Sustainability Report 2026 - F.Y. 2025

M&D PRECISION TECHNOLOGY

OUR COMMITMENT
TO A SUSTAINABLE FUTURE

Responsible Today.
Sustainable Tomorrow.

M&D Precision Technology Pte Ltd is committed to conducting its business responsibly and sustainably while delivering high-quality precision engineering solutions to its customers. This Sustainability Report outlines the company's approach, performance and progress in managing environmental, social and governance (ESG) matters that are material to our operations and stakeholders.

The purpose of this report is to provide transparent and meaningful disclosure of M&D Precision Technology's sustainability commitments, initiatives and outcomes. Through this report, we seek to demonstrate how sustainability principles are integrated into our business strategy, operational practices and decision-making processes to create a long-term value for our customers, employees, suppliers, shareholders, and the communities in which we operate.

This report also serves as a platform to communicate our efforts to minimize environmental impacts, foster a safe and inclusive workplace, uphold ethical business conduct, and strengthen stakeholder engagement.

By monitoring our performance and setting measurable goals, **M&D Precision Technology Pte Ltd** aims to continuously improve its sustainability practices and contribute positively to sustainable economic growth and industry development.

QUALITY
We deliver excellence in everything we do.

INTEGRITY
We act with honesty, ethics and respect.

SUSTAINABILITY
We care for the environment and future generations.

COLLABORATION
We work together to create lasting value.

INNOVATION
We innovate to improve and grow responsibly.

Table of Contents

1.0 Sustainability at M&D Precision Technology Pte Ltd 4

1.1. Managing Director Letter 4

1.2. Our Approach to Sustainability 5

1.3. Stakeholder Engagement 5

1.4. Affiliations & Memberships 6

2.0 Company Profile 7

2.1. Corporate Overview 7

2.2. Awards & Recognition 8

2.3. Milestones 8

3.0 Governance, Ethics and Compliance 9

3.1. Corporate Governance 9

3.2. Ethics and Compliance 10

4.0 Employees 10

4.1. Talent Management 10

4.2. Internal Mobility and Career Development 13

4.3. Compensation & Benefits 14

4.4. Wage Structure 14

4.5. Employee Engagement 14

4.6. Diversity 16

4.7. Work/Life Balance 17

5.0 Environment, Health and Safety 18

5.1. Our EHS Commitment 19

5.1.1 Safety at Work 19

5.1.2 Physical Health at Work 19

5.2 Environmental Performance 19

5.2.1 Greenhouse Has (GHG) Emissions 19

5.2.2 GHG Intensity Metrics 23

5.2.3 Carbon Emissions Reduction Target 24
5.2.4 Emissions Reduction Initiatives 25
5.2.5 Water Management 26
5.2.6 Waste Management 26
5.2.7 Environmental Compliance 29
5.3 Health & Safety Performance 29
6.0 Innovation & Product Excellence 30
6.1 HP Queen Bee POC Mentorship Programme 30
6.2 3D-Printed Core Pin Packaging 32
6.3 EEG Grant: Replacement of the Fixed-speed Compressor 34
6.3 PSG Grant: Evercomm's Decarbonization Package 35
6.4 Kaizen (Continuous Improvement) 37
7.0 Product Responsibility 40
7.1 Quality & Safety 41
7.2 PFAS Compliance & Material Stewardship 41
7.3 R&D and Design 42
7.4 Materials Use 42
7.5 Product Transport & Packaging 43
8.0 Supply Chain 44
8.1 Sustainable Procurement 44
8.2 Supplier Diversity 45
9.0 Employee Volunteering 45
10.0 Sustainability Reporting 47
10.1 External Sustainability Assessment Framework 47
10.2 Our Sustainability Scorecard 47

1.0 Sustainability at M&D Precision Technology Pte Ltd

1.1 Managing Director Letter

1.2 Our Approach to Sustainability

M&D Precision Technology is committed to conducting business responsibly and creating long-term value for our stakeholders. Our sustainability efforts focus on balancing business growth with environmental, social, and governance (ESG) considerations.

1.3 Stakeholder Engagement

Stakeholder Group	Why they matter	Activities and Engagement
👥 Employees	Drive operational success and innovation	Training, meetings, surveys, performance reviews
🤝 Customers	Support business growth and long-term partnerships	Customer meetings, audits, feedback, project reviews
🚚 Suppliers	Enable reliable and responsible sourcing	Supplier evaluations, audits, meetings
🏛️ Regulators & Government Agencies	Ensure legal and regulatory compliance	Regulatory submissions, inspections, certifications
📈 Shareholders & Management	Provide strategic direction and resources	Management reviews, business meetings
🏘️ Communities	Support social responsibility and local development	Volunteer activities, community programs

1.4 Affiliations & Memberships

M&D Precision Technology actively participates in industry associations and professional organizations that promote responsible business practices, innovation, quality, and sustainable development. These affiliations provide opportunities for knowledge sharing, collaboration, and continuous improvement in support of our business and sustainability objectives.

Organization	Membership Type	Purpose
Singapore Manufacturing Federation (SMF)	Industry Association	Supports manufacturing excellence and industry development
Singapore Precision Engineering & Technology Association (SPETA)	Industry Association	Promotes innovation and capability development in precision engineering
Singapore Business Federation (SBF)	Business Federation	Facilitates business networking and policy engagement
Singapore National Employers Federation (SNEF)	Employers Federation	Promotes harmonious labor relations and helping businesses implement responsible employment practices for sustainable growth.
National Volunteer & Philanthropy Centre (NVPC)	Social Impact Organization	Promotes volunteerism, philanthropy, and corporate social responsibility through partnerships and community engagement initiatives.
EcoVadis	Sustainability Assessment Platform	Supports ESG performance evaluation and continuous improvement
ISO 9001 Certified Organization	Quality Management	Demonstrates commitment to quality management practices

2.0 Company Profile

2.1 Corporate Overview

M&D Precision Technology Pte Ltd is a Singapore-based precision engineering company established in 1994. With more than 30 years of industry experience, the Company specializes in the manufacture of high-precision tooling and engineering components for customers in the semiconductor, medical, machinery, and plastic injection molding industries. to create long-term value for its customers, employees, and stakeholders. and engineering components

Key Sectors Served: Semiconductor, Medical, Machinery, Plastic Injection Molding

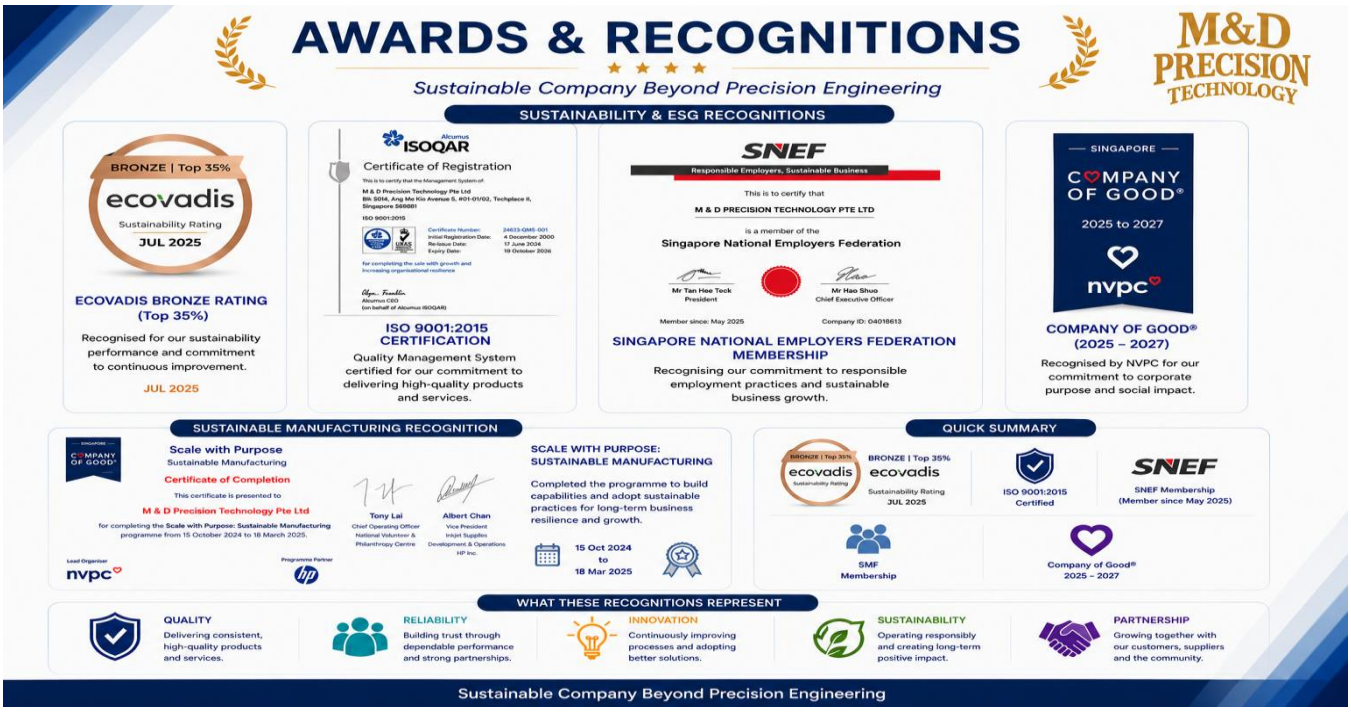
Headquarters: Singapore

Markets Served: Asia, Europe, Middle East, United States

Workforce: ~60 employees

M&D PRECISION TECHNOLOGY

2.2 Awards & Recognition



2.3 Milestones

3.0 Governance, Ethics and Compliance

3.1 Corporate Governance

M&D Precision Technology is committed to maintaining a strong corporate governance framework that promotes accountability, transparency, ethical business conduct, and sustainable growth. Our governance structure provides clear oversight of business operations, quality management, risk management, compliance, and sustainability performance, ensuring that decisions are made in the best interests of our stakeholders.

3.2 Ethics and Compliance

M&D Precision Technology is committed to maintaining the highest standards of ethics and compliance in all aspects of its business operations. Through strong governance practices, employee awareness, regulatory compliance, and ethical decision-making, we seek to build trust with our customers, employees, suppliers, and other stakeholders while supporting sustainable and responsible business growth.

4.0 Employees

4.1 Talent Management

M&D Precision Technology recognizes that our employees are a key driver of innovation, operational excellence, and sustainable business growth. We are committed to attracting, developing, and retaining a skilled and motivated workforce through effective talent management

practices. The Company provides training opportunities that align with employees' job requirements and future organizational needs.

Workforce Composition

Employee Headcount by Category

Employee Category	2025			2026		
	Male	Female	Total	Male	Female	Total
Management	6	1	7	6	1	7
Supervisors	3	0	3	3	1	4
Office	1	7	8	3	8	11
Production	29	11	40	31	9	40
Total	**39**	**19**	**58**	**43**	**19**	**62**

Training Program (Jan-Jun 2026)

Internal Training- Provided for all employees other than their specific job role requirement

Training Program (Nov 2025-Jun 2026)

External Training

Training Programme	Training Area	Employees Trained	Training Hours	Key Outcome
Apply Workplace Safety and Health in Metal Work	Safety	50	400	Enhanced workplace safety awareness and risk management capabilities among employees, improving compliance with WSH requirements, safe metalworking practices, and fostering a stronger safety culture across operations.
Data Protection Management	Data Protection	4	27	Equips professionals to translate legal and regulatory privacy obligations into practical day-to-day organizational operations to safeguard personal
Calibration Systems	Quality	1	16	Establishment of accurate, traceable, and compliant measurement processes. It equips personnel to correctly interpret measurement uncertainties, adhere to regulatory standards and safety of equipment.

Training Program (Nov 2025-Jun 2026)

EcoVadis Academy e-Learning (10 M&D Employees has Access)

Theme	TOPICS	Employees Trained	Training Hours
General	Introduction to Sustainability (45mins)	9	6.75
	Sustainability Management Systems (45mins)	4	3.0
Labor and Human Rights	Employee Health and Safety (40mins)	3	2.0
	Career Management & Training (40mins)	3	2.0
	Working Conditions (40mins)	3	2.0
	Labor Practices and Human Rights Reporting (35mins)	3	1.75
	Child Force Labor Prevention (35mins)	2	1.17
Ethics	Ethics Policy (35mins)	2	1.17
	Ethics Reporting (35mins)	2	1.17
	Whistleblowing (40mins)	2	1.33
	Anti-corruption (40mins)	2	1.33
	Information Security (40mins)	2	1.33
	Risk Analysis (40mins)	2	1.33
Environment	Environmental Reporting (45mins)	2	1.50
	Waste Management (45mins)	3	2.25
	Water Management (45mins)	2	1.50
	Sustainability Product Management (45mins)	2	1.50
	Customer and Product Safety (45mins)	2	1.50

4.2 Internal Mobility and Career Development

M&D Precision Technology is committed to promoting employee growth and long-term career development through internal mobility opportunities. We encourage employees to expand their

skills, take on new responsibilities, and explore career advancement opportunities within the company.

Internal Mobility Indicator	2025	2026
Internal Promotions	2	5
Cross-Department Transfers	4	0
Employees Receiving Career Development Training	0	1

4.3 Compensation & Benefits

M&D Precision Technology is committed to providing fair, competitive and equitable compensation and benefits that support employee well-being, engagement, and long-term career development. Our remuneration practices are designed to attract, motivate, and retain talented employees while ensuring compliance with applicable labor laws and industry standards.

Employee Compensation and Benefits Summary Table

Indicator	2025	2026
Total Employees	58	62
Employees Covered by Health Benefits (%)	100%	100%
Employees Receiving Performance Review (%)	100%	100%
Average Training Hours per Employee (hrs)	5.5	10.5
Employees who Received Shift Allowance	3	4
Employees who Received Overtime Pay (%)	62%	56%
Employees who Received Attendance Allowance	34	35
Employees who are members of AMEU* (Advanced Manufacturing Employees' Union)	44	54

*Advanced Manufacturing Employees' Union (AMEU) is a major trade union in Singapore that represents workers across the metal works, precision engineering, and advanced manufacturing sectors. https://www.ameu.org.sg/

4.4 Wage Structure

Equal Pay for Equal Work

M&D Precision Technology is committed to maintaining fair and equitable compensation practices. Employees performing the same or comparable work are compensated based on objective criteria such as job responsibilities, qualifications, experience, and performance. Compensation decisions are made without discrimination and are applied consistently across the organization. The Company also provides equal opportunities for training, development, and career progression.

To support this commitment and benchmark our practices against industry standards, the Company participated in the **Singapore National Employers Federation (SNEF) Quick Poll on Wage Structures 2025 (July–August 2025)**. The survey indicated that most participating companies reported **no significant variation in wages among employees performing the same job role due solely to tenure**, reflecting the growing adoption of equitable wage practices. The survey also found that variable bonuses are commonly determined based on the number of months of monthly salary, while some organizations identified seniority-based factors influencing performance bonuses as an area for improvement.

Participation in this industry survey enables M&D Precision Technology to review its remuneration practices against prevailing market trends and reinforces our commitment to maintaining a fair, transparent, and merit-based compensation system that supports the principle of equal pay for equal work.

4.5 Employee Engagement

M&D Precision Technology encourages employees to actively participate in continuous improvement initiatives through Kaizen activities and employee engagement programs. Employees are empowered to identify opportunities for improvement, eliminate waste, enhance productivity, and contribute innovative ideas that support operational excellence and sustainability objectives.

4.6 Diversity

At M&D Precision Technology, we are committed to fostering an inclusive workplace where all employees—regardless of gender—are valued, respected, and empowered to succeed. We believe that gender inclusion enhances innovation, collaboration, and overall workplace culture.

Employee Diversity Profile

Workforce Composition

Employee Headcount by Category

Employee Category	2025			2026		
	Male	Female	Total	Male	Female	Total
Management	6	1	7	6	1	7
Supervisors	3	0	3	3	1	4
Office	1	7	8	3	8	11
Production	29	11	40	31	9	40
Total	**39**	**19**	**58**	**43**	**19**	**62**

Workforce by Age Group

Age Group	2025		2026	
	Number of Employees	Percentage (%)	Number of Employees	Percentage (%)
18-29 years	12	20.69%	13	20.97%
30-50 years	30	51.72%	32	51.61%
Above 50 years	16	27.59	17	27.42%
Total	**58**	**100%**	**62**	**100%**

Workforce by Nationality

Nationality	2025		2026	
	Number of Employees	Percentage (%)	Number of Employees	Percentage (%)
Singapore Citizens/Permanent Residents	25	43.10%	25	40.32%
Malaysians	13	22.41%	17	27.42%
Chinese	14	24.14%	14	22.58%
Indian	5	8.62%	5	8.06%
Filipino	1	1.73%	1	1.62%
Total	**58**	**100%**	**62**	**100%**

4.7 Work/Life Balance

At M&D Precision Technology, we prioritize the health, safety, and overall well-being of our employees. A safe and supportive work environment not only enhances productivity but also ensures the well-being of everyone. The following measures are in place to safeguard our workforce:

Psychological Health and Stress Prevention

- ✓ We recognize the importance of mental well-being in the workplace.
- ✓ Confidential counselling services will be available to employees facing personal or work-related stress.
- ✓ Workload management and flexible work arrangements will be considered to support employees' mental health.
- ✓ Stress management workshops and mindfulness training sessions will be encouraged.

5.0 Environment, Health and Safety

5.1 Our EHS Commitment

At M&D Precision Technology Pte Ltd, we are committed to conducting our operations in a manner that protects the environment, safeguards the health and well-being of our employees, contractors, visitors, and stakeholders, and ensures a safe and sustainable workplace. We recognize that effective Environmental, Health and Safety (EHS) management is essential to operational excellence, regulatory compliance, business continuity, and long-term sustainability.

Our EHS approach is guided by the principles of prevention, continuous improvement, employee participation, and responsible resource management.

5.1.1 Safety at Work

All employees are required to adhere to workplace safety protocols and regulations.

- ✓ Personal protective equipment (PPE) must be worn where necessary, and machinery must be operated only by trained personnel.
- ✓ Emergency evacuation procedures and first aid resources will be readily available in case of any incidents.
- ✓ Employees are encouraged to report any safety hazards or concerns to their supervisors or the Health & Safety Committee.

5.1.2 Physical Health at Work

- ✓ Regular workplace inspections will ensure a clean and ergonomic work environment.
- ✓ Employees are encouraged to take breaks, move around, and avoid prolonged physical strain.
- ✓ Access to medical assistance will be provided for work-related health concerns.
- ✓ Health awareness campaigns will be conducted to promote physical well-being.

5.2 Environmental Performance

M&D Precision Technology measures and manages its greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The reporting boundary covers all facilities and operations under the Company's operational control during the reporting period.

GHG emissions are categorized into Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity), and selected Scope 3 emissions. Emissions are calculated using activity data obtained from fuel consumption records, electricity invoices, waste disposal records, and travel data. All emissions are reported in tonnes of carbon dioxide equivalent (tCO_2e).

For **FY2025**, the Company recorded Scope 1 emissions of 0.00 tCO_2e and Scope 2 emissions of **335.75** tCO_2e, resulting in total Scope 1 and Scope 2 emissions of **335.75** tCO_2e. Selected Scope 3 emissions amounted to **669.04** tCO_2e and the Total GHG Emissions is **1004.79** tCO_2e.

5.2.1 Greenhouse Gas (GHG) Emissions

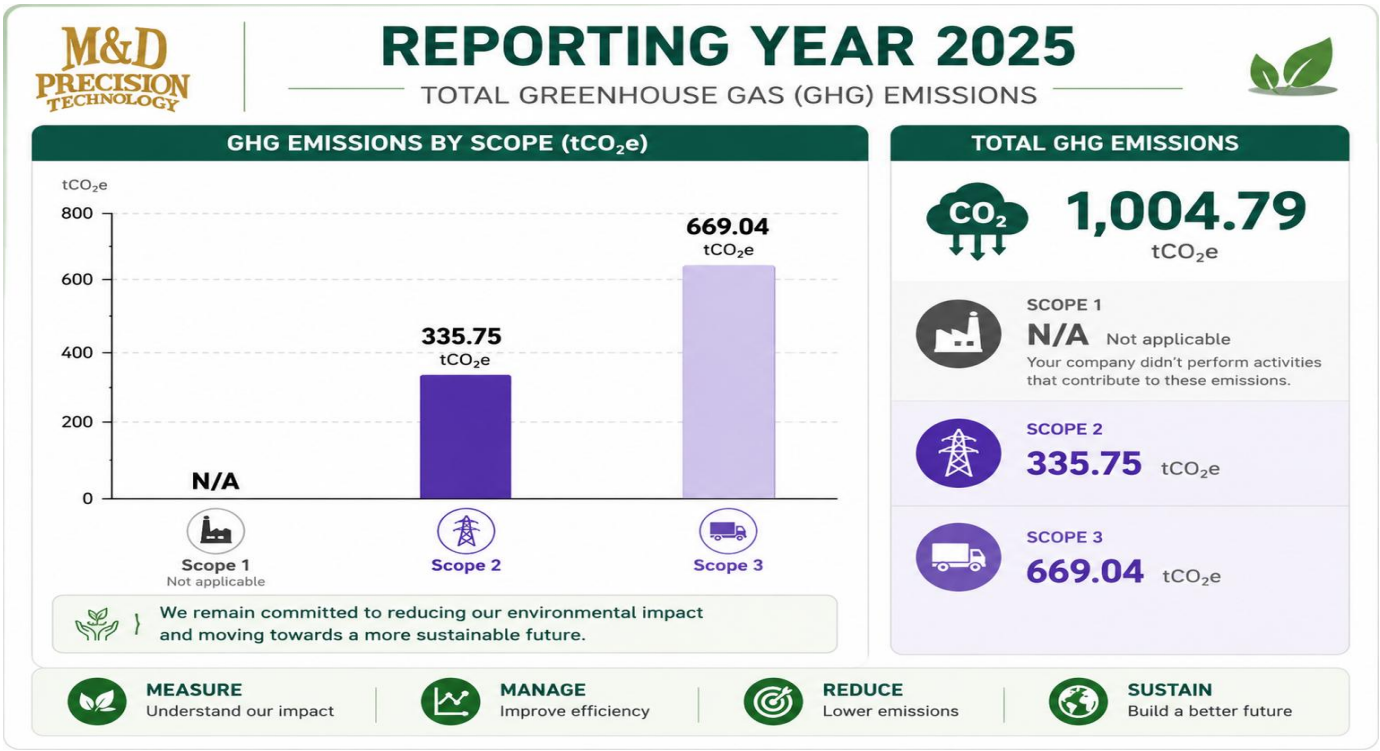
Scope 1 emissions

These are direct emissions from sources controlled or owned by our company, such as combustion of fuels in vehicles, facilities, and machinery. M&D Precision Technology didn't perform any activities that contribute to these emissions.

Scope 1 Emission

Emission Category		2025
Emission Source Scope 1	Total gross Scope 1 GHG emissions Stationary combustion	Not relevant for M&D Precision Technology
	Total gross Scope 1 GHG emissions Mobile combustion	Not relevant for M&D Precision Technology
Emission (tCO_2e)		Not relevant for M&D Precision Technology

Total gross Scope 1 GHG emissions	**Not relevant for M&D Precision Technology**



Scope 2 emissions

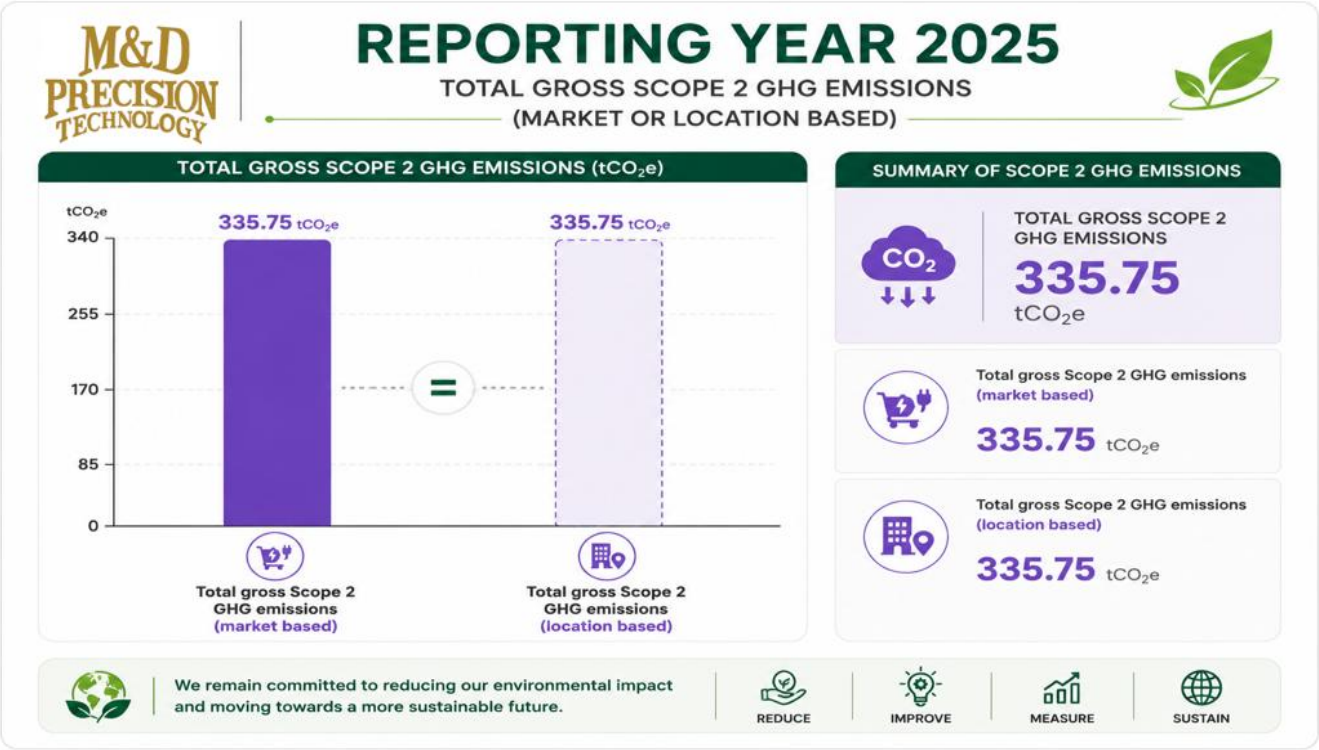
These emissions occur as a result of the energy consumed by a company but originate from sources that are external to its operational boundaries.

Market-based emissions rely on factors based on renewable energy purchases, green power contracts, and other measures taken to procure cleaner energy.

Location-based emissions take into consideration the emission intensity of the grid where the energy is sourced.

Total Gross Scope 2 GHG Emissions Data

Emission Source		2025 Emission (tCO_2e)
Scope 2	Total gross Scope 2 GHG emissions (location based)	335.75
	Total gross Scope 2 GHG emissions (market based)	335.75
Total gross Scope 2 GHG Emissions (market or location based)		**335.75**



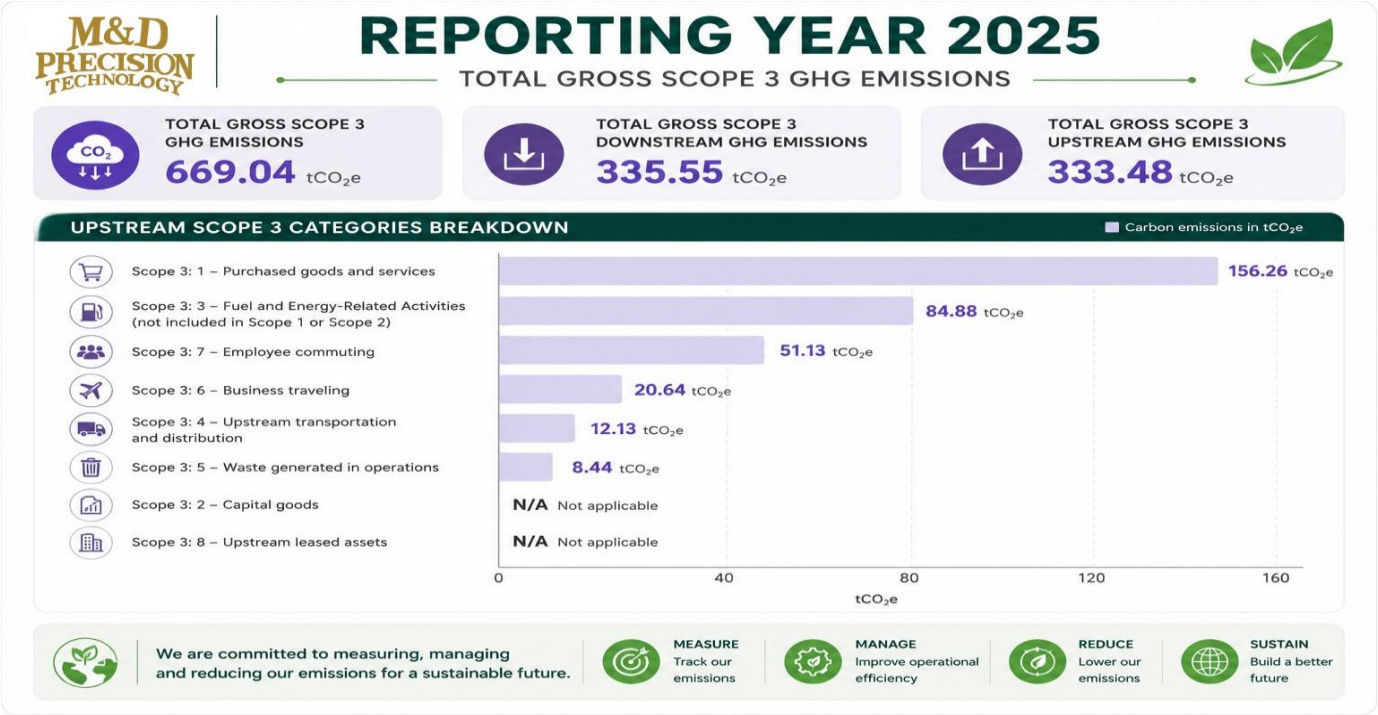
Scope 3 emissions

Scope 3 includes indirect emissions resulting from our business activities. These include upstream and downstream operations, product transportation, employee work commute, and business travel. Upstream emissions come from the production of your products and services, while downstream emissions come from their use and disposal.

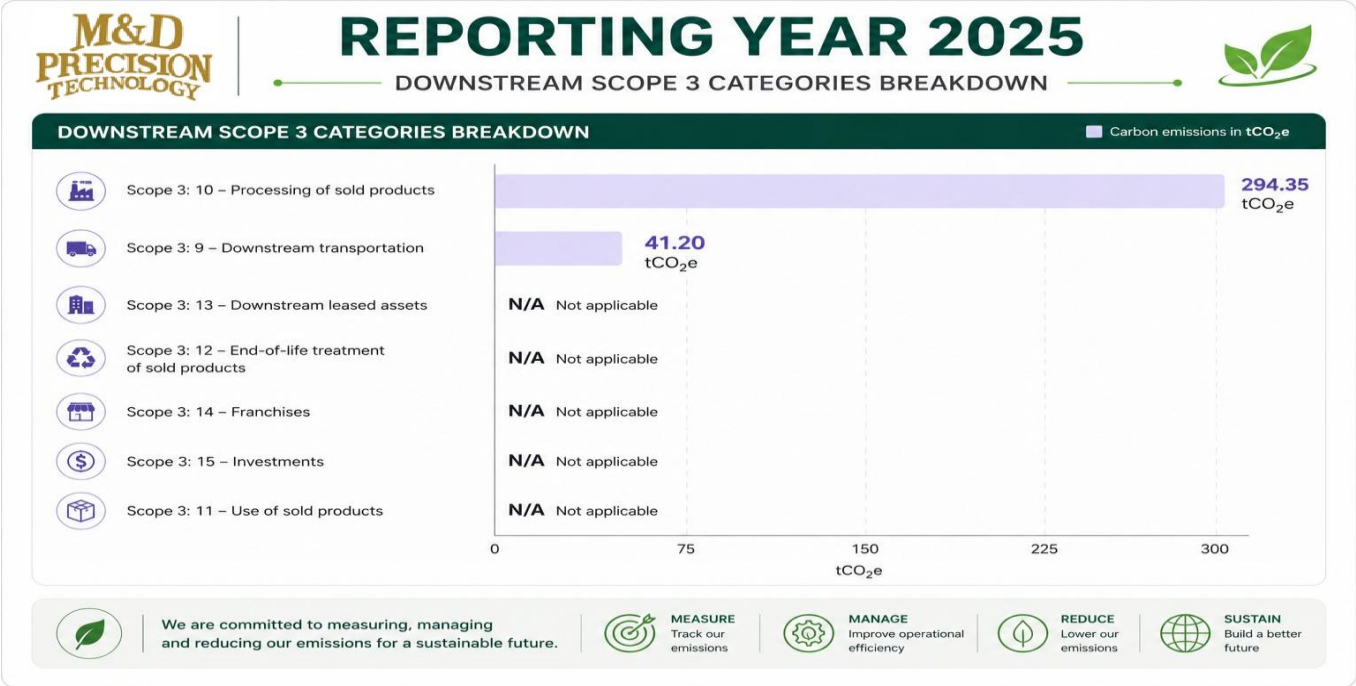
Total Gross Scope 3 GHG Emissions Data

Emission Source		2025 Emission (tCO_2e)
Scope 3	Total gross Scope 3 Downstream GHG emissions	335.55
	Total gross Scope 3 Upstream GHG emissions	333.48
Total gross Scope 3 GHG Emissions		**669.04**

Total Gross Scope 3 GHG Emissions (Upstream Categories)



Total Gross Scope 3 GHG Emissions (Downstream Categories)



5.2.2 GHG Intensity Metrics

$$\textbf{GHG Intensity} = \frac{\text{Total GHG Emissions}(tCO_2e)}{\text{Number of Employees}}$$

Metric	2025
Total GHG Emissions	1004.79
Employees (Year 2025)	58
GHG Intensity (Year 2025)	**17.32 (tCO_2e) per each employee**

5.2.3 Carbon Emissions Reduction Target

Scope 2

Qualitative Objectives: Enhance energy management practices across operations through continuous monitoring, employee awareness initiatives, and the adoption of energy-efficient technologies to minimize Scope 2 emissions

Quantitative Objectives: Reduce absolute Scope 2 GHG emissions by 20% by 2030 from a 2025 baseline through energy efficiency initiatives and increased adoption of renewable electricity.

Year	Scope 2 Emission (tCO_2e)
Baseline Year 2025	335.75
Year 2030 (20% reduction target)	67.15
Year 2030 (Target Value)	**268.6**

Scope 3

Qualitative Objectives: Engage our suppliers in environmental sustainability initiatives.

Quantitative Objectives: Reduce absolute Scope 3 GHG emissions by 20% by 2030 from a 2025 baseline through supply chain engagement, waste reduction initiatives, and sustainable procurement practices.

Year	Scope 3 Emission (tCO_2e)
Baseline Year 2025	669.04
Year 2030 (20% reduction target)	133.81
Year 2030 (Target Value)	**535.23**

5.2.4 Emissions Reduction Initiative

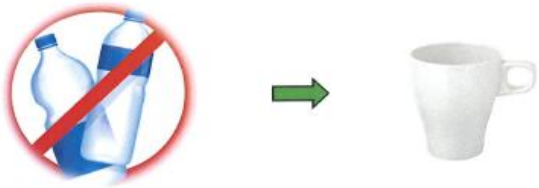
1) Starting 30 September 2025, no more bottled mineral water was given to guests/customers but instead they are given reusable mugs.

Our Commitment to Sustainability

As a leading organization, we have a unique opportunity and responsibility to set an example in embracing sustainable practices. The way we operate not only impacts our immediate environment but also influences the broader community and our industry's future. One significant step we can take is to reduce our reliance on disposable items. Here's why this is crucial for our company and how we can implement meaningful changes.

As part of our dedication to a greener future, we have discontinued the use of single-use plastic water bottles.

We are excited to announce the installation of water refill stations throughout our property, complete with reusable guest mugs.



We appreciate your support as we embark on this sustainable journey together. Our actions today will not only benefit the planet but also secure a prosperous and sustainable future for our company.

Let's take this opportunity to make a difference, inspire others, and build a legacy of sustainability that we can all be proud of. Together, we can achieve great things.

From the Management

We, at **M & D Precision Technology Pte Ltd**, are committed to leading by example and fostering a culture of sustainability within our organization. As we continue to innovate and grow, we will prioritize eco-friendly practices in our operations and encourage our team and customers to do the same. Together, we can build a brighter, more sustainable future.

5.2.5 Water Management

M&D Precision Technology recognizes the importance of responsible water management in supporting environmental sustainability. While our operations are not water-intensive, we are committed to using water efficiently, preventing unnecessary wastage, and promoting water conservation across our facilities.

Water Consumption Metric

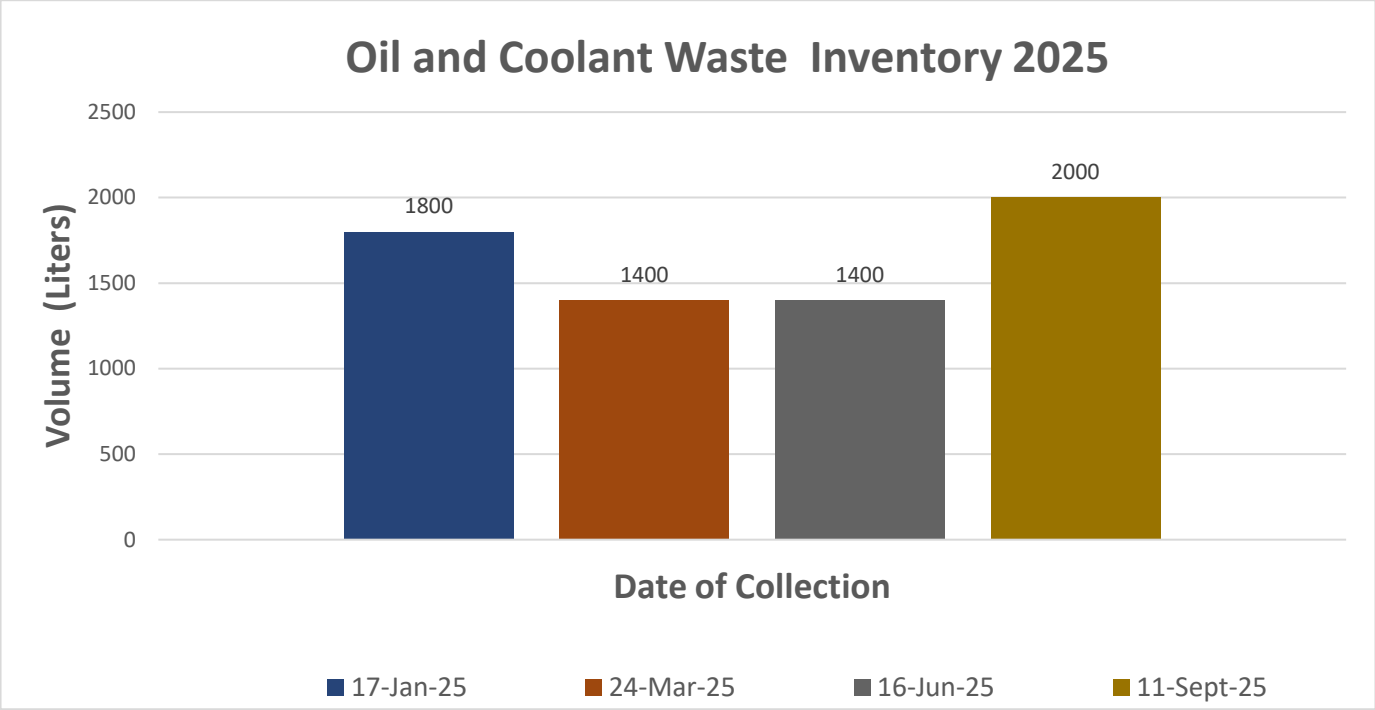
Metrics	2025	2026 (Jan-Jun)
Total Water Consumption (m^3)	256.7	97.0
Number of Employees	58	62
Water Consumption/Employee	**4.43m^3**	**1.56m^3**

5.2.6 Waste Management

M&D Precision Technology is committed to minimizing waste generation and promoting responsible waste management practices. We seek to reduce environmental impacts through waste segregation, recycling initiatives, and compliance with applicable environmental regulations.

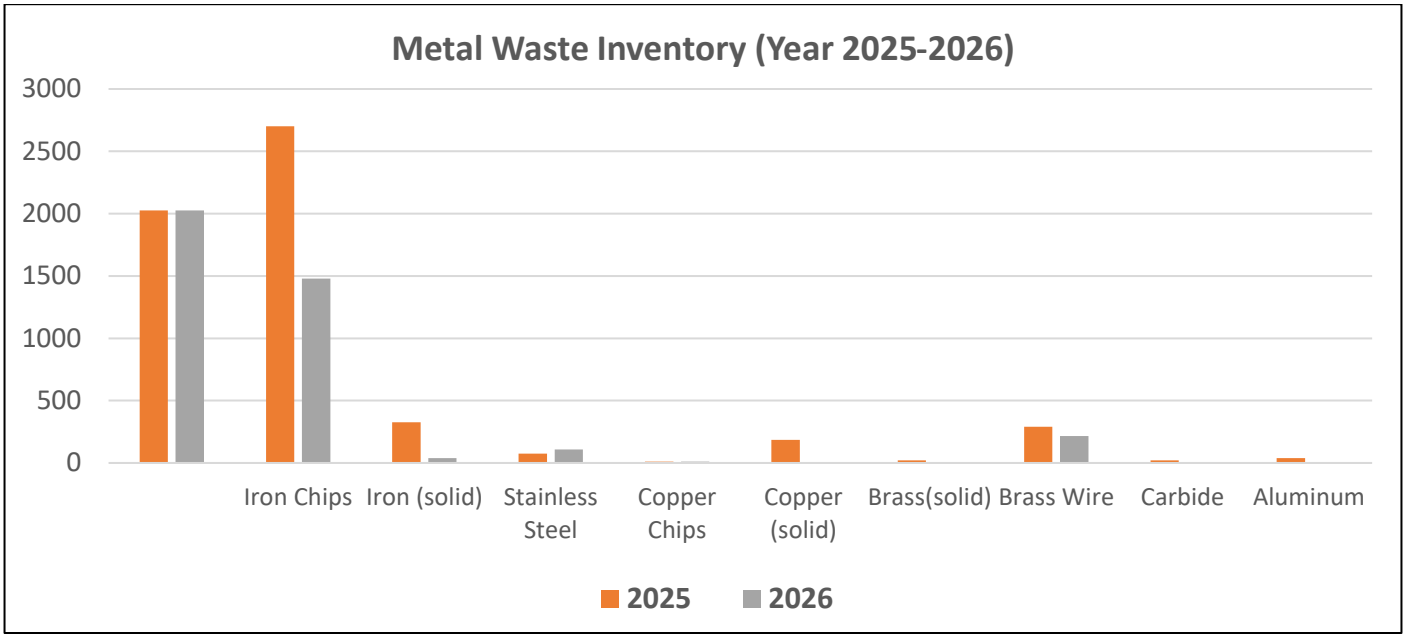
Oil and Coolant Waste

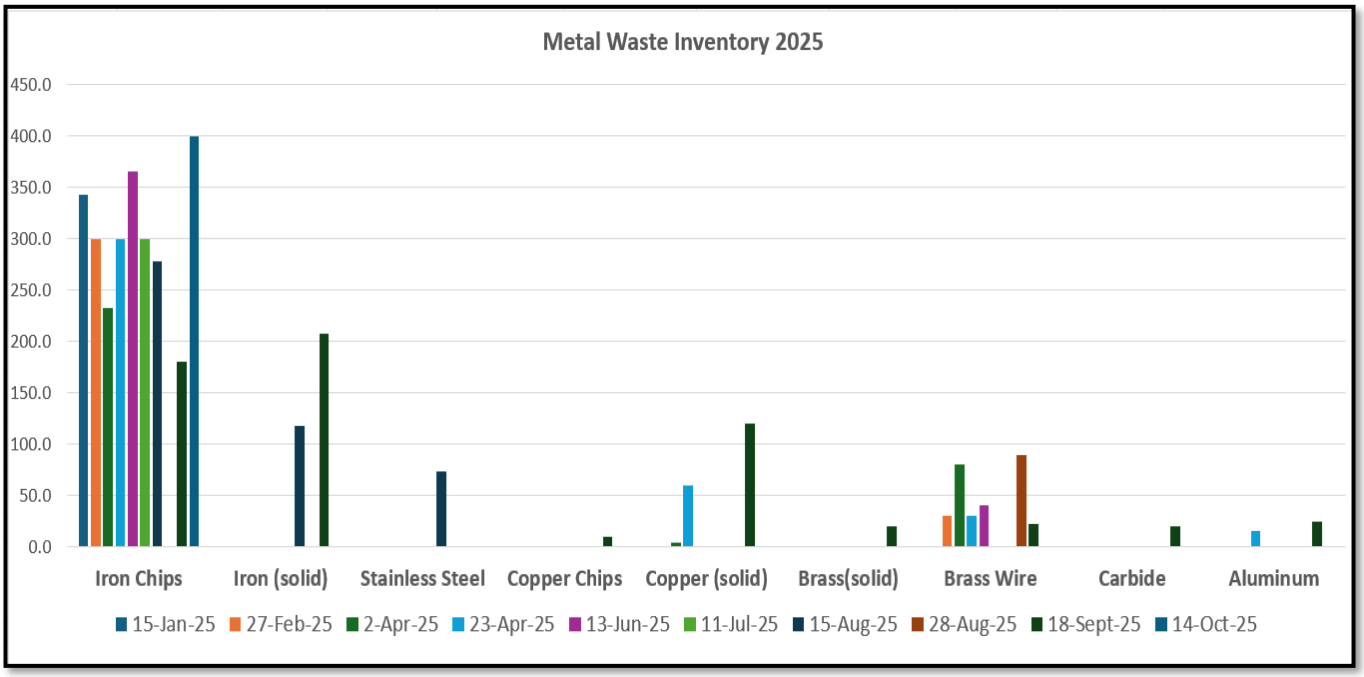
Metrics	2025
Total Oil and Coolant Waste (L)	**6600**

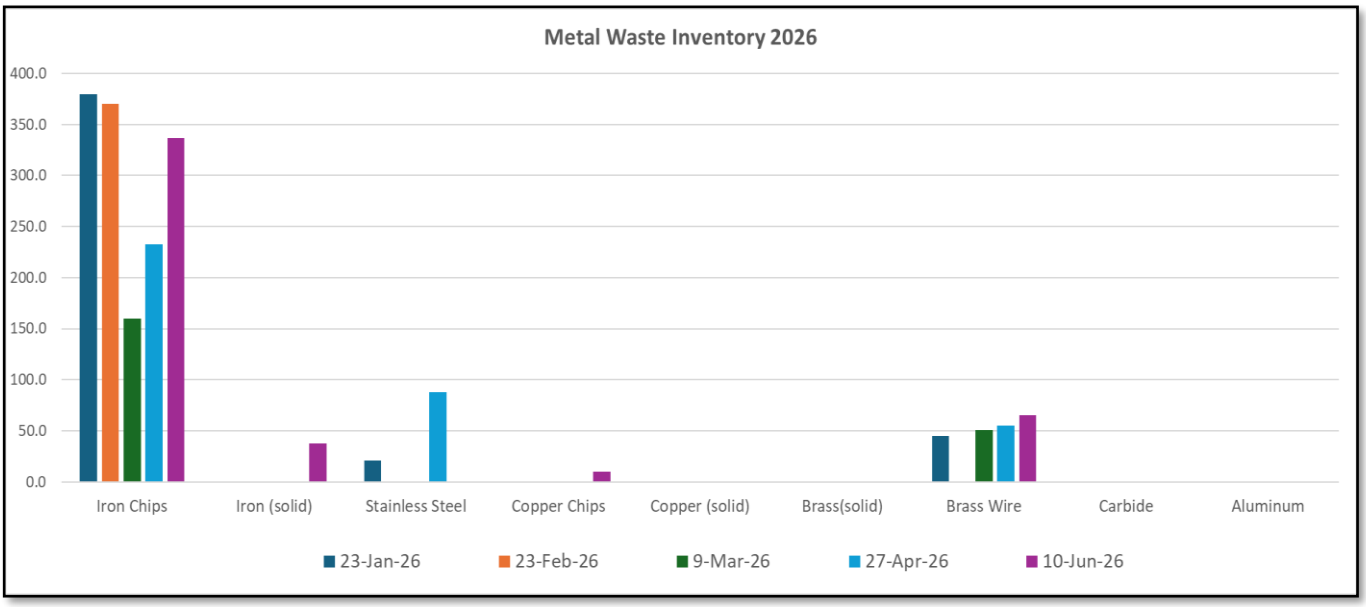


Metal Waste

Metrics	2025	2026
Metal Waste (kg)	3665	1853
Amount of money Collected from scrap metal wastes (SGD)	**$5070.14**	**$2168.50**


Metal Waste Inventory (Year 2025-2026)
3000
2500
2000
1500
1000
500
0
Iron Chips
Iron (solid)
Stainless Steel
Copper Chips
Copper (solid)
Brass(solid)
Brass Wire
Carbide
Aluminum
2025
2026


Metal Waste Inventory 2025
450.0
400.0
350.0
300.0
250.0
200.0
150.0
100.0
50.0
0.0
Iron Chips
Iron (solid)
Stainless Steel
Copper Chips
Copper (solid)
Brass(solid)
Brass Wire
Carbide
Aluminum
15-Jan-25
27-Feb-25
2-Apr-25
23-Apr-25
13-Jun-25
11-Jul-25
15-Aug-25
28-Aug-25
18-Sept-25
14-Oct-25



5.2.7 Environmental Compliance

M&D Precision Technology is committed to complying with all applicable environmental laws, regulations, and customer requirements. We monitor our operations to manage waste, chemicals, resource use, and pollution risks, and to prevent environmental incidents. During the reporting period, we recorded no significant environmental fines, penalties, or non-compliance cases.

5.3 Health & Safety Performance

M&D Precision Technology is committed to providing a safe, healthy, and productive workplace for all employees. We recognize that maintaining a strong health and safety culture is essential to protecting our workforce, supporting operational excellence, and ensuring business sustainability. Our health and safety approach focuses on preventing workplace hazards through employee awareness, safe work practices, risk management, and compliance with applicable Workplace Safety and Health (WSH) regulations. We strive to identify potential hazards, implement appropriate control measures, and encourage employees to take an active role in maintaining a safe working environment.

To support workplace safety, the Company undertakes various initiatives, including:

- ✓ Conducting Workplace Safety and Health (WSH) orientation and awareness training for employees.
- ✓ Providing appropriate Personal Protective Equipment (PPE) for work activities.
- ✓ Implementing safe work procedures for manufacturing operations.
- ✓ Carrying out workplace inspections and housekeeping activities to identify and address potential hazards.
- ✓ Promoting continuous improvement through Kaizen initiatives that enhance workplace safety, ergonomics, and operational efficiency.

At present, the Company does not maintain formal performance indicators for occupational injuries or lost-time incidents. As part of our sustainability journey, we intend to strengthen our health and safety management system by progressively establishing procedures for monitoring and reporting key health and safety performance indicators.

6.0 Innovation and Product Excellence

6.1 HP Queen Bee Proof of Concept (POC) Mentorship Programme

M&D Precision Technology, we believe that innovation and sustainability go hand in hand. To strengthen our innovation capabilities and explore practical applications of advanced manufacturing technologies, the Company has participated twice in the HP Queen Bee Proof of Concept (POC) Mentorship Programme. The mentoring programme provided our sustainability team with valuable technical guidance, industry expertise, and opportunities to develop innovative solutions that improve operational efficiency while supporting our sustainability objectives.

First Proof of Concept – Sustainable 3D Printing for Core Pin Packaging

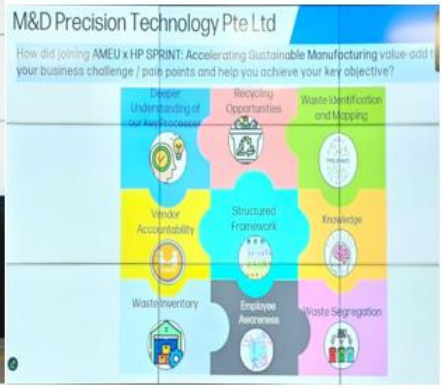
Our first participation focused on developing a sustainable 3D-printed packaging solution for precision core pins. Through the programme, we designed and produced custom-fit packaging using additive manufacturing technology to better protect delicate components during storage and transportation. The solution improved product protection, reduced the risk of damage, enhanced

packaging efficiency, and demonstrated how 3D printing can be applied to create practical and sustainable manufacturing solutions.

Second Proof of Concept – Waste Management and Resource Optimization

Building on the success of our first project, M&D Precision Technology joined the HP Queen Bee POC Mentoring Programme for a second time to explore innovative approaches to waste management. This project focused on identifying opportunities to reduce waste generation, improve material utilization, and promote more sustainable manufacturing practices through the application of advanced technologies and continuous improvement methodologies.

Participating in the programme twice reflects our commitment to fostering a culture of innovation and continuous learning. By collaborating with industry experts and embracing emerging technologies, M&D Precision Technology continues to develop solutions that improve operational performance, enhance resource efficiency, and support our vision of becoming a Sustainable Company Beyond Precision Engineering.



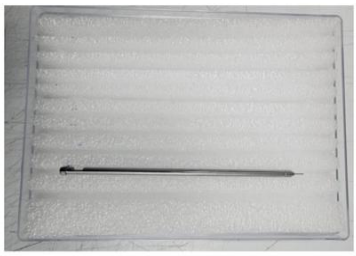
6.2 3D-Printed Core Pin Packaging

As part of our commitment to continuous innovation and sustainable manufacturing, M&D Precision Technology participated in the **HP Queen Bee Proof of Concept (POC) Mentorship Programme**, which provided valuable guidance on leveraging additive manufacturing technologies to solve practical manufacturing challenges.

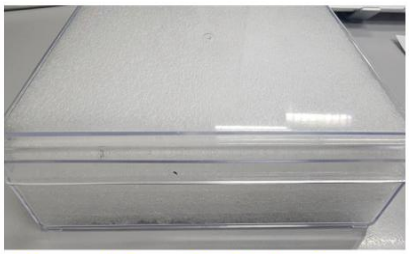
Through the mentoring programme, our company has identified an opportunity to improve the packaging of precision core pins, which require careful handling to prevent damage during storage and transportation. With the knowledge and support gained from the programme, M&D Precision Technology developed a custom-designed 3D-printed packaging solution specifically tailored to the dimensions and protection requirements of our core pins. The 3D-printed packaging securely

holds each component in place, reducing the risk of movement and damage while improving product presentation and handling efficiency.

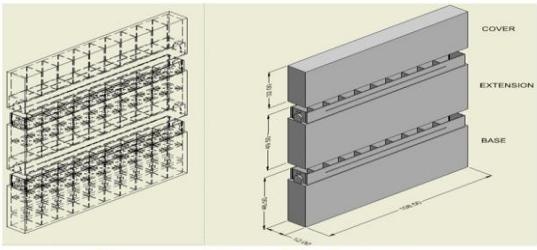
a) Comparison of the Carbon emission equivalent between the current and proposed core pin packaging.



Total of 20 Core Pins can fit inside (2 layers, 10 core pins per each layer)



Current Core Pin Packaging



Proposed Core Pin Packaging

Current Core Pin Packaging

Material	Length (cm)	Width (cm)	Height (cm)	Volumetric Weight (kg)	Carbon Emission Equivalent (kg CO2 eq)
1. Sponge	16.6	11.1	3.4	0.125	0.299
2. Plastic box	17.3	11.8	4.2	0.171	0.530
3. Bubble Wrap	52	38.5	3	1.2012	3.416
TOTAL					4.245

Proposed Core Pin Packaging

Material	Length (cm)	Width (cm)	Height (cm)	Volumetric Weight (kg)	Carbon Emission Equivalent (kg CO2 eq)
1. TPU 95A HF (base)	10.85	1.2	4.95	0.0129	0.065
2. TPU 95A HF (base + extension)	10.85	1.2	9.902	0.0258	0.131
3. TPU 95A HF (base + extension + cover)	10.85	1.2	13.1	0.0341	0.173
TOTAL					0.369

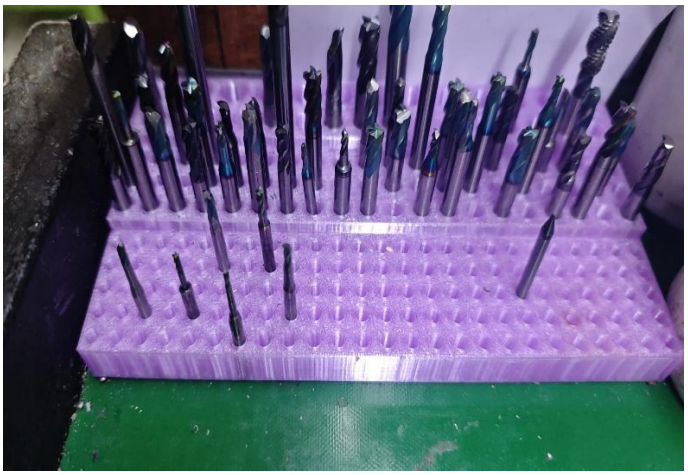
b) Material to be used for the propose core pin packaging is TPU 95A HF

- **Specifications**

Subjects	Data
Diameter	1.75 mm
Net Filament Weight	1 kg
Spool Material	PC + ABS (Temperature resistance 90 °C)
Spool Size	Diameter: 200 mm; Height: 67 mm

Early Prototype of 3D Printer Core Pin Packaging

Some of the Current 3D Printed Items in our Production Shopfloor



6.3 EEG: Replacement of the Fixed-Speed Chicago Compressor with a Kimair 50HP PM-VSD Compressor

As part of M&D Precision Technology's commitment to improving energy efficiency and reducing greenhouse gas emissions, the company successfully implemented an equipment upgrade under the Energy Efficiency Grant (EEG). Through the support of the EEG, the existing Chicago fixed-speed air compressor (Model: CPM50/10, Year of Manufacture: 2022) was replaced with a new Kimair 50HP Permanent Magnet Variable Speed Drive (PM-VSD) air compressor.

The upgraded PM-VSD compressor automatically adjusts its motor speed according to the plant's compressed air demand, eliminating unnecessary energy consumption during periods of lower load. Compared with a conventional fixed-speed compressor, the new system delivers improved energy efficiency, enhanced operational reliability, and more stable compressed air supply while reducing electricity consumption.

Restricted

National Environment Agency

Ref ID: BGP-25126QJ6
18 June 2026
M & D PRECISION TECHNOLOGY PTE LTD
5014 ANG MO KIO AVENUE 5
#01-01/02
TECHPLACE II
569881

ATTN: Michael Lee

Dear Sir/Madam,

LETTER OF OFFER FOR THE ENERGY EFFICIENCY GRANT

We would like to inform you that your application dated 26 December 2025 (the "Application") for the Energy Efficiency Grant ("Grant") has been approved.

EnterpriseSG (the "Agency") has agreed to provide the Grant not exceeding [redacted] in total to M & D PRECISION TECHNOLOGY PTE LTD (the "Company") for its Direct Purchase of Air Compressor - Kimair - K50PSM (the "Equipment"), as detailed in Annex A, subject to the conditions set out in Annexes A and B.

If you are agreeable to the terms of the Grant, please accept the offer via the Business Grants Portal ("BGP"). Acceptance of this Letter of Offer for Grant, which includes its Annexes, will constitute a binding Agreement (the "Agreement") between the Agency and the Company. If you have any queries regarding your application, please contact us at nea_eeg@nea.gov.sg. Thank you.

Yours faithfully,

Enclosures:
Annex A - Detailed Grant Information
Annex B - Standard Terms and Conditions for Award of Grants

This is a computer-generated letter. No signature is required.

Letter of Offer for the Energy Efficiency Grant (EEG)

6.4 PSG: Evercomm Decarbonization Package

As part of our commitment to reducing greenhouse gas (GHG) emissions and strengthening our sustainability practices, M&D Precision Technology recently purchased an **Evercomm Decarbonization Package Programme**. The programme is expected to provide a structured approach to measuring, monitoring, and managing our carbon emissions through digital tools and data analytics.

Through this initiative, the Company plans to establish a comprehensive GHG emissions inventory, identify key emission sources across Scope 2 and Scope 3, and evaluate opportunities for carbon reduction. The programme is also expected to enhance our carbon reporting capabilities and support the development of measurable decarbonization targets aligned with our long-term sustainability strategy.

Participation in the Evercomm Decarbonization Package program is anticipated to strengthen our ability to make data-driven environmental decisions and support our ongoing efforts toward improving energy efficiency, reducing emissions, and advancing responsible business practices.

Enterprise Singapore

Ref ID: 2606P8MV
02 Jul 2026
M & D PRECISION TECHNOLOGY PTE LTD
TECHPLACE II
5014 ANG MO KIO AVENUE 5 #01-01/02
SINGAPORE 569881

ATTN: LEE CHOON HUAT

Dear Sir/Madam,

LETTER OF OFFER FOR THE PRODUCTIVITY SOLUTIONS GRANT[1]

We would like to inform you that your application dated 26 Jun 2026 (the "Application") for the Productivity Solutions Grant ("Grant") has been approved.

In this Letter of Offer, "Agency" means EnterpriseSG. EnterpriseSG (the "Agency") has agreed to provide the Grant with a monetary value of up to S[redacted] in total to M & D PRECISION TECHNOLOGY PTE LTD (the "Company") for its Subscription / Leasing of IT Solution (the "Equipment/IT Solution/Consultancy Service"), as detailed in Table 1, subject to the conditions set out in the Annex. Where any line item in a Reimbursement Claim (being a Qualifying Expenditure) is made otherwise than in Singapore dollars, the exchange rate shall be determined at the time of 26 Jun 2026.

The Agency may appoint the Info-communications Media Development Authority ("IMDA") as its agent to manage certain approved applicants who have accepted the terms of the Grant. As such if you accept the terms of the Grant, IMDA may contact you. If you're agreeable to the terms of the Grant, please accept the offer via the Business Grants Portal ("BGP"). Acceptance of this Letter of Offer for Grant, which includes its Annex, will constitute a binding Agreement (the "Agreement") between the Agency and the Company. For the purposes of any Notice to the Agency, the Agency's address is 230 Victoria Street, #09-00, Bugis Junction Office Tower, Singapore 188024 and the Agency's electronic mail address is https://go.gov.sg/askenterprisesg.

Any Funds received by the Company pursuant to the Grant is to be recognised as revenue in nature and will be subject to income tax.

Please note that for income tax purposes, the Inland Revenue Authority of Singapore requires the Company to state clearly in its Income Tax Return the reimbursement which the Company receives from the Agency for expenses incurred for the Project.

[1] For capitalised terms that are not defined in this letter, please refer to the definitions set out in the "Terms and Conditions of Productivity Solutions Grant" annexed to this letter.

Letter of Offer for the Productivity Solutions Grant (PSG)

6.5 Kaizen Projects and Continuous Improvement

2025 KAIZEN PERFORMANCE

10 Kaizen Projects Completed

10 Departments Participated

100% Departments Participation

Better Safety
Better Quality
Better Productivity

2026 KAIZEN PERFORMANCE

6 Kaizen Projects Completed

10 Departments Participated

100% Departments Participation

Better Safety
Better Quality
Better Productivity

Our Kaizen Monthly and Quarterly Winners

Congratulations Top 3 Oct 2025 Kaizen Ideas!

- **QC Dept**- Improvement of Measurement System Accuracy through GR&R study
- **CNC Milling** – Fix Plank Firmly in Hwacheon Machine
- **SCG**- Attachment of Monitor with Camera near Machine Headsrock spindle

Congratulations Top 3 Nov 2025 Kaizen Ideas!

- **Planning/Design/Store Dept**- Arrangement of files in Programming Server
- **Turning** – Arrangement of tools in box according to size (10 and 12mm)
- **Studer/Centerless/SG**-Signage Label on Coolant Waste Storage Drum

Congratulations Top 3 Dec 2025 Kaizen Ideas!

- **QC Dept**- Tagging System for Rejected incoming parts
- **Wirecut** – Fixture to prevent waterflow in Wirecut Storage drum
- **Studer/Centerless/SG** – Use of Solvent Dispenser for Thinner AAA

M&D PRECISION TECHNOLOGY

Congratulations Top 2 Kaizen Quarterly Winners!

(Both Team will receive S$100)

- **QC Dept**- Tagging System for Rejected Incoming parts
- **Wirecut** – Fixture to prevent waterflow in Wirecut Storage drum

Oct-Dec 2025

Congratulations Top 3 Jan 2026 Kaizen Ideas!

- **Planning/Design/Store Dept**- -Proper mixing and preparation of machine coolant.
- **QC Dept**-Inventory and traceability of stack height masters.
- **Studer/Centerless/SG Dept- Dept**- Grinding wheels storage on a mobile track rather on high elevated surfaces.

Congratulations Top 3 Feb 2026 Kaizen Ideas!

- **Purchasing/Admin/Sales Dept**- AutoCount "one click" report generation function
- **QC Dept** – Incoming parts tray location to be encoded in MEOW system
- **Studer/Centerless/SG**-Complete Roughing of Diameter to be added in the Process Flow prior to Grinding for Core Pin L11, L12 ECC

Congratulations Top 3 Mar 2026 Kaizen Ideas!

- **QC Dept**- Standard fixture for Semicon Assembly
- **Polishing Dept** – Diamond compound tube holder
- **Studer/Centerless/SG**- Create a bearing lock to mount the small grinding wheels used for dressing CBN wheels

🎉 Congratulations Top 2 Kaizen Quarterly Winners! (Q1 2026) 🎉

(Both Team will receive S$100)

- **Planning/Design/Store Dept** - Proper mixing and preparation of machine coolant.
- **QC Dept** – Standard fixture for Semicon Assembly

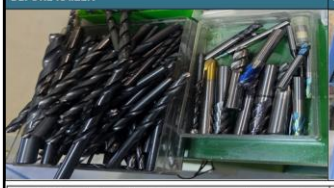
Jan-March 2026

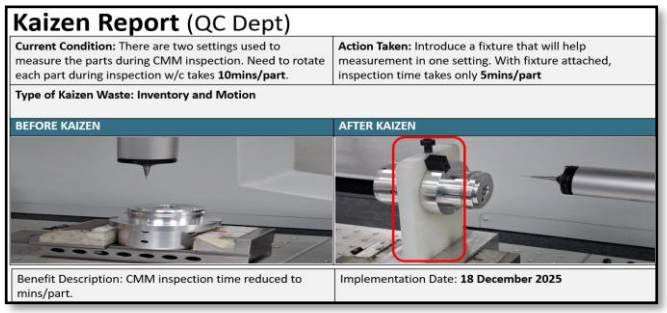
Some of the Kaizen Completed Projects

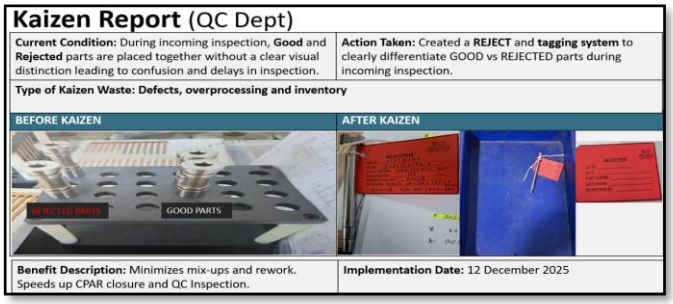
Kaizen Report (CNC Milling Dept)

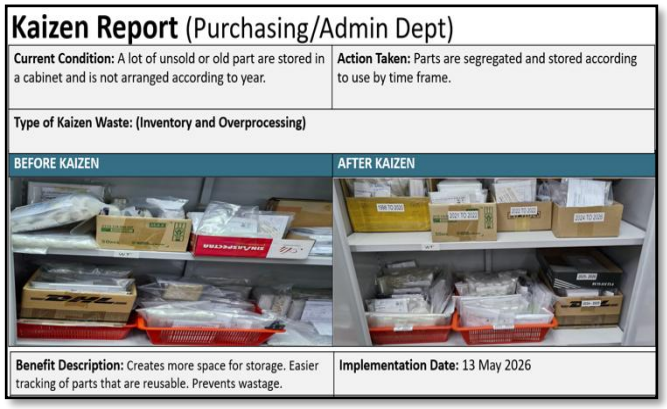
Current Condition: The footrest used in Hwacheon machine is slippery and is not stable.	**Action Taken:** Firmly fixed the footrest plank used in Hwacheon machine.
Type of Kaizen Waste: Motion and Safety	
BEFORE KAIZEN	**AFTER KAIZEN**
Benefit Description: Plank is now firmly fixed and will not move when machinist is standing on top of the footrest. Reduced slip accident risks.	**Implementation Date**: 3 November 2025

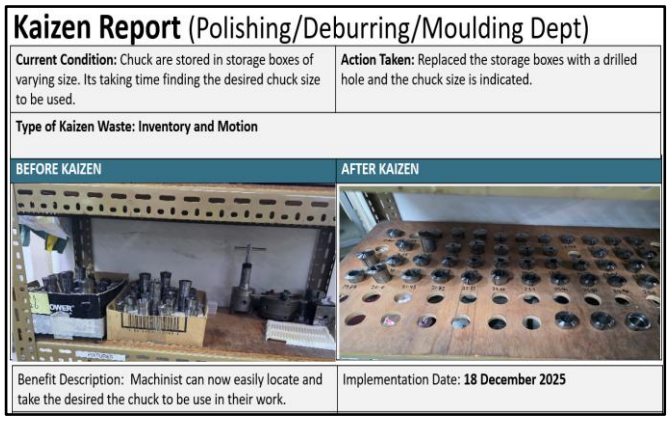
Kaizen Report (CNC Milling Dept)

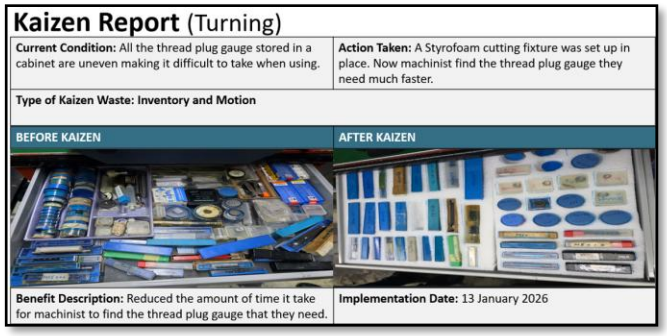
Current Condition: Knife blades of various diameter ø4, ø6 and ø8 are randomly stored. It takes some time for machinist to locate and select the correct blade.	**Action Taken:** Knife blades are sorted according to diameter size.
Type of Kaizen Waste: Inventory	
BEFORE KAIZEN	**AFTER KAIZEN**
	
Benefit Description: Machinist can now easily locate the knife blade that they need.	**Implementation Date:** 20 March 2026

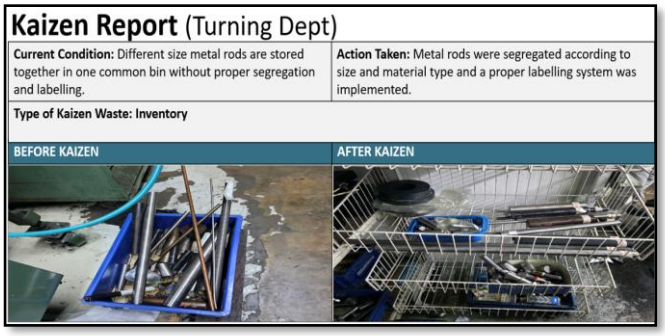












7.0 Product Responsibility

At M&D Precision Technology, product responsibility is fundamental to our commitment to delivering precision-engineered products that consistently meet customer expectations for quality, reliability, safety, and performance. We recognize that responsible manufacturing extends beyond

product delivery and encompasses the entire product lifecycle—from design and production to inspection and customer support.

Our Quality Management System, certified to ISO 9001:2015, provides a structured framework for maintaining consistent product quality and driving continual improvement. Through robust quality control processes, documented procedures, equipment calibration, and comprehensive inspections, we strive to ensure that every product conforms to customer specifications and applicable regulatory requirements.

7.1 Quality & Safety

M&D Precision Technology is committed to delivering quality products and services while maintaining a safe and healthy workplace. Through continuous improvement, employee engagement, regulatory compliance, and effective management systems, we strive to achieve operational excellence, customer satisfaction, and sustainable business growth.

7.2 PFAS Compliance and Material Stewardship

M&D Precision Technology is committed to providing products that comply with applicable customer, regulatory, and industry requirements relating to material safety and environmental responsibility.

As part of our product responsibility program, we monitor emerging regulations concerning **Per- and Polyfluoroalkyl Substances (PFAS)** and work closely with our suppliers to obtain material declarations and product compliance information. Where required, we provide PFAS declarations to customers based on information received from our supply chain, supporting transparency and responsible material management.

We continue to strengthen our supplier engagement and compliance processes to address evolving global requirements for restricted substances and to ensure our products meet customer expectations for environmental compliance.

M & D PRECISION TECHNOLOGY PTE LTD

Blk 5014 Ang Mo Kio Avenue 5 Techplace II #01-01/02 Singapore 569881
Tel: (65) 6742 1988 Fax: (65) 6749 1988
Website: www.mdpretech.com E-mail: sales@mdpretech.com
Reg. No. 199702742R GST No. 19-9702742-R

Certificate No: AJA002806

DATE: 20 February 2026

TO WHOM IT MAY CONCERN:

SUBJECT: Seal Teflon (272)

M&D Precision Technology Pte Ltd. declare that all products listed in Table 1 contain Per- and Polyfluoroalkyl Substances also known as PFAS.

Table 1. Listed materials with PFAS substance

MFG Part No.	Product Name	CAS Number	Ingredient	% by Wt.	Classification CLP
10013833	Seal Teflon (272)	9002-84-0	Polytetrafluoroethylene (PTFE)	<=100%	Not dangerous

While we do not manufacture this item in-house, we source these Teflon seals from specialized manufacturers and hold them to strict quality standards before delivery to you. We are actively engaged in **R&D to transition** our sealing components from Teflon (PTFE) to more sustainable alternative materials in the near future

We recognize the growing environmental and health concerns associated with PFAS chemicals, including but not limited to PFOA, PFOS, GenX, and other related fluorinated compounds, as defined by the U.S. Environmental Protection Agency (EPA), the European Chemicals Agency (ECHA), and other relevant regulatory bodies.

M & D Precision Technology is committed to environmental responsibility and regulatory compliance. Our declaration is based on the following:

- **No Intentional Addition:** No PFAS substances are used or intentionally added during the formulation, manufacturing, or packaging processes of our products.
- **Supply Chain Verification:** We require our raw material and component suppliers to confirm that the materials provided to us do not contain intentionally added PFAS.
- **Product Scope:** This declaration applies to all **Core Pin, Insert, Stripper, Jig and Fixture (Mold components)** provided by M & D Precision Technology Pte Ltd.

While we do not currently perform routine analytical testing for the presence of trace amounts of these substances, the information provided is based on our current knowledge. Trace amounts due to impurities in components or other sources are not excluded, but no PFAS is part of our product specification or design. We are committed to monitoring evolving regulations and working diligently to ensure that our supply chain remains free of PFAS to support your compliance needs.

Sincerely,

Wei Tat Lim
General Manager
M&D Precision Technology Pte Ltd
Blk 5014 Ang Mo Kio Ave 5 Techplace II #01-01/02 Singapore 569881
Tel: +65 6742 1988 Mobile: +65 8133 8663

7.3 R&D and Design

We collaborate closely with our customers during the product development process to understand technical specifications and manufacturing requirements. Our engineering team evaluates product designs for manufacturability, identifies opportunities to improve production efficiency, and develops tooling and process solutions that optimize quality and performance.

7.4 Materials Use

M&D Precision Technology relies on a variety of high-quality engineering materials to manufacture precision components for our customers. The primary materials used in our operations include

iron, stainless steel, copper, brass, carbide, and aluminum, which are selected based on customer specifications and product requirements.

We are committed to using materials responsibly by improving material efficiency, reducing waste generation, and maximizing the recycling of metal scrap produced during manufacturing. Through effective production planning, inventory management, and continuous improvement initiatives, we strive to optimize material utilization while minimizing unnecessary material losses.

Metal waste generated during machining operations is segregated by material type and collected for recycling through authorized recycling partners (**Yihua Trading Services)**. This supports resource conservation and contributes to the circular economy by diverting valuable materials from disposal.

7.5 Product Transport & Packaging

M&D Precision Technology is committed to ensuring that our products are delivered safely, securely, and efficiently while minimizing environmental impacts associated with packaging and transportation.

Products are packaged according to customer specifications and shipment requirements to protect precision components from damage during storage and transportation. Appropriate packaging materials, including bubble pack, tray (Styrofoam), container (plastic), plastic bag, carton box and fillers, are selected based on product characteristics to ensure product quality is maintained throughout the delivery process.

8.0 Supply Chain

8.1 Sustainable Procurement

M&D Precision Technology Pte Ltd prioritizes sourcing from suppliers who demonstrate a commitment to sustainability, ethical labor practices and environmental protection.

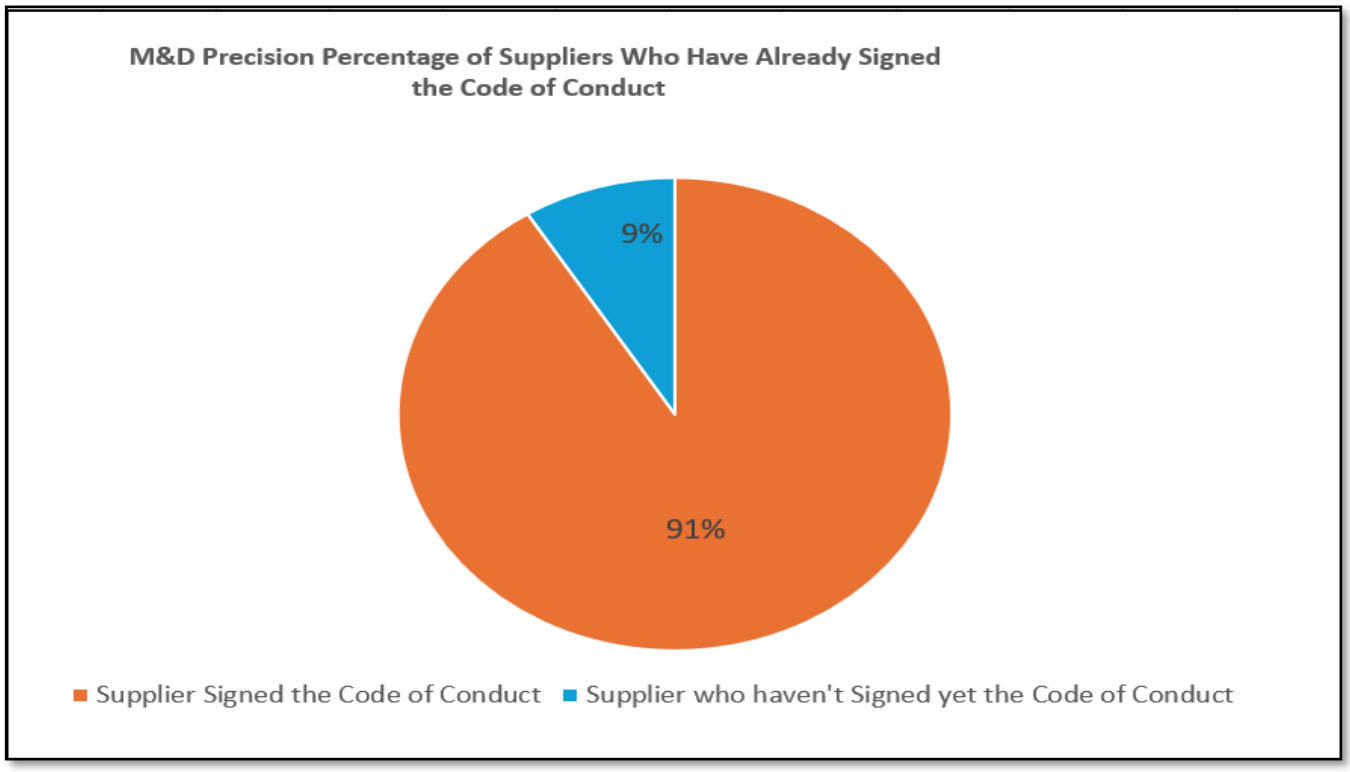
Suppliers must:

- ✓ Utilize eco-friendly production methods and sustainable raw materials.
- ✓ Minimize waste and implement recycling initiatives.
- ✓ Adhere to fair labor practices and international human rights standards.
- ✓ Maintain energy-efficient processes to reduce environmental impact.
- ✓ Provide transparency in carbon emissions and sustainability efforts.
- ✓ Recognize that a safe and healthy working environment is a priority

Vendor Code of Conduct

We require our vendors, contractors, and subcontractors (collectively "Vendors") to share these values and operate in compliance with all applicable laws, rules, and regulations of the countries in which they operate. Compliance with our Vendor Code of Conduct ("Code") is a mandatory condition for entering or continuing a business relationship with M&D.

Metrics	Value	Percentage (%)
Total Suppliers	112	-
Supplier Signed the Code of Conduct	102	91.07
Supplier who hasn't Signed yet the Code of Conduct	10	8.93



8.2 Supplier Diversity

M&D Precision Technology is committed to maintaining a fair, transparent, and responsible procurement process. We strive to provide equal opportunities to qualified suppliers and support the participation of local businesses and SMEs within our supply chain. Through inclusive procurement practices, we aim to strengthen supply chain resilience, foster innovation, and contribute to sustainable economic development.

9.0 Employee Volunteering

M&D Precision Technology is committed to making a positive contribution to the communities in which we operate. In partnership with **Bethesda Care Services**, our employees participate in a **Hot Meals Delivery Programme** last 16 April 2026 that provides nutritious meals to seniors and vulnerable individuals in the community.

Through this initiative, employee volunteers assist in the delivery of prepared meals directly to beneficiaries, helping to ensure they have access to daily nutrition while also fostering social connection and care. Beyond addressing practical needs, the programme provides opportunities for meaningful engagement with community members who may experience social isolation.

By collaborating with Bethesda Care Services, M&D Precision Technology seeks to support the well-being of vulnerable groups, encourage employee volunteerism, and strengthen our commitment to social responsibility and community development.

(Photo taken last 16 April 2026 at Bethesda Care Services Block 253, Tampines Street 21, #01-406, Singapore 521253Block 253, Tampines Street 21, #01-406, Singapore 521253)

Elderly Services- Affordable Care for the Frail Aged- Bethesda Care Services-In this link are the other Volunteer Activities that Bethesda Care Services offers that foster collaboration with SME's like M&D Precision Technology.

10.0 Sustainability Reporting

10.1 External Sustainability Assessment Framework

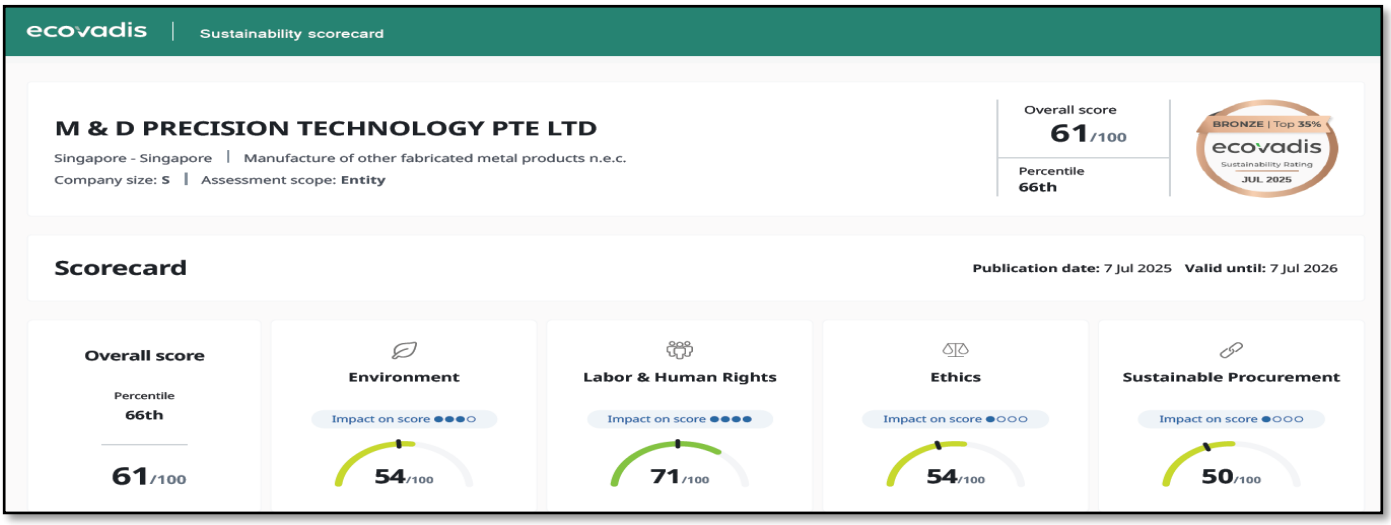
To strengthen our sustainability performance and benchmark our practices against internationally recognized standards, M&D Precision Technology participates in external sustainability assessments.

In 2025, the Company successfully completed an independent sustainability assessment conducted by **EcoVadis**, one of the world's leading providers of business sustainability ratings. The EcoVadis assessment evaluates an organization's sustainability management system across four key themes:

- **Environment**
- **Labour & Human Rights**
- **Ethics**
- **Sustainable Procurement**

The EcoVadis methodology is built upon internationally recognized sustainability frameworks and standards, including the **Global Reporting Initiative (GRI)**, the **United Nations Global Compact (UNGC)**, the **ISO 26000 Guidance on Social Responsibility**, and other internationally accepted ESG principles.

Following the assessment, **M&D Precision Technology was awarded the EcoVadis Bronze Medal**, recognizing our commitment to responsible business practices and continuous improvement in environmental, social, and governance (ESG) performance.

The EcoVadis assessment provides an independent evaluation of our sustainability management systems and helps identify opportunities to strengthen our policies, processes, and performance. We will continue to leverage the assessment results to drive continuous improvement, enhance stakeholder confidence, and advance our journey toward becoming a **Sustainable Company Beyond Precision Engineering**.

10.2 Our Sustainability Scorecard