



A N N U A L
R E P O R T **2025**



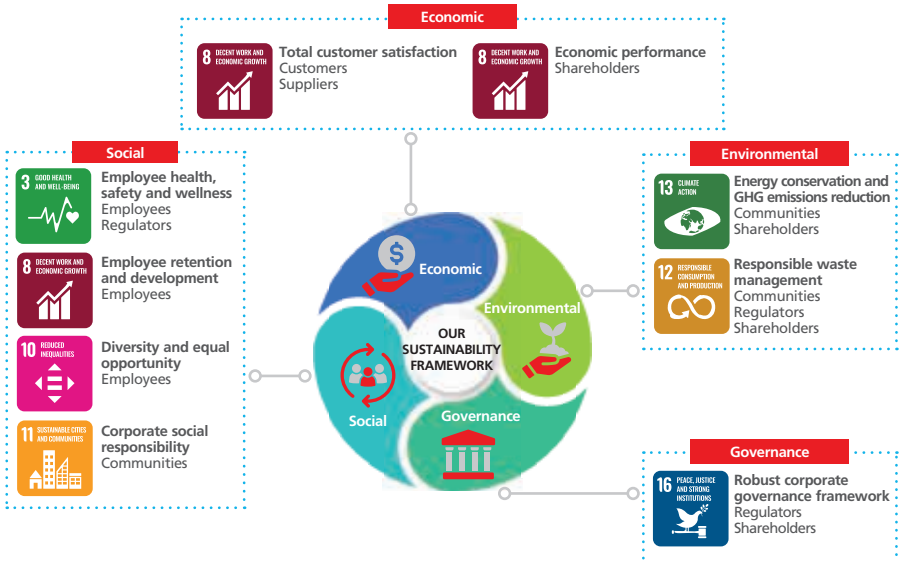
SUSTAINABILITY REPORT

BOARD STATEMENT

The Board of Directors (the “**Board**”) of Ellipsiz Ltd (“**Ellipsiz**”, the “**Company**” or together with its subsidiaries, the “**Group**”, “**We**”) is pleased to present this Sustainability Report (“**Report**”) for the financial year from 1 July 2024 to 30 June 2025 (“**FY2025**” or “**Reporting Period**”). This Report provides insights into the way we do business, while highlighting our material sustainability factors under the economic, environmental, social and governance pillars (collectively, the “**Sustainability Factors**”).

The Board is responsible for overseeing the business and corporate affairs of the Group, including sustainability matters. We believe that a responsible business approach is integral to our long-term success. After considering the Group’s sustainability challenges in the context of our strategic planning and business strategies, the Board identified the material Sustainability Factors and ensured proper oversight of their management and monitoring. We are committed to adopting sustainable practices across our operations, empowering individuals, enriching communities, and creating a positive impact on the environment and society, thus securing our long-term future.

This Report also demonstrates our commitment to the United Nations’ Sustainable Development Goals (“**SDGs**”). By working closely with our stakeholders across the supply chain, their input shapes our sustainability initiatives and help us prioritise our material Sustainability Factors. Below is an illustration of how our material Sustainability Factors, stakeholders and the SDGs interact:



SUSTAINABILITY REPORT

SUSTAINABILITY PERFORMANCE AT A GLANCE

A summary of our material sustainability performance in FY2025 is as follows:

Sustainability Pillar	Sustainability Metric	Sustainability Performance	
		FY2025	FY2024
Economic	Revenue from continuing operations	\$57.8 million	\$49.8 million
	Profit/(Loss) from continuing operations, net of tax	\$1.1 million	(\$2.9) million
Environmental	Aggregated Scope 1 and 2 GHG emissions (tonnes CO ₂ e)	73.7	74.9
	Scope 1 GHG emissions intensity (tonnes CO ₂ e/revenue \$'000)	0.001	0.001
	Scope 2 GHG emissions intensity (tonnes CO ₂ e/sq ft)	0.001	0.002
	Number of reported incidents of significant fines and/or non-monetary sanctions incurred as a result of non-compliance with applicable environmental laws and/or regulations	–	–
Social	Number of workplace fatalities	–	–
	Number of high-consequence ¹ work-related injuries	–	–
	Number of recordable work-related injuries ²	–	1
	Number of work-related ill health cases ³	–	–
	Turnover rate	12.6%	10.5%
	Average training hours per employee	4.6	4.7
	Number of reported incidents of unlawful discrimination ⁴ against employees	–	–
Governance	Number of incidents of corruption ⁵	–	–

¹ A high-consequence work-related injury refers to an injury from which the worker cannot recover, or cannot fully recover to their pre-injury health status within six months.

² Recordable work-related injuries refer to all work-related injuries that a company is required to report to the relevant local authorities.

³ A work-related ill-health case refers to a case in which health is negatively impacted due to exposure to hazards at work.

⁴ An unlawful discrimination refers to an incident where the relevant authority has initiated an investigation, leading to a penalty for the company.

⁵ A corruption incident is defined as fraud or dishonesty involving an amount not less than \$100,000, punishable by imprisonment for a term of not less than two (2) years, committed against the company by its officers or employees.

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ABOUT US

Our Business

Ellipsiz was founded as a leading provider of integrated solutions in the electronics industry. Over the years, we have evolved into one of the leading engineering and service solutions providers, serving customers in the semiconductor industry. Our core business currently focuses on providing distribution and services solutions (“DSS”) to customers in the semiconductor and electronics manufacturing industries.

To build long-term resilience and ensure sustainable growth, our subsidiary, ISE Foods Holdings Pte. Ltd. (“IFH”) is developing Singapore’s 4th egg farm, a strategic move that also contributes to the nation’s “30 by 30” goal. In FY2025, IFH has made steady progress in addressing land allocation and higher funding support matters with the Singapore Food Agency (“SFA”). Over the next few months, it will submit its updated farm design and grant application to SFA, with an aim to obtain regulatory approvals to commence construction within the next six to nine months.

In spending the necessary time to carefully plan and strategise, and in partnering with an investor who has the experience and expertise in layer egg farming, IFH is now better equipped to move forward with the development of its egg farm. The Group believes it is on the right track to advance the egg farm project and achieve its objectives. We will keep shareholders informed as and when there are material developments.

We have also diversified into the sports, recreational and lifestyle sector through our subsidiary, E Golfing Pte. Ltd. In collaboration with UPlay Ventures Pte. Ltd. (“UPlay”), we established and operate two indoor golf simulator centres in Singapore. As physical golf courses in Singapore become increasingly limited, this initiative aims to provide avid golfers with an alternative interest while enhancing their overall golfing experience. Our strategy leverages UPlay’s ‘My Golf Kaki’ sizeable membership base to attract more customers to our centres, positioning virtual golf as a convenient and enjoyable alternative to traditional golf.

Our key business value chains are as follows:

DSS Business



Our Suppliers

We procure equipment from suppliers of leading equipment and products.



Our Operations

We distribute a wide range of manufacturing, testing and inspection/ measurement equipment and offer engineering and service-oriented solutions.



Our Customers

We sell to customers in the semiconductor and electronic manufacturing industries.

SUSTAINABILITY REPORT

Indoor Golf Simulator Centre Business



Our Suppliers

We purchase golf simulators, along with related equipment and accessories, from a vendor who also provides installation services for the purchased items.



Our Operations

We operate indoor golf simulator centres.



Our Customers

Our customers comprised mainly golf players and learners.

Our Vision and Mission

VISION

To be the leading creator of value for our customers, business partners and stakeholders in the markets we participate in.

MISSION

To provide innovative and integrated solutions that can help our customers and business partners achieve their goals optimally.

SUSTAINABILITY REPORT

Our Core Values

Our core values define the essence of our brand. They shape our culture, guide our beliefs and practices, and enable us to achieve our goals while continually improving the services we provide to our customers.

VALUES



Our People

As of 30 June 2025, the total number of permanent, full-time employees by country is as follows:

Singapore	Taiwan	China	Malaysia	Indonesia	Total
69	15	18	15	1	118

We did not employ any temporary, part-time, or non-guaranteed hours employees as of 30 June 2025.

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ABOUT THIS REPORT

Reporting Framework

This Report is prepared in accordance with Listing Rules 711A and 711B of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) and with reference to the Global Reporting Initiative (“**GRI**”) Standards. We use the GRI framework because it is an internationally recognised reporting framework. The GRI content index is available in Appendix 1.

As part of our ongoing efforts to align our sustainability reporting with global standards, we have mapped our initiatives to the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015 (“**UN Sustainability Agenda**”). This agenda provides a shared blueprint for peace and prosperity for people and the planet, both now and in the future. At its core are the 17 SDGs, which call for urgent action from all countries, both developed and developing, in a global partnership. We have incorporated these SDGs, where appropriate, as a framework to guide and shape our sustainability strategy.

Our climate-related disclosures are based on the 11 recommendations of the Taskforce on Climate-related Financial Disclosures (“**TCFD**”). Following the publication of the International Sustainability Standards Board (“**ISSB**”) Standards – International Financial Reporting Standards (“**IFRS**”) S1 and IFRS S2, we conducted a gap analysis against our existing TCFD reporting and are in the process of aligning our climate-related disclosures to the ISSB Standards. We are guided by the phased approach outlined in Practice Note 7.6 Sustainability Reporting Guide to align our climate-related disclosures with the ISSB Standards.

We relied on internal data monitoring and verification to ensure the accuracy of this Sustainability Report. Internal reviews of the sustainability reporting process are incorporated into our internal audit cycle. We aim to achieve external assurance for our future sustainability reports.

Reporting Scope

This Report covers the consolidated entities as disclosed in our audited financial statements for FY2025, excluding joint ventures.

Feedback

If you would like to provide feedback on this Report, please contact us at ir@ellipsiz.com.

SUSTAINABILITY REPORT

STAKEHOLDER ENGAGEMENT

Building an effective organisation relies on maintaining a healthy company culture that emphasises engagement with key stakeholders. We value our key stakeholders and believe that regular interactions generate new ideas, foster co-operation, and ultimately enhance the organisation’s long term sustainability performance and overall effectiveness.

Through a stakeholder mapping exercise, we identified key stakeholder groups with whom we prioritise engagement. These include entities and individuals whose interests are, or could be, affected by our activities.

Our efforts are focused on creating sustainable value for our key stakeholders, which include communities, customers, employees, government and regulators, shareholders and investors, and suppliers. Key stakeholders for each Sustainability Factor are identified based on the extent to which their interests are, or could be, affected by the Group’s activities.

We recognise the importance of dedicating time and effort to understanding and addressing the key concerns and expectations of our stakeholders. Through both formal and informal interactions, we strive to build mutually beneficial relationships and ensure a smooth operation within the organisation:

S/N	Key Stakeholder	Material Concerns of Stakeholder	Engagement Frequency	Engagement Mechanism
1	Communities	<ul style="list-style-type: none"> Corporate social responsibility Environmental initiatives 	Ongoing	Engage with community projects and charities
2	Customers	Quality of products and services provided	Ongoing	<ul style="list-style-type: none"> Conduct regular dialogues with customers to understand their needs and gather feedback Appoint representatives to manage customer orders and requests

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S/N	Key Stakeholder	Material Concerns of Stakeholder	Engagement Frequency	Engagement Mechanism
3	Employees	<ul style="list-style-type: none"> Equal employment opportunities Career development and training opportunities Job security Remuneration Workplace health and safety 	Regularly	<ul style="list-style-type: none"> Conduct orientations for new employees to familiarise them with the Group's business, management, and policies Set up training and career development plans Conduct social and team-building activities Offer employee welfare programmes and benefits
			Annually	Conduct career development and performance appraisal
4	Regulators	Regulatory and compliance risk	As and when required	Attend seminars or courses to stay abreast of policies and guidelines issued by government and regulatory agencies, such as the Ministry of Manpower, SGX-ST, National Environment Agency and the Health Sciences Authority
5	Shareholders	Economic and industry trends, Group performance and corporate governance	Regularly	Keep shareholders informed of the Company's key developments through press releases, the corporate website, announcements via the SGX-ST website and Annual Reports
			Annually	Conduct annual general meetings to engage with our shareholders
			Ongoing	Set up a dedicated investor relations page on the Company's corporate website

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S/N	Key Stakeholder	Material Concerns of Stakeholder	Engagement Frequency	Engagement Mechanism
6	Suppliers	Loss of key products distributorships and service contracts	As and when required	<ul style="list-style-type: none"> Hold regular meetings with suppliers to exchange ideas and address concerns Communicate regularly with suppliers to keep them informed of the Company's strategies and plan

POLICY, PRACTICE AND PERFORMANCE REPORTING

We have a sustainability reporting policy (“**SR Policy**”) in place to guide our sustainability efforts. This policy covers our sustainability strategies, reporting structure, materiality assessment and the processes for identifying and monitoring material Sustainability Factors. Under the SR Policy, we will regularly monitor, review and update our material Sustainability Factors, incorporating feedback from stakeholder engagement and considering both organisational and external developments.

Sustainability Governance Structure

The Board is responsible for overseeing sustainability matters. To enhance the knowledge of our directors on sustainability reporting and to meet the requirement of Listing Rule 720(7) of SGX-ST, we confirm that all Directors have attended one of the approved sustainability training courses.

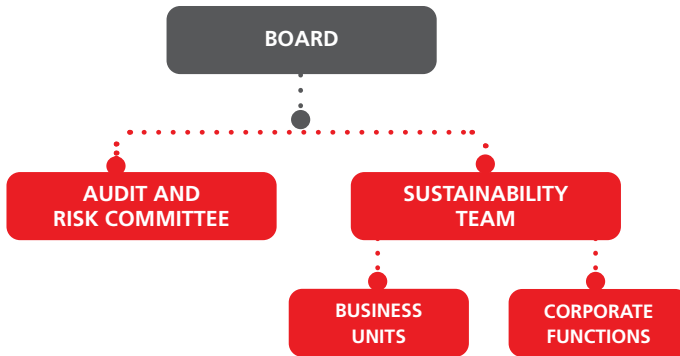
The Board, with support from the Group’s executive-level sustainability team (“**Sustainability Team**”), will review the material Sustainability Factors, evaluate performance, and provide strategic direction on the reporting process. Our sustainability strategy is developed and directed by the Sustainability Team in consultation with the Board. The Sustainability Team, led by the Chief Financial Officer and comprising senior management executives from key business units and corporate functions, is responsible for developing the sustainability strategy, evaluating overall sustainability risks and opportunities, and overseeing all sustainability related matters. These include identifying material Sustainability Factors, reviewing their material impacts, recommending improvement initiatives, considering stakeholder priorities, setting goals and targets, as well as collecting, verifying, monitoring and reporting sustainability metrics for this Report.

Separately, the Audit and Risk Committee supports the Board in overseeing internal controls, risk management systems, and assurance activities related to the Company’s sustainability reporting processes.

SUSTAINABILITY REPORT

Our sustainability governance structure and the responsibilities of the involved parties are outlined as follows:

Sustainability governance structure



Terms of reference of component parties

Component Party	Members	Terms of Reference
Board	Board members	<ul style="list-style-type: none"> Determine the Group’s material Sustainability Factors Review and approve sustainability strategies, policies and targets (including the materiality assessment process and outcome) Monitor the implementation of sustainability strategies, policies and performance against targets Oversee the identification and evaluation of climate-related risks and opportunities Ensure the integration of sustainability and climate-related risks and opportunities within the Group’s enterprise risk management (“ERM”) framework Review and approve sustainability reports
Audit and Risk Committee	Audit and Risk Committee members	<ul style="list-style-type: none"> Review the adequacy and effectiveness of the Group’s internal controls and risk management systems Oversee assurance activities related to the Group’s sustainability reporting processes

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Component Party	Members	Terms of Reference
Sustainability Team	<ul style="list-style-type: none"> Chief Financial Officer Senior management executives from key business units and corporate functions 	<ul style="list-style-type: none"> Develop sustainability strategies and policies Ensure alignment of sustainability strategy implementation across business segments Evaluate overall sustainability risks and opportunities, with a focus on climate-related risks and opportunities Conduct materiality assessments Monitor sustainability activities and performance against targets Align the Group's practices with the organisation-wide sustainability agenda and strategies Consolidate sustainability metrics to track impact on the Group basis and for reporting purposes Prepare sustainability reports
Business units/ Corporate functions	Representatives from business units or corporate functions designated to support the work of the Sustainability Team	<ul style="list-style-type: none"> Align operational practices with the Group's sustainability agenda and strategies Collect and compile sustainability metrics to track impact and for reporting purposes

As we continue refining our sustainability metrics, tracking and target-setting mechanisms, we will link key executives' remuneration to sustainability performance once the system is more mature and stable.

Sustainability Reporting Process

Under our SR Policy, the sustainability process begins with understanding the Group's context. This is followed by the ongoing identification and assessment of the Group's impacts. The most significant impacts are prioritised for reporting, resulting in a list of material Sustainability Factors disclosed in this Report.

SUSTAINABILITY REPORT

Processes involved are shown in the chart below:



Materiality Assessment

We continually refine our management approach to adapt to the changing business landscape. The Group performs an annual materiality assessment to ensure that the issues disclosed in our sustainability reports remain current, material, and relevant. Through this assessment, we identify key areas that impact our ability to create value for our stakeholders.

Both positive and negative impacts, actual and potential, are assessed based on: (i) the likelihood of occurrence and (ii) their significance on the economy, environment, people, human rights, and contribution to sustainable development.

Performance Tracking and Reporting

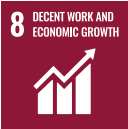
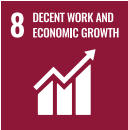


We track the progress of our material Sustainability Factors by identifying relevant sustainability metrics, measuring and monitoring them. In addition, we set performance targets aligned with our strategy to stay focused on our path to sustainability. We will consistently enhance our performance-monitoring processes and improve our data capture systems. An annual sustainability report is published in accordance with our SR Policy.

SUSTAINABILITY REPORT

MATERIAL SUSTAINABILITY FACTORS

In FY2025, the Sustainability Team conducted a materiality assessment to update the material Sustainability Factors, followed by a stakeholder engagement session⁶ to understand the concerns and expectations of our key stakeholders. In this Report, we present our progress in managing these Sustainability Factors and set related targets to improve our sustainability performance.

We endeavour to incorporate the SDGs from the UN Sustainability Agenda, where applicable, as a framework to guide and shape our sustainability strategy. Below are the results showing how our material Sustainability Factors relate to these SDGs:

S/N	Material Sustainability Factor	Key Stakeholder	SDG	Our Effort
Economic				
1	Total customer satisfaction	<ul style="list-style-type: none"> Customers Suppliers 		Offer an extensive portfolio of quality products designed to meet a wide range of market needs
2	Economic performance	Shareholders		Contribute to economic growth by creating long-term economic value for our shareholders
Environmental				
3	Energy conservation and GHG emissions reduction	<ul style="list-style-type: none"> Communities Shareholders 		Implement measures to reduce energy consumption, improve efficiency, lower GHG emissions, and reduce costs
4	Responsible waste management	<ul style="list-style-type: none"> Communities Regulators Shareholders 		Manage waste generated from our business operations in a responsible manner

⁶ The Company distributed an online survey to its internal and external stakeholders, including customers, employees and suppliers, to gather their perspectives on the most important Sustainability Factors for the business to prioritise.

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S/N	Material Sustainability Factor	Key Stakeholder	SDG	Our Effort
Social				
5	Employee health, safety and wellness	<ul style="list-style-type: none"> Employees Regulators 	 3 GOOD HEALTH AND WELL-BEING	Implement measures to ensure a safe and secure working environment for our employees
6	Employee retention and development	Employees	 8 DECENT WORK AND ECONOMIC GROWTH	Offer training opportunities to help employees develop skills that enhance productivity, and provide benefits to support their welfare
7	Diversity and equal opportunity	Employees	 10 REDUCED INEQUALITIES	Establish human resources-related processes to ensure that employees are recruited and treated fairly, based on merit
8	Corporate social responsibility	Communities	 11 SUSTAINABLE CITIES AND COMMUNITIES	Participate in various social responsibility programmes to foster a sense of social responsibility towards the less privileged in our society
Governance				
9	Robust corporate governance framework	<ul style="list-style-type: none"> Regulators Shareholders 	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Maintain high standards of corporate governance to ensure the sustainability of our business

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We will update the material Sustainability Factors annually to reflect changes in business operations, the environment, stakeholder feedback and sustainability trends. For FY2025, following the review, we have excluded the water conservation factor. As we primarily provide distribution and services solutions to the semiconductor and electronics manufacturing industries and operate indoor golf simulator centres, water consumption in FY2025 is not material. We will continue to monitor water usage within our premises and disclose it in the future if and when relevant.

The details of each material Sustainability Factor are presented as follows:

ECONOMIC

Total Customer Satisfaction Commitment

In line with our vision to be the leading creator of value for our customers, business partners, and stakeholders in the markets that we participate in, we are committed to embedding customer focus, one of our core values, into our corporate culture. We are also committed to offering innovative and integrated solutions to enable our customers and business partners to achieve their goals optimally.

Approach

We are committed to building a loyal customer base for our long-term sustainability by maximising customer's satisfaction through the following strategies:

DSS Business

Offer an extensive product portfolio that meets market needs

We provide a comprehensive range of products and services tailored to the semiconductor and electronics ecosystem. Our product listing can be found on our website: <https://www.ellipsizdss.com/products/>.

SUSTAINABILITY REPORT

OUR KEY PRODUCTS



© 2025 Allied High Tech Products, Inc.

Allied X-Prep Precision Milling/ Polishing System

A sophisticated machine used for precise material removal and surface finishing in various industries, particularly in scientific research and manufacturing.



© 2025 Comet Group

Comet Yxlon Cheetah Evo X-Ray Inspection System

An advanced X-ray inspection system designed for examining printed circuit board assemblies and semiconductors.



© 2025 Allied High Tech Products, Inc.

Allied MetPrep 4X Grinder/Polisher with Power Head

A sophisticated machine used for preparing material samples in industrial and research settings.



© 2025 Kingsemi Co., Ltd

KingSemi KS-S200-2H1L Fully-Automatic SiC Scribe & Break Machine

An advanced tool designed for efficiently processing silicon carbide wafers in semiconductor manufacturing.

Maintain presence and proximity to our customers

We have offices in Singapore, Malaysia, China and Taiwan. This geographical footprint not only brings us closer to the markets we serve but, more importantly, brings us closer to our customers, enabling us to serve them better.

Ensure suppliers adopt market standards on product quality

Our key suppliers are certified under internationally recognised quality standards to ensure product quality and safety.

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Indoor Golf Simulator Centre Business

Offer a convenient and affordable choice for year-round enjoyment

Indoor golf has emerged as a compelling alternative to traditional golfing for several reasons. Unpredictable weather no longer disrupts play, making indoor facilities a reliable year-round option. With the number of local golf courses in Singapore declining and fees rising, indoor golf presents a more accessible and cost-effective solution. The sport has surged in popularity since COVID-19, particularly among younger players who are drawn to the tech-enhanced experience that indoor golf offers. This tech-savvy generation appreciates the data-driven, interactive nature of the sport, while the inclusive environment of indoor golf has helped broadened its appeal to a wider demographic, including women, children, and casual players. Our centres are designed to meet these market needs.

Our indoor golf simulator centres, located at Orchid Country Club and Downtown East, are part of GreenBox Golf, a new indoor virtual golf hub in Singapore by My Golf Kaki. GreenBox stands out by offering premium indoor golf experiences at convenient heartland locations. Both venues are equipped with high-end Golfzon simulators, providing top-tier gameplay at affordable rates. GreenBox also adds value with structured golf lessons and programmes suited for all skill levels. Fun indoor events, and exclusive My Golf Kaki membership benefits further enhance the experience. Additionally, the Golfzon Global Mobile App elevates the experience with powerful tools for performance tracking and game improvement.

Performance

The key suppliers of our DSS business adhere to internationally recognised quality standards, including the following:

Standard/Certification	Area
ISO 9001:2015	Quality Management System
ISO 12100:2010	Safety of Machinery
ISO 45001:2018	Occupational Health and Safety Management System
ISO 14001:2015	Environmental Management System
ISO/IEC 27001:2022	Information Security Management System
ISO/IEC 17025:2017	Testing and Calibration Laboratories

Economic Performance Commitment

We are committed to creating long-term economic value for our shareholders through relevant and meaningful strategies.

Approach

We aim to generate and distribute economic value by executing our business strategy. This includes staying informed of market trends, delivering profits, making dividend payments, maintaining a strong balance sheet and robust operating cash flows, and mitigating identified business risks.

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Performance

For detailed information on the Group’s financial performance and our financial risk management efforts, please refer to the audited financial statements in the FY2025 Annual Report.

ENVIRONMENTAL

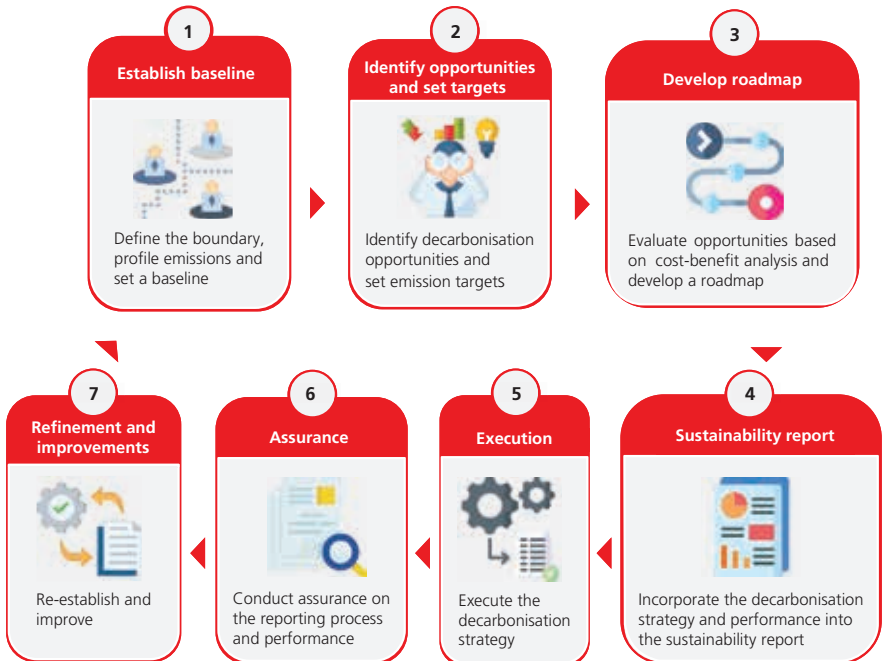
Energy Conservation and GHG Emissions Reduction Commitment

To mitigate the negative impacts of climate change, we are committed to responsible energy use and reducing GHG emissions. We remain focused on reducing our carbon footprint while remaining receptive to opportunities that may arise as we transition to a low-carbon organisation.

Approach

Decarbonisation approach

To achieve our decarbonisation goals, we have developed a 7-step continuous circular process that will direct our decarbonisation efforts, described as follows:



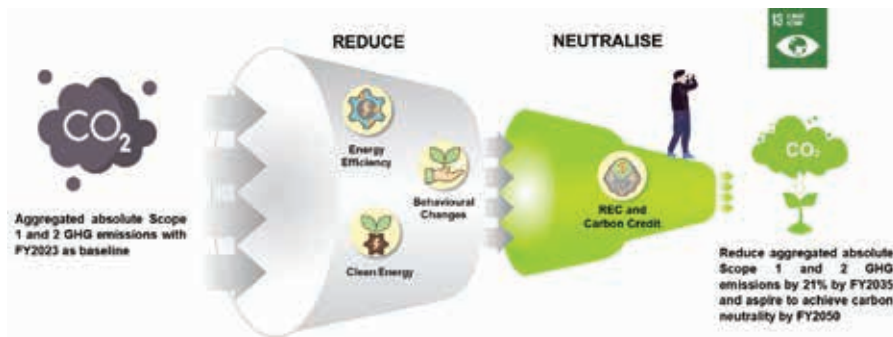
SUSTAINABILITY REPORT

We conducted a GHG emissions profiling exercise based on defined organisational boundaries. We closely track and monitor our Scope 1, 2, and certain categories of Scope 3 GHG emissions and are developing mechanism to track other relevant and practicable Scope 3 categories. Additionally, we have developed a climate change transition plan, which will be refined and improved as we implement it, taking into account changes in business operations, the environment and market trends. Progress updates and performance will be provided in our future sustainability reports, with assurance through an internal review of the reporting process.

We measure our GHG emissions in alignment with the GHG Protocol: A Corporate Accounting and Reporting Standard (2004) and have adopted the operational control approach to determine the GHG emissions data consolidation boundaries across our entities. This approach was selected because it allows us to manage emissions from operations where we have practical control to introduce relevant measures and implement operating policies. We have assessed that we have operational control over all reporting entities covered in this Report.

Climate change transition plan

Our climate change transition plan charts our path on the decarbonisation journey. Under this strategy, we are intent on reducing our aggregated absolute Scope 1 and 2 GHG emissions by 21% by FY2035 and work towards achieving carbon neutrality by FY2050, using FY2023 as our baseline. The plan emphasises two (2) strategic levers: reduce and neutralise, as follows:



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Details of our strategic levers are as follows:

Lever	Reduce	Neutralise
Description	<ul style="list-style-type: none"> Reduce absolute emissions first within our operations, followed by our supply chain Replace existing energy sources with low or zero-carbon alternatives 	Neutralise any unavoidable residual emissions
Focus Area	<ul style="list-style-type: none"> Energy Efficiency: <ul style="list-style-type: none"> Lightings Motor vehicles Behavioural Changes Clean Energy 	<ul style="list-style-type: none"> Renewable Energy Certificates (“REC”) Carbon Credits

We periodically review our energy consumption to manage usage and take corrective actions when unusual consumption patterns are detected. We seek to improve our energy use and efficiency through the following initiatives and aspirations:

Lever	Key Initiative	Description
Reduce	Energy Efficiency – Lightings	We optimise electricity efficiency by using high-efficiency lightings, such as LED lightings, wherever practicable.
	Energy Efficiency – Motor vehicles	<ul style="list-style-type: none"> We maintain a vehicle maintenance programme, ensuring regular inspections and exhaust emission checks. In support of the Singapore Green Plan 2030 and our commitment to a more sustainable future, we will gradually transition our internal combustion vehicle fleet to electric vehicles, guided by market developments, infrastructure readiness, and technological advancements.
	Behavioural Changes	We constantly remind our staff of basic, socially responsible habits in the workplaces such as adopting greener work practices, switching off appliances when not in use and enabling power-saving modes.
	Clean Energy	We are regularly exploring opportunities to source clean and renewable energy.
Neutralise	<ul style="list-style-type: none"> REC Carbon Credits 	The Group plans to explore the use of REC and carbon credits to offset unavoidable residual emissions as relevant markets mature.

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Performance

We rely mainly on the following energy sources to run our operations:

- Diesel for vans and a forklift;
- Petrol for company vehicles; and
- Purchased electricity for lightings, office work, cooling and ventilation.

Key statistics on energy consumption and GHG emissions during the Reporting Period are as follows:

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Energy consumption			
Diesel consumption	GJ	338	320
Petrol consumption	GJ	65	14
Electricity consumption	GJ	295	332
Total energy consumption	GJ	698	666
Energy consumption intensity			
Diesel and petrol consumption intensity	GJ/revenue \$'000	0.009	0.009
Electricity consumption intensity ⁷	GJ/sq ft	0.009	0.010
GHG emissions			
Scope 1 ⁸ GHG emissions (Direct emissions)	tonnes CO ₂ e	30.1	25.2
Scope 2 ⁹ GHG emissions (Indirect emissions from electricity)	tonnes CO ₂ e	43.6	49.7 ¹⁰
Aggregated absolute Scope 1 and 2 GHG emissions ¹¹	tonnes CO ₂ e	73.7	74.9
GHG emissions intensity			
Scope 1 GHG emissions intensity	tonnes CO ₂ e/revenue \$'000	0.001	0.001
Scope 2 GHG emissions intensity ⁷	tonnes CO ₂ e/sq ft	0.001	0.002

⁷ In FY2025, we updated the denominator used to better reflect our electricity consumption pattern. The change was applied to the comparative figure to facilitate comparison.

⁸ GHG emissions from diesel and petrol consumptions controlled by a company (Scope 1) were calculated based on the Greenhouse Gas (GHG) Emissions Measurement and Reporting Guidelines published by the Intergovernmental Panel on Climate Change.

⁹ GHG emissions from electricity purchased (Scope 2) were calculated based on the emission factors published by the relevant local authorities.

¹⁰ Scope 2 GHG emissions for FY2024 were revised following the adoption of updated grid emission factors published by the relevant local authorities.

¹¹ Our total GHG emissions are not expected to be material, given the nature of our business as a distributor and operator of indoor golf simulator centres.

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The decrease in electricity consumption intensity and Scope 2 GHG emissions intensity was mainly due to workplace optimisation, as we moved employees to work in fewer areas, allowing us to turn off lights and air conditioning in underutilised spaces.

During the Reporting Period, selected Scope 3 GHG emissions tracked for our operations are as follows:

Category	Coverage	Unit of Measurement	FY2025 ¹²
Category 5: Waste generated in operations	Packaging waste	tonnes CO ₂ e	0.05 ¹³
Category 6: Business travel	Air travel	tonnes CO ₂ e	62.08
Category 7: Employee commuting	Transportation of employees between their homes and their worksites	tonnes CO ₂ e	134.07

Responsible Waste Management Commitment

Our planet provides us with abundant yet limited natural resources. We recognise that environmental preservation through efficient waste management, such as reducing and recycling, allows us to operate responsibly and sustainably. We are also driven to ensure proper waste disposal and uphold environmentally responsibility and compliance with legal requirements.

Approach

Key waste generated in our operations includes:

- General waste, such as paper waste and packaging waste (e.g plastic bags, shrink wrap and paper cartons); and
- E-waste, such as obsolete or faulty laptops, networking devices, and storage devices.

¹² No comparative data is available, as we expanded the tracking of selected Scope 3 GHG emissions from Singapore to all countries of operations in FY2025. Scope 3 emissions were calculated using a mix of emission factors from relevant authorities, the GHG Protocol tool, and the ICAO Carbon Emissions Calculator.

¹³ Applicable packaging waste generated by our Singapore operations, Ellipsiz DSS Pte. Ltd., is reported to the NEA under the MPR scheme.

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Our waste management measures include:

Move towards a paperless working environment

We have transitioned to a paperless workplace by digitising most of our paper-based processes. Invoices are now fully digitalised, and the majority of hard-copy documents have been converted and attached to our system. This transition has boosted productivity by reducing time spent on manual tasks, such as filing, photocopying, and maintaining physical records.

In addition, we no longer mail printed copies of our annual reports and circulars to shareholders. Physical copies are available upon request by shareholders or as required under the SGX-ST listing manual. The annual reports and circulars can be downloaded from our dedicated investor relations page on our corporate website at <https://www.ellipsiz.com/investor-relations/newsroom/> and the SGX website. We encourage shareholders to support our sustainability efforts by embracing e-communications.

Support Singapore's zero waste vision

Singapore is working towards becoming a zero-waste nation by reducing material consumption and promoting the reuse and recycling of materials. To support this vision, the National Environment Agency ("NEA") of Singapore implemented the Mandatory Packaging Reporting ("MPR") scheme. As the key operating entity under the DSS business, Ellipsiz DSS Pte. Ltd. is required to comply with the MPR scheme. In line with the growing awareness of the environmental impact of packaging usage and our commitment to the zero-waste vision, we consistently track our packaging waste, which mainly consists of plastic bags and paper cartons for products delivered to customers in the food, pharmaceutical and healthcare industries.

Support responsible e-waste management

Improper disposal of e-waste leads to environmental pollution and poses risks to human health. To mitigate these risks, our DSS business in Singapore engaged a NEA-licensed waste collector to ensure the responsible management of end-of-life infocomm technology equipment. In addition, we seek to minimise the generation of e-waste where possible, such as by refurbishing and reusing devices, donating functional equipment to schools or charities, and exploring hardware leasing arrangements.

SUSTAINABILITY REPORT

Performance

In FY2025, there were zero (FY2024: zero) fines or non-monetary sanctions incurred due to non-compliance with applicable environmental laws and regulations.

To strengthen our environmental management in Singapore, we began tracking packaging waste at Ellipsiz DSS Pte. Ltd. in FY2024 and expanded the reporting scope to include e-waste in FY2025. Key statistics on the weight of packaging and e-waste generated are as follows:

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Weight of packaging waste generated ¹⁴	Kg	10,507	8,685
Weight of e-waste generated	Kg	245	319

The increase in packaging waste was primarily driven by higher inventory volumes brought into Singapore for stockkeeping, along with an increase in customer orders. The decrease in e-waste generated was mainly due to the disposal of accumulated obsolete electronic devices in the previous financial year in preparation for our relocation to our new office in FY2025.

SOCIAL

Employee Health, Safety and Wellness

Commitment

We believe that everyone has the right to a safe and healthy work environment and are determined to ensure the safety and well-being of our employees.

Approach

In our daily operations, employees at our warehouse are required to operate heavy lifting equipment, such as a forklift to move inventories.

We have implemented the following key measures in managing health and safety in our workplace:

- A workplace safety and health policy and a set of safe work procedures are maintained;
- New employees are briefed on safety procedures during orientation; and
- In line with our risk management procedures, workplace risk assessments are performed by our DSS business operations in Singapore and reviewed regularly. A risk assessment team is in place to identify, evaluate and monitor occupational health and safety hazards associated with work activities and processes. Based on the identified hazards, the need for both existing and additional controls is assessed.

¹⁴ Reporting to the NEA is done on a calendar year basis.

SUSTAINABILITY REPORT

Performance

We attained bizSAFE Level 3 certification from the Workplace Safety and Health Council for our DSS business operations in Singapore. This certification recognises our continuous efforts to foster a positive health and safety culture in our operations.



During the Reporting Period, we recorded zero workplace fatalities, zero high-consequence work-related injuries, zero recordable work-related injuries, and zero work-related ill health cases (FY2024: zero workplace fatalities, zero high-consequence work-related injuries, one recordable work-related injuries and zero work-related ill health cases).

Employee Retention and Development Commitment

Our employees drive our business, and we believe it is imperative to create a respectful, rewarding and safe working environment for them. Given the competitive hiring landscape, employee retention is a key concern for the Group.

Approach

We provide an environment where the dedication and commitment of our people are recognised. We acknowledge the contributions of employees who exceed expectations and demonstrate commitment to our vision and mission by awarding them the Outstanding Staff Award. Long-serving employees receive the Long-Service Award, which recognises milestones starting from the fifth year, and is awarded in five-year intervals.

To remain an attractive employer, we offer competitive and market-aligned remuneration, welfare and benefits. These include medical and dental benefits, relevant insurance coverage, annual leave and additional leave entitlements such as marriage, compassionate, maternity, paternity, shared parental, childcare and unpaid infant care leave for eligible employees. We strictly adhere to the basic terms of employment stipulated by national laws in the countries where we operate to safeguard the employees' legitimate rights and benefits.

SUSTAINABILITY REPORT

Performance

As of 30 June 2025, the Group had 118 employees (30 June 2024: 104 employees).

New employee hires

Key statistics on new employee hires, broken down by gender and age group, are as follows:

Sustainability Metric	FY2025		FY2024	
	Number	Rate	Number	Rate
Gender				
Male	11	15.3%	5	7.4%
Female	17	43.6%	4	10.8%
Age				
Above 50	5	11.9%	3	8.0%
30 to 50	14	22.8%	2	3.2%
Below 30	9	120.0%	4	80.0%
Overall new hires	28	25.2%	9	8.6%

The increase in the overall new hire rate during the Reporting Period was primarily due to the Group's strategic expansion into the indoor golf simulator centre business.

Employee turnover

Key statistics on employee turnover, broken down by gender and age group are as follows:

Sustainability Metric	FY2025		FY2024	
	Number	Rate	Number	Rate
Gender				
Male	5	6.9%	3	4.4%
Female	9	23.1%	8	21.6%
Age				
Above 50	4	9.5%	3	8.0%
30 to 50	6	9.8%	6	9.6%
Below 30	4	53.3%	2	40.0%
Overall turnover	14	12.6%	11	10.5%

SUSTAINABILITY REPORT

Robust employee performance appraisal system

Our annual appraisal system supports our remuneration practices, opportunities for advancement and promotion, recognition of achievements, training needs and other employment conditions.

We conduct performance appraisals for all our employees at least once a year through an annual review, which includes an open discussion of their performance, training, development and long-term career goals. During the Reporting Period, all eligible employees received performance appraisals (FY2024: 100%).

Employee training and education

With rapid technological and market changes in our industry, it is vital for our employees to stay updated on the latest developments in the industry. We encourage and support continuous development through various upgrading and career development programmes. During the Reporting Period, our full-time employees attended in-house and external trainings on topics such as workplace safety, finance, human resources and golf simulator operations. We invest time and effort in grooming dedicated individuals to take on more responsibilities and grow with the Group.

We prioritise competency development, believing that effective employee training programme is crucial for retention and the long-term success of our business. In FY2025, our employees received approximately 4.6 hours of training per employee (FY2024: 4.7 hours).

Sustainability Metric	FY2025	FY2024
Overall		
Total training hours	546	488
Average training hours per employee	4.6	4.7
Gender (Male)		
Total training hours	337	340
Average training hours per employee	4.5	4.9
Gender (Female)		
Total training hours	209	148
Average training hours per employee	4.8	4.2
Management		
Total training hours	38	208
Average training hours per employee	1.1	6.7
Non-management		
Total training hours	508	280
Average training hours per employee	6.2	3.8

SUSTAINABILITY REPORT

The decrease in average training hours per management employee in FY2025 was mainly due to a one-off in-house sales training conducted in FY2024. In FY2025, most of the new hires in the indoor golf simulator centre business are non-management employees who support the operations of the business. To equip them with the necessary skills, training programs are provided, contributing to an increase in average training hours per non-management employee.

Parental leave

Key statistics on maternity leave, paternity leave and shared parental leave (collectively referred to as “**Parental Leave**”) taken by eligible employees are as follows:

Sustainability Metric	FY2025		FY2024	
	Male	Female	Male	Female
Number of employees entitled to Parental Leave	–	–	1	1
Number of employees who took Parental Leave	–	–	1	1
Number of employees who returned to work after Parental Leave ended	–	–	1	1
Return to work rate of employees who took Parental Leave	–% ¹⁵	–% ¹⁵	100%	100%

Diversity and Equal Opportunity Commitment

We believe that our business success depends on the continued efforts and abilities of our employees. We recognise the importance of creating an all-inclusive environment where respect, equality and diversity are embraced, making our Group more vibrant and innovative. Accordingly, we are committed to providing a non-discriminatory work environment with equal opportunities and benefits for all employees, regardless of age, race, gender, religion, marital status and family responsibilities.

Approach

We have an Employees’ Code of Conduct and Ethics Policy (“**Code of Conduct**”) which sets out our stance against any form of discrimination.

We select and recruit employees based on merit, taking into account individual competencies, skill sets, and organisational and job fit.

¹⁵ No employees were entitled to Parental Leave during the Reporting Period.

SUSTAINABILITY REPORT

Performance

During the Reporting Period, we had no incidents reported of unlawful discrimination against employees (FY2024: zero incidents). Key statistics on our employee demographics are as follows:

Gender diversity (%)

We view diversity at the Board level as crucial to supporting sustainable development. We currently have two female Board members (FY2024: one), representing approximately 29% (FY2024: 17%) of the Board. Key statistics on the gender diversity of our employees are as follows:

Sustainability Metric	FY2025		FY2024	
	Male	Female	Male	Female
Overall	63.6%	36.4%	66.3%	33.7%
Employee category				
Management	77.8%	22.2%	80.6%	19.4%
Non-management	57.3%	42.7%	60.3%	39.7%

Age diversity (%)

Key statistics on the age diversity of our employees are as follows:

Sustainability Metric	FY2025			FY2024		
	Below 30	30 – 50	Over 50	Below 30	30 – 50	Over 50
Overall	8.5%	53.4%	38.1%	4.8%	57.7%	37.5%
Employee category						
Management	5.6%	25.0%	69.4%	–%	32.3%	67.7%
Non-management	9.8%	65.8%	24.4%	6.8%	68.5%	24.7%

SUSTAINABILITY REPORT

Education diversity (%)

We prioritise creating an inclusive environment for employees from diverse educational backgrounds. The breakdown of employees by educational level is as follows:

Educational qualification	FY2025	FY2024
Tertiary	80.5%	79.8%
Non-tertiary	19.5%	20.2%

Corporate Social Responsibility Commitment

As a responsible and caring organisation, one of our goals is to give back to the society. We actively integrate corporate social responsibility into our sustainable business practices to generate positive outcomes and make a difference in the community. We believe that every act of kindness has a meaningful impact, and everyone has a role in building a gracious society.



Approach

We encourage our employees to participate in corporate social responsibility programmes to raise awareness and cultivate a sense of social responsibility towards the less privileged in our society.

Performance

At Ellipsiz, we are committed to making a positive impact beyond our business operations, as we firmly believe in the importance of giving back to the community. We are proud to support initiatives that make a real difference in people's lives, whether through community outreach, environmental sustainability efforts, or partnerships with local organisations. As part of this commitment, we partnered with TOUCH Community Services to bring 30 seniors for an engaging virtual golf experience at GreenBox at Downtown East, along with a donation of \$10,000 to support the charity's ongoing efforts. These initiatives reflect our core values and our belief that businesses have a responsibility to contribute to the well-being of the communities in which they operate.

SUSTAINABILITY REPORT

GOVERNANCE

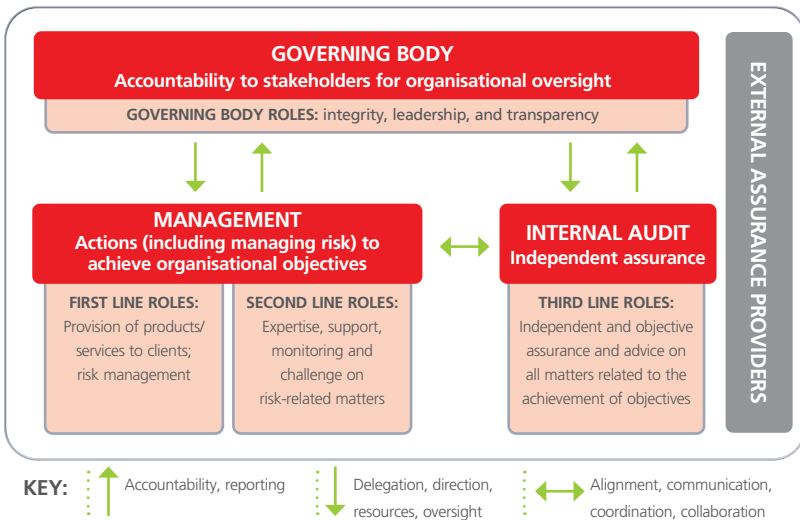
Robust Corporate Governance Framework Commitment

We are committed to upholding high standards of corporate governance, as it is integral to ensuring the sustainability of our business, safeguarding shareholders’ interest, and maximising long-term shareholder value.

Approach

Corporate governance and risk management approach

We have aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors (“IIA”). This model helps identify the structures and processes that best support the achievement of organisational objectives while facilitating strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of the governing body, management (first and second line roles), internal audit (third line roles) and the relationships among them are defined as follows:



Source: Three Lines Model issued by the IIA

SUSTAINABILITY REPORT

Anti-corruption

As an organisation committed to business integrity, we maintain a zero-tolerance towards all forms of corruption. All employees are expected to uphold highest standards of integrity and conduct themselves professionally and ethically in their work. Corrupt practices can expose both the Group and individuals to criminal and civil liabilities, potentially damaging the Group's reputation.

The Group's Code of Conduct sets out, *inter alia*, the guidelines for acceptable ethical behaviour in the workplace and interactions with suppliers and customers. As part of our annual process, the Code of Conduct is sent to all employees to read and refresh their understanding of the guidelines. Executives and above are required to complete an online declaration form to confirm that he or she complied with the Code of Conduct during the financial year. Any instances of non-compliance must be disclosed, along with relevant details.

In addition, the Group has a whistleblowing policy in place to promote good ethical standards, integrity and governance in our corporate conduct. This policy provides a confidential avenue for our employees to raise concerns about actual or suspected improprieties about, including but not limited to, financial reporting, internal controls, corruption, bribery and fraud. It also assures that employees who raise such concerns in good faith will be protected from reprisals. The independent Directors of the Company oversee and monitor the whistleblowing channel, including the investigation of complaints (including anonymous complaints) made in good faith. Whistleblowing complaints received are handled in accordance with the procedures set out in the whistleblowing policy, including the appropriate course of actions. The policy is made available to all employees through an employees' portal and is reviewed and updated from time to time to ensure that it remains current and relevant.

Performance

There were no reported incidents of corruption in FY2025 (FY2024: zero incidents). Nonetheless, we remain vigilant in ensuring that our employees conduct themselves and maintain the highest standards of integrity and accountability.

SUSTAINABILITY REPORT

TARGETS AND PROGRESS

To measure our ongoing sustainability performance and drive continuous improvement, we have defined a set of targets related to our material Sustainability Factors. We review and report our progress against these targets annually, with details as follows:

Legend	Progress tracking
○○○	New target
●●●	Target achieved
●●○	On track to meet target
●○○	Not on track, requires review

S/N	Material Sustainability Factor	Target ¹⁶	Current Year's Progress
Economic			
1	Total customer satisfaction	<u>Ongoing</u> Ensure that our suppliers comply with market standards	●●● Relevant market standards have been adopted by our suppliers to ensure the quality and safety in our products and services
2	Economic performance	<u>Short-term</u> Maintain or improve financial performance subject to market conditions	●●● <ul style="list-style-type: none"> Our revenue from continuing operations for FY2025 of \$57.8 million was 16% higher than \$49.8 million recorded in FY2024. The growth was mainly driven by higher demand for engineering services, and increase in sales of equipment, chemicals and spare parts of the DSS segment.

¹⁶ The time horizons for target setting are (1) short-term: within 5 years (up to FY2028), (2) medium-term: between 6 and 20 years (from FY2029 to FY2043), (3) long-term: beyond 20 years (after FY2043), (4) ongoing: encompassing short-, medium-, and long-term.

SUSTAINABILITY REPORT

S/N	Material Sustainability Factor	Target ¹⁶	Current Year's Progress
			<ul style="list-style-type: none"> We recorded a net profit after tax from continuing operations of \$1.1 million in FY2025. The net loss after tax from continuing operations of \$2.9 million in FY2024 was mainly due to non-recurring impairment losses on goodwill and right-of-use assets.
		<p><u>On-going</u> Maximise returns for long-term profitability, with the aim of creating sustainable shareholder value</p>	<p>●●●</p> <p>The Group is well-positioned to benefit from the growth in the global semiconductor market. Nevertheless, uncertainties remain, and it is imperative for the Group to stay focused and vigilant in preparing for any unforeseen developments that may affect the business landscape. We also focused on advancing the egg farm project and developing the indoor golf simulator business.</p>
Environmental			
3	Energy conservation and GHG emissions reduction	<p><u>Short-term</u> Reduce the intensity of Scope 1 and 2 GHG emissions</p>	<p>●●○</p> <p>Maintained Scope 1 GHG emissions intensity, while a decrease was recorded in Scope 2 GHG emissions intensity</p>
		<p><u>Medium-term and long-term</u> Reduce aggregated absolute Scope 1 and 2 GHG emissions by 21% in FY2035 and work towards achieving carbon neutrality by FY2050, with FY2023 as our baseline</p>	<p>●●○</p> <p>Achieved a 6%¹⁷ reduction in aggregated absolute Scope 1 and 2 GHG emissions in FY2025, using FY2023 as our baseline</p>

¹⁷ FY2023 aggregated Scope 1 and 2 GHG emissions have been revised from 72.4 tonnes CO₂e to 78.8 tonnes CO₂e following the adoption of updated grid emission factors published by the relevant local authorities.

SUSTAINABILITY REPORT

S/N	Material Sustainability Factor	Target ¹⁶	Current Year's Progress
4	Responsible waste management	<u>Ongoing</u> Maintain zero incidents of significant fines and/or non-monetary sanctions resulting from non-compliance with applicable environmental laws and regulations	●●● Maintained zero incidents of significant fines and/or non-monetary sanctions due to non-compliance with applicable environmental laws and regulations
Social			
5	Employee health, safety and wellness	<u>Ongoing</u> Maintain or reduce the number of recordable work-related fatalities, injuries and ill health cases	●●● <ul style="list-style-type: none"> • Maintained zero workplace fatalities, high-consequence work-related injuries and work-related ill health cases • Reduced to zero recordable work-related injuries
6	Employee retention and development	<u>On-going</u> Achieve an employee turnover rate of no more than 15%, subject to market conditions	●●● Achieved an employee turnover rate of 12.6%
7	Diversity and equal opportunity	<u>On-going</u> Maintain zero reported incidents of unlawful discrimination against employees	●●● Maintained zero reported incidents of unlawful discrimination against employees
8	Corporate social responsibility	<u>On-going</u> Continue participating in various campaigns to support the communities	●●● Continued participating in community engagement campaigns

SUSTAINABILITY REPORT

S/N	Material Sustainability Factor	Target ¹⁶	Current Year's Progress
Governance			
9	Robust corporate governance framework	<u>On-going</u> Maintain zero reported incidents of corruption	●●● Maintained zero reported incidents of corruption

SUPPORTING THE TCFD

Our climate-related disclosures are produced based on the 11 recommendations of TCFD.

Governance

a. Describe the board's oversight of climate-related risks and opportunities.

The Board oversees the management and monitoring of Sustainability Factors and integrates climate-related considerations when determining the Group's strategic direction and policies.

b. Describe management's role in assessing and managing climate-related risks and opportunities.

Our sustainability strategy is developed and directed by the Sustainability Team in consultation with the Board. The team's responsibilities include addressing climate-related issues in strategy development, conducting materiality assessment, setting targets, and managing the collection, verification, monitoring and reporting of sustainability metrics.

SUSTAINABILITY REPORT

Strategy

- a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.*
- b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.*

We recognise that climate change poses different types of risks to our business. The Group has assessed the potential implication of climate-related risks based on the climate scenarios provided by the Network of Central Banks and Supervisors for Greening the Financial System ("NGFS"):

Scenario	Description
<u>Orderly</u> Net zero 2050	Reaching net-zero global CO ₂ emissions by 2050 will require an ambitious transition across all sectors of the economy. Scenarios highlight the importance of decarbonising the electricity supply, increasing electricity use, improving energy efficiency, and developing new technologies to tackle hard-to-abate emissions. Transition risks to the economy could result from higher emissions costs and changes in business and consumer preferences, while physical risks would be minimised.
<u>Hot house</u> <u>world</u> Current policies	While many countries have started introducing climate policies, they remain insufficient to achieve official commitments and targets. If additional measures are not implemented, global temperature could rise 3°C or more by 2100. This would likely lead to deteriorating living conditions in many parts of the world and result in irreversible impacts, such as sea-level rise. Physical risks to the economy could result from disruption to ecosystems, health, infrastructure and supply chains.

SUSTAINABILITY REPORT

We selected the NGFS' orderly and hot house world scenarios for our qualitative climate scenario analysis. We analyse the impact of the climate-related risks on group-wide activities across the short-term (within 5 years, up to FY2028), medium-term (between 6 and 20 years, from FY2029 to FY2043) and long-term (beyond 20 years, after FY2043). Based on the above-mentioned scenarios, the climate-related risks and opportunities identified by the Group include the following:

Risk and Potential Impact	Potential Impact Magnitude				Mitigation Measure	Climate-Related Opportunity
	Current Effect (\$)	Short-Term	Medium-Term	Long-Term		
Key physical risk identified						
<i>Increased severity of extreme weather events</i>						
<p>With rising temperatures and more frequent heatwaves due to global warming and climate change, we anticipate higher cooling costs and reduced labour productivity, both of which could negatively impact the Group's financial performance.</p> <p>We remain vigilant in monitoring the effects of climate change on our operations, mindful of the alarming estimated global cost of US\$16 million per hour¹⁸ arising from climate-related damage.</p>	Scenario: Orderly				<p>We have adopted a climate change transition plan to navigate our decarbonisation journey.</p> <p>The increased prevalence and severity of extreme weather events have driven us to adopt energy efficiency initiatives targeted at managing energy consumption, generating energy savings, and reducing GHG emissions.</p> <p>Please refer to the Energy Conservation and GHG Emissions Reduction Sustainability Factor for further details.</p>	<p>In light of the potential environmental risks and the emerging need for energy efficiency and lower emissions, the Group can capitalise on opportunities available to improve our operational efficiency, invest in more efficient, lower-carbon vehicles, and transition to renewable and clean energy.</p>
	NA ¹⁹	●	●	●		
	Scenario: Hot house world					
	NA ¹⁹	●	●	●		

¹⁸ Source: <https://www.weforum.org/agenda/2023/10/climate-loss-and-damage-cost-16-million-per-hour/>

¹⁹ We are unable to estimate the current financial impact due to uncertainties in the inputs and assumptions, stemming from the lack of available data, including information about climate outcomes and their effects on the Group. We will continue to monitor credible information to support our disclosures in this area.

SUSTAINABILITY REPORT

Risk and Potential Impact	Potential Impact Magnitude				Mitigation Measure	Climate-Related Opportunity
	Current Effect (\$)	Short-Term	Medium-Term	Long-Term		

Key transition risks identified

Enhanced emissions-reporting obligations

<p>With growing concerns over the impacts of climate change, key stakeholders, including regulators and shareholders, are increasingly demanding on disclosure of climate-related information. Failure to comply with enhanced GHG emissions reporting obligations may lead to adverse impacts on the Group's reputation and financial performance.</p> <p>The Group experienced an increase in costs due to enhanced GHG emissions reporting obligations. These costs include investment in manpower resources for more comprehensive data collection, analysis, and reporting processes, greater involvement from management, and additional costs for consultant and employee training.</p>	<p>Scenario: Orderly</p> <p>30,000 to 35,000</p> <p style="text-align: center;">● ● ●</p>	<p>To strengthen our sustainability governance structure, we have established a Sustainability Team to manage and monitor our material Sustainability Factors, including coordinating with various business units to ensure their integration into daily operations.</p> <p>In addition, we have defined terms of reference for the parties involved in the sustainability reporting process to ensure clarity and accountability.</p> <p>With these measures, we will be in better position to meet the rising environmental needs and expectations of stakeholders.</p>	<p>The enhanced emissions reporting obligations and increased regulatory costs will raise climate awareness among our employees.</p> <p>With clearly defined job responsibilities and training, the Group will be more prepared to adopt environmentally friendly practices.</p>
	<p>Scenario: Hot house world</p> <p>30,000 to 35,000</p> <p style="text-align: center;">● ● ●</p>		

Legend

- Minor
- Moderate
- Major

SUSTAINABILITY REPORT

These climate-related risks and opportunities remain relevant to the Group's planning and decision making and will be updated periodically or whenever there is a major change in our business model.

Based on the scenarios above, we will continue to develop adaptation and mitigation plans, allocating resources towards the transition to low or net zero carbon practices through optimal business strategy and effective financial planning. We strive to minimise climate risks associated with our business and will seize opportunities by expanding collaboration and partnership with key stakeholders to innovate and develop low-carbon goods and services for the market.

c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

The resilience of an organisation's strategy depends on its ability to adapt and thrive amid changing circumstances and emerging risks. The climate scenario analysis plays a crucial role in providing insights into the extent of the climate-related risk exposure to our business and identifying potential opportunities.

Through our climate scenario analysis, we concluded that unmitigated climate risk, such as increased severity of extreme weather events under Hot House World scenario, may lead to major financial impacts in the long term. Under the Orderly scenario, the climate-related risks identified are not expected to result in significant financial impacts in the short, medium, or long term. To address these risks and capitalise on opportunities associated with climate change, we will continuously refine our strategy to remain resilient throughout our sustainability journey.

Risk Management

- a. Describe the organisation's processes for identifying and assessing climate-related risks.**
 - b. Describe the organisation's processes for managing climate-related risks.**
 - c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.**
-

Climate-related risk management is integrated into our ERM framework, where potential climate-related risks are identified, assessed, monitored and managed. Business units and functions are responsible for identifying and documenting their relevant climate-related risk exposures that may hinder progress toward the Group's objectives. These risks are reviewed and updated during the ERM exercise, and any changes are presented to the Audit and Risk Committee alongside other key enterprise-wide risks. Climate-related risks are also monitored based on the trends in sustainability metrics.

SUSTAINABILITY REPORT

Metrics and Targets

a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.

We track, measure and report on our environmental performance, including energy consumption, GHG emissions and waste management, and disclose related metrics in our Report. Monitoring and reporting these metrics help us identify areas with key climate-related risks and target our efforts more efficiently.

b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

To support the climate change agenda, we disclose our Scope 1 and Scope 2 GHG emissions in the Report and set climate-related targets for energy consumption, GHG emissions, and waste management.

We recognise the importance of monitoring our indirect Scope 3 GHG emissions and track emissions from waste generated in operations (category 5), business travel (category 6) and employee commuting (category 7) in FY2025. We plan to review our Scope 3 GHG emissions to better track and disclose our material Scope 3 GHG emissions, expanding coverage to relevant categories as applicable and practicable.

c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

As part of our commitment to mitigating climate change, we have set targets for energy consumption and GHG emissions. For more details, please refer to the Targets and Progress section.

SUSTAINABILITY REPORT

APPENDIX 1. GRI CONTENT INDEX

Statement of Use	Ellipsiz has reported the information cited in the GRI content index for the period from 1 July 2024 to 30 June 2025 with reference to the GRI Standards.
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GRI 1 Used	GRI 1: Foundation 2021
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GRI Standard	Disclosure	Location/Page Reference
GRI 2: General Disclosures 2021	2-1 Organisational details	19, 118, 167-169, 207-208
	2-2 Entities included in the organisation's sustainability reporting	24
	2-3 Reporting period, frequency and contact point	19, 24, 30
	2-4 Restatements of information	39, 52
	2-5 External assurance	24
	2-6 Activities, value chain and other business relationships	21-22, 33-35
	2-7 Employees	23, 47
	2-8 Workers who are not employees	We have approximately 4 workers who are not employees as at 30 June 2025. They include finance interns for our Singapore office operations and freelance ambassadors for our new indoor golf simulator centres business.
	2-9 Governance structure and composition	05-13, 27-29, 72-75
	2-10 Nomination and selection of the highest governance body	75-77

SUSTAINABILITY REPORT

GRI Standard	Disclosure	Location/Page Reference
2-11	Chair of the highest governance body	05, 12, 27-29, 74-75
2-12	Role of the highest governance body in overseeing the management of impacts	27-29, 67-68, 94-95
2-13	Delegation of responsibility for managing impacts	27-29
2-14	Role of the highest governance body in sustainability reporting	27-29, 67-68, 94-95
2-15	Conflicts of interest	68, 95-96, 187
2-16	Communication of critical concerns	50, 91
2-17	Collective knowledge of the highest governance body	27, 70-71
2-18	Evaluation of the performance of the highest governance body	78
2-19	Remuneration policies	79-83
2-20	Process to determine remuneration	79-83
2-21	Annual total compensation ratio	Information is not provided due to confidentiality constraints.
2-22	Statement on sustainable development strategy	03-04, 19
2-23	Policy commitments	42, 46, 50
2-24	Embedding policy commitments	42, 46, 50
2-25	Processes to remediate negative impacts	50, 91
2-26	Mechanisms for seeking advice and raising concerns	50, 91
2-27	Compliance with laws and regulations	42, 47, 50
2-28	Membership associations	None
2-29	Approach to stakeholder engagement	25-27

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GRI Standard	Disclosure	Location/Page Reference
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	29-31
	3-2 List of material topics	31-33
	3-3 Management of material topics	33-38, 40-43, 45-46, 48-54
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	36, 107-108, 116-117, 147-148
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	50
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	39
	302-3 Energy intensity	39
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	39
	305-2 Energy indirect (Scope 2) GHG emissions	39
	305-3 Other indirect (Scope 3) GHG emissions	40
	305-4 GHG emissions intensity	39
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	40-41
	306-3 Waste generated	42
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	44
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	43
	401-3 Parental leave	46

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GRI Standard	Disclosure	Location/Page Reference
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	42
	403-2 Hazard identification, risk assessment, and incident investigation	42
	403-4 Worker participation, consultation, and communication on occupational health and safety	42
	403-5 Worker training on occupational health and safety	42
	403-8 Workers covered by an occupational health and safety management system	42
	403-9 Work-related injuries	43
	403-10 Work-related ill health	43
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	45
	404-2 Programs for upgrading employee skills and transition assistance programs	45
	404-3 Percentage of employees receiving regular performance and career development reviews	45
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	47-48
	405-2 Ratio of basic salary and remuneration of women to men	Information is not provided due to confidentiality constraints.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	47
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	48

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APPENDIX 2. INDUSTRY-BASED GUIDANCE ON IMPLEMENTING CLIMATE-RELATED DISCLOSURE METRICS

The sustainability disclosure metrics are based on the IFRS SDS Industry-Based Guidance for implementing climate-related disclosure (“**Industry-Based Metrics**”) (Volume 57 – Semiconductors) for our core DSS business. The details are as follows:

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Topic	Code	Metric	FY2025 Response
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions (tonnes CO ₂ e) (2) Amount of total emissions from perfluorinated compounds (tonnes CO ₂ e)	(1) 30.1 tonnes CO ₂ e (2) Not applicable as we are a distributor of equipment for customers in the semiconductor and electronics manufacturing industries. Emissions from perfluorinated compounds typically occur during semiconductor manufacturing processes.
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	For our plan to manage Scope 1 GHG emissions, please refer to our energy efficiency initiatives for motor vehicles under the Energy Conservation and GHG Emissions Reduction Sustainability Factor. For our emissions reduction targets and an analysis of performance against these targets, please refer to the Targets and Progress section under the Energy Conservation and GHG Emissions Reduction Sustainability Factor.

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Topic	Code	Metric	FY2025 Response
Energy Management In Manufacturing	TC-SC-130a.1	<ol style="list-style-type: none"> (1) Total energy consumed (GJ) (2) Percentage grid electricity (3) Percentage renewable 	<ol style="list-style-type: none"> (1) 680 GJ (2) 100% (3) None. We are constantly exploring opportunities to source for clean and/or renewable energy where we operate.
Water Management	TC-SC-140a.1	<ol style="list-style-type: none"> (1) Total water withdrawn (2) Total water consumed (3) Percentage of each in regions with High or Extremely High Baseline Water Stress 	As we primarily provide distribution and services solutions to the semiconductor and electronics manufacturing industries, water consumption in FY2025 is not material. We will continue to monitor water usage within our premises and disclose it in the future if and when relevant.
Product Lifecycle Management	TC-SC-410a.1	<ul style="list-style-type: none"> • Percentage of products by revenue that contain IEC 62474 declarable substances • Discussion of efforts to minimise usage of these substances 	Not applicable, as our current core business focuses on providing distribution and services solutions to customers in the semiconductor and electronics manufacturing industries, with no involvement in the product life cycle management of suppliers.
	TC-SC-410a.2	<ul style="list-style-type: none"> • Processor energy efficiency at a system-level for: <ol style="list-style-type: none"> (1) Servers (2) Desktops (3) Laptops • Discussion of efforts to design for new and emerging usage patterns with respect to energy efficiency in all product categories 	Not applicable, as our current core business is providing distribution and services solutions to customers in the semiconductor and electronics manufacturing industries, with no involvement in the product life cycle management of suppliers.

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TABLE 2. ACTIVITY METRICS

Code	Activity Metric	FY2025 Response
TC-SC-000.A	Total production	Not applicable, as our current core business is providing distribution and services solutions to customers in the semiconductor and electronics manufacturing industries, with no production activities involved.
TC-SC-000.B	Percentage of production from owned facilities	



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