



ASTI HOLDINGS LIMITED

Sustainability Report

2024

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1. Board Statement

The Board of Directors (the “Board”) of ASTI Holdings Limited (the “Company” or “ASTI”, and together with its subsidiaries, the “Group”) is pleased to present the Company’s annual Sustainability Report (the “Report”) for the financial year ended 31 December 2024 (“FY2024”). This Report reflects our unwavering commitment to generating positive social and environmental outcomes while fostering shared value for our business and stakeholders.

Throughout FY2024, the Group navigated a complex landscape marked by geopolitical tensions, inflationary pressures, rising interest rates, escalating operational costs, and the pressing global challenge of climate change. Against the backdrop of the hottest summer on record, our dedication to addressing climate change and embedding sustainable practices has never been more critical. As the impacts of global warming intensify, we are resolute in our efforts to enhance the sustainability of our business operations. We fully recognise our role as a responsible corporate citizen and the significance of our contributions to the climate and the environments in which we operate.

Given the pervasive nature of global warming, we are committed to adopting a comprehensive and sustainable business strategy that addresses its multifaceted effects on our approach to the environment, our people, and our operational processes. Our strategy is shaped by an understanding that climate change influences all dimensions of our business. Consequently, we have introduced policies and initiatives designed to tackle these interconnected challenges holistically, ensuring resilience across all facets of our operations.

The Board maintains oversight of ASTI’s sustainability performance, supported by the Sustainability Steering Committee (“SSC”). The Board provides strategic direction and establishes a robust governance framework to identify, evaluate, and manage environmental, social, and governance (“ESG”) issues material to the Group and its stakeholders. Sustainability considerations are integral to the Board’s review of the Company’s long-term strategic direction. Our sustainability efforts are led by the SSC, and supported by the Sustainability Task Force (“STF”).

We are dedicated to embedding sustainability into our strategic decision-making processes and will continue to engage with stakeholders while monitoring the ESG factors and economic performance (collectively, the “Material Factors”) essential to the long-term success of our business. We invite your continued support as we advance on this sustainability journey, repositioning our operations to emerge as a stronger, more resilient organization.

This Report outlines our efforts and achievements in meeting sustainability goals and targets throughout FY2024. It provides a detailed account of our approach, practices, and performance with respect to the identified Material Factors.

2. About this Report

2.1 Reporting Scope and Period

This Report, published annually, covers the company’s policies, practices, initiatives, performance, and goals in relation to Material Topics for the period of 1 January to 31 December 2024 (“Reporting Period”) and includes data and information from said period relating to ASTI, its subsidiaries and our services and products.

As at the date of this report, Telford Group (“Telford”) continues to have the highest impact on sustainability amongst ASTI’s other businesses. Unless otherwise stated, all data and information reported in this Report pertain to active subsidiaries in Singapore, Malaysia, China, Philippines and Scotland.

2.2 Framework

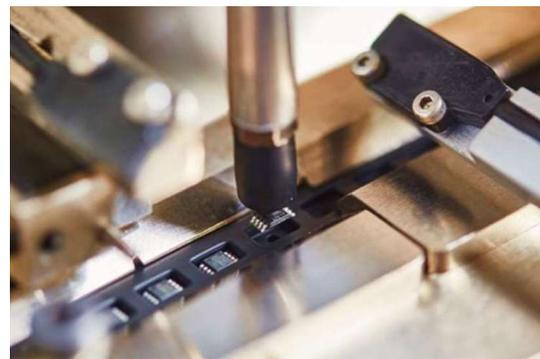
This Report is written in compliance with the requirements of SGX-ST Listing Rules 711A and 711B and has been prepared with reference to the Global Reporting Initiative (“GRI”) Standards 2021. Further details regarding the respective GRI Standards disclosures selected can be found in the GRI Content Index provided at the end of this report.

Additionally, we adopt a phased approach as we continue our efforts in managing climate-related risks. This report includes ASTI’s climate-related disclosures according to the recommendation of the Task Force on Climate-related Financial Disclosures (“TCFD”) based on the efforts to date.

The GRI and TCFD frameworks have been selected as these are two of its internationally recognised sustainability reporting standards. The use of GRI and TCFD frameworks ensures comparability of our report with industry peers.

2.3 Feedback

For any enquires, comments or feedback regarding both our sustainability performance and report, please send them to enquiries@astigp.com.





3. Corporate Profile

The Group, listed on the mainboard of the Singapore Exchange, provides Tape and Reel packaging services, Tape Making Services, Manpower Services and Integrated Circuit Programming Services to renowned Original Equipment Manufacturers, contract manufacturers and component distributors globally.

Headquartered in Singapore, ASTI has 8 strategically positioned factories. Our operations are located in the following cities:

1. Glenrothes, Scotland, United Kingdom
2. Penang, Malaysia
3. Malacca, Malaysia
4. Shanghai, China
5. Cavite, Philippines
6. Laguna, Philippines
7. Singapore

4. Performance Highlights and Targets

To measure our ongoing sustainability performance and drive continuous improvement, we developed a set of targets for each material topic. Our progress against these targets is reviewed and reported annually as follows:

Material Topics	Targets	Our Performance
Economic		
1. Economic Performance	Perpetual <ul style="list-style-type: none"> The Group will strive to increase the economic performance to pre-COVID levels in the subsequent years. 	Our profitability was adversely affected by lower customer demand in FY2024 but we target to improve profitability from FY2025 onwards.
Environment		
2. Energy	Short-Term (1-2 years) <ul style="list-style-type: none"> Reduce reliance on non-renewable and high GHG emission energy sources. 	We are exploring usage of alternative renewable sources of energy to reduce our carbon footprint.
	Medium-Term (by 2030) <ul style="list-style-type: none"> Reduce energy consumption intensities by 10% from FY2023 baseline. 	-
	Long-Term (by 2050) <ul style="list-style-type: none"> Reduce energy consumption intensities by 30% from FY2023 baseline. 	-
3. Emissions	Short-Term (1-2 years) <ul style="list-style-type: none"> Perform Scope 3 assessment. 	We will commence on Scope 3 GHG emissions assessment in FY2025.
	Medium-Term (by 2030) <ul style="list-style-type: none"> Reduce GHG emission intensities by 30% from FY2023 baseline. Track Scope 3 emissions. 	-
	Long-Term (by 2050) <ul style="list-style-type: none"> Achieve net zero emissions. 	-
Social		
4. Employment	Perpetual <ul style="list-style-type: none"> The Group will endeavour to maintain the turnover rate through increased talent training. 	We managed to reduce our turnover rate significantly from 73% in FY2023 to 44% in FY2024 (for Telford Philippines).

Material Topics	Targets	Our Performance
5. Occupational Health and Safety	Perpetual <ul style="list-style-type: none"> • ASTI aims to have no workplace incident leading to fatalities or permanent disability during the year. 	Zero incidents of workplace incident leading to fatalities or permanent disability.
6. Training and Education	Perpetual <ul style="list-style-type: none"> • The Group will provide training according to the training calendar and endeavour to continue to increase the average number of training hours per employee annually. 	We continue to provide our employees with relevant trainings and maintained an average of 10 training hours per employee.
7. Diversity and Equal Opportunity	Perpetual <ul style="list-style-type: none"> • The Group seeks to achieve greater board diversity while maintaining the talent and skillsets to serve the Company, shareholders and other stakeholders. 	Our Board comprises of experienced members from relevant and diverse backgrounds.
8. Supplier Social Assessment	Perpetual <ul style="list-style-type: none"> • Continue supplier screening to ensure screening of all new suppliers for social standards i.e., environmental, ethical practices and social assessment. The screening is adjusted according to the goals of the Company. It is important to determine the financial and social transparency of the various suppliers. 	We conducted screening for all new suppliers for social standards.
9. Customer Privacy	Perpetual <ul style="list-style-type: none"> • No incidents of data and cybersecurity breaches. 	Zero incidents of data and cybersecurity breaches.
Governance		
10. Anti-corruption	Perpetual <ul style="list-style-type: none"> • Zero confirmed cases which are unethical, fraudulent, or corrupt in nature. 	Zero incidents of confirmed cases which are unethical, fraudulent, or corrupt in nature.

5. Sustainability Governance

5.1. Sustainability Strategy

The Board and Management are keenly aware of the vital role sustainability plays in the business landscape and the growing expectations from stakeholders. We are committed to embedding sustainability deeply within our strategic planning and day-to-day operations, striving to meet these expectations even amid the challenges we face.

5.2. Sustainability Governance Structure



Board of Directors (the “Board”)¹

The Board is responsible for overseeing ASTI’s sustainability performance, with the Sustainability Steering Committee (“SSC”) providing essential support. The Board considers sustainability issues when evaluating ASTI’s long-term strategic plans.

Sustainability Steering Committee (“SSC”)

Our sustainability strategy is guided by the SSC, which establishes a robust governance framework to identify, evaluate, and manage key ESG issues relevant to ASTI and its stakeholders. Led by the CEO and supported by ASTI and Telford’s senior management, the SSC offers advice to the Board, ensuring ESG policies and practices align with ASTI’s strategic goals.

The SSC convenes half-yearly meetings dedicated to reviewing performance metrics against established sustainability targets and providing comprehensive updates to the Board on sustainability reporting matters. These structured sessions enable timely assessment of progress, identification of emerging ESG trends, and strategic adjustments as needed, reinforcing our commitment to transparent and accountable sustainability governance.

Sustainability Task Force (“STF”)

The STF, which supports the SSC, is tasked with implementing sustainability initiatives and programmes across Telford. The STF is composed of management from various divisions, including Finance and Information Technology, who contribute to advancing our sustainability agenda.

¹ The current Board of Directors as at the date of this report was reconstituted on 16 January 2024. Accordingly, none of the current directors were involved in any of the sustainability and ESG matters in the business and strategy of the Group and its subsidiaries in the course of the financial period from 1 January 2024 to 15 January 2024.

6. Stakeholder Engagement

We firmly believe that stakeholders play a crucial role in our sustainability efforts. Therefore, it is essential to engage with them to gain valuable insights into the sustainability issues they care about most, which in turn helps shape our sustainability strategy and fosters sustainable growth. Our approach to engaging with stakeholders is as follows:

Key Stakeholders	Key Topics of Concern	Mode of Engagement	Frequency of Engagement		
Investors and Shareholders	<ul style="list-style-type: none"> ▪ Financial performance ▪ Business performance and outlook ▪ Corporate Governance ▪ Compliance with laws and regulations 	Media releases	Ad-hoc		
		SGX's announcements	Ad-hoc		
		Annual general meeting ("AGM") for Shareholders	Annually		
		Annual report	Annually		
		Circulars	Ad-hoc		
		Sustainability report	Annually		
Employees	<ul style="list-style-type: none"> ▪ Career development ▪ Employee engagement ▪ Staff bonding ▪ Health and safety ▪ Talent attraction and retention ▪ Training and education ▪ Diversity and equal opportunities 	Company handbook	Employees are briefed on the handbook during on boarding. Softcopy of handbook is available on a server/HR portal for employees when requested. An acknowledgement form is signed on the day the employee received the handbook.		
		New employee orientation	First week of work		
		Training	Employees are given an average of 10 training hours per year depending on job requirements		
		Whistle blowing policy	AC Chairman conducts regular checks on the effectiveness of the whistleblowing channels and policy.		
		Diversity and equal opportunities	Employees of different age groups and genders are employed.		
		Performance evaluation	The management performs yearly staff evaluations		
		Customers	<ul style="list-style-type: none"> ▪ Customer satisfaction ▪ Quality of facilities and services ▪ Health and safety impact of product 	On premise support and feedback	Whenever required
				Customer satisfaction survey	Feedback surveys conducted throughout the year

Key Stakeholders	Key Topics of Concern	Mode of Engagement	Frequency of Engagement
Suppliers	<ul style="list-style-type: none"> ▪ Ability to make prompt payments ▪ Business performance and outlook ▪ Fair selection process 	Supplier selection process	Prior to supplier selection
		Supplier assessment	Annually
		Meeting with suppliers to discuss better ways of working	Annually

7.1. Materiality Assessment

ASTI identifies and prioritises sustainability issues of concern to our stakeholders by assessing their impact on the business, economy, environment, and people through a materiality assessment process. The findings from this assessment inform the development of ASTI's sustainability strategy, initiatives, and goals. This methodology consists of several key steps, including an annual review performed by the SSC to evaluate the relevance of ASTI's Material Topics, identify shifts in stakeholder priorities, and address emerging areas of concern. In determining the Material Topics, we referenced GRI's guidance and employed a four-step process:



Based on the Group's FY2024 materiality assessment, the following key sustainability topics were identified as most material to the Group's business and have ranked them accordingly, "Highly Critical", "Critical" or "Moderate".

Highly Critical Material Issues	Critical Material Issues	Moderate Material Issues
1. Energy	4. Occupational Health and Safety	7. Anti-corruption
2. Emissions	5. Training and Education	8. Supplier Social Assessment
3. Employment	6. Economic Performance	9. Customer Privacy
		10. Diversity and Equal Opportunity



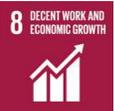
Following our comprehensive materiality assessment process conducted this year, 'Customer Health and Safety' has been removed as a material topic. This decision was based on the following factors:

- The nature of our products/services presents minimal direct health and safety risks to customers, as confirmed by our risk assessment procedures.
- We remain committed to customer wellbeing and continue to monitor this area, though it no longer meets our threshold for materiality in GRI reporting.

We continue to prioritise topics where we can make the most significant impact and that align with our strategic sustainability goals and stakeholder expectations.

7.1.1. Supporting The United Nations Sustainable Development Goals (UN SDGs)

We have identified 11 priority UN SDGs where we can create the most significant impact for our society and environment. These UN SDGs are aligned with our key focus areas and programmes. Building a sustainable future for all requires the commitment and effort of all stakeholders involved. The table below shows the Group’s commitment and efforts made to support UN SDGs.

UN SDGs	Description	ASTI’s position	Examples of ASTI’s efforts
	<p>Goal 3: Good Health and Well-being</p> <p>Ensure healthy lives and promote well-being for all at all ages.</p>	<p>ASTI strives to ensure good physical and mental health for our people at the workplace and in our community, including online safety and cyber wellness.</p>	<p>Implement and rigorously monitor workplace health and safety protocols to ensure a safe environment for all employees.</p> <p>Offer wellness programmes and mental health support, helping improve the overall well-being of employees.</p>
	<p>Goal 5: Gender Equality</p> <p>Achieve gender equality and empower all women and girls.</p>	<p>ASTI is dedicated to promoting gender equality within our organisation and the communities we serve.</p>	<p>Adopt fair employment practices aligned with local regulatory requirements.</p>
	<p>Goal 7: Affordable and Clean Energy</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<p>ASTI is committed to leveraging clean energy technologies to improve operational efficiency and play a role in the global shift toward a sustainable energy future for everyone.</p>	<p>Implement energy-efficient technologies to reduce energy consumption.</p>
	<p>Goal 8: Decent Work and Economic Growth</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>ASTI is focused on developing our people and the community and creating a vibrant work environment across our global operations.</p>	<p>Provide ongoing training and upskilling opportunities for employees, promoting career growth and long-term economic stability.</p>
	<p>Goal 9: Industry, Innovation and Infrastructure</p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</p>	<p>ASTI innovates continuously to bring the best services to our customers and collaborates with change makers to build an effective and sustainable ecosystem.</p>	<p>Develop resilient and sustainable supply chains to reduce environmental impact and support responsible production.</p>

UN SDGs	Description	ASTI's position	Examples of ASTI's efforts
	<p>Goal 10: Reduced Inequalities</p> <p>Reduce inequality within and among countries.</p>	<p>ASTI is dedicated to reducing inequalities within our Group and the communities we operate in.</p>	<p>Ensure fair pricing and transparency in dealings with suppliers, especially in developing countries.</p>
	<p>Goal 12: Responsible Consumption and Production</p> <p>Ensure sustainable consumption and production patterns.</p>	<p>ASTI actively monitors and improves our resource and waste practices to increase circularity in our business operations and supply chain.</p>	<p>Implement recycling programmes for waste generated from manufacturing, encouraging a circular economy.</p>
	<p>Goal 13: Climate Action</p> <p>Take urgent action to combat climate change and its impacts.</p>	<p>ASTI is focused on minimising our environmental footprint in our business operations and value chain to meet our carbon reduction targets.</p>	<p>Set targets for reducing greenhouse gas emissions within operations and implement practices to meet these targets.</p>
	<p>Goal 14: Life Below Water</p> <p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>ASTI is committed to conserving and sustainably utilising the oceans, seas, and marine resources to support sustainable development.</p>	<p>Minimise single-use plastics within operations and encourage sustainable alternatives in supply chains.</p>
	<p>Goal 15: Life on Land</p> <p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	<p>ASTI is dedicated to protecting, restoring, and promoting the sustainable use of terrestrial ecosystems.</p>	<p>Ensure that ASTI's operations adhere to sustainable land use practices, preventing deforestation and habitat degradation.</p>
	<p>Goal 16: Peace, Justice and Strong Institutions</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<p>ASTI advocates for peaceful and inclusive societies that foster sustainable development.</p>	<p>Implement strong governance and compliance frameworks that uphold integrity, accountability, and transparency.</p> <p>Encourage transparency and accessibility of information on ASTI's sustainability efforts, fostering trust among stakeholders and the public.</p>

7.2. Environmental

7.2.1. Energy and Emissions

Impact on ASTI

We acknowledge that energy consumption and the resulting GHG emissions produced contribute to climate change. Excessive energy consumption and reliance on fossil fuels may exacerbate energy poverty and increase costs. Conversely, reducing energy consumption and adopting energy efficient appliances in our operations can lead to cost savings for the Group.

Management Approach

We rely on the following energy sources within our operations:

- Diesel in our manufacturing process; and
- Electricity to operate various office equipment.

At ASTI, we monitor and review our energy consumption monthly to track energy usage and ensure maximum energy efficiency. We take corrective actions when unusual consumption patterns are observed. Additionally, all new employees undergo energy conservation training such as training with reference to Energy Efficiency and Conservation Act of the Philippines.

We remain committed to reducing our environmental footprint and have sought to reduce our emissions through various energy conservation initiatives:

Entity	Energy conservation initiatives
Office	<ul style="list-style-type: none"> • Switch off non-essential lights and air conditioner when idle. • Use energy efficient electrical appliances such as LED bulbs. • Consolidate office space to optimise space usage.
Operations	<ul style="list-style-type: none"> • Consolidate deliveries to reduce mileage and fuel consumption. • Maintain vehicles regularly to improve fuel efficiency and reduce emissions. • Install energy-efficient appliances like LED lighting and ENERGY STAR-rated devices. • Machines are configured to auto-shutdown when idling. • Optimisation of Compressed Dry Air (CDA) to reduce the number of compressors running and ensure efficient operation of air compressors • Consolidate production floor space to optimise space usage.

Moving forward, we will explore more alternative solutions, such as the use of renewable energy sources, to reduce our carbon footprint.

Our Performance

In FY2024, we expanded the scope of reporting from solely Telford Philippines to include the rest of the Group. As we began tracking and reporting energy and emissions data for the Group only in this Reporting Period, FY2024 will be used as the base year for comparison with subsequent years. For Telford Philippines, we continue to report our performance for FY2024 and the prior two years.

Group

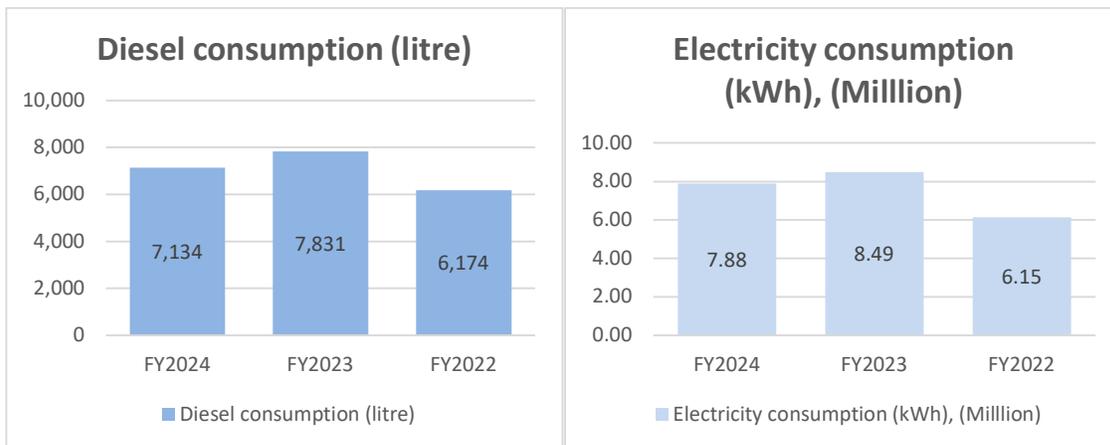
Key statistics on energy consumption and GHG emissions for the Group are as follows:

Performance Indicator	FY2024 ²
Energy consumption	
Diesel consumption (litre)	71,159
Electricity consumption (kWh)	9,661,354
Energy consumption intensity	
Diesel consumption intensity (litre/ m ² floor area)	7
Electricity consumption intensity (kWh/ m ² floor area)	955
GHG emissions	
Scope 1 emissions ³ (tonnes CO ₂ e)	214
Scope 2 emissions ⁴ (tonnes CO ₂ e)	6,587
Total GHG emissions (tonnes CO ₂ e)	6,801
GHG emissions intensity (tonnes CO ₂ e/ m ² floor area)	0.67

Telford Philippines

Through the optimisation of deliveries, we achieved a reduction in diesel consumption for vehicles by 958 litres in FY2024, constituting a 12% decrease compared to FY2023. Electricity consumption intensity also saw a decrease of 610,336 kWh or a 7% decrease compared to FY2023. The 3-year comparison of the energy and emissions data at Telford Philippines are as follows:

Energy Consumption (Telford Philippines)



² Moving forward, we are using FY2024 as the base year for comparison of energy consumption and emission data as we had only begun the consolidation of these data for the Group in FY2024. Prior years’ data only included Telford Philippines. Comparison of Telford Philippines performance is disclosed below.

³ GHG emissions from the consumption of diesel fuel controlled by ASTI (Scope 1 emissions) are calculated based on the Intergovernmental Panel on Climate Change Guidelines for National Greenhouse Gas Inventories.

⁴ GHG emissions from electricity purchased by ASTI (Scope 2 emissions) are calculated based on the latest emissions factor published by the Department of Energy Philippines.

Performance Indicator	FY2024	FY2023	FY2022
Energy consumption			
Diesel consumption – vehicles (litre)	7,134	7,831	6,174
Diesel consumption – on-site generator (litre)	48,550	Not reported ⁵	
Electricity consumption (kWh)	7,876,819	8,487,155	6,147,627

GHG Emissions (Telford Philippines)

Performance Indicator	FY2024	FY2023	FY2022
GHG emissions			
Scope 1 emissions (tonnes CO ₂ e)	150	21	17
Scope 1 emissions, exclude on-site generator (tonnes CO ₂ e)	19	Not reported ⁴	
Scope 2 emissions (tonnes CO ₂ e)	5,572	5,560	4,027
Total GHG emissions (tonnes CO ₂ e)	5,722	5,581	4,044
Total GHG emissions, exclude on-site generator (tonnes CO ₂ e)	5,591		

Energy Consumption Intensity (Telford Philippines)

Performance Indicator	FY2024 ⁶	FY2023	FY2022
Energy consumption intensity			
Diesel consumption intensity (litre/ m ² floor area)	16.05	0.68	0.53
Electricity consumption intensity (kWh/ m ² floor area)	2,269	734	532
GHG emissions intensity (tonnes CO ₂ e/ m ² floor area)	1.65	0.48	0.35

⁵ Data for this metrics is only collected beginning FY2024. Moving forward, FY2024 will be used as the base year for comparison.

⁶ There is a reduction of production floor area from 11,559 m² to 3,470 m².



7.2.2. Water

Impact on ASTI

We acknowledge that water consumption and resulting effluents impact both water scarcity and ecosystem health. Excessive water usage and improper effluent management may deplete local water resources, increase operational costs, and expose us to regulatory penalties. Conversely, implementing water conservation measures and advanced treatment technologies can lead to significant cost savings, reduced environmental impact, and stronger relationships with local communities and regulators, ultimately enhancing our operational resilience and sustainability performance.

Management Approach

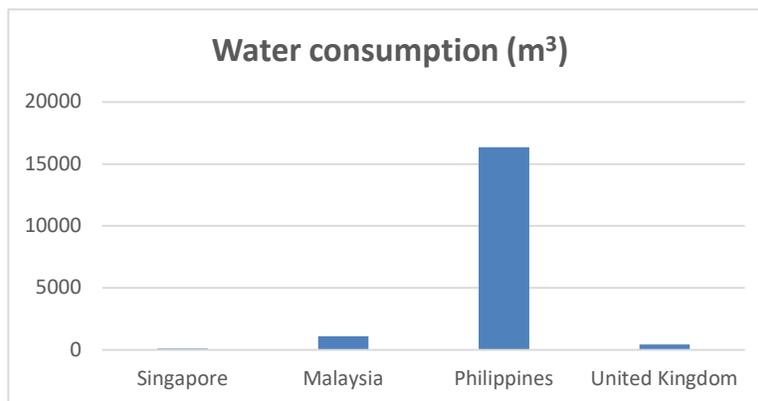
Our water stewardship framework integrates three interconnected dimensions:

- **Operational Excellence:** Implementation of advanced monitoring systems and water-efficient technologies to minimise consumption and maximise reuse opportunities.
- **Employee Awareness:** Promote employee awareness to conserve water in daily operations and activities
- **Regulatory Compliance:** Our operations adhere to all applicable local, state, and national regulations governing water discharge quality and quantity.

This is the first year that we are reporting our water usage and will continue to monitor and set targets to manage water usage in our operations.

Our Performance

In FY2024, our total water consumption is 17,978 m³, with an intensity of 1,777 m³ per m² floor area. The following chart shows the breakdown of water usage by region:



7.3. Economic

7.3.1. Economic Performance

Impact on ASTI

For the full year ended 31 December 2024, a revenue of \$35.5 million (FY2023: \$51.6 million) was recorded; an decrease of \$16.1 million (45.4%) from the previous corresponding year ended 31 December 2023.

Management Approach

We believe that to deliver value for all our stakeholders, particularly our shareholders, we must prioritise a strong financial position. Therefore, we will continue to reassess our business and strengthen resilience across our operations to support sustainable growth over the long term.

Our Performance

The distribution of economic value generated in FY2024 is as follows:

Year		FY2024	FY2023	FY2022
		S\$ 'million	S\$ 'million	S\$ 'million
Economic value generated (Revenue)		35.5	51.6	67.4
Economic value distributed	Operating costs	(37.0)	(49.0)	(54.9)
	Employee wages and benefits	(6.2)	(5.7)	(5.5)
	Payments to providers of capital	(1.0)	(1.2)	(0.5)
	Payments to governments	(0.4)	(0.7)	(2.0)
Economic value retained		(9.1)	(5.0)	4.5

The above figures are based on unaudited figures for ASTI Group for FY2024 and audited figures for FY2023 and FY2022. The audited financial performance of the Group for FY2024 will be announced once it is finalized.

7.4. Social

7.4.1. Talent Attraction and Retention

Impact on ASTI

We recognise that a positive work culture enhances employee satisfaction and can boost talent attraction and employee retention. Failure to prioritise talent attraction and retention may lead to weakened employee morale and diminished long-term growth.

Management Approach

We regularly track our human resources (“HR”) data, such as employee turnover, overtime, vacation balances and training days. We are committed to a transparent hiring process and offer competitive compensation and a range of benefits to our employees. Feedback from exit interviews with outgoing staff helps us improve our recruitment and talent retention approach.

Our career development efforts aim to provide employees with a clear understanding of their career growth opportunities. At ASTI, we foster a culture of continuous performance appraisal across all job levels, encouraging constructive and open dialogue between managers and staff. Additionally, we embrace technology, such as the use of Zoom meetings, to ensure that transparent and open virtual communication channels remain accessible to all employees.

These initiatives empower employees to take ownership of their careers growth and build the necessary skills. Our annual employee appraisals follow a career development framework, focusing on personal development and long-term goals. Full-time employees enjoy benefits such as health insurance coverage and meal allowances, as well as life insurance for employees with over 5 years of service.

Our Performance

As we began tracking and reporting employee hire and turnover data for the Group in this Reporting Period, the prior year data for the Group is unavailable. Hence, prior year data is provided only for Telford Philippines. We will continue to enhance our data collection in the next sustainability report.

New hires⁷ - Group

In FY2024, the Group welcomed 349 new hires, achieving a new hire rate⁸ of 18%. The breakdown of new hires by gender and age group are as follows:

Performance Indicator	FY2024	
New employee hires	349	
Rate of new hire	18%	
By Gender		
Female	228	65%
Male	121	35%
By Age Group		
Below 30 years old	207	59%

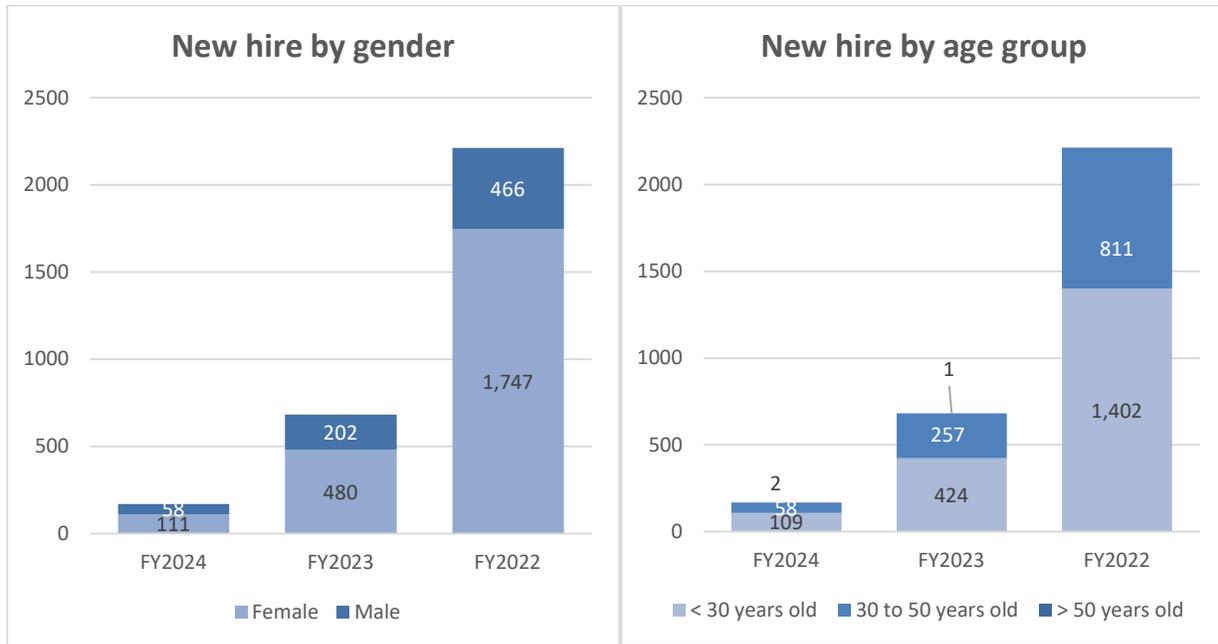
⁷ Total new hires and turnovers and total number of employees include permanent and contract staff.

⁸ New hire rate is computed based on confirmed new hires during the reporting period over the average number of employees during the reporting period by gender and age group.

Performance Indicator	FY2024	
Between 30 to 50 years old	135	39%
Above 50 years old	7	2%

New hires⁹ - Telford Philippines

The following table relates to Telford Philippines and provides a breakdown of new hires by gender and age group:



Performance Indicator ¹⁰	FY2024		FY2023		FY2022	
New employee hires	169	66%	682	71%	2,213	79%
Rate of new hire	10%		35%		86%	
By gender						
Female	111	66%	480	71%	1,747	79%
Male	58	34%	202	29%	466	21%
By age group						
Below 30 years old	109	65%	424	62%	1,402	63%
Between 30 to 50 years old	58	34%	257	37%	811	37%
Above 50 years old	2	1%	1	1%	-	-

⁹ Total new hires and turnovers and total number of employees include permanent and contract staff.

¹⁰ Rate of new hires by gender and age group have been restated for FY2023 and FY2022 (1) due to a refinement in calculation methodology of the computation of new hires and (2) to facilitate ease of comparison to FY2024 figures.



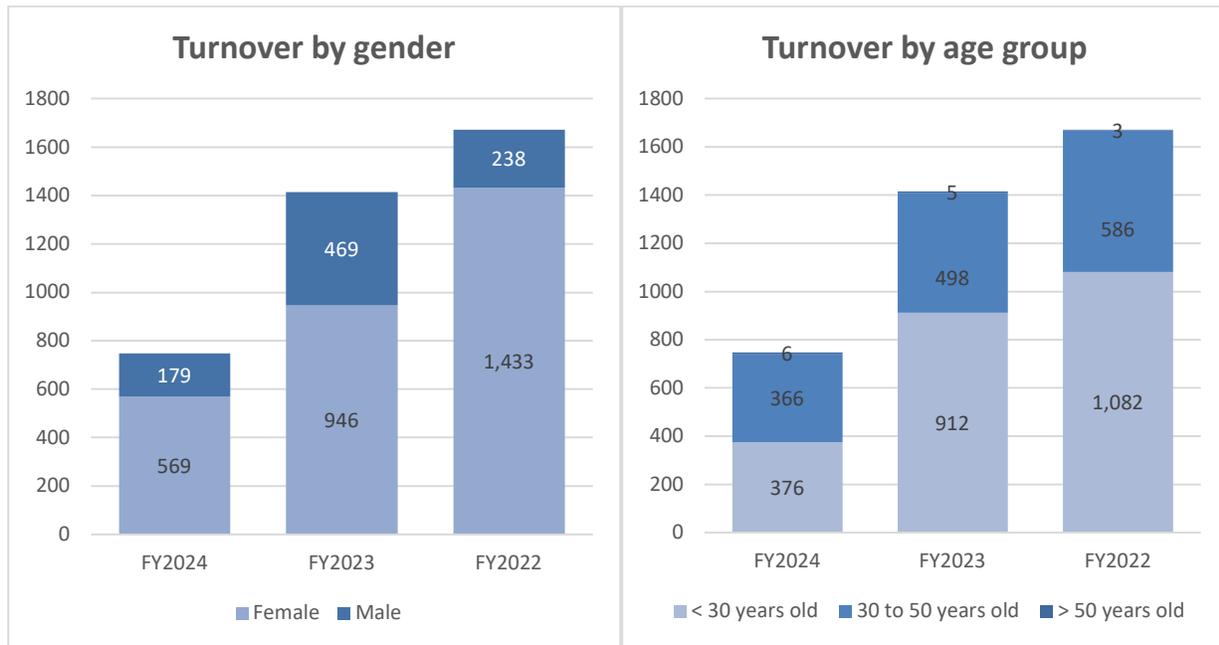
Turnover - Group

In FY2024, we observed employee turnover of 872, or an employee turnover rate¹¹ of 45%. The breakdown of turnover of employees by gender and age group for the Group are as follows:

Performance Indicator	FY2024	
Employee turnover	1,068	
Rate of turnover ¹²	54%	
By gender		
Female	774	72%
Male	294	28%
By age group		
Below 30 years old	537	50%
Between 30 to 50 years old	514	48%
Above 50 years old	17	2%

Turnover - Telford Philippines

The table below provide a breakdown of the employee turnover, by gender and age group for Telford Philippines.



Performance Indicator ¹³	FY2024	FY2023	FY2022
Employee turnover	748	1,415	1,671

¹¹ Turnover rate is computed based on number of leavers during the reporting period over the average number of employees during the reporting period by gender and age group.

¹² Rate of turnover is calculated by the number of leavers during the Reporting Period divided by the average number of employees at the start and end of the Reporting Period.

¹³ Rate of turnover by gender and age group have been restated for FY2023 and FY2022 (1) due to a refinement of calculation methodology of the computation of turnover and (2) to facilitate ease of comparison to FY2024 figures.



Performance Indicator ¹³	FY2024		FY2023		FY2022	
Turnover rate	46%		73%		65%	
By gender						
Female	569	76%	946	67%	1,433	86%
Male	179	24%	469	33%	238	14%
By age group						
Below 30 years old	376	50%	912	64%	1,082	64%
Between 30 to 50 years old	366	49%	498	35%	586	35%
Above 50 years old	6	1%	5	1%	3	1%

The fluctuations of new hires and turnover was mainly due to drop in business in the Philippines entities and substantial cost cutting has started since 2023 and thus lesser staffs left the company.

7.4.2. Diversity and Equal Opportunities

Impact on ASTI

We believe a diverse talent is essential for the growth and innovation in our business and pride ourselves on our highly motivated and engaged workforce. Strong employee morale contributes to increased productivity and innovation and thus encourages employee development and engagement, while adhering to fair work practices helps ensure compliance with regulations and safeguards our reputation.

Management Approach

In our commitment to foster a diverse and inclusive workplace, ASTI prioritises equality across all levels of the organisation. Our HR policies are built on a foundation of diversity and equal opportunity, fostering a transparent and inclusive workplace that enhances employee satisfaction. We are committed to non-discrimination in our recruitment process, ensuring fair practices for all qualified candidates, including individuals with disabilities, and providing competitive remuneration aligned with market standards.

Our Performance

As at 31 December 2024, we had a workforce of 2,004 employees breakdown of our workforce by gender and region is as follows:

Performance Indicator ¹⁴	As at 31 December 2024		As at 31 December 2023	
Total employees by gender				
Female	1,402	70%	1,442	75%
Male	602	30%	489	25%
Total employees by age group				
Below 30 years old	647	32%	861	45%

¹⁴ Moving forward, we are using FY2024 as the base year for comparison of total employees as we had only begun the consolidation of these data for the Group in FY2024. Prior years' data only included Telford Philippines.



Between 30 to 50 years old	1,269	63%	1,049	54%
Above 50 years old	88	5%	21	1%
Total employees	2,004		1,931	

In addition to our employees, we have 24 workers who are not employees in FY2024. They are outsourced security guards.

Breakdown by employment type¹⁵

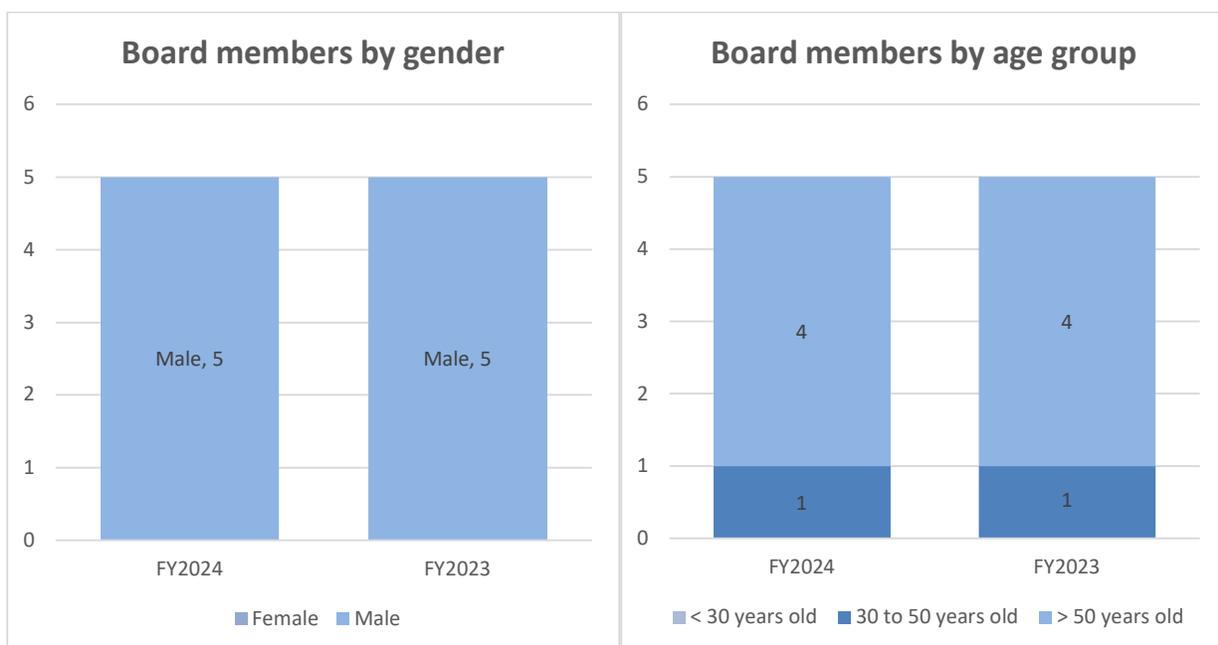
Performance Indicator	As at 31 December 2024	
Full-time employees by gender		
Female	1,391	70%
Male	601	30%
Full-time employees by region		
Singapore	7	0.3%
Malaysia	53	2.7%
UK	49	2.5%
Philippines	1,842	92.5%
Others	41	2%
Total full-time employees	1,992	
Part-time employees by gender		
Female	11	91%
Male	1	9%
Part-time employees by region		
Singapore	1	9%
Malaysia	0	-
UK	11	91%
Philippines	0	-
Others	0	-
Total part-time employees	12	
Permanent employees by gender		
Female	1,391	71%
Male	569	29%
Permanent employees by region		

¹⁵ Data for this metrics is only collected beginning FY2024. Moving forward, FY2024 will be used as the base year for comparison.

Singapore	8	0.4%
Malaysia	52	2.7%
UK	59	3.0%
Philippines	1,839	93.8%
Others	2	0.1%
Total permanent employees	1,960	
Temporary employees by gender		
Female	11	25%
Male	33	75%
Temporary employees by region		
Singapore	-	-
Malaysia	3	7%
UK	1	2%
Philippines	3	7%
Others	37	84%
Total temporary employees	44	

Board Diversity

ASTI had established its Board Diversity Policy and continues to explore opportunities to provide greater board diversity. The composition of the Board as at 31 December 2024 is as follows:



Performance Indicator	As at 31 December 2024		As at 31 December 2023	
Board members by gender				
Female	0	-	0	-
Male	5	100%	5	100%
Board members by age group				
Below 30 years old	0	-	0	-
Between 30 to 50 years old	1	20%	1	20%
Above 50 years old	4	80%	4	80%
Total Board members	5		5	

7.4.3. Training and Education

Impact on ASTI

We firmly believe that our success is driven by having the right talent within our organisation. Therefore, we are committed to continuously enhancing and updating our employees' skills to stay in the forefront of the industry.

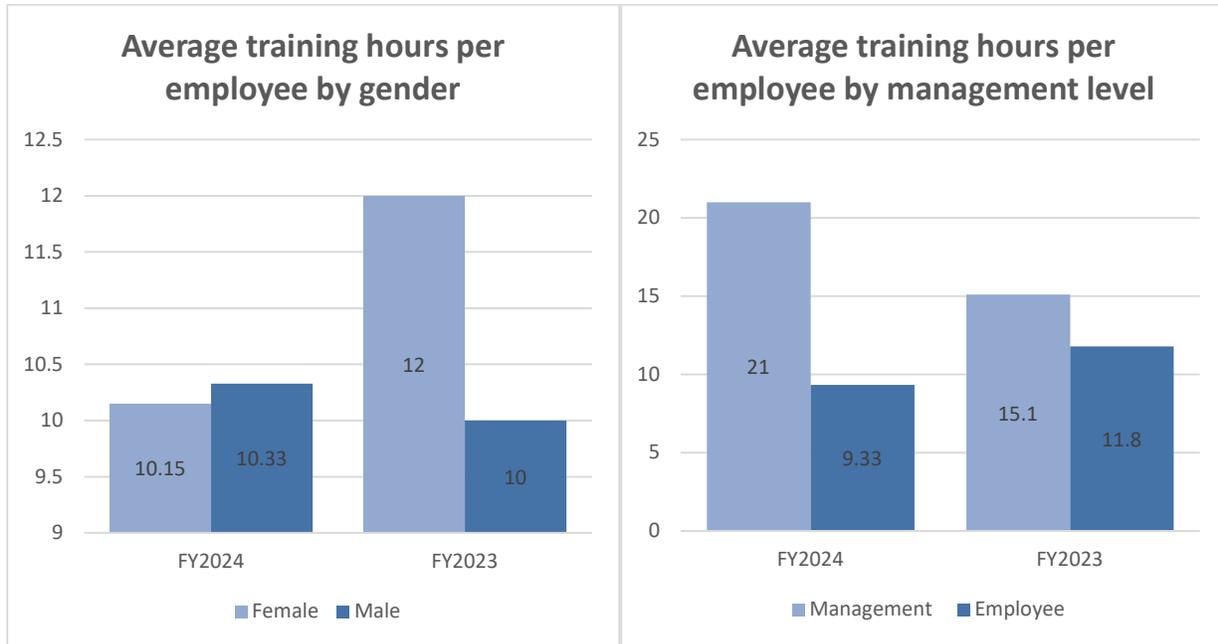
Training programmes provide employees with the essential skills, knowledge and best practices they need to excel in their roles. Resources and investments are necessary to effectively assess and meet the requirements of training and education of employees. We strive to develop talent at ASTI, building a workforce that contributes to the success of our business.

Management Approach

Our HR department evaluates the current and future skill needs of our business operations and designs learning and development programmes to address these requirements. These programmes are tailored to support employees' personal and professional growth. Telford Philippines employees are required to undergo and pass certification trainings before deployment. Additionally, our in-house learning and development team regularly conducts online training sessions for employees.

Our Performance

During the Reporting Period, our employees attended a total of 570 hours of training. Each employee received an average of 10 hours of training. The breakdown of average training hours by gender and employee category is as follows:



Performance Indicator	As at 31 December 2024	As at 31 December 2023
Total employees attended training by gender		
Female	344	548
Male	226	283
Total employees attended training by management level		
Management	45	27
Employee	522	804
Average training hours per employee by gender		
Female	10	12
Male	10	10
Average training hours per employee by management level		
Management	21	15
Employee	9	12

We continue to monitor the training needs and progress of our employees, allowing them the opportunity to take ownership of their career development.



7.4.4. Occupational Health and Safety

Impact on ASTI

Ensuring the health and safety of our employees is a core priority in our operations. We are committed to providing a safe and healthy working environment by adhering to industry best practices, and local regulations. Prioritising occupational health and safety and reducing workplace incidents improves employee productivity and morale. Failure to prioritise and comply with health and safety regulations can lead to injuries or even fatalities among employees.

Management Approach

ASTI has established a Safety Handbook for all its operations and cascades the workplace health and safety requirements across all entities. As our production personnel operate off the client’s premises, our production personnel are also required to abide by the workplace health and safety requirements of our clients.

Training

We provide emergency response training and regular internal and external health and safety training for our employees. This helps our employees identify health and safety hazards and respond to incidents such as accidents, injuries, and health hazards. The in-house health and safety team regularly attend courses to keep themselves up to date with the changes in the standards and guidelines. External training is provided by qualified vendors in the primary language of the country. We regularly review the effectiveness of the occupational health and safety training provided to our employees.

The health and safety training provide to employees include the following:

- Basic Safety Training for all new employees;
- Basic Life Support for First Aiders;
- Basic Occupational Health and Safety accredited to Safety Officers through 48 hours of training; and
- Automated External Defibrillator Training

Fire Safety

We conduct fire drills twice a year to ensure our employees are familiar with emergency procedures in the event of a fire. Fire extinguishers are regularly inspected and signed off. Emergency evacuation plans are clearly displayed through our premise, making them easily accessible to all employees and occupants, who are instructed to follow these plans during an emergency.

Equipment Maintenance

We perform regular maintenance and quality checks on our machinery, equipment and work areas to identify and address any potential health and safety risks. Our health and safety team also conducts safety drills to spot potential hazards and evaluates the effectiveness of the risk controls in place.

Our Performance

Key statistics on our work-related injuries and ill-health cases during the Reporting Period are as follows:

Performance Indicator	FY2024	FY2023
Number of workplace fatalities	-	-



Performance Indicator	FY2024	FY2023
Number of high consequence work-related injuries ¹⁶	-	-
Number of recordable work-related injuries	-	2
Number of work-related ill-health cases ¹⁷	-	-

We have taken steps to minimise risks such as providing PPE and safety procedures re-awareness and will continue to work towards reducing both the occurrence and severity of workplace accidents.

7.4.5. Supplier Assessment

Impact on ASTI

Our suppliers are an integral part of our value chain as they contribute to our sustainability goals and business success. Our commitment to sustainable procurement ensures that we foster a safe environment for all workers involved in our supply chain, allowing us to actively set standards of a safe workplace. Any lapse in our assessment of our supplier’s social and environmental standards could potentially cause us to indirectly contribute to workplace malpractices which could harm the relationships that we have built with our customers.

Management Approach

As a way of ensuring that our suppliers comply with our environmental and social standards, we aim to maintain a strict regimen of checks to verify that our suppliers are adhering to our Code of Conduct and Ethics Commitment. We believe that such process will allow us to have a transparent value chain, resulting in better business performance.

For instance, all our suppliers are subjected to strict requirements in terms of environmental and social criteria, with a focus on environmental and ethical practices. Additional requirements include quality and pricing to ensure that our suppliers deliver premium raw materials and products. All vendors of the Group are required to abide by the Group’s Code of Conduct and Ethics Commitment.

We continuously monitor and update our supplier selection process online to ensure that only the best raw materials are used in the production process. Our current suppliers of raw materials for our equipment are reviewed based on their performance annually. Any supplier who fails to meet the expected quality and delivery requirement is removed from our list of raw material suppliers. For example, at Telford Philippines, an Annual External Providers General Assembly is held, allowing us to simultaneously relay feedbacks received from our customers to our suppliers and explore new ways of working with our suppliers.

Our Performance

During the Reporting Period, the Group has met and maintained our target of assessing our suppliers to ensure that they are compliant with our rules and regulations. Following the announcement dated 24th January 2024, the new board has reviewed all current business operations to ensure that our suppliers comply with our health and safety requirements. Going forward, we aim to continue doing annual reviews of our supplier’s performance.

¹⁶ High consequence work-related injuries refer to injuries from which a worker cannot, does not, or is not expected to fully recover to his/her pre-injury health status within six (6) months.

¹⁷ Work-related ill-health cases refer to cases of negative impacts on health arising from exposure to hazards at work.



7.4.6. Compliance with Laws and Regulations

Impact on ASTI

Compliance with the applicable laws and regulations forms is vital to facilitate sustainable growth and is an essential component of corporate governance in any organisation. Having good governance communicates our values of loyalty and trustworthiness to our customers, allowing us to maintain and build strong relationships with current and new customers respectively.

Management Approach

The Group is committed to keeping abreast with the evolving regulatory landscape, addressing risks and capturing opportunities relating to its business operations. We take great care to ensure that all policies and procedures outlined in the Company Handbook comply with local law and regulatory requirements depending on the country that we are based in. Additionally, by ensuring that all our employees adhere to the Group's values to conduct business strictly with the highest ethical standards, we foster a positive and safe working environment whilst delivering our products and services.

Our Performance

The Group has met our target of having zero (FY2023: zero) non-compliance with any local laws and regulations during the Reporting Period. As we move forward, we aim to improve our processes, allowing us to stay ahead of local laws and regulations.

7.4.7. Environmental Compliance

Impact on ASTI

Environmental laws in the countries we operate in covers externalities caused by air, water, land, and noise pollution. ASTI strives for full legal and regulatory compliance, which requires adherence to both socioeconomic regulations and environmental laws for the maintenance of our licence. Proper adherence to these regulations minimises our operation's environmental impact, protecting the local ecosystem. Failure to adhere to any of the regulations can result revocation of our license causing us to cease our operations.

Management Approach

ASTI has established policies governing waste disposal to ensure compliance with regulatory requirements, minimising pollution and ensuring proper waste disposal (for e.g. general waste, hazardous waste, recyclable waste) for its facilities. For instance, in Telford Philippines, we constantly monitor our waste output. We have also established the Environment Health and Safety Committee to oversee waste monitoring operations. Under the supervision of an assigned officer with the certification of Philippine Economic Zone Authority ("PEZA"), the committee ensures that waste is collected and disposed properly. Additionally, Telford Philippines documents and reports on wastewater discharge analysis, noise testing and air emissions in compliance with the requirements of the Department of Environment and Natural Resources ("DENR").

Telford Philippines pays special attention to ensuring staff members are well-trained in containing spill incidents if they do occur. For instance, we conduct safety awareness training and spill drills yearly to ensure that the proper protocols are followed in the event of a spill.



Additionally, our Environmental, Health, and Safety Team is constantly on the lookout for any new regulations on environmental compliance which are applicable to our business. We regularly organise sharing sessions during team meetings regarding the latest regulatory requirements.

Our Performance

During the Reporting Period, we have recorded zero (FY2023: zero) incidents of non-compliance with environmental laws and regulations in any of the locales that we operate in.

7.4.8. Cybersecurity

Impact on ASTI

As we look towards the future, we recognise the need to further digitalise our business process and platforms. Given these considerations, cybersecurity becomes increasingly integral to our business. Our failure to maintain adequate cybersecurity measures could potentially halt our operations, affecting product delivery. Furthermore, a cyber-attack could result in stolen information which is a breach in our customers' privacy and trust. By ensuring that we have proper cybersecurity measures, we can ensure that our operations remain smooth and efficient.

Management Approach

Cybersecurity at Telford Philippines is handled on-site by our own IT department. We routinely update our Active Antivirus Server to protect all our data on our computers and servers. We have also put in place firewall protection that is continuously kept up to date. In addition, we create daily back-ups to allow for efficient resumption of operations in case of any unforeseen disruptions.

Regarding access control, access rights for specific folders in the data server are only granted to authorised users when required. Users are also made to reset their password annually to reduce the possibility of someone obtaining unauthorised access to their account. These controls seek to mitigate the Group's cybersecurity risk.

Our Performance

During the Reporting Period, there were zero (FY2023: zero) incidents of cybersecurity breaches. We hope to maintain this as we continue to expand our business in the future.

7.5. Governance

7.5.1. Anti-corruption

Impact on ASTI

At all offices under the ASTI group, we believe that having ethical business practices is central to our success. Hence, all financial crime at ASTI is treated with the utmost priority. We remain constantly vigilant for any signs of corruption which could lead to dishonest business practices such as: conflict of interests, accepting gifts or any other forms of bribes and divulging confidential or insider information. Any incident of corruption could erode the trust that our business partners have for us, potentially harming the livelihood of our employees. Proper prevention of corruption incidents fosters a safe and productive environment allowing our employees and business to thrive.

Management Approach

All employees within the Group are required to abide by our Code of Conduct and anti-corruption policies. We recognise that education is critical for our employees to understand and recognise unethical business practices. The moment employees join the Group, they are required to go through a mandatory induction programme where they are briefed on the Code of Conduct, informing them of workplace ethics and our whistle-blowing policy. Our whistleblowing channels provide our employees with multiple avenues to report any suspected fraud, corruption, dishonest practices or other inappropriate activities in a fair, respectful and timely manner, nipping any unethical behaviour in the bud. If an employee is found guilty of any of the aforementioned malpractices, we will then take disciplinary and/or other actions against them.

Our Performance

In the past year, we have encountered zero (FY2023: zero) incidents of corruption. We will continue to improve on our anti-corruption policies and education on unethical business practices.

Despite having zero incidents of corruption in FY2024, following our announcement dated 24 January 2024, the Group has embarked on a process of reviewing the corporate and business dealings and transactions of the ASTI Group. In the event any cases of unethical, fraudulent or corrupt conduct are uncovered during our review (regardless of which prior period such conduct took place), the Group intends to conduct investigations, taking disciplinary and/or other actions if deemed to be appropriate based on the circumstances.



7.5.2. Corporate Governance

Impact on ASTI

At ASTI we believe in fostering a transparent work environment that keeps us accountable to our stakeholders. We acknowledge that the responsibility of creating such an environment falls primarily within our corporate governance practices. Proper corporate governance allows the Group to swiftly respond to any stakeholder feedback, improving our business processes, resulting in cost savings or more sustainable practices. If our corporate governance practices were to be lacking, our organisation might become stagnant causing us to fall behind our competitors.

Management Approach

Our approach to good corporate governance is built by promoting a forthright relationship between our stakeholders and the board. We aim to be responsive to any relevant feedback from our stakeholders and act on them in a prompt manner. For instance, we have an open channel on our website for anyone to provide feedback to us. Additionally, employees are always required to adhere to the Group's policies and procedures to promote ethical behaviour.

In an announcement dated 24 January 2024, it was stated that work undertaken by the Group under the new Board will continue adhering to our stringent corporate governance policies. Moving forward, the new leadership team will continue enhancing our corporate governance practices to further protect and enhance value for all our stakeholders.

Our Performance

We have reviewed our corporate governance processes that were in FY2023. In FY2024, we have no recorded incidents of unethical behaviour. Moving forward, we intend to continue enhancing our corporate governance practices, allowing us to respond quickly to feedback and prevent unethical business practices.

8. TCFD Report

In alignment with the goal of limiting global temperature rise to below 1.5°C as outlined in the Paris Agreement, the Group has prioritised climate change within its ESG framework. By following the TCFD recommendations, we ensure transparent communication of our sustainability strategy, allowing stakeholders to understand the potential impact of climate-related risks on our future performance.

8.1. Governance

The Board is responsible for overseeing ASTI's sustainability performance, supported by SSC. In its review of the group's long-term strategic plans, the Board considers sustainability issues, including the management of climate-related risks and opportunities. Annually, the Board and Management assess the performance of the relevant entity against the established targets. Refer to section 5.2. *Sustainability Governance Structure* for further details.

8.2. Strategy

The Group's strategy focuses on identifying and managing climate-related risks and opportunities, which are categorised by time frames: short-term (1 year), medium-term (by 2030), and long-term (by 2050). Key considerations include physical risks, such as damage from extreme weather events, as well as transition risks that arise from changes in policies, legal requirements, technology, and market trends. These risks have substantial implications for the Group's business operations, strategy, and financial planning. At the same time, evolving market conditions, technological innovation, and growing consumer preference for sustainable products present new business opportunities. The following is a climate-change scenario analysis through which we have identified and managed our climate-related risks and opportunities:

Scenario	Paris-aligned scenario (Below 2°C)	No mitigation scenario (4°C)
Description	The world manages to reduce CO ₂ emissions through several measures.	The world fails to curb rising CO ₂ emissions by Year 2100 and impacts from extreme weather events are assumed to grow in magnitude.
Rationale	To evaluate the transitional impacts within an economy transitioning to a low carbon world. It reflects measures required to limit global warming to under 2°C.	To evaluate the physical risks under a high-emission scenario, consistent with a future where policy changes to reduce emissions are limited.
Underlying model	This model considers factors such as greenhouse gas emissions and policy developments which serve as a foundation for the Group to analyse how different climate scenarios may impact its business operations and strategy over the short-, medium-, and long-term time horizon.	This model considers factors such as increased frequency of extreme weather events and rising mean temperature. Climate models and scientific assessments play a key role in shaping the narrative of such scenarios.

Scenario	Paris-aligned scenario (Below 2°C)	No mitigation scenario (4°C)
Assumptions	<ul style="list-style-type: none"> ▪ Global adoption of renewable energy, advancements in technology, regulatory frameworks, and changes in consumer behaviour. ▪ Assumptions related to the physical impacts of climate change, such mean temperature rise and extreme weather events. ▪ Collective global effort to mitigate climate change and transition towards a low-carbon economy. 	<ul style="list-style-type: none"> ▪ The continuation of high greenhouse gas emissions and a lack of climate policy. ▪ Limited technological advancements in clean energy and low levels of international cooperation to achieve climate goals.

8.3. Climate-related Risks and Opportunities (“CRROs”)

In FY2024, members of the SSC participated in a reassessment to identify CRROs that affect the entire Group. The reassessment takes the form of a TCFD CRROs register, which is evaluated and finalised by the SSC. Using the scenario analysis models, the Group identified 6 key climate-related risks and 7 climate-related opportunities. The associated risk mitigation measures aimed at addressing these risks and leveraging the opportunities are summarised as follows.

Risk Type	Impact	Mitigating Measures
Physical Risks		
Acute <i>1. Increased severity of extreme weather events, such as droughts, extreme precipitation and frequent flooding</i>	Our factory is located within 40km of an active volcano. Climate change may increase the severity of volcanic eruption, which may affect our factory operations ¹⁸ .	<p>Improve readiness of employees to counter climate-related events, such as conducting regular drills and training sessions.</p> <p>Develop and regularly update emergency response plans that outline procedures in the event of extreme weather or volcanic eruptions.</p>
Transition Risks		

¹⁸ Bressan, D. (2023, July 3). How will climate change impact volcanic eruptions? Forbes.
<https://www.forbes.com/sites/davidbressan/2023/07/03/how-will-climate-change-impact-volcanic-eruptions/>

Risk Type	Impact	Mitigating Measures
<p>Policy and Legal</p> <p>2. <i>Mandates on and regulation of existing products and services</i></p> <p>3. <i>Exposure to litigation</i></p>	<p>Increased compliance costs with increased regulations and requirements for sustainability reporting and sustainable production methods.</p> <p>Increased exposure to litigation may attract greater scrutiny from regulatory bodies, leading to potential investigations and compliance challenges.</p>	<p>Stay informed about potential changes in regulations and to contribute to discussions that shape future mandates.</p> <p>Continue to invest in automating our production lines to ensure higher quality products that are compliant with environmental laws and regulations.</p>
<p>Market</p> <p>4. <i>Increased cost of raw materials</i></p>	<p>Higher raw material costs can lead to reduced profit margins, affecting overall profitability, particularly in competitive markets where price increases are challenging to implement.</p> <p>Volatility in raw material prices can lead to disruptions in the supply chain, resulting in delays and inefficiencies that impact production schedules.</p>	<p>Establish relationships with multiple suppliers to reduce dependency on any single source, such as sourcing materials from regions with more stable pricing.</p> <p>Research and develop alternative materials that can serve as substitutes for more expensive raw materials, maintaining product quality while reducing costs.</p>
<p>Reputation</p> <p>5. <i>Shifts in consumer preferences</i></p> <p>6. <i>Increased stakeholder concern or negative stakeholder feedback</i></p>	<p>Customers might want to have products and services that are delivered in a more eco-friendly process without lowering the quality of the products.</p> <p>Negative perceptions from stakeholders can affect employee morale and engagement, leading to increased turnover and difficulty in attracting talent.</p>	<p>As customers demand more eco-friendlier and environmentally sustainable products and services, we will continue to source for raw materials that comply with their requirements on sustainability and research on ways to improve our packaging processes.</p> <p>Regularly engage with stakeholders through meetings, surveys, and feedback sessions to understand their concerns and expectations, fostering open communication.</p>
Business Opportunities		
<p>Resource Efficiency</p>	<ul style="list-style-type: none"> ▪ Adopting more efficient modes of transport, including shuttle bus. ▪ Establishing recycling programmes for materials like paper, plastics, and electronic waste within our operations to reduce waste disposal expenses. ▪ Transitioning to more sustainable facilities and/or efficient buildings, such as Green Buildings. ▪ Improving energy efficiency and promoting water conservation in our offices and operations through the use of technologies like LED lighting and smart Heating, Ventilation, and Air Conditioning (“HVAC”) systems. 	
<p>Products and Services</p>	<ul style="list-style-type: none"> ▪ Expanding our business operations to explore new sectors and services. ▪ The Group can take advantage of changing consumer preferences by providing products and services that align with these demands. 	



Risk Type	Impact	Mitigating Measures
Markets	▪ Venturing into developing markets that are focusing on sustainability initiatives.	

8.4. Risk Management

We recognise that having a robust risk management system is essential for protecting the Group's interests and building trust with our shareholders. To stay updated on regulatory changes and uphold strong corporate governance, we have developed an Enterprise Risk Management ("ERM") Framework to direct the Group's management strategies and address sustainability-related risks.

This structured ERM framework enhances the Group's ability to identify and manage risks effectively. As part of our annual ERM process, we treat ESG risks as standard business risks, ensuring they are identified, assessed, and managed to remain within our acceptable risk levels.

8.5. Metrics and Targets

In addition to our existing metrics and targets, we continually adopt best practices to enhance our disclosures, including those related to the TCFD framework. This Report tracks, measures, and discloses our environmental performance, including energy consumption and GHG emissions. Our environmental metrics are detailed in section 7.2. Environmental.

9. GRI Content Index

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

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	2.1 Reporting Scope and Period , Page 5
	2-2 Entities included in the organisation's sustainability reporting	
	2-3 Reporting period, frequency and contact point	2.3 Feedback , Page 5
	2-4 Restatements of information	There are no restatements of information in the Report.
	2-5 External assurance	In accordance with SGX requirements, our sustainability reporting process is subject to internal review.
	2-6 Activities, value chain and other business relationships	2.1 Reporting Scope and Period , Page 5
	2-7 Employees	7.4. Social , Page 20-23
	2-8 Workers who are not employees	We have 24 workers who are not employees in FY2024 (FY2023: 28). They are outsourced security guards.
	2-9 Governance structure and composition	5.2. Sustainability Governance Structure , Page 9 Refer to Corporate Governance Report ¹⁹ for details on the group's overall governance structure.
	2-10 Nomination and selection of the highest governance body	Refer to Corporate Governance Report ¹⁷ for details.
	2-11 Chair of the highest governance body	Refer to Corporate Governance Report ¹⁷ for details.
	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to Corporate Governance Report ¹⁷ for details.

¹⁹ Corporate Governance Report will be published with the Annual Report at a later date.

GRI STANDARD	DISCLOSURE	LOCATION
	2-13 Delegation of responsibility for managing impacts	Refer to Corporate Governance Report ²⁰ for details.
	2-14 Role of the highest governance body in sustainability reporting	5.2. Sustainability Governance Structure , Page 9
	2-15 Conflicts of interest	Refer to Corporate Governance Report ¹⁸ for details.
	2-16 Communication of critical concerns	Refer to Corporate Governance Report ¹⁸ for details.
	2-17 Collective knowledge of the highest governance body	In FY2023, the Board attended a sustainability training program.
	2-18 Evaluation of the performance of the highest governance body	Refer to Corporate Governance Report ¹⁸ for details.
	2-19 Remuneration policies	Refer to Corporate Governance Report ¹⁸ for details.
	2-20 Process to determine remuneration	Refer to Corporate Governance Report ¹⁸ for details.
	2-21 Annual total compensation ratio	Refer to Corporate Governance Report ¹⁸ for details.
	2-22 Statement on sustainable development strategy	5.1. Sustainability Strategy , Page 9
	2-23 Policy commitments	7.4. Social , Page 20-31
	2-24 Embedding policy commitments	Refer to Corporate Governance Report ¹⁸ for details.
	2-25 Processes to remediate negative impacts	Refer to Corporate Governance Report ¹⁸ for details.
	2-26 Mechanisms for seeking advice and raising concerns	6. Stakeholder Engagement , Page 10-11 7.4. Social , Page 20-31
	2-27 Compliance with laws and regulations	7.4.6. Compliance with Laws and Regulations , Page 30 7.4.7. Environmental Compliance , Page 30-31

²⁰ Corporate Governance Report will be published with the Annual Report at a later date.

GRI STANDARD	DISCLOSURE	LOCATION
	2-28 Membership associations	There are no reportable memberships of associations.
	2-29 Approach to stakeholder engagement	6. Stakeholder Engagement , Page 10-11
	2-30 Collective bargaining agreements	Collective bargaining agreements apply to selected type of employees across the various locations of ASTI operations.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7.1. Materiality Assessment , Page 12
	3-2 List of material topics	7.1. Materiality Assessment , Page 12
Economic Performance		
GRI 201: Economic Performance 2016	3-3 Management of material topics	7.3. Economic , Page 19
	201-1 Direct economic value generated and distributed	
Anti-corruption		
GRI 205: Anti-corruption 2016	3-3 Management of material topics	7.5.1. Anti-corruption , Page 32
	205-3 Confirmed incidents of corruption and actions taken	7.5.1. Anti-corruption , Page 32
Energy and Emissions		
GRI 302: Energy 2016	3-3 Management of material topics	7.2.1. Energy and Emissions , Page 15
	302-1 Energy consumption within the organisation	7.2.1. Energy and Emissions , Page 16-17
	302-3 Energy intensity	7.2.1. Energy and Emissions , Page 16-17
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	7.2.1. Energy and Emissions , Page 16-17
	305-2 Energy indirect (Scope 2) GHG emissions	7.2.1. Energy and Emissions , Page 16-17
	305-4 GHG emissions intensity	7.2.1. Energy and Emissions , Page 16-17
Talent Attraction and Retention		
GRI 401: Employment 2016	3-3 Management of material topics	7.4.1. Talent Attraction and Retention , Page 20

GRI STANDARD	DISCLOSURE	LOCATION
	401-1 New employee hires and employee turnover	7.4.1. Talent Attraction and Retention , Page 21-23
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	7.4.1. Talent Attraction and Retention , Page 20
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	7.4.4. Occupational Health and Safety , Page 28
	403-2 Hazard identification, risk assessment, and incident investigation	7.4.4. Occupational Health and Safety , Page 28
	403-5 Worker training on occupational health and safety	7.4.4. Occupational Health and Safety , Page 28
	403-8 Workers covered by an occupational health and safety management system	7.4.4. Occupational Health and Safety , Page 28
	403-9 Work-related injuries	7.4.4. Occupational Health and Safety , Page 29
	403-10 Work-related ill-health	7.4.4. Occupational Health and Safety , Page 29
Training and Education		
GRI 404: Training and Education 2016	3-3 Management of material topics	7.4.3. Training and Education , Page 26
	404-1 Average hours of training per year per employee	7.4.3. Training and Education , Page 26-27
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	7.4.2. Diversity and Equal Opportunities , Page 23
	405-1 Diversity of governance bodies and employees	7.4.2. Diversity and Equal Opportunities , Page 23-25
Supplier Assessment		
	3-3 Management of material topics	7.4.5. Supplier Assessment , Page 29

GRI STANDARD	DISCLOSURE	LOCATION
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	7.4.5. Supplier Assessment , Page 29
Cyber Security		
GRI 418: Customer Privacy 2016	3-3 Management of material topics	7.4.8. Cybers , Page 31
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	7.4.8. Cybers , Page 31

Code	TCFD Recommendations	Page Reference
Governance		
TCFD 1(a)	Describe the board’s oversight of climate-related risks and opportunities.	Page 34
TCFD 1(b)	Describe management’s role in assessing and managing climate-related risks and opportunities.	Page 34
Strategy		
TCFD 2(a)	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Page 34-35
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning.	Page 34-35
TCFD 2(c)	Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Page 34-35
Risk Management		
TCFD 3(a)	Describe the organisation’s processes for identifying and assessing climate-related risks.	Page 35-36
TCFD 3(b)	Describe the organisation’s processes for managing climate-related risks.	Page 35-36
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.	Page 36
Metrics and Targets		
TCFD 4(a)	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Page 37
TCFD 4(b)	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	Page 16-17, 37
TCFD 4(c)	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Page 16-17, 37