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# BUILDING A FUTURE-FIT, RESILIENT INTERPLEX

SUSTAINABILITY REPORT 2022



 Interplex

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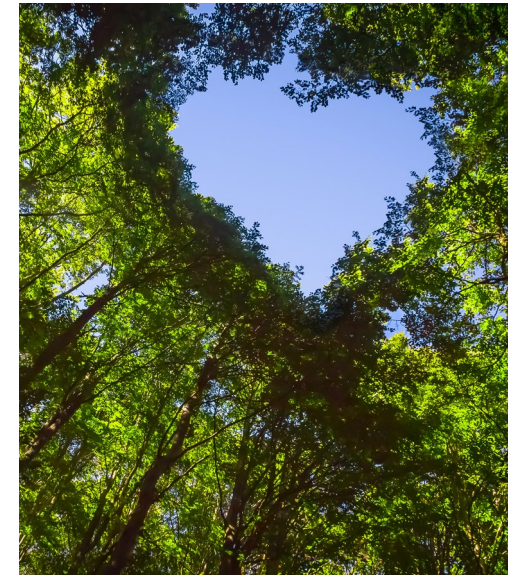
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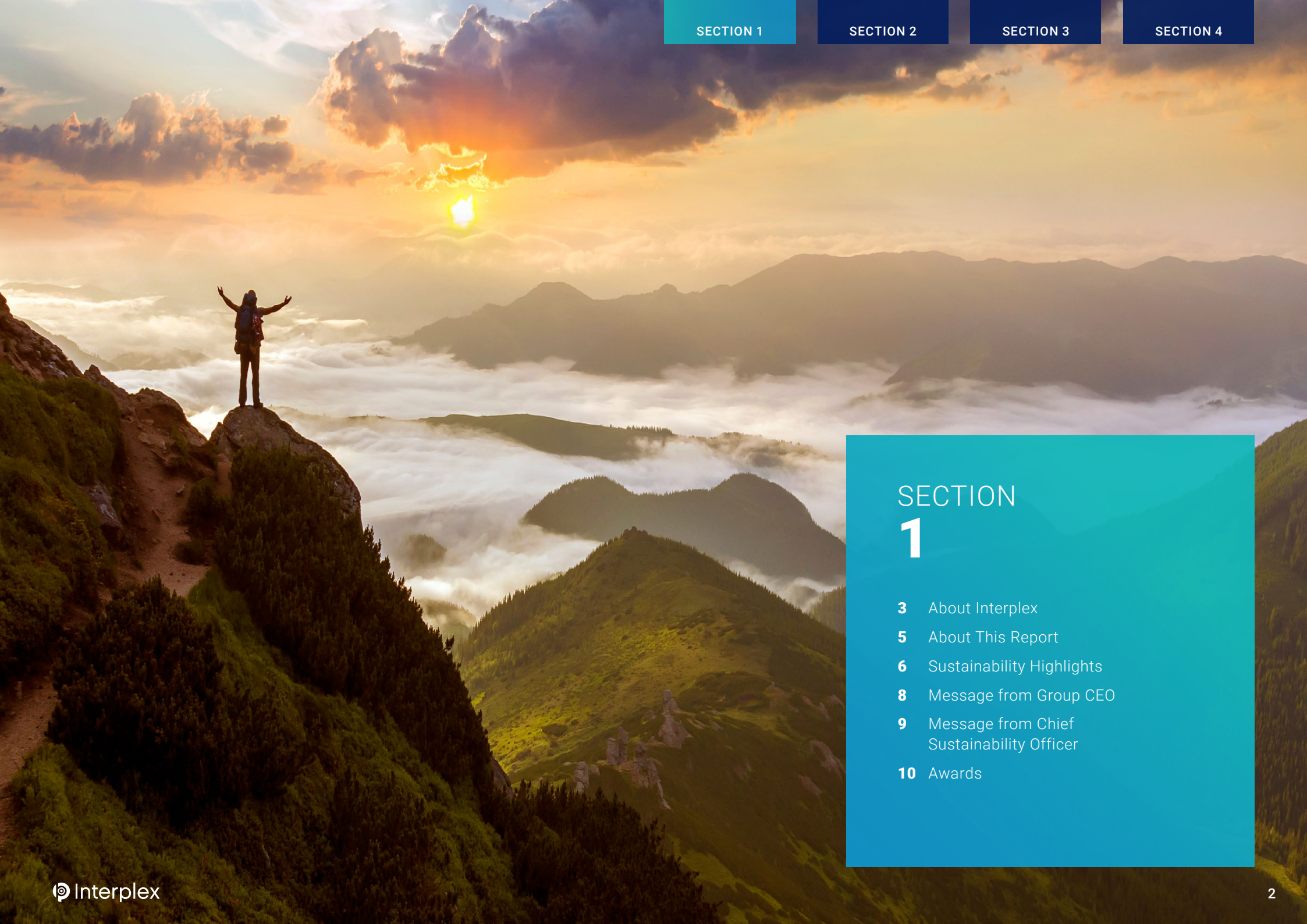
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# ABOUT INTERPLEX

## THE INTERPLEX CREDO



### COLLABORATION AND CAN-DO ATTITUDE

We believe in collaborating with trust, open dialogue, and respect. Together, we can make the impossible possible!



### CUSTOMERS

Customers are the heart of our business - we will exceed their expectations!



### DO IT RIGHT THE FIRST TIME

We do things right the first time and on time.



### LEAD BY EXAMPLE

We lead by example.



### VALUE CREATION

We strive to create value in everything we do.



### PEOPLE MATTER

Interplex is a place where everyone can thrive!



### QUALITY

Quality = Customer Trust = Business

At Interplex, we are specialists in the advanced design and manufacturing of customized connectors and high-precision product solutions for a wide range of markets, such as e-mobility, medical, and datacom.

We leverage our global reach, technical expertise, and vertically integrated manufacturing capabilities to solve complex customer problems and bring ideas to life. Our unique offering of speed and agility is based on the combination of excellent design skills in interconnect technology and mechanical- and high-precision engineering.

We are an innovative partner, providing an end-to-end, collaborative approach from initial concept to design, testing, and full production ramp-up. We combine patented technologies and unmatched skills in applications engineering with a constant commitment to research and innovation to constantly monitor needs on both a market and technical level, so our customers can stay a step ahead of emerging trends.

We believe that all customer requests are unique. We honor our customers' distinct design requirements, working in close partnership to help them achieve their business goals and best seize on their specific marketplace opportunities.

Interplex Group is privately held by Blackstone, the world's largest alternative asset manager seeking to create positive economic impact and long-term value for its investors, the companies it invests in, and the communities in which it works.

Interplex is headquartered in Singapore and works with more than 11,000 talents across the globe, spanning 33 sites and 13 countries.

At Interplex, we continually invest in R&D in the fields of e-mobility, medical, datacom, engineering, and material science. In today's fast-growing market, our focus is on our 9 global R&D sites, our incubators for innovations in material, product, and manufacturing.

Our innovative solutions impact the markets we serve by reducing carbon footprint and Total Cost of Ownership (TCO). We do this with our technical expertise, vertically integrated production capabilities, and global reach. Sustainability and innovation drive our daily efforts to responsibly develop and produce business solutions. Minimizing our environmental footprint and ensuring our workforce feels safe, valued, and included is central to our societal approach.



To learn more about Interplex, please visit our website at: [www.interplex.com](http://www.interplex.com)

# ABOUT INTERPLEX

## MARKET SECTORS

### MOBILITY

ENERGY  
POWER  
ADVANCED MOBILITY

### MEDICAL

SURGICAL PRECISION  
PATIENT MONITORING

### DATA COM

MOBILE DEVICES  
CLOUD COMPUTING  
ENTERPRISE STORAGE

## INTERNATIONAL CERTIFICATIONS

STRATEGIC AREA	STANDARD
ENVIRONMENT	ISO 14001 Environmental Management System
HEALTH AND SAFETY	ISO 45001 Occupational Safety and Health Management System
QUALITY	ISO 9001 Quality Management System
	ISO 13485 Quality Management System – Medical Devices
	ISO/ISE 17025 Testing and Calibration Laboratories
	IATF 16949 Automotive Quality Management System



See more information about our certifications at: <https://interplex.com/standards-certifications>



## INTERPLEX RANKS IN THE TOP 1% BY ECOVADIS

Interplex has achieved the platinum medal for the second year in a row, the highest distinction awarded by EcoVadis. This recognition places Interplex among the top 1% of companies evaluated by EcoVadis.

EcoVadis' rigorous assessment methodology covers sustainability criteria across four themes of environment, labor and human rights, ethics, and sustainable procurement.

The comprehensive evaluation is based on leading standards such as the Global Reporting Initiative (GRI), United Nations Global Compact (UNGC), ILO standards, and ISO 26000 Guidance for Social Responsibility.

This recognition reflects our ongoing efforts to integrate sustainability into all aspects of our business as we strive to create a positive impact on our environment, society, and stakeholders.



## AT A GLANCE



Over **11,000** employees



**13** countries



**33** sites

Includes JV companies (50% ownership)



**9** R&D centers

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## We are pleased to present our third annual Sustainability Report.

The report provides detailed information about how Interplex addresses its economic, environmental and social impacts, risks, and opportunities to create value for all of our stakeholders.

### REPORTING STANDARDS

**We have continued to apply the internationally recognized GRI Standards for sustainability reporting.** For this report, we have transitioned to the 2021 version of the GRI Standards, and this report has been prepared in accordance with the GRI Standards. Additionally, we have used the relevant SASB Standards for the following sectors: Electronic Manufacturing Services & Original Design Manufacturing Sector, Electrical & Electronic Equipment Sector, Industrial Machinery & Goods Sector, and Medical Equipment & Supplies Sector.

**This report includes our second TCFD Report prepared following the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations.** Furthermore, we have continued to align our report with the UN Sustainable Development Goals (SDGs) to indicate our contribution to sustainable development. In preparing the report, we have also referred to the assessment criteria of EcoVadis, CDP Climate Change, and CDP Water. We have referred to the AA1000 Accountability Principles 2018 in assessing material topics for reporting.



Interplex Electronic Hangzhou Co., Ltd.

### STANDARDS & FRAMEWORKS

GRI Standards 2021

SASB Standards

Task Force on Climate-related Financial Disclosures (TCFD) Recommendations

UN Sustainable Development Goals (SDGs)

AA1000 Accountability Principles

Greenhouse Gas (GHG) Protocol

Science-Based Targets Initiative (SBTi)

### SCOPE

**The report covers our global operations and includes performance data from all facilities with full operational or financial control.**

Unless stated otherwise, the data provided in the report is for the financial year ending 30<sup>th</sup> June 2022 (FY2022). Energy, emissions, and water data are reported for the calendar year (January-December 2022). Due to rounding, numbers presented in the report may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.

### RESTATEMENTS

There are no restatements from the previous period in this report except that we expanded the categories for reporting Scope 3 GHG emissions for 2021 and provided more detailed data.

### ASSURANCE

We have reported our sustainability performance data in good faith and to the best of our knowledge. We have relied on internal verification and reviews to ensure data accuracy and reliability. As such, we have not obtained external assurance for this report.

### FEEDBACK

**We always welcome and value feedback from our stakeholders. Please send any questions, comments, or suggestions to:**

**Nantha Kumar Chandran**  
Chief Sustainability Officer  
sustainability@interplex.com

### GLOBAL HEADQUARTERS

**The Interplex Group of Companies**  
Interplex Holdings Pte. Ltd.  
298 Tiong Bahru Road  
#17-01 Central Plaza  
Singapore 168730



# SUSTAINABILITY HIGHLIGHTS

## ENVIRONMENT

**89%**  
ISO 14001:2015 certified facilities  
100% certification by FY2023

**9.7%**  
reduction in CO<sub>2</sub> intensity since 2019

**5,756 MWh**  
solar energy installations

**97%**  
Facilities fitted with energy-efficient LED lighting



**19%**  
Solar energy equipped facilities

**43%**  
reduction in water use since 2019



## PEOPLE

**42.4%**  
Female employees

**12 hours**  
training per employee

**42.9%**  
Plants with zero injuries



## SUSTAINABLE PROCUREMENT

**64%**  
Suppliers signed the Code of Conduct

**100%**  
Targeted suppliers with a sustainability clause in contracts

**65%**  
New suppliers screened for sustainability criteria

## CERTIFICATIONS & RECOGNITIONS

**102**  
certifications covering 10 international standards

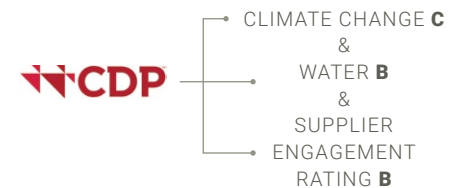
**22%**  
ISO 45001:2018 certified facilities  
100% certification target by FY2024

**39**  
customer quality awards  
FY2019–FY2022

## ESG RATINGS



ecovadis — PLATINUM



## AWARDS



GOLD  
Asia Sustainability Reporting Awards 2022  
Asia's Best Sustainability Report (Private Company)

BRONZE  
Asia Sustainability Reporting Awards 2022  
Asia's Best Climate Reporting

## SUSTAINABILITY HIGHLIGHTS

# COMMITMENTS



### RENEWABLE ENERGY

## RE100

100% renewable electricity by 2040



### TARGET

## Net Zero

by 2040



### COMMITMENT

## Science-Based Targets



### REPORT INTEGRATION

## UN SDGs



### SIGNATORY

## WASH Pledge



### SUPPORTER ORGANIZATION

## TCFD





# MESSAGE FROM

## GROUP CEO

I am pleased to present our third Annual Sustainability Report, which details our progress toward our environmental, social, and governance ambitions, commitments, and targets.

Our commitment is to create positive value for all of our stakeholders by leveraging our extensive technical expertise, vertically integrated manufacturing capabilities, and a global network to solve complex customer problems and maintain our position as a leader in interconnect solutions by embedding sustainability in everything we do.

We drive positive value creation by adopting measures that emphasize minimizing our environmental impact, developing our people, supporting our local communities, and operating with high standards of ethics and integrity.

I am proud to share that our sustainability performance continues to be recognized. For the second consecutive year, Interplex has been awarded the **EcoVadis Platinum** medal for scoring in the top 1% of companies assessed across four major themes covering the environment, labor and human rights, ethics, and sustainable procurement.

The Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report (AR6), published in March 2023, warns that climate change is a threat to human

In 2022, we revitalized our sustainability approach to focus on six strategic pillars that prioritize **driving innovation, quality excellence, environmental stewardship, people excellence, sustainable procurement, and good governance.**

This report presents our **plans, goals, and performance** in these strategic areas.

well-being and planetary health, and there is a rapidly closing window of opportunity to secure a livable and sustainable future for all. Urgent climate action is needed to decarbonize and avert the catastrophic impacts of climate change.

**Interplex continues to place a strong emphasis on internal environmental and social performance.**

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**ALESSANDRO PERROTTA**  
Group Chief Executive Officer  
Interplex Holdings Pte. Ltd.

As part of our decarbonization drive, we have committed to RE100 and pledged to source 100% of our electricity needs from renewable sources. Since purchased electricity accounts for about 95% of greenhouse gas emissions in our direct operations, switching entirely to renewable power is a crucial part of our goal of achieving net-zero emissions by 2040.

**In 2022, we launched several programs to improve energy efficiency, conserve water, and reduce waste across our manufacturing plants, and these initiatives have yielded encouraging results.** This report includes more information about these initiatives.

**A successful global transition to net-zero emissions by 2040 is crucial for the future of humanity.** We see our role as a trusted supply chain partner to help our customers decarbonize with innovative solutions. Therefore, we continue to invest in strengthening our R&D expertise to develop advanced low-energy, low-carbon solutions that help industries to decarbonize their operations and products. For example, in our mobility business, we already provide a range of battery and fuel cell systems to the electric vehicles industry.

**Our priorities include investing in the development of our people, ensuring employee health and safety, nurturing a diverse and inclusive workforce, and building a high-performing organization.** Gender diversity and equality are essential issues for us, and we are proud that women represent 42% of our workforce and hold 31% of our Head of Department positions, but we know that more remains to be done.

Adopting a principles-based approach and adhering to high standards of ethics and integrity remain crucial for us as we pursue long-term, sustainable business growth. Our business code of conduct and a range of supporting policies and measures continue to guide our daily actions in our own operations and how we interact with our customers, suppliers, business partners, and all stakeholders.

**This report underlines our efforts to build a future-fit, climate-resilient, sustainable, and responsible Interplex.** You are invited to read the report, and we welcome your feedback or suggestions.

MESSAGE FROM

# CHIEF SUSTAINABILITY OFFICER

At Interplex, our sustainability strategy is focused on delivering measurable positive value for our stakeholders, supported by clear Key Performance Indicators and targets.

We have prioritized actions to minimize the potentially negative environmental, social, and governance impacts of our business operations while maximizing our positive impact on the environment and our stakeholders and supporting the transition to a more sustainable future economy.

As COVID-19 restrictions began to ease in FY2022, we accelerated our efforts to roll out initiatives aimed at reducing energy consumption, greenhouse gas emissions, waste, and water usage in our manufacturing operations.



Across our manufacturing plants, we have implemented robust environmental management systems to reduce our environmental impact and continuously mitigate environmental risks. By the end of 2022, 89% of our manufacturing facilities had obtained ISO 14001:2018 certification, with a target to cover 100% of facilities by 2023.

In FY2022, we completed retrofitting all our plants with energy-saving LED lighting systems. We initiated targeted programs to improve energy efficiency in our manufacturing processes and operations, with a goal to reduce energy consumption by 15% by 2025.

Examples of these initiatives and their outcomes are mentioned in the environmental chapter of this report.

Purchased electricity is responsible for 95% of our operational carbon emissions. We have set a target to source 100% of our electricity from renewable sources by 2040, in line with our RE100 commitment in 2022. Additionally, we aim to achieve net-zero carbon emissions by 2040, and we continue to explore the possibility of on-site renewable energy across our plants.

We have installed solar PV systems in 19% of our plants with a generation capacity of 5,756 MW hours. These efforts have helped us achieve our target of a 5% reduction in energy usage by the end of FY2022.

Reducing freshwater use is an essential part of our environmental stewardship, and our water conservation efforts have helped us reduce water use by 43% from the 2019 base year. Our goal is to have water recycling systems in 30% of our plants, up from the current 7%.

As a manufacturing-driven organization, we have an unwavering focus on ensuring the health and safety of our employees and contractors. Our goal is to obtain ISO 45001 certification for 100% of our manufacturing facilities by 2024. Our ESG teams and plant management closely monitor health and safety performance against Key Performance Indicators (KPIs). In FY2022, we reduced injury incidents by 23% compared to FY2021. During the same period, 42.9% of our locations had zero injuries.

Employee development and engagement are critical elements of our sustainability strategy.



**NANTHA KUMAR CHANDRAN**

Chief Sustainability Officer  
Interplex Holdings Pte. Ltd.

As pandemic restrictions ease, our employee training performance has started improving. In FY2022, we recorded an average of 12 hours of training per employee, a slight improvement from 11 hours in FY2021.

We continue to report our sustainability performance using the most recognized reporting standards and frameworks. In this report, we have also started using SASB Standards, in addition to the GRI Standards, EcoVadis KPIs, the UN SDGs, and the TCFD Recommendations.

**It is my pleasure to share our sustainability journey with our stakeholders through this report.**

# AWARDS

## INTERPLEX AWARDS

### 2022

AWARD / RECOGNITION	COUNTRY	INTERPLEX ENTITY RECOGNIZED
Certificate for planting trees in the local community (by Long Khe Village, People committee of Ngoc Xa commune).	Vietnam	Interplex Precision Technology (Hanoi) Co., Ltd.
Certificate for donating folding beds for preschool (by Chau Minh preschool, Bac Giang province and Mo Dao preschool, Bac Ninh province).	Vietnam	Interplex Precision Technology (Hanoi) Co., Ltd.
Certificate of Enterprise for Employee in 2022 (by Labor Federation of Bac Ninh Province).	Vietnam	Interplex Precision Technology (Hanoi) Co., Ltd.
Certificate for donating school supplies for schools (by Suzhou Industrial Park Ren'ai School).	China	Interplex (Suzhou) Precision Engineering Ltd.
Certificate for donation for the elderly and children living alone (by Suzhou Heyun neighborhood committee).	China	Interplex (Suzhou) Precision Engineering Ltd.
Recognition of groceries donation to orphanage (by Panti Asuhan Komunitas Anak Terang Batam).	Indonesia	PT Interplex Precision Batam
National Apprenticeship Promotion Scheme (NPAS) Engaged rural students under Skill development programme (Govt supported apprenticeship scheme).	India	Interplex Electronics India Pvt Ltd.
Recognition for perfect compliance and performance of the site's wastewater treatment process (by Nargansett Bay Commission).	USA	Interplex Engineered Products, Inc.
French Movement for Quality award for approach to CSR (by Mouvement Francais pour la Qualite BFC).	France	Interplex Soprec SAS
South Bohemian Economic Chamber, "Company that helps" for participating in the Children's Lunches project.	Czech Republic	Interplex Precision Engineering Czech Republic S.R.O

### 2021

AWARD / RECOGNITION	COUNTRY	INTERPLEX ENTITY RECOGNIZED
<b>4-star rating by the Enterprise Development Suzhou Industrial Park.</b> Awarded for our intelligent digital plant.	China	Interplex (Suzhou) Precision Service Centre of Engineering Ltd.
<b>Recognized R&amp;D Center.</b> Awarded by Pudong New District.	China	Interplex Metalforming (Shanghai) Ltd.
<b>High Tech Enterprise Certificate.</b> Awarded by the Science and Technology Bureau.	China	Interplex Metalforming (Shanghai) Ltd. Interplex (Suzhou) Precision Engineering Ltd. Interplex Tech Innovation Center. Interplex Electronic Hangzhou Co., Ltd. Interplex Plastic (Shenzhen) Ltd.
<b>Recognized for Safe Production</b> by Shanghai Pudong Emergency Management Bureau.	China	Interplex Metalforming (Shanghai) Ltd. (IMS)
<b>Recognized for Managing Employers' and Employees' Relationships</b> by Employment and Promotion Bureau.	China	Interplex Metalforming (Shanghai) Ltd.

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Several of our sites continue to win recognition for their responsible business practices.

Some of the awards and accolades are listed as follows:



# AWARDS

## INTERPLEX AWARDS

### 2019–2020

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AWARD / RECOGNITION	COUNTRY	INTERPLEX ENTITY RECOGNIZED
<b>2019 BAPETEN Award Certificate: Safety and Security Activities.</b> Awarded for our safety and security activities.	Indonesia	PT. Amtek Engineering Batam
<b>Narragansett Bay Commission Pollution Prevention Award.</b> Awarded for exceptional wastewater management and treatment.	USA	Interplex Engineered Products, Inc.
<b>2019 Workplace Accident Free Week (WAFEW).</b> Participated in WAFEW 2019, which was organized by the Department of Occupational Safety & Health (DOSH), Perak.	Malaysia	AEL Engineering Sdn. Bhd.
<b>2019 Safety Management Advance Collective of Huinan Town, Shanghai City.</b> Based on the ranking of safety management levels at all local sites in 2019 by Shanghai, Huinan Town's Safety Department.	China	Interplex Metalforming (Shanghai) Ltd.
<b>2020 Safety Promotion Demonstration Projects of Huinan Town.</b> Awarded the Local Safety Model Company for 2020 by Huinan Town's Safety Department.	China	Interplex Metalformin (Shanghai) Ltd.
<b>2019 Hangzhou Qiantang District Domestic Garbage Classification Award.</b> Based on the ranking of garbage management levels of all local sites in 2019 by Hangzhou, Qiantang District's Environment Department.	China	Interplex Electronic (Hangzhou) Co., Ltd.
<b>Top 10 Employer.</b> Awarded by the local government and Labor Union for good performance in personnel management.	China	Interplex Electronic (Hangzhou) Co., Ltd.
<b>Second Prize – Skills Competition for Hazardous Waste Posts.</b> Awarded by the local EPA and independent bodies for good performance in hazardous waste management.	China	Interplex Electronic (Hangzhou) Co., Ltd.
<b>Safety Canteen.</b> Awarded by the local government and Labor Union for good performance in canteen management.	China	Interplex Electronic (Hangzhou) Co., Ltd.
<b>Advanced Enterprise of Precursor Chemicals Management.</b> Awarded by the industry association for good performance in precursor chemicals management.	China	Interplex Electronic (Hangzhou) Co., Ltd.
<b>Solid Waste Classification and Standardization Base.</b> Awarded by the local government for good performance in solid waste classification.	China	Interplex Electronic (Hangzhou) Co., Ltd.
<b>Advanced Enterprise.</b> Awarded by the local government for good performance in all aspects of our operations.	China	Interplex Electronic (Hangzhou) Co., Ltd.
<b>Advanced Company of Solid Waste Classification.</b> Awarded by the local government for good performance in solid waste classification.	China	Interplex Electronic (Hangzhou) Co., Ltd.
<b>Advanced Enterprise of Online Learning Project.</b> Awarded by an independent body for good performance in online learning projects.	China	Interplex Electronic (Hangzhou) Co., Ltd.



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# GOVERNANCE

## GOOD GOVERNANCE

We are committed to upholding high standards of governance and ethics.



### SUSTAINABILITY GOVERNANCE

Additionally, a dedicated sustainability governance structure with top management oversight has been established to ensure the successful execution of our ambitious sustainability strategy and the achievement of our sustainability targets and performance.

Our sustainability governance aims at aligning company operations with the long-term goal of sustainable development. Led by the Group CEO, our governance structure enables the development and implementation of effective sustainability strategies to meet our environmental, social, and economic goals.

### SUSTAINABILITY COMMITTEE

The Group CEO chairs the Sustainability Committee (the "Committee"), which comprises the C-suite and other senior management.

The Committee is responsible for developing sustainability strategies, policies, priorities, Key Performance Indicators (KPIs), and targets. Reporting to the Group CEO, the Chief Sustainability Officer is responsible for implementing, overseeing, and managing global sustainability strategies, policies, and initiatives. Members of the Committee represent our key functions, divisions, and markets.



### At Interplex, corporate governance is focused on creating long-term value for all stakeholders.

Our governance measures are aimed at promoting accountability and fairness, protecting the long-term interests of shareholders, and corporate reputation and credibility. We believe that good governance is essential for managing risks and ensuring sustainable business growth. We also believe that effective governance contributes to overall financial stability and economic growth and contributes to sustainable development in the markets where we operate.

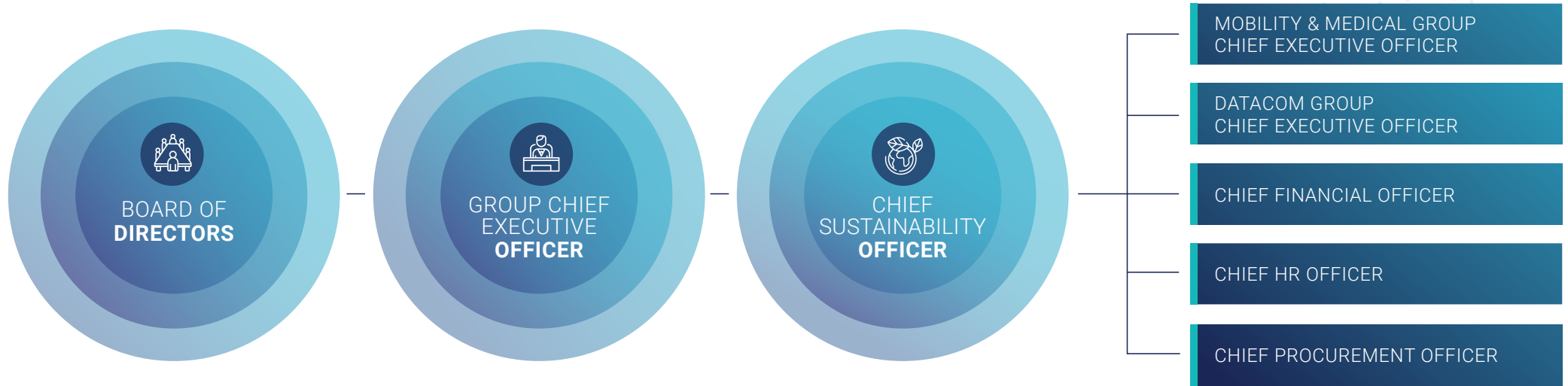
As a privately held, global company serving prestigious corporate clients, Interplex upholds the highest standards of principled governance, ethical business practices, integrity, regulatory compliance, and stewardship. These values are crucial to our international competitiveness.

### At Interplex, the Board of Directors has oversight over all governance matters, supported by the senior management.

The top management has a crucial role in ensuring good governance across the organization. Led by the Group CEO, the senior management team is responsible for setting the tone for ethical behavior and creating a culture of accountability and transparency. The Board and senior management regularly review and assess the company's governance process and performance and identify opportunities for improvement.

# GOOD GOVERNANCE

## SUSTAINABILITY GOVERNANCE STRUCTURE



## SUSTAINABILITY COMMITTEE'S RESPONSIBILITIES:

- Developing and implementing a sustainability strategy.
- Engaging stakeholders such as customers, employees, suppliers, and ESG rating providers on sustainability issues.
- Assessing material environmental, social and economic impacts, risks, and opportunities.
- Developing strategies, KPIs, metrics, and targets to mitigate climate-related risks.
- Establishing sustainability targets.
- Assessing and mitigating human rights risk.
- Developing strategies for responsible sourcing.
- Collaborating with other departments to advance sustainability initiatives across the organization.
- Reviewing sustainability performance.
- Reviewing and approving sustainability reports.

**The Sustainability Committee is supported by the Environment, Social and Governance (ESG) Committee, which is tasked with carrying out sustainability initiatives throughout the organization.**

**The ESG Committee works in collaboration with various work committees and plant-level Environment, Health and Safety (EHS) teams to enhance sustainability performance.**

# BUSINESS

# CODE OF BUSINESS CONDUCT

The Interplex Code of Business Conduct, which outlines our comprehensive policies and procedures for ethical conduct, is the foundation for our business principles and ethical guidelines.

The Code of Business Conduct is communicated to all our employees, directors, and officers and is available in 10 languages. We expect all our directors, officers, and employees to strictly adhere to its guidelines.

The Code of Business Conduct includes our policies in the following areas:

- Anti-Bribery and Anti-Corruption
- Anti-Money Laundering
- Antitrust and Competition
- Data Privacy and Protection
- Conflict of Interest
- Intellectual Property and Confidential Information
- Environmental Protection

Key corporate policies addressing the legal and internal requirements are also set out in the following policy documents:

- Antitrust and Competition Law Compliance Program
- Global Data Protection Policy
- Anti-Bribery and Anti-Corruption Policy
- Third-party Due Diligence Procedure
- Trade Controls and Sanctions Compliance Policy

### CODE OF BUSINESS CONDUCT TRAINING

Each year, our indirect employees are required to attend our Code of Business Conduct training. New employees participate in this training as part of their orientation. This training aims to help our employees comply with applicable laws and regulations and educate them on the ethical behavior expected of them when engaging with stakeholders.



In FY2022, **94%** of targeted employees completed the Code of Business Conduct training.

### THE CODE COVERS THE FOLLOWING POLICIES:



#### OUR BUSINESS

- › Anti-Corruption and Anti-Bribery
- › Anti-Money Laundering
- › Antitrust and Competition
- › Data Protection
- › Accuracy of Company and Public Records



#### OUR PEOPLE

- › Non-Discrimination and Preventing Harassment
- › Conflicts of Interest
- › Gifts, Entertainment, and Hospitality
- › Safe and Healthy Work Environment



#### PROTECTING OUR ASSETS

- › Use of Company Assets
- › Intellectual Property and Confidential Information



#### OUR COMMUNITY

- › Environmental Protection
- › Political Contributions
- › Working With Suppliers



# BUSINESS

## CODE OF BUSINESS CONDUCT

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### ANTI-BRIBERY AND ANTI-CORRUPTION

Corruption and bribery can have significant negative impacts on a company's reputation, financial stability, and operations and erode customer and stakeholder trust.

Bribery cases can also lead to legal consequences, including fines, legal fees, and even criminal charges.

We enforce a strict policy against corruption, including bribery, fraud, money laundering, and terrorism financing. Our Anti-Bribery and Anti-Corruption Policy applies to all employees, directors, officers, and business partners.

Our Anti-Bribery and Anti-Corruption Policy mandates full adherence to anti-corruption and anti-bribery laws in all regions where we do business. Staff must also notify their supervisors of any possible conflicts of interest.



In FY2022,  
**94%**  
of targeted employees completed anti-corruption and anti-bribery training as part of their Code of Business Conduct training.

There were no confirmed incidents of corruption, bribery, fraud, or money laundering during the reporting period.

### ANTI-MONEY LAUNDERING

Money laundering typically involves a series of financial transactions that are designed to obscure the origins of the funds so that they can be used without detection.

Money laundering is often associated with organized crime, drug trafficking, terrorism, and other illegal activities, but it can also be used to conceal funds obtained through tax evasion, fraud, corruption, or other financial crimes.

We are committed to complying with applicable laws prohibiting money laundering and terrorism financing. We strive to maintain business relationships only with reputable customers, suppliers, and companies whose business activities comply with legal requirements and whose financial resources are of legitimate origin.



Our employees are required to report any payment or other unusual customer transaction that seems inappropriate or suspicious to the Interplex Legal Department and/or the Senior Legal and Compliance Counsel.

# BUSINESS

# CODE OF BUSINESS CONDUCT

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## ANTITRUST AND COMPETITION

**The negative effects of anti-competitive behavior, such as price fixing, dividing markets, and abusing a dominant market position, can be detrimental to both businesses and customers.**

**These practices hinder fair competition, leading to a decline in efficiency and profitability for businesses, and a lack of choice, higher prices, and lower quality products and services for customers.**

At Interplex, we are committed to supporting healthy competition. As a component of our Code of Business Conduct, our Antitrust and Competition Law Compliance Program mandates that all employees abide by all relevant antitrust and competition regulations. We require our employees to follow our antitrust and competition guidelines to ensure they refrain from engaging in business activities or relationships that can restrict competition.

**There have been no legal actions against Interplex for anti-competitive behavior in the reporting period.**



## ETHICS TRAINING

Our indirect employees are required to complete an annual Code of Business Conduct training and anti-corruption training. Employees also have access to human resources and legal personnel who can help them address any questions or concerns relating to our policies and procedures.

**In FY2022, 94% of targeted employees completed the Code of Business Conduct training that covers ethics-related policies, risks, and issues.**



## PERSONAL DATA PROTECTION

Protecting personal data is critical to maintaining individual privacy and ensuring the responsible use of sensitive information. We are committed to protecting the personal data of our employees, customers, and others who may share their personal data with us. We collect, process, and use personal information or personal identifiable information only to the extent permitted by laws, regulations, and our internal guidelines and policies.

We have implemented measures to safeguard the personal data of our employees and customers in accordance with applicable regulations, including the Personal Data Protection Act (PDPA) in Singapore and the General Data Protection Regulation (GDPR) in Europe.

**There was no confirmed incident of a data breach in the reporting period.**

# BUSINESS

# CODE OF BUSINESS CONDUCT

## INFORMATION SECURITY

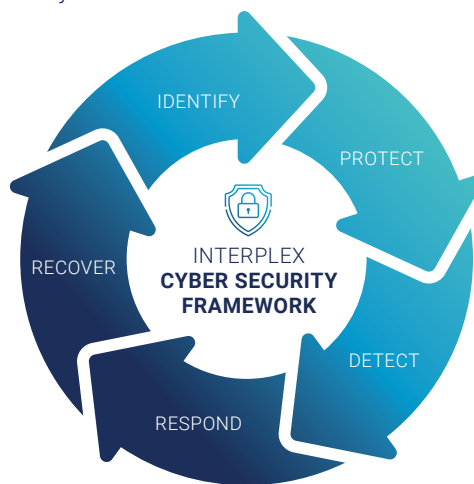
**It is crucial for us to protect sensitive information and systems from potential cyber threats, data breaches, and unauthorized access, thereby maintaining the confidentiality, integrity, and availability of data and assets.**

Therefore, we are committed to implementing information security measures in line with the ISO/IEC 27000 Information Security Management System. Our plans for the coming year include adopting the Trusted Information Security Assessment Exchange (TISAX) assessment and exchange mechanism for information security in the mobility industry. TISAX, an information security assessment (ISA), was developed by the Association of the German Automotive Industry (Verband der Automobilindustrie) in partnership with the European Network Exchange (ENX), an association of European automotive manufacturers.

Our plant in Hangzhou, China, achieved **TISAX AL3 certification** in December 2022.

## CYBER SECURITY

**We are committed to protecting our organization's digital assets from cyber threats by implementing strong security measures and protocols.** We have implemented a comprehensive five-step cyber security framework that provides a structured approach to manage and improve our overall security measures by identifying and addressing potential cyber risks and threats. The framework includes department-level emergency plans and business continuity plans for our IT systems.



**There was no confirmed incident of an information security breach in the reporting period.**



## REGULATORY COMPLIANCE

**Regulatory compliance is essential to protect our reputation, avoid fines and legal penalties, and maintain stakeholder trust and credibility.** Therefore, we are committed to complying with all applicable laws and regulations in the locations in which we operate.

There were no incidents of non-compliance with applicable laws, including socio-economic and environmental laws and regulations involving significant fines or non-monetary sanctions in the reported period. We consider fines that exceed one million US dollars in value as significant.

## WHISTLEBLOWING POLICY

**We have a Whistleblowing Policy in place to ensure secure and protected reporting of unethical conduct. Our company operates with integrity and follows all relevant laws and regulations.**

Employees and stakeholders can raise their concerns about suspected unethical or illegal conduct, including but not limited to child labor, forced labor, discrimination, harassment, corruption and bribery, information security breach, fraud, and money laundering. Our no-retaliation policy protects complainants against potential reprisals, and we are committed to reviewing and investigating all complaints promptly.

Our Whistleblowing Policy provides secure channels of communication for employees, suppliers, and stakeholders to report unethical behavior without fear of retaliation. One such communication channel is our Ethics Hotline, operated by an independent third party.



Anyone can lodge a report about suspected unethical or illegal activities or concerns, either online at

**[www.interplex.ethicspoint.com](http://www.interplex.ethicspoint.com)**

or by phone using the dial-in numbers on the website.

# SUSTAINABILITY STRATEGY

## Our strategy is to build a future-fit, resilient Interplex.

Our primary goal is to create sustainable value for our shareholders, customers, employees, suppliers, business partners, local communities, and other key stakeholders while being mindful of our environmental, social, and governance responsibilities. To accomplish this, we adopt a double-materiality approach to our sustainability strategy. This involves continuously evaluating, analyzing, and addressing the most significant impacts of our business operations on the environment, society, and governance, as well as the issues that may impede our ability to create financial value for our shareholders.



Interplex is a manufacturing-driven organization with manufacturing operations in over **33** locations spanning **13** countries.

We carry out an annual materiality review to identify our most significant impacts and concerns. We use the SASB Standards for industries that are relevant to our business to disclose our performance on financially material sustainability issues.

Responsible manufacturing lies at the heart of our sustainability strategy. Across our plants worldwide, our foremost focus is on minimizing the environmental impact of our manufacturing processes, fostering a safety-conscious culture, and promoting quality through the Interplex Business System.

Our sustainability strategy is closely aligned with the United Nations' Sustainable Development Goals, as we have set specific goals and targets that correspond to the SDGs, such as reducing our carbon footprint, conserving water, minimizing waste, promoting diversity and inclusion, aiming for a zero-accident workplace, upholding human rights, and promoting good governance and business ethics.

### OUR STRATEGIC SUSTAINABILITY PILLARS:



PILLAR: 1

**ENVIRONMENTAL  
STEWARDSHIP**



PILLAR: 2

**PEOPLE  
EXCELLENCE**



PILLAR: 3

**DRIVING  
INNOVATION**



PILLAR: 4

**QUALITY  
EXCELLENCE**



PILLAR: 5

**SUSTAINABLE  
PROCUREMENT**



PILLAR: 6

**GOOD  
GOVERNANCE**

# SUSTAINABILITY STRATEGY

Our sustainability strategy rests on the following six strategic pillars:

## 1 ENVIRONMENTAL STEWARDSHIP

With our focus on responsible manufacturing, we are committed to reducing our environmental impact across our plants worldwide.

We are committed to continually improving our energy efficiency and increasing the use of renewable energy to reduce our environmental footprint. Water efficiency is essential for sustainable manufacturing operations, as it reduces the strain on natural resources, minimizes environmental impact, and helps to lower costs. We are dedicated to conserving water resources and reducing water consumption in our operations.

As climate change presents significant risks and opportunities to our business segments, we have adopted the TCFD Recommendations to disclose how we are addressing these climate-related risks and opportunities. We have committed to setting science-based targets for emissions reduction in line with the Science-Based Targets Initiative (SBTi) criteria. Additionally, we have set ambitious goals to increase energy efficiency, incorporate renewable energy, reduce waste, conserve water, and responsibly source materials and products.

Read more about our environmental performance on page 34.

## 2 PEOPLE EXCELLENCE

The well-being, safety, and professional development of our employees are among our top priorities. We strive to maintain high occupational health and safety standards while creating an inclusive, empowering, and enabling workplace where employees can thrive. We promote diversity, equality, inclusivity, mutual trust, respect, and ongoing learning opportunities to retain our top talent and position Interplex as an employer of choice.

Read more about our people excellence on page 55.

## 3 DRIVING INNOVATION

Interplex has an exceptional record of technical experience, comprehensive design skills in high-precision engineering, and advanced manufacturing capabilities that enable our customers to reduce the "Total Cost of Ownership" and quickly introduce game-changing innovation to their solutions.

We drive innovation by utilizing future-ready, cutting-edge technologies. To bridge the gap between human-centered design concepts and real-life implementation, we prioritize forward-thinking and continuous improvement. Our focus is on helping our customers prepare for the future by prioritizing research and development (R&D) that considers megatrends such as decarbonization, advanced mobility, increased longevity, and digitalization. We develop innovative solutions to meet the evolving needs of our customers worldwide.

Our global network includes six Interplex Product Development Sites, 2 Tech Innovation Centers, and 33 manufacturing sites. This extensive network provides us with deep insights into the design and production requirements necessary to drive innovation, performance, quality, and speed.

Read more about our innovation at: <https://interplex.com/capabilities/>

or download our brochure: <https://interplex.com/wp-content/uploads/Brochure-Capabilities.pdf>

## 4 QUALITY EXCELLENCE

Our ability to deliver exceptional quality is central to maintaining customer trust. Therefore, we have implemented the Interplex Business System (IBS) to ensure unrivaled quality in our processes. The IBS consists of seven pillars and six elements focused on people, operational excellence, continuous improvement, and the customer. We have adopted nine global standards and obtained 102 certifications covering quality and Environmental Health and Safety (EHS) areas. Upholding high standards of ethics, operating our business with integrity, and complying with regulations are fundamental principles that guide our daily business practices.

To read more about our global manufacturing sites earned accredited standards & certifications, check out the link here: <https://interplex.com/standards-and-certifications/>

## 5 SUSTAINABLE PROCUREMENT

As a global manufacturing organization, we recognize the importance of sustainable procurement and are committed to implementing a comprehensive strategy to ensure our procurement practices align with our sustainability goals. Our sustainable procurement strategy involves developing a clear policy, engaging suppliers to improve their sustainability performance, using a supplier selection process that considers sustainability, continuously monitoring and evaluating supplier performance, and regularly reporting progress and supplier performance. This strategy aligns with the company's sustainability goals, reduces its environmental impact, improves social responsibility, mitigates supply chain risks, and enhances its reputation and brand value.

Read more about our sustainable procurement practices on page 65.

## 6 GOOD GOVERNANCE

We prioritize good governance and ethical conduct in all aspects of our operations. We have implemented policies and procedures that promote transparency, accountability, and integrity. These include a Code of Business Conduct that sets out ethical standards for employees and a compliance program to ensure adherence to relevant laws and regulations. We have established strong governance structures to monitor and manage ESG risks.

Read more about our governance on page 13.

# SUSTAINABILITY POLICIES

We have adopted a wide range of policies to deliver on our sustainability ambition, goals, and targets at the Group level. A snapshot of our key policies is presented below.

## OUR SUSTAINABILITY POLICIES



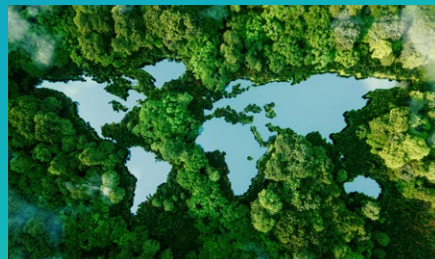
### GOVERNANCE & ETHICS

- Interplex Code of Business Conduct
- Anti-Bribery & Anti-Corruption Policy
- Anti-Money Laundering Policy
- Antitrust and Competition Law Compliance Program
- Whistleblower Policy
- Data Protection Policy
- IT Security Policy



### ENVIRONMENT

- Environmental Policy
- Climate Change Policy
- Water Policy
- Waste Management Policy



### PEOPLE

- Diversity, Equity, and Inclusion Policy
- Labor and Human Rights Policy
- Child Labor Policy
- Occupational Health & Safety Policy
- Learning and Development Policy



### SUSTAINABLE PROCUREMENT

- Sustainable Procurement Policy
- Supplier Code of Conduct
- Conflict Minerals Policy



# STAKEHOLDERS

INTERPLEX

## STAKEHOLDERS

SECTION 1

SECTION 2

SECTION 3

SECTION 4

### BUILDING TRUSTED RELATIONSHIPS WITH OUR STAKEHOLDERS

Stakeholder engagement is vital in establishing trustworthy relationships with our stakeholders.

Regular engagement with our key stakeholders helps us understand and address their concerns and expectations from Interplex. By engaging with our stakeholders, we can gather valuable feedback, increase trust and credibility, and align our business strategies with social and environmental values that are in line with the long-term interests of both the business and our stakeholders. Moreover, stakeholder engagement helps us evaluate the social, environmental, and economic impacts of our operations and make informed decisions that create value for all stakeholders.

A summary of our process for engaging with our key stakeholders to understand their perspectives and respond to their expectations is presented below.

CUSTOMERS Our business success depends on our ability to exceed our customers' expectations and build long-term partnerships.	EMPLOYEES Employees are our most valuable assets and play a vital role in driving our business success and growth.	SUPPLIERS AND CONTRACTORS A reliable supply chain and trusted partnerships with suppliers and contractors are crucial for our operations.
<b>ENGAGEMENT CHANNELS</b>		
<ul style="list-style-type: none"> <li>- Contracts.</li> <li>- Business review meetings.</li> <li>- Phone and email communication.</li> <li>- Conference calls and virtual meetings.</li> </ul>	<ul style="list-style-type: none"> <li>- Marketing materials.</li> <li>- Website.</li> <li>- Newsletters.</li> <li>- Social media.</li> <li>- Satisfaction surveys.</li> <li>- Audits.</li> </ul>	<ul style="list-style-type: none"> <li>- Townhalls.</li> <li>- Engagement surveys.</li> <li>- Training.</li> <li>- Performance reviews.</li> <li>- Staff meetings.</li> <li>- Conference calls.</li> </ul>
<ul style="list-style-type: none"> <li>- Internal memos and communications.</li> <li>- Intranet.</li> <li>- Newsletters.</li> <li>- Social events.</li> </ul>	<ul style="list-style-type: none"> <li>- Requests for proposals.</li> <li>- Purchase agreements.</li> <li>- Supplier Code of Conduct.</li> <li>- EHS policies.</li> <li>- Audits.</li> <li>- Surveys.</li> </ul>	<ul style="list-style-type: none"> <li>- Regular meetings and interactions.</li> <li>- Emails.</li> <li>- Phone calls.</li> </ul>
<b>STAKEHOLDER CONCERNS AND EXPECTATIONS</b>		
<ul style="list-style-type: none"> <li>- Timely delivery.</li> <li>- Product quality.</li> <li>- Prompt response.</li> <li>- Material safety compliance.</li> <li>- Confidentiality.</li> </ul>	<ul style="list-style-type: none"> <li>- Regulatory compliance.</li> <li>- Ethical conduct.</li> <li>- Sustainability.</li> <li>- Corporate responsibility.</li> </ul>	<ul style="list-style-type: none"> <li>- Open communication.</li> <li>- Personal development.</li> <li>- Career growth.</li> <li>- Competitive pay and benefits.</li> <li>- Work-life balance.</li> </ul>
<ul style="list-style-type: none"> <li>- Job security.</li> <li>- Fair employment practices.</li> <li>- Safe work practices.</li> <li>- Diversity.</li> <li>- Corporate reputation.</li> </ul>	<ul style="list-style-type: none"> <li>- Respectful business partnership.</li> <li>- Clear communication and instructions.</li> <li>- Clarity of specifications.</li> </ul>	<ul style="list-style-type: none"> <li>- Reasonable lead times.</li> <li>- On-time payments.</li> <li>- On-site health and safety.</li> <li>- Ethical conduct.</li> </ul>
<b>HOW WE MEET STAKEHOLDER EXPECTATIONS</b>		
<ul style="list-style-type: none"> <li>- Investment in R&amp;D and innovation.</li> <li>- World-class manufacturing facilities.</li> <li>- Robust quality management system.</li> <li>- Competitive pricing.</li> <li>- Focused sales teams.</li> <li>- Customer service.</li> <li>- Performance scorecard from customers.</li> </ul>	<ul style="list-style-type: none"> <li>- Dedicated ESG teams.</li> <li>- Sustainability strategy and Key Performance Indicators (KPIs).</li> <li>- Responsible sourcing.</li> <li>- Certified management systems (ISO 9001, ISO 14001, ISO 45001, CE, and TS).</li> <li>- Regulatory compliance.</li> </ul>	<ul style="list-style-type: none"> <li>- Promoting mutual trust and teamwork.</li> <li>- Progressive HR policies aimed at attracting, developing, and retaining talent.</li> <li>- Promoting diversity.</li> <li>- Investment in people development.</li> <li>- Objective performance management system.</li> <li>- Compensation benchmarking.</li> <li>- Regulatory compliance.</li> <li>- Meeting contractual obligations.</li> <li>- Providing written contracts and purchase orders with clearly defined specifications.</li> <li>- Responsible business practices.</li> <li>- Building trust.</li> </ul>

# STAKEHOLDERS

INTERPLEX

## STAKEHOLDERS

SECTION 1

SECTION 2

SECTION 3

SECTION 4

### GOVERNMENT AND REGULATORS

A trustworthy relationship with local government agencies and regulators is key to operating our business globally in a lawful manner.

### LOCAL COMMUNITIES

Building a trusted relationship with neighboring communities and societies is critical to maintaining our social license to operate.

### SHAREHOLDERS

Although Interplex is a privately-owned company, we still have a duty to create value and sustainable growth for our shareholders.

### ENGAGEMENT CHANNELS

- |  |   |  |  |
|--|---|--|--|
| <ul style="list-style-type: none"> <li>- Business licenses and permits.</li> <li>- Reporting.</li> </ul> | <ul style="list-style-type: none"> <li>- Compliance forms, visits, audits, and inspections.</li> <li>- Meetings.</li> </ul> | <ul style="list-style-type: none"> <li>- Community programs, initiatives, and outreach.</li> </ul> | <ul style="list-style-type: none"> <li>- Meetings.</li> <li>- Reporting.</li> <li>- Emails.</li> <li>- Phone calls.</li> </ul> |
|--|---|--|--|

### STAKEHOLDER CONCERNS AND EXPECTATIONS

- |   |   |  |   |
|---|---|--|---|
| <ul style="list-style-type: none"> <li>- Compliance with regulatory requirements.</li> <li>- Contributions to socio-economic and industrial development.</li> </ul> | <ul style="list-style-type: none"> <li>- Environmental responsibility.</li> <li>- Job creation.</li> <li>- Tax payments.</li> </ul> | <ul style="list-style-type: none"> <li>- Corporate social responsibility.</li> <li>- Management of Environmental Health and Safety (EHS) risks and impacts, such as hazardous waste, pollution, and noise.</li> <li>- Support for community projects.</li> </ul> | <ul style="list-style-type: none"> <li>- Good governance.</li> <li>- Sustainable growth, reasonable returns.</li> <li>- Sustainability reputation.</li> </ul> |
|---|---|--|---|

### HOW WE MEET STAKEHOLDER EXPECTATIONS

- |   |   |   |  |
|---|---|---|--|
| <ul style="list-style-type: none"> <li>- Policies and measures to ensure regulatory compliance.</li> <li>- Staying updated about regulatory developments and requirements.</li> <li>- Internal audits.</li> </ul> | <ul style="list-style-type: none"> <li>- Prompt responses to requests for information.</li> <li>- On-time reporting.</li> <li>- Assisting with facility inspections.</li> </ul> | <ul style="list-style-type: none"> <li>- Open and honest communication.</li> <li>- Community engagement.</li> <li>- EHS compliance.</li> <li>- Support of charitable causes.</li> </ul> | <ul style="list-style-type: none"> <li>- Robust governance and risk management.</li> <li>- Strategies to create value for shareholders and stakeholders.</li> <li>- Sustainability reporting.</li> <li>- ESG ratings.</li> </ul> |
|---|---|---|--|





INTERPLEX

## MEMBERSHIPS



We are part of several groups and associations that are driving innovation.

This enables us to **remain at the heart of innovation** and introduce game-changing interconnect solutions.

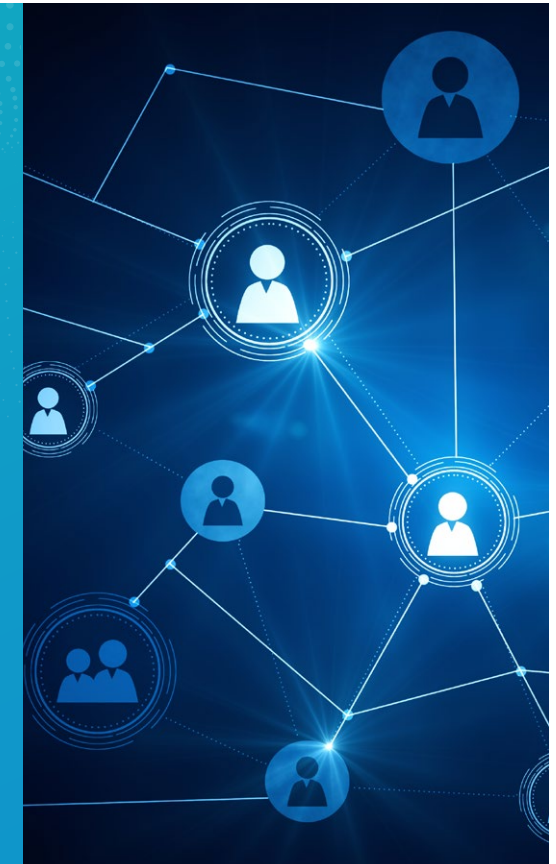
**Interplex engages with various trade and industry associations and advocacy organizations worldwide to stay updated on emerging trends and participate in stakeholder dialogues.**

Senior Interplex executives also make meaningful contributions to various industry organizations by serving on their governance bodies or committees. For example, our Group Chief Executive Officer, Mr. Alessandro Perrotta, is the Deputy Vice President of the Singapore Manufacturing Federation (SMF) and Chairman of the Global Business Group and Membership. He is also the Chairman of SMF's Innovation & Productivity Function Committee.



Some of our association memberships include:

- Singapore Manufacturing Federation (SMF)
- Singapore Business Federation (SBF)
- Singapore-Mexico Chamber of Commerce
- Brennstoffzelle BW
- Electric Mobility South-West



# MATERIALITY ASSESSMENT

We identify and prioritize sustainability topics for reporting based on a systematic materiality assessment that involves an annual materiality review.

We have undertaken a comprehensive ESG materiality assessment to identify and prioritize the most relevant environmental, social, and governance issues important to our business operations, stakeholders, and the broader community. The assessment involves a process of understanding the expectations and concerns of our stakeholders, including our employees, customers, suppliers, shareholders, and other interested parties.

In 2020, we conducted our inaugural comprehensive materiality assessment to identify our major economic, environmental, and social impacts. Over 35 senior leaders from Interplex and more than 250 employees from around the globe took part in two materiality assessment workshops led by CSRWorks International, a sustainability consulting firm. Our key customers' input was factored into the prioritization of the subjects for reporting.

In 2022, our annual materiality review concluded that the ESG topics reported in our Sustainability Report 2021 remain relevant. Our Sustainability Committee, led by the Group Chief Executive Officer, has reviewed and approved the material topics included in this report.

## MATERIALITY ASSESSMENT PROCESS

We follow a four-step materiality process to identify significant impacts and topics for reporting and developing our sustainability strategies.



### STEP ONE Assess Sustainability Context

- › Review the scope and nature of business operations, products, and services.
- › Consider issues in supply chains.
- › Examine sustainability trends at the global, regional, and local levels.
- › Identify stakeholders' interests.

### STEP TWO Identify Economic, Environmental & Social Impacts

- › Identify potential negative and positive economic, environmental, and social impacts of operations, products, and services.
- › Refer to sustainability standards, frameworks, and ratings such as GRI, SASB, SDGs, TCFD, CDP, and EcoVadis.
- › Customers' ESG audits reports.
- › Study reporting trends in the industry.
- › Consider expectations of customers and other stakeholders.

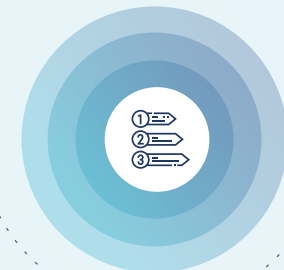


### STEP THREE Assess the Significance of Impacts

- › Assess the severity and likelihood of negative impacts.
- › Assess the scale, scope, and likelihood of positive impacts.
- › Consider the expectations of customers and other stakeholders.

### STEP FOUR Prioritize Topics for Reporting

- › Prioritize topics based on the significance of the impact and relative stakeholder priority.
- › Review of material topics by the Sustainability Committee.
- › Approval by senior management and the Board.



# MATERIAL TOPICS

An overview of our material topics and our approach to managing the impacts is presented below.

MATERIAL TOPICS	IMPACT DESCRIPTION	MANAGEMENT APPROACH
<b>1 STRATEGIC PILLAR 1: ENVIRONMENTAL STEWARDSHIP</b>		
<b>Materials</b>	<ul style="list-style-type: none"> <li>We use metals, plastic, and chemicals as key input materials to manufacture our products.</li> </ul>	<ul style="list-style-type: none"> <li>Minimize waste and enhance resource efficiency.</li> <li>Recycle or reuse materials where possible.</li> </ul>
<b>Energy</b>	<ul style="list-style-type: none"> <li>Electricity is used in our manufacturing plants and offices.</li> </ul>	<ul style="list-style-type: none"> <li>Improve energy efficiency.</li> <li>Harness renewable energy.</li> </ul>
<b>GHG Emissions</b>	<ul style="list-style-type: none"> <li>Our greenhouse gas emissions primarily result from the use of electricity and fuel consumption.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce emissions from our own operations.</li> <li>Engage suppliers and customers to reduce emissions in the value chain.</li> </ul>
<b>Water</b>	<ul style="list-style-type: none"> <li>Water is mainly used in our manufacturing facilities.</li> </ul>	<ul style="list-style-type: none"> <li>Improve water efficiency, recycling, and conservation.</li> <li>Develop strategies for plants in water-stress locations.</li> </ul>
<b>Waste</b>	<ul style="list-style-type: none"> <li>Waste is generated during the manufacturing process.</li> </ul>	<ul style="list-style-type: none"> <li>Minimize waste.</li> <li>Reuse and recycle where possible.</li> <li>Dispose of waste safely.</li> </ul>
<b>2 STRATEGIC PILLAR 2: PEOPLE EXCELLENCE</b>		
<b>Talent Management</b>	<ul style="list-style-type: none"> <li>As an organization driven by innovation, research and development, and technological advancement, people are our most valuable assets.</li> </ul>	<ul style="list-style-type: none"> <li>Attract, develop, and retain high-performing talent.</li> </ul>
<b>Diversity</b>	<ul style="list-style-type: none"> <li>As a global organization serving worldwide markets, we see strength in diversity.</li> </ul>	<ul style="list-style-type: none"> <li>Nurture and promote workplace diversity and inclusion.</li> </ul>
<b>Occupational Health and Safety</b>	<ul style="list-style-type: none"> <li>As a manufacturing-driven business, health and safety pose potential risks to the people and contractors working in our facilities.</li> </ul>	<ul style="list-style-type: none"> <li>Aim to be a zero-accident workplace.</li> <li>Drive and promote safety culture.</li> <li>Implement robust health and safety management systems.</li> <li>Constantly monitor performance.</li> </ul>
<b>Human Rights</b> <ul style="list-style-type: none"> <li>Non-discrimination</li> <li>No forced labor</li> <li>No forms of modern slavery</li> <li>No child labor</li> <li>Freedom of association and collective bargaining</li> </ul>	<ul style="list-style-type: none"> <li>Upholding human rights risks in our organization and supply chains.</li> </ul>	<ul style="list-style-type: none"> <li>Respect and protect the human rights of our employees.</li> <li>Conduct human rights risk assessment.</li> <li>Engage with suppliers to promote policies and practices to uphold international human rights principles.</li> </ul>

# MATERIAL TOPICS

MATERIAL TOPICS	IMPACT DESCRIPTION	MANAGEMENT APPROACH
<b>3 STRATEGIC PILLAR 3: QUALITY EXCELLENCE</b>		
<b>Product Quality</b>	<ul style="list-style-type: none"> <li>• Our customers require high-quality products and services.</li> <li>• Potential risks from the use of our products by end customers.</li> </ul>	<ul style="list-style-type: none"> <li>• Comply with applicable product safety regulations and standards.</li> <li>• Obtain international certifications for quality management.</li> </ul>
<b>4 STRATEGIC PILLAR 4: DRIVING INNOVATION</b>		
<b>Innovation</b>	<ul style="list-style-type: none"> <li>• We need to stay ahead of the market and provide creative solutions for our customers.</li> </ul>	<ul style="list-style-type: none"> <li>• Invest in research and development with robust system implementation to drive innovative products and services for competitive advantage.</li> </ul>
<b>5 STRATEGIC PILLAR 5: SUSTAINABLE PROCUREMENT</b>		
<b>Sustainable Procurement</b>	<ul style="list-style-type: none"> <li>• Economic, environmental and social impacts in our supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement sustainable procurement policies and processes.</li> <li>• Adhere to our Conflict Minerals Policy to ensure we buy from conflict-free sources.</li> <li>• Adhere to our Sustainable Procurement Policy to ensure responsible sourcing and resource efficiency.</li> </ul>
<b>6 STRATEGIC PILLAR 6: GOOD GOVERNANCE</b>		
<b>Anti-Corruption</b>	<ul style="list-style-type: none"> <li>• Corruption and bribery incidents can harm our reputation and invoke legal actions.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain zero tolerance for corruption and bribery.</li> </ul>
<b>Antitrust and Competition</b>	<ul style="list-style-type: none"> <li>• Anti-competitive practices can harm our reputation and invoke legal actions.</li> </ul>	<ul style="list-style-type: none"> <li>• Comply with Antitrust and Competition laws and regulations.</li> </ul>
<b>Personal Data Protection and Information Security</b>	<ul style="list-style-type: none"> <li>• We have a responsibility to safeguard personal and confidential information.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure compliance with the Personal Data Protection Policy.</li> <li>• Annual information security awareness training for employees.</li> </ul>
<b>Regulatory Compliance</b>	<ul style="list-style-type: none"> <li>• Local regulations apply to our manufacturing plants and overall business operations.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure compliance with applicable regulations and international standards, including environmental and socio-economic issues.</li> </ul>

# CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

Interplex is committed to the United Nations' SDGs and has taken concrete steps to support their implementation.

We recognize the importance of the SDGs in guiding global efforts toward sustainability and have set specific targets aligned with several of the goals.

We have aligned our sustainability strategy to the most relevant SDG targets and indicators. We have also mapped our material economic, environmental, and social impacts across the 17 SDGs and identified the areas where we can create value.

For instance, we are investing in renewable energy and energy efficiency to reduce our carbon footprint, contributing to SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action). We are also implementing diversity and inclusion initiatives to support SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities) and advancing workplace safety and health to support SDG 8 (Decent Work and Economic Growth).



# CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

## STRATEGIC PILLARS

STRATEGIC PILLARS	UN SDGs																
	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
<b>PILLAR 1: ENVIRONMENTAL STEWARDSHIP</b>																	
MATERIALS													●				
ENERGY							●		●				●	●			
CLIMATE CHANGE AND GHG EMISSIONS														●			
WATER			●			●											
WASTE			●									●					
<b>PILLAR 2: PEOPLE EXCELLENCE</b>																	
TALENT MANAGEMENT					●			●									
DIVERSITY					●												
OCCUPATIONAL HEALTH AND SAFETY								●									
HUMAN RIGHTS								●									●
<b>PILLAR 3: QUALITY EXCELLENCE</b>																	
QUALITY EXCELLENCE																	●
<b>PILLAR 4: DRIVING INNOVATION</b>																	
INNOVATION							●	●									
<b>PILLAR 5: SUSTAINABLE PROCUREMENT</b>																	
SUSTAINABLE PROCUREMENT								●				●	●				●
<b>PILLAR 6: GOOD GOVERNANCE</b>																	
REGULATORY COMPLIANCE																	●
ANTI-CORRUPTION																	●
ANTITRUST AND COMPETITION																	●
PERSONAL DATA PROTECTION AND INFORMATION SECURITY																	●

# CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

## OUR STRATEGIC PRIORITIES

## SDG GOALS AND TARGETS SUPPORTED

## OUR STRATEGY

1

### PILLAR 1: ENVIRONMENTAL STEWARDSHIP

#### Climate Change

##### (Energy and GHG Emissions)



- 7.3 By 2030, double the global rate of improvement in energy efficiency.
- 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes – all countries to take action according to their respective capabilities.
- 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle in accordance with agreed international frameworks and significantly reduce their release into the air, water, and soil in order to minimize their adverse impacts on human health and the environment.
- 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
- 13.2 Integrate climate change measures into national policies, strategies, and planning.

Assess, monitor, and manage climate-related risks and opportunities, reduce GHG emissions, increase use of renewable energy, report performance using the TCFD recommendations, and disclose progress through CDP Climate Change and CDP Water annual assessments.

#### Water



- 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.
- 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

Assess water-related risks and opportunities, monitor water stress locations to identify short, mid- and long-term impacts on our operations and value chain, and adopt water efficiency and conservation programs.

#### Materials and Waste



- 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.
- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.
- 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

Maximize resource efficiency, reduce waste, reuse and recycle where possible, and ensure safe disposal of waste, spread employee awareness to minimize waste and conserve resources.

# CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

## OUR STRATEGIC PRIORITIES

## SDG GOALS AND TARGETS SUPPORTED

## OUR STRATEGY

2

### PILLAR 2: PEOPLE EXCELLENCE

**Talent Management**  
**Diversity and Equal Opportunity**  
**Occupational Health and Safety**



- 5.5 Ensure women's full and effective participation, with equal opportunities for leadership at all levels of decision-making in political, economic, and public life.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Promote inclusive human resource practices, encourage gender diversity at all levels, invest in employee development, and promote safety culture.

**Human Rights (non-discrimination, forced labor, child labor, freedom of association and collective bargaining)**



- 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers – and by 2025, end child labor in all its forms.
- 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers – women migrants in particular – and those in precarious employment.
- 16.b Promote and enforce non-discriminatory laws and policies for sustainable development.

Ensure adherence to international human rights principles and agreements such as the International Labour Organization (ILO) Core Labor Standards, the UN International Bill of Human Rights, and the UN Guiding Principles on Business and Human Rights. Comply with national laws concerning the protection of rights of employees.

3

### STRATEGIC PILLAR 3: QUALITY EXCELLENCE

**Quality Excellence**



- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high-value-added and labor-intensive sectors.

Maintain international certifications for quality management.

4

### STRATEGIC PILLAR 4: DRIVING INNOVATION

**Innovation**



- 7.3 By 2030, double the global rate of improvement in energy efficiency.
- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high-value-added and labor-intensive sectors.
- 9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

Enhance R&D efforts to develop products and solutions to help customers reduce their environmental impact.



# CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

## OUR STRATEGIC PRIORITIES

## SDG GOALS AND TARGETS SUPPORTED

## OUR STRATEGY

5

### STRATEGIC PILLAR 5: SUSTAINABLE PROCUREMENT

#### Sustainable Procurement



- 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.
- 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular, women migrants and those in precarious employment.
- 12.2 By 2030, achieve sustainable management and efficient use of natural resources.
- 12.7 Promote public procurement practices that are sustainable in accordance with national policies and priorities.
- 17.14 Enhance policy coherence for sustainable development.

Implement a Sustainable Procurement Framework with a Supplier Code of Conduct, and engage suppliers through screening, assessments, dialogue, and training to build a sustainable supplier network.

6

### STRATEGIC PILLAR 6: GOOD GOVERNANCE

- Anti-Corruption
- Antitrust and Competition
- Personal Data Protection
- Regulatory Compliance



- 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all.
- 16.5 Substantially reduce corruption and bribery in all their forms.
- 16.6 Develop effective, accountable, and transparent institutions at all levels.

Ensure adherence to our Code of Business Conduct for employees and suppliers to drive ethical business practices and comply with applicable regulations and international standards, including environmental and socio-economic issues.

## SECTION 3

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# ENVIRONMENTAL STEWARDSHIP



Our environmental strategy focuses on reducing our operational carbon footprint, water conservation, and minimizing waste throughout our operations.

To achieve this, we are implementing energy-efficient practices, investing in renewable energy sources, improving water efficiency, and reducing waste.



**89.3%**  
Manufacturing facilities with ISO 14001:2015 certification.

We are also committed to promoting sustainable practices among our suppliers and business partners to ensure that our supply chain is aligned with our environmental goals. Our environmental policies and measures aim to minimize our operational impact and develop products and solutions with a lower environmental impact for our clients.

## ENVIRONMENT MANAGEMENT SYSTEM

We have implemented an effective Environmental Management System (EMS) across our manufacturing plants to manage our environmental impact and risks, track performance, and achieve our sustainability goals.

Our EMS, certified to ISO 14001, is designed to meet and exceed regulatory requirements while promoting continuous improvement in environmental performance. We strive to foster a culture of environmental responsibility among our employees, suppliers, and business partners. This includes regular training and education on environmental risks and issues.

As of the end of 2022, **89.3%** of our manufacturing plants have achieved the ISO 14001:2015 certification for environmental management systems.

We also benchmark our environmental performance against various ESG ratings. For example, we participate in the annual **CDP assessment for Climate Change and Water**. In 2022, we maintained our CDP Water rating (B) and Climate Change rating (C). We also maintained our platinum rating in the **EcoVadis Sustainability Assessment** for the second year running, being placed in the **top 1%** of the assessed companies globally.

### GLOBAL RATINGS



# ENVIRONMENTAL STEWARDSHIP



## MITIGATING CLIMATE CHANGE

**The global threat of climate change is one of the most pressing challenges facing humanity today, with significant impacts already being observed in every inhabited region around the world.**

Human activities have played a significant role in contributing to the observed changes in weather and climate extremes. If global warming continues, scientists predict that we can expect to see an increase in the frequency and severity of extreme weather events such as floods, hurricanes, droughts, heatwaves, and rising sea levels. These changes in weather patterns will have a direct impact on food supplies, ecosystems, coastal stability, and public health. In the worst-case scenarios, the catastrophic effects of climate change can threaten the sustainability of societies and businesses.

There is a global urgency to mitigate climate change and limit the global temperature rise to well below 2°C while aiming for 1.5°C compared with pre-industrial levels, as agreed by the Paris Agreement.

We are committed to playing our part in mitigating the effects of climate change in line with the Paris Agreement goals.

We have made a commitment to set science-based targets for emission reduction following the Science-Based Targets Initiative. Additionally, we aspire to achieve net-zero greenhouse gas emissions by 2040, in line with the Paris Agreement goals. Our strategy involves investing in renewable energy sources and improving energy efficiency in our manufacturing operations. We are also engaging with our suppliers and business partners to promote sustainable practices.

We also respond to the CDP's Climate Change and Water Security Questionnaires to disclose our climate strategy and performance data.

## NET-ZERO AMBITION

**Our goal is to achieve net-zero carbon emissions by 2040. As part of this work, Interplex has joined RE100 with a target to transition to using 100% of its electricity from renewable energy sources.**

**At Interplex, we acknowledge that climate change presents both risks and opportunities that can impact our various businesses financially.**



**To build climate resilience, we are developing strategies and implementing the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to identify and address potential climate-related risks and opportunities.**

As we present our second TCFD Report, we continue to learn from climate-scenario analysis to gain a deeper understanding of how we can proactively address climate risks and opportunities.

In this report, we detail the climate-scenario analysis we undertook to develop a deeper understanding of the potential financial impacts of climate change on our businesses.

## GOVERNANCE

**At Interplex, we have established robust governance procedures in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.** Our Board of Directors has ultimate responsibility for overseeing climate-related risks and opportunities and integrating these factors into our overall business strategy. Assisted by the senior management, the Board approves and oversees climate metrics and targets.

We have designated a senior executive as Chief Sustainability Officer who is responsible for climate-related issues and have established clear accountability for the management of climate-related risks and opportunities. Our Sustainability Committee, led by the Group CEO, regularly evaluates potential climate-related risks and opportunities and monitors performance against Key Performance Indicators. The Group CEO provides regular updates to the Board to share progress against targets.

The Chief Sustainability Officer & Vice President, Global Plating Operations, is responsible for operationalizing our climate strategies. Implementation of the plans and

data collection on performance is carried out by an international ESG team, with the support of ESG staff at the plant level.

Our governance procedures also include regular public reporting and disclosure on climate-related issues, as well as engagement with stakeholders to ensure that our climate strategy is aligned with their expectations.

**Read more about our sustainability governance on page 13.**

## STRATEGY

**Our goal is to transform Interplex into a climate-resilient, future-ready business.**

Our strategy is to reduce our Scope 2 emissions which account for 97% of our operational carbon footprint. As we move towards a net-zero economy, we are also seeking new avenues for growth, anticipating numerous opportunities for our businesses. We are also assessing the potential climate physical risks to our key locations to develop mitigative responses.

**To reduce our operational footprint, we are currently focusing on minimizing emissions across all of our manufacturing facilities.**

This involves enhancing energy efficiency and utilizing renewable sources like solar power to meet our energy needs. We are also collaborating with our customers to design and produce low-emission products and solutions. Furthermore, we are intensifying our research and development initiatives to provide innovative green solutions.

**We are committed to decarbonizing our operations by 2040 through strong short and long-term goals driven by technological innovation and increased adoption of renewable electricity and energy efficiency.**

We believe we can also help our customers reduce their emissions and support their net-zero journeys by developing innovative products and solutions.

**In 2022, we joined RE100 and committed to transitioning to using 100% renewable electricity by 2040.** Additionally, we have committed to setting science-based emission reduction targets in line with the Science-Based Targets Initiative.

# TCFD REPORT

SECTION 1

SECTION 2

SECTION 3

SECTION 4

## RISK MANAGEMENT

To develop effective mitigation strategies, it is crucial to identify and evaluate physical and transitional climate-related risks across all of our business segments.



In 2021, we carried out an extensive scenario analysis to gain insight into the risks and opportunities associated with climate change. Our analysis covered all of our manufacturing facilities and involved an assessment of physical risks, such as floods, typhoons, hurricanes, cyclones, heat stress, and droughts, that are brought about by climate change.

We also evaluated potential transition risks, which could stem from government policies and legislation, technological and market shifts, and reputational concerns.

Our risk assessment covers the following TCFD risk categories:

### PHYSICAL RISKS:

**Climate-related physical risks can be classified as either acute or chronic.** Acute physical risks are triggered by extreme weather events like cyclones, hurricanes, or floods, while chronic physical risks arise from long-term changes in climate patterns, such as rising temperatures that may cause sea level rises or heat waves. These physical risks have the potential to generate financial impacts on businesses, markets, assets, and supply chains. Direct damage to assets and disruption to business operations and supply networks are among the factors that may lead to indirect financial impacts on businesses.

### TRANSITION RISKS:

**Transition risks from climate change are a result of the shift to a low-carbon economy.** These risks arise from a range of factors, including regulatory and policy changes, technological advancements, and shifts in consumer and investor preferences. These changes may impact a wide range of industries, including energy, transportation, agriculture, and finance, leading to potential impacts on businesses, markets, and economies. Transition risks can also affect a company's reputation, leading to potential financial and operational impacts. The shift to a lower-carbon economy also presents a host of opportunities for many businesses. As such, it's essential to assess these risks and plan accordingly to ensure a smooth transition to a low-carbon economy.

# TCFD REPORT

## ASSESSMENT OF PHYSICAL RISKS

**We have conducted an assessment of physical risks across our 33 facilities in the United States, Mexico, Europe (including the Czech Republic, France, Germany, Hungary, and the UK), and Asia Pacific (including China, India, Indonesia, Malaysia, Singapore, and Vietnam).**

The latest IPCC AR6 Climate Change 2021 Report projects a continued increase in mean and extremely high temperatures in Northern and Central America, with larger warming expected in the north subregions. Similarly, temperatures in Europe are projected to rise at a rate exceeding global mean temperatures. Published information from The European Climate Adaptation Platform Climate-ADAPT and the UK Climate Projections 2018 (UKCP18) suggests that heatwaves in the Czech Republic, Hungary, France, and Scotland would occur more frequently, with greater length and intensity. In Asia, the IPCC Report reveals an increase in heat extremes and a decrease in cold extremes, with the trend expected to continue over the coming decades. Countries along the equator are already experiencing higher average temperatures, with the projected temperature rise expected to lead to chronic heat stress.

The projected spatial and temporal distribution of rainfall and wet, dry, and wind-related weather events differ across the regions. Rainfall intensity is expected to increase in much of Asia, while precipitation in the northern subregions of the US and Europe is projected to increase during winter and decrease during summer. Tropical cyclones are expected to become more extreme in north-central and southern-central America, East Asia, and Southeast Asia, while an increase in droughts has been observed in northern-central and southern-central America and East Asia, with the trend projected to continue.

Rising sea levels, coupled with amplified storm events, will increase the magnitude and geographic size of coastal flooding events. An increase in the intensity of extreme precipitation events also increases the risk of coastal and river flooding.

Our preliminary analysis indicates that facilities located in cities and highly urbanized areas will experience a stronger warming effect, leading to a higher risk of heat-related morbidity and mortality and lower labor productivity. Warming temperatures can also expand mosquito populations that transmit diseases such as dengue, chikungunya, and zika fever from tropical regions of the world to temperate areas. Our premises in cities such as

California, New Jersey, Florida, Hanoi, Shanghai, Shenzhen, Suzhou, and Batam (Indonesia) would be particularly vulnerable to coastal and river flooding.

## WATER STRESS

**In areas where fresh water supply is highly reliant on surface water flows and hydropower generation is a major source of energy supply, such as Florida and California in the United States, Hungary, China, Indonesia, and Vietnam, we are concerned that highly variable precipitation rates and local extreme weather events such as droughts could impair the reliability of fresh water and energy supplies. This leads us to assess the water stress risks in our facilities.**

According to the UN CEO Water Mandate initiative, water stress refers to the ability, or lack thereof, to meet human and ecological demand for freshwater, considering physical scarcity, water quality, and accessibility. Using the WRI Aqueduct Water Risk Atlas (v3.0) tool, we identified that 33% of our facilities are currently located in areas with high and extremely high baseline water stress risk, which is expected to increase to 39% and 52% in 2030 and 2040, respectively, under the SSP2-45 scenario. We have another water stress risk assessment as part of our current water and effluent



management system, which evaluated and identified facilities located in areas with high water stress risk based on appropriate water risk indicators.

We recognize that climate science will continue to advance, and our current assessment of physical risks and water stress will evolve along with better data and more localized projections. We will continue to monitor our climate risks and incorporate them into our broader risk management strategies.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

A summary of our most recent assessment of physical risks and transition risks and opportunities is presented in the table below.

CLIMATE-RELATED RISKS	
RISK TYPE	DESCRIPTION
<b>PHYSICAL RISK</b>	
<b>Acute</b>	<p>Severe extreme weather occurrences, such as cyclones and floods, have the potential to harm or disturb our manufacturing plants situated in high-risk areas, resulting in financial losses and higher insurance expenses. Moreover, these physical risks can also impact our suppliers based in regions prone to climate-related hazards, leading to delays in production and customer deliveries to our facilities.</p> <p>To ensure operational resilience and counter possible disruptions from extreme weather conditions, we periodically assess our business continuity plans for our direct operations and supply chain management.</p>
<b>Chronic</b>	<p>Increasing temperatures can cause extended dry periods and water scarcity, potentially leading to elevated water expenses and necessitating investments in water-efficient technologies and conservation practices in our facilities located in water-stressed regions to secure adequate water supply. Furthermore, higher average temperatures can heighten thermal stress, posing a health risk for our manufacturing plant workers.</p> <p>To address these challenges, we have conducted thorough water stress evaluations for our manufacturing facilities and are implementing suitable measures to mitigate and adapt to these risks.</p> <p>Additionally, our Environment, Health and Safety (EHS) team monitors the potential dangers of heat stress in our manufacturing plants and takes preventive actions to safeguard the well-being of our employees.</p>
<b>TRANSITION RISK</b>	
<b>Policy and Legal</b>	<p>As a global manufacturing business, Interplex may face several climate transition-related legal and regulatory risks. Some of the potential risks include:</p> <ul style="list-style-type: none"> <li>• <b>Carbon pricing:</b> Governments may introduce carbon pricing policies such as emissions trading schemes or carbon taxes, which could increase Interplex's operating costs.</li> <li>• <b>GHG emissions regulations:</b> Governments may introduce more stringent regulations on greenhouse gas emissions, which may impact Interplex's operations, equipment, and energy consumption.</li> <li>• <b>Energy efficiency and renewable energy requirements:</b> Governments may require companies to meet specific energy efficiency targets or source a certain percentage of their energy from renewable sources, which could require Interplex to invest in energy-efficient technologies or transition to renewable energy sources.</li> <li>• <b>Reporting and disclosure requirements:</b> Interplex may be required to publicly report its carbon footprint, climate-related risks, and greenhouse gas emissions.</li> <li>• <b>Supply chain regulations:</b> Governments may introduce regulations requiring manufacturers to ensure that their supply chain partners are also meeting sustainability standards and reducing their environmental impact.</li> <li>• <b>Environmental litigation:</b> Interplex may face legal action from stakeholders or regulators if it is found to be responsible for environmental damage or failing to meet sustainability targets.</li> <li>• <b>Reputation risk:</b> As consumers become increasingly environmentally conscious, Interplex may face reputational damage if we are perceived to be not doing enough to mitigate climate change, leading to the loss of customers.</li> </ul> <p>To mitigate these risks, we are adopting sustainable practices throughout our operations, investing in energy-efficient technologies, transitioning to renewable energy sources, and collaborating with business partners and customers to advocate for policies that support a transition to a low-carbon economy. We are also engaging our supply chain partners to encourage them to meet our sustainability standards and reduce their environmental impact.</p>



## CLIMATE-RELATED RISKS

RISK TYPE	DESCRIPTION
<b>TRANSITION RISK</b>	
<b>Technology</b>	<p>Interplex is a technology-oriented company that caters to industries such as datacom, mobility, and medical and life sciences, where technology is rapidly evolving with a high rate of obsolescence. As new technologies emerge to address climate change, our products may become outdated if we fail to keep pace with the latest trends, resulting in decreased demand for our offerings.</p> <p>Our major clients in mobility, datacom, medical and life sciences, and industrial sectors are switching to carbon-efficient products and services. The inability to keep up with technological solutions that align with their climate objectives poses a significant risk to Interplex.</p> <p>To tackle technological obsolescence risks, we are proactive in staying up-to-date with the latest technological advancements in the industries we serve. Continuous investments in research and development (R&amp;D) to enhance the quality, efficiency, and sustainability of our products are also being made.</p>
<b>Market</b>	<p>Interplex may face several market risks related to climate transition, including:</p> <ul style="list-style-type: none"> <li>• <b>Declining demand for traditional products:</b> As more companies shift towards carbon-efficient products and services, the demand for our traditional products could decline. This could impact our revenue and profitability, especially if we are unable to quickly adapt to the changing market demand.</li> <li>• <b>Increased competition:</b> The emergence of new competitors that focus on sustainable products could increase competition for Interplex. This could lead to a price war, lower margins, and loss of market share.</li> <li>• <b>Changing customer preferences:</b> As customers become more environmentally conscious, their preferences may shift towards companies that prioritize sustainability. This could impact our ability to retain customers and attract new ones if we are unable to meet customers' emerging expectations.</li> <li>• To mitigate these risks, Interplex must continue to invest in research and development to develop sustainable products and services that align with customer preferences and regulatory requirements.</li> </ul> <p>The company should also focus on building strong relationships with customers and suppliers to reduce supply chain disruptions. Moreover, Interplex should proactively manage its brand reputation by communicating its sustainability efforts to customers and stakeholders. Finally, the company should stay up-to-date with the latest market trends and adjust its strategy accordingly to stay competitive in the changing market.</p> <p>We must adapt to the changing market demand and customer preferences by developing sustainable products and services. To mitigate market risks, we must invest in sustainable R&amp;D, build strong relationships with customers and suppliers, communicate sustainability efforts to stakeholders, and stay up-to-date with market trends to remain competitive.</p>
<b>Reputation</b>	<p>Interplex's failure to address climate change concerns by reducing its carbon footprint can jeopardize its competitiveness and corporate reputation. This could lead to decreased sales and profitability as customers opt for more sustainable alternatives. Furthermore, a low ESG rating can negatively impact the company's reputation.</p>

## CLIMATE-RELATED RISKS

### RISK TYPE

### DESCRIPTION

### CLIMATE-RELATED OPPORTUNITIES

#### Resource Efficiency

Interplex, as a global manufacturer of precision components, can take advantage of several resource efficiency-related climate opportunities, including:

- Adopting renewable energy sources: Interplex can reduce its carbon footprint and energy costs by transitioning to renewable energy sources such as wind, solar, and geothermal power. This will not only help the company reduce its greenhouse gas emissions but also promote its image as a socially responsible and environmentally conscious organization.
- Implementing circular economy practices: Interplex can reduce waste and improve resource efficiency by implementing circular economy practices. This could include using recycled materials in its manufacturing processes, optimizing product design to reduce material usage, and implementing closed-loop systems that minimize waste.
- Developing sustainable packaging: Interplex can develop sustainable packaging solutions that minimize waste and reduce its carbon footprint. This could include using biodegradable or recyclable materials, reducing packaging sizes, and optimizing packaging design to minimize material usage.
- Investing in energy-efficient technologies: Interplex can reduce its energy consumption by investing in energy-efficient technologies such as LED lighting, efficient HVAC systems, and energy-efficient machinery.

By implementing these resource efficiency-related climate opportunities, we can not only reduce its environmental impact but also benefit from cost savings, improved operational efficiency, and increased customer loyalty.

As part of our energy efficiency goals, 97% of our global facilities were converted to 100% LED lighting by the end of 2022.

#### Energy Sources

We are incorporating more renewable energy sources, such as solar power, into our manufacturing plants to improve our energy resilience and decrease our carbon footprint.

As of the end of 2022, our onsite solar PV installation capacity reached 5,756,259 kWh.

#### Products and Services

Interplex is in a favorable position to capitalize on a variety of opportunities across our diverse businesses. We recognize the potential in creating new products and solutions for a range of industries, including electric vehicles, renewable energy, and automobiles. Our success depends on focusing on innovative solutions that enable our customers to transition seamlessly to a low-carbon business model. The energy efficiency of our products has emerged as a critical driver for our customers. We are constantly moving toward offering new, low-carbon, and energy-efficient products manufactured in a sustainable, low-carbon operation for our customers.

We have established six product development sites and two Tech Innovation Centers that can significantly contribute to developing groundbreaking products and services for a sustainable economy.

Our goal is to become the preferred green supply chain partner for some of the world's leading companies in the industrial, mobility, information and communications, and medical and life sciences sectors.

# TCFD REPORT

## METRICS AND TARGETS

We measure, monitor, and report our Scope 1, Scope 2, and Scope 3 emissions for our businesses. Starting from this report, we have expanded Scope 3 emissions reporting to include all 15 categories.

According to the UN CEO Water Mandate, we have established targets for emission reduction, and we report our performance against these targets. In addition, we have adopted water efficiency targets and report our water performance.

### Some of our targets include:

- 100% of facilities to have ISO 14001: 2015 Certification by 2023.
- Set a science-based emission reduction target by early 2024.
- 30% of production facilities to have a water recycling system by 2030.

# REPORT

## SCIENCE-BASED TARGETS

We have made a public commitment to set science-based targets for emission reduction. Science-based targets provide companies with a clearly defined path to reduce emissions in line with the Paris Agreement goal of limiting global warming to well below 2°C above pre-industrial levels and striving to limit warming to 1.5°C. Our commitment letter was approved in April 2022 by the Science-Based Targets Initiative (SBTi), and we have been establishing science-based targets for reducing our emissions over the past year, with the aim of having the targets approved by SBTi this year.

You will find more information about our climate-related metrics and targets on the following pages.

### CO<sub>2</sub> EMISSIONS REDUCED (SCOPE 1 AND 2 EMISSIONS)

**9.7%**  
in tons of CO<sub>2</sub>  
emitted per  
sales dollar  
since 2019.



## SECTION 1

## SECTION 2

## SECTION 3

## SECTION 4

### CARBON DIOXIDE EMISSIONS (tCO<sub>2</sub>e)

EMISSION SOURCE	2019	2020	2021	2022
Direct emissions (Scope 1)	1,374	2,953	3,649	5,665
Indirect emissions (Scope 2)	97,626	88,227	101,606	97,057
<b>Total emissions (tCO<sub>2</sub>e)</b>	<b>99,001</b>	<b>91,180</b>	<b>105,255</b>	<b>102,722</b>
<b>Emissions intensity (tCO<sub>2</sub>e/\$ million in revenue)</b>	<b>103</b>	<b>98</b>	<b>91</b>	<b>93</b>
Other indirect emissions (Scope 3) (tCO <sub>2</sub> e)	NA	NA	873,146	<b>788,436</b>

#### Note:

GHG emissions were calculated in accordance with The GHG Protocol Corporate Accounting and Reporting Standard. Scope 1 includes direct emissions from fuel used for power generators and company vehicles. Scope 2 includes indirect emissions from purchased electricity.

Emission factors from the US EPA and the UK DEFRA and GWP values from the 2014 IPCC Fifth Assessment Report were used. Scope 2 emissions were calculated using the location-based method, with grid emission factors from the US eGRID database and the Institute for Global Environmental Strategies (IGES). Emissions intensity includes Scope 1 and Scope 2 emissions. Scope 3 emissions have been calculated using the spend method.

## EMISSIONS REDUCTION KPI PROGRAM

In 2022, we started establishing our global emissions reduction program. As part of the program, targets and best practices from across Interplex sites have been gathered to create Key Performance Indicator (KPI) program training. The training program contains Interplex best practices, guidance, standards, and specifications that improve energy KPIs. The training program aims to enable Interplex sites to identify and fix energy efficiency savings opportunities.

### GHG EMISSIONS

Our primary greenhouse gas (GHG) emissions originate from the consumption of purchased electricity and fuel. We closely monitor and evaluate these emissions at both our manufacturing facilities and offices.

We have implemented various measures to reduce our GHG emissions, including enhancing our energy efficiency and expanding our usage of renewable energy.

In 2022, our combined Scope 1 and Scope 2 GHG emissions amounted to 102,148 tCO<sub>2</sub>e. Our Scope 3 emissions amounted to 788,436 tCO<sub>2</sub>e.

# TCFD REPORT

## ENERGY EFFICIENCY

**The bulk of our energy consumption arises from the utilization of electricity in our manufacturing facilities and offices.**

However, we also rely on natural gas, petrol, and diesel for our operations. To reduce our energy intensity, we have adopted a dual approach of implementing energy-efficient technology and equipment in our manufacturing facilities and augmenting our utilization of renewable energy sources.

To enhance the effectiveness of our energy management program, we implemented centralized global energy monitoring and reporting system in 2022. The new system allows us global visibility and tracking of energy data and markets. The system has empowered our teams to centrally review energy data and performance.

**Our total energy consumption in 2022 was 615,868 GJ, lower than the 761,318 GJ we used in 2021.** Our energy intensity in 2022 was 557 GJ per million USD revenue, compared with 656 GJ/million USD revenue in the previous year. Purchased electricity from the grids contributed 82% of the total energy used.

## IMPROVING ENERGY EFFICIENCY

### AIR COMPRESSORS

**In addition to adopting renewable energy sources, we persistently endeavor to decrease our energy usage by performing regular maintenance and enhancing our equipment.** As an illustration, in one of our Batam facilities, we have engineered the air compressors to shut down automatically after five minutes of idleness, resulting in a yearly energy consumption decrease of around 50% from the baseline.

By implementing the same concept to the cooling fan, we have accomplished an even more significant reduction, achieving a 75% decrease from the baseline in yearly energy consumption.

**We achieved our target of achieving energy saving of 5% by the end of FY2022.**



### LED LIGHTS

**By the end of 2022, we replaced our conventional energy-intensive lighting systems with energy-efficient LED lights in 97% of sites globally.**



## RENEWABLE ENERGY

**As we pursue energy efficiency measures in our facilities, we remain committed to supplementing our energy requirements with renewable energy.** Progressively increasing our share of renewable energy is a crucial aspect of our strategy to reduce our greenhouse gas emissions. At the end of 2022, we have installed solar panels at 19% of our facilities. Our objective is to offset 19,800 metric tons of CO<sub>2</sub> emissions through the use of renewable energy by FY2025.

In 2022, we generated a total of 5,756 MWh of solar power on-site, amounting to 4% of total electricity consumption for the year.



## RENEWABLE ENERGY

**One of our top priorities in combating climate change is to minimize our greenhouse gas (GHG) emissions.** To achieve this, we are committed to installing and maintaining solar panels and systems at our factories worldwide, with the aim of increasing the proportion of renewable energy utilized in our operations. In Vietnam, our efforts have resulted in a solar efficiency improvement from 68% to 80%, which has led to a yearly electricity savings of 960,000 kWh.

# ENVIRONMENTAL STEWARDSHIP

## WATER

We recognize the value of water as a precious resource that requires responsible management. Our usage of water is mainly for domestic and operational purposes, with the majority of it being used by our manufacturing facilities. These facilities use water for various processes such as cleaning and washing of components, impregnation machine, vibratory wash units, tumbling, wire cutting, injection molding, surface treatment processes, wastewater treatment, and in the cooling tower.

In 2022, we consumed 1,110 ML of water, a decrease of 7.9% compared to 1,215 ML in 2021. Water intensity for the reporting year was 1.00 ML/million \$ revenue. We do not withdraw raw water from direct sources such as rivers, lakes, groundwater, or coastal zones. Instead, we mainly rely on public utilities for our water supply.

Our focus on water stewardship revolves around the implementation of initiatives that promote water and climate resilience. Our water management practices align with the UN SDG 6: Water and Sanitation, and our Water Policy is carefully governed, implemented, and regularly reviewed by the Safety, Health and Environment Committee, and the Sustainability Committee, headed by our Group CEO, provides oversight.



### WASH PLEDGE

Interplex is a signatory of the WASH Pledge that reaffirms our commitment to ensuring access to safe water, sanitation, and hygiene. All of our employees have access to clean water and adequate toilet facilities. We promote hygiene through employee awareness and education, and we are utilizing the WASH Pledge self-assessment tool to identify areas for improvement and support decision-making regarding investment and priority actions.



### As a signatory to the WASH Pledge, Interplex is committed to:

- Providing access to safe water, sanitation, and hygiene at the workplace for all employees.
- Engaging our suppliers to take action on WASH.
- Caring for the water needs of the local communities around our manufacturing facilities.

To demonstrate our commitment to water security, we respond to the CDP Water Security assessment annually, providing detailed information about our water management, governance, usage, and stewardship practices, along with our water performance data.

We maintained our higher-level B rating in the 2022 assessment.

## WATER-RELATED RISKS

Our Water Policy focuses on enhancing our understanding of water-related risks, measuring and reporting water use data, and reducing our impact on water availability and quality across all our operations. To achieve this, we conduct water risk assessments for our manufacturing facilities and plan to expand this assessment to our key material suppliers.

To assess water risks, we use the Aqueduct Water Risk Atlas (v3.0) tool and consider various physical indicators such as water stress, depletion, groundwater table decline, riverine and coastal flood risk, and untreated wastewater risks. We also factor in extreme weather events and the projected impact of climate change on our facilities. Through this assessment, we identified eight facilities located in areas with high water risk and 21 facilities in water-stress areas, representing 63% of our total facilities in 2021, with the majority situated in Asia.

We monitor water withdrawal and usage closely in these areas and other manufacturing plants, and our efforts to improve water efficiency, minimize leakage, and recycle or reuse water have reduced our global water usage by 43% since 2019. At the end of 2022, 7% of our facilities were equipped with on-site water recycling systems, and we aim to increase this by 30% by 2030. We also use water treatment plants to neutralize our alkaline effluent before discharging it into public sewers or bodies of water.

# ENVIRONMENTAL STEWARDSHIP

## MATERIALS

Our input materials include various metals such as steel, stainless steel, copper alloy, aluminum alloy, zinc alloy, plastic, chemicals, and packaging material. We closely monitor and review our usage of these materials to continually improve the resource efficiency of our manufacturing processes.



## WASTE MANAGEMENT

We are committed to managing waste in line with ISO 14001 Standards. We recognize that waste not only has negative impacts on the environment but can also affect the health and safety of our employees and surrounding communities. Our policy is to prevent, reuse, recycle, recover, and dispose of waste responsibly, comply with regulations, educate employees, assess environmental impacts, engage stakeholders, allocate resources, and monitor our performance. We continuously improve our waste management practices and regularly review and update this policy.

We have implemented a comprehensive waste management approach that aligns with the ISO 14001 Standards for environmental management. We focus on reducing waste generation through efficient production processes and implementing measures to reuse and recycle waste materials. We also ensure responsible disposal of any waste that cannot be reused or recycled.

### MATERIALS USED



In FY2022, we used

# 110,976

metric tons of non-renewable material, mainly comprising metals, plastic, and chemicals.

Steel accounted for 75% (by weight) of all metals purchased. Other metals included copper alloys, aluminum alloys, and zinc alloys.

Renewable material in the same year consisted of 367,953 wooden pallets.

## HAZARDOUS AND NON-HAZARDOUS WASTE

Our production processes generate hazardous waste such as waste chemicals, sludge, resin, and solid waste, while non-hazardous waste mainly comprises metal scraps. We segregate, store, and dispose of waste safely as part of our Environmental Management System, with hazardous waste being disposed of in compliance with local regulations. Non-hazardous waste, such as metal scraps, is recycled through scrap collectors and sold to mills for new steel coils and copper alloys.

## REDUCING THE IMPACT OF HAZARDOUS WASTE

Our plants have taken measures to ensure the safe disposal of hazardous waste and prevent its leakage into the environment.

Our plant in Penang, Malaysia, has implemented on-site treatment of discarded chemical waste, which has resulted in an annual reduction of 10,000kg of waste, equivalent to 11% savings from the baseline.

Additionally, we have eliminated the unnecessary use of chemical waste by transitioning from manual to automatic degreasing. This change has led to a 14% decrease in the baseline usage of oil chemicals.

Exploring ways to reduce plastic tray thickness.

Finding solutions to use recycled materials in packaging.

Working with customers on potentially recycling resin.

Redesign of tools.

We have three primary approaches to managing waste in our manufacturing operations:

- Enhance our resource efficiency to minimize waste.
- Ensure safe disposal of all waste.
- Divert waste from landfills to recycling or waste-to-energy incineration.

# ENVIRONMENTAL STEWARDSHIP

## CHEMICAL WASTE

We have implemented the following measures for the safe handling of chemical waste and spills:

- Formalized procedures related to chemical waste and spill management (e.g. treatment and disposal).
- Provision, training, and requirements for using appropriate personal protective equipment while handling chemicals or spills.
- Conducting a minimum of 8 hours of training per year for all positions which require performance of chemical waste and spill management.

## WASTE TARGETS

We also have a target to reduce non-hazardous waste by 3% by 2022 (from the 2019 baseline) and by 30% by 2030. For hazardous waste, our target is to decrease the waste intensity by 5% by 2025 and 15% by 2030 from the 2019 baseline.

In FY2022, our facilities generated 3,382 metric tons of hazardous waste and 46,423 metric tons of non-hazardous waste. Compared with 2021, our total waste decreased by 0.7%.

## WASTEWATER



**50%** of our plants are equipped with a wastewater treatment plant in accordance with the local regulatory requirements.

## AIR POLLUTION

Air pollution may result from various stages of the manufacturing process. We aim to maintain air emissions levels below applicable regulatory thresholds and monitor these in accordance with local regulatory requirements.

Our target is to maintain air emissions of the following pollutants to well below regulatory thresholds:

- NOx (Nitrogen Oxide)
- SOx (Sulphur Oxide)
- Volatile Organic Compounds (VOCs)
- Particulate Matter (PM10).

## DEVELOPING GREEN TECHNOLOGY

We recognize the importance of innovation in successfully transitioning to a low-carbon economy, both for ourselves and our customers. With our vertically integrated production capabilities, six R&D centers, and global presence, we are well-positioned to develop cutting-edge green energy solutions.

The Interplex Product Development team also partners with a number of our customers to deliver customized green technology solutions that help minimize their environmental impact.

Some of the examples of our work are described below.

## GREEN LASERS

One of our focus areas is to serve Electric Vehicle (EV) manufacturers, who request a variety of welding tasks. An EV's charging system, converter, sensor systems, and battery pack can all contain copper. In addition, copper is used in electric drives. These can be located anywhere from the motorbox to current collector assemblies. It is critical to ensure that a copper element is welded well so that it will hold.

Interplex is using green lasers to weld copper, which improves efficiency, reduces costs, and promotes sustainability. Green lasers have a 515-nanometer wavelength, compared to the 1030-1070 nanometers of typical red lasers, which significantly reduces laser reflection from copper surfaces, resulting in up to seven times more energy absorption than typical red lasers. Our recent work shows that green lasers produce cleaner and better welds than typical fiber lasers, and they also decrease the amount of weld spatter. Green lasers have a lower CO<sub>2</sub> footprint and power usage per weld joint. The green laser provides an aesthetically pleasing weld while reducing the energy required to weld 2mm of copper from 6 kW to 2 kW. Green lasers are also more cost-competitive and produce results more quickly than typical welding lasers, enabling Interplex to speed up manufacturing cycle times and improve production yields.

## HIGH-PERFORMANCE POWER COMPONENTS

We have developed next-gen higher-performance power components. As a vertically integrated company with a global footprint, we have extensive expertise in power distribution and renewable energy applications. Our customers benefit from increased power densities and space savings, as well as low electrical and thermal resistance. Our designs also increase capacitance and decrease inductance, resulting in lower characteristic impedance.

## SIGNAL INTERCONNECT

As the number and types of sensors increase, the sheer amount of data that must be meshed together and analyzed in real-time becomes a challenge. Our signal interconnects are designed for higher-speed signaling, dense pin counts, and a small footprint. This delivers robust, reliable, and repeatable connections for various green energy applications.

## ENERGY SOLUTIONS

Our Fuel Cell Bipolar Plate (BPP) and Cell-PLX™ Customized Battery Interconnect System, which feature advanced cooling systems, offer industry-leading technology for sectors such as aerospace, mobility, transportation, industrial, and maritime, supporting the adoption of greener forms of energy.

Manufactured in-house, our BPP is a critical component of hydrogen fuel cells. Cell-PLX™ Customized Battery Interconnect System are optimized battery cells and thermal cooling systems used in electric vehicles, maritime vessels, personal mobility devices, and solar and wind energy storage systems.

# ENVIRONMENTAL STEWARDSHIP

## EMPLOYEE AWARENESS

At our facilities, building employee awareness of environmental issues is a continuing effort. To support the implementation of our Environmental Management System, our relevant employees attend the annual ISO 14001 training. Additionally, relevant employees across our manufacturing facilities receive periodic training in preventing and managing chemical spills.

Our commitment to employee awareness has yielded significant results.

By reducing single-use plastic in our offices, factories, and R&D centers, we have made a significant contribution to reducing plastic waste.



To facilitate this, we have installed water dispensers across our global locations and encouraged our staff to use their personal, reusable cups for beverages. **Thanks to these efforts, we have successfully eliminated approximately 2.15 tons of plastic waste every year.**



Interplexico Manufacturing Company, S.A. DE C.V.



## ENVIRONMENTAL COMPLIANCE

**At Interplex, we are committed to complying with all applicable environmental regulations in order to minimize our impact on the environment and promote sustainable practices.**

We regularly review and update our policies and procedures to ensure compliance with all relevant laws and regulations.

There were no incidents of non-compliance with environmental laws resulting in a significant fine in FY2022.



# ENVIRONMENTAL STEWARDSHIP

## ENVIRONMENTAL INITIATIVES

INTERPLEX ENTITY	PROJECT MEASURES COMPLETED IN 2022	RESULT
<b>PT Amtek Plastic Batam, Indonesia</b>	Improve energy efficiency of the air compressor.	Estimated saving of 20,000 kWh/month, a reduction of 50% in energy consumption.
	Improve energy efficiency of the cooling tower.	Estimated saving of 5,300 kWh/month, reduction of 75% in energy consumption.
	Energy consumption reduction in injection moulding machines.	Added an idle timer to automatically switch off the machine when idle.
<b>Interplex Precision Technology (Hanoi), Vietnam</b>	Reduce usage of the 5-ton forklift by inducting a 3-ton forklift to save fuel.	Estimated saving of 600 liters of diesel annually.
	Improve the efficiency of the solar PV system to generate more solar energy.	Increased efficiency from 68% to 80% resulting in an estimated energy saving of 960,000 kWh/year.
	Install sensor detectors to automatically switch off lights in the staircase and toilets.	An estimated energy saving of 100 kWh/year.
	Recycle NG powder paint after use.	An arrangement to return post-use NG powder paint to suppliers for recycling and send it back to Interplex for reuse with an estimated saving of 6,000 kg a year.
	Redesign carton design to reduce waste from carton sheets.	Estimated saving of 10,734 sheets, a reduction of 43%.
	Plant trees on the factory premises and neighborhoods.	Planted 10 trees in the factory and sponsored 18 trees in the community.
	Implement a wood pallet recycling program.	Arrangements to return wood pallets to suppliers will reduce waste by an estimated 1,000 kg a year.
	Return empty chemical containers to the supplier for reuse.	The chemical container return program reduces waste from disposal by an estimated 1,200 containers.
	Reduce paper use in printing pay slips for employees.	Transitioned to sending pay slips by email to employees resulting in a saving of four reams (2,000 sheets) of paper.
	Reduce water use in the office building and canteen.	Replaced 14 Semi auto taps with sensor taps for office building and canteen.
	Reduce water used for irrigating plants.	Add a nozzle to water pipes to optimize water use in irrigating the plants resulting in an estimated saving of 100 cubic meters of water annually.
	Reduce water use in urinal flushing.	Replaced manual tap with auto urinal flush valve resulting in an estimated saving of 60 cubic meters of water annually.
Reuse reject water from Electrodeionization (EDI) system.	Implemented a program to reuse EDI water for cleaning and irrigation of plants with an estimated saving of 8,160 cubic meters of fresh water annually.	

# ENVIRONMENTAL STEWARDSHIP

## ENVIRONMENTAL INITIATIVES

INTERPLEX ENTITY	PROJECT MEASURES COMPLETED IN 2022	RESULT
<b>PT Amtek Engineering Batam, Indonesia</b>	Building Envelope efficiency improvement.	Improvement in natural brightness, reduction in usage of electric lamp high bay lights during peak hour, and improved ventilation in the working room to reduce temperature to below 30°C has resulted in an estimated saving of 5% in electricity.
	Reduce hazardous waste from solvents, waste acid, and chemical oil.	Increase reuse frequency of solvents to reduce hazardous waste with an estimated reduction of 19% reuse waste acid (HCL) from the plating line to replace Sulfuric acid for pH adjustment at the DRT process of the Wastewater Treatment Plant with an estimated saving of 34%. Change from manual to auto degreasing process for chemical oil resulted in an estimated saving of 14%.
	Reduce paper use.	Initiated double-sided printing, and switched from paper pay slips to electronic pay slips with an estimated reduction in paper use by 11%.
<b>Interplex OCP de Mexico</b>	Roof insulation to reduce heating and cooling costs. Air regulators installed.	Insulation repels radiant heat with zero energy consumption. 50% of machines have regulators installed to control compressed air use and energy wasted.
<b>Interplex Precision Engineering Czech Republic</b>	Mineral water dispenser and water filtration dispenser for employee reusable bottles. Planted 10 trees in the premises. Paper recycling program with 3 <sup>rd</sup> party.	Reduce single-use plastic waste, all employees have reusable water bottles and can choose from filtered water or mineral infused water. Site planted 10 new trees on campus for tree planting day. By recycling paper throughout the year with vendor, vendor planted 16 trees on the site's behalf.
<b>Interplex Soprec SAS</b>	LED conversion. Electrical study on machines to optimize energy consumption. External lighting conversion to LED. Planting trees on campus. Bird house building and installation.	Reduced energy cost per year from €1,248.30 to €411.70. Created database to track expected and actual energy use by machine. Expected savings of 15000 kWh/year. Team planted trees along the side of the building and hung birdhouse to encourage local bird diversity.
<b>Interplex Engineered Products</b>	Participation in community tree planting day at local park. Water treatment system improvements.	Community involvement to revitalize tree planting at community garden. Upgrades to DI water generator to meet demand and improve water re-circulation, reducing withdrawal by ~20%.
<b>Interplex Hungary</b>	Planting trees on campus. Installation of adiabatic cooling system.	Planted 6 trees on campus with site team. Reduce ambient temperature by approximately 10°C without use of coolants or large amounts of electricity.

# ENVIRONMENTAL STEWARDSHIP

## ENVIRONMENTAL INITIATIVES

INTERPLEX ENTITY	PROJECT MEASURES COMPLETED IN 2022	RESULT
<b>Interplexico Manufacturing</b>	Planting trees on campus.	12 trees planted around campus.
	Water recycling system for additional impregnation and wash lines.	Increase in processes requiring water without a significant increase in water withdrawals for the site.
<b>Interplex Nascal</b>	Change of irrigation system to drip system instead of sprinklers.	Expected water savings of 30% on irrigation use.
<b>Interplex Electronic (Hangzhou) Co., Ltd.</b>	Speed up the stamping speed by adjusting the program.	Energy reduction by 0.27% compared with 2019, with an estimated saving of 63,896 kWh/year.
	Replace the heat-insulation material (nano-material) for the molding machine.	Energy reduction by 0.8% compared with 2019, with an estimated saving of 189,475 kWh/year.
	Replace the servo motor for the molding machine.	Energy reduction by 0.8% compared with 2019, with an estimated saving of 175,500 kWh/year.
	Green energy purchasing for some production lines.	7.2% estimated reduction in greenhouse gas emissions compared with 2019 through purchasing 1,680,000 kWh/year.
	Improve the air blade for the plating line.	2.65% estimated reduction in greenhouse gas emissions compared with 2019 through purchasing 618,836 kWh/year.
	Reduce the weight of the sludge of the wastewater treatment plant by drying.	Estimated reduction of 3% in greenhouse gas emissions compared with 2019.
<b>Interplex Stewart EFI (Hangzhou) Co., Ltd.</b>	Punch press blowing improvement (install with solenoid valve and encoder, and adjust the blowing pipe and control angle).	Waste reduction by 8% (30t/year) compared with 2019.
	The stamping oil filtered and reused.	Hazardous waste reduction by 1.5% (0.6t/year) compared with 2019.
	Wastewater recycling.	5% reduction in water use compared with 2019 resulting in a saving of 92m <sup>3</sup> /year.
<b>Interplex Metalforming (Shanghai) Ltd.</b>	Cooling tower energy-saving. Change the high efficiency motor and add frequency converter.	Energy reduction by 1.5% compared with 2019, with an estimated saving of 175,824 kWh/year.
	Install solar PV panels for streetlights.	Energy reduction by 0.2% compared with 2019, with an estimated saving of 18,720 kWh/year.
	Install daylighting band in the plant.	Energy reduction by 0.8% compared with 2019, with an estimated saving of 96,000 kWh/year.
	Adjust the running frequency of dust exhausting system in molding line.	Energy reduction by 3.4% compared with 2019, with an estimated saving of 420,000 kWh/year.
	Replace the cool runner with hot runner of the molding line to reduce the plastic scrap.	Waste reduction by 0.8% (9.6t/year) compared with 2019.

# ENVIRONMENTAL STEWARDSHIP

ENVIRONMENTAL INITIATIVES		
INTERPLEX ENTITY	PROJECT MEASURES COMPLETED IN 2022	RESULT
<b>Interplex Metalforming (Shanghai) Ltd.</b>	Stamping oil change time is extended.	Waste reduction by 28% (9.6t/year) compared with 2019.
	Urinal of toilet – Install the induction control for water running.	3% reduction in water use compared with 2019, resulting in a saving of 7,200 m <sup>3</sup> /year.
	Improve the flush water by installing induction-faucet.	2% reduction in water use compared with 2019, resulting in a saving of 4,800 m <sup>3</sup> /year.
<b>Interplex Electronic (DL) Co., Ltd.</b>	Install solar PV panels on site.	GHG reduction by 41% compared with 2019 (280,000 kWh/year).
	Stamping oil reuse.	Waste reduction by 2% (0.1t/year) compared with 2019.
	Reuse waste pallets.	Waste reduction by 6% (0.9t/year) compared with 2019.
	Wastewater recycling on the heat treatment line.	10% water recycled saving 700 m <sup>3</sup> /year compared with 2019.
<b>Interplex (Suzhou) Precision Engineering Ltd.</b>	Reduce 2 fuel forklifts.	Reduce fuel usage by 13.9% compared with 2019 (3000L/year).
	Replace some of high energy consumption motors with permanent magnet motor.	Energy reduction by 0.3% compared with 2019 saving 38,000 kWh/year.
	Molding motor and air scrubber motor change into permanent magnet motor.	Energy reduction by 0.7% compared with 2019 saving 75,600 kWh/year.
	Reduce high energy consumption welding machines.	Energy reduction by 6.1% compared with 2019 saving 582,540 kWh/year.
	Waste packing material and paper re-classification and recycle.	Waste reduction by 13% (70t/year) compared with 2019.
	Reuse waste pallets.	Waste reduction by 26% (140t/year) compared with 2019.
	Reduce flush water by installing induction faucets.	Reduce water usage by 0.7% compared with 2019 (312m <sup>3</sup> /year).
	Wastewater recycling and distilled water in the painting shop recycling.	Increase recycling of water by 4.3% compared with 2019 (1800m <sup>3</sup> /year).
<b>Technology Innovation Center</b>	Reduce the fuel forklift using frequency.	Reduce fuel by 17% compared with 2019 saving 600L/year.
	Install solar PV panels on site.	GHG reduction by 20% compared with 2019 (1,000,000 kWh/year).
	Waste packing material and paper re-classification and recycling.	Waste reduction by 11% (6t/year) compared with 2019.
	Reuse waste pallets.	Waste reduction by 15% (8t/year) compared with 2019.
	Rainwater collection and reuse.	Water saving by 2.4% compared with 2019 (400m <sup>3</sup> /year).
	Reduce flush water by installing induction faucets.	Reduce water use by 3% compared with 2019 (500m <sup>3</sup> /year).

# ENVIRONMENTAL STEWARDSHIP

## ENVIRONMENTAL INITIATIVES

INTERPLEX ENTITY	PROJECT MEASURES COMPLETED IN 2022	RESULT
<b>Interplex (Huizhou) Industries Ltd.</b>	Reduce the fuel forklift using frequency.	Reduce fuel by 1% compared with 2019 (240L/year).
	Install solar PV panels for street-lights.	Energy reduction by 0.05% compared with 2019 (3,456 kWh/year).
	Cleaning process improvement – All parts cleaned together to reduce the heating time.	Energy reduction by 0.15% compared with 2019 (10,800 kWh/year).
	Replace air compressor with frequency conversion machine.	Energy reduction by 5.5% compared with 2019 (393,120 kWh/year).
	Reuse waste pallets.	Waste reduction by 9% (398t/year) compared with 2019.
	Recycle waste oil drums.	Hazardous waste reduction by 3% (1t/year) compared with 2019.
	Reduce flush water by installing induction faucets.	Water use reduced by 0.05% compared with 2019 saving 350 m <sup>3</sup> /year.
	Replace the water cleaning process with CH material cleaning .	Water use reduced by 5.1% compared with 2019 saving 3,500 m <sup>3</sup> /year.



AEL Engineering Sdn. Bhd.

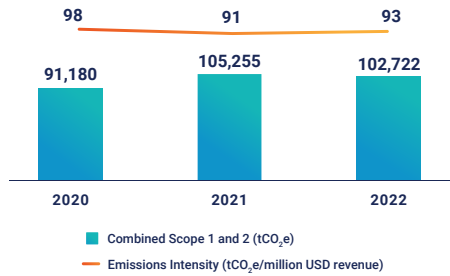


Interplex Electronics India Pvt Ltd.

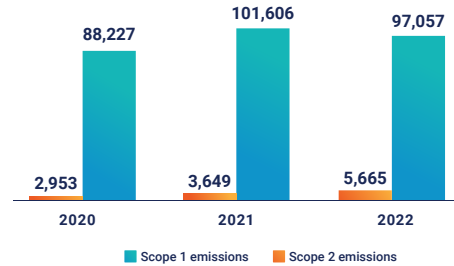
# ENVIRONMENTAL KEY PERFORMANCE INDICATORS

## ENVIRONMENTAL KEY PERFORMANCE INDICATORS

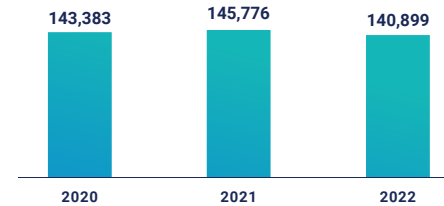
GHG EMISSIONS -  
ABSOLUTE AND INTENSITY



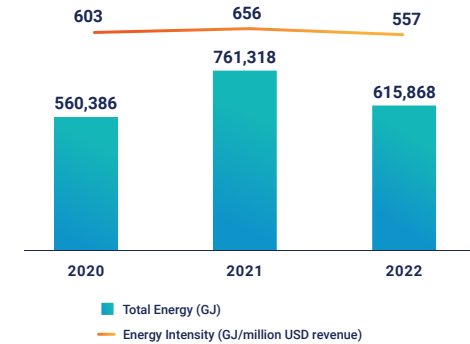
SCOPE 1 & 2 GHG EMISSIONS (tCO<sub>2</sub>e)



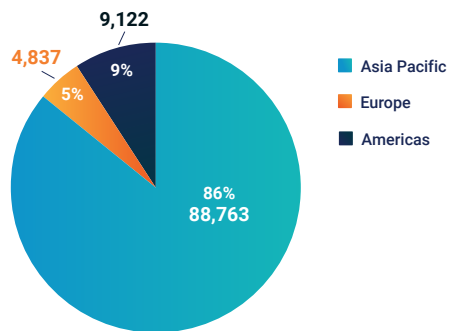
ELECTRICITY CONSUMPTION (MWh)



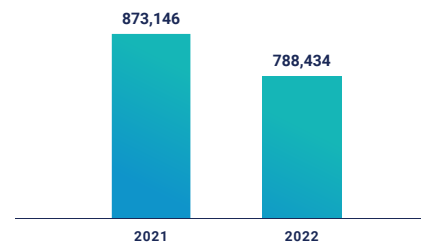
ENERGY CONSUMPTION -  
ABSOLUTE AND INTENSITY



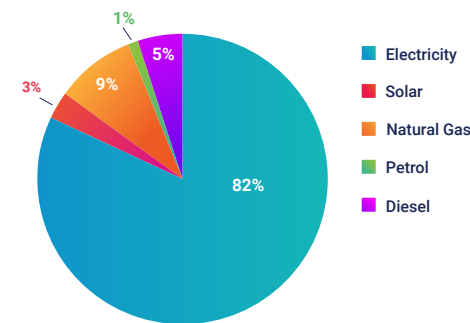
2022 COMBINED SCOPE 1 + 2 EMISSIONS,  
BY REGION (tCO<sub>2</sub>e, %)



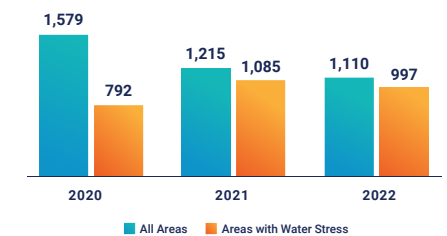
SCOPE 3 GHG EMISSIONS (tCO<sub>2</sub>e)



ENERGY CONSUMPTION BY SOURCE: 2022



WATER WITHDRAWAL (ML)

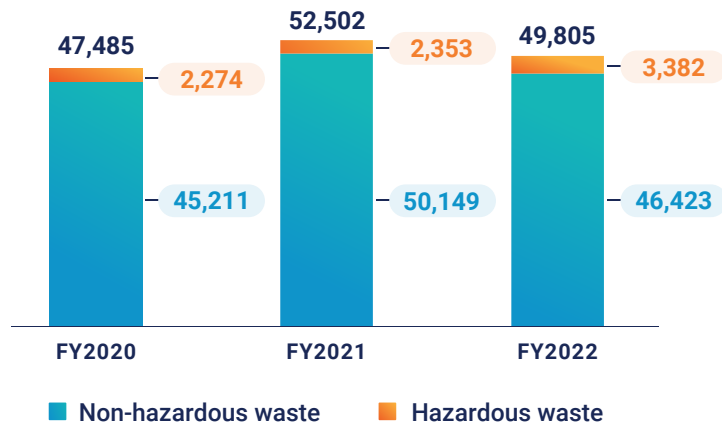


**Note:** Interplex expanded the criteria in identifying areas with water stress in 2021. Hence, the number of facilities located in areas with water stress increased from 9 in 2019 and 2020 to 21 in 2021.

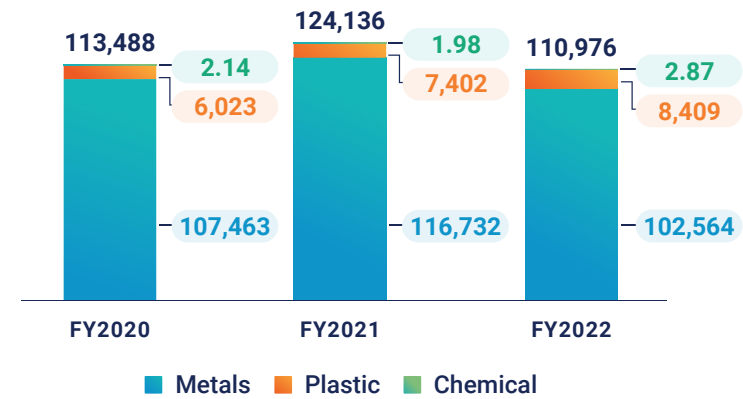
# ENVIRONMENTAL KEY PERFORMANCE INDICATORS

## ENVIRONMENTAL KEY PERFORMANCE INDICATORS

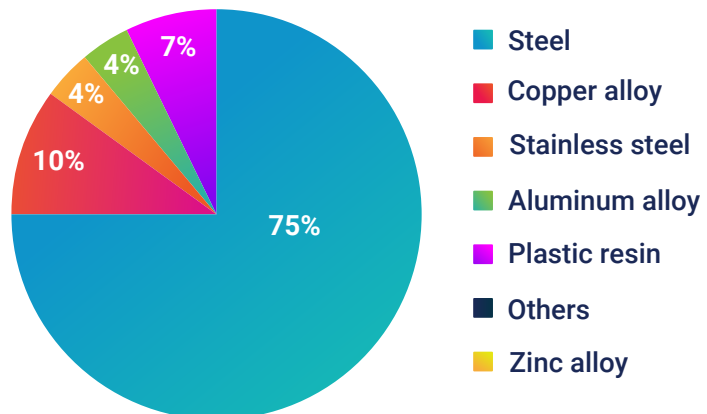
WASTE GENERATED (METRIC TONS)



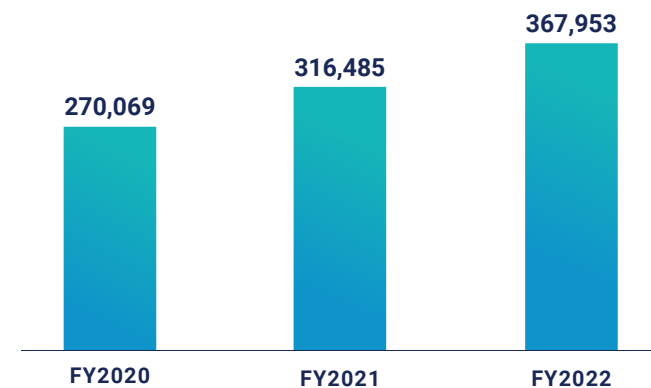
NON-RENEWABLE MATERIALS USED (METRIC TONS)



MATERIALS USED – 2022



RENEWABLE MATERIALS USED – WOODEN PALLET (PCS)



# PEOPLE

INTERPLEX  
PEOPLE



Interplex China Team

Attracting and retaining the best talent is key for our business success. We strive to be an employee of choice, implementing progressive people policies to drive and motivate high performance.

We provide rewarding careers and holistic career development opportunities to support our employees' growth.

At Interplex, we encourage employees to adopt a continuous learning mindset and offer flexible learning opportunities that are personalized to meet their needs. Diversity and inclusion remain a core part of our DNA. We continue to spend time and resources to foster an empowering, inclusive, and safe environment where trust, respect, and equality are expected from all employees.



# PEOPLE

## INTERPLEX

# PEOPLE

### DIVERSITY

Interplex is an equal opportunity employer that values a diverse and inclusive work environment. Our HR policies foster a ONE Interplex culture and advocate the implementation of fair and progressive workplace practices at our sites.

To promote workforce diversity, we take steps to ensure that recruitment and promotion processes are fair and transparent. We also provide flexible working arrangements to help employees achieve healthier work-life balance and foster better collaboration across teams.

In Singapore, we have adopted the Tripartite Standards established by the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP). We are also members of the Singapore National Employers Federation (SNEF), which aims to drive excellence in responsible employment practices.

As of the end of FY2022, women represented **42%** of our employees and held **23%** of our managerial positions and **31%** of the Head of Department roles. Female employees constituted **46%** of the new hires during the financial year.

### EMPLOYMENT

At the end of FY2022, Interplex had **13,696** employees.

Permanent employees held **37%** of the roles, while **62%** were on fixed-term employment contracts. Asia accounted for **82%** of our workforce. We hired **5,041** new employees during the financial year.



Interplex European Leadership Team



Interplex Electronic Hangzhou Co., Ltd.

EMPLOYEES FY2022	MALE	FEMALE	TOTAL
Total number of employees	7,893	5,802	13,696
Number of permanent employees	3,135	1,936	5,072
Number of temporary employees	175	25	200
Number of fixed-term contract employees	4,583	3,841	<b>8,424</b>

EMPLOYEES BY EMPLOYMENT TYPE	MALE	FEMALE	TOTAL
No. of full-time employees	7,884	5,778	13,663
No. of part-time employees	9	24	33

EMPLOYEES BY REGION FY2022	ASIA	AMERICAS	EUROPE	TOTAL
Total number of employees	11,270	1,474	952	13,696
Number of permanent employees	2,792	1,430	850	5,072
Number of temporary employees	180	7	13	200
Number of fixed-term contract employees	8,298	37	89	<b>8,424</b>

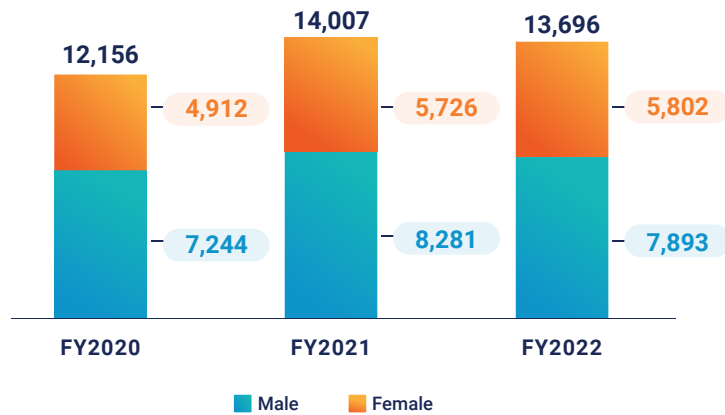
# PEOPLE

## INTERPLEX

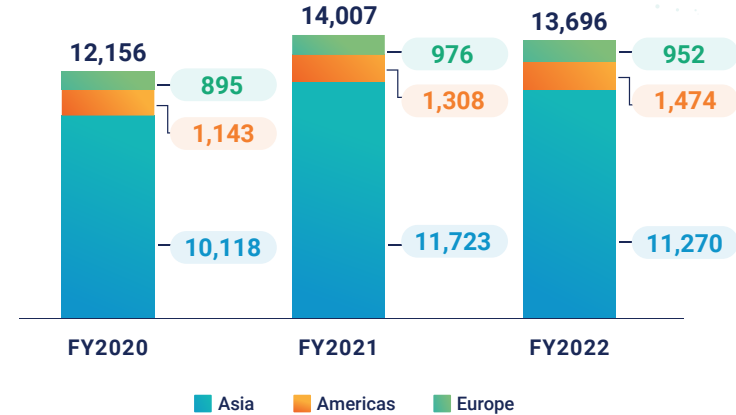
### PEOPLE

#### EMPLOYMENT

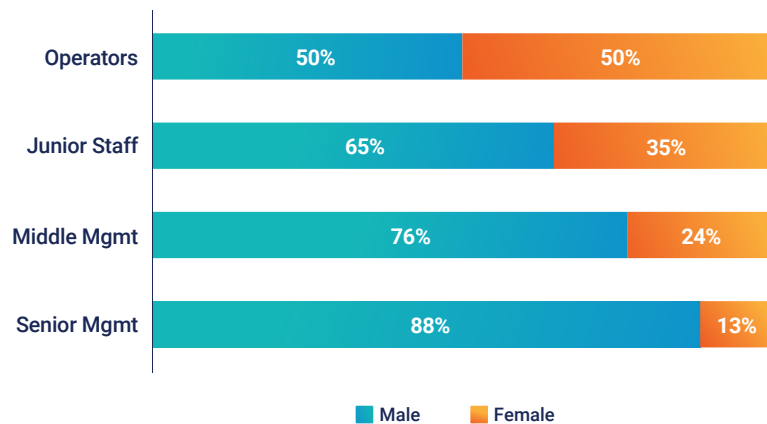
TOTAL EMPLOYEES BY GENDER



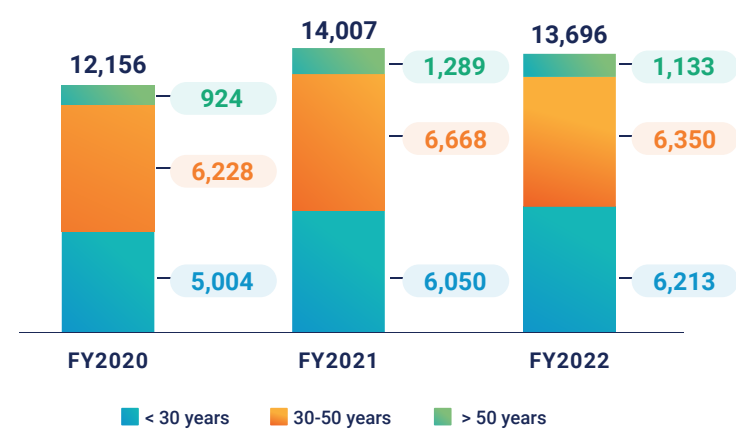
TOTAL EMPLOYEES BY REGION



FY2022 EMPLOYEES BY EMPLOYMENT CATEGORY AND GENDER (%)



TOTAL EMPLOYEES BY AGE GROUP



# PEOPLE

## INTERPLEX

# PEOPLE

### EMPLOYEE ENGAGEMENT

**We aim to create a positive and engaging work environment that fosters employee satisfaction, growth, and success.**

To achieve this, we have implemented initiatives to ensure our employees feel valued, motivated, and supported in their work. Some of these initiatives include health and wellness workshops, team-building activities, and festive celebrations. We also engage our employees in environmental initiatives such as tree planting in our premises and neighboring communities.

#### Quarterly management calls and regular townhalls

Led by our Group Chief Executive Officer, the senior management team hosts a quarterly communication call with managers worldwide to share and exchange important business updates. These calls allow managers to engage with our senior management team on important issues and ideas.

At the site, local General Managers hold regular townhalls with their teams to maintain ongoing communication. In addition, bulletin boards are installed in common areas to keep everyone updated on key organizational changes and news.

#### OPEN-DOOR POLICY

**Our Open-Door Policy encourages employees to approach their supervisors, managers, or senior management team with their concerns, complaints, questions, and suggestions.** Suggestion boxes are also installed in common areas to provide an alternative channel for employees to voice their opinion and share ideas for improvement.

#### EVENTS & CELEBRATIONS

**We organize team-building events, health awareness campaigns, family events, get-togethers and festive celebrations throughout the year.** This is done with the aim of fostering collaboration and boosting team morale.

#### SECTION 1

#### SECTION 2

#### SECTION 3

#### SECTION 4



### TREES PLANTING

#### PLANTING TREES TO FIGHT CLIMATE CHANGE

With active involvement of our employees, we remain committed to planting trees on our properties and in the surrounding communities as a means of fighting climate change by offsetting CO<sub>2</sub> emissions. Trees play a crucial role in reducing greenhouse gases by sequestering carbon dioxide from the atmosphere. In addition, they can help mitigate biodiversity loss by serving as habitats for wildlife, including birds, butterflies, and bees.

**As of the end of 2022, we have planted**

**23,159 trees.**



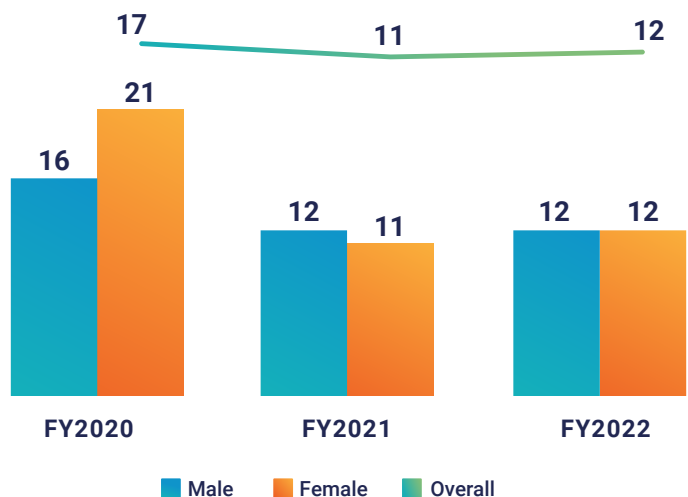
#### DEVELOPING OUR PEOPLE

**People development is a crucial pillar in our engagement strategy.** To drive a continuous learning culture, we offer flexible learning opportunities that meet the needs of our workforce. Our employees have access to a wide range of online training courses.

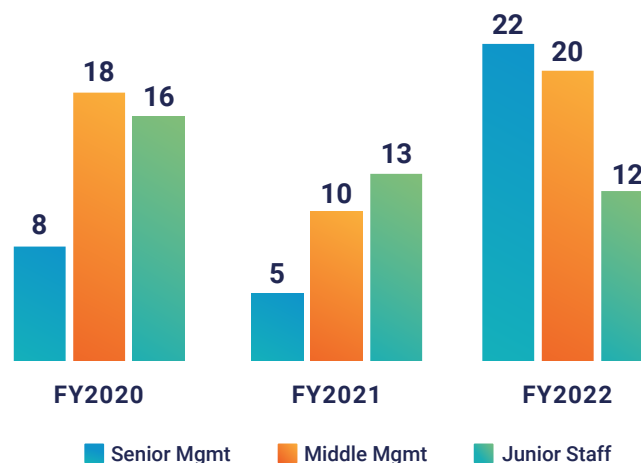
This report covers training hours relating to indirect employees.

### EMPLOYMENT

AVERAGE TRAINING HOURS PER EMPLOYEE, BY GENDER



AVERAGE TRAINING HOURS PER EMPLOYEE BY EMPLOYEE CATEGORY



### INTERPLEX TRAINING AT A GLANCE

	FY2020	FY2021	FY2022
Average hours of training per employee	17	11	12

**Note:** Training data refers to indirect employees.

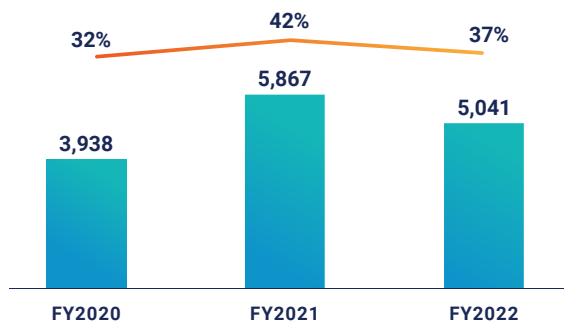
### PERFORMANCE MANAGEMENT

**Our performance management system provides a fair, transparent, and objective framework for us to reward and motivate performance.** We use Key Performance Indicators (KPIs) to measure and assess performance across the organization. This process covers all employees and is implemented across three phases: Goal setting where KPIs are established at the start of the year; mid-year appraisal reviews where we assess progress; year-end appraisal reviews where we evaluate overall performance and set plans for the following year.

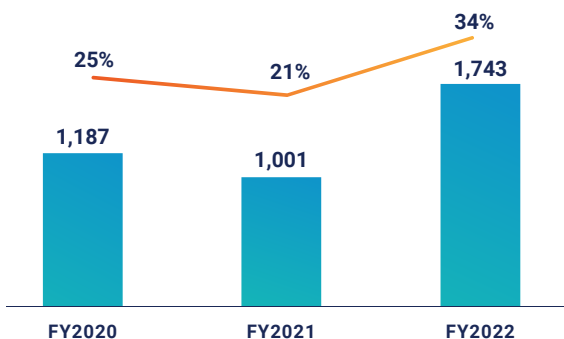
All employees participated in the performance appraisal process in the reported year.

## PERFORMANCE MANAGEMENT

TOTAL NEW HIRES (NUMBER, RATE)



PERMANENT EMPLOYEE TURNOVER (NUMBER, RATE)



## NEW HIRING BY GENDER

INDICATORS	FY2020			FY2021			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total hiring
Number of new hires	2,190	1,748	3,938	3,338	2,529	5,867	2,740	2,300	5,041
Hiring rate	30%	36%	32%	40%	44%	42%	35%	40%	37%

## NEW HIRING BY AGE GROUP

AGE GROUP	FY2020		FY2021		FY2022	
	No. of new hires	Hiring rate	No. of new hires	Hiring rate	No. of new hires	Hiring rate
Below 30 years	2,599	52%	4,002	66%	3,292	53%
30-50 years	1,224	20%	1,666	25%	1,621	25%
Over 50 years	115	12%	199	15%	128	11%
Total hiring	3,938	32%	5,867	42%	5,041	37%

## NEW HIRING BY REGION

REGION	FY2020		FY2021		FY2022	
	No. of new hires	Rate of new hires	No. of new hires	Rate of new hires	No. of new hires	Rate of new hires
Asia	3,463	34%	5,278	45%	4,499	40%
Americas	322	28%	409	31%	468	32%
Europe	153	17%	180	18%	123	13%
Total hiring	3,938	32%	5,867	42%	5,041	37%

## OCCUPATIONAL HEALTH AND SAFETY

**Interplex is committed to providing a safe and healthy workplace for all employees across its over 33 production plants worldwide. We recognize that ensuring the occupational health and safety (OHS) of our employees is paramount to our operations and the sustainability of our business.**



To achieve this goal, we have implemented an Occupational Health and Safety management system that aligns with ISO 45001 Standards and complies with applicable OHS laws, regulations, and industry standards. Our OHS management system includes the following key commitments:



### HAZARD PREVENTION:

We are committed to identifying and mitigating workplace hazards to prevent accidents, injuries, and illnesses. We conduct regular risk assessments and implement controls to eliminate or reduce the risk of workplace hazards.



### INCIDENT REPORTING AND INVESTIGATION:

We are committed to promptly reporting and investigating all workplace incidents to identify the root cause and implement corrective actions to prevent similar incidents from occurring in the future.



### EMPLOYEE TRAINING AND ENGAGEMENT:

We recognize that employee training and engagement are essential to maintaining a safe and healthy workplace. We provide our employees with OHS training and encourage them to actively participate in identifying and reporting hazards and potential improvements to OHS.



### CONTINUOUS IMPROVEMENT:

We are committed to continuously improving our OHS performance by setting targets, monitoring progress, and reviewing and updating our OHS management system to ensure its effectiveness.

## LINKED TO PERFORMANCE MANAGEMENT

**OHS is one of the five themes of our employee performance management system, promoting accountability and a culture of safety, health, and incident prevention.** We believe that engaging our employees in the OHS process is essential to maintaining a safe and healthy workplace. As such, we provide OHS training to our employees and encourage them to actively participate in identifying and reporting hazards and potential improvements to OHS.

The senior management is responsible for overseeing our OHS performance and ensuring that our OHS management system is effective through regular reviews. Continuous improvement is a core part of our OHS Policy, and we continuously strive to identify and mitigate workplace hazards to prevent accidents, injuries, and illnesses.

## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

**Our manufacturing facilities have adopted international Occupational Health and Safety (OHS) management standards.** By the end of 2022, 22% of our manufacturing facilities had achieved the ISO 45001:2018 certification for Occupational Health and Safety management systems. We have set a target for 100% of our manufacturing facilities to be certified by the end of 2024.

## HEALTH & SAFETY RISK ASSESSMENT

**Our manufacturing facilities undergo periodic health and safety risk assessment as part of implementing the OHS management system.** Following the risk assessment, each site has implemented the necessary measures for improving and providing a safe and healthy workplace for employees, customers, contractors, and visitors.

### OHS CERTIFICATION TARGET

**100%**  
of manufacturing facilities to be certified to ISO 45001:2018 by 2024.

### PERFORMANCE IN 2022

**21.9%**  
of our facilities ISO 45001:2018 certified.

# PEOPLE

## INTERPLEX PEOPLE

### EHS KPIS AND TARGETS

We follow strategic KPIs and specific annual targets to maintain a sharp focus on managing Environmental Health and Safety risks.

Our senior management regularly reviews our organization-wide EHS performance against these KPIs and targets.

In FY2022, the EHS KPIs were fully achieved by 21 of our facilities (60%) across the Americas, Europe, China, Southeast Asia, and South Asia.

#### OCCUPATIONAL HEALTH & SAFETY KPIS FY2022

KPI	Progress
Reduce total number of incidents by 25%	23%
Review and close out at least 75% of risk assessments	>75%

#### SAFETY PERFORMANCE



# 42.9%

of our locations had  
**ZERO injuries in FY2022.**

\*Injuries that resulted in >3 days of lost time.



### EHS AUDITS

Our global EHS audit program is critical in driving continuous improvement in our workplace environment, health and safety practices. The EHS audit process is designed to focus on:

- Evaluating compliance with Interplex EHS standards and regulatory requirements.
- Assessing the adequacy of site risk management, including EHS and business continuity risks.
- Summarizing site EHS performance to site managers, including identification of site management strengths and areas for improvement.
- Engaging site-level EHS professionals to perform audits at other sites, maximizing technical knowledge across the network.
- Encouraging knowledge sharing by identifying best practices and model programs that other sites can replicate appropriately.
- Proposing solutions to close gaps identified during the audit process.

### EHS TRAINING

Our annual EHS Training Plan ensures that all employees across our organization receive ongoing training in workplace health and safety practices. We believe that ongoing EHS training is critical to maintaining a safe and healthy workplace, and we are committed to providing our employees with the necessary skills and knowledge to prevent accidents, injuries, and illnesses.

**Some of the ongoing OHS training activities include:**

- Regular safety briefings for employees in our manufacturing facilities to emphasize safe work practices.
- Workshops on risk assessment and safety training are organized throughout the year.
- Awareness campaigns by our manufacturing facilities to promote employee health and well-being.

Our EHS Training Plan is regularly reviewed and updated to ensure that it remains relevant and effective in meeting our OHS goals and objectives.

**In 2022, 100% of targeted employees completed four hours of EHS training covering a range of topics.**

## OUR SAFETY PERFORMANCE

We monitor and review health and safety performance regularly at the plant level, regional level and corporate level to ensure that safety measures are effective, and to identify areas for improvement to prevent accidents and injuries. We also publicly report our health and safety performance as presented below.

### HEALTH & SAFETY (H&S) COMMITTEES

Employee health and safety committees at our plants play a crucial role in promoting a safe and healthy work environment.

By involving employees in the process of identifying and addressing safety concerns, the committees enable open communication and collaboration between management and employees, leading to the identification and prevention of potential hazards in the workplace.

We recognize that this investment in employee well-being can lead to improved productivity, reduced absenteeism, and lower workers' compensation costs.

Each Interplex site has established an H&S committee, which is chaired by the General Manager or a senior management executive. The committee members include representatives from each department covering both direct and indirect employees. The Committee meetings are held every month. The key responsibilities of the committee include all aspects of workplace health and safety issues, such as reviewing health and safety performance, monitoring performance against targets, risk assessments, and opportunities for continuous improvement.

The number of recordable work-related injuries in FY2022 was 56, compared with 59 and 37 in FY2021 and FY2020, respectively.

A detailed description of our safety performance is presented in the table on the right.

**Note:** The fatality and injury rates were computed based on number of incidents per million man-hours worked. The recordable work-related injury rate is also known as lost time injury (LTI) frequency rate. The lost time injury severity rate is calculated based on the number of workdays lost per million man-hours worked.

OCCUPATIONAL HEALTH & SAFETY KPIS FY2022				
INDICATORS	UNIT MEASUREMENT	FY2020	FY2021	FY2022
<b>Fatalities due to work-related injuries</b>				
<b>Direct workforce</b>	Number	0	0	0
<b>Subcontractor</b>	Number	0	0	0
<b>Direct workforce</b>	Rate	0	0	0
<b>Subcontractor</b>	Rate	0	0	0
<b>High-consequences (non-fatal) work-related injuries</b>				
<b>Direct workforce</b>	Number	0	0	4
<b>Subcontractor</b>	Number	0	0	0
<b>Direct workforce</b>	Rate	0	0	0.15
<b>Subcontractor</b>	Rate	0	0	0
<b>Recordable work-related injuries</b>				
<b>Direct workforce</b>	Number	37	59	56
<b>Subcontractor</b>	Number	0	2	0
<b>Direct workforce</b>	Rate	1.4	2.6	2.1
<b>Subcontractor</b>	Rate	0	0.31	0
<b>Lost time injury (LTI) severity rate</b>				
<b>Direct workforce</b>	Rate	31.16	24.32	37
<b>Subcontractor</b>	Rate	Not available	2.2	0
<b>Total number of man-hours worked</b>				
<b>Direct workforce</b>	Man-hours	27,277,853	22,573,170	26,189,531
<b>Subcontractor</b>	Man-hours	3,766,636	6,393,397	5,744,273



## TYPES OF INJURIES

The main work-related injuries in FY2022 included cuts and lacerations, sprain/strain, and bruises. We have taken corrective and preventive actions to improve safety by taking the following measures:

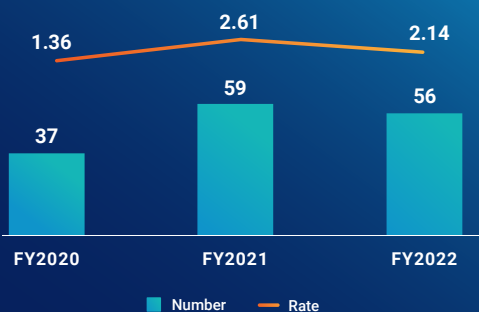
- Automation.
- Installing guarding and safety sensors.
- Reinforcing standard operating procedures, safe work procedures, and risk assessments.

Specifically, we have completed risk assessments to identify the adequacy and effectiveness of personal protective equipment (PPE) for each task and documented the glove requirements or procedures to reduce risk from identified hazards. We ensure that annual lock-out (LOTO) training for operators and technicians is appropriate to their job levels, and we conduct scheduled weekly inspections of machine guarding conditions and daily checks of safety device functionality.



**There were no incidents of non-compliance with health and safety laws resulting in a fine in FY2022.**

## RECORDABLE WORK-RELATED INJURIES – DIRECT WORKFORCE



**Note:** Injury rate is computed based on number of incident per million man-hours worked.

## HUMAN RIGHTS

At Interplex, we are committed to upholding human rights in all aspects of our global operations and supply chains. We recognize the importance of respecting and protecting the fundamental rights and dignity of all individuals, including employees, workers in the supply chain, and local communities. We have implemented policies and procedures to ensure compliance with internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labour Organization's (ILO) Core Labor Standards. We also engage in regular human rights due diligence and work with suppliers and other stakeholders to promote respect for human rights throughout its supply chain.

**We have a strict human rights policy that prohibits forced labor, child labor, modern slavery, harassment, bullying, and discrimination.**

We conduct periodic training for our employees to build awareness of child rights and child labor issues. Our Child Labor Awareness Training module covers issues related to child labor, child labor laws, child labor policy, and our recruitment procedures to prevent child labor risk.

We respect our employees' right to freedom of association and collective bargaining in compliance with local laws. As of the end of FY2022, nearly 30% of our employees were covered by collective bargaining agreements.

Our risk assessment indicates that the likelihood of forced labor, child labor, or any violations of freedom of association is minimal in our operations due to the robust implementation of our human resource policies.

There were no incidents of child labor, forced labor, discrimination, harassment, bullying, and non-compliance with freedom of association policy.

# PROCURUREMENT

## SUSTAINABLE PROCUREMENT

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**We hold our suppliers accountable to the same ethics, governance, and sustainability standards that apply to our own operations.**

At Interplex, we understand the importance of responsible sourcing in promoting sustainability, reducing environmental impact, and driving positive social and economic change across our value chain. We recognize that sustainable procurement is crucial for managing risk and ensuring the continuity of the supply chain by reducing the likelihood of disruptions due to environmental or social issues.

To fulfill our commitment, we have established policies and guidelines that enable us to source materials, goods, and services only from suppliers who share our commitment to sustainable and responsible practices. We work closely with our suppliers to promote transparency and collaboration, and we regularly assess their sustainability and social responsibility performance. Our sustainable procurement framework is designed to meet the increasing demand for transparency and accountability from our customers and other stakeholders.

Our sustainable procurement framework integrates business conduct and social and environmental standards into the procurement activities with our suppliers. This framework enables us to mitigate environmental, social, and governance risks in our supply chain and ensure that our suppliers share our commitment to sustainability. We have also established sustainable procurement Key Performance Indicators (KPIs) to monitor our progress in responsible sourcing. These KPIs allow us to track our performance and identify areas for improvement, ensuring that we remain accountable for our sustainability goals.

**In 2022, we worked with 2,069 active suppliers worldwide. Plastics and metals such as steel, aluminum, zinc, and copper account for a large part of our total purchase value.**

# PROCUREMENT

## SUSTAINABLE PROCUREMENT

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### SUPPLIER CODE OF CONDUCT

The Interplex Supplier Code of Conduct covers our expectations from suppliers in the following areas:



See details at <https://interplex.com/supplier-code-of-conduct/>



#### GOVERNANCE & ETHICS

- Compliance with Laws
- Business Integrity
- Financial Responsibility
- Accurate Records
- Conflict of Interest
- Intellectual Property
- Privacy
- Confidential and Proprietary Information
- Responsible Sourcing of Minerals
- Risk Assessment and Risk Management



#### LABOR AND HUMAN RIGHTS

- Modern Slavery
- Child Labor
- Diversity and Inclusion
- Fair Working Hours, Wages, and Benefits



#### WORKPLACE HEALTH, SAFETY, AND QUALITY

- Quality Requirements
- Product Safety
- Health, Safety, Environmental, and Quality Regulations
- Process Safety



#### ENVIRONMENT

- Environmental Permits and Reporting
- Waste and Emissions



# PROCUREMENT

## SUSTAINABLE PROCUREMENT

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### SUPPLIER CODE OF CONDUCT

At Interplex, we prioritize clarity and compliance in our supply chain by providing all of our suppliers with our Supplier Code of Conduct.

This document outlines the minimum standards that we expect our suppliers to uphold, and we follow up with them to secure their acknowledgment and understanding of these standards. It is essential to us that our suppliers implement these standards within their own supply chains to promote sustainability and responsible practices.

As part of our ongoing efforts, we require our suppliers to renew their acknowledgment of our Supplier Code of Conduct every two years. This helps to ensure that they remain committed to our standards and allows us to maintain a high level of transparency and accountability throughout our supply chain. By working together with our suppliers, we can promote responsible sourcing and continue to drive positive social and environmental change.

Please refer to the sidebar for more information about our Supplier Code of Conduct.



### SUSTAINABLE PROCUREMENT 2022 TARGETS

**> 30%**  
of purchase spend on  
direct materials with  
recycled content.

**> 70%**  
Tier 1 suppliers covered by  
sustainability assessment.

**> 90%**  
of active direct materials  
suppliers provided CMRT  
declaration.

**> 25%**  
of suppliers covered by  
capacity building program.

### SUPPLIER SUSTAINABILITY ASSESSMENT

Assessing our suppliers' sustainability efforts is a crucial component of our sustainable procurement framework at Interplex. To ensure that we work only with suppliers who share our commitment to sustainability and responsible practices, we require all new direct materials suppliers to complete a supplier sustainability self-assessment before registering as an approved vendor.

Moreover, we take a more comprehensive approach for our top suppliers, which account for 80% of our purchase value. They are required to submit the self-assessment every two years to remain our approved vendors. This helps us to monitor their sustainability efforts, promote transparency, and identify any areas for improvement. By working closely with our suppliers and ensuring they adhere to our sustainability standards, we can contribute to a more sustainable and responsible supply chain.

### SUPPLIER AUDITS

Supplier audits are a vital component of our sustainable procurement framework, serving to ensure that our suppliers conduct business in a sustainable and ethical manner.

Our supplier audits are designed to ensure that our suppliers comply with our Supplier Code of Conduct, as well as our Environmental, Social, and Governance (ESG) expectations, including labor practices, environmental impact, and ethical business practices.

We have been progressively implementing supplier audits to ensure sustainability performance throughout our supply chain. These audits are crucial for identifying potential risks, promoting improvement, increasing transparency, and supporting our overall sustainability strategy. We use these audits to manage risks, foster improvement, and promote transparency, ultimately advancing our sustainability goals.

In FY2022, we conducted onsite assessments for 30% of our suppliers.

# PROCURUREMENT SUSTAINABLE PROCUREMENT

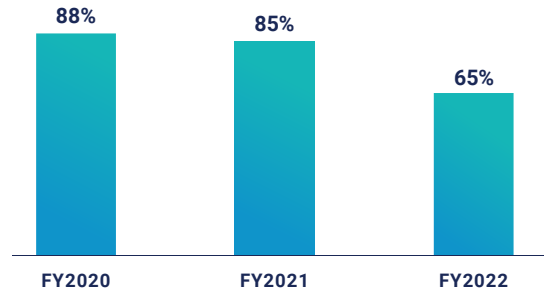
## SUPPLIER CERTIFICATIONS

As part of our sustainable procurement initiatives, we actively work with our suppliers to promote the implementation of a robust sustainability management system and adoption of international standards across the areas of environment, health and safety, and quality. We regularly conduct audits and assessments to track their progress in this regard.

Through this approach, we aim to ensure that our suppliers are committed to sustainability and consistently strive to improve their performance in areas that have a significant impact on the environment, the health and safety of their workforce, and the quality of their products or services.

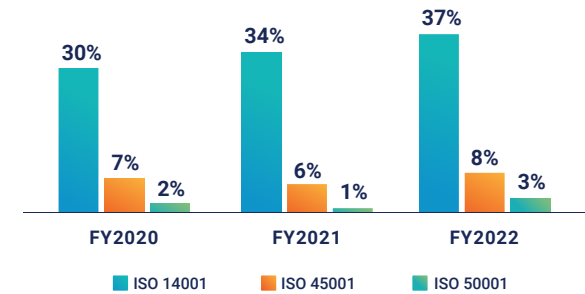
Below is a summary of our supplier engagement for the reported period:

NEW SUPPLIER SCREENED USING SOCIAL AND ENVIRONMENTAL CRITERIA (%)



Note: New supplier data for FY2019 & FY2020 covered China and ASEAN, Japan and India (AJI) region only.

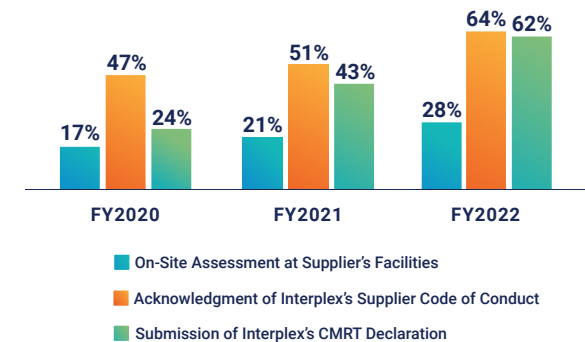
ACTIVE SUPPLIER WITH SOCIAL AND ENVIRONMENTAL CERTIFICATIONS (%)



Note: ISO 50001 data for FY2019 & FY2020 excluded US.



INTERPLEX'S ENGAGEMENT WITH ACTIVE SUPPLIER (%)



# PROCUREMENT

# SUSTAINABLE PROCUREMENT

## CONFLICT MINERALS

Conflict Minerals refers to minerals such as tantalum, tin, tungsten, and gold (3TG) mined mainly in the Democratic Republic of Congo and its surrounding countries by armed rebel groups in violation of human rights, using child labor, forced labor, and other unsafe mining practices. The groups sell the minerals extracted from the illegal mines to fund weapons.

Tantalum, tin, tungsten, and gold are necessary materials for electronic parts and components. The electronics industry commonly uses these materials in CPUs, hard disks, memory, motherboards, resistors, inductors, and connectors.



**100%**  
Sourcing of tantalum, tin, tungsten, and gold from RMI-Certified smelters.



## RESPONSIBLE MINERALS SOURCING

**Some of our electronics products contain tantalum, tin, tungsten, and gold in their metal form.**

**Our responsible minerals procurement policy prohibits conflict minerals from sources connected to the funding of armed conflicts, violence, and human rights violations.** We do not procure these minerals directly from smelters. We require our suppliers to source them only from the smelters certified by the Responsible Minerals Initiative (RMI) to ensure the supplies are of conflict-free origin.

**We ask our suppliers to exercise due diligence on the source and chain of custody of these minerals in their own supply chains.** We also require them to share their reports and the details of their implemented measures.

We have adopted the Conflict Minerals Reporting Template (CMRT), standardized by RMI. We require suppliers to complete the CMRT form and provide information regarding the minerals' countries of origin and the smelters and refiners utilized. All new direct materials suppliers must provide their CMRT declaration before registering as a new vendor. All active direct minerals suppliers are required to submit their CMRT declaration once a year.

## HUMAN RIGHTS IN OUR SUPPLY CHAIN



**Human Rights**

**We extend our human rights policy to our suppliers.** Our Supplier Code of Conduct requires suppliers to respect human rights. We have not formally assessed the potential risks of human rights violations in our supply chain. However, we remain committed to engaging our suppliers through our Supplier Code of Conduct and social assessments to mitigate human rights risks.

# DRIVING INNOVATION

At Interplex, we are committed to driving technological progress by continuously innovating and providing our customers with new advantages.

**We prioritize innovation, leveraging cutting-edge technologies to drive progress.**

Moving from the concept stage to real-world implementation requires forward-thinking and continuous improvement, and we are committed to making it happen.



**Interplex has a global presence that includes six Interplex Product Development Sites, two Technology Innovation Centers, and thirty-three manufacturing sites.**

We possess an in-depth understanding of the extensive design and production requirements that enable optimal performance, quality, and speed.

**Our exceptional technical expertise, comprehensive design skills in**

**high-precision engineering, and advanced manufacturing capabilities have**

**contributed to our unparalleled track record of success.** Through our services, we assist our customers in reducing their "Total Cost of Ownership" and introducing transformative innovations to their solutions with remarkable speed.

**We have a strong focus on innovation, constantly exploring new ways to improve our products and processes.**

Our expertise in high-precision stamping and molding processes allows for the production of complex metal components with tight tolerances reducing individual comments. This, in turn, is beneficial to customers by reducing cost and environmentally reducing shipping and weight. These processes have been used to create components for a range of industries, including automotive, aerospace, and medical.

Another example is using advanced materials, such as copper alloys, in our manufacturing processes. Copper alloys offer superior conductivity and thermal properties compared to traditional materials, allowing for the creation of components that are smaller, more efficient, and more reliable. We have also developed

specialized plating and coating processes that enhance the performance and durability of its components, such as corrosion-resistant coatings for electronic connectors.



# DRIVING INNOVATION



## MOBILITY

We take pride in being a trusted supplier and long-term innovator in the mobility industry, supporting the development of essential product technologies for efficient batteries, motors, power distribution systems, fuel cell components, and advanced assembly processes. Our commitment to decarbonization is of utmost importance to us. We are well-equipped to enable adaptable product solutions that can be utilized by EV makers across diverse platforms.

Interplex is particularly focused in the development of components for electric and hybrid vehicles. We have developed a range of innovative components for these vehicles, including high-precision stampings, wire harnesses, and connectors. These components are designed to improve the efficiency and performance of electric and hybrid vehicles, helping to reduce their carbon footprint and improve their overall sustainability.

## PRESS-FIT TECHNOLOGY

Interplex Press-Fit Technology, a solderless electro-mechanical compliant pin termination, provides an assembly-friendly solution for high-contact reliability.

Our Press-Fit Technology utilizes mechanical pressure instead of solder to create electrical connections between components. This technology offers several advantages over traditional soldering methods, including improved contact reliability and higher assembly yields. Press-Fit technology allows for easy and efficient repair and rework, as components can be easily replaced without the need for costly re-soldering. Additionally, Press-Fit technology is environmentally friendly, as it eliminates the need for potentially hazardous soldering materials.

## IPX-NET CONNECTOR TECHNOLOGY

IPX-Net is a connector system for high-speed data transmission. Some of the applications are as follows: Camera systems, driver assistance systems, autonomous driving, infotainment, and automotive ethernet. This connector is a key element in the Automotive Ethernet system. According to "Wired" magazine, "the adoption of in-car Ethernet can reduce wiring weight by around 30% – shaving up to 100 pounds of copper from your car". Avoiding the depletion of natural resources like copper allows us to maintain a better ecological balance for future generations. Reduction of weight in an automobile will result in better fuel efficiency. The IPX-Net connector transmits data at extremely high speeds. It is designed to fulfill strict vehicle emission regulations. In this way, it protects the environment and electronics from "unwanted" EMI noise.

## LOW CARBON GREEN LASERS

At Interplex, we pioneered the use of Green Laser Beam Welding in our production facilities, which reduces reflection from copper surfaces for more efficient energy absorption. This results in a lower CO<sub>2</sub> footprint and power usage per weld joint and virtually no weld splatter. Our leadership in using Green Laser processes can make a major difference in reducing carbon emissions and waste, benefiting the industries we serve, such as automotive & e-mobility, datacom, medical & life sciences, and general industrial. Our Green Laser Beam Welding process provides faster cycle times, better yields, and higher quality for customers.



### RETHINKING PIN HEADERS

The Interplex team recently improved our pin-header manufacturing process to benefit both customers and the environment. The innovation began when our product team noticed similarities in pin-header configurations required by different customers in the automotive industry. After conducting a comprehensive analysis, Interplex created a modular standard manufacturing approach that leveraged efficient production processes and adaptable tooling designs that could be reused across different projects. The move to reusable configurations and tooling saves resources, floor space, and energy consumption, resulting in faster manufacturing cycle times and lower costs for customers. The shift is particularly significant for e-mobility applications, such as Advanced Driver Assistance Systems (ADAS) control units, safety control systems, body control subsystems, and EV power controllers and converters, which have high production volumes.

This innovation demonstrates how we combine customer benefits with global sustainability.





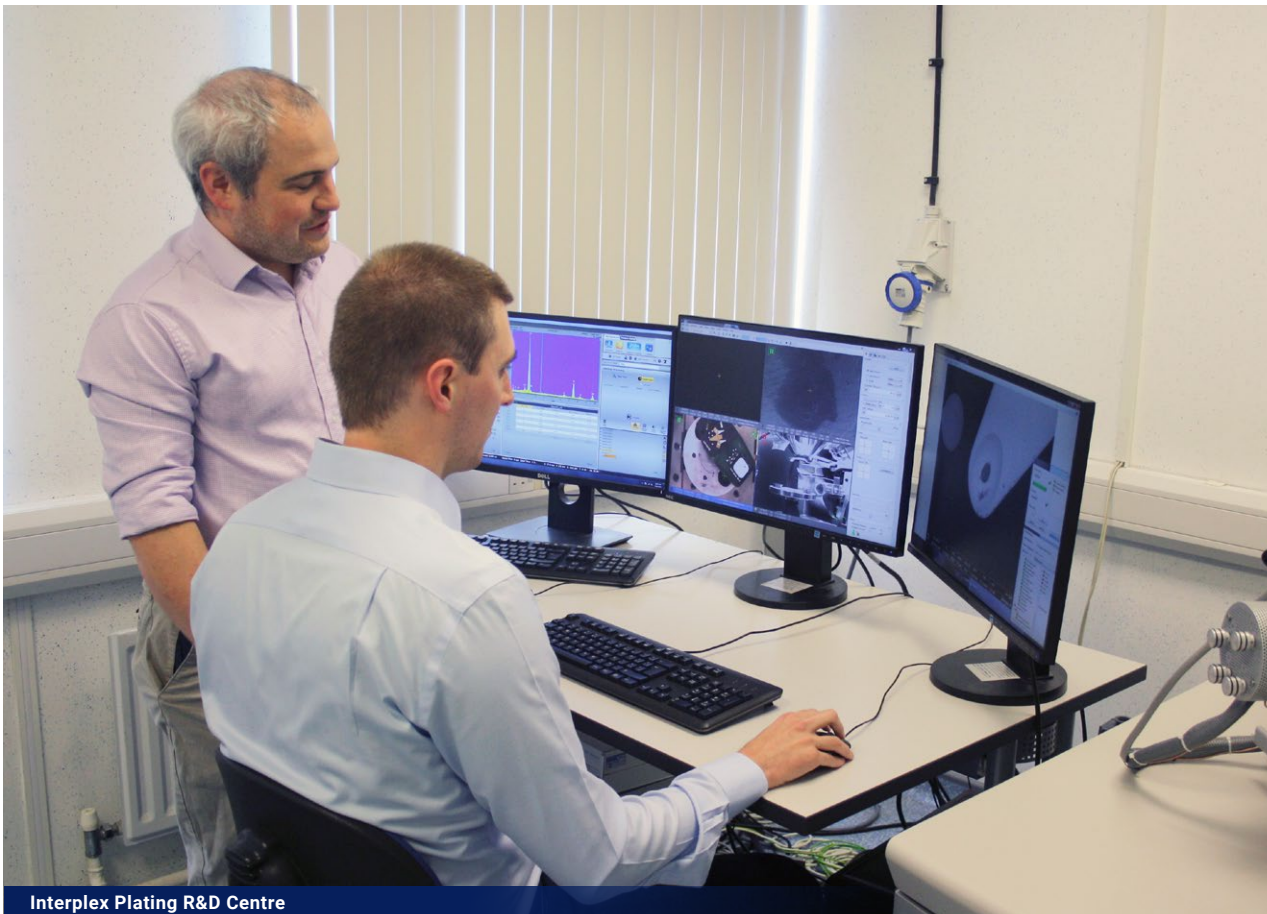
# QUALITY EXCELLENCE



**QUALITY = CUSTOMER TRUST = BUSINESS**

**Interplex stands out as a leader in our industry due to our focus on excellence in quality, safety, and sustainability, as well as our dedication to prioritizing our customers' needs.**

Our commitment to delivering exceptional products and services is demonstrated by our unwavering commitment to exceed our customers' expectations. In order to achieve this, we have outfitted our multi-technological facilities with cutting-edge testing and metrology equipment, guaranteeing that only products that meet our stringent quality standards are permitted to leave our production facilities.



Interplex Plating R&D Centre

# QUALITY EXCELLENCE

The production line's adherence to safety, quality, delivery, cost, and morale standards determines our progress toward the achievement of operational excellence.

Currently, manufacturing sites are making the most of Kaizen and Kaizen events to enhance Overall Equipment Efficiency (OEE), productivity, and cost savings. Drawing from this valuable experience, Interplex intends to extend the existing IBS implementation to non-manufacturing functions to streamline essential procedures and decrease lead time.



**CERTIFICATIONS**

Our facilities around the world are certified to various international environmental, health and safety, and quality standards, including:

ISO 9001:2015	ISO 17025:2017
AS 9100:2016	ISO 3834-2:2005
IATF 16949:2016	ISO 45001:2018
ISO 13485:2016	ISO 14001:2015
ISO 14554-1:2013	

## QUALITY ASSURANCE

Our unwavering commitment is to exceed our customers' expectations while maintaining quality, regulatory, and service requirements. Our extensive range of capabilities, from material validation to product qualification and certification, coupled with our commitment to quality assurance, guarantees that our customized product solutions meet the highest industry standards and global regulatory requirements.

To ensure compliance with quality assurance legislation and standards, including ISO 9001, IATF 16949, ISO 13485, ISO 14001, ISO/IEC 17025, ISO 45001, and more, we adhere to rigorous processes. We have established internal policies on product

QUALITY					ENVIRONMENT	SOCIAL	LABORATORIES	WELDING PROCESS CONTROLS		TOTAL NO. OF CERTIFICATIONS
Standards (10)	ISO 9001	IATF 16949	ISO 13485	AS 9100	ISO 14001	ISO 45001	ISO-IEC 17025	ISO 3834-2: 2005	ISO 14554-1: 2013	102
No. of Sites	31	25	7	1	25	7	3	2	1	

design and tooling management, which surpass our customers' expectations.

In our pursuit of perfection, we have adopted industry best practices that enable us to assess and enhance our operations, minimize risks, and boost efficiencies.

We maintain global design and manufacturing facilities that comply with international standards and have achieved certifications for relevant quality and environmental management systems across various sectors and industries we serve.

**These industries include:**

- Mobility
- Industrial Products
- Consumer Electronics
- Data Communications
- Medical
- Mass Storage
- Network, Enclosure & Server

Our product design centers, manufacturing facilities, test laboratories, and tooling centers hold 102 certifications across 10 international standards, including ISO 9001, ISO 13485, IATF 16949, ISO 14001, ISO 45001, and ISO/IEC 17025, at a global level. We take pride in Interplex's notable registrations, such as an FDA Registration for Class 1 Medical Devices and an FDA Registration for Medical Device Manufacturers.

You can find more details about our certifications at: <https://interplex.com/standards-certifications/>

# QUALITY EXCELLENCE

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## CUSTOMER HEALTH AND SAFETY



One of our topmost concerns is to minimize any potential health and safety risks associated with our products.

To ensure this, we adhere to a **Zero-Defect Approach** that mandates rigorous quality and safety assessments for all our products. We certify that every product we manufacture fully complies with customer specifications and relevant government regulations.

During the reported period, there were no instances of non-compliance with regard to the health and safety effects of our products and services.



## PRODUCT SAFETY



Ensuring product safety and managing liability is of utmost importance to us, especially in our mobility sector.

To mitigate any potential product safety risks, we have established comprehensive quality and safety assurance protocols across our manufacturing operations and supply chain. Furthermore, we have included our rigorous product safety requirements in our **Supplier Code of Conduct** to ensure compliance from all our partners.



## AWARDS AND RECOGNITION



Our customers consistently acknowledge and recognize our sincere commitment to quality and customer satisfaction.

Over the course of FY2022, we have received **9 awards**, recognizing our **exceptional performance** in various areas such as quality excellence, outstanding support and service, overall performance, and technological innovation.

# COMMUNITY

## INTERPLEX COMMUNITY

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We place a high priority on community development and engagement in places where we operate. We recognize that we have a responsibility to contribute positively to local communities' growth and development.

Our commitment to community development and engagement is not only a social responsibility but also part of our corporate values and an integral part of our overall business strategy.

Our colleagues across the world engage in several programs aimed at empowering the community through volunteering and donations. Interplex facilities around the world take part in community initiatives to support various causes and provide help to those in need. These efforts have enabled Interplex to build stronger relationships with the community, earn their trust and respect, and create a positive impact on the community's well-being.

Some of our community initiatives in FY2022 are highlighted below. More information about our community initiatives is available on our website at <https://interplex.com/corporate-social-responsibility/philanthropy/>



### CHINA

#### SUPPORTING CHILDREN WITH AUTISM

**September 2022:** About 1% of China's population has Autism Spectrum Disorder (ASD), and interventions for these children are primarily done in rehabilitation institutions and special schools like Ren Ai School in Suzhou. Ren Ai School, established in 2012, provides classes for students with moderate to severe mental retardation, autism, and multiple disabilities, including free lunches for students in need and aid for preschool students applying for government grants. **Our ESG team in Suzhou visited Ren Ai School to support inclusivity and children with special needs by conducting activities and donating over 200 storybooks, watercolor pens, pencils, and other stationery.**

#### SUPPORTING FLOOD VICTIMS

**2021:** Interplex prepared a consolation package and donated RMB 600 to each of the 90 flood-affected employees affected by the Henan floods.



### INDONESIA

#### RECYCLED PLASTIC WASTE

**October 2022:** Interplex collaborated with PT. WIK to collect and recycle used plastic bottles.



#### DONATIONS TO ORPHANAGES

**December 2022:** Interplex donated groceries to multiple orphanages across Indonesia to help children in need.

#### ASSISTING LOCAL GOVERNMENTS

**August 2022:** Interplex assisted the governments in Batam City and Riau Island Government in handling the pandemic. We also provided Indonesian flags.

# COMMUNITY

## INTERPLEX COMMUNITY



### VIETNAM

#### DONATIONS TO SCHOOLS

Interplex donated folding beds to preschools in the Bac Giang and Bac Ninh provinces.

#### TREE PLANTING

**Sept 2022:** Interplex planted 18 trees inside the factory compound.

#### COVID-19 TEST KIT FOR LOCAL HOSPITALS

**April 2021:** Interplex donated disposable masks and COVID-19 test kits to two local hospitals in Hanoi, Bac Ninh Center of Disease Control (CDC) and Bac Ninh Obstetrics & Pediatrics Hospital, to fight the pandemic.



Interplex Precision Technology (Hanoi) Co., Ltd.



### INDIA

#### APPRENTICESHIP FOR RURAL YOUTH

**2022:** We engaged 44 rural students in skill development through a company technical training scheme, under the Skill Development Program, a government-supported apprenticeship scheme.

#### SUPPORTING ORPHANS AND THE ELDERLY

**October 2021:** Interplex India colleagues visited Sri Satya Sai Charitable Trust in Bangalore, donating clothes, utensils, and groceries to support the local community. The trust, founded in 1972, provides shelter to 100 orphans and elderly people and offers health and education services. Despite the pandemic, they continued to support over 100 community members and rely solely on donations.



Interplex Electronics India Pvt Ltd.



### CZECH REPUBLIC

#### SUPPORTING SCHOOLS TO FIGHT AGAINST COVID-19

**June 2021:** Interplex made donations to five primary schools in Písek to help purchase various protective items, including disposable gloves, respirators, and air purifiers, to safeguard the health and well-being of the 3,000 children from the pandemic.

#### CONTRIBUTION TO A HOSPICE

**June 2021:** Interplex donated funds to Domáci hospice Athelas, a health and social services non-profit organization in Pisek. This hospice houses about 120 terminally ill patients. Unfortunately, due to the pandemic, the patients were separated from their loved ones and only had the companionship of hospice caregivers as they walked their final journey.



Interplex Precision Engineering Czech Republic S. R. O

# COMMUNITY

## INTERPLEX COMMUNITY



USA

### SUPPORTING HOMELESS ANIMALS SHELTER

**September 2021:** We made donations to Ramapo-Bergen Animal Refuge, Inc. (RBARI) to support their work to protect abandoned pet animals. RBARI is a leading no-kill animal shelter in Northern New Jersey, providing refuge for homeless and abused cats and dogs with a range of medical conditions. During the COVID-19 pandemic, there was a rise in pet surrenders as many pet owners faced financial difficulties and gave up their pets. Additionally, the increase in deaths among the elderly population left pets without homes. Shelters also saw pets adopted during lockdown being surrendered as home restrictions were lifted. Warm weather also caused an increase in the number of stray kittens being born, adding to the influx of homeless animals in need of shelter and care. RBARI is not government-funded, so they require financial support to continue providing refuge for rescued animals.



### SUPPORTING STUDENTS IN NEED

**August 2021:** Interplex donated learning materials and Covid-related personal protective equipment to the Academy of St Paul for the new school term. Established by the Sisters of Charity of Convent Station in 1952, the Academy of Saint Paul offers scholarships, education, and social services to families from several towns in New Jersey and New York.

### SUPPORTING WOMEN AND CHILDREN IN NEED

**July 2021:** Interplex collaborated with Several Sources Shelters to contribute school supplies for underprivileged children. Several Sources Shelters is a non-profit organization that extends aid to women and children in need in the New Jersey area by offering education and continuous compassionate support services.



MEXICO

### PROVIDING TOYS TO HOMELESS CHILDREN

**April 2022:** Interplex Mexico commemorates Children's Day by donating new and second-hand toys in good condition to homeless children in Jalisco, Mexico. The employees initiated the drive to bring joy to young children living in precarious conditions. Throughout April, the team collected toys for over 40 homeless children, including toy cars, building blocks, and educational games. Parents brought their children to our facility to select a toy.



Interplexico Manufacturing Company, S.A. De C.V.

### DONATING WINTER CLOTHING TO THE NEEDY

**November 2021:** Interplex Mexico continued its successful sweater donation drive, started by employees in Guadalajara, to keep Jalisco's homeless people warm during winter. The team provided 50 individuals with gently used winter clothing, restoring dignity and hope. Interplex employees volunteered to distribute the garments, contributing back to the community and bringing warmth and joy to the homeless.



FRANCE

### HUMANITARIAN AID

**2022:** Interplex donated materials to Les Convois Solidaires, an association that provides humanitarian aid to people in need, for instance, war refugees.



Interplex Soprec SAS

### DONATIONS TO SCHOOLS

**2022:** Interplex donated our excess materials to the EPB school in order to aid students with their learning.

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### KEY PERFORMANCE INDICATORS

ENVIRONMENT				
INDICATORS	UNIT	2020	2021	2022
<b>ISO 14001 CERTIFICATION</b>				
Percentage of production plants with ISO 14001 Certification	%	82	91	89
<b>ENERGY CONSUMPTION</b>				
Total energy consumption	GJ	560,386	761,318	615,868
<b>Energy consumption by type</b>				
Electricity	MWh	143,383	145,776	140,899
	GJ	516,179	524,794	507,235
Solar	GJ	11,212	11,394	18,711
Natural Gas	GJ	20,555	38,520	53,074
Petrol	GJ	13,309	14,516	3,638
Diesel	GJ	10,343	171,729	33,210
Fuel Oil	GJ	0	365	0
Energy intensity	GJ/million \$ revenue)	603	656	557
Percentage of sites with LED lights	%	28	93	97
Renewable energy produced	kWh	3,114,506	5,197,419	5,756,259
<b>CARBON EMISSIONS</b>				
Total GHG emissions (Scope 1 + 2)	tCO <sub>2</sub> e	91,180	105,255	102,722
Scope 1 - Direct GHG emissions	tCO <sub>2</sub> e	2,953	3,649	5,665
Scope 2 - Indirect GHG emissions	tCO <sub>2</sub> e	88,227	101,606	97,057
GHG emissions intensity (Scope 1 and Scope 2 emissions)	tCO <sub>2</sub> e/million \$ revenue	98	91	93
<b>GHG emissions by region</b>				
Asia Pacific	tCO <sub>2</sub> e	-	90,973	88,763
Europe	tCO <sub>2</sub> e	-	5,122	4,837
Americas	tCO <sub>2</sub> e	-	9,160	9,122

# SUSTAINABILITY

## PERFORMANCE DATA

### KEY PERFORMANCE INDICATORS

ENVIRONMENT				
INDICATORS	UNIT	2020	2021	2022
<b>CARBON EMISSIONS (CONTINUED)</b>				
<b>Scope 3 – Other indirect GHG emissions</b>				
<b>Total Scope 3 emissions</b>	tCO <sub>2</sub> e	-	873,146	788,436
<b>Scope 3 emissions by category:</b>				
Category 1: Purchased goods and services	tCO <sub>2</sub> e	-	771,884	686,725
Category 2: Capital goods	tCO <sub>2</sub> e	-	23,365	25,353
Category 3: Fuel- and energy-related activities	tCO <sub>2</sub> e	-	21,245	21,510
Category 4: Upstream transportation and distribution	tCO <sub>2</sub> e	-	Not relevant	Not relevant
Category 5: Waste generated in operations	tCO <sub>2</sub> e	-	1,933	2,172
Category 6: Business travel	tCO <sub>2</sub> e	-	1,037	2,885
Category 7: Employee commuting	tCO <sub>2</sub> e	-	20,400	20,400
Category 8: Upstream leased assets (vehicles, facilities)	tCO <sub>2</sub> e	-	Not relevant	Not relevant
Category 9: Downstream Transportation and Distribution	tCO <sub>2</sub> e	-	31,258	27,366
Category 10: Processing of sold products	tCO <sub>2</sub> e	-	-	-
Category 11: Use of sold products	tCO <sub>2</sub> e	-	Not relevant	Not relevant
Category 12: End of Life of sold products (intermediate product, if relevant)	tCO <sub>2</sub> e	-	Not relevant	Not relevant
Category 13: Downstream leased assets	tCO <sub>2</sub> e	-	Not relevant	Not relevant
Category 14: Franchises	tCO <sub>2</sub> e	-	Not relevant	Not relevant
Category 15: Investments	tCO <sub>2</sub> e	-	2,024	2,025
<b>WASTE</b>				
<b>Total waste generated</b>				
Non-hazardous waste	Tons	45,211	50,149	46,423
hazardous waste	Tons	2,274	2,353	3,382
<b>WATER</b>				
<b>Total water withdrawal</b>	Megaliters	1,579	1,215	1,110



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### KEY PERFORMANCE INDICATORS

ENVIRONMENT				
INDICATORS	UNIT	2020	2021	2022
<b>WATER (CONTINUED)</b>				
Water withdrawals in areas with water stress	Megaliters	792	1,085	997
Water withdrawal in all other areas	Megaliters	787	130	113
Total water discharge	Megaliters	1,579	1,215	1,110
Total water consumption	Megaliters	0	0	0
Fully functioning WASH services to workers	% of facilities	100	100	100
Water intensity	ML/million \$ revenue	1.14	1.04	1.00
<b>MATERIALS</b>				
Non-renewable materials	Tons	113,488	124,136	110,976
Renewable materials	Tons	270,069	316,485	367,953
<b>EMPLOYEE TRAINING</b>				
Percentage of targeted employees attended environmental awareness training	%	100	100	100

SOCIAL				
INDICATORS	UNIT	2020	2021	2022
<b>EMPLOYEES</b>				
Total number of full-time employees	Number	11,980	13,760	13,663
Male	%	60	59	58
Female	%	40	41	42
<b>EMPLOYEES BY EMPLOYMENT TYPE AND GENDER</b>				
Full-time employees	Number	11,980	13,760	13,663
Male	Number	7,140	8,127	7,884
Female	Number	4,840	5,633	5,778
Part-time employees	Number	176	247	33
Male	Number	104	154	9
Female	Number	72	93	24

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### KEY PERFORMANCE INDICATORS

SOCIAL					
INDICATORS	UNIT	2020	2021	2022	
<b>EMPLOYEES BY EMPLOYMENT TYPE AND GENDER (CONTINUED)</b>					
<b>Permanent employees</b>	Number	4,660	4,874	5,072	
Male	Number	2,948	3,054	3,135	
Female	Number	1,712	1,820	1,936	
<b>Temporary employees</b>	Number	404	477	200	
Male	Number	328	374	175	
Female	Number	76	103	25	
<b>Fixed-term contract employees</b>	Number	7,092	8,656	8,424	
Male	Number	3,968	4,853	4,583	
Female	Number	3,124	3,803	3,841	
<b>EMPLOYEES BY AGE GROUP</b>					
<b>Under 30 years</b>	Number	5,004	6,050	6,213	
Male	Number	2,933	3,558	3,512	
Female	Number	2,071	2,492	2,701	
<b>30-50 years</b>	Number	6,228	6,668	6,350	
Male	Number	3,699	3,905	3,656	
Female	Number	2,529	2,763	2,693	
<b>Over 50 years</b>	Number	924	1,289	1,133	
Male	Number	612	818	725	
Female	Number	312	471	408	
<b>EMPLOYEES BY EMPLOYMENT CATEGORY</b>					
<b>Senior management</b>	Number	30	32	24	
Male	Number	26	28	21	
Female	Number	4	4	3	
<b>Middle management</b>	Number	576	592	659	
Male	Number	449	465	501	
Female	Number	127	127	158	

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### KEY PERFORMANCE INDICATORS

SOCIAL					
INDICATORS	UNIT	2020	2021	2022	
<b>EMPLOYEES BY EMPLOYMENT CATEGORY (CONTINUED)</b>					
<b>Junior staff</b>	Number	5,347	6,394	6,002	
Male	Number	3,518	4,163	3,873	
Female	Number	1,829	2,231	2,128	
<b>Operators</b>	Number	6,203	6,989	7,011	
Male	Number	3,251	3,625	3,498	
Female	Number	2,952	3,364	3,153	
<b>EMPLOYEES BY REGION</b>					
<b>Total number of employees</b>	Number	12,156	14,007	13,696	
Asia	Number	10,118	11,723	11,270	
Americas	Number	1,143	1,308	1,474	
Europe	Number	895	976	952	
<b>Permanent employees</b>					
Asia	Number	2,825	2,805	2,792	
Americas	Number	1,064	1,230	1,430	
Europe	Number	771	839	850	
<b>Temporary employees</b>					
Asia	Number	376	437	180	
Americas	Number	2	18	7	
Europe	Number	26	22	13	
<b>Fixed-term contract employees</b>					
Asia	Number	6,917	8,481	8,298	
Americas	Number	77	60	37	
Europe	Number	98	115	89	
<b>PARENTAL LEAVE</b>					
<b>Total number of employees that were entitled to parental leave</b>	Number	-	-	2,906	
Male	Number	-	-	1,619	
Female	Number	-	-	1,287	

# SUSTAINABILITY

## PERFORMANCE DATA

### KEY PERFORMANCE INDICATORS

SOCIAL					
INDICATORS	UNIT	2020	2021	2022	
<b>PARENTAL LEAVE (CONTINUED)</b>					
Total number of employees that took parental leave	Number	-	-	468	
Male	Number	-	-	276	
Female	Number	-	-	192	
Total number of employees that returned to work in the reporting period after parental leave ended	Number	-	-	460	
Male	Number	-	-	274	
Female	Number	-	-	186	
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Number	-	-	426	
Male	Number	-	-	256	
Female	Number	-	-	170	
Return to work and retention rates of employees that took parental leave	%	-	-	93	
Male	%	-	-	95	
Female	%	-	-	91	
<b>NUMBER OF WORKERS</b>					
Workers who are not our employees but whose workplace is controlled by us	Number	-	-	2,001	
<b>DIVERSITY IN MANAGEMENT</b>					
Percentage of female managers	%	23	23	23	
Percentage of female Heads of Department	%	20	21	31	
<b>NEW HIRES</b>					
Number of new hires by gender					
Male	Number	2,190	3,338	2,740	
Female	Number	1,748	2,529	2,300	

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### KEY PERFORMANCE INDICATORS

SOCIAL					
INDICATORS	UNIT	2020	2021	2022	
<b>NEW HIRES (CONTINUED)</b>					
<b>Number of new hires by age group</b>					
Under 30 years	Number	2,599	4,002	3,292	
30-50 years	Number	1,224	1,666	1,621	
Over 50 years	Number	115	199	128	
<b>Number of new hires by region</b>					
Asia	Number	3,463	5,278	4,449	
Americas	Number	322	409	468	
Europe	Number	153	180	123	
<b>Hiring rate by gender</b>					
Male	%	56	57	54	
Female	%	44	43	46	
<b>Hiring rate by age</b>					
Under 30 years	%	52	66	65	
30-50 years	%	20	25	32	
Over 50 years	%	12	15	3	
<b>Total number of new hires</b>	Number	3,938	5,867	5,041	
<b>EMPLOYEE TURNOVER</b>					
<b>Total turnover rate</b>	%	25	21	34	
<b>Number of employees who left the organization</b>					
Male	Number	1,187	1,001	1,743	
Female	Number	680	566	945	
Female	Number	507	435	798	
<b>Turnover rate by gender</b>					
Male	%	22	19	30	
Female	%	29	24	41	

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### KEY PERFORMANCE INDICATORS

SOCIAL				
INDICATORS	UNIT	2020	2021	2022
<b>EMPLOYEE TURNOVER (CONTINUED)</b>				
<b>Turnover rate by age group</b>				
Under 30 years	%	46	43	57
30-50 years	%	16	15	27
Over 50 years	%	26	15	27
<b>Turnover rate by region</b>				
Asia	%	19	15	33
Americas	%	39	37	47
Europe	%	21	14	18
<b>EMPLOYEE TRAINING</b>				
<b>Average training hours per employee</b>				
Male	Number	17	11	12
Female	Number	21	11	12
<b>Average training hours per employee by category</b>				
Senior management	Number	8	5	22
Middle management	Number	18	10	20
Junior staff	Number	17	13	12
<b>EMPLOYEE PERFORMANCE REVIEW</b>				
Percentage of employees receiving regular performance reviews	%	100	100	100
<b>HUMAN RIGHTS</b>				
<b>Non-discrimination:</b> Number of incidents reported	Number	0	0	0
<b>Child labor:</b> Number of incidents reported	Number	0	0	0
<b>Forced labor:</b> Number of incidents reported	Number	0	0	0
<b>% of employees covered by Collective Bargaining Agreements</b>	%	-	30	24

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### KEY PERFORMANCE INDICATORS

SOCIAL				
INDICATORS	UNIT	2020	2021	2022
<b>OCCUPATIONAL HEALTH AND SAFETY</b>				
% of production facilities with ISO 45001 Certification	%	21	21	21
<b>Number of fatalities due to work-related injuries</b>	Number	0	0	0
Employees	Number	0	0	0
Workers	Number	0	0	0
<b>Rate of fatalities due to work-related injuries</b>	Number	0	0	0
Employees	Number	0	0	0
Workers	Number	0	0	0
<b>Number of high-consequence (non-fatal) work-related injuries</b>	Number	0	0	4
Employees	Number	0	0	4
Workers	Number	0	0	0
<b>Number of recordable work-related injuries</b>	Number	37	61	56
Employees	Number	37	59	56
Workers	Number	0	2	0
<b>Rate of recordable work-related injuries</b>	%	1.4	2.6	2.1
Employees	%	1.4	2.6	2.1
Workers	%	0	0.3	0
<b>Lost time injury (LTI) severity rate</b>				
Employees	%	31.1	24.3	37
Workers	%	Not reported	2.2	0
<b>Total number of man-hours worked</b>	Number	31,044,489	28,966,567	31,933,804
Employees	Number	27,277,853	22,573,170	26,189,531
Workers	Number	3,766,636	6,393,397	5,744,273
<b>Percentage of targeted employees who attended health and safety training</b>	%	100	100	100
<b>Average hours of health and safety training per employee</b>	Hours	4	4	4

# SUSTAINABILITY

## PERFORMANCE DATA

SECTION 1

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SECTION 4

### KEY PERFORMANCE INDICATORS

SOCIAL				
INDICATORS	UNIT	2020	2021	2022
<b>SUSTAINABLE PROCUREMENT</b>				
Number of active suppliers	Number	1,804	2,146	1,799
Percentage of suppliers who have signed the Supplier Code of Conduct	%	47	51	64
Percentage of targeted suppliers with contracts that include sustainability clauses	%	-	100%	100%
Percentage of targeted suppliers covered by sustainability self-assessments	%	-	181%	181%
Percentage of targeted suppliers covered by onsite sustainability audits	%	17	21	28
Percentage of new suppliers screened using sustainability criteria	%	88	85	65
Percentage of ISO 14001-certified suppliers	%	30	34	37
Percentage of targeted suppliers with CMRT declarations	%	24	43	62

GOVERNANCE				
INDICATORS	UNIT	2020	2021	2022
<b>BUSINESS ETHICS</b>				
Percentage of targeted employees who signed the Code of Business Conduct	%	-	74%	94%
Percentage of employees who completed Code of Business Conduct training	%	-	74%	94%
<b>REGULATORY COMPLIANCE</b>				
Incidences of significant monetary sanctions due to legal non-compliance	Number	0	0	0
Total monetary value of significant fines from monetary sanctions	\$	0	0	0
Incidences of non-monetary sanctions	Number	0	0	0



# SUSTAINABILITY

## PERFORMANCE DATA

### KEY PERFORMANCE INDICATORS

GOVERNANCE				
INDICATORS	UNIT	2020	2021	2022
<b>ANTI-CORRUPTION</b>				
Confirmed cases of corruption	Number	0	0	0
Percentage of targeted employees who completed anti-corruption training	%	-	-	94
<b>ANTITRUST AND COMPETITION</b>				
Confirmed cases involving anti-competitive behavior	Number	0	0	0
Fines or settlements related to anti-competitive business practices	\$	0	0	0
<b>INFORMATION SECURITY</b>				
Substantiated complaints of personal data breaches	Number	0	0	0
Confirmed incidents of information security incidents	Number	0	0	0

## SECTION 4

90 GRI CONTENT INDEX

94 SASB INDEX

95 TCFD DISCLOSURES

# GRI CONTENT INDEX

SECTION 1

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SECTION 4

<b>Statement of Use</b>	Interplex has reported in accordance with the GRI Standards for the period 1 <sup>st</sup> January 2022 to 31 <sup>st</sup> December 2022.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021.
<b>Applicable GRI Sector Standard(s)</b>	Not applicable as a GRI sector standard is not available for our industry.

GRI STANDARD	DISCLOSURES	PAGE NO./ LOCATION
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
<b>ORGANIZATIONAL DETAILS AND REPORTING PRACTICES</b>		
GRI 2-1	Organizational details.	3-4
GRI 2-2	Entities included in the organization's sustainability reporting.	3-4, 5
GRI 2-3	Reporting period, frequency, and contact point.	5
GRI 2-4	Restatements of information.	5
GRI 2-5	External assurance.	5
<b>ACTIVITIES AND WORKERS</b>		
GRI 2-6	Activities, value chain, and other business relationships.	3-4, 64-68
GRI 2-7	Employees.	56, 80-81
GRI 2-8	Workers who are not employees.	83
<b>GOVERNANCE</b>		
GRI 2-9	Governance structure and composition.	13
GRI 2-10	Nomination and selection of the highest governance body.	Not applicable as Interplex is a privately-held company.
GRI 2-11	Chair of the highest governance body.	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts.	13-14
GRI 2-13	Delegation of responsibility for managing impacts.	13-14
GRI 2-14	Role of the highest governance body in sustainability reporting.	13-14
GRI 2-15	Conflicts of interest.	15, 18
GRI 2-16	Communication of critical concerns.	18

GRI 2-17	Collective knowledge of the highest governance body.	Not applicable as Interplex is a privately-held company.
GRI 2-18	Evaluation of the performance of the highest governance body.	
GRI 2-19	Remuneration policies.	
GRI 2-20	Process to determine remuneration.	Not reported due to confidentiality constraints.
GRI 2-21	Annual total compensation ratio.	

<b>STRATEGIES, POLICIES, AND PRACTICES</b>		
GRI 2-22	Statement on sustainable development strategy.	8, 9
GRI 2-23	Policy commitments.	19, 21, 26, 28-32, 64
GRI 2-24	Embedding policy commitments.	19, 21, 26, 28-32, 64
GRI 2-25	Processes to remediate negative impacts.	19, 25-27, 26, 28-32
GRI 2-26	Mechanisms for seeking advice and raising concerns.	18
GRI 2-27	Compliance with laws and regulations.	18, 47, 87
GRI 2-28	Membership associations.	24

<b>STAKEHOLDER ENGAGEMENT</b>		
GRI 2-29	Approach to stakeholder engagement.	22-23
GRI 2-30	Collective bargaining agreements.	85

<b>MATERIAL TOPICS</b>		
GRI 3-1	Process to determine material topics.	25-27
GRI 3-2	List of material topics.	26-27

# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	PAGE NO./ LOCATION
<b>ECONOMIC TOPICS</b>		
<b>ANTI-CORRUPTION</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	16, 27, 32
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures.	16, 17
	205-3 Confirmed incidents of corruption and actions taken.	16, 88
<b>ANTITRUST AND COMPETITION</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	17, 27, 32
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior and practices.	17, 88
<b>ENVIRONMENTAL TOPICS</b>		
<b>ENERGY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 30
GRI 302: Energy 2016	302-1 Energy consumption within the organization.	43, 53, 78
	302-3 Energy intensity.	43, 53, 78
	302-4 Disclosure 302-4 Reduction of energy consumption.	43, 48-52
<b>WATER</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 30

Management Approach Disclosures 2018	303-1 Interactions with water as a shared resource.	44
	303-2 Management of water discharge-related impacts.	44
GRI 303: Water and Effluents 2018	303-3 Water withdrawal.	44, 53, 79-80
<b>EMISSIONS</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 30
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions.	42, 53, 78
	305-2 Energy indirect (Scope 2) GHG emissions.	42, 53, 78
	305-3 Other indirect (Scope 3) GHG emissions.	42, 53, 79
	305-4 GHG emission intensity.	42, 53, 78
<b>WASTE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 30
Management Approach Disclosures 2020	306-1 Waste generation and significant waste-related impacts.	45-46
	306-2 Management of significant waste-related impacts.	26, 30, 45-46
GRI 306: Waste 2020	306-3 Waste generated.	45, 54, 79
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	27, 32
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria.	68, 87

# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	PAGE NO./ LOCATION
<b>SOCIAL TOPICS</b>		
<b>EMPLOYMENT</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 31, 55
GRI 401: Employment 2016	401-1 New Employee hires and employee turnover.	60, 83-85
	401-3 Parental leave.	82-83
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 31
Management Approach Disclosures 2018	403-1 Occupational health and safety management system.	61-64
	403-2 Hazard identification, risk assessment, and incident investigation.	61-64
	403-3 Occupational health services.	61-64
	403-4 Worker participation, consultation, and communication on occupational health and safety.	61-64
	403-5 Worker training on occupational health and safety.	61-64
	403-6 Promotion of worker health.	61-64
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	61-64
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system.	61-64
	403-9 Work-related injuries.	63, 86

<b>TRAINING AND EDUCATION</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 31, 58
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee.	59, 85
	404-3 Percentage of employees receiving regular performance and career development reviews.	59, 85
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 31
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees.	56, 57, 83
<b>NON-DISCRIMINATION</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 31
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken.	85
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 31
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	64
<b>CHILD LABOR</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 31
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidence of child labor.	64

# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	PAGE NO./ LOCATION
<b>SOCIAL TOPICS</b>		
<b>FORCED, OR COMPULSORY LABOR</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	26, 31
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidence of forced or compulsory labor.	64
<b>LOCAL COMMUNITIES</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	75-77
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs.	75-77
<b>SUPPLY CHAIN</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	27
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria.	68, 87
<b>CUSTOMER PRIVACY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics.	17, 18, 27, 32
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data.	17, 88
<b>NON-GRI MATERIAL TOPICS</b>		
<b>PRODUCT QUALITY</b>		
GRI 3: Material Topics 2021	103-1 Explanation of the material topic and its boundaries.	27, 31
Innovation	Invest in research and development	70-71
Product Quality	Ensuring high quality of products.	72-74

# SASB INDEX

**We have used the most relevant metrics for the following SASB Standards:** Electronic Manufacturing Services & Original Design Manufacturing Sector, Electrical & Electronic Equipment Sector, Industrial Machinery & Goods Sector, and Medical Equipment & Supplies Sector.

TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	PAGE REFERENCE / DATA
<b>ENERGY MANAGEMENT</b>	RT-EE-130a.1 RT-IG-130a.1 TR-AP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable.	Gigajoules (GJ), Percentage (%)	53
<b>WATER MANAGEMENT</b>	TC-ES-140a.1	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress.	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	53
<b>WASTE MANAGEMENT</b>	TC-ES-150a.1 RT-EE-150a.1 TR-AP-150a.1	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled.	Metric tons (t), Percentage (%)	54
<b>MATERIALS SOURCING</b>	TC-ES-440a.1 RT-EE-440a.1 RT-IG-440a.1 TR-AP-440a.1	Description of the management of risks associated with the use of critical materials.	N/A	69
<b>EMPLOYEE HEALTH &amp; SAFETY</b>	TC-ES-320a.31 RT-IG-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees.	Rate	63
<b>BUSINESS ETHICS</b>	RT-EE-510a.1	Description of policies and practices for prevention of (1) corruption and bribery and (2) anti-competitive behavior.	N/A	16, 17, 27, 32
	RT-EE-510a.2 HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption.	US\$	Zero
<b>COMPETITIVE BEHAVIOR</b>	TR-AP-520a.1 RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	US\$	Zero

ACTIVITY METRIC	SASB CODE	UNIT OF MEASURE	PAGE REFERENCE / DATA
<b>NUMBER OF MANUFACTURING FACILITIES</b>	TC-ES-000.A	Number	31
<b>AREA OF MANUFACTURING FACILITIES</b>	TC-ES-000.B	Square feet (ft <sup>2</sup> )	N/A
<b>NUMBER OF EMPLOYEES</b>	TC-ES-000.C RT-EE-000.B RT-IG-000.B	Number	13,696

# TCFD DISCLOSURES

This report is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

The following table indicates our TCFD disclosures.

CODE	TCFD RECOMMENDATIONS	PAGE NO.
<b>GOVERNANCE</b>		
TCDF 1(a)	Describe the Board's oversight of climate-related risks and opportunities.	36
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.	36
<b>STRATEGY</b>		
TCFD 2(a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	36, 39-41
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	36, 39-41
TCFD 2(c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	36, 39-41
<b>RISK MANAGEMENT</b>		
TCFD 3(a)	Describe the organization's processes for identifying and assessing climate-related risks.	37-41
TCFD 3(b)	Describe the organization's processes for managing climate-related risks.	37-41
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	37-41
<b>METRICS AND TARGETS</b>		
TCFD 4(a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	42-44
TCFD 4(b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	42, 53
TCFD 4(c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	42-44





## GLOBAL HEADQUARTERS

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