

Beyonics
Precision. Driven.

SUSTAINABILITY REPORT

FOR 2024



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About the Report

This report outlines Beyonics Pte. Ltd.'s (hereinafter referred to as "Beyonics") sustainability initiatives and responsible business practices undertaken during the period from 1 January 2024 to 31 December 2024 (the "Reporting Period"). It summarises the Company's strategic approaches and continuous efforts to embed sustainability within its operations, highlighting key accomplishments and future plans focused on strengthening environmental stewardship and social responsibility.

Reporting Framework

This report has been developed with reference to the guidelines laid out by the Global Reporting Initiative (GRI) Standards. The content has been shaped by the four core reporting principles established by the GRI Standards: Stakeholder Inclusiveness, Sustainability Context, Materiality,

and Completeness. By following these principles, this report aims to provide a comprehensive and balanced overview of Beyonics' sustainability performance, addressing topics that are relevant to both our internal and external stakeholders.

The publication of this report marks the beginning of Beyonics' public sustainability reporting journey.

Scope of the Report

Beyonics is a private limited company headquartered in Singapore, with operations across four countries: Singapore, Malaysia, Thailand, and China. This report covers the sustainability initiatives and practices implemented at these locations:

Locations	Entities	Main Manufacturing Activity
Singapore	Beyonics International Pte Ltd (BIPL)	<ul style="list-style-type: none">Plastics Injection MoldingTool Design & Fabrication
Malaysia	Beyonics Precision (Malaysia) Sdn. Bhd. (BPM) Location 1: I-Park Location 2: Kota Tinggi	I-Park: <ul style="list-style-type: none">Die CastingPrinted Circuit Board Assemblies (PCBA)Plastics Injection MoldingMetal StampingPolymer Compounding Kota Tinggi: <ul style="list-style-type: none">PCBAPlastics Injection Molding
Thailand	Beyonics (Chonburi) (BTH)	<ul style="list-style-type: none">Plastics Injection Molding
China	Beyonics Technology Electronic (Changshu) Co., Ltd. (BTEC)	<ul style="list-style-type: none">Die CastingPCBAPlastics Injection MoldingTool Design & Fabrication

Accountability in Reporting

The highest governance body at Beyonics is responsible for reviewing and approving the reported sustainability information, including the organisation's material topics. The process involves:

- Senior Management Review:** The sustainability report, including all identified material topics, undergoes a thorough review by senior management. This ensures that the report accurately reflects the Company's sustainability strategy and performance.
- Board of Directors Oversight:** Following senior management's review, the report is then presented to the Board of Directors for approval. The Board provides strategic oversight, ensuring that the report aligns with the Company's overall sustainability goals and objectives.

- Approval Process:** The Board of Directors formally approves the report, which includes endorsing the material topics discussed. This approval ensures that the report accurately represents the organisation's commitment to sustainability and that all material issues are appropriately addressed.

This two-tiered approach ensures rigorous oversight and approval, maintaining the integrity and credibility of Beyonics' sustainability reporting.

Feedback

As part of its continuous efforts to improve sustainability performance, Beyonics welcomes comments or feedback on any aspect of this report. Stakeholders are invited to send their feedback to info@beyonics.com.



From the Desk of the Chairman

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Kyle Shaw
Chairman

The past year has brought fresh clarity to a principle long held at Beyonics: that precision engineering, when coupled with a deep sense of responsibility, can drive not just industry progress—but lasting societal value.

In a world facing climate uncertainty, shifting supply chains, and growing scrutiny on corporate conduct, businesses are increasingly called upon to do more than deliver returns. They must also deliver trust. This report is a reflection and a reaffirmation of that belief.

Across our operations in Singapore, Malaysia, Thailand, and China, we have sharpened our focus on the fundamentals: energy efficiency, workplace safety, ethical supply chains, and environmental accountability. The results speak for themselves. Emissions are down. Water and energy consumption have decreased. Waste recovery has accelerated. These outcomes are not incidental—they are the result of sustained effort and an organisation-wide commitment to do better, every day.

Yet, progress is not only about what can be measured. It's also about how we work—how we engage with our people, our partners, and the communities around us. Over the past year, we have invested in training programmes that build capabilities for the future, fostered an inclusive culture that values difference, and expanded our partnerships in local communities. These efforts are not side projects. They are integral to how we create value.

Beyonics has never stood still. From our founding in 1981 to our evolution into a trusted partner for mission-critical solutions in the MedTech, Mobility, and SmartTech, we have always looked forward. That same instinct now drives our approach to sustainability. It is not a box to be ticked, nor a chapter to be added on. It is part of our design thinking, our product development, our governance frameworks—coded into the very DNA of our solutions.

We are proud of how far we have come, but we are clear-eyed about the road ahead. The ambition to reach net zero by 2040 is not a slogan; it is a north star that will require discipline, transparency, and resolve. It will also require collaboration—across industries, geographies, and value chains. Beyonics is ready to play its part.

To our employees, customers, and partners—thank you. Your belief in our journey strengthens our purpose. To our future stakeholders, we hope this report offers a clear signal: Beyonics is not just building for today. We are engineering for a more sustainable tomorrow.

About Beyonics

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Founded in 1981 and headquartered in Singapore, Beyonics is a leading provider of advanced precision engineering and manufacturing solutions. The Company serves global customers across the MedTech, Mobility, and SmartTech, delivering mission-critical, high-performance products with a strong focus on quality, innovation, and zero-defect standards.

The Company offers comprehensive, end-to-end capabilities spanning design and engineering, tooling, automation, precision plastics and metal manufacturing, and full product assembly. Leveraging in-house expertise in advanced materials, manufacturing, automation, and research & development (R&D), the Company develops market-ready designs and executes complex projects efficiently, meeting stringent timelines and cost requirements.

Over the years, Beyonics has expanded its international footprint through strategic acquisitions of complementary companies, strengthening its ability to deliver turnkey solutions across a broad spectrum of customer needs. Today, with over 1.2 million square feet of precision manufacturing space, Beyonics operates key facilities in Singapore and Malaysia, along with additional sites in Thailand and China, enabling flexible, scalable solutions across today's dynamic global supply chains.

Announcements for 2024

Beyonics advanced its sustainable manufacturing leadership through targeted facility enhancements across its global operations this year. At I-Park Industrial Park in Johor, the Company established a new metal stamping facility through a US\$ 3 million investment, bringing the total regional commitment to US\$ 20 million. This expansion has enhanced the Company's integrated box-build capabilities for Mobility and SmartTech applications while incorporating sustainable infrastructure, including solar-ready power systems and energy-efficient lighting solutions.

To support the exacting requirements of MedTech partners, Beyonics has completed comprehensive cleanroom upgrades across its Singapore operations. These improvements feature advanced IoT-enabled environmental monitoring systems that maintain stringent air quality standards while optimising energy efficiency, demonstrating the Company's commitment to both product excellence and sustainable operations.

Additionally, the Company's Kota Tinggi facility has undergone a significant modernisation of its PCB assembly and molding operations. The transformation has introduced cutting-edge automation systems and implemented closed-loop material recovery processes to minimise waste. As part of this upgrade, the Company conducted specialised training programs to equip its workforce with advanced manufacturing competencies for the SmartTech sector. These strategic investments underscore Beyonics' dual commitment to manufacturing excellence and environmental responsibility. By aligning its enhanced MedTech, Mobility and SmartTech capabilities with sustainable operational practices, the Company provides partners with future-ready solutions that meet the most demanding technical specifications while supporting its sustainability objectives.



Certifications

Singapore:

ISO 9001:2015 - Quality Management System

ISO 14001:2015 - Environmental Management System

IATF 16949:2016 - Quality Management System (Automotive)

ISO 13485:2016 - Quality Management System (Medical)

Malaysia:

ISO 9001:2015 - Quality Management System

ISO 13485:2016 - Quality Management System (Medical)

ISO 14001:2015 - Environmental Management System

IATF 16949:2016 - Quality Management System (Automotive)

ISO 45001:2018 - Occupational Health and Safety Management Systems

C-TPAT Compliance - Customs-Trade Partnership Against Terrorism

Thailand:

ISO 9001:2015 - Quality Management System

ISO 14001:2015 - Environmental Management System

IATF 16949:2016 - Quality Management System (Automotive)

China:

ISO 9001:2015 - Quality Management System

ISO 13485:2016 - Quality Management System (Medical)

ISO 14001:2015 - Environmental Management System

IATF 16949:2016 - Quality Management System (Automotive)

ISO 45001:2018 - Occupational Health and Safety Management Systems



Vision

To be the recognised manufacturing partner in turning Customers' ideas into innovative products.



Mission

To master and continuously improve all production processes positioning ourselves at the forefront of manufacturing innovation.

Ethos

Beyonics is persistently dedicated to its core values of:

- Precision and Quality by striving for excellence in every product, process and partnership.
- Upholding ethical standards and transparency in all interactions.
- Innovation by driving technological advancement with agility and purpose.
- Putting people first by creating a diverse, inclusive and empowering work environment.
- Embedding responsible practices to ensure long-term value for business, society and environment.

Beyonics at a Glance

PLASTICS

Plastic Injection Molding

Polymer Solutions

Robotic Painting

Insert Molding

DESIGN & TOOLING

Plastic Design & Tooling

Metal Design & Tooling

ASSEMBLY

Product Build

Printed Circuit Board Assembly

METAL

Die Casting

CNC Machine

Metal Stamping

Powder Coating

"Singapore Plant"



Sustainability at Beyonics

Sustainability at Beyonics is neither a slogan nor a side agenda—it is a strategic lens through which the company builds resilience, earns trust, and creates long-term value. In an environment where precision manufacturing is being reshaped by regulatory scrutiny, environmental urgency, and shifting stakeholder expectations, Beyonics views sustainability not as an obligation, but as a source of enduring advantage.

ESG Governance

Strong governance underpins Beyonics’ approach to sustainability. Recognising that ESG issues are increasingly central to long-term performance and stakeholder confidence, the Company has embedded ESG oversight within its highest decision-making structures.

The Board of Directors holds ultimate responsibility for reviewing and approving the Company’s sustainability disclosures, including its identification of material topics. The process is structured and sequential: ESG-related information is first reviewed by senior management to ensure accuracy and alignment with operational priorities. It is then submitted to the Board for formal approval, ensuring that sustainability is not managed in parallel to business strategy, but as an integral part of it.

Critical issues are escalated through regular reporting mechanisms. Senior management provides periodic updates to the Board and relevant committees—such as the Audit and Risk Management Committees—on matters ranging from regulatory compliance and operational risks to broader ESG performance. In parallel, the Company maintains a formal whistleblowing framework, enabling employees, suppliers, and other stakeholders to raise serious concerns—including misconduct, legal violations, or ethical breaches—directly to the Board or an independent

panel. All submissions are handled confidentially and reviewed with appropriate rigour.

Beyonics also recognises the importance of continuous learning at the governance level. To this end, Board members participate in ESG-focused industry forums and international conferences to stay informed on regulatory developments, investor expectations, and emerging sustainability trends. The Company further engages independent advisors—including sustainability consultants and legal experts—to support the Board with technical insight and strategic guidance.

Taken together, these measures ensure that ESG governance at Beyonics is structured, informed, and responsive. By integrating sustainability into board-level oversight and maintaining clear channels of escalation and review, the Company reinforces its commitment to responsible business leadership and long-term value creation.

Stakeholder Engagement

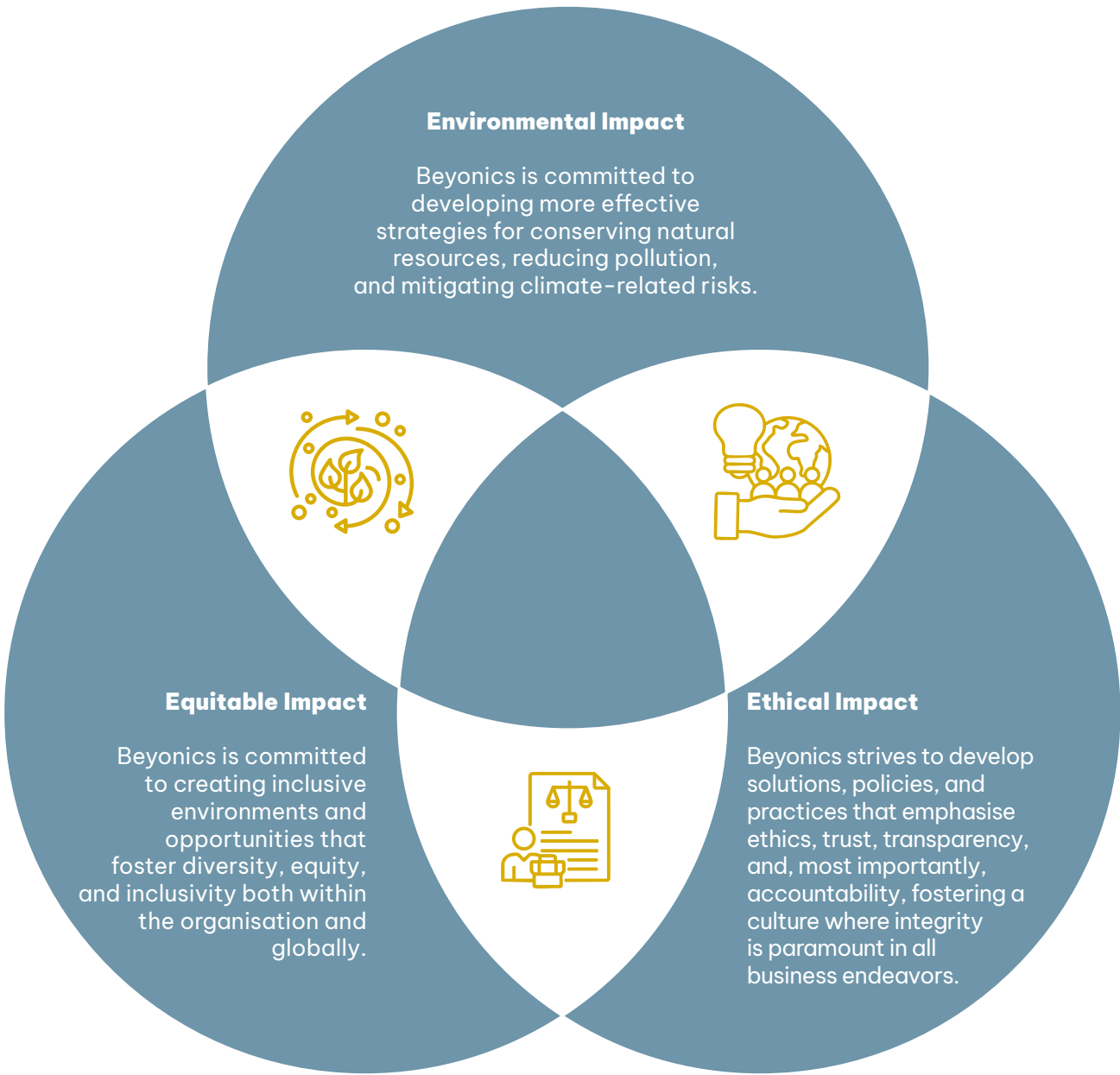
Sustainability at Beyonics is driven not only by internal values but also by continuous engagement with stakeholders. Customers, employees, investors, regulators, suppliers, and community representatives all play a vital role in shaping the company’s priorities.

Through structured materiality assessments and ongoing dialogue, Beyonics identifies the environmental, social, and governance topics that matter most to its stakeholders and its business. These insights feed directly into operational decisions—from facility upgrades and supplier onboarding to employee training and risk governance. This outward-looking approach ensures that the Company remains relevant and resilient in the face of shifting expectations and regulatory requirements.

What is Material for Beyonics

Beyonics is always focused on the challenges and complexities facing today’s world. Sustainability reporting at Beyonics embodies this philosophy through three pillars.

Beyonics’ material topics reflect the company’s deep commitment to sustainability across its operations, highlighting key areas of focus such as environmental stewardship, social responsibility, economic resilience, and responsible business practices, all aligned with its core business in advanced precision engineering and manufacturing for the MedTech, Mobility, and SmartTech.



Environmental Impact

Emission Management

Emission management is critical to Beyonics’ commitment towards reducing our environmental impact, aligning with global climate goals and regulatory expectations. By actively monitoring and minimising greenhouse gas and air pollutant emissions they demonstrate their commitment to responsible manufacturing. Initiatives such as improving energy efficiency, adopting cleaner technologies, and exploring low-carbon alternatives support their efforts to reduce carbon footprint and contribute to a more sustainable future.

Energy Management

Energy management is central to Beyonics as it directly influences operational efficiency and cost-effectiveness across their manufacturing processes. The Company prioritise optimising energy use and exploring renewable energy alternatives to reduce their environmental footprint and minimise the risk of energy price volatility. Implementing energy-efficient solutions helps Beyonics meet regulatory requirements and achieve our targets.

Waste Management

Effective waste management is material to Beyonics to reduce environmental footprint across the Company’s advanced manufacturing operations. Due to presence in sectors like healthcare, automotive, and technology, managing hazardous and non-hazardous waste like electronic, medical and chemical waste responsibly is crucial for regulatory compliance, operational efficiency and sustainability. By optimising resource use, reducing waste generation and ensuring proper disposal and recycling practices, the Company strives to safeguard the environment and contribute to long term operational sustainability and resource efficiency.

Water Management

Beyonics is committed to the responsible use of natural resources by focusing on reducing water consumption, preventing contamination, and promoting water recycling wherever possible across their operations. Consistent access to clean water is essential for their production efficiency, equipment longevity and maintaining high product quality. Effective water stewardship aids in reducing environmental risks and support long-term sustainability in regions where water scarcity may be a concern for the Company.

Equitable Impact:

Occupational Health and Safety

Occupational health and safety management is central to Beyonics’ business practice where precision, reliability and compliance are critical. Ensuring safe and a healthy work environment protects the well-being of its employees, support product quality and minimise operational risks. By proactively managing risks, investing in training, and implementing certified safety systems, they aim to foster a culture of care, responsibility, and performance. This is critical to maintain trust with customers and delivering high quality, reliable solutions

Training and Education

Ongoing training and education are essential for Beyonics to maintain skilled workforce and foster a culture of continuous improvement. By providing employees with access to industry-relevant training, leadership development programs and safety education, the Company aims to equip them with the knowledge and skills necessary to thrive in their roles and meet evolving business challenges. This commitment not only enhances individual performance but also drives operational excellence, innovation, and supports the overall growth of the Company.

Diversity and Inclusivity

For Beyonics, diversity and inclusivity are crucial drivers of success. The Company values diverse backgrounds, experiences, talents, education, identities, races, ethnicities, and abilities, recognising that embracing these differences and fostering an inclusive environment not only strengthens our team but also serves as a competitive advantage. By fostering inclusivity, Beyonics ensures that every voice is heard and valued, empower employees, leveraging diverse perspectives and drive smart decision-making and innovation across the organisation. This commitment enhances business performance by contributing to talent attraction, employee engagement, and retention, while also supporting the Company’s broad responsibility to create a fair and future-ready workplace.

Human Rights and Labour Management

Beyonics adheres to international labour standards, ensuring safe working conditions, fair wages and equal opportunities for all employees. The commitment to uphold fundamental human rights and ensure fair labour practices is integral to the Company’s operations. By fostering a respectful, inclusive, and non-discriminatory workplace, Beyonics ensures that every employee is treated with dignity and respect. The Company’s dedication to human rights and effective labour management enhances employee satisfaction and retention, while also reinforcing organisational integrity.

Ethical Impact:

Ethics and Governance

Beyonics is dedicated to upholding the highest standards of governance and business ethics, by adhering to stringent anti-corruption, anti-money laundering, anti-trust and export control regulations. The Company prioritises human rights and maintain a robust whistleblower system to ensure integrity and transparency across its operations. The leadership is actively engaged in fostering a culture of ethics, accountability and compliance, ensuring adherence to both local and international laws. By embedding these governance principles into its operations, they promote responsible business conduct, safeguard stakeholder trust and drive sustainable growth and diversification.

Data Privacy and Cybersecurity

As Beyonics handles sensitive information across its operations, prioritising data privacy and cybersecurity is crucial. Protecting customer, employee, and business partner data is essential to maintaining trust and ensuring compliance with global data protection laws. The Company is committed to implementing robust cybersecurity measures, data encryption, and regular risk assessments to mitigate the threat of cyberattacks, safeguard intellectual property, and uphold the integrity and confidentiality of all data. This commitment is vital to maintaining Beyonics' competitive edge and protecting its reputational standing.

Product Quality and Safety

At Beyonics, product quality and safety are at the core of our operations, ensuring that the delivery of reliable, high-performance solutions that meet the highest industry standards. The Company implements rigorous quality control processes and adhere to certifications such as ISO 9001 and other relevant standards to ensure consistent quality throughout the manufacturing process. By prioritising safety in every phase, from design to production, Beyonics protect the integrity of its products and ensures the well-being of its customers.

Supply Chain Management

Effective supply chain management is essential to the Company's ability to deliver high-quality products efficiently and sustainably. Beyonics prioritise collaboration with suppliers who align with their ethical and sustainability standards, ensuring the responsible sourcing of materials and components. Through continuous monitoring, risk assessment, and the adoption of sustainable practices, the Company aims to improve operational efficiency, reduce costs, and minimise the impact on the environment.

Safeguarding the Environment

Beyonics demonstrates a strong commitment to environmental protection and sustainability through its comprehensive and strategic practices. The Company actively works to minimise its ecological footprint while encouraging its employees and partners to adopt environmentally responsible behaviours. By embracing a forward-thinking approach, Beyonics not only strives to reduce its own impact on the environment but also inspires its workforce, partners, and the community to participate in its sustainability initiatives.

Beyonics takes a well-rounded and focused approach to environmental sustainability by addressing key areas such as energy efficiency,

waste management, water conservation, community involvement, innovation, and employee engagement.

Beyonics collaborates with local communities on initiatives such as clean-up drives and tree-planting programs to protect ecosystems and raise environmental awareness. Additionally, Beyonics has demonstrated its commitment to sustainability through initiatives such as Earth Day environmental activities, employee engagement in conservation efforts, and energy-saving practices like the "Earth Hour" initiative. This comprehensive strategy reflects Beyonics' dedication to minimising its environmental impact and contributing to a sustainable future.



Carbon Footprint: Net Zero by 2040

Beyonics achieved significant reductions in its environmental impacts across several key areas in 2024:

- **Electricity Consumption:** Reduced by 7%.
- **Water Consumption:** Reduced by 13%.

Key Environmental Initiatives

- **Printed Circuit Board Assemblies (PCBA) Recycle Activities:** Beyonics reclaims and refurbishes PCBAs to reduce waste.
- **Solar Photovoltaic:** Solar Photovoltaic system has been installed, securing long-term environmental and potentially economic benefits for Beyonics
- **Automation & Design with Sustainability in Mind:** Beyonics shifted focus to sustainable design as a strategic priority to enhance innovation and strengthen customer relationships.
- **Electricity Reduction:** Task Force has been established to evaluate various energy saving options and establish clear goals of electricity.

Programs and Certifications

- **Save the Environment Program:** Beyonics launched the Save the Environment Program which is based on ISO 14001 environmental management system framework.
- **ISO Certifications:** All operational sites have achieved ISO 14001 (environmental management) and ISO 9001 (quality management) certifications, demonstrating Beyonics commitment to environmental and quality standards.



Energy Management

Beyonics remains committed to responsible energy management, recognising it as a fundamental pillar of its sustainability strategy. The Company is actively working to reduce its environmental impact through the implementation of efficient energy practices, the adoption of renewable sources, and the optimisation of operational processes. These efforts also enhance the Company's overall energy resilience.

Energy efficiency is a priority across of Beyonics' facilities and operations. Through continuous assessment and the adoption of innovation solutions, the Company has achieved significant reductions in energy consumption.

Key initiatives include:

Beyonics optimised energy consumption through staggered working hours and scheduling the operation of heavy equipment during off-peak hours (outside the normal office hours of 7 a.m. to 11 p.m.).

The Company installed variable speed drives for the motors of water pumps, cooling tower fans, and Air Handling Unit (AHU) fans to match the speed and torque to the load requirements, thereby reducing electricity wastage.

Beyonics installed energy-efficient compact fluorescent lamp (CFL) or light emitting diode (LED) across its operations to lower energy consumption.

Routine energy audits was conducted by Beyonics to identify opportunities to further improve and optimise energy utilisation.

The Company encourages employees to adopt energy-efficient habits, such as turning off lights when not needed, utilising natural sunlight, powering down equipment at the end of the workday, and avoiding "phantom energy" usage from devices left plugged in.

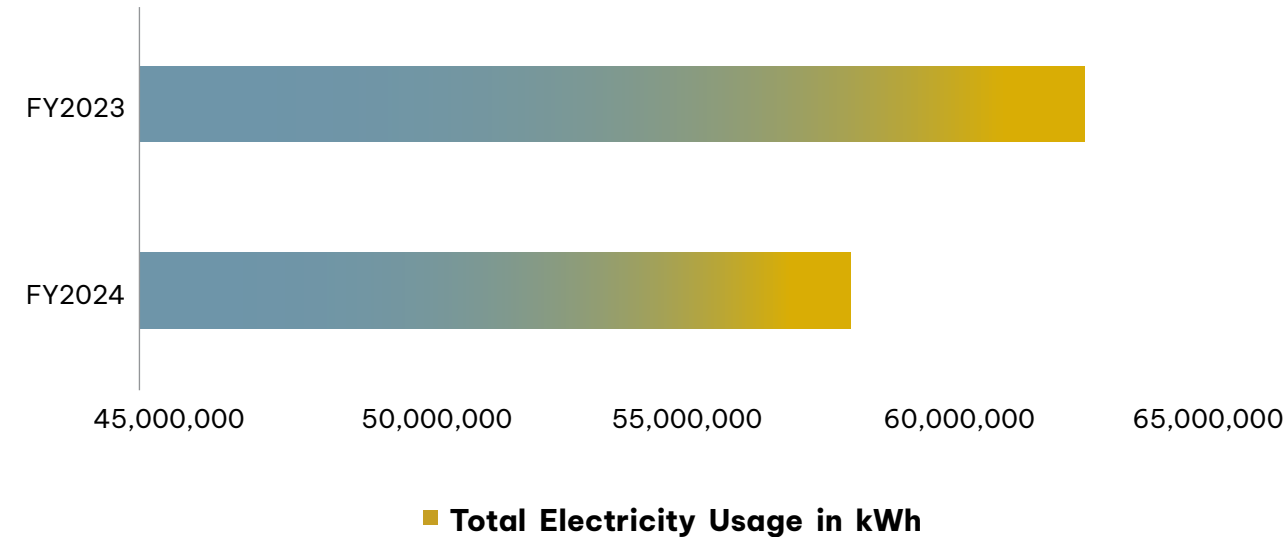
As part of its long-term sustainability goals, Beyonics is committed to reducing its environmental impact by integrating renewable energy into its operations. This commitment involves diversifying its energy portfolio to increase reliance on renewable sources, which supports global efforts to transition to clean energy.

Beyonics has successfully expanded its renewable energy portfolio by leveraging direct sourcing and strategic partnerships. The Company’s approach

encompasses on-site renewable energy solutions, such as the installation of solar panels, as well as investments in advanced energy storage technologies to optimise the reliability and efficiency of renewable energy resources. Additionally, the Company organises Earth Day activities, encourages employees to participate in conservation efforts, and introduced energy-saving initiatives such as the “Earth Hour” campaign. These efforts collectively resulted to a reduction in total energy consumption during the financial year 2024 (FY2024).

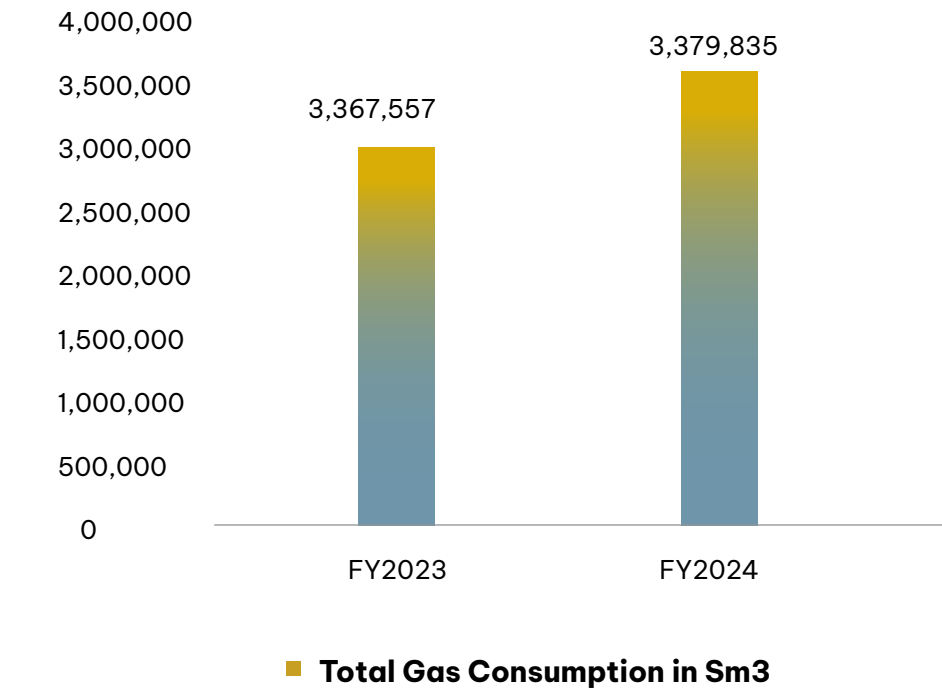
Total Electricity Usage in kWh

	BIPL	BPM		BTH	BTEC	Total
		I-Park	Kota Tinggi			
Total FY2024	7,989,986	23,835,666	931,763	10,737,063	12,910,333	56,404,811
Total FY2023	6,673,518	23,827,600	5,263,235	12,606,064	12,461,528	60,831,945



Total Gas Consumption in Sm3

	BPM I-Park	BTEC	Total
Total FY2024	2,091,9300	1,287,905	3,379,835
Total FY2023	2,196,978	1,170,579	3,367,557



Emission Management

Beyonics actively works to minimise its environmental impact by implementing data-driven strategies and innovative technologies across its operations. These efforts are designed to reduce greenhouse gas emissions and align

with global sustainability goals, reflecting the Company’s dedication to driving long-term environmental progress and encouraging others to follow suit.

Key initiatives include:

Beyonics has implemented energy-efficient systems, including the installation of variable speed drives and energy-efficient lighting solutions, to reduce energy consumption and the associated emissions.

The Company has incorporated renewable energy sources, such as solar power, to supplement its energy needs and reduce its reliance on fossil fuels.

Regular emissions audits and data tracking are conducted by Beyonics to effectively assess and optimise its carbon footprint, ensuring adherence to environmental standards.

Transportation-related emissions have been minimised through route optimisation, vehicle upgrades, and fuel-efficient logistics.

Beyonics actively engages employees in emission reduction practices by promoting energy conservation and sustainable commuting options, such as carpooling and the use of public transport.

Water Management

Beyonics recognises water as a vital resource and is committed to responsible water management practices that promote conservation, efficiency, and sustainability. Through strategic initiatives and innovative solutions, the Company strives to minimise water consumption, improve wastewater

treatment, and contribute to the long-term preservation of global water resources.

To reduce overall water consumption, Beyonics implemented advanced conservation measures across its operations.

Key Initiatives:

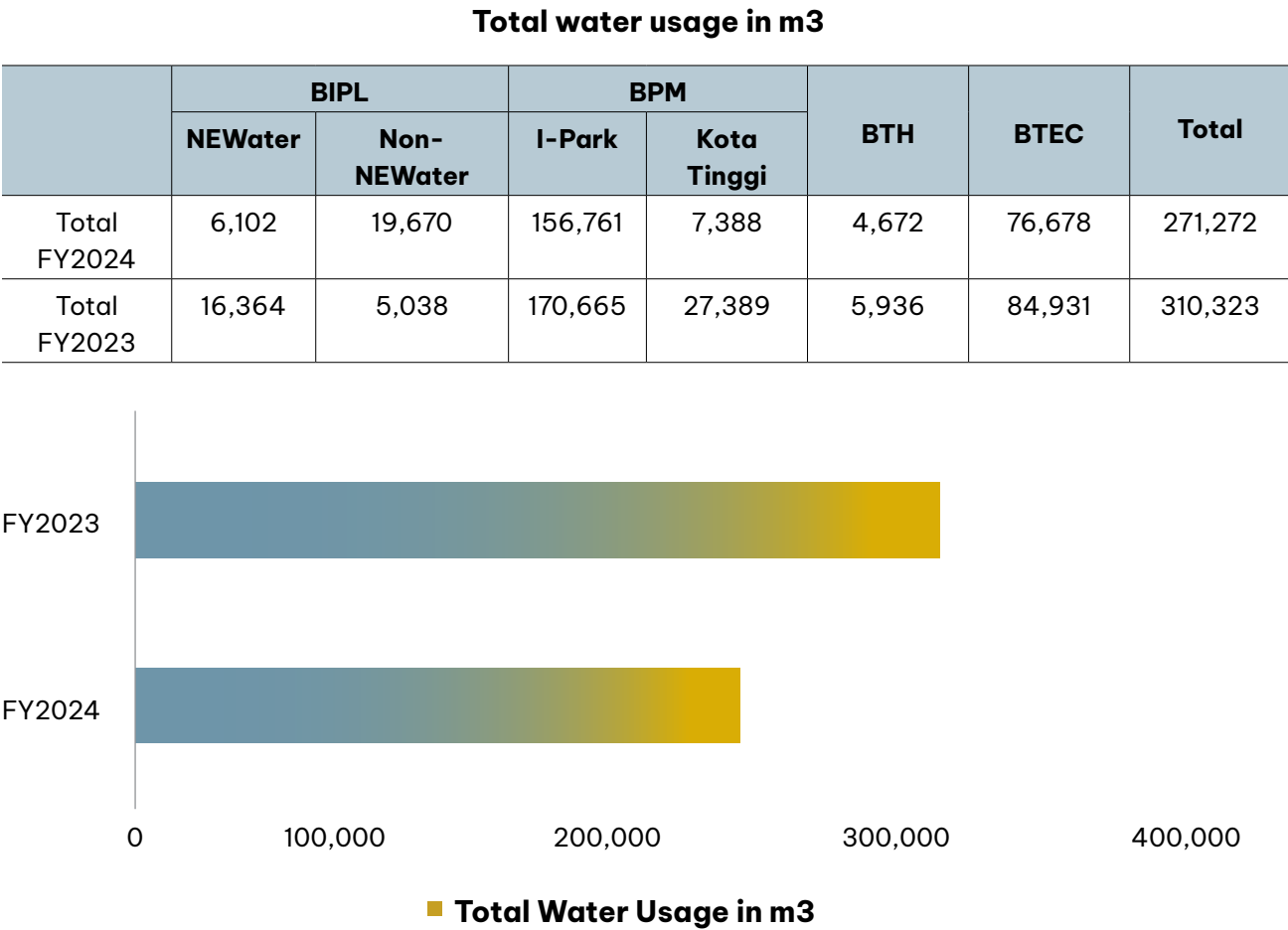
Beyonics invests in cutting-edge technologies that prioritise water efficiency in its production processes, such as automated control systems and smart water management tools.

The Company conducts regular water audits to identify opportunities for reduction and improvement. These audits involve monitoring water consumption, analysing usage patterns, and addressing inefficiencies such as leaks.

The Company implements closed-loop water recycling systems to minimise the withdrawal of freshwater. These systems collect, treat, and reuse wastewater for non-potable purposes, significantly reducing overall water consumption.

Beyonics promotes responsible water usage through comprehensive employee training programs. These programs raise awareness about water conservation and encourage employees to adopt sustainable practices in their daily operational routines.

Beyonics’ commitment to sustainable water management and its efforts has led to a significant reduction in total water consumption in FY2024.



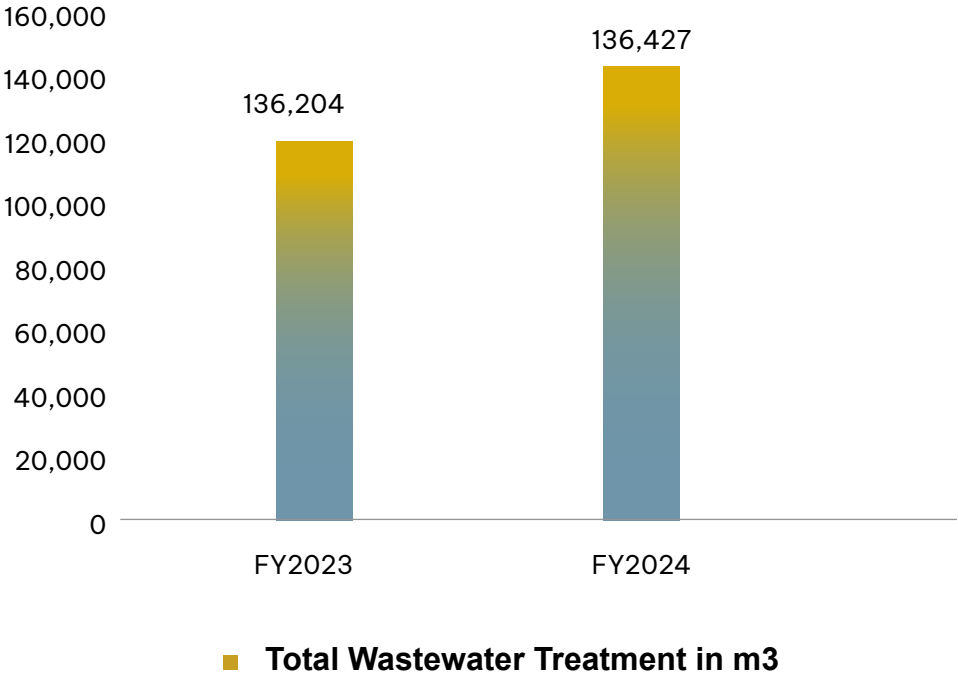
Wastewater Treatment and Management

Beyonics places a high priority on wastewater treatment to prevent environmental pollution and promote water reuse. The Company has implemented advanced treatment facilities to remove contaminants before discharge, ensuring strict compliance with regulatory water quality standards through comprehensive monitoring. Beyonics also explores innovative wastewater reuse techniques for industrial applications.

Additionally, it collaborates with local authorities and experts to enhance wastewater management practices.

These initiatives reflected the Company’s commitment to sustainable water stewardship and led to a slight increase by approximately 0.164% in total wastewater treatment from FY2023 to FY2024.

Wastewater Treatment in m3			
	BPM I-Park	BTEC	Total
Total FY2024	82,289	54,138	136,427
Total FY2023	76,012	60,192	136,204



Waste Management

Beyonics demonstrated a strong commitment to reducing its environmental footprint by implementing carefully planned waste management initiatives. These initiatives were thoughtfully developed based on detailed data analysis and sustainability metrics, ensuring a methodical and informed approach to waste reduction.

By leveraging data-driven decision-making, the Company was able to effectively identify inefficiencies, tracked progress, and developed targeted solutions for enhanced waste management. This approach not only contributed to a reduction in Beyonics overall environmental impact but also reinforced its broader environmental objectives.

As part of its sustainability strategy, Beyonics has emphasised the reclamation and refurbishment of key components. These efforts are designed to enhance operational consistency, minimise waste, and reduce the demand of raw materials.

Through close collaboration with customers, Beyonics has reclaimed PCBA from customer’s end-of-life products for refurbishment and reuse. This strategic partnership not only conserves critical resources but also highlighted the Company’s dedication to building robust customer relationships and promoting technical innovation through collaborative efforts. As of 2024, Beyonics has successfully reclaimed a total of 265,561 PCBA units, which have been reused in its production processes.

Some Key Initiatives: -

Beyonics has integrated compostable plastics into eco-kinetic products for a technology company, featuring water-soluble properties to ensure minimal environmental impact. Any remnants have been designed to biodegrade naturally within 18 months on land.

Beyonics incorporates recycled materials into biopharmaceutical platform solutions for a leading life science company. This initiative involves redesigning and adjusting the material composition to include post-consumer recycled content, with 15% consisting of post-consumer recycled glass wool reinforced polyamide 6 (PA6).

The Company has implemented a waste management initiative by utilising 100% recycled polypropylene in its green building solutions. This material has been incorporated into the production of permeable pavers, drainage systems, and vertical garden products. Beyonics has also launched a waste management initiative focused on incorporating a significant amount of post-consumer recycled materials into the production of ink cartridges for a major printer company. Notably, these ink cartridges are made from a minimum of 75% post-consumer recycled polyethylene terephthalate (PET), with at least 10% of the PET sourced from ocean-bound plastic.

Future Goals

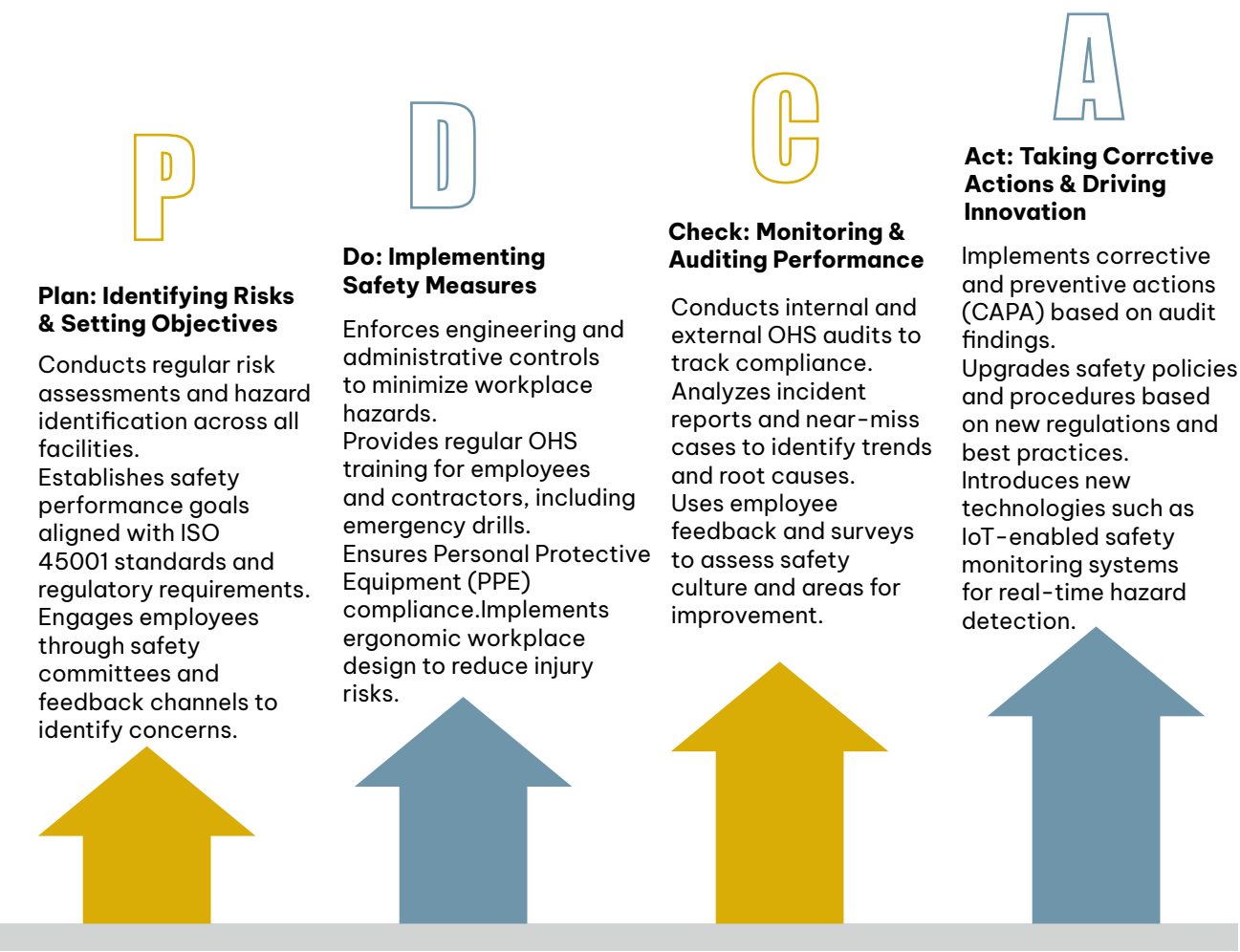
Beyonics has set ambitious, data-driven objectives to elevate its waste management performance:

- Achieve a waste diversion rate of 25% by FY2025, supported by refined metrics and analytics.
- Expand its recycling initiatives to include additional material streams, guided by waste composition data.
- Collaborate with external stakeholders to develop innovative waste management solutions, leveraging shared environmental insights.

Occupational Health and Safety

Occupational Health and Safety (OHS) is a critical aspect of operations at Beyonics. By implementing robust safety measures, the Company ensures that workers can perform their duties without the risk of injury or illness. This commitment to safety helps maintain a productive and motivated workforce. Beyonics has implemented a comprehensive OHS Management System (OHSMS) at all workplaces where it has operational control, including production floors and R&D centres, to ensure a safe and healthy work environment for all employees and non-employee workers under its purview. This OHSMS is aligned with international safety standards, such as ISO 45001 and relevant

local regulatory requirements. Its scope covers all employees (full-time and part-time staff) across all operational sites, such as manufacturing facilities, offices, and warehouses. It also includes non-employee workers under Beyonics' control, such as contractors, temporary workers, and outsourced personnel operating within its facilities, warehouses, and corporate offices. To continuously enhance its OHSMS, Beyonics follows a structured Plan-Do-Check-Act (PDCA) cycle. This systematic approach allows the Company to effectively manage and improve its health and safety performance across all its operations.



Beyonics has a dedicated OHS team responsible for managing its health and safety management system throughout all its operations. This team consists of internal OHS professionals employed by Beyonics.

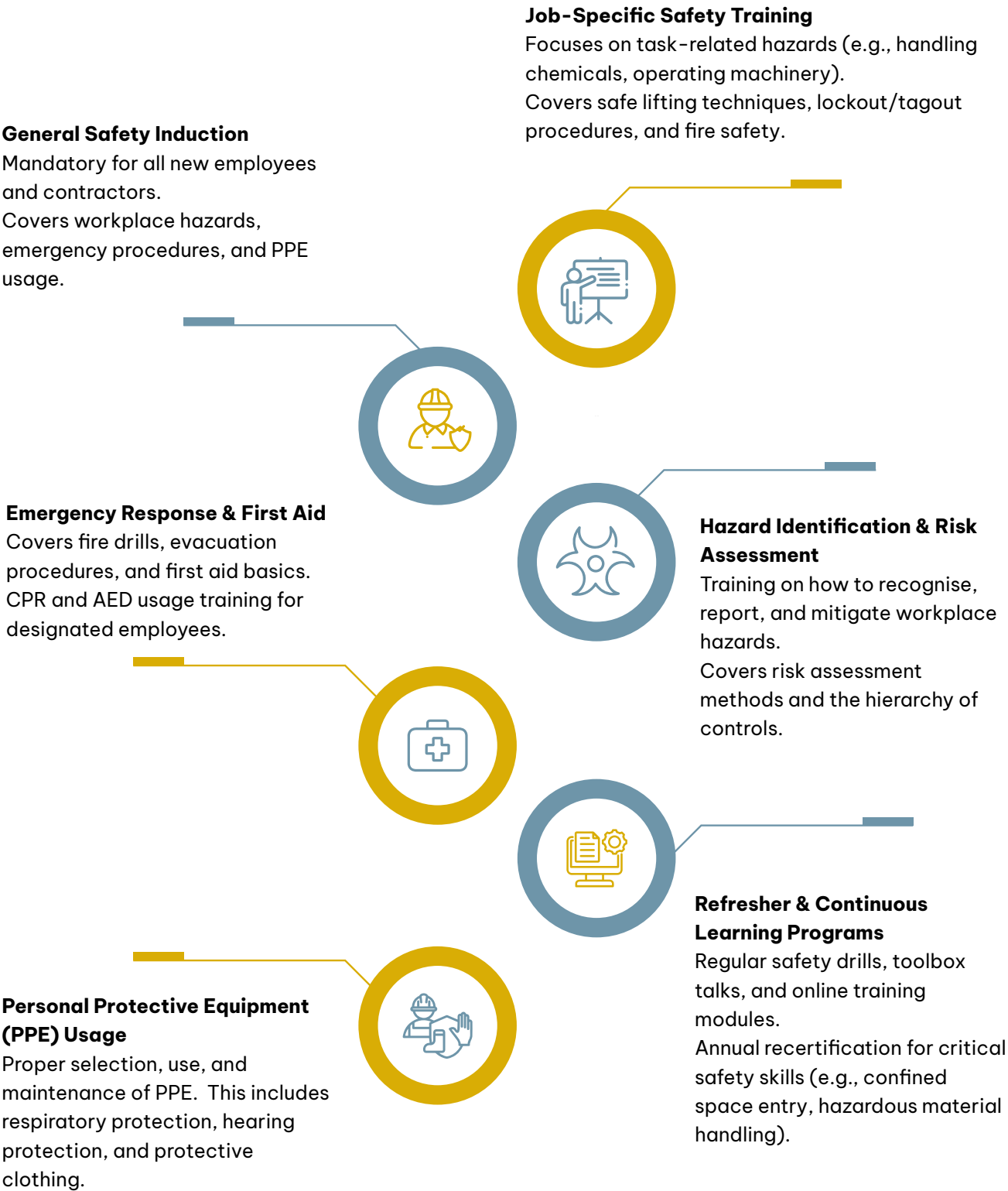


In addition to the dedicated OHS team, Beyonics has established a formal joint management-worker health and safety committee. This committee convenes monthly to discuss and address current safety concerns and identify areas for improvements. It plays a crucial role in promoting a safe working environment by identifying, assessing, and mitigating potential hazards and risks in the workplace. The committee is also responsible for developing and reviewing safety policies and procedures, investigating incidents, near-misses, and workplace accidents, and recommending and overseeing corrective and preventive actions. These efforts ensures that Beyonics maintains the highest standards of occupational health and safety standards across all its operations.

Health and Safety Related Statistics

	BIPL		BPM I-Park		BPM-Kota Tinggi		BTH		BTEC	
	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023
Number of industrial accident reported to authority	3	3	3	2	0	1	0	0	6	5
Total number of days of MC	106	51	152	85	0	7	0	0	77	191.50
Number of employees trained in safety procedures (First aider, fire fighter/fire extinguisher)	31	8	61	62	19	27	77	40	17	16
Health and safety certifications (e.g., ISO 45001, OHSAS 18001)	None	None	ISO45001:2018 OHSAS	ISO45001:2018 OHSAS	None	None	None	None	ISO 45001	ISO 45001

Key Trainings & Programs at Beyonics –
Some of the key trainings and programs that are given to employees at Beyonics are –



Training and Education

Beyonics recognises that its greatest asset is its people. By investing in comprehensive training and development programmes, the Company empowers its employees to reach their full potential and drive innovation and growth. For Beyonics, training and development are not just beneficial but essential. These programmes are pivotal in enhancing employee performance by equipping them with the necessary skills and knowledge to excel in their roles. Moreover, these initiatives significantly boost employee engagement and satisfaction.

The Company offers a comprehensive array of training programs designed to address the diverse needs of its employees. These initiatives ensures that the workforce is well-prepared to excel in their respective roles and significantly contribute to the overall success of the organisation. The training portfolio includes Technical Skills Training, Soft Skills Development, Leadership and Management Training, Health, Safety, and Compliance Training, and Digital and Innovation Training.

Continuous learning and development are crucial for employees to stay competitive and innovative in today's fast-paced business environment. To support this, Beyonics provides advanced courses in technical skills, leadership, communication, problem-solving, teamwork, data analytics, ERP systems, AI-driven manufacturing, and cybersecurity. The Company also offers structured career growth pathways, mentorship and coaching from senior leaders, and leadership training programmes to prepare employees for managerial and executive roles. Furthermore, Beyonics provides sponsorships and tuition reimbursements for higher education and professional certifications, funding for ISO, Lean Six Sigma, and other relevant industry certifications, and support for attending industry conferences, workshops, or training sessions. Through these targeted training programs and

initiatives, Beyonics emphasises its commitment to continuous employee development and organisational excellence.

In addition to the diverse training offerings, Beyonics implements a range of mandatory programmes designed to uphold compliance, safety, and operational excellence. These essential training initiatives include:

- 1. Occupational Health and Safety Training:** This training covers workplace safety protocols aligned with OHSMS, emergency response procedures and fire safety drills, personal protective equipment (PPE), and methods for hazard identification and risk assessment.
- 2. Compliance and Regulatory Training:** This area includes training on the Company's code of conduct and ethics, anti-corruption and anti-bribery policies, data protection and cybersecurity awareness, environmental and sustainability compliance, as well as fair labour practices and human rights.
- 3. Quality and Industry Standards Training:** This training focuses on internationally recognised standards, such as ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety), and relevant industry-specific regulations (e.g., PCBA, injection molding, die-casting).



Average Training Hours

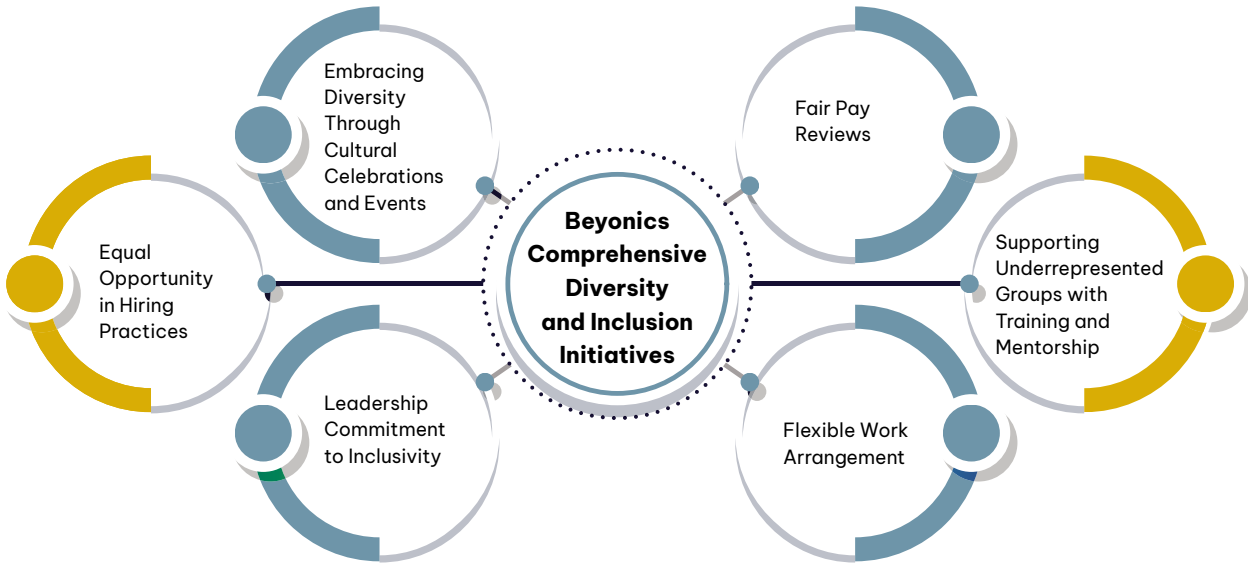
FY2024				
	BIPL	BPM	BTH	BTEC
Direct	1.52	9.66	3.23	3.27
Non Exempts	1.74	10.94	4.81	3.26
Exempts	3.40	11.42	6.65	4.53
Manager & Above	1.18	10.49	7.13	4.05
FY2023				
Direct	5.19	9.45	6.00	3.54
Non Exempts	13.17	11.83	8.67	11.09
Exempts	6.50	11.44	7.69	17.33
Manager & Above	16.17	9.23	7.71	24.38

Diversity and Inclusivity

In today's globalised and interconnected world, diversity and inclusivity are essential elements of a successful and innovative workplace. A diverse workforce brings a wealth of perspectives, ideas, and experiences, driving creativity and enhancing decision-making. Inclusivity ensures that all

inclusivity is not only a core value but also a key driver of organisational success and growth.

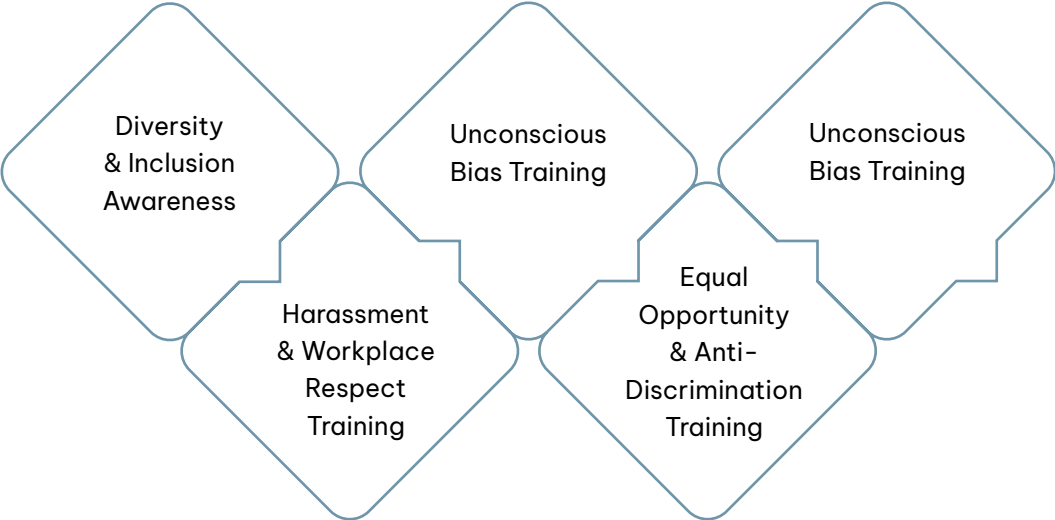
Beyonics communicates and enforces its policies through mandatory onboarding and annual refresher training, a digital Employee Handbook,



employees feel valued and respected, creating a positive work environment where everyone can thrive. For Beyonics, promoting diversity and

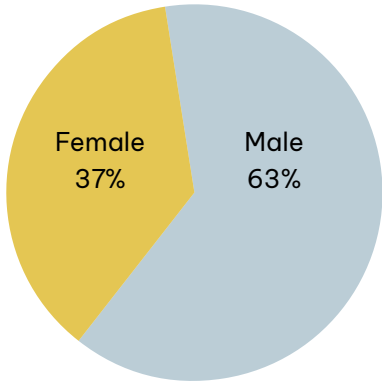
regular awareness campaigns, specialised managerial training, and anonymous reporting channels with a Whistleblower Protection Policy.

Training Programmes for Diversity, Equal Opportunity, and Non-Discrimination



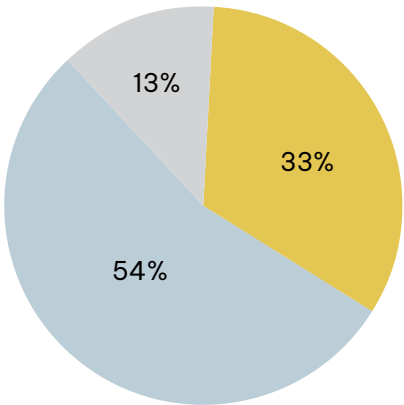
Beyonics: Zero Tolerance Policy on Harassment and Discrimination

Beyonics has a robust Anti-Harassment & Anti-Discrimination Policy that prohibits all forms of harassment and discrimination, ensuring strict enforcement and zero tolerance for violations. Employees can report incidents confidentially through multiple channels, including Human Resource (HR), an anonymous hotline, and supervisors. The Company ensures immediate acknowledgment, independent investigation, confidentiality, and corrective actions if misconduct is found, with a non-retaliation policy in place. No discrimination cases were reported in FY2024 for discrimination.



Gender Diversity FY2024

In FY2024, Beyonics’ workforce comprised 63% male and 37% female employees, showcasing a significant presence of women. This distribution reflects the Company’s strong commitment to promoting gender diversity.



Age Diversity FY2024

In FY2024, Beyonics’ workforce featured a diverse age distribution: 33% under 30 years, 54% between 30–50 years, and 13% over 50 years. This range highlights the Company’s inclusive hiring practices across different age groups. With the majority (54%) in the 30–50 age bracket, Beyonics benefits from a strong presence of experienced professionals, ensuring a blend of youthful energy and seasoned expertise.

- <30 years of age
- 30-50 years of age
- >50 years of age

Headcount for 2024

By Employment Type	BIPL		BPM		BTH		BTEC		TOTAL	
	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023
Permanent	557	563	1,683	1,972	136	126	0	0	2,376	2,661
Temporary	0	1	0	0	0	0	0	0	0	1
Contract	0	0	0	0	1	0	185	267	186	267
3rd Party	31	14	0	0	0	0	109	214	140	228
Grand Total	588	578	1683	1972	137	126	294	481	2702	3157

The workforce comprises 33% employees under 30 years (880 individuals), 54% aged 30–50 years (1,473 individuals), and 13% above 50 years (349 individuals), with a total of 2,702 employees.

Over 37 % of the new hires this year were women.

The percentage change in staff attrition for each site is as follows: BIR decreased by 2%, BPM increased by 12%, BIEC increased by 1%, and BHM decreased by 3%.

Human Rights and Labour Management

Beyonics is unwavering in its commitment to upholding high standards of human rights and labour management, firmly believing that respecting these rights is integral to its core values. The Company strives to foster a safe, inclusive, and equitable workplace where the rights of every individuals are safeguarded. Through continuous dialogue and collaboration, Beyonics seeks to address any concerns and continuously enhance its practices, ensuring its position as a responsible and ethical employer.

As outlined in Beyonics’ Code of Conduct, ethical behaviour is of utmost importance in all business dealings. Employees are expected to conduct themselves with integrity, fairness, and respect towards colleagues, customers, government officials, regulators, and the communities in which the Company operates. Beyonics maintains a strict policy against the hiring of child labour and the practice of forced labour. This commitment to ethical conduct is vital for maintaining its reputation for integrity and fair dealing.

Beyonics is convinced that the Company, along with its affiliates and businesses, can thrive when human rights, responsible business practices, corporate social responsibility, and sound corporate governance are upheld and respected. The Company acknowledges its duty to respect human rights and to promote a decent work environment. It is committed to adhering to and complying with local laws and regulations concerning human rights in every countries and regions where it operates.

In this increasingly significant area, Beyonics recognises its responsibility to its employees, workers, shareholders, investors, customers, clients, the communities in which it operates, and civil society groups. The Company recognises both a business and moral necessity to ensure that human rights are upheld throughout Beyonics’ operations and its value chain.

For FY2024 - Operations and Suppliers Considered to have Significant Risk for Incidents of:

Child labour	Young workers exposed to hazardous work
None	None

For FY2024 - Operations and Suppliers Considered to have Significant Risk for Incidents of Forced or Compulsory Labour

Type of operations (such as manufacturing plant)	Type of supplier	Countries or geographic areas with operations considered at risk	Countries or geographic areas with suppliers considered at risk
0	0	0	0

Policy Compliance

Beyonics has instituted a comprehensive suite of policies to support this commitment, including the Prohibition on Human Trafficking, Forced Labour, and Child Labour Policy, and the Freedom of Association Policy.

To ensure compliance with these standards, Beyonics mandates regular training on labour

rights and provides confidential reporting channels for ethical violations, with protections against retaliation.

Through these comprehensive measures, Beyonics ensures that ethical conduct and robust governance are integral to the corporate culture, driving sustainable success and fostering trust among stakeholders.

Community Engagement

Beyonics is committed to fostering strong relationships with the local community through various initiatives and collaborative efforts. The Company’s goal is to create a positive impact and contribute to the well-being of the communities

in which it operates. The following initiatives have been undertaken as a part of its community engagement



Collaboration with Community Stakeholders

Beyonics believes in the power of collaboration and works closely with community stakeholders, including local organisations, schools, and government bodies. By engaging with these groups, Beyonics is more equipped to understand and address the needs of the community fostering a cooperative environment that benefits everyone involved.



Employee Volunteering Programmes

Employees are encouraged to participate in various community service activities through Beyonics’ employee volunteering programmes. These programmes include involvement in charity events, disaster relief efforts, and other community service initiatives. By supporting its employees’ volunteer efforts, Beyonics aims to make a meaningful difference in the lives of those around them.

In 2024, the Company conducted a series of impactful Employee Engagement, Wellness, and Corporate Social Responsibility (CSR) programmes aimed at fostering a supportive and sustainable work environment –

BIPL

No Tobacco Day
World Heart Day
Earth Day
Big Cleaning Day 2024
World Mental Health Day
World Diabetes Day
World Cancer Day
Health Talk on Chronic Headache
Health Screening
Visit to Man Fut Tong Nursing Home
Blood Donation Drive

BPM

No Tobacco Day
Blood Donation Drive
Health Screening
Cleaning of Public Park (Earth Day)
Visit to Mental Hospital

BTH

No Tobacco Day
Health Screening
World Heart Day
Visit to Blind School
Earth Day
Donate Drinking Water to Chonburi Cancer Hospital
Donate Drinking Water for New Year Party for Disabled Persons
Blood Donation
Big Cleaning Day

BTEC

International Women's Day
World Heart Day
World No Tobacco Day
Blood Donation
Health Screening








Ethics and Governance

Beyonics remains steadfast in its pursuit of excellence through unwavering dedication to ethical leadership and governance principles. This dedication is not merely a regulatory requirement but a fundamental pillar that underpins the Company's operations and strategic vision. By embedding integrity, transparency, and accountability into every facet of the business, Beyonics ensures sustainable growth and fosters trust among stakeholders.

Ethical Guidelines and Governance Policies

Beyonics has established a comprehensive framework of policies designed to promote ethical behaviour and robust governance across the organisation. These policies include:

- **Anti-bribery and Anti-Corruption Policy:** Enforces a stringent zero-tolerance approach to bribery, kickbacks, and facilitation payments, ensuring all business dealings are conducted with the utmost integrity.
- **Diversity and Inclusion Policy:** Advocates for a workplace that values and respects diversity, fostering an inclusive environment where all employees can thrive.
- **Employee Grievance Procedure:** Provides a clear and structured process for employees to voice concerns and seek resolution, ensuring their grievances are addressed fairly and promptly.
- **ESG Committee Terms of Reference:** Clearly delineates the roles and responsibilities of the ESG Committee, ensuring effective oversight and governance of environmental, social, and governance matters.
- **Freedom of Association Policy:** Upholds the rights of employees to freely associate and collectively bargain, reinforcing the Company's commitment to fair labour practices.
- **Health & Safety Policy:** Prioritises the well-being of employees by maintaining a safe and healthy working environment.
- **Management of Environmental Impact:** Focuses on minimising the Company's environmental footprint through proactive management and sustainable practices.
- **Prohibition on Human Trafficking, Forced Labour, and Child Labour:** Strictly prohibits any form of human trafficking, forced labour, or child labour, ensuring ethical treatment of all individuals within the supply chain.
- **Responsible Sourcing of Materials Policy:** Ensures that all materials are sourced ethically, with a focus on sustainability and social responsibility.
- **Workplace Discrimination and Harassment Prevention Policy:** Prevents discrimination and harassment in the workplace, promoting a culture of respect and equality.
- **Emergency Response Plan (SG):** Outlines comprehensive procedures for responding to emergencies, ensuring the safety and security of employees and assets.

Ensuring Compliance

Beyonics employs a rigorous and multi-faceted approach to ensure compliance with its ethical standards:

1. **Code of Ethics & Employee Training:**

- **Mandatory Code of Conduct Training:** All employees undergo regular training on ethics, anti-corruption, labour rights, and environmental compliance, ensuring they are well-versed in the Company's ethical standards.
- **Ongoing Awareness Programmes:** Regular workshops, newsletters, and case studies are utilised to reinforce ethical practices and keep employees informed of the latest developments.
- **Ethics Certification & Acknowledgement:** Employees are required to sign an annual compliance acknowledgment, affirming their understanding and commitment to the Company's ethical policies.

2. **Policies & Procedures Implementation:**

- **Anti-Bribery & Corruption Policy:** The policy is strictly enforced, with zero tolerance for unethical practices.
- **Whistleblower Protection & Reporting Mechanisms:** Confidential channels, including hotlines and online portals, are available for reporting ethical violations, with robust protections against retaliation.
- **Conflict of Interest Disclosure:** Employees and executives must disclose any personal or financial interests that could influence business decisions, ensuring transparency and impartiality.

3. **Supply Chain & Third-Party Compliance:**

- **Supplier Code of Conduct:** All vendors, suppliers, and contractors are required to comply with the Company's ethical standards, including prohibitions on child labour, forced labour, bribery, and environmental violations.
- **Third-Party Due Diligence & Audits:** Supplier risk assessments are conducted before onboarding, and regular compliance audits ensure adherence to ethical sourcing and labour practices.

Immediate corrective actions are taken for non-compliant partners, including contract termination if necessary.

4. **Monitoring, Audits & Continuous Improvement:**

- **Independent Audit & Risk Committees:** These committees regularly review compliance with governance frameworks and industry regulations, providing independent oversight and ensuring accountability.
- **Internal & External Audits:** Regular audits are conducted to ensure compliance with ethical standards and identify areas for improvement, fostering a culture of continuous improvement.

Promoting Ethical Behaviour

Beyonics actively promotes a culture of integrity and ethical behaviour through:

- **Code of Ethics & Business Conduct:** This code provides clear guidelines on integrity, transparency, and accountability, setting the standard for ethical behaviour within the Company.
- **Tone from the Top:** Senior management and the ESG Committee lead by example, reinforcing ethical behaviour through policy enforcement and open communication.
- **Whistleblower Protection Policy:** Anonymous reporting channels are available for employees and stakeholders to report ethical concerns without fear of retaliation.

Handling Ethical Dilemmas and Conflicts of Interest

Beyonics addresses ethical dilemmas and conflicts of interest with a structured and transparent approach:

- **Code of Ethics & Business Conduct:** This code outlines the Company's expectations regarding integrity, transparency, and responsible decision-making.
- **Conflict of Interest Policy:** Employees are

required to disclose any personal, financial, or business relationships that may interfere with the Company's interests, ensuring impartiality and fairness.

- **Confidential Reporting Channels:** Employees can report ethical concerns anonymously through hotlines, online portals, and direct reporting to HR or Compliance Officers.
- **Independent Investigation Procedures:** Internal audits and third-party investigations are conducted for ethical breaches, with corrective actions taken as needed, including policy revisions or disciplinary measures.
- **Conflict of Interest Management:** Employees and board members must declare conflicts of interest annually, with situations such as nepotism, self-dealing, or external business interests being reviewed.

- **Training & Awareness:** Regular training is provided on handling conflicts of interest and ethical dilemmas, ensuring employees are equipped to navigate complex situations.

Through these comprehensive measures, Beyonics ensures that ethical conduct and robust governance are integral to the corporate culture, driving sustainable success and fostering trust among stakeholders.

Beyonics' Performance

Beyonics has maintained a remarkable record of zero corruption incidents over the past two years by implementing a robust anti-corruption framework, enhancing compliance programs, and fostering a strong culture of transparency and accountability across all levels of the organisation.

Confirmed Incidents of Corruption and Actions Taken

Particulars	FY2024	FY2023
Total number and nature of confirmed incidents of corruption	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0	0
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases.	0	0

Complaints Filed

	FY2024				FY2023			
	BIPL	BPM	BTH	BTEC	BIPL	BPM	BTH	BTEC
No of feedback/complaints	0	0	0	0	0	0	2	0

Legal Actions Undertaken

Particulars	FY2024	FY2023
Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant	0	0
Main outcomes of completed legal actions, including any decisions or judgments.	0	0

Supply Chain Management

Supply Chain Management (SCM) is essential for Beyonics in facilitating the seamless movement of goods, services from suppliers to customers while ensuring minimal environmental or social impact. For Beyonics, SCM is integral to achieving sustainability goals by integrating eco-friendly practices, reducing environmental impact, and promoting ethical sourcing. During the reporting period, Beyonics introduced sustainable products

such as recyclable and bio-based materials in plastic injection and molded parts, significantly reducing environmental impact.

Beyonics is committed to sustainability by integrating eco-friendly materials, energy-efficient processes, and responsible sourcing into product development. Key initiatives include:

- **Eco-Conscious Design:** Using recyclable and biodegradable materials where possible.
- **Energy Efficiency:** Reducing carbon footprint through optimised manufacturing processes.
- **Circular Economy Practices:** Implementing waste reduction and product life-cycle management strategies.
- **Compliance & Standards:** Adhering to global environmental regulations and certifications.
- **Supplier Practices and Compliance:** Prioritising suppliers with eco-friendly practices such as waste reduction and carbon footprint minimisation, and conducting audits & assessments to verify compliance with regulations and corporate standards.
- **Ethical Sourcing:** Ensuring the avoidance of conflict minerals and exploitative labour practices.


Mode of Engagement with Suppliers

Modes of engagement with suppliers at Beyonics encompass a variety of regular communication and assessment methods designed to maintain effective collaboration and ensure compliance with sustainability and operational standards. These include:

- **Email communications** for routine operational updates and contract-related matters.

- **Phone and video calls** to facilitate urgent coordination and resolve any conflicts promptly.
- **Annual supplier self-assessment questionnaires**, incorporating ESG elements to evaluate supplier performance and sustainability practices.
- **On-site audits and factory visits**, conducted on a risk-based approach, primarily targeting critical suppliers to verify compliance and assess operational standards.

The sustainable products and services developed by Beyonics offer the following environmental benefits:



Reduced Carbon Footprint: By implementing energy-efficient die casting and plastic molding processes, Beyonics lowers greenhouse gas emissions.

Minimised Waste Generation: The use of recyclable and bio-based materials reduces plastic waste and promotes circular economy practices.

Data Privacy and Security

Beyonics employs a robust combination of technical and organisational measures to protect personal data. These include encryption of sensitive data both at rest and in transit, firewalls, intrusion detection and prevention systems, and secure authentication mechanisms. Access to personal data is restricted based on the principle of least privilege, with role-based access controls in place to ensure that only authorised personnel can access sensitive information. Regular security audits and vulnerability assessments are conducted to identify and address any potential weaknesses proactively. This approach ensures Beyonics maintains a robust and responsive security posture in the face of evolving threats.

monitoring and detection tools to identify potential data breaches or security incidents in real-time. In the event of a breach, a well-defined protocol is followed for immediate containment, investigation, and resolution. Prompt notification of affected parties is made in compliance with applicable laws and regulations. Following each incident, a thorough post-incident review is conducted to improve Beyonics' security posture.

Employee Training

Beyonics provides regular training to all employees on data privacy and security best practices. These sessions cover topics such as recognising phishing attacks, handling sensitive data securely, and understanding legal and regulatory obligations regarding data protection. This training ensures employees are equipped to contribute to maintaining a robust data security environment.

Incident Response

Beyonics has in place a comprehensive incident response plan that incorporates continuous

Data Privacy Metrics		
Particulars	FY2024	FY2023
Complaints received from outside parties and substantiated by the organisation	None	None
Complaints from regulatory bodies	None	None
Total number of identified leaks, thefts, or losses of customer data	None	None



Product Quality Safety

Ensuring Product Quality

Beyonics is committed to delivering high-quality products that align with the stringent standards of safety and quality. This dedication is woven into every facet of the Company's operations, from product development to manufacturing processes. By integrating comprehensive customer feedback mechanisms and direct engagement, Beyonics gains valuable insights into customer expectations and product performance. This feedback is pivotal in refining its offerings and addressing client concerns proactively.

To ensure the highest product quality, Beyonics uses advanced methodologies like Six Sigma and Lean Manufacturing. These frameworks facilitate thorough root cause analysis and defect elimination during production. Prototyping, stress testing, and compliance audits further verify that products meet stringent quality benchmarks before entering full-scale production. Additionally, a culture of continuous improvement encourages employees to contribute ideas for process enhancements, supported by IoT-enabled quality control systems that provide real-time monitoring and correction.



Ensuring Product Safety

Safety and compliance remain paramount at Beyonics. The Company adheres to rigorous standards such as ISO 9001, ISO 14001, and IATF 16949, ensuring that all products adhere to uncompromising safety and quality criteria.

Regular third-party audits maintain these high standards across all operations. Beyonics' proactive approach extends to its supply chain, where suppliers are held to strict ethical sourcing and labour practices through due diligence and compliance audits.

When it comes to sourcing components for its products, Beyonics ensures that every Bill of Materials (BOMs) are carefully defined and approved by customers. This process is particularly crucial for products intended for end customers, where the focus is on using substances with minimal environmental or social impact. Additionally, Beyonics addresses the safe use of its products by providing detailed information on labels and data sheets. Moreover, the Company considers the environmental and social impacts of its products at the end of their lifecycle, providing guidance on disposal through product labelling and datasheets.

Shifting Focus to the Customers

Customer-centricity is central to Beyonics' success. The Company engages with clients through surveys, questionnaires, and collaborative product development. This partnership allows customers to co-design solutions tailored to their needs, with prototype testing providing feedback that refines products before mass production. Continuous feedback loops and structured quality enhancement processes ensure that customer insights are seamlessly integrated into operations.

In enhancing customer satisfaction, Beyonics prioritises innovation and sustainability. Through joint R&D initiatives, the Company has developed customised manufacturing solutions that align with customers' eco-friendly goals.

Comprehensive after-sales support and provision of training further bolster customer satisfaction by providing technical resources to maximise product performance.

Finally, Beyonics ensures prompt and effective resolution of customer inquiries and issues through dedicated support channels. A robust issue resolution process, using Six Sigma and Lean methodologies, identifies recurring problems and resolves them efficiently. Cross-functional teams collaborate to address technical issues swiftly. Continuous improvement programs, informed by customer feedback, drive enhancements in manufacturing processes, product quality, and service delivery. This comprehensive approach underscores Beyonics' commitment to quality, safety, and customer satisfaction, solidifying its position as a trusted industry partner.



GRI Content Index

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Statement of use	Beyonics Pte. Ltd. has reported the information cited in this GRI content index for the period 1st January 2024 - 31st December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NUMBER
GRI 2: General Disclosures 2021	2-1 Organizational details	About Beyonics	7-11
	2-2 Entities included in the organization's sustainability reporting	About the Report	4
	2-3 Reporting period, frequency and contact point	About the Report	4-5
	2-4 Restatements of information	There has been no restatement of data	
	2-5 External assurance	The report has not been externally assured	
	2-6 Activities, value chain and other business relationships	About the Report	4
	2-7 Employees	Diversity and Inclusivity	31-33
	2-8 Workers who are not employees	Diversity and Inclusivity	33
	2-11 Chair of the highest governance body	From the Desk of the Chairman	6
	2-12 Role of the highest governance body in overseeing the management of impacts	About the Report	4
	2-14 Role of the highest governance body in sustainability reporting	About the Report	5
	2-15 Conflicts of interest	Ethics and Governance	38-39
	2-16 Communication of critical concerns	Sustainability at Beyonics	12
	2-17 Collective knowledge of the highest governance body	Sustainability at Beyonics	12
	2-23 Policy commitments	Ethics and Governance	37-38
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Governance	37-38
	2-27 Compliance with laws and regulations	Ethics and Governance	39
	2-29 Approach to stakeholder engagement	Sustainability at Beyonics	12
GRI 3: Material Topics 2021	3-1 Process to determine material topics	What is Material for Beyonics	13
	3-2 List of material topics	What is Material for Beyonics	14-16
	3-3 Management of material topics	What is Material for Beyonics	14-16

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NUMBER
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Governance	37-38
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Governance	39
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Governance	39
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management	20-21
	302-4 Reduction of energy consumption	Energy Management	19
GRI 303: Water and Effluents 2018	303-4 Water discharge	Water Management	24-25
	303-5 Water consumption	Water Management	23-24
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Emission Management	22
GRI 306: Waste 2020	306-3 Waste generated	Waste Management	25
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity and Inclusivity	32-33
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	27
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	27
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	27
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	28-29
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	27
	403-9 Work-related injuries	Occupational Health and Safety	28
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Education	31
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Education	30
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity and Inclusivity	32
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labour Management	34
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labour Management	34
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Quality Safety	42
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security	41

Beyonics

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