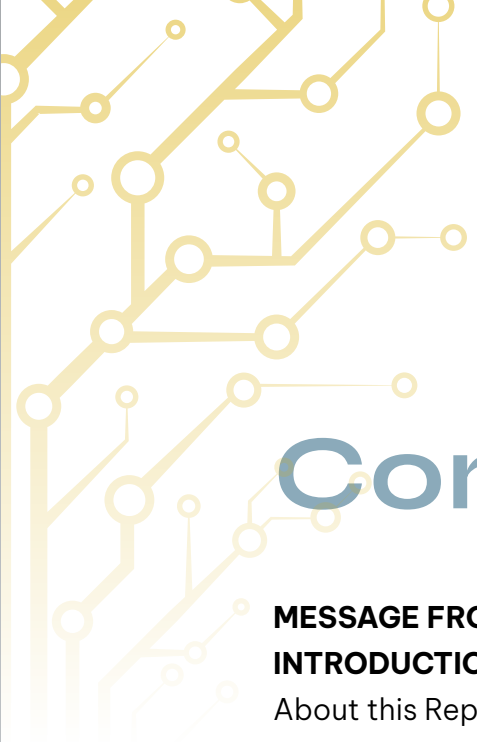


SUSTAINABILITY REPORT

2025





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Message From Chairman

Journeying Forward: Strengthening Our Foundations

As Beyonics enters our second year of public sustainability reporting, we find ourselves at an important inflection point: one defined not by dramatic declarations, but by deliberate, disciplined progress. Our journey across MedTech, Mobility, and SmartTech continues to reinforce a truth we hold deeply: meaningful sustainability is built on strong foundations. And while this year mirrors the steady, measured approach of our first, it also marks the widening of our horizon and the strengthening of our resolve.

Looking forward, our ambition remains unwavering. But ambition without preparation is fragile. That is why we are actively laying the groundwork that will make those commitments both responsible and achievable. We continue to reinforce the systems, data foundations, and internal alignment that will enable us to scale our sustainability aspirations with credibility. We are strengthening governance structures, deepening stakeholder engagement, and improving the quality and consistency of the information that guides our decisions.

Across our operations at Beyonics, we are continuing to build the capabilities that will enable broader sustainability integration in the years ahead, enhancing our measurement coverage, deepening our understanding of material impacts, and piloting early initiatives that will guide and shape our future commitments. These are not small steps; they are the essential building blocks of long-term transformation.

Our teams in Singapore, Malaysia, Thailand and China continue to demonstrate that sustainability is not a parallel pursuit, but a mindset woven into how we design, build, and deliver. We deepened engagement with our employees, customers, and partners, recognising that collective effort is essential to advancing environmental performance, enhancing social impact, and strengthening governance practices.

We envision a Beyonics where sustainability informs strategy, strengthens resilience, and shapes the impact we create across the global MedTech, Mobility, and SmartTech ecosystems. This foundation is being built carefully and intentionally, so that when we step forward with commitments, they will be anchored in capability, clarity, and confidence.

We are inspired by the progress we have made, yet we look to the future with an even greater sense of purpose. Our long-term ambition to achieve net zero by 2040 is more than a destination, it is a catalyst for transformation. It challenges us to reimagine what is possible, to elevate our standards, and to move forward with courage, clarity, and unwavering commitment. The path ahead is expansive, and Beyonics will continue strengthening the foundations that enable us to shape a more resilient and sustainable future, advancing each step of our journey with intention and integrity.



Kyle Arnold Shaw, Jr.
Chairman



Introduction

About this Report

This marks the Company’s 2nd year of publishing our sustainability report. At Beyonics Pte. Ltd (hereinafter referred to as “Beyonics”), we are focused on deepening our internal capabilities, strengthening data accuracy, sharpening our priorities, and thoughtfully building the structures required for future integration.

Reporting Period and Scope

This report outlines Beyonics sustainability initiatives and responsible business practices undertaken during the period from 1 January 2025 to 31 December 2025 (the “Reporting Period”) across our operations in Singapore, Malaysia, Thailand, and China.

The table below outlines the Company’s business locations and highlights how each contributes to advancing our sustainability objectives.

Locations	Entities	Main Manufacturing Activity
Singapore	Beyonics International Pte Ltd (BIPL)	• Tooling Design & Fabrication • Plastics Injection Molding • Automated Assembly
Malaysia	Beyonics Precision (Malaysia) Sdn. Bhd. (BPM) Location 1: I-Park Location 2: Kota Tinggi	I-Park: • Metal Tooling Design & Fabrication • Metal Stamping • Die Casting • Plastics Injection Molding • Polymer Compounding • Printed Circuit Board Assemblies (PCBA) • Product Build Kota Tinggi: • Plastics Injection Molding • PCB Assembly • Product Build
Thailand	Beyonics (Chonburi) (BTH)	• Plastics Injection Molding
China	Beyonics Technology Electronic (Changshu) Co., Ltd. (BTEC)	• Tool Design & Fabrication • Die Casting • Plastics Injection Molding

Reporting Framework

This report has been prepared with reference to with globally recognised frameworks, including the Global Reporting Initiative (GRI) Standards and UN Sustainable Development Goals (UN SDGs).

The report also reflects the outcomes of Beyonics materiality assessment, which identified the sustainability issues most relevant to both stakeholders and its operations. These insights guide how Beyonics prioritise resources, measure impact and track progress.

Forward-looking Statements

It is important to note that this report may contain forward-looking statements, which are based on current expectations and projections about future events. These statements are subject to various assumptions that may cause actual results to differ materially from those expressed or implied.

Feedback and Contact Information

We welcome feedback and enquiries about this report. For more information or to share your thoughts, please contact us at info@beyonics.com.



Corporate Profile & Value Creation

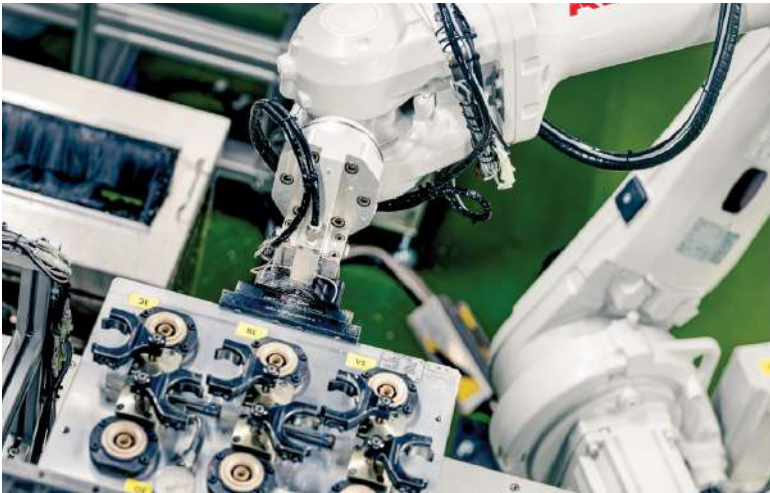
Corporate Overview

Beyonics is a precision manufacturing company founded in 1981, with more than 1.2 million square feet of advanced manufacturing space across Singapore, Malaysia, Thailand, and China. Leveraging fully integrated capabilities from engineering design and tooling to plastics and metal manufacturing, automation, cleanroom assembly, and end-product integration, Beyonics delivers high-value, complex manufacturing solutions for global MedTech, Mobility, and SmartTech customers.



Over the decades, the Company has expanded internationally, strengthened our engineering depth, and grown our network of state-of-the-art facilities to support flexible, high-precision production in today's complex supply chain landscape.

Our commitment to responsible operations is reflected in ongoing improvements in energy efficiency, circularity, material innovation, and process excellence as we continues building a resilient, sustainable manufacturing ecosystem.



Year in Review: Key Highlights

Through our continuous efforts, we have achieved several significant milestones in 2025. We remain committed to putting in sustained effort to further enhance our sustainability journey and make a positive lasting impact on our stakeholders.

Strengthening Operational Resilience

Enhanced Precision & Automation Capacity



Significant investments expanded precision mold machining and advanced automation at the Singapore Headquarters' Center of Excellence (COE), boosting manufacturing accuracy, speed, and scalability.

Upgraded Regional Manufacturing Hub



Reopened and modernized Kota Tinggi Campus (Malaysia), reinforcing regional leadership with improved layouts, increased production capacity, and stronger cross-site operational capability.

Industry Recognition and Credibility

Key Supplier Status in Singapore's MedTech Directory



Recognized as a Key Supplier in the national MedTech Manufacturing Directory—affirming Beyonics' reputation for high-precision, regulatory-compliant manufacturing and trusted partnerships in global MedTech.

BPM has been recognized by Emerson as a Valued Supply Chain Partner.

Global Stakeholder Engagement

International Showcase of Capabilities



Beyonics actively connected with global innovators and industry leaders through major events:

MD&M West 2025 – Anaheim, USA

Demonstrated end to end MedTech manufacturing solutions, from tooling to cleanroom assembly, reinforcing its global position in advanced precision engineering.

Manufacturing Expo 2025 – Bangkok, Thailand

Engaged ASEAN stakeholders and highlighted automation-driven, high-value manufacturing excellence across plastics, metals, PCBA, and integrated assembly.

Engaged ASEAN stakeholders and highlighted automation-driven, high-value manufacturing excellence across plastics, metals, PCBA, and integrated assembly.

Certifications

Singapore



Malaysia



Thailand



China



Sustainability Commitment And Materiality Framework

At Beyonics, sustainability is treated as a core business consideration rather than a marketing statement or secondary initiative. It serves as a practical framework that guides how the Company strengthens its resilience, maintains stakeholder confidence, and supports long-term value creation. As regulatory expectations rise and precision manufacturing evolves in response to environmental pressures and stakeholder requirements, the Company views sustainability as a long-term enabler of competitiveness.

Sustainability Governance Structure

As Beyonics continues to advance its sustainability journey, the Company recognises that strong governance is essential to building the foundations needed for long-term, credible progress.

To support this phase of growth, Beyonics has put in place a governance structure that ensures Environmental Social and Governance (ESG) matters receive timely oversight and informed guidance. The framework is designed to improve internal rigour and reinforce accountability as the Company prepares for broader sustainability integration in the future.

Oversight roles include:

Senior management – reviews sustainability information for accuracy, operational relevance, and alignment with business priorities. This ensures ESG considerations are embedded in daily decision-making rather than treated as a separate track.

Board of Directors – provide strategic oversight by reviewing key disclosures, proposed priorities, and sustainability progress. Their involvement ensures ESG considerations are connected to long-term value creation and expectations for responsible stewardship.

As part of strengthening the Company's foundations, Beyonics has formalised its reporting channels to ensure that emerging developments and sustainability-related updates are shared promptly and consistently.

Regular ESG updates are communicated to Board leadership, covering regulatory developments, performance indicators, and key risks or opportunities. A formal whistleblowing mechanism allows employees, suppliers, and stakeholders to raise concerns directly to an independent review panel. Reports are treated confidentially and reviewed with appropriate rigour, reinforcing transparency and integrity across our operations.

These measures reflect the Company's commitment to building robust, reliable governance processes that will support more advanced integration in the years ahead.



As sustainability expectations evolve, so too does our approach to staying informed. Beyonics ensures that its leadership is equipped with up to date perspectives by participating in ESG related industry briefings, forums, and learning sessions and engaging independent advisors, including sustainability specialists and legal experts, to provide technical insight and external validation to ensure alignment with emerging standards. This commitment to continuous learning strengthens the foundation of informed, forward looking governance.

Through these maturing practices, Beyonics is building a governance framework that is structured, responsive, and aligned with the Company's long term direction. Strengthened oversight, clearer reporting pathways, and increased leadership engagement create the conditions needed for deeper sustainability integration.

Stakeholder Engagement

Stakeholder engagement remains an important part of how Beyonics strengthens its sustainability foundations. The Company maintains ongoing dialogue with employees, customers, suppliers, and external partners to better understand their expectations and the issues that matter most to them. These interactions help inform priority setting, guide early sustainability initiatives, and shape decisions that balance operational needs with broader social and environmental considerations.

Beyonics aims to foster transparency, support collaboration, and ensure that its sustainability efforts remain relevant, responsive, and aligned with the interests of the communities and industries that are being served.

Materiality Assessment

To ensure sustainability efforts remain focused on the issues most relevant to Beyonics and its stakeholders, the Company carried out a preliminary materiality assessment informed by internal reviews, peer benchmarking, and our strategic priorities.

Using a structured methodology, we identified a set of material topics that reflect the Company's operating landscape and industry context, referencing global frameworks such as the GRI Standards and the UN Sustainable Development Goals (UN SDGs).

Steps for materiality assessment

Market leading standards and frameworks explored



Peer benchmarking



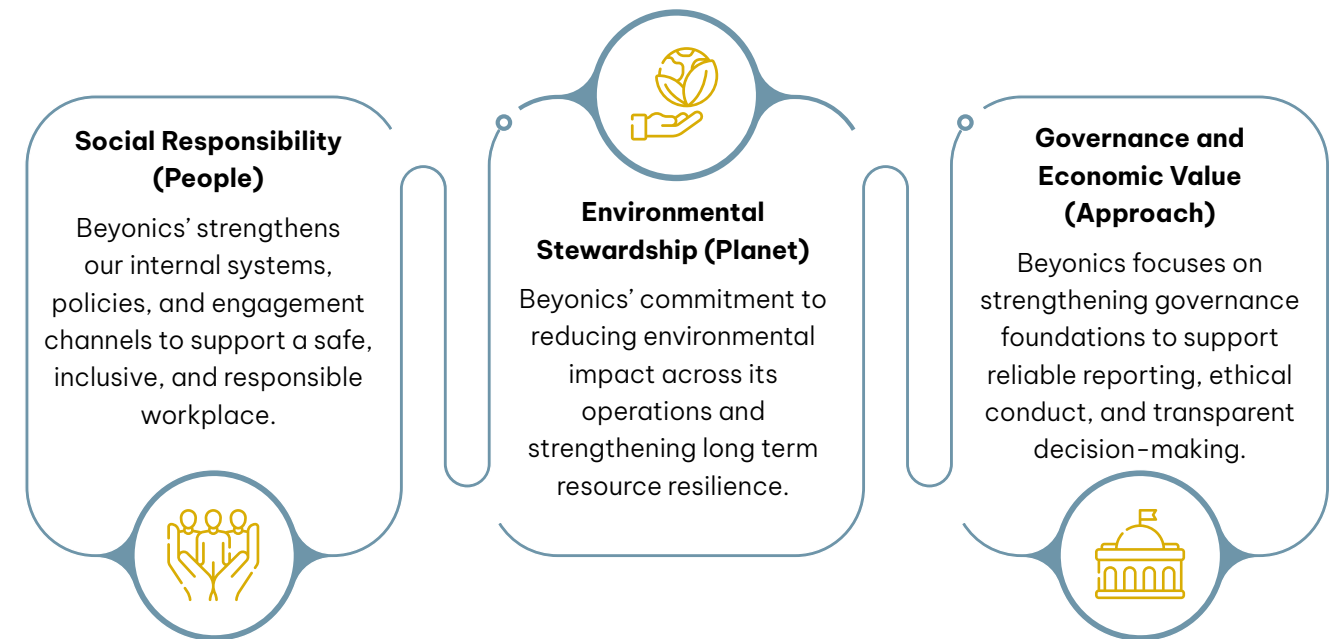
Prioritisation of topics



Beyonics then validated these topics through stakeholder consultations to confirm alignment with both internal views and external expectations. This process strengthens the ability to create shared value and supports the Company's long term strategy by directing attention toward the sustainability areas with the greatest impact.

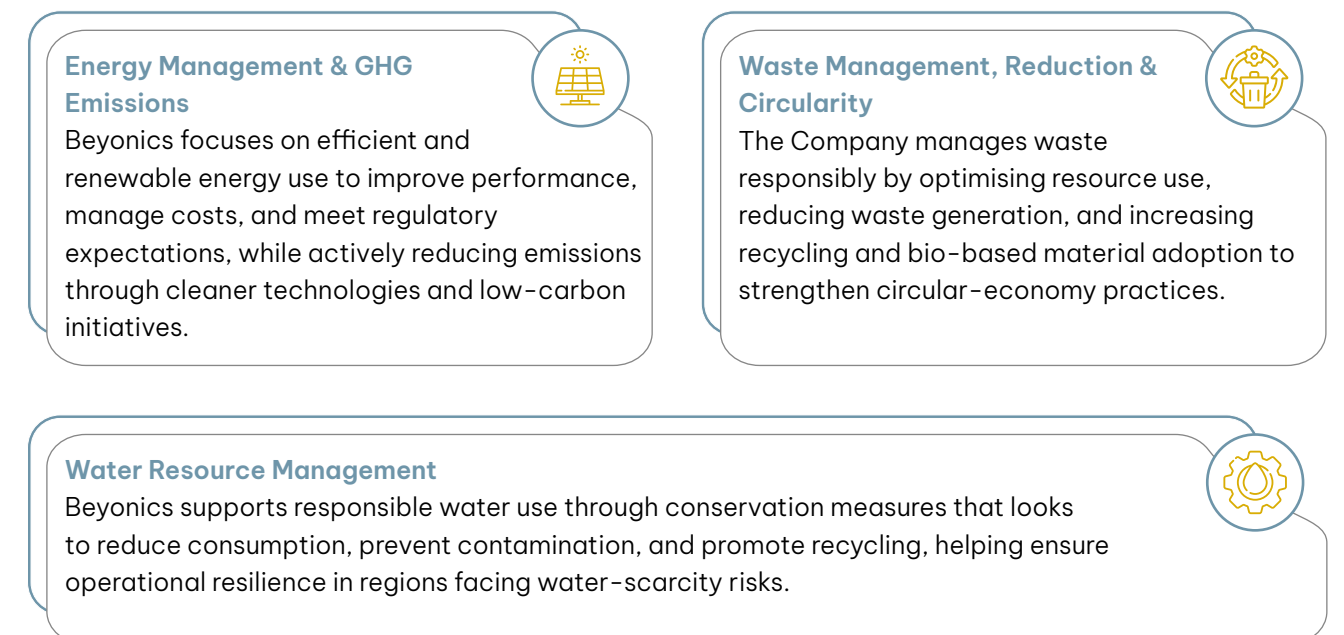
Key Material Topics

Beyonics' material topics capture the Company's commitment to embedding sustainability across all areas of its operations. They reflect key focus areas: environmental stewardship (planet), social responsibility (people), and governance and economic value creation (approach). These are aligned with the Company's core role in advanced precision engineering and manufacturing for the MedTech, Mobility, and SmartTech sectors.



Environmental Stewardship (Planet)

Environmental Stewardship reflects Beyonics' commitment to minimising environmental impact and strengthening long-term resource resilience. This includes building strong foundations in emissions management, waste handling, and water-efficiency practices to support future sustainability targets.



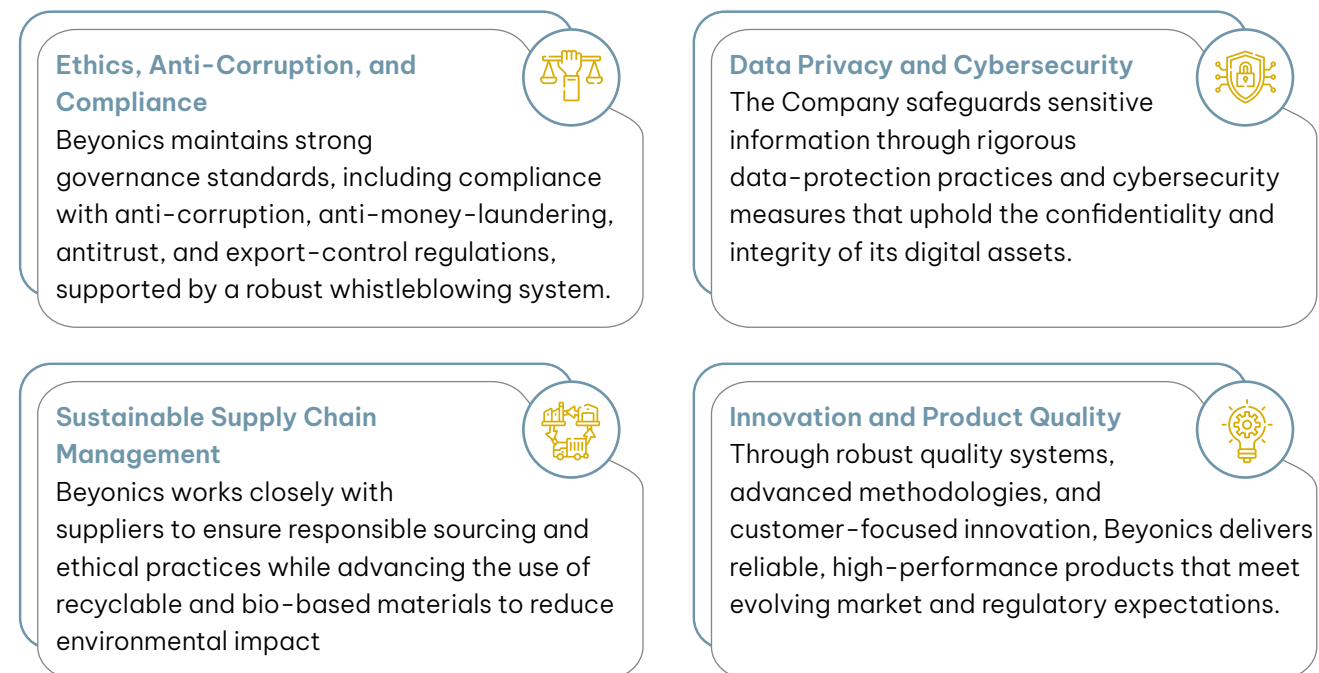
Social Responsibility (People)

This pillar underscores Beyonics' commitment to fostering a safe, inclusive, and responsible workplace while supporting broader social impact across its operations and communities.



Governance and Economic Value (Approach)

This pillar outlines the structures, principles, and processes that ensure Beyonics operates responsibly and creates sustainable long-term value. It aligns with the Company's focus on strengthening governance foundations to support reliable reporting, ethical conduct, and transparent decision-making that is aligned with the Company's long-term ambition to create economic value responsibly.



Alignment with UN Sustainable Development Goals (UN SDGs)

Beyonics is committed to implementing sustainable practices across all operations. The Company contributes to the UN SDGs through daily operations, strategic development, and stakeholder collaboration. The table below highlights the Company's contributions to the relevant UN SDGs.

Material Topic	Key Contributions by the Company	Relevant UN SDGs
Energy Management & GHG Emissions	Enhances energy efficiency and integrates renewable sources to reduce fossil-fuel dependence and greenhouse gas emissions through effective energy management, cleaner technologies, and low-carbon initiatives.	7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION
Waste Management, Reduction and Circularity	Drives circularity by reducing waste generation, increasing recycling, adopting recyclable and bio-based materials.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Water Resource Management	Minimises water usage through conservation measures, prevents contamination, and promotes responsible water stewardship across operations.	6 CLEAN WATER AND SANITATION
Occupational Health and Safety (OHS)	Ensures safe and healthy workplaces through robust OHS systems, hazard prevention, training, and continuous improvement to protect employee well-being.	3 GOOD HEALTH AND WELL-BEING
Labour Rights & Human Rights	Upholds fair labour practices and safe working conditions while supporting employee development, promoting equal opportunities, protecting human rights, and maintaining a robust whistleblowing system.	8 DECENT WORK AND ECONOMIC GROWTH, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Talent Development, Diversity & Inclusion	Cultivates an inclusive, merit-based workplace where every individual can grow through continuous training, leadership development, and skills-building opportunities.	4 QUALITY EDUCATION, 5 GENDER EQUALITY
Community Investment and Engagement	Supports community development through stakeholder engagement and employee volunteering initiatives that contribute to social well-being and local resilience.	11 SUSTAINABLE CITIES AND COMMUNITIES
Ethics, Anti Corruption, and Compliance	Maintains strict ethical standards, enforces anti corruption and compliance frameworks.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Data Privacy and Cybersecurity	Safeguarding the integrity and confidentiality of information assets by applying comprehensive technical and organisational controls.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Sustainable Supply Chain Management	Enhances sustainable supply chain practices by engaging suppliers that uphold the Company's ethical and sustainability standards, thereby improving performance and reducing environmental impact.	
Innovation and Product Quality	Enhances product quality and operational competitiveness through innovation, customer-driven R&D, advanced manufacturing practices, and technology-enabled quality systems.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Environmental Stewardship (Planet)

In its continued journey to strengthen environmental stewardship, Beyonics builds on the progress achieved in previous years and maintains steady advancements across key environmental priority areas. The Company remains committed to responsibly managing its environmental footprint and encourages employees and partners to integrate sustainable practices into everyday operations.

Beyonics’ efforts remain centred on practical, measurable improvements in energy efficiency, waste minimisation, water conservation, and responsible sourcing, supported by active employee involvement and community engagement. Ongoing initiatives such as clean-up activities, tree-planting programmes, and annual environmental awareness events, continue to reinforce the Company’s commitment to environmental responsibility both within the organisation and across the communities it serves.

Energy Management & GHG Emissions

Beyonics continues to uphold the strong energy management practices established in previous years, maintaining a disciplined approach to reducing its environmental footprint through improved energy efficiency, and the optimisation of operational processes to strengthen energy resilience. Energy efficiency remains a core

focus across all facilities, supported by ongoing performance assessments and the adoption of innovative solutions that have contributed to continued reductions in energy consumption. Building on these foundations, the Company consistently implements and monitors its existing environmental initiatives while applying data-driven strategies and innovative technologies aimed at lowering greenhouse gas emissions. Such initiatives include:

Energy Management

- Optimised energy use by scheduling heavy-load equipment during off-peak hours and adjusting operational timings to minimise electricity demand.
- Installed energy-efficient technologies, including variable speed drives for pumps, cooling tower fans and AHUs, to match speed and torque to actual load requirements.
- Upgraded lighting systems to compact fluorescent lamps (CFLs) and energy-efficient LEDs across facilities to reduce overall electricity consumption.
- Conducted routine energy audits to identify improvement opportunities and track progress in energy performance.
- Encouraged employees to adopt energy-saving habits, such as switching off unused lights, maximising natural daylight, shutting down equipment after use, and avoiding unnecessary standby power consumption.
- Use of renewable energy by integrating solar power to supplement operational energy needs with aim to reduce reliance on fossil fuels.

GHG Emissions

- Implemented energy-efficient systems and renewable energy solutions to reduce emissions associated with electricity consumption.
- Conducted regular emissions audits and data monitoring to assess the Company’s carbon footprint and ensure alignment with environmental standards.
- Reduced transportation-related emissions through logistics upgrades, improved vehicle efficiency, and adoption of fuel-efficient practices.
- Promoted employee participation in emission-reduction initiatives, including energy-conservation behaviours and sustainable commuting options such as carpooling and public transport.

Employee engagement continues to play a vital role in Beyonics’ environmental stewardship initiatives. The Company regularly conducts awareness activities such as Earth Day programmes to promote responsible energy consumption throughout the organisation.

Total Electricity usage in (kWh)

	BIPL	BPM		BTH	BTEC
		I-Park	Kota Tinggi		
Total FY2025	11,789,144	27,369,028	1,298,004	2,892,330	10,757,200
Total FY2024	10,950,231	23,835,666	931,763	2,575,692	12,910,333
Total FY2023	9,026,212	23,827,600	5,263,235	2,746,884	12,461,528

Total electricity consumption increased to 54.1 million kWh in FY2025, up from 51.2 million kWh in FY2024, representing a 5.7% year-on-year increase. This upward shift is driven mainly by higher usage across BIPL (increase of 7.7%) and BPM I-Park (increase of 14.8%), which together account for the majority of the Beyonics’ energy

footprint. In contrast, BTEC consumption decreased from 12.9 million kWh to 10.8 million kWh, partially offsetting the overall increase. This is an indication of higher operational activity in BIPL and BPM I-Park during FY2025, while the strategic operational restructuring contributed to lower usage at BTEC.



Total Gas consumption in (Sm3)

	BPM I-Park	BTEC
Total FY2025	2,233,690	1,330,129
Total FY2024	2,091,930	1,287,905
Total FY2023	2,196,978	1,170,579

Total gas consumption rosed slightly to 3.56 million Sm3 in FY2025, compared with 3.38 million Sm3 in FY2024 reflecting a modest shift in the Company’s energy mix. Despite this increase, the overall change remains limited, indicating that gas usage continues to be stable and aligned with operational and production requirements.

Waste Management, Reduction and Circularity

In recent years, Beyonics has steadily strengthened its waste management practices, moving beyond basic compliance to embed circularity into the heart of our operations. In 2025, we continued this journey by applying a data-driven approach, tracking performance, identifying opportunities for improvement, and implementing targeted measures that reduce waste at the source while maximising material recovery. Together, these efforts reflect our commitment to designing products and processes that conserve resources, close material loops, and support long-term environmental resilience.

A major focus throughout the year has been expanding the use of sustainable materials across our customer solutions. Building on previously established waste-reduction initiatives, Beyonics introduced and refined a portfolio of material-focused innovations:

- **Compostable plastics for eco-kinetic products** For a major technology client, we integrated compostable, water-soluble plastics into eco-kinetic solutions. Any residual material is engineered to biodegrade naturally on land within 18 months, reducing long-term environmental impact.

- **Recycled content in biopharmaceutical platforms** For a leading life sciences company, we enhanced material formulations to integrate post-consumer recycled content. In 2025, 15% of materials comprised post-consumer recycled glass-wool-reinforced polyamide 6 (PA6), consistent with FY2024’s 15%. This reflects a stabilised peak in our sustainable material substitution efforts, demonstrating continued commitment to circular-material adoption.
- **Fully recycled polypropylene in green building applications** Across our green building product line—including permeable pavers, drainage systems, and vertical garden components—we employed 100% recycled polypropylene, contributing to reduced reliance on virgin plastics.
- **High-recycled-content ink cartridges** For a global printer manufacturer, we continued incorporating substantial post-consumer recycled material into ink cartridges, maintaining a minimum of 75% recycled PET, of which at least 10% came from ocean-bound plastics, unchanged from FY2024. This stability reflects our ongoing collaboration with customers to prevent plastics from re-entering marine ecosystems.

Recycling Initiatives

Beyonics continued strengthening its circularity efforts in 2025 by expanding both component recovery and waste-recycling practices. Working closely with customers, we deepened our programme to reclaim and refurbish end-of-life PCBA units for reintegration into production, an approach that reduces raw material demand, extends component lifespan, and promotes collaborative innovation across our value chain. In 2025, a total of 296,344 PCBA units were reclaimed for reuse, up from 265,561 units in FY2024, reflecting a meaningful increase in circular-resource recovery efforts.

In parallel, we launched the initiative at our facilities to sell recyclable waste streams, including plastics, metal, e-waste, and paper, to licensed recycling partners. This initiative reduces landfill dependence, lowers emissions relative to virgin material production, improves resource efficiency, and generates revenue that offsets waste management costs, all while maintaining compliance with national environmental regulations. In 2025, these efforts enabled Beyonics to avoid 1,464.6 tons of recyclable waste being sent to landfill, representing a 6.5% increase from FY2024 (1,374.6 tons). We aim to further increase the volume of recoverable materials recycled as the programme expands.

Total Avoidance of Recyclable Waste to Landfill (Tons)

Metrics		BIPL	BPM	BTH	BTEC	TOTAL
FY 2025	Metal	11.4	535.1	1.1	240.2	787.8
	Paper	101.3	70.4	10.2	31.8	213.7
	Plastic	171.3	181.2	81.2	29.4	463.1
FY 2024	Metal	199.5	295.9	11.7	286.7	793.9
	Paper	67.1	48.8	11.2	41.2	168.3
	Plastic	202.4	132.0	69.6	8.4	412.5

Water Resource Management

Beyonics recognises water as a vital resource and remains committed to responsible water management practices that support conservation, operational efficiency, and long-term sustainability. Through strategic initiatives and the adoption of practical, innovative measures, the Company aims to minimise water consumption, enhance wastewater management, and contribute to the broader preservation of global water resources.

To reduce overall water use, Beyonics has continued to implement a series of advanced conservation measures across its operations, supporting its commitment to sustainable water stewardship and contributing to a meaningful reduction in total water consumption in FY2025.



The following established initiatives have been rigorously applied over the years:

- **Deployment of water-efficient technologies:** Beyonics invests in advanced systems that enhance water efficiency in production processes, including automated controls and smart water management tools.
- **Regular water audits:** The Company conducts periodic audits to monitor consumption, analyse usage patterns, and address inefficiencies such as leaks or process-related losses.

- **Closed-loop recycling systems:** Beyonics utilises closed-loop systems to treat and reuse wastewater for non-potable applications, significantly reducing the need for freshwater withdrawal.
- **Employee awareness and training:** Comprehensive training programmes promote responsible water use, raising awareness and encouraging employees to adopt sustainable practices in daily operations.

As part of our new employee-led Continuous Improvement (Kaizen) initiative in 2025, shopfloor teams are empowered to identify and implement practical, operations-level enhancements. These employee-driven efforts include actively spotting opportunities for water conservation, ensuring that resource-efficiency improvements originate directly from those closest to daily processes.

Total Water usage in (m3)

	BIPL		BPM				Total
	NEWater	Non-NEWater	I Park	Kota Tinggi	BTH	BTEC	
Total FY2025	20,262	5,636	172,087	8,121	7,186	69,157	282,449
Total FY2024	19,670	6,102	156,761	7,388	4,672	94,587	289,180
Total FY2023	16,364	5,038	170,665	27,389	5,936	107,712	333,104

Total water consumption rose slightly in FY2025, driven mainly by BPM I-Park, which recorded a rise from 156,761m3 to 172,087m3, reflecting higher operational activity during the year, while BTEC consumption declined from 94,587m3 to 69,157m3, partially offsetting total increases across the sites. Overall, Beyonics achieved a 2.3% reduction in total water consumption across the sites. Continued optimisation, greater use of reclaimed water, and targeted initiatives at high-consumption sites will remain core pillars of Beyonics’ water stewardship strategy moving forward.

Wastewater Treatment and Management

Beyonics places strong emphasis on effective wastewater management to prevent pollution and promote water reuse across its operations. The Company operates advanced treatment systems that remove contaminants prior to discharge and conducts regular monitoring to ensure full compliance with regulatory water-quality requirements. These ongoing efforts reflect Beyonics’ commitment to responsible water stewardship and contributed to a modest increase of approximately 1.58% in total wastewater treated in FY2025 (FY2024: 0.16%).

Total Wastewater treatment in (m3)

	BPM I-Park	BTEC	Total
Total FY2025	102,017	36,564	138,581
Total FY2024	82,289	54,138	136,427
Total FY2023	76,012	60,192	136,204

Social Responsibility
(People)

Social responsibility remains a core focus for Beyonics, reflecting the Company’s commitment to protecting its people, fostering an inclusive culture, and creating positive social impact across its operations and surrounding communities.

In support of this commitment, Beyonics continues to strengthen its OHS practices, uphold labour and human rights, invest in talent development, and promote diversity and inclusion to ensure a fair, respectful, and supportive workplace. The Company also deepens its engagement with local communities through meaningful initiatives that reinforce social well-being and shared value creation.

Together, these ongoing efforts form the foundation of Beyonics’ approach to social responsibility.

Occupational Health and Safety (OHS)

During the reporting year, Beyonics focused on strengthening the foundational elements of its OHS practices to ensure a safe, healthy, and well-protected workforce. OHS remains a critical aspect of the Company’s operations, and the continued enhancement of core safety systems helps ensure that employees and non-employee workers can perform their duties with reduced exposure to injury or illness, supporting overall productivity and well-being.

Beyonics has in place a comprehensive OHS Management System (OHSMS) across all workplaces under its operational control, including production facilities, R&D centres, offices, and warehouses. Aligned with ISO 45001 and local regulatory requirements, the OHSMS covers all full-time and part-time employees as well as contractors, temporary workers, and outsourced personnel operating within Company premises.



Beyonics' OHS governance is supported by a dedicated internal team comprising Health & Safety Managers, EHS Officers, and Facility Safety Coordinators, each playing a critical role in upholding the Company's safety standards.

Health & Safety Managers oversee the implementation and enforcement of OHS policies across manufacturing sites, ensuring that operational practices align with organisational requirements.

EHS (Environment, Health & Safety) Officers conduct workplace risk assessments, deliver safety training, and carry out regular inspections to maintain compliance with ISO 45001 and local regulatory obligations.

Complementing these roles, **Facility Safety Coordinators** work closely with departmental leaders to reinforce safety procedures on production floors and in office environments, ensuring day-to-day adherence to safety protocols.

Oversight is further strengthened by a formal joint management-worker Health and Safety Committee, which meets monthly to review safety performance, assess workplace risks, investigate incidents and near-misses, and recommend corrective and preventive measures. Through these coordinated structures, Beyonics continues to reinforce the foundational elements necessary to maintain high standards of occupational health and safety across all its operations.

To reinforce these foundations, Beyonics applies a structured Plan-Do-Check-Act (PDCA) cycle to guide continuous improvement in safety management and performance across its operations. This approach ensures that risks are systematically identified, addressed, and monitored.



Health and Safety Related Statistics

	Metrics	BIPL	BPM I-Park	BPM – Kota Tinggi	BTH	BTEC
FY 2025	Number of industrial accident reported to authority	2	4	0	0	4
	Total number of days of MC	18	54	0	0	111
	Number of employees trained in safety procedures (First aider, fire fighter/fire extinguisher)	25	57	16	97	96
	Health and safety certifications (e.g., ISO 45001, OHSAS18001)	None	ISO 45001	None	None	ISO 45001
FY2024	Number of industrial accident reported to authority	3	3	0	0	6
	Total number of days of MC	106	152	0	0	77
	Number of employees trained in safety procedures (First aider, fire fighter/fire extinguisher)	31	61	19	77	17
	Health and safety certifications (e.g., ISO 45001, OHSAS18001)	None	ISO45001 : 2018 OHSAS	None	None	ISO 45001
FY2023	Number of industrial accident reported to authority	3	3	0	0	6
	Total number of days of MC	106	152	0	0	77
	Number of employees trained in safety procedures (First aider, fire fighter/fire extinguisher)	31	61	19	77	17
	Health and safety certifications (e.g., ISO 45001, OHSAS18001)	None	ISO45001 : 2018 OHSAS	None	None	ISO 45001

FY2025 marked tangible improvements in workplace safety, with most entities recording fewer accidents and all sites achieving a significant reduction in medical leave days. The substantial increase in employees trained in safety procedures underscores the Company's strengthened focus on emergency preparedness and hazard response capabilities.

Building on these positive outcomes, Beyonics has prioritised continuous safety enhancement by reinforcing root-cause analysis, strengthening site-specific risk controls, and expanding targeted training programmes to mitigate risks and prevent future incidents.

Labour Rights & Human Rights

Beyonics is committed to upholding high standards of human rights and labour practices across its operations. The Company embeds respect for human dignity into its core values and works to maintain a safe, inclusive, and equitable workplace. Through ongoing engagement with employees and stakeholders, Beyonics continuously strengthens its processes to ensure responsible and ethical employment practices.

Guided by the Beyonics' Code of Conduct, the Company prioritises integrity, fairness, and respect in all business interactions. Employees are expected to uphold these principles when engaging with colleagues, customers, regulators, and communities. This commitment supports the Company's reputation for responsible behaviour and reinforces strong governance practices.

Beyonics recognises that sustainable business performance is closely linked to strong human rights protections, responsible operations, and sound corporate governance. The Company is committed to complying with all applicable human rights laws in the countries and regions where it operates and to promoting decent working conditions throughout its organisation.

The Company acknowledges its responsibility to a broad range of stakeholders, including employees,

workers, shareholders, investors, customers, clients, and local communities. Beyonics recognises both the business and ethical imperative to uphold human rights across its operations and value chain and continues to enhance oversight and due diligence to support sustainable and responsible business practices.

Beyonics has established a comprehensive set of policies to uphold this commitment, including its Prohibition on Human Trafficking, Forced Labour, and Child Labour Policy, as well as its Freedom of Association Policy. To reinforce compliance, the Company conducts regular training on labour rights and offers confidential reporting channels for ethical concerns, supported by strict non-retaliation safeguards.

Over the past two years, no operations or suppliers were identified as having significant risks related to child labour, young workers in hazardous work, or forced or compulsory labour, based on assessments of operational activities, supplier types, and geographic exposures.

Through these measures, Beyonics embeds ethical conduct and strong governance into its corporate culture, supporting sustainable performance and strengthening stakeholder trust.

Operations and suppliers considered to have significant risk for incidents of

FY2025	Child labour	None
	Young workers exposed to hazardous work	None
FY2024	Child labour	None
	Young workers exposed to hazardous work	None



Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of

FY2025	Type of operations (such as manufacturing plant)	0
	Type of supplier	0
	Countries or geographic areas with operations considered at risk	0
	Countries or geographic areas with suppliers considered at risk	0
FY2024	Type of operations (such as manufacturing plant)	0
	Type of supplier	0
	Countries or geographic areas with operations considered at risk	0
	Countries or geographic areas with suppliers considered at risk	0

Diversity & Inclusion, Talent Development

Diversity & Inclusion

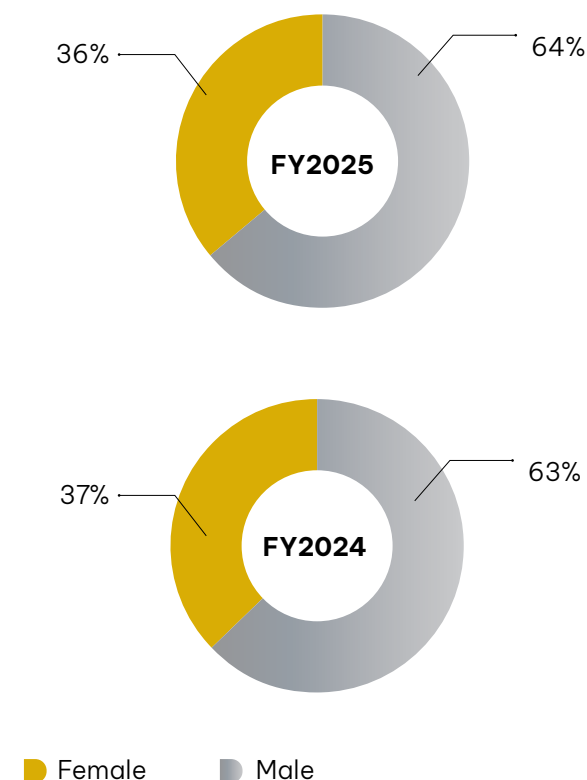
Beyonics is committed to fostering a diverse and inclusive workplace that supports high performance and long-term resilience. A diverse workforce brings broader perspectives and strengthens innovation and decision-making, while an inclusive culture ensures all employees feel respected and able to contribute fully.

To support the commitment on diversity and inclusion, Beyonics implements a comprehensive suite of Diversity and Inclusion (D&I) initiatives, including equitable hiring practices, cultural celebration and awareness programmes, leadership accountability for inclusive behaviours, regular fair-pay reviews, flexible work arrangements, and targeted training and mentorship opportunities for underrepresented groups.

Policies are reinforced through mandatory onboarding and annual refresher training, a digital Employee Handbook, regular D&I campaigns, specialised managerial training, and secure whistleblowing channels. Beyonics also upholds a strict Anti-Harassment & Anti-Discrimination Policy with a zero-tolerance approach, supported by confidential reporting mechanisms and strong protections against retaliation. All cases are promptly investigated, and appropriate actions are taken where misconduct is substantiated.

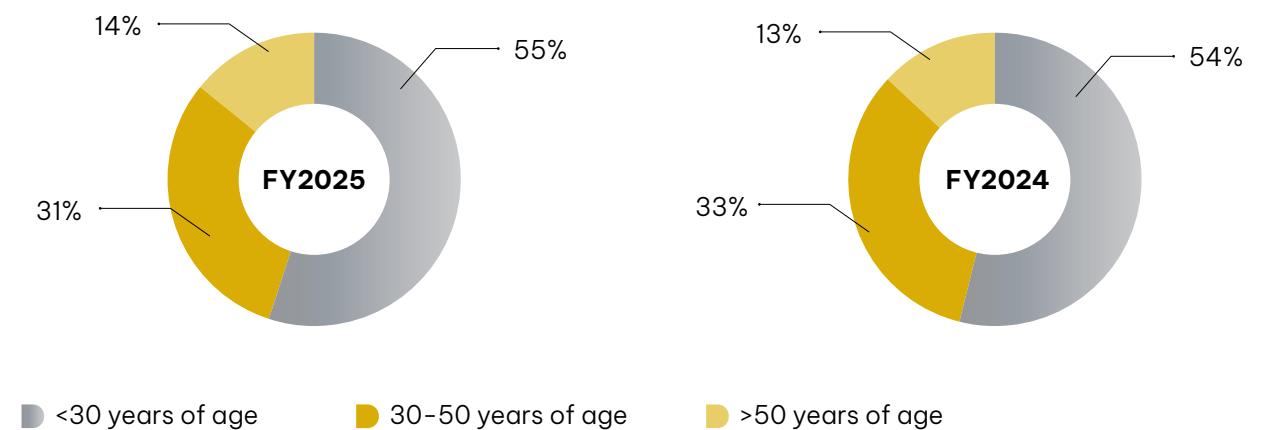
Notably, no cases of discrimination were reported in FY2025.

Gender Diversity



In FY2025, Beyonics' workforce remained relatively consistent at 64% male and 36% female (FY2024: 63% male, 37% female), indicating steady gender representation as the Company advances its commitment to a balanced and diverse workplace. Notably, the proportion of women among new hires increased to over 45% (FY2024: 37%), reflecting progress in attracting female talent.

Age Diversity



Beyonics also maintained a well distributed age profile in FY2025, with 31% of employees under 30, 55% aged 30-50, and 14% over 50 (FY2024: 33%, 54%, and 13% respectively). This distribution demonstrates inclusive hiring across age groups and ensures a strong mix of emerging talent and experienced professionals, supporting both organisational continuity and innovation.

Headcount Statistics

	Metrics	BIPL	BPM	BTH	BTEC	TOTAL
FY 2025	Permanent	517	1,670	154	1	2,342
	Temporary	0	0	0	6	6
	Contract	0	0	0	111	111
	3rd Party	0	0	101	0	101
	Grand Total	517	1,670	255	118	2,560
FY2024	Permanent	557	1,683	136	0	2,376
	Temporary	0	0	0	0	0
	Contract	0	0	1	185	186
	3rd Party	31	0	0	109	140
	Grand Total	588	1,683	137	294	2,702
FY2023	Permanent	563	1,972	126	0	2,661
	Temporary	1	0	0	0	1
	Contract	0	0	0	267	267
	3rd Party	14	0	0	214	228
	Grand Total	578	1,972	126	481	3,157

Total workforce decreased by 5.3% in FY2025, driven mainly by reductions in contract and third-party headcount, reflecting tighter workforce optimisation. This reflects the strategic emphasis on building a workforce that is moving toward long-term stability with reduced external labour reliance.

Parental Leave

Eligible employees are entitled to parental leave benefits. These leave provisions support employees in managing family responsibilities while maintaining work commitments, ensuring they have the time needed to care for their children without compromising their professional growth.

Parental Leave

Parental Leave Metrics		Number of employ-ees that were enti-tled to parental leave	Number of em-ployees that took parental leave	% of employees that returned to work in the reporting period after parental leave ended
FY 2025	Male	248	10	70%
	Female	364	9	78%
	Total	612	19	74%
FY 2024	Male	285	33	76%
	Female	362	20	65%
	Total	647	53	72%

In FY2025, parental leave utilisation declined compared to FY2024, while the overall return-to-work rate improved to 74%, indicating sustained workforce retention following parental leave. Return-to-work outcomes strengthened particularly among female employees, reflecting improved post-leave reintegration and workplace support measures.

Talent Development

Beyonics recognises its workforce as its key strategic asset and invests in targeted training to enhance capability, performance, and engagement. The Company delivers a structured portfolio of development programmes covering technical competencies, leadership and soft skills, occupational health and safety, compliance, and digital innovation. In addition, employees are supported with opportunities to participate in industry conferences, workshops, and external training programmes. These initiatives reinforce Beyonics’ commitment to continuous learning and ensure the workforce remains agile and competitive in a rapidly evolving business environment.

In FY2025, a broad range of training initiatives was implemented across multiple focus areas, as outlined below.

Occupational Health and Safety Training

Health and safety training in FY2025 was strengthened through enhanced practical and equipment-specific safety certifications, including:

- Safe Handling of Forklift & Reach Truck Training
- Overhead Crane Safety Training
- Basic Occupational First Aid, CPR & AED Training
- Hearing Conservation Programme
- Fire Safety Team Training (KOTA and I-Park)

These were complemented by ongoing core safety modules:

- General Safety Induction for all employees and contractors
- Job-Specific Safety Training (e.g., machinery operation, hazardous materials handling)
- Emergency Response & Evacuation Drills
- Hazard Identification & Risk Assessment (HIRA)
- Personal Protective Equipment (PPE) Usage

Regular refresher programmes, drills, and toolbox sessions are conducted to reinforce a proactive safety culture and ensure continuous compliance.

Compliance and Regulatory Training

To support regulatory adherence and ethical conduct, employees participated in key compliance-related programmes during FY2025, including:

- Data Protection Officer (DPO) Certification
- Supply Chain Security – CTPAT Compliance
- Seminar on Foreign Worker & Expatriate Management Regulations
- Scheduled Waste Management & Environmental Reporting (ESWIS)

These programmes were supplemented by recurring training on:

- Code of Conduct and Business Ethics
- Anti-corruption and anti-bribery policies
- Data privacy and cybersecurity awareness

Quality and Industry Standards Training

Employees received extensive training to strengthen quality assurance and operational excellence, including programmes on:

- Process Failure Mode Effects Analysis (PFMEA) – AIAG VDA
- Advanced Product Quality Planning (APQP) & Production Part Approval Process (PPAP)
- Statistical Process Control (SPC) with Minitab
- Measurement System Analysis (MSA) & Gage R&R
- Geometric Dimensioning & Tolerancing (GD&T)

In addition, employees were trained on internationally recognised standards and audit methodologies, such as:

- IATF 16949:2016 Awareness & Internal Auditor Training
- ISO 9001:2015 & ISO 14001:2015 Internal Auditor Training

- ISO 45001:2018 Internal Auditor Training
 - ISO 13485:2016 Internal Auditor Training
 - VDA 6.3 Process Audit
- Specialised programmes were also delivered in areas including:
- Process Validation & Risk Management for Medical Devices
 - MDSAP & GDPMD Awareness
 - Automotive Cybersecurity (ISO 21434)

Technical and Engineering Capability Development

To strengthen technical precision and support regulated manufacturing environments, Beyonics implemented specialised engineering and calibration training programmes, including:

- Training on Technical Aspects of Calibration Systems
- Radiation Protection Officer Certification

These programmes enhance the reliability of measurement systems, laboratory practices, and controlled processes across operations.

Leadership and Workforce Development

Leadership and soft skills development remained a key focus in FY2025, with programmes such as:

- Effective Supervisory Skills Training
- Time Management Skills Development
- Communication Skills Enhancement

Average Training Hours

		BIPL	BPM	BTH	BTEC
FY 2025	Manager & Above	3.49	1.6	12.71	3.03
	Exempts	7.47	13.25	26.41	3.67
	Non Exempts	0.49	2.75	20.13	7.06
	Direct	2.7	14.37	10.31	7.12
FY2024	Manager & Above	1.18	10.49	7.13	4.05
	Exempts	3.4	11.42	6.65	4.53
	Non Exempts	1.74	10.94	4.81	3.26
	Direct	1.52	9.66	3.23	3.27
FY2023	Manager & Above	16.17	9.23	7.71	24.38
	Exempts	6.5	11.44	7.69	17.33
	Non Exempts	13.17	11.83	8.67	11.09
	Direct	5.19	9.45	6	3.54

Overall, FY2025 demonstrates a broader and deeper training commitment, with most employee groups receiving substantially more learning hours than in FY2024, with particularly strong advances in BPM and BTEC. A small number of declines were observed among BTH Managers and BIPL Non-Exempt employees. However, these were attributable to isolated, one-off programme cycles rather than systemic reductions. The enhanced efforts of the BPM and BTEC HR training teams contributed significantly towards Beyonics priorities around capability development, operational excellence, and talent retention.

Community Investment and Employee Engagement

Beyonics continues to uphold its longstanding commitment to building strong relationships with the local communities in which it operates. Consistent with prior years, the Company undertakes a range of initiatives aimed at creating positive social impact and supporting community well-being.

Employee Volunteering Programmes



Employees continued to engage in charity events, disaster relief initiatives, and other volunteer activities through the Company’s structured volunteering programmes. By empowering employees to give back, Beyonics reinforces its commitment to social responsibility and meaningful community impact.

Collaboration with Community Stakeholders



As in previous years, Beyonics works closely with local organisations and schools, to better understand community needs and co develop meaningful solutions. This collaborative approach enables the Company to foster mutual trust and deliver initiatives that benefit both the community and its stakeholders.

In FY2025, Beyonics continued these practices and further expanded its efforts by conducting a series of impactful Employee Engagement, Wellness, and Corporate Social Responsibility (CSR) programmes, designed to strengthen community ties and support a positive, sustainable work environment.

Key Event/ Initiatives in FY2025

Focus Area	Event / Initiative	Participating Entities
Cultural inclusion & employee engagement	Lunar New Year, Hari Raya, Deepavali, Songkran, Mid Autumn Festival, Year End Celebrations	BIPL, BPM, BTH
Diversity & inclusion	International Women’s Day	BIPL, BPM, BTEC, BTH
Health awareness & well being	World Heart Day, World Mental Health Day, World Diabetes Day, World Cancer Day	BIPL, BTEC
Preventive healthcare	Employee health screening	BIPL, BPM, BTEC, BTH
Community health & wellbeing	Blood donation drives	BIPL, BPM, BTEC, BTH
Health promotion	World No Tobacco Day	BIPL, BPM, BTEC, BTH
Environmental awareness	Earth Day, Big Cleaning Day	BIPL, BTEC, BTH
Community support & social impact	Donations to needy communities, rural schools and hospitals	BIPL, BPM, BTH
Social responsibility	Used item donation initiatives and clean drinking water contributions	BIPL, BTH



Governance And Economic Value (Approach)

The following section outlines the governance structures, principles, and processes that underpin Beyonics’ commitment to responsible business conduct and the creation of sustainable long-term value. It reflects the Company’s dedication to maintaining a strong governance foundation that supports accurate and reliable reporting, upholds the highest standards of ethical behaviour, and ensures transparent decision-making aligned with Beyonics’ long-term objective of generating economic value responsibly. The scope of this section covers the Company’s approach to ethics, anti-corruption, and compliance; data privacy and cybersecurity; sustainable supply chain management; and the continuous pursuit of innovation and product quality.

Ethics, Anti-Corruption, and Compliance

Beyonics upholds the highest standards of integrity as a defining element of its corporate identity. Ethical leadership is embedded at every level of the organisation, guiding decisions and behaviours beyond regulatory expectations. By fostering a culture grounded in transparency, accountability, and responsible conduct, the Company ensures resilient growth and reinforces stakeholder confidence.

Ethical Guidelines and Governance Policies

To support these principles, Beyonics has instituted a robust suite of governance and ethics policies that shape conduct across all operations. This comprehensive framework provides clear expectations for employees and partners, ensuring alignment with the Company’s values and legal obligations. These policies include:



Ethics, Integrity, and Governance

- Anti-Bribery and Anti-Corruption Policy
- ESG Committee Terms of Reference
- Employee Grievance Procedure



Health, Safety, and Emergency Preparedness

- Health & Safety Policy
- Emergency Response Plan (SG)



Human Rights, Labour Practices, and Workplace Conduct

- Prohibition on Human Trafficking, Forced Labour, and Child Labour
- Freedom of Association Policy
- Workplace Discrimination and Harassment Prevention Policy
- Diversity and Inclusion Policy



Environmental Management and Responsible Supply Chain

- Management of Environmental Impact
- Responsible Sourcing of Materials Policy

Promoting Ethical Behaviour - Building a Culture of Integrity

Beyonics continues to strengthen a workplace culture where ethical behaviour is understood, demonstrated, and reinforced at every level. Employees are supported through regular training, clear communication, and structured awareness initiatives that help them apply the Company’s values in day-to-day decision-making. The Code of Ethics & Business Conduct anchors these efforts by setting expectations for integrity, transparency, and accountability across all operations. Senior leadership reinforces these behaviours by modelling the right “tone from the top” and ensuring policies are consistently upheld. To encourage responsible reporting, the Whistleblower Protection Policy provides secure, anonymous channels for raising concerns without fear of retaliation.

Handling Ethical Dilemmas and Conflicts of Interest - Guiding Employees Through Complex Decisions

Recognising that dilemmas can arise in any organisation, Beyonics maintains a structured framework to help employees navigate ethical challenges confidently and responsibly. The Conflict of Interest Policy outlines how potential conflicts should be disclosed and managed, while annual declarations ensure transparency across

the workforce and Board. Employees may report concerns through confidential channels including hotlines, online platforms, and direct access to HR or Compliance Officers, and all reported matters are reviewed through independent investigation procedures, ensuring impartiality and appropriate corrective action. Regular training further equips employees with the knowledge to identify risks early and respond in line with the Company’s standards.

Ensuring Compliance - Embedding Governance Into Day-to-Day Operations

Beyonics’ compliance framework integrates internal policies, legal obligations, and industry standards into a cohesive system designed to support ethical and responsible operations. Employees receive ongoing training that reinforces expectations relating to ethics, anti-corruption, and broader compliance responsibilities. Governance principles are translated into practice through well-defined procedures, supplier oversight, and third-party due diligence, ensuring alignment throughout the value chain.

Continuous monitoring, internal audits, and targeted improvements further enhance the robustness of the system, helping the Company maintain strong governance foundations and uphold stakeholder trust.



Confirmed incidents of corruption and actions taken			
Particulars	FY2025	FY2024	FY2023
Total number and nature of confirmed incidents of corruption	0	0	0
Total number of confirmed incidents in which employees were dis-missed or disciplined for corruption.	0	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	0
Public legal cases regarding corruption brought against the organisa-tion or its employees during the reporting period and the outcomes of such cases.	0	0	0

No. of feedback/complaints				
	BIPL	BPM	BTH	BTEC
FY 2025	13	0	14	3
FY2024	0	0	0	0
FY2023	0	0	2	0

The increase in feedback and complaints in FY2025 is primarily attributed to enhanced awareness of reporting channels and the continued reinforcement of a speak up culture across entities. This reflects the effectiveness of the Company's open door policy, encouraging employees to raise concerns transparently and without fear of retaliation.

Legal actions			
Particulars	FY2025	FY2024	FY2023
Number of legal actions pending or completed during the reporting period regarding anti-competitive behav-iour and violations of anti-trust and monopoly legisla-tion in which the organisation has been identified as a participant	0	0	0
Main outcomes of completed legal actions, including any decisions or judgments.	0	0	0

Beyonics achieved a significant milestone by recording zero instances of legal actions, pending or concluded, related to anti-competitive behaviour or violations of anti-trust and monopoly legislation during the reporting period. This outcome underscores the Company's steadfast commitment to ethical conduct, regulatory compliance, and robust governance standards.



Data Privacy and Cybersecurity

Beyonics continues to maintain a robust combination of technical and organisational measures to safeguard personal data, consistent with practices implemented in prior years. These measures include encryption of sensitive information both at rest and in transit, deployment of firewalls, intrusion detection and prevention systems, secure authentication protocols, and role-based access controls aligned with the principle of least privilege. Regular security audits and vulnerability assessments are conducted to proactively identify and mitigate emerging risks, supporting a strong and adaptive cybersecurity posture amid evolving threat landscapes.

In FY2025, Beyonics further strengthened its IT security and responsible technology management through targeted enhancements such as:

- **Enhanced Endpoint Security (XDR)** - Deployed an Extended Detection and Response (XDR) solution across corporate devices to enable advanced threat detection, centralized monitoring, and faster incident response, strengthening cyber resilience.

- **Full Disk Encryption** - Implemented BitLocker encryption on company-managed devices to safeguard sensitive data, reducing the risk of data exposure in the event of device loss or theft and supporting data protection compliance.
- **Multi-Factor Authentication (MFA)** - Enforced MFA for critical business systems, including M336 and ERP platforms, to mitigate unauthorized access risks and strengthen identity and access controls.
- **Centralized Endpoint Management** - Onboarded all endpoint PCs to Microsoft Intune, enabling centralized security policy enforcement, timely patch management, secure configuration baselines, and enhanced compliance monitoring.
- **Responsible IT Asset Disposal** - Disposed of end-of-life IT assets in accordance with approved e-waste guidelines, ensuring environmentally responsible practices, regulatory compliance, and reduced environmental impact.

Complementing these preventive measures, Beyonics maintains a comprehensive incident response plan with continuous monitoring and detection tools to identify potential breaches or security incidents in real time. In the event of an incident, established protocols guide rapid containment, thorough investigation, and timely resolution. Notifications to affected parties are made in accordance with applicable legal and regulatory requirements. Post-incident reviews are consistently conducted to strengthen Beyonics' overall security resilience.

Complaints and identified leaks			
Particulars	FY2025	FY2024	FY2023
Complaints received from outside parties and substantiated by the organisation	0	0	0
Complaints from regulatory bodies	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0



Sustainable Supply Chain Management

Effective Supply Chain Management (SCM) remains essential to Beyonics’ ability to deliver high-quality products and services while minimising environmental and social impacts. SCM plays a central role in supporting the Company’s sustainability objectives by integrating environmentally responsible practices, reducing the environmental footprint of operations, and reinforcing ethical sourcing standards across the value chain.

During the reporting period, Beyonics’ continued its sustainability efforts by introducing eco-friendly product options, including recyclable and bio-based materials used in plastic injection and moulded components, contributing to a measurable reduction in environmental impact.

Sustainable Practices in Product Development and Sourcing

Beyonics remains committed to embedding sustainability considerations throughout product development and procurement processes. Key initiatives include:

Eco-Conscious Design

Adopting recyclable, bio-based, and biodegradable materials to reduce virgin plastic dependence and support circularity.

Ethical Sourcing

Ensuring materials are procured responsibly, including avoiding conflict minerals and prohibiting use of exploitative labour within supply chain.

Responsible Supplier Practices

Prioritising suppliers with strong environmental performance including waste-reduction and carbon-minimisation practices and verifying compliance through audits and assessments.

Energy-Efficient Manufacturing

Reducing carbon emissions through optimised production processes and energy-efficient technologies.

Circular Economy Strategies

Implementing waste-reduction practices, promoting material recovery, and enhancing product life-cycle management.

Regulatory Compliance

Adherence to international environmental regulations, standards, and certifications applicable to operations and products.

Supplier Engagement and Collaboration

Consistent with prior years, Beyonics maintains structured engagement channels to support effective supplier collaboration and ensure alignment with sustainability and operational expectations. These engagement methods include:

- **Email Communications** Facilitating routine operational updates, documentation exchange, and contract-related discussions.
- **Phone and Video Conferences** Providing real-time coordination and efficient resolution of urgent operational matters.
- **Annual Supplier Self-Assessments** Evaluating supplier performance through questionnaires incorporating ESG criteria to assess labour practices, environmental management, and governance standards.
- **On-Site Audits and Factory Visits** Conducted using a risk-based approach, particularly for critical suppliers, to validate compliance, assess operational performance, and identify opportunities for improvement.

Innovation and Product Quality

Beyonics remains committed to delivering products that uphold the highest standards of quality, safety, and environmental responsibility. By integrating rigorous quality controls, robust safety practices, and sustainable material choices, the Company ensures its products consistently meet customer expectations while reducing environmental impact. With a continued shift toward customer-centric innovation, Beyonics focuses on developing reliable, safe, and eco-conscious solutions that create long-term value for its customers and stakeholders.

Ensuring Product Quality

Beyonics prioritises the delivery of high-quality, reliable, and safe products, recognising this as both a core business imperative and a responsibility to customers, end users, and the environment. Through established quality methodologies such as Six Sigma and Lean Manufacturing, supported by prototyping, stress testing, compliance audits, and IoT-enabled real-time monitoring, the Company drives systematic improvement and defect prevention. These measures, together with strong safety controls and sustainable design principles, enable Beyonics to consistently meet customer expectations while supporting broader environmental goals.

Ensuring Product Safety

Beyonics upholds high standards of product quality, environmental responsibility, and regulatory compliance across its operations, guided by internationally recognised frameworks such as ISO 9001, ISO 14001, ISO 13485, and IATF 16949. These standards are reinforced through regular third-party audits and strict compliance expectations for suppliers, supported by structured due-diligence and ethical-sourcing requirements.

All Bills of Materials (BOMs) are clearly defined and customer-approved, ensuring responsible material selection, particularly for products with downstream environmental or social considerations. Beyonics also promotes safe product use through clear labelling and data sheets, and supports responsible end-of-life disposal with appropriate documentation and guidance.



Environmental Benefits of Sustainable Products

The sustainable products and materials introduced by Beyonics deliver meaningful environmental benefits across their life cycle, including reduced carbon emissions and decreased waste generation. Through energy-efficient die-casting and plastic-moulding processes, the Company lowers greenhouse gas emissions, contributing to a more sustainable production footprint. At the same time, the use of recyclable and bio-based materials reduces reliance on virgin plastics, minimises waste, and supports circular-economy practices. Together, these improvements advance Beyonics’ broader environmental objectives and demonstrate its continued commitment to sustainable manufacturing and responsible supply chain stewardship.

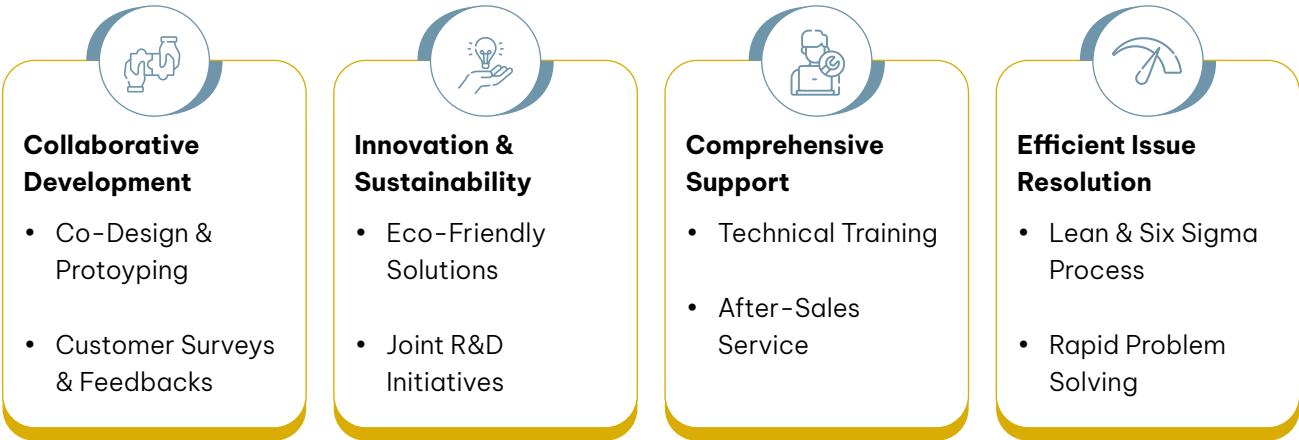
Shifting Focus to the Customers

Beyonics places strong emphasis on understanding evolving customer needs

and embedding their insights into product development and service delivery.

Through surveys, questionnaires, and collaborative design processes, the Company co-creates tailored solutions supported by early-stage prototyping and structured feedback cycles to ensure alignment before full production.

Innovation and sustainability remain central to this approach, with joint R&D initiatives enabling customised manufacturing solutions that meet performance and environmental expectations. Dedicated support channels, technical training, and a disciplined issue-resolution framework guided by Six Sigma and Lean methodologies further enhance customer experience. This integrated approach underpins Beyonics’ commitment to building trusted, long-term customer partnerships.



APPENDIX

GRI Content Index

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

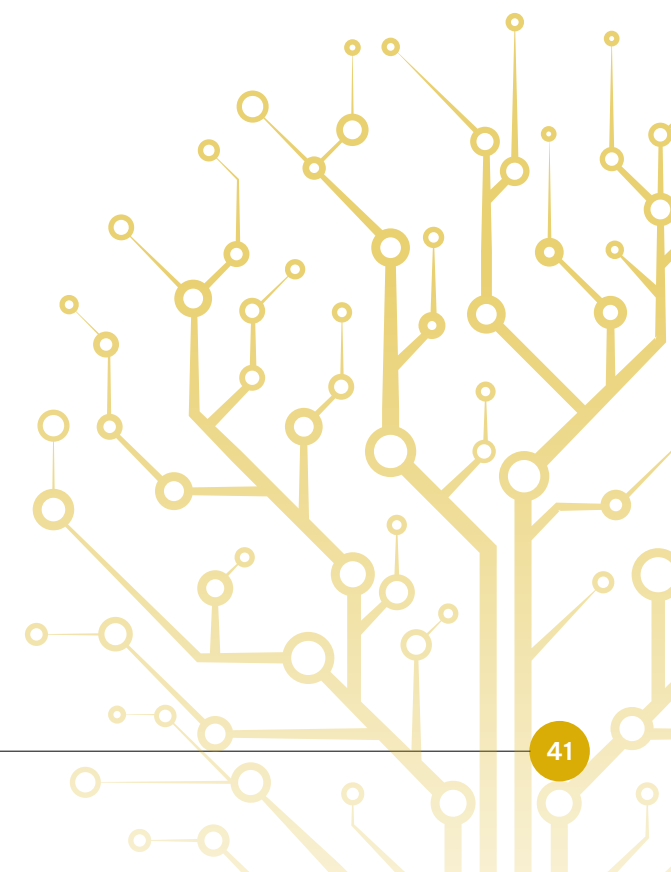
Statement of use: Beyonics has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards

GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Page Number
GRI 2: General Disclosures 2021	2-1 Organizational details	Reporting Period and Scope	4
	2-2 Entities included in the organization’s sustainability reporting	Reporting Period and Scope	4
	2-3 Reporting period, frequency and contact point	Reporting Period and Scope Feedback and Contact Information	5
	2-4 Restatements of information	There has been no restatement of data	
	2-5 External assurance	The report has not been externally assured	
	2-7 Employees	Diversity & Inclusion, Talent Development	21
	2-8 Workers who are not employees	Diversity & Inclusion, Talent Development	21
	2-11 Chair of the highest governance body	Message From Chairman	3
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance Structure	8
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure	8
	2-15 Conflicts of interest	Ethics, Anti-Corruption, and Compliance	27
	2-16 Communication of critical concerns	Sustainability Governance Structure	8
	2-17 Collective knowledge of the highest governance body	Sustainability Governance Structure	8
	2-23 Policy commitments	Ethics, Anti-Corruption, and Compliance	27

GRI Standard	Disclosure	Location	Page Number
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Ethics, Anti-Corruption, and Compliance	27
	2-27 Compliance with laws and regulations	Ethics, Anti-Corruption, and Compliance	27
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	9
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Assessment	9
	3-2 List of material topics	Key Material Topics	9
	3-3 Management of material topics	Key Material Topics	9
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Ethics, Anti-Corruption, and Compliance	27
	205-3 Confirmed incidents of corruption and actions taken	Ethics, Anti-Corruption, and Compliance	27
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics, Anti-Corruption, and Compliance	27
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management & GHG Emissions	13
	302-4 Reduction of energy consumption	Energy Management & GHG Emissions	13
GRI 303: Water and Effluents 2018	303-4 Water discharge	Water Resource Management	16
	303-5 Water consumption	Water Resource Management	16
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Energy Management & GHG Emissions	13
GRI 306: Waste 2020	306-3 Waste generated	Waste Management, Reduction and Circularity	15
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity & Inclusion, Talent Development	21
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety (OHS)	18
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (OHS)	18
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (OHS)	18
	403-5 Worker training on occupational health and safety	Occupational Health and Safety (OHS)	18

GRI Standard	Disclosure	Location	Page Number
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety (OHS)	18
	403-9 Work-related injuries	Occupational Health and Safety (OHS)	18
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Diversity & Inclusion, Talent Development	21
	404-2 Programs for upgrading employee skills and transition assistance programs	Diversity & Inclusion, Talent Development	21
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity & Inclusion, Talent Development	21
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Labour Rights & Human Rights	20
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labour Rights & Human Rights	20
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Innovation and Product Quality	31
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity	29



Notes

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