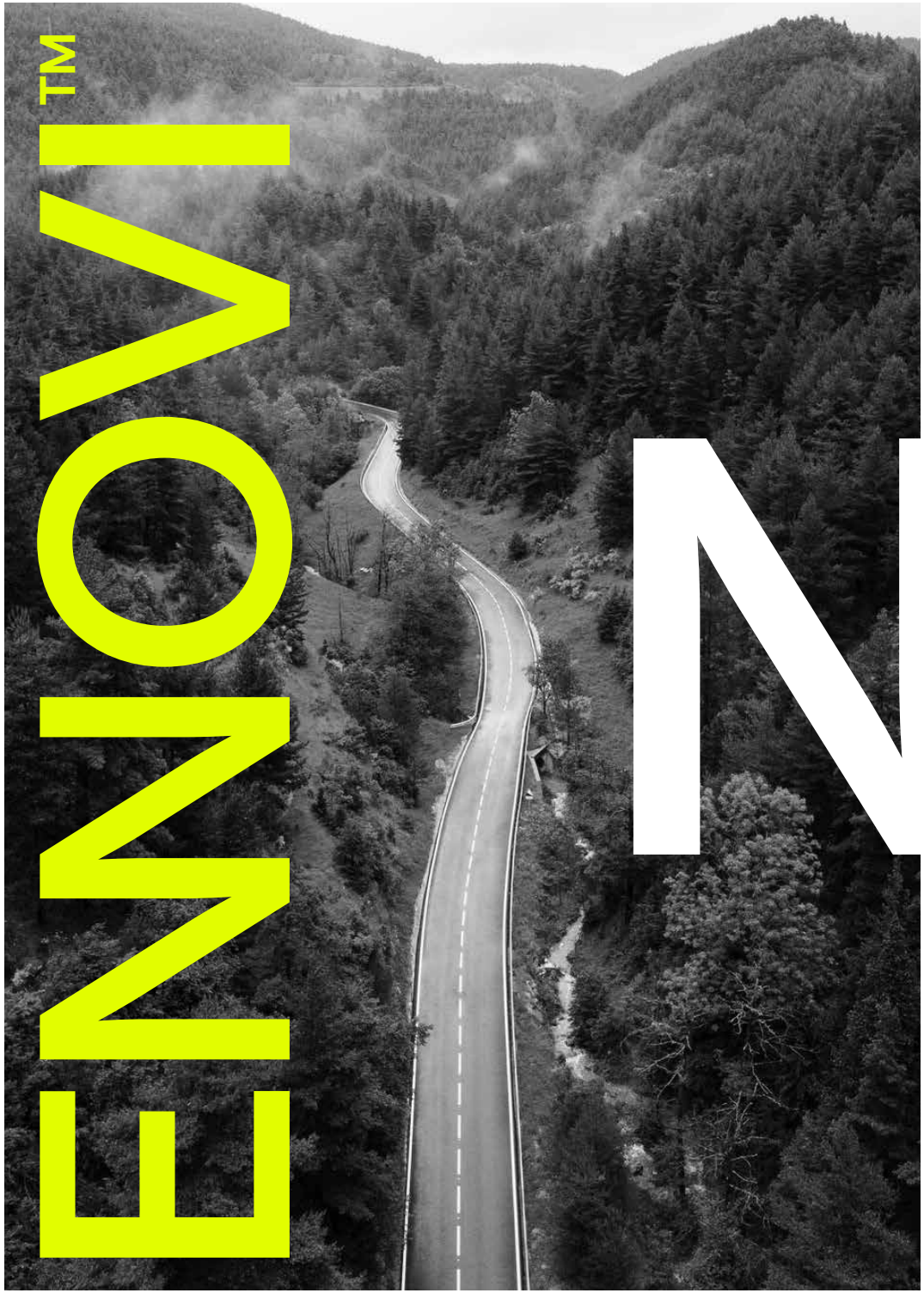

ENNOVI™

Engineering a **sustainable future**

Sustainability Report

2024

ENNOVI.COM

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01

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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.

ENNOVI is the trusted partner for automotive OEMs and Tier 1s for innovating, designing, and manufacturing custom interconnects for EV, HEV, and ICE. Our technology leadership in combustion engine, hybrid, and electric vehicle systems includes a portfolio of customizable solutions for battery, power, and signal applications.

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, and 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 12 countries around the world to maneuver quickly and at fast scale wherever our customers are—from prototype to serial production.

Our global footprint includes 27 manufacturing sites and 8 R&D centers.

"At ENNOVI, sustainability fuels our engineering, our growth, and our role in shaping a cleaner, smarter, and more resilient future for mobility."

Stefan Rustler, Chief Executive Officer

"Our strategy turns our vision into reality—embedding sustainability into every decision, driving measurable impact, and creating long-term value for our customers, communities, and the planet."

Nantha Kumar, Chief Sustainability Officer

As a testament to our commitment to sustainability, we have been awarded 5th time in a row for the EcoVadis Platinum Rating.

About ENNOVI

ATI Guiding Principles

With ENNOVI´s Guiding Principles, we defined our company´s framework in 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".

Company Vision

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

Brand Attributes

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

ATI Principles

- Accountability
- Teamwork
- Integrity

About ENNOVI

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 striving 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.

To learn more about ENNOVI, please visit our website at

ENNOVI.COM

About ENNOVI

International Certifications

STRATEGIC AREA	STANDARD
Environment	ISO 14001 Environmental Management System
	ISO 50001 Energy 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
Information Security	Trusted Information Security Assessment Exchange (TISAX)

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 ENNOVI's fifth Annual Sustainability Report, providing a comprehensive account of how we manage our economic, environmental, and social impacts, 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 relevant SASB Standards for the Electronic Manufacturing Services & Original Design Manufacturing, Electrical & Electronic Equipment, Industrial Machinery & Goods, and Medical Equipment & Supplies sectors. We apply the Greenhouse Gas (GHG) Protocol to report our Scope 1, Scope 2, and Scope 3 emissions.

We continue to align our disclosures with the United Nations Sustainable Development Goals (SDGs) and have referenced the assessment frameworks of EcoVadis, CDP Climate Change, and CDP Water. Our approach to materiality is guided by the AA1000 AccountAbility Principles (2018).

TCFD Report

This report contains our 4th Task Force on Climate-related Financial Disclosures (TCFD) report to provide an overview of our climate governance, strategy, risk management and metrics, and targets.

UNGC CoP

This report fulfills our commitment as a signatory to the United Nations Global Compact (UNGC) and serves as our Communication on Progress (CoP).

Scope

The report covers ENNOVI's global operations and includes performance data from all facilities in our Mobility, Medical, and Datacom business units over which we have full operational or financial control. All Scope 1, Scope 2, and Scope 3 emissions data cover 100% of these operations. Unless stated otherwise, data corresponds to the financial year ended June 30, 2024 (FY2024). Energy, emissions, and water data are reported on a calendar-year basis (January–December 2024). 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.

Reporting Cycle

This report is published annually, with the current edition released in **November 2025**.

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

Restatements

We have restated our Scope 1 and Scope 2 greenhouse gas (GHG) emissions for calendar year 2023 following the identification of a minor discrepancy during the external verification of our GHG data conducted in 2025. The combined Scope 1 and 2 emissions (location-based) for 2023 have been restated as 82,981 tCO_2e, compared with the previously reported 82,785 tCO_2e. For the same period, total Scope 1 and 2 emissions (market-based) have been revised from 81,593 tCO_2e to 82,981 tCO_2e. Emissions intensity figures for 2023 have been revised accordingly.

These adjustments reflect improvements in our data verification processes and do not materially affect trend analysis or previously communicated performance outcomes.

Assurance

Sustainability performance data is compiled in good faith and is subject to internal verification and management review to support accuracy, consistency, and reliability. While external assurance has not been applied to the sustainability report as a whole, ENNOVI continues to evaluate the scope and timing of independent assurance for future reporting cycles.

Greenhouse gas (GHG) emissions data for Scope 1, Scope 2, and Scope 3, as disclosed in this report, have been externally verified at a limited level of assurance. Further details are provided in the Verification Statement included in this report.

Feedback

We welcome feedback and inquiries regarding this report:

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

6,082 MWh

Solar energy installations

28%

Reduction in CO_2 intensity since 2019

88%

ISO 14001:2015 certified facilities

100%

Facilities fitted with energy-efficient LED lighting

50%

Reduction in water use since 2019

30%

ISO 50001:2018 certified facilities

50% certification target by FY2028

Sustainability Highlights

People

40%
Female employees

23
Average training hours per employee

0
High-consequence (non-fatal) work-related injuries

Sustainable Procurement

100%
Key suppliers with a sustainability clause in contracts

54%
New suppliers screened for sustainability criteria

71%
Suppliers signed the Code of Conduct

Sustainability Highlights

Certifications and Recognitions

132

Certifications covering 11 international standards

55%

ISO 45001:2018 certified facilities

70% certification target by FY2028

39

Customer quality awards FY2019-FY2024

ESG Ratings

CDP

Climate Change 2024

B

CDP

Water Security 2024

B

CDP

Supplier Engagement 2024

B-

EcoVadis

Platinum 2021-2025

Sustainability Highlights

Commitments

Renewable Energy

RE100

100% Renewable Electricity target by 2040

Target

Net Zero

By 2040

WE SUPPORT UN GLOBAL COMPACT

Signatory

UN Global Compact Ten Principles

WASH Pledge at the workplace

Signatory

WASH Pledge

SUSTAINABLE DEVELOPMENT GOALS

Report Integration

UN SDGs

Sustainability Highlights

Awards

Asia Sustainability Reporting Awards
ASRA

GOLD

Asia's Best Sustainability Report

(Private Company)

Asia Sustainability Reporting Awards 2024

Asia Sustainability Reporting Awards
ASRA

FINALIST

Asia's Best Environmental Impact Reporting

Asia Sustainability Reporting Awards 2024

Asia Sustainability Reporting Awards
ASRA

FINALIST

Asia's Best Supply Chain Reporting

Asia Sustainability Reporting Awards 2024

Message from CEO

I am proud to present ENNOVI's 5th Annual Sustainability Report, a reflection of our progress, resilience, and shared commitment to building a sustainable future.

Stefan Rustler

Chief Executive Officer
ENNOVI

At ENNOVI, sustainability is more than a responsibility—it is the foundation of our growth and innovation. As a trusted partner to the global mobility and technology industries, we play a pivotal role in accelerating the transition to clean energy and electrified transportation. From pioneering interconnect solutions for EV batteries to advancing renewable energy storage systems, our technologies are enabling a low-carbon future.

FY2024 was a year of strengthening resilience. We continued to invest in innovation, embedding sustainability into every stage of our product design and manufacturing. This approach not only reduces environmental impact but also helps our customers achieve their own decarbonization goals. Our commitment to Net Zero by 2040 remains firm, supported by our RE100 pledge for 100% renewable electricity and a clear roadmap to cut emissions across our global operations.

Equally important, we are building ENNOVI as a values-driven organization. Our governance framework ensures transparency and accountability, while our focus on people—their safety, development, and inclusion—strengthens our culture and fuels our ability to innovate at scale. Our teams drove efficiency-enhancing projects across plants worldwide that delivered measurable energy savings and cost reductions.

Sustainability is also a shared mission with our supply chain and communities. We are deepening engagement with suppliers to ensure responsible sourcing, fair labor practices, and environmental stewardship across the value chain. Locally, ENNOVI entities continue to support communities through education, health, and social programs, reaffirming our role as a responsible corporate citizen.

In May 2025, ENNOVI achieved the EcoVadis Platinum rating for the fifth consecutive year, placing us in the top 1% of companies worldwide. We were also honored with Asia's Best Sustainability Report (Private Company) at the 2024 Asia Sustainability Reporting Awards, recognizing the quality, transparency, and credibility of our reporting. These achievements affirm both the strength of our strategy and the trust we have earned from stakeholders globally.

As the world races toward electrification and Artificial Intelligence, ENNOVI is uniquely positioned to lead. Our engineers are pushing the boundaries of design, materials science, and advanced manufacturing to enable cleaner mobility solutions. We will continue to invest in people, technology, and sustainable practices that ensure long-term value for customers, shareholders, and society.

I want to thank our employees, customers, and stakeholders for their dedication and trust. With your support, ENNOVI will continue driving sustainable innovation, reducing our carbon footprint, and shaping a cleaner, smarter, and more resilient future for mobility.

Message from CSO

At ENNOVI, sustainability is not a parallel track — it is how we run our business and how we help shape the future of clean mobility. As a global partner in electrification, we know our technologies must not only perform but also reduce environmental impact and advance social responsibility.

Nantha Kumar Chandran

Chief Sustainability Officer
ENNOVI

FY2024 was a year of measurable progress. We improved energy performance across our plants, expanded on-site solar installations, and increased green power procurement, reinforcing our RE100 pledge to achieve 100% renewable electricity by 2040. With ISO 50001 now in place at multiple sites and a roadmap to broaden coverage, we are embedding the discipline needed to decarbonize at scale. We also began work to align our emissions reduction pathway with the Science Based Targets initiative (SBTi), ensuring our Net Zero goal is backed by science.

Our environmental management systems remained strong, with 88% of our facilities certified to ISO 14001:2015 by year-end. Water management continued to be a priority as we reduced withdrawal intensity, expanded recycling where feasible, and strengthened oversight of high-stress sites through CDP Water reviews and risk assessments. These efforts supported ENNOVI in maintaining a B rating for both CDP Climate Change and CDP Water Security in 2024, as well as a B- in the CDP Supplier Engagement assessment.

We also made progress on people and rights. More plants achieved ISO 45001 certification, all targeted employees completed EHS training, and we reinforced shop-floor safety practices, advancing toward our zero-accident goal. Importantly, this report marks the publication of ENNOVI's first Human Rights Report, following our global impact assessment. This milestone underscores our commitment to transparency and accountability on human rights across our operations and supply chains.

External recognition affirmed our progress. In May 2025, ENNOVI received the EcoVadis Platinum rating for the fifth consecutive year, placing us in the top 1% of companies worldwide. We were also honored with the Gold Award for Asia's Best Sustainability Report (Private Company) at the 2024 Asia Sustainability Reporting Awards, a recognition of both our performance and the strength of our disclosures.

Looking forward, our focus remains clear: advancing decarbonization, expanding ISO 45001 certification across our plants, and deepening engagement with suppliers to drive sustainability throughout the value chain. With the creativity of our engineers, the vigilance of our EHS teams, and the commitment of our suppliers and partners, we are confident in our ability to raise the bar even higher.

Together, we will continue to reduce our footprint, safeguard people and communities, and deliver technologies that enable a cleaner, safer, and more sustainable world.

Awards

Several of our sites continue to earn recognition for their commitment to responsible business practices. The awards and accolades received over the past three years are listed below.

2024

AWARDS/RECOGNITION	COUNTRY
Certificate of Appreciation for excellent implementation of Workplace Health and Safety system (By PT Batam Rhezky Swadaya)	Indonesia
Certificate of Appreciation for excellent implementation of Workplace Health and Safety system (By PT Exaudi Mitra Karya)	Indonesia
Certificate of Appreciation for conducting in-house clinics to improve employee health (Medilab)	Indonesia
Sustainability Award, at the Supplier Summit (By Smart Building, ABB India)	India
Government Quality Award of Qiantang District, Hangzhou City (By People's Government of Qiantang District, Hangzhou City)	China
Best Supplier Award (By HILITE)	China
Certificate of Honor for donating to students living in poverty and supporting education (By Jiangxi Yuxin Keda Technician School)	China
AISIN Sustainable Added Value & Efficiency Award (By AISIN)	Czech Republic
Good Enterprise for Employees 2023 (By Bac Ninh provincial trade union)	Vietnam
Award for Occupational Health and Safety in 2023 (By Bureau of Labor Safety)	Vietnam

Awards

2023

AWARDS/RECOGNITION	COUNTRY
Certificate of Appreciation for conducting annual medical check-ups to improve employee health (Medilab)	Indonesia
Recognition by the Governing Unit of the Environmental Protection Association (By Green Development Promotion Association of Qiantang District Hangzhou City)	China
Top 100 Digital Economy Enterprises in Hangzhou (By Hangzhou Federation of Industrial Economics)	China
Certificate of Reassuring Factory	China
Recognition Letter for distinguished quality and excellent service (By Flex)	China
Excellent Top 10 Supplier (By Flex)	China
Jiangsu Provincial Green Factory for provincial leadership in green manufacturing practices, resource efficiency optimization, and advanced environmental management (By Jiangsu Provincial Department of Industry and Information Technology)	China
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 grocery donations 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

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Good Governance

At ENNOVI, we are committed to the highest standards of corporate governance and business ethics.

ENNOVI's governance approach is designed to deliver long-term value for all stakeholders while pursuing sustainable business growth at global scale.

Our corporate governance framework promotes accountability and transparency, enabling us to manage business risks effectively, safeguard shareholder interests, and strengthen our reputation and credibility. We recognize that strong governance is essential to sustaining business growth and plays a critical role in driving financial stability, economic progress, and sustainable development across our markets.

As a privately held global company serving leading corporate clients, we hold ourselves to uncompromising standards of principled governance, integrity, ethical business conduct, regulatory compliance, and responsible stewardship, qualities that are fundamental to our global competitiveness.

Our Board of Directors, supported by senior management, oversees all governance matters. Led by the CEO, our senior management team ensures that governance principles are embedded throughout the organization.

Together, the Board and executive leadership set the tone for ethical conduct, foster a culture of openness and accountability, and conduct regular evaluations of our governance practices to identify opportunities for ongoing enhancement.

Good Governance

Sustainability Governance

The Board of Directors is supported by the Sustainability Committee, chaired by the CEO, which plays a central role in ENNOVI's governance framework.

The Committee ensures that sustainability—including climate change and water security—is embedded into our business strategy, risk management, and operational decision-making. Its work is guided by the long-term goal of creating positive environmental and social impact while delivering sustainable value to stakeholders.

The Sustainability Committee is comprised of C-suite executives and senior management, including the Chief Sustainability Officer, who reports directly to the CEO. Representing ENNOVI's core functions, business divisions, and global markets, the Committee ensures a holistic, enterprise-wide approach to sustainability. It meets periodically to review performance, assess progress toward targets, and address emerging sustainability risks and opportunities.

Responsibilities

The Sustainability Committee provides strategic oversight of climate change and water security, ensuring these priorities are fully integrated into ENNOVI's governance and business strategy. It identifies and prioritizes material environmental, social, and governance topics, including climate- and water-related risks and opportunities, and aligns strategies with broader sustainability goals.

The Committee is responsible for:

+ **Establishing** policies, KPIs, metrics, and targets for climate action, water stewardship, and other sustainability priorities.
+ **Overseeing** progress toward decarbonization goals, water risk management, and resource efficiency improvements.
+ **Reviewing** climate- and water-related risk assessments, including scenario analysis, and ensuring alignment with enterprise risk management.
+ **Monitoring** regulatory developments and emerging market expectations related to climate change and water security.
+ **Engaging** with key stakeholders—customers, employees, suppliers, investors, and ESG rating agencies—to incorporate their expectations into strategic decision-making.
+ **Overseeing** human rights due diligence, responsible sourcing strategies, and cross-department collaboration to embed sustainability across operations and supply chains.
+ **Reviewing and approving** sustainability disclosures, including climate and water reporting, to ensure transparency and alignment with global frameworks such as CDP, TCFD, EcoVadis, UN Guiding Principles on Business and Human Rights and other best practices.

Supporting the Sustainability Committee is the Environment, Social, and Governance (ESG) Committee, which coordinates the execution of sustainability initiatives across the organization. This Committee works closely with functional teams, business units, and plant-level Environment, Health, and Safety (EHS) teams to drive continuous improvement in sustainability performance.

Sustainability Governance Structure

Good Governance

Code of Business Conduct

The ENNOVI Group Code of Business Conduct ("COBC") is the foundation of our ethical framework, setting out the corporate policies and procedures to guide our organization's business practices and outlining the standards of business conduct expected of all our employees. The COBC is made available to our directors, officers, and employees in 8 languages to ensure effective communication and accessibility. We require strict adherence to the COBC in all respects, reinforcing our commitment to integrity across the organization.

The COBC covers our corporate policies in the following areas:

Our Business

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

Our People

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

Our Assets

+ Use of Company Assets
+ Intellectual Property and Confidential Information

Our Community

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

Good Governance

The key legal and compliance obligations and internal standards in relation to the topics on the previous page are expanded upon and implemented across the organization through various policy documents, including the following:

+ Anti-Bribery and Anti-Corruption Policy
+ Antitrust and Competition Law Compliance Policy
+ Global Data Protection Policy
+ Global Trade Compliance Policy
+ Global Human Rights Policy
+ Conflict of Interest Policy

See our detailed Code of Business Conduct at

https://ennovi.com/sustainability/code-of-conduct/

Good Governance

Anti-Bribery and Anti-Corruption

Corruption and bribery undermine an organization's operational integrity and financial health, damage the organization's reputation, and cause erosion of stakeholder trust. Such offences are punished by severe penalties, including fines and criminal charges.

We strictly enforce the Anti-Bribery and Anti-Corruption Policy to our directors, officers, and employees, and with respect to our dealings with business partners, requiring full compliance with the applicable laws and regulations in every place where we do business.

There were no confirmed incidents of corruption or bribery in the relevant reporting period (FY2024).

In FY2024,

93% of targeted employees successfully completed the mandatory annual training on anti-corruption and anti-bribery compliance.

Anti-Money Laundering

Money laundering involves concealing the origins of illegally obtained funds (such as from organized crime, drug trafficking, terrorism, tax evasion, fraud, and corruption) through complex transactions that make it appear to come from legitimate sources.

We comply with all applicable laws and regulations prohibiting money laundering, working only with reputable customers, suppliers, and other business partners which clear the necessary internal financial and compliance checks to ensure, inter alia, that their financial resources originate from legitimate sources.

Antitrust and Competition Laws

Anti-competitive practices—such as price fixing, bid rigging, predatory pricing, or abusing a dominant position—harm both businesses and consumers by stifling free and fair competition. Such practices reduce efficiency and profitability, limit consumer choice, raise prices unfairly, and lower product and service quality.

Our Antitrust and Competition Law Compliance Policy, as reiterated in the COBC, requires all our employees to comply fully with the applicable antitrust and competition laws.

There were no legal actions for anti-competitive behavior or violations of antitrust and monopoly laws in the relevant reporting period (FY2024).

Good Governance

Ethics and Compliance Training

We recognize that employee awareness and engagement play a critical role in upholding high ethical and compliance standards. All indirect employees are required to complete mandatory annual training courses on the COBC and Anti-Bribery and Anti-Corruption Compliance, which also form part of the orientation and onboarding for new hires. These mandatory training courses build understanding of the applicable laws and regulations, reinforce our ethical standards, and ensure adherence to our corporate policies and compliance requirements. Employees are also encouraged to seek guidance from the Human Resources and Legal departments on any policy-related questions or concerns.

In FY2024,

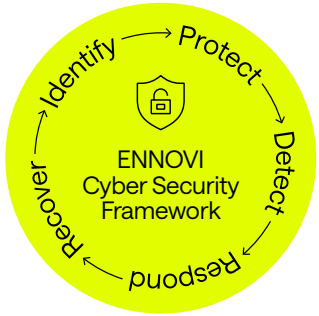
97% of the targeted employees completed the mandatory annual training on the COBC.

Customer Privacy and Data Protection

Protecting personal data (also called personal information or personally identifiable information) is essential to safeguarding the privacy of individuals and ensuring compliance with the applicable laws and regulations. We manage the personal data of our employees, customers, and other business partners in strict compliance with applicable laws, regulations, and internal corporate policies.

There were no substantiated complaints concerning breach of customer privacy or loss of customer personal data in the relevant reporting period (FY2024).

Information and Cyber Security



We would like to reaffirm our organization's commitment to safeguarding digital assets and maintaining operational resilience across all business functions. Our cybersecurity posture is built on a proactive approach to protecting sensitive data and critical systems from cyber threats, data breaches, and unauthorized access, ensuring the confidentiality, integrity, and availability of our information assets.

In alignment with industry standards, we are progressively adopting the Trusted Information Security Assessment Exchange (TISAX) framework, recognized as a benchmark. To date, we have successfully attained TISAX certification at 9 manufacturing sites, with additional locations currently undergoing assessment.

Our cybersecurity strategy is structured around a comprehensive five-step framework that enables us to strengthen defenses, identify and mitigate risks, and enhance organizational resilience. This is further supported by department-level emergency response plans and IT business continuity strategies, ensuring swift and coordinated responses to potential threats.

There were no confirmed information security breaches that occurred during the reporting period, reflecting the effectiveness of our layered and proactive security measures.

Good Governance

Ethics Reporting and Whistleblowing

Our Whistleblowing Policy is an internal corporate policy which provides various confidential channels for our employees to report any unethical, illegal, or unsafe conduct, reinforcing our commitment to integrity and compliance with all applicable laws and regulations. Our employees, customers, suppliers, or business partners can also report any unethical, illegal, or unsafe conduct via our EthicsPoint web intake site or EthicsPoint hotline by referring to the information published on our corporate website.

We uphold a strict no-retaliation policy and do not tolerate any form of retaliation, harassment or victimization against anyone who raises a concern in good faith. We strive to ensure that all reports are investigated and addressed promptly and properly.

Regulatory Compliance

We are committed to achieving full compliance with all applicable laws and regulations in every place where we do business.

In FY2024, there were no cases of non-compliance with Environmental, Social and Governance (ESG) laws and regulations that resulted in significant fines or non-monetary sanctions.

We define significant fines as those exceeding USD 1 million.

Sustainability Strategy

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

ENNOVI's strategy is to create long-term value for all stakeholders—shareholders, customers, employees, suppliers, and communities—while growing business sustainably.

As a trusted partner in electric mobility, we play a pivotal role in helping customers accelerate their Net Zero journeys. The electric vehicle (EV) industry is critical to the low-carbon transition, reducing greenhouse gas emissions and dependence on fossil fuels.

Our engineers collaborate with customers from the earliest stages of product design to develop components—from batteries to drivetrains—that power the EV transition.

Our customizable, Press-Fit, durable, and efficient solutions enable faster electrification with reduced environmental impact.

Our Six Strategic Sustainability Pillars:

Pillar 1
Environmental Stewardship

Pillar 2
People Excellence

Pillar 3
Driving Innovation

Pillar 4
Quality Excellence

Pillar 5
Sustainable Procurement

Pillar 6
Good Governance

Sustainability Strategy

Pillar 1

Environmental Stewardship

We prioritize responsible manufacturing to minimize environmental impacts across our global operations. Key initiatives include improving energy efficiency, increasing renewable energy use, enhancing water conservation, reducing waste, and sourcing materials responsibly. We address climate-related risks and opportunities in line with the TCFD Recommendations and are committed to setting science-based targets for emissions reduction in accordance with the Science Based Targets initiative (SBTi).

Pillar 2

People Excellence

We foster a dynamic, inclusive, and collaborative culture that supports continuous learning, professional growth, and employee well-being. Health, safety, diversity, and equality are central to our workplace practices. We conduct human rights due diligence and impact assessments to ensure respect for internationally recognized human rights across all operations.

Read more in the People section of this report.

Pillar 3

Driving Innovation

Our development, design, product, and manufacturing teams apply advanced engineering, material science expertise, and process innovation to improve EV performance, efficiency, and safety. Streamlined design-to-production processes accelerate speed to market—from prototypes to high-volume manufacturing—supported by our global reach and regional responsiveness.

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

We maintain customer trust through rigorous quality standards, OEM readiness, and LEAN processes. Our operations are certified to nine global standards, with 132 quality and EHS certifications, underscoring our commitment to compliance and excellence.

Pillar 5

Sustainable Procurement

We integrate sustainability into procurement through clear policies, supplier engagement, sustainability-focused assessments, and ongoing performance monitoring.

Read more in the Sustainable Procurement section of this report.

Pillar 6

Good Governance

We uphold transparency, accountability, and integrity through strong governance policies, including our Code of Business Conduct and comprehensive compliance programs, ensuring adherence to laws and effective sustainability-related risk management, including climate risks.

Read more in the Good Governance section of this report.

Sustainability Policies

We have implemented a comprehensive set of policies to implement our sustainability strategy 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 UN SDGs

We are committed to advancing the United Nations Sustainable Development Goals (SDGs) by integrating sustainable development principles into every aspect of our operations.

Our strategy aligns with the most relevant SDG targets and indicators, and we have mapped our material economic, environmental, and social impacts across all 17 SDGs to identify where we can create the greatest value.

Our targets include reducing our carbon footprint, conserving water, minimizing waste, fostering diversity and inclusion, ensuring a zero-accident workplace, safeguarding human rights, and strengthening governance. For example, we invest in renewable energy and energy efficiency to support SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action); champion diversity and inclusion to advance SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities); and promote workplace health and safety in line with SDG 8 (Decent Work and Economic Growth).

Stakeholders

We build trusted relationships with our stakeholders.

17 PARTNERSHIPS FOR THE GOALS

Stakeholder engagement is essential to building and maintaining trust. Through regular, structured interactions, we aim to understand and address the legitimate concerns and expectations of those most affected by our operations or who can influence our ability to achieve business objectives.

Our approach is respectful, transparent, and solution-oriented, fostering constructive dialogue that supports mutual understanding and long-term relationships. These ongoing interactions provide valuable insights that strengthen trust and credibility, ensure our strategies remain aligned with evolving social and environmental priorities, and help us identify and manage the social, environmental, and economic impacts of our operations. They also enable us to make informed decisions that deliver shared value for both ENNOVI and its stakeholders.

The following section provides a summary of our stakeholder engagement.

Stakeholders

Customers

Our business success depends on our ability to exceed our customers' expectations and build long-term partnerships.

Engagement channels

+ Contracts
+ Business review meetings
+ Phone and email communication
+ Conference calls and virtual meetings
+ Marketing materials
+ Website
+ Newsletters
+ Social media
+ Satisfaction surveys
+ Audits

Stakeholder concerns and expectations

+ Timely delivery
+ Product quality
+ Prompt response
+ Material safety compliance
+ Confidentiality
+ Regulatory compliance
+ Ethical conduct
+ Sustainability

How we meet stakeholder expectations

+ 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 KPIs
+ Responsible sourcing
+ Certified management systems (ISO 9001, ISO 14001, ISO 45001, CE, and TS)
+ Regulatory compliance

Employees

Employees are our most valuable assets and play a vital role in driving our business success and growth.

Engagement channels

+ Townhall meetings
+ Engagement surveys
+ Training
+ Performance reviews
+ Staff meetings
+ Conference calls
+ Internal memos and communications
+ Intranet platform
+ Newsletters
+ Social Events

Stakeholder concerns and expectations

+ Open communication
+ Personal development
+ Career growth
+ Competitive pay and benefits
+ Work-life balance
+ Job security
+ Fair employment practices
+ Safe work practices
+ Diversity and inclusion
+ Corporate reputation

How we meet stakeholder expectations

+ 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

Suppliers and Contractors

A reliable supply chain and trusted partnerships with suppliers and contractors are crucial for our operations.

Engagement channels

+ Requests for Proposal
+ Purchase agreements
+ Supplier Code of Conduct
+ EHS policies
+ Audits
+ Surveys
+ Regular meetings and interactions, emails, and phone calls

Stakeholder concerns and expectations

+ Respectful business partnership
+ Clear communication and instructions
+ Clarity of specifications
+ Reasonable lead times
+ On-time payments
+ Onsite health and safety
+ Ethical conduct

How we meet stakeholder expectations

+ 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.

Engagement channels

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

Stakeholder concerns and expectations

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

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

Community

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

Engagement channels

+ Community programs, initiatives and outreach

Stakeholder concerns and expectations

+ Corporate Social Responsibility
+ Management of EHS risks and impacts such as hazardous waste, pollution, and noise
+ Support for community projects

How we meet stakeholder expectations

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

Shareholders

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

Engagement channels

+ Meetings
+ Reporting
+ Emails
+ Phone Calls

Stakeholder concerns and expectations

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

How we meet stakeholder expectations

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

Memberships

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

+

Responsible Minerals Initiative (RMI)

Materiality Assessment

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

We conduct a systematic materiality assessment to identify and prioritize the sustainability topics most relevant to our stakeholders and our business. Using a double materiality approach, we assess both our significant impacts on the environment, people and economy, and the topics that are material to our financial performance.

For industry-specific reporting, we follow the SASB Standards to disclose performance on financially material sustainability issues, while the GRI Standards guide our reporting on significant ESG impacts. This combined approach ensures that our disclosures address the needs of investors, customers, regulators, and other key stakeholders.

Since completing our first comprehensive materiality assessment in 2020, we have reviewed our material sustainability topics annually to reflect changes in our operating environment, stakeholder priorities, and industry trends. In 2024, our Sustainability Committee reaffirmed that the sustainability topics presented in our preceding Sustainability Report remain material to ENNOVI and approved their 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.	+ Minimize waste and enhance resource efficiency. + Recycle or reuse materials where possible.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Climate Change (Energy and GHG Emissions)	Electricity is used in our manufacturing plants and offices. Our greenhouse gas emissions primarily result from the use of electricity and fuel consumption.	+ Improve energy efficiency. + Harness renewable energy. + Reduce emissions from our own operations. + Engage suppliers and customers to reduce emissions in the value chain.	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
Water	Water is mainly used in our manufacturing facilities.	+ Improve water efficiency, recycling and conservation. + Develop strategies for plants in water stress locations.	3 GOOD HEALTH AND WELL-BEING 6 CLEAN WATER AND SANITATION

Materiality Assessment

Material Topics	Impact Description	Management Approach	SDGs Supported
Strategic Pillar 1	Environmental Stewardship (continued)		
Waste	Waste is generated during the manufacturing process.	+ Minimize waste. + Reuse and recycle where possible. + Dispose of waste safely.	3 GOOD HEALTH AND WELL-BEING 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
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.	8 DECENT WORK AND ECONOMIC GROWTH
Diversity	As a global organization serving worldwide markets, we see strength in diversity.	+ Nurture and promote workplace diversity and inclusion.	5 GENDER EQUALITY
Occupational Health and Safety	As a manufacturing-driven business, health and safety pose potential risks to the people and contractors working in our facilities.	+ Aim to be a zero-accident workplace. + Drive and promote safety culture. + Implement robust health and safety management systems. + Constantly monitor performance.	8 DECENT WORK AND ECONOMIC GROWTH

Materiality Assessment

Material Topics	Impact Description	Management Approach	SDGs Supported
Strategic Pillar 2	People Excellence (continued)		
Human Rights + Non-discrimination + Forced labor + Modern slavery + Child labor + Freedom of association and collective bargaining	Upholding human rights risks in our organization and supply chains.	+ 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.	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Strategic Pillar 3	Quality Excellence		
Product Quality	+ Our customers require high-quality products and services and mitigate potential risks from use of our products by end customers.	+ Comply with applicable product safety regulations and standards. + Obtain international certifications for quality management.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Strategic Pillar 4	Driving Innovation		
Innovation	We need to stay ahead of the market and provide creative solutions for our customers.	+ Invest in research and development with robust system implementation to drive innovative products and services for competitive advantage.	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

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.	+ 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.	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS
Strategic Pillar 6	Good Governance		
Anti-Corruption	Corruption and bribery can harm our reputation and invoke legal actions.	+ Maintain zero-tolerance of corruption and bribery.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Anti-Competitive Behavior	Anti-competitive practices can harm our reputation and invoke legal actions.	+ Comply with anti-competitive laws and regulations.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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.	+ Ensure compliance with the Personal Data Protection Policy. + Annual information security awareness training for employees.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Regulatory Compliance	Local regulations apply to our manufacturing plants and overall business operations.	+ Ensure compliance with applicable regulations and international standards, including environmental and socio-economic issues.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

03

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Environmental Stewardship

ENNOVI is committed to minimizing environmental impact through responsible resource management, innovation, and sustainable operations.

As a key global player in the electric vehicle (EV) industry, ENNOVI is committed to advancing the transition to sustainable mobility while minimizing our own environmental footprint. Our environmental strategy focuses on reducing carbon emissions, conserving water, and minimizing waste across all operations. We are delivering on these priorities through energy-efficient practices, investments in renewable energy, improved water efficiency, and optimized waste management.

We also collaborate with suppliers and business partners to embed sustainability throughout our value chain, ensuring alignment with our environmental objectives. Together, our aim is to cut our operational impact and help deliver cleaner, more efficient products for the EV sector and beyond.

Our key environmental performance data is provided throughout this section.

For more comprehensive environmental KPIs, please refer to the **Sustainability Performance Data** section in this report.

Driving Excellence in Environmental Management

We operate a robust Environmental Management System (EMS) across our manufacturing sites to monitor performance, manage impacts, and achieve our sustainability targets.

Certified to ISO 14001, our EMS meets and often exceeds regulatory requirements, driving continual improvements in environmental performance. We also promote environmental responsibility among employees, suppliers, and business partners through regular training on key environmental risks and practices.

By the end of 2024, 88% of our manufacturing sites were ISO 14001:2015 certified. We also achieved ISO 50001:2018 energy management certification at 8 plants, covering 30% of all sites, and aim to certify at least 50% by 2028.

We measure our progress against leading sustainability benchmarks, including CDP assessments for Climate Change and Water Security. In 2024, we maintained our CDP scores for Climate Change and Water Security at B. We also retained our EcoVadis Platinum rating for the fifth consecutive year, placing ENNOVI in the top 1% of assessed companies worldwide.

Our Sustainability Ratings

ESG RATINGS	OUR RATING
ecovadis	Platinum
CDP	Water **B**
CDP	Climate Change **B**
CDP	Supplier Engagement **B-**

Driving Energy Efficiency

Electricity use in our manufacturing facilities and offices accounts for most of ENNOVI's energy consumption, supplemented by natural gas, petrol, diesel, and steam.

We reduce energy intensity through a dual approach: deploying energy-efficient technologies and expanding renewable energy use.

Our centralized global energy monitoring and reporting system provides real-time visibility of energy performance across all sites. This platform enables central review against targets and supports a global KPI training program that shares best practices, standards, and guidance to help sites identify and capture energy-saving opportunities.

In 2024, the total energy consumption was 586,636 GJ, compared to 581,114 GJ in 2023, with energy intensity slightly improving to 532 GJ per million USD in revenue, from 533 GJ. Purchased electricity accounted for 88% of total energy use, and energy-efficiency measures delivered a 0.5% reduction in consumption.

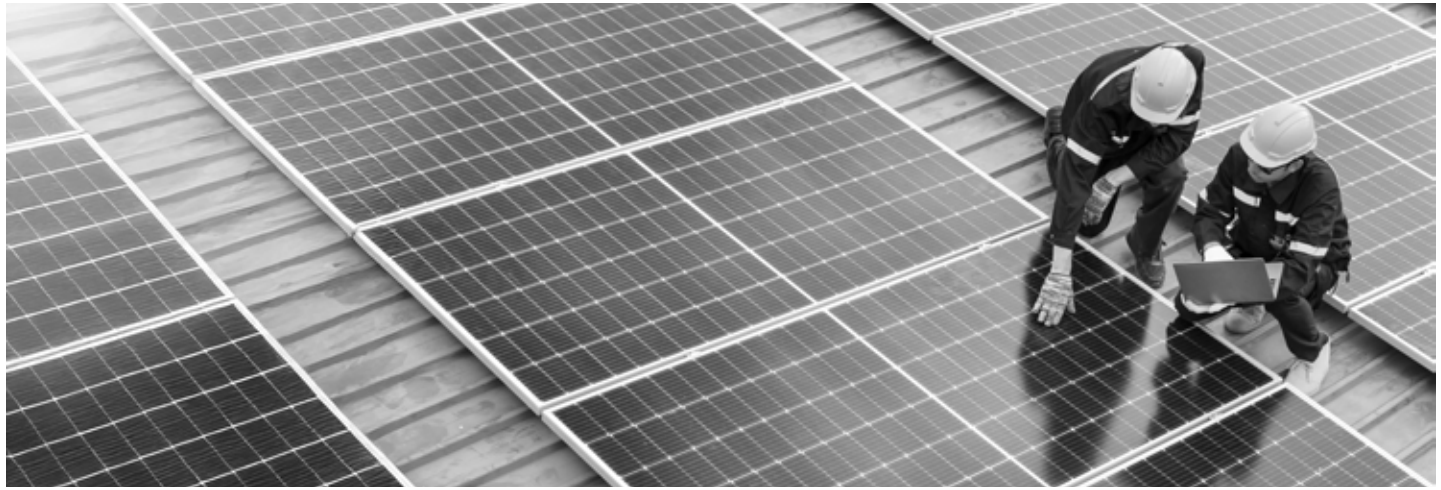
All ENNOVI sites worldwide now use LED lighting. At our Batam facility, automation upgrades—such as shutting down air compressors after 5 minutes of inactivity—cut annual energy use by 50% from baseline; similar improvements to cooling fans delivered a 75% reduction.

Expanding Renewable Power

Increasing renewable energy use is central to our GHG reduction strategy.

By the end of 2024, solar panels were installed at 19% of our facilities, generating 6,082 MWh on-site, compared with 6,038 MWh in 2023. We also purchased 5,995 MWh of green electricity. Renewables accounted for 18% of total energy consumption in 2024 through on-site solar generation, green electricity procurement, and Guarantees of Origin (GoOs). We remain committed to further increasing the share of renewable energy in our operations, primarily through the procurement of renewable energy certificates (RECs), as part of our pathway toward achieving Net Zero.

In Vietnam, system upgrades boosted solar efficiency from 68% to 80%, saving 960,000 kWh annually. We continue to expand solar installations worldwide to further increase the share of renewable energy in our operations.



By the end of 2024, solar panels were installed at

19%

of our facilities

Renewables made up

18%

of total energy consumption in 2024

We purchased

3,196 MWh

of green electricity in 2024

We aim to offset

19,800 tCO_2e

through renewable energy by 2025

Reducing Water Impact

Water is a critical resource for ENNOVI, and we are committed to managing it responsibly.

Our usage supports both domestic and operational needs, including cleaning, surface treatment, cooling, wastewater processing, and other manufacturing processes.

In 2024, water withdrawal increased to 953 megaliters, a 7% increase from 2023, with water intensity increasing to 0.86 megaliters per million USD revenue. We source almost entirely from public utilities, avoiding direct extraction from rivers, lakes, or groundwater.

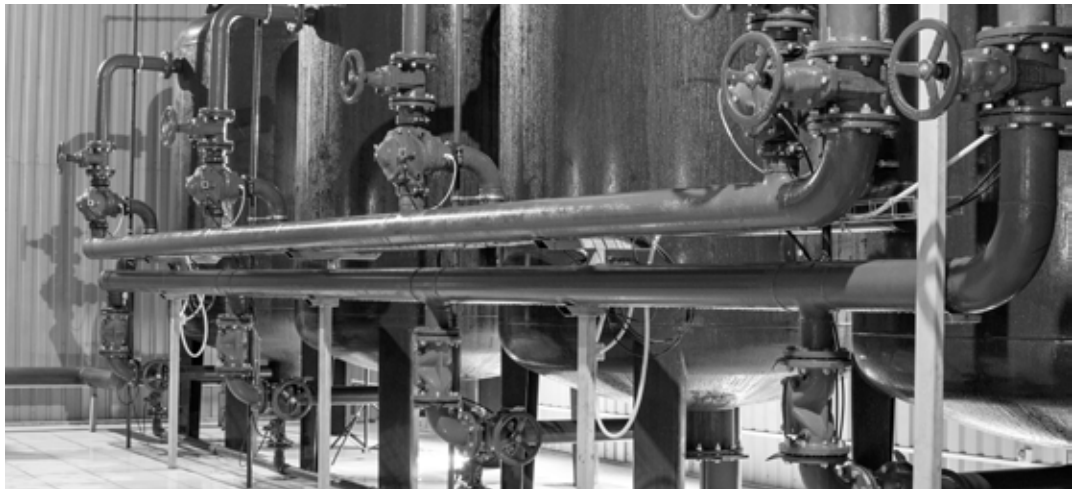
Our approach aligns with UN SDG 6: Clean Water and Sanitation and is governed by our Safety, Health, and Environment Committee and Sustainability Committee, both chaired by the CEO. We benchmark performance annually through CDP Water Security, maintaining a B rating in 2024.

The WASH Pledge

As a WASH Pledge signatory, ENNOVI commits to:

+ Providing safe water, sanitation, and hygiene (WASH) for all employees.
+ Engaging suppliers to take WASH actions.
+ Supporting local community water needs.

We use the WASH self-assessment tool to guide investment decisions and prioritize improvements.



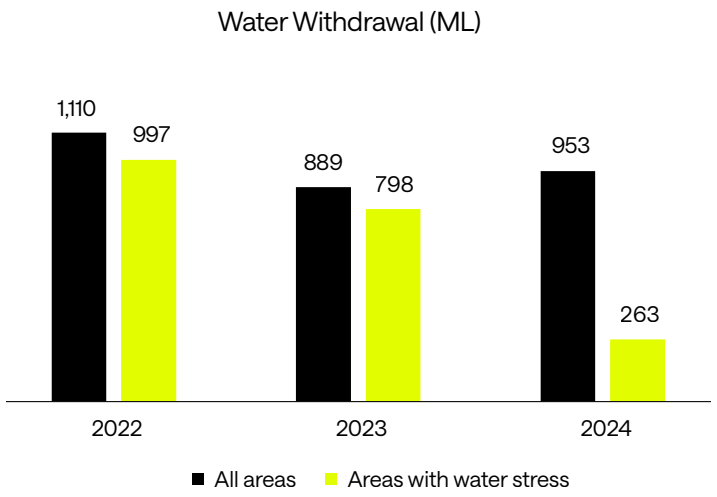
Managing Water-Related Risks

We assess water stress at our facilities and suppliers using the WRI Aqueduct Water Risk Atlas (v4.0), considering indicators such as water scarcity, depletion, flood risk, wastewater management, and climate change impacts.

Our latest water risk assessment conducted in 2024 indicates that 48% of our facilities are in extremely high or high-risk areas. The remaining facilities are in low-medium or low risk areas.

Mitigation Measures

We closely monitor water withdrawals, improve efficiency, and recycle or reuse water wherever possible—achieving a 51% reduction in global water usage since 2019. At the end of 2024, 37% of facilities had on-site water recycling systems, with a target to reach 50% by 2040. Alkaline effluent is treated before discharge into public sewers or waterways.



At the end of 2024,

37%

of facilities had on-site water recycling systems, with a target to reach **50%** by 2040

Using Materials Efficiently

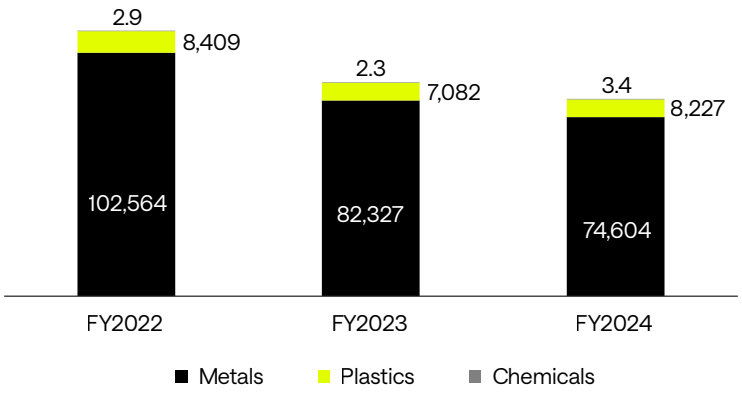
ENNOVI sources a wide range of input materials, including metals (steel, stainless steel, copper alloys, aluminium alloys, zinc alloys), plastics, chemicals, and packaging.

We monitor and review material usage to improve resource efficiency and minimize waste in our manufacturing processes.

In 2024, we consumed 82,834 metric tons of non-renewable materials, primarily metals, plastics, and chemicals. Steel remained our largest material input, accounting for 75% of all metal purchases by weight, followed by copper, aluminium, and zinc alloys.

We also used 224,034 wooden pallets, a renewable material, supporting our efforts to incorporate sustainable inputs into our operations.

Non-Renewable Materials Used (tons)



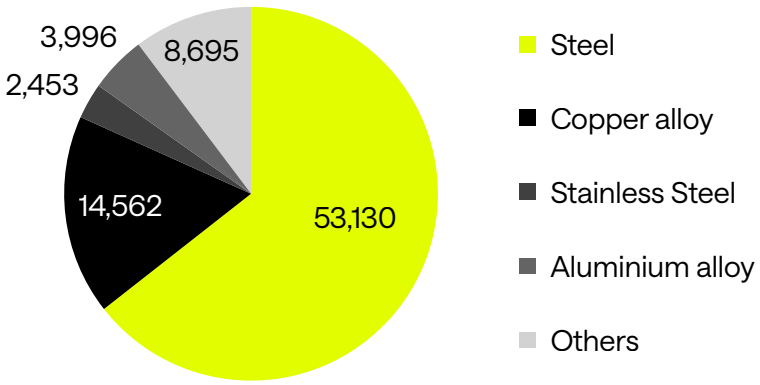
In 2024, we consumed

82,834

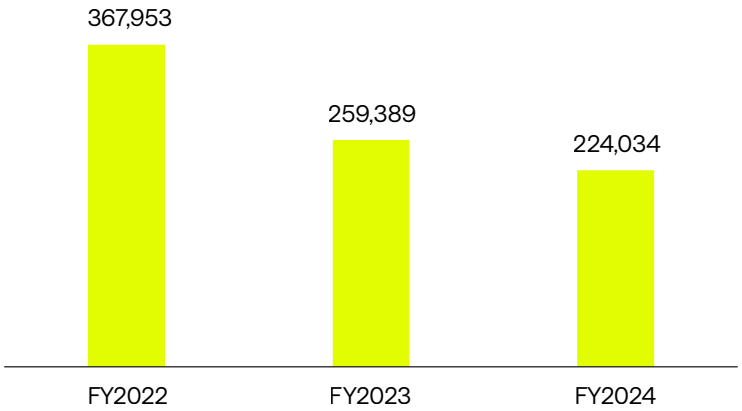
metric tons

of non-renewable materials, primarily metals, plastics, and chemicals

Materials Used – FY2023 (tons)



Renewable Materials Used – Wooden Pallet (pcs)



Reducing Waste

ENNOVI is committed to responsible waste management in line with ISO 14001 standards, focusing on prevention, reuse, recycling, recovery, and safe disposal.

We aim to minimize the environmental, health, and safety impacts of waste by complying with all regulations, educating employees, engaging suppliers, assessing environmental impacts, and continually improving our practices.

Our approach prioritizes waste reduction through efficient production processes, maximizes reuse and recycling, and ensures safe disposal of materials that cannot be recovered.

Key strategies include:

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

Hazardous and Non-Hazardous Waste

We generate both hazardous waste (e.g., chemicals, sludge, resin etc.) and non-hazardous waste (primarily metal scraps). All waste is segregated, stored, and disposed of under our Environmental Management System. Hazardous waste is managed in strict compliance with local regulations, while non-hazardous metal scraps are recycled through scrap collectors and sold to mills for new steel coils and copper alloys.

Chemical Waste Management

Chemical waste and spills are managed through formalized treatment and disposal protocols, mandatory use of personal protective equipment, and at least eight hours of annual training for all relevant employees.

Reducing Waste

Performance and Targets

We aim to reduce non-hazardous waste by 30% and hazardous waste intensity by 15% by 2030 (from a 2019 baseline). By 2025, we target a 5% reduction in hazardous waste intensity.

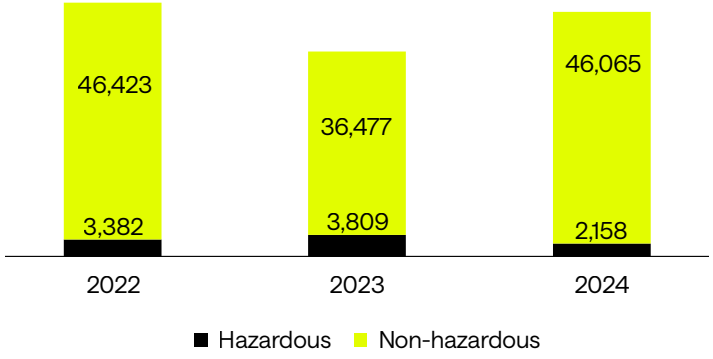
In 2024, we generated 46,065 metric tons of non-hazardous waste, up from 36,477 metric tons in 2023, while hazardous waste decreased to 2,158 metric tons from 3,809 metric tons.

By 2025, we target a

5%

reduction in hazardous waste intensity

Waste Generated (Metric Tons)



Case Study:

Reducing Hazardous Waste Impacts

Our Penang, Malaysia, plant introduced on-site treatment of discarded chemical waste, reducing annual waste by 10,000 kg (11% from baseline). Switching from manual to automatic degreasing reduced oil chemical use by 14% from baseline levels.

Managing Air Quality

Air emissions can occur at multiple stages of our manufacturing processes.

ENNOVI is committed to maintaining pollutant levels well below local regulatory thresholds through rigorous monitoring and control measures.

We regularly track emissions, upgrade equipment, and apply the best available control technologies to ensure compliance and reduce our environmental footprint.

Our air quality management focuses on minimizing emissions of key pollutants, including:

+ Nitrogen Oxides (NOx)
+ Sulfur Oxides (SOx)
+ Volatile Organic Compounds (VOCs)
+ Particulate Matter (PM10)

Environmental Awareness

We actively promote environmental awareness as part of ENNOVI's commitment to responsible environmental management.

Employees engaged in our Environmental Management System receive annual ISO 14001 training, while manufacturing staff undergo periodic training on preventing and managing chemical spills.

Our single-use plastics reduction program has proven highly effective.

By installing water dispensers across all sites and encouraging the use of personal, reusable beverage containers, we have eliminated approximately 2.15 tons of plastic waste annually.

Employee Awareness and Initiative

Our team in Hanoi, Vietnam, demonstrated how sustainability can start with small, meaningful actions by setting up a mini farm within the company grounds. Employees planted a variety of fruits and vegetables—including peanuts, papaya, cauliflower, cabbage, kohlrabi, banana, and mango—turning unused space into a productive garden.

This initiative not only promotes greener practices and local food production but also strengthens employee awareness of sustainability and encourages active participation in shaping a more responsible workplace culture.

Environmental Compliance

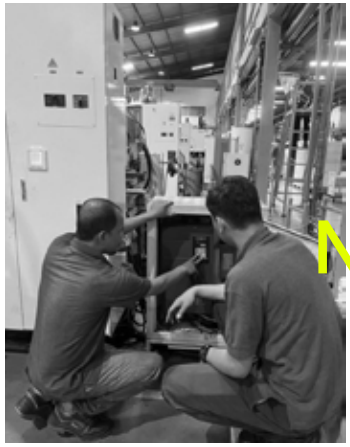
We are committed to meeting or exceeding all applicable environmental regulations, continuously reviewing and updating our policies to ensure full compliance.

In 2024, ENNOVI recorded no incidents of non-compliance with environmental laws resulting in significant fines.

Case Study

Transforming Environmental Performance

ENNOVI's three manufacturing facilities in Batam, Indonesia—**PT ENNOVI Metal Cast Engineering Services, PT ENNOVI Precision Machining Services**, and **PT ENNOVI Polymer Engineering Services**—have implemented transformative environmental initiatives over the past three years to improve energy efficiency, cut GHG emissions, and enhance water stewardship.



These efforts underscore ENNOVI's commitment to operational excellence, resource efficiency, and climate action.

Electricity Reduction

Between 2022 and 2024, the Batam facilities achieved measurable reductions in electricity intensity through process optimization, energy-efficient equipment upgrades, and targeted operational improvements.

Between 2022 and 2024, the Batam facilities achieved measurable reductions in electricity intensity through process optimization, energy-efficient equipment upgrades, and targeted operational improvements.

PT ENNOVI Metal Cast achieved the most substantial improvement, reducing electricity consumption by 34.5% through upgrades to die-casting systems, including inverter-based hydraulic motors and soft-starter controls. PT ENNOVI Precision Machining achieved a 10% reduction in 2024 following compressor optimization and air-use elimination initiatives, while PT ENNOVI Polymer Engineering maintained stable consumption despite production increases, supported by the installation of Variable Frequency Drives (VFDs), servo motors, and energy-efficient cooling systems.

Collectively, these measures improved energy performance, enhanced process stability, and reduced operational costs, demonstrating the scalability of ENNOVI's energy management approach across its global manufacturing footprint.

GHG Emissions Reduction

Aligned with ENNOVI's climate strategy, the Batam operations recorded tangible reductions in Scope 1 and 2 GHG emissions between 2022 and 2024.

PT ENNOVI Metal Cast Engineering Services achieved a 32% reduction in GHG emissions, reflecting process optimization and equipment modernization. PT ENNOVI Precision Machining Services achieved a 3.3% net reduction, while PT ENNOVI Polymer Engineering Services demonstrated a modest overall decline, with continued efforts planned to stabilize performance.

These improvements were supported by advanced energy tracking systems, employee engagement, and continuous review mechanisms, reinforcing ENNOVI's commitment to decarbonization.

Water Stewardship

Water conservation remained a strategic priority for ENNOVI's Batam sites.

PT ENNOVI Metal Cast reduced water withdrawal by 21% from 2022 to 2024, and PT ENNOVI Precision Machining achieved a 13% reduction compared to 2023. PT ENNOVI Polymer Engineering maintained stable usage levels despite increased operational activity.

Key initiatives included implementing closed-loop water systems, installing process-water recycling units in plating operations, optimizing flow systems to reduce discharge, and conducting awareness programs to encourage responsible water use. These measures have significantly improved water efficiency and reduced environmental impact across all three sites.

Case Study

Key Highlights (2022–2024)

Electricity Reduction

PT ENNOVI Metal Cast:

34.5%

reduction in electricity use

PT ENNOVI Precision Machining:

10%

reduction in 2024 vs. 2022

PT ENNOVI Polymer Engineering:

Maintained stable intensity despite higher production

GHG Emissions Reduction

PT ENNOVI Metal Cast:

32%

reduction in GHG emissions

PT ENNOVI Precision Machining:

3.3%

reduction from 2022 baseline

PT ENNOVI Polymer Engineering:

Stable performance with targeted interventions planned for 2025

Water Stewardship

PT ENNOVI Metal Cast:

21%

reduction in water withdrawal (2022–2024)

PT ENNOVI Precision Machining:

13%

reduction in 2024 vs. 2023

PT ENNOVI Polymer Engineering:

Maintained stable consumption despite output growth

TCFD Report

Climate change is a pressing global challenge, with impacts such as floods, hurricanes, droughts, heatwaves, and rising sea levels already disrupting ecosystems, food systems, coastal communities, public health, and business continuity.

ENNOVI aligns with the Paris Agreement to limit warming to well below 2°C, pursuing 1.5°C. We are cutting Scope 1 and Scope 2 emissions through energy efficiency and renewable electricity, and as a RE100 member, we are committed to 100% renewable electricity.

Our target is Net Zero emissions by 2040.

As a leading global player in electric mobility, we also help decarbonize transport by delivering innovative, energy-efficient solutions that reduce climate impacts beyond our operations.

Recognizing climate change as both a risk and an opportunity, we follow the Task Force on Climate-related Financial Disclosures (TCFD) framework to embed climate considerations into our governance, strategy, risk management, and metrics and targets.

This section outlines our climate scenario analysis and its potential financial implications for ENNOVI.

TCFD Report

Governance

At ENNOVI, climate and water stewardship receive top-level oversight. The Board of Directors integrates related risks and opportunities into business strategy, approves targets, and reviews performance quarterly, supported by CEO updates and KPI dashboards on emissions, renewable energy, and water efficiency.

The Sustainability Committee, chaired by the CEO, sets strategies and targets, assesses risks, and reviews progress.

The Chief Sustainability Officer, supported by a global ESG team and site coordinators, drives execution across energy efficiency, renewable sourcing, water conservation, and pollution prevention.

Executive performance reviews and incentives are tied to climate and water KPIs, reinforcing accountability. ENNOVI has adopted ambitious time-bound targets to reduce emissions and increase the use of renewable energy by 2030.

To incentivise the achievement of these targets, climate-related responsibilities are included in the job descriptions of relevant senior management executives such as the Chief Executive Officer, Chief Sustainability Officer, and the members of the ESG Committee. We engage stakeholders—from customers to suppliers—to align priorities and advance low-carbon, water-efficient solutions.

Read more in the Good Governance section of this report.

Strategy

ENNOVI's climate strategy aims to build a climate-resilient, future-ready business by cutting operational GHG emissions and helping customers do the same. Our innovations in electric mobility play a central role in decarbonizing the industry.

With Scope 2 emissions accounting for 95% of our operational footprint (Scope 1 & Scope 2 emissions), we are prioritizing energy efficiency and renewable energy deployment—including on-site solar—across all manufacturing sites. We also collaborate with customers to design low-emission products and advance R&D to deliver sustainable solutions that support their Net Zero goals.

We continuously assess climate risks to our key locations and identify new growth opportunities aligned with a Net Zero economy. As a member of RE100, we have committed to 100% renewable electricity by 2040, supported by ambitious near- and long-term decarbonization targets.

TCFD Report

Time Horizons

To assess climate-related risks and opportunities, ENNOVI applies three distinct time horizons aligned with industry peers and TCFD recommendations:

Short term (0–3 years)

Risks and opportunities with immediate-to-near-term impacts on operations and financial performance, such as regulatory changes, acute weather events, and rapid technology shifts.

Medium term (3–10 years)

Factors likely to emerge as market trends, policy measures, and customer requirements evolve, including stricter carbon regulations, accelerated EV adoption, and expanded renewable energy procurement.

Long term (10+ years)

Structural changes in climate systems, market dynamics, and technology pathways, such as chronic physical risks from rising temperatures and sea levels, and deep decarbonization opportunities across the EV value chain.

These timeframes underpin our climate scenario analysis and inform the risk and opportunity assessments presented below, ensuring both immediate priorities and long-term resilience are embedded in ENNOVI's strategy and capital planning.

Risk Management

We systematically identify, assess, and manage climate- and water-related risks and opportunities in line with the TCFD framework and CDP reporting requirements.

A comprehensive scenario analysis was conducted for all manufacturing facilities to evaluate both physical and transition risks, as well as water-related risks.

Physical risks

Acute risks from extreme weather events (e.g., floods, cyclones, typhoons, hurricanes, and intense storms) and chronic risks from long-term climate shifts (e.g., rising temperatures, sea-level rise, prolonged droughts, and heat stress). These can lead to direct damage to assets, operational disruption, supply chain interruptions, and increased operating costs.

Transition risks

Risks from the global shift to a low-carbon economy, including evolving regulations, carbon pricing, technology shifts, market changes, and stakeholder expectations. These may affect operating models, capital allocation, and brand reputation, but can also create new market opportunities for low-carbon solutions.

Water-related risks

Physical water risks such as water scarcity, flooding, and declining water quality; regulatory risks from tightening water-related compliance requirements; and reputational risks if stakeholder expectations on water stewardship are not met.

These risk categories guide our enterprise risk management, strengthening ENNOVI's resilience, safeguarding business continuity, and positioning us to seize opportunities in a low-carbon, resource-efficient economy.

TCFD Report

Risk Assessment

ENNOVI assesses both physical and transition climate risks across its global facilities.

Our climate risk assessment covers 27 facilities in the US, Mexico, Europe (Czech Republic, France, Germany, Hungary, UK), and Asia Pacific (China, India, Indonesia, Malaysia, Singapore, Vietnam). Drawing on IPCC AR6 and regional datasets, we have identified key threats: rising temperatures, intensified rainfall, prolonged droughts, and stronger tropical cyclones.

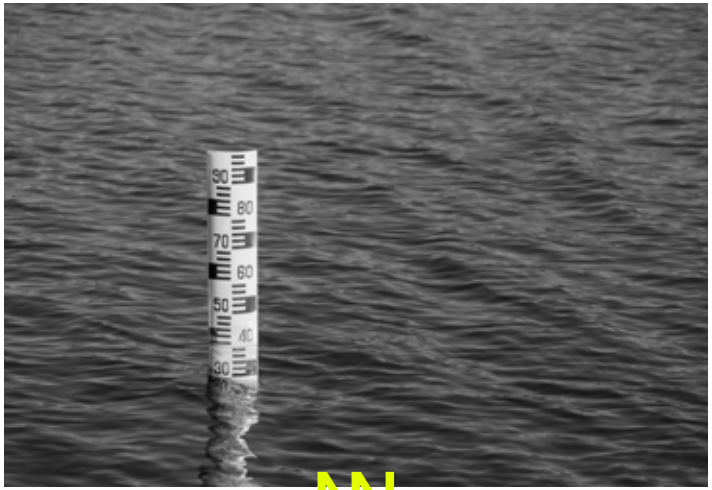
In North and Central America, heat extremes are set to intensify, with northern US regions facing wetter winters and drier summers. Europe is expected to warm faster than the global average, with severe heatwaves in the Czech Republic, Hungary, France, and Scotland.

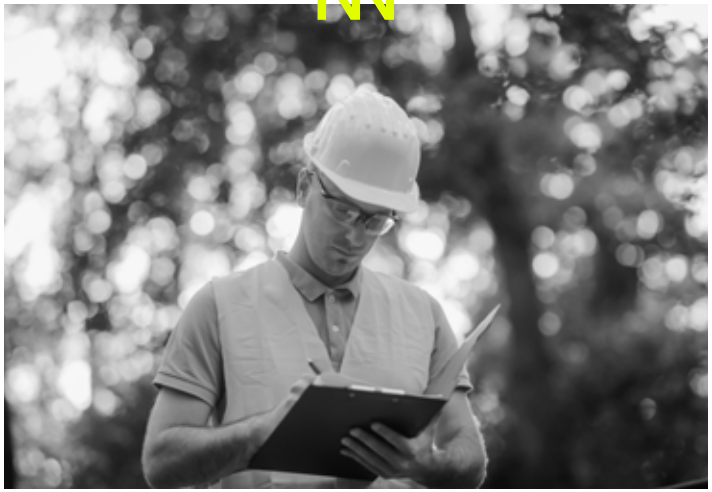
Asia faces chronic heat stress in equatorial countries, coupled with stronger monsoons and typhoons.

Sea level rise and stronger storms heighten flooding risks for sites in California, New Jersey, Florida, Hanoi, Shanghai, Suzhou, and Batam. Urban facilities may see increased heat-related health risks, reduced productivity, and expanded mosquito-borne diseases such as dengue and Zika.

Transition risks stem from tightening regulations, carbon pricing, shifting market demand, rapid technological advances, and evolving stakeholder expectations. These may require process redesigns, product innovation, capital investments, and deeper supply chain engagement.

We consider these risk factors in our risk management, R&D, and strategic planning to ensure ENNOVI remains resilient, competitive, and well-positioned to deliver low-emission solutions that perform under increasingly extreme climate conditions.





TCFD Report

Climate-Related Risks and Opportunities 2024

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/Opportunity Type	Driving Factors	Potential Financial Impacts	Mitigation/Actions	Financial Impact Category
PHYSICAL RISK				
Acute	Extreme weather (cyclones, floods) threatening plants and suppliers in high-risk areas.	Facility damage, production downtime, higher insurance costs; supply delays disrupting customer deliveries.	Maintain and test business continuity plans for sites and key suppliers; strengthen local flood/storm protections; diversify supplier base where feasible.	Revenue; Expenditure
Chronic	Rising temperatures, drought, and water scarcity, and higher worker heat stress.	Increased water and utility costs; capex for efficiency; productivity impacts.	Conduct periodic water-stress assessments; invest in water-efficient technologies and reuse; implement heat-stress monitoring and controls via EHS programs.	Expenditure

TCFD Report

Climate-Related Risks

Risk/Opportunity Type	Driving Factors	Potential Financial Impacts	Mitigation/Actions	Financial Impact Category
TRANSITION				
Policy	Carbon pricing, emissions limits, renewable mandates, energy-efficiency targets, supply-chain sustainability rules, expanded disclosure.	Compliance costs; process changes; potential opex/ capex increases.	Accelerate energy efficiency and renewables; committed to set a science-based emission reduction target, integrate policy tracking into compliance systems; engage suppliers on ENNOVI standards; advocate for pragmatic low-carbon policy.	Expenditure
Legal	Potential litigation or penalties for environmental harm or failure to meet regulatory/ commitment thresholds.	Fines, legal expenses, remediation costs.	Strengthen internal controls and audits; monitor evolving requirements; maintain transparent reporting and remediation protocols.	Expenditure
Technology	Rapid advances in low-carbon tech; risk of product/ process obsolescence.	Reduced demand for legacy offerings; margin pressure.	Continuous R&D; upgrade manufacturing to low-carbon, high-efficiency processes; align roadmaps with customer Net Zero needs.	Revenue
Market	Demand shift to low-emission solutions; intensified competition in EV/clean-tech supply chains; changing customer specs.	Lower sales/margins; potential share loss.	Expand sustainable product lines; deepen customer co-development; monitor trends and pivot portfolios quickly.	Revenue
Reputation	Failure to reduce footprint or poor ESG ratings.	Erosion of brand value; reduced customer retention; investor concerns.	Enhance transparency; maintain/raise ESG ratings; communicate progress credibly and regularly.	Assets: Intangibles

TCFD Report

Climate-Related Risks

Risk/Opportunity Type	Driving Factors	Potential Financial Impacts	Mitigation/Actions	Financial Impact Category
OPPORTUNITY				
Resource Efficiency	Less energy/material use via efficiency, circularity, and better packaging.	Lower operating costs; improved margins and resilience.	100% LED lighting across sites; ISO 50001 certification, waste minimization; recycled/recyclable inputs; right-sized, recyclable packaging.	Expenditure savings
Energy Sources	Integrating renewables (onsite and procurement) to cut emissions and boost resilience.	Reduced energy cost/volatility; lower Scope 2.	On-site solar generation reached ~6.08 GWh in 2024; progress RE100 pathway to 100% renewable electricity by 2040.	Expenditure savings
Products & Services	Growth in EV, renewables, and energy-efficient solutions.	New revenue streams; stronger customer loyalty.	Leverage R&D, product development sites, and Tech Innovation Centers to deliver low-carbon, energy-efficient products; target preferred “green supply chain partner” status across business segments.	Revenue

TCFD Report

Metrics and Targets

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

We have established targets for emission reduction, water reduction and recycling, and waste reduction and recycling. We report our performance against these targets.

Some of our metrics and targets include:

Non-hazardous waste intensity:

30%

reduction by **2030**

Hazardous waste intensity:

15%

reduction by **2030**

Emissions reduction:

Net Zero GHG

Achieve Net Zero GHG emissions for **Scope 1 and 2 by 2040**

Science-based targets:

Committed to setting science-based targets

for emissions reduction, with target validation **by December 2026**

ISO 14001 Certification:

88%

of plants are already certified, with the target to achieve **100% coverage by 2028**

ISO 50001 Energy Management System certification:

30%

already certified, with the target to cover **50% of plants by 2028**

Water recycling:

37%

of facilities have a recycling plant, with the target to have recycling provisions in **50% of production facilities by 2040**

Water withdrawal intensity:

Reduce water withdrawal intensity

at each site by **5% each year**

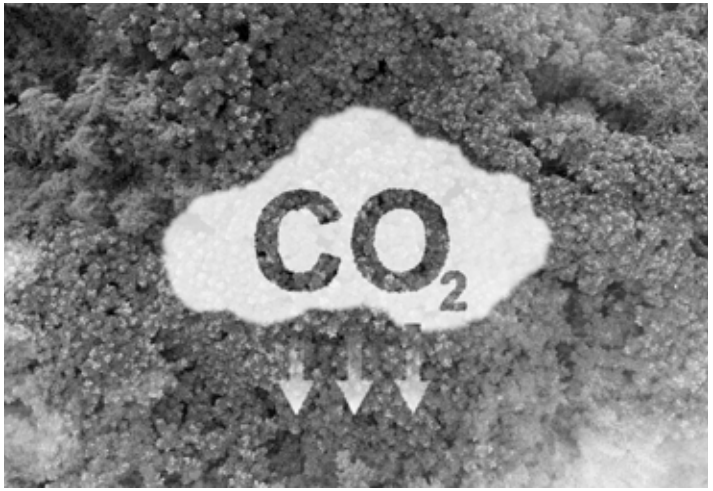
TCFD Report

Metrics: GHG Emissions

Our primary greenhouse gas (GHG) emissions come from purchased electricity and fuel, which we monitor closely across all manufacturing facilities and offices.

To cut emissions, we continue to improve energy efficiency and expand the use of renewable energy.

In 2024, our combined Scope 1 and Scope 2 emissions (location-based) totalled 82,879 tCO_2e.



Carbon Dioxide Emissions (tCO_2e)

Emission Type	2020	2021	2022	2023	2024
Direct emissions (Scope 1)	2,953	3,649	5,665	5,472	3,925
Indirect emissions (Scope 2) (Location-based)	88,227	101,606	97,057	77,509	78,954
Indirect emissions (Scope 2) (Market-based)	88,227	101,606	96,135	77,509	68,203
Total Scope 1 and 2 emissions (tCO_2e) (Location-based)	**91,180**	**105,255**	**102,722**	**82,981**	**82,879**
Total Scope 1 and 2 emissions (tCO_2e) (Market-based)	**91,180**	**105,255**	**101,800**	**82,981**	**72,128**
Emissions intensity – Market-based (tCO_2e/$ million in revenue)	98	91	93	75	65
Other indirect emissions (Scope 3) (tCO_2e)	NA	873,146	788,436	379,980	401,192

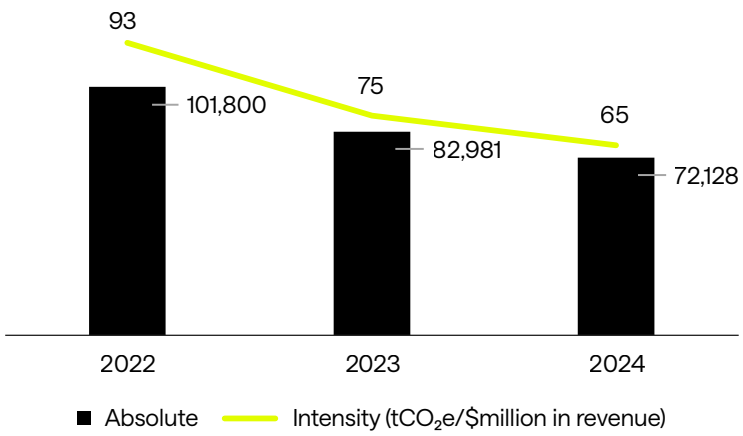
Notes: GHG emissions were calculated in accordance with The GHG Protocol Corporate Accounting and Reporting Standard. Scope 1 includes direct emissions from fuel used for power generators and company vehicles. Scope 2 includes indirect emissions from purchased electricity.

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. 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 a change in calculation methodology in 2023.

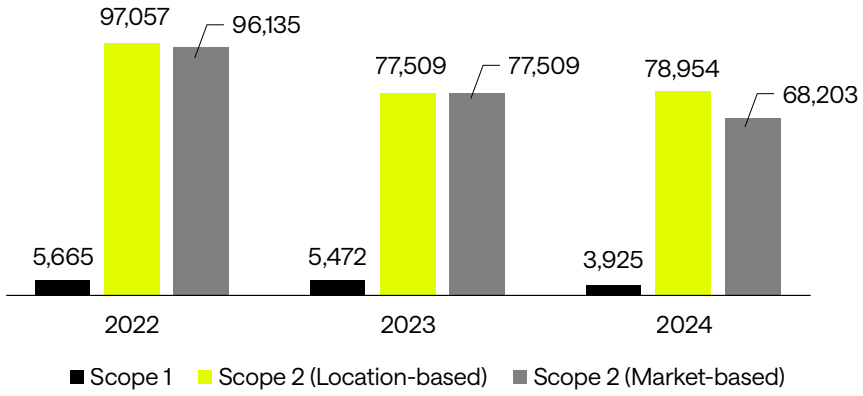
TCFD Report

Environmental Key Performance Indicators

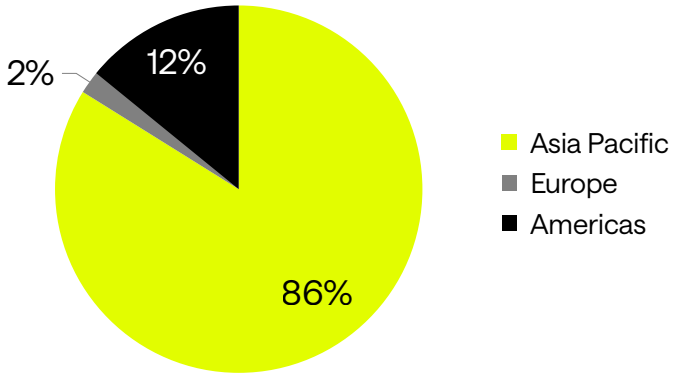
Total Scope 1 and Scope 2 Emissions (Market-Based)



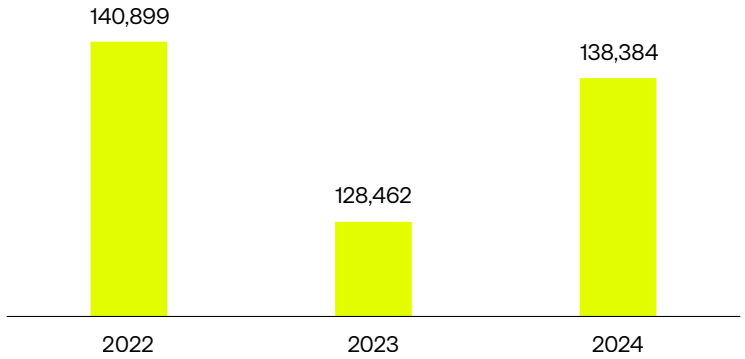
GHG Emissions (tCO_2e)



GHG Emissions by Region 2024 tCO_2



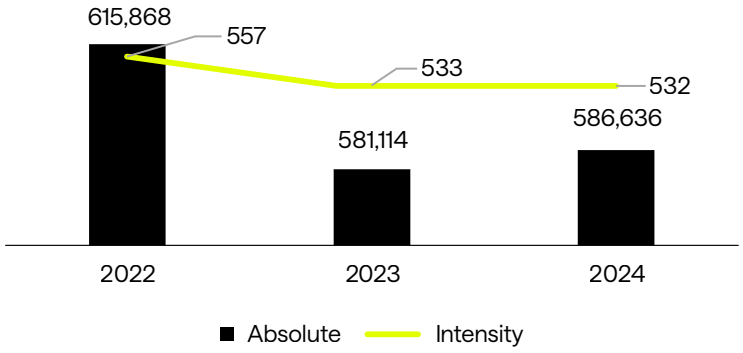
Purchased Electricity (MWh)



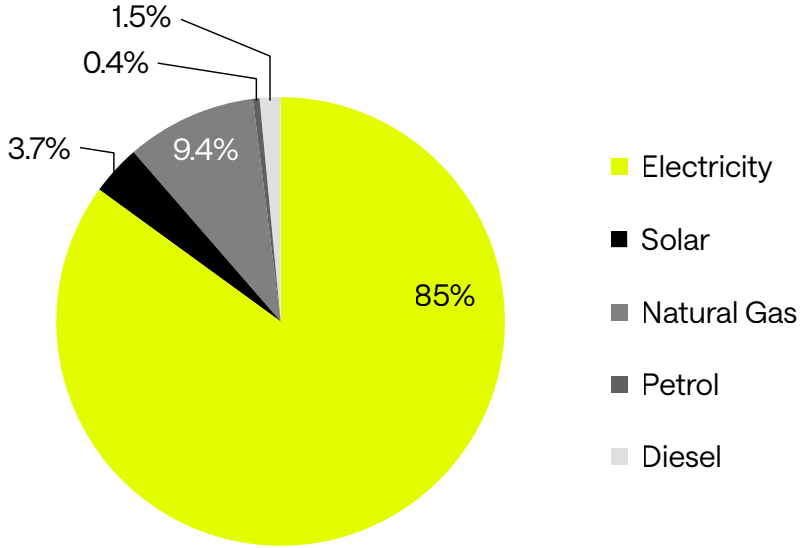
TCFD Report

Environmental Key Performance Indicators

Energy Consumption: Absolute and Intensity



Energy Consumption by Source: 2024



TCFD Report

Environmental Initiatives

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 2024 is provided in the table below.

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
ENERGY EFFICIENCY PROJECTS			
Interplex (Huizhou) Industries Ltd	China	Process optimization for energy conservation: single-action process production has been changed to continuous production.	Energy saving: 27,456 kWh/annually
		Energy-saving injection molding machines – replaced the mica heating coil with a ceramic heating coil.	Energy saving: 58,968 kWh/annually
		Production technology optimization (LG product manufacturing), with an efficiency increase of 20%, is equivalent to saving 20% of the electricity consumption of the cleaning machine.	Energy saving: 44,928 kWh/annually
		Installed a time controller for the air conditioning in the cafeteria.	Energy saving: 6,480 kWh/annually
ENNOVI Stewart EFI Hangzhou Co., Ltd	China	Conducted air compressor leakage investigation and optimization.	Energy saving: 57,663 kWh/annually
		Improved dust control in the grinding machine.	Energy saving: 23,400 kWh/annually

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
ENERGY EFFICIENCY PROJECTS *(CONTINUED)*			
ENNOVI Advanced Mobility Solutions Shanghai Co., Ltd	China	Variable frequency air compressors are energy-saving.	Energy saving: 56,560 kWh/annually
		Added area valves to the main compressed air pipelines in Zones B and D.	Energy saving: 420,000 kWh/annually
ENNOVI Advanced Mobility Solutions Dalian Co., Ltd	China	Installed relays and solenoid valves on the stamping machine.	Energy saving: 18,000 kWh/annually
		Optimized the configuration of the air compressor.	Energy saving: 30,000 kWh/annually
Interplex (Suzhou) Precision Engineering Ltd	China	Replaced lighting in the cafeteria, some workshops, and the street lamps inside the factory with solar or sensor-activated smart lamps.	Energy saving: 19,720 kWh/annually
		Installed an energy-saving device on Transformer No. 2.	Energy saving: 83,810 kWh/annually
Interplex Technology Innovation Center	China	Phased out old air compressors and replaced them with new energy-saving variable frequency air compressors.	Energy saving: 188,224 kWh/annually
		Replaced the motor of the injection molding cold-cutting water tower with an energy-saving permanent magnet motor.	Energy saving: 35,125 kWh/annually
		Replaced the electric fan on the roof with a non-powered fan.	Energy saving: 119,859.7 kWh/annually
ENNOVI Advanced Mobility Solutions Hangzhou Co., Ltd *(Continued overleaf)*	China	Replaced two oil-fuelled cars with electric vehicles (EVs).	Gasoline saving: 2,920 L/annually (3,000 USD/annually)

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
ENERGY EFFICIENCY PROJECTS *(CONTINUED)*			
(Continued) ENNOVI Advanced Mobility Solutions Hangzhou Co., Ltd	China	Increased stamping machine speed and implemented frequency conversion control.	64,000 kWh (electricity annual saving); 13,130 USD
		Implemented a negative-pressure energy-saving project in the TBU.	41,6000 kWh (electricity annual saving); 42,740 USD
ENNOVI Energy & Power Solutions Hungary KFT	Hungary	Eliminated leakages in the compressed air network.	Saving 19,000 USD/annually
		Modified the compressed air network to allow disconnection of the press area during non-production periods.	Saving 7,550 kWh/annually
		Replaced the lighting system with LED lamps for energy-saving purposes.	Saving 2,900 USD/annually
ENNOVI Advanced Mobility Solutions UK Limited	UK	Replaced the old main molding chiller with a new, energy-efficient chiller.	Saving £4,560 per annum, saving 7,359 kg CO_2e per annum
		Initiated on-site nitrogen production to eliminate delivery, rental, and product costs.	Saving 247.2 kg CO_2 emission/annually
ENNOVI Energy & Power Solutions Czech Republic s.r.o.	Czech Republic	Obtained a Renewable Energy Certificate for 2.8 MWh of green energy.	65% reduction in GHG market-based intensity annual emission
PT ENNOVI Precision Machining Services Batam *(Continued overleaf)*	Indonesia	Air Compressor Replacement (replace analog air compressor with inverter (VSD) Type – 100 HP). Inverter compressor adjusts motor speed based on real-time air demand. Enables precise pressure control and significant energy savings.	Electricity saving 204,552 kWh/annually

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
ENERGY EFFICIENCY PROJECTS *(CONTINUED)*			
(Continued) PT ENNOVI Precision Machining Services Batam	Indonesia	EPMB – Improved feeding material process with zero air usage.	Electricity saving 76,032 kWh /annually
		EPB – Reduced energy consumption in Lot 11 cooling tower by implementing VFD drives or soft starters to regulate power usage.	Electricity saving 91,748 kWh /annually
		EPB – Reduced energy consumption in the injection moulding machine motor by installing servo motors and drives.	Electricity saving 64,995 kWh /annually
		EPB – Enhanced energy efficiency in the SP air-conditioner by installing three 5 HP standalone units to reduce electricity consumption.	Electricity saving 36,072 kWh /annually
		EMCB – Converted the induction hydraulic motor system to an inverter type.	Electricity saving 49,000 kWh /annually
ENNOVI Mobility Solutions India Private Limited (Chennai)	India	India Chennai – Added auto timer (08:30 AM to 06:30 PM) to 17-ton AC unit in ENNOVI Chennai's new office room.	Electricity saving 33,984 kWh /annually
		India Chennai – Installed EB indicator with buzzer to detect EB power arrival and automatically switch off the DG source.	Electricity saving 8,640 litres diesel/year
		India Chennai – Reduced air leakage by identifying potential opportunities and performing rectification.	Electricity saving 48,421 kWh /annually
		Office area energy optimization.	ENNOVI Chennai New office room AC 17 ton added auto timer (08.30.a.m. to 06.30.p.m.)
ENNOVI Mobility Solutions India Private Limited (Bengaluru)	India	India IEIB – Installed hot air blowers for PLM 03 and 02 to eliminate the use of compressed air and conventional electric heaters.	Electricity saving 21,500 kWh /annually

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
ENERGY EFFICIENCY PROJECTS *(CONTINUED)*			
ENNOVI Mobility Solutions India Private Limited (Bengaluru)	India	VFD installation for Cooling Tower Pump.	Energy reduction – Approximately 7,709.08 kWh /annum – annually
Interplex Precision Technology (Hanoi) Co., Ltd	Vietnam	Rent electrical forklift to replace diesel forklift to reduce CO_2 emissions.	IPTH rent 2 electrical forklifts and stop using diesel forklifts
AEL Engineering Sdn. Bhd.	Malaysia	Energy Efficiency Optimization.	Sustainable Energy Management Program, Compressed Air Energy Utilization, ACMV Energy Utilization, Cooler Energy Utilization – Estimated electricity saving 59,471 kWh
PT ENNOVI Integrated Engineering Services Batam *(Continued overleaf)*	Indonesia	Replacement of analogue-type air compressor with inverter-type.	The upgrade reduced energy consumption.
		Installation of a solenoid valve for idle air cutoff in stamping machines.	The upgrade reduced energy consumption during idle periods.
		Advanced Air Leakage Detection and Arrest.	The upgrade minimized energy wastage and optimized system performance by identifying and repairing air leaks.

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
ENERGY EFFICIENCY PROJECTS *(CONTINUED)*			
(Continued) PT ENNOVI Integrated Engineering Services Batam	Indonesia	Optimize building air compressor system by separating the pipelines and receiver tanks for machine air and tool air.	The redesign reduced unnecessary energy use, improving compressor efficiency and lowering electricity demand.
		Automated speed control for enhancing energy efficiency of the scrubber system.	The automation reduced energy waste, optimized scrubber performance, and lowered electricity demand, contributing to more efficient operations and reduced environmental impact.
		Install soft starters to enhance energy efficiency of stamping machines.	The upgrades cut peak electricity loads, reduced idle-time energy waste, and extended equipment life, lowering costs, reducing environmental impact, and boosting stamping efficiency.
		Cooling Tower System Optimization.	The upgrade by installing a soft starter and temperature controller reduced energy waste by matching the fan speed to actual cooling needs, lowering electricity consumption and operating costs while extending equipment life.
PT ENNOVI Precision Machining Services Batam	Indonesia	Fuel Consumption Optimization—improve logistics planning to optimize routes for customer deliveries.	Delivery routes and schedules were consolidated to serve multiple customers in a single trip, optimizing logistics planning, resulting in reduced fuel consumption and operating costs while lowering environmental impact.
		Canteen Energy Optimization—timer and motion sensor installation—Install timer-based controls for scheduled operations, and add motion sensors for lights and fans.	Reduced unnecessary energy use in common areas, lowering electricity consumption and operating costs. Also, it promotes energy-conscious staff behavior.
PT ENNOVI Polymer Engineering Services Batam *(Continued overleaf)*	Indonesia	Fuel Consumption Optimization—improve logistics planning to optimize routes for customer deliveries	Delivery routes and schedules were consolidated to serve multiple customers in a single trip, optimizing logistics planning, resulting in reduced fuel consumption and operating costs while lowering environmental impact.

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
		ENERGY EFFICIENCY PROJECTS *(CONTINUED)*	
(Continued) PT ENNOVI Polymer Engineering Services Batam	Indonesia	Injection Molding Machine Energy Optimization—Servo Motor Installation.	Replacement of traditional motors with energy-efficient servo motors reduced energy consumption.
		Cooling Tower Water Consumption Optimization: Installed float valves to automatically regulate water levels, adjusted set points to reduce overflow, and ensured water is only added when required.	Improved water efficiency in cooling tower operations, cutting unnecessary consumption and enhancing overall resource management.
		Cooling Tower Energy Efficiency Improvement via VFD Installation: Installed Variable Frequency Drives (VFDs) on pumps and fans to regulate water pressure and airflow speed with adaptive, demand-based control.	Reduced energy use by modulating motor speeds, improving cooling tower efficiency, and lowering operating costs.
		Tool Room Air Conditioner Energy Efficiency Upgrade: Replaced the old unit with a new inverter-type air conditioner and added a stand-alone unit to improve temperature zoning and control.	Improved cooling performance while enhancing overall energy efficiency.
ENNOVI Advanced Mobility Solutions New Jersey Inc.	USA	Chiller replaced with newer, more energy-efficient version, with a remote condenser on the roof to reduce heat build-up in the work area.	Combined savings of 157,811 kWh in the first 6 months following project completion and an energy intensity reduction of 23% compared to sales revenue.
		Established a shut down protocol for all machinery not scheduled to run on the next shift within 1 hour of shift start.	
ENNOVI Mobility Solutions Mexico Co. S.A. de C.V.	Mexico	Additional 7 extractor fans installed to improve temperature control within the facility.	Savings of 12,264 kWh per year while also improving the work environment, air quality, and temperature.

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
WATER EFFICIENCY INITIATIVES			
Interplex (Huizhou) Industries Ltd	China	The ordinary faucet has been changed to a sensor-activated faucet to save water.	Water saving: 95 KL/annually
		The water change frequency of the workshop cooling chiller has been adjusted from once every 7 days to once every 10 days.	Water saving: 144 KL/annually
		Open toilet equipped with a glass door and a door-closing device for internal use.	Water saving: 365 KL/annually
		Collected rainwater to clean and flush the three toilets in the workshop.	Water saving: 318 KL/annually
ENNOVI Advanced Mobility Solutions Shanghai Co., Ltd	China	Integrated the workshop equipment and stopped using water in the cooling tower.	Save 500 KL of water per month
ENNOVI Advanced Mobility Solutions Dalian Co., Ltd	China	Cancelled the pure water machine in the rolling and polishing workshop.	Water saving: 2,000 KL/annually
Interplex (Suzhou) Precision Engineering Ltd	China	Recycled and reused wastewater produced by the newly added cleaning line after treatment as reclaimed water.	Water saving: 759 KL/annually
Interplex Technology Innovation Center	China	Replaced the water-saving faucet in the bathroom with an energy-saving one.	Water saving: 700 KL/annually
ENNOVI Advanced Mobility Solutions Hangzhou Co., Ltd	China	Implemented a plating sludge drying project.	30 ton (hazardous waste saving), 6,500 USD

(Continued overleaf)

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
WATER EFFICIENCY INITIATIVES *(CONTINUED)*			
(Continued) ENNOVI Advanced Mobility Solutions Hangzhou Co., Ltd	China	Implemented an EDI project for pure water in the plating workshop.	1,500 KL (water saving) +5 ton (chemical), 3,020 USD
		Conducted water-saving education and activities.	9,600 KL (water saving), 6,180 USD
ENNOVI Energy & Power Solutions Czech Republic s.r.o.	Czech Republic	Installed a de-emulsification station to minimize wastewater and enable water reuse in degreasing/deburring operations.	Annual water saving is 1,680 m^3
		Refurbished old cleaning line; replaced hoses and nozzles to eliminate leakages.	Reduction in water consumption
Interplex Precision Technology (Hanoi) Co., Ltd	Vietnam	Installed two new tanks to expand storage capacity for reject water from the EDI system, enabling greater internal reuse.	Increased water reuse, reduced freshwater demand, and improved overall resource efficiency.
ENNOVI Mobility Solutions India Private Limited (Bengaluru)	India	Reduction in DM Water consumption in plating.	Reduction of Chemical usage in the DM water plant by approximately 20%.
PT ENNOVI Integrated Engineering Services Batam	Indonesia	Repurposed RO-treated water from the anodizing process for non-potable uses, including cooling towers, gardening, security posts, and loading bays.	Reduced freshwater demand, improved water efficiency, and supported sustainable site operations.
		Implemented reuse of RO wastewater for tumbling processes, toilet flushing, and redistributed excess water to other ENNOVI sites.	Reduced freshwater consumption, optimized wastewater utilization, and improved overall water conservation across facilities.
PT ENNOVI Precision Machining Services Batam	Indonesia	Implemented a rainwater harvesting system at the site, capturing runoff from large roof areas for use in cooling tower make-up and facility cleaning.	Reduced dependence on municipal water, lowered utility costs, and conserved water resources, especially during dry seasons.

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
WATER EFFICIENCY INITIATIVES *(CONTINUED)*			
OCP de Mexico S.A. de CV.	Mexico	Toilet repairs across the facility—toilets added to the preventive maintenance (PM) plan for continued maintenance.	Water consumption reduced by 70% in one month and was maintained for the remainder of the year (approximately 430 m^3 saved from July–December 2024).
WASTE REDUCTION INITIATIVES			
Interplex (Huizhou) Industries Ltd	China	Delivered to customers and recycled the packaging boxes for reuse.	Waste saving: 3.2 ton/annually
ENNOVI Stewart EFI Hangzhou Co., Ltd	China	Optimized product packaging.	Waste saving: 3.48 ton/annually
		Recycled cleaning agents to reduce waste sludge generation.	Hazard waste saving: 6.785 ton/annually
ENNOVI Advanced Mobility Solutions Shanghai Co., Ltd	China	Improved plastic processing to save raw materials.	Save 9.9 tons of plastic particles per annum
Interplex (Suzhou) Precision Engineering Ltd	China	Implemented multiple stratification and oil separation of oil-water mixtures.	Hazard waste saving: 8.7 ton/annually
		Optimized production molds to save materials.	Waste saving: 10.4 ton/annually
Interplex Technology Innovation Center	China	Implemented multiple stratification and oil separation of oil-water mixtures.	Hazard waste saving: 2.5 ton/annually

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
WASTE REDUCTION INITIATIVES *(CONTINUED)*			
ENNOVI Advanced Mobility Solutions UK Limited	UK	Reduced chemical waste generation at the Plating R&D Centre by analyzing past and ongoing project requirements to optimize purchases and lower material use. Adjusted verification and validation testing (ISO 17025) to reduce frequency without compromising compliance, validated by auditing assessors.	Achieved measurable annual reductions in chemical purchases and hazardous waste production, lowering environmental impact while maintaining testing integrity.
		Replaced the old cardboard compactor with a multi-chamber baler, enabling segregation and efficient processing of recyclables.	Diverted clear plastic waste from landfill, increasing recycling rates and reducing environmental impact.
ENNOVI Advanced Mobility Solutions France	France	Installed a new lubrication system on the press.	Reduction of oil mist by 5% annually new vacuum system.
Interplex Precision Technology (Hanoi) Co., Ltd	Vietnam	Waste reduction by selling end-of-life (EOL) powder paint to external suppliers for reuse instead of disposal.	Diverted EOL paint from landfill, reduced hazardous waste, and supported circular economy practices.
ENNOVI Mobility Solutions India Private Limited (Bengaluru)	India	Cyanide elimination in the gold stripping process by adopting safer alternatives and optimizing chemical usage.	Reduced hazardous chemical use by 40%, lowering environmental impact, improving workplace safety, and cutting hazardous waste generation.
AEL Engineering Sdn. Bhd.	Malaysia	Waste reduction by replacing carton paper layer pads with reusable PE foam sheets for separating metal sheets. The existing paper pads were too weak to recycle effectively (3–8 uses).	PE foam pads can be reused 10–15 times, significantly extending lifespan, reducing waste, and lowering material consumption.
		Introduced an automated degreasing process with internal chemical recycling to reduce reliance on V-clean, which previously generated about 30 metric tons of scheduled waste annually.	Reduced chemical purchases, cut scheduled waste from degreasing, and lowered overall environmental impact while improving cost efficiency.
PT ENNOVI Integrated Engineering Services Batam	Indonesia	Reviewed the degreasing process and shifted to auto-degreasing to reduce oil chemical consumption in production.	Lowered chemical usage, cut waste generation, and improved cost and environmental performance.

TCFD Report

Environmental Initiatives

Entity Name	Country	Projects Completed in 2024	Results
WASTE REDUCTION INITIATIVES *(CONTINUED)*			
PT ENNOVI Precision Machining Services Batam	Indonesia	Coolant Waste Reuse: CNC machines at the EPMB site consumed large volumes of coolant, which was previously discarded once contaminated with chips and oil. A new filtration system now reclaims and reuses viable coolant, extending its lifecycle.	Reduced hazardous waste, lowered disposal costs, and cut chemical purchases while improving overall resource efficiency.
PT ENNOVI Polymer Engineering Services Batam	Indonesia	Paper Consumption Reduction—Label Size Optimization	By reducing label size across all lines, the site cut paper waste, lowered printing costs, reduced environmental impact, and minimized refill frequency—while maintaining full information visibility.
Interplex Sun Belt, Inc.	USA	Additional treatment of wastewater from EG/EP lines to reclassify from hazardous waste to non-hazardous waste.	Diverted waste from being classified as hazardous waste by balancing the wastewater prior to disposal.
ENNOVI Mobility Solutions Mexico Co. S.A. de C.V.	Mexico	Divert organic waste from landfill to compost program.	Diverts approximately 1,600 kg from landfill per month.

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.

At ENNOVI, we offer rewarding career paths, continuous learning opportunities, and an empowering work environment where every employee can thrive. Diversity, equity, and inclusion are fundamental to how we operate, and we are committed to creating a safe, supportive, and equitable workplace.

Under our Best Talent brand pillar, we aim to foster a dynamic, collaborative, and inclusive workplace culture that encourages continuous learning, professional growth, and a sense of purpose. Our employees play a vital role in accelerating innovation through smart, sustainable manufacturing processes.

We aim to be a purpose-driven employer where careers grow in tandem with our commitment to a low-carbon future.

Employment Snapshot

At the end of FY2024, ENNOVI employed

9,557

people globally

Of these,

52%

held permanent roles

and

48%

were on fixed-term contracts

Asia accounted for

77%

of our total workforce

Throughout this section, we have shared key performance data.

For a comprehensive overview of our performance across a broad range of indicators, please refer to the **Performance Data Summary** at the end of this report.

People

Diversity, Equality and Inclusion

We are an equal-opportunity employer that values diversity in all its forms. Our HR policies promote fairness, transparency, and inclusion across all regions and roles, helping us build a cohesive **ONE ENNOVI** culture.

We offer equal working opportunities regardless of gender, race, ethnicity, sexual orientation, disability, or age. For our employees, we strive to provide equal opportunities through employment, which include recruitment, development, performance assessment, and compensation. Equitable hiring, merit-based promotions, transparent compensation, and flexible work arrangements are examples of people initiatives introduced to drive inclusivity in ENNOVI.

ENNOVI is committed to creating a fair and equitable work environment with zero-tolerance for discrimination. We recognize freedom from discrimination as a fundamental human right and are committed to ensuring all workers and job seekers are treated equally, enabling them to reach their full potential.

"We offer 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."

Teresa Gu, Chief Human Resource Officer

We recognize freedom from discrimination as a fundamental human right and are committed to ensuring all workers and job seekers are treated equally, enabling them to reach their full potential.

People

Diversity, Equality and Inclusion

Employees FY2024	Male	Female	Non-Binary	Total
Total number of employees	5,727	3,830	0	**9,557**
Number of permanent employees	3,159	1,812	0	**4,971**
Number of temporary employees	26	5	0	**31**
Number of fixed-term contract employees	2,542	2,013	0	**4,555**
Number of full-time employees	5,707	3,800	0	**9,507**
Number of part-time employees	20	30	0	**50**

At the close of 2024:

Women made up

40%

of our global workforce

Women held

26%

of managerial roles and 25% of Head of Department positions.

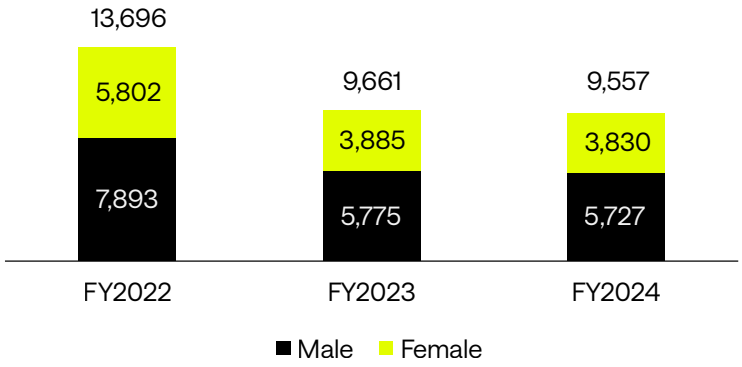
42%

of new hires were women

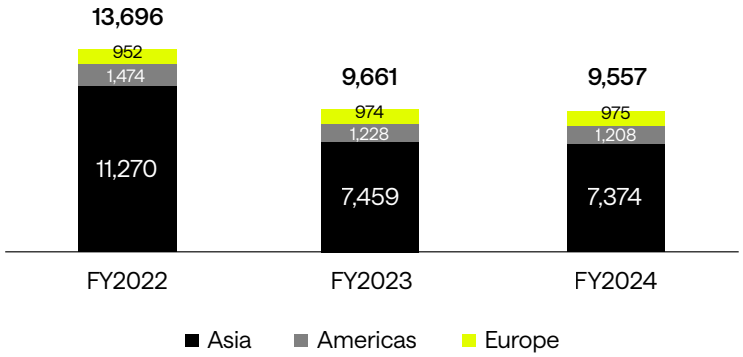
People

Diversity, Equality, and Inclusion

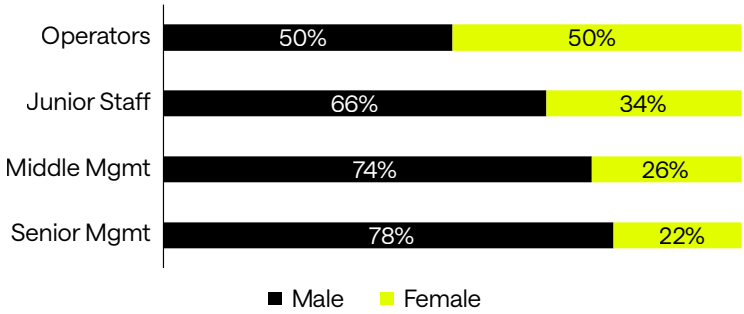
Employees by Gender



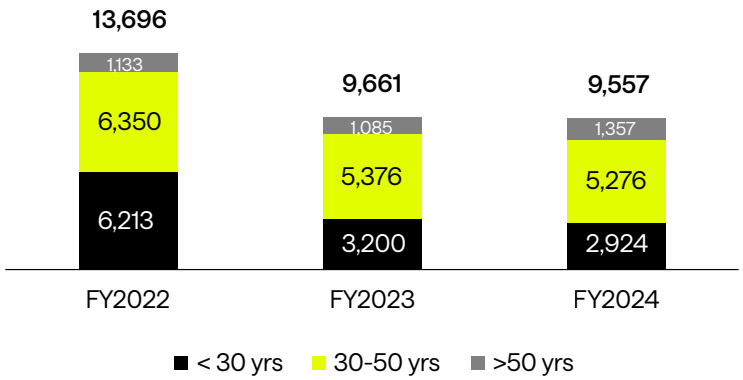
Employees by Region



Employees by Employment Category and Gender
FY2024



Employees by Age Group

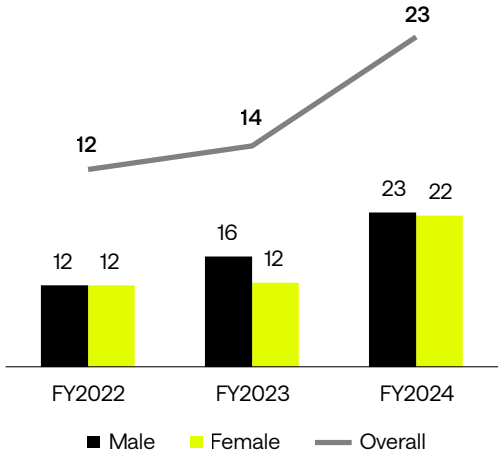


People

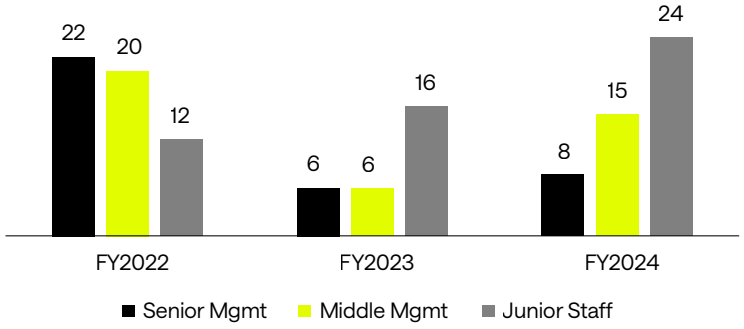
Learning & Development

Continuous learning is at the heart of our talent strategy.

Average Training Hours per Employee by Gender



Average Training Hours per Employee by Employee Category



Employee Training	FY2022	FY2023	FY2024
Average hours of training per employee	12	14	23

Note: Training data refers to indirect employees.

We offer flexible, personalized training tailored to meet the diverse needs of our workforce. Employees have access to a broad library of online courses across technical, functional, and leadership domains.

In FY2024, we launched a new e-learning resource, LinkedIn Learning. It offers over 21,000 courses across multiple technical specialisations, helping our employees upskill, reskill, and advance their careers. This positive change raised our average training hours from 14 in the previous year to 23.

In addition, we launched the second cycle of our Global Mentoring Program, pairing selected high-performing talent with senior leaders from our Global Leadership Team. This initiative provides targeted development opportunities, enabling mentees to gain strategic insights and career guidance to support their continued growth.

People

Employee Engagement

We strive to build a positive, engaging workplace where employees feel valued, motivated, and connected.

Our initiatives include:

Quarterly Global Management Calls & Local Townhalls

Led by our CEO and senior leaders, these calls foster open dialogue and transparency. Local Plant Managers also host regular townhall-style meetings to reinforce communication at the site level.

Bulletin Boards

Key updates and announcements are posted in common areas to keep teams informed.

Events and Celebrations

We host team-building activities, health and wellness events, family days, and festive celebrations throughout the year to build morale and strengthen team spirit.

Open-Door Policy

We foster a culture of collaboration and trust, creating a safe and open environment where ideas are freely shared to drive collective success. Employees are encouraged to raise ideas, concerns, or suggestions directly with managers or senior leadership. Suggestion boxes offer an additional feedback channel.

"**Our commitment to the transformation is epitomized by our five pillars: Speed, Innovation, Best Talent, Global Reach, and Sustainability.** This entails navigating exponential market changes through agile structures, fostering innovation across all aspects of our business, strategically expanding our global footprint, championing sustainability initiatives, and nurturing a winning team."

Stefan Rustler, CEO

People

Employee Engagement Survey 2024

In February–March 2024, we conducted our first Global Employee Engagement Survey.

The survey was implemented in eight languages—English, Bahasa Indonesian, Chinese (Simplified), Czech, French, German, Hungarian, and Spanish.

We achieved an outstanding 83% overall response rate, reflecting the strong engagement and voice of our workforce. The survey revealed a Sustainable Engagement score of 87%, highlighting high levels of motivation, purpose alignment, and intent to stay and contribute to ENNOVI's long-term success.

These results reaffirm our commitment to building a customer-centric, inclusive, and values-driven culture. We are using the feedback to further refine our employee experience, strengthen leadership development, and build programs that support wellbeing, development, and belonging across our global teams.

We achieved an outstanding

83%

overall response rate, reflecting the strong engagement and voice of our workforce

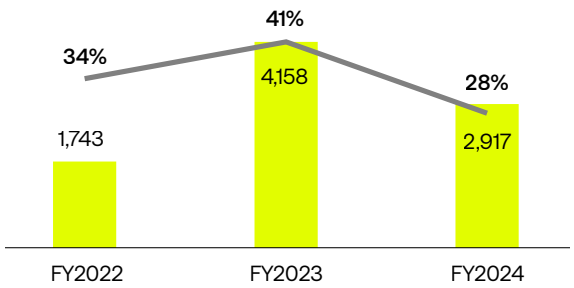
People

Hiring and Turnover

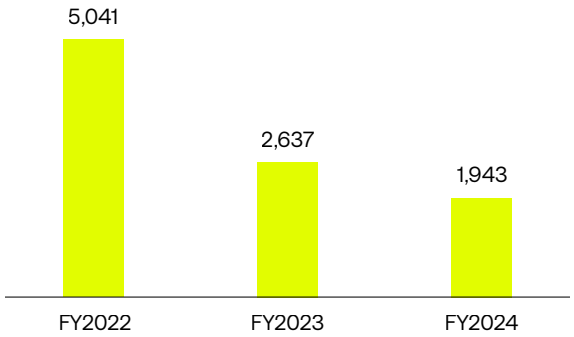
ENNOVI hired 1,943 new employees in FY2024, with 74% located in Asia, 18% in the Americas, and 8% in Europe.

Our overall turnover rate was 28%, with male turnover at 30% and female turnover at 33%. We continuously monitor these trends and implement targeted measures to improve retention.

Employee Turnover
(Number, Rate)



New Hires
(Number)



ENNOVI employed

1,943

new employees in FY2024

With

74%

located in Asia, **18%** in the Americas, and **8%** in Europe.

People

Hiring and Turnover

New Hiring By Gender

	FY2022			FY2023			FY2024		
Indicators	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of new hires	2,740	2,300	5,041	1,502	1,135	2,637	1,119	824	1,943
Total hiring rate	35%	40%	37%	25%	28%	26%	20%	22%	20%

New Hiring By Age Group

	FY2022		FY2023		FY2024	
Age group	No. of new hires	Hiring rate	No. of new hires	Hiring rate	No. of new hires	Hiring rate
Below 30 years	3,292	53%	1,461	46%	1,175	40%
30-50 years	1,621	25%	1,003	19%	628	12%
Over 50 years	128	11%	173	16%	140	10%
Total hiring	5,041	37%	2,637	27%	1,943	20%

New Hiring By Region

	FY2022		FY2023		FY2024	
Region	No. of new hires	Hiring rate	No. of new hires	Hiring rate	No. of new hires	Hiring rate
Asia	4,499	40%	1,954	26%	1,450	20%
Americas	468	32%	420	34%	344	28%
Europe	123	13%	263	27%	149	15%

People

Discrimination and Harassment

ENNOVI upholds a strict zero-tolerance policy toward all forms of discrimination and harassment.

We are committed to providing a workplace that promotes respect, dignity, and equal opportunity for everyone. Our approach aligns with the International Labour Organization (ILO) principles, which prohibit discrimination on the basis of age, gender, race, religion, nationality, disability, or any other protected characteristic.

This commitment is reinforced through the ONE ENNOVI Culture, as well as our Global Human Rights Policy, Code of Business Conduct, and Supplier Code of Conduct. We provide regular training to all employees on human rights and workplace ethics, maintain accessible infrastructure for persons with disabilities, and conduct periodic internal audits to ensure the effectiveness of preventive measures.

In FY2024, ENNOVI investigated one reported case of discrimination and harassment in accordance with our zero-tolerance policy and established procedures. Following our internal investigation, the implicated person left the organization, and the case was resolved successfully. This incident reaffirmed the importance of continued awareness and vigilance in maintaining a safe and inclusive workplace, which upholds mutual respect and professional business conduct.

Performance Management

ENNOVI's performance management system is designed to fairly and transparently assess and reward employee performance. The process follows a structured three-phase cycle: goal setting at the start of the year, mid-year reviews to monitor progress, and year-end appraisals to evaluate achievements and define objectives for the year ahead.

In FY2024,

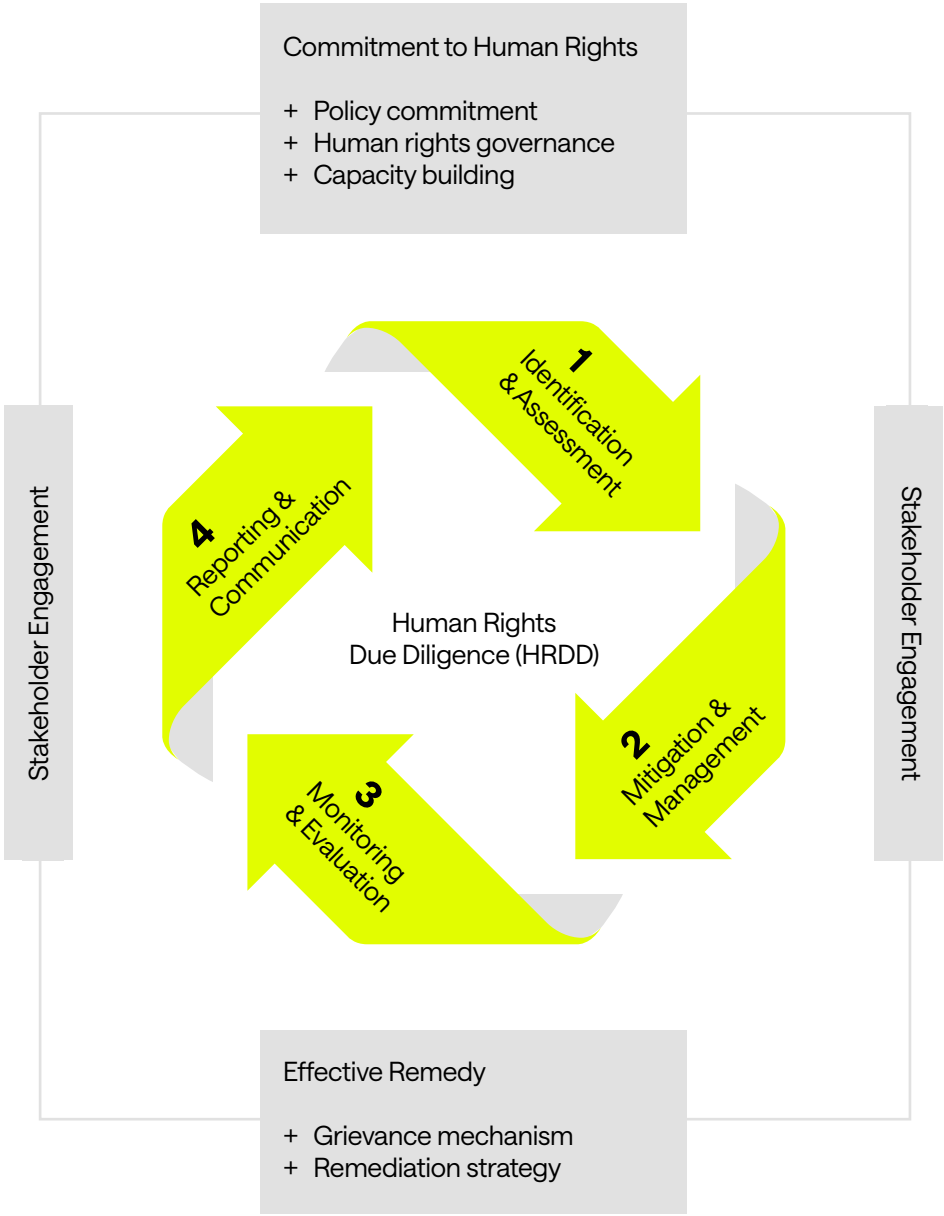
100%

of ENNOVI employees participated in this appraisal process

Human Rights Report

At ENNOVI, we are committed to respecting and advancing human rights in our global operations.

We recognize the fundamental rights and dignity of all individuals—our employees, supply chain workers, and the communities where we operate. Our approach is guided by clear policies, robust governance, and ongoing due diligence to prevent, mitigate, and address human rights risks.



Human Rights Report

Commitment to Human Rights

Our Global Human Rights Policy sets out the principles and values that underpin our commitment. It is aligned with leading international standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

As a signatory to the UN Global Compact, we also uphold its Ten Principles and seek to advance the UN Sustainable Development Goals (SDGs) wherever possible.

Where necessary, entity-specific policies—translated into local languages—are implemented to address local priorities and ensure consistent application across all operations.

We are committed to respecting all internationally recognized human rights, including:

- Child labor
- Fair wages and benefits
- Forced labor, human trafficking and modern slavery
- Freedom of association and right to collective bargaining
- Health and safety
- Non-discrimination
- Non-harassment
- Right to privacy
- Rights of indigenous peoples and local communities
- Use of security forces
- Working hours
- Workplace diversity, equity, and inclusion

Human Rights Report

Human Rights Governance

Human rights governance is led by the Sustainability Committee. The committee is responsible for defining the departments in charge of the various commitments within this policy. It has oversight over the execution of initiatives and programs to operationalize this policy and the monitoring of compliance against this policy.

Building Awareness and Capability

We provide human rights training to employees, covering our global policy, key risks, grievance mechanisms, and specific issues such as child labor, fair wages, health and safety, and non-discrimination.

Employees are responsible for acknowledging and understanding the values and principles outlined in these policies, and in ensuring that their behavior and actions reflect these same principles.

If violations or suspected violations have been identified, employees have the responsibility of reporting these incidents.

Human Rights Due Diligence (HRDD)

Our due diligence framework follows the UN Guiding Principles on Business and Human Rights, comprising four steps: Identify and assess risks, take action to address them, monitor effectiveness, and communicate progress.

Identification and Assessment

In 2024, we conducted our first human rights impact assessment, focusing on human rights risks in our direct operations. This assessment, developed with an external sustainability consultancy, identified and prioritized salient risks, including non-discrimination, non-harassment, forced labor, child labor, freedom of association, fair wages, working hours, health and safety, and privacy.

The assessment drew on desk research, industry trends, past audits, and engagement with key internal stakeholders. Risks were then prioritized in line with the UN Guiding Principles on Business and Human Rights, considering scale, scope, irremediability, and likelihood.

For each salient risk, we have implemented targeted measures such as policy enforcement, supplier requirements, employee and supplier training, age verification procedures, and strict recruitment standards. Supplier compliance is monitored through audits and sustainability assessments.

Human Rights Report

Salient Human Rights Risks and Management Approach

To ensure transparency and accountability, we summarize our salient human rights risks alongside the stakeholders potentially affected and the actions we take to manage these issues. The table below provides a clear overview of how ENNOVI addresses each risk, demonstrating our proactive approach to protecting human rights across our operations and supply chain.

Salient Risk	Potentially Affected Stakeholders	Key Management Actions
Non-discrimination	ENNOVI employees and workers, particularly women and minority groups.	+ ONE ENNOVI Culture promoting fair practices + Human rights and Code of Business Conduct training + Accessible infrastructure for employees with disabilities Internal audits to assess effectiveness
Non-harassment	ENNOVI employees and workers, supply chain workers.	+ Human rights and Code of Business Conduct training + Supplier Code of Conduct + Internal audits to ensure prevention measures
Forced labor, human trafficking & modern slavery	ENNOVI employees, supply chain workers (especially migrant workers, women, children).	+ Zero-tolerance policy in the Global Human Rights Policy + Human Rights training + Facility-level labor management procedures + Partnerships with compliant recruitment agencies, with costs borne by ENNOVI + Written contracts in native languages or English + No retention of personal documents + Housing aligned with host country standards + Supplier Code of Conduct + Responsible Minerals Sourcing Policy

Human Rights Report

Salient Human Rights Risks and Management Approach (Continued)

Salient Risk	Potentially Affected Stakeholders	Key Management Actions
Child labor	Children in high-risk geographies where ENNOVI has operations.	+ Zero-tolerance policy + Age verification before employment + ID access control systems + Human rights and child labor awareness training + Internal and third-party audits + Supplier Code of Conduct
Freedom of association & collective bargaining	ENNOVI employees and workers, supply chain workers.	+ Collective bargaining agreements in multiple countries (38% coverage in 2024) + Human rights training + Town halls, suggestion boxes, open-door policy + Supplier Code of Conduct
Working hours	ENNOVI employees and workers, supply chain workers.	+ Commitment to fair working hours in Global Human Rights Policy + Human rights training + Supplier Code of Conduct
Fair wages	ENNOVI employees and workers, supply chain workers.	+ Commitment to fair remuneration + Regular wage reviews + Human rights training + Supplier Code of Conduct
Workplace health & safety	ENNOVI employees (specially manufacturing), supply chain workers.	+ ISO 45001-aligned OHS management system + Workplace hazard assessments + OHS training + Incident reporting mechanism + Health & Safety Committees + Internal and external EHS audits

Human Rights Report

Salient Human Rights Risks and Management Approach (Continued)

Salient Risk	Potentially Affected Stakeholders	Key Management Actions
Right to privacy	All internal and external stakeholders whose personal data is stored.	+ Privacy protection framework + Human rights training
Access to grievance mechanism	Employees, supply chain workers, business partners, customers, communities.	+ Whistleblowing policy with multiple channels + Third-party EthicsPoint platform + Non-retaliation and confidentiality principles + Code of Business Conduct training

Monitoring and Evaluation

We regularly monitor and evaluate our human rights performance to ensure risks are effectively managed and mitigated. The effectiveness of our policies and procedures is reviewed on an ongoing basis, driving continuous improvement in how we respect human rights across our operations and value chain.

Targets are mapped against salient human rights risks, with internal key performance indicators (KPIs) established to measure progress. Performance is assessed through annual internal audits at operational sites and independent third-party audits.

In addition, supplier performance is monitored through sustainability assessments and audits to ensure compliance with our Supplier Code of Conduct and related human rights expectations.

Reporting and Communication

We disclose our human rights programs and performance annually through the Sustainability Report, with this Human Rights Report offering deeper insight into our approach, due diligence processes, initiatives, and outcomes across operations and supply chains.

We remain committed to transparent, regular reporting to track progress and demonstrate how we address and mitigate human rights risks.

Human Rights Report

Access to Remedy

ENNOVI is committed to ensuring effective remedies in cases where we have caused or contributed to adverse human rights impacts.

Grievance Mechanism

We encourage a speak-up culture and provide multiple reporting channels to ensure accessibility for all stakeholders. Concerns can be raised confidentially through our EthicsPoint platform, which upholds principles of non-retaliation, confidentiality, transparency, and fair treatment. All reports undergo an initial review; substantiated cases proceed to formal investigation, with outcomes reported to the Ethics Committee and appropriate corrective actions taken.

Effective Remedy

Where ENNOVI has caused impacts, we act without delay to resolve them. Where we have contributed, we cooperate with suppliers and partners to end violations, hold perpetrators accountable, and provide remediation. In other cases, we use our influence to help ensure access to appropriate and effective remedies.

Continuous Improvement

Human rights is an evolving priority, and we remain committed to strengthening our policies, processes, and performance.

We actively seek feedback and continually refine our approach to help create a more equitable and just society.

Occupational Health and Safety

Our goal is to be a zero-accident workplace.

At ENNOVI, ensuring the health and safety of our employees is fundamental to our operational excellence and long-term sustainability. We strive to maintain a safe, healthy, and compliant work environment across all global manufacturing locations.

Commitment to Safety

Our Occupational Health and Safety (OHS) approach is embedded in a globally aligned management system that meets ISO 45001 standards and complies with all applicable health and safety regulations.

This system is grounded in four core pillars:

Hazard Prevention

Regular risk assessments and robust controls help us proactively identify and mitigate workplace hazards to prevent accidents and occupational illnesses.

Training and Engagement

We promote safety through ongoing training and employee involvement in hazard reporting and safety enhancements.

Incident Management

All incidents are promptly reported, thoroughly investigated, and addressed through root cause analysis and corrective actions.

Continuous Improvement

We monitor performance, set measurable goals, and refine our systems to drive ongoing improvement in safety outcomes.

Occupational Health and Safety

Health and Safety Certification

By the end of FY2024, 55% of ENNOVI's manufacturing facilities had achieved ISO 45001:2018 certification, up from 37% the previous year. Our target was to achieve certification coverage of 50% by FY2026. As of FY2024, we have surpassed this target with 55% of certified manufacturing facilities.

As we adopt a continuous improvement approach in our sustainability strategy, we have reviewed our target and aim to achieve 70% certified facilities by FY2028.

Safety Performance Highlights

We continuously monitor and evaluate safety performance at all facility levels, regional and corporate. In FY2024, ENNOVI recorded 23 recordable work-related injuries, down from 28 in FY2023 (reduction of 18%) and 56 in FY2022 (reduction of 59%).

Compared to 2019, we have achieved 86% reduction in hand-related injuries and 90% reduction in foot-related injuries. Wrist-related injuries decreased to 0 in FY24 after the brief increase experienced in FY23.

Note: Throughout this report, we have shared key performance data. For a comprehensive overview of our performance across a broad range of indicators, please refer to the Performance Data Summary at the end of this report.

By the end of FY2024,

55%

of ENNOVI's manufacturing facilities had achieved **ISO 45001:2018** certification

We aim to achieve

70%

certified facilities by **FY2028**

In FY2024, ENNOVI recorded

23

recordable work-related injuries

Compared to 2019, we have achieved

86%

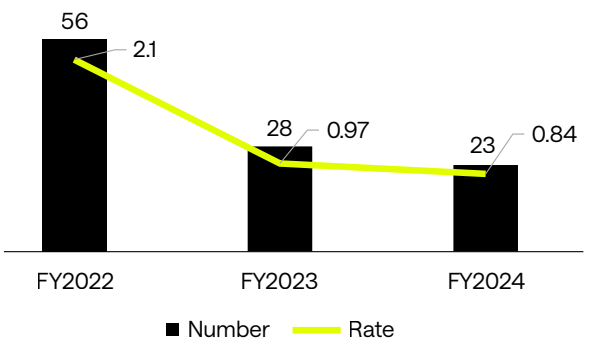
reduction in hand-related injuries and **90%** reduction in foot-related injuries

Occupational Health and Safety

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

Note: The fatality and injury rates were computed based on the 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.

Recordable Work Related Injuries
(Direct Workforce)



Occupational Health & Safety Performance FY2024				
Performance Indicators	**Unit**	**FY2022**	**FY2023**	**FY2024**
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	4	0	0
Subcontractor	number	0	0	0
Direct workforce	rate	0.15	0	0
Subcontractors (Workers)	rate	0	0	0
Recordable work-related injuries				
Direct workforce	number	56	28	23
Subcontractors (Workers)	number	0	0	0
Direct workforce	rate	2.1	0.97	0.84
Subcontractors (Workers)	rate	0	0	0
Lost Time Injury severity rate				
Direct workforce	rate	37	17.7	14.6
Subcontractors (Workers)	rate	0	0	0
Total man-hours worked				
Direct workforce	man-hours	26,189,531	28,856,693	27,293,700
Subcontractors (Workers)	man-hours	5,744,273	6,325,997	7,024,384

Occupational Health and Safety

Health and Safety Governance

At ENNOVI, strong health and safety governance underpins our commitment to a safe and healthy workplace. Our site-level committees are central to this effort, ensuring proactive risk management through employee involvement and open communication.

Each ENNOVI site has a committee chaired by the General Manager or a senior executive, with members representing all departments. Meeting monthly, these committees review safety performance, monitor progress against targets, conduct risk assessments, and drive continuous improvement in workplace health and safety.

Our regional ESG leads work closely with the plant-level EHS personnel to implement and monitor health and safety programs and initiatives. Regional ESG executives report to the Chief Sustainability Officer, who in turn reports to the CEO.

Health & Safety Risk Assessments

All ENNOVI plants undergo periodic risk assessments to identify, evaluate, and address safety risks. Each site implements targeted corrective measures to ensure a safe environment for employees, contractors, visitors, and customers.

Strategic KPIs and Targets

ENNOVI tracks EHS performance against clearly defined KPIs and annual targets. In FY2024, 82% of our sites across the Americas, Europe, China, Southeast Asia, and South Asia achieved full compliance with their EHS KPIs. We also reported zero incidents of high-consequence (non-fatal) work-related injuries during the reporting period.

Performance-Linked Safety Culture

Occupational health and safety is one of the five themes embedded in ENNOVI's employee performance management system. This alignment reinforces accountability and supports a culture of shared responsibility for safety.

Employees receive structured OHS training and are empowered to identify hazards and suggest improvements.

Occupational Health and Safety

Health & Safety Audits

Our global EHS audit program plays a critical role in maintaining high standards and sharing best practices across sites.

Key features of our audit process include:

+ Assessing compliance with ENNOVI standards and applicable regulations
+ Evaluating site-level risk management and business continuity preparedness
+ Sharing site-specific strengths and areas for improvement with management
+ Engaging EHS professionals from across our network to perform peer audits
+ Promoting knowledge transfer by highlighting replicable best practices
+ Recommending corrective actions to close gaps identified.

Mitigation Measures

The most commonly reported injuries in FY2024 included pinch-point or crush injuries, overexertion (sprains and strains), chemical burns, thermal burns, slips and falls, and injuries from being hit, struck, or in contact with objects.

Preventive actions implemented include:

+ Equipment automation
+ Installation of safety guards and sensors
+ Strengthening standard operating procedures
+ Enhanced PPE protocols and training
+ Weekly inspections and annual lockout/tagout training ensure continued safety vigilance.

Resulting from internal audits, a number of safety improvement projects were implemented at site level to reduce the risk of injuries and enhance operational safety. Safety performance was observed after implementing the project to assess improvements made.

Proactive Health and Safety Improvements

ENNOVI sites conduct regular internal audits and continuous workplace evaluations to identify emerging risks and enhance employee safety. For example, as electric bicycles became increasingly popular among employees commuting to work, we identified an elevated fire risk related to battery charging. In response, we installed fire extinguishers on the ceiling of the parking canopy as a preventive safety measure.

In another initiative, we addressed ergonomic risks for shopfloor employees who previously had to bend at 90 degrees to lift heavy parts from pallets—posing a risk of back injuries. To reduce strain and improve ergonomics, we introduced mobile trolleys to replace stationary pallets, significantly lowering physical stress and enhancing workplace safety.

Several such projects have been implemented across ENNOVI sites to proactively mitigate risks, improve working conditions, and foster a safer and healthier work environment.

Occupational Health and Safety

PPE Management

Hand injuries were a leading cause of lost-time incidents in FY2024, prompting targeted interventions. Incident investigations indicated that 55% of the injuries resulted from unsafe behavior.

To strengthen injury prevention and improve hand safety, we implemented enhanced Personal Protective Equipment (PPE) management measures across our sites. We installed PPE vending machines to ensure easy access to appropriate protective gear and provided hands-on training to employees on selecting the correct PPE for their specific tasks. We also engaged closely with PPE suppliers to promote awareness of proper usage and reinforce the importance of PPE in maintaining a safe working environment. These efforts have helped reinforce a culture of safety and accountability across our operations.

Health & Safety Training

Our annual EHS Training Plan ensures that all employees are equipped with up-to-date knowledge and practical skills to maintain a safe workplace.

Training includes:

+ Regular safety briefings at production sites
+ Risk assessment workshops and safety drills
+ Campaigns to promote health, well-being, and incident prevention
+ The training plan is reviewed annually to ensure continued relevance and effectiveness.

Regulatory Compliance

There were no incidents of non-compliance or penalties relating to occupational health and safety regulations in FY2024.

In FY2024,

100%

of target employees completed **four hours of EHS training**

6 hours

On average, each employee received **six hours of health and safety training** during the year

Sustainable Procurement

At ENNOVI, we hold our suppliers to the same high standards of ethics, governance, and sustainability that we apply to our own operations.

FY2027 Target	FY2024 Performance
> 80% (by value) of Direct Material suppliers covered by the CSR risk analysis	88
> 90% of targeted Direct Material suppliers signed the Supplier Code of Conduct	71
> 80% of targeted Direct Material suppliers submitted CMRT declarations	70
> 90% of buyers trained on sustainability issues	98

Responsible sourcing is critical not only to advancing environmental and social goals but also to managing risk, ensuring supply chain continuity, resilience, and responding to growing expectations from customers and stakeholders.

Our sustainable procurement framework ensures that we work only with suppliers who share our commitment to ethical and sustainable practices. It integrates environmental, social, and governance considerations into procurement requirements and is supported by clear policies, performance tracking, and continuous engagement.

In 2024, we had

1,539

active suppliers globally,

with plastics and metals—such as steel, aluminum, zinc, and copper—representing the bulk of our procurement spend

Sustainable Procurement

Supplier Code of Conduct

Our Supplier Code of Conduct defines the minimum ESG standards we expect from all suppliers.

We require suppliers to acknowledge and implement these standards within their own operations and throughout their supply chains.

Acknowledgment is renewed biennially to maintain accountability and alignment with ENNOVI's values.

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
+ Freedom of Association and Right to Collective Bargaining
+ Whistleblowing and Grievance Mechanisms, Forest and Water Rights, and Forced Eviction
+ Private or Public Security Forces
+ Diversity and Inclusion
+ Working Hours, Wages, and Benefits

Workplace Health, Safety, and Quality

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

Environment

+ Environmental Permits and Reporting
+ Energy Efficiency
+ Renewable Energy Use
+ Greenhouse Gas (GHG) Emissions
+ Decarbonisation
+ Waste
+ Responsible Chemical Management
+ Air Emissions and Noise Pollution
+ Sustainable Resource Management
+ Biodiversity, Land Use and Deforestation
+ Soil Quality
+ Animal Welfare

Please see details at

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

Sustainable Procurement

Supplier Sustainability Assessment

All new direct material suppliers must complete a sustainability self-assessment prior to onboarding. This ensures alignment with our ESG expectations from the outset.

Major suppliers, accounting for 80% of our purchase value, are required to complete biennial self-assessments to retain approved status. The assessment covers key sustainability themes, including labor and human rights, governance and ethics, environmental performance, and ownership diversity. These evaluations help us monitor supplier ESG performance, promote transparency, and identify areas for improvement.

Supplier Audits

Supplier audits are a core element of our procurement risk management strategy. They help verify compliance with our Supplier Code of Conduct and assess supplier practices in labor rights, human rights, environmental impact, and business ethics.

In FY2024, 24% of our suppliers underwent onsite assessments. These audits drive improvement, increase visibility, and strengthen supply chain resilience.

In FY2024,

24%

of our suppliers underwent onsite assessments

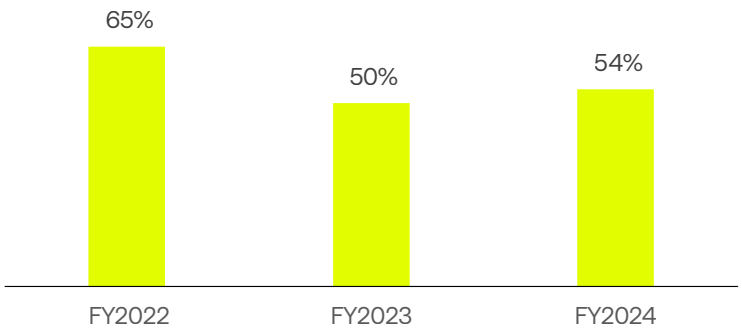
Sustainable Procurement

Supplier Certifications

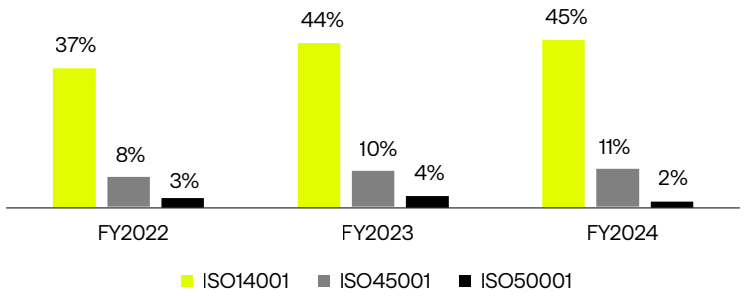
We actively encourage suppliers to implement sustainability management systems and obtain certifications in environmental, health and safety, and quality standards. These efforts help raise performance on issues that directly impact people and the planet. Progress is tracked through regular audits and assessments.

For example, the chart below shows the percentage of suppliers holding the ISO 14001, ISO 50001, and ISO 45001 certifications reflecting their commitment to environment management, energy management, and health and safety management systems.

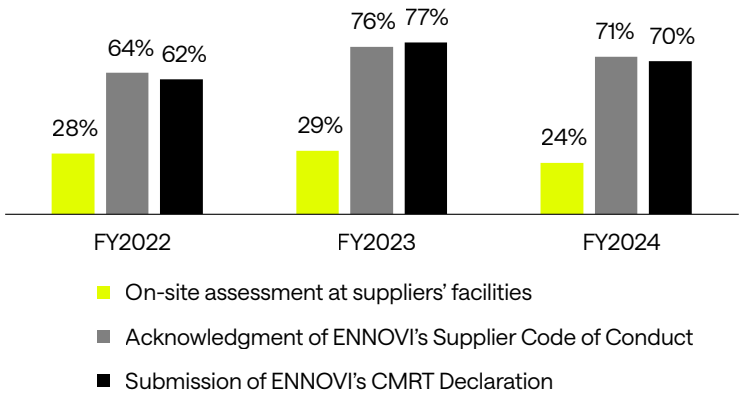
New Suppliers Screened for Social and Environmental Criteria



Active Suppliers with Social and Environmental Certifications (%)



Engagement with Active Suppliers



Sustainable Procurement

Sustainable Procurement Training

Our procurement team and employees involved in the procurement process undergo periodic training to ensure a clear understanding of ENNOVI's sustainable procurement policies, ethical sourcing requirements, risk management, and compliance obligations related to supplier engagement, human rights, and responsible minerals sourcing.

In FY2024,

98%

of our buying team members completed sustainable procurement training

100%

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

Conflict Minerals

ENNOVI prohibits the use of conflict minerals in its products. Tantalum, tin, tungsten, and gold (3TG)—often used in electronics—can be linked to potential human rights abuses and armed conflict in high-risk regions such as the Democratic Republic of Congo and its neighbors.

Our **Responsible Minerals Sourcing Policy** requires all suppliers to source 3TG materials only from smelters certified by the Responsible Minerals Initiative (RMI). Suppliers must conduct due diligence, trace the origins of minerals in their supply chains, and report findings to ENNOVI.

We use the industry-standard Conflict Minerals Reporting Template (CMRT) for this purpose. All new direct material suppliers must submit a CMRT declaration during onboarding, and all active suppliers are required to do so annually.

Smelter Verification

We have established a smelter verification process based on the Responsible Minerals Initiative's (RMI) Conformant Smelter List and customer-specific exclusion lists. All smelters reported by suppliers through the Conflict Minerals Reporting Template (CMRT) are screened against these lists.

Smelters not recognized by the RMI or flagged by customers are subject to review and may be excluded from ENNOVI's approved supply chain. Suppliers are required to take corrective action where necessary to maintain compliance with our responsible sourcing standards.

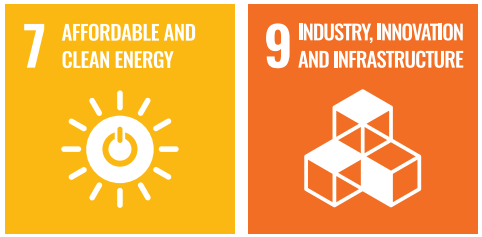
This process strengthens traceability, ensures alignment with customer requirements, and reinforces our commitment to conflict-free sourcing.

Human Rights in Our Supply Chain

Our commitment to human rights extends across the value chain. The Supplier Code of Conduct requires all suppliers to uphold internationally recognized human rights standards. While we have not yet conducted a formal human rights risk assessment across our supply base, we remain committed to identifying and mitigating risks through supplier engagement, assessments, and continuous improvement.

ENNOVI's **Global Human Rights Policy**, approved by its CEO, extends across all operations and the supply chain. It is grounded in UN Guiding Principles and ILO standards, and supported by a grievance mechanism and remediation process that invites reports from suppliers and stakeholders.

Driving Innovation



Pioneering sustainable design to drive the future of mobility.

At ENNOVI, innovation is core to everything we do. We transform ideas into high-impact solutions that help customers stay ahead in fast-evolving markets. By combining advanced design, materials science, and manufacturing expertise, our teams enhance EV performance, efficiency, and safety—delivering precision, speed, and quality from concept to commercialization.

Sustainable engineering drives our approach. From early R&D to full-scale production, we continuously optimize materials and processes to reduce waste and enable energy-efficient manufacturing. Through cross-functional collaboration and localized design hubs, we deliver modular interconnect and power solutions—such as ENNOVI-BusMate and motor stator busbars—engineered for speed, sustainability, and customer needs.

Our end-to-end capabilities—spanning high-precision engineering, simulation, and advanced manufacturing—enable co-creation with customers to reduce total cost of ownership, accelerate development, and shorten time to market. This ensures scalable innovation across mobility, medical, and beyond.

Product Innovation

Innovation is at the heart of our strategy to deliver sustainable mobility solutions. We prioritize designing products that reduce environmental impact, optimize resource use, and advance circularity principles. By embedding sustainability into every stage of our R&D and product development lifecycle, we ensure that our innovations not only meet customer needs but also contribute to a cleaner and more resilient future.

Driving Innovation

Key Priorities in Sustainable Design

Our innovation program focuses on:

Reducing harmful materials:

Eliminating non-sustainable elements and harmful substances from our products.

Resource efficiency:

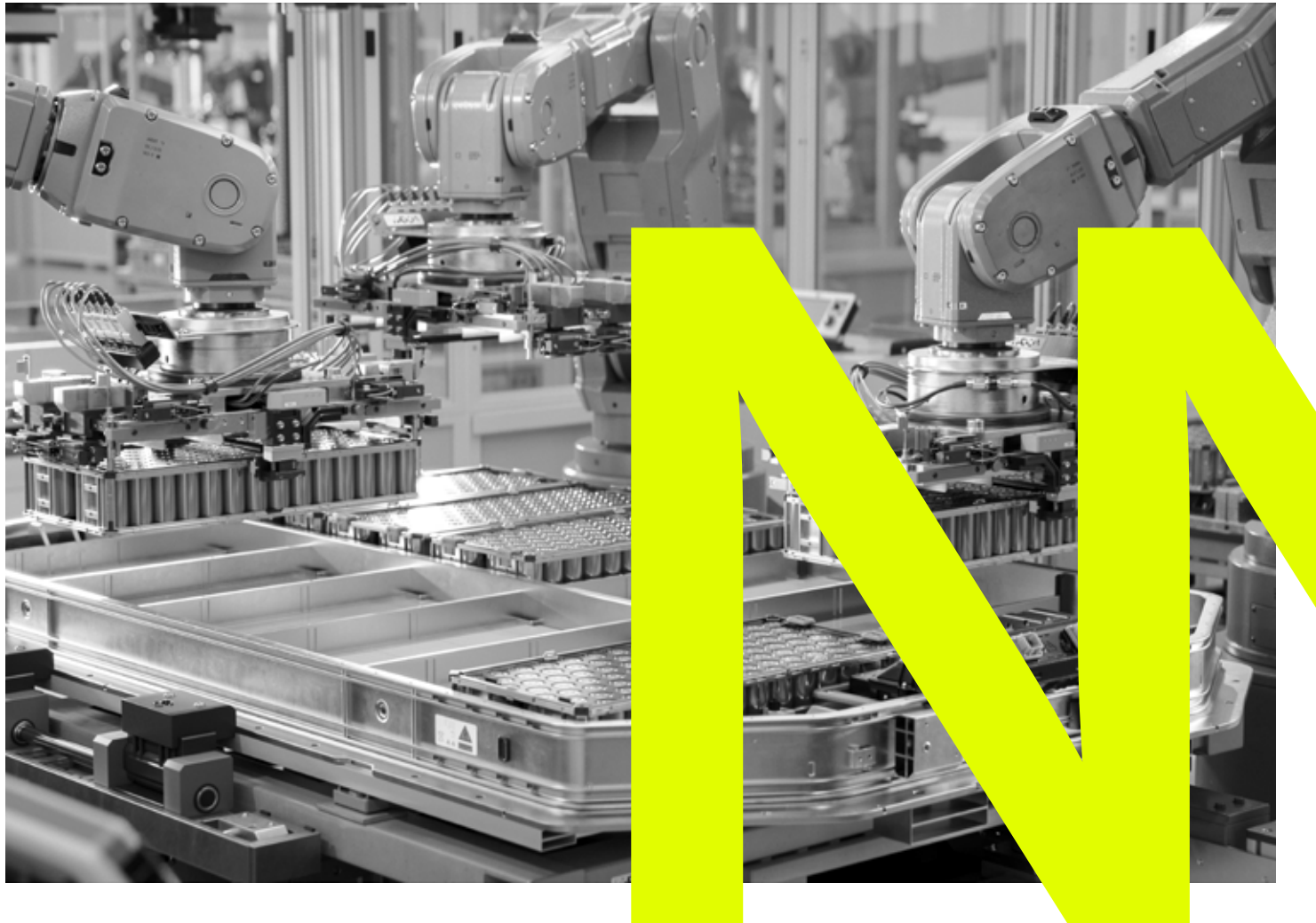
Minimizing the use of critical minerals through design optimization.

Carbon-conscious solutions:

Developing enhancements that lower carbon emissions during production and use.

Circularity:

Designing products with end-of-life re-use, recyclability, and recovery in mind.



Driving Innovation

2024 Breakthrough Innovations

In 2024, we launched several breakthrough innovations that directly advance our sustainability goals:

GlueLess Lamination:

Our patented process eliminates the glue layer traditionally required in PET lamination, significantly reducing chemical use and lowering electricity consumption by requiring less heat. This innovation enhances both environmental performance and manufacturing efficiency.

Nickel Tab Removal Project:

By redesigning our cell contacting system (CCS) interfaces, we have eliminated the need for nickel, replacing it with more recyclable material. This reduces reliance on non-sustainable metals while improving end-of-life recovery.

EV and Clean Tech

ENNOVI plays a pivotal role in advancing the electrification of mobility and clean energy systems. Our cell contact system (CCS) designs are developed specifically for electric vehicles and are also applied in energy storage and other clean tech industries.

These innovations deliver system-level benefits such as energy efficiency, material reduction, weight optimization, and improved heat management—all of which extend battery life and enhance sustainability.

Our close collaboration with leading OEMs and battery suppliers ensures that our technologies enable customers to achieve their decarbonization and sustainability goals, reinforcing our commitment to an electrified and sustainable future.

Embedding Sustainability in R&D

Sustainability is fully integrated into ENNOVI's product development process. We assess both the environmental footprint of production and the long-term lifecycle impacts of our products. Principles of resource efficiency, reuse, and circularity guide our R&D, ensuring every innovation contributes to environmental progress alongside business growth.

Driving Innovation

Engineering Excellence and Sustainability

Our expertise in high-precision stamping and molding enables us to manufacture complex components with extremely tight tolerances—reducing costs, minimizing material use, and lowering shipping weights. We leverage advanced copper alloys, prized for superior electrical and thermal properties, to create smaller, more efficient, and durable components.

Our proprietary plating and coating technologies, including corrosion-resistant finishes for electronic connectors, further enhance performance and product longevity. **At the same time, we advance sustainability by:**

Material and Process Optimization:

We prioritize the use of copper alloys, advanced coatings, and precision manufacturing to reduce material use, energy consumption, and waste.

Circular Design Principles:

Modular tooling systems and Press-Fit connectors support reuse, repair, and recyclability, critical for advancing circular manufacturing.

Localized Engineering, Global Impact:

Our regional R&D centers work in tandem with our global manufacturing footprint to deliver agile, sustainable solutions tailored to local customer and regulatory needs.

Innovation in Mobility

As a trusted electric mobility partner, ENNOVI delivers complete end-to-end manufacturing capabilities, from R&D and design to tooling and mass production. Our global network and regional operations ensure responsive logistics and the agility to scale quickly in a fast-evolving EV market.

We support electric vehicle OEMs with deep expertise in battery platforms and interconnect solutions for power and signal transmission. Our innovations help improve the efficiency, reliability, and sustainability of electric and hybrid vehicles, supporting their transition to lower carbon footprints and better performance.

Strategic Partnerships

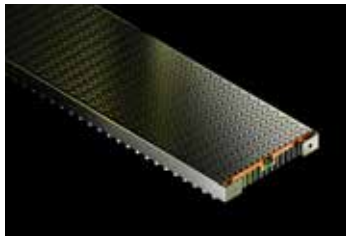
In Europe, ENNOVI has partnered with AKM Meadville to strengthen Cell Contacting System (CCS) capabilities.

This collaboration merges AKM's flexible circuit expertise with our global production capacity to deliver cost-effective, scalable, and sustainable EV components closer to our customers.

Driving Innovation

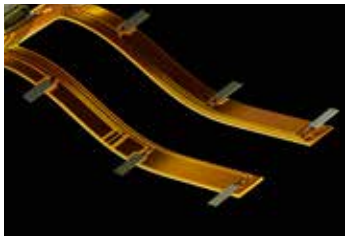
Sustainable Solutions

ENNOVI's innovation portfolio includes a range of sustainable solutions that improve performance while reducing environmental impact:



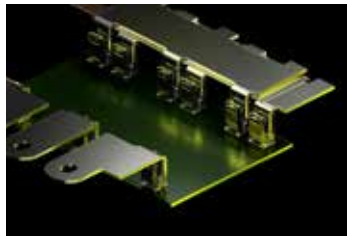
ENNOVI CellConnect Systems:

These ultra-thin, lightweight current collector systems are engineered for EV battery platforms. Featuring our patented U-Turn architecture and advanced lamination technologies, they minimize copper use, improve conductivity, simplify assembly, and enhance recyclability. Our pouch variant integrates Flexible Die-Cut Circuit (FDC) technology, an eco-friendly alternative to traditional flexible printed circuits, eliminating corrosive chemicals and supporting copper recovery.



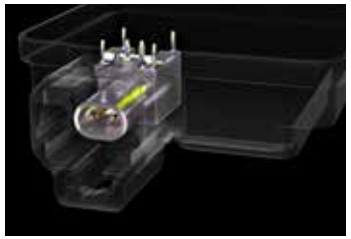
Flexible Die-Cut Circuit (FDC) Technology:

Designed for low-voltage battery interconnects, this technology reduces waste, eliminates hazardous substances, and allows reel-to-reel production with no size limitations. It outperforms traditional FPCs in environmental performance and recyclability.



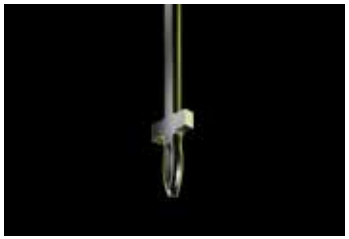
ENNOVI BusMate:

Flexible and High-Voltage Busbars, such as ENNOVI BusMate, motor stator busbars, and phase busbars, offer energy-dense, compact power distribution for electric and renewable energy systems while minimizing material and thermal inefficiencies.



ENNOVI Net Automotive Ethernet Connector:

This Press-Fit data connector enables high-speed, in-vehicle networking while reducing copper wiring by up to 30%. This results in lighter vehicles, improved energy efficiency, and lower environmental impact.



Press Fit Technology:

Our patented solderless interconnect system eliminates the need for hazardous solder materials. It offers high contact reliability and supports easier disassembly and rework, aligning with circular design principles. Validated to IEC 60352-5 and IPC-9797 standards, it's widely used across automotive and electronics applications.

Grid & Energy Storage Applications:

Our EV battery technologies extend to grid-scale renewable energy storage. The CellConnect-Round platform scales efficiently for large-format battery systems, supporting the global shift to resilient, low-carbon power infrastructure.

Driving Innovation

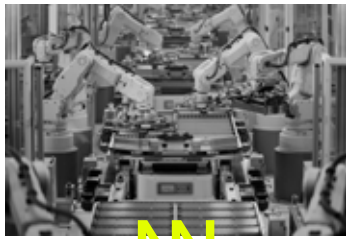
Case Study

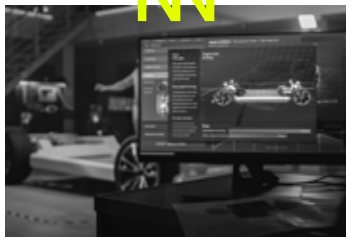
Revolutionizing EV Batteries

ENNOVI is transforming battery interconnect technology, critical to the performance and reliability of EV battery packs. Our ENNOVI-CellConnect-Round system offers a lightweight, ultra-flat, and robust current collector that enables EV manufacturers to customize reliable battery connections with greater ease and efficiency.

This innovation supports broader industry goals by:

+ Reducing EV battery costs, making electric vehicles more affordable, and accelerating adoption.
+ Extending battery life, improving vehicle range, performance, and consumer confidence.
+ Lowering environmental impact, helping reduce GHG emissions, air pollution, and fossil fuel dependence.
+ Enabling cost-effective energy storage, supporting the integration of renewables and grid stability through battery technology applicable beyond mobility.
+ Improving manufacturer margins, freeing up resources for further R&D and delivering better-performing, lower-cost EVs.
+ Enhancing recyclability, supporting the circular economy by enabling more efficient battery reuse and repurposing.





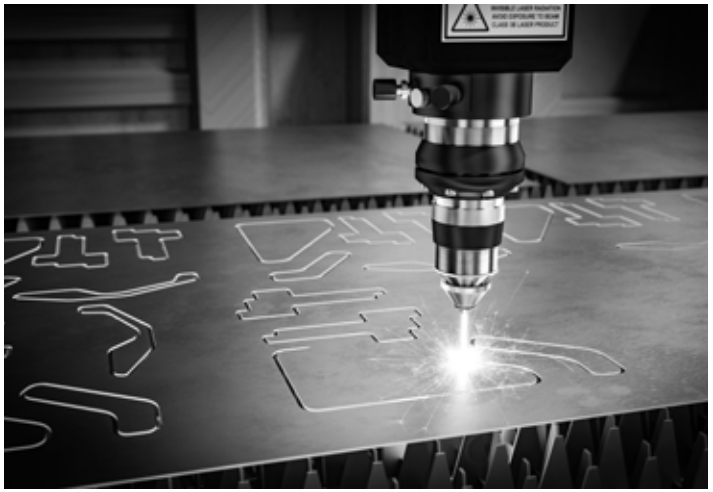
By rethinking how battery interconnects are designed and manufactured, ENNOVI is helping to unlock the next generation of sustainable electric mobility and energy systems.

Case Study

Green Laser Welding for Low-Carbon EV Manufacturing

ENNOVI pioneered the use of green lasers (515 nm wavelength) for welding copper-based components in EV systems such as charging units, converters, sensors, and battery packs. Compared to conventional infrared lasers, green lasers improve copper energy absorption up to seven-fold, enabling cleaner welds with reduced spatter.

This innovation cuts energy use per weld from 6 kW to 2 kW, lowers CO_2 emissions, improves yields, and shortens cycle times. The result is faster, cleaner, and more energy-efficient manufacturing that advances the sustainability goals of customers across automotive, ICT, medical, and industrial sectors.



Driving Innovation

Case Study

Rethinking Pin Headers for Sustainability and Efficiency

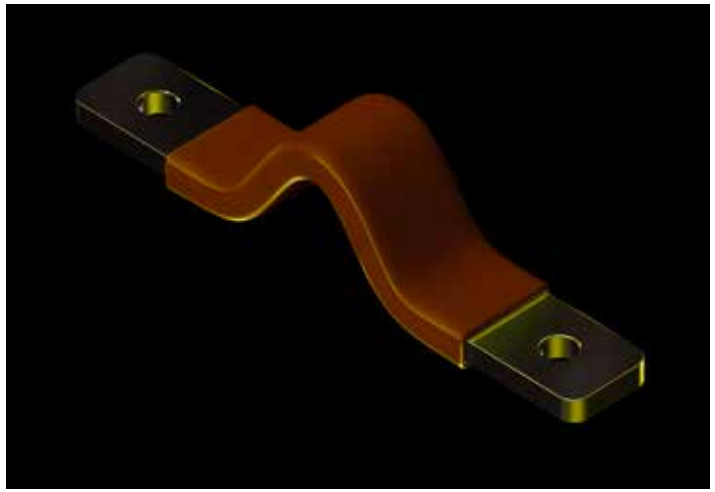
By reengineering pin-header manufacturing, ENNOVI introduced a modular, standardized process using reusable tooling. This reduces material use, floor space, and energy consumption while lowering production costs.

The innovation delivers particular value in high-volume EV applications such as ADAS control units and power controllers, supporting both sustainability goals and customer efficiency.

Case Study

High-Performance Power Components

Our advanced power distribution components for renewable energy systems deliver higher power densities, lower electrical and thermal resistance, and enhanced capacitance, reducing characteristic impedance.

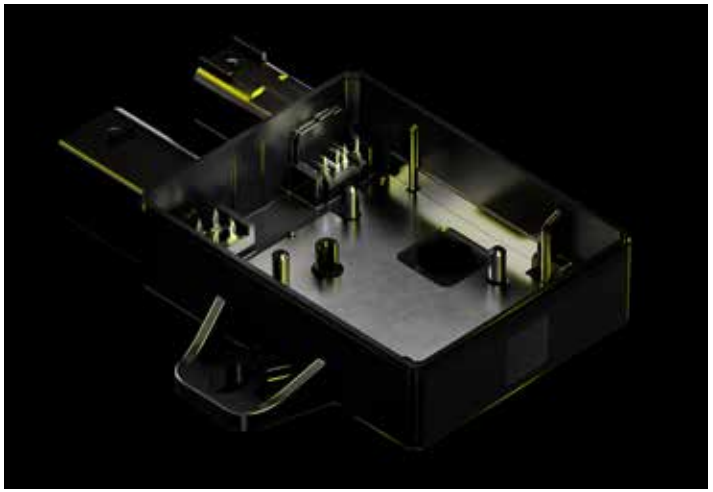


Flexible busbars absorb assembly variations and vibrations, while bi-metal AL/Cu joints reduce weight without sacrificing performance—ideal for automotive applications.

Case Study

Signal Interconnect Solutions

Our high-speed signal interconnects support increasing sensor integration and complex data demands, offering high pin densities and small footprints for robust, reliable connections in green energy and other advanced applications.



Quality Excellence

ENNOVI leads the industry with an unwavering commitment to quality, safety, sustainability, and customer-focused solutions.

At ENNOVI, our unwavering commitment to quality is fundamental to our identity as a trusted partner to global customers. We uphold the highest standards across all operations, ensuring excellence in quality, safety, and customer responsiveness.

Our commitment is embedded in a Zero-Defect Philosophy, an organization-wide mindset that drives us to deliver flawlessly engineered solutions and eliminate defects across the entire product lifecycle. This Total Quality Mindset guides every phase of our operations and customer engagements.

We operate state-of-the-art, multi-technology production facilities equipped with advanced testing and metrology systems to ensure that only products meeting the most stringent quality standards leave our sites. We also leverage Kaizen and continuous improvement practices to enhance **Overall Equipment Effectiveness (OEE)**, drive productivity, and optimize cost efficiency.

Building on these time-tested practices, ENNOVI is expanding the **ENNOVI Business System (EBS)** beyond manufacturing into support and administrative functions, with the goal of streamlining critical processes and reducing lead times enterprise-wide.

Quality Excellence

Quality Assurance

ENNOVI's quality assurance framework is built to exceed customer expectations while maintaining full compliance with global regulatory requirements. Our capabilities span material validation, product qualification, certification, and continuous improvement, ensuring every product meets or surpasses industry benchmarks.

We actively benchmark our internal quality systems against international best practices and continuously evaluate and refine our processes to reduce risk, enhance operational performance, and maintain accountability at every stage.

We comply with a wide range of international quality and management system standards, including ISO 9001, IATF 16949, ISO 13485, AS 9100, ISO 14001, ISO/IEC 17025, ISO 45001, ISO 50001, TISAX and others.

Our internal policies on product design and tooling management are designed to exceed customer expectations while ensuring full regulatory compliance. We actively benchmark against global best practices and continually refine our operations to mitigate risks and enhance efficiency.

Certifications

Our facilities around the world are certified to various international environmental, health and safety, quality and IT security 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
+ ISO 50001:2018
+ TISAX

We maintain a global footprint of design and manufacturing facilities certified to international quality and environmental standards across the following industries:

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

Our Total Quality Management (TQM) system, supported by enterprise platforms, enables process traceability, performance monitoring, and early detection of issues. This integrated system ensures a proactive and preventive approach to quality, allowing us to deliver consistent outcomes at scale.

Quality Excellence

Quality Policy

Philosophy

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

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

Policy

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

Quality = Customer Trust = Business

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 customers' products.

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

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

Quality Excellence

Case Study

Zero-Defect Delivery at Scale

In the rapidly growing EV market, zero-defect performance is essential. As vehicle safety, reliability, and customer satisfaction depend on flawless components, EV manufacturers demand the highest quality from their suppliers.

To support the global shift to electric vehicles, ENNOVI has strengthened its proven quality performance to meet the EV industry's exacting standards.

For example, ENNOVI has delivered over one million battery interconnect systems to leading EV manufacturers, without a single defect and with consistent on-time performance.

These systems, essential to EV battery packs, conduct current between individual cells and external circuits. Our streamlined assembly process integrates all components—current collectors, dielectric layers, data media, and cell holders—into a scalable solution adaptable to any battery size or configuration.

This performance reflects our ability to deliver precision and reliability at scale.

Certifications

As of the end of FY2024, our product design centers, manufacturing sites, test laboratories, and tooling facilities earned 114 certifications across eleven international standards. These include notable registrations such as **FDA Registration for Class 1 Medical Devices** and **FDA Registration for Medical Device Manufacturers**.

You can find more information about our certifications at:

https://ENNOVI.com/standards-and-certifications/

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

Management System Certifications

Quality					Environment		Social	Laboratories	Welding Process Controls		IT Security	Total No. of Certifications
Standards	ISO 9001	IATF 16949	ISO 13485	AS 9100	ISO 14001: Environmental Management System	ISO 50001 : Energy Management System	ISO 45001	ISO ISO-IEC 17025	ISO 3834-2: 2005	ISO 14554-1: 2013	TISAX	
No. of Certified Sites	**24**	**23**	**7**	**1**	**24**	**8**	**15**	**1**	**1**	**1**	**9**	**114**

Quality Excellence

Since 2019,
we have received

39

awards honoring our excellence in quality, service, performance, and innovation

Customer Health and Safety

Ensuring customer health and safety is a top priority. We apply a Zero-Defect Approach to eliminate product-related risks through rigorous quality and safety assessments. All products undergo thorough testing to verify full compliance with customer specifications and applicable regulatory standards.

In FY2024, there were no reported incidents of non-compliance regarding the health and safety impacts of our products or services.

Product Safety

We place strong emphasis on product safety and liability management, especially in the mobility sector. To minimize risks, we have established robust quality and safety assurance protocols throughout our manufacturing operations and supply chain. Our **Supplier Code of Conduct** also mandates strict adherence to product safety standards by all vendors and partners.

Awards and Recognition

ENNOVI's unwavering commitment to quality and customer satisfaction has earned consistent recognition from clients around the world. Since 2019, we have received 39 awards honoring our excellence in quality, service, performance, and innovation, reinforcing our reputation as a reliable and high-performing partner.

Community

11 SUSTAINABLE CITIES AND COMMUNITIES

ENNOVI is committed to creating positive, lasting change by supporting and empowering the communities where we live and work.

At ENNOVI, we believe our responsibilities extend beyond business performance to creating a meaningful difference in the communities where we operate. We view community engagement as an integral part of our sustainability commitment, focusing on initiatives that foster positive social impact, strengthen resilience, and enrich lives.

ENNOVI teams around the world implement Corporate Social Responsibility (CSR) programs that reflect our shared values while addressing the unique needs of the local communities.

Our philanthropic activities are diverse and purpose-driven—from donating toys to bring joy to children in need, to supporting autism awareness and care, to sponsoring local initiatives such as book drives and sports programs. Each effort is designed to address critical community needs while reflecting the values that guide our business.

Through these initiatives, we aim to build stronger, more inclusive communities that thrive alongside our growth. More information about our community programs is available on our website:

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

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

Community

China

Food Distribution

August 2023:
Assisted farmers with food distribution to help promote and boost the rural economy.

Donations for the Community

January 2024:
Donated books to the community to assist in building community culture and promote development.

Tree Planting

March 2024:
Tree planting on Arbor Day to promote environmental awareness.

March 2024:
Tree planting in Shui Koh Town, Huizhou. Our employees helped to plant a total of 12 trees to promote the environmental sustainability of the city.

Supporting Left-Behind Children

July 2023:
ENNOVI launched the IMS Rainbow Hiking & Loving Hearts Education Assistance Program, centered around the theme "Under the Same Blue Sky, Rainbow-Colored Dreams. Through hiking and charity sales, employees actively raised public welfare funds to support the left-behind children of employees.

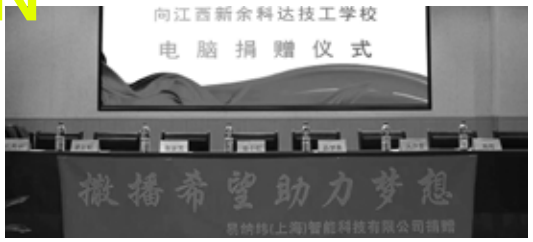
The funds were used to purchase school supplies, which were delivered by parents or mailed directly to the children.

The program provided left-behind children with tangible support and emotional warmth, with some children expressing their gratitude through thank-you cards or video messages to our company.

Cultivating Local Talent

January 2024:
At Xinyu Technical School, we strive to promote better learning conditions and opportunities through greater access to digital resources and internship and employment opportunities. ENNOVI employees volunteer to refurbish, repair, and reuse decommissioned company computers, allowing us to donate 50 computers to the school to support the technical education of local students.

We also collaborate closely with the school to provide internship opportunities to our company where required, fostering a talent pipeline and partnership. This program promotes the cultivation of local technical talent and has been highly recognized by both the faculty and students of the recipient school and the broader community.



Community

China

Inspiring Local Women and Children

March 2024:
On International Women's Day, ENNOVI organized a public book donation campaign, with the theme "Love is Giving, Love is Hope, Joining Hands to Pursue Dreams and Shine Bright". Aimed to ignite a passion for reading and education and to broaden the horizons of local women and children, we collected more than 1,000 high-quality books.

These books were donated to women's and children's organizations in Guizhou Province to address the shortage of educational resources. This campaign served not only to deliver hope and care, but also inspire local women and children to pursue their dreams with greater confidence and to strengthen our employees' sense of purpose and belonging.

Donations to Underprivileged Children

May 2024:
Aimed at providing greater opportunities for underprivileged children, ENNOVI conducted a Computer Donation Program where we collected and refurbished used computers and donated them to underprivileged children in schools in remote regions.

Supporting Local Economy

December 2023:
ENNOVI launched a rural support CSR initiative to assist apple farmers facing sales difficulties during the Fuji apple harvest season in Datan Town, Liaoning Province. The apples purchased were then distributed as special welfare gifts to employees, helping to both boost the local economy and promote greater employee satisfaction and engagement.

This program allowed us to support our local apple farmers by preventing losses from oversupply and low prices. It has allowed us to foster stronger relations between our company, the local community, and our employees.

Beach Clean Up

January 2024:
We organized a beach clean-up for employees, where employees volunteered to remove litter along the Xiétáng River shoreline. This initiative helped to foster greater awareness of the importance of environmental protection and promote stronger employee engagement and sense of purpose.

Community

Malaysia

Mangrove Tree Planting

July 2023:
Participated in a mangrove tree planting project to raise awareness about appreciating and cherishing mangrove trees. This initiative helps to mitigate climate change by sequestering carbon, protecting coastlines from erosion and storms, and protecting biodiversity.

Vietnam

Donations for the Community

December 2023:
In-kind donation for children with disabilities at an organization in Bac Ninh Province. We donated various items, including milk, heat lamps, electric pulse machines, rice, curtains, and mattresses.

March 2024:
Donated 60 plants to the local community to promote a greener environment.

February 2024:
30 of our employees participated in a blood donation drive.

Indonesia

Supporting Local Economy

December 2023 and April 2024:
Donations were made to a number of orphanages in the form of groceries, food, and drinks.

February 2024:
Participated in a blood donation drive in collaboration with PMI Batam (Indonesian Red Cross).

India

Donations for the Community

March 2024:
Donation to ELCIA Trust, an organization focused on community development to address needs in education, healthcare, and basic amenities for the local community.

July 2024:
Donation of computer desktops and interactive panels to support the local hospital and medical college.

March 2025:
In-kind donation of tables, chairs, CCTVs, monitors, and other equipment to the local village council ("panchayat") for local community activities and villager welfare.

Donations to Promote Educational Development

August 2024:
Donation to provide support for underprivileged children to purchase school essentials, including uniforms, school bags, shoes, socks, and sports equipment.

March 2025:
Donation to support educational development by providing government schools of various educational levels with school essentials, including smartboards, water drinking dispensers, water tanks, speakers, tables, and chairs.

Community

France

Donations

November 2023:
For Christmas, we donated children's toys to underprivileged children through a gift collection drive with employees.

November 2023:
Donated funds to a local NGO of beekeepers and gifted jars of honey to employees.

January 2024:
Donated to a local NGO to provide furniture to Ukrainians in need in Ukraine.

Scotland, United Kingdom

Supporting Local Economy

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

Hungary

September 2024:
We donated wooden pallets to the local preschool, which were then repurposed into outdoor furniture for the children.

March 2025:
As part of the Drive Green Initiative, we conducted a tree planting program to support carbon offsetting, improve air quality, promote biodiversity, and foster greater engagement with the community.

Sustainability Performance Data

Key Performance Indicators

Environment

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
ISO 14001 Certification						
Percentage of production plants with ISO 14001 certification	%	82	91	89	97	88
Percentage of production plants with ISO 50001 certification	%	NA	NA	NA	NA	30
Energy Consumption						
Total energy consumption	GJ	560,386	761,318	615,868	581,114	586,636
Energy consumption by type						
Electricity	MWh	143,383	145,776	140,899	128,462	138,384
	GJ	516,179	524,794	507,235	462,462	498,184
Solar	GJ	11,212	11,394	18,711	21,739	21,895
Natural Gas	GJ	20,555	38,520	53,074	54,524	55,223
Petrol	GJ	13,309	14,516	3,638	3,354	2,484
Diesel	GJ	10,343	171,729	33,210	9,624	8,850
Fuel Oil	GJ	0	365	0	29,410	0
Energy intensity	GJ/million $ revenue)	603	656	557	533	532
Percentage of sites with LED lights	%	28	93	97	100	100
Renewable energy produced	kWh	3,114,506	5,197,419	5,756,259	6,038,579	6,082,449
Renewable energy purchased	MWh	NA	NA	NA	2,082	23,595

Sustainability Performance Data

Key Performance Indicators

Environment (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Carbon Emissions						
Total Scope 1 and Scope 2 GHG emissions (Location-based)	tCO_2e	91,180	105,255	102,722	82,981	82,879
Total Scope 1 and Scope 2 GHG emissions (market-based)	tCO_2e	91,180	105,255	101,800	82,981	72,128
Scope 1 – Direct GHG emissions	tCO_2e	2,953	3,649	5,665	5,472	3,925
Scope 2 – Indirect GHG emissions (location-based)	tCO_2e	88,227	101,606	97,057	77,509	78,954
Scope 2 – Indirect GHG emissions (market-based)	tCO_2e	88,227	101,606	96,135	77,509	68,203
GHG emissions intensity (Scope 1 and Scope 2 emissions)	tCO_2e/million $ revenue	98	91	93	75	65
GHG emissions by region						
Asia Pacific	tCO_2e	-	90,973	88,763	69,312	71,449
Europe	tCO_2e	-	5,122	4,837	3,356	1,917
Americas	tCO_2e	-	9,160	9,122	10,117	9,513
Scope 3 – Other indirect GHG emissions						
Total Scope 3 emissions	tCO_2e	-	873,146	788,436	379,980	401,192
Scope 3 emissions by category						
Category 1: Purchased goods and services	tCO_2e	-	771,884	686,725	195,434	346,360
Category 2: Capital goods	tCO_2e	-	23,365	25,353	14,257	4,239
Category 3: Fuel- and energy-related activities	tCO_2e	-	21,245	21,510	9,431	7,326
Category 4: Upstream transportation and distribution	tCO_2e	-	NA	NA	13,676	24,315

Sustainability Performance Data

Key Performance Indicators

Environment (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Carbon Emissions (continued)						
Category 5: Waste generated in operations	tCO_2e	-	1,933	2,172	145,465	1,419
Category 6: Business travel	tCO_2e	-	1,037	2,885	1,698	3,724
Category 7: Employee commuting	tCO_2e	-	NA	NA	20	20
Category 9: Downstream Transportation & Distribution	tCO_2e	-	-	-	-	13,789

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

Waste						
Total waste generated	tons					
non-hazardous waste	tons	45,211	50,149	46,423	36,477	46,065
hazardous waste	tons	2,274	2,353	3,382	3,809	2,158
Total waste recovered (recycled, reused, composted)	tons	-	50,149	46,423	36,477	46,065
Waste recovery rate	%	-	96	93	91	96
Water						
Total water withdrawal	ML	1,579	1,215	1,110	892	953
Water withdrawals in areas with water stress	ML	792	1,085	997	310	263
Water withdrawal in all other areas	ML	787	130	113	582	690
Total Water discharge	ML	NA	NA	NA	290	795
Total water consumption	ML	NA	NA	NA	602	158
Total water recycled and reused	ML	NA	NA	13	101	139

Sustainability Performance Data

Key Performance Indicators

Environment (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Water (continued)						
Percentage of sites with fully functioning WASH services to workers	**%**	**100**	**100**	**100**	**100**	**100%**
Water intensity	ML/million $ revenue	1.14	1.04	1.00	0.81	0.86
Materials						
Non-renewable materials	tons	113,488	124,136	110,976	82,329	82,834
Renewable materials (wooden pallets)	pieces	270,069	316,485	367,953	259,389	224,034
Employee training						
Percentage of targeted employees who attended environmental awareness training	%	100	100	100	100	100

Social

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employees						
Total number of full-time employees	Number	11,980	14,007	13,696	9,661	9,557
Male	%	60	59	58	60	60
Female	%	40	41	42	40	40
Non-binary	%	0	0	0	0.0001	0

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

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employees by employment type and gender						
Full-time employees	Number	11,980	14,007	13,663	9,625	9,507
Male	Number	7,140	8,281	7,884	5,766	5,707
Female	Number	4,840	5,726	5,778	3,858	3,800
Non-binary	Number	0	0	0	1	0
Part-time employees	Number	176	247	33	36	50
Male	Number	104	154	9	9	20
Female	Number	72	93	24	27	30
Non-binary	Number	0	0	0	0	0
Employees by employment contract and gender						
Permanent employees	Number	4,660	4,874	5,072	5,013	4,971
Male	Number	2,948	3,054	3,135	3,138	3,159
Female	Number	1,712	1,820	1,936	1,874	1,812
Non-binary	Number	0	0	0	1	0
Temporary employees	Number	404	477	200	148	31
Male	Number	328	374	175	120	26
Female	Number	76	103	25	28	5
Non-binary	Number	0	0	0	0	0

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employees by employment contract and gender (continued)						
Fixed-term contract employees	Number	7,092	8,656	8,424	4,500	4,555
Male	Number	3,968	4,853	4,583	2,517	2,542
Female	Number	3,124	3,803	3,841	1,983	2,013
Non-binary	Number	0	0	0	0	0
Employees by age group						
Under 30 years	Number	5,004	6,050	6,213	3,200	2,924
Male	Number	2,933	3,558	3,512	1,824	1,628
Female	Number	2,071	2,492	2,701	1,376	1,296
Non-binary	Number	0	0	0	0	0
30-50 years	Number	6,228	6,668	6,350	5,376	5,276
Male	Number	3,699	3,905	3,656	3,257	3,233
Female	Number	2,529	2,763	2,693	2,118	2,043
Non-binary	Number	0	0	0	1	0
Over 50 years	Number	924	1,289	1,133	1,085	1,357
Male	Number	612	818	725	694	866
Female	Number	312	471	408	391	491
Non-binary	Number	0	0	0	0	0

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employees by employment category						
Senior management	Number	30	32	24	19	19
Male	Number	26	28	21	16	15
Female	Number	4	4	3	3	4
Non-binary	Number	0	0	0	0	0
Middle management	Number	576	592	659	599	586
Male	Number	449	465	501	446	433
Female	Number	127	127	158	152	153
Non-binary	Number	0	0	0	1	0
Junior staff	Number	5,347	6,394	6,002	4,952	4,800
Male	Number	3,518	4,163	3,873	3,282	3,184
Female	Number	1,829	2,231	2,128	1,670	1,616
Non-binary	Number	0	0	0	0	0
Operators	Number	6,203	6,989	7,011	4,091	4,152
Male	Number	3,251	3,625	3,498	2,060	2,095
Female	Number	2,952	3,364	3,153	2,031	2,057
Non-binary	Number	0	0	0	0	0

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employees by region						
Total number of employees	Number	12,156	14,007	13,696	9,661	9,557
Asia	Number	10,118	11,723	11,270	7,459	7,374
Americas	Number	1,143	1,308	1,474	1,228	1,208
Europe	Number	895	976	952	974	975
Parental leave						
Total number of employees that were entitled to parental leave	Number	-	-	2,906	3,177	2,476
Male	Number	-	-	1,619	2,082	1,819
Female	Number	-	-	1,287	1,095	897
Total number of employees that took parental leave	Number	-	-	468	404	375
Male	Number	-	-	276	262	248
Female	Number	-	-	192	142	127
Total number of employees that returned to work in the reporting period after period leave ended	Number	-	-	460	376	351
Male	Number	-	-	274	253	239
Female	Number	-	-	186	123	112
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	327

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Parental leave (continued)						
Male	Number	-	-	256	194	221
Female	Number	-	-	170	80	106
Return to work and retention rates of employees that took parental leave	%	-	-	93	98	94
Male	%	-	-	95	98	96
Female	%	-	-	91	96	88
Number of workers						
Workers who are not our employees but whose workplace is controlled by us	Number	-	-	2,001	2,000	2,853
Diversity in management						
Percentage of female managers	%	23	23	23	27	26
Percentage of female Heads of Department	%	20	21	31	23	25
New hires						
Number of new hires by gender						
Male	Number	2,190	3,338	2,740	1,502	1,119
Female	Number	1,748	2,529	2,300	1,135	824
Number of new hires by age group						
Under 30 years	Number	2,599	4,002	3,292	1,461	1,175

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
New hires (continued)						
30-50 years	Number	1,224	1,666	1,621	1,003	628
Over 50 years	Number	115	199	128	173	140
Number of new hires by region						
Asia	Number	3,463	5,278	4,499	1,954	1,450
Americas	Number	322	409	468	420	344
Europe	Number	153	180	123	263	149
Total hiring rate	Rate	32	42	37	26	20
Hiring rate by gender	Rate					
Male	Rate	56	40	35	25	20
Female	Rate	44	44	40	28	22
Hiring rate by age						
Under 30 years	Rate	52	66	53	46	40
30-50 years	Rate	20	25	25	19	12
Over 50 years	Rate	12	15	11	16	10
Hiring rate by region						
Asia	Rate	34	45	40	26	20
Americas	Rate	28	31	32	34	28
Europe	Rate	17	18	13	27	15

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
New hires (continued)						
Total number of new hires	Number	3,938	5,867	5,041	2,637	1,943
Employee turnover						
Total turnover rate	%	25	21	34	41	28
Number of employees who left the organization by gender	Number	1,187	1,001	1,743	4,158	2,917
Male	Number	680	566	945	2,344	1,686
Female	Number	507	435	798	1,814	1,230
Non-Binary	Number					1
Turnover rate by gender						
Male	Rate	22	19	30	39	30
Female	Rate	29	24	41	45	33
Non-Binary	Rate					
Turnover rate by age group						
Under 30 years	Rate	46	43	57	65	50
30-50 years	Rate	16	15	27	30	22
Over 50 years	Rate	26	15	27	33	26
Turnover rate by region						
Asia	Rate	19	15	33	42	30

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employee turnover (continued)						
Americas	Rate	39	37	47	51	43
Europe	Rate	21	14	18	25	21
Employee training						
Average training hours per employee	Number	17	11	12	14	23
Male	Number	16	12	12	16	23
Female	Number	21	11	12	12	22
Average training hours per employee by category						
Senior management	Number	8	5	22	2	8
Middle management	Number	18	10	20	15	15
Junior staff	Number	17	13	12	20	24
Percentage of employees receiving skill development training	%	-	-	-	-	41
Employee performance review						
Percentage of employees receiving regular performance reviews	%	100	100	100	100	100
Human rights						
Discrimination and Harassment: Number of confirmed incidents	Number	0	0	0	0	1

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Human rights (continued)						
Child Labor: Number of confirmed incidents	Number	0	0	0	0	0
Forced Labor: Number of confirmed incidents	Number	0	0	0	0	0
Percentage of employees covered by Collective Bargaining Agreements	%	-	30	24	23	38
Percentage of employees trained on child labor, slavery, and human trafficking	%	-	-	-	-	77
Percentage of employees trained on discrimination and diversity	%	-	-	-	-	85
Occupational health and safety						
% of manufacturing facilities with ISO 45001 certification	%	21	21	21	39	55
Number of fatalities due to work-related injuries		**0**	**0**	**0**	**0**	**0**
Employees (including contract employees)	Number	0	0	0	0	0
Workers (subcontractor employees)	Number	0	0	0	0	0
Rate of fatalities due to work-related injuries		0	0	0	0	0
Employees (including contract employees)	Rate	0	0	0	0	0
Workers (subcontractor employees)	Rate	0	0	0	0	0
Number of high-consequence (non-fatal) work-related injuries		0	0	4	0	0
Employees (including contract employees)	Number	0	0	4	0	0

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Occupational health and safety (continued)						
Workers (subcontractor employees)	Number	0	0	0	0	0
Rate of high-consequence (non-fatal) work-related injuries		0	0	0.13	0	0
Employees (including contract employees)	Rate	0	0	0.15	0	0
Workers (subcontractor employees)	Rate	0	0	0	0	0
Number of recordable work-related injuries		37	61	56	28	23
Employees (including contract employees)	Number	37	59	56	28	23
Workers (subcontractor employees)	Number	0	2	0	0	0
Rate of recordable work-related injuries		1.2	2.1	1.8	0.8	0.76
Employees (including contract employees)	Rate	1.4	2.6	2.1	0.97	0.84
Workers (subcontractor employees)	Rate	0	0.3	0	0	0
Lost Time Injury (LTI) severity rate						
Employees (including contract employees)	Rate	31.1	24.3	37.0	17.7	14.6
Workers (subcontractor employees)	Rate	-	2	0	0	0
Total number of man-hours worked		31,044,489	28,966,567	31,933,804	35,182,690	34,318,084
Employees (including contract employees)	Hours	27,277,853	22,573,170	26,189,531	28,856,693	27,293,700
Workers (subcontractor employees)	Hours	3,766,636	6,393,397	5,744,273	6,325,997	7,024,384

Sustainability Performance Data

Key Performance Indicators

Social (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Occupational health and safety (continued)						
Percentage of targeted employees who attended health and safety training	%	100	100	100	100	100
Average hours of health and safety training per employee	Hours	4	4	4	5	6
Sustainable procurement						
Number of suppliers	Number	1,804	2,146	1,799	1,574	1,539
Percentage of targeted suppliers who have signed the Supplier Code of Conduct	%	47	51	64	76	71
Percentage of suppliers with contracts that include sustainability clauses	%	-	100	100	100	100
Percentage of targeted suppliers covered by sustainability self-assessments	%	-	181	181	88	88
Percentage of suppliers covered by onsite sustainability audits	%	17	21	28	29	24
Percentage of new suppliers screened using sustainability criteria	%	88	85	65	50	54
Percentage of ISO 14001-certified suppliers	%	30	34	37	44	45
Percentage of targeted suppliers with CMRT declarations	%	24	43	62	77	70
Percentage of ISO 45001-certified suppliers	%	7	6	8	10	11
Percentage of ISO 50001-certified suppliers	%	2	1	3	4	2

Sustainability Performance Data

Key Performance Indicators

Governance

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Business ethics						
Percentage of targeted employees who signed the Code of Business Conduct	%	-	74	94	91	97
Percentage of employees who completed Code of Business Conduct training	%	-	74	94	91	97
Regulatory compliance						
Incidences of significant monetary sanctions due to legal non-compliance	Number	0	0	0	0	0
Total monetary value of significant fines from monetary sanctions	$	0	0	0	0	0
Incidences of non-monetary sanctions	Number	0	0	0	0	0
Anti-corruption						
Confirmed incidents of corruption or bribery	Number	0	0	0	0	0
Percentage of targeted employees who completed anti-corruption and anti-bribery compliance training	%	-	-	94	91	93
Antitrust and competition						
Legal actions for anti-competitive behavior and violations of anti-trust and monopoly laws	Number	0	0	0	0	0
Fines or settlements related to anti-competitive business practices	$	0	0	0	0	0
Whistleblowing						
Substantiated complaints received	Number	NA	1	1	0	2

Sustainability Performance Data

Key Performance Indicators

Governance (continued)

Indicators	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Information security						
Substantiated complaints of customer privacy and loss of customer personal data	Number	0	0	0	0	0
Confirmed incidents of information security incidents	Number	0	0	0	0	0

GHG Verification Statement

CSRWorks

Independent GHG Verification Statement

Introduction

CSRWorks International Pte. Ltd. ("CSRWorks") has been engaged by the Management of ENNOVI Holdings Pte. Ltd. ("ENNOVI" or "the Company", 298 Tiong Bahru Road, #17-01 Central Plaza, Singapore 168730 with Unique Entity Number 198003886K) to carry out an independent verification of its Greenhouse Gas ("GHG") emissions for its selected reporting boundary as presented to us in bespoke spreadsheets.

ENNOVI has prepared its Scope 1, Scope 2 and selected Scope 3 GHG emissions in bespoke spreadsheets based on the World Resources Institute ("WRI") and the World Business Council for Sustainable Development's ("WBCSD") Greenhouse Gas Protocol ("GHG Protocol") and the Corporate Value Chain (Scope 3) Standard, for the reporting periods 1st January 2023 – 31st December 2023 and 1st January 2024 – 31st December 2024. This statement presents our opinion on the reported GHG emissions as an independent verifier for the scope of work mutually agreed upon with ENNOVI.

Our verification engagement was based on a limited level of verification engagement in accordance with the CSRWorks Framework for Assurance and Verification ("CSRWorks Framework"), a customised verification procedure based on ISAE 3000 (Revised)[1] and ISO 14064-3:2019[2], and as mutually agreed with the client. The verification, conducted remotely, used a materiality threshold of ±5% for aggregate errors and omissions in the sampled GHG activity data. This statement represents our opinion as an independent verification provider to the Management of ENNOVI and was planned and conducted by us during July 2025 - September 2025.

The Management is solely responsible for the accuracy, reliability, and completeness of all GHG activity data and related information provided to us during verification, as well as for the processes of collecting, analysing, and reporting the selected GHG emissions including Scope 1, Scope 2 and selected Scope 3 categories.

CSRWorks' responsibility in presenting the outcomes of this independent verification engagement is to the Management and is based the scope of work and terms of reference agreed upon with the Company. We expressly disclaim any liability or co-responsibility for any investment or other decisions made by a person or entity based on this verification statement. Our verification engagement is based on the assumption that the GHG activity data and information provided to us as part of our verification has been provided in good faith and is complete, true and free from material misstatements.

Scope, Boundary and Limitations of Verification

The scope of the verification includes GHG emissions data for the chosen reporting boundary, that is, ENNOVI's operations[3] across China, South & South East Asia, Europe and North America, and considering an operational control approach for consolidation of its GHG emissions, related to

- Scope 1 and Scope 2 GHG emissions for the calendar years 1st January 2023 – 31st December 2023 and 1st January 2024 – 31st December 2024
- Scope 3 GHG emission categories identified by ENNOVI as relevant, for the calendar year 1st January 2024 – 31st December 2024

This is in accordance with the scope of work agreed upon with the management of the Company, including a sampling plan corresponding to a limited level of verification, to arrive at our conclusion on the subject matter.

During the verification process, we did not come across any limitations to the scope of the agreed verification engagement. CSRWorks was free to choose operational sites, interviewees, and obtain evidences and samples of GHG activity data sets as planned and required for performing our verification engagement towards arriving at our opinion. This verification engagement did not involve any engagement with external stakeholders or site visits to the Company's' operational sites/assets as mutually agreed upon. CSRWorks conducted the verification in line

[1] *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*
[2] *Greenhouse Gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements*
[3] *Operational boundary included 29 sites*

with risk-based assessment procedures including limited sampling of GHG activity data related to direct and indirect emissions arising from ENNOVI's activities. The verification was conducted based on desk reviews of the selected GHG activity data and emission factors, virtual discussions on management systems/calculation procedures followed by the sampled sites of the Company, and interactions with data and information owners, as well as other publicly available data/information made available to us as supporting evidence.

We have not reviewed the accuracy and reliability of information and data outside the reporting period, such as historical performance information presented for the purposes of comparability. Our engagement also excludes any evaluation of the adequacy or effectiveness of ENNOVI's strategies and management approaches related to collection/aggregation of the GHG activity data, including GHG emissions performance versus goals and targets. This Statement does not provide any assurance on internal controls within the Company.

Verification Methodology

During the verification, we adopted a risk-based approach, and a sample-based verification was carried out for a limited level of verification as per the requirements set out in the CSRWorks Framework for Assurance and Verification, and as agreed with the Company. We undertook the following activities:

- Conducted an initial risk assessment and developed an engagement and sampling plan based on the desk review of the draft GHG emissions, GHG activity data and emission factors presented to us in bespoke GHG calculation spreadsheets, to assess the relevance and completeness of reported GHG emissions.
- Desk review of the draft GHG emissions datasets and raw GHG activity data presented in bespoke spreadsheets, as well as reviews of systems and procedures for GHG activity data collection and aggregation/consolidation, including the calculation methodologies, conversion factors and assumptions used by ENNOVI to check completeness and consistency.
- Review of the data management processes in place to collect, aggregate, and report the GHG activity data related to Scope 1 and Scope 2 GHG emissions based on requirements set out in the GHG Protocol.
- Review of selected Scope 3 GHG emissions identified by ENNOVI as relevant to its operations' value chain, and estimated based on spend-based and activity-based methods.
- Verification of sample GHG activity data as well as related conversion factors, assumptions and methodologies, to review the accuracy and reliability of the selected Scope 1, Scope 2 and Scope 3 GHG emissions for a limited level of verification through remote interactions with data owners. We examined and reviewed evidence including supporting documents, invoices, maintenance records, secondary data, and other information made available to us for selected sample operational sites of ENNOVI. We considered the following samples of operational sites as part of our GHG verification engagement:
    - ENNOVI Advanced Mobility Solutions Hangzhou Co., Ltd., China
    - Interplex (Suzhou) Precision Engineering Ltd., China
    - Interplex Precision Technology (Hanoi) Co., Ltd., SEA
    - PT ENNOVI Integrated Engineering Services Batam, Indonesia
    - ENNOVI Energy & Power Solutions Czech Republic s.r.o,, Czechia
    - Interplex Etch Logic, LLC, United States of America
    - ENNOVI Mobility Solutions Mexico Co. S.A. de C.V, Mexico

Conclusions

Based on the limited level of verification engagement undertaken as per our mutually agreed scope of work, nothing has come to our attention that would cause us to believe that ENNOVI's GHG emissions for the reporting periods 1st January 2023 – 31st December 2023 and 1st January 2024 – 31st December 2024 related to its 29 operational sites across the world and as verified and detailed in Annexure 1 of this statement, is not a reliable and accurate representation of ENNOVI's GHG emissions presented to us.

GHG Verification Statement

Some data inaccuracies identified during the verification process for the sampled sites were found to be attributable to transcription, interpretation, and aggregation errors. These errors have been communicated for correction and have been corrected.

Our Competence and Independence

CSRWorks is a leading provider of sustainability services focused on advisory, assurance and verification, training and thought leadership with detailed processes for ensuring quality and competency. It has over 20 years of track record in sustainability reporting, integrated reporting, GHG verification, third-party assurance, ESG assessments and ratings, climate change disclosures and sustainable procurement.

We maintain our independence and adherence to relevant ethical requirements as detailed within the CSRWorks Framework and our internal code for responsible conduct as well as those set out in ISAE 3000 (Revised). This engagement has been planned and performed by an independent multi-disciplinary team of sustainability and verification professionals with requisite skills, experience and competencies – no member of the verification team has a business relationship with ENNOVI, its Directors or Managers beyond this engagement. We conducted this verification independently and to our knowledge there has been no conflict of interest. We were not involved in the preparation of any data or statements related to ENNOVI's GHG emissions/assertions.

For CSRWorks International and on behalf of the Verification Team	
Rajesh Chhabara Managing Director CSRWorks International Pte. Ltd. 15th September 2025, Singapore	CSRWorks

This Verification Statement is provided solely for the benefit of ENNOVI in accordance with the terms of our engagement. We consent to its disclosure to the public or other organizations; however, such disclosure does not create or imply any duty, responsibility, or liability on our part to any third party. This Verification Statement is valid only in relation to the specified GHG Emissions data to which it refers and must be reproduced in full to remain valid.

Annexure 1 – Verified GHG Values

Scope 1 and Scope 2 GHG Emissions

Parameter	2024 Tonnes of CO_2e	2023 Tonnes of CO_2e
Scope 1 GHG Emissions	**3,925**	**5,472**
Stationary Combustion	2,929	2,910
Mobile Combustion	601	692
Fugitive Emissions	395	1,869
Scope 2 GHG Emissions (Location-based)	**78,954**	**77,509**
Scope 2 GHG Emissions (Market-based)	**68,203**	**77,509**

Scope 3 GHG Emissions

Parameter	2024 Tonnes of CO2e
Scope 3 GHG Emissions	**401,192**
Category 1 - Purchased Goods and Services	346,360
Category 2 - Capital Goods	4,239
Category 3 - Fuel- and Energy-related	7,326
Category 4 - Upstream Transportation & Distribution	24,315
Category 5 - Waste Disposal	1,419
Category 6 - Business Travel	3,724
Category 7 – Employee Commuting	20
Category 9 - Downstream Transportation & Distribution	13,789

Notes:

- *Scope 1 GHG emissions accounted for are attributable to stationary combustion of diesel, petrol and natural gas, mobile combustion of diesel and petrol, and fugitive emissions of refrigerants used in operations (HFC-134A, HFC-32, R-32, R-22, R-407C and R-410A)*
- *Emission factors used are drawn from International Energy Agency (IEA), Department for Environment Food and Rural Affairs (DEFRA) and GHG Protocol emission datasets. GWP-100 values are taken from IPCC AR6.*
- *Scope 3 emission data is reported based on spend-based and activity-based estimates for categories identified by ENNOVI as 'relevant' to its operations. Spend-based methods are used to estimate emission categories attributable to purchased goods and services, capital goods, upstream transportation and distribution, business travel, employee commute, and downstream transportation and distribution. Activity-based methods are used to estimate emission categories attributable to fuel and energy-related emissions and emissions related to waste generated in operations. Average-data method is used to estimate emissions related to employee commute.*

04

144 GRI Content Index
149 SASB Index
151 TCFD Disclosures
152 UN Global Compact Index

GRI Content Index

Statement of Use	ENNOVI has reported in accordance with the GRI Standards for the period 1 July 2023 to 30 June 2024.
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	4,8
GRI 2-3	Reporting period, frequency and contact point	8,9
GRI 2-4	Restatements of information	9
GRI 2-5	External assurance	9, 141-142
Activities and Workers		
GRI 2-6	Activities, value chain, and other business relationships	4-6,102,107-113,114
GRI 2-7	Employees	79-82,127-131
GRI 2-8	Workers who are not employees	132

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	21-22
GRI 2-16	Communication of critical concerns	27
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	4,15-16,28-30
GRI 2-23	Policy commitments	23-27,31,32,80,84,88,89-90
GRI 2-24	Embedding policy commitments	23-27,31,32,80,84,88,89-90
GRI 2-25	Processes to remediate negative impacts	27,95
GRI 2-26	Mechanisms for seeking advice and raising concerns	27,95
GRI 2-27	Compliance with laws and regulations	27,139
GRI 2-28	Membership associations	13,36
Stakeholder Engagement		
GRI 2-29	Approach to stakeholder engagement	33-35
GRI 2-30	Collective bargaining agreements	93,136
Material Topics		
GRI 3-1	Process to determine material topics	37
GRI 3-2	List of material topics	38-42
Economic Topics		
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	25,41
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	25,139

GRI Standard	Disclosures	Page No./Location
Anti-Competition		
GRI 3: Material Topics 2021	3-3 Management of material topics	25,41
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	25,139
Environmental Topics		
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	38,50
GRI 301: Materials 2016	301-1 Materials used by weight or volume	50,127
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	38,46-47
GRI 302: Energy 2016	302-1 Energy consumption within the organization	65-66,124
	302-3 Energy intensity	66,124
Water		
GRI 3: Material Topics 2021	3-3 Management of material topics	38,48-49
Management Approach Disclosures 2018	303-1 Interactions with water as a shared resource	48-49
	303-2 Management of water discharge-related impacts	48-49

GRI Content Index (continued)

GRI Standard	Disclosures	Page No./Location
Water (continued)		
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	49,126
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	38,56-62
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	64-65,125
	305-2 Energy indirect (Scope 2) GHG emissions	64-65,125
	305-3 Other indirect (Scope 3) GHG emissions	125-126
	305-4 GHG emission intensity	64-65,125
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	39,51-52
Management Approach Disclosures 2020	306-1 Waste generation and significant waste-related impacts	51-52
	306-2 Management of significant waste-related impacts	51-52
GRI 306: Waste 2020	306-3 Waste generated	52,126
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	41,102-106
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	105,138

GRI Standard	Disclosures	Page No./Location
Social Topics		
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	79-82
GRI 401: Employment 2016	401-1 New Employee hires and employee turnover	86-87,132-135
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	96
Management Approach Disclosures 2018	403-1 Occupational health and safety management system	99-101
	403-2 Hazard identification, risk assessment, and incident investigation	99
	403-3 Occupational health services	99-101
	403-4 Worker participation, consultation, and communication on occupational health and safety	99-101
	403-5 Worker training on occupational health and safety	96,101
	403-6 Promotion of worker health	99-101
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	100
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	99-101
	403-9 Work-related injuries	136-137

GRI Content Index (continued)

GRI Standard	Disclosures	Page No./Location
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	39,83
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	83,135
	404-3 Percentage of employees receiving regular performance and career development reviews	88,135
Diversity and Equal Opportunities		
GRI 3: Material Topics 2021	3-3 Management of material topics	39,80
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	82,127-130,132
Non-Discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	40,88,92
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	88,135
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	40,93
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	91,93,95

GRI Standard	Disclosures	Page No./Location
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	40,93
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidence of Child Labor	91,93,95
Forced, or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	40,91-92
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidence of forced or compulsory labor	91-92,95
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	119-123
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	119-123
Supply Chain		
GRI 3: Material Topics 2021	3-3 Management of material topics	41,102-106
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	105,138
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	118

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	118
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	26
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	26,140
Non-GRI Material Topics		
Producy Quality		
GRI 3: Material Topics 2021	103-1 Explanation of the material topic and its Boundaries	40,115-118
Product Quality	Ensuring high quality of products	115-118

SASB Index

We have applied the most relevant metrics from the SASB Standards, referencing applicable industry categories including **Electronic Manufacturing Services & Original Design Manufacturing, Electrical & Electronic Equipment, Industrial Machinery & Goods,** and **Medical Equipment & Supplies.**

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 (%)	124
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 (%)	48-49,126
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 (%)	52,126
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	102-106,138
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	136-137
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	23-27
	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$	139
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	US$	139

SASB Index (continued)

Topic	SASB Code	Accounting Metric	Unit of Measure	Page Reference/Data
Competitive Behavior	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	US$	139
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 (%)	138

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 RT-EE-000.B RT-IG-000.B	Number	9,507

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.
Governance		
TCDF 1(a)	Describe the board's oversight of climate-related risks and opportunities.	57
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.	57
Strategy		
TCFD 2(a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.	58
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	60-62
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.	57
Risk Management		
TCFD 3(a)	Describe the organization's processes for identifying and assessing climate-related risks.	58-62
TCFD 3(b)	Describe the organization's processes for managing climate-related risks.	67-78
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	57-59
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.	63-66,125-126
TCFD 4(b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	64,125-126
TCFD 4(c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	63

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.	89-95
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	90-91
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	93
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	92
Principle 5	Businesses should uphold the effective abolition of child labor.	93
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	88,92
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	44-53,56-59
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	67-78
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	67-78
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	21-27

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