

## SUSTAINABILITY STATEMENT (Cont'd)


### Sustainability Milestones

SAMEE Group has made significant progress in our sustainability journey over the past few years, setting ambitious goals in FY2023 to reduce 10% of GHG emissions intensity over 3 years from FY2024 to FY2026. The Company has launched several initiatives to enhance our Economic, Environmental, Social and Governance performance and operational sustainability. These include solar panel installations, rainwater harvesting, operational efficiency measures, a carpooling system, recycling programmes, and the introduction of a Zirconium line in our Thailand operations. SAMEE Group is also committed to enhancing employee safety through continual policy improvements, such as the Restriction of Hazardous Substance ("RoHs") Policy and the Employment Policy. We experienced significant growth in our sustainability efforts and sustainability milestones in FY2025 and we will continue to prioritise our commitment to sustainability as we grow and innovate.




Figure 1: Sustainability Milestones

### UNSDG Target Setting

UNSDG	UNSD Goal/Target	UNSD Indicator	Company KPIs / Targets	Key Impacted Stakeholders
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	8.8 Protect labour rights and promote safe and secure working environments.	8.8.1 Frequency rates of fatal and non-fatal occupational injuries.	<ul style="list-style-type: none"> <li>To reduce the number of man-hour-lost per employee from work hazards by 20% by 2025 and 30% by 2030</li> <li>To protect labour rights and promote safe and secure working environments for all workers, including migrant workers.</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> <li>Management</li> <li>Directors</li> <li>Community</li> </ul>

## SUSTAINABILITY STATEMENT (Cont'd)

UNSDG	UNSD Goal/Target	UNSD Indicator	Company KPIs / Targets	Key Impacted Stakeholders
 <p>Take urgent action to combat climate change and its impacts</p>	13.2 Integrate climate change measures into national policies, strategies, and planning.	13.2.2 Total greenhouse gas emissions per year.	<ul style="list-style-type: none"> <li>Reduce 10% of GHG emissions intensity over 3 years, compared to the FY2023 baseline.</li> </ul>	<ul style="list-style-type: none"> <li>Customers</li> <li>Investors / Shareholders</li> <li>Employees</li> <li>Community</li> <li>Media</li> </ul>

In addition to the above-mentioned UN SDG-aligned targets, SAMEE Group has also committed to achieving full compliance with the Restriction of Hazardous Substances ("RoHS") directive and Conflict Mineral regulations. These commitments reflect our dedication to promoting responsible material sourcing and ensuring environmentally sound production practices throughout our supply chain.

### APPROACH TO SUSTAINABILITY

#### Sustainability Governance

The sustainability pillars form the foundation of SAMEE Group's Sustainability Policy ("Policy") and we focus priority on governance considerations to reinforce our commitment to sustainability. The focus is on integrating economic, environmental, social and governance elements into our daily operations while coordinating our actions with sustainability objectives in mind. In terms of approach and efforts, we ensure that all our internal stakeholders are aware of our commitment to sustainability. For this reason, we have integrated our sustainability approach and initiatives into our orientation programme for our new employees to ensure we have a consistent and shared understanding of the sustainability initiatives and measures embraced by SAMEE. We promote our sustainability principle and practices among our leaders, internal and external stakeholders to achieve our sustainable goals.



Figure 2: Sustainability Governance Structure of SAMEE