribery or fraud during the reporting period.

In FY2023,

91%

of targeted employees successfully completed anti-corruption and anti-bribery training as part of their mandatory Code of Business Conduct training.

Good Governance

Anti-Money Laundering

Money laundering often involves complex financial transactions that disguise the origins of illegally obtained funds, enabling their use without detection. This practice is not only linked to organized crime, drug trafficking, and terrorism but also to tax evasion, fraud, corruption, and other financial offenses.

We are committed to complying with all applicable laws that prohibit money laundering and the financing of terrorism. We engage only with reputable customers, suppliers, and business partners whose operations and financial backgrounds adhere to legal standards and originate from legitimate sources.

Employees must promptly report any transactions or activities that seem inappropriate or suspicious. Such reports should be directed to the Legal Department.

There were no confirmed incidents of anti-money laundering behavior in the reporting period.

Anti-Competitive Behavior

Anti-competitive practices such as price-fixing, market division, and abusing a dominant market position have detrimental effects on both businesses and consumers. These practices impede fair competition, resulting in reduced business efficiency and profitability, and lead to diminished consumer choice, increased prices, and lower-quality goods and services.

At ENNOVI, we uphold the principles of healthy competition. Our Code of Business Conduct and Antitrust and Competition Law Compliance Policy requires all employees to adhere strictly to relevant antitrust and competition laws. Our guidelines are designed to prevent business activities or relationships that could undermine competition.

There were no confirmed incidents of anti-competitive behavior in the reporting period.

Ethics Training

We recognize the critical role that employee awareness plays in maintaining high ethical standards. All indirect employees are required to undergo annual training on the Code of Business Conduct and anti-corruption practices. These sessions are integral to ensuring that our teams understand and adhere to our business ethics guidelines. Additionally, employees have access to the Human Resources and Legal Departments to address any questions or concerns regarding our policies and procedures.

In FY2023,

91%

of the targeted employees completed the Code of Business Conduct training that covers ethics-related policies, risks, and issues.

Good Governance

Personal Data Protection

The protection of personal data is fundamental to securing individual privacy and ensuring the responsible management of sensitive information. We are committed to the security of personal data belonging to our employees, customers, and other stakeholders. We handle personal data strictly in accordance with applicable laws, regulations, and our internal policies.

To protect personal data, we have implemented comprehensive safeguards in line with the Personal Data Protection Act (PDPA) in Singapore and the General Data Protection Regulation (GDPR) in Europe.

There were no confirmed incidents of any personal data breach in the reporting period.

Information Security

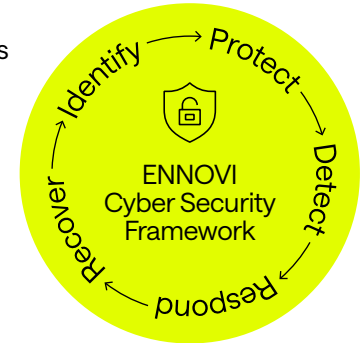
The protection of sensitive information and systems against cyber threats, data breaches, and unauthorized access is crucial for maintaining the confidentiality, integrity, and availability of our data and assets.

Therefore, we are committed to implementing information security measures in line with the ISO/IEC 27000 Information Security Management System. Our plans for the coming year include adopting the Trusted Information Security Assessment Exchange (TISAX) assessment and exchange mechanism for information security in the mobility industry. TISAX, an information security assessment (ISA), was developed by the Association of the German Automotive Industry (Verband der Automobilindustrie) in partnership with the European Network Exchange (ENX), an association of European automotive manufacturers. Our plant in Hangzhou, China achieved TISAX AL3 certification in December 2022. We aim to progressively obtain the certification for more sites.

Cyber Security

We are committed to protecting our organization's digital assets from cyber threats through the implementation of robust security measures and protocols. Our approach includes a comprehensive five-step cybersecurity framework that offers a structured method for managing and enhancing our security practices. This framework helps in identifying and mitigating potential cyber risks and threats effectively. Additionally, it incorporates department-level emergency response plans and business continuity strategies for our IT systems.

There was no confirmed incident of an information security breach in the reporting period.



Good Governance

Regulatory Compliance

Regulatory compliance is crucial for protecting our reputation, avoiding fines and legal penalties, and maintaining the trust and credibility of our stakeholders. We are committed to adhering to all relevant laws and regulations in the jurisdictions where we operate.

During the reporting period, there were no incidents of non-compliance with any applicable laws, including socio-economic and environmental regulations, that involved significant fines or non-monetary sanctions. We classify fines exceeding one million US dollars as significant.

Whistleblowing Policy

Our Whistleblowing Policy is designed to facilitate secure and confidential reporting of unethical or illegal conduct, underscoring our commitment to operational integrity and adherence to all applicable laws.

We encourage employees and stakeholders to voice genuine concerns over any unethical or fraudulent behavior or serious wrongdoing, including but not limited to human rights violations, child labor, forced labor, discrimination, harassment, bribery and corruption, information security breaches, fraud, and money laundering. We enforce a strict no-retaliation policy that guarantees protection for reporters against any form of reprisal, ensuring that all reports are addressed promptly and thoroughly.

To report suspected unethical or illegal activities or serious wrongdoing or concerns, our policy provides secure and accessible channels. This includes our Ethics Hotline, managed by an independent third party, available online at

<https://ennovi.ethicspoint.com>

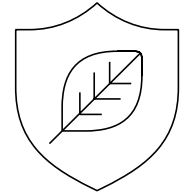
or via phone, with contact details provided on our website.

In FY2023, no substantiated complaints were received through the whistleblowing channels. As such, the number of critical incidents communicated to senior management remained at

0

Sustainability Strategy

Our strategy is to build a future-fit, resilient ENNOVI.



Our business strategy aims to create sustainable value for our stakeholders—including shareholders, customers, employees, suppliers, and local communities—while upholding our environmental, social, and governance responsibilities.

As a trusted partner in electric mobility, we play a pivotal role in accelerating our customers' journeys towards Net Zero. The electric vehicles industry is crucial in the transition to a low-carbon future, reducing greenhouse gas emissions and decreasing reliance on fossil fuels. Seizing on this climate-related opportunity not only advances our sustainability goals but also enhances shareholder value by sustaining business growth and building a climate-resilient business.

Our engineers collaborate closely with clients from the early stages of product design, helping to propel them to the forefront of the electric vehicle (EV) industry. From batteries to drivetrains and beyond, we manufacture essential components that power entire electric vehicles. Our customizable, press-fit, durable, and efficient solutions enable quicker electrification.

As a manufacturing-driven organization operating in over 27 locations across 14 countries, responsible manufacturing is central to our sustainability strategy.

Across all our plants, we prioritize minimizing environmental impact, fostering a safety-conscious culture, and promoting quality excellence.

Our sustainability strategy is closely aligned with the United Nations' Sustainable Development Goals, as we have set specific goals and targets that correspond to the SDGs, such as reducing our carbon footprint, conserving water, minimizing waste, promoting diversity and inclusion, aiming for a zero-accident workplace, upholding human rights, and promoting good governance and business ethics.

Our sustainability strategy is built on the following six strategic pillars:



Sustainability Strategy



Pillar 1

Environmental Stewardship

We prioritize responsible manufacturing to minimize environmental impacts across our plants globally. Our initiatives include improving energy efficiency, increasing renewable energy use, and enhancing water efficiency to reduce natural resource strain and operational costs. Addressing climate-related risks and opportunities is central to our environmental commitment. We adhere to the TCFD Recommendations and are committed to setting science-based targets for emissions reduction in line with the SBTi. Ambitious goals to increase energy efficiency, reduce waste, conserve water, and responsibly source materials further our environmental commitments.

Pillar 2

People Excellence

At ENNOVI we foster a dynamic, collaborative and inclusive culture that encourages continuous learning, professional growth, and a sense of purpose. As a part of the ENNOVI family, employees experience the excitement of being at the forefront of cutting-edge technologies and contributing to a sustainable future. Employee well-being, safety, and development are paramount for us. We maintain high health and safety standards and foster an inclusive, empowering workplace culture that promotes diversity, equality, and continuous learning. We are committed to conducting human rights due diligence and impact assessments, ensuring the protection and respect of internationally recognized human rights across all our workplaces. We offer equal working opportunities regardless of gender, race, ethnicity, sexual orientation, disability and age.

Read more in the [People](#) section of this report.



Pillar 3

Driving Innovation

Our engineering experts from development, design, product, and manufacturing spur innovation in various domains with the know-how in latest design competencies, material science, and manufacturing processes that improve performance, efficiency, and safety of EVs. We speed up time to market by streamlined design and development processes accelerating production from prototypes to high serial volumes by maneuvering rapidly and scale fast through our global outreach and regional interface wherever our customers want to be served.

Our thrust for innovation is backed by unparalleled mechanical and electrical experience, high-precision engineering design skills and advanced manufacturing to help our customers realize their EV concepts.

Read more about our innovation at [Competencies - ENNOVI](#) or download our brochure:

ennovi.com/wp-content/uploads/2023/09/Competencies-Brochure.pdf



Sustainability Strategy



Pillar 4

Quality Excellence

Our commitment to quality, central to maintaining customer trust, is upheld by our OEM readiness, which focuses on quality, operations, and LEAN processes. We adhere to nine global standards and have achieved 117 certifications in quality and EHS, demonstrating our dedication to high ethical standards and regulatory compliance.



Pillar 5

Sustainable Procurement

Our global operations embrace sustainable procurement, integrating it into our strategy to align with broader sustainability goals. This includes setting clear policies, engaging suppliers on sustainability, assessing suppliers with a focus on sustainability criteria, and regularly monitoring and reporting on supplier performance.



Pillar 6

Good Governance

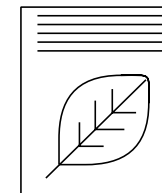
We ensure good governance and ethical conduct through comprehensive policies and procedures that enhance transparency, accountability, and integrity. Our governance framework includes a Code of Business Conduct and a compliance program to enforce adherence to laws and manage ESG risks effectively.

Read more in the [Sustainable Procurement](#) section of this report.

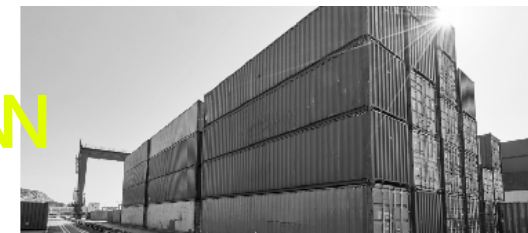
Read more in the [Governance](#) section of this report.

Sustainability Policies

We have implemented a comprehensive set of policies to achieve our sustainability goals at the Group level.



Below is an overview of our key policies:



Governance & Ethics

- + Code of Business Conduct
- + Anti-Bribery & Anti-Corruption Policy
- + Anti-Money Laundering Policy
- + Antitrust and Competition Law Compliance Policy
- + Whistleblower Policy
- + Global Data Protection Policy
- + IT Security Policy



Environment

- + Environmental Policy
- + Climate Change Policy
- + Water Policy
- + Waste Management Policy



People

- + Diversity, Equity and Inclusion Policy
- + Labor and Human Rights Policy
- + Child Labor Policy
- + Occupational Health & Safety Policy
- + Learning and Development Policy



Sustainable Procurement

- + Sustainable Procurement Policy
- + Supplier Code of Conduct
- + Conflict Minerals Policy

Contributing to Sustainable Development

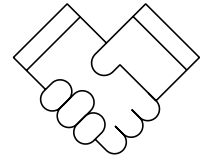
We are committed to contributing to the United Nations' Sustainable Development Goals (SDGs) by upholding sustainable development principles across all our operations.



Recognizing the importance of the SDGs in guiding global sustainability efforts, we have set specific targets aligned with key goals. Our sustainability strategy is aligned with the most relevant SDG targets and indicators, and we have mapped our material economic, environmental, and social impacts across all 17 SDGs, identifying areas where we can create the most value.

For example, we are investing in renewable energy and enhancing energy efficiency to reduce our carbon footprint, supporting SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action). We are also advancing diversity and inclusion initiatives to promote SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities), and improving workplace safety and health to further SDG 8 (Decent Work and Economic Growth).

Stakeholders



Building trusted relationships with our stakeholders.

Stakeholder engagement is crucial for building and maintaining trust with our stakeholders. Regular interactions with key stakeholders allow us to understand and respond to their legitimate concerns and expectations. We prioritize engagement with those stakeholders who could be affected by our business operations or who can affect our business goals. We maintain a respectful and constructive approach to all stakeholders to facilitate a meaningful engagement.

Our ongoing interactions with stakeholders provide valuable feedback, enhance trust and credibility, and ensure our business strategies align with social and environmental values for long-term mutual benefit.

Additionally, these interactions help us assess the social, environmental, and economic impacts of our operations, enabling decisions that benefit all stakeholders.

On the following page, we present a summary of our processes for engaging with key stakeholders, aiming to understand their perspectives and meet their expectations.



Stakeholders

Customers	Employees	Suppliers and Contractors
<p>Our business success depends on our ability to exceed our customers' expectations and build long-term partnerships.</p>	<p>Employees are our most valuable assets and play a vital role in driving our business success and growth.</p>	<p>A reliable supply chain and trusted partnerships with suppliers and contractors are crucial for our operations.</p>
<h2>Engagement channels</h2>		
<ul style="list-style-type: none"> + Contracts + Business review meetings + Phone and email communication + Conference calls and virtual meetings + Marketing materials + Website + Newsletters + Social media + Satisfaction surveys + Audits 	<ul style="list-style-type: none"> + Townhalls + Engagement surveys + Training + Performance reviews + Staff meetings + Conference calls + Internal memos and communications + Intranet + Newsletters + Social Events 	<ul style="list-style-type: none"> + Requests for Proposal + Purchase agreements + Supplier Code of Conduct + EHS policies + Audits + Surveys + Regular meetings and interactions + Emails + Phone calls
<h2>Stakeholder concerns and expectations</h2>		
<ul style="list-style-type: none"> + Timely delivery + Product quality + Prompt response + Material safety compliance + Confidentiality + Regulatory compliance + Ethical conduct + Sustainability + Corporate responsibility 	<ul style="list-style-type: none"> + Open communication + Personal development + Career growth + Competitive pay and benefits + Work-life balance + Job security + Fair employment practices + Safe work practices + Diversity + Corporate reputation 	<ul style="list-style-type: none"> + Respectful business partnership + Clear communication and instructions + Clarity of specifications + Reasonable lead times + On-time payments + Onsite health and safety + Ethical conduct
<h2>How we meet stakeholder expectations</h2>		
<ul style="list-style-type: none"> + Investment in R&D and innovation + World-class manufacturing facilities + Robust quality management system + Competitive pricing + Focused sales teams + Customer service + Performance scorecard from customers + Dedicated ESG teams + Sustainability strategy and key performance indicators + Responsible sourcing + Certified management systems (ISO 9001, ISO 14001, ISO 45001, CE, and TS) + Regulatory compliance 	<ul style="list-style-type: none"> + Promoting mutual trust and teamwork + Progressive HR policies aimed at attracting, developing and retaining talent + Promoting diversity + Investment in people development + Objective performance management system + Compensation benchmarking + Regulatory compliance 	<ul style="list-style-type: none"> + Meeting contractual obligations + Providing written contracts and purchase orders with clearly defined specifications + Responsible business practices + Building trust

Stakeholders

Government and Regulators

A trustworthy relationship with local government agencies and regulators is key to operating our business globally in a lawful manner.

Local Communities

Building a trusted relationship with neighboring communities and societies is critical to maintaining our social license to operate.

Shareholders

Although ENNOVI is a privately-owned company, we still have a duty to create value and sustainable growth for our shareholders.

Engagement channels

- + Business licenses and permits
- + Reporting
- + Compliance forms, visits, audits, and inspections
- + Meetings

- + Community programs, initiatives and outreach

- + Meetings
- + Reporting
- + Emails
- + Phone Calls

Stakeholder concerns and expectations

- + Compliance with regulatory requirements
- + Contributions to socio-economic and industrial development
- + Environmental responsibility
- + Job creation
- + Tax payments

- + Corporate social responsibility
- + Management of Environmental and Health and Safety (EHS) risks and impacts such as hazardous waste, pollution, and noise
- + Support for community projects

- + Good governance
- + Sustainable growth, reasonable returns
- + Sustainability reputation

How we meet stakeholder expectations

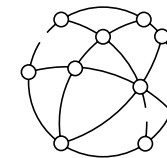
- + Policies and measures to ensure regulatory compliance
- + Staying updated about regulatory developments and requirements
- + Internal audits
- + Prompt response to requests for information
- + On-time reporting
- + Assisting with facility inspections

- + Open and honest communication
- + Community engagement
- + EHS compliance
- + Support of charitable causes

- + Robust governance and risk management
- + Strategies to create value for shareholders and stakeholders
- + Sustainability reporting
- + ESG Ratings

Membership Associations

We engage with various trade and industry associations and advocacy organizations worldwide to stay updated on emerging trends and participate in stakeholder dialogues.



Some of our association memberships include:

+

Singapore
Manufacturing
Federation
(SMF)

+

Singapore
Business
Federation
(SBF)

+

Singapore-
Mexico
Chamber of
Commerce



Materiality Assessment

We identify and prioritize sustainability topics for reporting based on a systematic materiality assessment.

We employ a systematic materiality assessment to identify and prioritize sustainability topics for reporting. Utilizing a double-materiality approach, we evaluate significant impacts on environmental, social, and governance issues, alongside topics which are material for our financial performance. For industry-specific reporting, we adhere to the SASB Standards, disclosing performance on financially material sustainability issues, while the GRI Standards guide our reporting on significant material sustainability impacts.

Since our initial comprehensive materiality assessment in 2020, we have annually reviewed our material environmental, social, and governance issues that affect our operations, stakeholders, and the wider community.

In 2023, our Sustainability Committee reaffirmed that the ESG topics detailed in our 2022 Sustainability Report continue to be material, and has approved these topics for inclusion in this year's report.

Materiality Assessment Process

We follow a four-step materiality process to identify our significant impacts and topics for reporting and developing our sustainability strategies.



Step 1

Assess Sustainability Context

- + Review the scope and nature of business operations, products, and services.
- + Consider issues in supply chains.
- + Examine sustainability trends at the global, regional and local levels.
- + Identify stakeholders' interests.



Step 2

Identify Economic, Environmental and Social Impacts

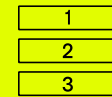
- + Identify potential negative and positive economic, environmental and social impacts of operations, products and services.
- + Refer to sustainability standards, frameworks, and ratings such as GRI, SASB, SDGs, TCFD, CDP and EcoVadis.
- + Customers' ESG audits reports.
- + Study reporting trends in the industry.
- + Consider expectations of customers and other stakeholders.



Step 3

Assess the Significance of Impacts

- + Assess the severity and likelihood of negative impacts.
- + Assess the scale, scope and likelihood of positive impacts.
- + Consider the expectations of customers and other stakeholders.










Step 4

Prioritize Topics for Reporting



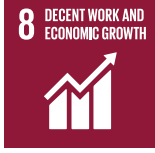

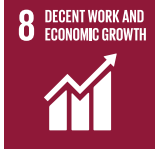
- + Prioritize topics based on the significance of the impact and relative stakeholder priority
- + Review of material topics by the Sustainability Committee.
- + Approval by senior management and the Board.

Materiality Assessment

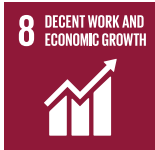

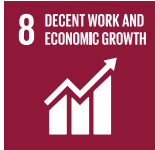

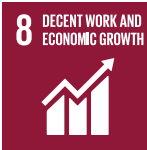

An overview of our material topics and our approach to managing the impacts is presented below.

Material Topics	Impact Description	Management Approach	SDGs Supported
Strategic Pillar 1 Environmental Stewardship			
Materials	We use metals, plastic and chemicals as key input materials to manufacture our products.	<ul style="list-style-type: none"> + Minimize waste and enhance resource efficiency. + Recycle or reuse materials where possible. 	
Climate Change (Energy and GHG Emissions)	<p>Electricity is used in our manufacturing plants and offices.</p> <hr/> <p>Our greenhouse gas emissions primarily result from the use of electricity and fuel consumption.</p>	<ul style="list-style-type: none"> + Improve energy efficiency. + Harness renewable energy. <hr/> + Reduce emissions from our own operations. + Engage suppliers and customers to reduce emissions in the value chain. 	   
Water	Water is mainly used in our manufacturing facilities.	<ul style="list-style-type: none"> + Improve water efficiency, recycling and conservation. + Develop strategies for plants in water stress locations. 	 

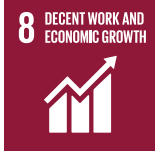




Materiality Assessment

Material Topics	Impact Description	Management Approach	SDGs Supported
Strategic Pillar 1 Environmental Stewardship (Continued)			
Waste	Waste is generated during the manufacturing process.	<ul style="list-style-type: none"> + Minimize waste. + Reuse and recycle where possible. + Dispose of waste safely. 	 
Strategic Pillar 2 People Excellence			
Talent Management	As an organization driven by innovation, research and development, and technological advancement, people are our most valuable assets.	+ Attract, develop and retain high-performing talent.	
Diversity	As a global organization serving worldwide markets, we see strength in diversity.	+ Nurture and promote workplace diversity and inclusion.	
Occupational Health and Safety	As a manufacturing-driven business, health and safety pose potential risks to the people and contractors working in our facilities.	<ul style="list-style-type: none"> + Aim to be a zero-accident workplace. + Drive and promote safety culture. + Implement robust health and safety management systems. + Constantly monitor performance. 	



Materiality Assessment

Material Topics	Impact Description	Management Approach	SDGs Supported
Strategic Pillar 2 People Excellence (Continued)			
<p>Human Rights</p> <ul style="list-style-type: none"> + Non-discrimination + Forced labor + Modern slavery + Child labor + Freedom of association and collective bargaining 	<p>Upholding human rights risks in our organization and supply chains.</p>	<ul style="list-style-type: none"> + Respect and protect the human rights of our employees. + Conduct human rights risk assessment. + Engage with suppliers to promote policies and practices to uphold international human rights principles. 	 
Strategic Pillar 3 Quality Excellence			
<p>Product Quality</p>	<ul style="list-style-type: none"> + Our customers require high-quality products and services. + Potential risks from use of our products by end customers. 	<ul style="list-style-type: none"> + Comply with applicable product safety regulations and standards. + Obtain international certifications for quality management. 	
Strategic Pillar 4 Driving Innovation			
<p>Innovation</p>	<p>We need to stay ahead of the market and provide creative solutions for our customers.</p>	<ul style="list-style-type: none"> + Invest in research and development with robust system implementation to drive innovative products and services for competitive advantage. 	  

Materiality Assessment

Material Topics	Impact Description	Management Approach	SDGs Supported
Strategic Pillar 5 Sustainable Procurement			
Sustainable Procurement	Economic, environmental and social impacts in our supply chain.	<ul style="list-style-type: none"> + Implement sustainable procurement policies and processes. + Adhere to our Conflict Minerals Policy to ensure we buy from conflict-free sources. + Adhere to our Sustainable Procurement Policy to ensure responsible sourcing and resource efficiency. 	  
Strategic Pillar 6 Good Governance			
Anti-Corruption	Corruption and bribery incidents can harm our reputation and invoke legal actions.	+ Maintain zero tolerance of corruption and bribery.	
Anti-Competitive Behavior	Anti-competitive practices can harm our reputation and invoke legal actions.	+ Comply with anti-competitive laws and regulations.	

Materiality Assessment

Material Topics	Impact Description	Management Approach	SDGs Supported
Strategic Pillar 6 Good Governance (Continued)			
Personal Data Protection and Information Security	We have a responsibility to safeguard personal and confidential information.	<ul style="list-style-type: none"> + Ensure compliance with the Personal Data Protection Policy. + Annual information security awareness training for employees. 	
Regulatory Compliance	Local regulations apply to our manufacturing plants and overall business operations.	<ul style="list-style-type: none"> + Ensure compliance with applicable regulations and international standards, including environmental and socio-economic issues. 	



03

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Environmental Stewardship



ENNOVI's environmental strategy prioritizes reducing our carbon footprint, conserving water, and minimizing waste throughout our operations. We are actively implementing energy-efficient practices, investing in renewable energy, enhancing water efficiency, and streamlining waste management.

Furthermore, we are dedicated to fostering sustainable practices among our suppliers and business partners, ensuring our supply chain aligns with our environmental ambitions. Our policies and actions aim to reduce our operational impact and to develop eco-friendlier products and solutions for our clients.

Managing Environmental Impact

We have implemented a robust Environmental Management System (EMS) across our manufacturing facilities to manage our environmental impact, monitor performance, and achieve sustainability targets. Our EMS, certified to ISO 14001, not only meets but also exceeds regulatory standards, encouraging ongoing environmental performance improvements.

We actively promote environmental responsibility among our employees, suppliers, and business partners through regular

training and education on key environmental risks and issues.

As of the end of 2023, 97% of our manufacturing sites have achieved ISO 14001:2015 certification for their environmental management systems.

We also evaluate our environmental performance against various ESG benchmarks. For instance, we participate in the annual CDP assessments for Climate Change and Water Security. In 2023, we improved our CDP Climate Change score

to a B and maintained our Water Security score at B. Additionally, we have sustained our platinum rating in the EcoVadis Sustainability Assessment for the fourth consecutive year, placing us in the top 1% of globally assessed companies.



97%

Manufacturing facilities with ISO 14001:2015 certification

Environmental Stewardship

Building Climate Resilience

Climate change represents one of the most urgent global challenges, with its effects already visible worldwide.

Human activities have significantly influenced changes in weather and climate extremes. Continued global warming could lead to more frequent and severe extreme weather events, including floods, hurricanes, droughts, heatwaves, and rising sea levels. These shifts in weather patterns could directly affect food production, ecosystems, coastal integrity, and public health. In extreme cases, the impacts of climate change could jeopardize the sustainability of societies and businesses.

We are committed to addressing climate change

by aligning with the Paris Agreement to limit global temperature rise to below 2°C, aiming for 1.5°C. Our goal is to reduce emissions through investments in renewable energy and enhanced energy efficiency in manufacturing. We are collaborating with suppliers and partners to promote sustainability, and aiming to cut our Scope 1 and Scope 2 emissions.

ENNOVI has also joined RE100, committing to 100% renewable electricity use.

Our aim is to achieve net zero emissions by 2040.



Our Strategy

Assess, monitor and manage climate-related risks and opportunities, reduce GHG emissions, increase use of renewable energy, report performance using the TCFD Recommendations, and disclose progress through CDP Climate Change and CDP Water annual assessments.

ESG Ratings	Our Rating
	Platinum
	Water B
	Climate Change B



TCFD Report

We recognize that climate change poses significant financial risks and opportunities across our business sectors. To enhance climate resilience, we are adopting strategies and executing the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). This approach helps us to identify and manage potential climate-related risks and opportunities effectively.



NN



This report outlines the climate scenario analysis we conducted to gain a more comprehensive understanding of the potential financial implications of climate change on our operations.

TCFD Report

Governance

At ENNOVI, climate issues have top-level oversight. Our Board of Directors oversees and integrates climate-related risks and opportunities into our business strategy, approves climate-related targets, and periodically reviews performance.

The Group's Sustainability Committee, chaired by the CEO, regularly assesses potential climate-related risks and opportunities and monitors performance against Key Performance Indicators (KPIs). The CEO provides regular updates to the Board on progress against these targets.

The Chief Sustainability Officer, who also serves as Vice President of Global Plating Operations, is responsible for operationalizing our climate strategies. The implementation of plans and data collection on performance are carried out by an international ESG team, supported by plant-level ESG staff.

Our governance procedures include regular public reporting and disclosure on climate-related issues, as well as engagement with stakeholders to ensure our climate strategy aligns with their expectations.

Read more in the [Governance](#) section of this report.

Strategy

Our goal at ENNOVI is to evolve into a climate-resilient, future-ready business. Our climate strategy focuses on two main areas: reducing our operational GHG emissions and assisting our customers in doing the same. Specifically, our innovations in electric mobility aim to significantly decarbonize the industry. We are prioritizing the reduction of our scope 2 emissions, which make up 97% of our operational carbon footprint, as part of our move towards a net-zero economy.

Additionally, we are exploring new growth opportunities and assessing potential climate risks to our key locations to devise appropriate mitigation strategies.

To minimize our operational footprint, we are continually enhancing energy efficiency and integrating renewable energy sources, such as solar power, into our manufacturing operations. We collaborate with customers to develop low-emission products and intensify our research and development efforts to innovate sustainable solutions.

By developing innovative products, we support our customers' net-zero ambitions.

We are committed to decarbonizing our operations, setting ambitious short- and long-term goals driven by technological advancements and the adoption of renewable energy. In 2022, we joined RE100, committing to 100% renewable electricity by 2040.

TCFD Report

Risk Management

To develop effective mitigation strategies, it is essential to identify and evaluate both physical and transitional climate-related risks across our business segments.

We have conducted a comprehensive scenario analysis to understand the risks and opportunities associated with climate change, focusing on all our manufacturing facilities. This assessment addressed physical risks like floods, typhoons, hurricanes, cyclones, heat stress, and droughts, alongside transitional risks arising from changes in government policies, technology, market dynamics, and reputation.

Our risk assessment aligns with the TCFD risk categories:



Physical risks

These are categorized into acute and chronic risks. Acute risks stem from extreme weather events such as cyclones and floods, while chronic risks are related to long-term climate changes, such as rising temperatures leading to sea level rises or heatwaves.

Both types of physical risks can lead to direct asset damage, disrupt business operations and supply chains, and have financial repercussions.

Transition risks

These risks emerge from the global shift towards a low-carbon economy and involve regulatory changes, technological advancements, and shifts in consumer and investor preferences. Such changes can affect various industries including energy, transportation, agriculture, and finance, with potential financial and operational impacts.

Transition risks can also influence a company's reputation. Assessing these risks is crucial for planning a smooth transition to a low-carbon economy and capitalizing on new opportunities it presents.

TCFD Report

Assessment of Physical Risks

We have assessed physical risks at our 27 facilities located across the United States, Mexico, Europe (Czech Republic, France, Germany, Hungary, UK), and Asia Pacific (China, India, Indonesia, Malaysia, Singapore, Vietnam).

The IPCC AR6 Climate Change 2021 Report projects increasing mean and extreme temperatures in Northern and Central America, particularly in northern subregions. Europe's temperatures are also expected to rise faster than the global average. Data from the European Climate Adaptation Platform Climate-ADAPT and the UK Climate Projections 2018 (UKCP18) indicate more frequent, longer, and more intense heatwaves in the Czech Republic, Hungary, France, and Scotland. In Asia, the report notes rising heat extremes and fewer cold extremes, a trend that will persist in the coming decades. Equatorial countries are experiencing higher average temperatures, leading to chronic heat stress.

Spatial and temporal variations in rainfall and weather events will differ regionally. Asia is likely to see more intense rainfall, while northern parts of the US and Europe will experience increased winter precipitation but reduced summer rainfall. Tropical cyclones will intensify in north-central and southern-central America, East Asia, and Southeast Asia, with observed and expected increases in droughts in these regions.

Rising sea levels and more severe storms are set to enlarge and intensify coastal flooding events, while heightened extreme precipitation raises the risk of coastal and river flooding.

Our preliminary analysis suggests that facilities in urban areas will face stronger warming effects, enhancing risks of heat-related health issues and reduced labor productivity. Warming will also likely expand mosquito populations northward, increasing the risk of diseases like dengue, chikungunya, and zika. Our locations in California, New Jersey, Florida, Hanoi, Shanghai, Shenzhen, Suzhou, and Batam are particularly at risk of coastal and river flooding.



TCFD Report

Climate-Related Risks and Opportunities

A summary of our most recent assessment of physical risks and transition risks and opportunities is presented in the table below.

Climate-Related Risks

Risk Type	Potential Financial Impacts	Financial Impact Category
Physical Risk		
Acute	<p>Extreme weather events, including cyclones and floods, may pose potential risks to our manufacturing plants in high-risk areas, potentially causing financial losses and increased insurance costs. Additionally, these physical risks may affect our suppliers in climate-vulnerable regions, resulting in production delays and disruptions to customer deliveries.</p> <p>To maintain operational resilience and mitigate disruptions from severe weather, we regularly review and update our business continuity plans for our direct operations and supply chain management.</p>	Revenue Expenditures
Chronic	<p>Rising temperatures can lead to prolonged droughts and water scarcity, increasing water costs and necessitating investments in water-efficient technologies and conservation practices at our facilities in water-stressed areas to ensure sufficient water supply. Additionally, higher average temperatures may increase thermal stress, posing health risks to workers at our manufacturing plants.</p> <p>To address these issues, we periodically conduct water stress assessments at our manufacturing facilities and implement appropriate measures to mitigate and adapt to these risks.</p> <p>Also, our Environment, Health, and Safety (EHS) team actively monitors heat stress risks at our manufacturing plants and implements preventive measures to protect our employees' well-being.</p>	Expenditures

TCFD Report

Climate-Related Risks

Risk Type	Potential Financial Impacts	Financial Impact Category
Transition Risk		
Policy and Legal	<p>As a global manufacturing business, ENNOVI may face climate transition-related legal and regulatory risks, including:</p> <ul style="list-style-type: none"> + Carbon pricing: Governments may implement policies like emissions trading schemes or carbon taxes, increasing operating costs. + GHG emissions regulations: Stricter greenhouse gas emissions regulations could affect operations, equipment, and energy consumption. + Energy efficiency and renewable energy: Governments may mandate specific energy efficiency targets or a certain percentage of energy from renewable sources, requiring investments in energy-efficient technologies or a transition to renewable energy. + Reporting and disclosure: There may be requirements for public reporting of carbon footprints, climate-related risks, and greenhouse gas emissions. + Supply chain regulations: New regulations could require manufacturers to ensure their supply chain partners meet sustainability standards. + Environmental litigation: Legal action could arise if found responsible for environmental damage or failing to meet sustainability targets. + Reputation risk: Increasing environmental awareness among consumers could lead to reputational damage and loss of customers if perceived as insufficient in mitigating climate change. <p>To mitigate these risks, we are implementing sustainable practices across our operations, investing in energy-efficient technologies, transitioning to renewable energy sources, and collaborating with business partners and customers to advocate for policies that support a low-carbon economy. Additionally, we are engaging with our supply chain partners to encourage them to meet our sustainability standards and reduce their environmental impact.</p>	Expenditures

TCFD Report

Climate-Related Risks

Risk Type	Potential Financial Impacts	Financial Impact Category
Transition Risk		
Technology	<p>As a technology-oriented company that caters to industries such as Automotive & e-Mobility, ICT, Medical & Life Sciences, technology is rapidly evolving with a high rate of obsolescence. As new technologies emerge to address climate change, our products may become outdated if we fail to keep pace with the latest trends, resulting in decreased demand for our offerings.</p> <p>Our major clients in mobility, information and communications technology, medical and life sciences, and industrial sectors are switching to carbon-efficient products and services. Inability to keep up with technological solutions that align with their climate objectives poses a significant risk to our business.</p> <p>To tackle the technological obsolescence risks, we are proactively stay up-to-date with the latest technological advancements in the industries we serve. Continuous investments in research and development (R&D) to enhance the quality, efficiency, and sustainability of our products are also being made.</p>	Revenue
Market (Continued overleaf)	<p>We may potentially face several market risks related to climate transition, including:</p> <ul style="list-style-type: none"> + Declining demand for traditional products: As more companies shift towards carbon-efficient products and services, the demand for our traditional products could decline. This could impact our revenue and profitability, especially if we are unable to quickly adapt to the changing market demand. + Increased competition: The emergence of new competitors that focus on sustainable products could increase competition for our businesses. This could lead to a price war, lower margins, and loss of market share. + Changing customer preferences: As customers become more environmentally conscious, their preferences may shift towards companies that prioritize sustainability. This could impact our ability to retain customers and attract new ones if we are unable to meet customers' emerging expectations. 	Revenue

TCFD Report

Climate-Related Risks

Risk Type	Potential Financial Impacts	Financial Impact Category
Transition Risk		
Market (Continued)	To mitigate these risks, we must: <ul style="list-style-type: none"> + Invest in research and development: Develop sustainable products and services that align with customer preferences and regulatory requirements. + Build strong relationships: Strengthen connections with customers and suppliers to reduce supply chain disruptions. + Communicate sustainability efforts: Proactively manage our brand reputation by communicating our sustainability efforts to customers and stakeholders. + Stay informed and adaptable: Keep up-to-date with the latest market trends and adjust our strategy accordingly to remain competitive. 	Revenue
Reputation	ENNOVI's failure to address climate change concerns by reducing its carbon footprint can jeopardize its competitiveness and corporate reputation. This could result in decreased sales and profitability as customers choose more sustainable alternatives. Additionally, a low ESG rating can further damage the company's reputation.	Assets: Intangibles
Climate-Related Opportunities		
Resource Efficiency (Continued overleaf)	ENNOVI can leverage several resource efficiency-related climate opportunities: <ul style="list-style-type: none"> + Adopting renewable energy sources: Transitioning to renewable energy such as wind, solar, and geothermal power can significantly reduce our carbon footprint and energy costs. This not only decreases greenhouse gas emissions but also enhances our image as a socially responsible and environmentally conscious organization. + Implementing circular economy practices: By adopting circular economy practices, we can reduce waste and improve resource efficiency. This includes using recycled materials in manufacturing, optimizing product design to minimize material usage, and implementing closed-loop systems that reduce waste. + Developing sustainable packaging: Creating sustainable packaging solutions can minimize waste and lower our carbon footprint. This involves using biodegradable or recyclable materials, reducing packaging sizes, and optimizing packaging design to use fewer materials. 	Expenditure

TCFD Report

Climate-Related Risks

Risk Type	Potential Financial Impacts	Financial Impact Category
Climate-Related Opportunities		
Resource Efficiency (Continued)	<p>+ Investing in energy-efficient technologies: Reducing energy consumption by investing in energy-efficient technologies such as LED lighting, efficient HVAC systems, and energy-efficient machinery can enhance operational efficiency.</p> <p>By embracing these resource efficiency-related climate opportunities, we can reduce our environmental impact, achieve cost savings, improve operational efficiency, and increase customer loyalty.</p> <p>As part of our energy efficiency goals, 100% of our global facilities were converted to LED lighting by the end of 2023.</p>	Expenditure
Energy Sources	<p>We are integrating more renewable energy sources, such as solar power, into our manufacturing plants to enhance energy resilience and reduce our carbon footprint.</p> <p>By the end of 2023, our onsite solar PV installation capacity reached 6,038,579kWh.</p>	Expenditure
Products and Services	<p>ENNOVI is well-positioned to capitalize on various opportunities across our diverse businesses. We recognize the potential in creating new products and solutions for industries such as electric vehicles, renewable energy, and automobiles. Our success hinges on focusing on innovative solutions that enable our customers to transition seamlessly to a low-carbon business model. The energy efficiency of our products has become a crucial factor for our customers. We are committed to offering new, low-carbon, and energy-efficient products manufactured sustainably.</p> <p>Our innovation efforts, including our R&D centers, product development sites, and Tech Innovation Centers, significantly contribute to developing groundbreaking products and services for a sustainable economy.</p> <p>Our goal is to become the preferred green supply chain partner for some of the world's leading companies in the mobility, industrial, information and communications, and medical sectors.</p>	Revenue

TCFD Report

Metrics and Targets

We measure, monitor and report our Scope 1, Scope 2 and Scope 3 emissions for all our businesses.

Starting from this report, we have expanded Scope 3 emissions reporting to include all 15 categories. We have established targets for emission reduction, and we report our performance against these targets. In addition, we have adopted water efficiency targets and report our water performance.

GHG Emissions

Our primary greenhouse gas (GHG) emissions originate from the consumption of purchased electricity and fuel. We closely monitor and evaluate these emissions at both our manufacturing facilities and offices.

We have implemented various measures to reduce our GHG emissions, including enhancing our energy

efficiency and expanding our usage of renewable energy.

In 2023, our combined Scope 1 and Scope 2 GHG emissions amounted to 82,785 tCO₂e (Location-based). In 2023, our Scope 1 and Scope 2 emissions were lower than the prior year on account of a range of energy efficiency measures implemented by our plants.



CO₂ emissions reduced

28%

in tons of CO₂ emitted per sales dollar since 2019

Some of our targets include:

100%

facilities to have **ISO 14001: 2015** Certification by 2023

30%

of production facilities to have a water recycling system by **2030**

TCFD Report

Metrics and Targets

GHG Emissions

Carbon Dioxide Emissions (tCO₂e)

Emission Source	2020	2021	2022	2023
Direct emissions (Scope 1)	2,953	3,649	5,665	5,304
Indirect emissions (Scope 2) (Location-based)	88,227	101,606	97,057	77,481
Indirect emissions (Scope 2) (Market-based)	NA	NA	NA	76,289
Total Scope 1 and 2 emissions (tCO₂e) (Location-based)	91,180	105,255	102,722	82,785
Total Scope 1 and 2 emissions (tCO₂e) (Market-based)	NA	NA	NA	81,593
Emissions intensity – Market-based (tCO₂e/\$ million in revenue)	98	91	93	76
Other indirect emissions (Scope 3) (tCO ₂ e)	NA	873,146	788,436	379,980

Notes: GHG emissions were calculated in accordance with The GHG Protocol Corporate Accounting and Reporting Standard. Scope 1 includes direct emissions from fuel used for power generators and company vehicles. Scope 2 includes indirect emissions from purchased electricity.

Emission factors from the US EPA and the UK DEFRA and GWP values from the 2014 IPCC Fifth Assessment Report were used. Scope 2 emissions were calculated using the location-based method, with grid emission factors from the US eGRID database and the Institute for Global Environmental Strategies (IGES). Emissions intensity



includes Scope 1 and Scope 2 emissions. Market-based Scope 2 emissions have been calculated starting from 2023. Scope 3 emissions have been calculated using the spend method. Scope 3 emissions figures for 2023 may not be comparable with prior years due to change in calculation methodology in 2023.

TCFD Report

Improving Energy Efficiency

The bulk of our energy consumption arises from the utilization of electricity in our manufacturing facilities and offices. However, we also rely on natural gas, petrol, diesel and steam for our operations.

To reduce our energy intensity, we have adopted a dual approach of implementing energy-efficient technology and equipment in our manufacturing facilities and augmenting our utilization of renewable energy sources.

To enhance the effectiveness of our energy management program, we launched a centralized global energy monitoring and reporting system in 2022. The new system enables us to have global visibility and tracking of energy data and markets. The system has empowered our teams to centrally review energy data and performance against targets.

As part of the program, targets and best practices from across ENNOVI sites have been gathered to create Key Performance Indicator (KPI) program training. Training program contains best practices, guidance, standards, and specifications that improve energy KPIs. The training program aims to enable ENNOVI sites to identify and fix energy efficiency savings opportunities.


Our total energy consumption in 2023 was 581,114 GJ, lower than the 615,868 GJ we used in 2022. Our energy intensity in 2023 was 533 GJ/million USD revenue, compared with 557 GJ/million USD revenue in the previous year.

Purchased electricity from the grids contributed 77% of the total energy used.

LED lights

By the end of 2023, we replaced our conventional energy-intensive lighting systems with energy-efficient LED lights in 100% of sites globally.


Year	Total Energy Consumption	Energy intensity per million USD revenue
2022	615,868 GJ	557 GJ
2023	581,114 GJ	533 GJ



We achieved energy saving of

2.7%

by end of 2023



Improving Energy Efficiency

Air compressors

In addition to adopting renewable energy sources, we persistently endeavor to decrease our energy usage by performing regular maintenance and enhancing our equipment.

As an illustration, in one of our Batam facilities, we have engineered the air compressors to shut down automatically after five minutes of idleness, resulting in a yearly energy consumption decrease of around 50% from the baseline.

By implementing the same concept to the cooling fan, we have accomplished an even more significant reduction, achieving a 75% decrease from the baseline in yearly energy consumption.

TCFD Report

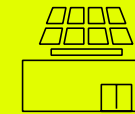
Renewable Energy

As we pursue energy efficiency measures in our facilities, we remain committed to supplementing our energy requirements with renewable energy.



Progressively increasing our share of renewable energy is a crucial aspect of our strategy to reduce our greenhouse gas emissions. At the end of 2023, we have installed solar panels at 19% of our facilities. Our objective is to offset 19,800 metric tons of CO₂ emissions through the use of renewable energy by FY2025.

In 2023, we generated a total of 6,038 MWh of solar power on-site, a slight increase from 5,756 MWh in 2022. Additionally, we purchased 2,082 MWh of green electricity in 2023. Renewable energy contributed to 5% of our total energy consumption in 2023.



Renewable Energy

One of our top priorities in combating climate change is to minimize our greenhouse gas (GHG) emissions. To achieve this, we are committed to installing and maintaining solar panels and systems at our factories worldwide, with the aim of increasing the proportion of renewable energy utilized in our operations. In Vietnam, our efforts have resulted in a solar efficiency improvement from 68% to 80%, which has led to a yearly electricity savings of 960,000 kWh.

TCFD Report

Water Management

We recognize the importance of water as an essential resource and are committed to its responsible management. Our water usage primarily supports both domestic and operational needs, especially within our manufacturing facilities.



These facilities utilize water in various processes, including component cleaning, impregnation, vibratory washing, tumbling, wire cutting, injection molding, surface treatments, wastewater processing, and cooling operations.

In 2023, our water withdrawal decreased to 889 megaliters, marking a 19.9% reduction from the 1,110 megaliters used in 2022. Our water intensity was recorded at 0.81 megaliters per million dollars of revenue, lower than the intensity of 1.00 megaliter reported for the preceding year. We rely predominantly on public utilities for our water supply, avoiding direct

extraction from natural sources such as rivers, lakes, or groundwater.

Our approach to water management includes initiatives that bolster water and climate resilience, in alignment with the UN's SDG 6: Water and Sanitation. The governance of our water policies is managed by our Safety, Health, and

Environment Committee and the Sustainability Committee, which are chaired by our CEO.

We annually benchmark our water management practices through the CDP Water Security assessment, which evaluates a company's performance in terms of governance, usage, and stewardship. In the 2023

assessment, we successfully maintained our higher-level B rating, reflecting our effective management and commitment to water security.

As a participant in the WASH Pledge, we ensure that all employees have access to safe water, sanitation, and hygiene. We promote hygiene awareness and

The WASH Pledge

As a signatory to the WASH Pledge, ENNOVI is committed to:

- + Providing access to safe water, sanitation and hygiene at the workplace for all employees.
- + Engaging our suppliers to take action on WASH.
- + Caring for the water needs of the local communities around our manufacturing facilities.



Our Strategy

Assess water-related risks and opportunities, monitor water stress locations to identify short, mid- and long-term impacts on our operations and value chain, and adopt water efficiency and conservation programs.

TCFD Report

Water-Related Risks

Our water policy aims to address water-related risks, measure and report water use, and mitigate our impact on water availability and quality across all operations. We conduct water risk assessments at our manufacturing facilities and are extending these evaluations to key material suppliers.



Regularly assessing water stress is a key aspect of our water risk management. The UN CEO Water Mandate defines water stress as the challenges in meeting human and ecological freshwater demands, which include physical scarcity, water quality, and accessibility. In regions where fresh water supply heavily depends on surface water flows and hydropower, such as Florida and California in the US, Hungary, China, Indonesia, and Vietnam, variable precipitation and extreme weather events like droughts could jeopardize water and energy reliability.

Utilizing the WRI Aqueduct Water Risk Atlas (v3.0), we found that 33% of our facilities are in areas of high to extremely high baseline water stress, projected to rise to 39% by 2030 and 52% by 2040 under the SSP2-45 scenario. Our water and effluent management system includes a water stress risk assessment that identifies high-risk facilities using relevant water risk indicators.

To assess water risks, we use the Aqueduct Water Risk Atlas (v3.0) tool and consider various physical indicators such as water stress, depletion, groundwater table decline, riverine and coastal flood risk, and untreated wastewater risks. We also factor in extreme weather events and the projected impact of climate change on our facilities. Through this assessment, we identified eight facilities located in areas with high water risk and 21 facilities in water-stress areas, representing 63% of our total facilities in 2023, with the majority situated in Asia.

We monitor water withdrawal and usage closely in these areas and other manufacturing plants, and our efforts to improve water efficiency, minimize leakage, and recycle or reuse water have reduced our global water usage by 54% since 2019. At the end of 2023, 7% of our facilities were equipped with on-site water recycling systems, and we aim to increase this by 30% by 2030. We also use water treatment plants to neutralize our alkaline effluent before discharging it into public sewers or bodies of water.

TCFD Report

Materials Management

We source a diverse range of input materials, including metals like steel, stainless steel, copper alloy, aluminum alloy, and zinc alloy, as well as plastics, chemicals, and packaging materials.

We monitor and review the use of these materials to enhance the resource efficiency of our manufacturing processes.

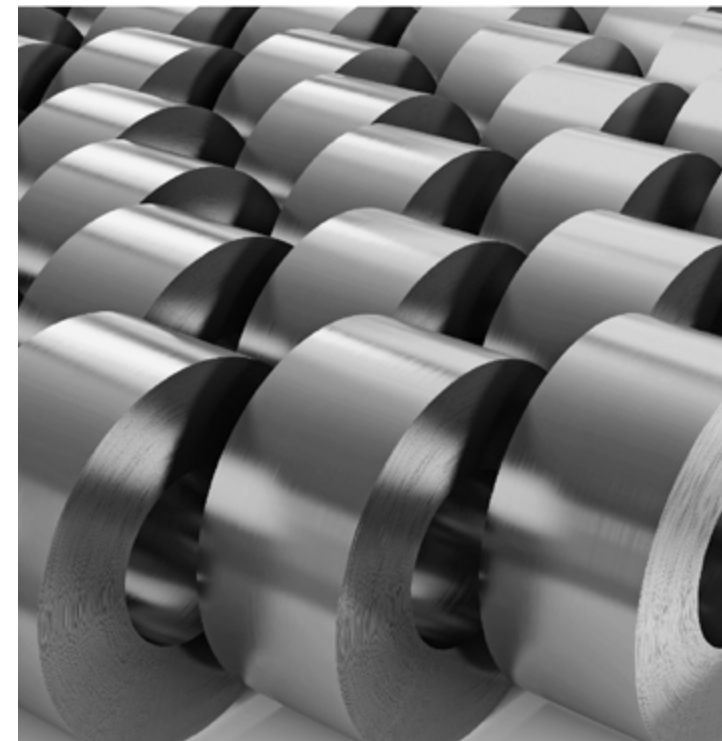
Materials Usage

In FY2023, our consumption included 82,329 metric tons of non-renewable materials, predominantly metals, plastics, and chemicals. Steel was the most used metal, comprising 75% of all metal purchases by weight. Other significant metal inputs were copper alloys, aluminum alloys, and zinc alloys. Additionally, we used 259,389 wooden pallets, categorized as renewable material.



Our Strategy

Maximize resource efficiency, reduce waste, reuse and recycle where possible, and ensure safe disposal of waste, spread employee awareness to minimize waste and conserve resources.



TCFD Report

Waste Management

We are committed to responsible waste management in accordance with ISO 14001 Standards. Recognizing the potentially negative environmental, health, and safety impacts of waste, our policy focuses on prevention, reuse, recycling, recovery, and responsible disposal.



We strive to comply with regulations, educate employees, engage suppliers, assess environmental impacts, and allocate resources effectively while continually enhancing our waste management practices.



Our approach aligns with the principles of ISO 14001 environmental management, prioritizing waste reduction through efficient production processes and promoting the reuse and recycling of waste materials. We ensure the safe disposal of waste that cannot be recycled or reused. We continuously improve our waste management practices and regularly review and update this policy.

Our strategies in managing waste within our manufacturing operations include:

- + Enhancing resource efficiency to minimize waste generation.
- + Ensuring safe disposal of all waste.
- + Diverting waste from landfills through recycling or waste-to-energy incineration.

TCFD Report

Waste Management

Hazardous and Non-Hazardous Waste

Our operations produce both hazardous (e.g., waste chemicals, sludge, resin) and non-hazardous waste (primarily metal scraps). We segregate, store, and dispose of all waste safely under our Environmental Management System. Hazardous waste is handled in strict compliance with local regulations. Non-hazardous waste such as metal scraps are recycled through scrap collectors and sold to mills for new steel coils and copper alloys.

Chemical Waste

We maintain strict procedures for managing chemical waste and spills, which include:

- + Formalized management protocols for treatment and disposal.
- + Mandatory training and use of personal protective equipment for handling chemicals.
- + Annual training of at least 8 hours for all relevant employees who are involved in chemicals handling.

Wastewater

We have established wastewater treatment plants in 7% of our facilities in accordance with the local regulatory requirements.



Reducing Impact of Hazardous Waste

Our plants have taken measures to ensure the safe disposal of hazardous waste and prevent its leakage into the environment.

Our plant in Penang, Malaysia, has implemented on-site treatment of discarded chemical waste, which has resulted in an annual reduction of 10,000kg of waste, equivalent to 11% savings from the baseline.

Additionally, we have eliminated the unnecessary use of chemical waste by transitioning from manual to automatic degreasing. This change has led to a 14% decrease in the baseline usage of oil chemicals.

Waste Reduction Targets

We aim to reduce non-hazardous waste by 30% by 2030 from 2019 base year. Our goals for hazardous waste include reducing waste intensity by 5% by 2025 and by 15% by 2030, also from a 2019 baseline.

In 2023, our facilities generated 36,477 metric tons of non-hazardous waste, a reduction from 46,423 metric tons in 2022. Hazardous waste slightly increased to 3,809 metric tons from 3,382 metric tons in the previous year.

TCFD Report



Air Quality Management

Air pollution can potentially occur at multiple stages within our manufacturing processes. We are committed to maintaining air emission levels well below the thresholds set by local regulations, ensuring diligent monitoring to comply with these standards.

Our objectives focus on keeping emissions of key pollutants significantly lower than regulatory limits, including:

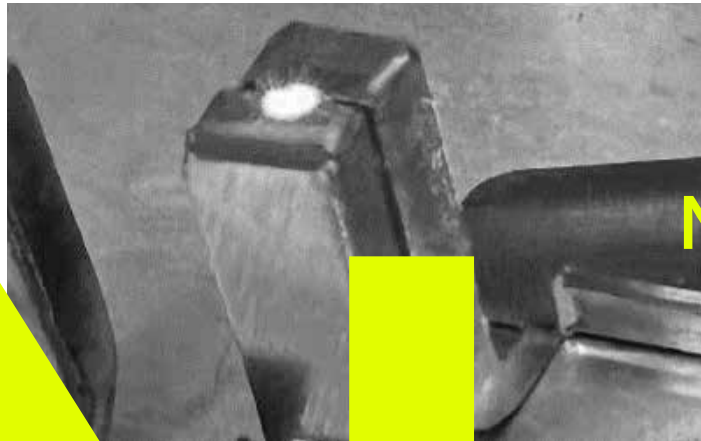
- + Nitrogen Oxides (NO_x)
- + Sulphur Oxides (SO_x)
- + Volatile Organic Compounds (VOCs)
- + Particulate Matter (PM₁₀)

TCFD Report

Green Technology Development

We leverage our global presence, seven R&D centers, and vertically integrated production capabilities to help our clients innovate and transition towards a low-carbon economy.

Our ENNOVI Product Development team collaborates with customers to tailor green technology solutions that significantly reduce environmental impacts. Some of the examples of our innovative solutions are described below.

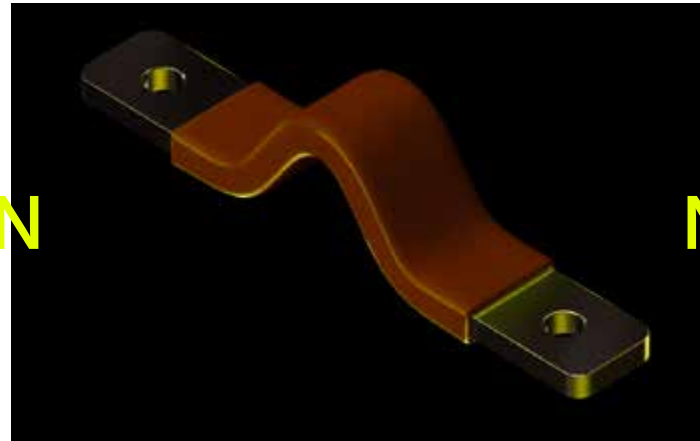


Green Lasers for EV Manufacturing

We specialize in welding technologies for Electric Vehicle (EV) components such as charging systems, converters, sensor systems, and battery packs which frequently use copper. Utilizing green lasers with a 515-nanometer wavelength—unlike the typical 1030-1070 nanometer infrared lasers—greatly enhances energy absorption

from copper surfaces by up to seven times. This technology not only achieves cleaner welds with reduced spatter but also lowers CO₂ emissions and energy consumption per weld, cutting the energy required to weld 2mm of copper from 6 kW to 2 kW. These advances allow for faster manufacturing cycles and improved production yields.

NN



High-Performance Power Components

We develop advanced power components that optimize power distribution in renewable energy systems. Our innovations offer higher power densities, lower electrical and thermal resistance, and enhanced capacitance, contributing to reduced characteristic impedance and benefiting various applications in power management.

Our flexible busbar solution is well-suited for automotive power connections, as it absorbs both assembly vibrations and running vibrations. We also provide bi-metal solutions, such as AL/Cu joining, to offer weight reduction without sacrificing product performance.

NN



Signal Interconnect

Our high-speed signal interconnects accommodate increasing sensor numbers and complex data requirements, providing dense pin counts and small footprints for robust, reliable connections in green energy applications.

TCFD Report

A number of environmental initiatives are ongoing across our facilities worldwide to continuously improve our performance. The implementation and results of these initiatives are regularly assessed and reviewed by the ESG team, the Sustainability Committee and the senior management.

A summary of the initiatives completed in 2023 is provided in the table below.

Environmental Initiatives

Entity Name	Country	Projects Completed In 2023	Results
ENNOVI Mobility Solutions India Private Limited, Bangalore	India	Compressed air dryer interlock with ELGI compressor	Reduction in our monthly energy usage from 950.4 kWh to 616 kWh, resulting in savings of INR 2,492 at INR 7.45 per unit and a monthly CO ₂ reduction of 0.41 tons.
	India	Monoblock 5HP replacement with submersible 3HP	Reduced energy usage by 40% from 2,308.8 kWh to 936 kWh monthly, saving INR 10,221 and reducing CO ₂ emissions by 1.7 tons each month.
	India	Vacuum sucker interlock to machine – auto ON / OFF	Reduced energy consumption by 40% per vacuum sucker, from 503 kWh to 204.94 kWh, saving INR 2,220 monthly and reducing CO ₂ emissions by 0.23 tons.
	India	Dust collector interlock with spindle	Reduced energy by 17%, from 633.6 kWh to 525.8 kWh, saving INR 57,827 annually and cutting CO ₂ emissions by 6.7 tons from six units.
	India	Flywheel cut off during machine idle run	Achieved a 6.47% reduction in power usage to 661 kWh/month, saving INR 77,298 annually and reducing CO ₂ emissions by 61 tons across 17 presses.
	India	Compressed air leakage arrest throughout the plant	Saved 3% energy by fixing leaks, reducing usage by 13,625 kWh annually, saving INR 132,841 and cutting CO ₂ by 10.9 tons.
	India	Recycling of acetone in cleaning process	Saved INR 22,575 monthly by recycling and reusing 175 litres of acetone.
	India	Automatic DG sets ON & OFF	Installed Auto Mains Failure for DG sets, saving an average of 819.99 liters/month, a 51.43% reduction from 2022.

TCFD Report

Environmental Initiatives (Continued)

Entity Name	Country	Projects Completed In 2023	Results
ENNOVI Mobility Solutions India Private Limited, Chennai	India	Water auto tap sensor	Installed auto tap sensors, that will save over 100 liters of water daily, totaling 2,700 liters monthly.
	India	Tree plantation	Newly 200 trees planted.
	India	Energy conservation - compressor air	Reduced compressor air from 5 bar to 3 bar in part cleaning, achieving energy conservation.
	India	Lubricating oil recycling	Reduced lubricant use from 1,000 liters to 400 liters monthly, recycling 340 liters of lubricant and saving INR 212,500 each month.
PT ENNOVI Integrated Engineering Services Batam	Indonesia	Compress air system efficiency improvement	Before: 517,920 kWh/Month After: 348,939 kWh/Month
	Indonesia	Auto-manual stamping and data analysis usages consumption efficiency improvement	Before: 82,844 kWh/Month After: 49,417 kWh/Month
	Indonesia	RO WWTP treated use for Common system AEB plants	Before: 50,122 m3/Year After: 35,078 m3/Year
	Indonesia	Electroless nickel plating machineries & scrubber system efficiency improvement	Before: 200,000 kwh/Year After: 153,000 kwh /Year
	Indonesia	Oil chemicals (IS 88 tube plate) usage reduction	Reduce IS 88 usage 0.0012 L/pc
PT ENNOVI Polymer Engineering Services Batam	Indonesia	Forklift fuel consumption optimization	Saving fuel consumption 2,880 Liters/year
	Indonesia	Energy consumption enhancement in Line D air conditioner	Saving energy consumption 119,744 kwh/year
	Indonesia	Energy consumption enhancement in secondary process air conditioner	Saving energy consumption 49135 kwh/year
	Indonesia	Cooling tower optimization with Fix VFD Drive	Saving energy consumption 63,612 kwh/year

TCFD Report

Environmental Initiatives (Continued)

Entity Name	Country	Projects Completed In 2023	Results
PT ENNOVI Polymer Engineering Services Batam (Continued)	Indonesia	Non-hazardous waste generated (carton box) reduction in packing process	Reduce non-hazardous waste 2.38 T/Year
	Indonesia	Hazardous waste generated reduction process during production process	Reduce hazardous waste 18.7 T/Year
PT ENNOVI Precision Machining Services Batam	Indonesia	Improvement in the feeding process: Use a conveyor for material feeding instead of compressed air	Before: 16,292.43 kWh/Year After: 3,647.08 kWh /Year
	Indonesia	Improvement in the ir blow system (piercing process): install a solenoid valve to control the air blow – air blow only active during punch time	Before: 16,292.43 kWh/Year After: 1,952.90 kWh /Year
	Indonesia	Efficiency improvement for APCB plant	Before: 49,194.42 kWh/Year After : 42 kWh/Year (6watt motor)
	Indonesia	Reduce carton usage by changing packaging from cartons to plastic bins	Reduce non-hazardous waste 2.9% (0.05t)/year
	Indonesia	Reuse coolant waste	Reduce hazardous waste 1.5% (0.2T)/year
	Indonesia	Fuel consumption optimization	Reduce fuel consumption 5% (150 liters)/year
PT ENNOVI Metal Cast Engineering Services Batam	Indonesia	Improvement in reducing water withdrawal	Before: 2,570,000 L/Year After: 2,534,000 L /Year
	Indonesia	Improvement in eliminating air wastage in die casting machines' tubing and fittings	Before: 55,158 kWh/Year After: 53,504 kWh /Year

TCFD Report

Environmental Initiatives (Continued)

Entity Name	Country	Projects Completed In 2023	Results
ENNOVI Advanced Mobility Solutions Shanghai Co., Ltd., Shanghai	China	Eliminated four old air compressors, enhanced local booster pump capacity, and reduced overall pressure for efficiency	Annual energy saving: 1,000,000 kWh
	China	Stamping efficiency improvements: Enhanced control valve settings, optimized mold blowing timer to automatically shut off after 10 seconds	Annual energy saving: 1,056,000 kWh
	China	Injection molding efficiency: Added heating insulation to injection molding machines	Annual energy saving: 420,000 kWh
	China	Proper sorting and recycling of waste	Waste reduction of 25 tons per year
	China	Implemented oil rag classification and replaced vibration grinding sludge buckets with bag packaging	Hazardous waste reduction by 2.8 tons annually
	China	Replaced open water towers with closed, internally circulating systems	Saving 2,400 tons of water annually
ENNOVI Advanced Mobility Solutions Dalian Co., Ltd., Dalian	China	Added a solenoid valve to 300T stamping	Saving 18,000 kWh energy annually
	China	Added a low-power air compressor to complement the existing high-power unit, using the smaller compressor during low production periods	Energy savings of 30,000 kWh annually
	China	Installed a timing-shutdown device on stamping equipment for idle periods.	Saving 65,000 kWh energy annually
	China	Waste carton recycling	Reduction of waste 0.1 ton annually
	China	Stretch oil filtered and recycled	Reduction in hazardous waste by 0.5 ton annually
	China	Recycling of polishing water for products cleaning	Water saving of 700 tons annually

TCFD Report

Environmental Initiatives (Continued)

Entity Name	Country	Projects Completed In 2023	Results
Interplex (Suzhou) Precision Engineering Ltd, Suzhou	China	Eliminate the old air compressor and replace the new energy-saving variable frequency air compressor	Saving energy 564,000kwh/y
	China	One petrol car converted into a tram, and 1 gasoline car was eliminated	Saving gas 7000L/y
	China	Implement waste sorting when discarding waste from the workshop	Reduce waste 6 t/y
	China	Split oil in multiple layers for oil-water mixture	Reduce hazard waste 8.7t/y
	China	Replace the cooling tower	Saving water 2100t/y
Interplex Tech Innovation Center, Suzhou	China	Eliminate the old air compressor and replace the new energy-saving variable frequency air compressor	Saving energy 188,000kwh/y
	China	Implement waste sorting when discarding waste from the workshop	Reduce waste 1 t/y
	China	Split oil in multiple layers for oil-water mixture	Reduce hazard waste 3t/y
	China	Some ordinary faucets in the plant have been replaced with induction water-saving faucets	Saving water 1600t/y
ENNOVI Advanced Mobility Solutions Hangzhou Co., Ltd., Hangzhou	China	Replaced high-energy consumption motors in the injection system	Energy saving: 233,000 kWh annually
	China	Reconstruction of motor for cooling water circulation system	Energy saving: 164,000 kWh annually
	China	Plating air-blow system improvement	Energy saving: 618,000 kWh annually

TCFD Report

Environmental Initiatives (Continued)

Entity Name	Country	Projects Completed In 2023	Results
ENNOVI Advanced Mobility Solutions Hangzhou Co., Ltd., Hangzhou (Continued)	China	Waste sorting to improve waste recycling	Waste reduction: 84 tons annually
	China	Plating sludge drying	Hazardous waste reduction: 8 tons annually
	China	Air compressor leakage optimization	Energy saving: 60,000 kWh annually
	China	Product packaging optimization	Waste reduction: 2 tons annually
	China	Recycling of cleaning agent reduces waste sludge generation	Hazardous waste reduction: 5 tons annually
Interplex (Huizhou) Industries Ltd., Huizhou	China	Combined T1 line and assembly department for centralized operations	Energy saving: 72,000 kWh annually
	China	Centralize staff dormitory	Energy saving: 14,000 kWh annually
	China	Reuse wooden pallets	Waste reduction: 3 tons annually
	China	Waste oil empty drum recycling by a qualified environmental protection company	Hazardous waste reduction: 0.1 ton annually
	China	Optimize workshop chiller water change frequency	Water saving: 2900 tons annually
Interplex Precision Technology (Hanoi)	Vietnam	Waste segregation training	Trained employees in waste types and implemented segregation on the shop floor using color-coded bins
	Vietnam	Tree planting	Planted 10 pummelo trees on factory premises and 18 trees along the local community road
	Vietnam	Return woody pallet and empty chemical containers to supplier for reuse	500 woody pallets and 315 empty chemical containers were returned to local suppliers for reuse
	Vietnam	Install water re-use system	Re-used 5,804 m ³ of water

TCFD Report

Environmental Awareness

We actively promote environmental awareness among our employees as part of our commitment to environmental management.

Employees involved with our Environmental Management System receive annual ISO 14001 training, and those in our manufacturing facilities undergo periodic training in preventing and managing chemical spills.

Our initiatives to reduce single-use plastics have been particularly effective. By installing water dispensers globally and encouraging the use of personal, reusable beverage containers, we have significantly cut plastic waste. These efforts have resulted in the elimination of approximately 2.15 tons of plastic waste annually.

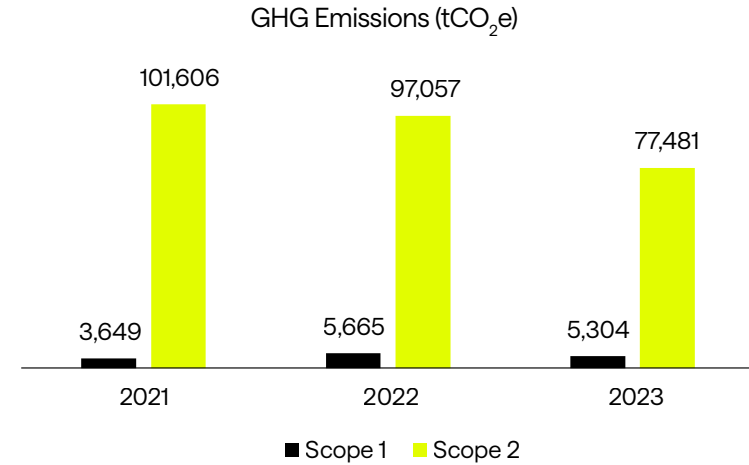
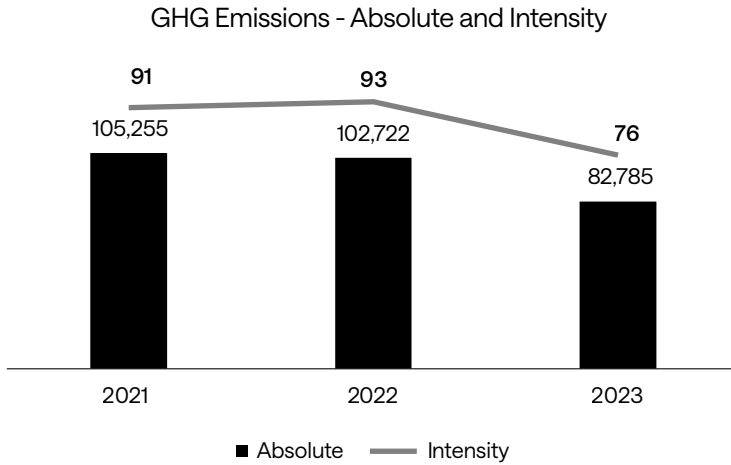


Environmental Compliance

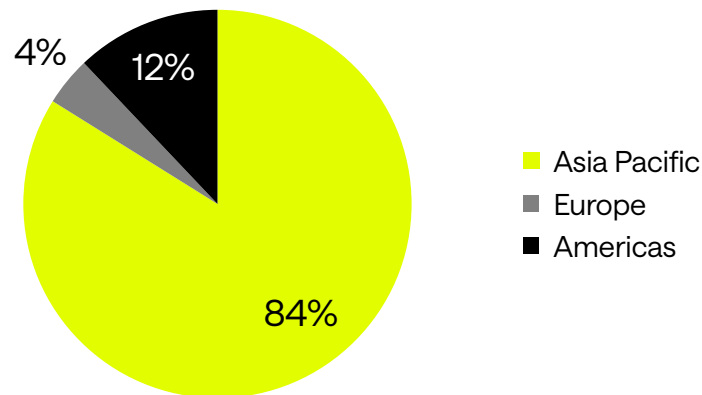
At ENNOVI, we are committed to adhering to all relevant environmental regulations to minimize our impact on the environment and foster sustainable practices. We consistently review and update our policies to maintain full compliance. In FY2023, there were no incidents of non-compliance with environmental laws that resulted in significant fines.

TCFD Report

Environmental Key Performance Indicators



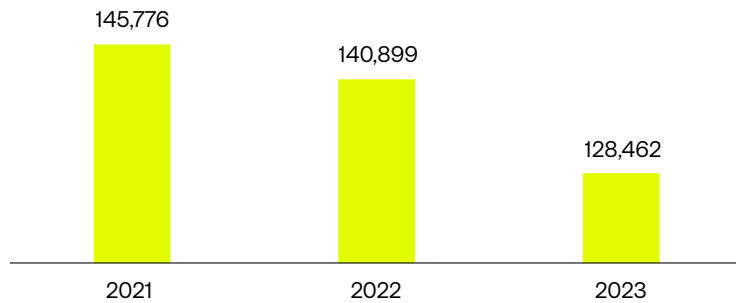
GHG Emissions by Region: 2023 (tCO₂e)



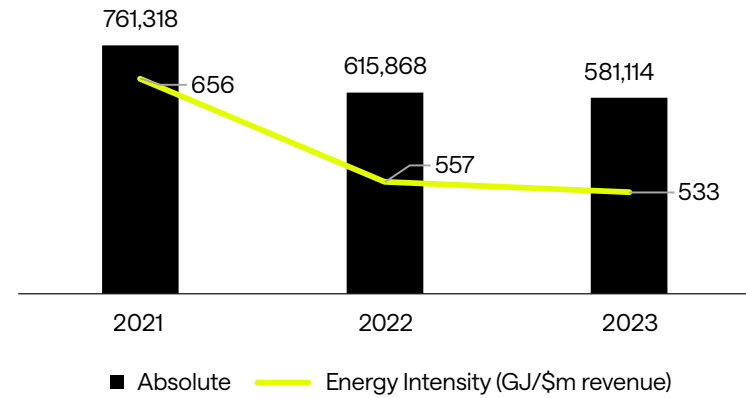
TCFD Report

Environmental Key Performance Indicators

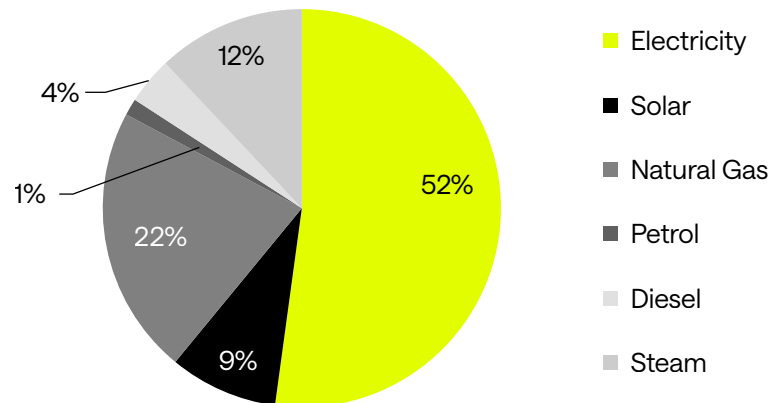
Purchased Electricity MWh



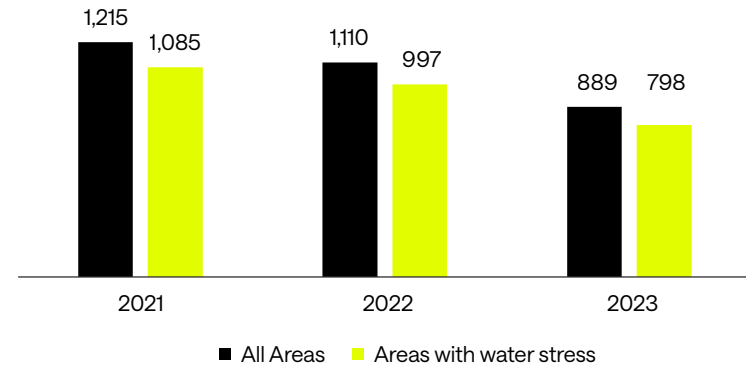
Energy Consumption: Absolute and Intensity



Energy Consumption by Source: 2023



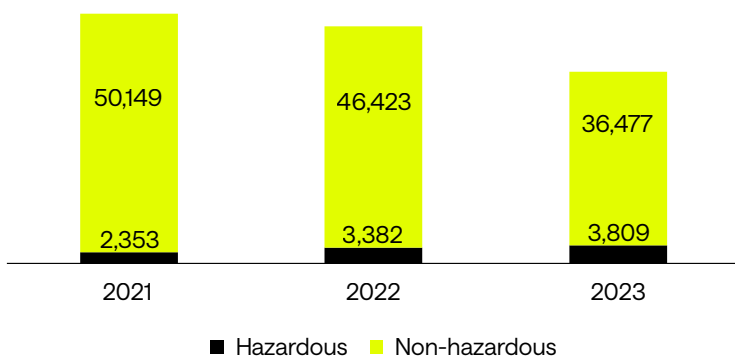
Water Withdrawal (ML)



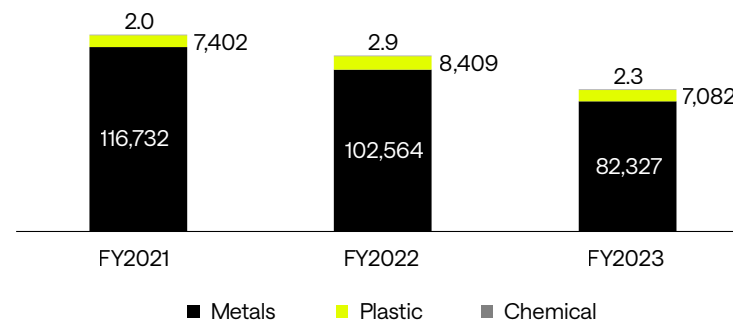
TCFD Report

Environmental Key Performance Indicators

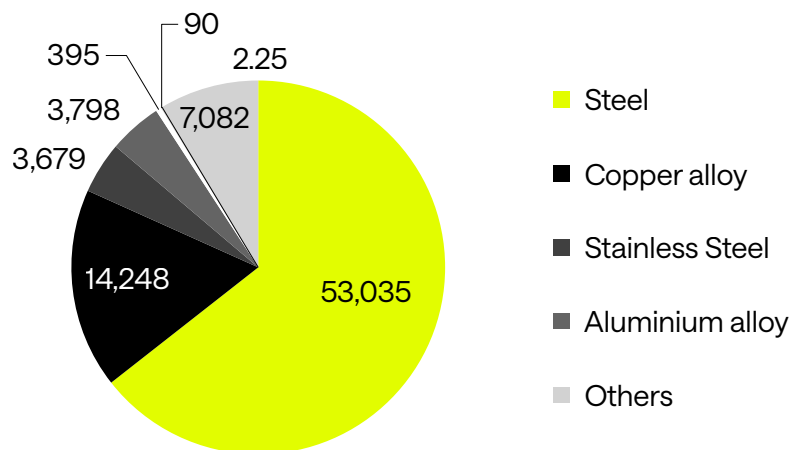
Waste Generated (Metric tons)



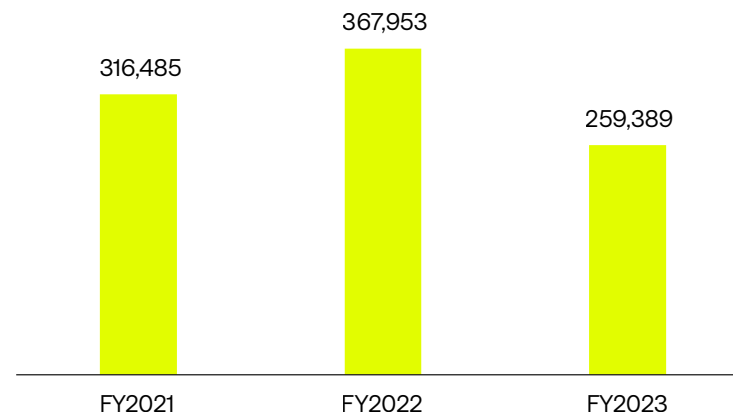
Non-Renewable Materials Used (tons)



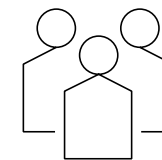
Materials Used - FY2023 (tons)



Renewable Materials Used - Wooden Pallet (pcs)



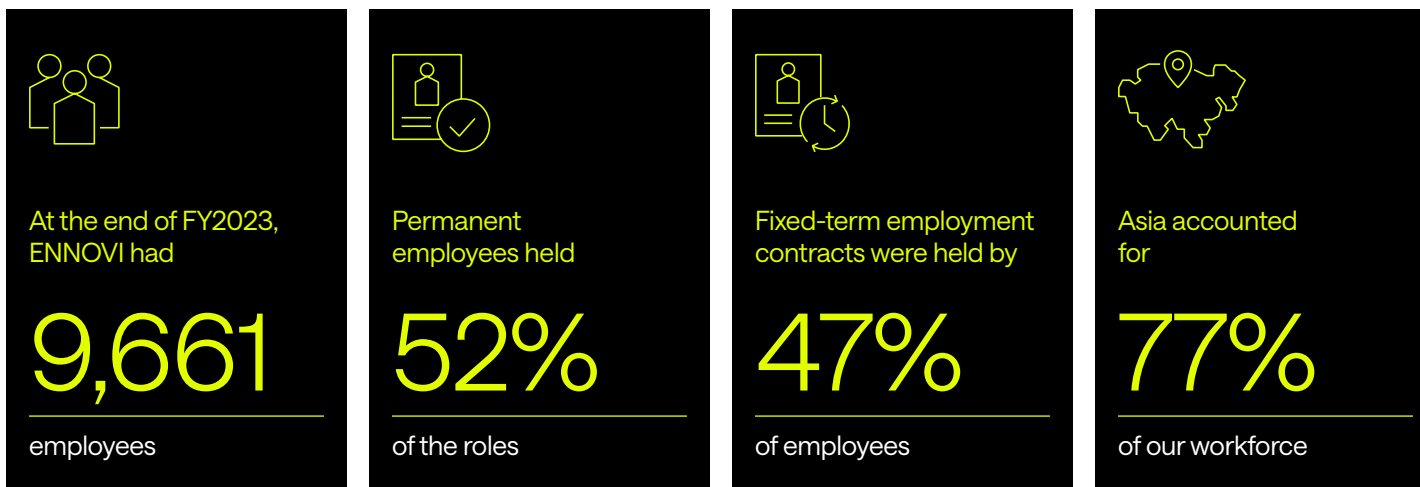
People



Attracting and retaining top talent is crucial for our business success. We aim to be an employer of choice by implementing progressive policies that motivate high performance.

Employment

At ENNOVI, we provide rewarding career paths and comprehensive development opportunities to foster employee growth. We promote a continuous learning mindset through flexible and personalized learning options. Diversity and inclusion are integral to our ethos. We are committed to creating an empowering, safe, and inclusive workplace where trust, respect, and equality are foundational to our company culture.



People

Diversity, Equality and Inclusion

ENNOVI is committed to being an equal-opportunity employer that values diversity and inclusivity. Our HR policies cultivate a ONE ENNOVI culture that promotes fair and progressive practices across all our sites.

We ensure that our recruitment and promotion processes are transparent and equitable. We also offer flexible working arrangements to support a healthier work-life balance and improve collaboration across teams.

In Singapore, we adhere to the Tripartite Standards set by the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) and are members of the Singapore National Employers Federation (SNEF), which champions responsible employment practices.



Our Strategy

Promote inclusive human resource practices, encourage gender diversity at all levels, invest in employee development, and promote safety culture.



People

Diversity, Equality and Inclusion

Employees FY2023	Male	Female	Non-Binary	Total
Total number of employees	5,775	3,885	1	9,661
Number of permanent employees	3,138	1,874	1	5,013
Number of temporary employees	120	28	0	148
Number of fixed-term contract employees	2,517	1,983	0	4,500

Employees By Employment Type	Male	Female	Non-Binary	Total
No. of full-time employees	5,766	3,858	1	9,625
No. of part-time employees	9	27	0	36



As of the end of FY2023,
women comprised

40%

of our workforce,
holding **27%** of
managerial and **23%**
of Head of Department
positions



As of the end of FY2023,
women made up

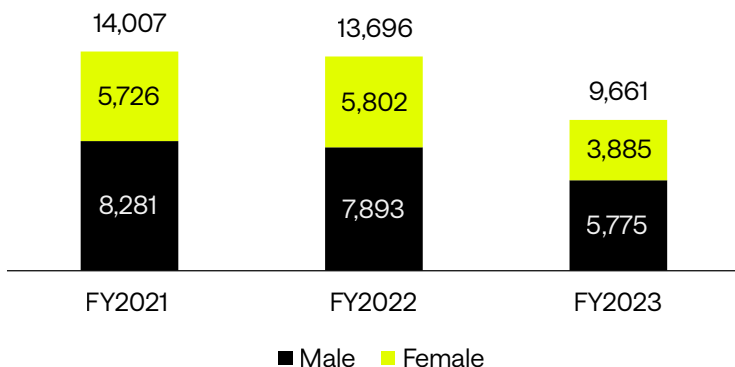
43%

of our new hires during
the financial year

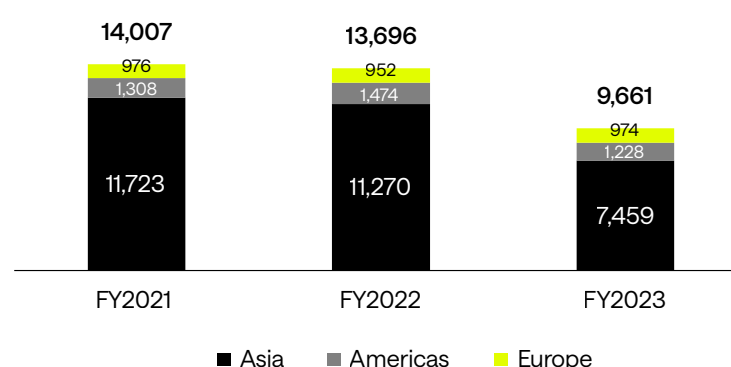
People

Diversity, Equality and Inclusion

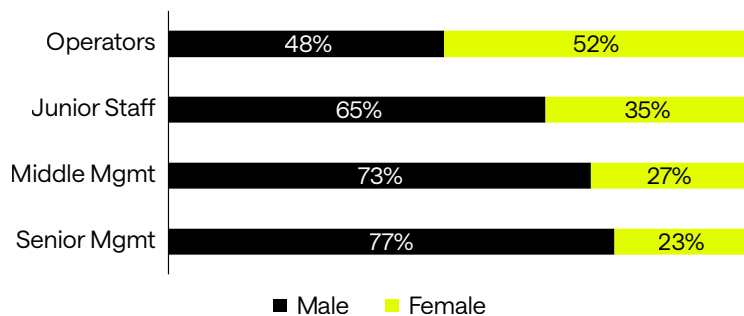
Employees by Gender



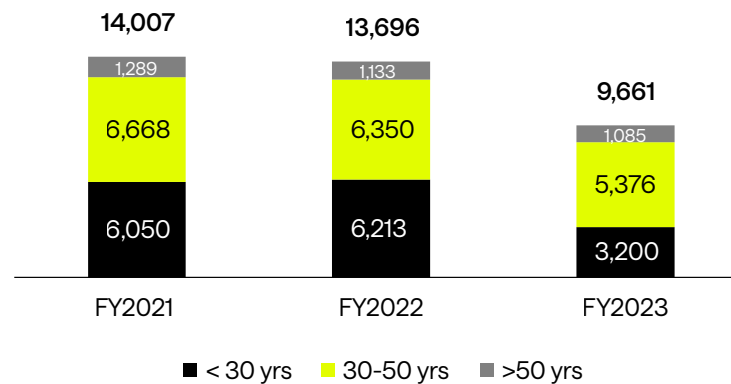
Employees by Region



Employees by Employment Category and Gender FY2023



Employees by Age Group



People

Employee Engagement

Our goal is to create a positive and engaging work environment that promotes employee satisfaction, growth, and success. We have introduced initiatives to make our employees feel valued, motivated, and supported.

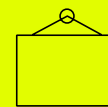
These include health and wellness workshops, team-building exercises, and festive celebrations. We also involve our employees in environmental efforts, such as tree planting on our premises and in neighboring communities.

Some of our employee engagement methods are as follows:



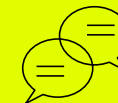
Quarterly Management Calls and Regular Townhalls

Led by our Chief Executive Officer, the senior management team conducts quarterly communication calls with managers globally to discuss crucial business updates. These calls enable managers to actively engage with senior leadership on significant issues and ideas. Additionally, local General Managers host regular townhalls to ensure continuous communication within teams.



Bulletin Board

Bulletin boards in common areas in our plants provide updates on key organizational changes and news.



Open-Door Policy

Our open-door policy empowers employees to directly approach their supervisors, managers, or the senior management team with concerns, complaints, questions, and suggestions. For added accessibility, suggestion boxes are available in common areas, offering another avenue for employees to express their opinions and propose improvements.

People

Employee Engagement



Planting Trees To Fight Climate Change

With active involvement of our employees, we remain committed to planting trees on our properties and in the surrounding communities as a means of fighting climate change by offsetting CO₂ emissions. Trees play a crucial role in reducing greenhouse gases by sequestering carbon dioxide from the atmosphere. In addition, they can help mitigate biodiversity loss by serving as habitats for wildlife, including birds, butterflies, and bees.

As of the end of 2023, we have planted

33,978 trees



Events and Celebrations

We organize various activities, including team-building events, health awareness campaigns, family gatherings, and festive celebrations throughout the year. These events are designed to enhance collaboration and boost team morale, aligning with our commitment to creating a supportive and engaging work environment.

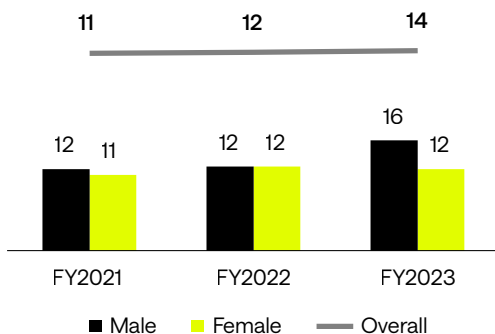
People

Employee Development

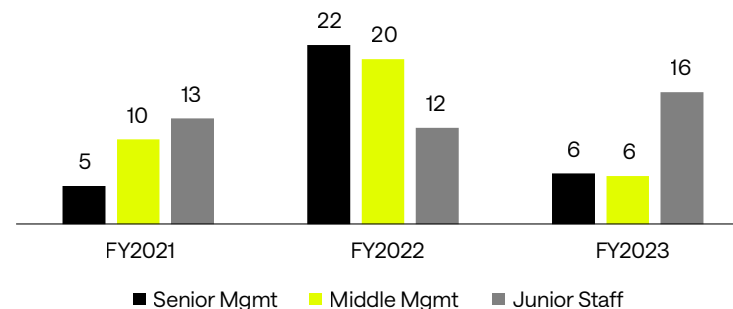
Learning and Development is a vital component of our talent management strategy, underscoring the importance of continuous learning. We offer flexible learning opportunities that are tailored to meet the diverse needs of our workforce.

Our employees have access to a broad array of online training courses.

Average Training Hours per Employee, by Gender



Average Training Hours per Employee, by Employee Category



In FY2023, we increased our investment in employee development, with the average training hours per employee rising to

14 hours

up from **12 hours** the previous year

Employee Training	FY2021	FY2022	FY2023
Average hours of training per employee	11	12	14

Note: Training data refers to indirect employees

People

Performance Management

Our performance management system offers a fair, transparent, and objective framework to reward and motivate employee performance. We employ Key Performance Indicators (KPIs) to measure and assess performance throughout the organization. This system is structured into three phases for all employees: initial goal setting at the year's start, mid-year appraisal reviews to assess progress, and year-end appraisal reviews to evaluate overall performance and plan for the following year.

All employees participated in the performance appraisal process in the reported year.

Hiring and Turnover

We hired

2,637

new employees during FY2023

Asia accounted for

74%

of our new hires followed by Americas (16%) and Europe (10%)



Our employee turnover for the same period was

41%

Turnover rate among male employees was

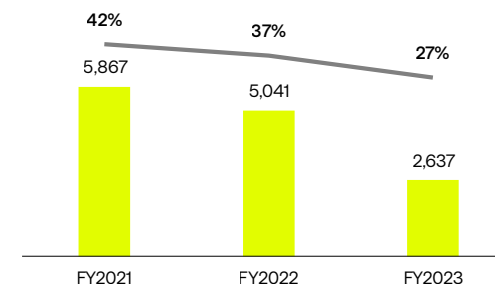
39%

and among female employees was

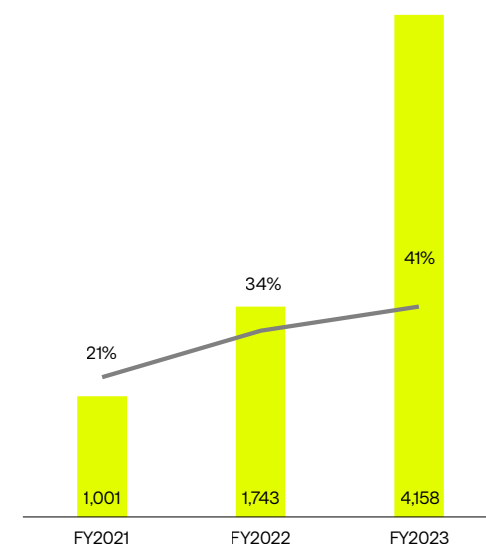
45%

We regularly monitor our turnover rate and strive to take measures to improve our retention rates.

New Hires (Number, Rate)



Employee Turnover (Number, Rate)



People

Performance Management

New Hiring By Gender

Indicators	FY2021			FY2022			FY2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of new hires	3,338	2,529	5,867	2,740	2,300	5,041	1,502	1,135	2,637
Hiring rate	40%	44%	42%	35%	40%	37%	25%	28%	26%

New Hiring By Age Group

Indicators	FY2021		FY2022		FY2023	
	No. of new hires	Hiring rate	No. of new hires	Hiring rate	No. of new hires	Hiring rate
Below 30 years	4,002	66%	3,292	53%	1,461	46%
30-50 years	1,666	25%	1,621	25%	1,003	19%
Over 50 years	199	15%	128	11%	173	16%
Total hiring	5,867	42%	5,041	37%	2,637	27%

New Hiring By Region

Indicators	FY2021		FY2022		FY2023	
	No. of new hires	Hiring rate	No. of new hires	Hiring rate	No. of new hires	Hiring rate
Asia	5,278	45%	4,499	40%	1,954	26%
Americas	409	31%	468	32%	420	34%
Europe	180	18%	123	13%	263	27%

People

Human Rights

At ENNOVI, we are committed to upholding human rights in our global operations and supply chains. We recognize the importance of respecting and protecting the fundamental rights and dignity of all individuals, including employees, workers in the supply chain, and local communities. We have implemented policies and procedures to ensure compliance with internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labor Organization's (ILO) Core Labor Standards. We also engage in regular human rights due diligence and work with suppliers and other stakeholders to promote respect for human rights throughout its supply chain.

We have a strict human rights policy that prohibits forced labor, child labor, modern slavery, harassment, bullying and discrimination.

We conduct periodic training for our employees to build awareness of child rights and child labor issues. Our Child Labor Awareness Training module covers issues related to child labor, child labor laws, child labor policy, and our recruitment procedures to prevent child labor risk.

We have assessed that the likelihood of forced labor, child labor, or any violations of freedom of association is minimal in our operations due to the robust implementation of our human resource policies.

We respect our employees' right to freedom of association and collective bargaining, in compliance with local laws. As of the end of FY2023, nearly 14% of our employees were covered by collective bargaining agreements.

There were no incidents of child labor, forced labor, discrimination, harassment, bullying and non-compliance with freedom of association policy.

Human Rights Impact Assessment

We plan to complete a comprehensive human rights due diligence exercise in 2024 that will include a comprehensive human rights impact assessment covering our global operations, updating our human rights policy and measures and publishing our first Human Rights Report.



Our Strategy

Ensure adherence with international human rights principles and agreements such as the International Labour Organization (ILO) Core Labor Standards, the UN International Bill of Human Rights, and the UN Guiding Principles on Business and Human Rights. Comply with national laws concerning the protection of rights of employees.

People

Occupational Health and Safety

We are committed to maintaining a safe and healthy work environment for all employees in our production plants globally. We understand that the health and safety of our workforce is critical to our operations and essential for the sustainability of our business.

To meet this objective, we have established an Occupational Health and Safety Management System that adheres to ISO 45001 Standards and conforms to relevant OHS laws, regulations, and industry norms. Our OHS Management System is built around several core commitments.

Our OHS Management System includes the following key commitments:

Hazard Prevention

We proactively identify and mitigate workplace hazards to prevent accidents, injuries, and illnesses, utilizing regular risk assessments and controls to minimize risks.

Employee Training and Engagement

Training and engagement are vital for a safe workplace. We provide OHS training and encourage employee involvement in reporting hazards and suggesting improvements.

Incident Reporting and Investigation

We ensure swift reporting and thorough investigation of all incidents to determine their causes and prevent recurrence through corrective actions.

Continuous Improvement

We are dedicated to enhancing our OHS performance by setting objectives, tracking progress, and regularly updating our OHS Management System to maintain its efficacy.

ENNOVI's senior management oversees our OHS performance and ensures that our OHS Management System is effective through regular reviews. Continuous improvement is a core part of our OHS Policy, and we continuously strive to identify and mitigate workplace hazards to prevent accidents, injuries, and illnesses.

People



Occupational Health and Safety Management System

Our plants have adopted international Occupational Health and Safety (OH&S) management standards.

By the end of 2023, 34% of our manufacturing facilities had achieved the ISO 45001:2018 certification for Occupational Health and Safety management systems, up from 22% in the preceding year. We have set a target for 50% of our manufacturing facilities to be certified by the end of 2026.

Health & Safety Risk Assessment

Our plants undergo periodic health and safety risk assessment as part of implementing the OH&S management system.

Following the risk assessment, each site has implemented the necessary measures for improving and providing a safe and healthy workplace for employees, customers, contractors and visitors.



People

Occupational Health and Safety Management System

Linked to Employee Performance Management

OHS is one of the five themes of our employee performance management system, promoting accountability and cultivating a culture of safety, health, and incident prevention.

Engaging our employees in the OHS process is vital for maintaining a safe workplace. We provide comprehensive OHS training to our employees and encourage them to actively participate in identifying and reporting safety hazards, and suggesting improvements to OHS practices.

Occupational Health & Safety (FY2023)	
KPI	Progress
Reduce total number of incidents by 25%	41.4%
Review and close out at least 75% of risk assessments	100%

EHS KPIs and Targets

We follow strategic KPIs and specific annual targets to maintain a sharp focus on managing Environmental Health and Safety risks. Our senior management regularly reviews our organization-wide EHS performance against these KPIs and targets.

In FY2023, the EHS KPIs were fully achieved by

79%

of all sites across the Americas, Europe, China, Southeast Asia, and South Asia



In FY2023, there were

0

incidents of severe injuries

People

Occupational Health and Safety Management System

EHS Audits

Our global EHS audit program is critical for driving continuous improvement in our workplace environment, health and safety practices.

The EHS audit process is designed to focus on:

- + Evaluating compliance with ENNOVI EHS standards and regulatory requirements.
- + Assessing the adequacy of site risk management, including EHS and business continuity risks.
- + Summarizing site EHS performance to site managers, including identification of site management strengths and areas for improvement.
- + Engaging site-level EHS professionals to perform audits at other sites, maximizing technical knowledge across the network.
- + Encouraging knowledge sharing by identifying best practices and model programs that other sites can replicate appropriately.
- + Proposing solutions to close gaps identified during the audit process.



In FY2023,

100%

of facilities underwent an EHS audit

EHS Training

Our annual EHS Training Plan provides ongoing training in workplace health and safety practices for all employees across our organization.

We recognize the importance of continuous EHS training in maintaining a safe and healthy workplace and are committed to equipping our employees with the skills and knowledge needed to prevent accidents, injuries, and illnesses.

Some of the ongoing OHS training activities include:

- + Regular safety briefings for employees in our manufacturing facilities to emphasize safe work practices.
- + Workshops on risk assessment and safety training are organized throughout the year.
- + Awareness campaigns by our manufacturing facilities to promote employee health and well-being.

Our EHS Training Plan is regularly reviewed and updated to ensure that it remains relevant and effective in meeting our OHS goals and objectives.



In FY2023,

100%

of targeted employees completed **four hours of EHS training** covering a range of topics

People

Occupational Health and Safety Management System

Health & Safety (H&S) Committees

Employee health and safety committees at our plants play a crucial role in promoting a safe and healthy work culture.

By involving employees in the process of identifying and addressing safety concerns, the committees enable open communication and collaboration between management and employees, leading to the identification and prevention of potential hazards in the workplace. We recognize that this investment in employee well-being can lead to improved productivity, reduced absenteeism, and lower workers' compensation costs.

Each of the ENNOVI sites has established an H&S committee, which is chaired by the General Manager or a senior management executive. The committee members include representatives from each department covering both direct and indirect employees. The Committee meetings are held every month. The key responsibilities of the committee include all aspects of the workplace health and safety issues such as reviewing health and safety performance, monitoring performance against targets, risk assessments and opportunities for continuous improvement.



People

Occupational Health and Safety Management System

Our Safety Performance

We conduct regular monitoring and assessment of health and safety performance across all levels - plant, regional, and corporate - to ensure the effectiveness of safety measures and to identify areas for improvement and mitigating accidents and injuries. Also, we transparently report our health and safety performance, as outlined here.

The number of recordable work-related injuries in FY2023 was 28, compared with 56 and 59 in FY2022 and FY2021, respectively. In 2023, there was a reduction of 15% in injury incidents in our Mobility and Medical sites and a 92% reduction of injuries in our Datacom business.

A detailed description of our safety performance is presented in the table here:

Note: The fatality and injury rates were computed based on number of incidents per million man-hours worked. Recordable work-related injury rate is also known as Lost time injury (LTI) frequency rate. The lost time injury severity rate is calculated based on the number of workdays lost per million man-hours worked.

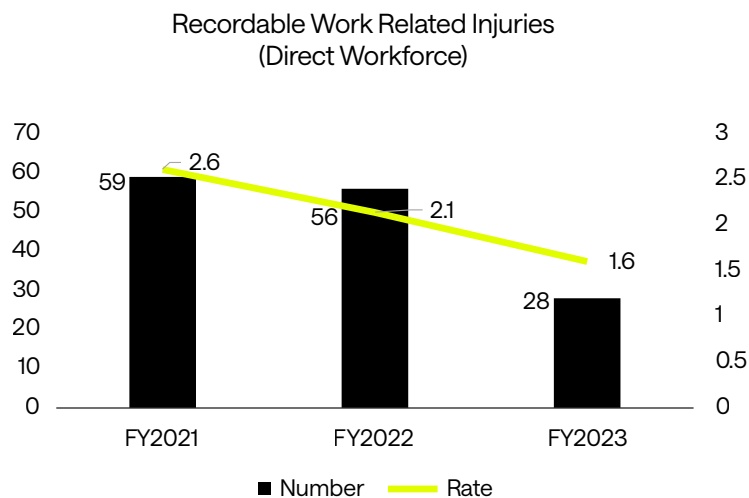
Occupational Health & Safety KPIs FY2023

Indicators	Unit Measurement	FY2021	FY2022	FY2023
Fatalities due to work-related injuries				
Direct workforce	Number	0	0	0
Subcontractors (Workers)	Number	0	0	0
Direct workforce	Rate	0	0	0
Subcontractors (Workers)	Rate	0	0	0
High-consequences (non-fatal) work-related injuries				
Direct workforce	Number	0	4	0
Subcontractor	Number	0	0	0
Direct workforce	Rate	0	0.15	0
Subcontractors (Workers)	Rate	0	0	0
Recordable work-related injuries				
Direct workforce	Number	59	56	28
Subcontractors (Workers)	Number	2	0	0
Direct workforce	Rate	2.6	2.1	0.97
Subcontractors (Workers)	Rate	0.31	0	0
Lost time injury (LTI) severity rate				
Direct workforce	Rate	24.3	37	17.7
Subcontractors (Workers)	Rate	2.2	0	0
Total number of man-hours worked				
Direct workforce	Man-hours	22,573,170	26,189,531	28,856,693
Subcontractors (Workers)	Man-hours	6,393,397	5,744,273	6,325,997

People

Occupational Health and Safety Management System

Our Safety Performance



Regulatory Compliance

In FY2023, there were

0

incidents of non-compliance with health and safety laws resulting in a fine or sanctions.

Types of Injuries

The main work-related injuries in FY2023 included cuts and lacerations, sprain/strain, and bruises involving the hand, wrist and foot.

We have taken corrective and preventive actions to improve safety by taking the following measures:

- + Automation.
- + Installing guarding and safety sensors.
- + Reinforcing standard operating procedures, safe work procedures and risk assessments.

Specifically, we have completed risk assessments to identify the adequacy and effectiveness of personal protective equipment (PPE) for each task and documented the glove requirements or procedures to reduce risk from identified hazards. We ensure that annual lock-out (LOTO) training for operators and technicians is appropriate to their job levels, and we conduct scheduled weekly inspections of machine guarding conditions and daily checks of safety device functionality.

As a result, compared to 2019, hand-related injuries have reduced by 74% and foot-related injuries by 80%. However, there has been a 33% increase in wrist injuries involving fractures and sprains.

To improve hand safety, we launched a Hand Safety Campaign in 2023 across our plant sites. The campaign included site-wide risk assessments for potential hand injuries. Actions were identified to improve processes, tools, guarding, assistance devices, and other measures to reduce strain and potential injury.

Other measures included an awareness campaign related to interlocked safety devices, testing their function, and enforcing strict rules against bypassing safety devices. Additionally, we implemented global standardization and training on Lockout/Tagout Programs, conducted PPE hazard assessments to select the best gloves for each task where engineering controls could not be established, and provided training to all employees on glove ratings and selecting the correct gloves for each task.

Sustainable Procurement

We hold our suppliers accountable to the same ethics, governance, and sustainability standards that apply to our own operations.

At ENNOVI, we recognize the crucial role of responsible sourcing in advancing sustainability, mitigating environmental impacts, and fostering positive social and economic transformations throughout our value chain. Engaging with suppliers on responsible business practices also reduces our potential risks of supply chain disruptions. Understanding that sustainable procurement is essential for risk management and maintaining supply chain continuity, we insist on adhering to the same ethics, governance, and sustainability standards we apply to our operations for all our suppliers.

As part of our sustainable procurement framework, we have developed policies and guidelines that ensure we procure materials, goods, and services solely from suppliers who share our

commitment to sustainable and ethical practices. We engage with our suppliers to enhance transparency and cooperation, regularly evaluating their performance in sustainability and social responsibility. Our sustainable procurement framework is designed to respond to growing demands for transparency and accountability from our customers and other stakeholders.

This framework incorporates business conduct and social and environmental standards into our procurement requirements for suppliers, helping us to address environmental, social, and governance risks within our supply chain. We have introduced KPIs for sustainable procurement to track our achievements and identify areas for improvement and meet our sustainability goals.



Sustainable Procurement 2023 Targets

>30% of purchase spend on direct materials with recycled content

>80% Tier 1 suppliers covered by sustainability assessment

>90% of active direct materials suppliers provided CMRT declaration

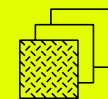
>25% of suppliers covered by capacity building program



In 2023, we had

1,574

active suppliers globally



Plastics and metals such as steel, aluminum, zinc, and copper account for a large part of our total purchase value.

Sustainable Procurement

Supplier Code of Conduct

Our Supplier Code of Conduct defines the minimum standards that we expect our suppliers to uphold, and we follow up with them to secure their acknowledgment and understanding of these standards. It is also essential to us that our suppliers implement these standards within their own supply chains to promote sustainability and responsible practices.

The ENNOVI Supplier Code of Conduct covers our expectations from suppliers in the following areas:



Governance and Ethics

- + Compliance with Laws
- + Business Integrity
- + Financial Responsibility
- + Accurate Records
- + Conflict of Interest
- + Intellectual Property
- + Privacy
- + Confidential and Proprietary Information
- + Responsible Sourcing of Minerals
- + Risk Assessment and Risk Management



Labor and Human Rights

- + Modern Slavery
- + Child Labor
- + Diversity and Inclusion
- + Fair Working Hours, Wages and Benefits



Workplace Health, Safety and Quality

- + Quality Requirements
- + Product Safety
- + Health, Safety, Environmental and Quality Regulations
- + Process Safety



Environment

- + Environmental Permits and Reporting
- + Waste and Emissions

As part of our continuous commitment, we require suppliers to renew their acknowledgment of our Supplier Code of Conduct biennially. This ensures ongoing adherence to our standards and maintains transparency and accountability in our supply chain.

See ENNOVI's Supplier Code of Conduct at

<https://ennovi.com/sustainability/supplier-code-of-conduct/>

<https://interplex.com/supplier-code-of-conduct/>

Sustainable Procurement

Supplier Sustainability Assessment

At ENNOVI, evaluating our suppliers' sustainability efforts is integral to our sustainable procurement framework. We require all new direct materials suppliers to complete a sustainability self-assessment before becoming an approved vendor, ensuring alignment with our commitment to sustainable and responsible practices.

For our major suppliers, representing 80% of our purchase value, we mandate a biennial self-assessment to maintain their approved status. This process allows us to track their sustainability performance, enhance transparency, and identify areas needing improvement.

Supplier Audits

Supplier audits are critical to our sustainable procurement framework, ensuring that our suppliers operate sustainably and ethically. These audits verify compliance with our Supplier Code of Conduct and our expectations regarding ESG factors like labor practices, human rights, environmental impact, and ethical business practices.

Supplier audits are crucial for identifying potential risks, promoting improvement, increasing transparency, and supporting our overall sustainability strategy. We use these audits to manage risks, foster improvement, and promote transparency, ultimately advancing our sustainability goals.



In FY2023, we conducted onsite assessments for

29%

of our suppliers

Sustainable Procurement



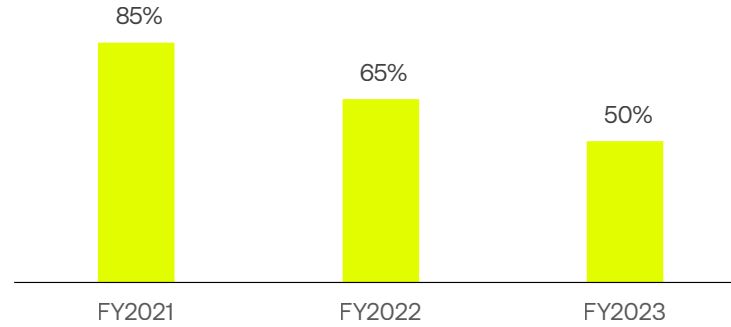
As part of our sustainable procurement initiatives, we actively collaborate with our suppliers to encourage the implementation of robust sustainability management systems and the adoption of international standards in Environment, Health and Safety, and quality. We regularly conduct audits and assessments to monitor their progress.

Encouraging our suppliers to adopt international ESG standards helps improve their performance in areas that have a significant impact on the environment, the health and safety of their workforce, and the quality of their products or services.

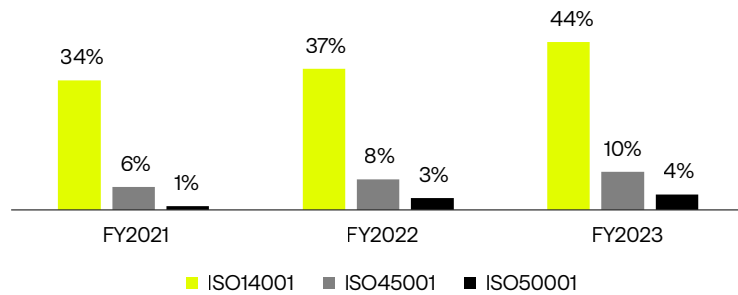
Sustainable Procurement

Below is a summary of our supplier engagement for the reporting period:

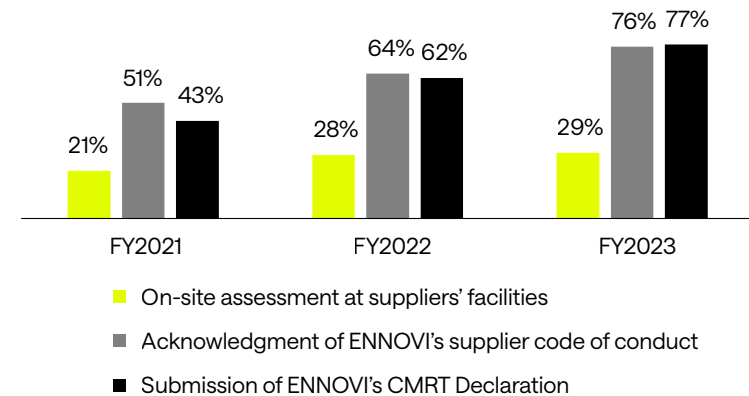
New Suppliers Screened for Social and Environmental Criteria



Active Suppliers with Social and Environmental Certifications (%)



Engagement with Active Suppliers



Sustainable Procurement

Conflict Minerals

Our policy prohibits conflict minerals in our products. Conflict Minerals refer to minerals such as tantalum, tin, tungsten, and gold (3TG), which are primarily mined in the Democratic Republic of Congo and surrounding countries. These minerals are often extracted by armed rebel groups that violate human rights through the use of child labor, forced labor, and other unsafe mining practices. The groups then sell these illegally mined minerals to fund their purchase of weapons.

Tantalum, tin, tungsten, and gold are essential materials for electronic components. The electronics industry commonly uses these materials in CPUs, hard disks, memory cards, motherboards, resistors, inductors, and connectors.

Responsible Minerals Sourcing

Some of our electronics products contain tantalum, tin, tungsten, and gold in their metallic form. Our responsible minerals procurement policy prohibits the use of conflict minerals that are sourced from operations linked to the funding of armed conflicts, violence, or human rights violations. We do not procure these minerals directly from smelters. Instead, we require our suppliers to source only from smelters certified by the Responsible Minerals Initiative (RMI), ensuring the minerals are of conflict-free origin.

We mandate that our suppliers conduct due diligence on the source and chain of custody of these minerals within their own supply chains.

Additionally, suppliers must share their reports and details of their implemented measures with us.

We have adopted the Conflict Minerals Reporting Template (CMRT), standardized by RMI. Suppliers are required to complete the CMRT form, providing information about the countries of origin of the minerals and the smelters and refiners used.



100%

Sourcing of tantalum, tin, tungsten, and gold from RMI-Certified smelters

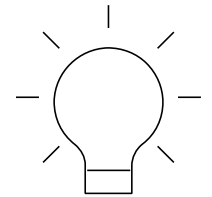
Human Rights in Our Supply Chain

We extend our human rights policy to our suppliers. Our Supplier Code of Conduct requires suppliers to respect human rights. We have not formally assessed the potential risks of human rights violations in our supply chain. However, we remain committed to engaging our suppliers through our Supplier Code of Conduct and social assessments to mitigate human rights risks.

Driving Innovation



At ENNOVI, we are passionate about driving technological progress through continuous innovation to keep our customers ahead of the curve. We prioritize leveraging cutting-edge technologies to advance from conceptual stages to real-world applications.



ENNOVI boasts a global presence, encompassing 7 R&D Centers and 23 manufacturing locations in 14 countries. We have a deep understanding of the extensive design and production requirements necessary for achieving optimal performance, quality, and speed.

Our exceptional technical expertise and comprehensive design capabilities in high-precision engineering, combined with simulation and advanced manufacturing techniques, have contributed to our unparalleled track record of success. We help our customers with product value engineering to reduce their "Total Cost of Ownership" and rapidly introduce transformative innovations to their solutions.

We maintain a strong focus on innovation, constantly seeking new ways to enhance our products and processes. Our expertise in high-precision stamping and molding allows for the production of complex components with tight tolerances, which benefits our customers by reducing costs and minimizing environmental impact through decreased shipping weights and volumes. These processes are applied across various industries, including automotive, aerospace, and medical.

Furthermore, we utilize advanced materials such as copper alloys in our manufacturing processes. Copper alloys provide superior conductivity and thermal properties compared to traditional materials, enabling the creation of smaller, more efficient, and reliable components. We have also developed specialized plating and coating processes that improve the performance and durability of our components, including corrosion-resistant coatings for electronic connectors.

Driving Innovation

Mobility

As a dedicated electric mobility partner, we accelerate the process for our EV customers by offering complete end-to-end manufacturing capabilities from R&D, design, tooling to production.

Our global footprint and regional facilities simplify logistics and ensure that we are able to scale up production as needed, while remaining agile in a rapidly changing market.

The company is fully dedicated to the mobility market with the agility to act at speed in realizing EV OEMs' needs, from product, process, and manufacturing, on a global level by accelerating EV market customers' ideas and requirements through end-to-end competencies in battery platform, power and signal interconnect needs.

We have created a range of innovative technologies, systems and components, designed to enhance the efficiency and performance of electric and hybrid vehicles, helping to reduce their carbon footprint and boost their overall sustainability.

Press-Fit Technology

Patented ENNOVI Press-Fit Technology is a solderless interconnect system validated to meet IEC 60352-5 and IPC-9797 standards, in high-stress, high-temperature applications. This Press-Fit Technology offers a solderless electro-mechanical compliant pin termination, providing an assembly-friendly solution with high-contact reliability.

As a type of interconnect technology, it employs mechanical pressure instead of solder to establish electrical connections between components. This technology presents several advantages over traditional soldering methods, including enhanced contact reliability and increased assembly yields. Press-fit technology also facilitates easy and efficient repairs and rework, as components can be replaced without the need for costly resoldering. Moreover, it is environmentally friendly by eliminating the need for potentially hazardous soldering materials.



Low Carbon Green Lasers

At ENNOVI, we pioneered the use of Green Laser Beam Welding in our production facilities, which reduces reflection from copper surfaces for more efficient energy absorption. This results in a lower CO₂ footprint and power usage per weld joint, and virtually no weld splatter. Our leadership in using Green Laser processes can make a major difference in reducing carbon emissions and waste products, benefiting industries we serve, such as Automotive & e-Mobility, ICT, Medical & Life Sciences, and General Industrial. Our Green Laser Beam Welding process provides faster cycle times, better yields, and higher quality for customers.

Driving Innovation

Automotive Ethernet Connector

ENNOVI-Net is an automotive-compliant Ethernet connector and designed with Press-Fit pins to reliably support in-vehicle networking applications. It is used in various applications including camera systems, driver assistance systems, autonomous driving, infotainment, and automotive Ethernet. According to Wired magazine, the adoption of in-car Ethernet can significantly reduce wiring weight, potentially decreasing the copper weight in a vehicle by around 30 percent, which equates to up to 100 pounds. Reducing the use of natural resources like copper helps maintain a better ecological balance for future generations.

Additionally, lighter vehicles benefit from improved fuel efficiency. The IPX-Net connector not only transmits data at extremely high speeds but is also engineered to meet strict vehicle emission regulations. This design helps protect both the environment and vehicle electronics from unwanted electromagnetic interference (EMI) noise.



Rethinking Pin Headers

The ENNOVI team has enhanced our pin-header manufacturing process, delivering benefits to both customers and the environment. This innovation began when our product team identified common pin-header configurations required by various customers in the automotive industry. After a comprehensive analysis, ENNOVI developed a modular standard manufacturing approach.

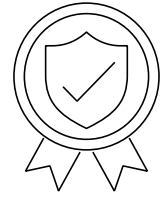
This approach utilizes efficient production processes and adaptable tooling designs that can be reused across multiple projects. By shifting to reusable configurations and tooling, we conserve resources, reduce floor space, and decrease energy consumption. This results in faster manufacturing cycle times and lower costs for customers.

The change is especially beneficial for high-volume e-Mobility applications, such as Advanced Driver Assistance Systems (ADAS) control units, safety control systems, body control subsystems, and EV power controllers and converters.

This innovation demonstrates how we combine customer benefits with global sustainability.



Quality Excellence



ENNOVI is a leader in our industry, renowned for our unwavering commitment to quality, safety, sustainability, and a strong focus on customer needs.

Our commitment to excellence is evident in our relentless pursuit of exceeding customer expectations. We equip our multi-technological facilities with state-of-the-art testing and metrology equipment to ensure that only products meeting our strict quality standards leave our production sites.

Currently, manufacturing sites are making the most of Kaizen and Kaizen events to enhance Overall Equipment Efficiency (OEE), productivity, and cost savings. Drawing from this valuable experience, ENNOVI intends to extend the existing EBS implementation to non-manufacturing functions to streamline essential procedures and decrease lead time.



Quality Excellence

Quality Policy

Mission

Quality Electrified

Philosophy

Quality is our pivotal value, empowering the 5 core brand attributes of ENNOVI:



Speed



Innovation



Global Reach



Sustainability



Best Talent



Our global collaborative approach unites our best-talented teams and customers to ensure quality at every step of the design, development and manufacturing process for our products and our customer's products.

“We understand that success depends on delivering safe and reliable products and solutions on which our customers can count on.”



Stefan Rustler,
Chief Executive Officer, ENNOVI Holdings Pte. Ltd.



Policy

ENNOVI is committed to providing unmatched quality with the ultimate goal of achieving zero defects in every product, service, and customer interaction by enabling:

- + Continuous focus on developing the best-talented employees
- + Efficient tools and metrics to drive outstanding quality
- + Methods and comprehensive programs supporting industry quality standards

Quality Excellence

Quality Assurance

We are committed to exceeding our customers' expectations while maintaining quality, regulatory, and service requirements. Our extensive range of capabilities, from material validation to product qualification and certification, combined with our dedication to quality assurance, ensures that our tailored product solutions consistently meet the highest industry standards and global regulatory demands.

To ensure compliance with quality assurance legislation and standards, including ISO 9001, IATF 16949, ISO 13485, ISO 14001, ISO/IEC 17025, ISO 45001, and others, we adhere to rigorous processes. We have established internal policies on product design and tooling management that surpass our customers' expectations.

In our pursuit of perfection, we embrace industry best practices that enable us to evaluate and refine our operations, mitigate risks, and enhance efficiencies.

We maintain global design and manufacturing facilities that adhere to international standards and hold certifications for relevant quality and environmental management systems across the sectors and industries we serve.

These industries include:

- + **Mobility**
- + **Industrial Products**
- + **Consumer Electronics**
- + **Imaging & Printing**
- + **Mobile & Telecommunications**
- + **Medical & Life Science**
- + **Mass Storage**
- + **Network, Enclosure & Server**

Our product design centers, manufacturing facilities, test laboratories, and tooling centers hold 117 certifications across 9 international standards. We take pride in notable registrations obtained by our organization, such as an FDA Registration for Class 1 Medical Devices and an FDA Registration for Medical Device Manufacturers.

Certifications

Our facilities around the world are certified to various international environmental, health and safety and quality standards, including:

- + ISO 9001:2015
- + AS 9100:2016
- + IATF 16949:2016
- + ISO 13485:2016
- + ISO 14554-1:2013
- + ISO/IEC 17025:2017
- + ISO 3834-2:2005
- + ISO 45001:2018
- + ISO 14001:2015

Quality Excellence

Quality Assurance

Management System Certifications

Quality					Environment	Social	Laboratories	Welding Process Controls		Total No. of Certifications
Standards	ISO 9001	IATF 16949	ISO 13485	AS 9100	ISO 14001	ISO 45001	ISO-IEC 17025	ISO 3834-2: 2005	ISO 14554-1: 2013	117
No. of Certified Sites	30	25	11	1	30	13	4	2	1	

You can find more details about our certifications at:

<https://ennovi.com/standards-and-certifications/>

<https://interplex.com/standards-and-certifications/>

Quality Excellence



Since 2019, we
have been the
recipient of

39

awards

Customer Health and Safety

One of our topmost concerns is to minimize any potential health and safety risks associated with our products. To ensure this, we adhere to a Zero-Defect Approach that mandates rigorous quality and safety assessments for all our products. We certify that every product we manufacture fully complies with both customer specifications and relevant government regulations.

During the reporting period, there were no instances of non-compliance with regard to the health and safety effects of our products and services.

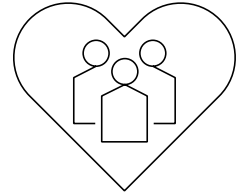
Product Safety

Ensuring product safety and managing liability is of utmost importance to us, especially in our mobility sector. To mitigate any potential product safety risks, we have established comprehensive quality and safety assurance protocols across our manufacturing operations and supply chain. Furthermore, we have included our rigorous product safety requirements in our Supplier Code of Conduct to ensure compliance from all our partners.

Awards and Recognition

Our customers consistently acknowledge and recognize our sincere commitment to quality and customer satisfaction. Since 2019, we have been the recipient of 39 awards, recognizing our exceptional performance in various areas such as quality excellence, outstanding support and service, overall performance, and technological innovation.

Community



At our company, we believe that our responsibilities extend beyond our corporate goals and into the heart of the communities we serve. Our commitment to giving back is reflected through a diverse array of philanthropic activities, each designed to foster positive impacts and enrich lives. From toy donations that bring joy to children in need, to supporting autism awareness and care, and sponsoring activities from local book drives to sports, our efforts are tailored to meet critical community needs.

Some of our community initiatives are highlighted below. Through these initiatives, we strive to create a positive and lasting impact, reflecting our dedication to corporate sustainability and social responsibility. Together, we are building stronger, more resilient communities for a better tomorrow.

More information about our community initiatives is available on our website at:

<https://interplex.com/corporate-social-responsibility/philanthropy/>



ENNOVI

Community

Some of our community initiatives in FY2023 are highlighted below.



China

Supporting Children with Autism

September 2022: About 1% of China's population has Autism Spectrum Disorder (ASD), and interventions for these children are primarily done in rehabilitation institutions and special schools like Ren Ai School in Suzhou. Ren Ai School, established in 2012, provides classes for students with moderate to severe mental retardation, autism, and multiple disabilities, including free lunches for students in need and aid for preschool students applying for government grants.

Our ESG team in Suzhou visited Ren Ai School to support inclusivity and children with special needs by conducting activities and donating over 200 storybooks, watercolor pens, pencils, and other stationery.

More information about our community initiatives is available on our website at

<https://ennovi.com/news-and-events/#initiatives>

Community

Malaysia

October 2022: Participated in mangrove tree planting project at Ban Ju Kau, Kuala Gula, Perak. The aim of implementing this mangrove tree replanting campaign is to raise awareness about appreciating and cherishing mangrove trees, which have served as a stronghold against soil erosion and as natural breakwaters.

Additionally, mangrove trees play a crucial role in absorbing carbon emissions and serve as a source of income for residents through the establishment of new mangrove forests. Furthermore, this program aligns with the government's Malaysian Greening Program - 100 Million Tree Planting Campaign (2021-2025).



Indonesia

Donations to Orphanages

April 2023 and December 2023: Donations were made to a number of orphanages in the form of groceries, food, drinks etc.

Vietnam

Blood Donation

February 2023: Interplex Vietnam has recently demonstrated its commitment to giving back to the community by volunteering in a blood donation drive with Bac Ninh Obstetrics and Pediatrics Hospital.

The hospital organized a Blood Donation Day on 21 – 22 February 2023 to encourage voluntary blood donation to address the shortage of blood supply in the region. Interplex Vietnam's Human Resources manager shared this information with the company's employees, and 28 people participated in the event.

December 2022: Donated 200 rollaway beds for preschool children in Que Vo and Bac Giang.

Tree Planting

Sept 2022: We planted 18 trees inside the factory compound.



Community

India

Donations for the Needy Students

July 2022: Donated four wheelchairs through a local NGO. Also donated books and stationary items to benefit 15 needy students.

September 2022: Provided uniforms and shoes to the needy children studying in a nearby school that benefited 162 students.

School Donation

October 2022: Donated 9 CCTV cameras to a rural school which has 585 students.

Tree Planting

December 2022: A tree-planting campaign was organized with the support of the NGO, Shakti Kendra Trust, Bangalore. 2000 trees were planted following the Miyawaki method of afforestation.

In addition to our local employees, community leaders, residents of local villages, and NGO volunteers participated in this event.

Apprenticeship for Rural Youth

2022: We engaged 44 rural students in skill development through a company technical training scheme, under the Skill Development Program, which is a government-supported apprenticeship scheme.



Blood Donation

December 2023: We're incredibly proud of our Bangalore team for their recent Blood Donation initiative, held in partnership with the non-profit Sankalp Foundation and organized by the ENNOVI Workmen Team.

It's heartwarming to see our employees voluntarily step up to make a difference.



Community

Czech Republic

Contribution To Hospice

April 2023: We donated funds to a hospice in Athelas.

Sponsorships

June 2023: Sponsored the local men's soccer team.

January 2023: Provided sponsorship to the town library.

January 2023: Provided sponsorship for the National Figure Skating Championship.

Tree Planting

March 2023: Planted 15 trees.



NN



USA

Toys for Tots

December 2023: ENNOVI's Northvale, New Jersey team had the honor of participating in this year's Toys for Tots campaign! We believe in the strength and unity of our community, especially during the holidays.

Thank you to all those who volunteered their time to make a difference, providing toys to children who need them the most.



Mexico

Vaccination

December 2022: Flu vaccination campaign to prevent serious illness from flu.

Community

France

Humanitarian Aid

2022: We donated materials to Les Convois Solidaires, an association which provides humanitarian aid to people in need, for instance, war refugees.

Donations to Schools

2022: We donated our excess materials to the EPB school in order to aid students with their learning.

France Partnership Association Addsea

November 2023: ENNOVI AMS France is committed to fostering young talent and promoting a sustainable, community-based approach. Through our partnership with ASSOCIATION ADDSEA, we're helping to equip individuals for in-demand roles in logistics and the digital sphere.

Our collection drive includes toys, books, costumes, and games, which, after being checked, cleaned, and photographed, are sold at a minimal cost. This initiative not only supports sustainability but also imparts valuable sales experience. We're excited to continue backing this significant cause!

Donation to "Gives Me Wings"

September 2023: ENNOVI AMS France made a donation of 2800 € in September. With this donation, the association "Gives Me Wings" called on another association "Our Children Elsewhere".

The "Our Children Elsewhere" association develops actions to support families and encourage the participation of persons with autism.

They made beehives with persons with autism and the hives were donated to two beekeepers. Beekeepers prepare a small honey pot to all employees of ENNOVI AMS France to thank the company. We distributed to employees before Christmas holidays.

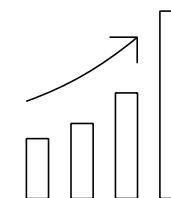
UK, Scotland

Toy donation

December, 2023: ENNOVI Scotland supported the local community by donating toys to Angus Toy Appeal, a local charity that supports children living in poverty in Angus.



Sustainability Performance Data



Key Performance Indicators

Environment

Indicators	Unit	2020	2021	2022	2023
ISO 14001 Certification					
Percentage of production plants with ISO 14001 Certification	%	82	91	89	96.7
Energy Consumption					
Total energy consumption	GJ	560,386	761,318	615,868	581,114
Energy consumption by type					
Electricity	MWh	143,383	145,776	140,899	128,462
	GJ	516,179	524,794	507,235	462,462
Solar	GJ	11,212	11,394	18,711	21,739
Natural Gas	GJ	20,555	38,520	53,074	54,524
Petrol	GJ	13,309	14,516	3,638	3,354
Diesel	GJ	10,343	171,729	33,210	9,624
Fuel Oil	GJ	0	365	0	29,410
Energy intensity	GJ/million \$ revenue)	603	656	557	533
Percentage of sites with LED lights	%	28	93	97	100
Renewable energy produced	kWh	3,114,506	5,197,419	5,756,259	6,038,579
Carbon Emissions					
Total Scope 1 and 2 GHG emissions (Scope 1 + 2) (Location-based)	tCO ₂ e	91,180	105,255	102,722	82,785
Total Scope 1 and 2 GHG emissions (Market-based)	tCO ₂ e	NA	NA	NA	81,593

Sustainability Performance Data

Key Performance Indicators

Environment (Continued)

Indicators	Unit	2020	2021	2022	2023
Carbon Emissions (continued)					
Scope 1 - Direct GHG emissions	tCO ₂ e	2,953	3,649	5,665	5,304
Scope 2 - Indirect GHG emissions (Location-based)	tCO ₂ e	88,227	101,606	97,057	77,481
Scope 2 - Indirect GHG emissions (Market-based)	tCO ₂ e	NA	NA	NA	76,289
GHG emissions intensity (Scope 1 and Scope 2 emissions)	tCO ₂ e/million \$ revenue	98	91	93	76
GHG emissions by region					
Asia Pacific	tCO ₂ e	-	90,973	88,763	69,312
Europe	tCO ₂ e	-	5,122	4,837	3,356
Americas	tCO ₂ e	-	9,160	9,122	10,117
Scope 3 – Other indirect GHG emissions					
Total Scope 3 emissions	tCO ₂ e	-	873,146	788,436	379,980
Scope 3 emissions by category :					
Category 1: Purchased goods and services	tCO ₂ e	-	771,884	686,725	195,434
Category 2: Capital goods	tCO ₂ e	-	23,365	25,353	14,257
Category 3: Fuel- and energy-related activities	tCO ₂ e	-	21,245	21,510	9,431
Category 4: Upstream transportation and distribution	tCO ₂ e	-	Not Relevant	Not Relevant	13,676
Category 5: Waste generated in operations	tCO ₂ e	-	1,933	2,172	145,465
Category 6: Business travel	tCO ₂ e	-	1,037	2,885	1,698

Sustainability Performance Data

Key Performance Indicators

Environment (Continued)

Indicators	Unit	2020	2021	2022	2023
Carbon Emissions (continued)					
Category 7: Employee commuting	tCO ₂ e	-	20,400	20,400	20

*Note: Scope 3 emissions figures for 2023 may not be comparable with prior years due to change in calculation methodology in 2023.

Waste						
Total waste generated	non-hazardous waste	tons	45,211	50,149	46,423	36,477
	hazardous waste	tons	2,274	2,353	3,382	3,809

Water						
Total Water withdrawal		ML	1,579	1,215	1,110	889
Water withdrawals in areas with water stress		ML	792	1,085	997	798
Water withdrawal in all other areas		ML	787	130	113	91
Total water discharge		ML	1,579	1,215	1,110	889
Total water consumption		ML	0	0	0	0
Fully functioning WASH services to workers		% of facilities	100	100	100	100
Water intensity		ML/million \$ revenue	1.14	1.04	1.00	0.81

Materials						
Non-renewable materials		tons	113,488	124,136	110,976	82,329
Renewable materials		tons	270,069	316,485	367,953	259,389

Sustainability Performance Data

Key Performance Indicators

Environment (Continued)

Indicators	Unit	2020	2021	2022	2023
Employee training					
Percentage of targeted employees attended environmental awareness training	%	100	100	100	100

Social

Indicators	Unit	2020	2021	2022	2023
Employees					
Total number of full-time employees	Number	11,980	13,760	13,663	9,661
Male	%	60	59	58	60
Female	%	40	41	42	40
Non-binary	%	0	0	0	0.0001

Note: From FY2023, 'Total number of full-time employees' excludes the number of agency workers which is reported separately.

Employees by employment type and gender					
Full-time employees	Number	11,980	13,760	13,663	9,625
Male	Number	7,140	8,127	7,884	5,766
Female	Number	4,840	5,633	5,778	3,858
Non-binary	Number	0	0	0	1
Part-time employees	Number	176	247	33	36

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023	
Employees by employment type and gender (continued)						
	Male	Number	104	154	9	9
	Female	Number	72	93	24	27
Permanent employees		Number	4,660	4,874	5,072	5,013
	Male	Number	2,948	3,054	3,135	3,138
	Female	Number	1,712	1,820	1,936	1,874
	Non-binary	Number	0	0	0	1
Temporary employees		Number	404	477	200	148
	Male	Number	328	374	175	120
	Female	Number	76	103	25	28
Fixed-term contract employees		Number	7,092	8,656	8,424	4,500
	Male	Number	3,968	4,853	4,583	2,517
	Female	Number	3,124	3,803	3,841	1,983
Employees by age group						
Under 30 years		Number	5,004	6,050	6,213	3,200
	Male	Number	2,933	3,558	3,512	1,824
	Female	Number	2,071	2,492	2,701	1,376
30-50 years		Number	6,228	6,668	6,350	5,376
	Male	Number	3,699	3,905	3,656	3,257

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023
Employees by age group (continued)					
Female	Number	2,529	2,763	2,693	2,118
Non-binary	Number	0	0	0	1
Over 50 years	Number	924	1,289	1,133	1,085
Male	Number	612	818	725	694
Female	Number	312	471	408	391
Employees by employment category					
Senior management	Number	30	32	24	163
Male	Number	26	28	21	124
Female	Number	4	4	3	39
Middle management	Number	576	592	659	455
Male	Number	449	465	501	335
Female	Number	127	127	158	119
Non-binary	Number	0	0	0	1
Junior staff	Number	5,347	6,394	6,002	5,716
Male	Number	3,518	4,163	3,873	3,728
Female	Number	1,829	2,231	2,128	1,988
Operators	Number	6,203	6,989	7,011	3,327
Male	Number	3,251	3,625	3,498	1,588

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023
Employees by employment category (continued)					
Female	Number	2,952	3,364	3,153	1,738
Employees by region					
Total number of employees	Number	12,156	14,007	13,696	9,661
Asia	Number	10,118	11,723	11,270	7,459
Americas	Number	1,143	1,308	1,474	1,228
Europe	Number	895	976	952	974
Parental leave					
Total number of employees that were entitled to parental leave	Number	-	-	2,906	3,177
Male	Number	-	-	1,619	2,082
Female	Number	-	-	1,287	1,095
Total number of employees that took parental leave	Number	-	-	468	404
Male	Number	-	-	276	262
Female	Number	-	-	192	142
Total number of employees that returned to work in the reporting period after period leave ended	Number	-	-	460	376
Male	Number	-	-	274	253
Female	Number	-	-	186	123

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023
Parental leave (continued)					
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Number	-	-	426	274
Male	Number	-	-	256	194
Female	Number	-	-	170	80
Return to work and retention rates of employees that took parental leave	%	-	-	93	98
Male	%	-	-	95	98
Female	%	-	-	91	96
Number of workers					
Workers who are not our employees but whose workplace is controlled by us	Number	-	-	2,001	2,000
Diversity in management					
Percentage of female managers	%	23	23	23	27
Percentage of female Heads of Department	%	20	21	31	23
New hires					
Number of new hires by gender	Male	2,190	3,338	2,740	1,502
	Female	1,748	2,529	2,300	1,135

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023	
New hires (continued)						
Number of new hires by age group						
	Under 30 years	Number	2,599	4,002	3,292	1,461
	30-50 years	Number	1,224	1,666	1,621	1,003
	Over 50 years	Number	115	199	128	173
Number of new hires by region						
	Asia	Number	3,463	5,278	4,449	1,954
	Americas	Number	322	409	468	420
	Europe	Number	153	180	123	263
Hiring rate by gender						
	Male	%	56	57	54	25
	Female	%	44	43	46	28
Hiring rate by age						
	Under 30 years	%	52	66	65	45
	30-50 years	%	20	25	32	18
	Over 50 years	%	12	15	3	15
Total number of new hires		Number	3,938	5,867	5,041	2,637
Employee turnover						
Total turnover rate		%	25	21	34	41
Number of employees who left the organization		Number	1,187	1,001	1,743	4,158

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023	
Employee turnover (continued)						
	Male	Number	680	566	945	2,344
	Female	Number	507	435	798	1,814
Turnover rate by gender	Male	%	22	19	30	39
	Female	%	29	24	41	45
Turnover rate by age group	Under 30 years	%	46	43	57	65
	30-50 years	%	16	15	27	30
	Over 50 years	%	26	15	27	33
Turnover rate by region	Asia	%	19	15	33	42
	Americas	%	39	37	47	51
	Europe	%	21	14	18	25
Employee training						
Average training hours per employee		Number	17	11	12	14
	Male	Number	16	12	12	16
	Female	Number	21	11	12	12
Average training hours per employee by category						
	Senior management	Number	8	5	22	6
	Middle management	Number	18	10	20	6
	Junior staff	Number	17	13	12	16

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023
Employee performance review					
Percentage of employees receiving regular performance reviews	%	100	100	100	100
Human rights					
Non- Discrimination: Number of incidents reported	Number	0	0	0	0
Child Labor: Number of incidents reported	Number	0	0	0	0
Forced Labor: Number of incidents reported	Number	0	0	0	0
% of employees covered by Collective Bargaining Agreements	%	-	30	24	14
Occupational health and safety					
% of production facilities with ISO 45001 Certification	%	21	21	21	39
Number of fatalities due to work-related injuries	Number	0	0	0	0
Employees	Number	0	0	0	0
Workers	Number	0	0	0	0
Rate of fatalities due to work-related injuries	Number	0	0	0	0
Employees	Number	0	0	0	0
Workers	Number	0	0	0	0
Number of high-consequence (non-fatal) work-related injuries	Number	0	0	4	0
Employees	Number	0	0	4	0
Workers	Number	0	0	0	0

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023
Occupational health and safety (continued)					
Number of recordable work-related injuries	Number	37	61	56	28
Employees	Number	37	59	56	28
Workers	Number	0	2	0	0
Rate of recordable work-related injuries	Rate	1.2	2.1	1.75	0.79
	Rate	1.4	2.6	2.1	0.97
	Rate	0	0.3	0	0
Lost time injury (LTI) severity rate					
Employees	Rate	31.1	24.3	37	17.7
Workers	Rate	Not reported	2.2	0	0
Total number of man-hours worked	Number	31,044,489	28,966,567	31,933,804	35,182,690
Employees	Number	27,277,853	22,573,170	26,189,531	28,856,693
Workers	Number	3,766,636	6,393,397	5,744,273	6,325,997
Percentage of targeted employees who attended health and safety training	%	100	100	100	100
Average hours of health and safety training per employee	Hours	4	4	4	5
Sustainable procurement					
Number of active suppliers	Number	1,804	2,146	1,799	1,574
Percentage of suppliers who have signed the Supplier Code of Conduct	%	47	51	64	76

Sustainability Performance Data

Key Performance Indicators

Social (Continued)

Indicators	Unit	2020	2021	2022	2023
Sustainable procurement (continued)					
Percentage of targeted suppliers with contracts that include sustainability clauses	%	-	100	100	100
Percentage of targeted suppliers covered by sustainability self-assessments	%	-	181	181	88
Percentage of targeted suppliers covered by onsite sustainability audits	%	17	21	28	29
Percentage of new suppliers screened using sustainability criteria	%	88	85	65	50
Percentage of ISO 14001-certified suppliers	%	30	34	37	44
Percentage of targeted suppliers with CMRT declarations	%	24	43	62	77

Governance

Indicators	Unit	2020	2021	2022	2023
Business ethics					
Percentage of targeted employees who signed the Code of Business Conduct	%	-	74%	94%	91%
Percentage of employees who completed Code of Business Conduct training	%	-	74%	94%	91%

Sustainability Performance Data

Key Performance Indicators

Governance (Continued)

Indicators	Unit	2020	2021	2022	2023
Regulatory compliance					
Incidences of significant monetary sanctions due to legal non-compliance	Number	0	0	0	0
Total monetary value of significant fines from monetary sanctions	\$	0	0	0	0
Incidences of non-monetary sanctions	Number	0	0	0	0
Anti-corruption					
Confirmed cases of corruption	Number	0	0	0	0
Percentage of targeted employees who completed anti-corruption training	%	-	-	94	91
Antitrust and competition					
Confirmed cases involving anti-competitive behavior	Number	0	0	0	0
Fines or settlements related to anti-competitive business practices	\$	0	0	0	0
Whistleblowing					
Number of substantiated complaints received	Number	NA	1	1	0
Information security					
Substantiated complaints of personal data breaches	Number	0	0	0	0
Confirmed incidents of information security incidents	Number	0	0	0	0



04

- 129 GRI Content Index
- 134 SASB Index
- 136 TCFD Disclosures
- 137 UN Global Compact Index

GRI Content Index

Statement of Use	ENNOVI has reported in accordance with the GRI Standards for the period 1st July 2022 to 30 June 2023.
GRI 1 Used	GRI 1: Foundation 2021.
Applicable GRI Sector Standard(s)	Not applicable as a GRI sector standard is not available for our industry.

GRI Standard	Disclosures	Page No./Location
GRI 2: General Disclosures 2021		
Organizational Details and Reporting Practices		
GRI 2-1	Organizational details	4,6,9
GRI 2-2	Entities included in the organization's sustainability reporting	6,8,50
GRI 2-3	Reporting period, frequency and contact point	8,9
GRI 2-4	Restatements of information	8
GRI 2-5	External assurance	8
Activities and Workers		
GRI 2-6	Activities, value chain and other business relationships	4-7, 94-99
GRI 2-7	Employees	77,79-80,117-120
GRI 2-8	Workers who are not employees	121

GRI Standard	Disclosures	Page No./Location
Governance		
GRI 2-9	Governance structure and composition	21-22
GRI 2-10	Nomination and selection of the highest governance body	Not applicable as ENNOVI is a privately-held company.
GRI 2-11	Chair of the highest governance body	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	21-22
GRI 2-13	Delegation of responsibility for managing impacts	22
GRI 2-14	Role of the highest governance body in sustainability reporting	22
GRI 2-15	Conflicts of interest	25
GRI 2-16	Communication of critical concerns	25,26,27,28
GRI 2-17	Collective knowledge of the highest governance body	Not applicable as ENNOVI is a privately-held company.
GRI 2-18	Evaluation of the performance of the highest governance body	
GRI 2-19	Remuneration policies	
GRI 2-20	Process to determine remuneration	
GRI 2-21	Annual total compensation ratio	Not reported due to confidentiality constraints.

GRI Content Index (Continued)

GRI Standard	Disclosures	Page No./Location
Strategies, Policies and Practices		
GRI 2-22	Statement on sustainable development strategy	15-16,29-32,48
GRI 2-23	Policy commitments	23-28,86-87
GRI 2-24	Embedding policy commitments	23-28,86-87
GRI 2-25	Processes to remediate negative impacts	25-28,87,89
GRI 2-26	Mechanisms for seeking advice and raising concerns	28,81
GRI 2-27	Compliance with laws and regulations	28,73,127
GRI 2-28	Membership associations	37
Stakeholder Engagement		
GRI 2-29	Approach to stakeholder engagement	34-36
GRI 2-30	Collective bargaining agreements	86,124
Material Topics		
GRI 3-1	Process to determine material topics	38
GRI 3-2	List of material topics	39-43
Economic Topics		
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	25,42
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	25-26
	205-3 Confirmed incidents of corruption and actions taken	25,127

GRI Standard	Disclosures	Page No./Location
Anti-Competition		
GRI 3: Material Topics 2021	3-3 Management of material topics	26,42
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	26,127
Environmental Topics		
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	39,62
GRI 301: Materials 2016	301-1 Materials used by weight or volume	62,116
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	39,58-59
GRI 302: Energy 2016	302-1 Energy consumption within the organization	58-59,75,114
	302-3 Energy intensity	58,114
Water		
GRI 3: Material Topics 2021	3-3 Management of material topics	39,60-61
Management Approach Disclosures 2018	303-1 Interactions with water as a shared resource	60-61
	303-2 Management of water discharge-related impacts	60-61

GRI Content Index (Continued)

GRI Standard	Disclosures	Page No./Location
Water (Continued)		
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	60,75,116
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	39,56-57
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	56-57,74,114-115
	305-2 Energy indirect (Scope 2) GHG emissions	56-57,74,114-115
	305-3 Other indirect (Scope 3) GHG emissions	56-57,115-116
	305-4 GHG emission intensity	74,115
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	40,63-64
Management Approach Disclosures 2020	306-1 Waste generation and significant waste-related impacts	63-64
	306-2 Management of significant waste-related impacts	63-64
GRI 306: Waste 2020	306-3 Waste generated	64,76,116
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	42, 94-99
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	98,126

GRI Standard	Disclosures	Page No./Location	
Social Topics			
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	40,77-78	
GRI 401: Employment 2016	401-1 New Employee hires and employee turnover	84,121-123	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	40,87-93	
Management Approach Disclosures 2018	403-1 Occupational health and safety management system	87-93	
	403-2 Hazard identification, risk assessment, and incident investigation	87-93	
	403-3 Occupational health services	87-93	
	403-4 Worker participation, consultation, and communication on occupational health and safety	87-93	
	403-5 Worker training on occupational health and safety	87,89-90	
	403-6 Promotion of worker health	87-93	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	87-93	
	GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	87-93
		403-9 Work-related injuries	89,92-93,124-125

GRI Content Index (Continued)

GRI Standard	Disclosures	Page No./Location
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	40,83-84
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	83,123
	404-3 Percentage of employees receiving regular performance and career development reviews	124
Diversity and Equal Opportunities		
GRI 3: Material Topics 2021	3-3 Management of material topics	40,77-80
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	79-80,117-121
Non-Discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	41,86
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	86,124
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	41,86
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	86

GRI Standard	Disclosures	Page No./Location
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	41,86
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidence of Child Labor	86
Forced, or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	41,86
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidence of forced or compulsory labor	86
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	108-113
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	108-113
Supply Chain		
GRI 3: Material Topics 2021	3-3 Management of material topics	42,94-99
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	98,126
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	107

GRI Content Index (Continued)

GRI Standard	Disclosures	Page No./Location
Customer Health and Safety (Continued)		
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	107
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	43,27
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	27,127
Non-GRI Material Topics		
Product Quality		
GRI 3: Material Topics 2021	103-1 Explanation of the material topic and its Boundaries	41,103-107
Product Quality	Ensuring high quality of products	103-107



SASB Index

We have used most relevant metrics for the following SASB Standards: Electronic Manufacturing Services & Original Design Manufacturing Sector, Electrical & Electronic Equipment Sector, Industrial Machinery & Goods Sector, and Medical Equipment & Supplies Sector.

Topic	SASB Code	Accounting Metric	Unit of Measure	Page Reference/Data
Energy Management	RT-EE-130a.1 RT-IG-130a.1 TR-AP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	114
Water Management	TC-ES-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	116
Waste Management	TC-ES-150a.1 RT-EE-150a.1 TR-AP-150a.1	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	Metric tons (t), Percentage (%)	116
Materials Sourcing	TC-ES-440a.1 RT-EE-440a.1 RT-IG-440a.1 TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	N/A	32, 42, 99, 126
Employee Health & Safety	TC-ES-320a.31 RT-IG-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	124-125
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	N/A	24-26
	RT-EE-510a.2 HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	US\$	25
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	US\$	26
Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Percentage (%)	98

SASB Index (Continued)

Activity Metric	SASB Code	Unit of Measure	Page Reference/Data
Number of manufacturing facilities	TC-ES-000.A	Number	27
Area of manufacturing facilities	TC-ES-000.B	Square feet (ft ²)	Not reported
Number of employees	TC-ES-000.C	Number	9,661
	RT-EE-000.B		
	RT-IG-000.B		

TCFD Disclosures

This report is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The following table indicates our TCFD disclosures.

Code	TCFD Recommendations	Page No./Location
Governance		
TCDF 1(a)	Describe the board's oversight of climate-related risks and opportunities.	48
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.	48
Strategy		
TCFD 2(a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.	48
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	48
TCFD 2(c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	48
Risk Management		
TCFD 3(a)	Describe the organization's processes for identifying and assessing climate-related risks.	49-55
TCFD 3(b)	Describe the organization's processes for managing climate-related risks.	49-55
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	49-55
Metrics and Targets		
TCFD 4(a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	56-57, 74, 75-76, 114-115
TCFD 4(b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	56-57, 74, 114-115
TCFD 4(c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	56-57

UN Global Compact Index

This report serves as our annual Communication on Progress, detailing our advancements in implementing the Ten Principles of the UN Global Compact across human rights, labor, environment, and anti-corruption.

UNGC Principles		Page no.
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	22, 24, 32, 34, 41, 86
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	86
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	86, 124
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	86, 124
Principle 5	Businesses should uphold the effective abolition of child labor.	86, 124
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	86, 124
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	45
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	45, 58, 59, 67-72
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	66
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	25, 127

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